

Annual Report
Sustainability
2024

Forship

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Message from the CEO

We are delighted to present Forship's Sustainability Report, reaffirming our commitment to transparency, corporate responsibility and sustainable development

With more than two decades of experience, Forship has established itself as a reference in integrated engineering and information technology solutions for commissioning, operation and maintenance, construction and assembly, integrity management of industrial assets, consulting and IT solutions. Our services are applied to strategic ventures in the oil and gas, energy, mining, pulp and paper segments, among others - both in onshore and offshore environments. We operate with technical excellence

and long-term vision, always aligned with the needs of our customers and the safety of operations.

We are fully aware of our role as agents of transformation in the engineering and technology value chain, acting proactively to generate positive impacts in the environmental, social and governance (ESG) dimensions.

Over the past few years, we have made significant progress in initiatives aimed at mitigating environmental impacts, valuing our employees, and building ethical and transparent processes. The issuance of our Greenhouse Gas Emissions Inventory, according to FGV's methodology, is an important milestone in this trajectory. We know that challenges are constant, but it is through the engagement of our teams,

customers, partners, and other stakeholders that we have strengthened our performance with responsibility, innovation, and resilience. Our commitment to the UN Sustainable Development Goals (SDGs) also guides our decisions and strategies.

This report is more than a balance of actions - it is the expression of our purpose to build, in an integrated and sustainable way, a legacy that inspires trust and generates value for all. I thank everyone who contributed to the achievements presented here and I reiterate that we will remain firm in our mission to deliver engineering solutions with ethics, technical competence and socio-environmental responsibility.

Fabio Fares
CEO do Grupo Forship





About the Report

GRI 2-2; 3

This is Forship's **first Sustainability Report**, prepared based on GRI Standards. The document presents the company's commitments, practices and results in environmental, social and governance issues, reinforcing transparency and responsibility in conducting business.

The report covers the period from **January 1 to December 31, 2024** and covers all Forship operations in Brazil. The publication is annual, and the company intends to maintain this periodicity in the following cycles, consolidating its commitment to transparent communication to stakeholders.

The content was structured based on priority themes identified based on GRI guidelines and the analysis of issues relevant to the sector and the company, considering risks, opportunities and expectations of strategic audiences.

For questions, suggestions, or requests related to this report, please contact
Email - sustentabilidade@forship.com
Site - <https://forship.site/contact>



About Forship





Who we are

Founded in 1998, Forship was born with the purpose of transforming the commissioning process of complex industrial plants, uniting engineering, information technology and management to offer integrated and innovative solutions. Of Brazilian origin and global presence, the Group has strategic subsidiaries in Africa and Asia, working on projects on five continents and consolidating itself as a reference in Commissioning, Operation & Maintenance, Consulting, Modifications & IMR and Brazilian Regulatory Compliance (BRC).

Throughout its history, Forship has participated in more than 700 projects and 300 industrial plants, serving more than 150 customers in the Oil & Gas, Petrochemical, Naval, Energy, Mining, Infrastructure, Agroindustry, Biofuels, Fertilizers, Pulp & Paper, LNG and Green Hydrogen segments. This experience has allowed us to develop our own methodologies and cutting-edge technological tools, such as HMSWeb®, a platform that increases the efficiency, safety, and quality of all stages of mechanical completion and commissioning.



Mission

Ensure the complete success of our clients throughout the entire lifecycle of their industrial units by providing engineering and information technology services aimed at guaranteeing the best performance, safety, socio-environmental governance (ESG), reliability, and information traceability.



Vision

To establish itself as the preferred company for clients in carrying out the services in our portfolio.



Values

- Excellence and innovation
- Ethics and transparency
- Social responsibility
- Respect for diversity
- Sustainable development



Global Presence and Certifications

Our greatest asset is human capital.

We have a highly qualified team, continuously trained and committed to standards of excellence, safety and socio-environmental responsibility. We operate based on an Integrated Management System, certified by **ISO 9001, 14001, 45001, 27001, 27017, 27018 and 27701**, and we follow the best international practices in project management, aligned with the PMI – Project Management Institute.

Forship's **commitment** to responsible and sustainable practices is reinforced by its adherence to the UN Global Compact, the Silver Seal in the Brazilian GHG Protocol Program, and the implementation of international certifications that guarantee quality, safety, respect for the environment, and data protection. These initiatives demonstrate our commitment to aligning economic growth, social responsibility, and environmental preservation, contributing to a more sustainable future.





Global Presence

Of Brazilian origin, the Forship Group has subsidiaries strategically located in the Americas and Asia, which has allowed it to serve global clients and carry out projects on all five continents.

- Corporative presence
- Executed or in execution projects





Current List of Company Products



Operation & Maintenance

Engineering, IT, and O&M management from the OR&A phase (pre-operation) to long-term operation and maintenance. The company's main service in terms of added value, size, and contract duration.

- Operation Manual
- Maintenance Plan
- O&M Engineering, Planning, and Procedures
- Operation Supervision
- Systems and Equipment Operation



Commissioning

Full provision - engineering, management, and execution - of mechanical completion, pre-commissioning, commissioning, and punch-list clearance for project close-out. High value-added product.

- Engineering and management
- Performance Testing
- Field Activities
- Owner's engineering
- Methodology consulting



Modifications

Small-scale modification contracts, involving engineering, procurement, construction & assembly, and commissioning.



IMR

The main contracts are Maintenance, offshore, and onshore, with medium added value - including engineering and planning - or low added value - provision of specialized labor.



Current List of Company Products



HMSWeb

Product created by Forship. Provided to asset owners and EPC contractors for use in capital projects of complex industrial plants, in the form of SaaS (software as a service) with deployment/configuration support and any supplementary developments. Occasional provision of commissioning consultancy.



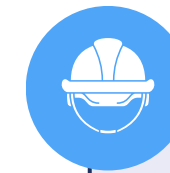
HMS Inspection

HMSWeb expansion to support O&M and IMR projects. Pilot version deployed for O&M of FPSO cranes – BS and ES.



BRC (Brazilian Regulatory Compliance)

A Forship solution in consulting engineering that offers Regulatory Support to meet Brazilian legislation and standards for industrial unit projects in Brazil, with a focus on offshore O&G platforms.



Owner's Engineering

Owner's engineering for capital projects and site supervision.

Materiality



Material Themes

GRI 3 - 1; 2 e 3

We built our first Materiality Matrix following the guidelines of the Global Reporting Initiative (GRI), taking another important step in our sustainability journey.

The process of defining the material topics was conducted with a quantitative and qualitative approach, involving internal impact assessments, intersectoral meetings and consultations with internal and external stakeholders. Each sector of the company and group of stakeholders was considered according to its relevance and influence on ESG (Social and Environmental Governance) issues, allowing for a structured and

representative analysis of the organization's reality.

This analysis resulted in a graph that highlights the most relevant environmental, social, and governance issues for the organization and for those that are part of our value chain. These topics will be addressed in our Sustainability Report, being important for strengthening our responsible management.

E - Environmental

COMBATING CLIMATE CHANGE AND CONTROLLING GHG EMISSIONS	BIOME AND BIODIVERSITY CONSERVATION	ENERGY EFFICIENCY
SUPPLY CHAIN SUSTAINABILITY	AIR, WATER, AND SOIL POLLUTION PREVENTION	WATER EFFICIENCY
		WASTE MANAGEMENT, RECYCLING, AND CIRCULARITY

S - Social

FAIR PAY AND BENEFITS	CUSTOMER RELATIONS
EMPLOYEE ENGAGEMENT	OCCUPATIONAL HEALTH AND SAFETY
EDUCATION AND TRAINING	HUMAN RIGHTS AND COMBATING DISCRIMINATION
DIVERSITY, INCLUSION, AND EQUITY	COMMUNITY ENGAGEMENT
RESPONSIBLE MARKETING AND COMMUNICATION	FIGHTING POVERTY AND HUNGER

G - Governance

- RELATIONSHIPS WITH GOVERNMENT ENTITIES
- INNOVATION, RESEARCH, AND TECHNOLOGY
- CONTINUOUS IMPROVEMENT
- RISK MANAGEMENT AND MITIGATION
- DATA PRIVACY
- DIGITALIZATION
- CORRUPTION PREVENTION



ENVIRONMENT

Protecting the environment is investing in the future of our business, our people, and the planet.



Conservation of biomes and biodiversity



GRI 304 -1; 2

Currently, Forship operates in the following areas: engineering services; management, commissioning, operation and maintenance of industrial plants; engineering consulting services and regulatory support for industrial plants; management and execution of contracts in onshore and offshore regimes; operation, inspection and maintenance of onshore and offshore cranes and other cargo handling equipment.

Thus, Forship does not carry out direct physical interventions in natural environments, such as vegetation suppression or civil works

in areas of ecological risk, so it does not have specific measures or structured programs aimed at the direct mitigation of impacts on the environment related to its operations or services provided.

However, we recognize that, through participation in projects in various sectors, our activities may be indirectly associated with impacts on the environment, especially when inserted in environmentally sensitive areas.

Forship adopts a posture of co-responsibility, verifying that its customers are in compliance

with current environmental legislation and applicable environmental licensing requirements.

For the next management cycles, the company intends to advance in the systematization of environmental criteria in the processes of analysis and execution of projects, including the assessment of risks to the environment, as part of its commitment to sustainable practices.





Supply Chain Sustainability

GRI 308 -1; 2

Forship adopts strict criteria for the selection, qualification and monitoring of external suppliers, especially those considered critical to the Integrated Management System (IMS), ensuring that the environmental impacts of the supply chain are minimized and aligned with its commitments to sustainability.

All critical external providers — those whose products, inputs, or services directly impact the quality of deliveries, safety, the environment, and occupational health — must prove the adoption of management systems certified as

ISO 14001, ISO 9001, ISO 45001, SA 8000, SASSMAQ, and the like, as well as the possession of environmental and operational licenses relevant to their activity.

The supplier registry ensures legal and environmental compliance, verifying licenses, history of fines, and sustainable management practices. This step strengthens transparency, reduces social and environmental risks, and reaffirms our commitment to sustainability and responsible relationships.

In addition, we promote the periodic reassessment of suppliers, providing

for the disqualification of those who do not comply with environmental and legal requirements. Disqualified suppliers can only return to the registry upon submission and approval of a corrective action plan.

The company also prioritizes hiring suppliers with proven responsible performance and who present evidence of sustainable practices in their processes, ensuring that the principles of sustainability, integrity, and excellence are present throughout its supply chain.



Climate Change and GHG Emissions

GRI 305 -1; 2 e 3



Climate change represents one of the greatest global challenges today and has mobilized organizations from all sectors. Knowing that Greenhouse Gas (GHG) emissions are among the main responsible for these changes and understanding the importance of the theme, Forship annually carries out its emissions inventory, based on the guidelines of the GHG Protocol Program.

This practice allows us to identify the main sources of emissions associated with our activities and supports the development of strategies for reducing and/or offsetting emissions, contributing to the transition towards a low-carbon economy.

Forship's 2024 emissions inventory includes the 3 scopes and includes CO₂, CH₄ and N₂O gases.

	Emissions by scope	
	tCO2e	tCO2 Biogenic
Scope 1	0,03	0,00
Scope 2	2,65	0,00
Scope 3	8048619	1.176.403,69
Total	8.048.621,67	1.176.403,69

	Emissions by source	
	tCO2e	tCO2 Biogenic
Fugitive emissions	0,03	0,00
Purchased electricity	2,65	0,00
Purchased goods and services	0	5.778,95
Transportation and distribution (upstream)	5,52	0,8
Business travel	392,84	56,46
Commuting (home-work emissions)	8.048.220,63	1.170.567,47

We strictly follow the legal parameters for the control of air pollution in work environments.

Energy

GRI 302 -1; 2

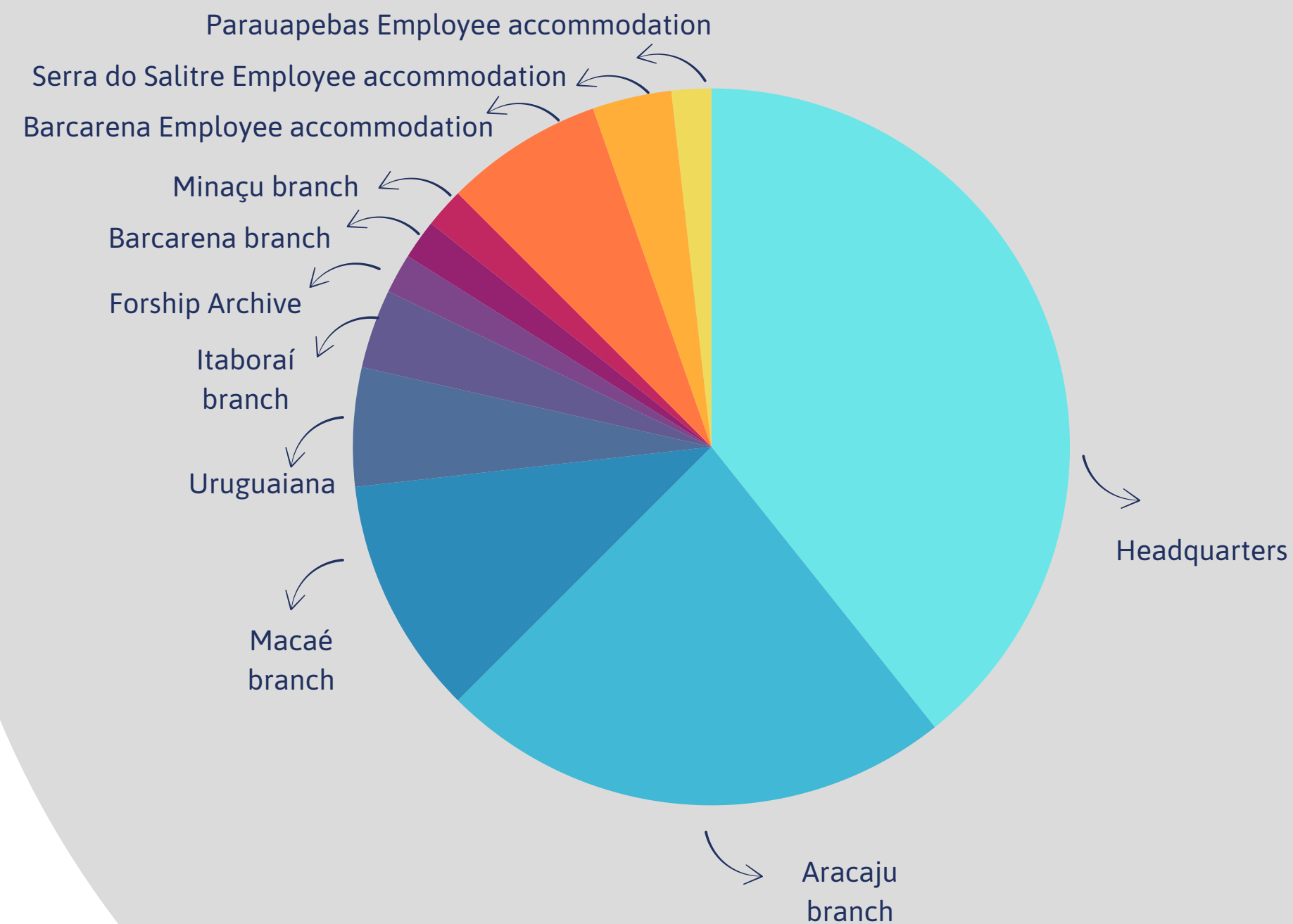


Forship monitors electricity consumption in its administrative units, with the aim of promoting more efficient management of resources and identifying opportunities for improvement in terms of energy performance.

The monitoring also includes functional **apartments, which are properties temporarily rented to host employees displaced for professional activities outside their place of origin.** Although these are not permanent installations, their consumption is considered in the internal assessment to ensure a more complete view of the energy use linked to the company's administrative operations.

46.18 MWh consumed within the organization (headquarters and branches)

5.93 MWh consumed outside the organization (functional apartments)





Water and effluents



GRI 303 - 1; 2; 3 e 4

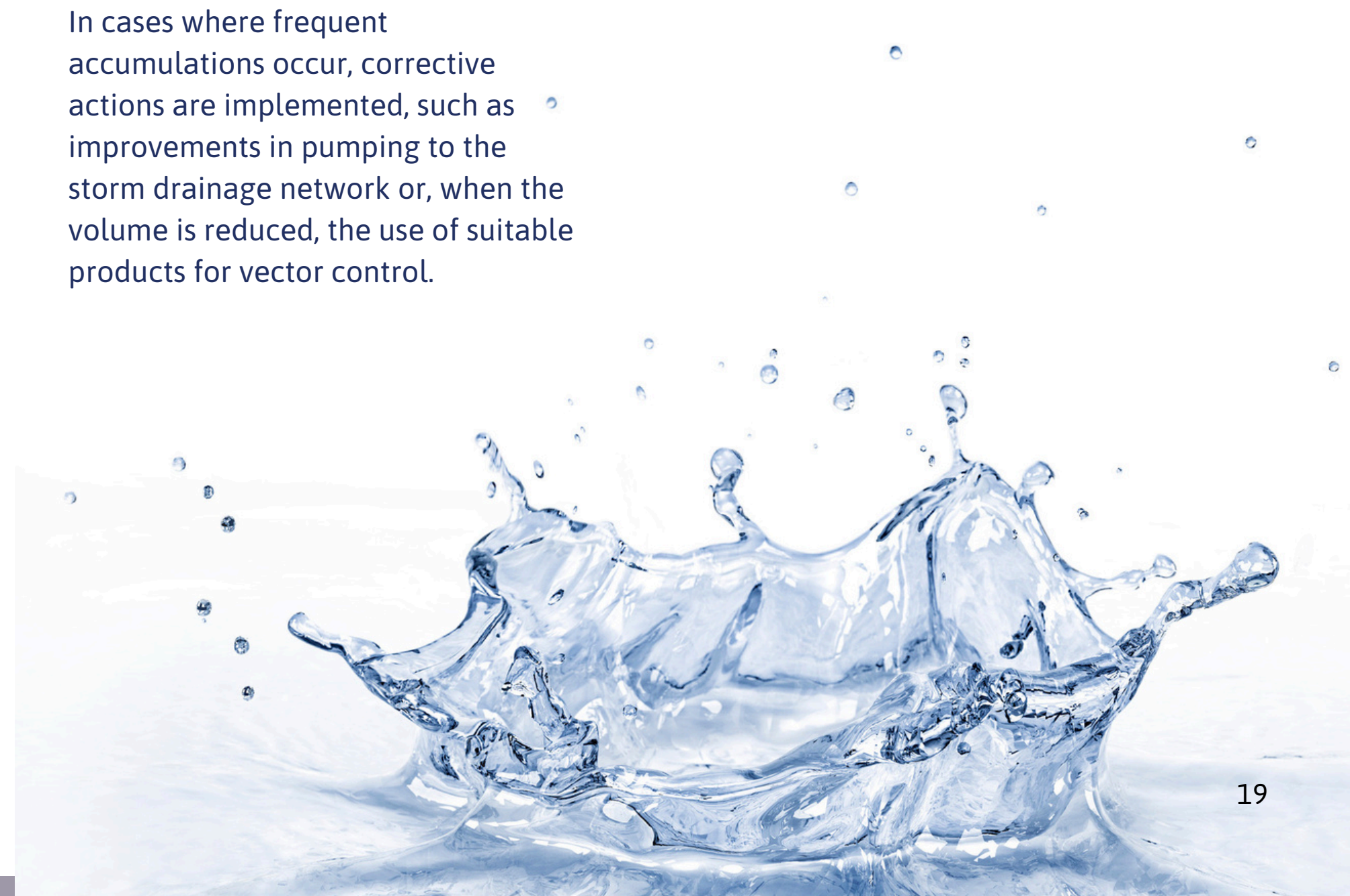
All water used in Forship's operations comes from sources supplied by the respective local water utilities, ensuring the safety and potability of the water consumed.

In operations carried out at client facilities, water and wastewater management must be agreed upon between Forship and the contracting party, respecting the company's operating limits and established contractual guidelines. Although Forship does not have direct control over the water supply and wastewater treatment systems at these facilities, it strives to

operate in accordance with best environmental practices and in compliance with current legislation, such as **CONAMA Resolutions No. 357/2005 and CONAMA Resolution No. 430/2011, as well as applicable state regulations.**

The commitment to health and disease prevention includes measures to prevent the accumulation of stagnant water on all fronts of operation. Structures such as water tanks, drums, cans, and cisterns are kept properly covered and sealed to prevent the entry of insects.

In cases where frequent accumulations occur, corrective actions are implemented, such as improvements in pumping to the storm drainage network or, when the volume is reduced, the use of suitable products for vector control.





Waste Management, Recycling and Circularity

GRI 306 - 2; 3 e 4



At Forship's operations, **solid waste** management is implemented across all service areas, both onshore and offshore. The company's practices are aligned with the National Solid Waste Policy (Law No. 12,305/2010), ABNT standards (such as NBR 10004, NBR 12235), and the specific contractual requirements of each operation.

Management is guided by source segregation, characterization, safe temporary storage, and environmentally appropriate final disposal, respecting waste classifications. Hazardous waste is stored in accordance with technical standards.

Selective waste collection is used in our operations. Waste such as paper, cardboard, plastics, scrap metal, uncontaminated wood, and glass are segregated and sent for reuse. Responsible management of construction waste is also implemented, promoting the reuse and recycling of materials whenever possible, especially for Class A and B waste, such as concrete, mortar, metals, plastics, and wood.

Furthermore, ongoing actions are promoted to prevent and minimize waste generation at source, through the replacement of materials, adoption of cleaner processes, and encouragement of the reuse of inputs,

contributing to the conservation of natural resources.

All individuals involved in waste management receive training that addresses the characteristics and risks of each type of waste, as well as guidance on collection, transportation, and storage, the proper use of personal protective equipment (PPE), and emergency protocols to mitigate impacts.

Transportation and final disposal are carried out by licensed companies,

with document control through waste manifests, ensuring traceability and legal compliance.

In administrative units (headquarters and branches), the responsibility for waste management and registration lies with the condominiums where the offices are located. In contracts executed at the customers' facilities, the responsibility lies with the customers themselves, as defined contractually.





Social

Our strength is in those who walk with us! It's the people who sustain our culture, drive performance, and make our goals possible.

Profile of our Employees

GRI 2 - 7 e 8



758

Direct employees

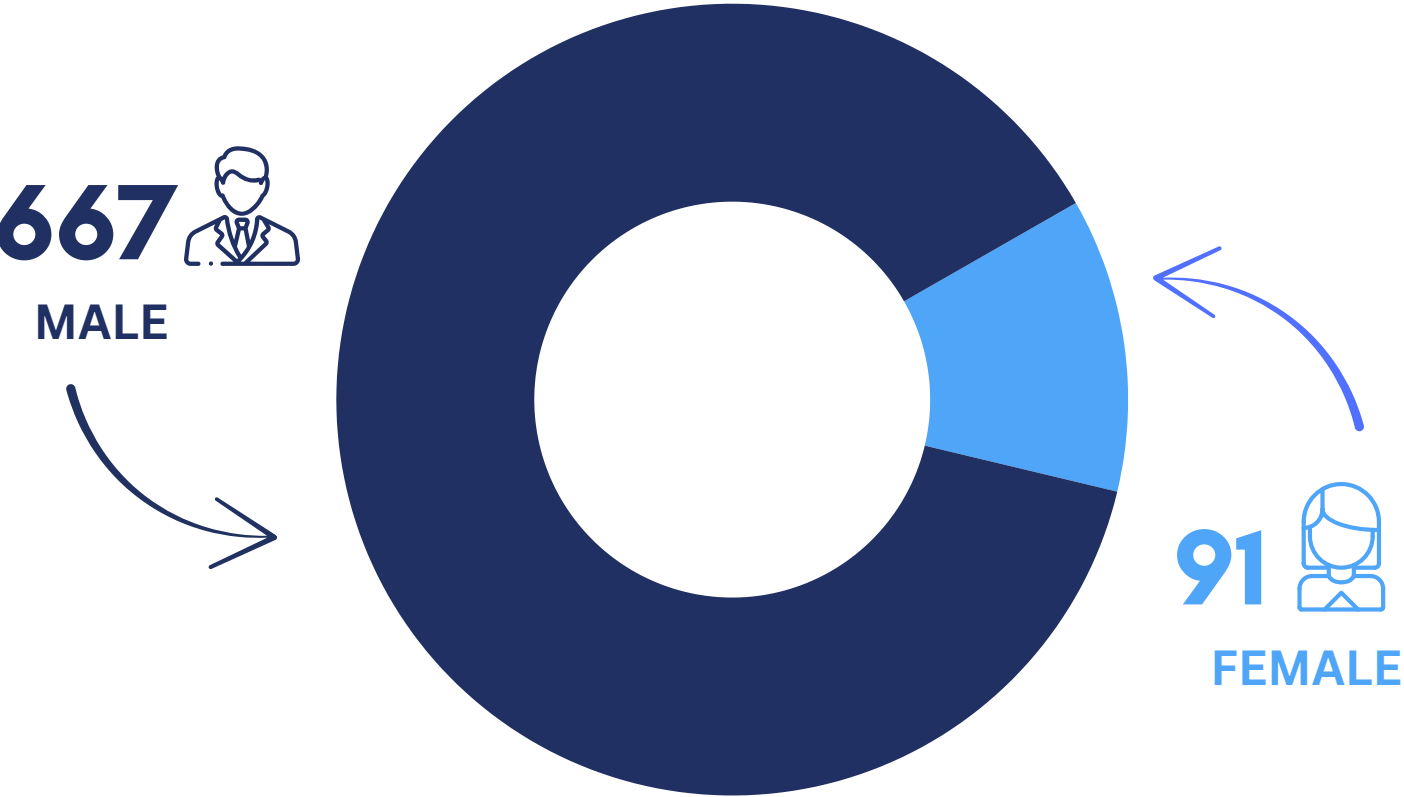
Forship ended 2024 with a total of **758 direct employees**, distributed among all the company's onshore and offshore units.

The following data was provided by HR/People and reflects the composition of the workforce by gender and **age group**.

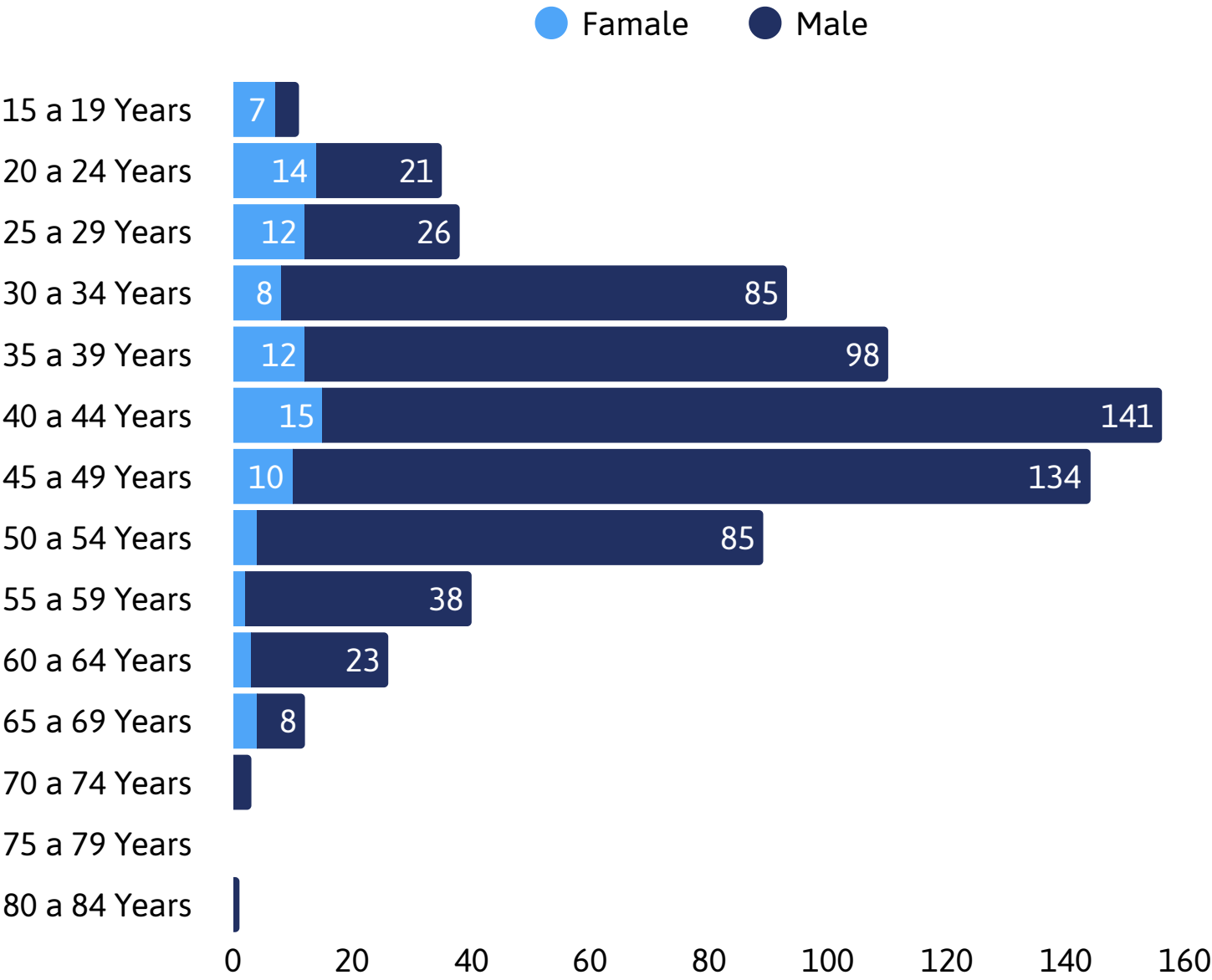


Employee Profile

Profile by gender



Profile by gender





Profile of our Employees

In addition, Forship has 21 workers who are not employees, working as such as the provision of support, consulting, advisory, and accounting services, among others services.

Engineering and Specialized Consulting Services

- Technical and commercial consulting for engineering projects.
- Preparation, coordination, and supervision of technical and commercial proposals.
- Feasibility assessment and budgeting of proposals.

Project and Contract Management

- Administration and supervision of the project and contract lifecycle.
- Management of engineering projects and contracts.
- Technical advisory and support for asset operation and maintenance.

Regulatory and HSEQ Services

- Coordination and supervision of regulatory support services.
- Technical consulting in Health, Safety, Environment, and Quality (HSEQ).
- Regulatory advisory and analysis of technical and management documentation, including marketing documentation.

Administrative Services and Internal Support

- Administrative support in the procurement and materials areas.
- Support for human resources activities.
- Technical and administrative support for commercial and marketing departments.

Planning, Budgeting, and Systems Development

- Consulting and assistance in planning and budgeting.
- Management of the information systems development area.

Accounting, Tax, and Legal Services

- Provision of accounting and tax services.
- Legal services in civil and labor areas (administrative, extrajudicial, and judicial).

Business Representation and Development

- Representation in the prospecting and acquisition of new business opportunities, projects, and contracts.

Diversity, Inclusion and Equity

GRI 405 -1; 2

The Forship Group has diversity as one of its core values and is aligned with SDG 5 - Gender Equality, reinforced by adherence to the UN Global Compact. The company understands that diverse environments are more productive and innovative, and actively works to promote gender equality.

In the corporate area, Forship has already achieved a balanced distribution between men and women, which shows significant advances. The main challenge today is to expand the female presence in operational functions, historically occupied by men. To address this issue, the company has promoted **internal awareness-raising actions, campaigns to value women, and more inclusive selection processes.**

We also recognize the importance of pay equity as one of the pillars of our policy of professional development and promotion of equal opportunities. In 2024, an analysis of the ratio of the average base salary received by women compared to that of men reveals that, on average, female Forship employees receive 5% more than male employees.

However, we still identify disparities in some specific positions, such as Analyst and Administrative Assistant, where women receive, respectively, 73% and 75% of the average salary of men.

This data reinforces the importance of maintaining constant monitoring and taking action to correct potential inequalities.



50%

corporate employees
are women

12%

of the direct employees
are women

6,10%

the operational staff
are women

82

employees 50+

34

employees PCDs

For the calculation, only employees under CLT (excluding apprentices and interns) who worked for 12 months and the average salary for each position were considered.

** N/A indicates no female or male representation in the position

POSITION*	% CHANGE**
ATTORNEY	N/A
ASSISTANT	N/A
ANALYST	73%
ADMINISTRATIVE ASSISTANT	75%
TECHNICAL ASSISTANT	119%
ASSISTANT	N/A
ADMINISTRATIVE ASSISTANT	133%
SERVICE ASSISTANT	104%
COORDINATOR	113%
DIRECTOR	100%
IN CHARGE	N/A
NURSE	100%
ENGINEER	N/A
MANAGER	119%
INSPECTOR	99%
DRIVER	N/A
OFFICER	N/A
OPERATOR	127%
PROGRAMMER	N/A
SUPERVISOR	116%
TECHNICIAN	92%

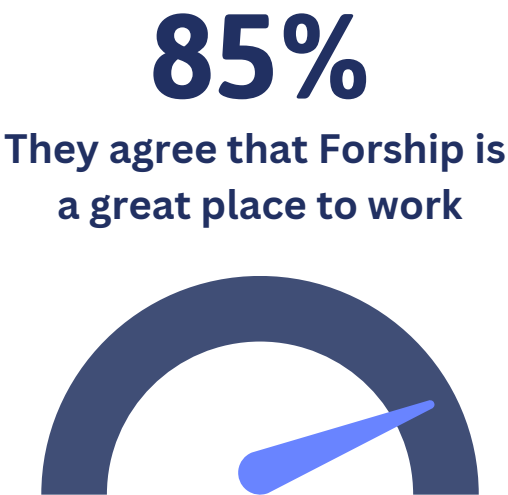
Commitment to Human Capital

GRI 401 - 1; 2; 3/ GRI 2 - 29



Our human capital is a strategic pillar for us. Therefore, the company conducts regular assessments of organizational climate and internal satisfaction, as a way of actively listening to teams and continuously improving the work environment. In 2024, the main engagement indicators were:

These results reflect employee recognition of the culture, environment, and opportunities offered, contributing to talent retention and strengthening internal relationships.



New Hires and Turnover

During 2024, 526 new employees were hired and 243 were laid off.



Turnover Rate = (Total Hired + Total Departed) / Average Workforce of the Period

Benefits

Benefits offered by Forship, base year 2024, for all full-time employees:

- 

Food/Meal Vouchers (including vacations)
- 

Gym access - Total Pass
- 

Christmas Basket
- 

Life Insurance
- 

Health Plan with at-home laboratory collection (depending on the location)
- 

Parental Leave*: 6 months - maternity 20 days - paternity
- 

Dental Plan
- 

Daycare Assistance Available for anyone who has sole custody
- 

Language Learning Incentive
- 

Transportation Voucher
- 

Birth Basket (Mom and Baby Kit)

Parental leave: All Forship employees are entitled to parental leave. Three people took parental leave. 0 men and 3 women. All returned to the company after their leave.

Remuneration and local hiring



GRI 2 - 19; 20; 21 / GRI 202 - 1; 2

Compensation Policies

Despite not having a formalized Compensation Policy, the company adopts practices that support fair and balanced salary management. Among them, the use of standardized salary scales, which ensure internal equity, well-defined job descriptions, which guide the structure of roles and responsibilities, and the performance of annual performance evaluation with a behavioral focus, which contributes to the recognition and development of employees, stand out. These instruments support consistent decisions regarding remuneration and reinforce transparency in internal processes.

In the case of members of the highest governance body, the Executive Board, compensation is defined based on the same principles. As a differential, this group has **a meal voucher of a value higher than the company's standard** and a **budget for co-participation in a family health plan.**



Ratio between the lowest wage and the local minimum wage

The lowest salary paid by the company in 2024 corresponded to 107.61% of the current minimum wage*, regardless of gender, demonstrating the company's commitment to a fair, equitable, and legally compliant compensation policy.

All members of Forship's Board of Directors work in a hybrid format, either at the company's headquarters or from their respective homes. Executives are occasionally present at operational units.

This centralization allows for more strategic management without compromising operational oversight, which is carried out through local leadership.

For the calculation, only CLT employees (excluding Young Apprentices and interns) who worked 12 months were considered

Proportion of Total Annual Compensation

In 2024, the total annual compensation of Forship's highest-paid employee was approximately 7.53 times higher than the median compensation of other employees, representing a proportion of 752.58%.

During the period, there was no change in remuneration.



Education and Training



GRI 404 - 1 e 2

Forship believes that continuous professional development is essential to maintain the excellence of its services, ensure safety in operations, and strengthen organizational culture. Therefore, we constantly invest in training and qualification aimed at both the integration of new employees and the technical improvement of the teams.

All new employees participate in an integration program composed of three main fronts:

- **Corporate Admission Training**, which presents the company's culture, values and internal processes;
- **Occupational Health and Safety Training**, mandatory depending on the role and work environment. For new managers and assistants, we also offer a course on the Manager/Assistant Handbook, focusing on leadership and team management responsibilities

In addition to integration, Forship promotes throughout the year several specialization and technical training courses, according to the specific demands of the areas of operation. These trainings aim at the continuous improvement of professional skills, contributing to operational efficiency and the growth of people within the organization.



8.947

HOURS OF TRAINING OFFERED



628

EMPLOYEES TRAINED



553

MEN TRAINED



75

WOMEN TRAINED



14

AVERAGE OF HOURS PER EMPLOYEE

Occupational Health and Safety



Occupational Health and Safety



GRI 403 - 1; 2; 3; 4; 5; 6; 8; 9 e 10

Forship maintains an Occupational Health and Safety Management System certified by the international standard ISO 45001, which demonstrates our commitment to accident prevention and the promotion of safe environments in all units and operational fronts.

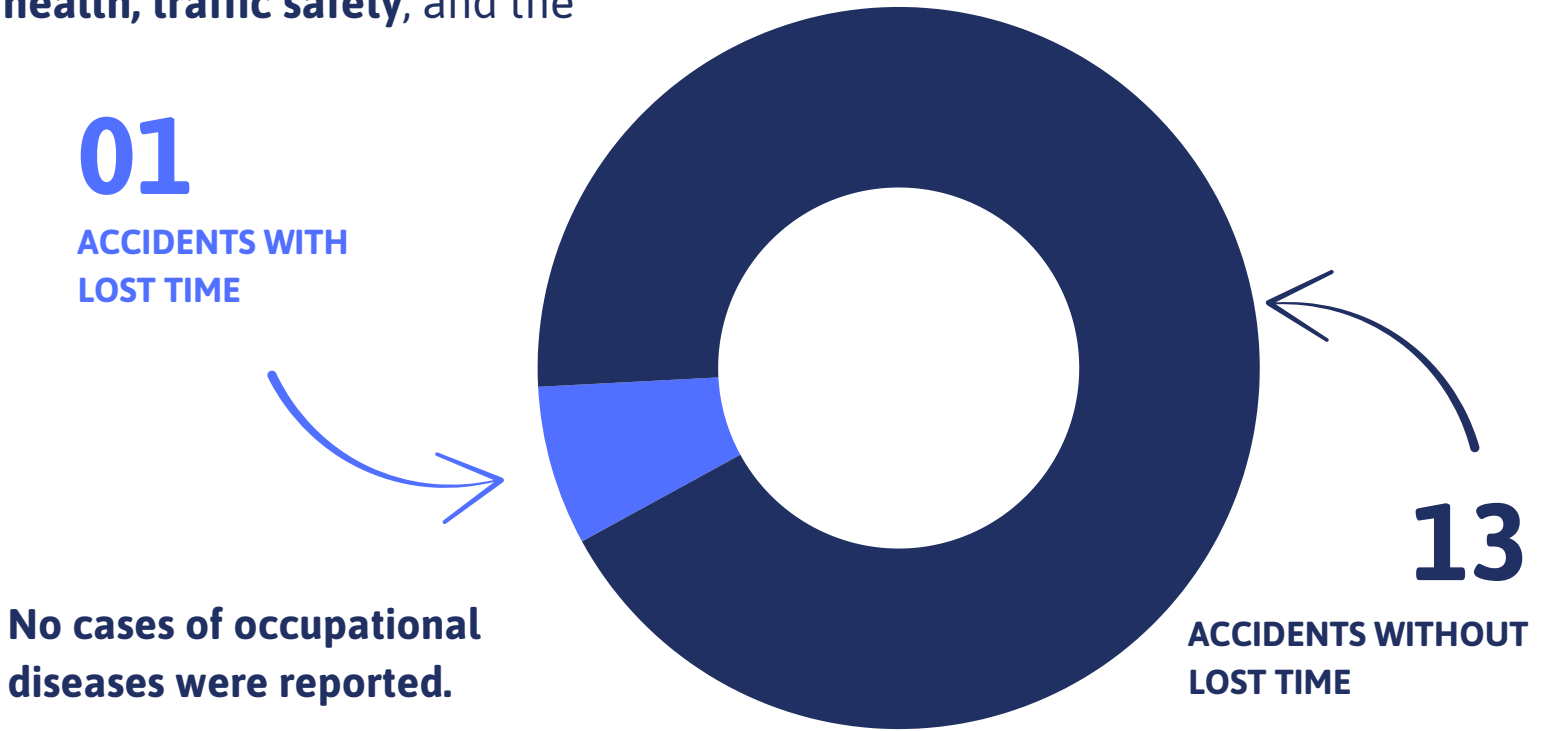
Occupational risk management is structured based on recognized methodologies, involving the systematic identification of hazards, the assessment and control of risks, and the implementation of corrective and preventive actions.

All hired employees receive training according to their areas of expertise, in accordance with the applicable Regulatory Standards, including, but not limited to:

- NR 6 - Personal Protective Equipment;
- NR 10 - Safety in electrical installations;
- NR 12 - Safety at work in machinery and equipment;
- NR 13 - Boilers and pressure vessels;
- NR 20 - Flammables and combustibles;
- NR 26 - Safety signage;
- NR 33 - Confined spaces;
- NR 35 - Work at height;
- NR 37 - Safety and health on oil platforms.

In addition to technical and mandatory training, the company also promotes **awareness and continuous education actions**, through activities such as the **Internal Week for the Prevention of Occupational Accidents (SIPAT)**, **lectures on women's mental health, traffic safety**, and the

Basic Platform Safety Course with THUET, reinforcing the culture of safety and care for the integral health of workers.





In addition to mandatory and technical training, the company also promotes ongoing **awareness and educational initiatives** through activities such as the **Internal Workplace Accident Prevention**

Week (SIPAT), lectures on women's mental health, traffic safety, and the Basic Offshore Safety Course with THUET, reinforcing the safety culture and the commitment to workers' overall health and well-being.



Employee health and well-being

In addition to safety training and compliance with Regulatory Standards (NRs) and Technical Standards, Forship invests in programs aimed at promoting the health and well-being of employees, with the objective of contributing to the improvement of quality of life, prevention of chronic diseases and psychosocial support.

We offer three health support programs in partnership with an insurance company:

Long live Mommy

Program aimed at monitoring pregnant employees or spouses throughout the gestational period. Participants receive informative materials, health guidelines and consultations with a nutritionist, scheduled in a practical way and during business hours.

Live Light

Initiative focused on supporting people with chronic conditions such as hypertension, diabetes, obesity and dyslipidemia. Eligible participants receive follow-up for four months, with the right to three monthly teleconsultations with a nutritionist, personal trainer and psychologist.

·Social Worker Attendance

Available in delicate situations such as hospitalizations, deaths and emotional guidance needs. The service includes support for the family in case of death, monitoring of patients in home care, and referrals for psychological or psychiatric care.





Human Rights and Combating Discrimination

GRI 2 - 24/ GRI 406 -1/ GRI 414 - 1



We conduct our activities based on strong ethical values and respect for human rights. Our commitment to social responsibility is reflected in our actions in compliance with Brazilian law, the Federal Constitution, the UN Universal Declaration of Human Rights (UDHR), and the American Convention on Human Rights (Pact of San José, Costa Rica).

We do not tolerate the use of child or adolescent labor— except in authorized professional apprenticeship programs— nor do we tolerate any form of forced or slave labor. We also ensure freedom of association and collective bargaining, always respecting the wishes of our employees.

We strive to promote a safe, healthy work environment free from any form of discrimination. We value diversity and uphold equity as fundamental principles of our organizational culture. We do not discriminate against, nor do we support, discrimination of any kind—whether based on race, national origin, religion, sex, gender identity, sexual orientation, age, physical or mental condition, political affiliation, or union membership.

We expect this same commitment from our partners. Therefore, we include clauses in all contracts that reinforce the mandatory compliance with our Code of Conduct, which establishes clear guidelines on ethics, human rights, diversity, and social responsibility.

Responsibility for monitoring these commitments is shared between our contracting departments and the professionals directly involved in contract execution.

Furthermore, we conduct ongoing monitoring of our suppliers, requiring compliance with labor laws and practices that ensure the well-being of their employees. We understand that we can only generate sustainable value when we act responsibly throughout our value chain.

No cases of discrimination have been recorded during Forship's 26-year history, including the period under review, which is 2024.

The 363 new suppliers were evaluated based on social criteria, such as respect for human rights, compliance with labor laws, and adherence to the Code of Conduct.

Responsible Marketing and Communication

GRI 417 - 1; 2 e 3 / GRI 418 - 1

Forship's communications practices follow ethical and responsible guidelines, focusing on transparency, information integrity, and alignment with the company's corporate identity. The company has a structured external communications procedure that guides the management of content disseminated to the public and ensures the consistency of messages conveyed through our official channels.

The scope of this work includes a presence on social media, such as LinkedIn, the corporate website, press relations, as well as the careful analysis of promotional materials, sponsorship proposals, and institutional support.

All communication initiatives are subject to an approval process involving the Marketing Coordination, Commercial Management, and the President, ensuring compliance with the company's values and strategic positions.

These practices contribute to strengthening Forship's reputation and prevent the dissemination of misleading or inappropriate messages, promoting clear, consistent communication that is aligned with the principles of the Integrated Management System (IMS).

1

OBSERVATION
REMARK

No cases of non-compliance recorded regarding the dissemination of service information!

2

OBSERVATION
REMARK

No cases of non-compliance related to communication or marketing campaigns!

3

OBSERVATION
REMARK

No substantiated complaints regarding violation of customer privacy!

Stakeholder Engagement



GRI 2 - 29

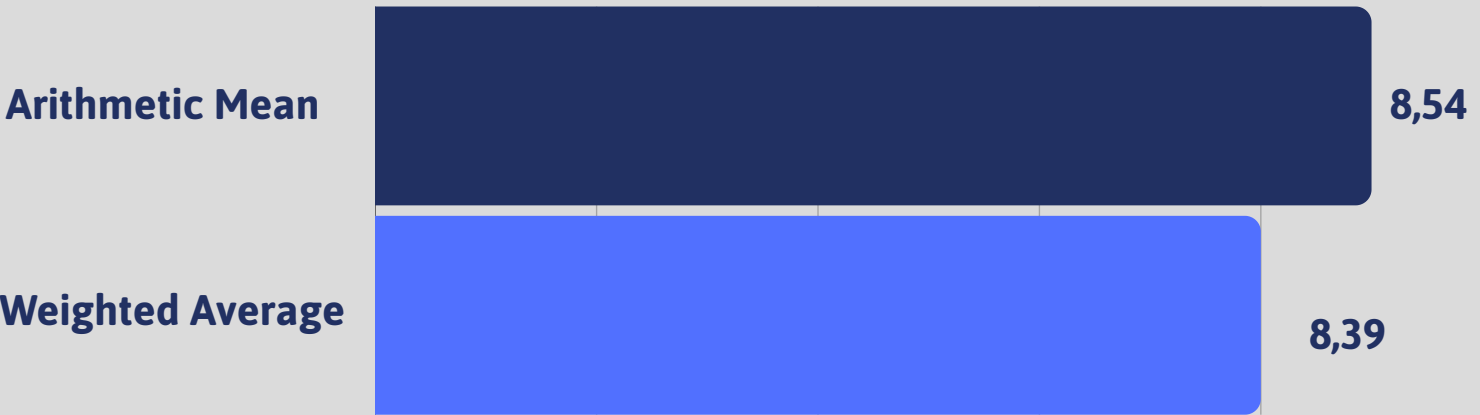
Customer Relations

Forship treats customer relationships seriously and methodically, guided by clear satisfaction assessment guidelines. To ensure the quality of services provided and promote continuous improvement, we conduct systematic evaluations at the end of each contract and, when applicable, during its execution.

Our marketing team prepares and sends a satisfaction survey to customers. The criteria evaluated include deadline compliance, service quality, team technical capability, operational relationships, commercial relationships, and health, safety, and environmental performance.

The results are consolidated, archived, and shared with project managers, allowing for continuous monitoring of customer perceptions and the adoption of corrective measures whenever necessary. This commitment to active listening and effective response strengthens ties with contractors and increases confidence in the deliverables

In 2024 our results were:



The notes related to each level of satisfaction are:

VERY SATISFIED	SATISFIED	NEUTRAL	DISSATISFIED	VERY DISSATISFIED
10,0 a 9,0	8,9 a 7,0	6,9 a 5,0	4,9 a 3,0	2,9 a 1,0



Relationship with Impacted Communities

Forship recognizes the importance of building strong and responsible relationships with communities potentially impacted by its operations. Although there are currently no structured interactions with these stakeholders, we are in the process of developing more systematic approaches for this type of engagement.

The goal is to implement guidelines that enable active listening, identify expectations, and strengthen relationships based on respect, transparency, and the creation of shared value.

This structure should consider the specificities of each territory where the company operates, especially in offshore contracts or in more sensitive regions.

This progress is aligned with Forship's commitment to the principles of Sustainability and best practices in Corporate Social Responsibility.



Social Commitment and Voluntary Actions



GRI 413 - 1

Donation Campaign – SOS Rio Grande do Sul

In 2024, we mobilized our employees in a solidarity action to support victims of the severe floods in the state of Rio Grande do Sul. The campaign collected essential items such as drinking water, food, clothing, hygiene products, and pet food, demonstrating the company's commitment to solidarity.

The initiative had a collection point at the company's headquarters and was widely publicized among employees, encouraging active participation from the entire team.

Social Programs and Partnerships

Forship also works on ongoing initiatives with a positive social impact, such as the Young Apprentice Program, which contributes to the training and integration of young people into the job market.

Furthermore, we maintain partnerships with civil society organizations and public agencies, such as Municipal Departments of Labor and Income, with the goal of expanding access to fair, inclusive, and market-compatible employment opportunities. These initiatives reinforce our commitment to social development in the communities where we operate.





Governance

Structure and Governance

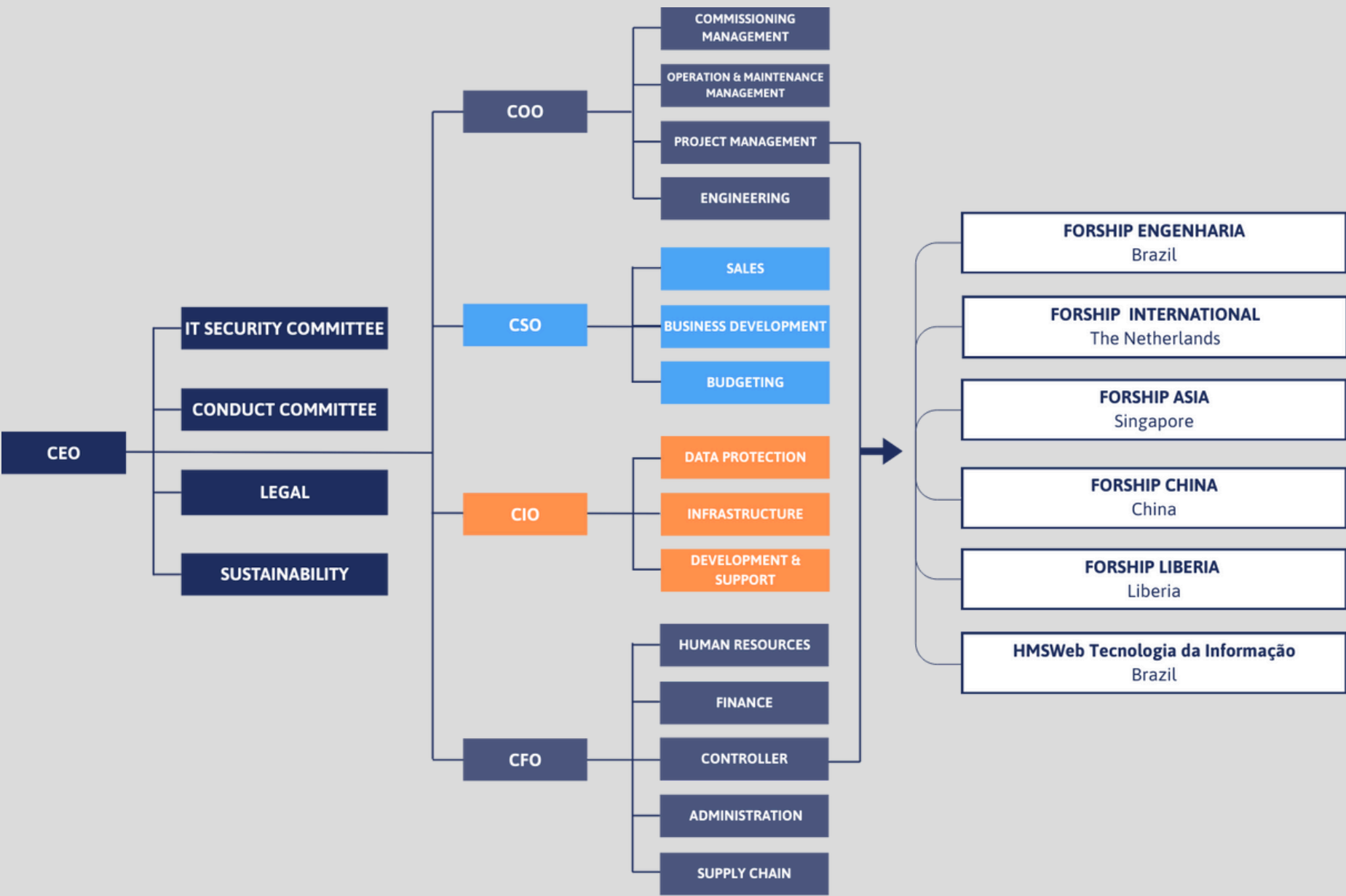
GRI 2 - 9; 10 e 11

Forship has a solid governance structure, comprised of various departments, management teams, and committees, which work together to ensure ethical, responsible, and efficient business management. Governance is led by the Chief Executive Officer (DEX), who is also Forship's founder and has held the positions of President and CEO since its founding over 25 years ago. Due to this history, there is no formal process for appointing this position, as it is directly linked to the organization's origins and strategic continuity.

The organizational structure includes directors responsible for strategic areas such as Administration and Finance (DAF), Information Technology (DTI), and Operations (DPO).

In addition to the executive departments, the company maintains specific committees such as the Conduct Committee (CCD) and the Information Security Committee (CSI), which serve as support bodies for senior leadership on strategic and sensitive issues.

Oversight of governance practices and alignment with corporate principles are conducted directly by senior leadership and their respective managers, ensuring that critical decisions are made based on technical and ethical criteria and aligned with the organization's long-term objectives.





Sustainability Governance

GRI 2 - 12; 13 e 14

Forship recognizes the strategic importance of Sustainability and, therefore, maintains a structure dedicated to managing interdisciplinary topics such as Quality, HSE, ESG, and Human Factors, led by the Sustainability Advisory Board (ASU). This department operates across the board, supporting other departments and promoting the integration of sustainable practices into the company's processes.

The ASU is responsible for coordinating actions, gathering data, proposing improvements, and ensuring alignment with national and international Sustainability guidelines, including the Sustainable

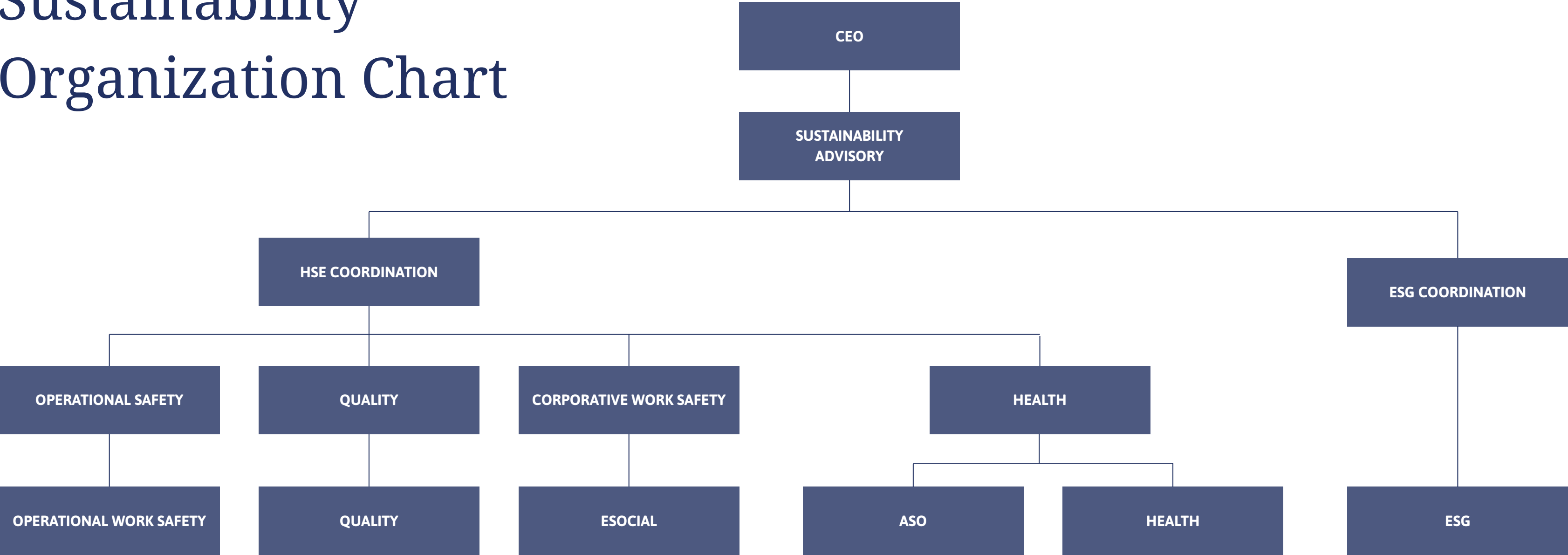
Development Goals (SDGs) of the UN Global Compact.

Direct oversight of Sustainability initiatives and indicators is carried out in coordination with the Executive Board (DEX), to which the ASU reports hierarchically. Regular Sustainability topics are communicated in periodic meetings between the ASU and the DEX, ensuring strategic alignment and joint decision-making. In urgent situations, the Sustainability Advisor directly contacts the Chief Executive Officer (DEX), ensuring agile communication and an institutional response to critical needs.

This dynamic demonstrates the highest level of Corporate Governance, reinforcing Forship's commitment to responsible and transparent management.



Sustainability Organization Chart





Ethical Governance and Corruption Prevention



GRI 205 - 1; 2 e 3 / GRI 2 - 23; 24

At Forship, we adopt a firm zero-tolerance stance on corruption, conducting our business with integrity, transparency, and accountability. This commitment is formalized in our Code of Conduct, a widely disseminated and regularly updated document. It guides the conduct of all employees, suppliers, and partners, reinforcing respect for human rights, diversity, non-discrimination, and integrity in all institutional relationships.

All employees receive training on the Code of Conduct upon hiring, instructing them on expected ethical practices

and the organization's anti-corruption policies. Furthermore, all suppliers and service providers formally commit to adhering to the Code through specific contractual clauses, assuming joint responsibility for integrity in business relationships.

Forship's ethical governance is supported by a structured and integrated approach to Risk Management, which includes, but is not limited to:

- Continuous and accessible communication of the Code of Conduct guidelines;
- Periodic training on ethics, integrity, and compliance;

- Active monitoring and guidance for teams, with support from the Ethics Committee.

Corruption-related risks are mapped and considered in corporate analyses and strategic processes, especially in the areas of purchasing, contracting, and stakeholder relations. These risks are integrated into Forship's risk management approach, enabling preventive and corrective actions.

As part of its integrity mechanisms, Forship maintains an independent, secure, and accessible reporting channel that ensures confidentiality and protection against retaliation.

The channel is available to employees, suppliers, and other stakeholders, serving both as a guidance tool and for reporting inappropriate behavior.

In 2024, no cases of corruption were recorded at the company.

Our code of conduct is available on our website:
<https://forship.site/politicas/>

Reporting Critical Concerns

GRI 2 - 16; 26

We adopt a structured approach to risk management and mitigation, in accordance with the guidelines of our Integrated Management System (IMS). Risks relevant to the business's operations, image, compliance, and sustainability are mapped, assessed, and monitored continuously, with the active participation of different areas of the company.

Critical concerns— such as identified risks, sensitive situations, or potential negative impacts—are communicated through regular meetings with the Executive Board. Whenever necessary, direct channels such as corporate email or messaging are also used to ensure agility and effectiveness in decision-making.

Additionally, we provide formal, accessible, and secure mechanisms for reporting concerns. These mechanisms are continuously disseminated and monitored, enabling early risk identification and strengthening an organizational culture focused on ethics, dialogue, and corporate responsibility.

Data Privacy

GRI 418 -1

Forship is committed to protecting personal data and the privacy of its stakeholders, in compliance with the General Data Protection Law (LGPD), the Brazilian Internet Bill of Rights, and best digital governance practices. The organization has specific policies that guide the appropriate handling of information, such as the Personal Data Privacy Policy and the Supplier Information Security Policy.

These documents establish criteria for the collection, use, storage, sharing, and disposal of personal data, ensuring transparency, security, and respect for data subjects' rights.

Furthermore, strict controls are adopted with suppliers, including contractual clauses regarding confidentiality and secure data processing practices.

During the reporting period, there were no complaints or breaches related to customer privacy or data loss, reflecting the effectiveness of the company's practices.



Relationship with Government Entities



GRI 2 - 28

Forship actively participates in external associations and initiatives that contribute to strengthening the sector in which it operates, as well as advancing sustainable and responsible practices.

The company is a member of ABESPETRO – the Brazilian Association of Oil Service Companies, where it sits on relevant thematic committees, such as Industrial Policy, SGSO (Operational Safety Management System), and Human Factors.

Through this participation, we contribute to strategic discussions,

share experiences, and closely monitor regulatory and technical developments in the sector. Furthermore, the organization regularly participates in forums, seminars, and meetings promoted by specialized institutions, reinforcing our commitment to sector dialogue and continuous improvement.

Concurrently, Forship is a signatory to the UN Global Compact, reaffirming our commitment to the Ten Universal Principles in the areas of human rights, labor, the environment, and anti-corruption, and to the 2030 Agenda for Sustainable Development.

This membership strengthens the company's alignment with the best international practices in Governance, Social Responsibility and Sustainability.



GRI Summary

Use Statement: Forship reported the information cited in this GRI summary for the period from **01/01/2024 to 12/31/2024 based on the GRI standards GRI 1 Used: Fundamentals 2021**

GRI STANDARD	Topic	Page	Omission / Reason
GRI 2: General disclosures 2021)	2-1 Organization Details	5	
	2-2 Entities included in the organization's sustainability report	4	
	2-3 Reporting period, frequency, and point of contact	4	
	2-4 Information Revisions		
	2-5 External verification		

GRI 2: General Contents (2021)	2-6 Activities, Value Chain, and Other Business Relationships		
	2-7 Employees	23	
	2-8 Workers who are not employees	23	
	2-9 Governance structure and its composition	42	
	2-10 Appointment and Selection for the Highest Governing Body	42	
	2-11 President of the highest governance body	42	
	2-12 Role of the highest governance body in overseeing the management of impacts	43	
	2-13 Delegation of responsibility for managing impacts	43	

GRI 2: General Contents (2021)	2-14 Role of the highest governance body in sustainability reporting	43	
	2-15 Conflicts of interest		
	2-16 Communication of critical concerns	45	
	2-17 Collective knowledge of the highest governance body		
	2-18 Evaluation of the performance of the highest governance body		
	2-19 Remuneration policies	29	
	2-20 Process to determine remuneration	29	
	2-21 Annual total compensation ratio	29	
	2-22 Statement on sustainable development strategy	3	

GRI 2: General contents (2021)	2-23 Policy commitments		
	2-24 Embedding policy commitments	36	
	2-25 Processes to remediate negative impacts		
	2-26 Mechanisms for seeking advice and raising concerns	45	
	2-27 Compliance with laws and regulations		
	2-28 Membership associations	46	
	2-29 Approach to stakeholder engagement	28 - 38	
	2-30 Collective bargaining agreements		

GRI 3: Material topics (2021)	3-1 Process to determine material topics	14	
	3-2 List of material topics	14	
	3-3 Management of material topics	14	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		
	201-2 Financial implications and other risks and opportunities due to climate change		
	201-3 Defined benefit plan obligations and other retirement plans		
	201-4 Financial assistance received from government		

GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	29	
	202-2 Proportion of senior management hired from the local community	29	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		
	203-2 Significant indirect economic impacts		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	44	
	205-2 Communication and training about anti-corruption policies and procedures	44	
	205-3 Confirmed incidents of corruption and actions taken	44	

GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		
GRI 207: Tax 2019	207-1 Approach to tax		
	207-2 Tax governance, control, and risk management		
	207-3 Stakeholder engagement and management of concerns related to tax		
	207-4 Country-by-country reporting		
GRI 301: Materials 2016	301-1 Materials used by weight or volume		
	301-2 Recycled input materials used		
	301-3 Reclaimed products and their packaging materials		

GRI 302: Energy 2016	302-1 Energy consumption within the organization	19	
	302-2 Energy consumption outside of the organization	19	
	302-3 Energy intensity		
	302-4 Reduction of energy consumption		
	302-5 Reductions in energy requirements of products and services		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	20	
	303-2 Management of water discharge-related impacts	20	
	303-3 Water withdrawal	20	
	303-4 Water discharge	20	
	303-5 Water consumption		

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	16	
	304-2 Significant impacts of activities, products and services on biodiversity	16	
	304-3 Habitats protected or restored		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	18	
	305-2 Energy indirect (Scope 2) GHG emissions	18	
	305-3 Other indirect (Scope 3) GHG emissions	18	

GRI 305: Emissions 2016	305-4 GHG emissions intensity		
	305-5 Reduction of GHG emissions		
	305-6 Emissions of ozone-depleting substances (ODS)		
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		
	306-2 Management of significant waste-related impacts	20	
	306-3 Waste generated	20	
	306-4 Waste diverted from disposal	20	
	306-5 Waste directed to disposal		

GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	17	
	308-2 Negative environmental impacts in the supply chain and actions taken	17	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	28	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	28	
	401-3 Parental leave	28	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes		

GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	33	
	403-2 Hazard identification, risk assessment, and incident investigation	33	
	403-3 Occupational health services	33	
	403-4 Worker participation, consultation, and communication on occupational health and safety	33	
	403-5 Worker training on occupational health and safety	33	
	403-6 Promotion of worker health	33	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	33	
	403-8 Workers covered by an occupational health and safety management system	33	

GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	33	
	403-10 Work-related ill health	33	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	31	
	404-2 Programs for upgrading employee skills and transition assistance programs	31	
	404-3 Percentage of employees receiving regular performance and career development reviews		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	26	
	405-2 Ratio of basic salary and remuneration of women to men	26	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	36	

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		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		

GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	40	
	413-2 Operations with significant actual and potential negative impacts on local communities		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	36	
	414-2 Negative social impacts in the supply chain and actions taken		
GRI 415: Public Policy 2016	415-1 Political contributions		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		

GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	37	
	417-2 Incidents of non-compliance concerning product and service information and labeling	37	
	417-3 Incidents of non-compliance concerning marketing communications	37	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		

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