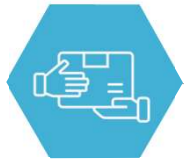


# Short-Term International Remote Work (SIRW) Process



Colleague requests initial approval for SIRW from Leader. This does not represent final approval.



Colleague accesses EY tech platform via hyperlink on OneMaersk.com



Colleague creates a one-time profile on EY platform. Verified as Maersk employee via single sign-on.



Colleague submits request for SIRW, attaching Leader approval.



EY Platform sends email to colleague and Leader approving or declining SIRW request.

- ❑ The new SIRW page on OneMaersk.com will include a copy of the policy, guidance on the policy and list of contacts
- ❑ The Global Mobility Partners will be available to answer questions from colleagues on eligibility
- ❑ GMO and People Solutions will have access to the back-end of the EY Platform and will undertake regular audits of the information submitted by colleagues

- ❑ This is a fully-automated, fast and reliable process that will provide clarity, structure and risk management in the increasingly complex compliance SIRW landscape
- ❑ A pilot scheme will be launched on 1 March 2026 across Technology, followed by a global roll-out Q3 2026. Both the pilot and global roll-out will be accompanied by an awareness campaign and training.