

Minutes of a meeting of the Association’s Europe and Africa Regional Committee held on 30 October 2025 from 10:00 BST via videoconference

1 Competition law compliance policy

The IMCA Competition Law Compliance Policy, which had been circulated with the meeting agenda, was drawn to the attention of all present.

2 Welcome and attendance

MN welcomed members to the meeting. Apologies for absence were recorded, with the latest meeting attendance now as follows:

Name	Company	Jan 2025	Feb-25	Mar-25	Apr-25	May-25	Jul-25	Sep-25	This
Cintha Lopes (CL)- Chair	Simwave	Attended	Attended	Attended	Attended	Attended	Apologies	Apologies	Attended
Rolf Røsslund (RR)- Vice	NUI	Attended	Apologies	Apologies	Apologies	Attended	Apologies	Apologies	Attended
Andrew Laing (AL)	JDF Global	Attended	Attended	Attended	Apologies	Attended	N/A	Absent	Apologies
Jannie Scholtz (JS)	Marine Mackay	Apologies	Attended	Attended	Attended	Attended	Attended	Attended	Apologies
Ekkehard Stade (ES)	Global Maritime	Attended	Apologies	Attended	Apologies	Apologies	Attended	Attended	Absent
Giampaolo Bonalumi (GB)	Saipem	Attended	Attended	Apologies	Attended	Attended	Attended	Attended	Apologies
Erik Bergh (EB)	Deep Ocean	Attended	Attended	Attended	Attended	Attended	Attended	Attended	Apologies
Luke Dicks (LD)	Boskalis	Apologies	Attended	Attended	Attended	Attended	Apologies	Attended	Apologies
Rolf de Vries (RV)	Bluestream Offshore BV	Apologies	Attended	Apologies	Attended	Attended	Apologies	Apologies	Apologies
Lindi Brogneri (LB)	Logiit	Attended	Attended	Attended	Attended	Attended	Apologies	Attended	Attended
Darren Shannon (DS)	Oceaneering International	Apologies	Attended	Absent	Attended	Attended	Attended	Apologies	Attended
Norman Skillen (NS)	Jan De Nul	Attended	Attended	Attended	Attended	Apologies	Apologies	Apologies	Attended

Legend: ✔ Attended ✔ Part-Time S Substitute ✉ Apologies Absent N/A

Also present or joining via videoconference were:

- Mary Ntamark (MN) IMCA,
- Giulia Luerti (GL) IMCA,
- David Bloom (DB) IMCA,

3 Minutes of the previous meeting

3.1 Approval of the minutes

The minutes were agreed and were duly signed as an accurate record by the Vice Chair.

3.2 Matters arising from the minutes not covered by the agenda

There were no matters arising from the minutes that were not covered by existing agenda items. All previous actions have now been met.

4 Feedback from Ghana

MN, **DB** and **GL** discussed the recent Ghana regional meeting, highlighting expanded local engagement, the involvement of the Deputy Minister of Marine from Nigeria, the successful school (International School of Accra) visit, and the inspiring story of Sarah Precious, the youngest female navy diver in Ghana, with follow-up actions to promote diversity and youth engagement. **DB** reported that the deputy offered to host the next Africa meeting in Abuja, with the intention of introducing IMCA to Nigerian government officials. This was seen as a significant opportunity for IMCA to increase its presence and influence regulatory standards in the region. **GL** provided details of the visit to a local school, where they presented offshore industry opportunities to students, initiated a marine club, and engaged with the principal, who was enthusiastic about the collaboration. The team also connected with Sarah, the youngest female diver in Ghana, whose story was shared as an example of diversity and inspiration.

The group discussed the importance of building relationships with regulators, noting that the Petroleum Commission in Ghana expressed interest in IMCA's activities and has since looking to join as an associate member. The committee aims to encourage adoption of IMCA standards as regulatory benchmarks in both Ghana and Nigeria. **MN** confirmed that a detailed debrief of the Ghana activities, including the school visit and Sarah's story, was shared with all members via the 'Making Waves' article. Members were called upon to support career programs for students, and there was agreement to further promote stories of diversity and local engagement.

5 Next regional

The group discussed the scheduling and format of the 2026 Africa regional meeting. The committee reviewed the proposed schedule, noting that only one Africa regional meeting is planned for next year, likely in May, to avoid overlap with the global summit in Europe. Considerations included weather patterns, travel logistics, and alignment with other industry events. **RR** and **CL** suggested holding the Europe regional meeting adjacent to a technical seminar (such as lifting, rigging, or HSE seminars) to facilitate member participation and optimize travel. The group discussed the feasibility of half-day meetings and the potential for joint events with dinners to encourage networking. The committee considered Ghana and Nigeria as likely locations for the Africa regional meeting, given existing stakeholder engagement, but also discussed challenges such as visa issues for Namibia and the need to coordinate with other local events or company visits to justify travel. The group planned to revisit the topic in the next meeting after gathering more information.

6 Objectives

The committee reviewed ongoing objectives, including regional engagement, promoting safety culture, and addressing diving-related concerns. Members were reminded to update the objectives spreadsheet with new ideas.

MN and **GL** shared objectives from other regional committees, such as member engagement surveys in APAC, regulatory relationships in North America, and translation efforts in South America. The group identified common themes, especially around diving safety and regulatory collaboration. **CL** and **RR** emphasized the importance of setting specific objectives, such as engaging African regulators to reduce diving incidents. The group acknowledged the challenges of regulatory engagement and agreed to focus first on building relationships before pursuing more ambitious goals and to approach the regulators with specific topics. **NS**, **GL** and **LB** discussed the committee's efforts to attract new talent, including school visits and potential collaborations with the Emerging Talent Committee. Suggestions included expanding outreach to universities, organizing expos for young professionals, and sharing best practices across regions. **NS** noted this was a broad, extensive topic that the group agreed would continue in the future.

7 AOB

NS discussed the alignment of committee objectives with the broader IMCA board strategy, noting that the overall strategy is still in development and that input from regional committees will be incorporated into the process.


explained that the board's strategy is being developed by Jamie, the new COO, with a draft expected in December and finalization by next summer. Committee activities are currently proceeding independently but will be integrated into the broader strategy. The committee's objectives and activities will contribute to the overall organizational review. **DB** suggested that the operations committee could facilitate alignment of objectives across regions, but **MN** noted that operational committees typically seek input from regional committees rather than dictate objectives.

8 Summary of action items

Action	Responsible	Target
Check with the comms team regarding feasibility of holding the Europe regional meeting the day before a technical seminar (half day)	MN/GL	11 th /12/2025
Search for other relevant events in May in Africa to potentially align with the Africa regional meeting.	All the members	11 th /12/2025
Write a summary of the Ghana school engagement and ask comms to send it to all company members in Africa, requesting feedback on how they can engage with schools in their respective countries.	MN/GL	11 th /12/2025
Fill out the objectives brainstorming template with suggestions and ideas discussed during the meeting.	All the members	11 th /12/2025

9 Date and location of next meetings

11th December 2025 at 13:00pm BST

 <small>Cinthya Lopes (Nov 12, 2025 08:20:57 GMT+1)</small>	Cinthya Lopes	12/11/2025
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Signed as a true record

Name

Date







Europe and Africa Regional Committee

Final Audit Report

2025-11-12

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