

SEATRIUM SUSTAINABILITY REPORT 2025

About Seatrium Limited Sustainability Databook

This Databook presents a structured set of environmental, social, and governance (ESG) indicators monitored annually by Seatrium Limited (“Seatrium” or the “Group”) to assess performance against its sustainability ambitions across global operations. It is intended to enhance transparency, strengthen data integrity, and support informed decision-making by stakeholders, including investors, lenders, and analysts.

The Databook focuses on quantitative disclosures and methodological explanations; narrative strategy, governance, or risk discussions are presented in the Sustainability Report.

Important Note

(1) Reporting Period

Unless otherwise stated, the information presented in this Databook covers the financial year from 1 January 2025 to 31 December 2025 (“FY2025”). Comparative data for FY2023 and FY2024 is provided where available to enable year-on-year and multi-year trend analysis.

(2) Reporting Boundary and Consolidation Approach

The reporting boundary of this Databook aligns with the Group’s financial consolidation boundary and follows the operational control approach for environmental, social, and safety data. Under this approach, Seatrium reports 100% of ESG data from operations under its operational control, while operations without such control are excluded unless specifically disclosed. The scope covers Seatrium Limited and its subsidiaries under operational control, including major operating yards and offices. Divested, acquired, or inactive entities during the reporting period are included based on operational activity and materiality. Joint ventures and associates are excluded from the Databook. This approach ensures alignment with the Group’s risk management and operational oversight responsibilities and maintains consistency between sustainability and financial reporting boundaries.

(3) Changes in Methodology from FY2024

Where applicable, methodological updates have been implemented in FY2025 to enhance accuracy, consistency and alignment with evolving standards. Key changes may include:

- Updates to grid emission factors
- Adoption of revised Global Warming Potential (GWP) factors where applicable
- Reclassification of workforce categories where definitions have evolved

(4) Restatements and Data Revisions

Restatements are made where prior-year data has been revised due to finalisation of audited data. Where restatements have been made, the affected metrics are clearly identified, and the reason for restatement is disclosed in the relevant tables. Such revisions are undertaken to strengthen data integrity and support enhanced assurance readiness.

(5) Basis of Preparation

This Databook has been prepared in alignment with applicable regulatory and voluntary frameworks, including:

- Sustainability reporting requirements under the Singapore Exchange (SGX)
- Standards issued by the International Sustainability Standards Board, including IFRS S1 (General Requirements for Disclosure of Sustainability-related Financial Information) and IFRS S2 (Climate-related Disclosures)
- Global Reporting Initiative (GRI) Standards 2021
- Sustainability Accounting Standards Board (SASB)

(6) External Assurance Scope

Selected sustainability metrics, marked with *, disclosed in the Sustainability Report and this Databook are subject to independent external assurance. The scope of assurance for FY2025 covers limited assurance on selected sustainability information, as defined in the Independent Practitioner’s Limited Assurance Report published in the Sustainability Report.

Complementary Documents

Annual Report 2025

Sustainability Report 2025

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Social	WORKFORCE	DIVERSITY & INCLUSION	COMPETENCY & DEVELOPMENT	SAFETY & HEALTH	COMMUNITY ENGAGEMENT	
Reporting Framework	SGX SUSTAINABILITY REPORTING	SGX LIST OF CORE ESG METRICS	ISSB	GRI	SASB	

SEATRIM SUSTAINABILITY REPORT 2025

SUSTAINABILITY IMPERATIVES, TOPICS AND TARGETS

Sustainability Imperatives	Material Topics	2025 Targets	2025 Progress	2030 Targets
Operating A Responsible Business	Compliance, Governance & Assurance	Uphold high standards of corporate governance	Policies and practices in place	Uphold high standards of corporate governance
		Zero tolerance policy towards fraud, bribery and corruption	Policies and practices in place	Zero tolerance policy towards fraud, bribery and corruption
	Customer Alignment & Confidence	30% of our annual net orderbook from renewables and cleaner/green projects	40%	Doubling (i.e., 100% increase in) revenue from renewable energy solutions from 2023 baseline ²
		25% increase in revenue from renewable energy solutions from 2023 baseline ¹	109%	
		95% customer satisfaction in all projects	99%	95% customer satisfaction in all projects
Engineering A Sustainable Future	Innovation & Sustainable Solutions	100% compliance with product safety and health requirements	100%	100% compliance with product safety and health requirements
	Supply Chain Management	100% contracted responsible procurement spend in compliance with Seatrim's codes of conduct	100%	100% contracted responsible procurement spend in compliance with Seatrim's codes of conduct
	Environmental Sustainability	30% reduction of our emissions (net scope 1 & 2) from 2008 levels ³	30%	40% reduction of our emissions (net scope 1 & 2) from 2008 levels
		Zero harm to the environment	No significant spillage, fines and non-monetary sanctions	Zero harm to the environment
Caring for Our People and Communities	Our People Commitment	Build a diverse, equitable and inclusive workplace	Policies and practices in place	Build a diverse, equitable and inclusive workplace
		Achieve 20 training hours per employee per year	26.6 hours	Achieve 22 training hours per employee per year
	Workplace Safety & Health	VISION ZERO incidence target	Policies and practices in place	VISION ZERO incidence target
		Average Workplace injury rate below Singapore national benchmark after a 26% reduction	116 (>26% below benchmark ⁴)	Average Workplace injury rate below Singapore national benchmark after a 30% reduction
	Community Engagement	S\$2.50 million annual investment for community engagement	S\$2.97 million	S\$3.00 million annual investment for community engagement
		>10,000 hours of participation in community projects and volunteering activities by employees	14,299 hours	>15,000 hours of participation in community projects and volunteering activities by employees

Notes

1. 2023 baseline was S\$1.01 billion.

2. In 2025, Seatrim achieved 40% of our annual net order book from renewables and cleaner/green projects, ahead of the 2030 timeline. Reflecting this progress, we have updated this target in our Sustainability Vision 2030 to double (100% increase in) revenue from renewable energy solutions by 2030 from a 2023 baseline, aligned with one of the Group's Sustainable Finance Framework

3. 2008 was selected as the baseline year in line with the International Maritime Organization ("IMO") 2023 GHG Strategy, which sets a global target for the shipping sector to reduce GHG emissions by 40% by 2030, compared to 2008 levels. The 2008 baseline emissions of 255,462 tCO₂e were calculated using the location-based method for Scope 2 emissions, which forms the basis for the Group's emissions reduction target. No Renewable Energy Certificates were purchased or redeemed in 2008.

4. The exact percentage reduction will be available once the Ministry of Manpower Singapore publishes the Workplace Safety and Health Report for FY2025.

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ECONOMIC CONTRIBUTION

	Unit	Standards / Rating Ref	FY2023	FY2024	FY2025
Direct Economic Value Generated & Distributed					
Direct Economic Value Generated	S\$ billion	GRI 201-1ai	7.29	9.23	11.47
Revenues					
Economic Value Distributed	S\$ billion	GRI 201-1aii	8.91	9.19	10.93
Operating Costs	S\$ billion	GRI 201-1aii	7.40	7.49	9.15
Employee Wages and Benefits	S\$ billion	GRI 201-1aii	1.11	1.23	1.42
Payments to Providers of Capital	S\$ million	GRI 201-1aii	288	314	276
Payments to Government	S\$ million	GRI 201-1aii	107	153	81
Community Investments	S\$ million	GRI 201-1aii	2.50	2.95	2.97
Economic Value Retained¹	S\$ billion	GRI 201-1aiii	-1.62	0.04	0.54

Note

¹ Economic value retained: 'direct economic value generated' less 'economic value distributed'.

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BOARD DIVERSITY

Board members	Unit	Standards / Rating Ref	FY2023	FY2024	FY2025
Board members	Nbr		10	9	9
<i>By Gender</i>					
Male	%	GRI 2-9 GRI 405-1 Sustainalytics	70	67	67*
Female	%	SGX Core ESG Metrics GRI 2-9 GRI 405-1 Sustainalytics	30	33	33*
<i>By Age Group</i>					
>50 years old	%	GRI 405-1	90	89	100*
30 - 50 years old	%	GRI 405-1	10	11	0*
<30 years old	%	GRI 405-1	0	0	0*
<i>By Race or Ethnicity</i>					
Asian	%	GRI 2-9 GRI 405-1	40	33	44*
European	%	GRI 2-9 GRI 405-1	40	56	56*
Others	%	GRI 2-9 GRI 405-1	20	11	0*
<i>By Country of Residence</i>					
Singapore	%	GRI 405-1	60	45	56*
France	%	GRI 405-1	0	11	0*
United Kingdom	%	GRI 405-1	10	11	11*
Isle of Man	%	GRI 405-1	10	11	11*
Norway	%	GRI 405-1	10	11	11*
Germany	%	GRI 405-1	10	11	11*
<i>By Tenure</i>					
<1 year	%	GRI 2-9 GRI 405-1	40	0	11*
1 - 2 years	%	GRI 2-9 GRI 405-1	50	89	0*
> 2 years	%	GRI 2-9 GRI 405-1	10	11	89*
<i>Independence</i>					
Independent Directors	%	SGX Core ESG Metrics GRI 2-9 Sustainalytics	70	78	78
Non-independent Directors	%	SGX Core ESG Metrics GRI 2-9 Sustainalytics	30	22	22
<i>Executive & Non-executive Directors</i>					
Executive Directors	%	GRI 2-9	10	11	11
Non-executive Directors	%	GRI 2-9	90	89	89
<i>Competencies¹</i>					
Strategic Planning Ability to oversee long-term strategy, business planning, capital allocation, major investments, mergers and acquisitions / partnerships and business transformation across complex and cyclical industries	%	GRI 2-9	NA	NA	89
Corporate Governance & Ethics Strong grounding in ethics, compliance, anti-corruption, conflicts management and governance best practices, supporting accountability, integrity and responsible decision-making	%	GRI 2-9	NA	NA	100
Finance & Reporting Competence in financial reporting, sustainability reporting, internal controls, and assurance, supporting integrity and transparency in financial and non-financial disclosures	%	GRI 2-9	NA	NA	100
Regulatory & Compliance Understanding legal and regulatory frameworks and compliance obligations across jurisdictions, supporting effective oversight of regulatory and compliance risks	%	GRI 2-9	NA	NA	100

Risk Management	%	GRI 2-9	NA	NA	89
Experience in identifying and managing enterprise and project-level risks, including operational, contractual, supply chain, geopolitical and emerging risks, as well as internal controls and resilience planning					
Industry & Customer Insight	%	GRI 2-9	NA	NA	78
Familiarity with offshore, marine and energy infrastructure markets, industry dynamics, and customer needs, supporting informed strategic decisions that consider operational, environmental, and social impacts					
Climate & Energy Transition	%	GRI 2-9	NA	NA	78
Oversight capability relating to climate-related risks and opportunities, energy transition strategies and sustainability-related targets and disclosures, aligned with evolving regulatory and investor expectations on climate governance					
Technology, IT & Cybersecurity	%	GRI 2-9	NA	NA	78
Ability to oversee technology adoption (digital fabrication, automation, project systems), data governance, and cybersecurity risks, supporting operational resilience and effective technology management					
Human Capital & HSE Oversight	%	GRI 2-9	NA	NA	89
Experience in human capital management and HSE governance, including workforce strategy, skills development, succession planning, organisational culture, safety and human rights in labour-intensive, engineering-driven operations, supporting workforce well-being and operational resilience					

Notes

1 FY2025 represents the first year of disclosure for this metric.

2 Data marked with an asterisk () refers to selected sustainability information that is subject to external assurance.*

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ETHICAL BEHAVIOUR

	Unit	Standards / Rating Ref	FY2023	FY2024	FY2025
Operations assessed for risks related to corruption					
Total Operations Assessed	Nbr	GRI 205-1a	22	21	25
Operating Yards			12	11	11
Offices			10	10	14
Percentage assessed	% assessed	GRI 205-1a	59.5	61.2	71.4
Significant risks related to corruption identified through the risk assessment	Nbr	GRI 205-1b	0	0	0
Communication & Training about anti-corruption policies and procedures					
Governance body members					
Total number	Nbr	GRI 205-2a	10	9	9*
Percentage assessed	% assessed	GRI 205-2d	100	100	100*
Eligible employees ¹					
Total number	Nbr	SGX Core ESG Metrics GRI 205-2b GRI 205-2e	21,500	22,148	21,525*
Percentage assessed	% assessed		100	100	100*
By employee category					
Group 1²	Nbr		7,891	8,128	6,952*
	% split		36.7	36.7	32.3*
Group 2³	Nbr		13,609	14,020	14,573*
	% split		63.3	63.3	67.7*
By country					
Singapore	Nbr		12,191	10,694	10,265*
	% split		56.7	48.3	47.7*
Brazil	Nbr		5,891	8,425	8,956*
	% split		27.4	38.0	41.6*
China	Nbr		645	718	801*
	% split		3.0	3.2	3.7*
Indonesia	Nbr		323	373	346*
	% split		1.5	1.7	1.6*
Philippines	Nbr		753	323	341*
	% split		3.5	1.5	1.6*
Rest of the World⁴	Nbr		1,699	1,615	816*
	% split		7.9	7.3	3.8*
Business partners					
New Suppliers					
Total number	Nbr	GRI 205-2c	849	936	927*
Percentage assessed	% assessed		100	100	100*
By country					
Singapore	Nbr	GRI 205-2b	431	207	287*
	% split		50.8	22.1	31.0*
Brazil	Nbr		176	465	350*
	% split		20.7	49.7	37.8*
China	Nbr		54	25	182*
	% split		6.4	2.7	19.6*
Indonesia	Nbr		18	26	35*
	% split		2.1	2.8	3.8*
Philippines	Nbr		111	36	45*
	% split		13.1	3.8	4.9*
Rest of the World⁵	Nbr		59	177	28*
	% split		6.9	18.9	3.0*
Confirmed incidents of corruption and actions taken					
Total number and nature of confirmed incidents of corruption⁶	Nbr	GRI 205-3a MSCI	1	1	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	Nbr	GRI 205-3b MSCI	0	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	Nbr	GRI 205-3c MSCI	0	0	0
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases⁷	Nbr	GRI 205-3d MSCI	0	0	1
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices					
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	Nbr	GRI 206-1a	0	0	0*

Notes

¹ Based on the total employees eligible for the Annual Training and Declaration Exercise as of 15 Jun 2025. 3,528 employees on Leave of Absence / Terminated were not eligible for this exercise (2024: 972, 2023: 2,734).

² For 2023 & 2024, Group 1 refers to all executive and non-executive employees. From 2025, Group 1 refers to all executive and above employees.

³ For 2023 & 2024, Group 2 refers to: i) Industrial/General Workers and ii) Non-executive with these job titles: Drivers, cleaners, mechanics, logistics/warehouse assistants, forklift/crane operators, technicians, electricians, security guards, despatcher, maintenance and operations. From 2025, Group 2 refers to all non-executives, industrial/general workers.

⁴ Rest of the World includes France, India, Japan, Malaysia, Norway, Poland, Saudi Arabia, UAE, the UK and USA.

⁵ Rest of the World includes Japan, UAE and USA. The inclusion of remaining offices in France, India, Japan, Malaysia, Norway, Poland, Saudi Arabia, and the UK will be evaluated in 2026.

⁶ Retrieved from the Singapore's Corrupt Practices Investigation Bureau website; all cases relate to past incidents for which disciplinary actions have already been taken.

⁷ In 2025, Seatrium signed a Leniency Agreement with the Brazilian authorities, as well as a Deferred Prosecution Agreement with the Attorney-General's Chambers in Singapore in respect of alleged corruption offences that occurred in Brazil relating to Operation Car Wash. This represents the resolution of a legacy matter (historical incidents dating more than a decade ago). There were no other incidents of non-compliance with laws and regulations resulting in significant fines and non-monetary sanctions.

⁸ Data marked with an asterisk (*) refers to selected sustainability information that is subject to external assurance.

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PRODUCTS & SOLUTIONS

	Unit	Standards / Rating Ref	FY2023	FY2024	FY2025
Customer Satisfaction					
Percentage of customer satisfaction in all projects	%		95	97	99
Customer Health & Safety					
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	%	GRI 416-1	100	100	100
Percentage of a company's operations covered by a Quality Management System certified to ISO 9001 standards or equivalent	%	Sustainalytics	92	92	92
Delivered Products & Solutions					
Number of projects by product category	Nbr	SASB	302	240	191
Offshore Wind	Nbr	SASB	0	2	3
CCS and New Energies	Nbr	SASB	2	1	0
Oil and Gas	Nbr	SASB	9	6	3
Repairs & Upgrades	Nbr	SASB	291	231	185
Renewable Energy Solutions					
Revenue	S\$ million		1,010	1,322	2,110
Percentage of growth from 2023 baseline	%		NA	31	109
Project Activities Classification					
Taxonomy – Eligible Activities					
CCM 3.1 Manufacture of renewable energy technologies	S\$ million revenue	EU Taxonomy	1,010	1,322	2,110
	%	EU Taxonomy	13.9	14.3	18.4
CCM 3.3 Manufacture of low carbon technologies for transport	S\$ million revenue	EU Taxonomy	2	NA	NA
	%	EU Taxonomy	0.0	NA	NA
CCM 3.6 Manufacture of other low carbon technologies	S\$ million revenue	EU Taxonomy	NA	25	123
	%	EU Taxonomy	NA	0.3	1.1
CCM 4.14 Transmission and distribution networks for renewables and low-carbon gases	S\$ million revenue	EU Taxonomy	794	578	296
	%	EU Taxonomy	10.9	6.3	2.6
CCM 4.29 Electricity generation from fossil gaseous fuels	S\$ million revenue	EU Taxonomy	NA	74	368
	%	EU Taxonomy	NA	0.8	3.2
CCM 9 Professional, scientific and technical activities	S\$ million revenue	EU Taxonomy	14	55	107
	%	EU Taxonomy	0.2	0.6	0.9
Total	S\$ million revenue	EU Taxonomy	1,820	2,054	3,004
	%	EU Taxonomy	25.0	22.3	26.2

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INNOVATION

	Unit	Standards / Rating Ref	FY2023	FY2024	FY2025
Patents	Nbr	MSCI	700	540	550
R&D Expense	S\$ million	MSCI	5.83	6.55	10.8

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SUSTAINABLE SUPPLY CHAIN

	Unit	Standards / Rating Ref	FY2023	FY2024	FY2025
Procurement Practices					
Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation	%	GRI 204-1a	42	22	44
Supplier Social Assessment					
Percentage of new suppliers that were screened using social criteria	%	GRI 414-1a	100	100	100
Number of suppliers assessed for social impacts	Nbr	GRI 414-2a	849	936	927
Number of suppliers identified as having significant actual and potential negative social impacts	Nbr	GRI 414-2b	0	0	0
Significant actual and potential negative social impacts identified in the supply chain	Nbr	GRI 414-2c	0	0	0
Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.	%	GRI 414-2d	0	0	0
Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	%	GRI 414-2e	0	0	0

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ENERGY CONSUMPTION

	Unit	Standards / Rating Ref	FY2023	FY2024	FY2025
Energy Consumption within the Organisation^{1,2}					
Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	GJ	GRI 302-1a	882,295	767,727	795,851*
<i>By Fuel Types</i>					
Diesel	GJ	GRI 302-1a	782,532	694,131	713,765*
Gasoline	GJ	GRI 302-1a	461	2,175	1,740*
LNG	GJ	GRI 302-1a	29,488	17,262	13,996*
CNG	GJ	GRI 302-1a	40,053	17,537	19,979*
LPG	GJ	GRI 302-1a	0	7,400	18,376*
Flamal 26	GJ	GRI 302-1a	24,436	23,634	21,616*
Acetylene	GJ	GRI 302-1a	5,325	5,588	6,379*
Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.	GJ	GRI 302-1b	0	40,489	55,797*
<i>By Fuel Types</i>					
Bio-diesel ⁴	GJ	GRI 302-1b	0	40,489	55,797*
In joules, watt-hours or multiples, the total:					
Electricity consumption ³	GJ	GRI 302-1c	1,018,675	1,013,512	1,024,572*
(i) Purchased Grid	GJ	GRI 302-1c	1,018,675	1,013,512	1,024,572*
(ii) On-site generated solar energy	GJ		974,916	944,907	950,190*
Heating consumption	GJ	GRI 302-1c	43,759	68,605	74,382*
Cooling consumption	GJ	GRI 302-1c	0	0	0*
Steam consumption	GJ	GRI 302-1c	0	0	0*
Total energy consumption within the organization, in joules or multiples	GJ	SGX Core ESG Metrics SASB GRI 302-1e	1,900,970	1,821,729	1,876,220*
Percentage Grid Electricity⁵	%	SASB	51%	52%	51%
Percentage On-site Renewable⁶	%	SASB	2%	6%	7%
Energy Intensity					
Energy intensity ratio for the organization	GJ/S\$ million revenue	SGX Core ESG Metrics GRI 302-3a	260.76	197.37	163.55
Organization-specific metric (the denominator) chosen to calculate the ratio	S\$ billion revenue	GRI 302-3b	7.29	9.23	11.47

Notes

1 Our energy sources include electricity, diesel, biodiesel, Liquefied Petroleum Gas (LPG), LNG, Compressed Natural Gas (CNG), acetylene and solar.

2 Net Calorific Values (NCV) were sourced from WRI/WBCSD Greenhouse Gas Protocol Emission Factors for Cross Sector Tools (March 2017). NCV for acetylene was referenced from S.McAllister et al., Fundamentals of Combustion Processes

3 Our offices in China, France, India, Malaysia, Norway, Poland, Saudi Arabia, UAE, UK and USA do not consume fuel. Offices in India and the UK are excluded from electricity, water and waste reporting due to local utility billing practices that prevent the provision of complete and accurate consumption data. The inclusion of electricity, water and waste data for our office in Saudi Arabia will be evaluated in 2026.

4 Density was obtained from supplier Safety Data Sheets for each Biodiesel type.

5 The percentage is calculated as purchased grid electricity consumption divided by total energy consumption.

6 The percentage is calculated as renewable energy (on-site) consumption divided by total energy consumption.

7 Data marked with an asterisk (*) refers to selected sustainability information that is subject to external assurance.

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GREENHOUSE GASES EMISSIONS¹

	Unit	Standards / Rating Ref	FY2023	FY2024	FY2025
Direct (Scope 1) GHG Emissions²					
Gross direct (Scope 1) GHG emissions	metric tons of CO₂ equivalent	SGX Core ESG Metrics GRI 305-1a	71,631	76,013	82,496*
Energy Indirect (Scope 2) GHG Emissions³					
Gross location-based energy indirect (Scope 2) GHG emissions	metric tons of CO₂ equivalent	SGX Core ESG Metrics GRI 305-2a	109,117	102,369	98,588*
Gross market-based energy indirect (Scope 2) GHG emissions	metric tons of CO₂ equivalent	SGX Core ESG Metrics GRI 305-2b	107,714	100,864	96,550*
International Renewables Energy Certificates (I-RECs) redeemed for Singapore operations	MWh		0	0	555
Gross Scope 1 & Scope 2 location-based GHG emissions	metric tons of CO₂ equivalent		180,748	178,382	181,084*
Gross Scope 1 & Scope 2 market-based GHG emissions	metric tons of CO₂ equivalent		179,345	176,877	179,046*
Emissions attributed to I-RECs redeemed for Singapore Operations	metric tons of CO ₂ equivalent		0	0	223
Net Scope 1 & Scope 2 GHG emissions	metric tons of CO₂ equivalent		179,345	176,877	178,823
Reduction of net Scope 1 & Scope 2 GHG emissions against 2008 baseline	%		29.8	30.8	30.0
Other Indirect (Scope 3) GHG Emissions					
Gross other indirect (Scope 3) GHG emissions	metric tons of CO₂ equivalent	SGX Core ESG Metrics GRI 305-3a	646,659	657,965	699,721
<i>By category</i>					
Category 1: Purchased goods and services	metric tons of CO ₂ equivalent	SGX Core ESG Metrics GRI 305-3a	419,217	501,646	425,050
Category 2: Capital Goods	metric tons of CO ₂ equivalent	SGX Core ESG Metrics GRI 305-3a	32,146	7,963	14,522
Category 3: Fuel and Energy-related Activities	metric tons of CO ₂ equivalent	SGX Core ESG Metrics GRI 305-3a	155,082	97,894	80,137
Category 4: Upstream Transportation and Distribution	metric tons of CO ₂ equivalent	SGX Core ESG Metrics GRI 305-3a	30,861	40,978	34,004
Category 5: Waste generated in operations	metric tons of CO ₂ equivalent	SGX Core ESG Metrics GRI 305-3a	7,446	8,401	6,568
Category 6: Business Travel	metric tons of CO ₂ equivalent	SGX Core ESG Metrics GRI 305-3a	1,901	1,045	10,939
Category 7: Employee commuting	metric tons of CO ₂ equivalent	SGX Core ESG Metrics GRI 305-3a	5	38	1,043
Category 8: Upstream Leased Assets ⁴	metric tons of CO ₂ equivalent	SGX Core ESG Metrics GRI 305-3a	NA	NA	NA
Category 9: Downstream Transportation and Distribution ⁴	metric tons of CO ₂ equivalent	SGX Core ESG Metrics GRI 305-3a	-	-	127,458
Category 10: Processing of Sold Products ⁴	metric tons of CO ₂ equivalent	SGX Core ESG Metrics GRI 305-3a	NA	NA	NA
Category 11: Use of Sold Products ⁴	metric tons of CO ₂ equivalent	SGX Core ESG Metrics GRI 305-3a	NA	NA	NA
Category 12: End of life of Sold Products ⁴	metric tons of CO ₂ equivalent	SGX Core ESG Metrics GRI 305-3a	NA	NA	NA
Category 13: Downstream Leased Assets ⁴	metric tons of CO ₂ equivalent	SGX Core ESG Metrics GRI 305-3a	NA	NA	NA
Category 14: Franchises ⁴	metric tons of CO ₂ equivalent	SGX Core ESG Metrics GRI 305-3a	NA	NA	NA
Category 15: Investments ⁴	metric tons of CO ₂ equivalent	SGX Core ESG Metrics GRI 305-3a	NA	NA	NA
Emission Intensity					
GHG emissions intensity ratio for the organization					
Scope 1, 2 & 3	tCO ₂ e/ S\$ million revenue	SGX Core ESG Metrics GRI 305-4a	113.50	90.61	76.78
Scope 1 & 2 Market-based	tCO₂e/ S\$ million revenue	SGX Core ESG Metrics GRI 305-4a	24.79	19.33	15.61*
Scope 1	tCO ₂ e/ S\$ million revenue	GRI 305-4a	9.83	8.24	7.19
Scope 2 Location-based	tCO ₂ e/ S\$ million revenue	GRI 305-4a	14.97	11.09	8.59
Scope 2 Market-based	tCO ₂ e/ S\$ million revenue	GRI 305-4a	14.78	10.93	8.42
Scope 3	tCO ₂ e/ S\$ million revenue	SGX Core ESG Metrics GRI 305-4a	88.70	71.29	61.00
Scope 3 Category 11	tCO ₂ e/ S\$ million revenue	Sustainalytics	NA	NA	NA
Organization-specific metric (the denominator) chosen to calculate the ratio	S\$ billion revenue	GRI 305-4b	7.29	9.23	11.47

Notes

¹ Operational control approach is used to identify the GHG emissions.

² Emission Factors ("EF") were sourced from WRI/WBCSD Greenhouse Gas Protocol Emission Factors for Cross Sector Tools (March 2017). Only CO₂, CH₄, N₂O and HFCs emissions are included in the calculation of direct GHG emissions. Global Warming Potential factors used are from the 2023 IPCC Sixth Assessment Report. Emission data is derived from combustion of non-renewable fuels consumed in our yards and follows the requirements of the GHG Protocol Fundamentals of Combustion Processes (2011). Emission data is also derived from fugitive emissions from the leakage of refrigerant gases. EF for refrigerants were obtained from UK Government GHG Conversion Factors for Company Reporting 2025 version 1.0.

³ Grid EF for FY2025 for Singapore was obtained from Energy Market Authority 2024 Grid Emission Factor, grid EF for FY2025 for Brazil was obtained from the Ministry of Science, Technology, and Innovation Corporate Inventories 2025, grid EF for FY2025 for Japan was obtained from Japan International Cooperation Agency Climate-FIT version 6.0, grid EF for FY2025 for Malaysia was obtained from Malaysia Energy Commission 2024 Grid Emission Factor, grid EF for FY2025 for UK was obtained from UK Government GHG Conversion Factors for Company Reporting 2025 version 1.0., grid EF for FY2025 for USA was obtained from United States Environmental Protection Agency - eGRID 2025 GHG Emission Factors, and grid EF for FY2025 for China, Indonesia, the Philippines, France, India, Norway, Poland were obtained from the Carbon Data Intelligence database which is produced by the Carbon Footprint. CO₂, CH₄ and N₂O emissions are included in the calculation of indirect GHG emissions. Scope 2 emissions include purchased electricity consumed in our yards and offices, and follow the requirements of the GHG Protocol.

4 The Group evaluated the relevance of Scope 3 categories in accordance with its business activities, based on regulatory alignment and the Company's ability to influence emissions. Category 9 (Downstream Transportation and Distribution) is the only relevant category included in the Group's Scope 3 reported figures from FY2025 onwards, calculated using a distance-based methodology aligned with GHG Protocol guidance. Categories 8, 10, 11, 12, 13, 14, and 15 are considered not relevant, as the Company does not retain ownership or operational control over assets following delivery, has limited ability to influence associated emissions, and obtaining reliable emissions data would require disproportionate effort.

5 Data marked with an asterisk () refers to selected sustainability information that is subject to external assurance.*

SEATRIUM SUSTAINABILITY REPORT 2025

WATER

	Unit ²	Standards / Rating Ref	FY2023	FY2024	FY2025
Water Withdrawal^{1,5}					
Total water withdrawal from all areas, by sources	m³	GRI 303-3a	2,913,457	2,500,232	2,673,359*
Surface water ⁴	m ³	GRI 303-3a	6,508	73	20*
Groundwater ⁴	m ³	GRI 303-3a	341,492	141,242	122,957*
Seawater	m ³	GRI 303-3a	0	0	0
Produced water	m ³	GRI 303-3a	0	0	0
Third-party water, includes recycled water ³	m ³	GRI 303-3a	2,565,457	2,358,917	2,550,381*
A breakdown of total water withdrawal from each of the sources					
Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	GRI 303-3c	2,116,668	1,812,773	2,001,415*
Other water (>1,000 mg/L Total Dissolved Solids)	m ³	GRI 303-3c	796,789	687,459	671,944*
Water Intensity					
Water intensity ratio for the organization	m³ / S\$ million revenue	SGX Core ESG Metrics	399.65	270.88	233.04
Organization-specific metric (the denominator) chosen to calculate the ratio	S\$ billion revenue		7.29	9.23	11.47

Notes

¹ Offices in India and the UK are excluded from electricity, water and waste reporting due to local utility billing practices that prevent the provision of complete and accurate consumption data. The inclusion of electricity, water and waste data for our office in Saudi Arabia will be evaluated in 2026. Water consumption data for offices in France, Malaysia (Kuala Lumpur), UAE and USA is similarly unavailable due to such tenancy arrangements.

² 1,000 cubic metres (m³) is equivalent to one megalitre.

³ Recycled water refers to NEWater in Singapore and desalinated water in Japan.

⁴ Groundwater is used in Indonesia, the Philippines and Norway (Bergen). Surface water is used in only Poland.

⁵ Seatrium has assessed the water stress of all our regions in which we operate using the 'the WRI 'Aqueduct Water Risk Atlas': Our operations in Singapore, Brazil (Aracruz, Navegantes), Indonesia (Batam, Karimun), China (Wuhan), Malaysia (Penang, Kuala Lumpur), Norway (Arendal, Bergen), Poland are considered to be areas of low water stress. Brazil (Angra), China (Shenzhen), India, Japan, Norway (Oslo), UK and USA (Houston) are considered low-medium water stress areas. China (Nantong) and Philippines (Subic) are considered medium-high water stress areas. France is considered a high-water stress area. USA (Brownsville), UAE and Saudi Arabia are considered extremely high-water stress areas.

⁶ Data marked with an asterisk (*) refers to selected sustainability information that is subject to external assurance.

SEATRIUM SUSTAINABILITY REPORT 2025

WASTE

	Unit	Standards / Rating Ref	FY2023	FY2024	FY2025
Waste Generated¹					
Total weight of waste generated in metric tons, by composition	tonnes	SGX Core ESG Metrics GRI 306-3a	131,973	190,366	171,616*
Waste Diverted from Disposal	tonnes	SGX Core ESG Metrics GRI 306-3a	70,966	122,292	127,603*
	%		54	64	74
Waste Directed to Disposal	tonnes	SGX Core ESG Metrics GRI 306-3a	60,953	68,009	44,013*
Non-hazardous Waste	tonnes	SGX Core ESG Metrics GRI 306-3a	32,664	26,755	25,267*
Hazardous Waste	tonnes	SGX Core ESG Metrics GRI 306-3a	28,289	41,255	18,746*

Notes

¹ Offices in India and the UK are excluded from electricity, water and waste reporting due to local utility billing practices that prevent the provision of complete and accurate consumption data. The inclusion of electricity, water and waste data for our office in Saudi Arabia will be evaluated in 2026. Waste disposal data for offices in China, France, Malaysia, Poland, UAE and USA is unavailable due to consolidated tenancy agreements under which waste services are centrally managed and not separately itemised.

² Data marked with an asterisk (*) refers to selected sustainability information that is subject to external assurance.

SEATRIUM SUSTAINABILITY REPORT 2025

WORKFORCE^{1,2,3,4}

	Unit	Standards / Rating Ref	FY2023	FY2024	FY2025
Employees					
Total number of employees	Nbr	SGX Core ESG Metrics SASB GRI 2-7a MSCI	22,747	23,829	24,852
<i>By Gender</i>					
Male	Nbr	GRI 2-7a	20,542	20,542	22,040
Female	Nbr	GRI 2-7a MSCI	2,205	2,205	2,812
<i>By Country</i>					
Singapore	Nbr	GRI 2-7a	12,375	10,985	11,116
Brazil	Nbr	GRI 2-7a	6,528	9,937	10,845
China	Nbr	GRI 2-7a	682	763	952
Indonesia	Nbr	GRI 2-7a	364	381	677
Philippines	Nbr	GRI 2-7a	751	334	366
Rest of the World⁹	Nbr	GRI 2-7a	2,047	1,430	896
Proportion of Senior Management hired from the local community					
Percentage of senior management at significant locations⁵ of operation that are hired from the local community	%	GRI 202-2a	79	81	88
New Employee Hires					
Total number of new employee hires	Nbr	GRI 401-1a MSCI	4,526	6,150	6,938*
Rate of new employee hires⁶	%	SGX Core ESG Metrics GRI 401-1a	20	26	29*
<i>By Age Group⁸</i>					
<30 years old	Nbr	GRI 401-1a	1,954	2,624	2,986*
	%	SGX Core ESG Metrics GRI 401-1a	43	43	43*
30 - 49 years old	Nbr	GRI 401-1a	2,292	3,083	3,420*
	%	SGX Core ESG Metrics GRI 401-1a	51	50	49*
>=50 years old	Nbr	GRI 401-1a	280	443	532*
	%	SGX Core ESG Metrics GRI 401-1a	6	7	8*
<i>By Gender</i>					
Male	Nbr	GRI 401-1a	4,030	5,491	5,923*
	%	GRI 401-1a	89	89	85*
Female	Nbr	GRI 401-1a MSCI	496	659	1,015*
	%	GRI 401-1a	11	11	15*
<i>By Country</i>					
Singapore	Nbr	GRI 401-1a	2,412	1,088	1,434*
	%	GRI 401-1a	53	18	21*
Brazil	Nbr	GRI 401-1a	1,573	4,406	4,569*
	%	GRI 401-1a	35	72	66*
China	Nbr	GRI 401-1a	168	163	287*
	%	GRI 401-1a	4	3	4*

Indonesia	Nbr	GRI 401-1a	46	132	393*
	%	GRI 401-1a	1	2	6*
Philippines	Nbr	GRI 401-1a	27	42	51*
	%	GRI 401-1a	1	1	1*
Rest of the World ⁹	Nbr	GRI 401-1a	300	319	204*
	%	GRI 401-1a	7	5	3*

Employee Turnover

Employee turnover	Nbr	SGX Core ESG Metrics GRI 401-1b MSCI Sustainalytics	5,521	5,154	5,464*
Rate of employee turnover ⁷	%	SGX Core ESG Metrics GRI 401-1b MSCI	24	22	22*

By Age Group⁸

<30 years old	Nbr	SGX Core ESG Metrics GRI 401-1b	1,740	1,804	1,762*
	%	SGX Core ESG Metrics GRI 401-1b	32	35	32*
30 - 49 years old	Nbr	SGX Core ESG Metrics GRI 401-1b	3,169	2,578	2,928*
	%	SGX Core ESG Metrics GRI 401-1b	57	50	54*
>=50 years old	Nbr	SGX Core ESG Metrics GRI 401-1b	612	772	774*
	%	SGX Core ESG Metrics GRI 401-1b	11	15	14*

By Gender

Male	Nbr	GRI 401-1b	5,117	4,552	4,884*
	%	GRI 401-1b	93	88	89*
Female	Nbr	GRI 401-1b	404	602	580*
	%	GRI 401-1b	7	12	11*

By Country

Singapore	Nbr	GRI 401-1b	3,136	2,358	1,296*
	%	GRI 401-1b	57	46	24*
Brazil	Nbr	GRI 401-1b	1,906	1,236	3,184*
	%	GRI 401-1b	35	24	58*
China	Nbr	GRI 401-1b	79	79	105*
	%	GRI 401-1b	1	2	2*
Indonesia	Nbr	GRI 401-1b	165	105	95*
	%	GRI 401-1b	3	2	2*
Philippines	Nbr	GRI 401-1b	60	444	26*
	%	GRI 401-1b	1	9	0*
Rest of the World ⁹	Nbr	GRI 401-1b	175	932	758*
	%	GRI 401-1b	3	18	14*

Notes

1 All data is presented as of 31 December of the respective financial year.

2 All figures presented include permanent and contract employees.

3 Part-time categories omitted from the report as they constitute less than 1% of the total workforce.

4 Data are compiled using the Group's Human Resource Information Systems.

5 Significant locations of operation include our yards in Singapore, Brazil, China, Indonesia, and the Philippines.

6 New employee hire rate is computed based on number of new hires divided by yearly average headcount.

7 Employee turnover rate is computed based on number of attritions divided by yearly average headcount.

8 The age group disclosed follows the age group by the Ministry of Manpower's labour force age classification.

9 Rest of the World includes France, India, Japan, Malaysia, Norway, Poland, Saudi Arabia, UAE, the UK and USA.

10 Data marked with an asterisk () refers to selected sustainability information that is subject to external assurance.*

SEATRIUM SUSTAINABILITY REPORT 2025

DIVERSITY & INCLUSION

	Unit	Standards / Rating Ref	FY2023	FY2024	FY2025
Diversity of Employees					
Percentage of employees per employee category					
Senior Management	Nbr		96	97	95*
<i>By Gender</i>					
Male	%	GRI 405-1b	89.0	89.0	86.0*
Female	%	GRI 405-1b MSCI	11.0	11.0	14.0*
<i>By Age Group¹</i>					
<30 years old	%	SGX Core ESG Metrics GRI 405-1b	0.0	0.0	0.0*
30 - 49 years old	%	SGX Core ESG Metrics GRI 405-1b	32.0	39.0	39.0*
>=50 years old	%	SGX Core ESG Metrics GRI 405-1b	68.0	61.0	61.0*
Managerial	Nbr		991	1,022	1,054*
<i>By Gender</i>					
Male	%	GRI 405-1b	86.0	86.0	86.0*
Female	%	GRI 405-1b	14.0	14.0	14.0*
<i>By Age Group¹</i>					
<30 years old	%	GRI 405-1b	0.4	0.1	0.0*
30 - 49 years old	%	GRI 405-1b	53.4	56.2	57.0*
>=50 years old	%	GRI 405-1b	46.2	43.7	43.0*
Executive	Nbr		6,502	6,547	6,703*
<i>By Gender</i>					
Male	%	GRI 405-1b	80.0	81.0	81.0*
Female	%	GRI 405-1b	20.0	19.0	19.0*
<i>By Age Group¹</i>					
<30 years old	%	GRI 405-1b	14.0	13.0	16.0*
30 - 49 years old	%	GRI 405-1b	65.0	65.0	63.0*
>=50 years old	%	GRI 405-1b	21.0	22.0	21.0*
Non-executive	Nbr		1,669	1,844	2,364*
<i>By Gender</i>					
Male	%	GRI 405-1b	69.0	68.0	69.0*
Female	%	GRI 405-1b	31.0	32.0	31.0*
<i>By Age Group¹</i>					
<30 years old	%	GRI 405-1b	21.0	27.0	26.0*
30 - 49 years old	%	GRI 405-1b	60.0	57.0	59.0*
>=50 years old	%	GRI 405-1b	19.9	16.0	15.0*
Industrial/General	Nbr		13,489	14,319	14,636*
<i>By Gender</i>					
Male	%	GRI 405-1b	98.0	97.0	96.0*
Female	%	GRI 405-1b	2.0	3.0	4.0*
<i>By Age Group¹</i>					
<30 years old	%	GRI 405-1b	25.0	27.0	28.0*
30 - 49 years old	%	GRI 405-1b	61.0	60.0	59.0*
>=50 years old	%	GRI 405-1b	14.0	13.0	13.0*
Non-discrimination					
Total number of incidents of discrimination	Nbr	GRI 406-1a	0	0	0*

Notes

¹ The age group disclosed follows the age group by the Ministry of Manpower's labour force age classification.

² Data marked with an asterisk (*) refers to selected sustainability information that is subject to external assurance.

SEATRIUM SUSTAINABILITY REPORT 2025

COMPETENCY & DEVELOPMENT

	Unit	Standards / Rating Ref	FY2023	FY2024	FY2025
Average hours of training per year per employee					
Employee-training Hours	Hours		507,761	641,555	661,965
Average training hours per employee globally	Hours	SGX Core ESG Metrics GRI 404-1a MSCI	22.3	26.9	26.6
<i>By Gender</i>					
Male	Hours	SGX Core ESG Metrics GRI 404-1ai	23	27	28
Female	Hours	SGX Core ESG Metrics GRI 404-1ai	13	22	19
<i>By Employee Category</i>					
Executive	Hours	GRI 404-1aii	14	17	21
Non-executive	Hours	GRI 404-1aii	26	32	29
Training & Development Investment	S\$ million	MSCI	6.77	6.46	6.99
Percentage of employees receiving regular performance and career development reviews					
Percentage of total employees received a regular performance and career development review	% received	GRI 404-3a	90.0	91.0	88.6*
	Nbr		20,360	21,622	22,019
<i>By Gender</i>					
Male	% split	GRI 404-3a	91.0	91.0	89.8*
Female	% split	GRI 404-3a	9.0	9.0	10.2*
<i>By Employee Category</i>					
Senior Management	% split	GRI 404-3a	0.5	0.4	0.4*
Managerial	% split	GRI 404-3a	5.0	4.5	4.4*
Executive	% split	GRI 404-3a	26.0	24.8	22.5*
Non-executive	% split	GRI 404-3a	7.5	7.9	9.6*
Industrial/General	% split	GRI 404-3a	61.0	62.4	63.1*

Note

¹ Data marked with an asterisk (*) refers to selected sustainability information that is subject to external assurance.

SEATRIUM SUSTAINABILITY REPORT 2025

OCCUPATIONAL HEALTH & SAFETY

	Unit	Standards / Rating Ref	FY2023	FY2024	FY2025
HSE Committees					
Management Team	Nbr	GRI 403-4b	55	62	62
Worker Representatives	Nbr	GRI 403-4b	49	65	44
HSE Training					
Total training hours on HSE	Hours	GRI 403-5a	271,508.00	362,382.40	374,191.50
Work-related injuries					
<i>(a) All employees</i>					
Fatal Accident Rate					
Number	Nbr	SGX Core ESG Metrics GRI 403-9ai SASB MSCI	0	2	0
Number of Fatalities per 100,000,000 man-hours worked	Rate	SGX Core ESG Metrics GRI 403-9ai SASB Sustainalytics IOGP	0.00	3.99	0.00
Lost Time Injury Rate					
Number of lost time injuries per 1,000,000 man-hours worked	Rate	IOGP	0.39	0.34	0.15
Total Recordable Injury Rate					
Number	Nbr	SGX Core ESG Metrics SASB GRI 403-9biii IOGP	78	32	12
Number of recordable injuries per 1,000,000 man-hours worked	Rate	SGX Core ESG Metrics SASB GRI 403-9biii IOGP	1.51	0.64	0.22
Workplace Fatal Injury Rate					
Number of workplace fatal injuries per 100,000 man-hours worked	Rate	MOM	0.00	9.04	0.00
Workplace Injury Rate					
Number of workplace injuries per 100,000 man-hours worked	Rate	MOM	170.84	122.08	42.00
Workplace Major Injury Rate					
Number of workplace major injuries per 100,000 man-hours worked	Rate	MOM	19.52	0.00	0.00
High-consequence work-related injuries (excluding fatalities)					
Number	Nbr	SGX Core ESG Metrics GRI 403-9aii	1	0	0
Rate	Rate	SGX Core ESG Metrics GRI 403-9aii	0.02	0.00	0.00
Lost Workday and Severity					
Total number of lost workdays	Nbr	MSCI	637	299	79
Severity rate (Lost workdays per million manhours worked)	Rate	MSCI	12.33	5.97	1.47
Manpower worked - MOM	Nbr	GRI 403-9av MOM	20,487	22,116	26,188
Hours worked - IOGP	Hours	GRI 403-9av IOGP	51,654,381	50,086,638	53,770,516

(b) All workers who are not employees but whose work and/or workplace is controlled by the organization

Fatal Accident Rate					
Number	Nbr	SGX Core ESG Metrics GRI 403-9bi SASB MSCI Sustainalytics	0	0	0
Number of Fatalities per 100,000,000 man-hours worked	Rate	SGX Core ESG Metrics SASB GRI 403-9bi IOGP	0.00	0.00	0.00
Lost Time Injury Rate					
Number of lost time injuries per 1,000,000 man-hours worked	Rate	IOGP	0.47	0.44	0.18
Total Recordable Injury Rate					
Number	Nbr	SGX Core ESG Metrics SASB GRI 403-9biii IOGP	106	66	41
Number of recordable injuries per 1,000,000 man-hours worked	Rate	SGX Core ESG Metrics SASB GRI 403-9biii IOGP	0.99	0.90	0.37
Workplace Fatal Injury Rate					
Number of workplace fatal injuries per 100,000 man-hours worked	Rate	MOM	0.00	0.00	0.00
Workplace Injury Rate					
Number of workplace injuries per 100,000 man-hours worked	Rate	MOM	177.64	123.58	52.46
Workplace Major Injury Rate					
Number of workplace major injuries per 100,000 man-hours worked	Rate	MOM	9.60	0.00	2.02
High-consequence work-related injuries (excluding fatalities)					
Number	Nbr	SGX Core ESG Metrics GRI 403-9bii	2	0	1
Rate	Rate	SGX Core ESG Metrics GRI 403-9bii	0.02	0.00	0.01
Lost Workday and Severity					
Total number of lost workdays from lost workday cases	Nbr	MSCI	800	479	348
Severity rate (Lost workdays per million manhours worked)	Rate	MSCI	7.45	6.55	3.16
Manpower worked - MOM	NBr	GRI 403-9bv MOM	41,657	33,986	49,563
Hours worked - IOGP	Hours	GRI 403-9bv IOGP	107,319,625	73,124,694	110,151,355

(c) Employees & all workers who are not employees but whose work and/or workplace is controlled by the organization

Fatal Accident Rate					
Number of Fatalities per 100,000,000 man-hours worked	Rate	IOGP	0.00	1.62	0.00
Lost Time Injury Rate					
Number of lost time injuries per 1,000,000 man-hours worked	Rate	MSCI IOGP	0.44	0.40	0.17
Total Recordable Injury Rate					
Number of recordable injuries per 1,000,000 man-hours worked	Rate	MSCI IOGP	1.16	0.80	0.32
Workplace Fatal Injury Rate					
Number of workplace fatal injuries per 100,000 man-hours worked	Rate	MOM	0.00	3.56	0.00
Workplace Injury Rate					
Number of workplace injuries per 100,000 man-hours worked	Rate	MOM	175.40	123.00	49.00
Workplace Major Injury Rate					
Number of workplace major injuries per 100,000 man-hours worked	Rate	MOM	12.87	0.00	1.32
High-consequence work-related injuries (excluding fatalities)					
Number	Nbr	SGX Core ESG Metrics GRI 403-9bii	3	0	1
Rate	Rate	SGX Core ESG Metrics GRI 403-9bii	0.02	0.00	0.01
Lost Workday and Severity					
Total number of lost workdays	Nbr	MSCI	1,437	778	427
Severity rate (Lost workdays per million manhours worked)	Rate	MSCI	9.04	6.31	2.60

Manpower worked - MOM	Nbr	GRI 403-9bv MOM	62,144	56,103	75,751
Hours worked - IOGP	Hours	GRI 403-9bv IOGP	158,974,006	123,211,333	163,921,771
Near Miss Frequency Rate	Rate	SASB	0.17	0.06	0.07

Work-related ill health*(a) All employees*

Fatalities as a result of work-related ill health	Nbr	GRI 403-10ai	0	0	0
Cases of recordable work-related ill health	Nbr	SGX Core ESG Metrics	0	0	0
		GRI 403-10aii			
Noise Induced Deafness	Nbr		0	0	0

(b) All workers who are not employees but whose work and/or workplace is controlled by the organization

Fatalities as a result of work-related ill health	Nbr	GRI 403-10bi	0	0	0
Cases of recordable work-related ill health;	Nbr	SGX Core ESG Metrics	0	0	0
		GRI 403-10bii			
Noise Induced Deafness	Nbr		0	0	0

Notes

1 HSE statistics for 2025 encompass operational shipyards located in Singapore, Indonesia, the Philippines, China, the United States, and Brazil. Historical data for 2023 and 2024 additionally incorporate figures from decommissioned sites (Crescent Yard, Batangas Yard). Data pertaining to our engineering and technology offices situated in Malaysia (Kuala Lumpur and Penang), China (Wuhan and Shenzhen), India, Japan, UAE, UK, Norway (Arendal, Bergen, and Oslo), France, Poland, Mexico and USA have been excluded due to differences in operational scope and risk profiles compared to our core shipyard activities. These offices primarily perform non-manual, office-based functions with significantly lower exposure to workplace hazards typically captured in HSE metrics. In line with the ISSB IFRS S1 principles of materiality and faithful representation, inclusion of these data points would not provide a relevant or meaningful portrayal of the Group's occupational health and safety performance. Consequently, they are excluded to ensure that reported HSE statistics reflect material and comparable operational risks and enable stakeholders to make well-informed assessments.

2 The tables in this section include performance data from our employees and contractors in our yards.

3 Manpower and man-hour data for 2023 and 2024 have been restated to align with the reporting criteria used across the Group. As a result, the TRIR and WIR figures for both years have also been restated.

4 A workplace accident refers to any incident occurring in the workplace that results in an employee sustaining an injury leading to medical leave or light duties, at least 24 hours of hospitalisation, or death.

5 A high-consequence incident is one from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months (e.g. amputation of limb, fracture with complications).

SEATRIUM SUSTAINABILITY REPORT 2025

COMMUNITY ENGAGEMENT

	Unit	Standards / Rating Ref	FY2023	FY2024	FY2025
Operations with local community engagement, impact assessments, and development programmes					
Percentage of operations with implemented local community engagement, impact assessments, and/or development programs		GRI 413-1a			
Operating Yards	%		62	62	100*
Offices	%		21	21	63*
Community Investment	S\$ million		2.50	2.95	2.97
Volunteering Hours	Hours		10,000	13,358	14,299

Note

1 Data marked with an asterisk () refers to selected sustainability information that is subject to external assurance.*

SEATRIUM SUSTAINABILITY REPORT 2025

LIST OF CERTIFICATIONS FOR OPERATING YARDS

	ISO 9001	ISO 14001	ISO 45001	ISO 50001	ISO 37001
Tuas Boulevard Yard	<input checked="" type="checkbox"/>				
Tuas Yard	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pioneer Yard	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Admiralty Yard	<input checked="" type="checkbox"/>				
Angra Yard	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Aracruz Yard	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Navegantes Yard	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nantong Yard	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Batam Yard	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Karimun Yard	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Subic Yard	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Brownsville Yard	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Percentage of Coverage	91.7%	91.7%	83.3%	16.7%	91.7%

SEATRIUM SUSTAINABILITY REPORT 2025

MEMBERSHIP OF ASSOCIATIONS (GRI 2-28a)

Associations / Organisations	Location
Maritime and Port Authority	Singapore
Manufacturing, Trade and Connectivity Domain International Advisory Panel	Singapore
Board of Governors of Global Centre for Maritime Decarbonisation	Singapore
Industry Advisory Committee for Naval Architecture and Marine Engineering Programme at Singapore Institute of Technology	Singapore
Stiftelsen Det Norske Veritas	Singapore
DNV GL South East Asia and Pacific Committee	Singapore
American Bureau of Shipping Offshore Technical Committee	Singapore
Bureau Veritas Asia-Australia Committee	Singapore
The Marine Technical Committee of ABS	Singapore
Singapore Technical Committee of Nippon Kaiji Kyokai	Singapore
Lloyd's Register (LR) Southeast Asia Technical Committee	Singapore
Executive Committee of the Singapore Business Federation Latin America Business Group	Singapore
SBF Internationalisation Action Committee	Singapore
President Science & Technology Award	Singapore
Academy of Engineering - SAEng	Singapore
Newcastle University (Singapore Campus) Industrial	Singapore
American Bureau of Shipping South East Asia Technical Committee	Singapore
Lloyd's Register Offshore Technical Committee	Singapore
Singapore National Committee for ISO TC 67/SC 7 Offshore Structures	Singapore
Technology Centre for Offshore and Marine, Singapore Science & Technology Advisory Panel	Singapore
Nippon Kaiji Kyokai Singapore Technical Committee	Singapore
Governing Board for the St. John's Island National Marine Laboratory	Singapore
Workplace Safety and Health Council (Marine Industries) Committee	Singapore
Association of Singapore Marine & Offshore Energy Industries	Singapore
Singapore Maritime Foundation	Singapore
Society of Naval Architects and Marine Engineers Singapore	Singapore
Orla Project - Aracruz	Brazil
Council, Costa das Algae and RDS Santa Cruz	Brazil
Research Network on Coastal and Marine Environments in Espírito Santo	Brazil
PAM (Plan of Mutual Help) of Green Coast	Brazil
APA Tamoios (Environmental Preservation Area) Advisory Council	Brazil
Scientific Technical Committee - TAC Sun Coral	Brazil
CCS – Community Security Council	Brazil

SEATRIUM SUSTAINABILITY REPORT 2025

SGX SUSTAINABILITY REPORTING INDEX

Item	Component	Sustainability Report Sections	Location
I	Material ESG Factors		
	Material ESG Factors	Materiality Assessment	Sustainability Report Pages 20 - 21
II	Climate-related Disclosures		
	Climate-related disclosures as set out in the Sustainability Reporting Guide	Environmental Sustainability	Sustainability Report Pages 19, 62 - 65 Annual Report Pages 54 - 55, 112, 139, 149, 152, 160, 164, 165, 202, 213
III	Policies, Practices and Performance		
	Material issue: Compliance, Governance and Assurance		
	Policy	Compliance, Governance and Assurance	Sustainability Report Pages 28, 29, 33, 36
	Practices	Compliance, Governance and Assurance	Sustainability Report Pages 28 - 40
	Performance	Sustainability Performance, Highlights Compliance, Governance and Assurance	Sustainability Report Pages 9, 11 Sustainability Report Pages 28 - 40
	Material issue: Customer Alignment and Confidence		
	Policy	Customer Alignment and Confidence	Sustainability Report Pages 33, 41, 44
	Practices	Customer Alignment and Confidence	Sustainability Report Pages 41 - 45
	Performance	Sustainability Performance, Highlights Customer Alignment and Confidence	Sustainability Report Pages 9, 11 Sustainability Report Pages 41 - 45
	Material issue: Innovation and Sustainable Solutions		
	Policy	Innovation and Sustainable Solutions	Sustainability Report Pages 33, 48
	Practices	Innovation and Sustainable Solutions	Sustainability Report Pages 48 - 53
	Performance	Sustainability Performance, Highlights Innovation and Sustainable Solutions	Sustainability Report Pages 10, 12 Sustainability Report Pages 48 - 53
	Material issue: Supply Chain Management		
	Policy	Supply Chain Management	Sustainability Report Pages 33, 54, 55
	Practices	Supply Chain Management	Sustainability Report Pages 54 - 59
	Performance	Sustainability Performance, Highlights Supply Chain Management	Sustainability Report Pages 10, 12 Sustainability Report Pages 54 - 59
	Material issue: Environmental Sustainability		
	Policy	Environmental Sustainability	Sustainability Report Pages 33, 60
	Practices	Environmental Sustainability	Sustainability Report Pages 60 - 69
	Performance	Sustainability Highlights, Performance Environmental Sustainability	Sustainability Report Pages 10, 12 Sustainability Report Pages 60 - 69
	Material issue: Our People Commitment		
	Policy	Our People Commitment	Sustainability Report Pages 33, 72, 76
	Practices	Our People Commitment	Sustainability Report Pages 72 - 83
	Performance	Sustainability Highlights, Performance Our People Commitment	Sustainability Report Pages 10, 13 Sustainability Report Pages 72 - 83
	Material issue: Workplace Safety and Health		
	Policy	Workplace Safety and Health	Sustainability Report Pages 33, 84, 85
	Practices	Workplace Safety and Health	Sustainability Report Pages 84 - 91
	Performance	Sustainability Highlights, Performance Workplace Safety and Health	Sustainability Report Pages 10, 13 Sustainability Report Pages 84 - 91
	Material issue: Community Engagement		
	Policy	Community Engagement	Sustainability Report Pages 33, 92
	Practices	Community Engagement	Sustainability Report Pages 92 - 99
	Performance	Sustainability Highlights, Performance Community Engagement	Sustainability Report Pages 10, 13 Sustainability Report Pages 92 - 99
IV	Targets		
	Targets	Sustainability Performance	Sustainability Report Pages 8 - 10
V	Sustainability Reporting Framework		
	Sustainability Reporting Framework	About the Report	Sustainability Report Page 1
VI	Board Statement and Associated Governance Structure for Sustainability Practices		
	Board Statement	Board Statement on Sustainability Report	Sustainability Report Pages 2 - 3
	Associated Governance Structure for Sustainability Practices	Our Sustainability Governance Structure	Sustainability Report Pages 28 - 29

SEATRIUM SUSTAINABILITY REPORT 2025

SGX LIST OF CORE ESG METRICS

Topic	Metric	Unit	Framework Alignment	Description	Location	Sustainability Databook (Y/N)
1. Environmental						
Greenhouse Gas Emissions ("GHG")	Absolute emissions by: (a) Total; (b) Scope 1, Scope 2; and (c) Scope 3, if appropriate	tCO ₂ e	GRI 305-1, GRI 305-2, GRI 305-3, TCFD, SASB 110, WEF core metrics	Metric tons of carbon dioxide equivalent (tCO ₂ e) of relevant GHG emissions. Report the Total, Scope 1 and Scope 2 GHG emissions and, if appropriate, Scope 3 GHG emissions. GHG emissions should be calculated in line with internationally recognised methodologies (e.g. GHG Protocol).	Sustainability Report Pages 12, 56, 68	Y (GHG Emissions)
	Emission intensities by: (a) Total; (b) Scope 1, Scope 2; and (c) Scope 3, if appropriate	tCO ₂ e/organisation-specific metrics	GRI 305-4, TCFD, SASB 110	Emission intensity ratios in GHG emissions (tCO ₂ e) per unit of organisation-specific metrics (e.g. revenue, units of production, floor space, number of employees, number of passengers). This is calculated from the absolute emissions reported. Denominators should be clearly defined and disclosed.	Sustainability Report Page 12 (a) Total Scope 1 & 2: 15.6 tCO ₂ e/\$ million revenue; (b) Scope 1: 7.2 tCO ₂ e/\$ million revenue; Scope 2: 8.4 tCO ₂ e/\$ million revenue; (c) Scope 3 Categories 1 to 7 and 9: 61.0 tCO ₂ e/\$ million revenue	Y (GHG Emissions)
Energy Consumption	Total energy consumption	MWh or GJ	GRI 302-1, TCFD, SASB 130	Total energy consumption, in megawatt hours or gigajoules (MWh or GJ), within the organisation.	Sustainability Report Page 68	Y (Energy Consumption)
	Energy consumption intensity	MWh or GJ/organisation-specific metrics	GRI 302-3, TCFD	Energy intensity ratios in energy consumed (MWh or GJ) per unit of organisation-specific metrics (e.g. revenue, units of production, floor space, number of employees, number of passengers). This is calculated from the total energy consumption reported. Denominators should be clearly defined and disclosed.	Sustainability Report Page 63	Y (Energy Consumption)
Water Consumption	Total water consumption	ML or m ³	GRI 303-5, SASB 140, TCFD, WEF core metrics	Total water consumption, in megalitres or cubic metres (ML or m ³), across all operations.	Sustainability Report Pages 12, 61, 69	Y (Water Withdrawal)
	Water consumption intensity	ML or m ³ /organisation-specific metrics	TCFD, SASB IF-RE-140a.1	Water intensity ratios in water consumed (ML or m ³) per unit of organisation-specific metrics (e.g. revenue, units of production, floor space, number of employees, number of passengers). This is calculated from the total water consumption reported. Denominators should be clearly defined and disclosed.	Sustainability Report Page 61	Y (Water Withdrawal)
Waste Generation	Total waste generated	t	GRI 306-3, SASB 150, TCFD, WEF expanded metrics	Total weight of waste generated, in metric tons (t), within organisation and where possible, to include relevant information of waste composition (e.g. hazardous vs non-hazardous, recycled vs non-recycled).	Sustainability Report Pages 61, 69	Y (Waste Generated)
2. Social						
Gender Diversity	Current employees by gender	Percentage (%)	GRI 405-1, SASB 330, WEF core metrics	Percentage of existing employees by gender.	Sustainability Report Page 81	Y (Workforce)
	New hires and turnover by gender	Percentage (%)	GRI 401-1, WEF core metrics	Percentage of new employees hires and employee turnover during the reporting period by gender.	Sustainability Report Pages 81, 111, 112	Y (Workforce)
Age-Based Diversity	Current employees by age groups	Percentage (%)	GRI 405-1, WEF core metrics	Percentage of existing employees by age group. GRI's employee age group categories include: (a) under 30 years old, (b) 30-50 years old, and (c) over 50 years old.	Sustainability Report Page 81 <i>Seatrium follows the age group by MOM's labour force age classification: (a) under 30 years old, (b) 30-49 years old, and (c) 50 years old and above.</i>	Y (Workforce)
	New hires and turnover by age groups	Percentage (%)	GRI 401-1, WEF core metrics	Percentage of new employees hires and employee turnover during the reporting period by age group. GRI's employee age group categories include: (a) under 30 years old, (b) 30-50 years old, and (c) over 50 years old.	Sustainability Report Page 81 <i>Seatrium follows the age group by MOM's labour force age classification: (a) under 30 years old, (b) 30-49 years old, and (c) 50 years old and above.</i>	Y (Workforce)
Employment	Total turnover	Number and Percentage (%)	GRI 401-1, SASB 310, WEF core metrics	Total number and rate of employee turnover during the reporting period. Scope of reporting (i.e. subsidiaries included or not) should be clearly defined and disclosed.	Sustainability Report Pages 111 - 112 <i>The data includes our yards and offices in Singapore, Brazil, China, France, India, Indonesia, Japan, Malaysia, Norway, Saudi Arabia, the Philippines, Poland, UAE, UK, and USA.</i>	Y (Workforce)
	Total number of employees	Number	GRI 2-7	Total number of employees as at end of reporting period. Scope of reporting (i.e. subsidiaries included or not) should be clearly defined and disclosed.	Sustainability Report Page 81 <i>The data includes our yards and offices in Singapore, Brazil, China, France, India, Indonesia, Japan, Malaysia, Norway, Saudi Arabia, the Philippines, Poland, UAE, UK, and USA.</i>	Y (Workforce)
Development & Training	Average training hours per employee	Hours/No. of employees	GRI 404-1, WEF core metrics	Average training hours per employee during the reporting period (total number of hours of training provided to employees over total number of employees).	Sustainability Report Page 82	Y (Competency & Development)
	Average training hours per employee by gender	Hours/No. of employees	GRI 404-1, WEF core metrics	Average training hours per employee during the reporting period by gender (total number of hours of training provided to employees in each category over number of employees per category).	Sustainability Report Page 82	Y (Competency & Development)
Occupational Health & Safety	Fatalities	Number of cases	GRI 403-9, WEF core metrics, MOM (Singapore), SASB 320	Number of fatalities as a result of work-related injury during reporting period across the organisation. Scope of report should include both employees and workers who are not employees but whose work and/or workplace is controlled by the organisation.	Sustainability Report Page 87	Y (Safety & Health)
	High-consequence injuries	Number of cases	GRI 403-9, WEF core metrics, MOM (Singapore)	Number of high-consequence work-related injuries (injury that results in a fatality from which the worker cannot recover fully to pre-injury health status within 6 months) excluding fatalities during reporting period. Scope of report should include both employees and workers who are not employees but whose work and/or workplace is controlled by the organisation.	Sustainability Report Page 87	Y (Safety & Health)
	Recordable injuries	Number of cases	GRI 403-9, WEF core metrics, MOM (Singapore), SASB 320	Number of recordable work-related injuries during reporting period. Scope of report should include both employees and workers who are not employees but whose work and/or workplace is controlled by the organisation.	Sustainability Report Page 86	Y (Safety & Health)

Recordable work-related ill health cases	Number of cases	GRI 403-10, WEF expanded metrics, MOM (Singapore)	Number of recordable work-related illnesses or health conditions arising from exposure to hazards at work during reporting period. Scope of report should include both employees and workers who are not employees but whose work and/or workplace is controlled by the organisation.	Sustainability Report Page 87	Y (Safety & Health)
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3. Governance						
Board Composition	Board independence	Percentage (%)	GRI 2-9, WEF core metrics	The number of independent board directors as a percentage of all directors.	Annual Report Pages 24 - 27 Sustainability Report Pages 2 - 3 There are seven independent directors (representing 78%) of Seatrium's Board as of December 31, 2025.	Y (Board Diversity)
Management Diversity	Women on the board	Percentage (%)	GRI 2-9, GRI 405-1, WEF core metrics	The number of female board directors as a percentage of all directors.	Annual Report Pages 24 - 27 Sustainability Report Pages 2 - 3, 11, 31	Y (Board Diversity)
	Women in the management team	Percentage (%)	GRI 2-9, GRI 405-1, WEF core metrics, SASB 330	The number of female senior management as a percentage of senior management. Each organisation defines which employees are part of its senior management team.	14%	Y (D&I)
Ethical Behaviour	Anti-corruption disclosures	Discussion and number of standards	GRI 205-1, GRI 205-2 and GRI 205-3	Disclosures based on GRI's anti-corruption standards of 205-1, 205-2 and 205-3.	Sustainability Report Page 37	Y (Ethical Behaviour)
	Anti-corruption training for employees	Number and Percentage (%)	GRI 205-2, WEF core metrics	Number and percentage of employees that received anti-corruption training during reporting period.	Sustainability Report Page 37	Y (Ethical Behaviour)
Certifications	List of relevant certifications	List	Commonly reported metric by SGX issuers	List all sustainability or ESG-related certification (e.g. ISO 45000 family, BCA Green Building, LEED, ENERGY STAR). Each organisation defines which certifications are relevant to be reported.	Sustainability Report Pages 33, 36, 44, 60, 85 ISO 37001 Anti-bribery Management Systems; ISO 9001 Quality Management Systems; ISO 14001 Environmental Management Systems; ISO 50001 Energy Management; ISO 45001 Occupational Health and Safety Management Systems	Y (List of Certifications)
Alignment with Frameworks	Alignment with frameworks and disclosure practices	GRI/ TCFD/ SASB/ SDGs/ others	SGX-ST Listing Rules (Mainboard) 711A and 711B, Practice Note 7.6; SGX-ST Listing Rules (Catalist) 711A and 711B, Practice Note 7F	The issuer needs to give priority to using globally-recognised frameworks and disclosure practices to guide its sustainability reporting. Where the issuer is applying a portion of a particular framework, the issuer should provide a general description of the extent of the issuer's application of the framework.	Sustainability Report Pages 1, 101 - 118	Y (Cover Sheet)
Assurance	Assurance of sustainability report	Internal/External/None	GRI 2-5, SGX-ST Listing Rules (Mainboard) 711A and 711B, Practice Note 7.6; SGX-ST Listing Rules (Catalist) 711A and 711B, Practice Note 7F	Disclose whether sustainability report has undertaken: (a) external independent assurance, (b) internal assurance or (c) no assurance. Provide scope of assurance if organisation has undertaken external or internal assurance.	Sustainability Report Pages 1, 121 - 123	Y (Cover Sheet)

SEATRIUM SUSTAINABILITY REPORT 2025

ISSB IFRS S1 AND S2 CONTENT INDEX

The International Sustainability Standards Board ("ISSB")'s International Financial Reporting Standard ("IFRS") S1 General Requirements for Disclosure of Sustainability-related Financial Information and S2 Climate-related Disclosure Exposure Draft released in June 2023 have been taken into consideration for this report.

Code	Disclosure	Location
ISSB's IFRS S1 General Requirement for Disclosure of Sustainability-related Financial Information		
Governance		
IFRS S1-27 (a) (i) - (v)	The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability-related risks and opportunities	Sustainability Report Pages 28 - 29
IFRS S1-27 (b) (i) - (ii)	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee sustainability-related risks and opportunities	Sustainability Report Pages 28 - 29
Strategy		
IFRS S1-30 (a) - (c)	Sustainability-related risks and opportunities	Sustainability Report Pages 34 - 35
IFRS S1-32 (a) - (b)	Business Model and Value Chain	Sustainability Report Pages 16 - 17
IFRS S1-33 (a) - (c)	Strategy and Decision-making	Sustainability Report Pages 18 - 19, 34 - 35
IFRS S1-34 (a) - (b) IFRS S1-35 (a) - (d)	Financial Position, Financial Performance and Cash Flows	Annual Report Pages 54 - 55, 112, 139, 149, 152, 160, 164, 165, 202, 213
IFRS S1-41	A qualitative and, if applicable, quantitative assessment of the resilience of its strategy and business model in relation to its sustainability-related risks, including information about how the assessment was carried out and its time horizon	Sustainability Report Pages 34 - 35
Risk Management		
IFRS S1-44 (a) (i) - (vi), (b), (c)	The processes and related policies the entity uses to identify, assess, prioritise and monitor sustainability-related risks	Sustainability Report Pages 32 - 35
Metrics and Targets		
IFRS S1-46 (a)	Metrics required by an applicable IFRS Sustainability Disclosure Standard for each sustainability-related risk and opportunity that could reasonably be expected to affect the entity's prospects.	Sustainability Report Pages 8 - 10, 25
IFRS S1-46(b)	Metrics the entity uses to measure and monitor that sustainability-related risk or opportunity and its performance in relation to that sustainability-related risk or opportunity, including progress towards any targets the entity has set, and any targets it is required to meet by law or regulation.	Sustainability Report Pages 8 - 10, 25
IFRS S1-51 (a) - (g)	The metric used to set the target and to monitor progress towards reaching the target.	Sustainability Report Pages 8 - 13, 25
ISSB's IFRS S2 Climate-related Disclosures		
Governance		
IFRS S2-6 (a) (i) - (v)	The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities.	Sustainability Report Pages 28 - 29, 62
IFRS S2-6 (b) (i) - (ii)	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities	Sustainability Report Pages 28 - 29, 62
Strategy		
IFRS S2-9 (a) - (e) IFRS S2-10 (a) - (d)	Climate-related risks and opportunities	Sustainability Report Pages 35, 62 - 65
IFRS S2-13 (a) - (b)	Business model and value chain	Sustainability Report Pages 16 - 17
IFRS S2-14 (a) (i) - (v), (b), (c)	Strategy and Decision-making	Sustainability Report Pages 19, 34 - 35
IFRS S2-15 (a) - (b) IFRS S2-16 (a) - (d)	Financial Position, financial performance and cash flows	Annual Report Pages 54 - 55, 112, 139, 149, 152, 160, 164, 165, 202, 213
IFRS S2-22 (a) (i) - (iii), (b) (i) - (iii)	Assessment of climate resilience	Sustainability Report Pages 35, 62 - 65
Risk Management		

IFRS S2-25 (a) - (c)	The processes and related policies the entity uses to identify, assess, prioritise and monitor climate-related risks	Sustainability Report Pages 32 - 35, 62 - 65
Metrics and Targets		
IFRS S2-29 (a) (i) - (vi), (b) - (g)	Climate-related Metrics	Sustainability Report Pages 12, 56, 68 - 69
IFRS S2-33 (a) - (h) IFRS S2-34 (a) - (d) IFRS S2-35 IFRS S2-36 (a) - (e)	Climate-related Targets	Sustainability Report Pages 8 - 10

SEATRIUM SUSTAINABILITY REPORT 2025

GRI 2021 STANDARDS CONTENT INDEX

The 2021 GRI Standards have been adopted for this report except for GRI 303 Water and Effluents and GRI 403 Occupational Health and Safety which are based on the revised 2018 Standards and GRI 306 Waste based on revised 2020 Standards.

Statement of use: Seatrium Limited has reported in accordance with the GRI Standards for the period 1 Jan 2025 to 31 Dec 2025.
 GRI 1 used: GRI 1: Foundation 2021
 Applicable GRI Sector Standard(s): GRI 11: Oil and Gas Sector 2021

GRI Standard / Other Source	Disclosure	Location	Requirement(s) Omitted	Reason	Omission Explanation	GRI Sector Standard Ref. No.	Aligned Frameworks UN Sustainable Development Goals (SDG)	Externally Assured (Y/N)	Sustainability Databook (Y/N)
GENERAL DISCLOSURES									
GRI 2: General Disclosures 2021	2-1 Organisational details	Annual Report Pages 8, 240						N	N
	2-2 Entities included in the organisation's sustainability reporting	Sustainability Report Page 1						N	N
	2-3 Reporting period, frequency and contact point	Sustainability Report Page 1						N	Y (Cover Sheet)
	2-4 Restatements of information	Sustainability Report Page 86						N	Y (Safety & Health)
	2-5 External assurance	Sustainability Report Pages 121 - 123						N	N
	2-6 Activities, value chain and other business relationships	Solutions: https://www.seatrium.com/ Active Sectors: Annual Report Page 9 Value Chain: Sustainability Report Pages 16 - 17 Supply Chain: Sustainability Report Pages 54 - 59 Downstream entities: Annual Report Pages 8, 10 - 11, 22, 36 - 47					UN SDG 3, 4, 7, 8, 9, 12, 13, 14, 15, 16, 17	N	N
	2-7 Employees	Sustainability Report Page 81 All figures presented include permanent and contract employees. Part-time categories omitted from the report as they constitute less than 1% of the total workforce. Data are compiled using the Group's Human Resource Information Systems.						N	Y (Workforce)
	2-8 Workers who are not employees		a, b, c	Limited Information	Seatrium is actively gathering data and evaluating potential disclosures			N	N
	2-9 Governance structure and composition	Annual Report Pages 24 - 29 Sustainability Report Pages 2 - 3, 28 - 29					UN SDG 8, 16	N	N
	2-10 Nomination and selection of the highest governance body	Annual Report Pages 56 - 77						N	N
	2-11 Chair of the highest governance body	Annual Report Page 24						N	N
	2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report Pages 56 - 77 Sustainability Report Pages 2 - 3, 28 - 29						N	N
	2-13 Delegation of responsibility for managing impacts	Annual Report Pages 56 - 77 Sustainability Report Pages 28 - 29						N	N
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report Pages 28 - 29						N	N
	2-15 Conflicts of interest	Annual Report Page 58 Code of Business Conduct: https://www.seatrium.com/assets/code-of-conduct/Seatrium-Business-Code-of-Conduct.pdf Supplier Code of Conduct: https://www.seatrium.com/assets/code-of-conduct/851.5%20FRM1%20Supplier%20Code%20of%20Conduct_Seatrium%20declaration_FINAL_CAA120923.pdf						N	N
	2-16 Communication of critical concerns	Sustainability Report Pages 32, 33, 38 Whistleblowing: https://www.seatrium.com/assets/whistle-blowing/Seatrium_Whistleblowing_Policy.pdf						N	N
	2-17 Collective knowledge of the highest governance body	Sustainability Report Page 30						N	N
	2-18 Evaluation of the performance of the highest governance body	Annual Report Pages 56 - 77 Sustainability Report Page 30 The performance of Seatrium's highest governance body is evaluated using both financial and non-financial Key Performance Indicators that relate to ESG impact management.						N	N
	2-19 Remuneration policies	Annual Report Pages 56 - 77 Seatrium's remuneration policy is designed to align with sustainability goals, reflecting our commitment to environmental stewardship and social responsibility.						N	N
	2-20 Process to determine remuneration	Annual Report Pages 56 - 77						N	N
	2-21 Annual total compensation ratio		a, b, c	Confidentiality Constraints	This encompasses confidential business information which is sensitive in nature and not be disclosed owing to confidentiality constraints.			N	N
	2-22 Statement on sustainable development strategy	Sustainability Report Pages 2 - 3, 18 - 19					UN SDG 3, 4, 7, 8, 9, 12, 13, 14, 15, 16, 17	N	N
	2-23 Policy commitments	Sustainability Report Page 32 - 33						N	N
	2-24 Embedding policy commitments	Disclosed throughout SR2025						N	N
	2-25 Processes to remediate negative impacts	Whistleblowing: https://www.seatrium.com/assets/whistle-blowing/Seatrium_Whistleblowing_Policy.pdf						N	N
	2-26 Mechanisms for seeking advice and raising concerns	Annual Report Page 74 Sustainability Report Pages 38, 79 Whistleblowing: https://www.seatrium.com/assets/whistleblowing/Seatrium_Whistleblowing_Policy.pdf Code of Business Conduct: https://www.seatrium.com/assets/code-of-conduct/Seatrium-Business-Code-of-Conduct.pdf Supplier Code of Conduct: https://www.seatrium.com/assets/code-of-conduct/851.5%20FRM1%20Supplier%20Code%20of%20Conduct_Seatrium20declaration_FINAL_CAA120923.pdf						N	N
	2-27 Compliance with laws and regulations	Sustainability Report Pages 10, 66						N	N
	2-28 Membership associations	Annual Report Pages 232 - 234						N	Y (Membership of Associations)
	2-29 Approach to stakeholder engagement	Sustainability Report Pages 22 - 23					UN SDG 8, 17	N	N
	2-30 Collective bargaining agreements			Pending Union Formation	Seatrium was in the process of establishing our labour union in 2025.			N	N
MATERIAL TOPICS									
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report Pages 20 - 21						N	N
	3-2 List of material topics	Sustainability Report Pages 20 - 21						N	N
COMPLIANCE, GOVERNANCE AND ASSURANCE									
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report Pages 24 - 25, 28 - 40				11.19.1 11.20.1	UN SDG 16	N	N
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report Pages 14, 19, 105 Sustainability Report Page 24				11.14.2		N	N
	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report Pages 54 - 55, 112, 139, 149, 152, 160, 164, 165, 202 and 213				11.2.2		N	Y (Economic Performance)

GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		a, b, c	N/A	Seatrium does not invest in public infrastructure.	11.14.4		N	N
	203-2 Significant indirect economic impacts	Sustainability Report Pages 24 - 25, 92 - 99				11.14.5		N	N
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Sustainability Report Page 37				11.20.2		N	Y (Ethical Behaviour)
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report Page 37				11.20.3		Y	Y (Ethical Behaviour)
	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report Page 37				11.20.4		N	Y (Ethical Behaviour)
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Zero legal actions for anti-competitive behaviours, anti-trust, and monopolistic practices* (2023 and 2024: n)				11.19.2		Y	Y (Ethical Behaviour)
GRI 207: Tax 2019	207-1 Approach to tax	Sustainability Report Page 24 https://www.seatrium.com/our-economic-contribution.php						N	N
	207-2 Tax governance, control, and risk management	Sustainability Report Page 24 https://www.seatrium.com/our-economic-contribution.php						N	N
	207-3 Stakeholder engagement and management of concerns related to tax	Sustainability Report Page 24 https://www.seatrium.com/our-economic-contribution.php						N	N
	207-4 Country-by-country reporting	https://www.seatrium.com/our-economic-contribution.php						N	N
CUSTOMER ALIGNMENT & CONFIDENCE									
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report Pages 41 - 45					UN SDG 8, 9, 13, 17	N	N
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Sustainability Report Pages 4, 44, 53						N	Y (Products & Solutions)
INNOVATION & SUSTAINABLE SOLUTIONS									
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report Pages 48 - 53				11.2.1 11.14.1	UN SDG 7, 8, 9, 14, 17	N	N
SUPPLY CHAIN MANAGEMENT									
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report Pages 54 - 59					UN SDG 8, 9, 16, 17	N	N
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainability Report Page 54				11.14.6		N	Y (Supply Chain)
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainability Report Page 55				11.10.8 11.12.3		N	Y (Supply Chain)
	414-2 Negative social impacts in the supply chain and actions taken	Sustainability Report Page 55 Supplier Code of Conduct: https://www.seatrium.com/assets/code-of-conduct/2021-5%20CFM%20Supplier%20Code%20of%20Conduct_Seatrium%20Declaration_FINAL_CA_A120923.pdf				11.10.9		N	Y (Supply Chain)
ENVIRONMENTAL SUSTAINABILITY									
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report Pages 60 - 69				11.1.1 11.5.1 11.6.1	UN SDG 3, 7, 12, 13, 14, 15	N	N
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Sustainability Report Page 61						Y	N
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Report Page 68				11.1.2		Y	Y (Energy Consumption)
	302-2 Energy consumption outside of the organization	Sustainability Report Page 56				11.1.3		N	Y (Energy Consumption)
	302-3 Energy intensity	Sustainability Report Page 63				11.1.4		N	Y (Energy Consumption)
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainability Report Pages 61 and 69				11.6.2		N	N
	303-2 Management of water discharge-related impacts	Sustainability Report Page 61				11.6.3		N	N
	303-3 Water withdrawal	Sustainability Report Pages 12, 61 and 69				11.6.4		Y	Y (Water Withdrawal)
	303-4 Water discharge		a, b, c, d, e	Information unavailable	Due to the nature of our business, water discharge routes have presented a challenge in the collection of data. Hence, Seatrium is still exploring ways to track and monitor the routes of water discharge.	11.6.5		N	N
	303-5 Water consumption		a, b, c, d	Information incomplete	Unable to provide as Seatrium requires water discharge data for disclosure.	11.6.7		N	N
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report Pages 12 and 68				11.1.5		Y	Y (GHG Emissions)
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report Pages 12 and 68				11.1.6		Y	Y (GHG Emissions)
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report Page 56				11.1.7		N	Y (GHG Emissions)
	305-4 GHG emissions intensity	Sustainability Report Page 12 Scope 1 intensity: 7.2 tCO ₂ e/\$ billion revenue Scope 2 intensity: 8.4 tCO ₂ e/\$ billion revenue Intensity ratio includes only Scope 1 (Only CO ₂ , CH ₄ and N ₂ O) and Scope 2 (market-based) GHG emissions (CO ₂ e)				11.1.8		Y	Y (GHG Emissions)
	305-5 Reduction of GHG emissions	Sustainability Report Page 62				11.1.9		N	N
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability Report Pages 61 and 69				11.5.2		N	N
	306-2 Management of significant waste-related impacts	Sustainability Report Page 61				11.5.3		N	N
	306-3 Waste generated	Sustainability Report Pages 12, 61 and 69				11.5.4		Y	Y (Waste Generated)
	306-4 Waste diverted from disposal	Sustainability Report Pages 61 and 69				11.5.5		N	N
	306-5 Waste directed to disposal		b, c, d, e	Information unavailable	The waste disposal vendors are unable to segregate the waste into different waste streams.	11.5.6		N	N
OUR PEOPLE COMMITMENT									
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report Pages 72 - 83				11.10.1 11.1.1 11.12.1 11.13.1	UN SDG 4, 8, 17	N	N
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	88% of senior management - encompassing staff with titles such as Vice President, General Manager and equivalent titles - were hired at significant locations of operation from the local communities of Singapore, Brazil, China, Philippines and USA. These communities contain our core businesses of construction of rig and floaters, offshore platforms, ship repairs and upgrades, and shipbuilding.				11.1		N	N

New Employee Hire*

- New employee hire rate is computed based on number of new hires divided by yearly average headcount.
 - Total New Hires: 6,938 (New Employee Hire Rate: 29%)
 - By Gender - Male: 5,933 (85%); Female: 1,015 (15%)
 - By Age Group -<30: 2,986 (43%); 30 - 49: 3,420 (49%); 50 and above: 532 (8%)
 - By Country - Singapore: 1,434 (21% → Executive and above: 10% | Non-executive and below: 11%); Brazil: 4,559 (66% → Executive and above: 2% | Non-executive and below: 64%); China: 287 (4% → Executive and above: 2% | Non-executive and below: 2%); Indonesia: 393 (6% → Executive and above: 4% | Non-executive and below: 2%); Philippines: 51 (0.7% → Executive and above: 0.5% | Non-executive and below: 0.2%); and Rest of the world: 204 (2.9% → Executive and above: 2.6% | Non-executive and below: 0.3%)

Employee Turnover*

- Employee turnover rate is computed based on number of attritions divided by yearly average headcount.
 - Total Attritions: 5,464 (Employee Turnover Rate: 22%)
 - By Gender - Male: 4,684 (89%); Female: 580 (11%)
 - By Age Group -<30: 1,762 (32%); 30 - 49: 2,928 (54%); 50 and above: 774 (14%)
 - By Country - Singapore: 1,296 (24% → Executive and above: 9% | Non-executive and below: 14%); Brazil: 3,184 (58% → Executive and above: 1% | Non-executive and below: 57%); China: 105 (1.92% → Executive and above: 0.88% | Non-executive and below: 1.04%); Indonesia: 95 (1.74% → Executive and above: 1.15% | Non-executive and below: 0.55%); Philippines: 26 (0.48% → Executive and above: 0.35% | Non-executive and below: 0.13%); and Rest of the world: 758 (13.8% → Executive and above: 3.3% | Non-executive and below: 10.5%)
 - Voluntary Turnover: 1,755 (Employee Turnover Rate: 7%)
 - By Gender - Male: 1,507 (86%); Female: 248 (14%)
 - By Age Group -<30: 532 (30%); 30 - 49: 1,058 (60%); 50 and above: 165 (10%)
 - By Country - Singapore 840 (48% → Executive and above: 22% | Non-executive and below: 26%); Brazil: 609 (35% → Executive and above: 3% | Non-executive and below: 32%); Indonesia: 21 (1% → Executive and above: 0.7% | Non-executive and below: 0.3%); Philippines: 26 (1% → Executive and above: 0.7% | Non-executive and below: 0.3%); China: 84 (5% → Executive and above: 2% | Non-executive and below: 3%); Rest of the world: 175 (10% → Executive and above: 6% | Non-executive and below: 4%)
 - Involuntary Turnover: 3,709 (Employee Turnover Rate: 15%)
 [Note: The divestment of Sastrum AmFELS, demobilisation of Angra Yard and end of contracts contributed to a significant portion of the involuntary turnover.]
 - By Gender - Male: 3,377 (91%); Female: 332 (9%)
 - By Age Group -<30: 1,230 (33%); 30 - 49: 1,870 (50%); 50 and above: 609 (16%)
 - By Country - Singapore: 456 (12.5% → Executive and above: 3% | Non-executive and below: 9.5%); Brazil: 2,575 (69% → Executive and above: 1% | Non-executive and below: 68%); China: 21 (0.5% → Executive and above: 0.2% | Non-executive and below: 0.3%); Indonesia: 74 (2% → Executive and above: 1% | Non-executive and below: 1%); Rest of the world: 583 (16% → Executive and above: 2% | Non-executive and below: 14%)

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits, such as annual leaves and parental leaves, extend to full-time, contract, temporary and part-time employees. Variable incentives are subject to variation based on individual contractual agreements and performance evaluations.		11.10.3	N	N
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401-3 Parental leave		a, b, c, d, e	Limited Information	Sastrum is actively gathering data and evaluatin potential disclosures for inclusion in the SR2026.	11.10.4	N	N
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GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	The minimum notice periods are subject to variation, contingent upon the parameters set forth in collective bargaining agreements, individual agreements and statutory requirements. Sastrum adheres to all pertinent local legislations. Furthermore, we prioritise the timely dissemination of information to our employees, ensuring transparency and alignment with their needs. Embracing a culture of openness and collaboration, we firmly believe that engaging employees in organisational changes yields superior outcomes. Consequently, we consistently exceed minimum requirements, striving to involve our employees in decision-making processes for optimal results.			11.10.5	N	N
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GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability Report Page 82			11.10.6	N	Y (Competency & Development)
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	404-2 Programmes for upgrading employee skills and transition assistance programmes	Sustainability Report Pages 82 - 88			11.11.4	N	N
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	404-3 Percentage of employees receiving regular performance and career development reviews	Employees receiving regular performance and career development reviews* A total of 22,019 employees, representing 88.6% of our global workforce, received performance appraisals and career development reviews in 2025. Men accounted for 89.8% and women 10.2%, with 0.4% of the appraised employees from the Senior Management category, 4.4% from the Managerial category, 22.5% from the Executive category, 9.6% from the Non-executive category and 63.1% from the Industrial/General category.			11.10.7	Y	Y (Competency & Development)
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GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report Pages 2, 3, 11, 30, 31 and 81	11.11.5		Y	Y (Board Diversity)		
		<p>Governance Bodies* There are three female directors (representing 33.3%) of Seatrium's Board. All nine directors are in the 50 years and above age group. Please note that the diversity of governance bodies figures on page 31 is as at 31 December 2025 and may differ from the Annual Report which was dated 23 March 2025.</p> <p>Employees* Of the 25 employees at the senior management level, 86% are male and 14% are female, with 0% under 30 years old, 39% between 30 to 49 years old and 61% above 50 years old. • Of the 1,054 employees at the managerial level, 86% are male and 14% are female with 0% under 30 years old, 57% between 30 to 49 years old and 43% above 50 years old. • Of the 6,703 employees at the executive level, 81% are male and 19% are female, with 16% under 30 years old, 63% between 30 to 49 years old and 21% above 50 years old. • Of the 2,364 employees at the non-executive level, 69% are male and 31% are female, with 26% under 30 years old, 59% between 30 to 49 years old and 15% above 50 years old. • Of the 14,636 employees at the industrial/general level, 96% are male and 4% are female, with 28% under 30 years old, 59% between 30 to 49 years old and 13% above 50 years old. Other indicators of workforce diversity are not significant or relevant.</p>				Y (Workforce)		
	405-2 Ratio of basic salary and remuneration of women to men	a, b		Confidentiality Constraints	This encompasses confidential business information which is sensitive in nature and not be disclose owing to confidentiality constraints.	11.11.6	N	N
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Zero reported incidents of discrimination or exploitative labour practices relating to the Group's operations or suppliers*. (2024, Zero reported incidents)	11.11.7		Y	Y (Workforce)		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The company's operations and supply chain are not considered to have significant risks on the right to freedom of association and collective bargaining.	11.13.2		N	N		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	The company's operations and supply chain are not considered to have significant risks of child, forced or compulsory labour*.			Y	N		
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	The company's operations and supply chain are not considered to have significant risks of child, forced or compulsory labour*.	11.12.2		Y	N		
WORKPLACE SAFETY & HEALTH								
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report Pages 84 - 91	11.9.1		UN SDG 3, 8, 9, 17	N	N	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report Pages 84 - 91	11.9.2			N	N	
	403-2 Hazard identification, risk management, and incident investigation	Sustainability Report Pages 84 - 91	11.9.3			N	N	
	403-3 Occupational health services	Sustainability Report Pages 84 - 91	11.9.4			N	N	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Report Pages 84 - 91	11.9.5			N	N	
	403-5 Worker training on occupational health and safety	Sustainability Report Pages 84 - 91	11.9.6			N	N	
	403-6 Promotion of worker health	Sustainability Report Pages 84 - 91	11.9.7			N	N	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report Pages 84 - 91 Code of Business Conduct: https://www.seatrium.com/assets/code-of-conduct/Seatrium-Business-Code-of-Conduct.pdf Supplier Code of Conduct: https://www.seatrium.com/assets/code-of-conduct/851.5%20FRM%20Supplier%20Code%20of%20Conduct_Seatrium%20declaration_FINAL_CA A120923.pdf	11.9.8			N	N	
	403-8 Workers covered by an occupational health and safety management system	Sustainability Report Pages 86 - 87 Seatrium's Health, Safety and Environment integrated management system covers 99.9% of all our employees and contractors.	11.9.9			N	N	
	403-9 Work-related injuries	Sustainability Report Pages 86 - 87 Seatrium reports on safety rates in alignment with Singapore Ministry of Manpower's industry benchmarking metrics (e.g. WIR) and International Association of Oil & Gas Producers Standards (e.g. TRIR).	11.9.10			N	Y (Safety & Health)	
	403-10 Work-related ill health	Sustainability Report Page 87	11.9.11			N	Y (Safety & Health)	
COMMUNITY ENGAGEMENT								
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report Pages 92 - 99	11.15.1		UN SDG 3, 4, 8, 9, 17	N	N	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	Sustainability Report Pages 92 - 99 Local community engagement activities were conducted by 100% of Seatrium's operating yards and 63% of offices in FY2025. The remaining 37% comprise offices with limited operational scale, where implementation of such activities was not practicable.	11.15.2			Y	Y (Community Engagement)	
	413-2 Operations with significant actual and potential negative impacts on local communities	a, b	N/A		Seatrium's shipyards are situated away from local communities. Hence, actual and potential negative impact on communities is assessed to be negligible.	11.15.3	N	N

Topics in the applicable GRI Sector Standards determined as not material	
Topic	Explanation
GRI 11: Oil and Gas Sector 2021	
Air emissions	Seatrium's operations do not emit a material amount of air emissions from our products and services.
Biodiversity	Not relevant because Seatrium's shipyard is a designated space and hence we do not operate in areas with high conservation values and we do not charter or operate the ships.
Closure and rehabilitation	Seatrium is not currently active in the oil extraction field and we do not operate assets that are exposed to risks of closure and rehabilitation.
Asset integrity and critical incident management	Not applicable to our business because we do not operate the assets we build and repair.
Land and resource rights	Our business does not require us to work with vulnerable groups or to negotiate land rights.
Rights of indigenous peoples	Seatrium does not operate in areas adjacent to indigenous communities, so no violation of their rights has been noted or reported.
Conflict and security	Seatrium's main operation is in Singapore where the risk of political and social unrest is low.
Payments to governments	Seatrium aligns our reporting on tax and economic performance with the Group.
Public policy	The Group's Code of Conduct states that we are politically neutral and we do not contribute funds or non-monetary supporting, including lobbying, to any political party, politician, elected official, or candidate for public office in any country or jurisdiction.

SEATRUM SUSTAINABILITY REPORT 2025

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTENT INDEX
Industrial Machinery & Goods

Table 1. Sustainability Disclosures Topics & Metrics

Topic	Code	Accounting Measure	Category	Unit	Disclosure	Sustainability Databook (Y/N)
Energy Management	RT-IG-130a.1	(1) Total energy consumed	Quantitative	Gigajoules (GJ)	1,876,220 GJ	Y (Energy Consumption)
		(2) Percentage grid electricity		Percentage (%)	51%	
		(3) Percentage renewable		Percentage (%)	7%	
Workforce Health & Safety	RT-IG-320a.1	(1) Total recordable incident rate (TRIR)	Quantitative	Rate	0.32 <i>The rate has been calculated as per million man-hours worked</i>	Y (Safety & Health)
		(2) Fatality rate		Rate	0 <i>The rate has been calculated as per 100,000,000 man-hours worked</i>	
		(3) Near miss frequency rate (NMFR)		Rate	0.07 <i>The rate has been calculated as per million man-hours worked</i>	
Fuel Economy & Emissions in Use-Phase	RT-IG-410a.1	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Quantitative	Litres per 100 tonne-kilometres	N/A Sales of land transport, non-road equipment, stationary generators and engines are not part of our business.	N/A
	RT-IG-410a.2	Sales-weighted fuel efficiency for non-road equipment		Litres per hour		
	RT-IG-410a.3	Sales-weighted fuel efficiency for stationary generators		Kilojoules per litre		
	RT-IG-410a.4	Sales-weighted emissions of (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines and (d) other non-road diesel engines		Grammes per kilojoule		
Materials Sourcing	RT-IG-440a.1	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	To mitigate reputational and regulatory risks of critical materials, national and international environmental and public health requirements, including those from the International Maritime Organisation, Montreal Protocol provisions and Singapore's National Environment Agency, are adhered to in our sourcing of key materials. Equipment, materials and resources which are greener and have a lower carbon footprint are preferred in anticipation of these risks. To prevent concentration of risk in any one geographical region, Seatrium has diversified procurement channels for key materials. These channels are closely monitored to proactively identify and mitigate supply chain risks. The Group has also entered strategic sourcing arrangements with key suppliers to secure essential supplies and uninterrupted services, such as waste treatment, freight forwarding, logistics and maintenance services for its operations.	N/A
Remanufacturing Design & Services	RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	Quantitative	Presentation currency	N/A The end-of-life activities (e.g. scrapping or dismantling of vessels) are not part of our business segment.	N/A

Table 2. Activity Metrics

Activity Metric	Code	Category	Unit of Measure	Disclosure	Sustainability Databook (Y/N)
Number of units produced by product category <i>The minimum disclosure should indicate the number of units produced for these product categories: (1) vehicles and agricultural and construction equipment, (2) engines and power generation equipment, and (3) parts and components.</i>	RT-IG-000.A	Quantitative	Number	The number of projects delivered based on Seatrium's product categories are as follows: (1) Offshore Wind – 3 projects (2) Carbon Capture and Storage & New Energies – Nil (3) Oil and Gas – 3 projects (4) Repairs and Upgrades – 185 projects	Y (Products & Solutions)
Number of employees	RT-IG-000.B	Quantitative	Number	24,852	Y (Workforce)