

1 Quality objectives 2026

Area	Objective	Target
Customer satisfaction	Strive to maintain current satisfaction level	<ol style="list-style-type: none"> Overall satisfaction index $\geq 5^*$ No surveys with index $<4^{**}$ <p>*12 month moving average **Overall satisfaction on individual projects</p>
Cost of poor quality	Project slippage should be reflected in the NCR costs	Max 0.5% of turnover
Continuous improvement	<p>Non-conformity raised, handled and closed.</p> <p>Follow-up of implementation of high risk non-conformities</p>	<p>NCR lead time: 75% solved within 3 months</p> <p>All actions for a high risk non-conformity verified by HSEQ: 100%</p>
Documentation compliance according to ISO certification	Ensure roles & responsibilities are assigned, communicated and understood within the organisation by documenting business processes	<p>Ensure all documents in the Business System:</p> <p>Has a doc owner employed in Semco</p> <p>Have been reviewed and updated if needed if last review is >2years</p>

2. HSSE objectives 2026

Area	Objective	Target
Health	Decrease absenteeism in Semco Maritime in average	Below 2.5 % (white collars) Below 3.0 % (blue collars)
	Increase Employee Satisfaction Survey	Above 3.0 on a scale from 1-4 where 4 is highest score
Safety	Decrease Total recordable injuries frequency (LTA+RWI+MTI)	Below 1.8
	Decrease Lost Time Accidents frequency	0
	Increase observations frequency	Offices: 150/mio working hours Sites and offshore: 3500/mio working hours
	Increase safety awareness	<ul style="list-style-type: none"> • Safety Talks: Operational Managers to do 14 Safety Talks per year; Adm Managers to do 4 Safety Talks per year, Total 1650 • Ten Management Site visits
Environment	Increase the safety culture on all Semco Maritime operational sites	Result of Safety Culture Survey to be above 3.25
	Waste management	Increase amount of recycling to 80 %
Security	Sustainability – CO2	Follow CO2 reduction roadmaps in each division to meet 2030 and 2050 net zero targets
	Ensure emergency preparedness on Semco Maritime locations	Min. one drill per location based on high risk issues. Definition of drill: Fire drill, First aid drill, Evacuation test.