



**Infinite Possibilities.
A Sustainable Future**

2024

Sustainability Report

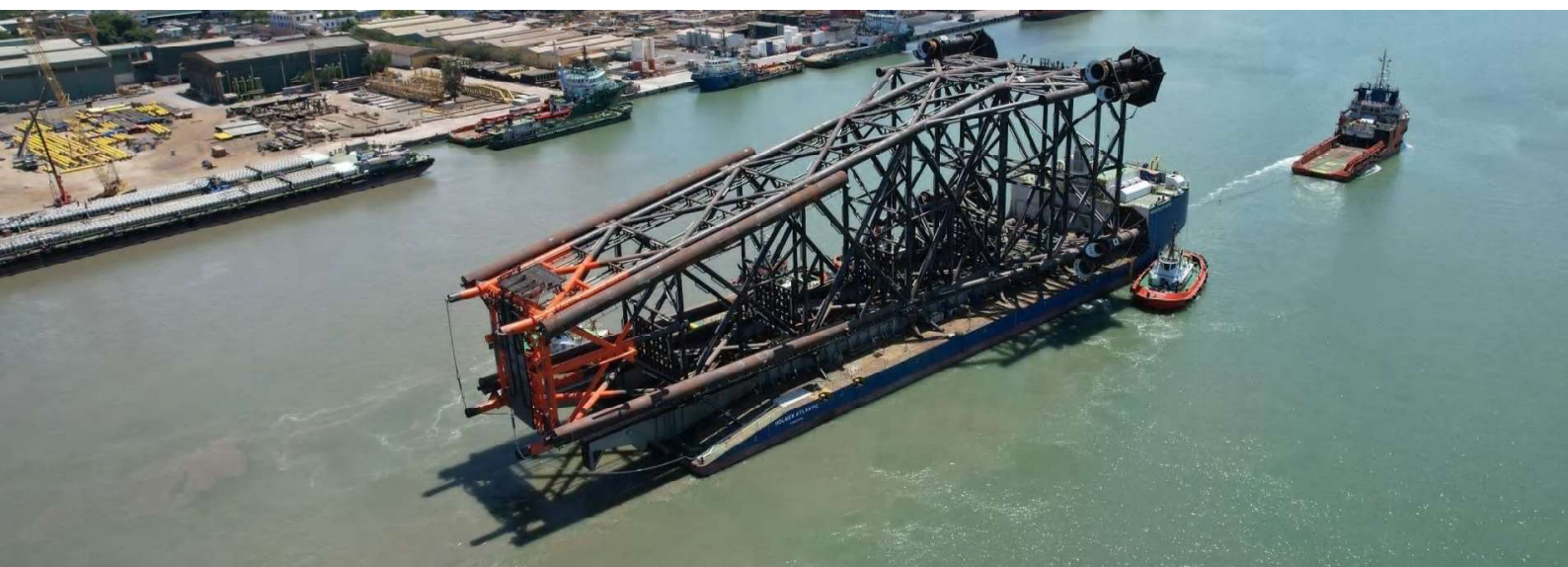


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This sustainability report has been reviewed by the Company's sponsor, RHT Capital Pte. Ltd. (the "Sponsor"). It has not been examined or approved by the Singapore Exchange Securities Trading Limited (the "Exchange") and the Exchange assumes no responsibility for the contents of this document, including the correctness of any of the statements or opinions made or reports contained in this document.

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Key Figures FY2024

		Unit	FY2024	FP2023 ⁴	Reference
Governance					
Fines	Corruption Risk - Fines	SGD	0	0	GRI 2-27i
	Corruption Risk - Non-Monetary Sanctions	Number	0	0	GRI 2-27ii SDG 16
Whistleblowing		Number	0	0	GRI 205-2 (Sector Std 11.20.3) GRI 2-26 GRI 2-25 GRI 2-16
Environment					
		Unit	FY2024	Calendar Year 2023 ⁴	Reference
Scope 1 GHG Absolute Emissions ¹		mtCO ₂ -e	7,139.29	7,100.76	GRI 305-1a (Sector Std 11.1.5) SDG 13
Scope 2 GHG Absolute Emissions ²		mtCO ₂ -e	2,104.24	1,878.32	GRI 305-2a (Sector Std 11.1.6) SDG 13
Scope 3 GHG Absolute Emissions	Scope 3 GHG Emissions ³	mtCO ₂ -e	74.14	-	GRI 305-3a (Sector Std 11.1.7) SDG 13
	Waste generated in operations (Scope 3) ³	mtCO ₂ -e	74.14	-	
GHG Emission Intensity	Shipyards Emission Intensity	kgCO ₂ e shipyard emissions/ shipyard manhours	0.82	0.98	GRI 305-4a (Sector Std 11.1.4) SDG 13
	Off-Hire Vessel Emission Intensity	mtCO ₂ e off-hire vessel emission/ off-hire days	3.88	4.27	
	Office Emission Intensity	mtCO ₂ e/m ²	0.02	0.03	
Energy Mix		GJ	110,084.03	108,641.58	GRI 302-1 to 302-3 (Sector Std 11.1.2 to 11.1.4) SDG 13
Energy Intensity	Shipyards Energy Intensity	kJ/shipyard man-hours	7,105.08	7,859.7	GRI 302-1 to 302-3 (Sector Std 11.1.2 to 11.1.4) SDG 13
	Off-Hire Vessel Energy Intensity	GJ/ off-hire days	54.67	60.21	
	Office Energy Intensity	GJ/m ²	0.22	0.26	

1. Scope 1 emissions include direct carbon emission from vessel fuel, company owned vehicles and shipyard machineries.

2. Scope 2 emissions include purchased electricity at Vallianz's onshore operating facilities.

3. Data collection for Scope 3 emissions, specifically Category 5: Waste Generated from Operations, commenced in FY2024. As a result, no data was collected for this category in calendar year 2023.

4. FP2023 covers the period from 1 April 2023 to 31 December 2023, while the calendar year 2023 spans from 1 January 2023 to 31 December 2023. The variance in reporting periods is due to a change in financial year-end.

		Unit	FY2024	Calendar Year 2023 ⁴	Reference
Other Air Emissions	Emissions to air - NOx	kgNOx	104,232.36	110,240.22	GRI 305-7 (Sector Std 11.3.2) SDG 13
	Emissions to air - PM2.5	kgPM25	1,493.43	1,592.11	
	Emissions to air - SOx	kgSOx	2,336.97	2,542.8	
Spills and releases to the environment		m3	0	0	GRI 306-3 (2016) (Sector std 11.5.4) SDG 14
Social					
			FY2024	FP2023 ⁴	Reference
Work Related Injuries and Ill Health	High Consequences Injuries - Number	Number	0	0	GRI 403-9 (Sector Std 11.9.10) SDG 8
	High Consequences Injuries - Rate	Number	0	0	
	Fatalities - Number	Number	0	0	
	Fatalities - Rate	Number	0	0	
	Work Related Ill Health - Number	Number	0	0	
	Work Related Ill Health - Rate	Number	0	0	
	Total Man-hours Worked	hr	5,915,407	3,150,320	
	Recordable Work Related Injuries - Number	Number	11	2	
	Recordable Work Related Injuries - Rate (TRIR)	Number	1.86	0.63	
	Marine Casualties - Total	Number	0	0	
	Marine Casualties - Very Serious	%	0	0	
Port State Control	PSC (Port State Control) - Deficiencies	Number	18	5	SASB TR-MT-540a.3, SDG 8, 1
	PSC (Port State Control) - Detentions	Number	0	0	
	Deficiencies Closed	%	100	100	
Collective Bargaining Agreements (CBAs)	Employees covered by collective bargaining agreements (CBAs)	%	82	95	GRI 2-30 (Sector Std 11.13)
Human Capital Development	Average Training Hour Per Employee	hr	6.8	5.16	GRI 404-1 to 404-3 (Sector Std 11.10.6 & 11.10.7 & 11.11.4)
	Average Training Hour Per Female Employee	hr	17.6	4.67	
	Average Training Hour Per Male Employee	hr	11.1	5.17	

	Unit		FY2024	FP2023 ⁴	Reference
Social					
Total Employees	Total	Number	522	620	GRI 2-7
	Indonesia	Number	438	531	GRI 202-2 (Sector std 11.11.2)
	Singapore	Number	84	89	GRI 405-1 (Sector Std 11.11.5)
	Male	Number	432	498	GRI 405-2 (Sector Std 11.11.6)
	Female	Number	90	122	GRI 406-1 (Sector std 11.11.7)
	<30 years old	Number	117	122	
	30-50 years old	Number	344	363	
	>50 years old	Number	61	70	
New Hires	Total	Number	38	227	GRI 401-1 (Sector Std 11.10.2)
	Indonesia	Number	0	205	
	Singapore	Number	38	22	
	Male	Number	27	183	
	Female	Number	11	44	
	<30 years old	Number	6	84	
	30-50 years old	Number	26	121	
	>50 years old	Number	6	22	
Turnover	Total	Number	33	126	GRI 401-1 (Sector Std 11.10.2)
	Indonesia	Number	0	96	
	Singapore	Number	33	30	
	Male	Number	7	103	
	Female	Number	26	23	
	<30 years old	Number	5	33	
	30-50 years old	Number	19	79	
	>50 years old	Number	9	14	

Message from the Executive Director & CEO

Progress, Lessons Learned, and Reinforced Commitment to EESG

As we present our Sustainability Reporting for the financial year ended 31 December 2024 ("FY2024"), I am incredibly proud of the strides Vallianz Holdings Limited ("Vallianz" or the "Company" and its subsidiaries, collectively the "Group") has made in advancing our Economic, Environmental, Social, and Governance ("EESG") agenda. FY2024 has been a year of meaningful progress, reflection, and commitment as we continue to integrate EESG principles into the fabric of our business. It is not only about managing risks but also about seizing opportunities to create long-term value for all our stakeholders.

Progress: Key Achievements in FY2024

This year has been marked by significant milestones in our sustainability journey. We have formalized the setup of our sustainability committee, comprising 6 key employees from unique functional areas within the company. They will spearhead Vallianz's sustainability efforts and work with all employees to drive its success.

This year we have revised our emission intensity targets for two of our business segments to better monitor the emission performance. Despite the strong progress in the execution of newbuild project in FY2024, we successfully achieve a 16.3% reduction in shipyard emission intensity and a 9.1% reduction in off-hire vessel emission intensity compared to 2023 by optimising our business operations and enhancing utilisation rate of vessels, demonstrating our commitment to being responsible environment stewards. Starting from FY2024, we have also begun to proactively track and report our Scope 3 emissions, Category 5: Waste Generated in Operations. This effort is in alignment with the Singapore Exchange's intention for larger issuer to commence Scope 3 emissions reporting from FY2026. Additionally, we are pleased to report zero cases of sea pollution in all operations for this year.

On the social front, we continue to foster a more inclusive and equitable workplace. We believe that empowering our people is essential to driving sustainable business success. As part of our ongoing diversity, equity and inclusion ("DEI") program, we have met our target of completing one engagement initiative per quarter. Example of these initiatives include management meetings, team-building activities and knowledge-sharing sessions.

As for governance strategy, we have strengthened our compliance and risk management frameworks by further aligning them to the developing global best practices. This has enhanced transparency and accountability, key pillars of our commitment to our corporate governance.



We are proud to report in FY2024, there are zero cases of bribery and corruption cases and zero incidents of violation of local laws and regulations.

Embedding EESG into the Core of Our Operations

FY2024 is a continuation of the integration of EESG into the core of Vallianz's strategy and execution. EESG is embedded in how we conduct our business. Our decision-making processes incorporates long-term sustainability, ensuring that every action aligns with our EESG strategy and goals. To reflect this, we are transitioning from general qualitative reporting to quantitative-focused and measurable disclosures, to make our sustainability disclosures more transparent to our stakeholders.

Concurrently, we are raising sustainability awareness within the Group with a series of workshops and sharing sessions planned. Examples of initiatives implemented include paperless invoicing and "no plastic bottle" campaign in the Vallianz Singapore offices.

On the technology front, we are continually exploring new technologies, including "smart" and "green" vessel designs, to reduce our carbon footprint.

Our approach to embedding EESG also extends to our supply chain. To enhance the resilience of our operations while promoting sustainability across the entire value chain, we collaborate with our suppliers to strengthen responsible sourcing practices, including carbon footprint optimisation.

Sustainability and Long-Term Growth Strategy

Our sustainability efforts are closely aligned with our long-term growth strategy. As we continue to expand globally, our commitment to sustainability is a differentiator that enhances our competitive advantage. We believe in capitalising on this first-mover advantage through the offering of more sustainable designs and options for our customers. This will in turn enable Vallianz to capture a wider market going forward. Alternative fuels, electrification and digitisation are some of the new "green" technologies we are exploring to integrate into our new vessel designs.

We recognise that there will be a need to balance returns and higher expenditure and costs with the benefits of the low carbon transition from our customers' perspective. However, our efforts to reduce emissions and invest in clean technologies directly support our goal of building a more resilient and future-ready business. Additionally, by fostering a culture of inclusion and innovation, we are ensuring that Vallianz remains agile, adaptable, and equipped to meet the evolving expectations of our customers, investors, and regulators.

The Role of Our Stakeholders

Vallianz's stakeholders are playing important roles in our sustainability journey. Our customers have increasingly prioritised sustainability, challenging us to innovate and provide cleaner, more efficient solutions. This is evident, for example, from sustainability data request from our charterers and other clients. Our investors have played a crucial role in pushing us to enhance our sustainability transparency and performance, recognising the long-term value of responsible business practices.

Equally important is the contribution of our employees, who have embraced our sustainability vision wholeheartedly. Their dedication, creativity, and passion have driven many of the initiatives that define our success today. I am deeply grateful for their commitment and look forward to continuing this journey together.

Innovation as a Driver of Sustainability Goals

Innovation is at the heart of Vallianz's future sustainability strategy. To achieve our ambitious sustainability targets, we will continue to explore and invest in new technologies and processes that reduce environmental impact, improve operational efficiency, and enhance safety. From digital tools which support our business operations (supply chain management, sustainability reporting, vessel digital twins) to new vessel notations (SMART, Battery-Hybrid) which enhances our products, innovation will be critical to driving both environmental and financial performance.

We also believe that collaboration with industry partners and stakeholders will be key to accelerating the adoption of breakthrough solutions that support a greener future. On this front, we will continue to actively collaborate with educational and government institutions to explore the adoption of alternative fuels like methanol, ammonia and biofuel.

Looking Ahead: Challenges and Opportunities in 2025

As global sustainability frameworks evolve, such as the implementation of more rigorous reporting standards issued by the International Sustainability Standards Board, we are required to enhance our transparency, data collection, and disclosure processes. This transition demands a significant investment in time, resources, and technology to ensure compliance while maintaining the accuracy and relevance of our sustainability data. Additionally, driving a cultural shift within the organisation is equally challenging. Embedding sustainability into daily operations requires changing the mindset of employees at all levels and encouraging them to view sustainability not as a compliance requirement but as an opportunity to innovate, create value, and contribute to Vallianz's long-term success.

We understand that the path to sustainability is a long-term commitment, and we are prepared to address these challenges head-on with determination.

A Message to Our Stakeholders

As we move into FY2025 of our sustainability journey, our commitment remains unwavering. Vallianz is fully dedicated to driving sustainable growth, not just for the short term but for generations to come. We want to implement a shift in paradigm, to go beyond meeting the minimum requirements, and to take active steps to create a secure and forward-looking business, despite the impacts caused by the global geopolitical situations.

I would like to extend my deepest gratitude to all our stakeholders for your ongoing support and partnership. Together, we are building a stronger, more sustainable Vallianz—one that is prepared to meet the challenges of tomorrow while contributing to a brighter, more responsible future.

Sincerely,
Ling Yong Wah
*Executive Director and
 Chief Executive Officer,
 Vallianz Holdings Limited*

Board Statement

Dear Stakeholders,

At Vallianz, we are deeply committed to integrating Economic, Environmental, Social, and Governance ("EESG") principles into the core of our business operations. Our commitment to sustainability and ethical practices is not just a strategic priority but a fundamental part of our corporate identity.

Economic Sustainability

We believe that economic sustainability plays an important role in supporting our long-term success. At Vallianz, we take a practical approach to economic management, aiming to enhance operational efficiency, maintain sound financial practices, and explore innovation that supports our long-term growth. We remain mindful of the need to allocate resources responsibly, manage risks thoughtfully, and contribute to the broader economic wellbeing of the communities in which we operate. These practices help us build a stable and resilient business that is better prepared to navigate changing market conditions while continuing to create value over time.

Environmental Stewardship

We recognize the urgent need to address environmental challenges and are steadfast in our efforts to minimise our ecological footprint. Vallianz has implemented comprehensive measures to enhance energy efficiency, reduce emissions, and promote the use of renewable resources. Our investments in innovative technologies and sustainable practices underscore our dedication to protecting the planet for future generations.

Social Responsibility

Our people and communities are at the heart of everything we do. Vallianz is dedicated to fostering a diverse, inclusive, and safe workplace where every employee can thrive. We actively support community engagement initiatives and contribute to the socio-economic development of the regions in which we operate. Our commitment to social responsibility extends to our supply chain, ensuring that our partners uphold high standards of labour practices and human rights.

Governance

Strong governance is the backbone of our business integrity and success. Vallianz adheres to the high standards of corporate governance, transparency, and accountability. Our governance framework is designed to ensure robust risk management, ethical conduct, and compliance with all applicable laws and regulations. We continuously strive to enhance our governance practices to meet the evolving expectations of our stakeholders.

Our Path Forward

Vallianz is proud of the progress we have made in our sustainability journey, but we recognize that there is always more to be done. We are committed to setting clear goals, tracking our performance, and transparently reporting our achievements. By embedding EESG considerations into our strategic decision-making, we aim to create long-term value for our shareholders, customers, employees, and the broader community. Together, we are building a more sustainable and equitable future. We thank our stakeholders for their continued support and partnership as we advance our EESG initiatives.

The Board of Directors

Vallianz Holdings Limited



About This Report

ABOUT US

Vallianz Holdings Limited ("Vallianz" or the "Company"), together with its subsidiaries (the "Group"), is a well-established provider of offshore support vessels ("OSVs") and integrated offshore marine solutions. For nearly three decades, Vallianz has been serving the evolving needs of the global energy sector through progressive, pragmatic strategies and deep industry expertise.

Headquartered in Singapore and publicly listed, Vallianz has built a strong international presence across key markets in the Middle East and Asia Pacific. The Group owns and operates a diversified fleet of 24 OSVs, including anchor handling tugs with supply capabilities, submersible launch barges, and flat-top cargo barges. Vallianz also operates a shipyard in Batam, Indonesia, which functions as a key marine base for vessel docking, maintenance, and repairs. The shipyard's in-house fabrication and engineering capabilities enable the Group to offer comprehensive shipbuilding and fabrication solutions, further strengthening its integrated service offerings.

With local offices in Singapore and Indonesia, Vallianz is strategically positioned to provide timely and adaptive support to clients and capture opportunities within the dynamic global energy industry.

Integrated Offshore Marine Solutions

Vallianz delivers a broad range of integrated offshore marine services, organized into five main business pillars:

1. Specialised Offshore Support

Vallianz owns and operates 24 offshore support vessels available for charter in support of energy infrastructure and marine operations. We remain committed to fleet modernisation and expansion, prioritizing client-centric solutions, operational efficiency, and strategic partnerships.

2. Heavy Transport Vessels

Our fleet includes two Submersible Heavy Lift Transport Barges equipped for complex offshore operations, such as topside installations and jacket launches. These vessels are designed for flexibility and rapid deployment, offering capabilities of up to 42,000 tonnes in floating cargo transport and advanced ballasting systems.

3. Shipbuilding, Engineering & Fabrication

Through our subsidiary PT. United Sindo Perkasa, Vallianz operates a shipyard in Batam that provides end-to-end services in shipbuilding, conversion, and repairs. The shipyard supports diverse vessel types, from offshore support vessels to research vessels and offshore aquaculture systems. Our in-house engineering team also offers fabrication services for marine and renewable energy clients, including structural steel and pipe spooling.

4. Marine Technology

In alignment with the transition toward a sustainable maritime future, Vallianz invests in marine technology solutions. These include vessel electrification via battery systems, alternative fuel integration, and digital remote monitoring. We work with partners and clients to design and implement sustainable, technology-driven marine solutions.

5. Renewables & Sustainable Energy

As part of our energy transformation journey, Vallianz is looking to harness the power of alternative green energy sources. Vallianz's experienced in-house engineering and operations teams, together with our strategic partners, enable us to be imaginative in pursuing a greener and more sustainable future by innovating and be forward-looking in the design, construction and operation of bespoke, cost-efficient offshore support vessels tailored to our clients' requirements.

Reporting Standards

This Sustainability Report is prepared in accordance to the Global Reporting Initiative ("GRI") Standards 2021, the Task Force on Climate-related Financial Disclosures ("TCFD"), and the United Nations Sustainable Development Goals ("UNSDG"), as well as the Rules 711A and 711B of Listing Manual Section B: Rules of Catalyst ("Catalist Rules") of the Singapore Exchange Securities Trading Limited ("SGX-ST") with references to the guidance set out in SGX-ST's sustainability reporting guide under Practice Note 7F of the Catalyst Rules.

Reporting Period and Cycle

This Report covers the financial year from **1 January to 31 December 2024**.

Reporting Scope and Boundaries

Reporting entities for this year's report are consistent with those established in the previous financial period from 1 April to 31 December 2023 ("FP2023"). This ensures continuity and comparability in our reporting, allowing stakeholders to effectively track our performance and progress over time.



Assurance

We have reported our data in good faith and to the best of our knowledge. We strive to continuously improve our data collection and reporting processes. To guide us in complying with the prevailing sustainability reporting requirements, we have engaged an external sustainability consultant. Their expertise and guidance have been instrumental in shaping our reporting practices and ensuring alignment with industry standards. Our sustainability reporting process is subject to review by our internal auditors. No external assurance was sought for this report.

Report Availability and Feedback

We value the feedback and input from our stakeholders as it plays a crucial role in driving our continuous improvement and growth on our sustainability journey. We welcome any queries, suggestions, or feedback related to our sustainability initiatives. If you have any questions regarding our sustainability practices and would like to share your thoughts on specific initiatives, or have suggestions for areas of improvement, we encourage you to reach out to us at enquiries@vallianzholdings.com. Your feedback is essential in helping us refine our strategies, enhance our performance, and ensure that we address the most pertinent sustainability challenges. We believe that by working collaboratively with our stakeholders, we can drive positive change, achieve greater sustainability outcomes, and create shared value for all. Thank you for your support and partnership as we continue in our sustainability journey.

Restatement

The greenhouse gas emissions, other air emission and energy data for FP2023 has been restated due to the following adjustments:

1. Revisions to global warming potential (GWP) values and emission factors have been applied to ensure accuracy and alignment with the latest methodologies.
2. Downstream leased asset emissions have been reclassified from Scope 1 emissions to Scope 3 emissions, Category 13, where emission from on-hire vessels will be accounted under Scope 3 emissions.
3. Emission targets have been adjusted from absolute targets to intensity targets to better assess emission efficiency across two distinct business segments: shipyard operations and ship chartering.

Refer "Greenhouse Gas Emission" section for details.

GOVERNANCE



CORPORATE GOVERNANCE

Governance Structure

Vallianz Holdings Limited operates under a robust governance structure designed to uphold transparency, integrity, and accountability. The Company is governed by a Board of Directors, which provides strategic oversight and ensures that management acts in the best interests of shareholders and other stakeholders. The Board of Directors comprises a diverse group of experienced professionals who bring valuable insights and expertise to the Company. To enhance corporate governance, Vallianz has established various committees, including the Audit Committee, Nominating Committee, and Remuneration Committee. These committees play a critical role in overseeing key areas such as financial reporting, internal controls, executive appointments, and compensation practices. The Audit Committee, for instance, ensures the integrity of financial statements and compliance with regulatory requirements, while the Nominating Committee focuses on board composition and succession planning. The Remuneration Committee is responsible for evaluating and recommending compensation policies that align with the Group's long-term goals and performance. Vallianz is committed to maintaining high ethical standards and has implemented a Code of Conduct that outlines the principles and standards expected of its directors, officers, and employees. Regular training programs and communication initiatives are conducted to reinforce these values across the Group. In addition, the Group adopts a proactive approach to risk management, identifying and mitigating potential risks that could impact its operations and reputation. This governance framework not only ensures regulatory compliance, but also fosters a culture of continuous improvement and sustainable growth. By adhering to these governance principles, Vallianz aims to build trust with its stakeholders, drive operational excellence, and achieve long-term success.

As at the date of this Report, the Board comprises the following members, all of whom have the appropriate core competencies and diversity of experience needed to enable them to effectively contribute to the Group.

- Mr. Osman Ibrahim: Non-Executive and Non-Independent Chairman
- Mr. Ling Yong Wah: Executive Director and Chief Executive Officer
- Mr. Chong Chee Keong Chris: Lead Independent Non-Executive Director
- Mr. Kevin Wong Chee Fatt: Independent Non-Executive Director

Please refer to pages 16 to 17 and 21 to 26 of our annual report for the financial year ended 31 December 2024 ("FY2024 Annual Report") for more details.

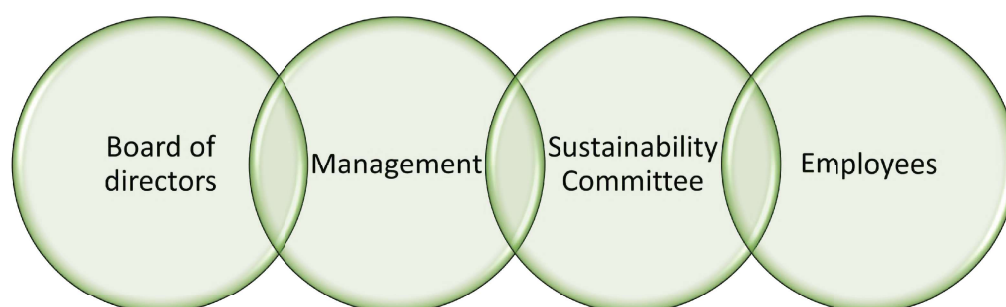
Governance Policies, Roles and Responsibilities

At Vallianz, EESG practices is integral to our operations. We continuously review and improve our EESG governance framework to ensure compliance with relevant regulations and guidelines affecting our operations. Employees from various departments and seniority levels form the Sustainability Committee, which reports to the Management. The Sustainability Committee's constitution and authority come from the Board of Vallianz, driving the Group's sustainability, vision and mission, aiming for carbon neutrality by 2050.

The Vallianz EESG governance framework includes:

1. **Board of Directors:** They oversee the Group's EESG strategy, ensuring alignment with business objectives while considering EESG risks and opportunities. They endorse all sustainability-related policies, strategies, and business plans, ensuring critical sustainability considerations are part of the decision-making process.
2. **Management Team:** Responsible for implementing the EESG strategy by integrating initiatives into daily operations, monitoring EESG risks and opportunities, and updating the Board of Directors.
3. **Sustainability Committee:** Comprising employees from various departments and levels, this committee develops and implements initiatives to improve EESG performance, monitors risks and opportunities, and provides recommendations to the Management Team.
4. **Employees:** They contribute to the EESG strategy and performance, participate in initiatives, report concerns, and support the Group's sustainability goals.

The frequency of internal reporting and reviewing of EESG performance and risk assessment is a crucial aspect of ensuring that the Group is aligned with its EESG goals. At Vallianz, this process is done throughout each reporting year. This process enables us to adjust our strategies accordingly and stay ahead of emerging EESG trends and regulatory changes.



Collective Knowledge of Governance Body

Mr. Tony Seah, the esteemed Chairman of Vallianz's Sustainability Committee, has been honoured with a prestigious testimonial for his invaluable contributions to the United Nations Global Compact Network Singapore ("UNG CNS"). This recognition highlights his unwavering commitment to advancing sustainable practices and his significant efforts in promoting corporate responsibility on a global scale.

Testimonial for Tony Seah

UN Global Compact Network Singapore ("UNG CNS") acknowledges with grateful thanks the valuable contribution of Mr. Tony Seah over the period October 2024 to January 2025, in relation to the upcoming publication of its voluntary UNG CNS Sustainability Report in 2025.

Tony was part of a team of volunteers who had completed a sustainability course at the Singapore University of Technology and Design ("SUTD"), and who collectively helped UNG CNS to develop several essential policies and procedures related to Environment, Social and Governance ("ESG"). This helped to bolster the organization's governance framework for sustainability practices. Tony served as the Lead for Legal Guidelines and one of the IT Security leads within the SUTD team. He co-authored the IT Security Policy and Manual and offered invaluable legal insights and guidance during Management Review meetings.

Tony's exceptional expertise and knowledge, particularly in the field of legal guidelines, were evident throughout the project. His thoughtful advice and contributions significantly enhanced the quality and rigor of our policy development process.

We wish Tony success in his all future endeavours.

Vallianz's Board of Directors is dedicated to creating a governance body with diverse backgrounds, knowledge, and experience. This diversity allows the Board of Directors to make informed decisions that serve the best interests of the Group and its stakeholders. Our Directors bring a wealth of expertise in key areas such as accounting, finance, legal matters, business, investment, industry knowledge, and strategic planning.

Please refer to pages 22 to 24 of our FY2024 Annual Report for more details.

Remuneration of Governance Body

Please refer to pages 29 to 31 of our FY2024 Annual Report for more details.

Compliance with Laws and Regulations

Vallianz is committed to adhering to all relevant laws and regulations in the countries where it operates. The Group has implemented policies and procedures to ensure compliance with legal and regulatory standards, including those related to EESG issues. Vallianz's management team monitors changes in laws and regulations that could affect the Group's operations and takes necessary actions to ensure compliance. The Group also aligns its operations with the latest requirements of regulatory agencies. Beyond legal compliance, Vallianz is committed to maintaining high ethical standards in its business activities. The Group has a Code of Business Conduct to guide employees on ethical behavior and encourages them to report any violations or concerns. This is further supported by the Group's Whistle Blowing Policy which provides an additional channel to address issues that may impact the Group's EESG values.

Fines

	UNIT	Target FY2025	FY2024	FP2023
Corruption Risk - Fines	Currency	0	0	0
Corruption Risk - Non-Monetary Sanctions	Number	0	0	0

GRI 2-27i, SDG 16, GRI 2-27ii

Membership and Associations

Vallianz is a member of and actively participates in several industry associations and employer federations across Indonesia and Singapore. In Indonesia, Vallianz's subsidiary, PT United Sindo Perkasa, is a member of the Batam Shipyard & Offshore Association ("BSOA") and The Employers' Association of Indonesia ("APINDO"), reflecting its commitment to fostering strong industry ties and contributing to the economic growth in the region.

In Singapore, Vallianz holds memberships with the Singapore National Employers Federation ("SNEF") and the Association of Singapore Marine and Offshore Energy Industries ("ASMI"), underscoring its dedication to maintaining high standards and promoting innovation within the marine and offshore sectors. Additionally, Vallianz is a part of the advisory committee for Offshore Support Journal Conference Asia, further showcasing its role as a key player in the industry, providing expert guidance and insights to shape the future of offshore support services in the region.



Stakeholder Engagement

At Vallianz, engaging with stakeholders is an important part of our sustainability initiatives. Stakeholders include individuals or groups impacted by our operations, products, or services. These stakeholders encompass customers,

employees, investors, suppliers, regulators, non-governmental organizations, and local communities, among others. By interacting with our stakeholders, we gain a deeper understanding of their concerns and expectations, build trust and credibility, uncover opportunities for innovation and collaboration, and create more effective sustainability offerings in our service, products and operations.

Stakeholders	Methods of Engagement	Frequency of Engagement	Purpose of Engagement	Engagement Outcomes
Employees	Induction program for new hires	First day of hiring	Integrate new employees seamlessly into the organisation by aligning them with its culture, clarifying job responsibilities, setting clear expectations, and fostering meaningful relationships.	Enhances employee engagement and productivity.
	Employee engagement surveys	Ongoing	Assess overall employee satisfaction and identify the drivers of engagement.	Enhances employee productivity while encourages collaboration.
	Company events	Monthly	Strengthen relationship among employees	Create sense of belonging within the organisation.
	Objective key results (OKRs)	Annually	Align team and organisational goals and broader strategic objectives	Accomplish the Group's objectives, boost operational efficiency, and foster innovation and adaptability in a dynamic market environment.
Customers	Feedback channels, including emails and hotlines	Regularly	Identify areas for improvement	Customer satisfaction increased.
	Site visits	Regularly	Build relationships with customers	Established and nurtured lasting relationships with customers.
	Informal feedback sessions	Regularly	Survey market requirements for improved or new solutions	Continuous product and service improvements driving greater brand recognition.
	Trade exhibition and conference events	As required	Present Vallianz's product offerings.	Enhanced market exposure and networking web.
Suppliers	Regular meetings and dialogue sessions	Regularly	Build relationships with suppliers	Strengthened supplier partnerships.
	Supplier pre and post project evaluations	Regularly	Identify risks, assess capabilities, and foster mutually beneficial relationships.	Optimised processes for time and cost efficiency, reduced risks of disruptions, cost overruns, and legal disputes, and assessed suppliers' sustainability practices.
Government & Regulators	Discussions and consultations	As needed	Ensure compliance with laws and regulations	Maintained full compliance with laws and regulations, shared industry best practices, and ensured timely issue reporting.
	Seminars by local authorities or governmental agencies	As needed		
Shareholders & Investors	Annual general meeting	Annually	Understand shareholders and investor interest or concern. Assess company performance, vote on strategic actions, re-elect board members and auditors, strengthen corporate governance, and communicate sustainability initiatives and objectives.	Vallianz provided updates on its financial and non-financial performance, actively addressed shareholders' concerns, and worked to maintain trust and confidence among both shareholders and stakeholders.
	Sustainability report	Annually		
	Half and full-yearly financial results announcement	Half yearly		
	SGXNet announcements	As required		
	Circulars to shareholders	As required		
Community	Community outreach activities and projects	Regularly	Contribute to and support the local community through initiatives designed to enhance their well-being or the living environment.	By maintaining open communication and addressing community concerns, the company ensured a positive and mutually beneficial relationship. This strengthened the company's reputation within the local community.
	Internship programs	Periodically	Employ undergraduates in short term positions as part of their final year projects	The Group harnessed the skills and talents of undergraduate students, fostering new talent within the maritime industry while identifying potential future hires.

Code of Business Ethics and Integrity

Vallianz's Code of Business Conduct Policy

Vallianz is dedicated to maintaining high standards of ethics and corporate governance in its operations. To achieve this, the Group has established a comprehensive Code of Business Conduct Policy outlining expectations for ethical behavior and compliance with relevant laws and regulations.

This policy covers various topics, including anti-bribery and corruption, conflicts of interest, data privacy and security, environmental responsibility, health and safety, human rights, and fair competition. It applies to all employees, directors, contractors, and suppliers of Vallianz, regardless of their role or location. The policy underscores the importance of integrity, accountability, and transparency in all business activities. Employees are required to report any suspected policy violations or other legal or ethical concerns to their supervisor and the Human Resources department. The policy also protects employees from retaliation when they make good-faith reports of suspected violations.

Vallianz reviews and updates its Code of Business Conduct Policy every three years, or as needed, to ensure it remains relevant and effective in addressing new developments, industry trends, and changes in legal or regulatory requirements. The policy undergoes thorough review by the Management Team and is endorsed by the CEO. Additionally, the Group provides training and guidance to all employees to help them understand and adhere to the policy.

Board Diversity Policy

The Board acknowledges that diversity is a key factor in achieving long-term success and delivering value to stakeholders. A well-balanced Board, comprising a variety of skills, experiences, perspectives, and backgrounds enhances decision-making processes and strengthens corporate governance.

To learn more about Vallianz's commitment to Board diversity, we invite readers to visit our Board Diversity Policy webpage. URL: <https://www.vallianzholdings.com/wp-content/uploads/2022/06/Board-Diversity-Policy.pdf>

For further details, please refer to pages 23 to 25 of our FY2024 Annual Report.

Anti-Bribery and Anti-Corruption

Vallianz is committed to maintaining high standards of ethical conduct in its business operations, with zero tolerance for bribery and corruption. The Group follows anti-corruption guidelines and procedures, complying with all relevant local and international laws to ensure that all business activities are conducted with the utmost integrity and transparency. This includes implementing controls and monitoring mechanisms to prevent any form of bribery, fraud or corruption. Vallianz believes that a culture of integrity and ethical behavior is core for sustainable growth and long-term success and is committed to promoting these values throughout the organisation and among its stakeholders.



Whistleblowing

	UNIT	Target FY2025	FY2024	FP2023
Whistleblowing	Number	0	0	0

GRI 2-26, GRI 2-16

We have established a whistleblowing policy to enhance transparency, accountability, and ethical business conduct. This policy allows employees and stakeholders to report any concerns or issues without fear of retaliation or discrimination. Our whistleblowing channel offers a confidential and secure platform for reporting misconduct, unethical behavior, or other areas of concern. The Audit Committee oversees this channel, ensuring impartial and objective handling of reported matters. We encourage all employees, contractors, suppliers, and other stakeholders to use the whistleblowing channels if they become aware of any wrongdoing or policy breaches. By promptly addressing reported concerns, we can take appropriate action, resolve issues, and reinforce our commitment to uphold high standards of ethics and integrity.

We invite readers to visit our webpage to learn more on our Whistle Blowing Policy (URL: <https://www.vallianzholdings.com/wp-content/uploads/2024/04/Whistleblowing-Policy.pdf>). Please refer to page 35 of our FY2024 Annual Report for more details.

Conflict of Interest

Vallianz has implemented several measures to prevent and mitigate conflicts of interest. Firstly, all employees and directors must adhere to our Code of Business Conduct. Additionally, our whistleblowing policy encourages employees and stakeholders to report any concerns or suspicions of unethical behavior, including conflicts of interest. The Board of Directors, which is responsible for overseeing the Group's operations and governance, identifies and manages conflicts of interest to ensure all decisions are made in the best interests of the Group and its stakeholders. Furthermore, the Group has established an Interested Party Transaction ("IPT") mandate, in compliance with Rule 907 of the Catalist Rules, to ensure that all related party transactions are conducted fairly, transparently, and in the best interests of the Group and its shareholders.

For more information on our commitment to corporate governance, we invite readers to refer to our FY2024 annual report.

MATERIAL TOPICS

Materiality Assessment Process

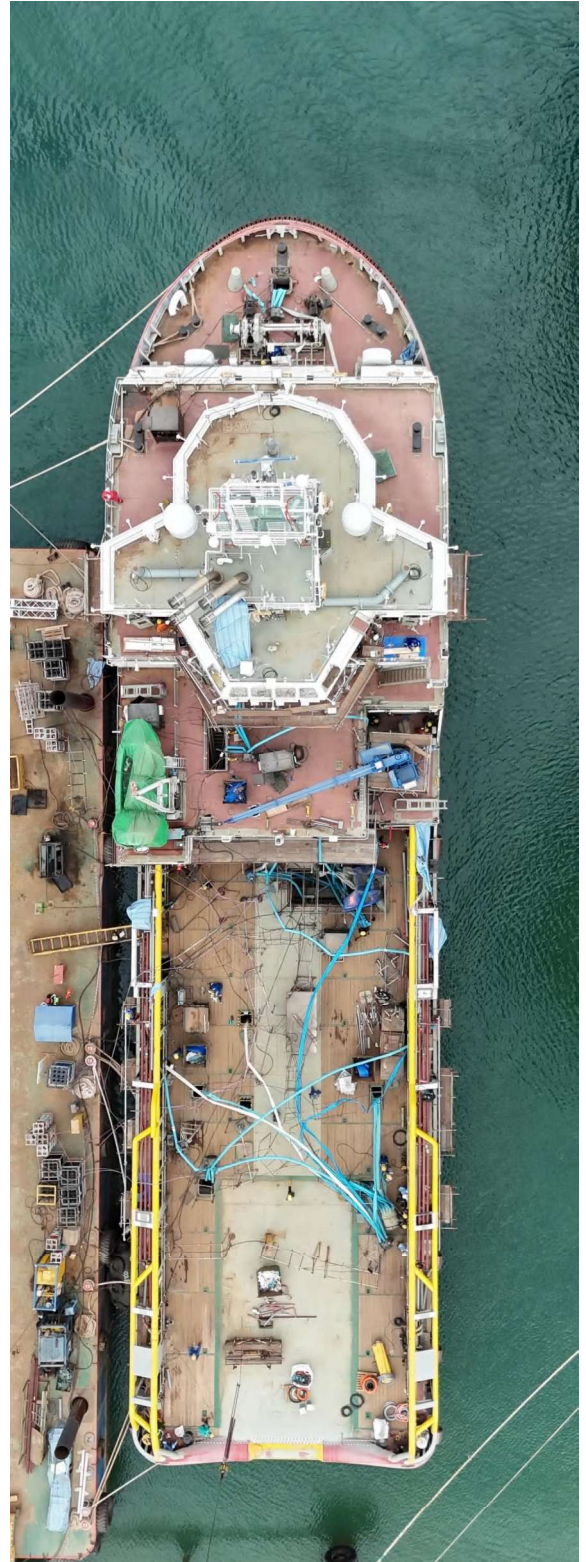
A review of material topics was conducted for FY2024 by the Sustainability Committee. Of the 8 key aspects identified for FP2023 comprising:

1. Change in Business Strategy or Operations
2. Regulatory and Legal Changes
3. Stakeholder Feedback and Engagement
4. Environmental and Social Impacts
5. Industry Trends and Competitor Actions
6. Financial and Economic Factors
7. Technological Innovations
8. Reputation and Brand Considerations

For FY2024, we adopted the following materiality assessment process in reviewing our materiality topics:

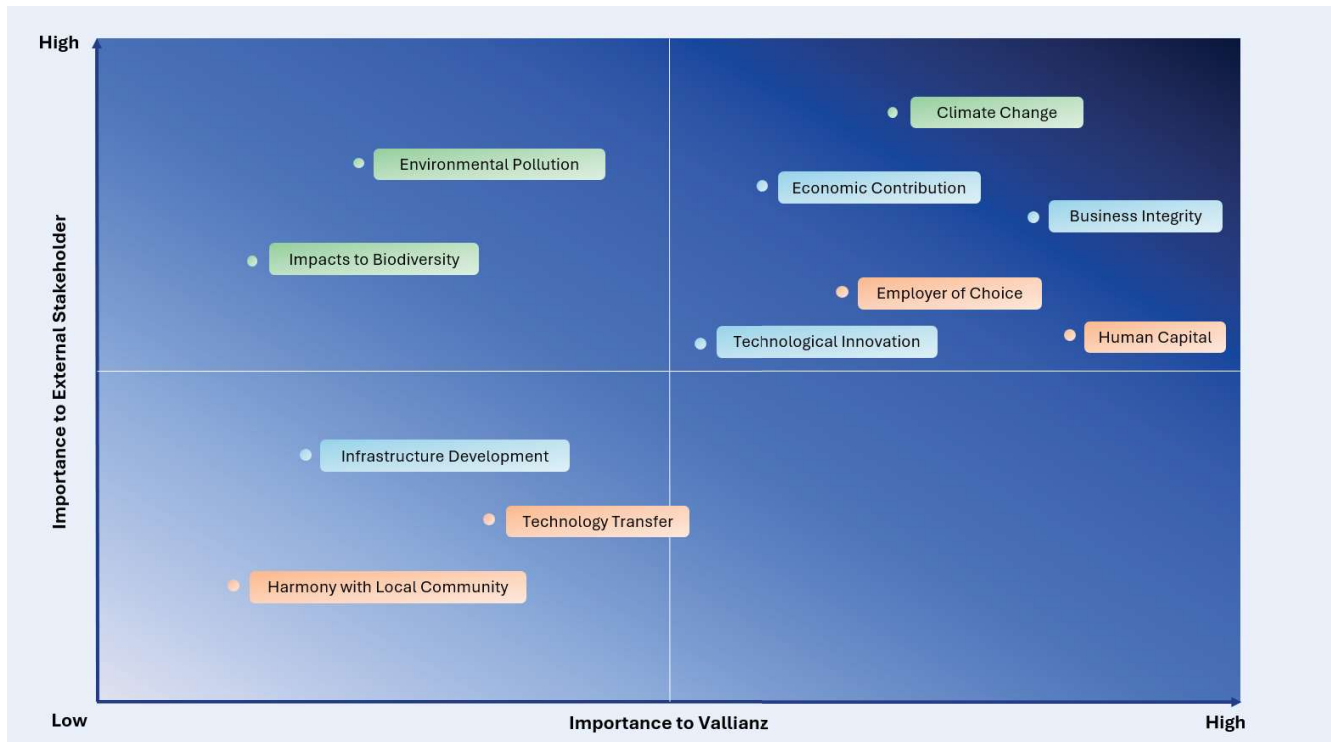
1. Engage with internal and external stakeholders to understand the Group's key positive and negative impacts to the economy, environment, people, including impacts on human rights. Internal stakeholders included the board, top management, and employees, while external stakeholders encompassed clients, suppliers, regulators, and local communities.
2. Prioritise the impacts by assessing each materiality topic's scope, severity and likelihood.
3. Assess the materiality topics against GRI Standards and GRI 11: Oil and Gas Sector Standard to ensure comprehensive coverage and that no significant topic was overlooked
4. Finally, the material topics were reviewed and approved by the Board.

The materiality assessment revealed no significant changes in the materiality topics between FP2023 and FY2024. The table below presents the assessed negative and positive impacts, with the top five negative impacts and top three positive impacts being prioritised.








Ranking #	Negative Impacts	Definition	Material Topic	Related Topic Standards
1	Climate impact resulting from ship owning, ship building and other operations	Tracking and monitoring of direct and indirect GHG emissions resulting from all aspects of business operations	Climate Change	• GRI 305: Emissions 2016
2	Reputational impact arising from violation of business ethics	Safeguarding against negative impacts to organisation's reputation arising from non-compliance to business conduct	Business Integrity	• GRI 205: Anti-corruption 2016
3	Loss of human capital	Managing employee turnover especially personnel in key roles	Protection of Our Human Capital	• GRI 401: Employment 2016 • GRI 402: Labor/Management Relations 2016 • GRI 404: Training and Education 2016
4	Health and safety of employees and workers	Ensuring the health and safety of employees and non-employees are not compromised	Protection of Our Human Capital	• GRI 403: Occupational Health and Safety 2018
5	Climate impact resulting from business supply chain	Tracking and monitoring of environmental (and social) impacts from supply chains supporting business operations	Climate Change	• GRI 308: Supplier Environmental Assessment 2016 • GRI 414: Supplier Social Assessment 2016
6	Contamination to environment	Mitigation against contamination to the environment resulting from spillages from vessels and discharges from yard operations	-	-
	Degradation of biodiversity	Mitigation against negative impacts to animals and plants arising from pollution caused by business operations	-	-
7	Conflict and tension with local communities in areas of operation	Managing disagreement related conflicts with local communities where business operations are located	-	-

Ranking #	Positive Impacts	Definition	Material Topic	Related Topic Standards
1	Employer who provides diverse and inclusive workplace and culture	Promoting a diverse and inclusive workplace where every employee is treated with dignity and respect	Employer of Choice	• GRI 405: Diversity and Equal Opportunity 2016 • GRI 406: Non-discrimination 2016
2	Economic contributions	Managing economic related impacts	Economic contributions	• GRI 201: Economic Performance 2016
3	Socially responsible organisation	Giving back to the local community where business operations are located	Employer of Choice	• GRI 413: Local Communities 2016
	Promote positive employees and workers' welfare	Ensuring rights of employee and workers are not compromised	Employer of Choice	• GRI 407: Freedom of Association and Collective Bargaining 2016
4	Technology innovation	Contributing to technology innovation and green technologies through collaboration with third party experts	-	-
	Infrastructure development	Contributing to infrastructure development in areas of operations	-	-
	Technological expertise transfer	Contributing to technology expertise transfer to local stakeholders through innovative projects' execution	-	-



Material Topics and Targets

Material Topics	Sustainable Development Goals (SDGs)	Vallianz's Approach and Targets
Economic Contribution		As we advance the implementation of EESG initiatives to align with our sustainability goals, we recognise that these efforts will influence the Group's economic trajectory. Investments in sustainable practices, compliance with evolving regulations, and the transition toward a lower-carbon economy may initially present financial challenges. However, these initiatives are also expected to drive long-term value creation by enhancing operational efficiency, reducing risks, and strengthening stakeholder confidence. Through a balanced approach, we aim to achieve both financial resilience and sustainable growth.
Employer of Choice		We prioritise building a collaborative and transparent work culture through regular engagement initiatives, such as management meetings, team-building activities, and knowledge-sharing sessions. These efforts promote open communication and teamwork among employees involved in reporting. Our goal is to conduct at least one engagement initiative each quarter.
Business Integrity		At Vallianz, we are committed to upholding the highest ethical standards by maintaining zero instances of bribery and corruption-related fines while ensuring full compliance with local laws and regulations. By fostering a culture of integrity, we strive to create sustainable value for our clients, employees, and shareholders.
Protection of Our Human Capital		At Vallianz, ensuring the safety and well-being of our employees, customers, and the environment is our top priority. Our unwavering commitment is to maintain zero accidents and prevent any incidents of sea pollution across our operations. We continuously assess potential risks and implement proactive measures to enhance safety and environmental protection, striving to uphold and exceed these standards.
Climate Change		<p>In FY2024, Vallianz revised its emission targets from absolute to intensity-based targets to better evaluate emission efficiency across its two key business segments: shipyard operations and ship chartering. Vallianz remains committed to managing and reducing its carbon footprint across its operations.</p> <p>The Company targets a minimum 20% reduction in GHG emissions intensities by 2030, at least 70% by 2040, and 90% by 2050 for both business segments. Despite these challenges, Vallianz remains steadfast in its goal of contributing to a more sustainable future.</p>

ECONOMIC

Economic Performance

Economic Value Generated and Distributed

As at 31 December 2024, the Group's net asset per share was 8.79 US cents or (0.58) US cents when shareholder's advances and perpetual capital securities are excluded. The Group achieved total revenue of US\$497.9 million and a basic earnings per share of 1.68 US cents in FY2024. Further details of the Group's performance can be found in the FY2024 Annual Report.

Procurement Practices

In comparison to FP2023, our expenditure on local suppliers has seen a significant increase. This reflects our ongoing commitment to supporting local businesses and strengthening community ties. The enhanced focus on local procurement not only boosts the regional economy but also aligns with our sustainability goals by reducing the carbon footprint associated with transportation. This strategic shift underscores our dedication to fostering local partnerships and contributing to the economic resilience of our surrounding communities.



ENVIRONMENT

GREENHOUSE GAS EMISSION

Environmental Management

Vallianz Offshore Marine Pte. Ltd. and PT. United Sindo Perkasa are ISO 14001 certified and comply with pollution control regulations, including the International Safety Management ("ISM") Code. The Group is dedicated to pollution prevention by implementing measures to reduce pollutant generation, emissions, and waste discharge, minimizing its environmental impact.

Scope 1 GHG Emissions

	UNIT	FY2024	Calendar Year 2023	Variance (%)
Scope 1 GHG Emissions	mtCO ₂ -e	7,139.29	7,100.76	0.54%
Shipyards Emission Intensity	kgCO ₂ e shipyard emissions/ shipyard manhours	0.82	0.98	-16.33%
Off-Hire Vessel Emission Intensity	mtCO ₂ e off-hire vessel emission/ off-hire days	3.88	4.27	-9.13%

GRI 305-1a, GRI 305-4a, SDG 13

Standards, Methodologies and Conversion Factors

Data consolidation for all scopes of GHG emission follows the requirements of GHG Protocol Corporate Standard. The Global Warming Potential ("GWP") are based on Intergovernmental Panel of Climate Change ("IPCC"), The Sixth Assessment Report ("AR6"). Scope 1 emissions include direct carbon emission from vessel fuel, company owned vehicles and shipyard machineries. Shipyards emission intensity is measured by calculating total Scope 1 and Scope 2 emissions relative to the man-hours worked at the shipyard. Off-hire vessel emission intensity is determined by calculating Scope 1 emissions generated from off-hire vessels, normalized against the total off-hire days. The emission factors from Fourth IMO Greenhouse Gas Study 2020 were referenced to estimate vessels greenhouse gases emission. Whereas emission factors for company owned vehicles and shipyard machineries were referenced from the Norwegian Emission Inventory 2020.

In FY2024, Scope 1 emission increase compared to the calendar year 2023. The primary source of these emissions remains to be off-hired vessels. The increase in vessel utilisation in FY2024 has played a key role in minimising Scope 1 emissions. Despite this, a significant increase in shipyard operations contributed to the overall increase in Scope 1 emissions. While absolute emissions have risen, emission intensity has decreased, reflecting improved efficiency even with expanded operations. Moving forward, we aim to continue to improve utilisation rate to increase productivity and carbon emission efficiency.

Scope 2 GHG Emissions

	UNIT	FY2024	Calendar Year 2023	Variance (%)
Scope 2 GHG Emissions	mtCO ₂ -e	2,104.24	1,878.32	12.02%
Office Emission Intensity	mtCO ₂ e/ m ²	0.02	0.03	-33.33%

GRI 305-2a, GRI 305-4a, SDG 13

Standards, Methodologies and Conversion Factors

Scope 2 emissions include purchased electricity at our onshore operating facilities. The emission factors used are based on IEA Emission Factors 2022. Office emission intensity is based on Scope 2 emissions from electricity consumption at Singapore offices per the total office floor area.

The rise in electricity consumption led to increase in Scope 2 emissions, primarily due to heightened operational activities at the shipyard, driven by a higher volume of newbuild projects compared to 2023. In FY2024, Vallianz has established a target to monitor shipyard emission intensity, ensuring optimal energy consumption efficiency.

Scope 3 GHG Emissions

	UNIT	FY2024
Scope 3 GHG Emissions	mtCO2-e	74.14
Waste generated in operations (Scope 3)	mtCO2-e	74.14

GRI 305-3a, SDG 13

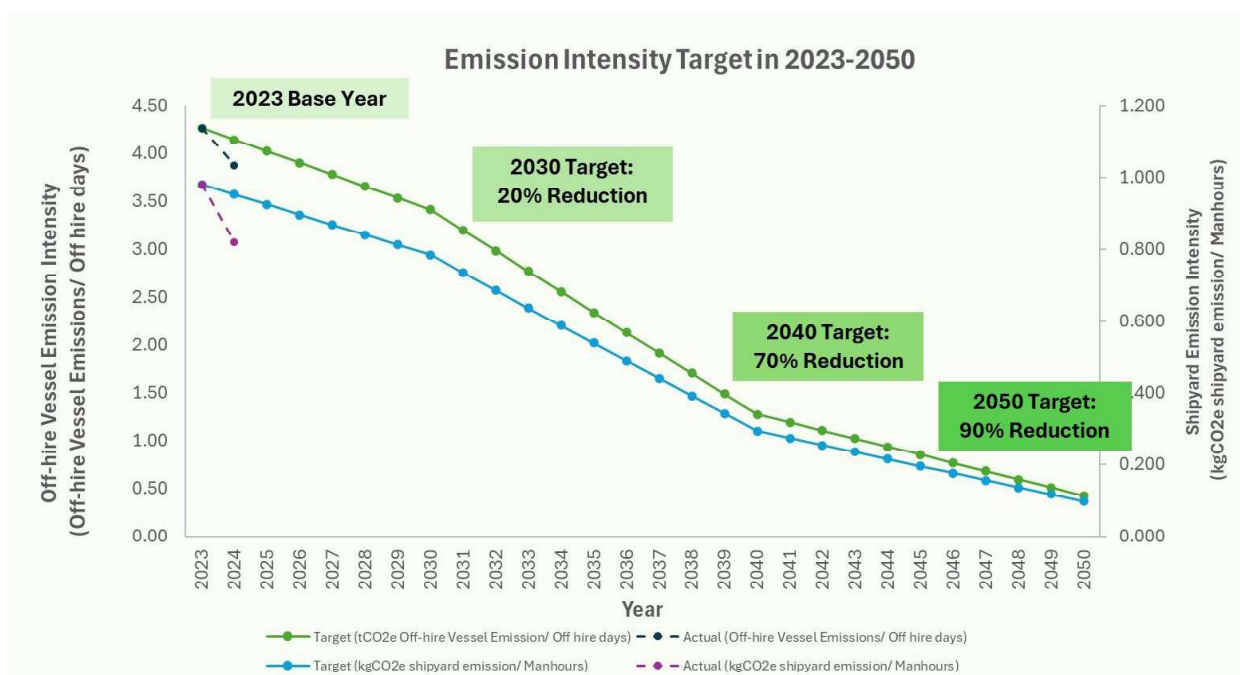
Standards, Methodologies and Conversion Factors

In FY2024, Vallianz took the initiative to track and report Scope 3 emissions, beginning with Scope 3, Category 5: Waste Generated in Operations. This early adoption ensures greater transparency in the Group's emissions profile.

The emission factors used for calculating emissions from waste generated in operations are from the United Kingdom Department for Business, Energy & Industry Strategy ("BEIS"), Greenhouse gas reporting: conversion factors 2024. Emissions are calculated from both vessel and shipyard waste. We will continue reporting in future disclosures while gradually expanding to include additional Scope 3 categories.

Emissions from waste generation are relatively low compared to our Scope 1 and Scope 2 emissions. This is primarily because all metal waste from the shipyard is recycled, and food waste from vessels is disposed of at sea, reducing emissions from waste treatment processes.

GHG Emission Intensity Targets



Vallianz has updated its emission targets for FY 2024, shifting to emission intensity-based goals. **Using 2023 as the baseline year, the Company aims to reduce GHG emission intensity by at least 20% by 2030, 70% by 2040, and 90% by 2050 across both business segments.** Shipyard emission intensity will be measured in kgCO₂e shipyard emission per shipyard man-hour, while emissions from the vessel chartering segment will be reported as off-hire vessel emission intensity, calculated in mtCO₂e off-hire vessel emission per off-hire day.

Additionally, we track office emission intensity by measuring emissions from office electricity consumption per unit of floor area.

In FY2024, Vallianz has made significant strides in reducing emission intensity across both off-hire vessel operations and shipyard activities, demonstrating its commitment to sustainability and operational efficiency.

- Shipyard emission intensity decreased by 0.16 kgCO₂e/manhour compared to 2023, with 0.035 kgCO₂e/manhour remaining to achieve the 2030 target of 0.785 kgCO₂e/manhour.
- Off-hire vessel emission intensity was reduced by 0.39 tCO₂e/day, with 0.46 tCO₂e/day remaining to achieve the 2030 target of 3.42 tCO₂e/day.

These improvements reflect Vallianz's ongoing efforts to enhance operational efficiency. Moving forward, the Group will continue to optimise utilisation rates to drive higher productivity and carbon efficiency while further refining energy consumption strategies at its shipyard to support long-term emission reduction goals.

GHG Emission Management

As part of Vallianz's sustainable operation efforts, we are progressively implementing fuel monitoring system to achieve precise data accuracy for fuel consumption. This initiative aims to enhance vessel efficiency and significantly reduce emissions. By closely monitoring fuel usage, we can optimise operational performance, identify areas for improvement, and ensure compliance with environmental standards. This enhancement will promote operational transparency, allow for timely health and safety interventions, and ensure data accuracy through high-frequency data collection. The remote fuel monitoring system will enable the shore team to oversee the vessel's performance in real-time, including fuel consumption, engine efficiency, and other critical metrics. This capability will help identify potential issues early, allowing for corrective actions to maintain optimal vessel performance. Additionally, the upgrade will improve communication between the offshore and shore teams, enhancing collaboration and reducing response times. This will ensure that health and safety concerns are promptly addressed, minimising the risk of accidents and injuries.

This strategic upgrade underscores our commitment to leveraging innovative solutions to deliver superior service and ensure the highest standards of maritime operations.

Energy Mix

	UNIT	FY2024	Calendar Year 2023	Variance (%)
Energy Mix	GJ	110,084.03	108,641.58	1.33%
Shipyard Energy Intensity	kJ/ Shipyard manhours	7,105.08	7,859.7	-9.60%
Off-Hire Vessel Energy Intensity	GJ/ off-hire days	54.67	60.21	-9.20%
Office Energy Intensity	GJ/ m ²	0.22	0.26	-15.38%

GRI 302-1b, c, e, SDG 13

During FY2024, Vallianz is headquartered in Keppel Bay Tower, a commercial building recognised as Singapore's first Green Mark Platinum (Zero Energy) certified structure. This certification underscores the building's commitment to sustainability and energy efficiency, aligning perfectly with Vallianz's forward-thinking and environmentally conscious ethos.

AIR EMISSION

Other Air Emissions

	UNIT	FY2024	Calendar Year 2023	Variance (%)
Emissions to air - NO _x	kgNO _x	104,232.36	110,240.22	-5.45%
Emissions to air - PM _{2.5}	kgPM _{2.5}	1,493.43	1,592.11	-6.20%
Emissions to air - SO _x	kgSO _x	2,336.97	2,542.8	-8.09%

GRI 305-7i, SDG 13, GRI 305-7vi, GRI 305-7ii

SPILLAGE INCIDENT MANAGEMENT

Spills and releases to the environment

	UNIT	Target FY2025	FY2024	FP2023
Spills and releases to the environment	m ³	0	0	0

GRI 306-3 (2016) (Sector Standard 11.5.4), SDG 14

SOCIAL

SAFETY AND HEALTH

Occupational Health and Safety Management System

Vallianz is dedicated to safety and sustainability, adhering to the International Safety Management ("ISM") Code, which sets global standards for the safe operation and management of ships and pollution prevention. Developed by the International Maritime Organization ("IMO"), the ISM Code is mandatory for all ships over 500 gross tons. As an offshore industry operator, Vallianz recognises the importance of these standards and has implemented a comprehensive safety management system covering vessel management, crew training, and emergency response. The Company also conducts annual internal audits and external inspections to ensure compliance with the ISM Code.

To maintain high standards in quality, environmental management, and occupational health and safety, Vallianz's management system is certified to ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018. This certification reflects Vallianz's commitment to quality, environmental sustainability, and occupational health and safety.

Entities	ISO 9001:2015 Quality Management System	ISO 14001:2015 Environmental Management System	ISO 45001:2018 Health & Safety Management System
Vallianz Offshore Marine Pte. Ltd.		Issue date on 01/11/2023 Expiry date on 31/10/2026	
PT. United Sindo Perkasa		Issue date on 14/09/2023 Expiry date on 13/09/2026	

Work Related Injuries and Ill Health

	UNIT	Target FY2025	FY2024	FP2023
High Consequences Injuries - Number	Number	0	0	0
High Consequences Injuries - Rate	Number	0	0	0
Fatalities - Number	Number	0	0	0
Fatalities - Rate	Number	0	0	0
Work Related Ill Health - Number	Number	0	0	0
Work Related Ill Health - Rate	Number	0	0	0
Recordable Work Related Injuries - Number	Number	0	11	2
Recordable Work Related Injuries - Rate (TRIR)	Number	0	1.86	0.63
Total Man-hours Worked	hr	-	5,915,407	3,150,320
Marine Casualties	Number	0	0	0
Marine Casualties - Very Serious	%	0	0	0

GRI 403-10-a-i, GRI 403-9a & 9b, SDG 8

Occupational Health and Safety performance rates are determined based on 1,000,000 hours worked.

In FY2024, man-hours worked in the shipyard increase to 5.92 million, up from 3.15 million in year 2023, leading to a higher number of work-related injuries. In response, we strengthened our safety training and enhanced the "SCOUT" behaviour-based safety reporting system, both of which are now part of employees' key performance indicators and link to annual performance assessments. Safety briefings were conducted to address overall yard performance and incident trends.

Port State Control

	UNIT	Target FY2025	FY2024	FP2023
PSC (Port State Control) - Deficiencies	Number	0	18	5
PSC (Port State Control) - Detentions	Number	0	0	0
Deficiencies Closed	%	100	100	100

SASB TR-MT-540a.3, SDG 8, SDG 1

All Port State Control deficiencies in FY2024 were addressed with accepted corrective action plans, including root cause, correct, and preventive actions to prevent recurrence.

Health and Safety Assessment of Product and Services

As part of our ISO 9001 quality management system, we are committed to delivering high-quality, reliable, efficient, and safe services. We ensure clear communication of contingency requirements when necessary and comply with all applicable safety regulations. Our newbuild procedures adhere to health and safety standards, including the maintenance of ships and equipment in line with ISM Code Part A, Chapter 10, a mandatory IMO framework for safe ship operation and pollution prevention.

We demonstrate our resilience in handling pandemics and other health-related crises by introducing Inventory of Hazardous Materials (IHM) notation and the Mitigation of Infectious Disease Transmission (IDM-A) notation to our newbuild vessels as required.

Inventory of Hazardous Materials (IHM)

The IHM standard identifies and lists all hazardous materials used in a vessel's construction, detailing their location and quantity. This standard is crucial for ensuring crew safety, environmental protection, and compliance with international regulations like the Hong Kong Convention. We prioritise health and safety in all our operations, assessing the impacts of our products and services in areas such as vessel construction, maintenance, offshore support services, and marine engineering.

Mitigation of Infectious Disease Transmission (IDM-A) notation

The IDM-A notation is awarded to vessels that meet stringent requirements for isolating and segregating crew, passengers, and onshore visitors. It also considers the ventilation and interior surfaces of specific accommodation or working spaces. By adhering to these rigorous standards and proactively mitigating infectious disease transmission, we demonstrate our resilience in handling pandemics and other health-related crises.

EMPLOYEES AND LABOR RIGHTS

Labour Management Relations

Human capital is a key asset for Vallianz, driving innovation, growth, and competitiveness. Vallianz aims to attract, retain, and motivate talent through competitive packages, benefits, active engagement, and a focus on employee development.

Equal Opportunities and Fair Employment

Vallianz is committed to upholding human rights by promoting fair employment practices within the company and the broader community.

We align our policies with local employment laws and tripartite guidelines, prioritising fair treatment of employees. We offer re-employment to eligible employees aged 63 to 68.

Vallianz adopts fair employment practices during recruitment to build a diverse workforce across all age groups. This ensures diversity, inclusion, and a positive work culture while attracting talent from various backgrounds. We are committed to continuous improvement and collaboration with stakeholders to promote human rights and fair employment practices, aligning with sustainable employment standards.

We offer a range of benefits to ensure employee well-being and job satisfaction, including comprehensive healthcare plans with medical and dental coverage. We promote a healthy workplace by encouraging participation in fitness sessions held in collaboration with Keppel Bay Tower's Property Management Team.

Flexible work arrangements, such as telecommuting and flexible schedules, help employees balance personal and professional lives. We also provide paid time off and other leave options, such as parental and bereavement leave, to support employees during challenging times.

As part of our commitment, Vallianz has implemented a whistleblowing policy that provides a secure channel for stakeholders to report any instances of mismanagement or misconduct.

Employees by New Hires

EMPLOYEE CATEGORIES	FY2024		FP2023	
	NUMBER OF NEW HIRES	RATE	NUMBER OF NEW HIRES	RATE
Male	27	71%	183	81%
Female	11	29%	44	19%
Indonesia	0	0%	205	90%
Singapore	38	100%	22	10%
<30 years old	6	16%	84	37%
30-50 years old	26	68%	121	53%
>50 years old	6	16%	22	10%

GRI 401-1a

Employees by Turnover

EMPLOYEE CATEGORIES	FY2024		FP2023	
	NUMBER OF TURNOVER	RATE	NUMBER OF TURNOVER	RATE
Male	7	21%	103	82%
Female	26	79%	23	18%
Indonesia	0	0%	96	76%
Singapore	33	100%	30	24%
<30 years old	5	15%	33	26%
30-50 years old	19	58%	79	63%
>50 years old	9	27%	14	11%

GRI 401-1a

Collective Bargaining Agreements (CBAs) - Indonesia

	UNIT	FY2024	FP2023
Indonesia Collective Bargaining Agreements (CBAs)	%	100	95

GRI 2-30, GRI 407

This Collective Bargaining Agreement reflects a mutual commitment to sustainability, fairness, and cooperation between PT United Sindo Perkasa, Indonesia, and its employees represented by Serikat Pekerja Seluruh Indonesia. By collaborating, we strive to create a workplace that not only prospers economically but also makes positive contributions to society and the environment. All shipyard employees are covered by the trade union.

Collective Bargaining Agreements (CBAs) - Singapore

	UNIT	FY2024
Singapore Collective Bargaining Agreements (CBAs)	%	100

GRI 2-30, GRI 407

We are committed to the continuous upskilling of our employees, their well-being, and the promotion of inclusive workplace practices. To support workforce development and transformation, Vallianz signed a Memorandum of Understanding ("MOU") with NTUC union last year, fostering a collaborative partnership. Through the MOU, Vallianz is committed to fair employment practices and aligns with national workforce strategies within Singapore's tripartite framework.

Parental Leave

Employees entitled to Parental Leave / Family-related leave

GENDER	FY2024		FP2023	
	EMPLOYEES	SHARE	EMPLOYEES	SHARE
WOMEN	90	100%	122	100%
MEN	423	100%	498	100%

GRI 401-3a

Employees who took Parental Leave / Family-related leave by Gender

GENDER	FY2024		FP2023	
	EMPLOYEES	SHARE	EMPLOYEES	SHARE
WOMEN	0	0%	1	25%
MEN	0	0%	3	75%

GRI 401-3a

Employees who Returned to Work After Parental Leave Ended

GENDER	FY2024	FP2023
	Number of Employees who Returned to Work After Parental Leave Ended	Number of Employees who Returned to Work After Parental Leave Ended
WOMEN	0	1
MEN	0	3

GRI 401-3a

Human Capital Development

At Vallianz, we view investing in our people's growth and development as essential to achieving our long-term sustainability goals. Our training and development programs are tailored to provide our workforce with the necessary skills and competencies for their roles. In FY2024, we encouraged employees to discuss their training needs for reskilling or upskilling with their supervisors during annual performance reviews.

As we continue to advance our sustainability initiatives, training and development remain crucial. We actively design our training programs to prepare our workforce for the future. Additionally, we engage and empower our employees in sustainability efforts through corporate social responsibility activities, such as volunteer programs and environmental clean-ups.

	UNIT	FY2024	FP2023
Average Training Hour Per Employee	hr	6.8	5.16

GRI 404-1a

Average Training Hour by Employee Category

EMPLOYEE CATEGORY	FY2024
	AVERAGE HOURS OF TRAINING
Management Level Employee	42
Executive Level Employee	8

GRI 404-1a

Average Training Hour by Gender

	FY2024	FP2023
GENDER	AVERAGE TRAINING HOUR	AVERAGE HOURS OF TRAINING
Female	17.6	4.67
Male	11.1	5.17

GRI 404-1a

Diversity & Equality

At Vallianz, we recognize the significance of fostering equality and gender diversity within our Company and the wider maritime sector. We cultivate an environment of respect, trust, inclusivity, and equality, enabling our employees to grow, develop, and contribute to our shared success. We ensure balanced representation of men and women across all departments and celebrate the leadership roles held by women in our organization.

We adhere to the Equal Employment Opportunity principle, offering equal job opportunities to everyone, regardless of race, color, religion, sex, national origin, age, disability, or any other legally protected characteristic. Vallianz is committed to ensuring that our hiring, promotion, and compensation practices are fair, equitable, and based solely on job-related qualifications and performance. Additionally, we strictly prohibit any form of discrimination or harassment in the workplace, ensuring a safe and inclusive environment for all employees.

Employees by Total and Gender Ratio

	FY2024		FP2023	
GENDER	NUMBER	PERCENTAGE	NUMBER	PERCENTAGE
WOMEN	90	17%	122	20%
MEN	432	83%	498	80%
TOTAL EMPLOYEES	522	100%	620	100%

GRI 2-7a

Employee by Age

	FY2024		FP2023	
AGE GROUP	NUMBER OF EMPLOYEES	PERCENTAGE	NUMBER OF EMPLOYEES	PERCENTAGE
<30 years old	117	22%	70	11%
30-50 years old	344	66%	363	30%
>50 years old	61	12%	187	59%

GRI 401-1a ii

Full-Time Employee

	FY2024	
FULL-TIME EMPLOYEES	NUMBER OF FULL-TIME EMPLOYEES	PERCENTAGE
Total Number of Full-Time Employees	173	-
Male	124	71.68%
Female	49	28.32%
Indonesia	89	-
Singapore	84	-

GRI 2-7b-i; ii; iii

Part-Time Employee

	FY2024	
PART-TIME EMPLOYEES	NUMBER OF PART-TIME EMPLOYEES	PERCENTAGE
Total Number of Part-Time Employees	9	-
Male	7	77.78%
Female	2	22.22%
Indonesia	9	-
Singapore	0	-

GRI 2-7b-i; ii; iii

Contract Employee

	FY2024	
CONTRACT EMPLOYEES	NUMBER OF CONTRACT EMPLOYEES	PERCENTAGE
Total Number of Contract Employees	340	-
Male	301	88.53%
Female	39	11.47%
Indonesia	340	-
Singapore	0	-

GRI 2-7b-i; ii; iii

LOCAL COMMUNITIES

A Culture of Giving and Social Responsibility

We believe in "Making an Impact."

The Group is committed to corporate social responsibility and believes in making a meaningful impact on the communities where we operate. Through strategic partnerships and employee-driven initiatives, we aim to contribute positively and support those in need.

By strengthening cross-department collaboration, integrating education, engagement, and sustainability, we empower our employees to thrive both professionally and personally. Together, we can create a more cohesive, innovative, and socially responsible organization where learning, teamwork, and sustainability go hand in hand.

Protecting Our Environment: Vallianz Beach Cleanup at East Coast Park

We organized our first beach cleanup at East Coast Park in 2024. This initiative not only helped preserve the beauty of our coastal environment but also raised awareness about marine conservation and the importance of reducing pollution. This builds a culture of caring and sustainability.

We continuously strive to minimise our environmental footprint through waste reduction programs and eco-conscious workplace policies.



Supporting Families at Beyond Social Services

Vallianz collaborated with Beyond Social Services to raise funds for essential supplies recognizing the struggles of underprivileged families. This initiative underscores the generosity and compassion of our employees, who continuously embody the spirit of giving.

Share-A-Textbook Initiative: Book Donation drive

As part of this initiative, employees generously donated pre-loved textbooks and educational magazines ensuring that these valuable resources are given a second life. By collecting and distributing books to students in need providing underprivileged students with access to learning.

Creating Jobs for Persons with Disabilities (D&I)

We are committed to fostering an inclusive and diverse workplace where everyone has the opportunity to work, ensuring they have access to meaningful careers.

Spreading our 1st Christmas Cheer with Care Corner Student Care

In the spirit of the festive season, Vallianz also had the privilege of celebrating Christmas with students from Care Corner Student Care for the first time. The event was filled with joy and warmth, as we engaged with the children and created memorable experiences that brought smiles to their faces.

The Group believes that CSR is more than just an initiative; it is a core part of our corporate identity. By working together, we can create a more inclusive, sustainable, and socially responsible future.



In 2024, PT USP launched and executed a year-long Corporate Social Responsibility (CSR) program titled "PT USP Sharing is Caring CSR 2024" in collaboration with Yayasan Askhabul Yamin Orphanage. This initiative went beyond material donations, focusing on quality time, education, and values to support the children's growth and well-being. The program was led by a dedicated committee composed of colleagues from various departments who shared a common vision of giving back.

Each month, committee members and volunteers visited Yayasan Askhabul Yamin, organizing structured sessions that included a snack time to create a warm and welcoming atmosphere, followed by an English session aimed at enhancing language skills and communication. The main activity varied in each session, allowing the children to explore different areas such as art, agriculture, recreation, sports, hygiene, and cultural traditions. These sessions provided meaningful learning experiences and created a space for the children to express themselves. Every visit concluded with a shared lunch, strengthening the bonds between the volunteers and the children. Beyond these visits, PT USP also introduced environmental awareness efforts, where children participated in beach clean-ups, promoting responsibility for nature. Additionally, a special session was dedicated to traditional games, where both the committee and the children created and played Indonesian traditional games, encouraging creativity, teamwork, and cultural appreciation.

The program contributed over 1,500 voluntary hours, strengthening cross-department collaboration while providing employees with opportunities for personal growth, skill development, and meaningful engagement with the community. More than just a CSR initiative, it reinforced PT USP's ongoing commitment to education, engagement, and sustainability, ensuring that our contributions have a lasting and meaningful impact.

CSR 2025 and Beyond

Building on the success of 2024, PT USP is deepening its CSR commitment in 2025 with two dedicated initiatives, reaching more communities. Monthly visits will alternate between Puri Kebajikan Nursing Home, where the volunteers bring warmth to the elderly, and Miftahul Hasanah Orphanage, where volunteers mentor and inspire teenagers. By expanding our reach and fostering long-term relationships, PT USP ensures its CSR efforts remain sustainable, impactful, and deeply rooted in our company culture.



SUPPLY CHAIN MANAGEMENT

Supply Chain Management

Procurement Process

The Group is creating a systematic procurement process system designed to align the Company's procurement activities with the highest ethical and sustainable standards, while also improving efficiency and cost-effectiveness. This new system will require all relevant stakeholders to adhere to strict ethical standards, including compliance with labour laws, human rights, and anti-corruption regulations. Additionally, the procurement procedure will involve a comprehensive evaluation process that considers factors such as quality, cost, delivery time, and sustainability.

This environmentally friendly and paperless procurement process system will primarily use digital documents. Digitising internal paper-based systems will reduce costs associated with printing, such as paper and ink cartridge purchases, as well as overhead costs related to printing devices and storage facilities.

Vendor Performance Evaluation

We are committed to maintaining high standards in our procurement process. To ensure we collaborate with the best suppliers, we conduct a comprehensive vendor performance evaluation based on the following criteria:

Quality of Products / Services Supplied:

We assess the quality of the products and services provided by our vendors to ensure they meet our stringent standards and specifications.

Compliance with Delivery / Planned Schedule:

Timely delivery is crucial for our operations. We evaluate vendors on their ability to adhere to agreed-upon delivery schedules and planned timelines.

Overall Competitiveness of Package:

We consider the overall competitiveness of the vendor's package, including pricing, value-added services, and terms of the agreement.

Completeness of Deliverables:

Vendors are assessed on their ability to provide complete and accurate deliverables, ensuring all required components and documentation are included.

Ability to Communicate & Coordinate Smoothly & Promptly:

Effective communication and coordination are essential for seamless operations. We evaluate vendors on their responsiveness and ability to communicate clearly and promptly.

Adaptability & Accommodation Towards Queries, Complaints, Rejections, Claims, Warranty, Change of Orders:

We value vendors who are adaptable and accommodating when addressing queries, complaints, rejections, claims, warranty issues, and changes to orders.

Quality, Environmental, Health & Safety Management:

Vendors are assessed on their adherence to quality management systems, environmental sustainability practices, and health and safety standards.

By evaluating our vendors based on these criteria, we ensure that we work with partners who share our commitment to excellence and can provide us with the high-quality products and services we require.

GRI CONTENT INDEX

Statement of use		Vallianz Holdings Limited has reported in accordance with the GRI Standards for the financial year from 1 January 2024 to 31 December 2024.		
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 of Disclosure	Reason for Omission	GRI Sector Standard Ref. No.
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organisational details	About us		
	2-2 Entities included in the organisation's sustainability reporting	Scope and boundary		
	2-3 Reporting period, frequency and contact point	Reporting Period and Cycle		
	2-4 Restatements of information	Restatement		
	2-5 External assurance	Assurance		
	2-6 Activities, value chain and other business relationships	About us		
	2-7 Employees	Diversity & Equality		
	2-8 Workers who are not employees	Diversity & Equality		
	2-9 Governance structure and composition	Governance Structure		
	2-10 Nomination and selection of the highest governance body	Refer to pages 21 to 28 of FY2024 Annual Report		
	2-11 Chair of the highest governance body	Refer to pages 21 to 28 of FY2024 Annual Report		
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Structure / Governance Policies, Roles and Responsibilities		
	2-13 Delegation of responsibility for managing impacts	Governance Structure / Governance Policies, Roles and Responsibilities		
	2-14 Role of the highest governance body in sustainability reporting	Governance Structure / Governance Policies, Roles and Responsibilities		
	2-15 Conflicts of interest	Conflict of Interest / Policy on related party transactions		

GRI Standard/ Other Source	Disclosure	Location of Disclosure	Reason for Omission	GRI Sector Standard Ref. No.
General disclosures				
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Governance Structure / Governance Policies, Roles and Responsibilities		
	2-17 Collective knowledge of the highest governance body	Collective Knowledge of Governance Body		
	2-18 Evaluation of the performance of the highest governance body	Refer to pages 29 to 31 of FY2024 Annual Report		
	2-19 Remuneration policies	Refer to pages 29 to 31 of FY2024 Annual Report		
	2-20 Process to determine remuneration	Refer to pages 29 to 31 of FY2024 Annual Report		
	2-21 Annual total compensation ratio	-	Requirements for (a) to (c) are classified as confidential information in accordance with the Group's internal policy.	
	2-22 Statement on sustainable development strategy	Board Statement		
	2-23 Policy commitments	Code of Business Ethics and Integrity		
	2-24 Embedding policy commitments	Code of Business Ethics and Integrity		
	2-25 Processes to remediate negative impacts	Whistleblowing		
	2-26 Mechanisms for seeking advice and raising concerns	Whistleblowing		
	2-27 Compliance with laws and regulations	Compliance with Laws and Regulations/ Fines		
	2-28 Membership associations	Membership and Associations		
	2-29 Approach to stakeholder engagement	Stakeholder Engagement		
	2-30 Collective bargaining agreements	Collective Bargaining Agreements (CBAs)		

GRI Standard/ Other Source	Disclosure	Location of Disclosure	Reason for Omission	GRI Sector Standard Ref. No.
General disclosures				
Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Assessment Process		
	3-2 List of material topics	Material Topics and Targets		
	3-3 Management of material topics	Refer to various topic disclosure sections		
Economic Topics Disclosures				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Refer to FY2024 Annual Report, Financial Statements		11.14.2 11.21.2
	201-2 Financial implications and other risks and opportunities due to climate change	Task Force on Climate-Related Financial Disclosure		11.2.2
	201-3 Defined benefit plan obligations and other retirement plans	Refer to FY2024 Annual Report, Financial Statements		N/A
	201-4 Financial assistance received from government	Refer to FY2024 Annual Report, Financial Statements		11.21.3
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Refer to pages 23 to 25 of FY2024 Annual Report		11.11.2 11.14.3
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Refer to FY2024 Annual Report, Financial Statements		11.14.4
	203-2 Significant indirect economic impacts	Refer to FY2024 Annual Report, Financial Statements		11.14.5
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Procurement Practices		11.14.6
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-Bribery and Anti-Corruption		11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	Anti-Bribery and Anti-Corruption		11.20.3
	205-3 Confirmed incidents of corruption and actions taken	Anti-Bribery and Anti-Corruption		11.20.4

GRI Standard/ Other Source	Disclosure	Location of Disclosure	Reason for Omission	GRI Sector Standard Ref. No.
General disclosures				
Environmental Topics Disclosures				
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Energy Mix	Requirements (b) & (d) are not applicable, as the Group does not consume fuel from renewable sources nor sell energy to others.	11.1.2
	302-2 Energy consumption outside of the organisation	Energy Mix	Requirements (a) to (c) are not applicable, as the Group does not deem energy consumed outside of the organisation as significant.	11.1.3
	302-3 Energy intensity	Energy Mix		11.1.4
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Scope 1 GHG Emissions		11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	Scope 2 GHG Emissions		11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	Scope 3 GHG Emissions		11.1.7
	305-4 GHG emissions intensity	Scope 1 & Scope 2 GHG Emissions / GHG Emission Intensity Targets		11.1.8
	305-5 Reduction of GHG emissions	GHG Emission Management		11.2.3
	305-6 Emissions of ozone-depleting substances (ODS)	-	Requirement (a) to (d) are not applicable as the Group does not produce, import or export ODS.	N/A
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Other Air Emissions		11.3.2
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Management	Data for (a) is unavailable as the Group is in the process of setting up supplier prequalification system.	N/A
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Management	Data for (a) is unavailable as the Group is in the process of setting up supplier prequalification system.	N/A

GRI Standard/ Other Source	Disclosure	Location of Disclosure	Reason for Omission	GRI Sector Standard Ref. No.
General disclosures				
Social Topics Disclosures				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Labour Management Relations		11.10.2
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Labour Management Relations		11.10.3
	401-3 Parental leave	Parental Leave		11.10.4 11.11.3
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Labour Management Relations		11.10.5
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety Management System		11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety Management System		11.9.3
	403-3 Occupational health services	Occupational Health and Safety Management System		11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety Management System		11.9.5
	403-5 Worker training on occupational health and safety	Occupational Health and Safety Management System		11.9.6
	403-6 Promotion of worker health	Occupational Health and Safety Management System		11.9.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety Management System		11.9.8
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety Management System		11.9.9
	403-9 Work-related injuries	Work Related Injuries and Ill Health		11.9.10
	403-10 Work-related ill health	Work Related Injuries and Ill Health		11.9.11

GRI Standard/ Other Source	Disclosure	Location of Disclosure	Reason for Omission	GRI Sector Standard Ref. No.
General disclosures				
Social Topics Disclosures				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training and Education		11.10.6 11.11.4
	404-2 Programs for upgrading employee skills and transition assistance programs	Training and Education		11.10.7
	404-3 Percentage of employees receiving regular performance and career development reviews	Training and Education		N/A
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity & Equality		11.11.5
	405-2 Ratio of basic salary and remuneration of women to men	-	Requirements for (a) & (b) are classified as confidential information in accordance with the Group's internal policy.	11.11.6
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Whistleblowing		11.11.7
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	Collective Bargaining Agreements (CBAs) - Indonesia & Singapore		11.13.2
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement		11.15.2
	413-2 Operations with significant actual and potential negative impacts on local communities	Community Engagement		11.15.3
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Management	Data for (a) is unavailable as the Group is in the process of setting up supplier prequalification system.	11.10.8
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management	Data for (a) is unavailable as the Group is in the process of setting up supplier prequalification system.	11.10.9
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Health and Safety Assessment of Product and Services		11.3.3

Topics in the applicable GRI Sector Standards determined as not material	
Topic	Explanation
GRI 11: Oil and Gas Sector 2021	
GRI 11.4 Biodiversity	Not within FY2024's material topics.
GRI 11.5 Waste	Not within FY2024's material topics.
GRI 11.6 Water and effluents	Not within FY2024's material topics.
GRI 11.7 Closure and rehabilitation	Not applicable, no relation to the Group and its business operations.
GRI 11.8 Asset integrity and critical incident management	Not within FY2024's material topics.
GRI 11.12 Forced Labor and Modern Slavery	Not within FY2024's material topics.
GRI 11.13 Freedom of association and collective bargaining	Not within FY2024's material topics.
GRI 11.16 Land and resource rights	Not within FY2024's material topics.
GRI 11.17 Rights of Indigenous Peoples	Not applicable, no relation to the Group and its business operations.
GRI 11.18 Conflict and security	Not within FY2024's material topics.
GRI 11.19 Anti-competitive behaviour	Not within FY2024's material topics.
GRI 11.21 Payments to governments	Not within FY2024's material topics.
GRI 11.22 Public policy	Not within FY2024's material topics.

TCFD Summary

Task Force on Climate-Related Financial Disclosure

Vallianz aligns with the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD") to evaluate climate-related financial risks and opportunities across our business. We recognize that both physical climate impacts and climate transition risks can affect our financial performance. To ensure sustainable operations, we conduct an annual assessment of these risks and opportunities, enabling us to develop informed strategies.

Climate scenario analysis was conducted using Shared Socioeconomic Pathways ("SSP") 2-4.5 as the most likely scenario based on current trends, while SSP 5-8.5 was considered as the worst-case scenario, where physical climate risks become severe. Our analysis references projections from the World Bank Group Climate Change Knowledge Portal ("CCKP") for Indonesia, where our shipyard is located. Under the SSP2-4.5 scenario, NASA projects that sea levels in Indonesia will rise by 16 centimeters between 2020 and 2050. Additionally, we closely monitor regulatory developments, including Indonesia's Tax Bill, which consider transportation sector as a prioritised sector for carbon tax implementation. Taking these projections into account, we proactively strategise our operations to mitigate risks and seize emerging opportunities.

Our climate risk and opportunity reporting follows TCFD's four core disclosure areas, assessing short-term (3-5 years), medium-term (5-10 years), and long-term (more than 10 years) impacts across our operational regions. The likelihood of climate-related risks is evaluated based on their potential impact on our business operations.

To minimise our environmental impact, particularly emissions, we implement various measures, policies, and initiatives. As we enhance our understanding of climate-related risks and opportunities, we integrate these considerations into our sustainability strategy and operational framework. We are committed to further aligning with the TCFD recommendations as we explore opportunities within the lower-carbon oil and gas sector and the renewable energy markets over the next decade.



Relevant Climate Related Risks		Assessment Criteria	Potential Risks	Business Strategy Measures
Physical Risk	Acute Extreme weather events such as cyclones and floods	Timeline: Short - Medium Likelihood: Unlikely Degree of Impact: Medium	1. Potential Increase in operating expenditure. - Increasing costs associated with vessel mobilisation and demobilisation, including extended crew expenses, longer routes, and delays, particularly for smaller vessel types. - Increased insurance premiums 2. Increase in capital expenditure. - Damage to facilities (Yard / offices / warehouses) - Relocation of production facilities from monsoon areas (affecting productivity) - Additional measures/contingencies in case of weather event occurrence.	- Continued assessment of physical risks of climate change and the potential impact on our key operational assets - Assessment includes mitigating measures and contingency planning should these events take place - Risk Assessments to be carried out for assets / facilities for future resilience against these events
	Chronic - Rising mean temperatures. - Bad sea weather. - Rising sea levels. - Changes in precipitation patterns and extreme variability in weather patterns.	Timeline: Long-term Likelihood: Likely Degree of Impact: Low	3. Productivity Reduction - Higher frequency of severe weather events could cause start/stop productivity occurrence for vessel construction - Vessel operations downtime increase due to weather abatement stand-by times.	
Transition Risk	Regulatory - The implementation of carbon taxes (e.g., established targets in Singapore and ongoing developments in Indonesia)	Timeline: Medium - Long Likelihood: Likely Degree of Impact: High	- Increase in operational cost or utility cost due to implementation of carbon tax. - Increase in liability due to non-compliance with IFRS S2 climate reporting requirements in FY2025. - Rise in equipment costs from the EU, driven by stringent EU climate regulations.	- Continued monitoring of emerging regulations with respect to carbon emissions which may have a financial impact - Continued improvement of our operational efficiencies as part of our decarbonisation plans and reduce the possible impact and cost implications - Adaptability to adjust our portfolio of businesses towards lower-carbon oil and gas and renewables markets in support of the energy transition as part of our core set of values - Maintain close communication and relationship with the financial institutions to monitor emerging regulations and support for Vallianz's energy transition strategy to a lower-carbon future. - Initiate ISSB S1 and S2 gap analysis and begin collecting necessary data starting in FY 2025. - Act as an early adopter in reporting Scope 3 emissions and enhance reporting readiness.

Relevant Climate Related Risks		Assessment Criteria	Potential Risks	Business Strategy Measures
Transition Risk	<u>Technological</u> - Cost to transition to lower emission technology - Sudden trajectory of energy transition - Investments in new technology	Timeline: Medium - Long (In lieu of every change technological advancement, we constantly keep ourselves aware of new technological development within the markets to improve our efficiency and reduce our carbon footprint) Likelihood: Likely Degree of Impact: Medium	- Loss of revenue due to low and slow demand for low emission technology - Increased cost to upskill workforce to adopt and deploy new practices and process - Increased capital and operating expenditure due to upgrading of facilities/assets and regular maintenance to achieve higher efficiency and lower carbon emission. - The adoption of expensive, advanced technologies that may not yield adequate returns on investment.	- Tapping into government and financial institution grants and support for the energy transition program. - Robust risk assessment and detailed roadmap for new technology development, including relevancy assessment; cost-benefit analysis; pre-determined "stop / continue" milestones development. - Upskilling workforce (onshore and offshore) policy and roadmap development for short and medium term.
	<u>Market</u> - Increase cost of raw material and fuel - Change in client behaviour / shift in client preference for higher preference in renewable energy and sustainable shipping - Uncertainty in market signals	Timeline: Medium - Long Likelihood: Likely Degree of Impact: Medium	- Abrupt and unexpected shifts in energy costs. - Increased production costs due to changing input prices (e.g., energy, water) and output requirements (e.g., waste treatment). - Reduced demand for services / goods due to change in client preference to sustainable shipping.	- Continued close monitoring of emerging regulations with respect to carbon emissions which may have a financial impact. - Involvement with local markets (areas of operations), and associations/ organisations who may influence or be involved in sustainability strategies in regions or countries. - Continued improvement of our operational efficiencies as part of our decarbonisation plans and reduce the possible impact and cost implications. - Pivoting to more regular management sustainability strategy review sessions with stakeholders to ensure relevancy in markets.
	<u>Reputation</u> - Shift in client preferences. - Increase concerns or negative feedback from stakeholder. - Perceived as either advance or laggard on climate change action.	Timeline: Medium Likelihood: Likely Degree of Impact: High	- A shift in client or investor preferences may result in the perception of being a laggard in addressing climate change, potentially damaging the reputation and reducing revenue.	- Mitigated by increasing the pace of retrofit green technology upgrades, phasing out older tonnage quicker than planned, using carbon neutral fuels and/or offsetting carbon. - Maintain close communication with current and potential internal and external stakeholders for support and transparency of Vallianz's strategy towards a lower-carbon future. - Implementing digitalisation strategies and initiatives to improve fuel efficiency and implementing remote machinery monitoring system to improve vessel operability and efficiency.

Relevant Climate Related Risks		Assessment Criteria	Potential Risks	Business Strategy Measures
Resource efficiency	<ul style="list-style-type: none"> - Energy efficient office and building facilities considerations. - Upgrading facilities to be more energy-efficient. - Implementation of more effective reuse / recycle solutions. - Implementation of energy-saving technologies on vessel (I.E., waste heat recovery solution, smart lighting). - Use of more efficient production and distribution processes. 	<p>Timeline: Medium</p> <p>Likelihood: Unlikely</p> <p>Degree of Impact: Low - Medium</p>	<ul style="list-style-type: none"> - Increase of initial outlay costs but long-term gain. - Reduced operating cost through efficiencies' gains. - Access to governmental grants. - Increase value of assets. - Increase productivity / revenue by improving health and safety, employee satisfaction. 	<ul style="list-style-type: none"> - Inclusion of more energy efficient considerations in business planning and policy development. - Cultivate sustainability awareness and habits within organisation in the short-term.
Energy source	<ul style="list-style-type: none"> - Use of new technology. - Use of alternate fuel or energy source for cleaner emission. - Participation in carbon market. 	<p>Timeline: Medium - Long</p> <p>Likelihood: Likely</p> <p>Degree of Impact: Medium</p>	<ul style="list-style-type: none"> - Reduced exposure to future fossil fuel price increases. - Returns on investment in low-emission technology. - Increased capital availability. - Reputational benefits resulting in increased demand for goods/ services. 	<ul style="list-style-type: none"> - Focus on early engagement capabilities in emerging energy sectors . - Developing collaborations and being part of the emerging energy markets. - Focus on technologies that can be tested and integrated in our existing fleet and businesses. - Approach on climate change management with initiatives such as improving fuel efficiency and implementing digitalisation are opportunities that enhance Vallianz's reputation.
Products & services	<ul style="list-style-type: none"> - Ability to diversify business activities. - Shift in consumer preferences. -Development of new products or services through R&D and innovation. 	<p>Timeline: Short - medium</p> <p>Likelihood: Likely</p> <p>Degree of Impact: Medium</p>	<ul style="list-style-type: none"> - Increased revenue through demand for lower emissions products and services. - Better competitive position to reflect shifting consumer preferences, resulting in increased revenues. 	<ul style="list-style-type: none"> - Developing collaborations and being part of the emerging energy markets. - Focus on technologies that can be tested and integrated in our existing fleet and businesses.
Markets	<ul style="list-style-type: none"> - Access to new market (I.E. offshore wind market, Harbour tug markets). - Use of public sector incentives. 	<p>Timeline: Medium</p> <p>Likelihood: Likely</p> <p>Degree of Impact: Medium</p>	<ul style="list-style-type: none"> - Increased revenue through access to new and emerging markets. - Increased diversification of financial assets. 	<ul style="list-style-type: none"> - Development of relationship with government-related departments/ organisations key to emerging energy sectors in local areas of operations for growth opportunities. - Tapping into government and financial institution grants and support for the energy transition programmes. - There are customer requirements to have smart technology. - requirements/notations for the newbuild offshore vessels which includes digitisation, fuel monitoring solutions etc. Vallianz is among the industry firsts to install and deliver such technology for our clients. - Vallianz is actively communicating and exploring with technology and R&D partners related to low-carbon vessels and solutions that promotes decarbonisation.

Relevant Climate Related Risks		Assessment Criteria	Potential Risks	Business Strategy Measures
Resilience	- Participation in renewable energy programmes and adoption of energy efficiency measures.	Timeline: Medium - Long Likelihood: Likely Degree of Impact: Low - Medium	- Increased market valuation through resilience planning. - Market resilience by meeting customer demands and keeping abreast of low carbon market trends.	- Higher engagement and transparency with stakeholders in the energy transition strategy. - Improving communication and relationships with external stakeholders. - Focus include an Increased presence in the offshore wind (fixed & floating) transportation sector and Pivoting usage of our OSV fleet for the offshore renewables market.



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