



**Progress Report 2024  
for Sustainable-linked Loan**



## ABOUT THE REPORT

This report provides an update to our lenders on the progress of the Key Performance Indicators (KPIs) under the Sustainability-Linked Loan, as of 31 December 2024. It is prepared in alignment with Seatrium's Sustainability-Linked Finance Framework (July 2024) and outlines the current status of the KPIs. This ensures transparency and continued alignment with our sustainability objectives and commitments to our stakeholders.

The key focus of the Sustainability-Linked Loan is to link Seatrium's financial performance to the achievement of ambitious sustainability goals. As part of our ongoing efforts to integrate sustainability into our business strategy, we monitor and report on the progress of these KPIs, which are critical to drive long-term value creation and risk mitigation.

This report should be read in conjunction with Seatrium's Sustainability Report 2024, published on 21 March 2025, which is available at <https://www.seatrium.com/sustainability-reports.php>. The Sustainability Report provides a more comprehensive overview of our sustainability initiatives, including detailed disclosures on environmental, social, and governance (ESG) performance.

We are pleased to report positive progress on both KPIs, with the growth of renewable energy solutions exceeding the set target. Specifically, Seatrium's revenue from renewable energy solutions has seen significant growth, surpassing the FY2024 target of S\$ 756 million as of 31 December 2024. This strong performance underscores our commitment to transitioning to sustainable energy sources and reflects the increasing market demand for renewable energy solutions.

Additionally, the workplace injury rate (WIR) remains within our improvement reduction target, continuing to meet our safety goals. This demonstrates our dedication to improving safety standards across all our operations.

## Progress Report 2024 for Seatrium Limited's Sustainable-linked Loan (“Progress Report 2024”)

Key Performance Indicators	Sustainability Performance Targets	Unit of Measurement	FY2024 Target	FY2024 Achievement
KPI 1: Growth of Renewable Energy Solutions	Doubling (i.e., 100% increase in) revenue from renewable energy solutions by 2030 from 2023 baseline	Percentage (%) of growth	10% growth	Achieved a more than 10% growth in revenue from renewable energy solutions compared to the 2023 baseline.
KPI 2: Average Workplace Injury Rate (3-year rolling average) in relation to the Singapore National Benchmark for the Marine industry (3-year rolling average)	Seatrium Group WIR (3-year rolling average) < Singapore National Benchmark – Marine (3-year rolling average) after a haircut	Number of injuries per 100,000 workers	25%	Recorded Average WIR (3-year rolling average) is below Singapore National Benchmark – Marine (3-year rolling average) after a haircut of 25% i.e. 350.

## Reporting Criteria

1. The following Reporting Criteria sets out the sustainability accounting and reporting policies used to prepare Seatrium Limited (“**Seatrium**”)’s Progress Report 2024 Sustainable-linked Loan.
2. The Reporting Criteria are designed specifically for management to present the Progress Report 2024 and prepare the FY2024 Achievement and may not be suitable for any other purposes.
3. Management is responsible for having appropriate procedures in place to prepare the Progress Report 2024 which are in accordance with the following Reporting Criteria.

### 4. General reporting principles

In preparing these Reporting Criteria, management have considered the following principles:

- Data is accurate and complete.
- Assumptions or estimations are used where actual data is unavailable or considered unreliable.
- Consistent organisational boundaries and methodologies are maintained throughout the reporting period.

### 5. Key Performance Indicators

- (a) KPI 1: Growth of Renewable Energy Solutions - Percentage (%) increase in revenue from renewable energy solutions for FY2024 (against FY2023 baseline).

Seatrium’s target is to achieve a more than 10% growth in revenue from renewable energy solutions compared to the 2023 baseline for the year ended 31 December 2024.

Revenue from renewable energy solutions comprised those recognised on contracts executed by our commercial units, Seatrium Energy (International) Pte. Ltd., Seatrium Energy (Americas) Pte. Ltd., Seatrium (Fixed Platforms) Pte. Ltd., and Seatrium New Energy Limited for products and solutions from renewable energy<sup>1</sup>.

The percentage increase in revenue generated from renewable energy solutions is calculated using the following formula:

$$\frac{[(\text{Difference in revenue from renewable energy solutions between FY2024 and FY2023}) / \text{Revenue from renewable energy solutions in FY2023}] * 100\%}{}$$

The percentage increase is then compared against the target of 10% for FY2024.

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<sup>1</sup> Refer to page 20 of Seatrium’s Sustainable Finance Framework for the definition of the renewable energy solutions.

Revenue generated from renewable energy solutions is the revenue recognised in accordance with Seatrium's accounting policy for products and solutions from renewable energy in the respective financial years. The data has been collected and aggregated from Seatrium's accounting and finance system.

- (b) KPI 2: Average Workplace Injury Rate (3-year rolling average) <sup>2</sup> (number of injuries per 100,000 workers).

Seatrium's target is to achieve a Workplace Injury Rate (WIR) (calculated on a 3-year rolling average basis) that is below the Singapore National Benchmark – Marine (3-year rolling average) after a haircut of 25% i.e. 350.

WIR data is collected across Seatrium's active operational shipyards located in Singapore, Indonesia, the Philippines, China, the United States, and Brazil.

Data from decommissioned yards, i.e. Pandan Yard (decommissioned in January 2024) and Batangas Yard (decommissioned in March 2024), have been excluded based on management's assessment that these yards are immaterial to Seatrium's overall scale of operations.

Annual WIR is calculated using the following formula:

$$\text{Annual WIR} = (\text{Annual total reported injuries} / \text{Annual Manpower}) \times 100,000$$

Average WIR (3-year rolling average) calculated is then compared to the Singapore National Benchmark for the Marine Industry (3-year rolling average) after applying a haircut of 25% i.e. 350.

## 6. Estimations Used

- (a) Manpower data where man-hours worked are available

Where actual manpower data is unavailable, manpower is estimated using actual man-hours worked, divided by a standardised denominator of 248 hours. This denominator is derived from the Ministry of Manpower (MOM) Employment Act<sup>3</sup>, which stipulates 44 regular working hours per week and 72 overtime hours per month.

The manpower is estimated using the following formula:

$$\text{Annual Manpower} = \text{Annual man-hours} / (248 \times 12)$$

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<sup>2</sup> Workplace Injury Rate refers to the number of Fatal and Non-Fatal Injuries per 100,000 employed persons, as defined by the Ministry of Manpower (MOM). A workplace injury is any personal injury or death resulting from a workplace accident, including work-related traffic injuries.

<sup>3</sup> Working hours is stipulated under MOM's Employment Act 1968 clause 38 – Hours of work.

This estimation method has been applied to the following yards for the specified financial years:

- Pioneer Yard – 2022, 2023, 2024
- Crescent Yard – 2022, 2023, 2024
- Tuas Yard – 2022, 2023, 2024
- Benoi Yard – 2022, 2023, 2024
- Subic Yard – 2022, 2023, 2024
- Brownsville Yard – 2022, 2023, 2024
- Angra Yard – 2023, 2024
- Navegantes Yard – 2022, 2023, 2024

- (b) Manpower data where neither actual manpower nor actual man-hour data are available

In cases where neither actual manpower nor actual man-hour data for a yard is available for the year, the following approach is used to estimate manpower data:

- (i) Reference manpower data from the subsequent year for which actual manpower data is available.
- (ii) Compute the manpower-revenue ratio of the reference year for which actual manpower data is available:

*Revenue per manpower ratio = Revenue of reference year / Manpower of reference year*

- (iii) Estimate manpower for the year by dividing the revenue for the year by the revenue per manpower ratio:

*Estimated manpower = Revenue of the year / Revenue per manpower ratio*

This estimation method has been applied to the following yards for the specified financial years:

- Angra Yard – 2022 (using 2023 as the reference year)
- Aracruz Yard – 2022, 2023 (using 2024 as the reference year)

This estimation method is inherently subjective due to the use of limited period for reference.

## INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT

**Attention: The Chief Financial Officer**

**Independent practitioner's limited assurance report on Seatrium Limited's FY2024 Achievement in relation to its Sustainability-linked Loan**

### **Limited assurance conclusion**

We have conducted a limited assurance engagement in respect of the FY2024 Achievement of Seatrium Limited ("Seatrium") included in the Progress Report 2024 for Seatrium's Sustainable-linked Loan ("Progress Report 2024") (the "FY2024 Achievement") for the year ended 31 December 2024.

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the FY2024 Achievement is not prepared, in all material respects, in accordance with the Reporting Criteria, applied as explained in the "Reporting Criteria" section on pages 4 to 6 of the Progress Report 2024 for the Sustainable-linked Loan.

### **Basis for conclusion**

We conducted our limited assurance engagement in accordance with Singapore Standard on Assurance Engagements 3000 (Revised), *Assurance engagements other than audits or reviews of historical financial information* ("SSAE 3000 (Revised)").

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion. Our responsibilities under this standard are further described in the Practitioner's responsibilities section of our report.

### ***Our independence and quality management***

We have complied with the independence and other ethical requirements of the Accounting and Corporate Regulatory Authority (ACRA) Code of Professional Conduct and Ethics for Public Accountants and Accounting Entities (ACRA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

The firm applies Singapore Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

## **Responsibilities for the FY2024 Achievement**

Management of Seatrium is responsible for:

- the preparation of the Progress Report 2024, including the FY2024 Achievement in accordance with the Reporting Criteria, applied as explained in “Reporting Criteria” section on pages 4 to 6 of the Progress Report 2024;
- designing, implementing and maintaining such internal control as management determines is necessary to enable the preparation of the Progress Report 2024, including the FY2024 Achievement, in accordance with the Reporting Criteria, that is free from material misstatement, whether due to fraud or error; and
- the selection and application of appropriate sustainability reporting methods and making assumptions and estimates that are reasonable in the circumstances.

Those charged with governance are responsible for overseeing Seatrium’s sustainability reporting process.

## **Practitioner’s responsibilities**

Our responsibility is to plan and perform the assurance engagement to obtain limited assurance about whether the FY2024 Achievement is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the FY2024 Achievement.

As part of a limited assurance engagement in accordance with SSAE 3000 (Revised) we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- determine the suitability in the circumstances of Seatrium’s use of the Reporting Criteria as the basis for the preparation of the FY2024 Achievement;
- perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of Seatrium’s internal control; and



- design and perform procedures responsive to where material misstatements are likely to arise in the FY2024 Achievement. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

## **Summary of the work performed**

A limited assurance engagement involves performing procedures to obtain evidence about the FY2024 Achievement. The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement.

Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

The nature, timing and extent of procedures selected depend on professional judgement, including the identification of where material misstatements are likely to arise in the FY2024 Achievement, whether due to fraud or error.

In conducting our limited assurance engagement, we:

- Obtained an understanding of Seatrium's reporting processes relevant to the preparation of its FY2024 Achievement by inquiring with management and relevant personnel on the gathering, collation and aggregation of the FY2024 Achievement.
- Evaluated whether all information identified by the process to identify the information reported in the FY2024 Achievement is included in the FY2024 Achievement.
- Performed inquiries of relevant personnel on selected information in the FY2024 Achievement.
- Performed substantive assurance procedures on selected information in the FY2024 Achievement.
- Evaluated the methods, assumptions and data for developing estimates.

## **Restriction on distribution and use**

Our report has been prepared solely for Seatrium Limited for the purpose of Seatrium reporting the FY2024 Achievement in the Progress Report 2024 for the Sustainable-linked Loan and is not to be used for any other purpose. Save for the disclosure of our report in the Progress

Report 2024 for Seatrium Limited's Sustainable-linked Loan and on the Seatrium website, neither this report nor its contents or any part thereof may be distributed to, discussed with or otherwise disclosed to any third party without our prior written consent. Seatrium is responsible for all other information, other than our report, in the Progress Report 2024 for Seatrium Limited's Sustainable-linked Loan and on the Seatrium website and our report does not cover this other information, and we do not express any form of assurance conclusion thereon.

This report, including our conclusion, has been prepared solely for Seatrium in accordance with the letter of engagement between us. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Seatrium for our work or this report.

Yours faithfully

A handwritten signature in blue ink, appearing to read "PricewaterhouseCoopers LLP", is written over the printed name.

PricewaterhouseCoopers LLP

Public Accountants and Chartered Accountants

Singapore

29 August 2025