

Annual Report 2024





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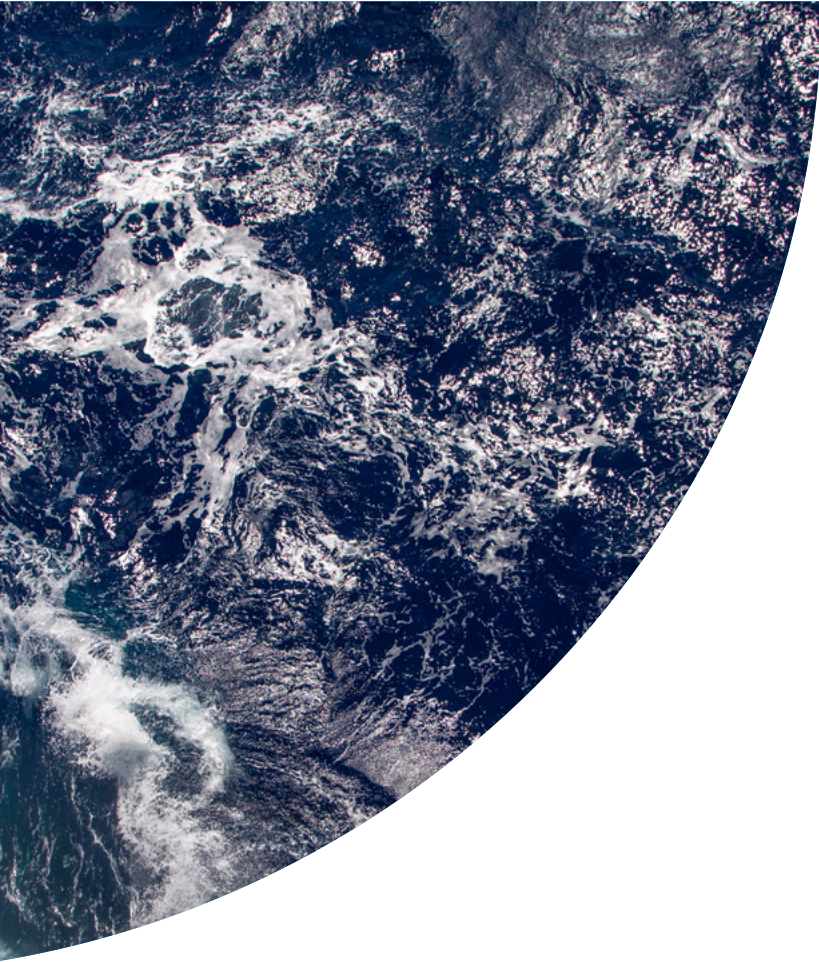
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Presentation

In 2024, we celebrated the first year of operation of Foresea, the leader in the offshore drilling sector in Brazil. In this edition of the Annual Report, we share with all our stakeholders the results and achievements we have achieved in this period, as well as our goals to continue acting with the purpose of being the pathway for energy in deep waters.

As part of our commitment to transparency and integrity, our Report is in accordance with the GRI Standards, established by the Global Reporting Initiative (GRI) for the communication of business practices for managing economic, environmental and social impacts. The document is also in accordance with Sector Standard GRI 11: Oil and Gas 2021.

Our Report was also prepared in accordance with the SASB standard, maintained by the International Sustainability Standards Board (ISSB) to guide the disclosure of relevant information on the management of environmental, social and corporate governance

(ESG) aspects. We use industry-specific standards for oil and gas service providers.

The data related to our activities cover the period between January 1 and December 31, 2024 and consolidate the operations of all the assets we operate (our own and third-party), the same scope and periodicity adopted in the preparation of the Company's financial statements. The information was verified and consolidated by our own teams and validated by the Executive Board. The Board of Directors was involved in the validation of the Double Materiality Matrix, prepared in 2023. The financial information was audited. In turn, the socio-environmental information that meets the GRI content was not submitted to external verification this year.

We provide the sustainability@foresea.com e-mail address to receive comments and suggestions on our Sustainability Report.

Enjoy your reading!

Material topics

The structure and content of our Annual Report present information and data related to the topics mapped in the Double Materiality Matrix, a strategic tool for identifying impacts, risks and opportunities associated with the sustainability management of our businesses. We built and consolidated the Matrix in 2023, in a broad process of listening to and engaging audiences and senior leadership, evaluating benchmarks, and analyzing our Company's main market benchmarks and management systems.

The topics of our Double Materiality Matrix cover both the actual and potential impacts of our activities on people and the environment, as well as the sustainability risks and opportunities that may influence Foresea's ability to create value in the long term. Thus, our Matrix complies with the requirements of the GRI Standards, the IFRS S1 Standard (issued by the ISSB) and the European Sustainability Reporting Standards (ESRS), adopted by the Corporate Sustainability Reporting Directive (CSRD).

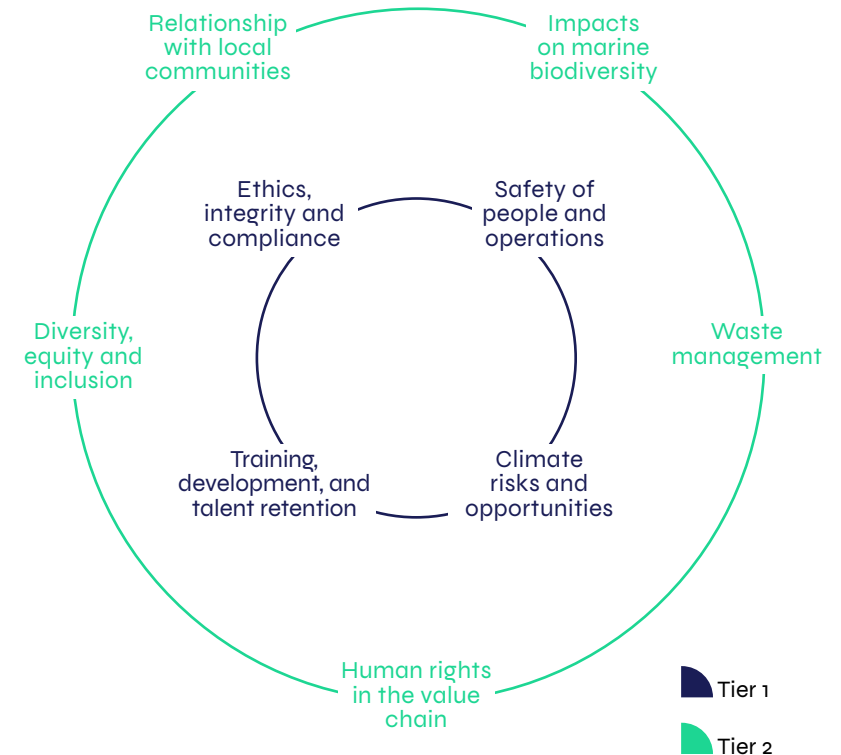
Our Double Materiality Matrix is made up of nine material topics. They were grouped to reflect the main aspects we consider in conducting sustainability management, adapting policies and processes to enhance positive impacts, strengthen value creation and mitigate risks.

In Tier 1, there are the four topics whose aspects represent significant impacts, risks and opportunities in the business context and evolution of corporate strategy. Tier 2 brings together the topics whose social and environmental impacts associated with the business model are relevant and must be managed by the Company.

The analysis and prioritization of impacts, risks and opportunities for consolidation in material topics involved five work fronts. As a starting point, we considered GRI Standard 11: Oil and Gas Sector 2021 and nine industry benchmarks in the documentary evaluation stages.

Subsequently, 32 managers were engaged in an exercise of prioritizing stakeholders for direct engagement. We conducted an online questionnaire, with 398 responses from 13 categories of audiences, and individual interviews with 4 representatives of customers, shareholders and financial institutions. From an internal perspective, we conducted one-on-one interviews with 10 executives and integrated the Corporate Risk Matrix into the assessments.

Our material topics



Sustainability management

The management of material topics, risks and opportunities, and the potential social and environmental impacts of our activities is carried out in an integrated manner with the business plan. This governance model is guided by the Sustainability Policy, which guides the practices and tools we adopt to drive value creation for all stakeholders.

Derived from the Policy, the Principles of Sustainability Management materialize the commitment to the upright, ethical, transparent and responsible conduct of business, promoting the engagement of all stakeholders in our value chain. The Sustainability Ambition, in turn, organizes our strategic vision of the future to create long-term value, contributing to a low-carbon economy and promoting a positive impact for future generations.

To strengthen our sustainability management, we act collectively and engaged in sectoral and civil society initiatives aligned with our principles and values. We are signatories to the Global Compact, a United Nations (UN) initiative that encourages the integration of universal rights and the Sustainable Development Goals into business strategy. In 2024, we also supported the Ethos Institute for Business and Social Responsibility, participating in the Business Pact for Integrity and Against Corruption, and we were maintainers of the Rio Compliance Institute (ICRio).

In the sectorial associations that represent the oil and gas industry, we work to promote the sharing of knowledge and good business practices, focusing on technological development and innovation, promoting diversity and technical

qualification, and encouraging the search for solutions to strengthen safety and care for the environment.

In this sense, we participated in 13 committees of the Brazilian Association of Petroleum Goods and Services Companies (ABESPetro) and three commissions and two working groups of the Brazilian Institute of Petroleum and Gas (IBP).

Our Company is also associated with the American Petroleum Institute (API), the International Association of Drilling Contractors (IADC Brazil Chapter), the American Chamber of Commerce for Brazil (Amcham), the Federation of Industries of the State of Rio de Janeiro (Firjan), the Almirante Graça Aranha Instruction Center (Ciaga), the National Service for Industrial Learning (Senai – Macaé and Rio de Janeiro) and the Center for Company and School Integration (CIEE).

Learn about our sustainability governance



Sustainability Policy



Principles of Sustainability Management



Sustainability Ambition



Rogério Ibrahim
CEO

Message from the CEO

The year of 2024 was marked by important breakthroughs and achievements for Foresea, in line with our business plan.

I am proud to deliver another year of solid results, benefiting all our stakeholders. We have been able to perform excellent operational performance, introduce new technologies to our platforms, and adapt and innovate to meet the needs of our customers.

The Company ended the year with an order backlog of US\$ 1.7 billion¹, reflecting a fully contracted fleet until the last quarter of 2026, increasing cash flow predictability for the coming years. Norbe IX won a new contract, with the Sépia-Atapu consortium, led by Petrobras, scheduled to start in early 2026, and Norbe VIII started its 3-year contract with Petrobras last December. Closing the year with very solid results, having achieved an adjusted EBITDA margin of 37.5% and free cash flow from operations in excess of US\$ 130 million, Foresea was able to initiate distributions to its shareholders

in the total amount of US\$ 70 million in 2024, or US\$ 2.33 per share.

Several factors allowed us to achieve significant results in 2024, capturing the opportunities with the resumption of investments and the reheating of the oil and gas exploration and production sector in Brazil. Under the Foresea brand, we bring together attributes valued and desired by our customers – safety, innovation, technical and operational excellence, financial strength, sustainability and customer focus.

Safety is and always will be our greatest value and a non-negotiable condition for us to carry out our activities. To respond to the challenges arising from the reheating of the sector and the increase in turnover among members, we have developed new tools and boosted other existing initiatives to strengthen the safety culture and the management of operational risks. Within this context, we have the development of the Human Factors Program, the I Care safety program, the elaboration of

Our backlog totals US\$ 1.7 billion¹, which ensures financial strength and predictability for revenue generation

performance standards, the review and updating of the vessels' Safety Cases, the mentoring program for cargo handling teams, the journey of digitization of tools and processes, and the improvement of the dynamic barrier management system (DRA), among others.

Our ability to innovate with a focus on solving challenges and meeting customer demands is also a differential of our Company. Projects such as the pioneering automation of the drill floor, at the Norbe IX unit, and the anchored BOP, at the Norbe VI platform, are always aimed at increasing safety, reliability and excellence in drilling activities, resulting in direct gains and benefits for our contractors.

¹. Considers Norbe VIII's contractual amendment, signed in January 2025.

The average operating uptime of our rigs reached 99% in the second half of 2024

We are recognized as the leading company in the offshore drilling sector in Brazil with a world-class operational standard, both in our own units and in those we operate from third parties. The extension of the service contract for PRIO's Hunter Queen platform for another two years, signed in 2024, is an evidence of how we materialize this commitment to delivery quality and customer focus.

We are the only ones in Brazil to have 100% of the fleet with the API SPEC Q2 certification, granted by the American Petroleum Institute (API), and, once again, we ranked first in Petrobras' Maritime Rigs Operational Excellence Program.

We are committed to promoting the growth and development of our business with sustainability. Our

business strategy encompasses a commitment to ethics and integrity, respect for people and the protection and preservation of the environment. In the year, we launched our Sustainability Ambition, a manifesto that demonstrates our strategic vision for the future to create long-term value, contribute to a low-carbon economy and promote positive impacts for future generations.

From an environmental perspective, one of our main objectives is to constantly improve energy consumption and reduce our carbon footprint. In line with the demands of our customers, we started the pilot project of Energy Flow on the ODN II rig, a system to map opportunities to optimize energy consumption and reduce the use of fuels (marine diesel).

With the Zero Landfill Program, we have implemented a series of improvements in processes and controls and, since 2023, no waste generated at the operational base in Macaé (Rio de Janeiro) and at our units is sent to landfills. In addition, 100% of all waste generated in our operations was reused, adding value to the production chain.

The revenue we obtained from the sale of scrap metal for recycling was 100% directed to the Foresea Socio-Environmental Program, launched in 2024, to manage our company's private social investment. During the year, we invested R\$ 1.2 million in projects in the Integral Education and Green Economy axes, benefiting the communities of Macaé.

On the governance front, we maintained the high standards and controls of our Compliance System and completed the implementation of best practices to ensure ethics, transparency and integrity throughout our value chain. The Board of Directors, supported by three committees, monitors the evolution of the business plan and

the materialization of our risk management policies and procedures.

We developed Foresea with financial strength, governance with international standards, operational excellence, innovation in the search for energy efficiency, safety and sustainability. We are prepared to serve the most demanding customers, maintaining high performance in the offshore oil and gas fields in Brazil.

I hereby conclude by thanking our members, customers and shareholders immensely for their support and trust throughout 2024. Thanks to the commitment, partnership and dedication of each one, we have achieved such expressive results. May this success inspire and motivate us to overcome challenges and achieve new achievements, together, in 2025.

Rogério Ibrahim
CEO of Foresea

Foresea



Our Company was established in 2023 with the purpose of **being the pathway to deepwater energy**. We are specialists in the operation of platforms and drillships for drilling in offshore oil and gas fields, serving customers in the upstream segment with maximum excellence, safety and quality.

In 2024, the first full year of independent operation, all five of our assets (four drillships and one semi-submersible rig) were under contract with Petrobras, the largest operator operating in Brazil. We are also responsible for the operation of a semi-submersible rig belonging to PRIO, providing operation and asset management services. At the end of the year, our backlog totaled US\$ 1.7 billion¹, with 100% of the fleet contracted by 2026.

In the offshore drilling sector, we are the reference Company in quality and efficiency. The average operational uptime (operation availability index) of our assets reached 99% in the second half of 2024 and registered an average of 97% in the year, reflecting the technical quality of our teams, in addition to investments in innovation, maintenance, and fleet modernization. In 2024, we conducted a major maintenance project for Norbe VIII, ensuring that the rig adheres to the highest

¹. Considers Norbe VIII's contractual amendment, signed in January 2025.

safety and efficiency standards in the new contract, which started in December 2024 (read more on page 12).

We ranked first in the last three full editions of the Operational Excellence Program for Offshore Rigs (PEO-Sondas), carried out every two years by Petrobras. PEO-Sondas conducts audits at the base and maritime units of the contractors to evaluate the management system observing criteria in different areas – HR, asset management, safety and health, supplier management and other items.

We are also the only company in Brazil to have 100% of the fleet certified with API SPEC Q2. Granted by the American Petroleum Institute (API), the standard establishes strict criteria for the installation and maintenance of the Quality Management System.

For four years in a row, 100% of our fleet has the API SPEC Q2 international quality certification

Purpose

To be the pathway for energy in deep waters

We connect customers to their product by enabling access to essential energy for the daily operations of businesses and people around the globe.

Our behaviors

- Prioritize the needs of our customers
- Take care of ourselves, others, and the environment
- Trusting in the potential of each team
- Acting with precision in every detail
- Be adaptable
- Value trusted connections
- Act with ethics, integrity, and truth in everything we do

Our assets

5 own rigs

(ODN I, ODN II, Norbe VI, Norbe VIII and Norbe IX)

1 operation

on customer rig (Hunter Queen)

1 support base

in Macaé (Rio de Janeiro)

3 offices

(Rio de Janeiro, Austria and Luxembourg)

41 interventions

carried out in 2024

20,800 meters

of drilling in 11 wells in 2024



[Click here and learn more about our assets](#)

Business model



1. Considers the Norbe VIII contractual amendment, signed in January 2025.
2. Petrobras Offshore Drilling Operational Excellence Program.

New contracts

In the last year, we won new business and extensions of contracts that were important for the growth of our Company. Contracted by Petrobras to operate in ultra-deep waters in the Brazilian Equatorial Margin, the ODN II drillship had its contract extended for another year from March 2024, with the possibility of new additives.

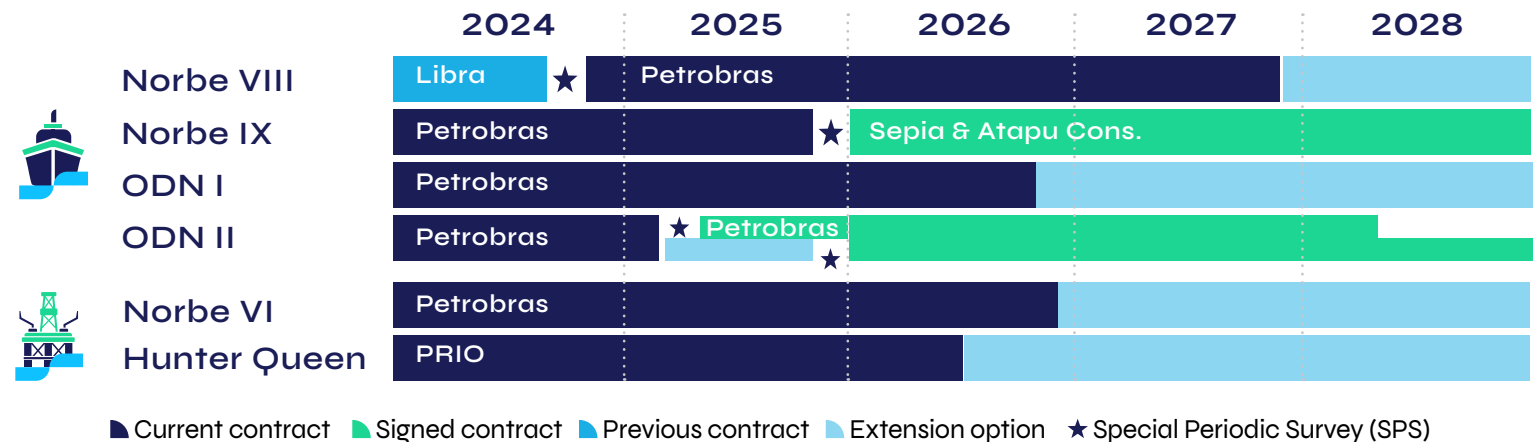
In December 2024, the Norbe VIII drillship began the execution of the 1,095-day contract with Petrobras, which had been awarded in September 2023. In January 2025, we signed a new contractual amendment with Petrobras for this asset, which includes improvements and new technologies related to the safety, efficiency and flexibility of operations.

Also in December, we were the winners of a Petrobras tender in which the Norbe IX drillship was contracted for a period of three years to operate in ultra-deep waters. The contract

is expected to start in 2026 to serve the consortium that operates the shared fields of Sépia and Atapu. Moreover, we signed a contractual amendment with Petrobras for this drillship, extending the activities of the current contract until the last quarter of 2025.

In addition to these new deals, in June 2024 we signed with PRIO an extension of the Hunter Queen rig O&M service contract for another two years. The operation of third-party assets is a strategy for diversifying the portfolio and strengthening the value generation of our Company.

New contracts and amendments for ODN II, Norbe VIII, Norbe IX and provision of services on Hunter Queen ensured 100% of the fleet contracted until the end of 2026



Maintenance of Norbe VIII

In 2024, Norbe VIII carried out a maintenance shutdown in dry dock. Our Company had already been a pioneer in this type of operation in 2023, with ODN I.

The drillship was moved to Rio Grande do Sul and was out of the water for 28 days at the Rio Grande Shipyard. During this period, cleaning activities, general overhaul of the thrusters and painting of the hull were carried out, including the printing of the new Foresea brand on the 64-meter-high tower.

More than a thousand workers worked in the maintenance of Norbe VIII, totaling 144,508 man-hours dedicated, and there were no accidents recorded. The rig also received updates to the dynamic positioning control system and drilling equipment.

In November, after completing the final stage of maintenance in Rio de Janeiro, the vessel left Guanabara Bay to start the new contract with Petrobras, starting its operations at the Marlin Sul Field, in the Santos Basin.



Financial performance

With 100% of the contracted fleet and high operational efficiency of the assets, our Company achieved significant growth in the main financial indicators in 2024. Net revenue reached US\$ 488 million, a 34% year-over-year growth.

This evolution is a reflection of the consistency in operational performance and the initiation of contracts with more competitive conditions for the Company. Year-on-year, average daily revenue was US\$ 272.1 in 2024, approximately 20% higher than in 2023.

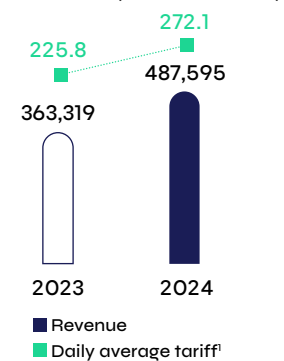
The combination of excellence in asset management and better contracts provided a significant increase in the generation of operating results. Adjusted EBITDA for 2024 totaled US\$ 183 million, almost double that recorded in the previous year, with a margin of 37.5%.

In 2024, we were able not only to increase operating results, but also to convert them into cash generation. Operating Cash Flow exceeded US\$ 130 million, contributing to the application of the investment and the payment of financial obligations.

We ended the year with a cash position of US\$ 107 million and a financial leverage ratio (net debt/12 months of adjusted EBITDA) of 0.9x.

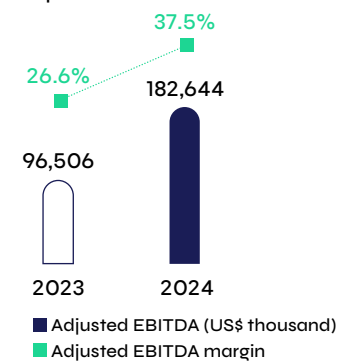
Based on this result, the Board of Directors approved, in 2024, the payment of US\$ 70 million to shareholders, approximately US\$ 2.33 per share. Net income for the period was US\$18 million.

Revenue (US\$ thousand)

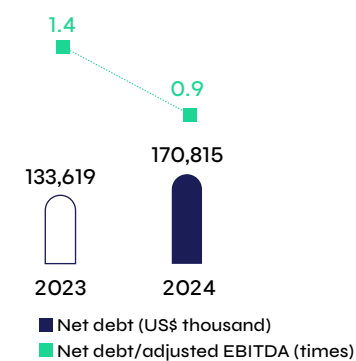


1. Service and charter rate.

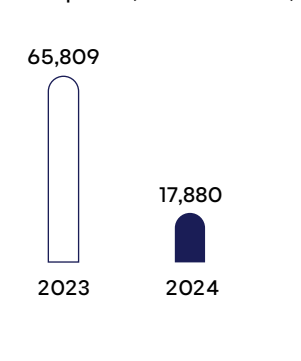
Adjusted EBITDA



Net debt



Net profit (US\$ thousand)



Operational uptime

	2024	2023
Q1	94.1%	98.5%
Q2	97.9%	98.9%
Q3	98.8%	96.6%
Q4	98.9%	98.7%
Annual consolidated	97.3%	98.2%

Innovation

With great potential for oil and natural gas production, Brazil is one of the main markets in the world for the operation of offshore rigs. Thus, promoting innovation is a strategic pillar to strengthen our competitiveness in the country's offshore drilling sector.

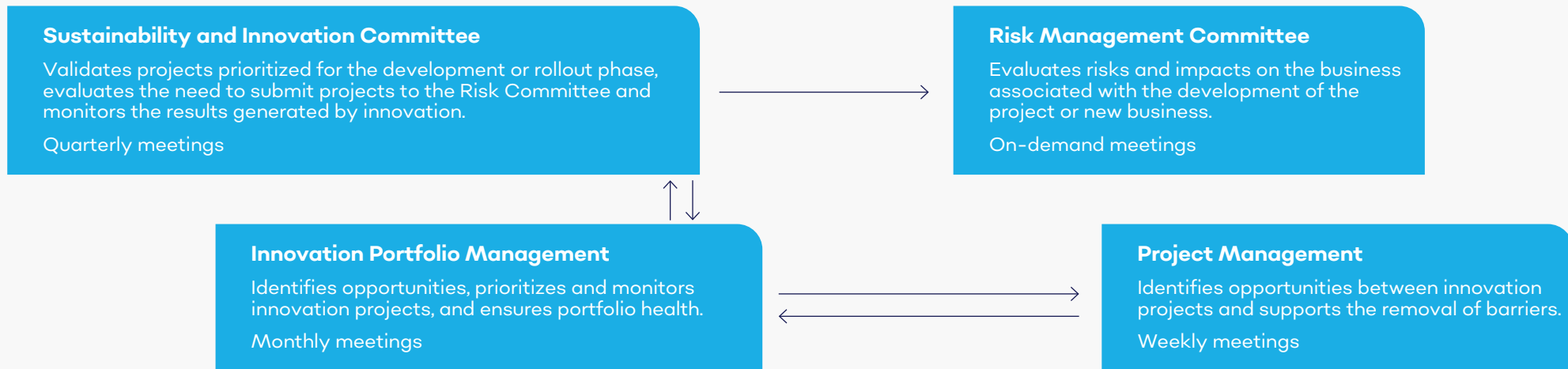
The development and application of new technologies in our assets is a process conducted in partnership with customers, seeking solutions that generally serve the oil and gas industry. Our focus is on solutions that strengthen safety, increase operational efficiency, and promote the decarbonization of our operations.

One of our main objectives in this regard is to constantly improve energy consumption, reducing fuel burn and carbon footprint. On this front, we evolved in 2024 in structuring Energy Flow, a system to map opportunities to optimize energy consumption in rigs and reduce fuel consumption. Last year, we started the pilot project at ODN II (learn more on page 45).

The innovation initiatives have been conducted with their own governance, supported by the Innovation area integrated into the Operations

Department. The strategic direction is defined by the Sustainability and Innovation Committee, while the management and development of projects are led by the Working Group (WG) on Innovation Processes and the Initiatives Committee, involving technical, operational and startup areas.

Innovation Governance



Norbe IX Automation

In November 2024, the Norbe IX drillship became the first vessel of its kind in Brazil to perform a fully automated drilling maneuver. The operation was conducted in the Sepia field, operated by Petrobras, in the Santos Basin.

Norbe IX's pioneering automation project, carried out in partnership with the Norwegian company HMH, started in 2023 and ended in 2024. The initiative involved the implementation of the DEAL (Drilling Equipment Automation Layer) platform and two operating systems – CADs 2.0 and Drillers Assist. These two solutions allow the automation of equipment in the area called the drill floor to assist the performance of the driller, a professional who performs the maneuvers of well construction.

The main benefits of equipment automation are related to increased safety and operational efficiency in drill pipe maneuvers and during well drilling – which represents 60% of operations on a drillship. The innovation enables the absence of professionals on the drilling floor, reducing exposure to the risk of incidents, increases standardization in the operation of equipment and reduces the occurrence of human errors due to the operator's cognitive overload.

The investment transformed Norbe IX into one of the first rigs in the world, and the only one to operate in Brazil, to have automation solutions for drilling operations. The technology employed adds competitiveness to the fleet and strategically positions Foresea to compete for new contracts.



The application and development of new technologies are one of the main pillars to drive innovation in our Company. At the Macaé base, we have a new **Decision Support Center (CSD)**, inaugurated in July 2024 with new state-of-the-art equipment and software. With the solutions implemented, our teams can monitor in real time and simultaneously the operations of all rigs, offering onboard professionals important support to prevent risks, increase safety and treat critical aspects of the operation.

In the 2024 edition of the ROG.e technical congress, promoted by the Brazilian Institute of Oil and Gas (IBP), we present an innovation that will increase the safety, efficiency, and accuracy of the drill pipe jig procedure. The **Obstruction Detection System (ODS)** is a system that uses ultrasound technology associated with an algorithm to detect obstructions in the drill pipe more quickly and accurately. The solution is being developed in partnership with the Brazilian startup Offshore SPOT.

Another innovation recognized by the market is the **Anchored BOP** system. The BOP (Blowout Preventer) is an essential piece of safety equipment, responsible for controlling the pressure of the well during drilling. The solution, pioneered in Norbe VI, allows dynamic positioning rigs, used in deepwater drilling, to also operate in shallow waters without the need to anchor on the seabed, with safety, agility and less impact on the seabed.

Furthermore, we made it possible, through a contractual amendment for Norbe VIII, to develop a system using new technologies that allow operating in shallow water depths even more efficiently and in wells with depleted heads.

In addition to the innovations applicable to the operating environment of the rigs, several other digital solutions and tools have been implemented by the Company to improve processes related to the safety of activities and reduction of the carbon footprint. Among these initiatives are, for example, the pilot program for the control of fugitive emissions.



Digital Sustainability

Our Company was one of the sponsors of ROG.e, a technical congress of the oil and gas sector held in Rio de Janeiro. At the event, our engineers and experts had the opportunity to present five projects and technical papers. One of them was the Digital Sustainability case, a program aimed at digitizing different operational and administrative processes. The initiative generates an estimated saving of R\$ 800 thousand per year, with actions to reduce the purchase, use and storage of paper (read more on page 27).

Governance

Our business is conducted and managed in accordance with the best practices in the market, with a corporate governance structure, policies and processes that ensure compliance with all applicable legislation, traceability and reliability of information and strategic alignment aimed at generating long-term value for shareholders.



The strategic direction and monitoring of the business are carried out by the Board of Directors, made up of seven members. All members of the Board are elected at the Shareholders' Meeting, held annually, for a one-year term, with the exception of the representative of the shareholder holding class A shares (Ocyan), whose term runs until 2026. The nominations follow the requirements and criteria established in the Company's Governance Policy and Bylaws.

No member of the Board of Directors holds an executive function in Foresea. In its formation, the agency has professionals with extensive experience in sensitive and strategic issues for the Company and in the oil and gas sector. Five members of the Board of Directors (71%) are

independent, a configuration that contributes to mitigating situations of conflict of interest.

Our Governance Policy provides that directors with some type of conflict in the deliberation of a given matter have the fiduciary duty to declare this condition, recorded in the minutes of the meeting, and to abstain from voting. The Policy also provides for the implementation of a performance evaluation process for the agency, whose criteria and methodology will be established in 2025.

In addition, we have the presence of the Board Advisor, an external representative with extensive experience in the offshore sector who participates in the meetings without the right to vote, but with the possibility of making recommendations to the body.

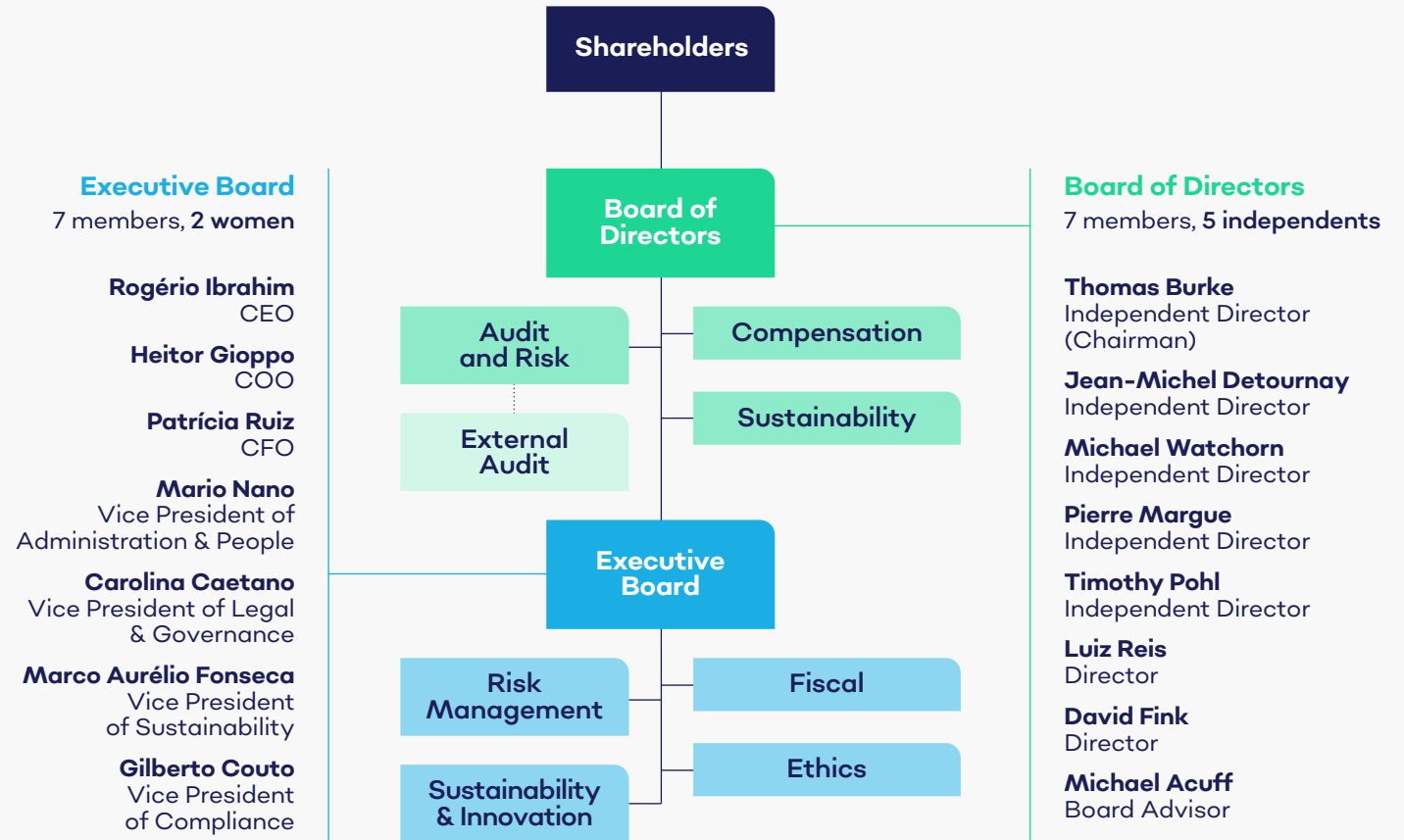
Five of the seven members of our Board of Directors are independent

Our Board of Directors holds monthly meetings, with one meeting each quarter held preferably in person. To support the analyses and the decision-making process, the agency has the support of three advisory committees: Audit and Risks; Sustainability; and Compensation. The committees are formed by members of the Board and officers of the Company and hold quarterly meetings, following the ordinary meetings of the Board of Directors.

One of the main duties of the Board of Directors is the continuous monitoring of the Company's Business Plan, including investment approvals and the achievement of the goals established for the business and other relevant indicators – such as those related to financial management, security, auditing, compliance and other aspects.

All documents and materials that support the Board's analysis and deliberations are organized on our Governance Portal, a system that contributes to transparency in governance rites. In addition, we make publicly available on Foresea's Investor Relations website our corporate information, audited financial statements, presentations and disclosures relevant to the market.

Governance Structure



■ Committees of the Board of Directors ■ Executive Committees

Committees

The committees that advise the Board of Directors are important structures for the evolution of our corporate governance. The collegiate bodies do not have a deliberative function, but make recommendations on topics and matters relevant to their scope of action and specialty, contributing to improving the strategic vision within the scope of senior governance.

The Audit and Risk Committee evaluates the Company's financial statements, in order to ensure accuracy and compliance with the best accounting practices, and monitors the performance of external auditors and relevant tax issues. It is also responsible for monitoring the evolution of the Compliance System and the processes for investigating complaints of violations of the Code of Conduct made in our Ethics Channel (read more on page 23), the risk management system and actions

related to cybersecurity. The person responsible for the Compliance area reports directly to the Committee.

The Compensation Committee assists the Board of Directors with recommendations on the structuring of the compensation programs for managers and members, as well as monitors the evolution of the program for the preparation and succession of leaders. In our Company, the members of the Board of Directors receive fixed compensation, defined at the General Shareholders' Meeting, consisting of a portion in cash and another in non-voting shares (class C).

The Sustainability Committee is the main mechanism to improve the vision of the topic within the scope of senior governance and promote the discussion of current issues relevant to the context

of sustainability. Among these topics are aspects such as new regulations on transparency and accountability (ESRS), social investments, waste management (Zero Landfill) and the promotion of occupational health and safety.





Executive Board

The Executive Board is responsible for conducting the business and executing the Business Plan. Formed by the CEO and six other directors, the body leads the development of projects and initiatives that drive the achievement of the goals and objectives set. The Board of Directors meets ordinarily every 15 days, at the meetings of the Executive Committee (Comex).

To support the Executive Board, we have structured four executive committees – Ethics; Risk Management; Sustainability & Innovation; Fiscal. These collegiate bodies bring together directors, managers and specialists from different areas of the Company to discuss results and evaluate projects, initiatives, risk controls and opportunities to capture gains and synergies.

Corporate structure

Our Company (Foresea Holdings S.A.) is a privately held corporation, with registered office in Luxembourg and whose main shareholders are international investment funds. From the Rio de Janeiro office, the Executive Board leads the performance of the operational and backoffice teams.

The capital stock totals US\$ 30 million, organized in shares with voting rights (classes A and B) and without voting rights (class C). Without a defined controlling group, our Company does not have a shareholders' agreement. At the end of 2024, 6.5% of the Company's shares were held by Ocyan Oil & Gas GmbH (class A shares), 1.5% were part of the Management Incentive Plan and the remaining 92.0% of the Company's shares were held by shareholders through the Depository Trust Company (DTC).

Shareholders who hold at least 7.75% of the class B shares may request the presence of the Board Observer to attend the meetings of the Board of Directors. This representative does not have the right to vote or to make recommendations to the Council.

Risk management

The consolidation, reinforcement and improvement of corporate governance practices are driven by the risk management process, which monitors, mitigates and controls the main risk factors that may impact the Company's ability to generate value. In 2024, we structured Foresea's Risk Management Program, aligned with the main market benchmarks, such as ISO 31000 and COSO – Enterprise Risk Management. As part of this process, we created a management dedicated to the topic and responsible for engaging senior leadership and members of the business areas in identifying, prioritizing and managing risks.

The Risk Management Policy establishes the principles, methodology and structure for the execution of the Risk Management Program, which evaluates exposure to risks at two levels: Enterprise Risk Management (ERM) and New Project Risks.

The CEO is responsible for monitoring the evolution of the Risk Management Program, with the support of the Executive Risk Management Committee. When there are changes in the Company's strategic direction, new business interfaces or relevant changes in external factors, the Board of Directors, supported by the Audit and Risk Committee, may request the revision or update of the Corporate Risk Matrix. This set of measures aims to ensure effective management of business risks, maintaining the alignment of the Program with the Company's needs and capturing opportunities for improvement and synergy in the various environments in which we operate.

In 2024, after structuring the Corporate Risk Matrix, we conducted a study to identify the connection between the mapped risks and the control mechanisms with the topics of the Double Materiality Matrix. This correlation made it possible to identify how the 26 corporate risks are connected to the topics on the sustainability agenda, including

risks and opportunities associated with climate change, and what are the main opportunities to boost the Company's social and environmental management.

Foresea's risk management approach has contributed over the past year to an assessment of the Company's exposure to cybersecurity risks. The simulations and quantifications were relevant to enable the evaluation and review of the existing safeguards against invasions and systemic shutdowns, strengthening corporate security and excellence in customer service within the scope of the contracts.

26 risks
make up our
Corporate Risk
Matrix



Compliance and integrity

In all our activities and relationships, we are committed to acting ethically, with integrity, and truth. To materialize this culture, we have our Compliance System, which covers 100% of our business and is fully implemented as part of our governance and management processes.

With a broad set of internal policies and standards that guide the behaviors and attitudes expected of the members, the Compliance System allows the application of practices for the prevention, detection and correction of situations and events that may be in disagreement with our commitments, ethical values or legislation. Communication and training tools aimed at 100% of the members are a fundamental part of the evolution of the culture of integrity throughout the Company.

In 2024, we held the first edition of Compliance Week, a forum dedicated to the training of members,

Anti-corruption training for members¹

	NUMBER OF PEOPLE TRAINED	PERCENTAGE OF THE WORKFORCE ²
By region		
Brazil	1,648	98.7%
Abroad	6	100.0%
By functional level		
Direction	11	100.0%
Executives	51	100.0%
Staff	456	100.0%
Operational	1,136	98.1%

1. Considers conducting training on the Code of Conduct and the Anti-Corruption Policy.
 2. Calculated on the staff on 11/30, as there is a period of 30 days to carry out the courses after admission.

with space for lectures by external guests, conversations, and training on the Compliance System. One of the highlights of the event was the realization of Cine Conformity, an activity that included the screening and group debate of a famous film, addressing current ethical dilemmas.

To reach the members who work on board the rigs, we created a compliance

chatbot in the WhatsApp application. The innovation expanded access to compliance content and made it possible to collect information and statements from these professionals who work in the offshore environment.

In addition, we systematized the application of training on compliance topics for members of the Board of Directors. In 2024, all directors took the

Code of Conduct training. For 2025, the application of e-learning on the Anti-Corruption Policy is planned.

One of our main objectives for the year 2025 is the certification of the Compliance System in line with the ISO 37001 standard, validating the mechanisms and tools we already have in place to prevent cases of corruption and bribery in all our operations.

Our Compliance System is structured on policies and guidelines that guide actions to prevent, detect and remedy behaviors and situations that do not comply with our commitment to act ethically, with integrity and truth. Widely disseminated internally and externally, our guidelines and relevant information on the practices we adopt are made available to 100% of our stakeholders.

The Code of Conduct and the Code of Conduct for Third Parties explain our values and behaviors that we practice in our Company. In 2024, we completed the documentation supporting the Compliance System with the publication of the Human Rights Guideline, in which we established the mechanisms for promoting respect for human rights in all our activities.



Click here and learn more about our Compliance System



Click here and learn more about our normative documents

Ethics Channel

The Ethics Channel is the main tool of the Compliance System to receive communications and reports of attitudes and behaviors that are not in accordance with our values or in conflict with the legislation. The channel is open to all members and external audiences and can be accessed both by phone and online.

The operation of the Ethics Channel is carried out by an external and independent company, with protocols to ensure the confidentiality of the personal information of the authors of the reports, the condition of anonymity, if requested, and the guarantee of non-retaliation. All manifestations received are forwarded to the Company and analyzed by the Compliance team, which reports directly to the Board of Directors.

All cases considered valid after the investigation phase trigger response and improvement actions, such as the improvement of internal processes or the application of disciplinary measures. The corrective

actions and disciplinary measures to be applied are defined by the Ethics Committee, after recommendations from the Compliance area, and monitored by the Board of Directors – with the support of the Audit and Risk Committee.

In 2024, the number of reports received in the Ethics Channel was substantially higher than the volume recorded in the previous year, partly as a reflection of being the first full year of operation (in 2023 the channel was launched in June, with the creation of Foresea). We have not registered any complaints related to corruption, nor have we filed lawsuits related to this topic.

A complaint of discrimination was received, but considered unfounded after investigation.

Managerially, we monitor the percentage of identified reports (in which the protester identifies himself) and qualified reports (within the scope of the channel and with sufficient data for investigation). These indicators show the confidence of the members in the tool and the effectiveness of communication and training actions, in addition to allowing the comparability of performance with other companies. In 2024, the percentages of identified and qualified reports were 41% and 96%, respectively.

To assess the adherence of the Ethics Channel to the Company's guidelines and normative instruments, we hired an independent company to carry out an audit of the processes implemented in the management of the Ethics Channel. The evaluation evidenced the maturity of the processes, confirming the systematic adoption of the best market practices in this scope.

In addition to the Ethics Channel, members have the conformidade@foresea.com email available to answer questions and request guidance on how to act in line with the Company's values, principles and standards of conduct.

Ethics Channel indicators		
	2024	2023
Total number of reports received	68	32
Number of cases resulting from the reports for investigation	44	17
Cases considered to be well founded	15	6
Cases considered unfounded	22	6
Cases under analysis at the end of the period	7	5

Ethics Channel

0800 300 4524

www.canaldeetica.com.br/foresea/

24 hours a day, 7 days a week

Safety



At Foresea, we always put safety first. In all our activities, we seek to prevent any type of accident, managing operational and occupational risks in an integrated manner to protect people and the environment.

The Integrated Management System (IMS) is the pillar that supports our ability to act safely, with standardized procedures and the reinforcement of the safety culture among team members and third parties. The IMS is applied in 100% of the operations and is certified according to the highest market standards.

In 2024, there were no significant oil leaks in the activities carried out by our rigs

Through the IMS, we monitor about 35 indicators related to occupational safety, process and environmental safety on a daily basis. Among these indicators are, for example, the frequency rate of recordable incidents (TFIR) and the rate of leaks at sea (IVM), included in the Business Plan and with goals that influence the variable compensation of all members.

This data is made available to leaders in digital systems and dashboards (Business Intelligence) and analyzed in meetings with all leaders. Every two weeks, Comex – Executive Board meetings – analyzes this data and the evolution of action plans for continuous improvement and for maintaining safety, quality and efficiency in the operation.

Periodically, we evaluate opportunities to improve our processes and increase safety in our activities. The Executive Committee for Sustainability and Innovation and the Sustainability Committee

of the Macaé Base are formal instances in which we monitor the development of innovation projects, trends and evolution of legislation and standards on occupational health and safety. The Internal Commission for the Prevention of Accidents and Harassment (CIPA) and the Internal Commission for the Prevention of Accidents and Harassment on Platforms (CIPLAT), with representatives elected by the members themselves, contribute to the promotion of a safer and healthier environment, as well as to the evolution of our IMS.

IMS Certifications

Annually, our IMS is certified by independent certifying bodies. All our rigs are audited by our customers, by the regulatory agency and undergo evaluations by the Brazilian Navy.

ISO 9001

Quality management

ISO 14001

Environmental management

ISO 45001

Health and safety management

ISO 55001

Asset management

APIQ2

Quality management for O&G service providers

SPIE

Equipment inspection



Safety culture

In addition to operational controls and monitoring of safety conditions, we continuously invest in the training of our team members and third parties with a focus on a safety culture and accident prevention. All professionals who work on the rigs are advised to know and practice our **Golden Safety Commitments**, with 12 items to be observed and practiced daily.

We have two training matrices, applicable to 100% of the workforce. One of them brings together mandatory training on regulatory standards, Marpol (International Convention for the Prevention of Pollution from Ships) requirements and other



applicable regulations, in addition to other training that exceeds legal requirements. The other matrix, with customized courses applied in e-learning format, is especially dedicated to the requirements to prevent accidents in critical activities, such as cargo handling and Corporate Resource Management (CRM).

The training programs also guide our leaders and members to correctly use all available instruments for safety management. Among the professionals' routines are, for example, the use of Observation Cards, in which risk situations or unsafe behaviors are flagged and communicated for correction. We also practice Time Out For

Safety, in which anyone can interrupt an activity to discuss safety aspects; the Right of Refusal, widely reinforced in communication channels, which guarantees professionals the right to stop their activities when they identify safety risks; and the Daily Safety Dialogue, held at the beginning of each shift.



[Click here and learn about our Gold Safety Commitments](#)

Technology and innovation also drive the safety culture. Our **Digital Sustainability Program** allows the digital completion of health and safety and environmental management routines checklists, providing more agility in the release of activities, visibility of management data and reduction of environmental impact. The average approval time decreased by 30% compared to the previous model with printed documents and avoided the consumption of 1.3 tons of paper, strengthening the safety culture between members and third parties.

The system provides more than 300 checklist templates to be filled out online, using cell phones, tablets or smartphones. Each day, about 700 forms are approved, including observation cards, work permits, area inspections, behavioral audits and other types of documents from our IMS. One of the documents digitized in 2024, for example, was the Work Permit form, making available on the digital screen the risks of the

area accessed and the validity of the training of the requesting professional.

Another advantage of the innovation is the possibility of prioritizing the maintenance activities planned for the rigs, based on the cross-referencing of information on the planned activities and the level of criticality and integrity of the safety barriers.

The Digital Sustainability Program is also integrated with Dynamic Risk Advisor (DRA), a platform developed by the Company that monitors the condition of operational safety barriers in real time. This pioneering solution has become a reference in the oil and gas industry by allowing operational integrity management according to the Bow-Tie methodology, following the barriers defined by the Safety Case of each rig. Revised in 2024, this document consolidates the analysis of prevention and recovery barriers for 24 scenarios of catastrophic events, according to the established risk levels.

Human Factors Program

Our Human Factors Program, implemented since July 2023, meets the requirements of technical note No. 10/2023 of the National Agency of Petroleum, Natural Gas and Biofuels (ANP). The initiative expands our strategic vision for safety management, with a governance model that encourages evolution and continuous improvement.

The construction of the Human Factors Program involved conducting a diagnosis with the support of a specialized consultancy and an internal survey with the members. Then, we established the Human Factors Committee, bringing together managers from different areas, and a set of action plans that are monitored monthly.

In 2024, the Norbe IX rig was audited by the ANP in this context, being recognized for the robustness of the Human Factors Program and without

any non-compliance identified. Our system also meets the requirements of Petrobras' Operational Excellence Program (PEO-Sondas).



Safety performance

While we had more incidents in our operations (ten in 2024 compared to eight in 2023), the severity rate was reduced year-on-year. Our consolidated recordable incident frequency rate (TFIR), covering both members and third parties, ended the period at 1.80, an increase of 34% compared to 2023, while the severity rate was 106.88, 12% lower on the same basis of comparison.

All occurrences are recorded in the IMS tool and investigated to identify immediate causes, root causes, and opportunities for process improvement. The results of the investigations and the lessons learned are also documented and shared between the leaders of the rigs and the Occupational Health and Safety teams.

Regarding process safety, we did not have any Tier 1 occurrences and we had only one Tier 2 event, according to the classification of the International Association of Oil & Gas Producers (IOGP). The incident occurred in the transfer of diesel fuel from a support vessel to the rig, in which a failure of the hose led to the spillage of 700 liters of fuel into the sea.

Health

In our management model, we also manage all aspects of occupational health and encourage our team members to practice healthy habits. We keep track of the periodic examinations and other occupational health documents of our members, and we require contractors to provide the applicable documentation, via the system, before the onboarding of service providers. We also require all contractors to cover third parties with health plans. This management approach ensures compliance with the legal requirements applicable to the topic.



Main indicators of occupational safety

	2024			2023		
	MEMBERS	THIRD PARTY	CONSOLIDATED	MEMBERS	THIRD PARTY	CONSOLIDATED
Total man-hours worked	4,038,979	1,499,987	5,538,966	4,046,372	1,868,924	5,915,296
Number of recordable incidents	9	1	10	7	1	8
Number of lost-time accidents	6	0	6	3	1	4
Number of fatal accidents	0	0	0	0	0	0
Frequency rate of recordable incidents ¹	2.23	0.67	1.80	1.73	0.54	1.35
Severity rate ^{1 and 2}	130.73	42.67	106.88	159.40	39.06	121.38

1. Rates calculated with the factor of 1 million man-hours worked and in accordance with NBR 14,280.

2. Data includes lost days from 2024 for incidents from the previous year.



People

In the activities and projects of the onshore and offshore areas, our members materialize the purpose of being the path to energy in deep waters. Therefore, we practice an integrated management model of our human capital, which fosters professional development, encourages dialogue and respect between leaders and teams, values diversity, and recognizes members who seek to exceed individual and corporate goals.

In all initiatives for the training and qualification of team members, we reinforce the values and the seven Foresea behaviors that characterize our corporate culture (see page 9). From onboarding new professionals to leadership development programs, we communicate our strategic drivers and the way we work to serve our clients with maximum safety, efficiency, and quality.

The People Policy establishes the guidelines and management model we adopt to manage our teams. The quality of this governance

is recognized with the Great Place to Work (GPTW) certification. In December 2023, our Company was ranked as one of the best companies to work for with a score of 88 points, one of the highest scores in the oil and gas industry according to GPTW's benchmark. In the regional ranking, we were in the 16th position in the state of Rio de Janeiro and in the 4th place in the oil and gas sector in Brazil, being the only offshore drilling company to appear among the 20 best large companies.

We are among the best companies to work for according to the GPTW ranking, standing out in the state of Rio de Janeiro and in the oil and gas sector





Training and development

The investment we make in the training and development of our team members aims to boost technical qualification and alignment with our corporate culture. Our strategy is developed based on three axes – mandatory training; incentives for education; and training programs.

The mandatory training is mainly intended for offshore members, who work on board the rigs. The training covers compliance with legal requirements and specific customer demands for contract compliance.

Incentives for external education, in turn, offer subsidies for members to take free, language, undergraduate and graduate courses to complete professional and technical training in the oil and gas sector. In 2024, 28 members benefited on this front.

The training programs promote cultural alignment and the preparation of members for new challenges in their careers, at all levels of our structure of technical and

professional positions. We carry out programs for professionals at the beginning of their careers, specialists and leaders, emphasizing the content and training required for each type of area.

The **Entry Programs** are aimed at training and training young members, with the objective of selecting talents and starting their acculturation to our culture and values. In 2024, we carried out the Apprentice, Internship and Trainee programs. More than 100 members participated in these three programs last year.

The **Offshore Development Program** aims to accelerate the training of internal talents and technicians selected in the foreign market to work on drilling rigs. With eight training modules for 48 members, the initiative was strengthened in 2024 as a way to ensure the availability of excellent teams in all our assets amid the scenario of greater competition for specialized professionals.

Last year, we also started the Leadership Development Program. The initiative trained 187 leaders in modules that addressed our principles and values, safety and risk management with human factors, communication with teams, compliance and career development.

In 2024, we conducted more than 375 thousand hours of training

The realization of training and development programs occurs in line with the demands and needs identified in the Performance Management - Action Program (PA) signed between leaders and subordinates. This methodology enables our team members to make commitments and goals each year in line with their own development, customer satisfaction and the generation of value for investors. All professionals, including the Executive Board, participate in the Performance Management

Cycle and are evaluated and recognized according to the execution of the program.

Training and education are essential elements for our members to be prepared for new challenges and opportunities in their careers. Professional growth is directed by the Career Track, a map in which professionals can identify development paths in different areas and align their personal expectations and ambitions for self-development.

In 2024, our team members carried out an average of 227 hours of training, an increase of 138% compared to the previous year. The main factor in this growth was the expansion of courses focused on technical and operational knowledge, both in the mandatory matrix and in development initiatives. Considering only the operational public, which also accounts for the largest volume of training, the average number of training hours per member increased by 170% in the annual comparison.



Average hours of training per member ¹		
	2024	2023
By gender		
Men	240.46	96.97
Women	157.22	86.54
By functional level		
Direction	24.80	46.00
Executives	53.60	35.54
Staff	58.60	67.82
Operational	292.27	108.16
Total	226.56	95.29

1. The average is calculated as the total hours of training (internal or in partner institutions) divided by the staff on 12/31.



107

members trained in the

Entry Programs

(Young Apprentice, Internship, Trainee and Practitioners - Offshore)

48

members trained in the

Offshore Development Program

187

members trained in the

Leadership Development Program

196

members trained in the

Drilling Academy Program

In addition to internal programs, we also participate in sectoral initiatives aimed at professional training and technical improvement in our industry. In this context, one of the highlights of 2024 was the Drilling Academy Program, developed in partnership with UnIBP – the corporate university of the Brazilian Institute of Oil and Gas. Two technical courses and a workshop with events were given in Rio de Janeiro and at the Macaé base. Last year, 196 members participated in the initiative, which will continue with new courses and training in 2025.

Another initiative carried out in partnership with UnIBP was the Women's Leadership Mentoring Program, which aims to enhance the skills of women who occupy leadership positions in the oil and gas industry. In 2024, three members of our Company participated in the initiative, in line with our commitment to promote diversity, equity, and inclusion in the sector (learn more on page 35).

Compensation and **benefits**

Our compensation and benefits program aims to recognize and value the performance of members in the execution of our Business Plan. The People Policy and the Compensation and Benefits Guideline establish the concepts and criteria for the definition of fixed and variable compensation, consisting of salary, benefits and short- and long-term incentives associated with corporate goals and the individual goals of each professional.

The corporate goals that make up the short- and long-term incentives encompass operational, financial, and sustainability indicators. In this last block, we set targets for the recordable incident frequency rate (TFIR), high potential incidents (IAP) and the offshore leak rate (IVM). Directors have a specific long-term incentive to retain these executives.

The benefits package offered to members is also part of the strategy of valuing and retaining talent in our Company. The initiatives include

health and dental plans, private pension, food/meal vouchers, life insurance, babysitting and education aids, WellHub (discounts in gym and wellness chains), Member Support Program (PAI) – with support for mental health, financial and legal guidance and support in situations of personal difficulty – and Hello Doctor (telemedicine and telepsychology) free of charge for members and dependents.

Annually, we participate in salary surveys in the oil and gas segment carried out by specialized consultancies. We use the results of these studies to review and update our compensation package, ensuring competitiveness in the market, alignment with our values and management assumptions, and adherence to a rigorous standard of corporate governance. In 2024, in view of the heating up of the market and seeking to further improve its compensation mix, Foresea implemented retention initiatives associated with long-term incentives.

Annual market research supports the definition of the remuneration and benefits strategy, aiming at competitiveness with the market and alignment with our values and management assumptions



Diversity, inclusion, and equity

The promotion of a healthy work environment in which all members can reach the maximum of their professional potential is part of our commitment to generate value with sustainability. To achieve this goal, we have structured our Diversity, Inclusion and Equity (DI&E) Program, which covers several actions to ensure the same opportunities and eliminate any barriers to development.

The DI&E Program has a multidisciplinary governance structure aimed at disseminating the culture of diversity throughout the Company, reinforcing our ethical principles and values. The initiatives are carried out within the scope of four affinity groups – Gender Equity; LGBTQIAPN+; People with Disabilities; and Race and Ethnicity.

Governance of the DI&E Program

Affinity Group Leaders

Represents and coordinates the affinity group and is responsible for managing activities and communicating to the DI&E Committee

Diversity, Inclusion & Equity Committee

Formed by strategic leaders, it endorses the proposed actions and conceptually discusses the plans for the promotion of DI&E, as well as the technical feasibility of implementing new initiatives

Mentors

Leader engaged in the theme, linked to a certain affinity group, with the objective of monitoring, guiding and fostering actions

Ambassadors

Members who volunteer to work together with affinity groups in the execution of actions and in the development of the DI&E Program

Affinity Groups

Formed by members who have an affinity with the DI&E theme, they are responsible for the preparation and implementation of action plans



Gender Equity



LGBTQIAPN+



People with Disabilities



Race and Ethnicity





One of the first impacts of the DI&E Program was our adherence to the Race is a Priority Movement, promoted by the Global Compact, an initiative of the United Nations (UN). At the end of last year, we fulfilled the commitment to have 30% of our leadership positions occupied by black people.

The achievement of the goal before the committed deadline and the initiatives aimed at promoting diversity, inclusion and equity were recognized with the Good Practices Award of the Race is a Priority Movement, delivered in 2024 at the UN headquarters in New York (United States). Clarisse Rodrigues, manager of the Norbe IX drillship and the first woman to hold a position of this level in the offshore drilling industry in Brazil, represented our Company at the event.

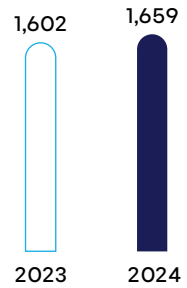
In 2024, we made progress in conducting training focused on training leaders and teams on the subject. Five modules were taught addressing topics such as the importance of diversity in corporate environments, combating

unconscious biases, differences between privilege and meritocracy and other relevant aspects for the acceleration of the agenda in our strategic agenda.

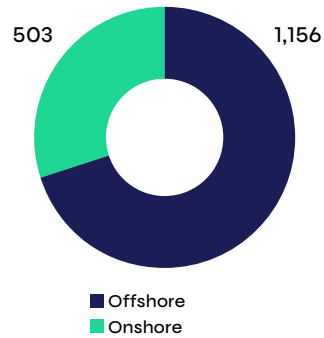
We also conducted our first diversity census. The survey was answered by 50% of the members and allowed us to identify strategic focuses of action, as well as to analyze our positioning in relation to the oil and gas sector.

On the topic of gender equity, we conduct initiatives to promote women's inclusion and well-being, especially in offshore work environments. We have started the implementation of adaptations in the rigs, such as the installation of women's bathrooms in the operational areas, specific uniforms for women and other actions to increase the reception of the members. We also held the first meeting commemorating Women's Month, in March, with the presence of more than 200 members from the onshore and offshore areas in Macaé (RJ).

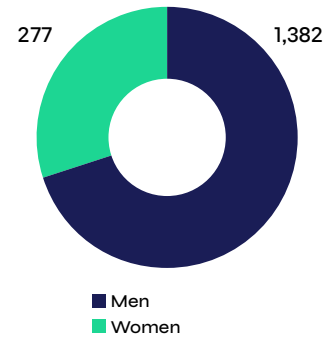
Total members



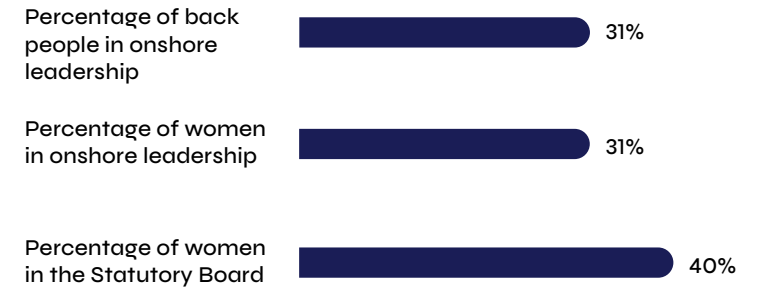
Members by area of activity in 2024



Members by gender in 2024

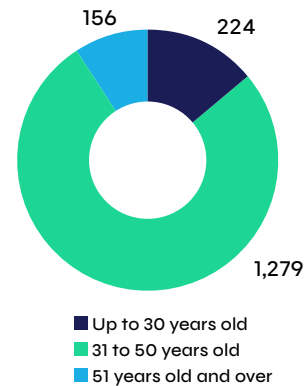


Diversity in leadership in 2024

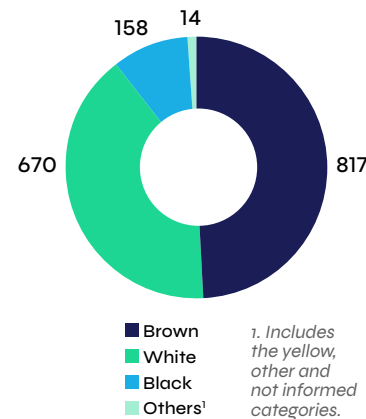


We monitor diversity indicators in our team on a monthly basis

Members by age group in 2024



Members by race in 2024



¹ Includes the yellow, other and not informed categories.





Human rights

In all our businesses and in our value chain, respect for human rights is an essential condition for generating value in the long term. Our commitment to acting responsibly on this front is reflected in the Human Rights Directive, published in 2024 and which aligns our practices with the highest international standards and reaffirms our corporate endorsement of the Universal Declaration of Human Rights.

To strengthen our strategic vision on the topic, in 2024 we conducted a study to identify and analyze potential risks and impacts related to human rights in our business model. Conducted with the support of a specialized consultancy, the risk assessment identified and quantified potential human rights risks in our activities, in the value chain and on the environment.

The analysis also provided the identification of opportunities to minimize factors that can trigger the occurrence of risks, materialized, for example, in possible situations of harassment, discrimination, inadequate working conditions and other adverse events. With this mapping, we strengthen our risk management model, integrating human rights aspects into corrective actions and mitigation plans. One of the actions implemented from the study was the development of an e-learning on the subject, which will be launched in 2025 for all members.



[Click here and access our Human Rights Directive](#)

Supplier management

In the relationship we establish with our suppliers, one of the main risks we monitor is degrading work practices. Our Code of Conduct for Third Parties, the Human Rights Directive and specific contractual clauses make explicit our commitment to combat labor analogous to slavery, child labor, the limitation of access to collective bargaining and union membership or any violation of fundamental labor rights.

Two core processes ensure the promotion of decent work in our value chain: the evaluation and monitoring of partners. Before any contract, the potential supplier goes through approval, which includes the analysis of documents that evidence the company's legal compliance. At this time, all suppliers present, among other documents, clearance certificates of labor and tax debts.

We also conduct integrity analyses, which verify compliance aspects of potential partners, including the identification of the companies' partners. The homologation is valid for two years, and its validity is monitored via the system and mandatory for the signing of contracts.

Suppliers considered critical in our risk matrix and those with greater relevance to the continuity and safety of operations also undergo APIQ2 certification audits. These audits take place before hiring and are valid for three years. Among the items analyzed in this process there are sections dedicated to the analysis of the themes of working conditions and health and safety. In 2024, we carried out 99 audits of this scope, 51 of them on new suppliers (9.21% of the total approved partners in the period) and 48 on partners already contracted (recertification).





All contracts with service providers are monitored monthly for labor and health and safety compliance

After hiring, all suppliers with professionals allocated to our units are monitored through Labor Management. This center is responsible for the monthly verification of documents submitted by partners via the system, such as proof of salary payment, labor payments, offer of health plan and life insurance, certificates, existence of a Risk Management Program (PGR),

Occupational Health Medical Control Program (PCMSO), and employment contract.

Once the documents have been evaluated, a score is assigned to the vendor. The minimum score to be achieved is 75 points (on a scale of 0 to 100). Partners with a score below this threshold must propose

and execute improvement plans. If critical situations are identified, which represent a risk of violation of labor legislation or fundamental labor rights, a systemic alert is generated. The manager responsible for the contract is notified to assess the scenario and feasibility of continuing the contract. In 2024, 48 suppliers were monitored by the Labor Management area. Of these, one generated the issuance of a liability alert, which was resolved through an action plan.

In 2024, aiming at the continuous evolution of supplier management and the deepening of sustainability criteria in this assessment, we started implementing a social and environmental assessment system for suppliers with the EcoVadis methodology, one of the main global platforms for analyzing and managing ESG aspects in the value chain. The model will initially be applied to the suppliers in which we concentrate our largest financial expenditures, enabling the creation of a ranking of the management and sustainability practices of our partners.

Environment

The management of environmental aspects related to our offshore drilling activities is conducted through the Integrated Management System (IMS), certified in the ISO 14001 standard (learn more on page 25). In line with the principles of our Sustainability Policy, we seek an increasingly efficient operation in the use of natural resources and the mitigation of potential negative impacts on the environment.

Waste

We are pioneers in the oil and gas sector in ensuring an operation with 100% of the waste destined for reuse. Since 2023, no waste from our activities has been sent to landfills.

This milestone was achieved after four years of development and implementation of the **Zero Landfill Program**, which involved process improvements, improvement of waste segregation routines, development of alternative routes for the treatment of materials and structuring of digital panels for monitoring indicators.

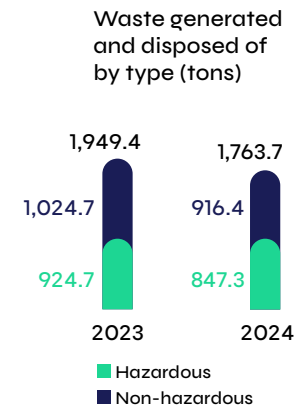
The structuring actions for the formation of partnerships and planning of controls began in 2019, with the implementation of the project at the Macaé Operational Base and the rigs in 2021 and 2022, respectively, being initiated. The project has become a benchmark in the sector and has been recognized by our main client as a good sector practice. All revenue from the sale of scrap metal and

100%
of the waste
in our operational
activities is destined
for reuse methods
(Zero Landfill)

recyclables is directed to the Foresea Socio-Environmental Program (learn more on page 48), strengthening our social performance.

In the rigs, the largest volume of waste is generated by domestic routines (kitchen, cafeteria and bathroom, for example) and in equipment maintenance, according to the customer's operating parameters. The volumes generated are controlled daily and specialized companies dispose of them for treatment and reuse of these materials.

In 2024, we generated 1,764 tons of waste in our rigs and in the Macaé Operational Base, a reduction of 10% compared to 2023. This decrease occurred because in the previous year the drillship ODN I underwent its 10-year Special Periodic Survey (SPS) maintenance, which caused the generation of a large volume of waste in that period.



Water resources

Our management of water collection, consumption and disposal follows the requirements of Annex IV of the International Convention for the Prevention of Pollution Caused by Ships (Marpol 73/78) and Technical Note 01/2011 of the Brazilian Institute of the Environment and Renewable Natural Resources (Ibama).

All the water needed for the rigs is captured at sea and goes through desalination plants before supplying the processes on board, such as the activities of the Casario (structure for housing and feeding the workers) and the industrial processes. In the industrial part, the largest consumption is for the production of fluids for drilling and completion, a

process under the customer's control and operated by another specialized supplier on board. We are responsible for supplying water for this activity, but the procedures and care adopted in the production of fluids follow the requirements and demands of the customer. Aqueous fluids are disposed of at sea, while synthetic fluids are destined for proper treatment on land, under the responsibility of customers.

Our rigs have Effluent Treatment Plants (ETEs) and water and oil separator equipment certified according to the requirements of Marpol 73/78. The sewage generated in the activities, classified as gray and black water, is

treated by the ETE before being discharged into the sea. Oily water effluents, on the other hand, pass through the separators and can be directed to discharge into the sea or treatment on land, respecting current legislation.

Indicators of the volume captured and discarded in each rig are monitored through dashboards of the Digital Sustainability Program and reported monthly to the customer for compliance with environmental conditions.

In 2024, we captured 162 thousand cubic meters (megaliters) of water, 93% of which was obtained at sea and desalinated on board. The discharge of effluents totaled 101 thousand cubic meters, of which 99% were discharged into the sea after treatment in the WWTPs. Compared to 2023, the volumes of water collection and disposal increased by 6.8% and 1.8%, according to the operating parameters of the rigs in the periods.

Effluent discharge by source (cubic meters)¹

	2024	2023
Effluents discharged into the sea	99,838	95,330
Effluents discharged by third parties	1,463	4,158
Total effluent discharged	101,301	99,488

1. None of the discharges occurred in an area with water stress. The water stress assessment considered the location of Macaé in the Water Risk Atlas of the World Resources Institute, which resulted in a medium-high level (2-3) of overall risk. Based on the parameters currently analyzed (Marpol 73/78), the Company has established as a premise that all discharges are classified with STD below 1 g/l. There is no water reuse in operations.



Ecological impacts

Our potential impacts on biodiversity are highly regulated and controlled in the context of the environmental licensing obtained by our client. Combined, Brazilian environmental legislation and international regulation Marpol 73/78 form a robust set of regulations that mitigate significant impacts on ecosystems under normal operating conditions. The conditions submitted to our

customers include obligations related to waste management, effluent disposal, biodiversity monitoring and control of invasive species, broken down as pertinent in contractual requirements for our rigs.

In this context, a relevant aspect of management is the control of sun coral, a species considered exogenous to Brazilian ecosystems

and which is embedded in the hulls of the rigs. Sun coral can compromise biodiversity in border regions, in addition to impacting fuel consumption efficiency by increasing the ship's drag. Therefore, with each new contract or as required by the customer, our rigs undergo hull cleaning.

The removal of sun coral is commonly performed by divers, manually, requiring an extended period and a high cost. Therefore, in 2024, we are looking for new technologies that allow us to optimize the hull cleaning process and minimize the accumulation of the species. The pilot project is being applied at Norbe VIII, after an extensive study of the available market solutions, covering three prevention fronts: installation of an ultrasonic propellant to avoid the formation of fouling in areas of greater complexity; acquisition of magnetic robots for

inspection and periodic cleaning of hulls; and application of silicone-based coatings on the thrusters. The expectation with these technologies is to reduce downtime for hull cleaning by 67%, in addition to an average saving of 3% in fuel consumption due to the lower drag of the vessel.

The significant risk in our sector is related to the occurrence of spills, which can cause acute pollution and have serious consequences for marine fauna and flora and, if in near-shore areas, for local communities. In our business, the performance in fields far from the coast and the robustness of the IMS prevent the occurrence of this type of situation. Corporately, we monitor the offshore leakage index (IVM) on a monthly basis, which is part of the Business Plan and affects the variable compensation of all members (learn more on page 25).

Our activities to prevent impacts on biodiversity are guided by our clients' licensing conditions, which are broken down into contractual requirements and obligations



Energy and emissions

In 2024, we published our first greenhouse gas (GHG) inventory, under the Brazilian GHG Protocol Program. The document covers our direct (scopes 1 and 2) and indirect (scope 3) emissions, which have already been monitored for more than ten years in our offshore drilling operations.

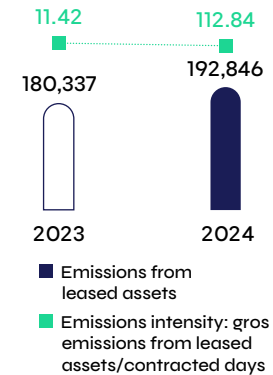
The most significant emitting sources in our business are related to the fuel consumption of our rigs. When the rigs are under contract, these emissions are accounted for in scope 3, adopting the approach of operational control of emission sources. In this context, our management is focused on the development of solutions and innovations that improve the operational and energy efficiency of our assets.

In 2024, emissions from rigs in operation totaled 192.8 thousand tCO₂e, representing an increase

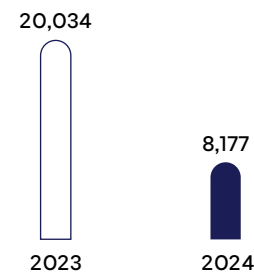
of 6.9% compared to 2023, due to the greater operational availability of our fleet. Despite the increase recorded, the initial results of the initiatives to reduce GHG emissions have already contributed to a 3.1% improvement in the fleet's emissions intensity on the same basis of comparison.

An outstanding initiative that highlights this approach is the Energy Flow project, implemented as a pilot on the ODN II rig and which allows real-time monitoring of fuel consumption in motor generators. The solution involved the development of mathematical models considering the specifications of the equipment and the construction of dashboards for viewing information online. Through this system, we are able to monitor key indicators, such as consumption and power by consumer group, specific fuel consumption (per kWh generated) and GHG emissions.

Scope 3 emissions (tCO₂e)



Scope 1 emissions (tCO₂e)



Another relevant action was the optimization of the management of refrigerant gases in the rigs. This initiative involved training the members, the purchase of equipment and tools for the maintenance of the systems and the recovery of the gases, and the evaluation of the replacement of the gases consumed by others with less global warming potential. In addition, we have developed a system for the management and monitoring of the consumption of refrigerant gases. In 2024, we achieved a 48% reduction in GHG emissions related to refrigerant gases, considering the Company's entire fleet.

Scope 1 emissions totaled 8.2 thousand tCO₂e, 59.2% less than in 2023. In addition to our initiatives, this reduction was driven by the longer period of operational availability of the fleet in 2024.

GHG Inventory (tCO₂e)

	2024	2023
Scope 1		
Fixed combustion	7,822.98	17,442.05
Mobile combustion	79.11	148.53
Fugitive emissions	275.14	2,443.09
Subtotal gross emissions	8,177.23	20,033.67
Biogenic emissions	13.38	24.67
Scope 2		
Localization approach	34.31	30.40
Scope 3		
Fuel and energy related activities	1,205.94	3,017.79
Upstream transportation and distribution	543.48	579.73
Waste	98.51	434.56
Business travel	3,211.34	2,408.93
Leased asset operation	192,846.39	180,336.72
Subtotal gross emissions	197,905.66	186,777.73
Biogenic emissions	311.90	238.87

Scope 2 is the least representative in our inventory and accounts for emissions resulting from the acquisition of electricity. In 2024, it totaled 34 tCO₂e, an increase of 12% compared to the previous period due to the increase in the average emissions factor of the National Interconnected System (SIN).



Energy consumption

Controls on fuel and electricity consumption are integrated with the monitoring of GHG emissions, since this data feeds the system dedicated to the preparation of the GHG emissions inventory.

In 2024, the factors that positively impacted scope 1 inventory also led to a 55% reduction in fuel consumption under operational control (within the Company). Energy consumption in rigs under contract grew year-on-year, due to the greater operational availability of the fleet. Energy intensity (consumption in the operation of leased assets divided by contracted days) was 1.46 GJ per day contracted in 2024, compared to 1.47 GJ in 2023.

Energy consumption within the Company (GJ)		
	2024	2023
Generated from fuel consumption		
Automotive gasoline (commercial)	358.98	941.06
LPG	67.96	123.38
Diesel oil (commercial)	648.51	965.60
Marine diesel oil	105,256.65	234,660.09
Anhydrous ethanol	92.19	240.82
Hydrous ethanol	4.27	0.00
Biodiesel	96.57	118.19
Subtotal of non-renewable fuels	106,332.10	236,690.13
Subtotal of renewable fuels	193.04	359.01
Total energy generated	106,525.14	237,049.13
Percentage of energy from renewable fuels	0.18%	0.15%
Percentage of fuel consumption in on-road equipment	1.19%	1.01%
Percentage of fuel consumption in off-road equipment	98.81%	98.99%
Purchased energy		
Electricity	2,403.36	2,834.04

Energy consumption outside the Company (GJ)		
	2024	2023
Fuel and energy related activities		
Transportation and distribution	8,273.67	7,799.51
Business travel	49,844.42	51,790.52
Subtotal upstream	201,047.65	377,699.93
Leased asset operation	2,496,258.42	2,269,925.70
Subtotal downstream	2,496,258.42	2,269,925.70
Total energy consumed outside the Company	2,697,306.07	2,647,625.64

Climate risks and opportunities

In an integrated manner with corporate risk management, we manage the risks and opportunities associated with the context of climate change. Our Risk Matrix assesses how extreme weather events (storms and hurricanes) can impact operational availability and continuity. In addition, the topic of climate change is related to transition risks, especially the interest of investors in the oil and gas sector (access to financial resources), legal compliance (new regulations on the subject), compliance with contracts (customer requirements that may impact profitability in the operation or require significant investments in modernization and new technologies) and the Company's reputation.

All these aspects are evaluated in terms of probability and potential impact, with the definition of mitigation measures and systematic monitoring within the corporate risk management process (learn more on page 21).

Communities



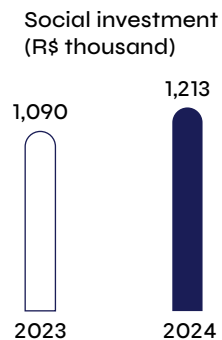
At Foresea, we have the ambition to amplify the positive impacts we generate with our activities. We want to contribute to the development of society and build a socio-environmental legacy for future generations.

This long-term vision guided the creation of the **Foresea Socio-Environmental Program**, a platform for managing private social investment that we carry out on a voluntary basis and with 100% of the Company's own resources. In line with the guidelines of the Sustainability Policy, Foresea Socio-environmental is developed on two axes – Integral Education and Green Economy. All projects and investments are carried out for the benefit of the community of the municipality of Macaé (Rio de Janeiro), where our operational base is located. In 2024, the amount invested exceeded the mark of R\$ 1.2 million, an increase of 11.3% compared to the previous year.

In the Integral Education axis, we contribute to strengthening the elementary education of schools in the

municipal network through a competence management system, defined together with school managers. The evolution of these professionals occurs through workshops, in line with the mentoring and training processes of the municipal department of Education of Macaé.

In 2024, the workshops were offered to 106 schools in the municipal education network of Macaé, with the participation of more than 75% of school managers from the entire education network and reaching more than 40 neighborhoods in the municipality. More than 100 hours of training were carried out, including lectures, meetings, seminars and other activities.





In the Green Economy axis, our goal is to unite care for the environment with income generation in a structuring way. Thus, we work to promote technical training and improvement of the management of the Waste Pickers' Cooperative – MacaEco, which brings together recyclable material collectors in Macaé.

The actions carried out in 2024 included training in waste management and the donation of protective equipment, uniforms and seven waste collection trucks, as well as legal support for

obtaining licenses, forming partnerships and financial management. In its first year, Foresea Socioambiental benefited 38 MacaEco professionals and contributed to the collection of more than 13 tons of recyclable materials with mobilization actions.

Another aspect that boosts our legacy to society involves the engagement of members in volunteer actions. In 2024, more than 190 members participated in three initiatives, aimed at collecting donations and interactions for the benefit of charities in Macaé.

Communication and relationship

R\$ 1.2 million
invested in social projects during the year

106 municipal schools
engaged in the Integral Education axis

38 MacaEco professionals
benefited in the Green Economy axis

3 volunteer actions
promoted, engaging more than 190 members

With most of the operational activities carried out in the offshore environment, our business model does not generate negative impacts for local communities. Our Operational Base in Macaé carries out activities of low socio-environmental risk, such as the movement of cargo and equipment, in an isolated and duly licensed area.

We make available to all our audiences the Contact Us, a communication channel for receiving questions, suggestions, criticisms or compliments. The tool is accessible through the Company's website. We also maintain active profiles on the main digital social networks as an instrument for relating and engaging communities and external audiences. In addition, the Ethics Channel may also receive reports that are not characterized as complaints. In these cases, the report is framed as out of scope and directed to the competent area according to the subject addressed.



[Click here and access the Contact Us channel](#)

Annexes to the Report

Complement to GRI disclosures and SASB indicators

GRI 2-4 | Restatements of information

No data from previous reports was resubmitted.

GRI 2-7 | Employees

Staff by gender, region, type of contract and working hours¹

		2024			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Brazil	Indefinite term and full-time	1,366	249	1,615	1,334	230	1,564
	Fixed-term and part-time work ²	15	24	39	9	24	33
	Total	1,381	273	1,654	1,343	254	1,597
Abroad	Indefinite term and full-time	1	4	5	2	3	5
	Fixed-term and part-time work ²	0	0	0	0	0	0
	Total	1	4	5	2	3	5
Consolidated	Indefinite term and full-time	1,367	253	1,620	1,336	233	1,569
	Fixed-term and part-time work ²	15	24	39	9	24	33
	Total	1,382	277	1,659	1,345	257	1,602

1. Considers members with an employment relationship and active on the base date of 12/31. Data obtained from the HCM system.

2. It refers to apprentices. The other members have an indefinite contract and full-time working hours.

GRI 2-8 | Workers who are not employees

Other workers¹

		2024			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Interns ²		27	26	53	23	25	48
Third parties ³		2,097	161	2,258	2,202	140	2,342

1. Considers professionals without an employment relationship who work in Foresea's operations.

2. Hired by the Company in accordance with the requirements of Law No. 11,788/2008 (Internship Law), they work in support of corporate teams.

3. Allocated within the scope of service contracts, they work mainly in the cleaning and concierge activities of the offices and in specific and temporary activities in the offshore assets. The number of third-party workers reflects the total number of registered and active workers in the Drake and HCM systems at the end of the period.

GRI 2-16 | Communication of critical concerns

The Board of Directors monitors the Business Plan on a monthly basis, which consolidates the goals for the period, and on a quarterly basis, after in-depth discussion by the Advisory Committees, other indicators, progress and challenges in the Company's management. In 2024, seven situations of significant or persistent deviations from the Business Plan (as a concept of crucial concerns) related to work safety, retention and training of people, violation of the Code of Conduct, financial discipline and performance, and asset integrity were recorded.

GRI 2-21 | Annual total compensation ratio

In 2024, the ratio between the highest total annual compensation of an individual and the median of the other members was 33 times. As this is the Company's first reporting cycle, we do not have available the variation of the highest total annual compensation of an individual in relation to the median of the other members. This information will be incorporated from the 2025 Annual Report.

GRI 2-27 | Compliance with laws and regulations

We did not record any significant cases of non-compliance with laws and regulations in 2024. The scope of reporting of this GRI disclosure covers judicial or administrative proceedings filed by the government or regulatory entities, with a final decision in the period and that exceed the amount of R\$ 1 million in monetary or non-monetary sanctions.

GRI 2-30 | Collective bargaining agreements

At the end of 2024, 98.61% of our members were covered by collective bargaining agreements. Not only expatriate professionals and those hired abroad, whose union regulation follows the rules applicable to each country of operation, are covered.

GRI 11.15.4 | Report the number and type of grievances from local communities identified, including: percentage of the grievances that were addressed and resolved; percentage of the grievances that were resolved through remediation

Given the nature and scope of our work, we do not have a dedicated channel for receiving complaints from local communities. Our administrative activities take place mainly in the city of Rio de Janeiro and the municipality of Macaé, while the rigs operate in client fields far from the coast. Interaction with communities occurs mainly within the scope of the Foresea Socio-Environmental Program (learn more on page 48). Since the creation of Foresea, we have not received any complaints from local communities.

GRI 205-1 | Operations assessed for risks related to corruption

All our operations (100%) are evaluated in relation to corruption risks, in an integrated manner with the corporate risk management process and the Compliance System. No significant risk related to the topic was identified, considering the maturity of management and the response actions already implemented.

SASB EM-SV-510a.1 | Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index

Since the creation of Foresea, we have only operated in Brazil, a country that is not among the 20 lowest rankings in Transparency International's Corruption Perceptions Index.

GRI 305-7 | Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions

Non-GHG atmospheric emissions (tons)		
	2024	2023
NOx	3,581.65	3,448.22
SOx	0.35	0.34
Volatile organic compounds (VOCs)	91.67	88.25
Particulate matter	64.13	61.74

SASB EM-SV-110a.3 | Percentage of engines in service that comply with the highest level of emissions standards for non-road diesel engine emissions

We have no information on the compliance of engines in service with the highest level of emissions standards. We are improving our practices for evaluating this aspect in order to present the information requested by this SASB indicator in the next reporting cycle.

GRI 306-5 | Waste directed to disposal

Since the creation of Foresea, 100% of our waste has been diverted from final disposal.

GRI 306-3 and 306-4 | Waste generated and Waste diverted from disposal

Waste generated and diverted from final disposal by type and method (tons)						
	2024			2023		
	HAZARDOUS	NON-HAZARDOUS	TOTAL	HAZARDOUS	NON-HAZARDOUS	TOTAL
Recycling	29.14	657.69	686.84	13.36	677.66	691.02
Co-processing	469.92	257.03	726.95	548.00	283.66	831.66
Re-refining	328.80	0.00	328.80	348.64	0.00	348.64
Composting	0.00	1.71	1.71	0.00	62.50	62.50
Cleaning/decontamination	14.10	0.00	14.10	10.97	0.44	11.40
Decontamination	3.32	0.00	3.32	1.80	0.00	1.80
Reprocessing	0.84	0.00	0.84	0.98	0.41	1.38
Depressurization	0.43	0.00	0.43	0.51	0.00	0.51
Processing	0.71	0.00	0.71	0.42	0.00	0.42
Total	847.26	916.43	1,763.69	924.68	1,024.67	1,949.35

Waste generated and diverted from final disposal by type and composition (tons)						
	2024			2023		
	HAZARDOUS	NON-HAZARDOUS	TOTAL	HAZARDOUS	NON-HAZARDOUS	TOTAL
Metal	0.00	558.81	558.81	0.00	607.83	607.83
Dirty oil	350.82	0.00	350.82	484.18	0.00	484.18
Contaminated waste	330.18	0.00	330.18	300.39	0.00	300.39
Wood	0.00	136.55	136.55	0.00	156.15	156.15
Chemical	116.18	0.00	116.18	104.42	0.00	104.42
Common garbage	0.00	115.83	115.83	0.00	123.41	123.41
Plastic	0.00	59.73	59.73	0.00	35.75	35.75
Paper/cardboard	0.00	26.35	26.35	0.00	24.14	24.14
Batteries	20.26	0.00	20.26	4.00	0.00	4.00
Drum	14.97	0.00	14.97	11.26	0.00	11.26
Electro-electronic scrap	8.79	0.00	8.79	9.24	0.00	9.24
TetraPak	0.00	5.85	5.85	0.00	4.21	4.21
Vegetable oil	0.00	4.07	4.07	0.00	2.73	2.73
Glass	0.00	3.98	3.98	0.00	4.48	4.48
Construction debris	0.00	2.41	2.41	0.00	2.00	2.00
Lamps	2.30	0.00	2.30	2.22	0.00	2.22
Organic waste	0.00	1.71	1.71	0.00	62.50	62.50
Drums	1.68	0.00	1.68	0.51	0.00	0.51
Others ¹	2.09	1.14	3.23	8.46	1.48	9.94
Total	847.26	916.43	1,763.69	924.68	1,024.67	1,949.35

1. Categories that represented less than 1 ton destined in the last year: oily sludge, cartridge, metal cans, batteries and gardening, infectious and contagious and pharmaceutical waste.

GRI 401-1 | New employee hires and employee turnover

Turnover indicators in 2024

	NUMBER OF HIRES	NUMBER OF DISMISSALS	HIRING RATE ¹	TURNOVER RATE ²
By gender				
Men	194	185	11.7%	13.4%
Women	58	49	20.9%	17.7%
By age group				
Up to 30 years old	101	53	45.1%	23.7%
31 to 50 years old	145	151	11.3%	11.8%
51 years old and over	6	30	3.9%	19.2%
By region				
Brazil	251	233	15.2%	14.1%
Abroad	1	1	20.0%	20.0%
Total	252	234	15.2%	14.1%

1. Calculated as the number of hires over the period divided by the staff at the end of the year.

2. Calculated as the number of dismissals over the period divided by the staff at the end of the year.

GRI 401-3 | Parental leave

Parental leave indicators

	2024		2023	
	MEN	WOMEN	MEN	WOMEN
Departure and return				
Number of members eligible for leave and who have gone on leave	58	5	63	6
Number of members returning from leave	57	4	63	6
Number of members still on leave	1	1	0	0
Return rate	98.3%	80.0%	100.0%	100.0%
Potential return rate	100.0%	100.0%	NA	NA
Retention				
Number of members who remained in employment for at least 1 year after returning from leave	NA	NA	54	2
Number of members who have not yet completed 1 year after returning from leave	55	4	0	4
Number of members terminated before completing 1 year after returning from leave	2	0	9	0
Retention rate	NA	NA	85.7%	33.3%
Potential retention rate	96.5%	100.0%	NA	100.0%

GRI 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees

Benefits are equally offered to 100% of our professionals with an indefinite employment contract. Apprentices, who have a fixed-term employment contract, are not eligible for private pension and cannot include dependents in the health plan.

GRI 402-1 | Minimum notice periods regarding operational changes

Significant operational changes, such as changes in working hours, the opening of new businesses and corporate changes, are communicated in advance to all members. Employment contracts even formally provide for this advance communication in a specific clause. In the day-to-day activities, we mainly use the Foresea Report, an internal communication vehicle that allows this dissemination of relevant information to the teams as soon as it is available, so that everyone is aligned and prepared. In this context, leaders also have a fundamental role in transparently communicating to their subordinates the main perspectives and changes in the Company.

GRI 403-3 | Occupational health services

Our corporate team has three occupational physicians, responsible for evaluating and issuing occupational health certificates for members, nurses and nursing technicians. The information in the medical records of each professional is kept confidential by the health team, in accordance with the General Data Protection Law and the Code of Ethics of Medical Conduct. The Macaé Operational Base has an outpatient clinic, and all rigs have a medical center and a nurse allocated with telemedicine service.

GRI 403-6 | Promotion of worker health

Routine occupational health monitoring of members and third parties allows the identification of non-work-related health conditions that can compromise the quality of life of professionals, such as hypertension and diabetes. When we identify a potential health risk, we guide the member or the medical team of the outsourced company, enabling preventive treatment. In addition, we promote monthly health campaigns to raise awareness about health promotion issues.

GRI 403-10 | Work-related ill health

Since the creation of Foresea, we have not registered any case of occupational disease with members or third parties.

GRI 403-9 | Work-related injuries

Occupational safety indicators

	2024			2023		
	MEMBERS	THIRD PARTY	CONSOLIDATED	MEMBERS	THIRD PARTY	CONSOLIDATED
Total man-hours worked	4,038,979	1,499,987	5,538,966	4,046,372	1,868,924	5,915,296
Number of recordable incidents	9	1	10	7	1	8
Number of lost-time accidents	6	0	6	3	1	4
Number of accidents with serious consequences (except death)	0	0	0	1	0	1
Number of fatal accidents	0	0	0	0	0	0
Number of days lost or debited ¹	528	64	592	645	73	718
Recordable incident frequency rate ²	2.23	0.67	1.80	1.73	0.54	1.35
Lost time accident frequency rate ²	1.49	0.00	1.08	0.74	0.54	0.68
Frequency rate of accidents with serious consequences ²	0.00	0.00	0.00	0.25	0.00	0.17
Frequency rate of fatal accidents ²	0.00	0.00	0.00	0.00	0.00	0.00
Severity rate ^{1 and 2}	130.73	42.67	106.88	159.40	39.06	121.38

1. The data includes lost days from 2024 referring to incidents from the previous year.

2. Rates calculated with the factor of 1 million man-hours worked.

SASB EM-SV-320a.1 | (1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) direct employees, and (b) contract employees

OSHA occupational safety indicators (SASB standard)

	2024			2023		
	MEMBERS	THIRD PARTY	CONSOLIDATED	MEMBERS	THIRD PARTY	CONSOLIDATED
Near-miss frequency rate ^{1 and 2}	NA	NA	0.76	NA	NA	0.74
Frequency rate of recordable incidents ¹	0.45	0.13	0.36	0.35	0.11	0.27
Frequency rate of fatal accidents ¹	0.00	0.00	0.00	0.00	0.00	0.00
Average hours of training in health, safety, and emergency preparedness ³	226.56	NA	NA	NA	NA	NA

1. Rates calculated with the factor of 200 thousand man-hours worked.

2. The control of near misses is consolidated, and it is not possible to present the separation between members and third parties.

3. There is no monitoring of training hours for third parties.

SASB EM-SV-320a.3 | Number of road accidents and incidents

Since the creation of Foresea, we have not recorded any accidents or road incidents with members or third parties.

GRI 404-2 | Programs for upgrading employee skills and transition assistance programs

To support members' preparation for retirement, we offer a private pension plan. Occasionally, we carry out outplacement actions, which may include cash payments or extension of benefits (health insurance).

GRI 405-1 | Diversity of governance bodies and employees**Composition of functional levels by race in 2024**

	YELLOW	WHITE	BROWN	BLACK	OTHER	NOT INFORMED
Direction	0.00%	80.00%	10.00%	10.00%	0.00%	0.00%
Executives	2.00%	70.00%	28.00%	0.00%	0.00%	0.00%
Staff	0.50%	54.46%	38.61%	5.94%	0.00%	0.50%
Operations	0.59%	34.06%	54.06%	11.13%	0.17%	0.00%

Composition of functional levels by gender¹

	2024		2023	
	MEN	WOMEN	MEN	WOMEN
Direction	80.00%	20.00%	80.00%	20.00%
Executives	74.00%	26.00%	75.00%	25.00%
Staff	54.46%	45.54%	56.23%	43.77%
Operations	93.47%	6.53%	94.36%	5.64%

¹ The Board of Directors is made up only of men, with six members over 51 years old (86%) and one of them aged between 31 and 50 years (14%).

Composition of functional levels by age group

	2024			2023		
	UP TO 30 YEARS OLD	31 TO 50 YEARS OLD	51 YEARS OLD AND OVER	UP TO 30 YEARS OLD	31 TO 50 YEARS OLD	51 YEARS OLD AND OVER
Direction	0.00%	60.00%	40.00%	0.00%	50.00%	50.00%
Executives	0.00%	84.00%	16.00%	0.00%	81.25%	18.75%
Staff	20.30%	71.04%	8.66%	20.29%	69.93%	9.78%
Operations	13.50%	77.09%	9.40%	11.61%	78.46%	9.93%

GRI 405-2 | Ratio of basic salary and remuneration of women to men**Ratio of women's average pay to men's by functional level in 2024**

	BASE SALARY	TOTAL COMPENSATION
Direction ¹	ND	ND
Executives	91.31%	92.91%
Staff	80.41%	80.77%
Operations	108.31%	104.47%

¹ Information about the Direction is not made available for confidentiality reasons, as this functional level is composed of eight men and two women.

GRI content index

Statement of use | Foresea Holdings S.A. has reported in accordance with the GRI Standards for the period of January 1 to December 31, 2024.
GRI 1 used | GRI 1: Foundation 2021
Applicable GRI Sector Standard(s) | GRI 11: Oil and Gas Sector 2021

GRI STANDARD	DISCLOSURE	PAGE	OMISSION			GLOBAL COMPACT	SDG	GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
General disclosures								
	2-1 Organizational details	20	-	-	-	-	-	-
	2-2 Entities included in the organization's sustainability reporting	3	-	-	-	-	-	-
	2-3 Reporting period, frequency and contact point	3	-	-	-	-	-	-
	2-4 Restatements of information	52	-	-	-	-	-	-
	2-5 External assurance	3	-	-	-	-	-	-
	2-6 Activities, value chain and other business relationships	9, 10 and 11	-	-	-	-	-	-
	2-7 Employees	37 and 52	-	-	-	6	8 and 10	-
	2-8 Workers who are not employees	52	-	-	-	6	8 and 10	-
	2-9 Governance structure and composition	17 and 18	-	-	-	-	-	-
	2-10 Nomination and selection of the highest governance body	17	-	-	-	-	5 and 16	-
	2-11 Chair of the highest governance body	17	-	-	-	-	16	-
	2-12 Role of the highest governance body in overseeing the management of impacts	17	-	-	-	-	16	-
	2-13 Delegation of responsibility for managing impacts	17	-	-	-	-	-	-
GRI 2 General disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	3	-	-	-	-	-	-
	2-15 Conflicts of interest	17	-	-	-	-	16	-
	2-16 Communication of critical concerns	53	-	-	-	-	-	-
	2-17 Collective knowledge of the highest governance body	17, 18 and 19	-	-	-	-	-	-
	2-18 Evaluation of the performance of the highest governance body	17	-	-	-	-	-	-
	2-19 Remuneration policies	19 and 34	-	-	-	-	-	-
	2-20 Process to determine remuneration	34	-	-	-	-	-	-
	2-21 Annual total compensation ratio	53	-	-	-	-	-	-
	2-22 Statement on sustainable development strategy	6 and 7	-	-	-	-	-	-
	2-23 Policy commitments	5, 22 and 38	-	-	-	-	-	-
	2-24 Embedding policy commitments	5, 22 and 38	-	-	-	-	-	-
	2-25 Processes to remediate negative impacts	50	-	-	-	-	-	-
	2-26 Mechanisms for seeking advice and raising concerns	23	-	-	-	10	16	-
	2-27 Compliance with laws and regulations	53	-	-	-	-	16	-
	2-28 Membership associations	5	-	-	-	-	16	-
	2-29 Approach to stakeholder engagement	4	-	-	-	-	-	-
	2-30 Collective bargaining agreements	53	-	-	-	3	8	-

GRI STANDARD	DISCLOSURE	PAGE	OMISSION			GLOBAL COMPACT	SDG	GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
Material topics								
GRI 3 Material topics 2021	3-1 Process to determine material topics	4	-	-	-	-	-	-
	3-2 List of material topics	4	-	-	-	-	-	-
Material topic Ethics, integrity and compliance								
GRI 3 Material topics 2021	3-3 Management of material topics	5, 22 and 23	-	-	-	-	-	11.20.1
GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	53	-	-	-	10	16	11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	22	-	-	-	10	16	11.20.3
	205-3 Confirmed incidents of corruption and actions taken	23	-	-	-	10	16	11.20.4
GRI 11 Oil and Gas Sector 2021	11.20.5 Describe the approach to contract transparency, including: whether contracts and licenses are made publicly and, if so, where they are published; if contracts or licenses are not publicly available, the reason for this and actions taken to make them public in the future	-	Disclosure omitted	Not applicable	The GRI disclosure is not applicable given the nature of Foresea's operations.	-	-	11.20.5
	11.20.6 List the organization's beneficial owners and explain how the organization identifies the beneficial owners of business partners, including joint ventures and suppliers	20 and 39	-	-	-	-	-	11.20.6

GRI STANDARD	DISCLOSURE	PAGE	OMISSION			GLOBAL COMPACT	SDG	GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
Material topic Safety of people and operations								
GRI 3 Material topics 2021	3-3 Management of material topics	5, 25, 26, 27 and 28	-	-	-	-	-	11.8.1 11.9.1
GRI 306 Effluents and waste 2016	306-3 (2016) Significant spills	28	-	-	-	-	8	11.8.2
	403-1 Occupational health and safety management system	25	-	-	-	-	8	11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	25, 26 and 27	-	-	-	-	8	11.9.3
	403-3 Occupational health services	28 and 56	-	-	-	-	8	11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	25 and 26	-	-	-	-	8 and 16	11.9.5
GRI 403 Occupational health and safety 2018	403-5 Worker training on occupational health and safety	26	-	-	-	-	8	11.9.6
	403-6 Promotion of worker health	28 and 56	-	-	-	-	3	11.9.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5	-	-	-	-	8	11.9.8
	403-8 Workers covered by an occupational health and safety management system	25	-	-	-	-	8	11.9.9
	403-9 Work-related injuries	28 and 57	-	-	-	-	3, 8 and 16	11.9.10
	403-10 Work-related ill health	56	-	-	-	-	3, 8 and 16	11.9.11
	11.8.3 Report the total number of Tier 1 and Tier 2 process safety events, and a breakdown of this total by business activity	28	-	-	-	-	-	11.8.3
GRI 11 Oil and Gas Sector 2021	11.8.4 The following additional sector disclosures are for organizations with oil sands mining operations. List the organization's tailings facilities. For each tailings facility: describe the tailings facility; report whether the facility is active, inactive, or closed; report the date and main findings of the most recent risk assessment. Describe actions taken to: manage impacts from tailings facilities, including during closure and post-closure; prevent catastrophic failures of tailings facilities	-	Disclosure omitted	Not applicable	The GRI disclosure is not applicable given the nature of Foresea's operations.	-	-	11.8.4

GRI STANDARD	DISCLOSURE	PAGE	OMISSION			GLOBAL COMPACT	SDG	GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
Material topic Climate risks and opportunities								
GRI 3 Material topics 2021	3-3 Management of material topics	5, 45, 46 and 47	-	-	-	-	-	11.1.1 11.2.1
GRI 201 Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	47	-	-	-	7	13	11.2.2
GRI 302 Energy 2016	302-1 Energy consumption within the organization	47	-	-	-	7 and 8	7, 8, 12 and 13	11.1.2
	302-2 Energy consumption outside of the organization	47	-	-	-	8	7, 8, 12 and 13	11.1.3
	302-3 Energy intensity	47	-	-	-	8	7, 8, 12 and 13	11.1.4
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	45 and 46	-	-	-	7 and 8	3, 12, 13, 14 and 15	11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	46	-	-	-	7 and 8	3, 12, 13, 14 and 15	11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	45 and 46	-	-	-	7 and 8	3, 12, 13, 14 and 15	11.1.7
	305-4 GHG emissions intensity	45	-	-	-	8	13, 14 and 15	11.1.8
	305-5 Reduction of GHG emissions	45	-	-	-	8 and 9	13, 14 and 15	11.2.3
GRI 11 Oil and Gas Sector 2021	11.2.4 Describe the organization's approach to public policy development and lobbying on climate change	5	-	-	-	-	-	11.2.4
Material topic Training, development, and talent retention								
GRI 3 Material topics 2021	3-3 Management of material topics	5, 30, 31, 32, 33 and 34	-	-	-	-	-	11.10.1 11.11.1
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	55	-	-	-	6	5, 8 and 10	11.10.2
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	34 and 56	-	-	-	-	3, 5 and 8	11.10.3
	401-3 Parental leave	55	-	-	-	6	5 and 8	11.10.4 11.11.3
GRI 402 Labor/ Management relations 2016	402-1 Minimum notice periods regarding operational changes	56	-	-	-	3	8	11.10.5
GRI 404 Training and education 2016	404-1 Average hours of training per year per employee	32	-	-	-	6	4, 5, 8 and 10	11.10.6 11.11.4
	404-2 Programs for upgrading employee skills and transition assistance programs	31, 32, 33 and 58	-	-	-	-	8	11.10.7

GRI STANDARD	DISCLOSURE	PAGE	OMISSION			GLOBAL COMPACT	SDG	GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
Material topic Impacts on marine biodiversity								
GRI 3 Material topics 2021	3-3 Management of material topics	5, 43 and 44	-	-	-	-	-	11.3.1 11.4.1 11.6.1
	303-1 Interactions with water as a shared resource	43	-	-	-	8	6 and 12	11.6.2
	303-2 Management of water discharge-related impacts	43	-	-	-	8	6	11.6.3
GRI 303 Water and effluents 2018	303-3 Water withdrawal	-	Disclosure omitted	Not applicable	The GRI disclosure does not reflect material impacts of Foresea.	7 and 8	6	11.6.4
	303-4 Water discharge	43	-	-	-	7 and 8	6	11.6.5
	303-5 Water consumption	-	Disclosure omitted	Not applicable	The GRI disclosure does not reflect material impacts of Foresea.	8	6	11.6.6
GRI 304 Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	Disclosure omitted	Not applicable	The GRI disclosure is not applicable given the nature of Foresea's operations.	8	6, 14 and 15	11.4.2
	304-2 Significant impacts of activities, products, and services on biodiversity	44	-	-	-	8	6, 14 and 15	11.4.3
	304-3 Habitats protected or restored	-	Disclosure omitted	Not applicable	The GRI disclosure is not applicable given the nature of Foresea's operations.	8	6, 14 and 15	11.4.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	Disclosure omitted	Not applicable	The GRI disclosure is not applicable given the nature of Foresea's operations.	8	6, 14 and 15	11.4.5
GRI 305 Emissions 2016	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	54	-	-	-	7 and 8	3, 12, 14 and 15	11.3.2
GRI 416 Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	-	Disclosure omitted	Not applicable	The GRI disclosure is not applicable given the nature of Foresea's operations.	-	-	11.3.3
Material topic Waste management								
GRI 3 Material topics 2021	3-3 Management of material topics	5 and 42	-	-	-	-	-	11.5.1
	306-1 Waste generation and significant waste-related impacts	42	-	-	-	8	3, 6, 11 and 12	11.5.2
GRI 306 Waste 2020	306-2 Management of significant waste-related impacts	42	-	-	-	8	3, 6, 11 and 12	11.5.3
	306-3 Waste generated	42 and 54	-	-	-	8	3, 11 and 12	11.5.4
	306-4 Waste diverted from disposal	42 and 54	-	-	-	8	3, 11 and 12	11.5.5
	306-5 Waste directed to disposal	42 and 54	-	-	-	8	3, 11 and 12	11.5.6

GRI STANDARD	DISCLOSURE	PAGE	OMISSION			GLOBAL COMPACT	SDG	GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
Material topic Human rights in the value chain								
GRI 3 Material topics 2021	3-3 Management of material topics	5, 38, 39 and 40	-	-	-	-	-	11.10.1 11.12.1 11.13.1
GRI 407 Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	39	-	-	-	3	8	11.13.2
GRI 408 Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	39	-	-	-	5	8 and 16	-
GRI 409 Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	39	-	-	-	4	8	11.12.2
GRI 414 Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	39	-	-	-	2	5, 8 and 16	11.10.8 11.12.3
	414-2 Negative social impacts in the supply chain and actions taken	40	-	-	-	2	5, 8 and 16	11.10.9
Material topic Diversity, equity and inclusion								
GRI 3 Material topics 2021	3-3 Management of material topics	5, 35, 36 and 37	-	-	-	-	-	11.11.1
GRI 202 Market presence 2016	202-2 Proportion of senior management hired from the local community	-	Disclosure omitted	Not applicable	The GRI disclosure does not reflect material impacts of Foresea.	6	8	11.11.2
GRI 405 Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	17, 37 and 58	-	-	-	6	5 and 8	11.11.5
	405-2 Ratio of basic salary and remuneration of women to men	58	-	-	-	6	5, 8 and 10	11.11.6
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	23	-	-	-	6	5 and 8	11.11.7
Material topic Relationship with local communities								
GRI 3 Material topics 2021	3-3 Management of material topics	5, 49 and 50	-	-	-	-	-	11.15.1
GRI 413 Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	49	-	-	-	1	-	11.15.2
	413-2 Operations with significant actual and potential negative impacts on local communities	50	-	-	-	1	1 and 2	11.15.3
GRI 11 Oil and Gas Sector 2021	11.15.4 Report the number and type of grievances from local communities identified, including: percentage of the grievances that were addressed and resolved; percentage of the grievances that were resolved through remediation	53	-	-	-	-	-	11.15.4

TOPICS IN THE APPLICABLE GRI SECTOR STANDARDS DETERMINED AS NOT MATERIAL

GRI 11: Oil and Gas Sector 2021

TOPIC	EXPLANATION
11.7 Closure and rehabilitation	Because it provides drilling services, Foresea has no influence over site closure and rehabilitation planning. Although the topic includes impacts associated with the company's value chain, the significance of these impacts is considered low and, therefore, not material.
11.14 Economic impacts	Because it provides offshore drilling services, Foresea has a relatively small scale of operation in relation to the sector. Although it generates economic impact locally through the hiring of people and suppliers, it is not characterized by the main impacts of this topic, especially the economic dependence of regions and countries on its operations. Therefore, the topic is considered to be of low and not material significance.
11.16 Land and resource rights	Because it provides drilling services, Foresea does not require infrastructure that restricts access to significant areas or the resettlement of populations. Although the topic includes impacts associated with the company's value chain, the significance of these impacts is considered low and, therefore, not material.
11.17 Rights of indigenous peoples	Because it provides offshore drilling services, Foresea does not interfere with indigenous peoples. Although the topic includes impacts associated with the company's value chain, the significance of these impacts is considered low and, therefore, not material.
11.18 Conflict and security	Because it provides offshore drilling services, Foresea does not require the hiring of security forces to protect assets and people. Although the topic includes impacts associated with the company's value chain, the significance of these impacts is considered low and, therefore, not material.
11.19 Anti-competitive behavior	Because it provides offshore drilling services, Foresea is not characterized by the main impacts of this topic, especially aspects of trust, mergers and involvement in auctions. Therefore, the topic is considered to be of low and not material significance.
11.21 Payments to governments	Because it provides offshore drilling services, Foresea is not subject to the specific taxes applicable to exploration and production companies. Although the topic includes impacts associated with the company's value chain, the significance of these impacts is considered low and, therefore, not material.
11.22 Public policy	Because it provides offshore drilling services, Foresea has a relatively small level of involvement in the development of public policies. Although it participates in discussions with professional associations and public authorities, it is not characterized by the main impacts of this topic, especially the influence on associated public policies resulting from lobbying activities. Therefore, the topic is considered to be of low and non-material significance.

SASB content index

Oil & Gas – Services (Version 2023-12)			
SASB TOPIC	SASB CODE	METRICS REQUESTED BY SASB	PAGE/ANSWER
Emissions reduction services & fuels management	EM-SV-110a.1	Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment and vehicles and (2) off-road equipment	
	EM-SV-110a.2	Discussion of strategy or plans to address air emissions-related risks, opportunities and impacts	47
	EM-SV-110a.3	Percentage of engines in service that comply with the highest level of emissions standards for non-road diesel engine emissions	54
Water management services	EM-SV-140a.1	(1) Total volume of water handled in operations, (2) percentage recycled	43
	EM-SV-140a.2	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities and impacts	43
Chemicals management	EM-SV-150a.1	(1) Volume of hydraulic fracturing fluid used, (2) percentage hazardous	It does not apply, because the use of fluids in drilling activities is the responsibility of the client, i.e. Foresea does not have management autonomy over this aspect.
	EM-SV-150a.2	Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	43
Ecological impact management	EM-SV-160a.1	Average disturbed land area per (1) oil and (2) gas well site	It does not apply, as we only operate in offshore fields.
	EM-SV-160a.2	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	44
Workforce health & safety	EM-SV-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) direct employees, and (b) contract employees	57
	EM-SV-320a.2	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	25, 26 and 27
	EM-SV-320a.3	Number of road accidents and incidents	58
Business ethics & payments transparency	EM-SV-510a.1	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	53
	EM-SV-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	19, 22, 23 and 39
Management of the legal & regulatory environment	EM-SV-530a.1	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	5
Critical incident risk management	EM-SV-540a.1	Description of management systems used to identify and mitigate catastrophic and tail-end risks	25, 26 and 27
Activity metrics	EM-SV-000.A	Number of active rig sites	9
	EM-SV-000.B	Number of active well sites	9
	EM-EV-000.C	Total amount of drilling performed	9
	EM-SV-000.D	Total number of hours worked by all employees	28

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Credits

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Sustainability

Content, consulting and design

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Photos

Foresea's image bank