Intellectual Property Policy

To be a recognized **industry leader and trusted partner**, delivering **value** to the **energy** industry.



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Policy

Introduction

Intellectual Property (IP) refers to all business and technical information made available, directly or indirectly, to MR Group employees and contractors and any and all information acquired or developed by contractors.

For MR Group intellectual property refers but is not limited to the following:

- Proprietary information (confidential Company information, for example financial information);
- Training programmes and materials as well as mentoring programmes;
- Checklists, reports, drawings, photographs and any other project-specific documentation;
- Software, systems;
- All third-party information.

This policy summarises the responsibilities of all MR Group employees/contractors with respect to intellectual property. The purpose of this policy is to safeguard the interests of MR Group and to ensure that all service lines comply with all intellectual property obligations to MR Group and actual and prospective clients.

Protection of Intellectual Property

During the course of their employment with MR Group, employees/contractors may have access to intellectual property owned by MR Group or third parties. Any such information must be kept confidential and not used for individual benefit.

The employee/contractor may use or disclose information acquired through their association with MR Group solely for the performance of their job. Particular care must be taken to keep confidential any and all information that is:

- Of possible value to competitors;
- Potentially damaging to clients;
- Received under a secrecy obligation;
- Received from third parties outside the company.

Any distribution of intellectual property assets is subject to authorisation from the relevant Regional Director. When in doubt, employees/contractors shall treat information acquired in the course of their employment at MR Group as strictly confidential and consult the respective Regional Director for clarification and instructions.

The MR Group Intellectual Property Policy is applicable to all employees/contractors within MR Group. The care of and rights to proprietary information are covered in contracts signed by all employees and contractors upon hire.

Authorized by

Duco de Haan

Chief Executive Officer



16 January 2026

MR Group Holdings Limited

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