

ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT 2025

This Anti-Slavery and Human Trafficking Statement is provided in response to Section 54(1) of the Modern Slavery Act 2015 by Oceaneering International Services Limited (referred to as “Oceaneering,” “we” or “us”). This Statement discloses the steps we have taken during the current year to ensure that slavery and human trafficking are not taking place in Oceaneering’s operations or supply chain.

INTRODUCTION

Oceaneering is committed to complying with all applicable legal requirements, and to conducting its business in accordance with a high level of honesty and integrity. This is reflected in our [Mission, Vision and Values](#), our [Code of Conduct](#) and our related policies and procedures.

All of our directors, officers and employees are expected to adhere to our Code of Conduct in the performance of their responsibilities on behalf of Oceaneering.

Mission, Vision, and Values

Our Mission, Vision and Values represent how we interact with our customers, suppliers, and employees. In particular, they highlight our focus on safety and acting with integrity towards ourselves, our teams, our industry partners, our shareholders, and our communities. A more detailed description of Oceaneering’s Mission, Vision and Values can be found on our [website](#).

Code of Conduct

Our Code of Conduct applies to our directors, officers, and employees. We expect our joint venture partners, consultants, agents, subcontractors, and other business partners to act in a manner which is consistent with the principles set out in this Code. The Code reflects our commitment to pro-active compliance with applicable laws and regulations affecting Oceaneering and its business.

The Code also underlines the importance of conducting our business in accordance with high levels of honesty and integrity and with high ethical standards. It encourages all employees to report any indications of illegal or improper conduct, which would include any suspected issues of slavery or human trafficking or any other inappropriate behavior in our business or supply chains. It also makes clear that employees will not be subject to any adverse action if any such issues are raised in good faith. In order to encourage this behavior, we provide an anonymous reporting system which is operated by a third party and is accessible twenty-four hours a day, seven days a week.

Any form of slavery and human trafficking is incompatible with both our Mission, Vision, and Values and our Code of Conduct. Understanding that slavery and human trafficking may take many forms, we expect our directors, officers, and employees to be alert to the risk, however small, of slavery and human trafficking occurring in our supply chains, or other parts of our business.

OUR ORGANIZATION AND SUPPLY CHAIN

Oceaneering is a global provider of engineered services and products, primarily to the offshore oil and gas industry, with a focus on deepwater applications. Through the use of its applied technology expertise, Oceaneering also serves the aerospace, entertainment, material handling, defense, and renewable energy industries. Oceaneering's business offerings include remotely operated vehicles, built-to-order specialty subsea products, deepwater intervention and manned diving services, non-destructive testing and inspection, and engineering and project management. A more detailed description of Oceaneering's business offerings can be found on our [website](#) and in Oceaneering International, Inc.'s [Annual Report](#).

Our supply chain does not generally include the sourcing of any raw commodities. We do, however, source processed metals and manufactured materials from reputable suppliers.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

In our commitment to identify and mitigate risks within our supply chain, we strive to ensure that slavery and human trafficking do not occur in any segment of our business. To this end:

- We conduct thorough screenings of our suppliers in line with our established supply chain procedures, granting approvals based on assessed risks.
- Our selection and approval process encompasses quality audits of suppliers, compliance inquiries, and extensive screening and background checks performed by external corporate investigation and risk consultants.
- Suppliers and business partners operating or potentially operating in areas of heightened risk—determined by service type, transaction value, or geographical location—undergo additional background checks and compliance training.
- Oceaneering's ethical expectations, which cover a spectrum of issues including modern slavery, human trafficking, child labor, human rights, and labor standards are shared with our suppliers and business partners by means of our Supplier Code of Conduct <https://oceaneering.canto.com/download/document/a7961ed6u52theen6pial9bq6a/original.pdf>
- Our contracts mandate that all business partners, suppliers, contractors, and vendors adhere to all relevant laws and abide by Oceaneering's Code of Conduct, as well as our customers' policies when applicable.
- Contracts include clauses that advocate for responsible social, environmental, and economic practices.
- We have instituted policies and systems designed to facilitate the reporting of concerns and to safeguard whistleblowers, which includes a global Ethics Hotline.

To gauge our effectiveness in eradicating slavery and human trafficking from our supply chain and business operations, we employ the following Key Performance Indicators (KPIs):

- Successful completion of vendor audits by our Internal Audit and Quality Assurance Departments.

- Implementation of labor monitoring and payroll verification systems.
- Regular engagement and communication with our vendors, agents and business partners.
- Receipt of annual compliance certifications from our vendors, agents and business partners considered to be high risk.
- Ongoing monitoring of vendors, agents and business partners considered to be high risk.

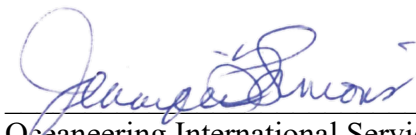
SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance for slavery and human trafficking. We expect all those in our supply chain to comply with our policies and standards. We regularly communicate our expectations to our suppliers. We seek assurance of compliance through regular supplier audits.

TRAINING

To ensure an understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we have developed and deliver training for our relevant directors, officers, and employees.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2025.

A handwritten signature in blue ink, which appears to read "James Simons", is written over a horizontal line.

Oceaneering International Services Limited

Date: July 21, 2026