Sustainability Report 2025

Summary

Message from the **Chairman of the Board**

GRI 2-22

Following the completion of the change in controlling ownership the previous year, 2025 was a period of consolidation for Ocyan. Throughout the year, we strengthened governance, streamlined structures, improved processes, and maintained our priorities of safety, efficiency, and responsibility in an increasingly competitive business environment.

The external environment was challenging. Geopolitical volatility, conflicts in strategic regions, macroeconomic uncertainties, and greater caution regarding investments in oil and gas required discipline, strategic clarity, and rigor in capital allocation.

Against this backdrop, Ocyan continued a consistent cycle of improvements, combining organizational adjustments with a focus on sustainability and business continuity.

The changes implemented throughout the year were designed to increase agility, strengthen integration across business units, and ensure strategic alignment. These were significant and, at times, difficult decisions, but they were essential to positioning the Company on a more solid footing and better prepared for the next cycles of growth.

Flavio Valle
Chairman of the Board of Directors of Ocyan

"The maturity we built throughout 2025 reinforces our confidence in Ocyan's ability to evaluate opportunities judiciously and establish strategic partnerships."

On the financial front, we moved forward with strategic business decisions, including dynamic management of our asset portfolio and the refinancing of contracts, with the aim of strengthening our financial position. These moves contributed to rebalancing our capital structure, reducing risks, and increasing predictability, thereby expanding our ability to evaluate opportunities responsibly.

Financial discipline, care for the integrity of our assets, constant attention to people's safety, and the ongoing pursuit of efficiency and innovation have reinforced our ability to generate value sustainably. The Board of Directors closely monitors these developments and recognizes management's commitment to balancing short-term results with a long-term strategic vision.

The offshore energy sector in Brazil continues to offer significant opportunities, especially for companies that combine technical excellence, sound governance, and rigorous risk management. The maturity we have built throughout 2025 reinforces our confidence in Ocyan's ability to evaluate opportunities judiciously, establish strategic partnerships, and make decisions aligned with creating value for shareholders, customers, employees, and society.

I would like to thank all Ocyan employees for another year of dedication and professionalism. What we have built so far is the result of the collective effort and daily commitment of our teams.

Flavio Valle
Chairman of the Board of Directors of Ocyan

Message from **the Chairman**

GRI 2-22

Rodrigo Lemos
President of Ocyan

The year 2025 was marked by important lessons and advances, as we continued a cycle of strategic transformations that included the completion of the ownership transition, leadership changes, and significant adjustments to our business portfolio.

In a challenging external environment, characterized by geopolitical instability, greater selectivity in energy sector investments, cost pressures, and a shortage of skilled labor, we made consistent progress on our agenda of stabilization, consolidation, and preparation for the next growth cycles.

Internally, we implemented significant organizational changes, including a review of structures, simplification of the organizational chart, and strengthening of governance and integration across departments and business units.

These initiatives focused on increasing agility, boosting operational efficiency, and preparing management for more competitive strategic execution. We recognize that this process requires adaptation, dialogue, and commitment, and we value the teams' dedication throughout this journey. This period was also crucial for revisiting our purpose, strengthening competencies, and establishing clear guidelines for decision-making.

From a financial standpoint, we delivered positive performance, with cash generation and a more balanced capital structure. Notable highlights include the completion of the sale of the FPSO Cidade de Itajaí to Karoon, conducted in a structured manner, and the refinancing of the debt related to the FPSO Pioneiro de Libra, with an extension of the maturity date aligned with the end of the contract with the Libra Consortium, led by Petrobras.

These moves reduced risks, strengthened the balance sheet, and expanded our ability to evaluate opportunities with financial discipline.

In Offshore Production, the FPSO Pioneiro de Libra was one of the year's main highlights, with consistent and safe performance, reflecting the operational maturity of the teams, the focus on asset integrity, and the quality of management. At the same time, we successfully advanced the transition process for the operation of the FPSO Cidade de Itajaí, including the completion of the flotel campaign in February 2025 and compliance with the requirements agreed upon with the client, in accordance with the Transition Service Agreement (TSA). In addition, we have made progress in our commercial, technical, financial, and legal readiness to participate in Build, Operate, and Transfer (BOT) projects, gaining valuable insights and positive feedback throughout the process.

In Subsea, we made progress on strategic projects. Ocyan and Mota-Engil maintained strong synergies between their strategic areas in supporting the final activities of the OCYME consortium, aiming to overcome the operational challenges of the equipment manufacturing and assembly phase. The production of manifolds at the Offshore Maintenance and Services base in Macaé exemplifies this integration and the potential for cross-selling among businesses in the manufacturing of complex equipment.

At the same time, the experience gained on the EPRD project, combined with a deeper understanding of the market developed through participation in bids throughout the year, has strengthened our position to compete for decommissioning projects in an increasingly competitive market with significant opportunities in Brazil.

The Offshore Maintenance and Services (MSO) division reaffirmed its strategic role. We made progress in reorganizing processes, increasing operational efficiency, and preparing our industrial base for new demand cycles. The ongoing turnaround, focused on improving the efficiency and profitability of current projects and expanding opportunities with private clients, reinforces our commitment to the segment's competitiveness and to generating value for external clients and the group's other businesses.

In Digital Business and Technologies (NDTec), innovation remained a strategic driver, with a pragmatic approach closely linked to operations. The Nexio platform continued to consolidate, bringing together startups and technology partners to develop solutions applicable to the oil and gas sector and other industrial segments.

Safety remained a non-negotiable priority. We improved our operational safety indicators, achieved the lowest-ever rate of recordable incidents (TFIR), and maintained 100% compliance with the Marine Spill Index (IVM).

> "**We have improved our operational** safety indicators, achieved the lowest-ever recordable incident rate (TFIR), and maintained 100% compliance with the Marine Spill Index (IVM)."

We remain vigilant regarding high-potential incidents, reinforcing initiatives focused on asset integrity and safe behavior. We have also made progress on health indicators, with a significant increase in participation in vaccination campaigns, occupational health, psychosocial support, and well-being programs.

On the ESG agenda, we made significant strides, such as achieving the unprecedented GHG Protocol Gold Seal, with an audited and qualified greenhouse gas emissions inventory. We also reached our highest-ever waste recycling rate of 96.39%, reinforcing our commitment to transparency and responsible environmental management.

In Social and Environmental Responsibility, we launched the "Energia do Bem" volunteer program, with initiatives developed in partnership with communities surrounding our operations, particularly focused on children and youth.

In Governance, Compliance, and Risk Management, we maintained our ISO 37001 certification (Anti-Bribery Management Systems) with no records of non-conformities; we reviewed and communicated our Risk Policies internally; and we made progress in updating the Corporate Risk Matrix, as well as internal guidelines and policies.

In the People and Communication area, we supported the attraction, development, and retention of talent in a highly competitive market by promoting close, transparent, and continuous communication that strengthens engagement, trust, and a sense of belonging. We have made consistent progress in leadership programs, the development of young talent, and diversity, equity, and inclusion, expanding dialogue, learning, and the active involvement of our teams.

We ended 2025 better organized, financially sound, and mindful of the lessons learned along the way. We have a strong, resilient, and committed team that enables us to face challenges with responsibility and confidence. We will continue to move forward, with a constant focus on people, customers, safety, integrity, and excellence, prepared to turn opportunities into consistent results.

Rodrigo Lemos
President of Ocyan

About this **Report**

GRI 2-2 I 2-3 I 2-14

This Report presents Ocyan's performance for the period from January 1 to December 31, 2025, compiling financial, operational, social and environmental, and governance information relevant to its stakeholders. Its scope is consistent with the financial statements, which were subject to an external audit (Grant Thornton), covering all operations controlled by Ocyan S.A. and the Altera&Ocyan joint venture. Its content reflects a year marked by structural transformations, strategic consolidations, and strengthened management discipline, which aims to provide a transparent, integrated, and balanced view of the Company's results and challenges. Operational information on the Ocyan&Mota-Engil Consortium is also presented, with financial data reflecting Ocyan's 50% stake in the project.

The Report was prepared in accordance with the Global Reporting Initiative (GRI) Standards, including the GRI Sector Standard 11, and the Sustainability Accounting Standards Board (SASB), in line with recognized international standards.

It was prepared according to the principles of clarity, objectivity, and materiality, prioritizing topics that reflect the most significant impacts of Ocyan's operations, as well as risks and opportunities associated with its business. The content was structured based on documents and interviews with the Company's key executives, and subsequently validated by senior leadership. Its structure allows for an integrated view of strategy, performance, and ESG commitments, avoiding redundancies and facilitating an understanding of Ocyan's value creation model.

For questions or comments regarding this document, please use the "Contact Us" channel, available on the corporate website at www.ocyan-sa.com

Materiality **Process**

GRI 3-1 I 3-2

The topics addressed in this Report were defined based on the materiality review process conducted throughout 2024 and completed in 2025. This work was driven by changes in the Company's context, including changes in controlling ownership and on the Board of Directors, as well as the completion of the spin-off of the drilling unit in May 2023.

The methodology adopted in the process was ABNT's PR2030, using the concept of dual materiality to assess both Ocyan's impacts on society and the environment and the risks and opportunities that ESG issues represent for the business. There is also a link between the material issues and the United Nations (UN) Sustainable Development Goals (SDGs), reinforcing the alignment of the Company's actions with global sustainability agendas.

The methodology involved benchmarking best practices, including an analysis of the previous materiality assessment and internal documents, followed by a phase in which key stakeholders identified and prioritized material issues. This enabled a structured assessment of the relevance of the impacts, taking into account probability, magnitude, scope, intensity, and urgency of action.

The review of the Materiality Matrix included a survey of representatives from various internal and external groups, comprising employees, customers, suppliers, surrounding communities, industry institutions, partners, and other strategic stakeholders.

The survey yielded 194 valid responses, which informed the prioritization of material issues based on perceptions of their relevance and influence on the Company's business model.

The quantitative survey was complemented by internal analyses and discussions with senior leadership, ensuring alignment between stakeholder expectations, corporate strategy, and long-term internal drivers.

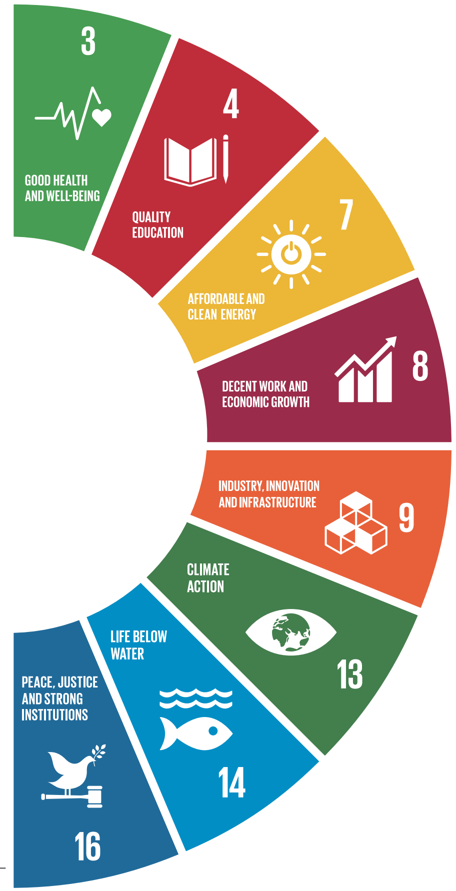
As a result, Ocyan reaffirmed and updated its priority issues, while incorporating adjustments resulting from changes in the organizational context and business environment. The material issues remain organized into nine broad categories, which reflect the most significant impacts of the Company's operations and its exposure to risks and opportunities.

Results of the Materiality Review

Priority SDGs in the ESG strategy

Materiality Matrix Topics

- Ethics, Integrity, and Compliance
- Innovation and Technology
- Climate Change
- Spill Management and Marine Contamination
- Occupational Health, Occupational Safety, and Asset Integrity
- Promoting ESG Issues Across the Value Chain
- Professional Development
- Energy Efficiency
- Waste Management



Priority SDGs
in the ESG strategy

The new version of the materiality analysis guides the structure of this Report, and the identified issues are distributed throughout the chapters according to their nature and narrative function. Aspects related to people, health and safety, the environment, and governance are explored in depth in specific chapters, and the ESG Strategy presents the guiding principles and ambitions that connect these issues to the business model.

Thus, the Report reflects the integration of strategy, risk management, operational performance, and ESG commitments, resulting in a coherent and consistent view of Ocyan's performance in 2025 and its preparedness for the challenges and opportunities of the coming cycles.

Stakeholder **Engagement**

GRI 2-29

Ocyan maintains systematic engagement with its Stakeholders incorporating feedback from internal and external audiences into its ESG Strategy and governance. Based on the concept of double materiality, this process prioritizes strategic themes and guides corporate actions through formal channels that include social media, email, and institutional platforms. For day-to-day inquiries, the Company offers direct support via "Contact Us," where requests are forwarded to the responsible departments for appropriate handling.

High-severity issues or regulatory violations are handled through the Ethics Hotline, an external and independent tool that guarantees anonymity, 24-hour availability, and protocol-based follow-up (learn more in the Compliance System section on page. 42). Additionally, legal claims or complaints from consumer protection agencies are managed by the Legal Department. To ensure the effectiveness of this ecosystem, the Company conducts annual satisfaction surveys, transforming feedback into continuous improvements in its communication and support processes.

Ocyan

GRI 2-1 | 2-6

Organizational **Profile**

Ocyan S.A. is a Brazilian provider of integrated solutions for the oil and gas industry, operating across the entire lifecycle of offshore assets. With a horizontal and integrated business portfolio, it combines technical expertise, operational discipline, and a long-term vision to deliver efficiency, safety, and sustainable value to clients and partners. Its controlling stake is held by the Serrambi Private Investment Fund, managed by EIG—a leading global investor in the energy and infrastructure sectors—in partnership with Lake Capital Investimentos, the asset management division of Lakeshore Partners. This strategic move positions Ocyan to be even more competitive, with financial strength and a long-term vision.

The Company operates through three business areas—Offshore Production, Subsea, and Services and Technology—which function in an integrated manner, leverage synergies and enhancing the efficiency of operations and comprehensive solutions. This structure enables the Company to respond to complex challenges with agility, scale, and high technical standards in environments with high operational criticality.

In Offshore Production, Ocyan operates offshore units through the Altera&Ocyan joint venture, focusing on operational excellence, health and safety, risk management, asset integrity, and operational reliability.

The Subsea division carries out subsea construction projects and provides specialized services, supporting the development, revitalization, and decommissioning of offshore fields.

The Services and Technology division expands Ocyan's operations by offering offshore maintenance solutions, which include the manufacture of materials and equipment, operational support, and asset integrity management, involving strong integration between onshore and offshore teams.

In addition, Services and Technology encompasses the Digital Business and Technologies (NDTec) division, which drives innovation in operations through the development and delivery of digital solutions, analytics, automation, and technologies dedicated to operational efficiency, asset integrity, and data-driven decision-making.

By operating in a coordinated manner, these business units enable Ocyan to capture cross-selling opportunities, optimize resources, and deliver tailored solutions aligned with the needs of each client and asset. This integration is underpinned by a strong organizational culture that places people, safety, and the customer at the center of decision-making, along with an ongoing commitment to innovation, ethics, and sustainability.

The Company is headquartered in Rio de Janeiro (RJ), maintains an operational base in Macaé (RJ), and has an office in Vienna, Austria. With this structure and the dedication of its 2,824 employees, Ocyan positions itself as a strategic partner to the industry, prepared to operate, maintain, and develop offshore assets with excellence, contributing to the sector's evolution and the generation of long-term value.

Business units work in a coordinated manner to capture opportunities and manage operations with synergy.

Contribution to the Sector

GRI 2-28 | EM-SV-530a.1

Ocyan continuously monitors the regulatory environment applicable to the oil and gas sector, which impacts its offshore operations. Its institutional engagement takes place through participation in industry associations and specific forums, contributing positions based on technical, operational, and compliance criteria.

The Company supports regulatory initiatives that promote operational safety, environmental integrity, transparency, and regulatory predictability—aspects considered essential to the sector's sustainability.

In alignment with senior management, this stance ensures consistency between corporate strategy, the social and environmental commitments undertaken, and contributions to regulatory debates.

As a signatory to the UN Global Compact and a participant in the movements "Elas Lideram," "Raça é Prioridade," "Salário Digno," and "Transparência 100%," Ocyan is a member of and participates in a number of organizations that work for the benefit of its business segments and toward sustainable development:

- Brazilian Association of Petroleum Services Companies (Abespetro)
- Brazilian Institute of Oil, Gas, and Biofuels (IBP)
- Federation of Industries of the State of Rio de Janeiro and the Firjan/Sesi/Senai System
- Center for Business-School Integration (CIEE)
- Compliance Rio Institute
- MEO Institute – Women in Operations

Business **Areas**

Offshore **Production**

This business area is responsible for the operation and management of offshore units dedicated to oil and gas production. This activity is carried out through the Altera&Ocyan (A&O) joint venture, which combines technical expertise, operational discipline, and the ability to manage complex projects in highly critical environments.

PDL

50,318.49 bbl/d
4 million m³/day of gas reinjection
2,040 m of water depth
2 wells

Contract | 2017 – 2029
Client | PETROBRAS – Libra Consortium

CDI

80,000 bbl/d
2 million m³/day of gas reinjection
275 m of water depth
12 wells

Contract | 2022 – 2026
Client | Karoon Energy

TLWP 3R-2

1,200 m water depth
4 wells
Unit ships oil to the 3R-3 for processing and storage

Contract | 2022 – 2027
Client | Brava

FPSO 3R-3

146,288 bbl/d
1,165 m water depth
16 wells

Contract | 2022-2027
Client | Brava

FPSO
Pioneiro de Libra (PDL)

The flagship asset in the portfolio, the PDL is operated for the Libra Consortium, led by PETROBRAS. Originally designed for Long-Term Testing, it has established itself as a strategic asset for the development of the Mero field in the pre-salt layer.

The unit's contract remains in effect through 2029, and throughout 2025, the Altera&Ocyan joint venture successfully completed the refinancing of the asset, reinforcing the FPSO's financial strength alongside its track record of operational, economic, and safety performance, thereby strengthening the client's confidence.

In 2025, the Pioneiro de Libra maintained high operational performance, with an uptime of 98.9%, exceeding the market benchmark. The unit underwent a successful scheduled production shutdown, completed in six days—48 hours less than planned—allowing for the implementation of technical recommendations from inspections and integrity enhancements.

Another significant milestone was the overhaul of the mooring system, including a complete refurbishment of the winch. The work, carried out over four months, required a significant investment and positions the asset to meet future operational demands.

100 million barrels produced

In September 2025, the Pioneiro de Libra FPSO reached the historic milestone of 100 million barrels of oil produced, even before completing eight years of operation.

This volume symbolizes the combination of high operational performance, safety discipline, technical excellence, and the daily commitment of the offshore and onshore teams.

This achievement reaffirms the asset's importance to the development of the Mero field, generating added value for customers and shareholders.

FPSO
Cidade de Itajaí (CDI)

CDI had a year marked by significant events. The first was the flotel campaign–an offshore support operation to carry out major maintenance and asset integrity initiatives, including cross-selling–implemented by the Maintenance and Offshore Services (MSO) division.

Another milestone of the year was the sale of the asset, completed in April, to Karoon Energy, which was already a client of the operation. This type of sale, in which the field operator also becomes the owner of the FPSO, is common practice in the oil and gas sector, particularly in mature fields.

The decision to sell the asset presented a strategic opportunity for both companies and generated value and sustainability for Ocyan's operations. Following the sale, the Altera&Ocyan joint venture will remain responsible for operating the FPSO during the transition period, through a Transition Service Agreement (TSA), ensuring a gradual and secure transfer of the asset to the client.

Throughout the fiscal year, the Cidade de Itajaí operation maintained operational stability and made progress on safety indicators, consolidating a relationship of trust and partnership with Karoon Energy.

Flotel Campaign | FPSO Cidade de Itajaí

In 2025, Ocyan carried out a maintenance campaign on the FPSO CDI, supported by a flotel unit, which expanded the operational capacity to perform critical integrity activities. The operation mobilized approximately 200 professionals and totaled more than 6,000 hours of training, including work at heights (NR35) and rope access (N1 and N2), reinforcing the teams' technical preparedness and adherence to safety requirements.

The campaign was planned and executed in an integrated manner, led by the MSO department from the Macaé base, with the People department responsible for recruiting and training the workforce. The joint efforts of the offshore and onshore teams resulted in significant productivity gains, more efficient utilization of POB (People On Board), and greater predictability in carrying out activities. The campaign was carried out without any reported accidents, reinforcing the effectiveness of the safety practices adopted.

Papa-Terra

In the Papa-Terra field, in the Campos Basin, Altera&Ocyan operates two assets for Brava Energia: the 3R-2 and the 3R-3.

The units underwent a preventive production shutdown, which was completed without accidents, in accordance with high safety and quality standards.

The contract for the operation of the units remains in effect through March 2027, with efforts focused on their maintenance, given that the operation of the units in this field is part of a strategic partnership with Brava Energia.

Subsea

GRI 2-6

The business unit is engaged in the development and execution of integrated solutions for subsea engineering, construction, installation, and decommissioning, serving projects of high technical complexity in the offshore environment.

Significant progress was made in 2025. One such achievement was the completion of the engineering phase of the Campos Basin Gas Network Revitalization Project, which began in 2024, through the Ocyan&Mota-Engil consortium. The execution of the Engineering, Procurement, Construction, and Installation (EPCI) project strengthens Ocyan's technical positioning and expands its capacity to handle more complex projects.

The project involves, for the first time for the Company, the development of engineering for subsea assets, expanding the scope of the division's operations and adding a new type of service to its portfolio. Subsequently, the project moved on to the phase of defining the vessel and manufacturing the subsea equipment, with approximately 85% of the material delivered by the end of 2025.

The first phase of the Gas Network revitalization project yielded significant lessons from both an operational and organizational standpoint. Throughout its execution, Ocyan developed new technical capabilities, including the creation of a dedicated department for the supply and manufacture of items not previously included in its portfolio, as well as the implementation of a specialized engineering structure.

The Company also formally concluded, in 2025, the offshore Engineering, Repair, Removal, and Disposal (EPRD) decommissioning campaign. The EPRD project represented a proactive effort by Ocyan in managing complex contracts, preserving value, and strengthening long-term relationships with strategic clients.

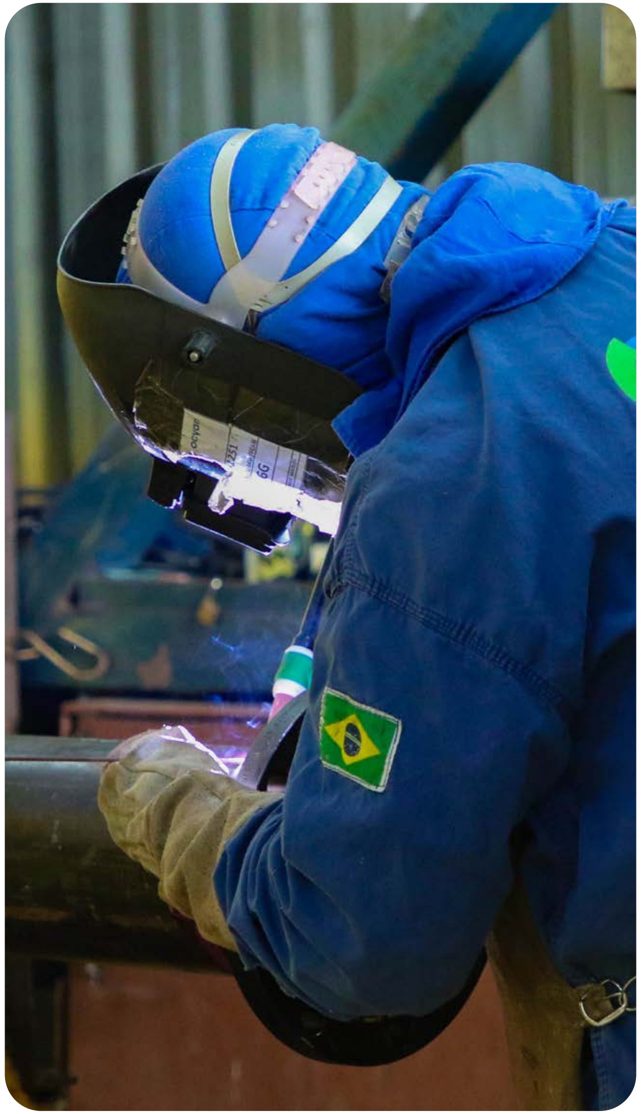
For 2026, the expectation is to secure new EPRD and EPCI contracts, with the goal of consolidating this niche internally and strengthening Ocyan's market position. The strategy is for the Company to become recognized as a mid-player in the subsea sector, capable of efficiently and competitively delivering medium-sized projects.

Services and **Technology**

GRI 3-3 Innovation and Technology

The Services and Technology unit encompasses the Offshore Maintenance and Services (MSO) and Digital Business and Technologies (NDTec) areas. MSO activities are concentrated at an operational base located in Macaé. Together, both areas combine scale, operational discipline, and high labor demand to deliver critical maintenance, integrity, and support services for offshore and subsea operations.

> The Maintenance division has received investments **to expand capacity and develop talent**.



Offshore Maintenance and Services (MSO)

GRI 2-6

In 2025, the MSO division made significant progress in its transformation process, consolidating structural improvements, increasing its operational efficiency, and strengthening its position with customers. The period was marked by significant investments in production capacity and workforce development, improved commercial performance, and customer recognition, while also requiring heightened attention to risk management in highly complex operations.

The division carried out four scheduled shutdowns and 17 unscheduled shutdowns at customer facilities, including the execution of three flotel campaigns, which required high capacity and agility in planning offshore maintenance activities.

In total, more than 130 metric tons of equipment were installed at offshore units, a figure that reflects both the scale of operations and the division's capacity to handle growing volumes of services.

In its relationship with Petrobras, MSO continued to execute the maintenance contract for the Búzios units–which received the highest rating in the client's evaluation for the first time–and the maintenance contract for the Replicantes units, which also achieved high performance and earned client recognition.

In the private sector, 2025 was one of the most significant years for MSO. Under the contract with SBM, the continuity of service delivery proved strategic for the client, which signaled its commitment by renewing the offshore maintenance contract for another three years, recognizing the division's performance in safety and operational reliability metrics.

MSO also expanded its service portfolio in partnership with Altera&Ocyan, further strengthening its commercial relationships with various private clients.

Throughout 2025, MSO made significant investments in operational solutions, such as structural improvements and factory modernization, increasing its monthly manufacturing capacity by approximately 25 metric tons. As a result, the average number of metric tons manufactured increased by 267% compared to 2024.

The year was also marked by MSO's return to the manufacture of large subsea equipment, as part of the Campos Basin Gas Network revitalization project. The division took on the manufacturing phase of the subsea manifolds, totaling approximately 200 metric tons of equipment and reaching a capacity not achieved in ten years.

This development reinforces the synergy between the MSO and Subsea units, broadens the division's scope of operations, and contributes to Ocyan's positioning in projects of greater technical complexity.

MSO's commercial performance also showed consistent growth in 2025, reflecting the expansion of its structure, closer relationships with clients, and increased presence in the private market. Prioritizing the private market remained a strategic guideline, given the greater agility in contracting and the simplification of planning and execution processes for contracts of this nature. Another focus was strengthening the division's internal structure, with an emphasis on governance, predictability, and operational efficiency. In this context, a dedicated Project Management Office (PMO) was established, focused on integrated management, process standardization, and monitoring the project portfolio. At the same time, progress was made in the development and implementation of the Ocys system, enabling comprehensive traceability, transparency, and real-time data analysis, in addition to supporting decision-making and the early identification of deviations.

However, a serious accident occurred during a flange maintenance activity, caused by failures in the operational management system. The incident was investigated rigorously, transparently, and with extensive interaction with the client, which enabled the identification of root causes and the implementation of consistent corrective and preventive actions.

Notably, MSO logged more than 4.5 million hours worked with a workforce of over 2,000 professionals, achieving overall safety performance well above the industry average and being recognized with four safety awards for initiatives in human factors, response capability, and the development of operational tools (see the "Awards" chapter).

In 2025, the Company incorporated technologies into critical procedures, such as automatic lifts for work at extreme heights, used to perform maintenance on flares at offshore production units during production shutdowns.

The adoption of this equipment significantly reduced ascent time, physical exertion, and worker fatigue, increasing efficiency and operational safety while enabling the delivery of results ahead of schedule.

This is a pioneering technology, which reinforces Ocyan's commitment to innovation applied to the protection of people.

Digital Business and Technology (NDTec)

GRI 2-6

This division focuses on the Company's digital transformation, innovation, and technological development initiatives. Its role is to connect technology, data, and operational knowledge to value creation, supporting both the efficiency of internal operations and the development of market solutions, with a focus on managing the integrity of offshore facilities.

Throughout 2025, NDTec made consistent progress in its consolidation process, with the maturation of a model structured across three fronts: Nexio, Research, Development & Innovation (RD&I), and cross-selling involving technology partnerships.

This integrated approach enables the company to transform operational challenges into opportunities for technological development, expand the portfolio of solutions offered to clients, and strengthen Ocyan's positioning as a company focused on innovation, sustainability, and operational efficiency.

NEX.IO

Launched in late 2024, Nexio is an innovation hub resulting from Ocyan's partnership with Elogroup, which aims to identify and co-develop solutions within a technological ecosystem, connecting innovation to the challenges of the oil, gas, and energy industry. The platform brings technology developers, startups, and more established companies closer to customer demands, taking on the role of commercial structuring, technical implementation, and ensuring value creation. Thus, it ensures the commercialization of a portfolio of tailored solutions, delivering concrete results throughout the entire operational lifecycle for onshore and offshore assets.

Nexio ended 2025 with 13 technology partners, organized into three strategic areas: Asset Performance Management, Operational Intelligence, and Energy Efficiency.

7 clients

3 new partnerships:

- Dersalis
- Altave
- IBBX

1 startup in which we have invested:

- Vydia

Research, Development & Innovation (RD&I)

The RD&I agenda continued to play a strategic role in building Ocyan's technological capabilities. In 2025, the company continued work on two major structural projects:

- **H2R**, developed in partnership with Shell and Protium Dynamics to optimize combustion in diesel engines through the addition of hydrogen, resulting in improved efficiency, reduced diesel consumption, and lower greenhouse gas (GHG) emissions.

- **Robin**, a partnership between PETROBRAS and Senai Cimatec to develop a well intervention robot, funded through the Research, Development, and Innovation (PD&I) Clause of the National Petroleum Agency (ANP).

In addition to these projects, the agenda was bolstered by an agreement with Cais Açu Lab, the innovation arm of the Port of Açu, to drive the development of technological solutions focused on port operations.

Innovation – The Innovation division was formally integrated into the Digital Business and Technology structure, strengthening value creation for the Company. Activities included open innovation programs, internal entrepreneurship, and direct support for business units. Highlights of the period include:

- **Hosting editions of the Ocyan Waves Challenge**, an open innovation program that connects startups with the Company's real-world challenges.

- **Intralab**, an internal entrepreneurship program dedicated to solving Ocyan's operational challenges through innovation and collaboration among teams from different areas.

The division is expected to continue expanding its strategic relevance, positioning Ocyan as a company increasingly driven by technology, innovation, and high-value-added solutions for the industry.

Awards

Health and Safety

Offshore Maintenance and Services

- **Petrobras' SMS 2025 League Award – Búzios Contract** First place among 81 participating companies.
- **Petrobras 2025 SMS Outstanding Achievement Award – Replicantes Contract** First place among companies operating in the Santos Basin.
- **SBM's 2025 Best HSE Practice Award** First place in the Operational Excellence Program with SBM Offshore suppliers.
- **SBM 2025 Operational Safety Award** First place for the development of the "Ferramenta J" device, used to remove floor grates.

Subsea

- **Petrobras' 2025 Super Liga Hands Free Program** First place in the overall standings and second place in the Engineering Solutions category.

Offshore Production

- **A Rating in the Health and Environment Management Index (IGSAI)** Awarded for the third consecutive year by the Brazilian Association of Sanitary and Environmental Engineering (ABES) for monitoring the quality of the Health and Safety Management System (SMS) at offshore units.

Innovation

Finalist for the 2025 ANP Technological Innovation Award
For the H2R project, in partnership with Shell Brasil and Protium Dynamics, in the Energy Transition and Renewable Energy category.

Top 5 in Open Innovation
For the fifth consecutive year, Ocyan ranked among the Top 5 in Open Innovation in the oil and gas sector in the 100 Open Startups Awards.

Ocyan was named to the Top 100 Open Corps and the "Champions of the Decade" ranking, celebrating the award's 10th anniversary.

People and Society

Women-Friendly Company" Seal
Ocyan earned the Gold-level seal, awarded by the State Government of Rio de Janeiro to companies that promote women's rights.

Gupy "Company That Provides Feedback" Seal
Ocyan received the seal in recognition of its transparency and the quality of its communication with candidates, reinforcing its commitment to ethical relationships starting with talent acquisition.

Integrity and Ethics

Ocyan has earned the "Company Committed to the UN Global Compact's 100% Transparency Movement" seal
In recognition of its promotion of ethics, integrity and transparency.

Environment

Ocyan earned the GHG Protocol Gold Seal
One of the most important recognitions in Brazil regarding transparency and quality in the accounting of greenhouse gas (GHG) emissions. It certifies that the company published its complete inventory (Scopes 1, 2, and, optionally, 3) and had the data verified by a third party.

Internal Audit

IIA May Seal
Recognition awarded for the sixth consecutive time. This seal highlights companies that develop the best initiatives to raise awareness and promote the value of Internal Audit.

Financial Results

The 2025 fiscal year marked Ocyan's consolidation under a new cycle of corporate control, with positive effects on financial strength, investment predictability, and the execution of its long-term strategy. Net revenue was R$ 467 million, a 30% decline from the previous year due to the completion of projects. Ebitda, meanwhile, stood at R$ 169 million, an increase of R$ 303 million in absolute terms—representing more than 226% growth year-over-year—reflecting the improved results achieved during the year.

This increase demonstrates the improvement in results during the period, primarily related to the performance of investments in the Altera&Ocyan and Foresea joint ventures, leading to higher income from equity investments.

Ocyan operated with a well-defined financial agenda and delivered significant results, particularly in terms of capital structure and cost reduction, as a result of decisions made in previous cycles, including the spin-off of the drilling unit in May 2023, resulting in a company with a more balanced financial profile, greater discipline in capital allocation, and a focus on its core portfolio.

Key Financial Indicators – Consolidated (R$ million)

	2025	2024	2023
Net revenue	467	665	1,576
Ebitda	169	-134	757
Shareholders' equity	1,750	2,148	2,802
Total assets	**2,563**	**2,705**	**3,193**

The Company's new structure made it possible to increase operational and financial predictability, supporting contract execution and sustaining performance throughout the fiscal year. As a result, Ocyan maintained a 6.64% minority stake in Foresea, entitling it to a seat on the Board of Directors.

The financial agenda was based on three main pillars: increased operational efficiency, greater process reliability, and progress in the integration of systems and controls. This agenda created the conditions for more predictable and disciplined management. At the same time, the Company remained focused on its ability to access capital—a fundamental element for enabling its long-term strategy—and worked to improve its risk profile and build new relationships with financial institutions based on credibility.

Throughout 2025, Ocyan made progress on portfolio optimization initiatives, including the sale of assets such as the FPSO Cidade de Itajaí (CDI), a transaction that helped strengthen its capital structure, reinforcing the Company's financial discipline and the consistency of its deleveraging strategy.

The refinancing of the FPSO Pioneiro de Libra (PDL), carried out by the Altera&Ocyan joint venture, was another significant transaction, involving the repayment of the previous debt and the disbursement of two new tranches, thereby aligning the asset's debt profile with the term of the current contract and its cash flow generation. The continuity and efficiency in the operation of this unit reflected the Company's ability to execute long-term contracts with high performance standards, contributing to financial predictability and the consolidation of results in 2025.

Ocyan established a Tax Reform Committee composed of the Executive Board and support departments to structure, throughout 2025, preparations for the new tax system that takes effect in 2026.

Statement of Value Added – key lines (R$ million) GRI 201-1

	2025	2024	2023
Revenue	556	775	1,914
Other operating revenue (expenses), net	39	14	132
Inputs purchased from third parties	-235	-360	-672
Depreciation, amortization, and impairment	-24	-218	-485
Income from equity investments and financial income	377	-15	1,855
Total value added to be distributed	**713**	**196**	**2,744**
Distribution of value added			
Labor	387	394	720
Taxes, fees, and contributions	77	96	398
Providers of equity and third-party capital	66	111	755
Return on equity	182	-406	871

Note 1 – The increase in income from equity investments and financial income is due to the following factors: (i) in 2024, we experienced a one-time negative impact on income from equity investments due to the impairment of CDI assets, which did not occur in 2025, and (ii) an increase in financial income from financial instruments in 2025.
Note 2 – The increase in return on equity is due to the results for the 2025 fiscal year.

ESG Strategy

In 2025, Ocyan's ESG Strategy underwent a consolidation process influenced by the organizational transformations of recent years. The completion of the spin-off of the drilling unit, the review of the governance structure, organizational streamlining, and the pursuit of greater financial efficiency established a new framework for sustainability efforts, characterized by pragmatism and the generation of long-term value.

In this context, Ocyan reaffirmed its ambition to play an active role in the energy transition, through the rational use of resources and by acting responsibly, safely, and ethically in the pursuit of the energy that powers the world.

ESG **Ambition**

The Company's ESG ambition is rooted in the conviction that sustainability, operational performance, and financial health are inseparable. More than just reputational commitments, the ESG agenda is treated as a strategic driver for business continuity, strengthening stakeholder trust, and maintaining competitiveness in increasingly demanding markets.

In 2025, Ocyan refined its approach to an effective, scalable ESG strategy that is closely aligned with business realities. Sustainability guides how Ocyan creates value, combining economic performance with social and environmental responsibility. The Company seeks to contribute—in alignment with key global agendas—to operational safety, environmental preservation, and respect for human rights through ethical and transparent business practices, thereby helping to generate value and reduce inequalities. Furthermore, relevant ESG targets are integrated into the metrics that impact leadership compensation, reinforcing accountability and organizational alignment.

The materiality review, completed in 2025, and the start of the ESG maturity assessment reinforced this direction. Both processes made it possible to validate priority issues, identify opportunities for improvement, and establish a more solid foundation for defining public commitments, targets, and indicators, ensuring consistency between discourse, practice, and governance.

ESG **Guidelines**

Ocyan is guided by principles that link material issues to decision-making, risk management, and its value creation model. These principles guide the setting of goals, the implementation of initiatives, and the monitoring of ESG actions over time.

ESG actions are reflected in the way Ocyan conducts its operations, develops its people, invests in innovation, and engages with its stakeholders. The Company adopts health, safety, and employee-care practices, and promotes socio-environmental projects, technological solutions, and business models that reinforce the efficiency, integrity, and sustainability of its operations.

ESG as a driver of value and preparation for the future

Ocyan's ESG Strategy marked a new chapter for the Company in 2025: one that is more efficient, integrated, and mindful of its role in sustainable development. By aligning ambition, strategic drivers, and governance, Ocyan strengthens its operational legitimacy, enhances its appeal among customers, partners, and financiers, and positions itself competitively to address the challenges and opportunities of the coming cycles.

Safety, health, and integrity as non-negotiable values

The protection of life, the well-being of people, and the reliability of operations are central pillars of the corporate strategy. The unwavering commitment to achieving zero accidents, preventing leaks, and ensuring the robustness of certified health, safety, and environmental management systems reflects the understanding that operational excellence is a fundamental prerequisite for any sustainability agenda.

People and diversity

Valuing people, respecting diversity, and promoting an inclusive environment are fundamental aspects of the organizational culture. The Company acts to expand equal opportunities, strengthen representation, and provide a safe, respectful, and discrimination-free work environment. In 2025, Ocyan joined the Offshore Gender Equality Pact, reaffirming its commitment to promoting a safer, more inclusive, and more equitable work environment for women through the implementation of practical actions and commitments aimed at gender equality.

Social and environmental responsibility GRI 11.2.4

Ocyan's environmental ambition is guided by impact mitigation, resource efficiency, and preparing the business for the future. The Company maintains commitments related to the neutralization, offsetting, and reduction of greenhouse gas emissions associated with its operations, as well as the continuous improvement of energy efficiency.

On the social front, Ocyan's strategy has evolved into a more integrated model, anchored in platforms such as "Energia do Bem" and "Ocyan nas Escolas," which organize socio-educational projects and volunteer initiatives in partnership with local organizations. These efforts generate a positive impact and strengthen ties with the communities surrounding the Company's operations, with a focus on training young people in a manner consistent with its strategy and operational capacity.

Ocyan participated in **the UN Global Compact Leaders Summit 2025** in New York, which brought together leaders from the private sector, government, and civil society to discuss progress on the global sustainability agenda.

Risk **Management**

GRI 2-25 | 201-2

Ocyan employs structured processes to identify, analyze, and address negative impacts arising from its operations, in alignment with its Health, Safety, and Environment Management System and its Sustainability Guidelines. ESG governance was strengthened by integrating environmental, climate, and social risks into the corporate Risk Matrix. In 2025, Ocyan made progress in identifying, assessing, and prioritizing internal and external ESG risks, as well as in defining mitigation measures. These risks are now directly linked to the Company's corporate strategy and are monitored periodically by the Executive Board and the Board of Directors.

Innovation as a **Lever for Sustainability**

GRI 3-3 Innovation and Technology

Ocyan's ESG Strategy recognizes the role of innovation, digitalization, and the intelligent use of data as competitive advantages. Improvements in emissions inventory management, the traceability of environmental indicators, and the pursuit of independent certifications and audits reflect the company's commitment to transparency, control, and continuous improvement. The Company understands that the ability to transform data into meaningful information is essential for more efficient and sustainable decision-making.

Governance, Ethics, and Integrity

GRI 3-3 Ethics, Integrity and Compliance

In 2025, Ocyan consolidated significant advances in its governance, ethics, and integrity framework, reinforcing practices that ensure transparency, corporate responsibility, and strategic alignment. Building on the initiatives launched the previous year, fiscal year 2025 was marked by the strengthening of compliance systems and the effective integration of governance, corporate risk management, internal processes and controls, and business strategy.

With the change in controlling ownership, **2025 was a year of greater integration** and the clear establishment of responsibilities.

Governance **Structure**

GRI 2-9 I 2-10 I 2-12 I 2-13 I 2-14 I 2-18

The governance structure provides clarity in decision-making and ensures a balance between guidance, control, and execution across the various operational stages, support to business units, and the formulation of corporate strategy.

In 2025, the consolidation of the new governance structure resulting from the change in corporate control brought greater dynamism to the functioning of decision-making bodies, with clearly defined roles and responsibilities.

The Board of Directors (BoD) plays a central role in overseeing strategy, corporate risks, and agendas related to ethics, integrity, and ESG, supported by committees that conduct in-depth technical analyses and inform decision-making. In this way, Ocyan ensures that the management of social, environmental, and economic impacts is integrated into its corporate governance structure. The Executive Board is responsible for implementing strategic guidelines in operations and ensuring that impact management is incorporated into processes, goals, and performance indicators. The technical and operational departments are responsible for identifying, assessing, mitigating, and monitoring impacts within their respective areas of activity, with periodic reporting to senior management. Thus, the integration of strategic, operational, and risk dimensions ensures that relevant projects, investments, and initiatives are evaluated in a multidisciplinary manner, involving various departments.

Throughout the year, adjustments were made to decision-making limits and approval workflows with the aim of making processes more efficient without compromising the rigor of governance. These adjustments allow certain decisions to be directed to executive committees, reserving the Board of Directors for strategic and highly material matters.

Composition of the Board of Directors

The diversity of experiences among the members of the Board of Directors is one of the key factors in providing a more comprehensive and strategic view of the business.

Board members are appointed by the shareholders without the involvement of other stakeholders, and serve a two-year term, after which they may be reelected. The selection of Board members follows the requirements of Ocyan's Governance Policy, which requires executives:

01 Alignment with and commitment to internal policies

02 Business experience and knowledge of the business units in the Company's portfolio

03 Knowledge of corporate governance in at least one of the following areas: Finance, Accounting, Compliance, Human Resources, and Sustainability

04 Freedom from conflicts of interest

05 Availability to fulfill the responsibilities of the role

Board members monitor the Company's strategy, which involves various commitments and indicators, with support from the Human Resources and ESG Committee, the Finance Committee, the Compliance Committee, and the Commercial & Investments Committee. Committee meetings are held every two months, and the respective topics are reported during the Board of Directors meeting, which also takes place at the same frequency. External stakeholders are not involved in this process.

Every two years, the Board of Directors undergoes an external evaluation conducted by a specialized consulting firm. The initiative aims to identify opportunities for improvement in the Board's communication, evaluation, and decision-making processes, ensuring competence and alignment with corporate policies in the decision-making process. The Board's duties are formalized through the Corporate Governance Policy and the Board of Directors' internal bylaws.

The members of Ocyan's Board of Directors are compensated monthly, with amounts commensurate with their duties and responsibilities. Ocyan's new Board was established in April 2024 with seven members; it has undergone some changes since then, and its current composition, which does not include any independent members, as follows:

Board of Directors

Chairman
- Flávio Valle

Members
- Luiz Reis
- Dionon Cantareli
- Márcio Carneiro
- Richard Kovacs
- Carlos Wilson
- Victor Bomfim

Advisory Committees

- People and ESG Committee
- Commercial and Investment Committee
- Finance Committee
- Compliance Committee

The Executive Board is the body responsible for conducting business in accordance with the strategic guidelines and resolutions of the General Meeting and the Board of Directors. The statutory directors are elected by the Board of Directors; in addition to them, Executive Directors and Executive Vice Presidents (VPs) may be appointed, who are nominated by the CEO and approved by the Board of Directors. The CEO reports directly to the Board of Directors, and the other members of the Executive Board report to the CEO. It is worth noting that the Director of Sustainability and Compliance also reports to the Chairman of the Board regarding compliance matters.

The Executive Board, in turn, has a compensation structure consisting of a fixed monthly stipend and variable incentives linked to performance and the achievement of corporate and individual goals, in line with the Company's strategy.

In 2025, the Executive Board underwent restructuring, in line with the Board of Directors' strategy, seeking a more efficient structure aligned with the new strategic direction. As a result, the Sustainability and Compliance departments were merged, and the People, Management, and Innovation Department was discontinued; it was transformed into the Executive Management of People and Communication, reporting directly to the CEO, while the Innovation area now reports to the NDTec Executive Management. Consequently, the Executive Board now consists of three statutory members—two directors and the CEO—and three non-statutory directors.

At the end of 2025, senior management consisted of four directors and the CEO (100% of executive leadership), all of whom were contractors in the state of Rio de Janeiro, where Ocyan's headquarters is located. GRI 202-2

Executive Board 2025

- **Rodrigo Lemos** – CEO/Executive Vice President of Subsea Construction and Offshore Production
- **Marcelo Nunes** – Executive Vice President of Subsea, Services, and Technology
- **Fabiano Sales** – Director of People, Management, and Innovation
- **Carolina Cunha** – Director of Legal Affairs and Governance
- **Vinícius Dias** – Director of Finance and Investments
- **Marcelo Mafra** – Director of Sustainability and Compliance

Executive Board 2026

- **Rodrigo Lemos** – CEO/Executive Vice President of Subsea Construction and Offshore Production
- **Marcelo Nunes** – Executive Vice President of Subsea, Services, and Technology
- **Vinícius Dias** – Director of Finance and Investments
- **Marcelo Mafra** – Director of Sustainability and Compliance
- **Eduardo Quartarone** – Director of Legal Affairs and Governance

Beneficial Owners

GRI 11.20.6

Ocyan is a wholly-owned subsidiary of Ocyan Participações S.A., which is controlled by Serrambi Participações S.A. It is also 100% controlled by the Serrambi Multi-Strategy Foreign Investment Private Equity Fund (FIP Serrambi).

FIP Serrambi, registered with the Brazilian Securities and Exchange Commission (CVM), is a closed-end fund with a dispersed shareholder base. No individual holds, directly or indirectly, more than 25% of the fund's voting rights or economic interests. The identities of the shareholders are protected by Brazilian law.

Ocyan holds a 50% stake in the Altera&Ocyan joint venture. The remaining 50% is owned by the Norwegian company Altera Infrastructure.

In addition to the joint venture, there is the Ocyan&Mota-Engil Consortium, in which each company holds a 50% stake in the Campos Basin Gas Network Revitalization Project.

All business partners undergo due diligence processes as part of the Compliance System, which includes the assessment of beneficial owners. In this context, automated search systems are used to identify politically exposed persons, individuals on national and international restricted lists (CEIS, CEPIM, CNEP, forced labor, etc.), conflicts of interest, and negative media coverage, among other factors. Where applicable, partners also complete a specific questionnaire to better understand the Compliance Program. At Altera&Ocyan, integrity due diligence is conducted by a third-party firm specializing in analyses of this nature.

Compliance **System**

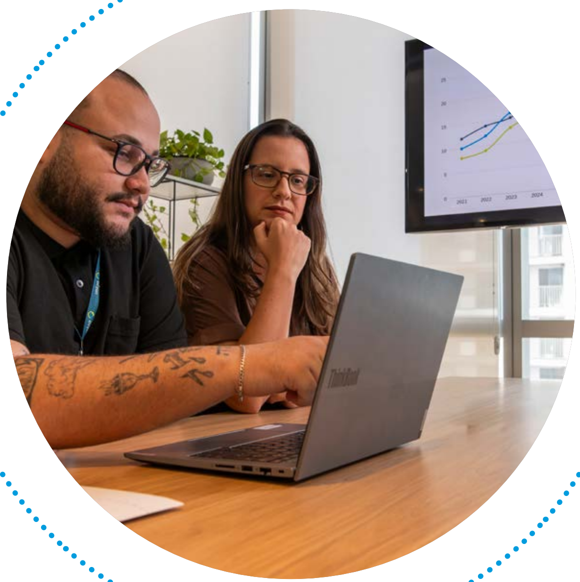
GRI 2-15 I 2-16 I 2-25 I 2-26 I 2-29 | 3-3 Ethics, Integrity and Compliance

The Compliance System continued to evolve in 2025, with a focus on strengthening the culture of ethics and integrity and consolidating the mapping of internal processes and controls. The Compliance department was reorganized and integrated into the Sustainability department, with the aim of increasing efficiency and operational capacity without compromising technical robustness.

The Company reaffirms safety, ethics, integrity, and transparency as non-negotiable values. In this context, structural measures were implemented to strengthen internal trust, including engagement programs, training sessions, internal communications, and dialogue initiatives with teams.

Among these actions, Compliance Day stands out, featuring participation from industry leaders and Ocyan employees, reinforcing the understanding that the integrity agenda is the responsibility of the entire Company. In addition, mandatory and specific training sessions on the topic are held each year; by 2025, these had reached 96.3% of all onshore and offshore employees, the Executive Board, and the Board of Directors.

The Compliance System ensures that suppliers undergo integrity due diligence processes, in which they are classified as very high, high, medium, or low risk, according to internal assessment criteria.



96.3%
of employees received training in 2025 on compliance practices and ethical conduct.

Suppliers classified as very high, high, or medium risk participate in integrity training, which is updated every two years. Additionally, all contracts include a compliance clause, reinforcing commitments to compliance and ethics in business relationships.

To ensure the secure reporting of conduct that violates Ocyan's Code of Ethics and Conduct, the Company provides the Ethics Hotline, which is confidential and operated by an independent consulting firm. This service guarantees the whistleblower's anonymity and operates 24 hours a day, seven days a week. Reports can be submitted by both internal and external stakeholders and are investigated by the Compliance Department, with progress monitored monthly through performance indicators.

The entire investigation and response process is structured to ensure prompt action, even in highly complex and high-risk cases.

During 2025, the Ethics Hotline expanded its reach to the workforce, playing a significant role in fostering a culture of ethics and integrity at Ocyan. That year, 162 cases were recorded, analyzed, and investigated in a professional, impartial, and fact-based manner. Of these reports, 25 were deemed valid. Ocyan ensures that complaints are properly investigated, and appropriate Sanctions are determined by the Ethics Committee, composed of members of the Executive Board. Disciplinary measures are proportionate to the incidents investigated and include: feedback, verbal and written warnings, and termination. In addition, the Company provides support to those involved, including psychological counseling and appropriate guidance.

Ethics Hotline

Available 24 hours a day, including Saturdays, Sundays, and holidays, with access in Portuguese and English.

www.linhadeeticaocyan.com
0800 377 8020
+ 55 11 2739 0985

In addition, Ocyan provides the email address conformidade@ocyan-sa.com for internal staff to ask questions and seek guidance on how to act in accordance with the Company's values, principles, and standards of conduct. This email inbox is accessed only by the Integrity & Ethics team, in full compliance with confidentiality and privacy rules. A training and communication plan reinforces the use of this channel for questions and guidance.

Reports related to Altera&Ocyan are directed to the joint venture, which handles the assessment and investigation of eligible cases, including the imposition of any disciplinary measures.

As part of the improvement of the compliance system, the Company revised its corporate policies (see below), making them more objective and aligned with governance practices. Auditing and internal controls were also strengthened through the review of processes deemed critical.

All employees, including members of the Board of Directors and senior management are subject to the Code of Ethics and Conduct and are committed to the Conflict of Interest Policy. The Board of Directors is supported by the Compliance Committee and the Compliance Department to monitor compliance with internal policies, assess reputational and regulatory risks, and recommend corrective or preventive measures whenever situations that may constitute a conflict of interest are identified.

Prevention of **Corruption and Bribery**

GRI 3-3 Ethics, Integrity and Compliance | 205-1 | 205-2 | EM-SV-510a.2

Ocyan maintains a robust Anti-Bribery Management System certified to ISO 37001, developed in accordance with industry best practices. There are specific guidelines on this topic, such as the Anti-Bribery Management System Manual and the Anti-Bribery and Anti-Corruption Policy.

The Company monitors risks of corruption and bribery in accordance with the goals established by the ISO certification. Training sessions are conducted with the Company's internal departments as well as with suppliers classified as low-risk. These training sessions are linked to an integrity communication plan, which provides brief insights on key topics related to integrity and the Company's Code of Ethics and Conduct. Additionally, Ocyan requires its suppliers to be familiar with and adhere to the Third-Party Code of Conduct and the Anti-Bribery and Anti-Corruption Policy.

Furthermore, there is a compliance officer training program that includes professionals from all areas—both onshore and offshore—who are trained to proactively foster a culture of compliance.

Ocyan is a signatory to the UN Global Compact (100% Transparency Movement and Alliance for Integrity) and a member of the Brazil Pact for Corporate Integrity and the Ethos Institute's Business Pact for Integrity and Against Corruption. It is a member of the Compliance Commission of the Brazilian Institute of Oil and Gas (IBP) and the Ethics Committee of the Rio Compliance Institute (ICRio). When drafting internal guidelines, the Company uses as a reference the best practices established by the Organization for Economic Cooperation and Development (OECD), the International Chamber of Commerce (ICC), Transparency International, the UN Global Compact, and applicable Anti-Corruption Laws.

The Altera&Ocyan joint venture, meanwhile, has Anti-Corruption Policies, a Code of Conduct, Third-Party Compliance, and a Compliance System Framework.

The Ocyan&Mota-Engil consortium operates under Ocyan's Compliance System—Ocyan being the consortium's operator—which includes the use of the Ethics Hotline. Reports involving employees of Ocyan&Mota-Engil are handled by a dedicated Ethics Committee comprising representatives from both companies.

In 2025, 100% of the Company's 2,824 employees were informed about the anti-corruption procedures and policies adopted, and 96% of them received training on the subject.

Risk **Management**

GRI 205-1 I 205-2 I EM-SV-150a.2 I EM-SV-160a.2 I EM-SV-540a.1

Ocyan has a Risk Management department that establishes the governance framework for identifying and mitigating risks associated with projects submitted by the business units, thereby providing strategic support to the decision-making process. The risk assessment methodology covers strategic, operational, financial, regulatory, socio-environmental, and climate dimensions, including integrity risks (bribery and corruption).

> All operational projects are submitted for **preliminary analysis and deliberation by the Risk Group**, which consists of a multidisciplinary team.

In 2025, the Company's risk appetite was revised to reflect a more conservative stance, in line with Ocyan's new corporate structure and business portfolio. This effort resulted in an update to the Risk Matrix and the streamlining of mitigation measures, making the process more objective and robust.

The Board of Directors participates in overseeing the results of risk assessments at the corporate level and for individual projects, and is kept informed of any issues that may represent significant threats or opportunities to the business, regardless of their nature, including operational and integrity-related aspects.

In 2025, the main risk was related to key process flows associated with change management, triggered by the change in control of the Company and the spin-off of the drilling division, which required the implementation of strategic actions over the past two years, including internal restructuring, processes to attract new business and clients, and the restructuring of Information Technology (IT) processes. To mitigate these risks, a consulting firm was contracted to reassess all processes deemed critical, with the participation of the IT and Internal Processes and Controls departments. Phase II of this project will take place in 2026.

Processes and **Controls**

In 2025, Ocyan completed a review of its Corporate Policies and Guidelines, reinforcing the maturity of its management system. With the aim of strengthening the culture of risk and controls, a Control Self-Assessment (CSA) training program was developed to employess with the skills to identify, assess, and monitor key risks and controls related to their activities; the program is scheduled to be implemented in 2026.

Strengthening the internal processes and controls environment was one of the pillars of the corporate agenda in 2025, with particular emphasis on the Flow Project—an initiative led by the Information Technology department, in collaboration with the Processes and Controls department—which aimed to map, review, and redesign corporate processes deemed critical, with a focus on strengthening governance, transparency, efficiency, and integration across departments.

Project Flow helped identify bottlenecks, inconsistencies, and opportunities for improvement, resulting in the definition of new workflows, criteria, and responsibilities at the systemic, cultural, and operational levels. The diagnostic phase, completed in 2025, laid the groundwork for Phase II, which will be dedicated to implementing the prioritized initiatives. These initiatives will have a direct impact on monitoring governance, the traceability of decisions, and the strengthening of internal controls, including indicators of progress, risks, and compliance.

These advances will result in a new productivity agenda, anchored in coherent, digital, agile, and value-driven processes, ensuring alignment with efficiency and financial discipline objectives, reducing waste, and ensuring data-driven management.

Corporate Policies

GRI 2-23 | GRI 2-24

Ocyan establishes its commitments through corporate policies, approved by the Board of Directors, which are translated into guidelines, codes, and procedures—tools that operate at the strategic level. All these documents guide business conduct, decision-making, and relationships with stakeholders. The commitments undertaken guide the business strategy, influence risk management processes, supplier evaluations, the setting of ESG goals, and leadership decision-making.

All policies are monitored through a management system that includes reviews and their respective effective periods.

- **Ocyan Compliance System Policy**
- **Information Technology and Information Security Policy**
- **Anti-Bribery and Anti-Corruption Policy**
- **Privacy and Personal Data Protection Policy**
- **Risk Management Policy**
- **Sustainability Policy**
- **Legal Affairs Policy**
- **Corporate Governance Policy**
- **Communication Policy**
- **Human Resources Policy**
- **Finance and Investment Policy**

The practices based on these commitments–related to the conduct of the various business areas–are one of the responsibilities of the Compliance system, which operates both internally and in our relationships with third parties. Two structured processes are central to this effort: the supplier due diligence process, which consists of a preliminary and ongoing assessment of business partners regarding their ethical, legal, and reputational compliance; and the Third-Party Code of Conduct, a formal document through which the Company communicates its expectations for ethical behavior to suppliers, service providers, and other partners.

Principles for process review

At Ocyan, effective process review takes place simultaneously across three complementary dimensions:

Cultural

Developing a sense of ownership, a culture of continuous improvement, and accountability at all levels.

Operational

Establishing clarity regarding roles and responsibilities, and standardization with flexibility to adapt to different contexts.

Systemic

Elimination of workarounds and development of reliable integrations between systems and departments.

New productivity agenda

30%

Reduction in waste

Potential to eliminate activities that do not add value, identifying and avoiding hidden waste in current processes.

5 X

Strategic focus

Multiplying results by concentrating resources on the right capabilities that truly set Ocyan apart in the market.

85%

Data-driven management

Percentage of decisions that can be based on objective indicators and are fully traceable following the transformation.

Supplier **Management**

GRI 2-6 | 2-25 | 3-3 Promotion of ESG issues in the value chain | 204-1 | 308-1 | 414-1

The Company guides its supplier management based on legal compliance, ethics, integrity, safety, and social and environmental responsibility. Contracts signed with third parties include clauses that ensure compliance with legislation, environmental standards, safety requirements, Personal Data protection, and other regulatory obligations.

Preference is given to local suppliers, provided they are competitive and meet quality and sustainability standards. In 2025, approximately 83% of expenditures were made with domestic companies.

The supply chain consists of domestic and foreign companies that provide equipment, specialized technical services, logistics, technology, maintenance, spares, and consumables, as well as engineering solutions.

The Company adopts an approach proportional to the level of criticality of suppliers, with additional requirements for those involved in activities with higher risk or greater impact. The principle of contractual alignment seeks to ensure that obligations assumed with customers are appropriately mirrored throughout the supply chain. This implies maturity in risk and contract management, whereby the obligations and terms of a master contract are replicated or passed on to a secondary or subcontracting agreement.

The Legal and Procurement departments work in an integrated manner, ensuring the standardization of contract drafts and compliance with corporate guidelines. Contract breaches are subject to penalties, which reinforces the importance of compliance and integrity in relationships with third parties. In addition, suppliers are evaluated based on social, environmental, and integrity criteria through due diligence processes.

Customer **Management**

GRI 2-6

The foundation of our relationships with customers is structured around contractual governance, legal certainty, and risk mitigation, particularly in complex and long-term contracts. The Company operates with a focus on transparency, regulatory compliance, and the economic and financial balance of contractual relationships.

Governance in customer relationships reinforces Ocyan's position as a trusted partner, capable of aligning operational excellence, financial discipline, and integrity, thereby contributing to the creation of long-term value for customers, shareholders, and other parties.

The Company's value chain begins with the prospecting and contracting of projects with operators and other companies in the energy sector, followed by technical planning, resource mobilization, execution of offshore operations, asset management, and ongoing maintenance, extending through demobilization and contract termination.

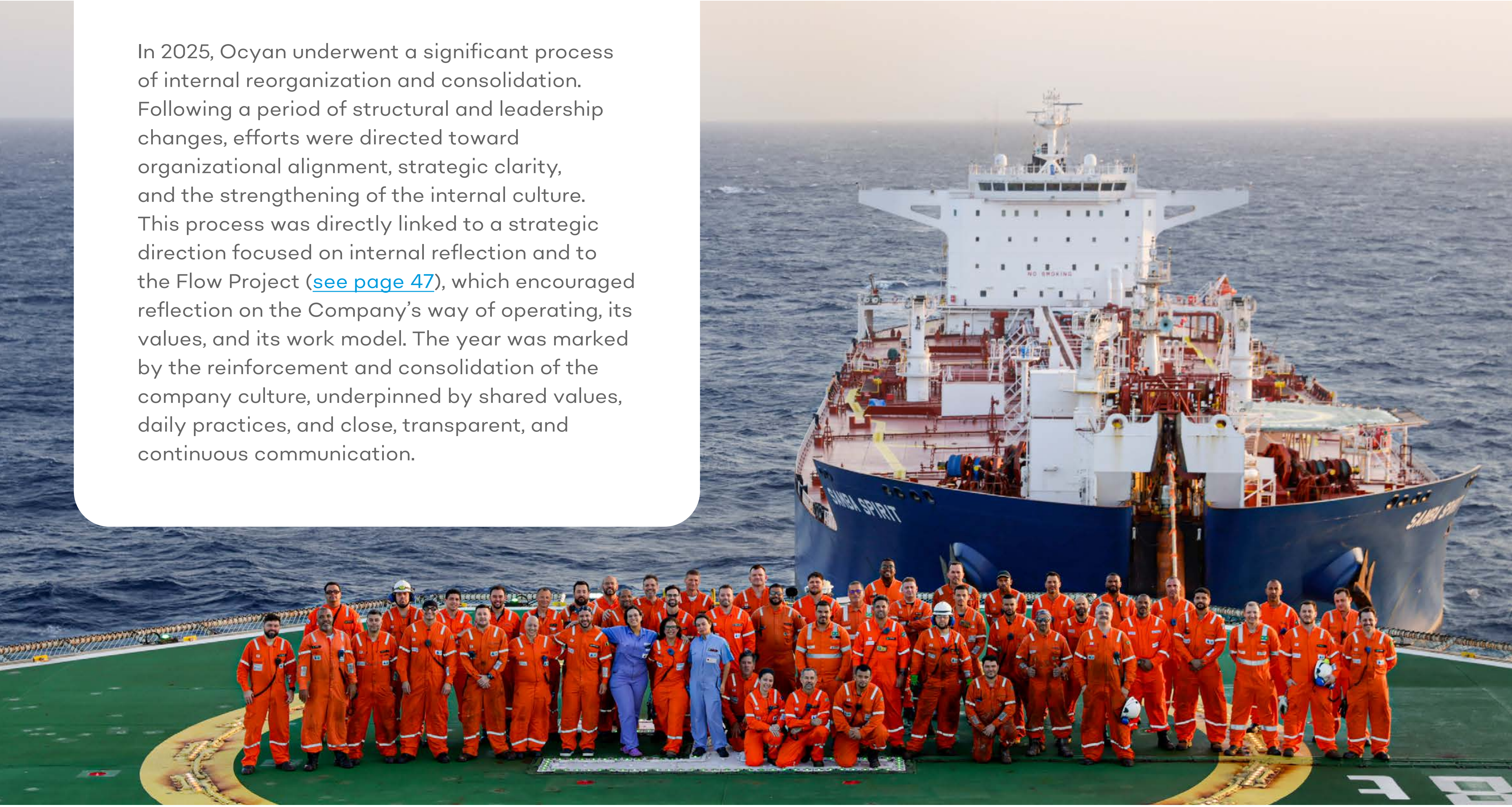
Ocyan's main clients are oil and gas operators, including domestic and international companies engaged in offshore exploration and production. These contracts require a high level of technical, regulatory, and operational safety standards.

The Company operates primarily in the Brazilian offshore oil and gas market, serving operations located in national offshore basins. Its operations are part of the energy chain, with a focus on specialized services for the production and maintenance of offshore assets.

People and Society

GRI 3-3 - Professional development

In 2025, Ocyan underwent a significant process of internal reorganization and consolidation. Following a period of structural and leadership changes, efforts were directed toward organizational alignment, strategic clarity, and the strengthening of the internal culture. This process was directly linked to a strategic direction focused on internal reflection and to the Flow Project (see page 47), which encouraged reflection on the Company's way of operating, its values, and its work model. The year was marked by the reinforcement and consolidation of the company culture, underpinned by shared values, daily practices, and close, transparent, and continuous communication.



Attracting and Retaining **Talent**

GRI 2-19 I 2-20 I 2-21 I 401-2

The year was one of strengthening and consolidating our culture, underpinned by shared values, daily practices, and close, transparent, and continuous communication.

Throughout 2025, talent attraction and retention were linked to the creation of a stable organizational environment capable of offering clarity of purpose and opportunities for development.

The Company adopts a compensation and benefits strategy applicable to all employees, structured based on market practices, equity criteria, and alignment with the business strategy. Oversight of this area falls under the People and Communication department, under the authority of the Executive Board.

The Company relies on the support of consultants specializing in compensation and benefits, who conduct salary surveys within the oil and gas sector, assisting in the calibration and formulation of compensation and benefits packages for employees.

The Board of Directors sets the compensation for its members and advisory committees, in accordance with applicable governance requirements.

In 2025, the compensation of the highest-paid member was equivalent to 18.9 times the average of the others, with no variation in the ratio of salary increases between the highest salary and the average of the other salaries.

Benefits

GRI 401-2

The Company provides e employees* with the following benefits:

- Food and meal vouchers
- Life insurance (mandatory and optional)
- Health insurance
- Dental insurance
- Private retirement plan

*There are differences in the structure and amounts of certain benefits across business divisions and units. In general, the same benefits package is offered to employees on fixed-term contracts and part-time employees, including apprentices. The only difference concerns meal vouchers and meal allowances for apprentices, whose amounts are proportional to their reduced work hours, in line with their established work schedule. Benefits are not exclusively reserved for full-time employees or those with permanent contracts.

To help retain talent, the Company has implemented key initiatives focused on communication to ensure transparency, foster closer ties with leadership, and provide continuous access to information, thereby strengthening employees' connection to the Company.

In this context, initiatives such as "Coffee with a Leader" and "Direct Line" stand out; these have expanded opportunities for dialogue, fostering exchanges between the Board of Directors, the President, and employees on topics related to life, business, careers, and the Company's strategy, thereby reinforcing a culture of listening, engagement, and organizational alignment.

Parental leave

In accordance with the Corporate Citizenship Program, Ocyan expanded its parental leave policies, guaranteeing the right to extend this benefit to all employees, regardless of gender, sexual orientation, or family structure. The measure also covers adoption cases.

The benefit provides 120 days of leave for the primary caregiver, with an additional 15 days.

Training and **Development**

GRI 3-3 Professional Development I 404-2

Ocyan has expanded its leadership development and young talent acceleration initiatives, focusing on hands-on learning, the exchange of experiences, and the direct application of knowledge in an operational context. By 2025, the Company had surpassed the milestone of 250 employees trained.

The Leadership Development Program (LDP) remained one of the main training tools, focused on strengthening the skills of newly hired leaders and professionals preparing to assume management positions. The program included a practical track dedicated to applying the content in a real-world business context, fostering decision-making, strategic thinking, and cross-functional collaboration. Eight sessions were held during the PDL, with 50 participants.

Additionally, in 2025, Ocyan offered the Impulsionar Program as an initiative to develop young talent across business areas, promoting technical training and an integrated view of the Company while encouraging innovation, including participation in internal projects such as Intralab. In parallel, Ocyan offered executive mentoring sessions, consisting of six individual modules for 21 participants. Also in 2025, the company invested in an exclusive women's mentoring program organized in partnership with the Instituto Mulheres em Operação, with 12 participants.

Under the Education for Work initiative (a subsidy program for employee development), investments were made that enabled the Company to offer an MBA/graduate program, two language courses, and seven continuing education courses, totaling over 280 hours of study provided by the Company.

The launch of Digital Onboarding and Culture E-learning expanded access to information and strengthened the integration of new professionals, reinforcing their understanding of Ocyan's business, organizational structure, and values. In this context, the Communications department served as a vehicle for development, facilitating the dissemination of knowledge and fostering connections between onshore and offshore teams.

To ensure **we have qualified teams and to enable career development**, we offer a variety of training initiatives.

All career development opportunities are discussed during performance evaluations, which for onshore employees take place through the Action Plan (AP–conducted annually–and for offshore employees through the Productivity Program, held once or twice a year.

The PA establishes the goals and work priorities for onshore team employees for the current year, aiming to achieve the Company's targets and support the self-development of employees. A career is built through successive complete cycles of PAs or Productivity Programs, with increasing challenges and the delivery of tangible and intangible results. Employees must be motivated and open-minded enough to engage in dialogue with their leader and, together, identify opportunities for development and growth, taking into account their career and life goals.

Equity, **Diversity and Inclusion**

The equity, diversity and inclusion agenda is an ongoing commitment by Ocyan, supported by a governance framework established in 2019. In 2025, the Company advanced on this journey through awareness-raising initiatives, strengthening internal dialogue, and taking a leading role in the sector. By the end of the fiscal year, **36.65% of its leadership positions were held by Black individuals**, exceeding the 30% target established under the "Race is a Priority" initiative of the United Nations (UN) Global Compact. Regarding women in leadership positions, the figure stood at 34% (the target is 30%, according to the "Elas Lideram" initiative, also part of the UN).

Among the key achievements of the period were earning the "Women-Friendly Company" seal and signing the Offshore Gender Equality Pact, a sector-wide initiative coordinated by the Brazilian Petroleum Institute (IBP), which reinforces the commitment to safer, more inclusive, and more respectful environments for women. In 2025, the web series "Elas por Elas" was launched, featuring three episodes, and a live stream was held with scientist Sônia Guimarães. Ocyan also participated in "Mulheres Offshore" with the IBP's youth committee, "Women in Energy," and "Energia Inclusiva," a Shell event for suppliers. In addition, Ocyan accepted Petrobras' invitation to participate in discussions on the human rights agenda and the D&I committee, serving on the IBP Diversity Commission and Petrobras' UNBS Contract Diversity Committee. Ocyan is also a sponsor of "Mar Também Delas," a collective IBP initiative aimed at strengthening the presence of women in the oil and gas sector.

Ocyan has also expanded its participation in external forums and diversity and human rights committees, strengthening its contribution to advancing these issues within the sector.

Internally, notable initiatives included the selection and training of diversity ambassadors, who work within affinity groups–People with Disabilities; Gender Equity; Race and Ethnicity; and LGBTQIAPN+–with the aim of building a more inclusive, respectful, and representative work environment, as well as conducting internal communication campaigns, including live streams to raise awareness among employees.

Social and Environmental **Responsibility**

GRI 203-1 | 413-1 | 413-2

Ocyan's social and environmental management is characterized by strategic partnerships and the efficient, targeted use of resources in initiatives that have a positive impact.

In the social sphere, Ocyan has evolved from a model based on large financial contributions and concentrated impact to an approach structured around strategic partnerships, collaborative networks, and the intelligent use of resources. This evolution has made it possible to expand the impact and reach of initiatives and the tangibility of results in a manner aligned with sustainability and the strategic priorities of the shareholders and the Company.

Social and environmental initiatives are guided by the themes prioritized in the materiality assessment process, particularly those related to professional development and the promotion of ESG practices throughout the value chain. Their definition takes into account Ocyan's values and alignment with the Sustainable Development Goals (SDGs), ensuring consistency between strategy, social action, and long-term value creation.

Ocyan makes private investments as part of its social strategy, which is structured around platforms that organize initiatives focused on the development and training of young people from communities surrounding its operations, generating measurable positive social impact. These initiatives include talent development programs, in partnership with technical education institutions, and support for social inclusion and diversity initiatives. These investments aim to increase local employability.

The Company also promotes corporate volunteer initiatives and encourages the active participation of its employees in social and environmental initiatives, reinforcing its commitment to sustainable development.

Corporate Volunteering

In April 2025, Ocyan launched the "Energia do Bem" volunteer program, mobilizing employees in clothing and toy drives, as well as charitable and community engagement activities. These initiatives strengthen the Company's ties with the communities where it operates and encourage volunteers to actively contribute to creating a positive social impact.

Results of volunteer activities

129 Volunteer participations

209 Hours of volunteer work

889 People benefited

Energia do Bem brings together initiatives focused on social engagement, youth development, and socio-environmental awareness. In 2025, the platform focused on entrepreneurship education projects, charitable campaigns, and environmental mobilization efforts.

Among the highlights is the partnership with Junior Achievement, which was strengthened throughout the year.

Ocyan employees volunteered in entrepreneurship education programs, sharing knowledge about the job market, careers, and innovation with public school students, particularly in the Rio de Janeiro and Macaé regions. The volunteers' efforts helped broaden the young people's vision of the future and strengthen essential skills for their entry into the job market.

The "Energia do Bem" initiative also included recurring charitable campaigns, such as clothing and toy drives for Children's Day and Christmas, as well as a social and environmental engagement initiative involving bottle cap recycling, with a focus on the circular economy and promoting sustainable practices, which resulted in the exchange of bottle caps for school supplies distributed to surrounding communities.

Bottle Cap Challenge

108 employees participated in the challenge

405 kg of bottle caps collected

Bottle caps donated to partner NGOs and cooperatives

Junior Achievement

(Entrepreneurship Track)

67 hours of volunteer work

22 volunteer participants

266 students from the state school system impacted

Children's Day Campaign

400 toys collected

219 people impacted

20 volunteers

40 volunteer hours

Winter Clothing Drive

600 items of clothing collected

more than **50** families helped

24 volunteers

22 volunteers hours

In addition to educational initiatives, the Company's activities included partnerships focused on environmental responsibility. In collaboration with Oficina Muda, uniform coveralls were repurposed and transformed into eco-bags, promoting circular economy practices and waste reduction. Ocyan also maintained partnerships with local civil society organizations, such as the NGO Providenciando a Favor da Vida in Rio de Janeiro and Pestalozzi in Macaé, through educational initiatives on socio-environmental issues.

All social investments, donations, sponsorships, or institutional support undergo approval processes, as set forth in internal procedures and regulations, aimed at mitigating reputational, financial, occupational, and environmental risks.

Ocyan operates in a structured manner, complying with all environmental and regulatory requirements established by the federal, state, and municipal governments. In 2024, the Company obtained the renewal of its environmental operating license, which is valid through 2029.

Ocyan nas Escolas

The platform brings together educational and training initiatives for children, adolescents, and young people in the communities surrounding its operations, using education as a driver of social transformation.

A key highlight in this area is the **strategic partnership with the Federation of Industries of the State of Rio de Janeiro (Firjan), the Rio de Janeiro State Department of Education (Seeduc), and Tias Denises, a school transportation company**, which enabled the development of programs to train and prepare young people for the job market.

Young people from the surrounding community participated in hands-on learning experiences in 3D modeling and printing at FabLab, Firjan's digital fabrication laboratory, expanding their exposure to technology, innovation, and new career opportunities.

Ocyan joined the **ViraVida Program, developed by Firjan and Sesi, which focuses on vocational training and human development for adolescents and young adults in socially vulnerable situations**. As a result of this partnership, the Company formalized the hiring of two young apprentices, who will begin their work in January 2026, after completing their technical training at Senai throughout 2025.

The Company also participated in PETROBRAS' Autonomia e Renda Program, held in Macaé (RJ), which is carried out in partnership with federal institutes, Firjan, Sesi, and Senai.

The initiative aimed to increase role models and inspire women's participation in the oil and gas sector, reinforcing the commitment to gender equity, inclusion, and career development.

Health and Safety

GRI 3-3 Occupational health, operational safety and asset integrity I 403-1 I 403-2 I 403-8 I 403-9 I EM-SV-320a.2

Health and safety are non-negotiable values that guide decisions at all levels of the Company. In a context of complex operations, industrial environments, and highly critical offshore activities, the management of these issues is directly linked to asset integrity, operational continuity, and, above all, care for people.

Business units have the autonomy to implement their own management systems, aligned with the Company's positioning, strategy, and policies, which cover 100% of employees as well as subcontractors who access Ocyan's facilities.

Ocyan's Occupational Health and Safety Management System is aligned with industry best practices and complies with specific regulations, ensuring that potential risks and threats to employees, the environment, and assets are assessed and mitigated.

In addition, Ocyan continuously invests in training its leadership and employees through initiatives focused on risk awareness, human factors, and golden rules of safety. The Company also implements and reviews procedures aimed at protecting the health and safety of its employees, as well as preserving the environment.

Risks related to occupational health and safety are identified as early as the hiring phase through the Risk Management Program (PGR), which includes specific occupational health examinations conducted under the Occupational Health Medical Monitoring Program (PCMSO). Operational and environmental risks, on the other hand, are assessed through project risk analyses, which enable the anticipation of critical scenarios and the implementation of effective control measures prior to the execution of activities.

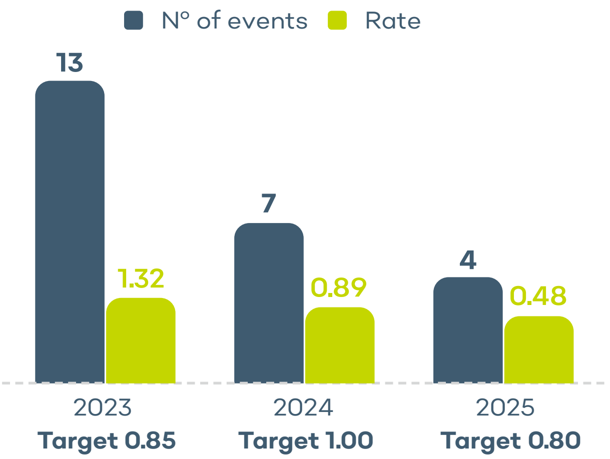
In carrying out its duties, the Board of Directors is regularly briefed on relevant issues related to risk management and the Company's operational integrity. In 2025, all accidents—whether resulting in lost time or not, including those with high potential (near misses)—were reported to the Board of Directors. The accidents were investigated by the appropriate authorities, with a thorough determination of the causes and implementation of corrective actions, in addition to the adoption of preventive measures, ensuring the continuous strengthening of the processes and controls of the operational safety management system. GRI 2-16

In 2025, the Company made progress in consolidating a management model that integrates technical barriers, operational discipline, human factors, and care for physical and mental health.

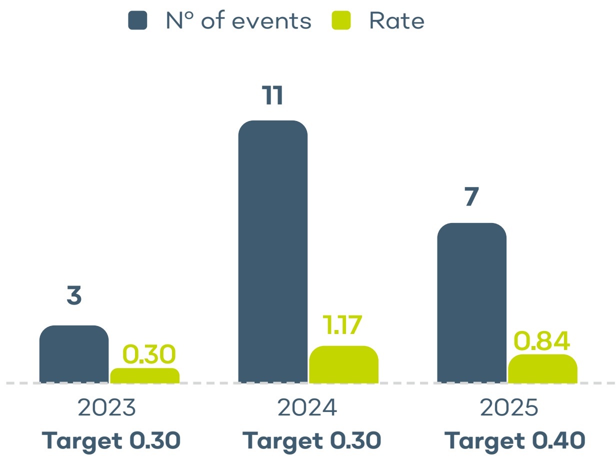
Safety **Indicators**

Ocyan recorded significant results that reinforce the safety culture, accurate risk perception, active listening, and continuous improvement.

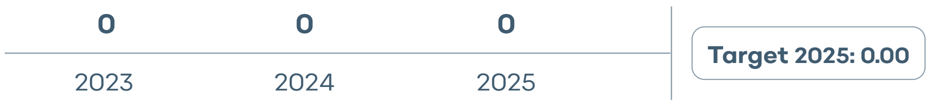
TFIR
(Recordable Incident Frequency Rate)



TIAP
(High-Potential Incident Frequency Rate)



TIER 1
(Process Safety)



In 2025, Ocyan achieved its best-ever performance on the Recordable Incident Frequency Rate (TFIR) indicator, reaching a value of 0.48 and consolidating a consistent track record of improvement across all its operations.

Although the ongoing goal is zero accidents, an analysis of the events that occurred in 2025 reveals a significant shift in the qualitative profile, indicating a reduction in the severity of incidents.

Ocyan applies the lessons learned to its process of continuous improvement in operational safety by implementing effective action plans to mitigate risks and prevent recurrences. These action plans involve updating procedures, improving Personal Protective Equipment (PPE), and training staff, among other specific measures.

Asset integrity management also plays a central role in controlling operational safety indicators. At units with a higher degree of structural wear and tear due to age, interventions were carried out that enabled risks to be managed more efficiently, helping to prevent incidents from occurring. As a result, no new incidents classified as high-potential were recorded.

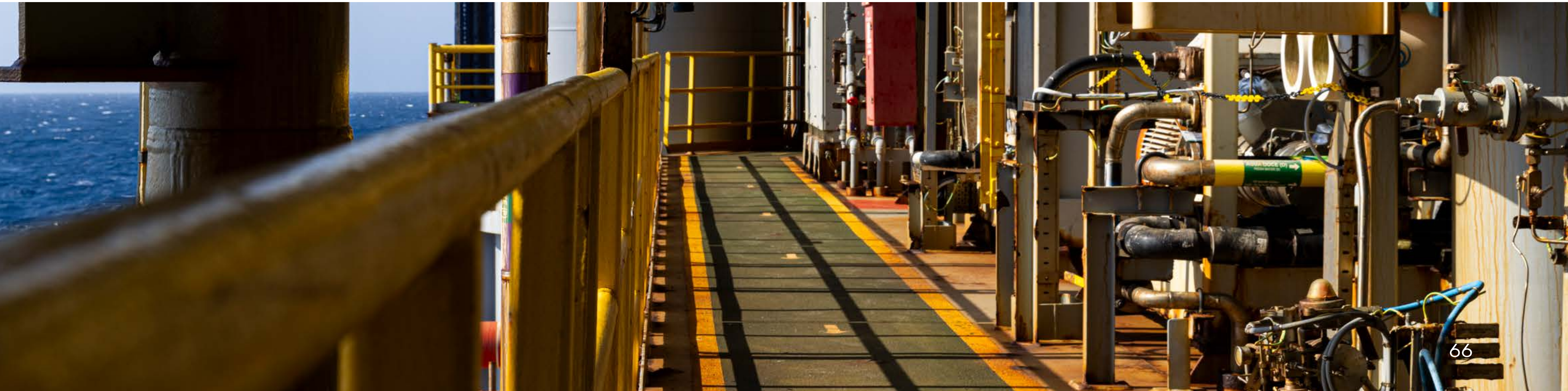
During the year, the Company did not record any events classified as Tier 1 or Tier 2 in process safety, reinforcing the robustness of risk management practices and the effectiveness of preventive barriers.

One of the most significant advances was the strengthening of the human factors approach as a central element of health and safety management, through the creation of a multidisciplinary working group dedicated to this topic. This strategy is in line with the update to NR-1, which now incorporates psychosocial aspects.

Ocyan expanded its efforts, recognizing that human behavior, emotional context, and psychological conditions directly influence risk perception and the safe performance of activities.

The year 2025 was marked by the consolidation of health and safety management, with greater attention paid to human factors in the process.

(See the GRI annex for safety-related indicators)



Training and the use **of Technology**

GRI 403-4 I 403-5

Continuous training remains a pillar of health and safety management. In addition to mandatory training—which is systematically monitored—and events such as the 1st Multidisciplinary Workshop on Occupational Safety and Health (OSH), Ocyan invests in solutions that combine technical knowledge with the use of technologies and innovative approaches, which raise safety standards for activities and reduce exposure to risks.

In this context, pilot projects were carried out using new technologies designed to monitor biological and psychological indicators with a focus on human factors, through user-friendly smart biometric devices to identify signs of fatigue in critical roles.

The active participation of employees—whether Ocyan staff or third-party personnel—in the development, implementation, and evaluation of the Occupational Health and Safety Management System is essential to ensuring a safer environment aligned with operational needs. To this end, Ocyan employs various communication tools and channels to promote engagement and foster a culture of safety.

Employees also contribute to continuous improvement through the Internal Commission for the Prevention of Accidents and Harassment (Cipa), the Daily Safety Dialogues (DDS), and the Observation Cards.

Health, Well-Being **and Prevention**

GRI 403-3 I 403-6 I 403-7

Ocyan maintains a structured Occupational Health Service to ensure the continuous monitoring of occupational exposure and the protection of its employees' health. With its own team of qualified professionals, the Company ensures an integrated and preventive approach.

Ocyan continuously conducts the process of assessing and managing occupational risks, focusing on preventing health problems, complying with legal requirements, monitoring psychosocial factors, and fostering safe and sustainable work environments.

In addition to occupational health management, the Company promotes annual health and wellness campaigns, reinforcing the importance of prevention and self-care.

It also requires contractors to provide workers with adequate occupational health coverage, including the implementation of the PCMSO, the provision of health insurance, and the maintenance of an emergency plan that identifies locations with access to prompt medical care.

Health Campaigns

- White January: promoting psychological well-being
- High Summer Campaign: skin cancer prevention
- Flu Vaccination
- Oral Health
- Blood Donation
- Yellow September: Promoting Mental Health
- Pink October: Breast Cancer Prevention
- Blue November: Prostate Cancer Prevention
- Ocyan Fit: promoting comprehensive health care
- Ergonomics: workplace exercise and distribution of ergonomic items

Environment

GRI 2-25 | 3-3 Climate change | EM-SV-150a.2

Ocyan's operations are centered on responsible asset management, operational integrity, and the mitigation of operational and environmental risks. In highly complex offshore environments, maintaining equipment integrity is essential not only for safety but also for preventing environmental accidents, since operational failures can cause environmental damage, production disruptions, and the activation of contingency systems that rely heavily on fossil fuels–all of which have direct impacts on the environment. In this context, the Company prevents failures and ensures operational reliability through its robust integrated management system. Ocyan's environmental agenda is integrated into its business strategy and guided by principles of prevention, efficiency, and risk management.

In 2025, the Company made progress on projects focused on efficiency, innovation, and continuous improvement, with an emphasis on reducing emissions, the rational use of natural resources, and the prevention of environmental impacts, always in alignment with prioritized material issues and industry best practices.

Based on this scenario, Ocyan updated its Corporate Risk Matrix, which now incorporates ESG aspects–including environmental and climate risks–in a structured manner, thereby enhancing the strategic decision-making process.

The most significant risks with the potential to degrade ecosystems are related to the use of chemicals and the spread of invasive alien species in the offshore environment. To reduce these impacts, the Company implements measures such as continuous environmental monitoring, strict control of effluents and waste, initiatives aimed at energy efficiency, participation in environmental programs and compliance with environmental requirements, and full regulatory compliance with applicable legislation.

Regarding impacts related to chemicals, the Company maintains up-to-date risk assessments and efficiently manages containment barriers to prevent leaks of harmful substances associated with operations.

Governance in this area is integrated into the QSMS Management System, ensuring that related risks are continuously assessed and mitigated.

The assessment of environmental risks and opportunities occurs at two levels:

Corporate: focused on the Company's context, analyzing regulatory trends, market demands, and broad environmental impacts, including climate change and biodiversity.

Business areas: each operating unit conducts specific assessments, identifying environmental risks and opportunities associated with its activities and implementing controls aimed at mitigating impacts.

Ocyan implements preventive and corrective measures to minimize environmental and biodiversity impacts, including:

- Continuous environmental monitoring in onshore and offshore operations
- Management of air emissions and effluents
- Strict control of chemicals and waste
- Water efficiency programs

Ocyan sets corporate-level environmental performance goals, which are monitored by the Executive Board and the Board of Directors. These goals take into account the challenges facing the industry and the need to balance sustainable growth with environmental protection.

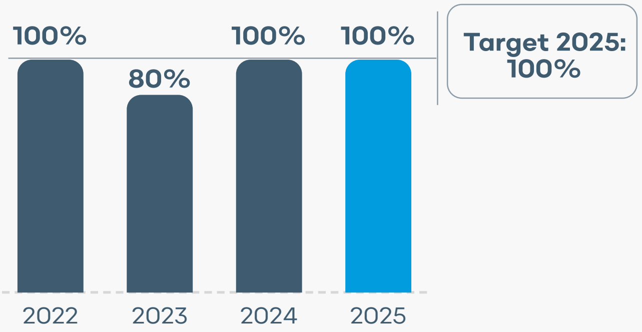
Among the agreed-upon goals, the following stand out:

- Neutralization of greenhouse gas (GHG) emissions
- Operational Emissions Intensity (OEI)
- Waste Recycling Rate (IRR)
- Marine Spill Index (IVM)

ENVIRONMENT

IVM

(Marine Spill Index)

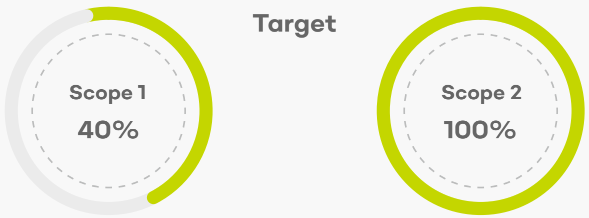


IRR

(Waste Recycling Rate)

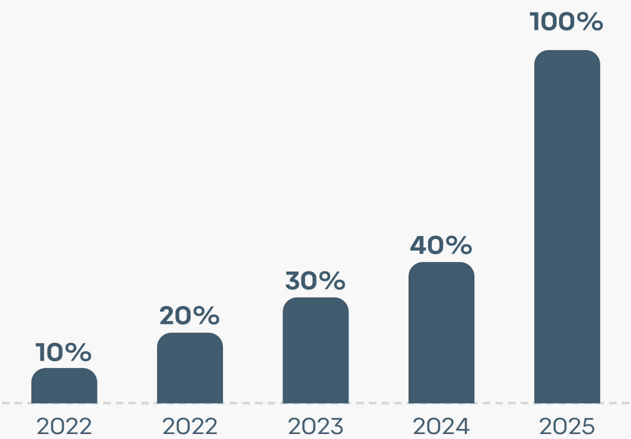
Offsets

Scopes 1 and 2:



* I-RECs and properly retired carbon credits.

Emissions Offset History



IEO

(Operational Emissions Intensity – in $KgCO_2e$/BOE)

Energy **Efficiency**

GRI 3-3 Energy efficiency

Environmental gains were recorded as a result of projects focused on optimized diesel consumption and the co-firing of natural gas.

Ocyan's energy efficiency strategy focuses on initiatives to optimize and modernize the operational performance of its assets and on fostering a culture of sustainability. In 2025, projects related to operational stability were implemented, aimed at optimizing diesel consumption and associated flaring. These initiatives contributed to environmental gains, particularly in the offshore sector.

The Company also made progress on Research, Development & Innovation (RD&I) projects aimed at increasing the efficiency of offshore power generation systems through the H2R project, in partnership with Shell, which tests the potential and use of hydrogen microparticles in diesel combustion engines to reduce fuel consumption and emissions.

Regarding atmospheric emissions, the Operational Emissions Intensity (OEI) is monitored monthly to ensure control of greenhouse gases produced per barrel of oil and gas produced, preventing unnecessary fuel consumption and ensuring low emission levels.

Atmospheric **Emissions**

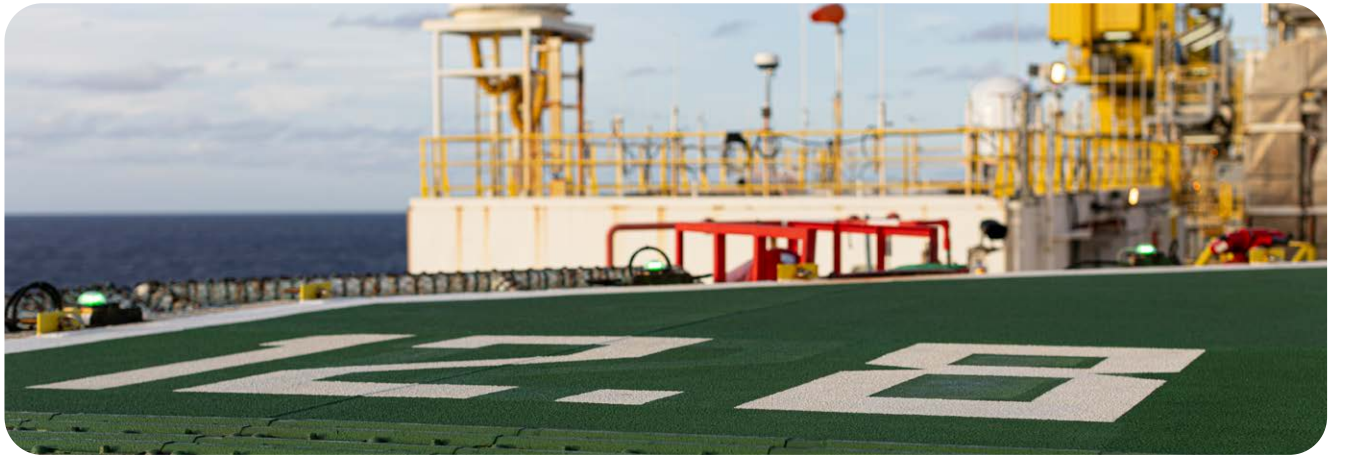
GRI 3-3 Climate change | 305-5 | EM-SV-110a.2

The management of atmospheric emissions is treated as a priority at the Company and includes ambitious targets for offsetting Scope 1 and 2 emissions, based on the GHG Protocol methodology. Through robust management of its inventory, Ocyan remains attentive to market dynamics and the specific characteristics of its operations to identify opportunities to optimize its emissions mitigation and control strategy.

It is worth noting that, historically, Ocyan has adopted rigorous standards in understanding the details of its GHG inventory, at a time when detailed information and knowledge about its operations were scarce. In 2025, the in-depth analysis conducted—particularly regarding the production processes at the MSO facility—demonstrated that Ocyan's actual emissions levels are significantly lower than those estimated under the initial conservative approach. This finding prompted a comprehensive review of the volumes and appropriate emission factors for Scope 1 emissions accounted for in previous years.

Emissions Management | GHG Inventory

GHG Inventory	Base Year 2025 (tCO_2e)
Scope 1	155.9
Scope 2	51.9
Scope 3	455,024.1



GHG Protocol Gold Seal

For the first time in 2025, Ocyan achieved the GHG Protocol Gold Seal, recognizing the transparency and reliability of its process for measuring direct and indirect emissions.

Ocyan manages air pollutant emissions through an integrated approach that includes identifying emission sources, continuous monitoring, and implementing initiatives to control and reduce emissions.

The main sources of air emissions are associated with the burning of fossil fuels in equipment and operational assets, such as vessels and generators, as well as specific industrial processes, which can generate pollutants such as nitrogen oxides (NOx), sulfur oxides (SOx), particulate matter (PM), and volatile organic compounds (VOCs).

Emissions are monitored periodically, in accordance with regulatory requirements and the conditions of applicable environmental permits, including direct measurements, estimates based on recognized emission factors, and tracking of operational indicators. The Company maintains internal controls to ensure compliance with current legislation and conducts regular assessments to identify opportunities for improvement in the management of its greenhouse gas (GHG) emissions inventory.

Scope 1

Under Scope 1, Ocyan has been making steady progress in offsetting emissions, based on a management, control, and monitoring model with growth targets of 10% relative to the Scope 1 inventory measured in the previous year.

By 2026, taking into account methodological refinements to the inventory and the updated emissions level, the Company expects to fully offset its Scope 1 emissions.

For subsequent years, the offsetting strategy will follow a progressive trajectory, aligned with the evolution of the operational profile. Based on this direction, the Company maintains its projection of achieving Scope 1 emissions neutrality between 2031 and 2032, bringing forward the established target of operational neutrality by 2035.

In addition, emissions previously accounted for under Scope 1 included diesel consumption from vessel operations. With the termination of the EPRD contract, this operation is no longer part of the Company's activities, resulting in a structural reduction in emissions.

The cycle of continuous improvement in emissions management, combined with the first external audit of the greenhouse gas inventory, spurred new processes for analyzing and understanding the Company's production methods, particularly those that are intensive in manufacturing materials. In this context, an in-depth assessment of welding activities at the MSO base plant was conducted, focusing on detailing the consumption of welding electrodes and acetylene gas, with the aim of improving the understanding of their use in production processes and their contribution to GHG emissions.

As a result of this analysis, the quantification parameters associated with carbon electrode consumption for the base year 2024 were refined, incorporating more detailed and representative information about the operation. The update led to a revision of the reported emissions, providing greater accuracy to the inventory and strengthening adherence to best practices for emissions accounting and reporting. Thus, the results presented reflect Ocyan's commitment to the continuous improvement of climate management, transparency, and the quality of the information disclosed.

Scope **2**

Under Scope 2, which relates to electricity consumption, Ocyan already operates with 100% emissions offsetting, a status it has consistently maintained in recent years.

Ocyan continues its strategy of purchasing renewable energy certificates (I-RECs), ensuring that its electricity consumption comes from renewable sources, in line with its decarbonization guidelines.

Additionally, operating in the open energy market increases autonomy in selecting suppliers and negotiating contract terms, contributing to greater cost predictability and strengthening energy management.

Scope **3**

Regarding Scope 3, the Company recognizes the significance of emissions associated with the supply chain, logistics, and contractor services. In 2025, Ocyan continued its efforts to develop a strategy for optimizing these emissions, with the aim of enabling future offsetting targets within the supply chain.

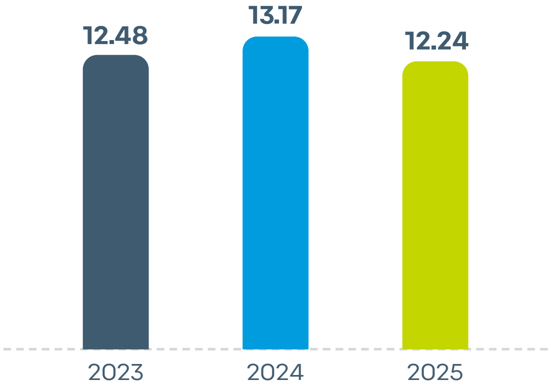
100% neutralization
of Scope 2 emissions for the fifth consecutive year demonstrates Ocyan's commitment to the environment and to combating climate change.

Emissions **intensity**

GRI 305-4

Emissions intensity in 2025 was 12.24 $kgCO_2e/BOE$ (kilograms of CO_2e per barrel of oil equivalent). Ocyan remained within the emissions target–set for that year at 13.75$kgCO_2e/BOE$.

Emissions intensity
($kgCO_2e/BOE$) GRI 305-4



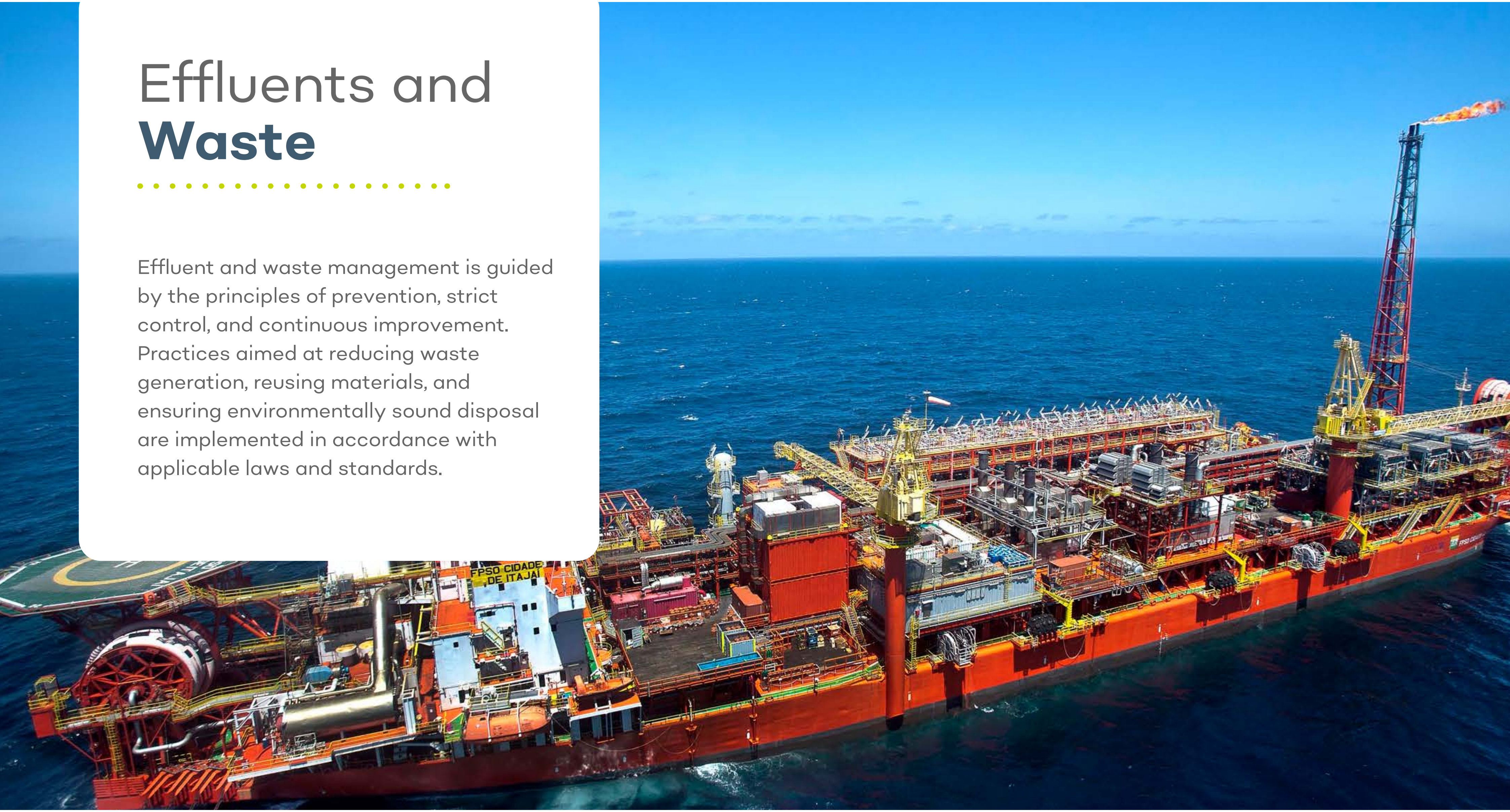
(See the GRI/SASB annex for indicators related to emissions)

Non-GHG atmospheric emissions GRI 305-7

	2025	2024	2023
CO	ND	ND	ND
NOx	4,915.0	7,066.0	779.9
SOx	1,158.0	1,728.8	5.9
Volatile organic compounds (VOCs)	114.3	142.2	8.9
Hazardous atmospheric pollutants (HAP)	ND	ND	ND
Particulate matter (PM)	43.1	61.1	18.2

Effluents and **Waste**

Effluent and waste management is guided by the principles of prevention, strict control, and continuous improvement. Practices aimed at reducing waste generation, reusing materials, and ensuring environmentally sound disposal are implemented in accordance with applicable laws and standards.



Waste **Management**

GRI 3-3 Waste management | 306-1 I 306-2

The Company has strengthened initiatives to reduce, segregate, and control waste, in addition to investing in treatment and monitoring systems for liquid and oily effluents. As a result, it achieved a Waste Reuse Rate of **96.39%.**

Each month, Ocyan tracks waste management results, proposing improvements to management contracts and the adoption of more advanced technologies to optimize processes. It also monitors recycling and landfill disposal rates, seeking alternatives to reduce environmental impacts and enhance the sustainability of operations.

Waste is categorized according to its hazardousness and recycling potential, in accordance with environmental regulations. The Company prioritizes reuse, recycling, and co-processing. The final disposal of waste is carried out by specialized third-party companies licensed by the relevant Environmental Agencies.

To ensure process compliance, Ocyan conducts audits and supplier approvals–only certified and licensed companies are contractors for waste disposal. The waste disposal chain is tracked via the Waste Transport Manifest (MTR), with follow-up reports and monthly monitoring of disposal volumes and disposal routes.

In 2025, an audit of waste management processes was conducted, which identified no nonconformities.

The Company also conducts regular training sessions and awareness campaigns with suppliers and employees to reinforce the importance of reducing waste generation and adopting sustainable practices at all operational stages. These actions aim to ensure that everyone involved in the value chain understands and adopts best practices for a more sustainable and responsible environment.

(See the GRI annex for data on waste disposal and treatment)

Water **Management**

GRI 303-1 | EM-SV-140a.2

Ocyan has a system that assesses environmental aspects and impacts, ensuring that water use is managed efficiently in its operations. Control and mitigation strategies take into account data and information in accordance with legal requirements, customer specifications, and best practices for the conservation of natural resources.

Ocyan sought to increase the water self-sufficiency of its offshore production units by prioritizing the use of desalinated seawater over onshore water supplies. This practice reduces pressure on onshore water resources and is aligned with metrics—tracked in collaboration with customers—that monitor the frequency of requests for external water supplies to the units.

Part of the water used by Ocyan, both for human consumption and industrial use, comes from the ocean. All effluent generated on board the vessels is treated and discharged into the sea, in compliance with the limits set by applicable legislation.

Water supply at the MSO base comes from public and private water utilities.

In addition, the Company has a rainwater storage reservoir for secondary uses, including operational purposes.

In offices, devices with timers on faucets and flow-controlled flushing systems in toilets are used, contributing to the reduction of water waste and the efficient use of natural resources.

Water withdrawal by source (thousand m³) GRI 303-3 | EM-SV-140a.1

	2025	2024	2023
Freshwater withdrawn	0.1	-	-
Seawater abstracted	15,536.1	38,178.3	851.4
Water produced	0.0	1,450.6	1,731.40
Water supplied by third parties (such as distributors)	14.1	111.9	77.4
Total water abstracted	15,550.2	39,740.7	2,660.20

NOTE: No water was abstracted from water-stressed areas, nor is water recycled.

Water discharges by recipient (thousand m³) GRI 303-4

	2025	2024	2023
Water discharged to the sea with STD > 1,000 mg/l	11.4	34,200.7	1,730.5
Water discharged into the sea with STD < 1,000 mg/l	0.0	0.0	692.3
Water discharged to third parties	0.0	5.4	55.0
Total water discharged	11.4	34,206.1	2,477.8

Water consumption (thousand m³) GRI 303-5

	2025	2024	2023
Water consumed	15,538.8	5,534.6	182.4

Effluent **Management**

GRI 3-3 Management of Spills and Marine Contamination | 303-2 | EM-SV-140a.2

With regard to industrial effluents, the Company maintains a mature and well-established environmental management system. The Macaé operational base maintains its active environmental operating license, fully complying with the requirements of applicable legislation.

The offshore units comply with the requirements set forth in industry regulations and the conditions of customers' environmental permits.

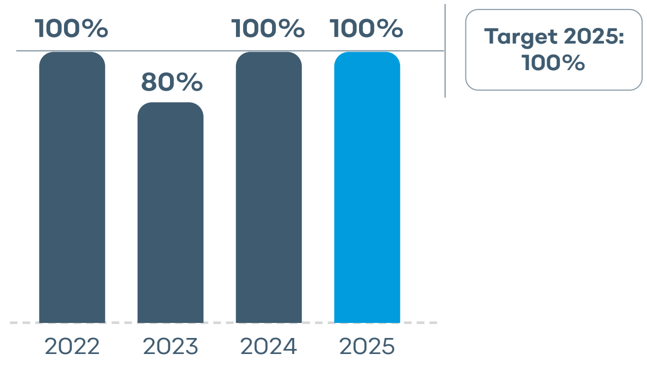
(See the GRI/SASB annex for indicators related to effluents)

In offshore operations, the main discharges into the sea consist of sanitary effluents and oily water, both of which strictly comply with the specifications required by regulations. Both the wastewater treatment plants and the oil-water separators are certified by the International Maritime Organization (IMO), undergo periodic inspections and maintenance, and are equipped with flow meters to record the volume of effluents discharged.

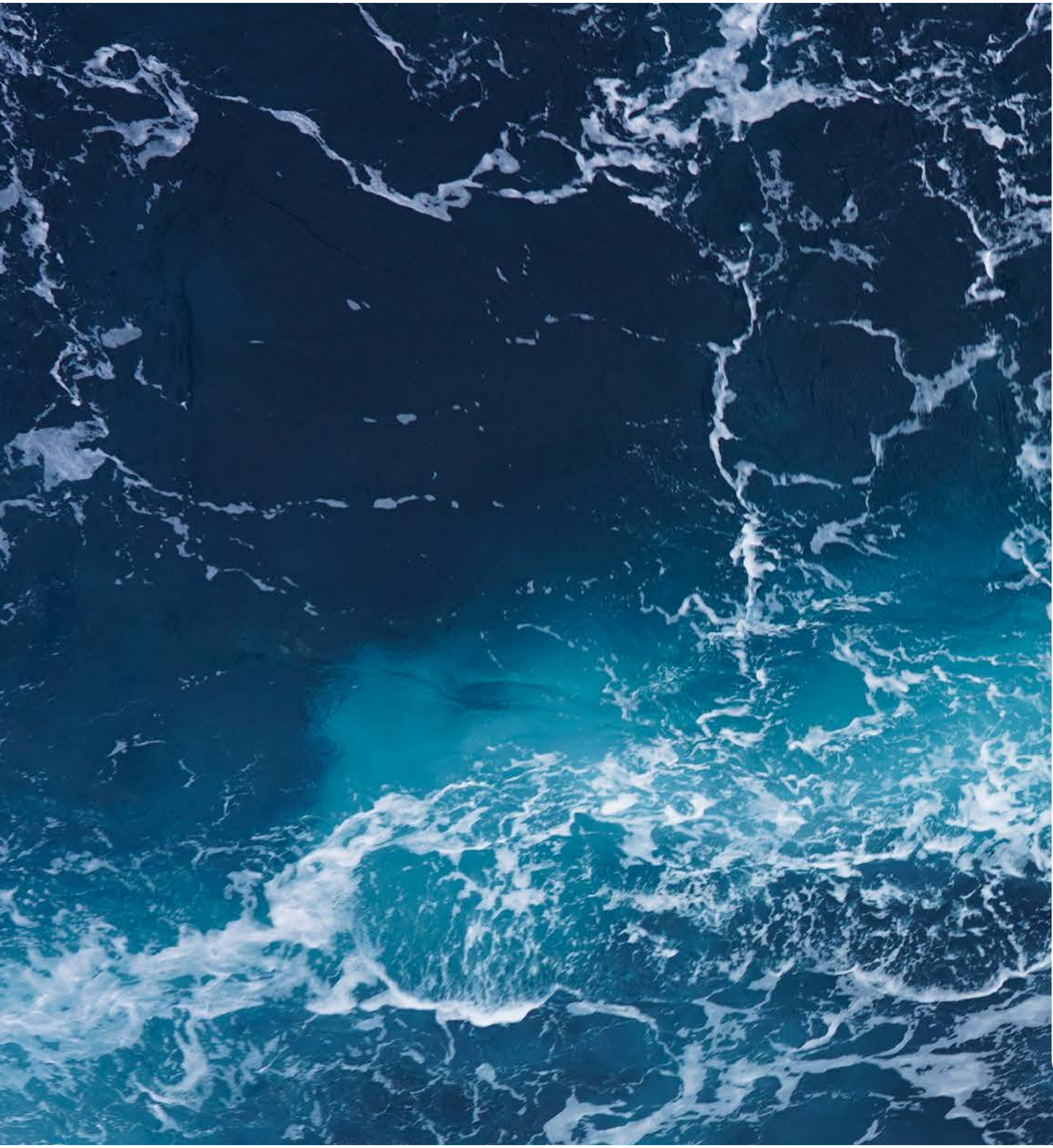
Preventing spills at sea is treated as a central element of environmental management and asset integrity. Thus, the Company is committed to ensuring that no toxic substances are spilled into the sea. Monitoring is conducted monthly in collaboration with the business units. As a result, the Marine Spill Index (IVM) has achieved 100% compliance with the target set for the year 2025.

IVM

(Marine Spill Index)



Also noteworthy is the Company's participation in Petrobras' Mar Azul initiative, which brings together best practices inspired by next-generation FPSOs, with a focus on spill prevention and the protection of the marine environment. These actions contributed to the success of the IVM indicator and to strengthening a culture of environmental prevention in operations.



Biodiversity

GRI 101-2

Ocyan follows guidelines established in alignment with its clients and complies with legal requirements, focusing on the prevention and mitigation of risks and impacts on biodiversity.

Ocyan fully complies with the environmental licensing requirements specific to its clients through its QSMS management system, implementing monitoring measures and actions dedicated to the prevention, mitigation, recovery, or compensation of impacts on biodiversity. This approach covers 100% of operations.

At the MSO onshore operational base, environmental noise is assessed to control external impacts, and the conditions associated with the environmental permit are monitored.

GRI / SASB ANNEXES

PEOPLE AND **SOCIETY**

Workforce breakdown by gender, region, and contract type GRI 2-7

		2025			2024		
		Men	Women	Total	Men	Women	Total
Brazil	Indefinite term	2,366	364	2,730	2,197	390	2,587
	Fixed-term	47	45	92	46	21	67
	Total	2,413	409	2,822	2,243	411	2,654
Austria	Indefinite term	0	2	2	1	2	3
	Fixed-term	0	0	0	0	0	0
	Total	0	2	2	1	2	3
Total	**Indefinite term**	**2,366**	**366**	**2,732**	**2,198**	**392**	**2,590**
	Fixed-term	**47**	**45**	**92**	**46**	**21**	**67**
	Total	**2,413**	**411**	**2,824**	**2,244**	**413**	**2,657**

Workforce by gender, region, and work schedule GRI 2-7

		2025			2024		
		Men	Women	Total	Men	Women	Total
Brazil	Full-time	2,012	335	2,347	2,211	394	2,605
	Part-time	401	74	475	32	17	49
	Total	2,413	409	2,822	2,243	411	2,654
Austria	Full-time	0	2	2	1	2	3
	Part-time	0	0	0	0	0	0
	Total	0	2	2	1	2	3
Total	**Full-time**	**2,012**	**337**	**2,349**	**2,212**	**396**	**2,608**
	Part-time	**401**	**74**	**475**	**32**	**17**	**49**
	Total	**2,413**	**411**	**2,824**	**2,244**	**413**	**2,657**

Workforce by gender and field of activity GRI 2-7

	2025			2024		
	Men	Women	Total	Men	Women	Total
Corporate + Austria	144	123	267	138	134	272
UN Offshore Production	3	2	5	4	3	7
Altera&Ocyan	441	102	543	464	108	572
UN Services and Maintenance (MSO)	1,825	184	2,009	1,638	168	1,806
Total	**2,413**	**411**	**2,824**	**2,244**	**413**	**2,657**

Workforce by gender and field of activity GRI 2-7

	2025			2024		
	Men	Women	Total	Men	Women	Total
Offshore	1,746	48	1,794	1,623	59	1,682
Onshore	667	363	1,030	621	354	975
Total	**2,413**	**411**	**2,824**	**2,244**	**413**	**2,657**

Number of employees on leave at the end of each period GRI 2-7

2025	2024
115	**109**

Note on the tables: All information was obtained from a management report extracted from the database, based on data as of December 31 of each current year. Employees with fixed-term employment contracts include apprentices, part-time employees (six hours per day), and others hired under fixed-term contracts. There are no employees hired without a defined work schedule.

Ratio of women's compensation to men's by job level GRI 405-2

	2025		2024	
	Base salary	Total compensation	Base salary	Total compensation
Management	66.6%	58.7%	82.4%	85.2%
Executives	105.0%	97.8%	108.8%	100.1%
Staff	108.1%	113.0%	96.7%	92.3%
Operations	89.5%	83.5%	108.2%	99.0%

Non-employees GRI 2-8

	2025			2024		
	Men	Women	Total	Men	Women	Total
Interns	22	22	**44**	27	29	**56**
Third Parties	263	79	**342**	215	67	**282**

Note: The data includes interns and third-party contractors. The latter primarily work in concierge, cleaning, security, and IT services—the 21% change from the previous reporting period was due to IT-related demands.

Employees covered by collective bargaining agreements GRI 2-30

	2025	2024
Total number of employees	2,281	3,294
Number of employees covered by collective bargaining agreements or conventions	2,217	3,181
Percentage of employees covered by agreements/ collective bargaining agreements (B/A)	97.2%	96.6%

Note: Statutory employees, apprentices, and expatriate foreign nationals hired by international companies are not covered by collective bargaining agreements.

Training for governance members on anti-corruption policies and practices GRI 205-2

	2025	2024
Total number of governance members	7	7
Number of governance members trained	7	7
Percentage of governance members trained	100.0%	100.0%

Note: All governance members are based in Brazil.

Number of employees trained in anti-corruption policies and practices GRI 205-2

By region	Ocyan	A&O
Brazil	2,119	487
Austria	0	63
Total	**2,119**	**550**
By job level	**Ocyan**	**A&O**
Management	5	0
Executive	125	6
Staff	530	127
Operations	1,459	417
Total	**2,119**	**550**

Note: At Ocyan, 96.4% of all active employees received training, with 100% of onshore employees and 94% of offshore employees participating. At A&O, 92% of offshore employees and 90% of onshore employees received training.

Number of hires and separations GRI 401-1

	2025		2024	
	Hires	Terminations	Hires	Terminations
By gender				
Men	973	808	655	1,226
Women	157	161	110	154
By age group				
Up to 30 years old	421	278	269	312
Ages 31–50	620	601	436	949
51 and older	89	90	60	119
By region				
Brazil	1,129	968	764	1,379
Austria	1	1	1	1
Total	**1,130**	**969**	**765**	**1,380**

Hiring and turnover rates GRI 401-1

	2025		2024	
	% of new hires	% turnover	% of new hires	% turnover
By gender				
Men	40.3%	36.9%	29.2%	41.9%
Women	38.2%	38.7%	26.6%	32.0%
By age group				
Up to 30 years old	58.96%	38.94%	43.39%	50.3%
Ages 31–50	33.71%	32.68%	24.70%	53.8%
51 and older	27.73%	28.04%	22.06%	43.8%
By region				
Brazil	37.7%	36.0%	28.8%	40.4%
Austria	50.0%	50.0%	33.3%	33.3%
Total	**40.0%**	**37.2%**	**28.8%**	**40.4%**

Note on the tables: The rates are calculated by dividing the total number of hires and terminations by the total number of employees. The most significant changes in 2025 resulted from the acquisition of small new contracts in MSO.

Parental leave GRI 401-3

	2025		2024	
	Paternity	Maternity	Paternity	Maternity
Number of employees eligible for leave who took leave	66	14	24	17
Number of employees who returned from leave during the period	65	13	24	13
Number of employees still on leave at the end of the period	1	5	0	4
Number of employees who have not yet completed 12 months since returning from leave	23	2	7	1
Return rate	98.5%	92.9%	100.0%	76.5%

Note: The large-scale hiring for MSO operations may have influenced the amount of paternity leave granted in 2025.

Employee training GRI 404-1

	2025		2024	
	Total training hours	Average per employee	Total training hours	Average per employee
By gender				
Men	42,270	53.94	46,523	11.9
Women	4,329	31.98	4,718	19.8
By job level				
Management	6	6	60	5.5
Executives	70	13	4,619	25.4
Staff	9,263	45.17	3,226	5.0
Operations	37,260	24	43,336	23.8
Total	**46,599**	**29.08**	**51,241**	**19.3**

Note on the tables: All information was obtained from a management report extracted from the database, based on data as of December 31 of each current year. Employees with fixed-term employment contracts include apprentices, part-time employees (six hours per day), and others hired under fixed-term contracts. There are no employees hired without a defined work schedule.

Functional levels by gender GRI 405-1

	2025			2024		
	Men	Women	Total	Men	Women	Total
Management	85.7%	14.3%	7	72.7%	27.3%	11
Executives	69.0%	31.0%	174	70.3%	29.7%	182
Staff	56.7%	43.3%	656	55.9%	44.1%	640
Operations	96.4%	3.6%	1,987	95.9%	4.1%	1,824
Total	**85.4%**	**14.6%**	**2,824**	**84.5%**	**15.5%**	**2,657**

Functional levels by age group GRI 405-1

	2025			2024		
	Up to 30 years of age	Aged 31 to 50	51 years of age and older	Up to 30 years of age	Aged 31 to 50	51 years of age and older
Direction	0.0%	71.4%	**28.6%**	0.0%	72.7%	**27.3%**
Executives	2.3%	79.9%	**17.8%**	1.6%	79.7%	**18.7%**
Staff	42.1%	52.6%	**5.3%**	38.6%	56.6%	**4.8%**
Operations	19.7%	67.7%	**12.6%**	19.5%	68.9%	**11.6%**
Total	**23.8%**	**65.0%**	**11.3%**	**22.8%**	**66.7%**	**10.5%**

Diversity in leadership positions GRI 405-1

	2025	2024
Women	34.0%	32.8%
Black (Black and Brown)	36.6%	34.8%

Composition of the Board of Directors GRI 405-1

	2025	2024
By gender		
Men	6	6
Women	0	0
By age group		
Under 30 years of age	0	0
Between 30 and 50 years old	2	3
Over 50 years old	4	3
Total	**6**	**6**

Occupational safety indicators GRI 403-9 | EM-SV-320a.1 | EM-SV.000.D

	2025			2024		
	Members	**Third Parties**	**Consolidated**	**Members**	**Third Parties**	**Consolidated**
Total man-hours worked	6,998,625	1,304,981	8,303,606	6,636,164	1,240,064	7,876,228
Number of reportable incidents (with and without time-off)	4	0	4	6	1	7
Number of lost-time accidents	3	0	3	3	0	3
Number of accidents with serious consequences (excluding fatalities)	0	0	0	0	0	0
Number of fatal accidents	0	0	0	0	0	0
Number of days lost or deducted	114	0	114	322	0	322
Reportable incident frequency rate	0.57	0.00	0.48	0.90	0.81	0.89
Lost-time injury frequency rate	0.43	0.00	0.36	0.45	0.00	0.38
Incidence rate of accidents with serious consequences	0.00	0.00	0.00	0.00	0.00	0.00
Fatal accident rate	0.00	0.00	0.00	0.00	0.00	0.00
Accident Severity Rate	16.29	0.00	13.73	48.52	0.00	40.88
Number of near misses	53	0	0	139	21	0
Incidence rate of near misses	1.51	0.00	0	4.19	3.39	0
Incidence rate of recordable incidents	0.11	0.00	0	0.18	0.16	0
Incidence rate of fatal accidents	0.00	0.00	0	0.00	0.00	0
Total number of workers[1]	2,824	342	0	2,726	381	0
Hours of training in health, safety, and emergency preparedness	0	0	0	150,458	0	0
Average hours of training in health, safety, and emergency preparedness	0	0	0	55.19	0	0

Note: No vehicle accidents were reported, and there were no short-term employees.

Occupational illness indicators GRI 403-10

	2025			2024		
	Employees	**Third Parties**	**Consolidated**	**Employees**	**Third Parties**	**Consolidated**
Number of cases of occupational diseases	0	0	0	0	0	0
Number of deaths resulting from occupational diseases	0	0	0	0	0	0
Mortality rate due to occupational diseases	0	0	0	0	0	0

Process safety incidents* GRI 11.8.3

	2025	2024
Number of Tier 1 LOPC process safety incidents	0	0
Number of man-hours worked	8,303,606	7,876,228
LOPC Tier 1 event rate	0.000	0.000
Number of Tier 2 LOPC process safety events	0	3
Number of man-hours worked	8,303,606	7,876,228
Tier 2 LOPC event rate	0.000	0.381

*According to parameters established by the International Association of Oil & Gas Producers (IOGP). LOPC (Loss of Primary Containment) process safety events are unplanned or uncontrolled releases of hazardous or toxic materials from an industrial process.

ENVIRONMENT

Waste by disposal method (metric tons) GRI 306-3

	2025			2024			2023		
	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Treatment methods that enable the reintegration of materials into other value chains									
Re-refining	0.0	0.0	**0.0**	0.0	0.0	**0.0**	13.5	0.0	**13.5**
Co-processing	148.1	70.0	**218.2**	72.1	52.9	**125.0**	80.1	37.3	**117.4**
Recycling	11.3	165.6	**176.9**	15.9	143.8	**159.7**	35.5	169.3	**204.8**
Recovery	0.0	74.0	**74.0**	0.0	0.0	**0.0**	0.0	0.0	**0.0**
Refurbishment	0.0	0.0	**0.0**	1.7	0.0	**1.7**	0.0	3.7	**3.7**
Depressurization	0.0	0.0	**0.0**	0.0	0.0	**0.0**	0.0	0.0	**0.0**
Decontamination	1.1	5.3	**6.4**	0.2	0.0	**0.2**	1.2	0.0	**1.2**
Reprocessing	11.6	0.0	**11.6**	0.0	0.0	**0.0**	0.0	2.2	**2.2**
Processing	0.0	0.0	**0.0**	0.0	0.0	**0.0**	0.0	0.0	**0.0**
Composting	0.0	0.0	**0.0**	0.0	4.7	**4.7**	0.0	0.4	**0.4**
Other treatment methods	3.0	13.3	**16.3**	0.0	0.0	**0.0**	14.9	0.1	**15.0**
Subtotal of waste sent for treatment	**175.1**	**328.1**	**503.3**	**89.9**	**201.4**	**291.3**	**145.2**	**213.0**	**358.2**

	2025			2024			2023		
	Hazardous	**Non-hazardous**	**Total**	**Hazardous**	**Non-hazardous**	**Total**	**Hazardous**	**Non-hazardous**	**Total**
Final disposal methods									
Autoclave	0.0	0.0	**0.0**	0.0	0.0	**0.0**	0.2	0.0	**0.2**
Class I Landfill	1.1	0.0	**1.1**	0.2	0.6	**0.8**	3.3	4.7	**8.0**
Class II Landfill	0.0	3.9	**3.9**	0.0	4.1	**4.1**	1.1	34.5	**35.6**
Destruction/detonation	0.0	0.0	**0.0**	0.0	0.0	**0.0**	0.0	0.0	**0.0**
Incineration without energy recovery	0.1	0.0	**0.1**	6.5	2.4	**8.9**	2.3	1.7	**4.0**
Incineration with energy recovery	0.0	0.0	**0.0**	0.0	9.1	**9.1**	1.3	0.0	**1.3**
Other methods of final disposal	0.0	0.0	**0.0**	0.0	0.0	**0.0**	0.0	0.0	**0.0**
Subtotal of waste sent for final disposal	**1.3**	**3.9**	**5.2**	**6.7**	**16.2**	**22.9**	**8.2**	**40.9**	**49.1**
Consolidated									
Total waste generated and disposed of	**176.4**	**332.0**	**508.4**	**96.6**	**217.6**	**314.2**	**153.4**	**253.9**	**407.3**

Waste, by composition, destined for treatment methods GRI 306-4

	2025			2024			2023		
	Hazardous	**Non-hazardous**	**Total**	**Hazardous**	**Non-hazardous**	**Total**	**Hazardous**	**Non-hazardous**	**Total**
Oily sludge	29.1	0.0	**29.1**	0.8	0.0	**0.8**	19.5	0.0	**19.5**
Cartridge	0.1	0.0	**0.1**	0.1	0.0	**0.1**	0.1	0.0	**0.1**
Pharmacist	0.0	0.0	**0.0**	0.0	0.0	**0.0**	0.1	0.0	**0.1**
Infectious	0.3	0.0	**0.3**	0.2	0.0	**0.2**	0.4	0.0	**0.4**
Light bulbs	0.1	0.0	**0.1**	0.3	0.0	**0.3**	3.2	0.0	**3.2**
Aerosol cans	0.0	0.0	**0.0**	0.6	0.0	**0.6**	0.5	0.0	**0.5**
Metal cans	0.0	0.1	**0.1**	0.0	0.0	**0.0**	0.0	0.5	**0.5**
General waste	20.1	73.1	**93.1**	0.0	56.5	**56.5**	0.0	92.0	**92.0**
Wood	1.0	44.1	**45.1**	0.0	29.4	**29.4**	0.0	111.1	**111.1**
Metal	0.0	93.4	**93.4**	0.0	77.6	**77.6**	0.0	352.5	**352.5**
Used oil	0.0	0.0	**0.0**	0.0	0.0	**0.0**	316.2	0.0	**316.2**
Vegetable oil	0.0	0.2	**0.2**	0.0	0.9	**0.9**	0.0	2.1	**2.1**
Organic	0.0	1.7	**1.7**	0.0	4.7	**4.7**	0.0	1.8	**1.8**
Paper/cardboard	6.3	13.5	**19.7**	0.0	10.7	**10.7**	0.0	16.0	**16.0**
Batteries	0.1	0.0	**0.1**	8.6	0.0	**8.6**	6.0	0.0	**6.0**
Plastic	0.0	9.5	**9.5**	0.0	8.4	**8.4**	0.0	10.5	**10.5**
Chemicals	8.9	0.0	**8.9**	18.5	0.0	**18.5**	12.2	0.0	**12.2**
Contaminated waste	80.8	10.3	**91.1**	54.2	0.0	**54.2**	185.3	0.0	**185.3**
Garden waste	0.0	0.0	**0.0**	0.0	0.0	**0.0**	0.0	0.5	**0.5**
Electronic scrap	13.0	0.0	**13.0**	2.4	0.0	**2.4**	0.0	6.2	**6.2**
Drum/cylinder	5.3	0.0	**5.3**	4.3	1.9	**6.2**	3.0	4.0	**7.0**
Tetra Pak	0.0	0.2	**0.2**	0.0	0.0	**0.0**	1.1	2.7	**3.8**
Glass	0.0	0.6	**0.6**	0.0	2.1	**2.1**	0.0	4.8	**4.8**
Other	4.8	81.4	**86.2**	0.0	9.1	**9.1**	0.0	0.7	**0.7**
Total	**169.9**	**328.1**	**498.1**	**90.1**	**201.4**	**291.5**	**547.7**	**605.3**	**1,152.9**

Waste, by composition, destined for final disposal methods GRI 306-5

	2025			2024			2023		
	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Construction debris	0.0	0.0	**0.0**	0.0	1.4	**1.4**	0.0	1.0	**1.0**
Pharmacist	0.0	0.0	**0.0**	0.1	0.0	**0.1**	0.1	0.0	**0.1**
Infectious	0.0	0.0	**0.0**	0.1	0.0	**0.1**	0.2	0.0	**0.2**
Light bulbs	0.0	0.0	**0.0**	0.0	0.0	**0.0**	0.0	0.0	**0.0**
General waste	0.0	3.9	**3.9**	0.0	3.9	**3.9**	0.0	35.5	**35.5**
Wood	0.0	0.0	**0.0**	0.0	9.3	**9.3**	0.8	0.0	**0.8**
Organic	0.0	1.2	**1.2**	0.0	1.2	**1.2**	0.0	1.4	**1.4**
Batteries	0.0	0.0	**0.0**	0.2	0.0	**0.2**	0.5	0.0	**0.5**
Chemicals	0.0	0.0	**0.0**	0.0	0.0	**0.0**	2.3	0.0	**2.3**
Contaminated waste	0.0	0.9	**0.9**	6.3	0.0	**6.3**	3.5	0.0	**3.5**
Electronic waste	0.1	0.0	**0.1**	0.0	0.0	**0.0**	0.0	1.3	**1.3**
Glass	0.0	0.0	**0.0**	0.0	0.1	**0.1**	0.0	0.0	**0.0**
Other	1.1	6.9	**8.0**	0.0	0.3	**0.3**	0.5	1.7	**2.2**
Total	**1.1**	**12.9**	**14.0**	**6.7**	**16.2**	**22.9**	**8.0**	**40.9**	**48.9**

Energy consumption (GJ) GRI 302-1

	2025	2024	2023
Non-renewable fuels	2,328.5	201,894.2	455,590.0
Automotive gasoline (commercial)	350.7	226.3	160.0
Diesel fuel (commercial)	1,819.7	305.0	2,280.0
Marine diesel oil	-	201,362.9	453,150.0
Acetylene	158.0	-	-
Renewable fuels	-	0.0	10,960.0
Anhydrous ethanol	-	0.0	50.0
Biodiesel	-	0.0	10,910.0
Other	-	0.0	0.0
Electricity	4,347.5	3,628.5	3,898.4
Total energy consumed	**6,676.0**	**205,522.7**	**470,448.4**

Note: The significant reduction in marine diesel fuel consumption in 2025 corresponds to the completion of the EPRD project, under which the vessel was supplied with fuel. The approximately 20% increase in electricity consumption is consistent with the expansion of operations at the Macaé base and is in line with the unit's production growth.

Energy consumed outside the Company by activity (GJ) GRI 302-2

	2025
Acetylene	-
Diesel – Brazil	289.24
Gasoline – Brazil	1,861.06
Natural gas – Ocyan/CDI	1,803,852.31
Natural gas – Ocyan/PDL	4,131,430.54
Natural gas – Ocyan/Papa Terra	1,335,401.76
Propane	-
Aviation kerosene	11,988.20
Marine diesel oil (MDO)	5,682,796.12
Lubricant	-
Total	**12,967,619.22**

Note: In 2025, inventory data began to be automated through a structured consolidation system designed to comply with GRI and SASB standards, improving the consistency and presentation of the information.

Fuel consumed EM-SV-110a.1

	2025
Total (GJ)	**15,531,695.58**
Renewable (%)	0.003
On-road equipment and vehicles (%)	0.02
Off-road equipment (%)	99.98

Energy Intensity GRI 302-3

	2025	2024	2023
Numerator (fuel consumption in operations)	143,769,494.1	144,332,902.4	148,516,718.8
Denominator (BOE)	25,037,980.6	23,204,203.8	26,904,875.5
Intensity Index	5.7	6.2	5.5

Emissions Management | GHG Inventory (tCO_2e) GRI 305-1 | 305-2 | 305-3

GHG Inventory	Ano-base 2025	Ano-base 2024
Scope 1		
Gross emissions	155.9	31,695.3
Biogenic emissions	23.7	6.6
Scope 2		
Location Approach	51.9	54.2
Purchase Decision Approach	0.0	0.0
Scope 3		
Gross emissions	455,024.1	1,021,064.4
Biogenic emissions	90.8	98.4

Table note: The methodological review of the inventory resulted in an update to the 2024 Scope 1 emissions, reflecting the refinement of the quantification parameters associated with the welding inputs used in Ocyan's operations.

Environmental and social criteria in supplier monitoring GRI 308-2 | 414-2

	2025	2024	2023
Total number of suppliers contracted during the period	1,000	937	2,136
Number of suppliers evaluated during the provision of services or supply of materials	210	109	124
Number of suppliers identified as having a significant impact	0	23	11
Briefly describe the nature of the identified impacts	Quality Impact, Sustainability Impacts (Safety, Health, Environment), Property Damage / Operational Loss (Cost)		
Percentage of suppliers with an impact for whom an improvement plan was developed	0%	18%	0%
Percentage of suppliers with an impact whose contract was terminated	0%	0%	0%

GRI and SASB **Content Summary**

Statement of Use: Ocyan S.A. has reported the information cited in this GRI content index for the period January 1 through December 31, 2025, in accordance with the GRI Standards.
GRI 1 used: GRI 1: Foundation 2021
Applicable GRI Sector Standard: GRI 11: Oil and Gas Sector 2021

GRI Standard	Disclosure	Location	Omission			Global Compact	SDGs	GRI Sector Standard Reference Number
			Requirements Omitted	Reason	Explanation			
General Disclosures								
GRI 2: General Disclosures 2021	2-1 Organizational details	12-13						
	2-2 Entities included in the organization's sustainability reporting	8						
	2-3 Reporting period, frequency and contact point	8						
	2-4 Restatements of information	None.						
	2-5 External assurance	The document was not subject to external assurance.						
	2-6 Activities, value chain and other business relationships	12-13, 20, 21, 24, 50						
	2-7 Employees	86, 87				6	8, 10	
	2-8 Workers who are not employees	88				6	8, 10	

GRI Standard	Disclosure	Location	Omission			Global Compact	SDGs	GRI Sector Standard Reference Number
			Requirements Omitted	Reason	Explanation			
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	37					5, 16	
	2-10 Nomination and selection of the highest governance body	37					5, 16	
	2-11 Chair of the highest governance body	The Chair of the Board of Directors does not hold any executive positions within the Company.					16	
	2-12 Role of the highest governance body in overseeing the management of impacts	37					16	
	2-13 Delegation of responsibility for managing impacts	37						
	2-14 Role of the highest governance body in sustainability reporting	8, 37						
	2-15 Conflicts of interest	42					16	
	2-16 Communication of critical concerns	42, 64						
	2-17 Collective knowledge of the highest governance body	No such measures were developed in 2025.						
	2-18 Evaluation of the performance of the highest governance body	37						
	2-19 Compensation policies	54						
	2-20 Process for determining compensation	54						

GRI Standard	Disclosure	Location	Omission			Global Compact	SDGs	GRI Sector Standard Reference Number
			Requirements Omitted	Reason	Explanation			
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	54						
	2-22 Statement on sustainable development strategy	3, 5						
	2-23 Policy commitments	48				10	16	
	2-24 Embedding policy commitments	48					16	
	2-25 Processes to remediate negative impacts	35, 42, 50, 69					16	
	2-26 Mechanisms for seeking advice and raising concerns	42				10	16	
	2-27 Compliance with Laws and Regulations	In 2025, no non-compliance with environmental or socioeconomic laws and regulations was identified—that is, cases involving penalties exceeding R$ 500,000 or non-monetary sanctions that result in the interruption of operational activities, or corrective actions whose cost exceeds R$ 500,000.						
	2-28 Membership in associations	15						
	2-29 Approach to stakeholder engagement	11						
	2-30 Collective bargaining agreements	88				3	8	

GRI Standard	Disclosure	Location	Omission			Global Compact	SDGs	GRI Sector Standard Reference Number
			Requirements Omitted	Reason	Explanation			
Material Topics								
GRI 3: Material Topics 2021	3-1 Process for determining material topics	9						
	3-2 List of material topics	9						
Ethics, Integrity and Compliance								
GRI 3: Material Topics 2021	3-3 Management of material topics	36, 42, 45						
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	45, 46				10	16	11.20.2
	205-2 Communication and training regarding anti-corruption policies and procedures	45, 46, 88				10	16	11.20.3
	205-3 Confirmed incidents of corruption and actions taken	No confirmed cases of corruption were identified in 2025.				10	16	11.20.4
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions regarding anti-competitive behavior, antitrust, and monopoly practices	The Company is not involved in any legal proceedings related to anti-competitive practices.						11.19.2

GRI Standard	Disclosure	Location	Omission			Global Compact	SDGs	GRI Sector Standard Reference Number
			Requirements Omitted	Reason	Explanation			
GRI 11 Oil and Gas Sector 2021	11.20.5 Describe the approach to contract transparency		All content	Not applicable	Ocyan provides services to companies that operate oil and gas fields. These clients hold the exploration and production contracts and licenses.			11.20.5
	11.20.6 List the organization's beneficial owners and explain how the organization identifies the beneficial owners of its business partners, including joint ventures and suppliers	41						11.20.6
Energy efficiency								
GRI 3: Material Topics 2021	3-3 Management of material topics	73						
GRI 302: Energy 2016	302-1 Energy consumption within the organization	98				7, 8	7, 8, 12 ,13	11.1.2
	302-2 Energy consumption outside the organization	98				8	7, 8, 12 ,13	
	302-3 Energy intensity	98				8	7, 8, 12 ,13	

GRI Standard	Disclosure	Location	Omission			Global Compact	SDGs	GRI Sector Standard Reference Number
			Requirements Omitted	Reason	Explanation			
Climate Change								
GRI 3: Material Topics 2021	3-3 Management of material topics	69, 74						
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities related to climate change	35				7	13	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	99				7, 8	3, 12, 13, 14, 15	
	305-2 Indirect (Scope 2) GHG emissions	99				7, 8	3, 12, 13, 14, 16	
	305-3 Other indirect (Scope 3) GHG emissions	99				7, 8	3, 12, 13, 14, 15	
	305-4 Greenhouse gas (GHG) emissions intensity	78					13, 14, 15	
	305-5 Reduction of greenhouse gas (GHG) emissions	74					13, 14, 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	34						11.2.4

GRI Standard	Disclosure	Location	Omission			Global Compact	SDGs	GRI Sector Standard Reference Number
			Requirements Omitted	Reason	Explanation			
Management of spills and marine contamination								
GRI 3: Material Topics 2021	3-3 Management of material topics	83						
GRI 101: Biodiversity 2024	101-2 Management of biodiversity impacts	84				8	6, 14, 15	11.4.3
	101-5 Locations with biodiversity impacts		All content	Not applicable	As a service provider to the oil and gas sector, Ocyan does not have units located near areas of biodiversity value	8	6, 14, 15	11.4.5
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	81				8	6, 12	11.6.2
	303-2 Management of water discharge-related impacts	83				8	6	11.6.3
	303-3 Water withdrawal	82				7, 8	6	11.6.4
	303-4 Water discharge	82				7, 8	6	11.6.5
	303-5 Water consumption	82				8	6	11.6.6

GRI Standard	Disclosure	Location	Omission			Global Compact	SDGs	GRI Sector Standard Reference Number
			Requirements Omitted	Reason	Explanation			
Waste management								
GRI 3: Material Topics 2021	3-3 Management of material topics	80						
GRI 305: Emissions 2016	305-7 NOx, SOx, and other significant air emissions	78				7, 8	3, 12, 13, 14, 15	11.3.2
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	80				8	3, 6, 11, 12	11.5.2
	306-2 Waste by type and disposal method	80				8	3, 6, 11, 12	11.5.3
	306-3 Significant spills	94-95				8	3, 11, 12	11.5.4
	306-4 Transport of hazardous waste	96				8	3, 11, 12	11.5.5
	306-5 Water bodies affected by water discharges and/or runoff	97				8	3, 11, 12	11.5.6
GRI 416: Customer Health and Safety 2016	416-1 Assessment of health and safety impacts caused by categories of products and services		All content	Not applicable	Ocyan provides services to oil and gas field operators; its products and services have no impact on the health and safety of end consumers.			11.3.3

GRI Standard	Disclosure	Location	Omission			Global Compact	SDGs	GRI Sector Standard Reference Number
			Requirements Omitted	Reason	Explanation			
Occupational health, operational safety, and asset integrity								
GRI 3: Material Topics 2021	3-3 Management of material topics	63						
	403-1 Occupational health and safety management system	63					8	11.9.2
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	63					8	11.9.3
	403-3 Occupational health services	68					8	11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	67					8	11.9.5
	403-5 Worker training on occupational health and safety	67					8	11.9.6
	403-6 Promotion of worker health	68						11.9.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	68						11.9.8
	403-8 Workers covered by an occupational health and safety management system	63						11.9.9
	403-9 Work-related injuries	63, 92					3, 8, 16	11.9.10
	403-10 Work-related ill health	93					3, 8, 16	11.9.11

GRI Standard	Disclosure	Location	Omission			Global Compact	SDGs	GRI Sector Standard Reference Number
			Requirements Omitted	Reason	Explanation			
GRI 11: Oil and Gas Sector 2021	11.8.3 Total number of Level 1 and Level 2 process safety incidents, and break down this total by business activity	93					4, 5, 8 e 10	11.8.3
	11.8.4 Additional disclosures for organizations with oil sands mining operations: tailings facilities; measures taken to manage the impacts of tailings facilities		All content	Not applicable	Ocyan does not engage in oil sands mining activities.	6	8	11.8.4
Professional development								
GRI 3: Material Topics 2021	3-3 Management of material topics	56						
GRI 401: Employment 2016	401-1 New hires and employee turnover	89				6	5, 8, 10	11.10.2
	401-2 Benefits offered to full-time employees that are not offered to temporary or part-time employees	54, 55					3, 5, 8	11.10.3
	401-3 Maternity/paternity leave	90				6	5, 8	11.10.4, 11.11.3

GRI Standard	Disclosure	Location	Omission			Global Compact	SDGs	GRI Sector Standard Reference Number
			Requirements Omitted	Reason	Explanation			
GRI 402: Labor-Management Relations 2016	402-1 Minimum Notice Period for Operational Changes	There are no provisions in any collective bargaining agreement or convention regarding a minimum notice period for significant operational changes. All significant operational changes are communicated to all employees in advance of any external communication.				3	8	11.10.5
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	89				6	4, 5, 8, 10	11.10.6, 11.11.4
	404-2 Programs for upgrading employee skills and transition assistance programs	56					8	11.10.7
Promotion of ESG issues in the value chain								
GRI 3: Material Topics 2021	3-3 Management of material topics	50						
GRI 204: Procurement Practices 2016	204-1 Proportion of spending with local suppliers	50					8	

GRI Standard	Disclosure	Location	Omission			Global Compact	SDGs	GRI Sector Standard Reference Number
			Requirements Omitted	Reason	Explanation			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers screened using environmental criteria	50				8		
	308-2 Negative environmental impacts in the supply chain and actions taken	99				8		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	90, 91				6	5, 8	11.11.5
	405-2 Ratio of base salary and compensation for women to men	88				6	5, 8, 10	11.11.6
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Three complaints of discrimination were identified at Ocyan: one was closed as unfounded, and two were under review at year-end. Training sessions and communications on specific topics were implemented as corrective measures. At Altera&Ocyan, two complaints were identified and closed as outside the scope, as they did not address issues related to the topic and did not provide sufficient grounds for an internal investigation.				6	5, 8	11.11.7

GRI Standard	Disclosure	Location	Omission			Global Compact	SDGs	GRI Sector Standard Reference Number
			Requirements Omitted	Reason	Explanation			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	Based on its monitoring practices, Ocyan assumes that there is no significant risk of violations of fundamental labor rights in its supply chain.				3	8	11.13.2
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor					5	8, 16	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor					4	8	11.12.2
GRI 413: Local Communities 2016	413-1 Operations involving engagement with local communities, impact assessments, and development programs	59				1		11.15.2
	413-2 Operations with significant actual and potential negative impacts on local communities	59				1	1, 2	11.15.3
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	50				2	5, 8, 16	11.10.8
	414-2 Negative social impacts in the supply chain and actions taken	99				2	5, 8, 16	11.12.3
GRI 11: Oil and Gas Sector 2021	11.15.4 Report the number and type of complaints from local communities identified	No complaints were received in 2025.						

GRI Standard	Disclosure	Location	Omission			Global Compact	SDGs	GRI Sector Standard Reference Number
			Requirements Omitted	Reason	Explanation			
GRI 11 | Oil and Gas Sector 2021								
11.7 | Closure and Rehabilitation	Because it provides services to exploration and production operators, Ocyan has no influence over the planning of site closure and rehabilitation. Although this topic encompasses impacts associated with Ocyan's value chain, the significance of these impacts to the Company's business model is considered low, especially compared to other topics.							
11.14 | Economic Impacts	Ocyan provides services to exploration and production operators and operates on a relatively small scale compared to the industry. Thus, although it generates local economic impacts through the hiring of employees and suppliers, it is not characterized by the main impacts of this topic, particularly the economic dependence of regions and countries on its operations. Consequently, this topic is considered to be of low significance and non-material.							
11.16 | Land and Resource Rights	Because it provides services to exploration and production operators, primarily offshore, Ocyan does not require infrastructure that restricts access to significant areas or necessitates the resettlement of populations. The Company is associated with a potential impact of this nature on the part of its clients; however, these clients must comply with the environmental licensing criteria set forth in Brazilian law, which include public hearings with communities and advance planning, with appropriate compensation, for any potential relocations. Therefore, this issue is not considered material.							
11.17 | Rights of Indigenous Peoples	Indigenous peoples' rights are not a material issue for Ocyan, since the Company operates primarily in offshore activities providing specific services to field operators (drilling, completion, FPSO leasing, maintenance, and services). Through its customer chain, the Company is linked to a potential impact on indigenous communities, but the significance of this topic is considered low and immaterial.							
11.18 | Conflict and security	Conflict and security are not material issues for Ocyan, since the Company operates primarily in offshore activities providing specific services to field operators (drilling, completion, FPSO leasing, maintenance, and other services) and, as such, does not require the hiring of security forces to protect its assets or personnel. The Company is linked, through its customer chain, to a potential impact of this type, but the significance of the issue is considered low and immaterial.							
11.21 | Payments to governments	Because it provides services to exploration and production operators, Ocyan is not subject to the specific taxes applicable to exploration and production companies. The impact on tax revenue and payments to the government is therefore no different from that of other sectors of the economy. Consequently, this issue is not considered material.							
11.22 | Public policy	Given Ocyan's size and nature of business, the Company does not contribute significantly to the discussion of key public policies in the oil and gas industry (such as issues related to energy transition, royalties, etc.). There is a potential impact from Ocyan's customers on this topic, but the significance of the topic is considered low and immaterial.							

SASB Content **Summary**

Oil and Gas – Services | Version 2023-12

Topic	Code	Metrics Requested by SASB	Page or Response
Emissions Reduction and Fuel Management Services	EM-SV-110a.1	*Total fuel consumed, percentage that is renewable, percentage used in: (1) on-road equipment and vehicles, and (2) off-road equipment*	98
	EM-SV-110a.2	Discussion of strategies or plans to address risks, opportunities, and impacts related to air emissions	74
	EM-SV-110a.3	Percentage of engines in service that meet the highest emission standards for non-road diesel engines	Not applicable, as Ocyan is not subject to the U.S. Environmental Protection Agency (EPA) standards for non-road diesel engines.
Water Management Services	EM-SV-140a.1	(1) Total volume of freshwater handled in operations, (2) percentage recycled	82
	EM-SV-140a.2	Discussion of strategies or plans to address risks, opportunities, and impacts related to water consumption and disposal	81, 83
Chemicals Management	EM-SV-150a.1	(1) Volume of hydraulic fracturing fluid used, (2) percentage of hazardous fluid	Not applicable, as Ocyan does not engage in hydraulic fracturing activities.
	EM-SV-150a.2	Discussion of strategies or plans to address risks, opportunities, and impacts related to chemicals	46, 69

Topic	Code	Metrics Requested by SASB	Page or Response
Management of ecological impacts	EM-SV-160a.1	Average land area disturbed by (1) oil well sites and (2) gas well sites	Not applicable, as Ocyan does not drill onshore wells.
	EM-SV-160a.2	Discussion of strategy or plan to address risks and opportunities related to the ecological impacts of core activities	46
Workforce health and safety	EM-SV-320a.1	(1) Total Recordable Incident Rate (TRIR), (2) fatality rate, (3) near-miss frequency rate (NMFR), (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contractors, and (c) short-term employees	92
	EM-SV-320a.2	Description of the management systems used to foster a culture	63
	EM-SV-320a.3	Number of road accidents and incidents	There were no traffic accidents involving employees during work hours or involving Company vehicles.
Business ethics and transparency in payments	EM-SV-510a.1	Amount of net revenue in the countries with the 20 lowest rankings on Transparency International's Corruption Perceptions Index	Not applicable, as Ocyan does not operate in the countries ranked in the bottom 20 of Transparency International's Corruption Perceptions Index.
	EM-SV-510a.2	Description of the management system for preventing corruption and bribery throughout the value chain	45
Management of the legal and regulatory environment	EM-SV-530a.1	Discussion of corporate positions regarding government regulations or policy proposals addressing environmental and social factors affecting the industry	15
Management of Critical Incident Risk	EM-SV-540a.1	Description of management systems used to identify and mitigate catastrophic and ultimate risks	46

Topic	Code	Metrics Requested by SASB	Page or Response
Activity Metrics	EM-SV-000.A	Number of active platform sites	There are no active platforms.
	EM-SV-000.B	Number of active well sites	There are no active wells.
	EM-SV-000.C	Total amount of drilling performed	Currently, this indicator does not apply to Ocyan's business areas.
	EM-SV-000.D	Total number of hours worked	92

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