



**altera**  
INFRASTRUCTURE



# Sustainability Statement | 2023



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# Altera Infrastructure at a glance

## Global operations



**2** lost time injuries (LTI)  
0.23 consolidated group LTI frequency

**8** total recordable cases (TRC)  
0.92 consolidated group TRI frequency

**982,835**  
t CO<sub>2</sub>e total emissions  
(Scope 1, 2, 3)<sup>1</sup>

**1,220**  
t CO<sub>2</sub>e per million USD revenue  
group emissions intensity<sup>2</sup>

**0**  
oil spills to sea

**0**  
chemical spills to sea

**2,639**  
total workforce  
26% onshore  
74% offshore and aboard

**20%**  
representation of women senior management  
30% onshore  
10% total workforce

## 35 vessels owned or operated in 2023 (all fleets)<sup>2</sup>

<b>4</b> FPSOs	<b>18 kg CO<sub>2</sub>e/bbl o.e</b> (Fleet average emissions intensity)
<b>20</b> shuttle tankers	<b>3 g CO<sub>2</sub>/dwt-nm</b> (Fleet average carbon intensity indicator (CII))
<b>2</b> FSOs	<b>2.78 kg CO<sub>2</sub>/bbl</b> (Fleet average carbon intensity)
<b>8</b> towage vessels	<b>127.68 g CO<sub>2</sub>/kWh</b> (Fleet average carbon intensity)
<b>1</b> UMS	

**Notes**  
<sup>1</sup> Calculated on basis of location-based Scope 2 emissions.  
<sup>2</sup> Calculated on basis of location-based Scope 2 emissions.  
<sup>3</sup> Office in the Netherlands closed as of February 2024.



**“Let’s work together to navigate towards a more sustainable and secure energy future for everyone.”**

– Ingvild Sæther on sustainability

**The global community is currently confronted by unparalleled challenges in securing sustainable energy while protecting the environment. Altera is committed to delivering solutions that meet energy demands responsibly and sustainably. This year's sustainability statement outlines our unwavering commitment to these principles, showcasing the progress we've made towards a greener future.**

At a time of heightened concern around energy security, Altera's operations are more crucial than ever. Our shuttle tanker operations exemplify our dedication to providing secure, reliable and environmentally responsible energy transportation solutions. These operations are a cornerstone of our strategy to ensure stable energy markets.

Our commitment to sustainability is further exemplified by our FPSO redeployment projects for the Rosebank and Baleine fields. These initiatives represent our dedication to making sustainable choices that not only extend the life and productivity of our assets but, through innovative approaches and technologies, also improve their environmental footprint.

One highlight of this year's achievements is found within our Stella Maris Carbon Capture and Storage (CCS) solution, which has been awarded the Havstjerne carbon storage licence in the North Sea. Our vision is to create infrastructure solutions that will collect carbon in ports around Europe using a shared network of vessels and offshore reservoirs. Due to the scalability of the shared infrastructure our ambition will be to get to a cost level that is below the CO<sub>2</sub> tax, and at a sustainable level.

Over the next 20 to 30 years, the volumes of CO<sub>2</sub> that need to be managed will be massive, and we should think of this as an entirely new industry.

Central to our success is our people – a diverse and talented team. At Altera, we believe that diversity and inclusion are not just values but essential components of our operational excellence. Our team's varied backgrounds, perspectives, skills, drive, and innovation enable us to tackle complex challenges with creativity and resilience.

As we present this statement, we are reminded of the critical role that leadership plays in the fight against climate change. Altera is committed to leading by example, investing in sustainable infrastructure and fostering partnerships that amplify our impact. Together, we are not just addressing the challenges of today; we are shaping a sustainable energy landscape for future generations.

Let's work together to navigate towards a more sustainable and secure energy future for everyone.

**Ingvild Sæther**

*President & Chief Executive Officer  
Altera Infrastructure Group Ltd.*

# Leading the industry to a sustainable future

► Altera Vision



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## About this statement

This consolidated sustainability statement presents sustainability-related disclosures and information for Altera Infrastructure L.P. and its subsidiaries (collectively, Altera) for the fiscal year 2023, running from 01 January to 31 December.

### Basis for preparation

This statement is primarily informed by the forthcoming European Union Corporate Sustainability Reporting Directive (CSRD), Bill NOU 2023:15, a proposal for implementation of the CSRD into Norwegian Law, and applicable European Sustainability Reporting Standards (ESRS). While this statement is not fully aligned with the CSRD and ESRS, it represents a first step to prepare those portions of the Altera group that are in scope for this new legislation. The contents of this statement are based on the outcome of a group consolidated double materiality assessment conducted in accordance with the CSRD and ESRS.

This statement is also prepared with reference to the Global Reporting Initiative (GRI) standards, relevant Sustainability Accounting Standards Board (SASB) standards for our industries, the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), and the Norwegian Shipowners' Association's (NSA) environment, social, and governance (ESG) reporting guidelines.

The General information, Environmental information, Social information, and Governance information sections of this statement contain our consolidated group disclosures. Additional information regarding business unit specific activities and initiatives can be found within our business unit chapters near the end of the statement.

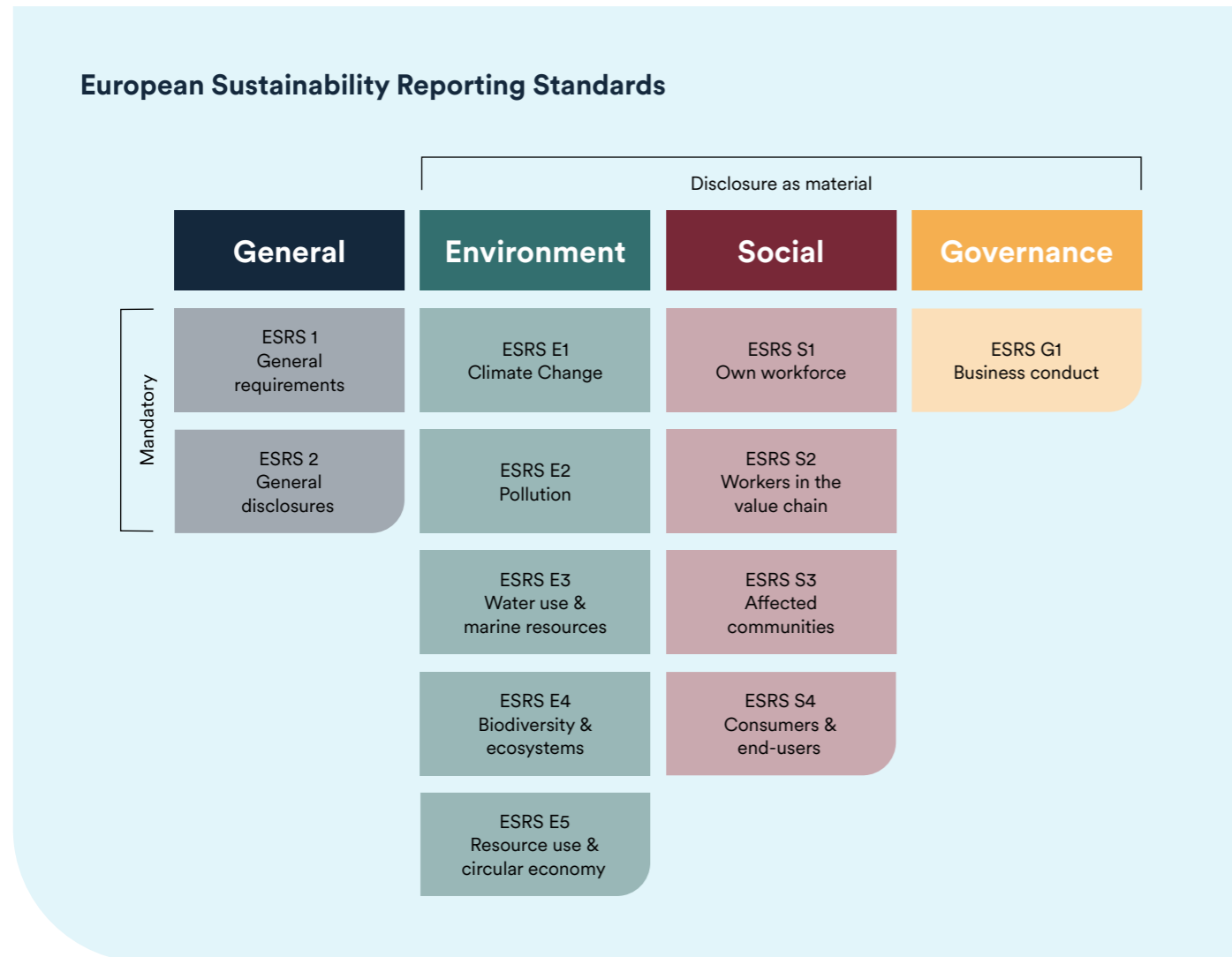
Altera is a private company, majority owned by the Brookfield Group (Brookfield). Although we do not publish annual accounts, we prepare audited con-

solidated financial statements in accordance with the International Financial Reporting Standards as issued by the International Accounting Standards Board (IFRS). The scope of consolidation for this sustainability statement is aligned with the scope of consolidation for these financial accounts. For a list of our wholly owned (100%) and non-wholly owned (50%) subsidiaries, please see the [Subsidiaries](#) section of this statement.

Previous years' sustainability statements and data are available at [alterainfra.com](https://alterainfra.com).

### The European Corporate Sustainability Reporting Directive

The EU's Corporate Sustainability Reporting Directive (CSRD) is new legislation that requires companies to disclose information about their management of material environmental, social, and governance aspects. The European Sustainability Reporting Standards (ESRS) implement the CSRD and are structured around 10 topical standards, for which disclosure is required if the aspect is material, and two mandatory general standards. The goal of the CSRD is to standardise and improve the rigour of sustainability disclosures, to provide investors, stakeholders, and the market with more transparent and comparable information.



## Reporting boundaries

We are committed to consistent and transparent sustainability reporting in line with applicable requirements, industry practice, and our stakeholders’ expectations. This sustainability statement includes disclosures for our business units Altera Production, Altera Shuttle and Storage, and Ocean Towing and Offshore Services (which traded in 2023 under the ALP Maritime Services brand), as well as corporate and project-based resources.

We currently disclose Scope 1, Scope 2, and a portion of relevant Scope 3 greenhouse gas GHG emissions according to the GHG Protocol, based on an operational control basis. In this statement, unless otherwise specified, references to “emissions” are to GHG emissions. Our operational control boundary extends to (i) maritime

vessels for which we hold the document of compliance, regardless of ownership, (ii) owned floating production, storage, and offloading (FPSO) vessels which are not on contract with an oil and gas company reservoir operator (within 500 meters of the offshore installation), and (iii) Altera onshore offices, whether leased or owned.

Emissions from Altera-owned maritime vessels for which we do not hold the document of compliance and from Altera-owned FPSOs that are on contract with a reservoir operator are accounted for in our emissions inventory under Scope 3 category 13 as downstream leased assets. Please see the [Fleet Information](#) section of this statement for an overview of our vessels and their status during 2023.

We account for the emissions resulting from operations of non-controlled joint ventures under

Scope 3 category 15 as an investment, based on our equity share. We do not report other sustainability disclosures for such non-controlled joint ventures.

Consolidated financial data used to calculate group emissions intensity (emissions by revenue) has been prepared in accordance with IFRS.

In addition to our own operations, this sustainability statement also includes a portion of upstream and downstream value chain disclosures related to emissions generated from purchased goods and services, capital goods, the extraction, production, and transportation of purchased fuel, transportation and distribution services, disposal and treatment of waste, and business travel. Such value chain emissions have been accounted for under their respective Scope 3 categories.

On 15 December 2023, Altera signed a sale and purchase agreement for the divestment of ALP Maritime Services. The transaction completed on 29 February 2024. This statement includes disclosures relating to towage vessels trading under the ALP Maritime Services brand for the full 2023 reporting year but omits forward-looking statements regarding ALP Maritime Services.

We report workforce and health, safety, and environment (HSE) data for maritime vessels for which we hold the document of compliance, which aligns with our operational control boundary. We report HSE data for FPSOs that are managed under our management system, both when they are on contract (outside our operational control boundary) and off contract (within our operational control boundary).

# About Altera



## Our Vision

Leading the industry to a sustainable future.

## Our Mission

Through TEAMwork and innovation, we are shaping the infrastructure of offshore energy.

## Our Values

**Our TEAM values guide our decisions and actions in everything we do.**

### TRUST

We value and respect each other and we do what is right. Every one of us. As true team players, we are inclusive and resourceful. Our customers, partners, and colleagues can rely on our full commitment to transparency, honesty, and reliability.

### EXCELLENCE

We put safety first. Always. Everything we do is shaped by our desire to make a difference and to find the best solutions. Our unrelenting determination to set higher standards for quality and precision allows us to create lasting results.

### ACCOUNTABILITY

We keep our word and deliver on our promises. No surprises. Acting responsibly, we create context, follow through, and take ownership of our actions. Our ambitious leadership will help to ensure the industry's relevance and value, far into the future.

### MOMENTUM

We bring passion, enthusiasm, and energy to work. Every day. By always seeing the opportunity and being intentional, we are continuously moving forward, embracing change and learning from our mistakes. Our collective creativity and vitality keep us progressing.



of ALP Maritime Services in February 2024). In 2023, we established a project office in Dubai, in the United Arab Emirates, to oversee three large-scale ongoing vessel rebuilding projects at Drydocks World Dubai (DDWD) shipyard. We also began work to establish a new office in Côte d'Ivoire, to support Altera Production activities anticipated to begin there in 2024. Our principal office is in the United Kingdom, specifically our office at Altera House in Westhill, Aberdeenshire.

### Our business units

#### Altera Production

An FPSO is a floating production, storage, and offloading facility used to develop offshore oil fields in deepwater areas remote from existing pipeline infrastructure. FPSOs process crude oil produced from the reservoir and then store the processed oil in tanks located in the hull of the vessel, which is later transported to shore via shuttle tankers. In our operations, natural gas can be exported to shore in pipelines, used to power onboard turbines, re-injected into the reservoir for pressure support, or, if necessary, flared at the field, as permitted by relevant authorities.

Altera Production specialises in designing, providing, and operating FPSOs to extract hydrocarbons in deepwater and harsh weather conditions. We have more than 50 years of experience as an independent FPSO operator.

### What we do

Altera provides critical infrastructure assets to the offshore energy industry. Through our three business units – Altera Production, Altera Shuttle and Storage, and Ocean Towing and Offshore Services (which traded in 2023 under the ALP Maritime Services brand) – we directly owned and/or operated a fleet of 35 vessels in 2023, including four floating production, storage, and offloading (FPSO) vessels, 20 shuttle tankers, two floating storage and offloading (FSO) units, eight long-distance towing and offshore installation vessels, and one unit for maintenance and safety (UMS). Most of our fleet is employed on medium- to long-term stable contracts. Our primary commercial markets in 2023 were the offshore regions of the North Sea, Brazil, and the eastern coast of Canada.

More recently, Altera has leaned into opportunities created by the energy transition. Through our Stella Maris carbon capture and storage (CCS) project, we are exploring solutions related to carbon dioxide (CO<sub>2</sub>) collection, transport, and storage infrastructure with the aim of developing a full CCS value chain as a “one-stop shop” that will enable industrial emitters of CO<sub>2</sub> to decarbonise their activities.

Please refer to the [Climate change](#) section of this statement for details about Stella Maris CCS. For further information regarding the activities and sustainability highlights of our core operating business units, please refer to the individual business unit sections for Altera Production and Altera Shuttle and Storage. For details of our fleet in 2023, please refer to the [Fleet Information](#) section of this statement.

### Our structure

Altera Infrastructure L.P., established in 2006, is a limited partnership. The partnership is managed and controlled by our general partner, Altera Infrastructure GP L.L.C., which exercises its authority through its board of directors. References in this statement to “our directors” and “our board” refer to the board of directors of our general partner. Profiles of our board members, as well as their committee appointments, are available online at [alterainfra.com](http://alterainfra.com). Altera is a private company majority owned by the Brookfield Group (Brookfield).

In 2023, we maintained commercial and operational offices in Australia, Brazil, Canada, the Netherlands, Norway, the Philippines, and the United Kingdom (our office in the Netherlands closed following divestment

In 2023, we wholly owned and operated four FPSOs – Petrojarl 1 operating for Enauta on the Atlanta field in Brazil, Petrojarl Knarr and Voyageur Spirit, both undergoing rebuilding work at DDWD shipyard in Dubai, and Piranema Spirit in lay-up in Brazil.

#### Altera & Ocyan Joint Venture

Altera & Ocyan, our 50/50 non-controlled joint venture in Brazil with Ocyan, operated a fleet of three FPSOs and one additional manned wellhead platform in 2023. This joint venture owns two of these FPSOs – Cidade de Itajaí, operating on the Baúna field for Karoon Energy, and Pioneiro de Libra, operating for Petrobras on the Mero field. In addition, this joint venture manages operations and maintenance (O&M) of the 3R3 FPSO and 3R2 tension-leg manned wellhead platform for 3R Petroleum Offshore, both operating on the Papa Terra field.

**Altera Shuttle and Storage**

Altera owns and operates three vessel segments through our Shuttle and Storage business unit – shuttle tankers, floating, storage, and offloading (FSO) units, and one unit for maintenance and safety (UMS).

**Shuttle tankers**

A shuttle tanker is a specialised vessel designed to transport crude oil and condensates from offshore oilfield installations, usually to onshore terminals and refineries. Shuttle tankers are equipped with sophisticated loading and dynamic positioning systems that allow the vessels to load cargo safely and reliably even in harsh weather conditions, such as those found in the North Sea.

Our shuttle tankers are primarily subject to long-term, fixed-rate time charter or bareboat charter contracts or are under contracts of affreightment for various fields. Our vessels operate primarily in the North Sea, Brazil, and along the eastern coast of Canada. In 2023, we owned or part-owned 20 shuttle tankers, with ownership interests ranging from 50% to 100% (one of which we sold during the year). Of these, one vessel was operated by a third party during 2023. We further in-chartered one additional shuttle tanker, which we redelivered to the owner within the year.

**Floating, storage, and offloading (FSO) units**

FSO units provide on-site storage for oilfield installations that have no storage facilities or require supplemental storage. Each FSO is equipped with an export system that transfers cargo to shuttle or conventional tankers. FSO units are often conversions of older shuttle tankers or conventional oil tankers. These conversions, which include installation of a loading and off-take system and hull refurbishment, can generally extend the commercial lifespan of a vessel by up to 20 years.

Our FSO units are generally placed on long-term, fixed-rate time charter or bareboat charter contracts as an integrated part of the offshore field development plan. In 2023, we owned and operated two FSO units operating in Norway and Thailand.

**Unit for maintenance and safety (UMS)**

UMSs are used primarily for offshore accommodation, storage, and support for maintenance and modification projects on existing offshore installations, or during the installation and decommissioning of large offshore assets, such as FPSOs, floating liquefied natural gas units, and floating drilling rigs. In 2023, we owned one UMS, which was operated and managed by a third party for the entirety of the reporting period.

**Ocean Towage and Offshore Services**

In 2023, we owned and operated a fleet of eight long-distance towage vessels used to provide ocean towage, station-keeping, installation, and decommissioning of large floating objects, such as offshore production and storage units, including FPSOs and floating drilling rigs, as well as wind installations. These vessels focus on intercontinental towage requiring trans-ocean movements, operate on voyage-charters and spot contracts, and boast a bollard pull of 206 to 312 tonnes and fuel capacity for at least 35 to 40 days of demanding operations. Altera divested its ocean towage business unit in early 2024.

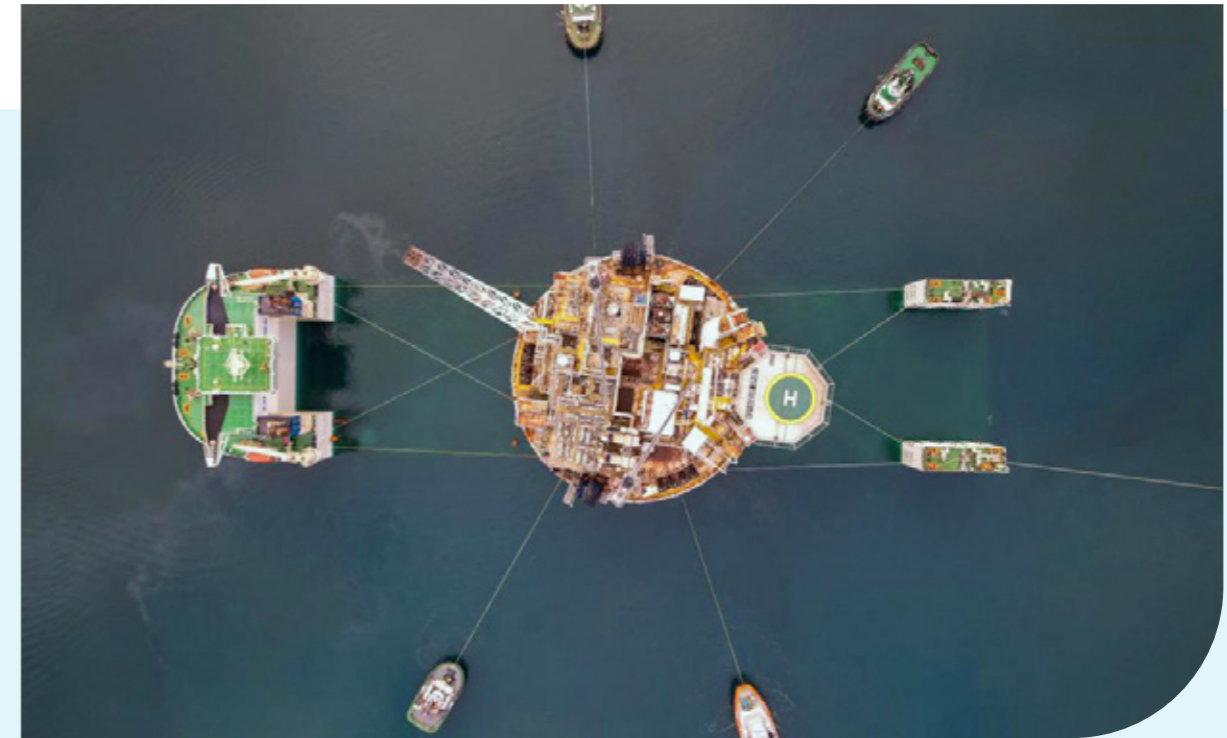
**Our corporate units**

**New Ventures**

Through our New Ventures corporate unit, we identify and incubate new potential business models aligned with the energy transition, such as our Stella Maris CCS project. Refer to the [Climate Change](#) section of this statement for further details about the new business models we are developing.

**Project Development and Execution**

Our clients trust Altera to deliver the largest, most complex technical and capital expenditure (Capex) projects in the offshore energy industry. Development, contracting, and execution of such large-scale projects requires advanced engineering and world class project management. Our Project Development and Execution (PDE) corporate unit is a centre of technical and project management excellence for all large Capex projects across Altera.



**Rebuilding for redeployment**

In 2023, Altera launched a series of major projects with yard work proceeding at Drydocks World Dubai (DDWD) shipyard, where we have three vessels undergoing material upgrade and conversion scopes of work.

- The upgrade and repair of the FPSO Petrojarl Knarr, being redeployed to the Rosebank field on the UK continental shelf for the Rosebank field license partners (Equinor and Ithaca). Altera is working with AkerSolutions and DDWD to carry out a full engineering, procurement, construction, installation, and commissioning (EPCIC) work scope, and is engaged to manage the Petrojarl Knarr for the Rosebank license partners when she comes on contract in 2026.
- The upgrade and repair of the FPSO Voyageur Spirit, and the repair and conversion of the Nordic Brasilia from shuttle tanker to FSO, both being redeployed to the Baleine field in Côte d’Ivoire for the Baleine field license partners (Eni and Petroci). Altera is engaged to carry out

an EPCIC work scope, and it is working with WOOD Group on detailed design engineering and with DDWD for the construction. Altera is engaged to manage Voyageur Spirit for the Baleine license partners when she comes on contract in 2024.

Within 2023, the projects collectively used over 3.3 million manhours, added and renewed a total of 7,700 tonnes of steel, pulled 227 km of cables, and installed 23 km of piping. Altera established a project office within the DDWD shipyard to manage the projects, which is currently the largest single onshore hub for Altera globally.

To ensure the projects proceed according to the highest standards for health, safety, and environment (HSE) and human rights, project teams include dedicated HSE and human rights managers who work closely with DDWD to assess, monitor, and follow-up on any risks or identified potential negative impacts. See the [Own workforce](#) and [Workers in our value chain](#) sections of this statement for further details of our approach to these topics.

# Our approach to sustainability

## Sustainability governance

The Altera board comprises ten members – one executive director and nine non-executive directors – with deep collective experience and insight into Altera's industry and activities. Two of ten (20%) board members are female. Among all board members, five of ten (50%) are independent; among non-executive members, five of nine (55%) are independent, including the board chair. The board includes no employee representatives.

Altera's group management includes our Chief Executive Officer (CEO), Chief Financial Officer, and General Counsel. Group management, led by our CEO, is responsible for all sustainability-related matters and, with input from executive leadership for our business units and corporate units, sets group sustainability strategy, policy, and ambitions, and is overall accountable for management of the group's material impacts, risks, and opportunities (IROs or aspects).

Our board reviews, approves, and monitors fundamental financial and business strategies and major corporate actions, including those related to sustainability. It also exercises general oversight authority for sustainability and related matters via its oversight of group management performance. Oversight of the business ethics compliance program and the enterprise risk management (ERM) process, into which climate-related and other sustainability-related risks and opportunities are incorporated, is expressly anchored with the audit committee. The corporate governance committee oversees board performance, including periodic reviews of the size, structure, and overall composition of the board, which incorporates considerations of board diversity.

In addition to their active involvement in setting group ambitions as members of Altera's executive leadership, the heads of our individual business and corporate units are accountable for driving sustainability initiatives, overseeing management of IROs within their areas of responsibility, and delivering on their part of company-wide sustainability ambitions. Controls and procedures to manage IROs are integrated into relevant internal functions.

Our corporate sustainability function is responsible for facilitating executive leadership decision-making on sustainability-related topics, orchestrating a common approach to sustainability- and climate-related risk and opportunity assessment across the group, and preparing consolidated group reporting on sustainability-related matters and performance metrics.

To ensure alignment, the corporate sustainability function convenes a working group including sustainability representatives appointed from each of the business units and corporate units. The working group meets regularly to share knowledge and progress group-wide priorities.

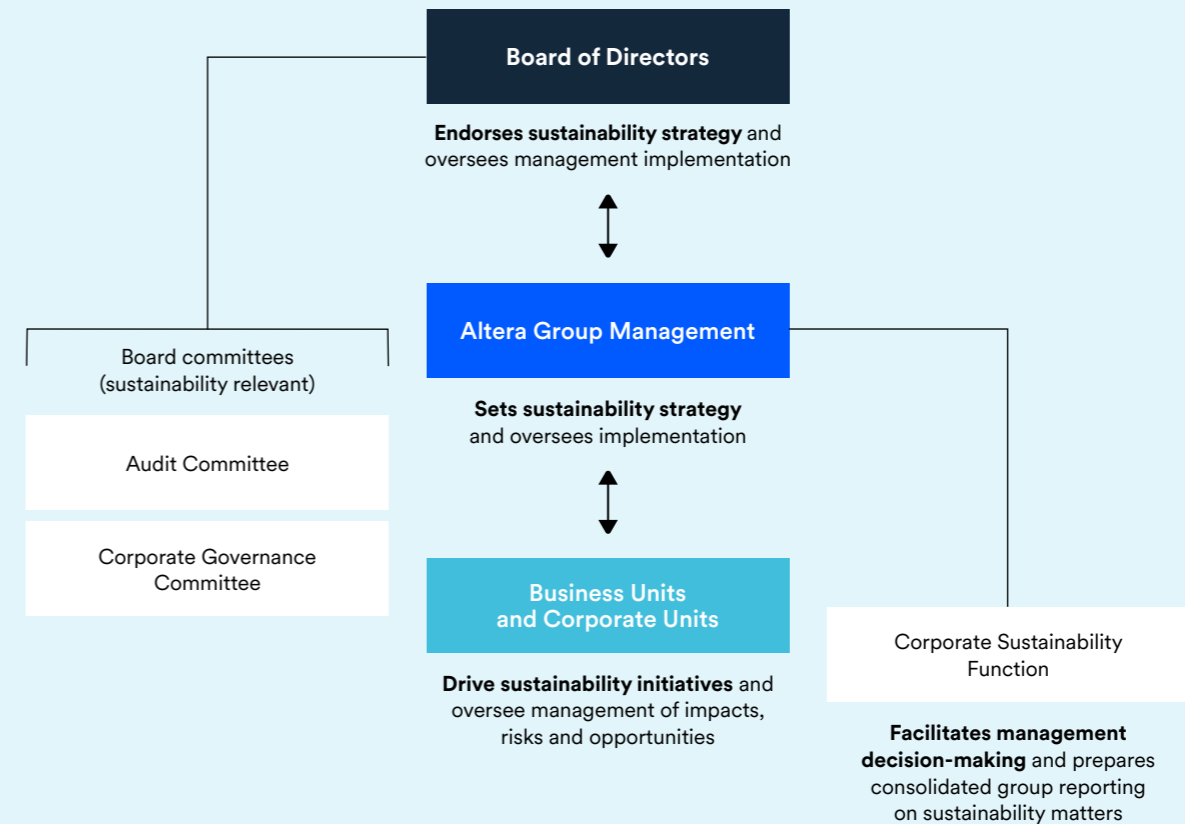
## Sustainability reporting controls

Our corporate sustainability function is responsible for preparing consolidated group reporting on sustainability-related matters and ESG metrics. This includes structuring and driving key processes, such as the consolidated double materiality assessment, climate risk assessment, and group-wide data collection and transformation. Sustainability representatives appointed from each operating business unit are accountable for ensuring business units provide timely and effective input and support to these processes.

Collection, transformation, and consolidation of relevant data for annual group reporting is an ongoing process, although activity peaks in the fourth quarter of the reporting period and the first quarter of the year in which the report is published. Key risks in the preparation of consolidated sustainability disclosures for the group include human error and misalignment of data collected from across the group. To mitigate the risk of errors in reporting, our corporate sustainability function is accountable for maintaining a single consolidated data model for the full group that ensures standardisation of terms, formulas, and key variables such as emissions factors.

Our corporate sustainability function provides regular updates to group management on the status of sustainability report preparation. Group management, in turn, provides quarterly updates to our board.

## Altera sustainability governance



## Our strategy and business model

Our vision is to lead the industry to a sustainable future. This reflects our ambition to provide the critical infrastructure assets needed to power the world and support the energy transition, and our pledge to deliver those assets responsibly.

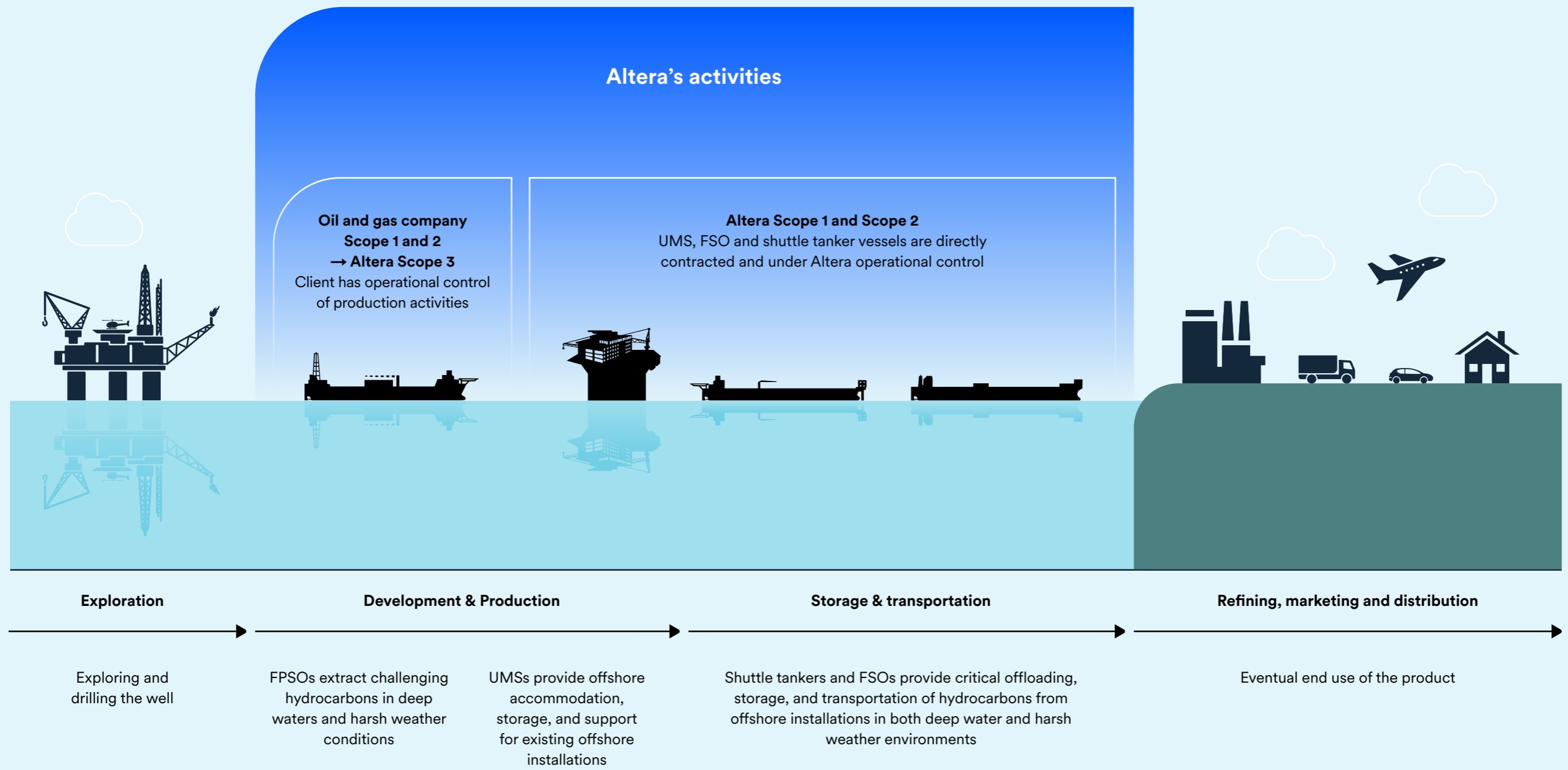
Our assets enable the extraction and transportation of hydrocarbons used to generate electricity, fuel transportation, and power growth. These fleets are crucial to meeting the global demand for energy, which is essential for economic growth, development, and quality of life.

Although most of our current business activities relate to the production and transportation of hydrocarbon

fuels, we recognise and support the imperative to reduce emissions and mitigate the effects of climate change. Together with our clients, we are investigating electrification of our FPSOs (including the possibility of connecting to offshore windfarms), which could reduce direct emissions from on contract FPSOs to near-zero. Our Stella Maris CCS project is developing a large-scale, flexible, and scalable maritime logistics solution for collecting and storing captured CO<sub>2</sub> from industrial sources.

See the [About Altera](#) section of this statement for a detailed description of the core business activities of each of our operating business units. See the [Climate change](#) section and the individual business unit sections of this statement for details of our actions to mitigate our climate impact.

### Offshore energy value chain





**EU Taxonomy**

For the 2023 reporting year, we have undertaken a preliminary review of the eligibility of our activities under the EU Taxonomy. In doing so, we considered both our core business activities in 2023 and our progressing Stella Maris CCS project. Refer to [EU Taxonomy Appendix](#) for the results of this preliminary review.

**Our sustainability framework**

This statement reflects an initial step to prepare for compliance with the requirements of the European Sustainability Reporting Standards (ESRS). The ESRS require identification of material sustainability aspects through a mandatory double materiality assessment (DMA) conducted according to a standardised methodology. By standardising the assessment framework for all reporting organisations, the ESRS aims to promote consistency and alignment of disclosures across industries. The advent of the ESRS' standardised DMA effectively supplants other

materiality and prioritisation methodologies, including the stand-alone sustainability framework used by Altera in prior years. Going forward, we will use the DMA as a tool to actively structure our sustainability actions and focus areas.

See the [Double materiality assessment](#) section of this statement for detailed information on the methodology and outcome of our DMA for 2023.

**Our stakeholders**

Our key stakeholders include those directly impacted by operations, or with a direct interest in our business activities – our clients, workforce, owners, investors, lenders, suppliers, and relevant government authorities. We maintain close ties and engage in frequent dialogue with these parties to ensure our expectations are aligned. This dialogue takes place in a variety of settings, including in commercial and operational discussions, and more informally through our membership in various industry associations and programs.

Close engagement with our clients is an inherent and critical part of our business model and the primary way we ensure we deliver the services our clients need in the most efficient, effective, and sustainable manner. Particularly in the context of large vessel construction and rebuilding projects, close engagement with the client and our critical subcontractors is imperative to designing and implementing sustainable technical solutions.

We engage with industry peers and regulators through various industry associations, such as the Norwegian Shipowners Association. These forums help to promote best practice in areas such as regulatory compliance and health and safety. Altera's Stella Maris CCS project is an early mover in Europe on the development of large-scale carbon capture and storage infrastructure. The team is proactive in its approach to engagement with regulators and government policy makers to enable the rapid deployment of commercial CO<sub>2</sub> transport and storage projects.

We engage with our employees through townhalls, our intranet, and various meeting arenas, as well as through meetings with union and works council representatives and through the annual accountability planning and performance review processes.

Those impacted indirectly by our activities, such as the communities in which we operate, non-governmental public-interest organisations, and the public at large, are also our stakeholders. Despite not having engaged with these parties on sustainability matters in a formal way, Altera takes the interests and input of our community members seriously and is committed to conducting our business activities in a way that both respects and promotes fundamental human rights. We invest in our employees and in the communities in which we operate, to ensure our activities are ethical and safe.

**Memberships and partnerships**

We believe in cooperation and sharing of best practices, internally and externally, to improve health and safety, sustainability, and operational performance. We are an active member of several industry and related associations, including, in 2023:

- ABESPetro
- FME Hydrogeni
- Green Shipping Programme
- Maritime Anti-Corruption Network (MACN)
- Net Zero Technology Centre (NZTC)
- Norwegian Brazilian Chamber of Commerce
- Norwegian Shipowners Association (NSA)
- Offshore Norge (previously known as Norwegian Oil and Gas)
- Offshore Energies UK
- Philippine Norway Business Council
- Ship Recycling Transparency Initiative (SRTI)
- SINTEF LowEmission Research Centre
- Step Change in Safety UK
- Volatile Organic Compounds Industry Cooperation (VOCIC)

# Double materiality assessment

In 2023, in preparation for the forthcoming Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS), we conducted an initial double materiality assessment guided by the requirements of the ESRS. This included identifying and objectively scoring impacts, risks, and opportunities (IROs) related to our activities. The outcome of this DMA forms the basis for the structure and disclosures of this statement.

## Materiality assessment process

### Identifying sustainability matters

As a first step, we considered the context of our activities and business relationships, value chain, and affected stakeholders to identify relevant sustainability matters from the list provided in ESRS 1 paragraph AR16. SASB standards relevant to Altera's business were also reviewed to ensure a sector-specific lens of important sustainability topics and the possibility of entity-specific topics. Sustainability matters and sub-topics that were irrelevant to Altera due to lack of business-model fit were eliminated from consideration.

### Engaging stakeholders

Our sustainability working group, consisting of our corporate sustainability team members and appointed representatives from each of the business units, together with internal representatives with relevant expertise and knowledge of affected stakeholders were designated as responsible area leads (RALs) to provide insights on the sustainability matters and identify and score the IROs. This was a key assumption of the process.

Each sustainability matter was reviewed through an interview with the designated RAL, with a focus on identifying IROs at a sub-topic level.

Some parts of our value chain were covered more extensively through additional interviews, due to their large potential impact and the nature of our business.

This included a focus on the ship recycling process as well as yard environments for newbuilds, redeployment projects, drydocking, and recycling.

The analysis also considered whether any risks and opportunities could derive from the financial effects of any of the identified impacts or dependencies.

### Consideration of IROs related to business conduct matters

Our process to identify IROs in relation to business conduct matters included mapping geographical locations that could have enhanced impacts and/or risks for our activities linked to potential corruption and bribery as well as potential negative human rights impacts. We also considered business conduct risks that had already been identified in our enterprise risk management (ERM) process.

### Climate-related impacts, risks and opportunities

Climate-related IROs were considered as part of the DMA process related to the sustainability matters of climate change mitigation and climate change adaptation. We have not yet undertaken a climate-related scenario analysis to inform the identification and assessment of physical risks and transition risks and opportunities over the short-, medium- or long-term.

### Scoring methodology

The scoring methodology and criteria for the materiality assessment followed the requirements of ESRS 1:

- **Impact materiality:** Scale, scope, irremediability, and likelihood (based on whether an impact is positive/negative and actual/potential).
- **Financial materiality:** Financial magnitude of risk/opportunity, likelihood, and the nature of the financial effect.

In line with the ESRS, impacts and risks were assessed on a gross level, without consideration of actions Altera currently has in place to mitigate

consequence or likelihood. This ensures that our risk assessment captures all inherent IROs that are potentially material to our activities. Relevant mitigating actions we have implemented to address identified impacts and risks, along with key metrics and performance, are addressed under the topical standard sections throughout this statement.

Where possible, the time horizons and quantitative and qualitative thresholds applied in the scoring of the IROs were based on those used in our enterprise risk management process. This also ensured that the sustainability-related risks and opportunities were aligned with other enterprise risks and opportunities that Altera has identified.

The thresholds were also informed by our third-party due diligence process, aided by our current human rights impact assessment, climate-related risk assessment, supplier auditing processes, environmental aspect registers, ISO certifications, published modern slavery and human rights accounting statements, and company policies. In total, 16 stakeholder representa-

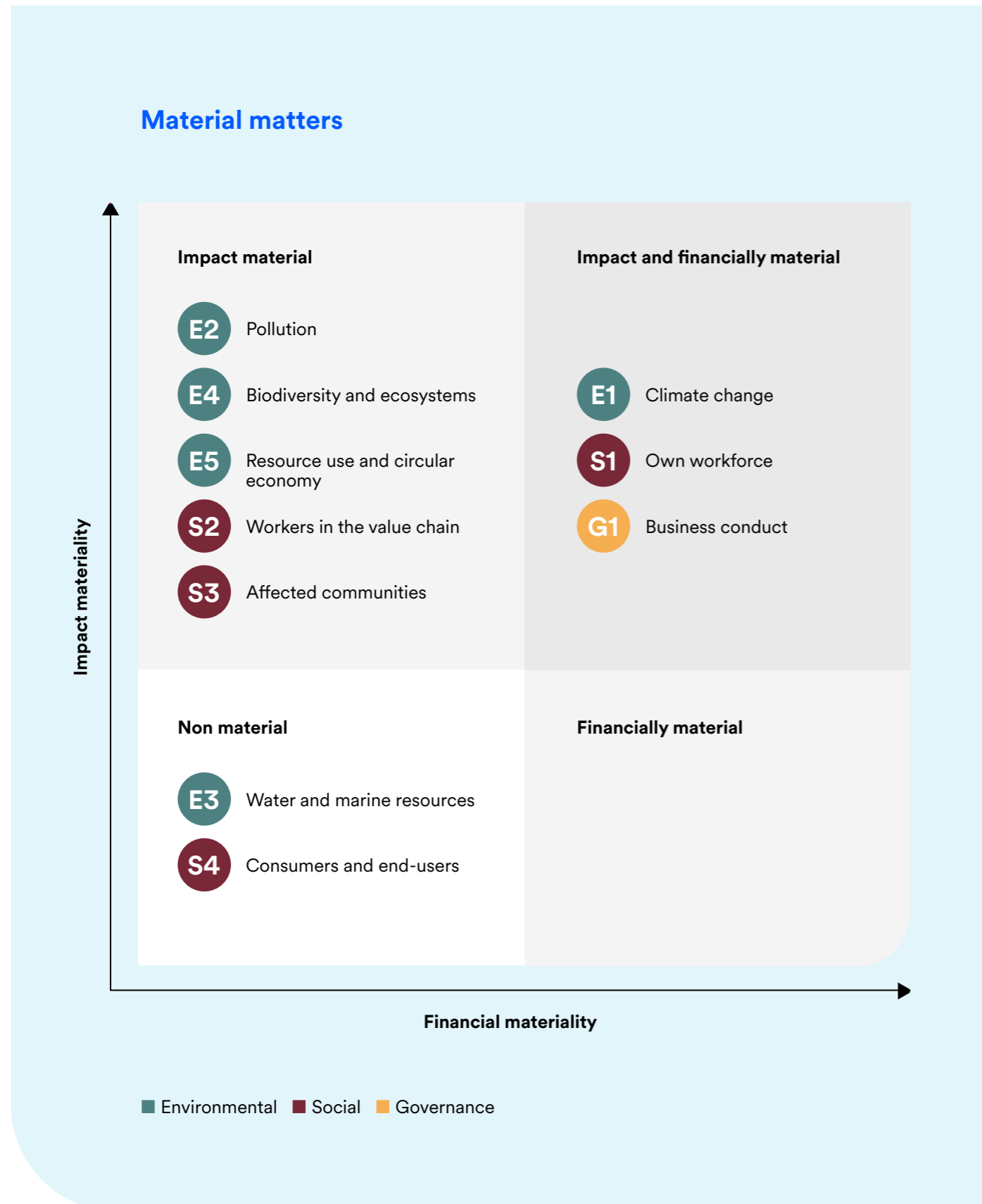
tives were interviewed, and 16 documents were used to identify and score the IROs.

The materiality decision for each sustainability matter was based on the score of the underlying IROs which were identified on a sub-topic level.

A sustainability matter was deemed material if at least one IRO was above the threshold. Should an impact be above the threshold, the sustainability matter is impact material. Should a risk or opportunity be above the threshold, the sustainability matter is financially material. Should both an impact and a risk or opportunity be above the threshold, the sustainability matter is double material. A sustainability matter was deemed non-material if it was below the threshold.

The scoring of the identified IROs was performed by the RALs to the best of their ability. A validation session, in the form of a workshop with the RALs, was held to review and make a final decision on material sustainability matters, which was later reviewed by executive leadership.





**Decisions and Internal control procedures**

Key decisions taken in the process included:

- The identification of stakeholder representatives
- The scoring of IROs by the RALs
- Final evaluation of sustainability matters at the workshop

Several internal control procedures were applied to the process. To be considered for materiality, a sustainability matter must have been identified by a RAL and have an IRO associated with it. The method used for scoring was in accordance with ESRS requirements, and the thresholds and time horizons used for scoring were based to the extent possible on our enterprise risk management (ERM) process. Every IRO was documented with a detailed description of the basis for its materiality.

**Integration, monitoring, and review**

We have not yet formally integrated the DMA results into Altera’s ERM or management systems but are considering ways to implement this.

Going forward, we anticipate conducting regular reviews of the DMA to confirm and update the identification, assessment, and prioritization of IROs based on trends, key assumptions and context, and the regulatory landscape.

**Materiality assessment outcome**

Section specific impacts, risks, and opportunities and their link to Altera’s business strategy and model are addressed under the topical standard sections throughout this report.

**Material impacts, risks, and opportunities**

The following tables present the gross (unmitigated) actual and potential material impacts, risks, and opportunities identified through our materiality assessment. Our actions and performance in relation to each of these aspects are described under the corresponding topical sections of this statement.

### Environmental

Topic	Sustainability matters and related IROs Topic	I/R/O	Actual/ Potential	Location in value chain			Time horizon		
				VC-U	OO	VC-D	S	M	L
<b>E1</b> Climate Change	<b>Climate change mitigation</b>								
	Scope 1 and Scope 2 emissions	Impact	Actual		●		●		
	Scope 3 emissions	Impact	Actual	●		●	●		
	Increased climate-related regulation of existing products and services	Risk	Potential		●			●	
	Reduced access to capital and talent due to stigmatisation of the sector	Risk	Potential		●			●	
	Competitive advantage from existing fleet of lower-carbon E-shuttle tankers	Opportunity	Potential		●			●	
	<b>Climate change adaptation</b>								
	Pollution or harm to people caused by damage to assets from extreme weather events	Impact	Potential		●				●
Disruption to operations from extreme weather events	Risk	Potential		●	●			●	
<b>E2</b> Pollution	<b>Pollution of air</b>								
	Non-GHG emissions	Impact	Actual		●		●		
	Pollution from natural resource extraction and manufacturing of purchased goods	Impact	Actual	●			●		
	<b>Pollution of water</b>								
	Discharge of produced water and release of pollutants to sea in own operations	Impact	Actual		●		●		
	Release of pollutants to sea during vessel recycling	Impact	Potential			●	●		
	<b>Pollution of soil</b>								
	Release of pollutants to soil during land-based yard work	Impact	Potential	●		●	●		
	<b>Substances of very high concern</b>								
	Release of noxious substances in own operations	Impact	Potential		●		●		
<b>E4</b> Biodiversity and eco-systems	<b>Direct impact drivers on biodiversity</b>								
	Introduction of invasive alien species through discharge of ballast water	Impact	Actual		●		●		
	<b>Impacts and dependence on ecosystems</b>								
	Harm to ecosystems from the extraction and production of hydrocarbon fuel resources	Impact	Actual	●					●
<b>E5</b> Resource use and circular economy	<b>Resource inflows, including resource use</b>								
	Reliance on non-renewable hydrocarbon fuels and other natural resources	Impact	Actual	●			●		
	<b>Resource outflows related to products and services</b>								
Prioritisation of vessel redeployment over recycling	Impact (positive)	Actual		●	●			●	

### Social

Topic	Sustainability matters and related IROs Topic	I/R/O	Actual/ Potential	Location in value chain			Time horizon		
				VC-U	OO	VC-D	S	M	L
<b>S1</b> Own workforce	<b>Health and Safety</b>								
	Work-related fatality or serious injury	Impact	Potential		●		●		
	Disruption of operations due to work-related fatality or serious injury	Risk	Potential		●		●		
	Physical harm due to chronic exposure	Impact	Potential		●		●		
	<b>Equal treatment and opportunities for all</b>								
	Gender diversity and discrimination	Impact	Actual		●		●		
<b>S2</b> Workers in the value chain	<b>Working conditions</b>								
	Mental health and general well-being of workers offshore and aboard	Impact	Actual		●		●		
	<b>Working conditions</b>								
	Work-related fatality or serious injury	Impact	Potential	●		●	●		
	Physical harm due to chronic exposure	Impact	Potential	●		●	●		
	<b>Equal treatment and opportunities for all</b>								
	Discrimination	Impact	Potential	●		●	●		
	Harassment, sexual harassment and assault	Impact	Potential	●		●	●		
	<b>Other work-related rights</b>								
	Labour abuse and exploitation	Impact	Potential	●		●	●		
Restriction of movement	Impact	Potential	●		●	●			
Improvement of working conditions through human rights due diligence	Impact (positive)	Actual	●		●	●			
<b>S3</b> Affected communities	<b>Communities' economic, social, and cultural rights</b>								
	Contribution to systemic negative human rights impacts	Impact	Potential	●			●		
	Excessive use of force by security services	Impact	Potential	●			●		

### Governance

Topic	Sustainability matters and related IROs Topic	I/R/O	Actual/ Potential	Location in value chain			Time horizon		
				VC-U	OO	VC-D	S	M	L
<b>S3</b> Business conduct	<b>Management of relationships with suppliers</b>								
	Delays in payment of invoices	Impact	Actual	●			●		
	<b>Corruption and bribery</b>								
Legal and contractual exposure due to incident of corruption	Risk	Potential		●		●			

VC-U = Upstream value chain OO = Own operations VC-D = Downstream value chain S = Short-term M = Medium-term L = Long-term

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# Climate change

## Reducing our climate impact

### Strategy

Oil and gas have powered more than a century of unprecedented economic development. While hydrocarbons remain a crucial part of today’s energy mix, the science is clear – the burning of these fuels is driving a dramatic change in our climate. We need to rapidly decarbonise our current energy system and transition to a sustainable energy model.

We support the core objectives of the Paris Agreement on Climate Change and the global goal to achieve climate neutrality by 2050. Meeting this ambition within the infrastructure of offshore energy will require individual players to dramatically reduce their emissions from current activities and industry-wide action to develop a new climate-neutral model. We have taken our first steps on this journey, but recognise the road ahead is long.

Oil and gas will continue to be important components of the world energy mix even as we shift towards sustainable sources, providing stability and security as the infrastructure and market for a future energy system matures. It is crucial that we deliver these resources with the smallest climate impact.

Our industry’s collective technical expertise is also vital to the success of the energy transition. Our business must evolve to meet the world’s climate challenge and position Altera for a role in the future energy system. We strive to apply our skill, talent, and proficiency to delivering technically and commercially innovative new business ventures, technology, and offshore infrastructure solutions aligned with global climate ambitions.

### Impacts, risks, and opportunities

Our material climate-related impacts, risks, and opportunities relate primarily to the emissions from our own operations and from our upstream and downstream value chains. Vessels within our operational control and vessels leased downstream to customers burn hydrocarbon fuel to fire turbines onboard and generate electricity. Our operations also rely on significant inputs from our upstream value chain, the extraction, production, and distribution of which generates emissions.

Extreme weather events that exceed the engineered stress boundaries of our vessels could in theory damage our assets, potentially causing pollution or harm to people, and disrupt operations.

Stigmatisation of the offshore energy sector as a facilitator of climate-change could negatively impact Altera by increasing the cost of capital or making it difficult to attract and retain critical talent and workers.

Evolving climate-related regulation of our existing business lines presents both a risk and an opportunity. Further regulation could increase our operating and internal resource costs. Where Altera has already invested in reduced-carbon technology – such as our existing fleet of E-shuttle tankers – additional regulation may afford Altera a competitive advantage over peers who have not already made a similar investment.

The actions we take to mitigate these risks are described further in this section.

## Policies and actions

Our Global Sustainability Policy establishes our commitment to minimise emissions from our activities through innovation and operational excellence and forms the basis of our decarbonisation and energy transition goals. The commitment contemplates deployment of low emissions technology, research into low-emission fuels, and measures to improve operating efficiency and reduce fuel consumption. This Policy is approved by our CEO and is available online at [alterainfra.com](https://alterainfra.com).

### Finding solutions to reduce emissions

Our material climate-related impacts relate to the emissions from our own operations and our value chain. To mitigate the climate impact from our core operations, we track absolute emissions and emissions intensity on a group and fleet level and have set emissions intensity targets against relevant base years for our main operating fleets.

We rely on a variety of different technical and operational strategies to mitigate the volume and intensity of emissions resulting directly from our core operations. Altera does not currently employ any nature-based decarbonisation levers.

Like other offshore production assets, from an emissions accounting perspective our FPSOs are considered to be within the operational control of the reservoir operator (an oil and gas company, and our client) when on contract. Even though formally outside our operational control boundary, we work closely with clients to develop sustainable, digitally advanced, and more effective FPSO solutions for all environments. Our standard offshore customer offering incorporates solutions that cut emissions from a conventional FPSO. These include volatile organic compound (VOC) recovery systems, waste heat recovery units (WHRU), smart use of variable frequency drives (VFDs), closed flare systems, and efficient and reliable water treatment processes. Through 2023, our focus has been to further increase power generation efficiency by introducing combined cycle steam turbines to produce more power from excess waste heat and thereby reduce emissions.

A significant portion of emissions from FPSO activity comes from the burning of reservoir fuel gas to power turbines onboard. To reduce this, we are actively investigating different low emission options to

power FPSOs, such as securing power from external suppliers (from the grid, a power hub, or floating wind turbines) and the use of alternative fuels (such as ammonia, hydrogen, or biofuels).

Most shuttle tankers run on conventional maritime fuels, the burning of which generates emissions. Decarbonising shuttle tankers, like other maritime vessels, is challenging due to the need for industry alignment to secure the cost and availability of low-carbon fuels and significant capital investment to upgrade existing fleets. Altera chose to make such an investment when commissioning its newest fleet of shuttle tankers. The E-shuttles employ a fuel optimised design enabling them to run on liquid natural gas (LNG). Additionally, our E-shuttles can capture and utilise VOCs emitted during operations for use as fuel. When used to their optimal capacity, these features are designed to reduce GHG emissions by 40% compared to conventional shuttle tankers. See the Altera E-Shuttles and Green Bond section in the [Altera Infrastructure Shuttle & Storage business unit chapter](#) for more information about the performance of our E-Shuttles in 2023.

Altera continues to investigate different energy saving technologies when considering investment upgrades to our fleets. Notable examples in 2023 include installation of variable frequency drives on key equipment onboard four of our dry-docked shuttle tankers and updates to vessel boilers to promote efficient low load operation.

### Adapting to a new environmental and regulatory landscape

The energy transition poses a potential risk to our current business model, as regulation and market preferences evolve.

We are therefore developing a potential new venture called Stella Maris CCS. Carbon capture and storage is a strategic climate technology which will be instrumental in reaching global climate goals. Stella Maris CCS is a large-scale, flexible, and scalable maritime logistics solution for CO<sub>2</sub> captured from industrial sources, with the goal of providing cost-efficient CCS infrastructure solutions for a global market.

In 2023 we significantly progressed Stella Maris CCS. In March, culminating nearly two years of work, Altera and Wintershall Dea were awarded an exploration license by the Norwegian Ministry of Energy



to store CO<sub>2</sub> in the Havstjerne reservoir in the North Sea. The Havstjerne reservoir is optimal for our Stella Maris concept – it has a large capacity, low risk for CO<sub>2</sub> leakage, and contains no existing or abandoned production wells, making it ideal for safe and permanent storage of CO<sub>2</sub>. The Havstjerne license is the fifth CO<sub>2</sub> storage license awarded in Norway and is ideally located to store CO<sub>2</sub> from continental Europe. Throughout 2023, we introduced Stella Maris CCS to new markets, including Brazil, Indonesia, China, and Singapore, through participation in conventions and conferences, generating continued engagement in and enthusiasm for our project ambitions.

No capital expenditure was allocated to further the development of our Stella Maris CCS project in 2023, but we have allocated USD 5 million to Stella

Maris for 2024 to secure long-lead items for further development of the Havstjerne project.

### GHG emissions

As a group, in 2023 we produced total emissions (Scope 1, Scope 2, and Scope 3) of 982,835 t CO<sub>2</sub>e (using a location-based methodology for Scope 2 emissions). About 73% of this total was Scope 1 emissions directly resulting from activities within our operational control. Less than 1% of our total emissions are Scope 2 emissions resulting from purchased electricity and district heating for our offices and vessels in yard or dry dock. Our Scope 3 emissions include emissions from operation of vessels we own which are leased downstream to third-party operators, as well as our value chain emissions.

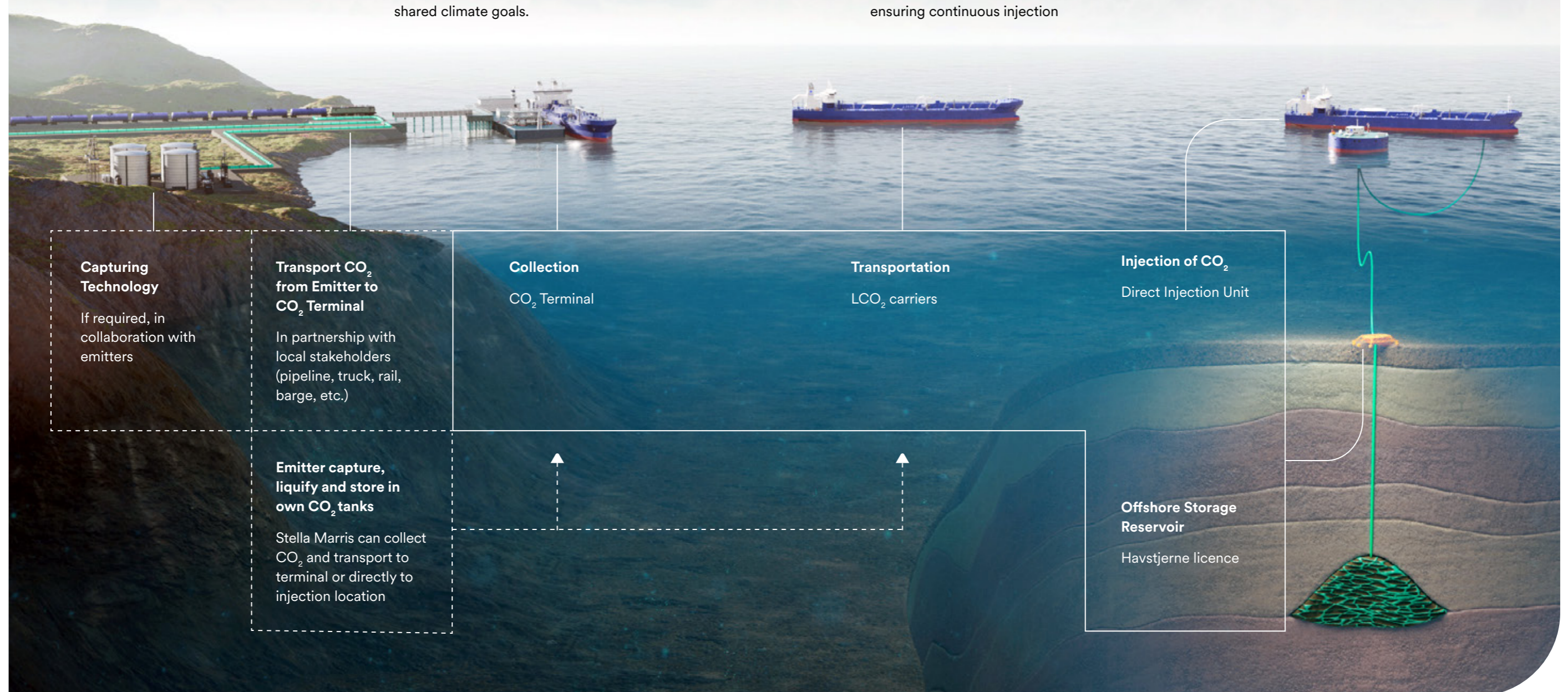
### Stella Maris – from terminal to storage

CCS solutions, which offer a way to permanently remove emitted carbon from the atmosphere, are likely crucial to meet global climate goals. Stella Maris CCS is a large-scale, flexible and scalable maritime logistics solution for captured CO<sub>2</sub> from industrial sources, both large and small. It includes everything from collection to storage.

The goal of Stella Maris CCS is to provide cost efficient floating CCS infrastructure solutions for a global market, not limited to size or geographical location.

Keeping CCS costs down requires large scale flexible solutions. The infrastructure planned for Stella Maris CCS is expected to handle large-scale volumes of more than 10 million metric tonnes per annum (mtpa) of CO<sub>2</sub>. Our collective ambition is to become a global actor in achieving shared climate goals.

- A CO<sub>2</sub> terminal located in the proximity of a central cluster of industry, will allow for collection and processing of various grades and states of CO<sub>2</sub>
- Shuttle tankers with a capacity of 50,000 m<sup>3</sup> of liquid CO<sub>2</sub> under low pressure, making the total amount of CO<sub>2</sub> injected up to 10 mtpa, equivalent to 20% of Norway’s carbon emissions
- Offshore offloading system with dual buoys ensuring continuous injection
- Floating Injection Unit receiving CO<sub>2</sub> from the shuttle tankers and heating and pressurizing CO<sub>2</sub> for injection through a flexible riser
- Dedicated subsea systems, wells, and a suitable saline aquifer for safe and permanent storage of CO<sub>2</sub>.



GHG emissions

	Unit	2023	2022	Δ
<b>Direct GHG emissions (Scope 1)</b>				
Total Scope 1 GHG emissions	tCO <sub>2</sub> e	713,735	757,824	-6 %
FPSO	tCO <sub>2</sub> e	11,676	910	1,183 %
Shuttle tanker	tCO <sub>2</sub> e	504,786	582,654	-13 %
FSO	tCO <sub>2</sub> e	12,847	19,304	-33 %
UMS	tCO <sub>2</sub> e	0	0	0 %
Towage	tCO <sub>2</sub> e	184,394	154,957	19 %
Offices	tCO <sub>2</sub> e	32	nr	na
Covered by regulated emissions trading schemes	%	nr	nr	na
<b>Indirect GHG emissions (Scope 2)</b>				
Gross location-based Scope 2 GHG emissions	tCO <sub>2</sub> e	2,863	525	445 %
Gross market-based Scope 2 GHG emissions	tCO <sub>2</sub> e	4,912	nr	na
<b>Indirect GHG emissions (Scope 3)<sup>1</sup></b>				
Total Gross indirect (Scope 3) GHG emissions	tCO <sub>2</sub> e	266,237	375,772	-29 %
1. Purchased goods and services	tCO <sub>2</sub> e	nr	nr	na
2. Capital goods	tCO <sub>2</sub> e	nr	nr	na
3. Fuel and energy related activities (not included in Scope 1 or 2)	tCO <sub>2</sub> e	161,225	129,432	25 %
4. Upstream transportation and distribution	tCO <sub>2</sub> e	1,524	319	378 %
5. Waste generated in operations	tCO <sub>2</sub> e	2,953	1,194	147 %
6. Business travelling	tCO <sub>2</sub> e	10,611	17,600	-40 %
7. Employee commuting	tCO <sub>2</sub> e	nr	nr	na
8. Upstream leased assets	tCO <sub>2</sub> e	nr	nr	na
9. Downstream transportation	tCO <sub>2</sub> e	nr	nr	na
10. Processing of sold products	tCO <sub>2</sub> e	nr	nr	na
11. Use of sold products	tCO <sub>2</sub> e	nr	nr	na
12. End-of-life treatment of sold products	tCO <sub>2</sub> e	nr	nr	na
13. Downstream leased assets	tCO <sub>2</sub> e	89,915	227,218	-60 %
14. Franchises	tCO <sub>2</sub> e	nr	nr	na
15. Investments	tCO <sub>2</sub> e	9	9	0 %
<b>Total GHG emissions (location-based) (tCO<sub>2</sub>eq)</b>	<b>tCO<sub>2</sub>e</b>	<b>982,835</b>	<b>1,134,121</b>	<b>-13 %</b>
<b>Total GHG emissions (market-based) (tCO<sub>2</sub>eq)</b>	<b>tCO<sub>2</sub>e</b>	<b>984,884</b>	<b>nr</b>	<b>na</b>

Notes

**Accounting basis**

We calculate and report emissions according to the GHG Protocol, based on an operational control basis. We consider maritime vessels (shuttle tankers, FPSOs, towage vessels, and UMSs) to be within our operational control if they are operated under an Altera Document of Compliance. FPSOs are under our operational control when they are off contract; when they are on contract, they are under the operational control of the reservoir operator (an oil and gas company, our client).

We include the following gases in our calculation of emissions: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), and hydrofluorocarbons (HFCs). Other greenhouse gases are not included, primarily because they are not materially apparent in the current scope of reporting.

**Direct emissions (Scope 1)**

The main source of our Scope 1 emissions is the burning of fuel to power turbines onboard vessels within our operational control (stationary combustion). A minority of our emissions are fugitive emissions from cargo onboard our shuttle tankers and FSOs.

For standard fuels, we use emissions factors and global warming potential (GWP) rates from the UK Department for Environmental, Food & Rural Affairs (DEFRA), the International Maritime Organisation (IMO), the International Council on Clean Transportation (ICCT), the Greenhouse Gas Protocol, the Intergovernmental Panel on Climate Change (IPCC), and the European Environment Agency.

We reported no Scope 1 emissions from our UMS in 2023 because the vessel was managed by a third party, and therefore outside our operational control boundary, for the duration of the reporting period.

**Indirect emissions (Scope 2)**

Scope 2 emissions are indirect emissions associated with the purchase of electricity, steam, heat, or cooling. Less than 1% of Altera's total emissions are Scope 2 emissions because the vessels within our operational control do not use purchased electricity when operating; they burn fuel onboard to fire turbines. The Scope 2 emissions we do report result from the generation of purchased electricity and district heating for our offices and vessels that are in yard or lay-up.

We convert purchased electricity to tCO<sub>2</sub>e using emissions factors from the Association of Issuing Bodies (AIB), Carbon Footprint, Ecoinvent, and the International Energy Agency (IEA).

**Value chain emissions (Scope 3)**

Scope 3 emissions are other indirect emissions resulting from upstream and downstream value chain activities. Following the GHG Protocol Corporate Standard, Scope 3 reporting is still optional. However, following best practice, Altera is working to improve Scope 3 disclosures.

We currently report only a portion of Scope 3 emissions resulting from activities connected to our operations. The categories reported here are those which we could disclose with at least medium certainty in terms of data quality. Any uncertainties are noted. As we are working to build a more complete inventory of Scope 3 emissions, our reporting for 2023 and 2022 includes certain Scope 3 emissions categories for which we do not have and therefore do not report data.

We disclose Scope 3 emissions according to the upstream and downstream value chain categories defined by the GHG Protocol. Of specific note, Scope 3 category 13 emissions reflect the direct and indirect emissions from downstream leased assets. This includes FPSOs that are on contract to the client and other maritime vessels that are under third party management. Scope 3 category 15 emissions reflect the direct and indirect emissions, on an equity share basis, of Altera's investments, including non-controlled joint ventures.

We use emissions factors and GWP rates from DEFRA (transportation, travel, waste, and fuel), the ICCT (fuel), Ecoinvent (waste), and AIB and local utilities (electricity). For emissions associated with downstream leased assets, we rely on data and emissions factors provided directly by the third party leasing and/or managing our vessels.

We have not yet completed a full mapping of our Scope 3 value chain emissions inventory, and therefore currently report only a portion of Scope 3 emissions. For 2023, the Scope 3 emissions we do report, accounted for about 27% of our total.

Our total emissions in 2023 were 13% lower in comparison to 2022. The change is due to a drop in both Scope 1 and Scope 3 emissions.

Total Scope 1 emissions fell 6% from 2022. The change reflects the aggregate effect of various changes in Scope 1 emissions across our fleets. Scope 1 emissions from our shuttle tankers fell 13% in 2023 due to increased consumption of LNG as a share of total fleet fuel as compared to 2022. Some of our shuttle tankers possess dual-fuel capabilities and can run on either liquid natural gas (LNG) or more carbon intense marine gasoil (MGO). Due to historically high LNG prices in 2022, some of our clients directed that these dual-fuel vessels switch to MGO for a given period during that year. In 2023, as prices stabilised, we were able to switch to cleaner LNG for many voyages.

Scope 1 emissions from our FSOs also fell 33% from last year, due to a reduction in fleet size from three FSOs in 2022 to two in 2023.

These decreases were somewhat counterbalanced by an increase in the Scope 1 emissions from our towage vessels, which rose 19% from 2022 due the nature of our project portfolio over the year – the vessels were engaged in more fuel-intensive ocean towage work and less station-keeping than in 2022.

Scope 1 emissions from our FPSOs rose in 2023 as compared to 2022 due to increased off-contract fuel consumption in yard as two of our vessels entered large-scale rebuilding projects. Although the relative increase is large, the absolute volume of the increase is not material to our total Scope 1 emissions.

Our total Scope 3 emissions fell 29% from 2022 to 2023, due primarily to a significant reduction in Scope 3 category 13 emissions from downstream leased assets. In 2023, we had one FPSO on contract, whereas in 2022 two of our FPSOs were on contract for all or a portion of the year.

### Targeting reductions in emissions intensity

As a tool to mitigate our direct climate impact, we use different metrics to track our emissions intensity and have set emissions intensity targets for our FPSO, shuttle tanker, and FSO fleets.

In 2023, we did not set an emissions intensity target for our towage fleet. The variety of project activities for this fleet varies year on year, making it difficult to set a meaningful target that accounts for this variation. We have also not defined an emissions intensity metric or set an emissions intensity reduction target for our UMS, as future operations for this vessel are expected to be managed by a third party, placing the vessel outside our operational control emissions boundary.

To date, we have not set absolute emissions reduction targets aligned with net zero goals or with the methodology of science-based targets and there is currently no pathway for companies in the oil and gas sector to set science-based targets. Carbon offsets are not currently part of the Altera decarbonisation strategy.

#### Groupwide

In 2023, we emitted 1,220 t CO<sub>2</sub>e per million USD revenue, a 23% increase compared to 2022. Both

revenue and total emissions dropped in 2023, as fewer FPSOs were on contract, and thus emitted and earned less, during the year. The increase in group emissions intensity reflects that the drop in emissions was proportionately smaller, compared to the corresponding drop in earnings. We expect group total emissions intensity to improve as new contracts for the Rosebank and Baleine projects come online.

#### FPSOs

FPSOs, like other offshore assets, are within the operational control of the reservoir operator (an oil and gas company, and our client) when on contract. For an FPSO that Altera owns, direct and indirect emissions generated when on contract are classified as the reservoir operator’s Scope 1 and Scope 2 and our Scope 3 category 13 emissions. Despite the lack of operational control according to climate accounting methodology, we closely track the emissions intensity of our vessels when on contract as a measure of our operational and climate mitigation performance.

We have established a concrete target to achieve a fleet average emissions intensity of less than 12 kg CO<sub>2</sub> e/boe by 2030, reducing the FPSO fleet-average emissions intensity by 70% compared to our 2019 baseline of 34 kg CO<sub>2</sub>e/boe.

To meet this target, we rely on our standard FPSO offerings and are working to introduce new low

emission technology in close cooperation with our clients and vendors. Prediction and consideration of emissions early in project sanctioning is important to ensure balanced decision-making over the life cycle of the asset. Built-in flexibility will ensure maximum power utilisation over time, especially during late life and tail end production.

One example of our approach is the Petrojarl Knarr FPSO redeployment project currently ongoing at the Drydocks World Dubai (DDWD) shipyard in Dubai, where the FPSO is being prepared for power from external sources. We anticipate that this will happen by 2031, ensuring effective, low-emission production, specifically throughout the tail end production period of the reservoir.

In 2023, Altera’s fleet average emissions intensity was 18 kg CO<sub>2</sub> e/boe. This reflects a 48% decrease from our fleet average in 2022, but the change is due to the anomalous nature of activity in both years. Four Altera FPSOs were on contract for at least a portion of 2022, and three of these went off field within that year. During decommissioning, an FPSO continues to burn fuel to power onboard turbines but does not produce oil or gas from the reservoir. As a result, emissions intensity increases. Altera’s weighted fleet average emissions intensity in 2022 reflects these factors.

#### Notes

##### Groupwide emissions intensity

We calculate groupwide emissions intensity as total group Scope 1, Scope 2, and Scope 3 emissions (as reported) divided by total consolidated gross revenue for the reporting year (tCO<sub>2</sub>e/\$M). Altera is a private company and does not publish annual accounts, but audited consolidated financial statements are prepared in accordance with the International Financial Reporting Standards Board (IFRS).

##### FPSO fleet average emissions intensity

To calculate the weighted FPSO fleet average emissions intensity, we divide total direct emissions (stationary combustion, process, and fugitive emissions) and total indirect emissions (generation of purchased electricity, heat, and cooling) associated with all Altera-owned FPSOs on contract within the reporting year by total barrels of oil equivalent produced by such on contract vessels within the reporting year (kg CO<sub>2</sub>e/boe).

##### Shuttle tankers fleet average carbon intensity indicator (CII)

To calculate the weighted shuttle tanker fleet average carbon intensity indicator (CII), we divide total Scope 1 CO<sub>2</sub> emissions for all shuttle tankers within our operational control within the reporting year by the product of the deadweight of these shuttle tankers, multiplied by the distance travelled in nautical miles by the fleet, within the reporting year. The IMO adopted a new methodology for calculating CII in 2022, including a shuttle tanker correction factor that allows shuttle tankers to be appropriately compared to conventional tanker vessels, on which the IMO’s baselines and rating thresholds are based. Our calculations include this correction factor.

Since 2019, we have reported third-party verified voyage data to the IMO, including distance sailed and fuel consumed in accordance with the IMO Data Collection System (DCS) regulations. The official IMO process for verifying CII figures runs through the second quarter of the reporting year. Accordingly, the 2023 CII values disclosed here are preliminary, and the 2023 certified values will be reported along with the 2024 preliminary values in next year’s reporting.

##### Shuttle tanker fleet average energy efficiency operational indicator (EEOI)

To calculate the weighted shuttle tanker fleet average EEOI, we divide total Scope 1 CO<sub>2</sub> emissions for all shuttle tankers within our operational control during the reporting period, per total actual metric tons of cargo transported and actual distance travelled in nautical miles for that fleet within the reporting period (g CO<sub>2</sub>/tm).

##### FSOs

To calculate the unweighted FSO fleet average carbon intensity, we calculate the carbon intensity of each FSO vessel within our operational control for the reporting year (by dividing Scope 1 CO<sub>2</sub> emissions by total barrels stored for each vessel) and then calculate the average of these values for all vessels in the fleet. We use an unweighted average to ensure that the annual performance of each vessel is apparent in the fleet average, even given the small number of vessels in the fleet.

### Emissions intensity metrics and targets

Fleet	Metric	Boundary	Target	Base year	Baseline value	Target 2030	2023	2022	Δ
Group	Emissions by consolidated annual turnover (t CO <sub>2</sub> e/\$M)	• Scope 1, Scope 2 (location based), and Scope 3 emissions	na	na	na	na	1,220	993	23 %
FPSOs	Emissions per barrel of oil equivalent produced (kg CO <sub>2</sub> e/bbl o.e)	• Direct and indirect emissions from on-contract FPSOs managed by Altera	70% reduction by 2030	2019	34	12	18	35	-48 %
Shuttle tankers	IMO carbon intensity indicator (CII) – carbon emissions by capacity distance (g CO <sub>2</sub> /dwt-nm)	• Scope 1 CO <sub>2</sub> emissions from vessel within operational control • Excludes vessels in yard or lay-up	50% reduction of IMO CII by 2030	2008	5,90	2,95	3	3,20	-6 %
	Energy efficiency operational indicator – carbon emissions by ton cargo and distance traveled (EEOI) (g CO <sub>2</sub> /tm)	• Scope 1 CO <sub>2</sub> emissions from vessels within operational control • Excludes vessels in yard or lay-up	na	na	na	na	20,9	19,30	8 %
FSOs	Carbon emissions per barrel of oil stored (kg CO <sub>2</sub> /bbl)	• Scope 1 CO <sub>2</sub> emissions from vessels within operational control • Excludes vessels in yard or lay-up	2% annual reduction of fleet-average carbon intensity	2022	4.95	4.21	2,78	4,95	-44%
Towage vessels	Carbon emissions by installed power (g CO <sub>2</sub> /kWh)	• Scope 1 carbon emissions • Excludes vessels in yard or lay-up	Variable project portfolio; no target set	na	na	na	127,68	89,68	42 %
UMS	Operations managed by a third party in 2023 and for foreseeable future; no metric defined or target set								

In contrast, in 2023, Altera had only one FPSO on contract – Petrojarl I – which was in operation and producing in Brazil for the full year. Fleet-average emissions intensity for 2023 is therefore a measure only of Petrojarl I’s performance, which was dramatically lower than the weighted fleet average in 2022. Petrojarl I’s emissions intensity was constant from 2022 to 2023, at 18 kg CO<sub>2</sub>eq/boe.

**Shuttle tankers**

We measure the carbon intensity of our shuttle tankers primarily according to the International Maritime Organisation’s (IMO) carbon intensity indicator (CII) of grams CO<sub>2</sub> per deadweight-nautical mile (g CO<sub>2</sub>/dwt-nm). CII measures a vessel’s carbon emissions per capacity-distance. A lower CII value indicates a more efficient emissions performance.

In 2020, we set a target to reduce the fleet average CII of our shuttle tankers by 50% by 2030 compared to a 2008, calculated according to IMO methodology. At the time, this was more ambitious than the IMO’s own 40% reduction target. In 2023, the IMO revised its ambition to target a 50% reduction. Because we have already been working towards a 50% reduction target for three years, we are well-placed to meet or exceed the IMO’s new guideline.

In 2023, the average CII for our shuttle tanker fleet was 3.0 g CO<sub>2</sub>/dwt-nm, a 6.3% improvement (reduction) from 2022 and in line with our 50% reduction pathway. The improvement is partly due to improved energy efficiency awareness onboard, but the largest impact came from upgrades implemented during the dry docking of four vessels operating in Brazil. This included conventional hull cleaning as well as some energy efficiency technical upgrades. Additionally, and because accumulated nautical miles are a part of the CII formula, a significant positive impact comes from the long voyages these vessels travelled to reach the nearest suitable dry dock in Portugal.

We also track the average energy efficiency operational indicator (EEOI) for our shuttle tanker fleet, which measures total CO<sub>2</sub> emissions during a given period per actual unit of cargo transported in metric tons and actual distance travelled in nautical miles (g CO<sub>2</sub>/tm). Although we have not set a performance target for EEOI, we track and report on this metric annually.

**FSOs**

We measure the carbon intensity of our FSOs by tracking CO<sub>2</sub> emissions from vessel operations per barrel of oil equivalent stored on the vessel (kg CO<sub>2</sub>/boe). We have set a target to reduce the unweighted fleet average carbon intensity of our FSOs by 2% annually as compared to our 2020 baseline.

In 2023, the unweighted average carbon intensity of our FSO fleet was 2.78 kg CO<sub>2</sub>/boe, a 43.8% decrease compared to 2022. The change reflects that FSO fleet average emissions intensity was higher than usual in 2022 because of the decommissioning of one of the FSOs that year. During decommissioning, vessel energy consumption in the form of fuel combustion remains relatively constant even as the number of barrels of oil equivalent stored falls towards zero. Accordingly, emissions intensity rises. In 2023, both FSOs in our fleet were operating at normal capacity for the entirety of the reporting year, and thus emissions returned to a more normal range.

**Energy consumption**

Altera’s current operations occur within high climate impact sectors. More specifically, Altera’s business activities are classified in Section B – Mining & Quarrying, Section F – Construction, and Section H – Transportation and Storage of the Nomenclature of Economic Activities (NACE) classification system. In 2023, vessels within our operational control consumed 2,442,708 megawatt hours (MWh) worth of fuel to power our vessels’ engines and onboard generators.

**Use of carbon credits**

Carbon offsets are not currently part of the Altera decarbonisation strategy as we presently prioritise our own emissions reductions and removals over the use of credits and offsets. Going forward, we might, however, consider using high-quality removal-based offsets on a project level. Such offsetting would only be considered for single-project carbon neutrality and would not influence or be included in Altera’s climate accounting. In the future, we may further consider the use of high-quality removal-based offsets as a supplementary measure to counterbalance our residual emissions.

**Energy consumption and mix**

	Unit	2023
<b>Energy consumption and mix</b>		
1. Fuel consumption from coal and coal products	MWh	0
2. Fuel consumption from crude oil and petroleum products	MWh	2,169,127
3. Fuel consumption from natural gas	MWh	260,299
4. Fuel consumption from other fossil sources	MWh	1,968
5. Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	MWh	11,314
6. Total fossil energy consumption	MWh	2,442,708
<i>Sum of lines 1–5</i>		
Share of fossil sources in total energy consumption	%	100 %
7. Consumption from nuclear sources	MWh	0
Share of consumption from nuclear sources in total energy consumption	%	0 %
8. Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen etc.)	MWh	nr
9. Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	nr
10. The consumption of self-generated non-fuel renewable energy	MWh	0
11. Total renewable energy consumption	MWh	0
<i>Sum of lines 8–10</i>		
Share of renewable sources in total energy consumption	%	0 %
<b>Total energy consumption (MWh)</b>		
<b><i>Sum of lines 6 &amp; 11</i></b>	<b>MWh</b>	<b>2,442,708</b>

**Notes**  
The total energy equivalent (MWh) generated by fuel consumption from crude oil and petroleum products includes consumption of heavy fuel oil (HFO), marine diesel oil (MDO), marine gas oil (MGO), intermediate fuel oil (IFO), diesel, and petrol.

The total energy equivalent (MWh) generated by fuel consumption from natural gas includes consumption of liquid natural gas (LNG) and fuel gas.

# Pollution

## Preventing pollution

Altera actively works to prevent the pollution of water, air, and soil throughout our operations.

### Impacts, risks, and opportunities

Our material pollution related impacts relate primarily to the actual and potential release of pollutants to air, water, and soil from Altera's own operations and the activities of our upstream and downstream value chain. Altera's activities require significant input of natural resources and manufactured goods from upstream suppliers, the extraction and production of which generate air pollutants. Additionally, our offshore vessel operations generate air pollutants and may release chemicals and other noxious substances such as cleaners and solvents which contribute to air pollution.

Pollution of the marine environment may result from the release of paint, metal, and residual oil during vessel recycling projects. Similarly, our activities may result in pollution to the marine environment due to the discharge of oil and grey water during operation, spillage of crude product, and loss of containment of cargo or bunker. Microplastics from the breakdown of synthetic fibres in crew laundry, hull paint, and the breakdown of plastic waste may go overboard and risk sea pollution and harm to marine life and ecosystems.

### Policies and actions

Our Global Health, Safety, Security, Environment, and Quality (HSSEQ) Policy commits us to protecting the environment by preventing pollution and minimizing our environmental footprint. This policy is approved by our CEO and applies to Altera's entire workforce.

The top-level commitments of our Global HSSEQ policy are supported by procedures to mitigate the risk of pollution in each of our business unit management systems, all of which are certified for ISO 14001 (environmental management). Our HSSEQ Policy is available online at [alterainfra.com](https://alterainfra.com).

### Acting to prevent pollution

We monitor and evaluate environmental performance in all aspects of our operations to mitigate the risk of pollution. We focus on preventing spills and maintain spill response and emergency preparedness procedures to minimise the potential consequences of any spills that may occur. We work to reduce chemical use and, when possible, replace the chemicals we do use with less-harmful alternatives.

We are focused on reducing non-methane volatile organic compound (NMVOC) emissions from the cargo aboard our shuttle tanker and FSO vessels. When operating on the Norwegian Continental Shelf (NCS) we are obligated to comply with specific requirements from the Norwegian Environmental Agency. We use technology and equipment funded by NCS field operators to measure and capture our NMVOC emissions. Such requirements are not present in the other locations we operate; thus, we do not measure NMVOC emissions aboard all vessels in our fleets. Additionally, the majority of our shuttle fleet operates on marine gas oil (MGO) instead of heavy fuel oil (HFO), which reduces gaseous sulphur oxides (SOx) and other particle emissions. Our E-Shuttles are able to run on LNG, which can reduce nitrogen oxide (NOx) and SOx emissions by up to 88% and 99%, respectively, compared to HFO.

### Microplastics

Microplastics are released from the paint on our vessels, through the breakdown and release of synthetic fibres in crew laundry, and from the breakdown of larger plastic items or plastic waste which may go overboard, although this is exceedingly rare. We aim to reduce the amount of plastic brought onboard the vessels, e.g. in the form of packaging for goods and provisions, and plastic is segregated from the general waste produced on board our vessels. Additionally, Altera's Shuttle and Storage business unit is currently testing microplastic filters aboard some of their vessels to capture and prevent release of microplastics into the ocean resulting from crew laundry services. We aim to complete filter testing within 2024 and, should testing be successful, we intend to equip the whole shuttle tanker fleet.

### Pollution indicators

We track and report releases of air pollutants as well as total numbers and volumes for produced water discharged to sea from our FPSOs, and chemical and oil spills.

We track emissions of CH<sub>4</sub>, NMVOC, NOx, and SOx because these gases contribute to poor air quality. Of these, CH<sub>4</sub> and NMVOCs are also greenhouse gases, and we account for the greenhouse warming potential of these gases in our calculated total emissions.

A spill is an accidental release of a material that can be hazardous to human health, land, vegetation, waterbodies, or groundwater. In accordance with our business unit management systems, we



record all spills from vessels under Altera operation regardless of volume or nature, and regardless of whether applicable regulations require that the spill be reported to the relevant regulatory authorities. In 2023, we recorded 0 chemical spills and 0 oil spills to sea.

Operation of our FPSOs results in produced water as a by-product of oil production, which is discharged to sea from the vessels. We closely monitor the proportion and amount of oil in the discharge of this produced water. In 2023, the average oil content of operational discharges to sea from Altera operated FPSO vessels was 7.6 parts per million. Only our FPSO fleet discharges produced water to sea. None of Altera's fleets produce any water discharge to other water sources, such as groundwater or freshwater.

**Notes**

**Air pollutants**

We track emissions of methane (CH<sub>4</sub>), non-methane volatile organic compounds (NMVOC), nitrogen oxide (NO<sub>x</sub>), and sulphur oxide (SO<sub>x</sub>) because these gases contribute to poor air quality. Of these, CH<sub>4</sub> and NMVOCs are also greenhouse gases, and we account for the GWP of these gases in our calculated total emissions.

**Oil and chemical spills**

A spill is an accidental release of a material that can be hazardous to human health, land, vegetation, waterbodies or groundwater. In accordance with our business unit management systems, we record all spills from vessels under Altera management regardless of volume or nature, and regardless of whether applicable regulations require that the spill be reported to the relevant regulatory authorities. Spills which are sufficiently contained and do not reach or contaminate sea water are not reported externally.

**Discharge of produced water**

FPSO activities generate produced water as a by-product of oil production, which is discharged to sea from the vessels. We closely monitor the proportion and amount of oil in the discharge of this produced water. Only our FPSO fleet discharges produced water to sea. None of Altera's maritime fleets produce any water discharge to other water sources, such as groundwater or freshwater.

Release of pollutants

	Unit	2023	2022	Δ
<b>Air pollutants</b>				
Methane (CH <sub>4</sub> )	tonnes	1,392	1,941	-28 %
Non-methane volatile organic compounds (nm VOC)	tonnes	4,866	6,980	-30 %
Nitrogen oxide (NO <sub>x</sub> )	tonnes	10,044	12,915	-22 %
Sulphur oxide (SO <sub>x</sub> )	tonnes	642	850	-24 %
Refrigerants	tonnes	1,064	nr	na
Propane emissions	tonnes	3	nr	na
<b>Oil spills to sea</b>				
Number	numbers	0	1	-100 %
Aggregate volume	litres	0	0,5	-100 %
<b>Chemical spills to sea</b>				
Number	numbers	0	0	0 %
Aggregate volume	litres	0	0	0 %
<b>Discharge of produced water</b>				
Volume of oil in produced water	tonnes	0,74	37,8	-98 %
Average oil content of produced water	ppm	7,6	14,4	-47 %

# Biodiversity

## Respecting ecosystems

Altera is committed to conducting our business activities responsibly and in compliance with all applicable laws, regulations, and requirements to minimise our impact on the biodiversity and health of these ecosystems.

To protect against the transfer of invasive species and ensure compliance with the IMO's Ballast Water Management Convention, we use tailored technology specific to each vessel type. In 2023, 90% of our shuttle tanker fleet and 100% of our towage fleet employed tailored ballast water treatment systems.

### Impacts, risks, and opportunities

Regular movement of our vessels risks introducing invasive alien species and bacteria to foreign marine environments, primarily through ballast water discharge. Such alien species can outcompete and overrun native aquatic species, threatening native ecosystems and potentially leading to loss of biodiversity.

While hydrocarbon fuels are at the core of Altera's business activities and operations, we recognise that extraction, processing, and combustion of hydrocarbon fuels upstream from our activities can contribute to biodiversity loss and environmental degradation. We can mitigate these indirect negative impacts by reducing the amount of hydrocarbon fuel we use in our operations and by actively seeking ways to transition towards cleaner, renewable energy sources. Many of the decarbonisation levers we deploy target improving fuel efficiency and reducing fuel consumption. See the [Climate change](#) section of this statement for additional information about our actions to reduce our use of hydrocarbon fuel.

Altera's activities are closely tied to and rely on hydrocarbon fuel resources to power vessels and equipment and support operations. Exploration and production of hydrocarbons depletes non-renewable natural resources and can have a negative impact on the ecosystems from which the resources are extracted.

### Policies and actions

Our policies consider the topic of biodiversity through the lens of preventing pollution, which can harm delicate marine ecosystems and marine life. Altera's Global Sustainability Policy mandates that we minimise our production of waste and dispose of all waste we generate in a responsible manner. Our Global Health, Safety, Security, Environment, and Quality (HSSEQ) Policy commits us to protect the environment by preventing pollution and minimizing our environmental footprint and to meet or exceed all applicable HSSEQ legislation and regulatory requirements. These policies are approved by our CEO and apply to Altera's entire workforce. They are available online at [alterainfra.com](http://alterainfra.com).

We are also making more significant investments to curb Altera's dependency on hydrocarbon fuels. Our E-class shuttle tankers (the last of which was delivered in 2021), can be retrofitted for complete electrification and we continue to explore renewable or alternate future fuel solutions. In addition, we are working towards diversifying our operations through the development of our Stella Maris CCS project, which aims to provide a large-scale, flexible, and scalable maritime logistics solution for collecting and storing CO<sub>2</sub> from industrial sources. See the [Climate change](#) section of this statement for more information about our E-shuttles and additional details regarding Stella Maris CCS.

# Resource use and circular economy

## Focusing on circular principles

The “circular economy” is a model of production and consumption that considers extending the life cycle of goods and products through reuse, repair, and recycling to reduce waste and limit resource consumption. Significant resources are needed to build, maintain, equip, and fuel our vessels. We are committed to extending the lifetime of our equipment and vessels through regular and proper maintenance, to reducing our consumption of non-renewable fuels by focusing on operating efficiency, and to the responsible recycling of our vessels to promote reuse of their material components.

### Impacts, risks, and opportunities

Our material resource use and circular economy related impacts relate primarily to Altera’s reliance on non-renewable resources. Our activities rely heavily on steel for vessel construction and on hydrocarbon fuels to power vessel equipment and support operations. The exploration and production of hydrocarbons and the raw materials to produce steel depletes non-renewable natural resources. As such, Altera prioritises the redeployment of aging vessels, which can extend a vessel’s life by up to 15 years.

### Policies and actions

Altera’s Global Sustainability Policy states our commitment to minimise our emissions and waste. The commitment incorporates consideration of reducing consumption of fuel and other resources. Our Global Asset Recycling Policy reinforces our commitment to meet or exceed compliance

obligations related to the recycling of our assets, including those established by the Hong Kong Convention for the Safe and Environmentally Sound Recycling of Ships (the Hong Kong Convention). It is our policy to only recycle a vessel if we cannot find a viable opportunity to redeploy or sell it for onward trade.

#### Operating efficiency

Altera’s consumes large quantities of conventional hydrocarbon fuels to fire turbines onboard our vessels. Reducing use of conventional fuels, either through operating efficiency efforts or investment to replace conventional fuel with low carbon options, serves the dual purpose of reducing consumption and resulting emissions. Therefore, our actions to reduce direct emissions from our activities are also relevant to the goal to reduce reliance on non-renewable hydrocarbon fuel resources. See the [Climate Change](#) section of this statement for details of these actions.

#### Redeployment and vessel recycling

Large volumes of steel are used in the construction of our vessels, as well as in many of the tools, machinery, and assisting infrastructure necessary to conduct our operations. To make the most use of these extracted resources, we seek to keep vessels operating for as long as possible. Altera’s preferred option when one of our vessels reaches the end of its commercial life is to find alternative engagement for the vessel, primarily through a sale for further trade or conversions. This promotes full use of the steel and other non-renewable resources incorporated into the vessel.



An asset redeployment project consists of three phases – demolition, repair, and modification – and can extend the life and usability of a vessel by up to 15 years. In 2023, FPSO Petrojarl Knarr, FPSO Voyageur Spirit, and the shuttle tanker Nordic Brasilia entered the Drydocks World Dubai (DDWD) shipyard in Dubai for rebuilding and conversion work in advance of deployment to new projects, extending their commercial lives. While these projects are ongoing, the total amount of waste generated from Altera redeployment projects within the reporting period was 1,826 tonnes, comprising 1,775 tonnes of non-hazardous and recycled waste and 52 tonnes of hazardous waste. From these project works, our Shuttle & Storage business unit recycled 40,273 kg of steel for reuse.

In 2023, we completed the sale of one vessel that had reached the end of her commercial life with Altera, but which could be of continued use to another owner in an alternative trade, extending her use.

Our policy is to recycle a vessel only if we cannot identify a viable alternative use, and we proactively ensure that all recycling activity is responsible and compliant with applicable law. This reduces the risk of harm and pollution from the recycling process and promotes further use of recycled components. As per our Global Asset Recycling Policy, a near end-of-life vessel will only be sold to another party if the sale price is at least 25% higher than the highest obtainable recycling price, and only to buyers who contractually agree to not recycle the asset within 24

months of the date of sale. Buyers must also agree to comply with the Hong Kong Convention if the asset is recycled anytime thereafter.

We maintain a strict audit and inspection regime for approval of chosen ship recycling facilities (SRF) that goes beyond the standards set by the Hong Kong Convention and the EU's Ship Recycling Regulation and Waste Shipment Regulation. We ensure vessels are recycled at SRFs that we have physically inspected, audited, and approved for use and dedicated staff with expertise in ship recycling oversee the entire recycling process.

We maintain close working relationships with top tier SRFs in India, Turkey, and Norway to collectively learn and share competence with the aim of con-

tinuously improving relevant practices. We actively participate in industry forums, including the Ship Recycling Transparency Initiative (SRTI), to promote responsible ship recycling practices on an industry level.

We did not initiate any vessel recycling projects in 2023, but we did conclude two recycling projects started in the prior year. The recycling project for the shuttle tanker Petronordic concluded in Turkey in February 2023 and the FSO Falcon Spirit recycling project concluded in India in May 2023. Nearly 22,750 tonnes of various materials were retrieved in connection with the FSO Falcon Spirit recycling project. Of this, 23.37% was recycled, 76.19% was reused, and only 0.23% was disposed as waste.



## Tree Planting in Manila

Recognizing the vital role that trees play in sustaining our planet through supplying oxygen, creating habitats for wildlife, storing carbon, and promoting biodiversity, our employees in Manila organised a tree planting initiative at Brgy San Ysiro, Antipolo City.

Driven by Altera's commitment to reduce our environment impact, and the desire to give back, Altera's Manila employees successfully planted a total of 1000 seedlings. This initiative not only contributed to environmental conservation, but also provided an opportunity for socializing among our workforce.

### Waste management

We maintain strict waste management procedures, and segregate and, where possible, recycle our waste. To minimise waste, we buy in bulk instead of cans and seek to work with suppliers who avoid generating plastic packing waste. In 2023, our operations team for the FPSO Petrojarl I in Brazil worked with our food service and catering supplier to reduce packaging of provisions to the vessel.

In 2023, the shuttle tanker and FSO fleets operated by our Altera Shuttle and Storage business unit generated 10,246 cubic meters of waste; this includes project-related waste. Our towage fleet generated 850 cubic meters of waste. These fleets hold Inventory of Hazardous Materials (IHM) certificates, which they follow to avoid bringing

anything onboard that could later end up as hazardous waste. These fleets did not generate any hazardous waste in 2023.

Our FPSOs measure waste in tonnes, rather than cubic meters, so we track and report waste from these vessels separately. In 2023, our FPSOs generated 973 tonnes of total waste comprising 867 tonnes of non-hazardous and recycled waste and 106 tonnes of hazardous waste. Hazardous waste totalled 11% of total waste. This includes all FPSO project-related waste. All hazardous waste was handled according to both internal procedures and applicable law.

In 2023, our offices generated 11,228 kg of waste, a 58% decrease compared to 2022. Of this total, 36% was recycled.

## Global Beach Clean Up Campaign

In a collaborative effort, our teams from Rio de Janeiro, Stavanger, and Manila set aside their free time to organise and participate in a beach clean-up initiative with the aim of removing waste and promoting awareness regarding the importance of reducing, reusing, and recycling. Some teams also incorporated educational games into the day's activities, making the whole experience both enjoyable and educational while contributing to a cleaner environment.



Through TEAMwork and innovation, we are shaping the infrastructure of offshore energy.

▶ Altera Mission



# Social information

Own workforce	55
Workers in our value chain	70
Affected communities	73



# Own workforce

## Promoting the power of our TEAM

Altera succeeds on the strength, skills, and passion of our people. We seek out individuals who are curious, resourceful, and driven to meet their greatest professional challenges, who believe in our vision, mission, and values, and who are passionate about building solutions for the energy transition. We set clear roles and expectations, support honest and constructive feedback, hold ourselves and each other accountable for results, and foster a work environment that is supportive, inclusive, and welcoming of diverse experiences and viewpoints.

We engage our employees through quarterly town-hall meetings, both physical and virtual. We stream the global and business unit townhalls live and share recordings on our intranet, Bridge. We undertake regular dialogue and consultation meetings with union representatives and in locations where required, we conduct works council meetings to monitor the working environment and well-being of our employees.

We work to foster an open environment where workers feel comfortable raising concerns or complaints directly to their managers or People & Organisation (P&O) representatives. We follow the requirements of local regulations and union agreements regarding the handling of any grievances raised through our internal channels.

For matters of legal or financial impropriety we have implemented a Global Whistleblowing Policy and Reporting Hotline, discussed further in the [Business conduct](#) section of this statement.

### Our workforce

#### Engaging our workforce

Our workforce is key to the success of our business, and we encourage frequent and open dialogue between our leaders and our workers. This ongoing engagement is essential to the alignment of processes, expectations, and our success.

#### Breakdown of total workforce

Metric	Unit	2023	2022	Δ
Total workforce	number	2,639	2,298	15 %
Onshore	number	691	461	50 %
Offshore and aboard	number	1,948	1,837	6 %
Women	number	272	224	21 %
Men	number	2,367	2,074	14 %
Employees	number	2,152	2,010	7 %
Non-employee workers	number	487	288	69 %

Distribution of employee workforce

	Female	Male	Total
<b>Overall</b>			
Total number of employees	246	1,906	2,152
Number of permanent employees	237	1,812	2,049
Number of temporary employees	10	95	105
Number of full-time employees	242	1,906	2,148
Number of part-time employees	5	1	6
Number of onshore employees	183	312	495
Number of employees offshore and aboard	63	1,594	1,657

Norway

Total number of employees	100	461	561
Number of permanent employees	97	455	552
Number of temporary employees	3	6	9
Number of full-time employees	99	460	559
Number of part-time employees	1	1	2
Number of onshore employees	92	185	277
Number of employees offshore and aboard	8	276	284

	Female	Male	Total
<b>Philippines</b>			
Total number of employees	53	548	601
Number of permanent employees	52	529	581
Number of temporary employees	1	19	20
Number of full-time employees	53	548	601
Number of part-time employees	0	0	0
Number of onshore employees	50	30	80
Number of employees offshore and aboard	3	518	521

Canada

Total number of employees	5	157	162
Number of permanent employees	4	139	143
Number of temporary employees	1	18	19
Number of full-time employees	5	157	162
Number of part-time employees	0	0	0
Number of onshore employees	2	5	7
Number of employees offshore and aboard	3	152	155

	Female	Male	Total
<b>Brazil</b>			
Total number of employees	66	446	512
Number of permanent employees	64	411	475
Number of temporary employees	2	35	37
Number of full-time employees	66	446	512
Number of part-time employees	0	0	0
Number of onshore employees	21	23	44
Number of employees offshore and aboard	45	423	468

Scotland

Total number of employees	8	51	59
Number of permanent employees	7	51	58
Number of temporary employees	1	0	1
Number of full-time employees	7	51	58
Number of part-time employees	1	0	1
Number of onshore employees	6	12	18
Number of employees offshore and aboard	2	39	41

Other countries

Total number of employees	14	244	258
Number of permanent employees	12	227	239
Number of temporary employees	2	17	19
Number of full-time employees	12	244	256
Number of part-time employees	2	0	2
Number of onshore employees	12	58	70
Number of employees offshore and aboard	2	186	188

Notes

Workforce includes employees and non-employee workers, counted on a headcount basis as of the end of the reporting period.

Employees are those workers in an employment relationship with Altera according to applicable national law.

Non-employee workers are those who do not have an employment relationship with Altera, such as independent contractors and consultants.

A permanent employee is an employee with a contract for an indeterminate period (i.e., an indefinite contract) for full-time or part-time work.

A temporary employee is an employee with a contract for a limited period (i.e. fixed term contract) that ends when the specific time period expires, or when the specific task or event that has an attached time estimate is completed (e.g., the end of a project or return of replaced employees).

A full-time employee is an employee whose working hours per week, month, or year are defined according to national law or practice regarding working time.

A part-time employee is an employee whose working hours per week, month, or year are less than the number of working hours for full-time employees.



## Health & Safety

The health and safety of our people is our license to operate. Our goal is zero incidents with major accident potential and no harm to personnel.

### Impacts, risks, and opportunities

Physical and mental health and safety risks are inherent to work in the offshore and maritime industries, due to the use of heavy equipment, execution of complex operations, potential exposure to hazardous chemicals and carcinogens, the potential for harsh weather conditions, and the necessity for crew to remain onboard for long periods of time away from home and family. To protect our workers, we focus on identifying and managing health and safety impacts in our operations.

A rigorous and proactive approach to health and safety at all levels of our company is the basis for a safe and secure working environment. We utilise

a proven toolkit of strict safety protocols, comprehensive training, and effective communication to mitigate these dangers.

### Policies and actions

Our commitment to health and safety is guided by our Code of Conduct and our Global Health, Safety, Security, Environment, and Quality (HSSEQ) Policy, which are approved by our board and CEO, respectively, and apply to our entire workforce.

These documents establish our commitment to provide a safe and secure working environment and empowers everyone in our workforce to stop work if they believe it is unsafe.

Our goal is to provide a working environment that meets or exceeds all applicable HSSEQ legislation and regulatory requirements and our goal of zero incidents with major accident potential and no harm to personnel.

Our Supplier Code of Conduct commits suppliers to comply with all applicable health and safety legislation, to maintain effective health and safety management systems, provide appropriate personal protective equipment and health and safety training, and empower workers to report unsafe practices without fear of retribution. Our Supplier Code is incorporated by reference and applies to suppliers through our standard General Terms and Conditions.

Each Altera business unit maintains an integrated management system certified for ISO 9001 (quality management), ISO 14001 (environmental management), and ISO 45001 (occupational health and safety).

Our Code of Conduct, HSSEQ Policy, Supplier Code of Conduct, and standard General Terms and Conditions are available online at [alterainfra.com](http://alterainfra.com).

### A proven health and safety toolkit

We incorporate a strong risk and opportunity-based approach to safety in our strategic and daily decisions, employing a proven health and safety toolkit to meet or exceed applicable legislation and regulatory requirements. We:

- Maintain ISO-certified management systems to systematically identify, assess, and control health and safety hazards
- Train workers offshore, aboard, and onshore
- Anchor safety as a line responsibility and personal accountability
- Empower everyone to stop work when safety is at risk
- Actively engage with our employees and their representatives
- Work to continuously improve our processes and performance
- Require business partners and suppliers to share our approach to health and safety

Each of our vessels have dedicated medical professionals or crew trained to administer emergency medical treatment onboard. We maintain emergency preparedness procedures for all our business units and onshore office locations, and regularly train our emergency response teams on these procedures. Onboard our FPSOs, we have implemented the International Association of Oil & Gas Producers

(IOGP) Life Saving Rules, an industry initiative that promotes safer operations for both employees and contractors working with several companies. In addition, we follow the Always Safe campaign initiative – where valuable experience is being shared amongst operators and companies in the industry.

Transparent training and reporting are essential and provide a platform for continuous hazard awareness and management. We conduct in-person and computer-based health and safety training for our workforce offshore and aboard to prevent safety hazards and injuries. We encourage all workers to suggest ideas and improvements and to report incidents and hazards and we share this feedback across our fleets through safety alerts to improve the way we work.

If an incident does happen, dedicated health and safety functions in each operating business unit investigate according to strictly documented procedures to identify root causes, communicate, and implement learnings across the fleet, and share with the wider industry when relevant.

We include health and safety requirements in the contracts we establish with yards and drydocks to manage related risks in work environments we do not control but which pertain to our business. We work closely with key contractors to ensure they follow appropriate health and safety industry practices.

### Ensuring safety during yard work

In 2023, we embarked on three major rebuilding projects at Drydocks World Dubai (DDWD) shipyard to prepare FPSO Petrojarl Knarr for redeployment to the Rosebank field in the United Kingdom (operated by Equinor), to prepare FPSO Voyageur Spirit for redeployment to the Baleine field in Côte d'Ivoire (operated by Eni), and to convert the shuttle tanker Nordic Brasilia to an FSO, also for deployment to the Baleine field. In addition, our Samba class shuttle tankers underwent five-year class surveys at the Lisnave yard in Portugal in 2023. Ensuring the health and safety of our workforce and supply chain workers at these yards was a top priority, and our health and safety teams worked closely with DDWD and Lisnave to ensure implementation of appropriate health and safety practices in connection with the projects.

Health and safety performance metrics

	Unit	2023	2022	Δ
<b>Fatalities</b>	<b>number</b>	<b>0</b>	<b>0</b>	<b>0 %</b>
<b>TRCs, consolidated</b>	<b>number</b>	<b>8</b>	<b>11</b>	<b>-27 %</b>
FPSOs	number	2	5	-60 %
Shuttle tankers	number	6	6	0 %
FSOs	number	0	0	0 %
Towage vessels	number	0	0	0 %
PDE yard projects	number	0	nr	na
<b>TRC rate, consolidated</b>	<b>frequency</b>	<b>0.92</b>	<b>1.41</b>	<b>-34 %</b>
FPSOs	frequency	6.17	3.40	81 %
Shuttle tankers	frequency	1.49	1.35	10 %
FSOs	frequency	0	0	0 %
Towage vessels	frequency	0	0	0 %
PDE yard projects	number	0	nr	na
<b>LTIs, consolidated</b>	<b>number</b>	<b>2</b>	<b>4</b>	<b>-50 %</b>
FPSOs	number	0	3	-100 %
Shuttle tankers	number	2	1	100 %
FSOs	number	0	0	0 %
Towage vessels	number	0	0	0 %
PDE yard projects	number	0	nr	na
<b>LTI rate, consolidated</b>	<b>frequency</b>	<b>0.23</b>	<b>0.51</b>	<b>-55 %</b>
FPSOs	frequency	0	2.04	-100 %
Shuttle tankers	frequency	0.50	0.23	120 %
FSOs	frequency	0	0	0 %
Towage vessels	frequency	0	0	0 %
PDE yard projects	number	0	nr	na
<b>Exposure hours</b>	<b>number</b>	<b>8,683,057</b>	<b>7,825,378</b>	<b>11 %</b>
FPSOs	number	324,216	1,471,702	-78 %
Shuttle tankers	number	4,031,112	4,436,592	-9 %
FSOs	number	328,392	456,912	-28 %
Towage vessels	number	1,342,021	1,460,172	-8 %
PDE yard projects	number	2,657,316	nr	na

**Notes**  
 A fatality is a work-related injury or work-related illness that results in death.  
 Lost Time Injuries (LTIs) track fatalities, permanent total disability, permanent partial disability, and work-related injuries for which a medical professional recommends says away from work.  
 Total recordable cases (TRCs) track restricted work case injuries and medical treatment injuries in addition to LTIs. TRCs do not include first aid cases.

Exposure hours for our FPSO fleet and PDE yard projects are calculated on the basis of actual workhours. Exposure hours for our maritime fleets (shuttle tankers, FSOs, and towage vessels) are counted as the total number of hours onboard fleet-specific LTI and TRC rates are disclosed separately according to these methodologies. Consolidated LTI and TRC rate for the Altera group is calculated as the number of LTIs/TRCs per 1,000,000 exposure hours.  
 Both LTIs and TRCs are tracked as for Altera employees and non-employee workers, as well as others on Altera-operated vessels and in Altera offices.

**Health and safety indicators**

We track and assess our health and safety performance according to the absolute number of lost time injuries (LTIs) and total recordable cases (TRCs) that occur on an ongoing basis. Because our target of zero incidents with major accident potential is ongoing, we have not set a baseline year.

As a group, we had no major accidents in 2023. Major accidents include major spills, fire or explosion that entails serious personal injuries, loss of human life, serious harm to the environment or loss of major financial assets.

The number of LTIs and TRCs across our group have fallen compared to last year. Our consolidated group LTI and TRC frequency rates, which measure the number of LTIs and TRCs per million exposure hours, also fell.

**Equal treatment and opportunities**

We believe that business thrives in an environment that is welcoming to a wide variety of backgrounds, experiences, and opinions.

The offshore and maritime industries are historically male dominated, and the makeup of our workforce reflects this. The impact of this industry-systemic gender imbalance is significant. It is challenging to attract women to these roles, which many may perceive as unattractive or unwelcoming, and the male-dominated environment can negatively impact those women who do join, in the form of isolation onboard the vessels as well as, potentially, discrimination and harassment.

This persistent gender imbalance may depress interest from female candidates in roles at Altera,



particularly roles offshore and aboard. This creates a risk that Altera may not be able to attract and retain the talent needed to meet our business goals.

**Policies and actions**

Our commitment to equal treatment and opportunities is anchored with our Code of Conduct, which confirms our pledge to actively recruit and foster a diverse workforce, our expectation that individuals in our workforce treat others with fairness, respect, and dignity, and our strict prohibition on harassment, bullying, and hostile behaviour, as well as discrimination.

Our Global Anti-Discrimination, Anti-Harassment and Fraternalisation Policy strictly prohibits discrimination and harassment, identifies the channels for reporting concerns about such prohibited behaviour, and explains the process by which such reports are handled.

Our Global Recruitment and Selection Policy further states our commitment to hire on the basis of qualification and take steps to prevent discrimination in the recruitment process.

Our Global Organisation, Leadership, and People Policy states Altera will put forth a defined organisational structure with clearly set roles and accountabilities and reiterates our commitment to promote diversity and equal opportunities across our global organisation, in part by developing common, efficient, and accountable processes.

These policies apply to our entire workforce and have been approved by our CEO. Our internal policies are made available to our full workforce on our intranet, Bridge.

We believe that by achieving a better balance of genders within onshore management, we will be

better able to encourage career opportunities for women, as the historically underrepresented gender, across our organisation. In 2021, we set an internal goal to achieve at least 35% representation for both men and women within senior (top) management onshore. In 2023, we raised our target, signing the Women’s International Shipping & Trading Association (WISTA) 40 by 30 pledge to achieve a gender balance of at least 40% within senior management by 2030. As this is an absolute target for 2030, we have not set a baseline year.

We also actively encourage acceptance of different voices and viewpoints within Altera. Part of fostering diversity is creating a workplace where everyone feels they belong, regardless of their background, identity, or preferences. Through an internal campaign termed #youbelong, our CEO has invited all employees to share their ideas and thoughts on how we can continue to improve and foster our diversity.

**Equal treatment indicators**

In 2023, 10% of our total group workforce was female, on par with prior years. This small share reflects that our industry, particularly offshore and aboard vessels, is heavily male-dominated – only 3% of our workforce offshore and aboard were women. In contrast, women made up 30% of our onshore workforce, 22% of executive leadership, and 20% of our board.

The share of women in senior management in 2023 rose slightly to 20%, from 17% in 2022, as we continue to promote gender equality through active talent management.

**Training and skills development**

A strong program of training and skills development is crucial to attract and retain the talent we need to meet our business, decarbonisation, and energy transition goals, and is integral to our safety and

Gender diversity

	Unit	2023	2022	Δ
<b>Representation of women</b>				
Board of directors	percentage	20 %	20 %	0 bps
Executive leadership	percentage	22 %	22 %	0 bps
Senior management onshore	percentage	20 %	17 %	3 bps
Total workforce	percentage	10 %	10 %	1 bps
Onshore workforce	percentage	30 %	37 %	-7 bps
Workforce offshore and aboard	percentage	3 %	3 %	0 bps

**Notes**  
Share of women across various parts of Altera is calculated according to a headcount basis as of the end of the reporting period.

Executive leadership is defined as the Chief Executive Officer, Chief Financial Officer, General Counsel, and heads of business units and of corporate units.

Senior management onshore comprises executive leadership as well as onshore management reporting to a member of executive leadership.

In 2022, an eleventh director was appointed to the Altera board for a discrete period of time to ensure additional restructuring expertise during Altera’s Chapter 11 process. This director was appointed in March 2022 and her appointment lapsed on 6 January 2023. Given the intentionally temporary nature of the appointment, this director is excluded from the calculation of this disclosure for both 2022 and 2023.

“Bps” means basis points.

Age distribution of employees

	< 30 years	30–50 years	> 50 years
<b>Total employees</b>	192	1,455	505
<b>Onshore</b>	46	343	106
Women	24	122	37
Men	22	221	69
<b>Offshore and aboard</b>	146	1,112	399
Women	8	50	5
Men	138	1,062	394

**Notes**  
Employee numbers are calculated on a headcount basis as of the end of the reporting period.

competence management systems. We set training objectives and programmes according to regulatory requirements and industry standards.

**Policies and actions**

Our Global Organisation, Leadership, and People Policy speaks to our commitment to develop and maintain a strategic organisation according to the LEAD Principles.

In support of this policy, we employ an accountability approach to training. We believe learning and development should come from a mix of on-the-job training and experience development, sustainable and mentoring relationships with managers, peers, and colleagues, and formal training sessions. In addition to completing mandatory training according

to role requirements, we empower individual employees to drive their own personal learning and development together with their managers.

Managers are accountable for providing regular, constructive feedback to their team members and aligning on skills development and training actions as part of annual accountability planning and performance review processes.

**Training activities**

We regularly train our workforce in health, safety, and the environment (HSE), cybersecurity, leadership, and compliance and ethics. We rely on a mix of training and development tools, ranging from broad-based e-learning, in-depth in-person training, workshops, and targeted training sessions. Each of our business

units maintains a detailed training matrix for workers offshore and aboard, aligned with applicable regulatory requirements and industry standards.

We require our board members, onshore workers, and relevant workers offshore and aboard to confirm their commitment to the Code of Conduct in writing annually in connection with mandatory Code of Conduct training. We also provide targeted compliance and risk training depending on role.

Maintaining the security of critical cyber infrastructure is a key focus for Altera, as the marine and offshore industries are increasingly exposed to cyber-attacks. As human error continues to be a significant driver of cybersecurity risk, in 2023, we launched a mandatory cyber-security training campaign for our onshore workforce based around a serial computer-based training program.

**Training indicators**

In 2023, we provided 61,143 hours of time-tracked training which included 32,170 hours of HSE training, 369 hours of cybersecurity training, and 1,338 hours of training dedicated to compliance and ethics.

**Working conditions**

The offshore and maritime industries work around the clock. As is standard in these industries, workers on our vessels follow a rotation schedule ranging from two weeks to six months offshore. Although inherent to the nature of this work, longer periods of work on rotation and extended periods away from family and friends can potentially negatively impact the well-being of those working, which can impact crew engagement, health and safety, and overall vessel performance.

We take our responsibility as an employer seriously and are committed to providing good working conditions for our entire workforce, including competitive compensation, fair and transparent employment terms, and a working culture that is supportive and welcoming to all.

**Policies and actions**

Our Code of Conduct confirms our fundamental commitment to respecting and promoting decent

working conditions and fair labour practices and adhering to internationally recognised labour standards and applicable legislation across our global operations, including for our own workforce on our vessels and in our onshore offices.

**Promoting positive working conditions**

We promote positive working conditions for our global workforce in several ways. As a baseline, we are committed to complying with applicable labour legislation and ensure all workers are engaged on the basis of a written contract in a language they understand.

Altera regularly conducts benchmark reviews for both our onshore and offshore workers to ensure our employment and compensation practices are aligned and competitive within our industries and locations.

We respect and align with local legislation ensuring workers the right to organise, and we actively engage with unions regarding relevant collective bargaining agreements for workers onshore and on our vessels. The majority of our workforce offshore and aboard our vessels operates under union agreements to regulate wages following market and value benchmarks.

We structure our resource planning and rotation schedules in compliance with applicable maritime conventions and union agreements. We engage with our employees through Working Environment Committees and meetings with Union representatives, and in certain jurisdictions, via employee directors on Altera entity supervisory boards.

Our employees in Norway, the UK, Canada, Australia, and Brazil are covered by public social protection under their respective national social security systems against loss of income due to sickness, unemployment, employment injury, parental leave, and retirement. Employees in countries without adequate public social protection schemes are covered by private insurance through their Altera employment.

**Tracking turnover**

The size and turnover of our workforce is driven by the number and duration of contracts for our vessels, our internal competency and capacity requirements,

**The LEAD Principles**

**Leverage** employee potential and foster teamwork, so that the team achieves more together than what otherwise would be possible (1+1=4). We do this by engaging commitment, aligning judgment, and developing capabilities.

**Engage** people, heart and mind, so they are committed and the whole team is set up for success.

**Align** judgment by providing context, so that everyone understands how their goal is linked to the team goals and the overall goals of the company. Ask for feedback and incorporate the thinking of the team.

**Develop** capabilities for people and help them reach their full potential, so that they are efficient in their current role and become ready for new roles. Provide regular coaching.

**Altera Week 2023**

Each year we host Altera Week – a week-long learning event that offers expert insight through webinars streamed to our global team. The goal of this event is to provide our entire workforce with the opportunity to learn about relevant topics, including those outside their areas of responsibility. In doing so, we hope to enlighten our teams on the various operations and projects, developing a common knowledge base while creating engagement and fostering a culture of learning.

For one week in September, we focused on showcasing the expertise within Altera as colleagues from across the company shared what they do every day. There were two sessions per day, covering a range of topics, such as future fuels and decarbonisation and unconscious bias, a review of our business conduct and ethics programs, as well as updates on the activities of our ongoing yard projects in Dubai, and Stella Maris carbon capture and storage (CCS) project.



and the overall industry demand for technical and operational expertise. However, we look to our rate of voluntary turnover of permanent employees – people who choose to leave Altera – as a measure of the strength, engagement, and satisfaction of our workforce with the working conditions we offer.

Our goal is to keep voluntary turnover of permanent employees below 7.5% annually across our group. As this is a yearly target, there is no baseline year or value against which to measure progress.

In 2023, the consolidated voluntary turnover rate for our group was 4%, a significant improvement from an overall rate of 6.5% in 2022 and within our annual target. The improvement reflects the positive impact of securing two significant long-term FPSO contracts within 2023 scheduled to commence in 2024 and 2026 in Côte d'Ivoire and the UK sector of the North Sea, respectively. With our contractual backlog

secured for the coming years, more permanent employees have opted to remain with Altera.

Our overall turnover rate was 10%, with 7.5% turnover amongst onshore employees and 10.8% amongst offshore employees. Total turnover tracks all departures from existing permanent roles, including movements of permanent employees within different roles at Altera. Our new FPSO contracts and the large-scale Project Development and Execution (PDE) projects established as part of this work created ample new opportunities for those within Altera to take on new roles and challenges, and a portion of overall turnover is due to movement of employees within Altera.

All Altera employees are entitled to family related leave, which includes maternity leave, paternity leave, parental leave, and carer's leave. In 2023, 3% of employees took family leave, of which 1% were women and 2% were men.

Turnover of permanent employees

	Unit	2023	2022	Δ
<b>Turnover, overall</b>	<b>number</b>	<b>200</b>	<b>nr</b>	<b>na</b>
Onshore	number	34	nr	na
Women	number	14	nr	na
Men	number	20	nr	na
Offshore and aboard	number	166	nr	na
Women	number	8	nr	na
Men	number	158	nr	na
<b>Turnover rate, overall</b>	<b>percentage</b>	<b>10.0 %</b>	<b>nr</b>	<b>na</b>
Onshore	percentage	7.5 %	nr	na
Women	percentage	3.1 %	nr	na
Men	percentage	4.4 %	nr	na
Offshore and aboard	percentage	10.8 %	nr	na
Women	percentage	0.5 %	nr	na
Men	percentage	10.3 %	nr	na
<b>Voluntary turnover, overall</b>	<b>number</b>	<b>79</b>	<b>131</b>	<b>-39.7 %</b>
Onshore	number	27	53	-49.1 %
Women	number	13	25	-48.0 %
Men	number	14	28	-50.0 %
Offshore and aboard	number	52	78	-33.3 %
Women	number	3	2	50.0 %
Men	number	49	76	-35.5 %
<b>Voluntary turnover rate, overall</b>	<b>percentage</b>	<b>4.0 %</b>	<b>6.5 %</b>	<b>-2,5 bps</b>
Onshore	percentage	5.9 %	11.9 %	-5,9 bps
Women	percentage	2.9 %	14.5 %	-11,7 bps
Men	percentage	3.1 %	10.2 %	-7,1 bps
Offshore and aboard	percentage	3.4 %	5.0 %	-1,6 bps
Women	percentage	0.2 %	4.1 %	-3,9 bps
Men	percentage	3.2 %	5.0 %	-1,8 bps

**Notes**  
Turnover is calculated as the number of permanent employees by headcount whose employment is terminated within the reporting period for any reason, overall and for each indicated subcategory.

Voluntary turnover is calculated as the number of voluntary resignations of permanent employees by headcount during the reporting period, overall and for each indicated subcategory.

Turnover and voluntary turnover rate is calculated as total turnover or voluntary turnover for each category divided by the average number of permanent employees in the relevant category over the reporting period.

"Bps" means basis points.



Pride March, Manila



Rio Pride Month



Wista Stavanger

## YouBelong

The #YouBelong initiative represents Altera's active commitment to promoting diversity and inclusion across our organisation. Through this internal campaign, we encourage all employees to contribute to increasing diversity and inclusion in our work environment.

The strength of our team is in the varying perspectives, experiences, and skills of our workforce. Some of the actions we take to promote inclusivity among our workforce includes hosting information lectures, book clubs, participating in Pride marches, as well as initiating conversation channels between employees to facilitate exchange of knowledge and experiences related to inclusion and diversity. By embracing diversity, we strengthen our organisational culture and drive innovation and excellence. This initiative extends beyond Altera's borders; we encourage our employees to improve and grow our diversity both inside and outside the workplace.

In 2023, we signed the WISTA Norway 40 by 30 pledge, committing Altera to increasing our diversity with the aim of 40% women in leading positions by 2030.

## Young Club

Altera is dedicated to attracting and supporting young talent through an initiative we call the Young Club. We're all about creating a vibrant, engaging space for our younger team members, filled with opportunities for fun, networking, and learning. This approach enriches our company culture and brings fresh, innovative ideas to the table, helping make a positive impact on society.

Our commitment doesn't stop there. We're setting up the Young Club so its members can do more than just share their ideas; they're getting involved in shaping the future of Altera and our industry. In a field often dominated by seasoned professionals, welcoming young talent is a key step toward sustainability. By valuing the perspectives of younger generations, we're not just boosting our company's energy and innovation – we're laying the groundwork for a sustainable, forward-thinking future.



Young Club Brazil

# Workers in our value chain

## Promoting human rights and decent working conditions

We are committed to respecting and supporting internationally recognised standards of fundamental human rights and decent working conditions for workers in our global value chain, in line with the United Nations' Guiding Principles on Business and Human Rights. We use the phrase "human rights" to refer collectively to these fundamental rights.

### Impacts, risks, and opportunities

Altera's overall value chain comprises a large network of suppliers, service providers, business partners, and other third parties. Many of the workers in our value chain operate in industrial and manufacturing sectors. Upstream, these workers construct and maintain our vessels and manufacture the critical equipment we need to operate. Downstream, these workers recycle vessels that have reached the end of their commercial life.

Our material impacts reflect that these workers are at risk of various systemic negative human rights and labour-related impacts, including the risk of physical harm or injury, discrimination and harassment, and forced labour and coercion. We believe these risks are most acute for workers at shipyards and recycling yards, where the work is largely manual and often unskilled, and where many workers are migrant workers engaged through a network of subcontractors. These workers are at high risk for several forced labour indicators, including retention of identity documents, payment of recruit-

ment fees, abusive working conditions, inadequate accommodation, delayed and/or incorrect wage payments, and debt bondage.

This line of work also poses an elevated risk for physical harm. Exposure to hazardous substances and daily use of heavy machinery mean workers in this part of our value chain also face an inherent risk of illness or physical injury.

### Policies and actions

Our commitment to respecting and supporting internationally recognised standards of fundamental human rights and decent working conditions within our workforce is guided by our Code of Conduct and Global Sustainability Policy, which are approved by our board and CEO, respectively.

These documents state our strict prohibition on all forms of forced labour, exploitation, and child labour in our business activities and supply chain, and direct all employees to remain vigilant to signs of human rights concerns. Our Global Human Rights Standard supplements our policy commitment, establishing the baseline framework of actions we take, including impact and risk assessment, supplier screening, standard contractual clauses, and risk-based audits and monitoring. These documents are aligned with the United Nations' Guiding Principles on Business and Human Rights.



Our Supplier Code of Conduct, which applies to suppliers, clearly communicates our human rights expectations of suppliers and business partners and requires that they ensure their own contractors agree to and comply with standards at least as stringent as those set forth in Altera's Supplier Code of Conduct. Our Supplier Code is incorporated by reference and applies to suppliers through our standard General Terms and Conditions.

### Human rights due diligence

In recent years, Altera has taken strides to strengthen our governance related to the promotion of human rights and decent working conditions for workers in our value chain. We maintain a global human rights impact assessment, first completed in 2022, which identifies potential negative impacts to fundamental human and labour rights in connection with our activities. This assessment identified workers at shipyards, recycling yards, and drydocks as at heightened risk of negative human rights impacts. The

outcome of this assessment informs ongoing updates to our governance framework, which includes reputational screening of suppliers considered high risk for negative human rights impacts, and robust contractual clauses to ensure suppliers act in accordance with our expectations. We are also developing risk-based human and labour rights-focused audit and monitoring programs, focusing on shipyards and recycling yards.

In the context of our ongoing projects in Dubai, we have undertaken an in-depth human rights impact assessment of a key supplier there. The assessment was initiated in 2022 and continued throughout 2023. We engaged a reputable consultancy specialising in ethical trade and human rights to conduct a baseline human rights assessment to assess the key supplier's compliance against local labour and human rights laws and international standards, including relevant International Labour Organisation Conventions, as well as Altera's expectations of suppliers as set forth

in our Supplier Code of Conduct and specific project contractual obligations. Key to the assessment were interviews with a representative sample of supplier workers and their subcontractors, ensuring we received clear insight into their working conditions.

Altera and its consultancy worked closely with the supplier to follow up on actions to address findings from the assessment throughout 2023. The assessment and subsequent monitoring are supported by a human rights charter agreed by the parties' top management. Several members of Altera's board and executive leadership visited the facility in 2023, during which they received directed updates regarding the progress and status of our actions related to human rights. We are currently working to parlay the experience of this assessment into a process that can be deployed to other large yard construction and recycling projects where material impacts to supply chain workers are highest.

We publish annual accounting statements of our human rights due diligence online at [alterainfra.com](https://alterainfra.com). Please refer to these statements for additional details of our activities.

Human rights due diligence metrics

Accounting metric	Unit	2023	2022	Δ
Total active suppliers classified as high risk for human rights, according to supplier type	number	60	54	6
Total active suppliers established in a country classified as high risk for human rights	number	36	nr	na
Supplier human rights governance screenings conducted	number	15	24	-9
Supplier human rights audits initiated	number	1	3	-2

**Notes**  
 Total active suppliers are counted as of the end of the reporting period. Within a reporting year, some suppliers are added to the vendor base while others may be deactivated, e.g., because there are no future plans to engage with the supplier.  
 Supplier types are classified as high risk for human rights according to Altera's internal third party due diligence risk matrix, which may be updated from time to time. This classification is based solely on an assessment of the role and activities provided by the supplier, without regard to the country in which they are provided. For the 2023 reporting year, the following supplier types are considered high risk: shipyards, dry-docks, recycling yards, and manning agents.

Human rights indicators

In 2023, 17 new suppliers were classified as high risk for human rights according to supplier type; each was assigned a human rights-focused questionnaire. Of these, 15 suppliers have completed the questionnaire so far. We monitor and evaluate each response. Failure to complete the questionnaire within a reasonable timeframe may lead to the deactivation of a supplier in our systems.

As of the end of 2023, our vendor base includes a total of 60 active suppliers classified as high risk for human rights according to supplier type. In 2023, we initiated one new supplier audit with a human rights element and continued to progress ongoing audit and monitoring work initiated in 2022 concerning a key supplier to large projects underway in Dubai.

In 2023, we received no reported concerns through internal channels or our Reporting Hotline related to human rights concerns, and paid no fines, penalties, or compensation related human rights impacts.

Countries are classified as high risk for human rights according to the UNEP FI Human Rights Guidance Tool for the Financial Sector.  
 Number of human rights governance screenings are those completed within the reporting year as part of Altera's third party due diligence procedures.  
 Number of supplier audits are those initiated within the reporting year; excludes work initiated in a prior year and continuing within the reporting year.

# Affected communities

## The communities in which we operate

We are committed to acting responsibly in the communities in which we operate.

By complying with local content requirements and hiring locally, we provide employment opportunities and support skills development in local markets.

We also recognise that our activities can have certain indirect impacts on these communities.

Altera's activities rely on significant amounts of raw natural resources as inputs to our operations. This, and our role within the value chain of offshore energy, may indirectly contribute to potential negative human rights impacts to local communities present in the exploration, production, and extraction of such raw materials. The impact is greatest where raw natural resources are sourced from conflict zones or fund conflict actors.

We seek to reduce and limit consumption of new steel through our approach to vessel recycling and to optimise fuel consumption through various technical and organisational decarbonisation levers. See the [Climate change](#) and [Resource use and circular economy](#) sections of this statement for additional details of our approach to these issues.

In certain limited situations, Altera may engage security services to protect our assets and workers. To protect against potential risk of excessive force, we conduct due diligence at selection and ensure proper security protocols are in place.

# Governance information



# Business conduct

## Upholding business integrity

Our core values of trust and accountability reflect our belief in conducting business ethically and in compliance with recognized standards of business conduct.

### Corporate culture

Our Code of Conduct is the foundation of our commitment to integrity. The Code reflects our values and establishes the high ethical standards that are the backbone of our culture. It applies to our employees and non-employee workforce, clearly communicating our expectations for behaviour. The Code covers anti-corruption and ethics, as well as topics such as diversity, discrimination and harassment, human rights, privacy and confidentiality, and information security. The Altera Governance System comprises the global policies that further address and expand on the standards established in our Code.

We expect our suppliers and third parties to act according to the same standards of integrity that we apply to ourselves. Our Supplier Code of Conduct outlines our integrity expectations for suppliers and business partners and is incorporated by reference and applies to suppliers through our standard General Terms and Conditions.

Our Code of Conduct and Supplier Code of Conduct are available online at [alterainfra.com](https://alterainfra.com).

### Promoting a culture of integrity

Our commitment to business integrity is anchored at the highest levels of our organisation. The audit committee of our board is responsible for overseeing the effectiveness of our compliance and ethics program. To ensure independence, the Chief Compliance Officer has a direct reporting line to the chair of the audit committee.

Altera's group management and executive leadership are accountable for promoting compliance and ethics through management of their areas of responsibility, by communicating to employees at townhall meetings, ensuring completion of mandatory training within their teams, and through other internal communication.

### Training and awareness

We require our board members and workforce to complete Code of Conduct training and confirm their commitment to our Code of Conduct in writing annually.

We run targeted training sessions internally on various topics of the Code as relevant for the organisation. Information about our compliance and ethics program is available to Altera staff via the Compliance Portal on our company intranet, Bridge, and we publish compliance alerts and reminders on a variety of topics regularly via internal communication channels.

In 2023 we initiated work to develop an updated set of mandatory e-learning programs covering different topics in the Code, which we expect to deploy to the global organisation within 2024.

### Reporting concerns and protecting whistleblowers

We encourage anyone with compliance and ethics concerns regarding our business activities to report them – either directly to line management, to the legal, compliance or HR functions, or anonymously via the Altera Infrastructure Reporting Hotline. The Reporting Hotline is a confidential and secure reporting tool administered by an independent third party that allows for anonymous reporting, where permitted by local law. It is accessible to our

employees, as well as the general public, online at [alterainfra.com](https://alterainfra.com). We cover the Reporting Hotline in our training sessions and share regular reminders via internal communication channels.

Our Global Whistleblower Policy establishes our commitment to handle reported concerns professionally, promptly, and objectively, and our strict prohibition of retaliation against those who report concerns. To protect the identity of reporters, we maintain confidentiality protocols in the handling of reports. We also reiterate our policy against retaliation in targeted compliance training and encourage people to report any concerns about retaliation.

All reports to the Reporting Hotline, including concerns regarding potential corruption and bribery, are handled by our corporate Compliance function, with support from our corporate Risk and Audit Services function. This ensures the independent handling of reports. In addition, any matter alleging matters defined as significant, including corruption, must be notified to the chair of the audit committee. Altera group management and the audit committee of our board receive quarterly reports on the number, nature, and outcome of all cases raised through our Reporting Hotline, regardless of topic.

## Prevention of corruption and bribery

Altera operates in some jurisdictions where corruption is an inherent operating risk. Corruption harms the societies in which it takes place by undermining civil society and the rule of law, and can result in legal and regulatory exposure, contract termination, reputational damage, and legal and investigative costs for the parties involved. We prohibit and take active steps to prevent corruption in our global activities.

### Policies and actions

Our Code of Conduct and Global Anti-Corruption Policy prohibit all forms of corruption and bribery, including so-called facilitation payments. Our Anti-corruption Policy is aligned with the UN Convention against Corruption and is reviewed and approved by our audit committee annually.

We employ a holistic approach to prevention of corruption and bribery. We conduct compliance risk assessments for the global Altera group,

which are updated and communicated to Altera group management and the board quarterly. We maintain a rigorous risk-based third-party due diligence process to confirm the commitment and reputation for compliance of our suppliers, clients, and counterparties. We conduct regular compliance monitoring procedures to spot check the implementation of our anti-corruption and other compliance requirements across our organisation. In addition, our anti-corruption compliance program is subject to regular audit by our internal Risk and Audit Services function to confirm the strength of our control framework and effective implementation.

Our mandatory Code of Conduct training includes an anti-corruption module. In 2023, 97% of assigned users completed this training within the assigned deadline. In addition, we make targeted training available to those in our organisation who are exposed to elevated corruption risk because of the nature or location of their position.

Crew onboard our maritime vessels may face maritime corruption risks when dealing with shore-side port authorities in certain countries, such as demands for cartons of cigarettes from our vessels' bonded stores. Such risks are pervasive in certain locations, but we work consistently against them and maintain specific onboard procedures to guide our vessel crew to manage and resist such requests. Specific training on combating maritime corruption is included in seafarer seminars held periodically throughout the year. Altera is a proud member of the Maritime Anti-corruption Network, through which we are connected to like-minded shipowners and gain access to valuable anti-corruption tools and resources.

We require employees and encourage other stakeholders to raise concerns about corruption through our Reporting Hotline.

### Anti-corruption indicators

We did not identify any breaches of our Anti-corruption policy in 2023.

## Relationships with suppliers

We strive to work only with suppliers who meet our high expectations of ethics and integrity, and we treat our suppliers fairly.

We employ a risk-based third-party due diligence process to screen potential suppliers for reputational and legal regulatory concerns and we require suppliers to comply with our Supplier Code of Conduct, which is incorporated into all Altera purchase orders through our standard terms and conditions. Failure to comply with the requirements of the Supplier Code or the compliance terms of our contracts may trigger termination of the business relationship.

We are committed to maintaining fair payment practices towards our suppliers. Recognising that incorrect or delayed payments can negatively impact our suppliers, particularly those that are small and medium sized entities, we maintain procedures to ensure that payments are made for the correct amounts, to the correct parties, and according to the agreed deadline. We keep open lines of communication with our suppliers to address any payment issues that may arise.

For purchases based on an Altera purchase order, which accounts for most of our annual invoices, our standard payment terms hold that payment will be made within 45 days following invoice receipt. On average, in 2023, it took Altera an average of 57 days to pay an invoice received on the basis of an Altera purchase order. The longer payment time in some instances is due to complex invoicing and payment approval processes in connection with certain ongoing projects. There were no legal proceedings related to late payments during the reporting year.

## Political influence and lobbying activities

Altera does not make political contributions. In connection with our core business activities, we maintain memberships in various industry associations, such as the Norwegian Shipowners' Association, which aim to communicate the opinions of a specific industry segment collectively to relevant regulators, but do not otherwise engage in significant lobbying activities. Our Stella Maris CCS is an early mover in Europe on the development of large-scale CCS infrastructure, and our contact with regulators in connection with this project is more proactive. Our team is active in its engagement with regulators and government policy makers to enable the rapid deployment of commercial CO<sub>2</sub> transport and storage projects.

## Cybersecurity

The marine and offshore industries are increasingly exposed to cyberattacks. Since Russia's invasion of Ukraine, the risk of cyberattacks against energy and other critical infrastructure of Ukraine's allies has increased significantly. We are focused on mitigating these risks.

We understand that cybersecurity is not solely a technological concern, but also a management and operational challenge, and our approach is a combination of people, process, and technology. We work to manage cybersecurity risks through continuous improvements in our competence, routines, and systems to safeguard our people, our assets, and our information. We maintain a full suite of IT infrastructure security measures, including multi-factor authentication (MFA), anti-virus, and anti-malware protection tools. Our information security processes are practiced and iterated to prepare us for possible attacks and incidents, and we focus on training and awareness campaigns for our employees about the risks and implications of cybersecurity threats.

We did not experience any material cybersecurity breaches in 2023.

## Maritime Anti-Corruption Network

The Maritime Anti-corruption Network (MACN), a global business network of committed maritime companies, works towards the elimination of all forms of maritime corruption by raising awareness of the challenges faced, implementing the MACN Anti-Corruption Principles, co-developing and sharing best practices, collaborating with governments, non-governmental organizations, and civil society to identify and mitigate the root causes of corruption, and creating a culture of integrity within the maritime community. Learn more about MACN [here](#).



# Altera Infrastructure Production

## 2023 Sustainability highlights

Statistics for Altera-operated vessels only



4

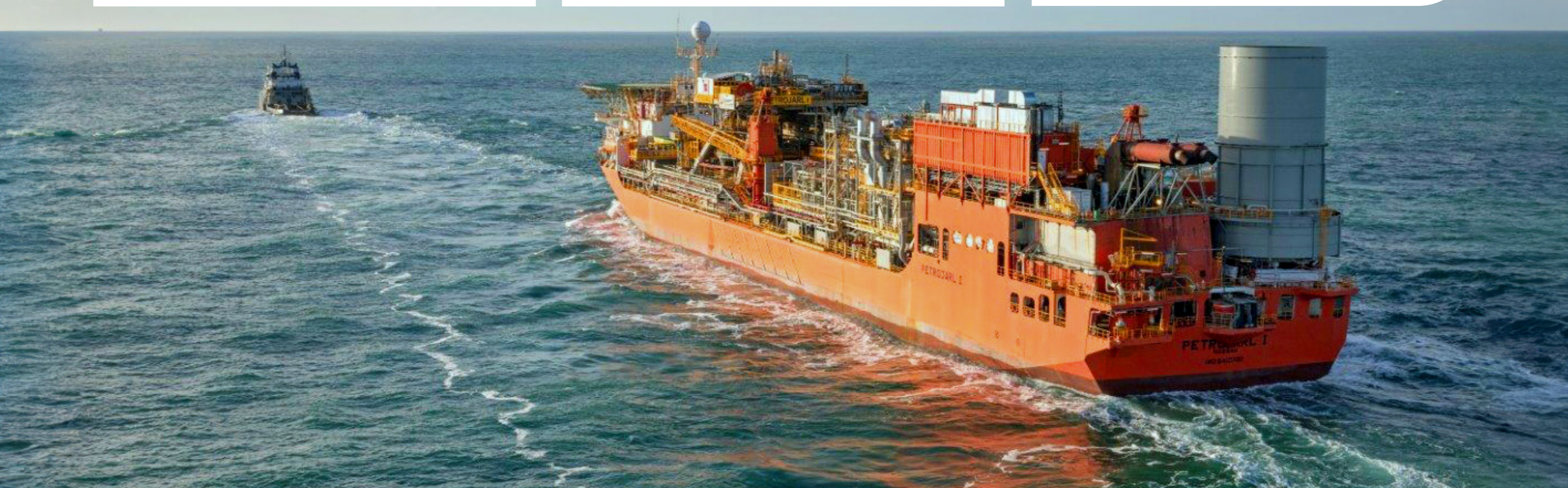
FPSOs in fleet during 2023.  
1 FPSO in operation.



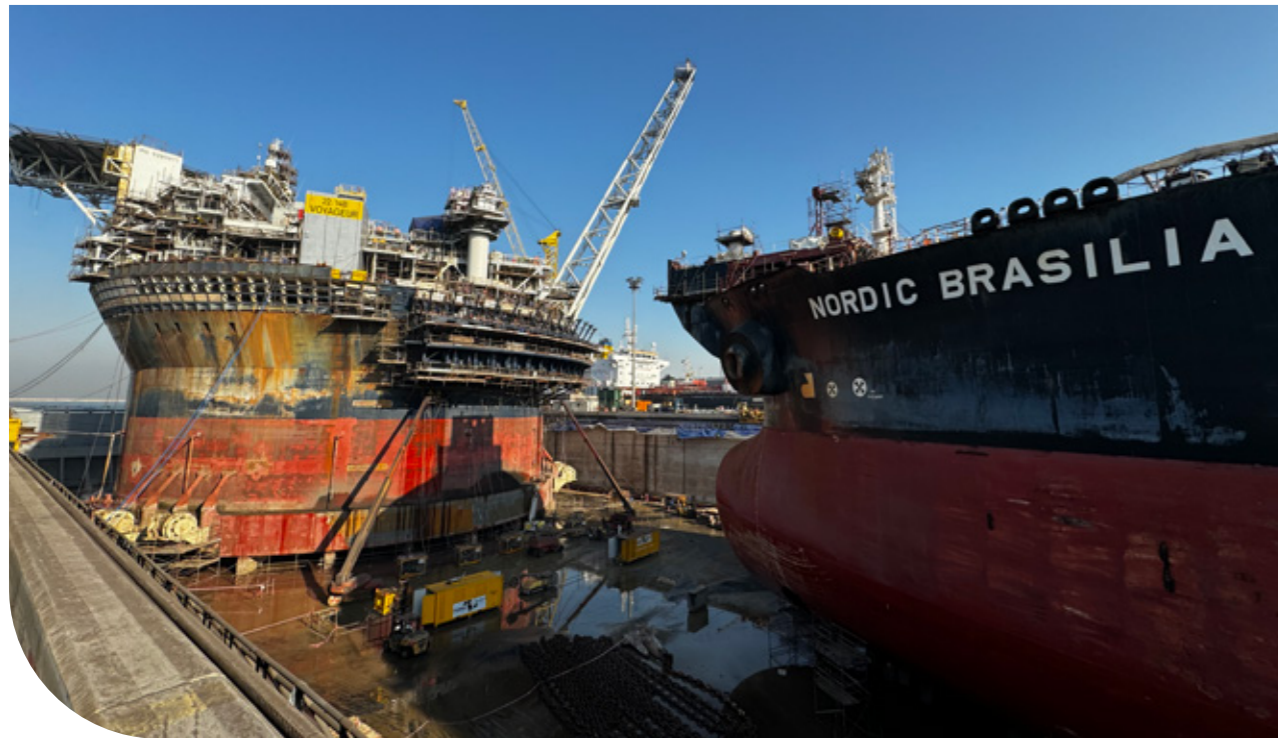
2,898,466.8  
bbl o.e total production



99.7  
% uptime



# What we do



Altera Production specialises in designing, providing, and operating floating production, storage, and offloading units (FPSOs) to extract hydrocarbons in deepwater and harsh weather conditions. We have more than 50 years of experience as an independent FPSO operator.

In 2023, we wholly owned and operated four FPSOs – Petrojarl 1 operating for Enauta on the Atlanta field in Brazil, Petrojarl Knarr and Voyageur Spirit, both undergoing rebuilding work at Drydocks World Dubai (DDWD) shipyard in Dubai, and Piranema Spirit in lay-up in Brazil.

Altera & Ocyan, our 50/50 non-controlled joint venture in Brazil with Ocyan, operated a fleet of three FPSOs and one additional manned wellhead platform in 2023. This joint venture owns two of these FPSOs – Cidade de Itajaí, operating on the Baúna field for Karoon Energy, and Pioneiro de Libra, operating for Petrobras on the Mero field. In addition, this joint venture manages operations and maintenance (O&M) of the 3R3 FPSO and 3R2 tension-leg manned wellhead platform for 3R Petroleum Offshore, both operating on the Papa Terra field.

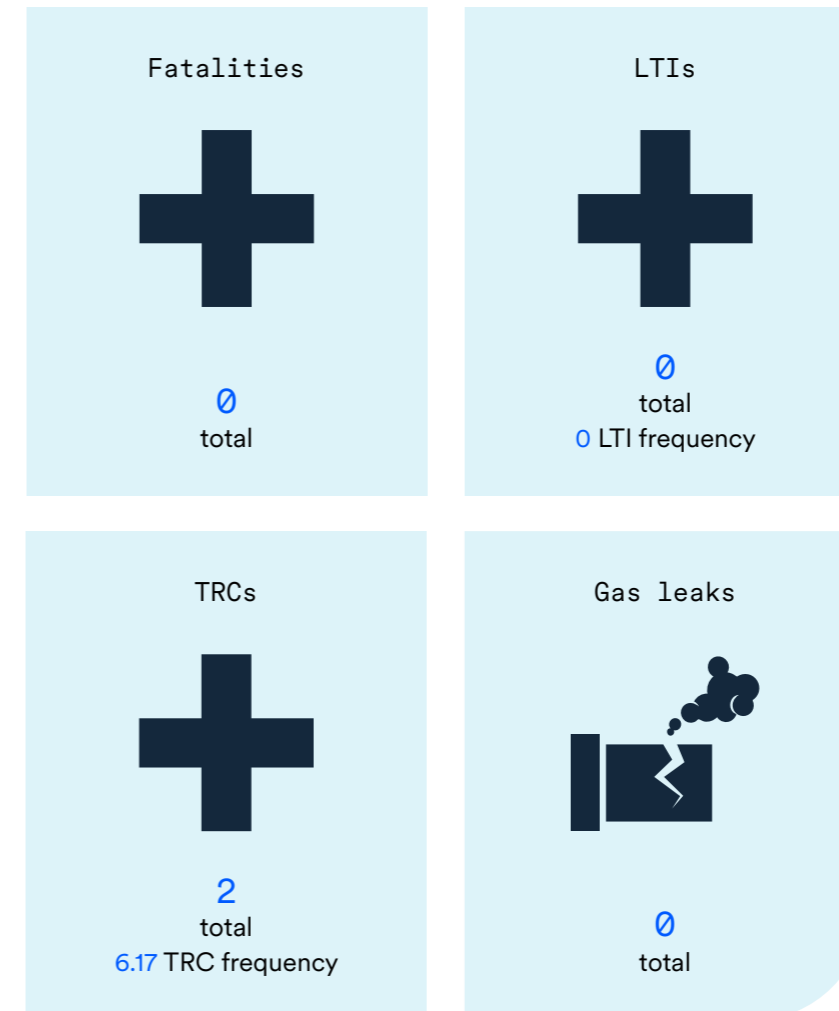
## About this report

This sustainability highlights report is intended as a supplement to the Altera Infrastructure group 2023 Sustainability Statement. It presents selected sustainability-related highlights from the activities of the Altera Production business unit. For full details of Altera’s sustainability framework, reporting boundaries, performance, and complete 2023 environmental, social, and governance (ESG) disclosures, refer to the 2023 Altera group Sustainability Statement, available at [alterainfra.com](https://alterainfra.com).

### Contact

We appreciate your feedback, comments and queries on this report. Please get in touch via [sustainability@alterainfra.com](mailto:sustainability@alterainfra.com)

# Health and safety



### Notes

Lost Time Injuries (LTIs) track fatalities, permanent total disability, permanent partial disability, and work-related injuries for which a medical professional recommends says away from work.

Total recordable cases (TRCs) track restricted work case injuries and medical treatment injuries in addition to LTIs. TRCs do not include first aid cases.

Both LTIs and TRCs are tracked as for Altera employees and non-employee workers, as well as others on Altera-operated vessels and in Altera offices.

LTI and TRC frequency rates are calculated as the number of LTIs/TRCs per million exposure hours on an actual 12-hour workday basis, assuming 7% estimated overtime in average.

The health and safety of our people is our license to operate. Our goal is zero incidents with major accident potential and no harm to personnel.

We conduct regional health, safety, environment, and quality (HSEQ) workshops with our workforce, clients, and key contractors annually. We have implemented the International Association of Oil & Gas Producers (IOGP) Life Saving Rules, an industry initiative that promotes safer operations for both employees and contractors working with several companies. In addition, we follow the Always Safe campaign initiative – where valuable experience is being shared amongst operators and companies in the industry.

We had one FPSO in operation in 2023, Petrojarl I, operating in Brazil. Petrojarl I reached the important milestone of three years without any LTIs in 2023, though it did record two minor injuries requiring medical treatment. All affected workers recovered and returned to work quickly. Based on 324,216 exposure hours onboard in 2023, Petrojarl I recorded a total recordable cases frequency (TRCf) of 6.17 TRC per million man-hours. Our goal is no injuries, and this performance falls below our health and safety expectations. We are working closely with our offshore team to initiate a health, safety, and environment (HSE) program for 2024 to prevent further injuries to our onboard workforce

### HSE champions celebrated

Our commitment to HSE is essential to the long-term success of Altera. Whether providing a safe and healthy working environment, preventing pollution, or minimising our environmental impact, we are always looking to improve our processes and performance.

The Altera Production President HSE Award aims to recognise a colleague, subcontractor, or team whose proactive HSE actions go above and beyond expectations. The award is presented quarterly.

We are proud to recognise the following individuals for 2023:

**Eduardo Rangel**

Onshore Storekeeper, Altera & Ocyan joint venture, who over time has demonstrated exceptional proactive safety behaviour.



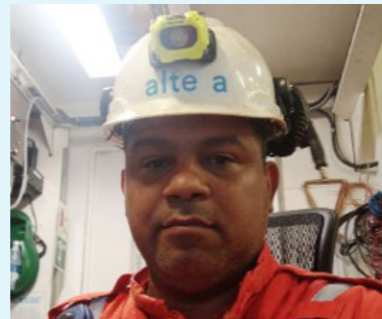
Eduardo Rangel



Mark Williamson

**Mark Williamson**

Offshore Installation Manager, Voyager Spirit, for his unwavering leadership and drive managing the Voyager Spirit sail away and operations preparedness with high focus on HSE in all aspects.



Braulio Vasconcelos

**Braulio Vasconcelos**

Instrument Tech, Petrojarl I, for his excellent observation and actions for safety. In his own words: "I was passing near lifeboat 3 when I saw sparks from a hot job falling near the ventilation of the diesel tank below. I stopped the activity and showed the staff the risk, so they adequately protected the place, making it safe".

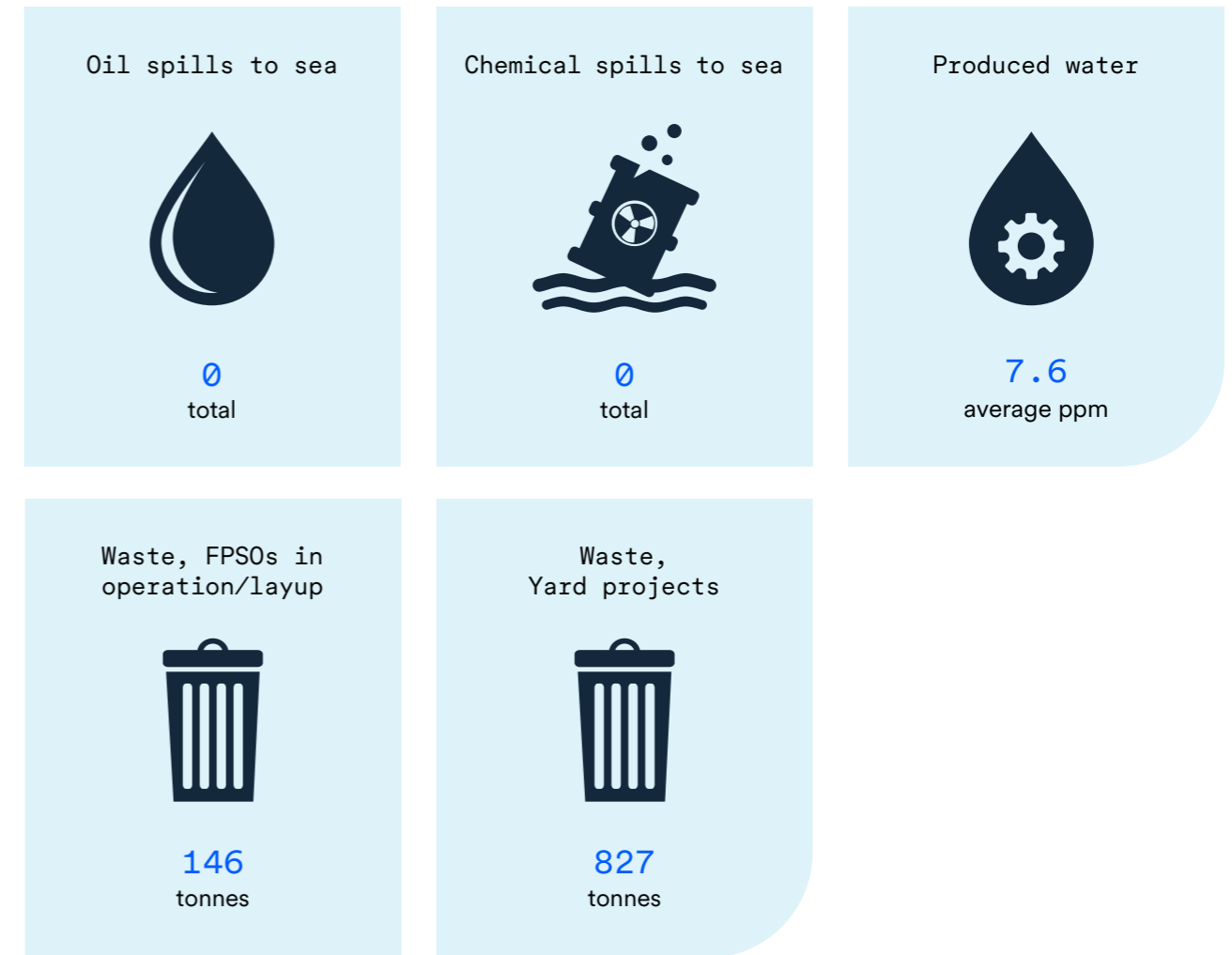
**David Ding**

Rosebank Construction Manager, for his active involvement in creating a proactive HSE culture through HSE walks and for promoting SAFE CARD reporting, raising of HSE ideas, and coaching during Toolbox talks.



David Ding

## Environmental impact



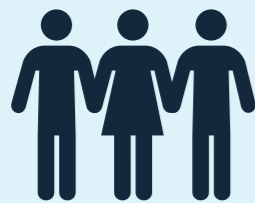
In 2023, we had no chemical spills and no oil spills to sea.

We closely monitor the proportion and amount of oil in produced water discharged by our FPSOs. In 2023, the average oil content of operational discharges to sea from Altera’s operating FPSO Petrojarl 1 was 7.6 parts per million (ppm), down from 9.9 ppm in 2022.

In 2023, our FPSOs generated 973 tonnes of waste, including 146 tonnes of waste from operating FPSOs and vessels in layup, and 827 tonnes of waste generated by yard-based project works. Of the total waste, 11% was classified as hazardous. Forty-four percent of waste generated by vessels in operation or layup was classified as hazardous; for yard projects, 5% of waste was hazardous. All hazardous waste was handled according to both internal procedures and applicable law.



## Power of our TEAM



**775**  
total workforce

**12%**  
onshore

**88%**  
offshore

**11%**  
women overall

**42%**  
women onshore

**7%**  
women offshore

2023 was a year of high activity for Altera Production. Together with Altera’s Project Development and Execution (PDE) corporate unit, we progressed large-scale rebuilding work on two of our FPSOs at the DryDocks World Dubai (DDWD) shipyard in Dubai – Petrojarl Knarr, which is expected to deploy to the Rosebank field in the UK in 2026, and Voyageur Spirit, which is expected to deploy to the Baleine field in Côte d’Ivoire in 2024. In connection with this work, we mobilised offshore crews to DDWD and established project-based operational readiness teams. The new future contracts for the FPSOs Petrojarl Knarr and Voyageur Spirit have provided career development opportunities for many within the company and opportunities for former employees to return to Altera.

In Brazil, we saw higher than usual voluntary turnover amongst our offshore crew due to uncertainty about the term of the contract for our FPSO Petrojarl I, which is currently expected to end within 2024. Our onshore teams have remained stable throughout 2023, despite taking on heavy workloads to secure new contracts, further commercial and business development opportunities, as well as maintain safe operations aboard Petrojarl I.

By mid-2023, Altera began establishing an office in Abidjan, Côte d’Ivoire to support the operations of the FPSO Voyageur Spirit on the Baleine field. Most employees in our Abidjan office will be local Ivorians.

**Notes**

Workforce includes employees and non-employee workers and is calculated on a headcount basis as of the end of the reporting period; does not include shared Altera group corporate resources.

## Climate impact

A shift is underway in our FPSO fleet. In recent years, several older FPSOs with higher emissions profiles have come off contract. Altera FPSOs are under the operational control of the reservoir operator (our client) when on contract (within 500 metres of the well). We therefore account for direct emissions from the operation of these FPSOs (for example, from the burning of fuel gas and flaring) as part of our Scope 3, Category 13 emissions as downstream leased assets.

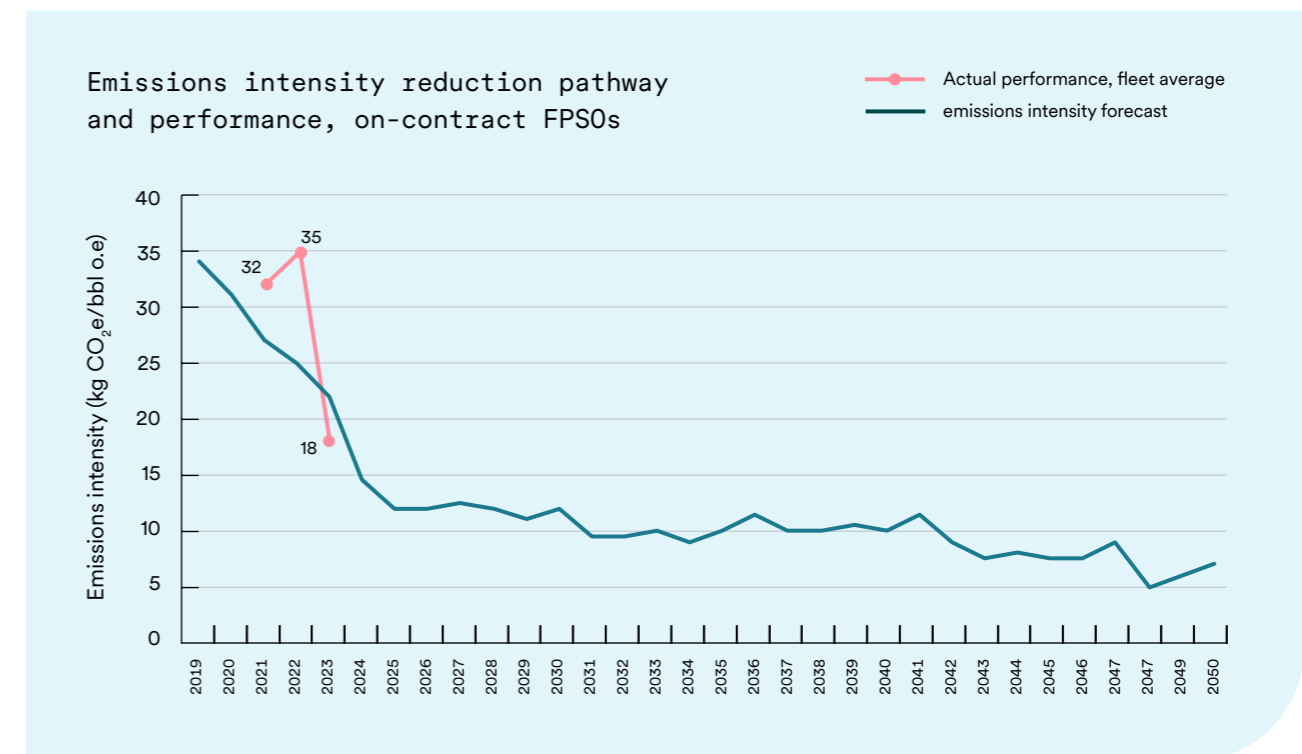
Over the past few years, Scope 3, Category 13 emissions have fallen, reflecting the drop in FPSO activity as several FPSOs have ceased operations and entered layup or yard rebuilding projects. As these rebuilt FPSOs come back online, we expect absolute Scope 3, Category 13 emissions to increase. However, as these vessels will also be operating with upgraded technology, we also expect to achieve improvements in emissions intensity, as compared to the older, retired vessels.

### Reducing our emissions intensity

Because absolute emissions fluctuate based on contract status and operating activity, we also measure the emissions intensity of our FPSOs by tracking emissions per barrel of oil equivalent produced (kg CO<sub>2</sub>e/boe). We track this metric even though our FPSOs are not within our operational control when on contract.

In 2022, we established a concrete target to reduce our FPSO fleet-average emissions intensity to 12 kg CO<sub>2</sub>e/boe by 2023, a 70% reduction compared to our 2019 performance.

Predicated on the implementation of known and anticipated technological solutions for upcoming FPSO projects in our fleet, this target has been set based on estimates within the FPSO emissions intensity reduction pathway, as illustrated in the figure on this page.



**Notes**

To calculate the weighted FPSO fleet average emissions intensity, we divide total direct emissions (stationary combustion, process, and fugitive emissions) and total indirect emissions (generation of purchased electricity, heat, and cooling) associated with all Altera-owned FPSOs on contract within the reporting year by total barrels of oil equivalent produced by such on contract vessels within the reporting year (kg CO<sub>2</sub>e/boe). The calculation excludes emissions from vessels that are off contract.

We have recalculated historic emissions figures for 2022 to account for updated data received from the reservoir operator for FPSO Petrojarl Knarr. This resulted in changes to both the absolute emission disclosures as well as FPSO emissions intensity disclosures. All historic emissions and emissions intensity disclosures have been restated accordingly.

We believe the target is achievable by further adopting our standard low emission technologies as well as introducing new low emission technology in close cooperation with our like-minded clients and vendors. Prediction and consideration of emissions early in project sanctioning is important to ensure balanced decision-making over the full life cycle of the asset. Built-in flexibility promotes maximum power utilisation over time, especially during late-life and tail-end production. One example of this approach is the FPSO Petrojarl Knarr, which is currently being rebuilt for deployment to the Rosebank field in the UK. As part of the rebuilding, we are preparing the FPSO to receive power from external sources. We anticipate that such external power sources will be in place by 2031, in time to ensure effective low emission production, specifically throughout the tail-end production period on the field.

In 2023, Altera had only one FPSO on contract – Petrojarl I – which was in operation and producing in Brazil for the full year. As such, fleet-average emissions intensity for 2023 is a measure only of Petrojarl I’s performance, which was dramatically lower than the weighted fleet average in 2022. Petrojarl I’s emissions intensity was constant from 2022 to 2023, at 18 kg CO<sub>2</sub>eq/boe.

### Flaring

We are committed to reducing flaring from our operating FPSOs. Flaring is the controlled burning of natural gas and is used to safely dispose of gas when it is not possible to otherwise capture it. Our standard FPSO solution offered to clients includes a closed flare system, and we actively work with our clients to reduce flaring from our FPSOs while maintaining safe operations. We do not engage in continuous flaring,

and each of our operating FPSOs follow a flaring philosophy focused on identifying possible technical and operational controls to reduce flaring.

Altera had only one operating FPSO during the reporting period, FPSO Petrojarl I, which produced 3,422,495 standard cubic meters (Sm<sup>3</sup>) of flare gas in 2023.

The emissions produced from flaring vary depending on the composition of the flare gas at a specific installation. We incorporate the carbon equivalent of flaring from operating FPSOs in our disclosed Scope 3, Category 13 (downstream leased assets) emissions data. Release of methane in connection with flaring is included in the methane disclosure of other emissions to air. See the [Climate change](#) section of the Altera Sustainability Statement for details.

### Abate notation for Altera FPSOs

In 2021, Altera became the first FPSO owner in the world to adopt DNV’s Abate class notation, which assists the owners and operators of offshore floating installations to identify and implement measures to reduce emissions by providing a structured approach to tracking abatement based on the design and operation of the individual installation.

We adopted the notation’s flaring and storage tank qualifiers for the FPSO Petrojarl Knarr. To meet the emissions abatement expectations of these qualifiers, we implemented measures such as data capture and tracking and analysis of potential flare and VOC release situations. We also developed an abatement plan including technical and operational controls, which will be followed up with a five-year plan for emission abatement and an emission review annually.

#### Flaring

	Unit	2023	2022	Δ
High pressure flare gas	Sm <sup>3</sup>	3,286,053	nr	na
Low pressure flare gas	Sm <sup>3</sup>	136,442	nr	na
Total flare gas	Sm <sup>3</sup>	3,422,495	9 036 768	-62 %

In 2023, we have worked to prepare Abate notations for the FPSO Voyageur Spirit and the FSO Nordic Brasilia, both of which will be deployed to the Baleine field in Côte d’Ivoire and have agreed with DNV to adopt Abate qualifiers.

Going forward, we will adopt the Abate notation for all new FPSO projects and redeployments.

### Our FPSO technology positioning

#### Building emissions reduction into FPSO design

Nearly all emissions on a conventional FPSO come from flaring and the burning of fuel to power turbines, engines, and heaters. Implementing a closed-flare system along with solutions such as drawing electrical power from external sources, carbon capture and storage (CCS), or carbon free firing of turbines and engines, could reduce direct emissions to near zero.

We closely track the status of available, developing, and potential future technologies to ensure we are well-positioned, together with our clients, to implement the most effective and promising options. By incorporating the best of these into our vessel designs, we can guide our customers early on to meet the project’s sustainability targets.

By building on our experience and listening to customers and supply partners, we are developing sustainable, digitally advanced, and more effective FPSO solutions for all environments. Our standard offshore customer offering reflects our commitment to be a market leader in the deployment of sustainable technologies and incorporates solutions that cut emissions, including:

- Volatile organic compound (VOC) recovery systems
- Waste heat recovery units
- Smart use of variable frequency drives
- Closed flare systems
- Efficient and reliable water treatment processes

#### Redeployment of Knarr

In January 2023, Equinor selected Altera as contractor for the redeployment of the FPSO Petrojarl Knarr to the Rosebank field in the harsh waters west of Shetland in the UK. The project is a good example of how Altera can work with clients to deploy technological solutions to meet their sustainability goals. Built in 2014, Petrojarl Knarr is a relatively

new and modern asset. It was constructed with additional space for intake of electrical power from external sources, as well as additional features such as a vapor recovery system and closed flare system, which could significantly reduce direct emissions from the FPSO. Further modifications will be performed as part of the contract to prepare the vessel for full electrification when Equinor and its partners are ready to provide power to Knarr from external sources.

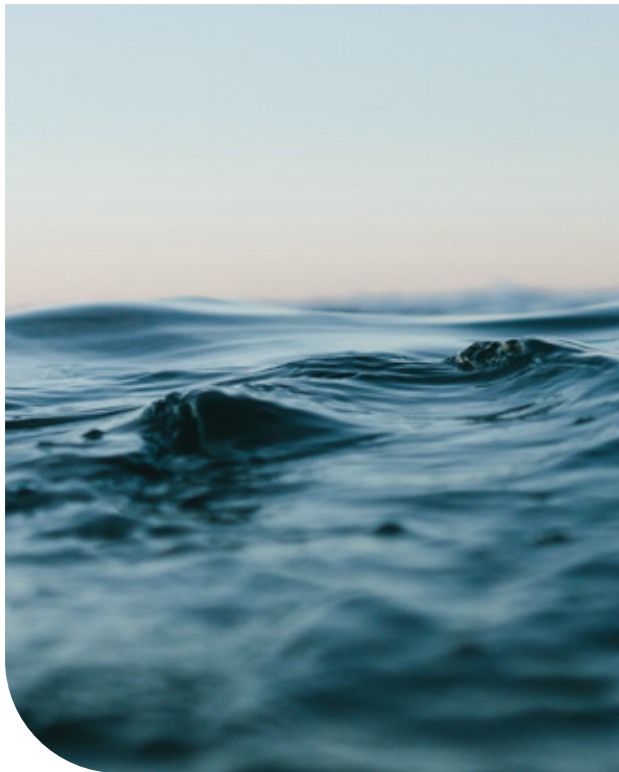
### Next generation low-emissions FPSOs

The operational life of an FPSO is typically 20 to 25 years. As such, most of the vessels being installed now are expected to operate well beyond 2040. To comply with future regulations and meet both Altera’s sustainability ambitions and those of our clients, it is crucial to anticipate the next generation of low-emission FPSO technology and find ways to incorporate this technology in today’s newbuild and upgrade designs.

Altera has been deploying the best available FPSO technologies since 2015, when the FPSO Petrojarl Knarr started operations using a closed flare, waste heat recovery unit, and volatile organic compound (VOC) recovery system – all of which were next generation technologies at the time. We continue to develop next generation technology, with solutions that are tailored to our clients’ needs.

We are conducting technical and commercial evaluations of different low emission technologies to assist clients in making the best choice for their specific development. We have created an internal task force to carry out extended research of low emissions solutions and are currently assessing the emission reduction capabilities and associated costs of various technologies compared to a standard FPSO.

We have divided potential emission reduction technologies into three areas. The first focuses on emissions-reduction technology onboard the FPSO and includes an assessment of combined heat and power cycle and deployment of a carbon capture module. The second area focuses on the effects of using power from external suppliers, either from the grid, a power hub, or floating wind turbines. The third area considers the use of alternative fuels,



## HYDROGENi

*HYDROGENi* is a research program within the Centre for Environment-friendly Energy Research (FME) with the aim to spearhead the research and innovation needed to fulfil the 2030 and 2050 visions of the Norwegian hydrogen roadmap. *HYDROGENi* centre's aim is to build a sustainable hydrogen economy and will focus on four main research areas:

- Cost-efficient and scalable production
- Transport and storage in Norway and Europe
- End-use technologies
- Safety and material integrity

To realise hydrogen's full potential, there are numerous knowledge and technical gaps that need to be filled. As such, *HYDROGENi*'s activities are a collaborative effort from over 50 Norwegian and European partners from both research and industry that cover the entire hydrogen value chain. Read more about *HYDROGENi* [here](#).

## LOWEMISSION

*LowEmission* is a research centre for low emission technology for petroleum activities on the Norwegian continental shelf (NCS). *LowEmission* connects world-leading Norwegian and international industrial entities, including vendors, operators, and energy companies, with globally-recognised research groups at SINTEF, one of Europe's largest independent research institutes, the Norwegian University of Science and Technology (NTNU), and other top-rated universities and research institutes. The mission of *LowEmission* is to pave the road towards zero-emission production of oil and gas from the NCS by developing new technology solutions and concepts for offshore energy systems and integration with renewable power production technologies. Read more about *LowEmission* [here](#).



The *Net Zero Technology Centre* (NZTC) was established in 2017 with the purpose of developing and deploying technology for an affordable net zero energy industry in the UK. Since its inception, the NZTC has screened more than 1,640 technologies, completed or initiated more than 175 field trials, and developed 33 commercialised products in support of this ambition. Read more about the NZTC [here](#).

such as ammonia, hydrogen, or biofuels, to generate onboard power.

Through 2023, our focus has been to further increase power generation efficiency by introducing steam turbines (combined cycle) to produce more power from the excess waste heat, thereby reducing emissions.

There are two potential pathways to significantly reduce direct emissions from FPSO activity – by capturing and storing the emissions generated from stationary fuel combustion (carbon capture and storage (CCS)) or by electrification of the FPSO to draw power from external, low emission sources. CCS is particularly relevant where electrification alternatives are not readily available, such as in remote offshore areas or where “green” electricity is not in sufficient supply. CCS technology has been demonstrated as viable for onshore facilities and piloting is currently underway for use on merchant marine vessels, targeting full-scale implementation by 2030. More compact CCS designs can be achieved, for example, by using gas engines in lieu of gas turbines.

Altera is working together with leading technology companies to develop a scaled CCS facility for our next generation FPSO. One of the key success factors for a CCS project is to secure safe handling and disposal of CO<sub>2</sub>. Several alternatives are being explored and the preferred option will depend on the amount of CO<sub>2</sub> to be captured. In addition to reinjection into dedicated reservoirs, the CO<sub>2</sub> can be liquified and stored in assigned CO<sub>2</sub> tanks on board before further shipment by allocated shuttle tankers and injection into a dedicated reservoir, like the Altera Stella Maris CCS project concept.

We are contributing to the development of these solutions by carrying out internal research and development work, and by collaborating with the industry and academia. We are an active partner of the *LowEmission* research centre led by SINTEF in Trondheim, Norway, the *Net Zero Technology Centre* in Aberdeen, UK, and the *HYDROGENi* research program in Trondheim, Norway.

TEAM-work is vital to meet shared sustainability ambitions. To develop and deploy low emission FPSOs we must join forces with different stakeholders. We have mapped key suppliers that can

develop the technology required, with whom we are in constant dialogue. Government will also play an important role in developing regulations that will support the shift to green technology and we are following this landscape closely.

The outcome of this work will secure Altera's position as a leader in design and operation of the next generation of low emission units and will support our clients in their emission reduction efforts through the energy transition period.

### Digitalisation

Altera is embarking on a strategic journey of digital transformation to empower the onshore organisation with improved data quality and operational support capability.

The initiative focuses on creating a digital representation of our assets, coupled with the implementation of intelligent sensors on equipment to provide detailed data for condition-based monitoring and data-driven decision-making.

The first milestone in Altera's digital journey is thorough establishment of Life Cycle Information Management (LCI). “Altera Life cycle information Management” (Alma) serves as the foundational environment in which the digital twin will be developed. The system is based on Aveva's Asset Information Management (AIM) platform and is currently installed and awaiting set-up preparations for FPSO Knarr at the Rosebank field.

The system is integrated with operational document management, project document management and computerised maintenance management systems, where the intention is to integrate all systems adding value to a digital twin. Alma hosts the master tag register, tag-doc relations, dynamic 2D drawings, and 3D models. Regarding all other information and data, these will be hosted in their respective systems but linked and made available through Alma. For example, Altera's current operational document database is PIMS where documents can be accessed through a web portal.

For future operations, Alma will be the single point of access for document retrieval, together with all other relevant data connected to a specific tag – a one stop shop for all information.



# Petrojarl 1: Strong performance

**In 2023, FPSO Petrojarl I achieved a remarkable milestone, logging three years without any work-related Lost Time Injuries (LTIs). Despite the FPSO undergoing a complex life extension upgrade and mitigating challenges due to continued threat of corrosion, the crew maintained a steadfast focus on safety throughout its daily operations. This accomplishment underscores Altera’s unwavering commitment to safety.**

Petrojarl I has been in consistent operation since 1984. Despite the challenges posed by its age and stick-built design, our dedicated team work tirelessly and passionately to preserve the integrity of this asset. While we recognize the challenges ahead to ensure the longevity of Petrojarl I, we have taken proactive measures towards this end. Such measures include the survey, inspection, and necessary upgrades of onboard systems and equipment, thermal insulation repair, preventive maintenance, painting and hydro-blasting, replacement of piping, structural integrity tests and more.

On board, rigorous safety programs were executed, ensuring the well-being of our personnel and the integrity of our operations. These programs reflect our proactive approach to mitigating risks and fostering a culture of safety.

The integration of Nine Life Saving Rules set by the International Association of Oil & Gas Producers (IOGP) has significantly contributed to Petrojarl I’s key performance indicators. A structured approach was implemented, dedicating monthly campaigns to each rule

presented during safety interventions, toolbox talks, safety department meetings, and safety briefings.

To further reinforce safety awareness and engage the crew in important safety issues, the Always Safe campaign was also adopted on board Petrojarl 1, offering learning packages based on the four topics of the Always Safe Annual Wheel – avoid major accidents, prevent personal injuries, safe work at height/prevent falling objects, and health and working environment. Quarterly discussion of these topics across the Altera fleet promotes active crew discussions concerning critical safety matters and effectively addresses safety concerns.

In addition, there is an increased frequency of visits onboard by the Health, Safety, and Environment (HSE) and offshore teams. This approach ensures transparent communication and facilitates the consistent sharing of our diverse safety programs.



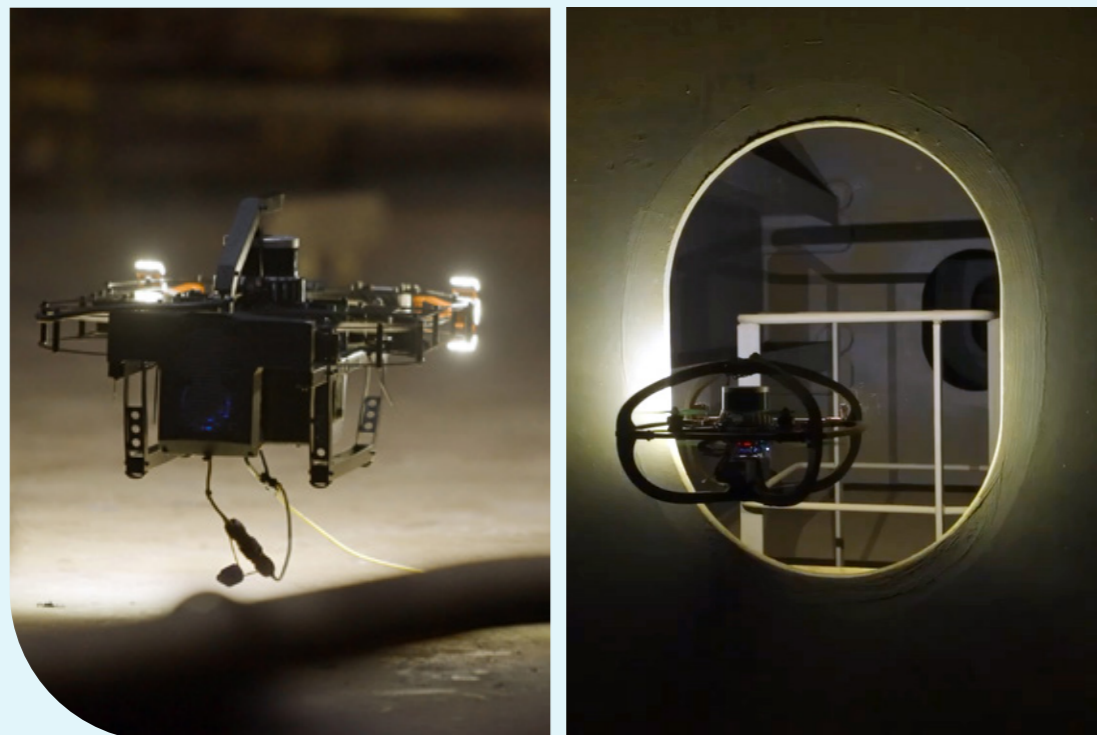
## SENTIENT Project

**Science of Resilient Autonomy in Perceptually-degraded Environments (SENTIENT) introduces new methods and systems that empower micro and aerial robots to effectively explore, map, and analyse industrial environments like ship ballast tanks or oil & gas facilities.**

One of the field test inspections occurred on board Petrojarl Knarr. Autonomous drone inspections were conducted within the ballast water tank, exploring six compartments as narrow as 0.7 by 0.5 meters. The robot utilizes simultaneous localisation and mapping to perform volumetric calculations, plan exploratory paths, and detect manholes. It then uses these detections to autonomously navigate between compartments and return to its initial take-off point.

The research project covers:

- Designing resilient collision-tolerant aerial robots
- Redundant, resourceful, and robust robotic perception for autonomous localisation and scene understanding through the fusion of diverse sensing technologies.
- Cognisant informative path planning and machine learning-based navigation.
- The SENTIENT project partnership is in collaboration with NTNU, Scout DI, DNV and Equinor.



## Spinning for Save the Children- charity!

**Every year in Norway, a telethon is organised by the national TV channel.**

In 2023, the recipient of telethon donations was the Save the Children Foundation. Altera's Trondheim employees sponsored two stationary bicycles at a local gym over the course of 24 hours to raise funds for this annual telethon. In total, all participating companies raised over 300,000 NOK for this important initiative.



Marte Gresseth and Elisabeth Hamstad





Carolyn Webster, Instant Neighbour and Andrew Sutherland, Altera Infrastructure

## Christmas Magic in Our Aberdeen Office!

**In Aberdeen, there is a local charity called Instant Neighbour. Their aim is to support low-income households by providing access to low-cost second-hand furniture, white goods, clothing etc. In that same spirit of giving, they believe that no child should be without a gift at Christmas and are dedicated to helping families in need during the holiday season.**

Instant Neighbour hosts an annual Giving Tree celebration which provides gifts to children at Christmas time. This initiative is supported by many local businesses and the public who help to distribute donated presents to children across both Aberdeen city and Aberdeenshire.

At a loss of where to host the annual Giving Tree festivities for the 2023 holiday season, Instant Neighbour made an urgent plea to the business community in the North-East of Scotland to help source a venue. Thankfully, Altera's Aberdeen office opened its doors to the cause to ensure Instant Neighbour could continue to do their valuable work.

Through a great TEAM effort under a tight timeline, the ground floor of our office was turned into the logistical hub where gifts for kids of all ages were received, sorted, packed, and later transported to recipient's on the organisation's Christmas list.

Many of our Aberdeen colleagues generously volunteered their time and donated gifts to ensure the success of this event and allow local children to experience the true spirit of Christmas.

## Charity support to cancer research

Morag Kurtz, a Financial Analyst at Altera's Aberdeen office, is a volunteer at the Cancer Research Aberdeen & North East Scotland (CRANES) charity organisation. Every year since the pandemic, the Aberdeen office organises a donation drive on behalf of CRANES. The donated items are then sold in the CRANES' onsite shop with proceeds going towards cancer research.

Cancer Research Aberdeen & North East Scotland (cranes.org.uk)



## Christmas Giving: A Gift to Our Local Community in Trondheim



**In 2023, Altera's Trondheim office made a Christmas donation of 50,000 NOK to the Church City Mission ( The Church City Mission – Kirkens Bymisjon), in support of their important work for those in need.**

The Church City Mission is an inclusive, non-profit organization operating in towns and cities across Norway, aiding those who face a variety of challenges. Altera's donation is specifically earmarked for the local community in Trondheim, allowing us to make a direct and meaningful impact. The spirit of giving is alive and well, as the Church City Mission notes donations are on the rise.

*In picture: Nils Åge Aune, Head of Region, Kirkens Bymisjon Midt-Norge, Marte Gresseth, Altera, Kari Lian, Business Partner Kirkens bymisjon, Elisabeth Hamstad, Altera.*

# Altera Infrastructure Shuttle and Storage

## 2023 Sustainability highlights

Vessels owned or operated in 2023



**20**  
Shuttle  
tankers



**2**  
Floating storage  
and offloading  
(FSO) vessels



**1**  
Unit for maintenance  
and safety (UMS)



# What we do

Altera owns and operates three vessel segments through the Shuttle and Storage business unit – shuttle tankers, floating, storage, and offloading (FSO) units, and one unit for maintenance and safety (UMS). Shuttle tankers transport crude oil and condensates from offshore oilfield installations, usually to onshore terminals and refineries. FSO units provide on-site storage for oilfield installations that have no storage facilities or require supplemental storage. UMSs are used primarily for offshore accommodation, storage, and support for maintenance and modification projects on existing offshore installations, or during the installation and decommissioning of large offshore assets, such as floating production and storage units, floating liquefied natural gas units, and floating drill rigs.

selected sustainability-related highlights from the activities of the Altera Shuttle and Storage business unit. Unless otherwise indicated, all statistics and data are presented as for vessels within the operational control of Altera Shuttle and Storage, excluding vessels under the technical management of third parties. For full details of Altera’s sustainability framework, reporting boundaries, performance, and complete 2023 environmental, social, and governance (ESG) disclosures, refer to the 2023 Altera group Sustainability Statement at [alterainfra.com](https://alterainfra.com).

## About this report

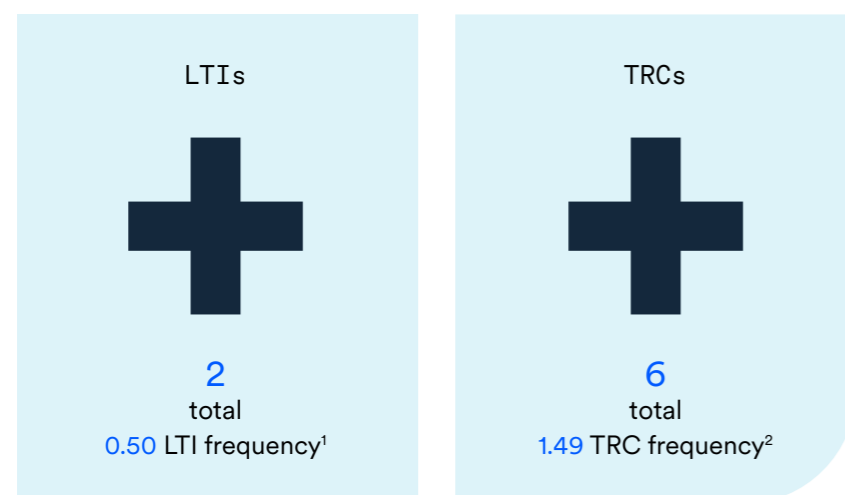
This sustainability highlights report is intended as a supplement to the Altera Infrastructure group consolidated 2023 Sustainability Statement. It presents

### Contact

We appreciate your feedback, comments and queries on this report. Please get in touch via [sustainability@alterainfra.com](mailto:sustainability@alterainfra.com)

# Health and safety

Shuttle and FSO fleet health and safety performance



**Notes**  
 Lost Time Injuries (LTIs) track fatalities, permanent total disability, permanent partial disability, and work-related injuries for which a medical professional recommends says away from work.  
 Total recordable cases (TRCs) track restricted work case injuries and medical treatment injuries in addition to LTIs. TRCs do not include first aid cases.  
 Both LTIs and TRCs are tracked as for Altera employees and non-employee workers, as well as others on Altera-operated vessels and in Altera offices.  
 LTI and TRC frequency rates are calculated as the number of LTIs per million exposure hours on a 24-hour workday basis.

The health and safety of our people is our license to operate. In 2023, we recorded 2 lost time injuries (LTIs) and 6 total recordable cases (TRCs) from our shuttle tanker fleet. We experienced no LTIs or TRCs from our FSO fleet.



# Environmental impact



In 2023, our AIS fleets generated 10,246 m<sup>3</sup> of waste. This includes 2,823 m<sup>3</sup> of waste from vessels in operation, and 7,423 m<sup>3</sup> of waste generated by AIS related project works. Of the total waste, less than 1% was classified as hazardous. All hazardous waste was generated during yard-based project works and was handled according to both internal procedures and applicable law.



The Green Shipping Programme (GSP) is a public-private partnership that aims to advance the Norwegian government's maritime strategies and plans. The Programme's vision is to develop and strengthen Norway's goal to establish the world's most efficient and environmentally friendly shipping. Since its inception, the Programme has initiated 45 pilot projects, 17 of which have been realised and are under construction. Altera has participated in 12 of the pilots and has been the pilot owner of two. Read more about the GSP [here](#).



### VOC Industry Cooperation (VOCIC)

Our shuttle tanker operations emit volatile organic compound (VOC) gases during loading of crude oil, which contain mainly methane and propane. Both contribute to the greenhouse effect, but the non-methane VOCs (NMVOCs) form ground-level ozone that can harm both human health and plant life.

The NMVOC emission limit on the Norwegian Continental Shelf (NCS), established in 2002, drove the formation of the VOC Industry Cooperation (VOCIC), which consists of all NCS field license owners using shuttle tankers to transport crude oil. This group collectively invests in onboard VOC reduction technologies and reports its members' NMVOC emissions to the Norwegian Environment Agency.

Altera has held the VOCIC Administrator role since the start of the alliance, which means we provide technical support to all shuttle tanker owners on the NCS with VOC reduction technologies onboard their vessels. We also monitor emission performance, set budgets, and make short- and long-term Investment plans on behalf of the group. Since its launch, VOCIC has spent close to USD 500 million on VOC reductions.



### Norwegian Shipowner's Association: Climate and Environmental Committee

Altera has chaired the Climate and Environmental Committee, part of the Norwegian Ship Owner's Association, since 2019. Through this Committee, and together with some of the most forward leaning Norwegian shipping companies, we are working towards ambitious but fair, domestic, regional, and international environmental frameworks to guide our industry.

### Responsible recycling

Altera ensures a dedicated team oversees each of our vessel recycling projects. We maintain an audit and inspection regime for approval of chosen ship recycling facilities that goes beyond the standards set by the Hong Kong Convention. To actively promote responsible ship recycling, in 2023 Altera was a member of the steering committee

of the Ship Recycling Transparency Initiative ([www.shiprecyclingtransparency.org](http://www.shiprecyclingtransparency.org)).

In 2023, we completed two recycling projects which were initiated in 2022 – the FSO Falcon Spirit, recycled in India, and the shuttle tanker Petronordic, recycled in Turkey.

#### Recycling projects in 2023

Vessel	Vessel type	Recycling Location	Project Start	Project Status
<b>Falcon Spirit</b>	FSO	India	August 2022	Completed (May 2023)
<b>Petronordic</b>	Shuttle tanker	Turkey	September 2022	Completed (February 2023)
<b>Navion Anglia</b> <sup>1</sup>	Shuttle tanker	Turkey	February 2022	Completed (September 2022)

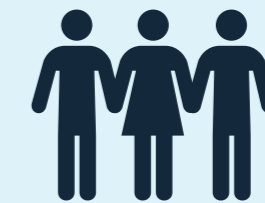
<sup>1</sup> Navion Anglia was inadvertently omitted from the 2023 disclosures.

## Power of our TEAM

Altera succeeds and endures on the strength, skills, and passion of our people. We seek out colleagues who are curious, resourceful, and driven to meet their greatest professional challenges, who believe in our vision, mission, and values, and who are passionate about building solutions for the energy transition.

In 2023, we delivered leadership training for more than 57 people in our organisation customised to include topics that suit the working environment onboard the vessel and incorporate the Altera TEAM values. With the participation of onshore employees who work closely with our seafarers, we focused on establishing a stronger ship-to-shore connection and on the challenges of leading people in different work environments.

In 2023 we also hosted several in-person seafarer conferences, bringing together senior seafarers and key onshore support staff. Our conferences in Europe, Canada, and the Philippines counted 57, 37 and 98 participants, respectively.



**1,036**  
total workforce

**7%**  
onshore

**93%**  
aboard

**3%**  
women overall

**29%**  
women onshore

**1%**  
women aboard

**Notes**  
Workforce includes employees and non-employee workers and is calculated on a headcount basis as of the end of the reporting period; does not include shared Altera group corporate resources.

# Climate impact

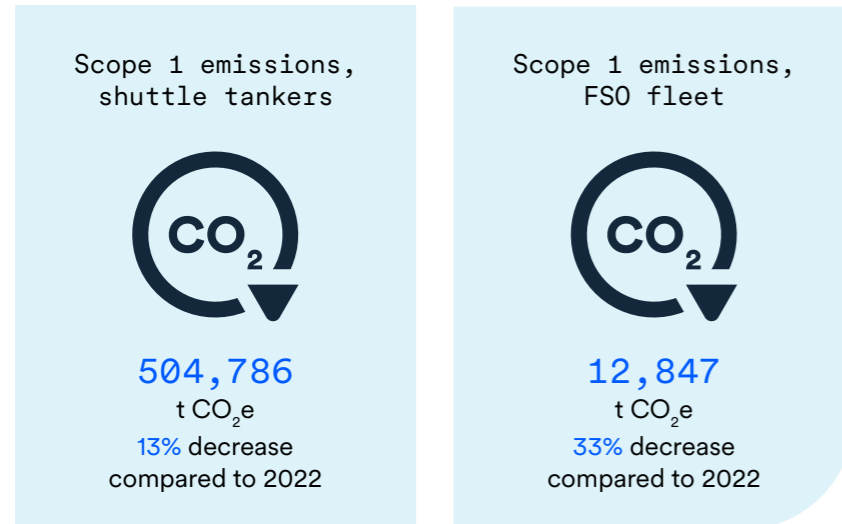
We believe reducing greenhouse gas (GHG) emissions from our operations is a competitive advantage. To drive emission reductions on our operating fleet, we focus on improving operating efficiency and implementing appropriate technical enhancements. We are also investigating ways to renew our fleet with less carbon-intensive vessels as we approach 2030.

Direct (Scope 1) emissions from our shuttle tankers decreased 13% from last year to 504,786 t CO<sub>2</sub>e. Some of our vessels are equipped to run on either liquid natural gas (LNG) or conventional fuels, and the

decrease in direct emissions since 2022 is largely due to increased use of LNG in 2023 rather than the more carbon-intensive marine gas oil (MGO) used in 2022.

Scope 1 emissions from our FSOs fell 33% from last year to 12,847 t CO<sub>2</sub>e, due to a reduction in fleet size from three to two vessels in 2023.

We reported no material Scope 1 emissions for our UMS in 2022 because all operations within the year were managed by a third party. These emissions are instead captured in our Scope 3 reporting.



**Notes**  
To calculate the weighted shuttle tanker fleet average carbon intensity indicator (CII), we divide total Scope 1 CO<sub>2</sub> emissions for all shuttle tankers within our operational control by the product of the deadweight of these shuttle tankers, multiplied by the distance travelled in nautical miles by the fleet, within the reporting year. Calculations include the IMO shuttle tanker correction factor.

## Reducing our carbon intensity

### Shuttle tankers

We measure the carbon intensity of our shuttle tankers according to the IMO's carbon intensity indicator (CII) of grams CO<sub>2</sub> per deadweight-nautical mile (g CO<sub>2</sub>/dwt-nm), which measures a vessel's carbon emissions per capacity-distance. A lower CII value indicates a more efficient emissions performance.

In 2020 we set a target to reduce the fleet average CII of our shuttle tankers by 50% by 2030 compared to a 2008 baseline calculated according to IMO methodology. At the time, this was more ambitious than the IMO's own 40% reduction target. In 2023, the IMO revised its ambition to target a 50% reduc-

tion. Because we have already been working towards a 50% reduction target for three years, we are well-placed to meet or exceed the IMO's new guideline.

In 2023, the average CII for our shuttle tanker fleet was 3.0 g CO<sub>2</sub>/dwt-nm, a 6.3% improvement from an average CII of 3.20 in 2022 and in line with our 50% reduction pathway. Since 2019, we have reported third-party verified voyage data to the IMO, including distance sailed and fuel consumed in accordance with the IMO Data Collection System (DCS) regulations. We use this data to compare our verified CII performance to the reduction pathway to see if we are on track to meet our reduction target.

## IMO Carbon Intensity Indicator (CII) methodology

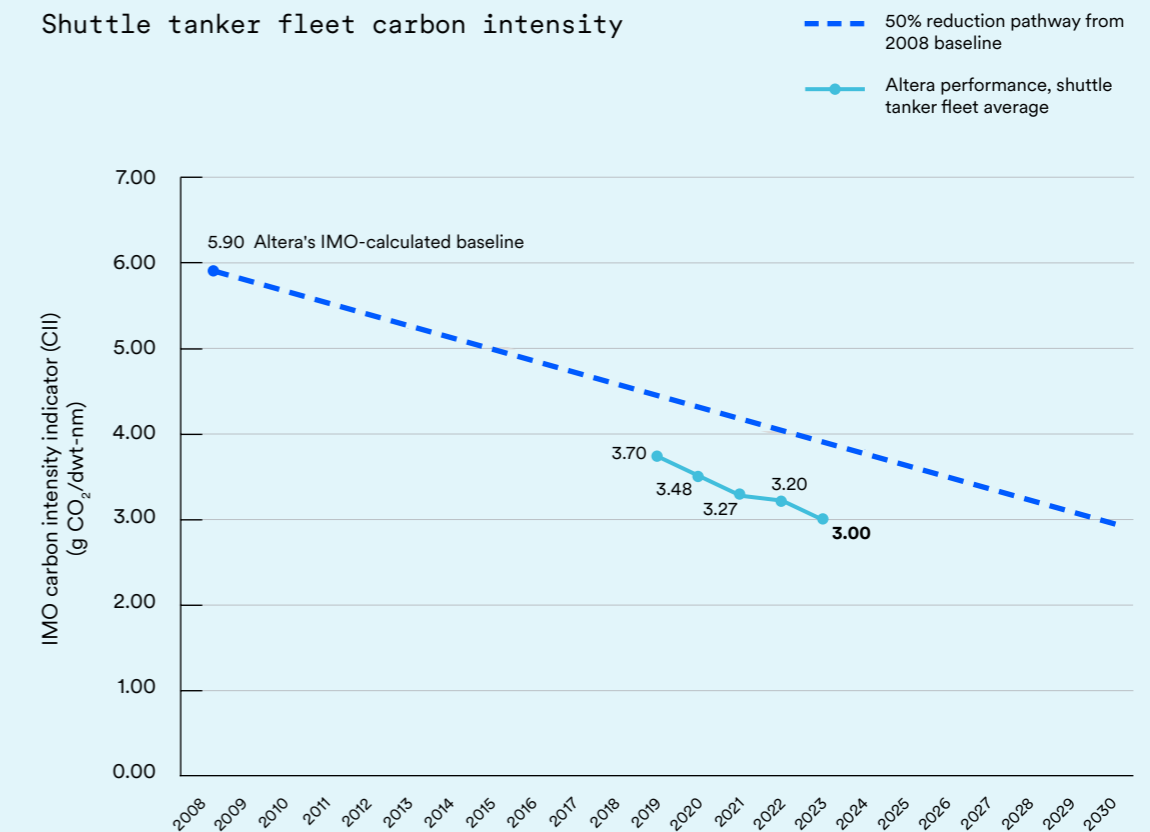
In connection with new International Maritime Organization (IMO) regulations, the IMO introduced a new carbon intensity metric for ships at the end of 2022. The IMO carbon intensity indicator (CII) measures how efficiently a vessel above 5,000 GT deadweight transports goods or passengers and is given in grams of CO<sub>2</sub> emitted per cargo-carrying capacity and nautical mile (g CO<sub>2</sub>/dwt-nm).

Certain vessels, including shuttle tankers, may also apply a correction factor to the calculation of CII. Shuttle tankers produce significantly higher CII values than conventional deep sea

trading tankers. This is due to the operational nature of shuttle tankers, which tend to take short voyages with frequent loading and off-loading of cargo; such activities produce substantial emissions while operating on dynamic positioning to lift cargo at an offshore oilfield (during which they are burning fuel at zero sailed distance). The correction factor allows shuttle tankers to be appropriately compared to conventional tanker vessels, on which the IMO's baselines and rating thresholds are based.

Detailed explanation of the IMO's shuttle tanker correction factor is available from the [IMO](#).

Shuttle tanker fleet carbon intensity



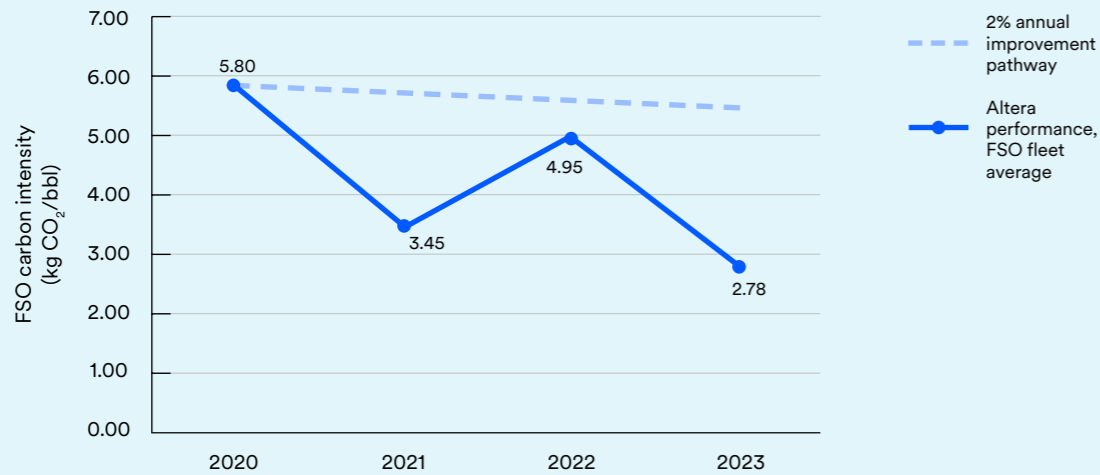
**FSOs**

We measure the carbon intensity of our FSOs by tracking carbon dioxide emissions from these vessels per barrel of oil stored on the vessel for offloading (kg CO<sub>2</sub>/boe). We have set a target to reduce the fleet average carbon intensity of our operating FSOs 2% annually from our baseline 2020 performance.

In 2023, the unweighted average carbon intensity of our FSO fleet was 2.78 kg CO<sub>2</sub>/boe, a 43.8% decrease compared to 2022. FSO fleet average

emissions intensity was higher than usual in 2022 because of the decommissioning of one of the FSOs that year. During decommissioning, vessel energy consumption in the form of fuel combustion remains relatively constant even as the number of barrels of oil equivalent stored falls towards zero. Accordingly, emissions intensity rises. In 2023, both FSOs in our fleet were operating at normal capacity for the entirety of the reporting year, and thus emissions returned to a more normal range.

FSO fleet average carbon intensity



**Notes:**  
To calculate the unweighted FSO fleet average carbon intensity, we calculate the carbon intensity of each FSO vessel within our operational control for the reporting year (by dividing Scope 1 CO<sub>2</sub> emissions by total barrels stored for each vessel) and then calculate the average of these values for all vessels in the fleet. We use an unweighted average to ensure that the annual performance of each vessel is apparent in the fleet average, even given the small number of vessels in the fleet.

We reported on FSO fleet average emissions intensity for the first time in 2022. Historical data for the years 2021 and 2020 for assets which were recycled in 2020 was estimated based on their respective average daily fuel consumption and average barrels of oil stored.

**Methane slip**

When vessels run on LNG, as do our E-Shuttle tankers, a certain portion of the methane from the LNG does not fully combust. This leads to small amounts of fugitive methane emissions. Even though the volume of escaped methane is small, the CO<sub>2</sub> equivalent global warming potential over a 100-year perspective is 25 times that of CO<sub>2</sub>.

An estimated 510 tonnes of unburned LNG escaped as methane emissions from our shuttle tanker fleet in 2023, compared to 206 tonnes in 2022. The increase results from a corresponding increase in the use of LNG as fuel as compared to last year. Due to historically high gas prices during the energy crisis of 2022, many of Altera's clients directed the use of conventional fuels, however, the use of LNG rebounded as prices fell in 2023.



# Nerves of Steel

**The Nerves of Steel tool was developed in collaboration with DNV, it ensures an always up-to-date assessment of the condition of the hull, presented through a customized dashboard. Having detailed insight and knowledge about the hull condition simplifies the decision-making processes for a range of scenarios and needs.**

Throughout their operational life, many vessels incur structural related defects, due to the cumulative effects of corrosion and structural damage. In nearly all cases, this damage is preventable with timely maintenance and an understanding of the cause of the corrosion and structural damage. Operating in harsh environments like the North Sea and off the East Coast Canada can induce fatigue in the vessel's hull structure as it bends to accommodate waves rolling alongside the vessel. The Nerves of Steel technology enables continuous estimation of hull structure utilization (e.g. strength and fatigue) based on the actual weather conditions encountered by that vessel, on that specific trade.

Today, vessels of this nature are designed and built to withstand a minimum of 25 years' service in an environment akin to the North Atlantic Ocean; Altera shuttle tankers are built to exceed this. The Nerves of Steel tool will help verify and demonstrate the worthiness of the candidate vessel to operate beyond the industry standard 20-year age limit, thus maximizing the vessel's full potential.

We continue to improve the tool which provides several potential benefits, including improved inspection planning, reduced off-hire risks, enhanced decision-making for life cycle management, and efficient evaluation of weather conditions for hull damage investigations. Furthermore, the tool supports impact assessment in new locations or trades, improves due diligence for sales and purchases, and provides input for new ship specifications. Altera is firmly committed to safeguarding the environment in which we operate.

This innovation in data analysis and monitoring exemplified by the Nerves of Steel tool underscores our continuous dedication to our vision to lead the industry to a sustainable future.



### E-Shuttle Green Bond

**Issuer:** Altera Shuttle Tankers L.L.C.  
**Status:** Senior unsecured  
**Outstanding notional:** \$200 million  
**Maturity date:** 18 October 2024  
**Coupon:** 3m Libor + 650bps  
**Listing:** Oslo Stock Exchange  
**Second opinion:** Cicero – light-green shading



### Altera E-Shuttles and Green Bond

Altera’s E-shuttle tankers Aurora Spirit, Rainbow Spirit, Tide Spirit, and Current Spirit are some of the most advanced and energy efficient shuttle tankers on the market. Anticipating a need for low-emission shuttle tanker capacity, they boast a unique design that can use liquid natural gas (LNG), recovered volatile organic compound (VOC) emissions, and even potential zero-emissions fuels, such as bio-LNG and synthetic methane, as fuel. Since they use gas-electric propulsion, it is also possible to retrofit the vessels with future electric power sources, such as fuel cells. A Green Bond was raised to part-finance the E-Shuttles, and all proceeds from this bond have been used for this purpose. This bond received a light green rating from Cicero.

The E-Shuttles were designed to achieve emissions savings of 40% (including the reduction in CO<sub>2</sub> equivalents from VOC emissions reductions) compared to the last series of vessels built for trade in the North Sea – our Explorer class shuttle tankers Amundsen Spirit, Nansen Spirit, Scott Spirit, and Peary Spirit, delivered in 2010 and 2011.

To assess the climate-related performance, we compare IMO CII figures (including the IMO shuttle tanker correction factor) for our Explorer class vessels to those for the E-Shuttles. The data confirm that the E-shuttles are more efficient – the average CII for the E-Shuttles was 21% lower than that for the Explorer class in 2023. This figure only takes into account the emissions from fuel consumption onboard. This improvement is an increase from the 2022 figures, and largely stems from increased use of LNG instead of MGO in 2023 as compared to the prior year.

Further, while the first E-Shuttles were delivered in 2020, commissioning of many onboard systems was delayed due to the disruptive effects of the COVID-19 pandemic and technical equipment challenges. These challenges particularly affected the onboard VOC reduction plants which are currently operating at approximately 80% capacity. We expected the E-Shuttles to be operating to their full design potential by 2023, however we now expect to reach this milestone in 2025.

Fleet average IMO CII of E-Shuttles compared to Explorer class (g CO<sub>2</sub>/dwt-nm)

	2023	2022	2021
Explorer Class	3.26	3.13	3.26
E-Shuttles	2.57	2.72	2.46
<i>Comparative E-Shuttle CII performance improvement</i>	21%	13%	25%



Shuttle scheduling team, Stavanger



Captain Terje Grøttan, onboard Tide Spirit

## Race to Reduce

**Living up to Altera's strong sustainability vision requires a commitment to embed sustainability into our daily activities.**

Since 2021, we have run an annual energy efficiency campaign called the Race to Reduce. To increase emissions awareness, we challenge the vessels in our shuttle tanker and FSO fleets to reduce the carbon intensity of their operations. The campaign takes the form of a competition, where each vessel competes against themselves to achieve the highest degree of reduction compared to its own fuel consumption baseline in various operational modes.

Energy saving initiatives range from small actions such as turning off lights when not in use, to large scale efforts in collaboration with our customers to optimise speed and operations in our transport work. The latter may save several tons of fuel on a single voyage.

At the end of each year, each shuttle tankers that demonstrates an improvement to its baseline in three of the four defined operational modes, and each FSO that demonstrates an improvement in average fuel consumption per day, receives a bonus transfer to the crew welfare fund onboard that vessel. In 2023, nine of our 18 operating shuttle tankers and both of our operating FSOs achieved the required targets for this Race to Reduce bonus.

Another positive outcome of this campaign has been the enhanced interaction between our crew members and the chartering departments of our customers. An example of this is when our good master, Terje Grøttan, onboard Tide Spirit, was preparing to proceed from the offshore installation to discharge location at the standard contract speed of 13 knots. Upon receiving updated information about the berthing time at the discharge location, Captain Grøttan realised he could proceed at a significantly reduced speed, thus conserving fuel and reducing emissions – a proactive shift from the industry's standard "hurry up and wait" approach. After receiving permission from the customer, Tide Spirit reduced its cruising speed to 8 knots. This simple yet impactful course of action saved our customer the cost of 26 tonnes of fuel and prevented generation of approximately 75 tonnes of CO<sub>2</sub> emissions.

# Safety Excellence on Canada's East Coast

**In the realm of occupational health and safety, Canada's Safest Employers Awards (CSEA) serve as a beacon, celebrating the dedication and innovation of safety leaders across the nation and encouraging others to follow in their footsteps. For over 14 years, these awards have established the benchmark for excellence, acknowledging the efforts of companies and individuals who excel in ensuring the safety and well-being of their employees. It is within this context that the recent accolade awarded to Altera Atlantic Management ULC, "Canada's Safest New Employer Award 2023", shines particularly brightly.**

This recognition affirms our unwavering commitment to the highest standards of workplace safety, showcased through our operations. Our approach to safety integrates compliance as a foundational element, building upon it with practices and values that ensure every employee embodies safety as a core value. This commitment positions safety as the foundation of our industry and our right to operate. The award, while attributed to our operations in Canada, reflects the ethos of our global organisation.

Achieving "Canada's Safest New Employer Award" was made possible through robust risk assessment procedures, comprehensive training programmes, and diligent workplace inspections. These practices are crucial for identifying and mitigating potential risks and for fostering an environment of continuous safety improvement.

Engaging our employees has been key to our journey towards safety excellence. Through a variety of initiatives, including digital media communications, safety alerts, and toolbox talks, we have fostered a culture of active participation in maintaining and enhancing our safety standards.

Celebrating this milestone reminds us that the journey towards safety excellence is never complete. The recognition from Canada's Safest Employers Awards strengthens our determination to uphold and advance our safety standards across all operations. It underscores the significance of maintaining a focus on safety, as supported by industry leaders and echoed in testimonials from CSEA. Safety unites us, extending beyond foundational compliance to a shared commitment that ensures the well-being of every employee.

We extend our deepest thanks to all our employees for their unwavering dedication and commitment to safety. Together, we will continue to set an example, ensuring Altera remains a beacon of safety excellence on Canada's East Coast and beyond.



Norse Spirit Crew



Beothuk Spirit Crew

# Strengthening Safety Culture

**We continue to build a strong safety culture with the implementation of various programs to reinforce safety practices in the workplace.**

To engage the crew in important safety issues, the Always Safe Campaign was adopted and introduced. The platform offers learning packages based on the four topics of the Always Safe Annual Wheel outlined in the diagram below.

It is intended to be used as a learning exercise, facilitating the active engagement of crew members in discussions concerning critical safety matters. It creates an environment where the crew can share personal experiences, discuss safety-related topics, and effectively address safety concerns. This process involves relaying the feedback and comments from our onboard teams to relevant functions onshore.



*The Always Safe Campaign web platform is in collaboration with Equinor, Aker BP, Vår Energi and ConocoPhillips, with support from BehaviorLab*



# Open Communication and No-Blame Culture

**Throughout 2023, we focused on improving our safety reporting processes. During our annual crew and officers conference, we encourage open communication in discussions and during exercises, emphasizing the importance of acting swiftly, action accountability, and offering solutions that prioritize safety through clear communication. We foster a no-blame culture on board our vessels allowing crew members to report hazards without fear of retaliation or conflict.**

Additionally, our crew actively participates in the annual World Day of Safety. This initiative provides crews with the yearly opportunity to review and reinforce on board safety programs, protocols, and practices. Over the course of the day, various activities and competitions are organised to promote safety awareness and encourage active participation from offshore crew members.

We are committed to further increasing transparency in our safety reporting and providing a safe space for the crew to take proactive measures in response to perceived safety hazards. It's crucial for all crew members to remain vigilant of potential threats that could result in physical harm or safety accidents. It is our aim that ongoing efforts to educate and reinforce our offshore staff of safety protocols as well as encourage open communication and swift decision making will effectively mitigate such occurrences.

# Enhancing Safety through Digitalisation

At Altera, we have embarked on a comprehensive digital transformation journey, establishing strategic partnerships with industry experts to enhance our vessel maintenance processes and elevate our safety standards of inspection procedures. Our active involvement in digital solution projects aims to produce new technologies and processes to unlock sustainable value creation.

## REDHUS Research Project

The Remote Drone-based Ship Hull Survey (REDHUS) research project is partially funded by the Research Council of Norway with an overall objective to develop remote drone-based ship hull surveys through AI, such that surveys can be arranged more flexibly, at lower costs, with lower risks to involved personnel. The project is led by DNV, in collaboration with Klaveness Combination Carriers, Scout DI and the Norwegian University of Science and Technology (NTNU).

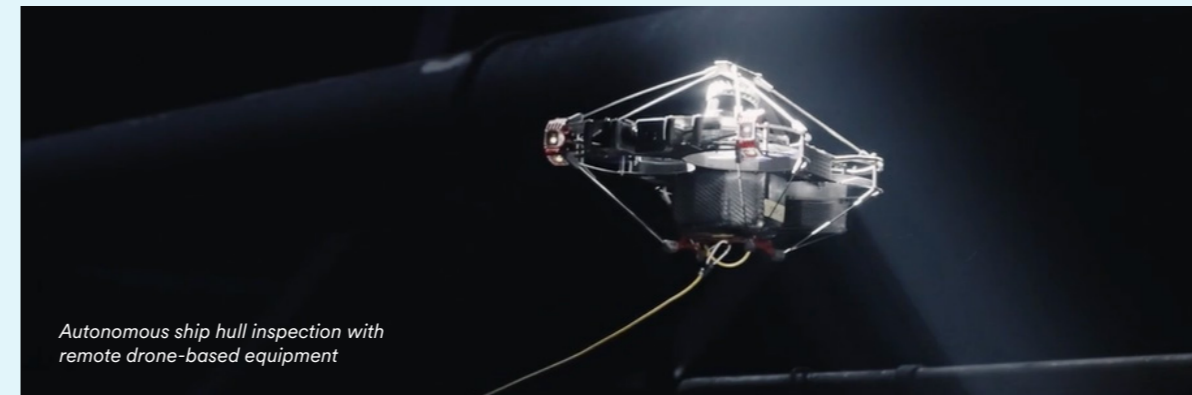
In 2023, the project culminated in successful completion after three years of several testing sessions onboard cargo ships. One of the successful final tests took place onboard the Altera shuttle tanker *Lambada Spirit* at Lisnave Shipyard in Portugal.

The drone developed by NTNU demonstrated its capability to autonomously explore and inspect the multiple compartments within a ballast water tank then safely return to its starting point without previous knowledge of the environment. Meanwhile, a similar drone developed by Scout DI independently completed a close-up inspection within a cargo tank following a preplanned inspection path.

Altera Shuttle Structural Integrity team plays an important role in providing perspective from the ship owner in the continued development and demonstration of innovative technologies and processes that further seek to enhance safety measures and reduce the need for human inspections.

This research project provides us with the option to inspect our assets through a safer, more flexible, consistently standardized process. The continuous research and improvement of this technology will be gradually integrated into our system as an integral part of our asset maintenance processes and operations.

Our digitalisation efforts are integrated into our overall business strategy, ensuring alignment with our core goals of innovation while continuously enhancing workplace safety.



Autonomous ship hull inspection with remote drone-based equipment





## Safety Milestones in the Altera Shuttle Fleet

Ensuring the health and safety of our workforce is Altera's top priority. In 2023, we celebrated our top three vessels achieving over decade-long milestones in lost time injury (LTI) free operations. We highly value and commend our teams for consistently demonstrating outstanding safety performance on board our vessels.

Congratulations to the entire crew for their contributions in making these milestones possible; their success truly reflects the team's hard work and collaborative effort.

20 years	13 years	12 Years
Suksan Salamander (FSO)	Amundsen Spirit (Shuttle Tanker)	Scott Spirit (Shuttle Tanker)

## Operational Leadership Champions

The health and safety of our people is our license to operate. A safe working environment not only enhances the well-being and productivity of our employees but also safeguards our operations, assets, and operational environments.

The Operational Leadership Champion (OLC) Award aims to recognise crew members who have demonstrated a strong commitment to safety, taken proactive measures in preventing accidents and hazards on board, and who actively contribute to creating a safer environment for all.

Nominations were submitted semi-annually, with winners chosen based on criteria such as alignment with operational leadership commitments, impact on safety improvement, level of effort and innovation, and potential team and fleet-wide benefits.

We are proud to have recognised the following individuals for 2023:



### Second Assistant Engineer Jude Epistola, Samba Spirit

Acknowledged for his active contribution and insightful recommendations during toolbox talk meetings in the engine room. 2AE Jude Epistola demonstrates a proactive approach in providing constructive feedback and offering valuable input on safe working practices. He consistently takes immediate action to halt unsafe work and actively assists in addressing potential safety hazards. Additionally, he serves as a mentor to his peers, freely sharing knowledge and offering guidance and expertise.



### Pumpman Ramonito Marfil, Samba Spirit

Recognised for his humanitarian efforts, Pumpman Ramonito Marfil took swift action to immediately report the discovery of a small boat off the west coast of Morocco carrying 35 individuals. This boat had been adrift for 7 days and all fuel and food sources had been depleted. Ramonito's decisive action inspired the entire Samba crew to lend their assistance in the rescue mission. The relevant authorities were contacted, and all rescued were kept safe until they were transferred to the Search and Rescue (SAR) vessel, which brought them safely to shore.

# TCFD recommended disclosures

Topic	Recommended disclosure
<b>Governance</b>	
<b>Organisational governance around climate-related risks and opportunities</b>	<p><b>The board’s oversight of climate-related risks and opportunities</b></p> <p>The Altera Infrastructure board has reserved oversight of the group’s sustainability performance and non-financial disclosures, and the group’s enterprise risk management (ERM) process (described in the Risk Management section of this table), including climate and other sustainability-related risks and opportunities incorporated therein. The board has anchored oversight of the ERM process with the audit committee.</p> <p>The ERM process is run quarterly. Risks assigned an inherent risk score of 9 or above are included in quarterly group management reports to the audit committee.</p> <p>The board further monitors and oversees the performance of group management, including management of climate-related risks and opportunities and progress against established emissions-reduction targets.</p> <hr/> <p><b>Management’s role in assessing and managing climate-related risks and opportunities</b></p> <p>Group management is responsible for ensuring climate-related risks are appropriately managed across the Altera group. Management of each business unit is accountable for driving sustainability initiatives, identifying and appropriately managing climate-related impacts, risks and opportunities within that business unit’s operations, and delivering on their part of company-wide sustainability ambitions.</p> <p>Group management has appointed a VP Corporate Sustainability to facilitate a common approach to climate-related risk and opportunity management across the group. Altera’s VP Corporate Sustainability heads up our corporate sustainability working team who, together with appointed sustainability representatives within each of the business units and internal responsible area leads designated as stakeholder representatives, provided insights on sustainability matters, identified, and scored material impacts, risks and opportunities during Altera’s 2023 Double Materiality Assessment (DMA). For a complete description of the DMA process, see the <a href="#">Double materiality assessment</a> section of this statement.</p>

Topic	Recommended disclosure
<b>Strategy</b>	
<b>Actual and potential impacts of climate-related risks and opportunities on the organisation’s businesses, strategy, and financial planning where such information is material</b>	<p><b>Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term, and impact on the organisation’s businesses, strategy, and financial planning</b></p> <p>In 2023, Altera conducted a double materiality assessment (DMA) in accordance with the requirements of the ESRS. This included identifying and objectively scoring material climate-related impacts, risks, and opportunities (IROs). The DMA built on work conducted in 2022 to identify climate-related risk and opportunities within the framework of Altera’s enterprise risk management (ERM) process.</p> <p><b>Risks</b></p> <p>Climate-related regulation of Altera’s existing business lines could increase operating and internal resource costs necessary to ensure compliance. Increased pricing of GHG emissions will increase our and our clients’ costs, and we monitor proposed changes to emissions and carbon costs closely. Stigmatisation of our industry may increase the cost of financial capital and make it more difficult to attract and retain talent.</p> <p>We also face some risks arising from the physical and political impacts of climate change. Severe weather events and geopolitical instability resulting from climate change may disrupt our crewing schedules and supply chains and increase the costs of inputs to our business activities.</p> <p><b>Opportunities</b></p> <p>The risks of climate change also create opportunities for those businesses that can offer solutions. We have established planning projects in Altera Shuttle and Storage and Altera Production to leverage our technical expertise to develop climate-efficient offerings to our shuttle tanker, FSO, and FPSO clients.</p> <p>Altera has already invested in a fleet of shuttle tankers, the E-shuttles, which employ a fuel-optimised design, can run on LNG, and can capture and utilise VOCs emitted during operations for use as fuel. These technological decarbonisation levers reduce direct emissions from vessel activities. The introduction of more significant carbon taxes could position Altera as a preferred service provider compared to peers that have not already invested in low-carbon vessels. Although competitors can switch to lower carbon vessel technology, the entry barriers for new-comers are high. This could provide Altera with a competitive advantage, potentially resulting in additional revenue and reputational benefit.</p> <hr/> <p><b>Describe the impact of climate-related risks and opportunities on the organisation’s businesses, strategy, and financial planning.</b></p> <p>Please see the description above.</p> <hr/> <p><b>Describe the resilience of the organisation’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario:</b></p> <p>We have not yet formally considered Altera’s resilience to different climate change scenarios.</p>

Topic	Recommended disclosure
<b>Risk Management</b>	
<p><b>Identification, assessment and management of climate-related risks.</b></p>	<p><b>Describe the organisation’s processes for identifying and assessing climate-related risks</b></p> <p>Risk and opportunities arising from Altera's activities, including those that are climate-related, are identified and assessed through the group's enterprise risk management (ERM) process. The ERM process is facilitated by the corporate Risk and Audit Services function.</p> <p>Business unit management teams identify and assess enterprise risks on a quarterly basis, scoring each risk for consequence and likelihood over the coming five years on a rating scale running from 1 to 5, where 5 is high. These two independent scores are then multiplied to give a value of inherent risk with a score of 25 signifying imminent, and catastrophic risk. The output of this assessment is a heatmap which indicates risk severity, and aids in risk prioritisation. Risks are then further categorised as low risk, moderate risk and high risk as defined below:</p> <ul style="list-style-type: none"> <li>• <b>Impact materiality:</b> Scale, scope, irremediability, and likelihood (based on whether an impact is positive/negative and actual/potential).</li> <li>• <b>Financial materiality:</b> Financial magnitude of risk/opportunity, likelihood, and the nature of the financial effect.</li> </ul> <p>The assessment of material IROs further considered whether the IRO arose over short- (1–3 years), medium- (3–5 years), or long-term (over 5 years) time horizons, and whether the IRO arose within Altera's own operations or value chain.</p> <p>For a complete description of our materiality assessment process and accounting of Altera's material IROs, see the <a href="#">Double materiality assessment</a> section of this Statement.</p>
	<p><b>Describe the organisation’s processes for managing climate-related risks.</b></p> <p>Business unit management is accountable to group management for managing the impact of identified climate-related IROs within their business unit operations as part of the overall ERM process. Risks assessed as moderate or high in the ERM process are reported to the board, which exercises oversight of the management of these risks through the audit committee.</p> <p>For details on how Altera manages and mitigates material IROs, see <a href="#">Climate change</a> section of this Statement.</p>
	<p><b>Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation’s overall risk management.</b></p> <p>Sustainability and climate-related factors are generally reflected in the ERM process (described above) as part of the political, regulatory, and social landscape of our industry.</p> <p>In 2022, group management took steps to formalise the inclusion of climate-related risks in the ERM process. A register of climate-related risks drawn from the TCFD recommendations was defined and presented to management of each of the operating business units for discussion and initial assessment. These climate-related risks were formally included in the ERM process in Q1 2023.</p> <p>Additional climate and sustainability-related impacts, risks and opportunities (IROs) identified through our 2023 DMA have not yet been incorporated into the ERM process, but we are considering avenues to do so.</p>

Topic	Recommended disclosure
<b>Metrics and Targets</b>	
<p><b>Metrics and targets used to assess and manage relevant, material climate-related risks and opportunities.</b></p>	<p><b>Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.</b></p> <p>Altera reports on Scope 1, Scope 2, and a portion of Scope 3 emissions from its business activities, calculated according to the GHG Protocol on an operational control basis. We report on absolute emissions in tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e).</p> <p>We have also set emissions intensity targets, and report on the emissions intensity performance, for each of our fleets. Tracking of this data enables us to measure our emissions performance over time, which informs our assessment of identified climate-related risks and our resilience to such risks.</p> <p>See the <a href="#">Climate change</a> section of this Statement for a complete description of our emissions intensity targets and performance.</p>
	<p><b>Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.</b></p> <p>Absolute Scope 1, Scope 2, and Scope 3 GHG emissions, related risks, and relevant emissions intensity disclosures are reported in the <a href="#">Climate change</a> section of this Statement.</p>
	<p><b>Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.</b></p> <p>Each of Altera Infrastructure's business units have identified emissions intensity metrics and set emissions intensity targets to gauge and measure the direct emissions intensity (Scope 1) performance of their fleets.</p> <p>See the <a href="#">Climate change</a> section of this Statement for information on Altera's climate-related sustainability goals, and progress towards those goals.</p>

# Fleet information

FPSO vessels					
Oil production capacity (bbl oil per day)	Built	Ownership	Field Name and Location	Notes	
Petrojarl Knarr	63 000	2014	100%	Yard work	Undergoing project yard works at Drydocks World Dubai (DDWD)
Petrojarl I	30 000	1986	100%	Atlanta, Brazil	
Voyageur Spirit	30 000	2008	100%	Yard work	Undergoing project yard works at Drydocks World Dubai (DDWD)
Piranema Spirit	25 000	2007	100%	Lay-up	

Shuttle tanker vessels					
Capacity (dwt)	Built	Ownership	Operating Region	Notes	
Altera Wind	103 500	2021	100%	North Sea	
Altera Wave	103 500	2021	100%	North Sea	
Tide Spirit	129 830	2020	100%	North Sea	
Scott Spirit	109 300	2011	100%	North Sea	
Peary Spirit	109 300	2011	100%	North Sea	
Nansen Spirit	109 300	2010	100%	North Sea	
Amundsen Spirit	109 300	2010	100%	North Sea	
Petroatlantic	93 000	2003	100%	North Sea	Sold in April 2023
Samba Spirit	154 100	2013	100%	Brazil	
Lambada Spirit	154 000	2013	100%	Brazil	
Bossa Nova Spirit	155 000	2013	100%	Brazil	
Sertanejo Spirit	155 000	2013	100%	Brazil	
Beothuk Spirit	148 200	2017	100%	Canada	
Norse Spirit	148 200	2017	100%	Canada	
Dorset Spirit	148 200	2018	100%	Canada	
Altera Thule	148 200	2022	100%	Canada	
Nordic Brasilia	151 300	2004	100%	Far-East Spot	All operations in 2023 managed by a third party
Aurora Spirit	129 830	2020	100%	North Sea	
Rainbow Spirit	129 830	2020	100%	North Sea	
Current Spirit	129 830	2020	100%	North Sea	

FSO vessels					
Capacity (dwt)	Built	Ownership	Field Name and Location	Notes	
Randgrid	124 500	1995	100%	Gina Krog, Norway	
Suksan Salamander	78 200	1993	100%	Bualuang, Thailand	

UMS units					
Beds	Built	Ownership	Location	Notes	
Arendal Spirit	500	2015	100%	Israel, Canary Islands, Greece	All operations in 2023 managed by a third party

Ocean towage vessels					
Bollard Pull (tonnes)	Built	Ownership	Trading area	Notes	
ALP Keeper	302	2018	100%	Worldwide	Altera divested its Ocean towage business unit in February 2024.
ALP Defender	305	2017	100%	Worldwide	
ALP Sweeper	303	2017	100%	Worldwide	
ALP Striker	309	2016	100%	Worldwide	
ALP Centre	298	2010	100%	Worldwide	
ALP Guard	285	2009	100%	Worldwide	
ALP Winger	208	2007	100%	Worldwide	
ALP Forward	219	2007	100%	Worldwide	

## Restatements and corrections

### Categorisation of GHG emissions

In prior years, we accounted for direct emissions (stationary combustion, process, fugitive, and direct CH<sub>4</sub> emissions) and indirect emissions (resulting from the generation of purchased electricity, heat and cooling) from the operation of FPSOs for which Altera acts as duty holder as our Scope 1 and Scope 2 emissions, respectively. We also included an equity share portion of direct emissions from FPSOs operated by the Altera & Ocyan joint venture in Brazil in our Scope 1 total.

To align with offshore industry practice, we have revised and updated the categorisation of our GHG emissions from our FPSOs. From the 2023 reporting year we adhere to the following methodology:

Altera FPSOs that are on contract (within 500 metres of the offshore reservoir installation) are within the operational control of the oil and gas company reservoir operator, our client. Direct and indirect emissions from the operation of on-contract FPSOs are reported as part of the reservoir operator's Scope 1 and Scope 2 emissions, respectively, and as part of Altera's Scope 3 category 13 emissions (downstream leased asset).

Direct and indirect emissions from the activities of Altera FPSOs that are off contract (i.e. in lay-up or in yard) are reported as part of our Scope 1 and Scope 2, respectively.

In this report, historic emissions and emissions intensity disclosures have been recalculated and restated accordingly.

### Asset recycling

In 2022, we reported that we initiated recycling of two assets – one shuttle tanker and one FSO. In fact, we initiated recycling projects for three assets, two shuttle tankers and one FSO. The recycling of one

shuttle tanker was completed in 2022 and recycling projects for the other shuttle tanker and FSO were completed in 2023.

### Shuttle tanker CII values

The IMO carbon intensity indicator (CII) measures how efficiently a vessel above 5,000 GT deadweight transports goods or passengers and is given in grams of CO<sub>2</sub> emitted per cargo-carrying capacity and nautical mile (g CO<sub>2</sub>/dwt-nm). In 2022, we reported the fleet average carbon intensity indicators (CII) for our shuttle tanker fleet on the basis of the maximum deadweight, instead of the average deadweight for the fleet, as is required. In this report, historic CII values provided for the shuttle tanker fleet have been recalculated and restated accordingly.

### Lost time injuries (LTIs)

In past years, we disclosed "Lost Time Incidents" (LTIs), defined work-related injury or illness to an employee or non-employee worker, as a result of which a physician or licensed health care professional recommends days away from work. In 2023, we have updated the name of this performance indicator to "Lost Time Injuries" and have revised the definition to exclude work-related illnesses resulting in time off work. In this report, historic LTI data have been recalculated and restated, where necessary.

### FPSO Petrojarl I total emissions

We have recalculated and restated historic emissions figures for 2022 for FPSO Petrojarl 1 based on updated data received from the reservoir operator.

## EU Taxonomy

In 2023, as a first step towards reporting on the EU Taxonomy (EUT) alignment of Altera Infrastructure Group on turnover, capital expenditure (Capex), and operational expenditure (Opex), as applicable, we mapped our activities to understand and identify those which may be eligible. We have based our exercise on the latest Delegated Acts supplementing Regulation (EU) 2020/852 and, as such, have taken all six environmental objectives into account. Altera has relevant eligible activities under the following EUT activities of the climate change mitigation objective:

- 4.3 Electricity generation from wind power, and
- 9.1 Close to market research, development, and innovation.

We have one project related to the towage of windmill jackets that could be eligible under the EU Taxonomy activity 4.3 Electricity generation from wind power. We note that the towage of windmill components, such as jackets, is not explicitly defined

in the activity. However, considering general market practices, it is our understanding that the towage of jackets comprises an integral part of the construction process of offshore windmills, and is therefore eligible under 4.3 Electricity generation from wind power.

Another project eligible under the EU Taxonomy is our Stella Maris carbon capture and storage (CCS) project, where we are exploring solutions related to carbon dioxide (CO<sub>2</sub>) collection, transport, and storage infrastructure with the aim of developing a full carbon capture transport and storage (CCS) value chain as a "one-stop shop" that will enable industrial emitters of CO<sub>2</sub> to decarbonise their assets. During 2023, the only expenditure incurred was related to man-hours (payment of personnel). As such, the eligibility of this project falls under Capex under the enabling activity 9.1 Close to market research, development, and innovation of the climate change mitigation objective.

# Subsidiaries

- ALP Centre B.V.
- ALP Defender B.V.
- ALP Forward B.V.
- ALP Guard B.V.
- ALP Keeper B.V.
- ALP Maritime Contractors B.V.
- ALP Maritime Group B.V.
- ALP Maritime Holding B.V.
- ALP Maritime Services B.V.
- ALP Ocean Towage Holding B.V.
- ALP Striker B.V.
- ALP Sweeper B.V.
- ALP Winger B.V.
- Altera (Atlantic) Chartering ULC
- Altera (Atlantic) Management ULC
- Altera Al Rayyan L.L.C.
- Altera do Brasil Servicos Maritimos Ltda
- Altera Grand Banks AS
- Altera Grand Banks Shipping AS
- Altera Infrastructure (Philippines) Inc.
- Altera Infrastructure Arendal Holdings Limited
- Altera Infrastructure Coöperatief U.A.
- Altera Infrastructure Crewing AS
- Altera Infrastructure Denmark ApS
- Altera Infrastructure FFTA Holdings Limited
- Altera Infrastructure Finance Corp.
- Altera Infrastructure FPSO Holdings Limited
- Altera Infrastructure FSO Holdings Limited
- Altera Infrastructure Group Ltd.
- Altera Infrastructure Holdings L.L.C.
- Altera Infrastructure Holdings Pte. Ltd.
- Altera Infrastructure Norway AS
- Altera Infrastructure Production (Singapore) Pte. Ltd.
- Altera Infrastructure Production AS
- Altera Infrastructure Production Crew AS
- Altera Infrastructure Production Holdings Limited
- Altera Infrastructure Project Services L.L.C.
- Altera Infrastructure Services Pte. Ltd.
- Altera Infrastructure Siri AS
- Altera Infrastructure Ventures AS
- Altera Infrastructure Voyageur AS
- Altera Infrastructure Voyageur Holdings Limited
- Altera Knarr AS
- Altera Libra Netherlands B.V.
- Altera Luxembourg S.à r.l.
- Altera Norway Holdings AS
- Altera Norway Marine AS
- Altera Operations Australia Pty Ltd.
- Altera Petrojarl 1 Servicos de Petroleo Ltda.
- Altera Petrojarl FPSO Petrolifera do Brasil Ltda.
- Altera Piranema Servicos de Petroleo Ltda.
- Altera Production UK Limited
- Altera Shuttle Loading AS
- Altera Shuttle Loading Pte. Ltd.
- Altera Shuttle Tankers L.L.C.
- Altera Shuttle Tankers UK Limited
- Altera Voyageur Production Limited
- Altera Wave AS
- Altera Wind AS
- Amundsen Spirit AS
- Arendal Spirit AS
- Arendal Spirit L.L.C.
- Arendal Spirit UK Limited
- Aurora Spirit AS
- Bossa Nova Spirit L.L.C.
- Clipper L.L.C.
- Current Spirit AS
- Gina Krog AS
- Gina Krog II AS
- Gina Krog Offshore Pte Ltd
- Golar-Nor (UK) Limited
- Havstjerne ANS
- Knarr L.L.C.
- Lambada Spirit L.L.C.
- Logitel Offshore Norway AS
- Logitel Offshore Pte. Ltd.
- Logitel Offshore Rig II Pte. Ltd.
- Logitel Offshore Rig III L.L.C.
- Nansen Spirit L.L.C.
- Navion Gothenburg L.L.C.
- Nordic Brasilia L.L.C.
- Nordic Rio L.L.C.
- OOG TKP FPSO GmbH
- OOG TKP FPSO GMBH & CO KG
- OOGTK Libra GmbH
- OOGTK Libra GmbH & Co KG
- OOGTK Libra Operator Holdings Limited
- OOGTK Libra Producao De Petroleo Ltda
- OOG-TKP Oil Services Ltd.
- OOG-TKP Operator Holdings Limited
- OOG-TKP Producao de Petroleo Ltda
- Peary Spirit L.L.C.
- Petrojarl I L.L.C.
- Petrojarl I Production AS
- Piranema L.L.C.
- Piranema Production AS
- Rainbow Spirit AS
- Salamander Production (UK) Limited
- Samba Spirit L.L.C.
- Scott Spirit L.L.C.
- Sertanejo Spirit L.L.C.
- Stella Maris CCS AS
- Teekay Australia Offshore Holdings Pty Ltd.
- Teekay FSO Finance Pty Ltd.
- Nordic Brasilia FSO L.L.C.
- Tide Spirit AS
- Tiro Sidon UK LLP
- TK-Ocyan Libra Oil Services Ltd.
- Varg L.L.C.
- Voyageur L.L.C.

# Definitions

<b>AIB</b>	Association of Issuing Bodies	<b>g CO<sub>2</sub>/dwt-nm</b>	Grams of carbon dioxide per deadweight tonnage per nautical mile	<b>LTI rate</b>	Rate of LTIs per 1,000,000 exposure hours for employees and contractors	<b>SRF</b>	Ship recycling facility
<b>Boe</b>	Barrel of oil equivalent	<b>g CO<sub>2</sub>/kWh</b>	Grams of carbon dioxide per kilowatt hour	<b>m<sup>3</sup></b>	Cubic meters	<b>SRTI</b>	Sustainable Ship Recycling Initiative
<b>CCS</b>	Carbon capture and storage	<b>g CO<sub>2</sub>/mill USD</b>	Grams of carbon dioxide per million US dollar	<b>MDO</b>	Marine diesel oil	<b>TCFD</b>	Task Force on Climate-Related Disclosures
<b>CII</b>	IMO carbon intensity indicator of grams CO <sub>2</sub> per deadweight-nautical mile (gCO <sub>2</sub> /dwt-nm), which measures a vessel's carbon emissions per capacity-distance.	<b>g CO<sub>2</sub>/t-nm</b>	Grams of carbon dioxide per tonne-nautical mile	<b>MGO</b>	Marine gasoil	<b>tCH<sub>4</sub> released</b>	Total methane released
<b>CO<sub>2</sub>e</b>	Carbon dioxide equivalent. The global warming potential of emitted gases as carbon dioxide equivalents.	<b>g CO<sub>2</sub>/tm</b>	Grams of carbon dioxide per tonne-mile	<b>mtpa</b>	Metric tonnes per annum	<b>tCO<sub>2</sub>e</b>	Tonnes (metric tonnes) of carbon dioxide equivalent
<b>CSRD</b>	EU Corporate Sustainability Reporting Directive	<b>GHG</b>	Greenhouse gas. A gas that traps heat in the atmosphere by absorbing infrared radiation.	<b>MWh</b>	Megawatt-hour	<b>t CO<sub>2</sub>e/mill USD</b>	Tonnes (metric tonnes) of carbon dioxide equivalent per million US dollar
<b>DEFRA</b>	UK Department for Environmental, Food & Rural Affairs	<b>GHG Protocol</b>	A comprehensive global standardised frameworks to measure and manage emissions from private and public sector operations, value chains and mitigation actions	<b>na</b>	Not applicable	<b>t-nm</b>	Tonne-nautical mile
<b>DMA</b>	Double materiality assessment.	<b>GRI</b>	Global Reporting Initiative	<b>NCS</b>	Norwegian Continental Shelf	<b>tm</b>	Tonne-mile
<b>Dwt</b>	Deadweight	<b>GWP</b>	Global warming potential	<b>nm</b>	Nautical mile	<b>Temporary employee</b>	An employee with a contract for a limited period (i.e., fixed term contract) that ends when the specified time period expires, or when the specific task or event that has an attached time estimate is completed (e.g., the end of a project or return of replaced employees)
<b>Dwt-nm</b>	Deadweight tonnage per nautical mile	<b>HCI</b>	High consequence injuries	<b>nr</b>	Not reported, data not collected	<b>Total employees</b>	All permanent and temporary employees (onshore and aboard/crew)
<b>Dwt-tm</b>	Deadweight tonnage per tonne-mile	<b>HFO</b>	Heavy fuel oil	<b>NSA</b>	Norwegian Shipowners' Association	<b>Total workforce</b>	Altera's employees and non-employee workers, onshore as well as offshore and aboard
<b>Employee</b>	An individual who is in an employment relationship with the organisation according to national law or practice	<b>HSE</b>	Health, safety, and environment	<b>NMVOG</b>	Non-methane volatile organic compounds	<b>TRC</b>	Total recordable cases. TRCs track restricted work case injuries and medical treatment injuries in addition to LTIs. Does not include first aid cases.
<b>EEOI</b>	Energy efficiency operating indicator. EEOI is an indicator of the efficiency of a vessel in operation, measuring total carbon emissions during a given time period per actual unit of cargo transported in metric tons and actual distance travelled in nautical miles and is measured as grams of carbon per tonne-mile (gCO <sub>2</sub> /tm).	<b>IBC</b>	International Business Council	<b>NOx</b>	Nitrogen oxides	<b>TRC rate</b>	Rate of TRCs per 1,000,000 exposure hours for employees and contractors
<b>EEXI</b>	Energy Efficiency eXisting ship Index (EEXI)	<b>ICCT</b>	International Council on Clean Transportation	<b>OIM</b>	Offshore installation manager	<b>UMS</b>	Unit for maintenance and safety
<b>ESG</b>	Environment, social, and governance	<b>IEA</b>	International Energy Agency	<b>Permanent employee</b>	An employee with a contract for an indeterminate period (i.e., indefinite contract) for full or part-time work	<b>UN SDGs</b>	United Nations Sustainable Development Goals
<b>ESRS</b>	European Sustainability Reporting Standards	<b>IFO</b>	Intermediate fuel oil	<b>Produced water</b>	Water that is brought to the surface during operations which extract hydrocarbons from oil and gas reservoirs	<b>VOC</b>	Volatile organic compounds
<b>External Consultant</b>	Employees with a time defined contract, employed by an external 3 <sup>rd</sup> party. Not on Altera payroll.	<b>IMO</b>	International Maritime Organisation	<b>SASB</b>	Sustainability Accounting Standards Board	<b>VOCIC</b>	VOC Industry Cooperation
<b>FPSO</b>	Floating production, storage and offloading	<b>IPPC</b>	Intergovernmental Panel on Climate Change	<b>Scope 1</b>	Direct emissions from activities within operational control	<b>WISTA</b>	Women's International Shipping & Trading Association
<b>FSO</b>	Floating storage and offloading	<b>kg</b>	Kilogram	<b>Scope 2</b>	Indirect emissions associated with the purchase of electricity, steam, heat, or cooling		
		<b>KPI</b>	Key performance indicator	<b>Scope 3</b>	Other indirect emissions resulting from value chain activities		
		<b>kWh</b>	Kilowatt hour	<b>Sm<sup>3</sup></b>	Standard cubic meters		
		<b>LNG</b>	Liquid natural gas	<b>SOx</b>	Sulphur oxides		
		<b>LSFO</b>	Low-sulphur fuel oil	<b>Spill</b>	Accidental release of a material that can be hazardous to human health, land, vegetation, waterbodies, or groundwater		
		<b>LTI</b>	Lost time injury. LTIs track fatalities, permanent total disability, permanent partial disability, and work-related injuries for which a medical professional recommends says away from work.				

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