



HEAVY FABRICATION LIGHT FOOTPRINTS

APT Global Marine and Offshore Engineering

**Environment, Social and Governance (ESG)
2024 Report**





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Message from our CEO

At APT Global Marine, we have always believed that the strength of our engineering is matched only by the strength of our responsibility: to our people, to our customers, to our partners, to the communities we operate within and to the planet.

As a leader in marine heavy engineering and fabrication, our projects span deep oceans and distant frontiers. We build large, complex structures that can perform in harsh environments to serve vital global industries, from offshore energy platforms to advanced marine transport systems. Yet even as we shape steel and harness technology, we recognize a larger imperative: to do our part in shaping a sustainable future.

This ESG report reflects not just our performance, but our progress toward safer workplaces, cleaner operations, and more ethical value chains. In 2024, we took bold steps forward. We continued transitioning facility power to low-carbon sources, enhanced our air-quality controls in paint and blasting operations, and improved the traceability of materials and emissions across our supply chain. Our investments in solar energy for office operations, our adoption of carbon tracking systems, and our commitment to third-party audits all point to a single goal: transparency with impact.

We also know that environmental goals mean little without equal focus on the social and governance dimensions of our work. This year, we strengthened our ethics training, reinforced our zero-tolerance policy on discrimination and harassment, and committed to fair labor practices across all our sites, both directly and through our vendors. We're also proud to have improved our safety performance through more rigorous training and hazard prevention systems.

The path ahead will not be without challenges. Decarbonizing heavy industry is complex. But we view complexity not as an excuse, but as a call to action. We are investing in innovation, partnerships, and most importantly, our people to ensure that as we build the future of marine infrastructure, we will do so with integrity and foresight.

To our employees, clients, and partners, thank you for walking this journey with us. Together, we will continue to build responsibly, offshore and onshore!

Anil Abraham
Chief Executive Officer, APT Global Marine



Message from our COO

Sustainability, a word, a way of thinking, acting, living, looking ahead, driven by one of our main customers at the Van Oord sustainability program initiative, APT has been selected as one of the "preferred" customers in 2020. With regard to sustainable management, this achievement triggered awareness even more as to what direction the global community has to evolve to achieve the goals for a better circular economy and to reduce the carbon footprint in our day-to-day fabrication and industrial processes.

APT has been a frontrunner in the past years, especially within the region, as we have qualified the RMC yard as the one and only "green" ship recycling yard in the region, in reference to the Hong Kong and Basel conventions and in line with the EU directive. Now the next step in the process is that the UAE must ratify the EU treaty.

Over the past years we have focused on the ESG, CDP, Ecovadis reporting format. In liaison with all our customers and engineering department, we have established a format well advanced, in line with the EU directive and again well ahead of our fellow competitors.

In the coming years we are aiming to intensify this "way" of working by reducing our freshwater footprint, implementing compensating measures linked to social governance, with a focus to connect and educate, stimulate awareness in the lesser societies, most often allocated in the upcoming economies.

At the same time, "we have no time to waste" and we should focus even more on how we can distribute this message, to underwrite and improve even further this way of sustainable fabrication, for tomorrow and the many years to come.

Robby Van den Branden
Chief Operating Officer, APT Global Marine



Our Story

APT Global Marine is a leading player in Renewables, Ship Building & Repair, Dredging, Offshore, Oil & Gas, and Green Ship Recycling sectors. Founded in 2003 in the United Arab Emirates by entrepreneurs with offshore engineering and ship repair backgrounds, APT's establishment coincided with Dubai's infrastructure boom, creating significant opportunities in offshore engineering, oil and gas, and dredging sectors.

Growth and Expansion Journey - APT's transformation closely followed Dubai's economic growth of 10-15% during the golden years of 2003-2010. From modest beginnings with 4 employees and \$0.5 million revenue in 2003, the company achieved remarkable growth, reaching 50 employees by 2004, \$3.5 million revenue and 320 employees by 2008. Strategic expansion included establishing facilities in Al Quoz Dubai (2005), Qatar operations (2006), India operations (2010), and achieving a major market breakthrough by building the first dredging vessel fully built in the Middle East (2010-2011).

The company continued expanding capabilities with state-of-the-art CNC machines at Dubai Investment Park (2011), capitalizing on oil and gas offshore projects (2013-2014), and adapting to market changes including the 2015 oil shock by pivoting to infrastructure and fabrication. International expansion accelerated with exports to Europe (2016), Netherlands operations (2016), offshore wind energy vertical addition (2018), ship recycling operations (2020), Belgium operations (2022), and Taiwan operations (2024).

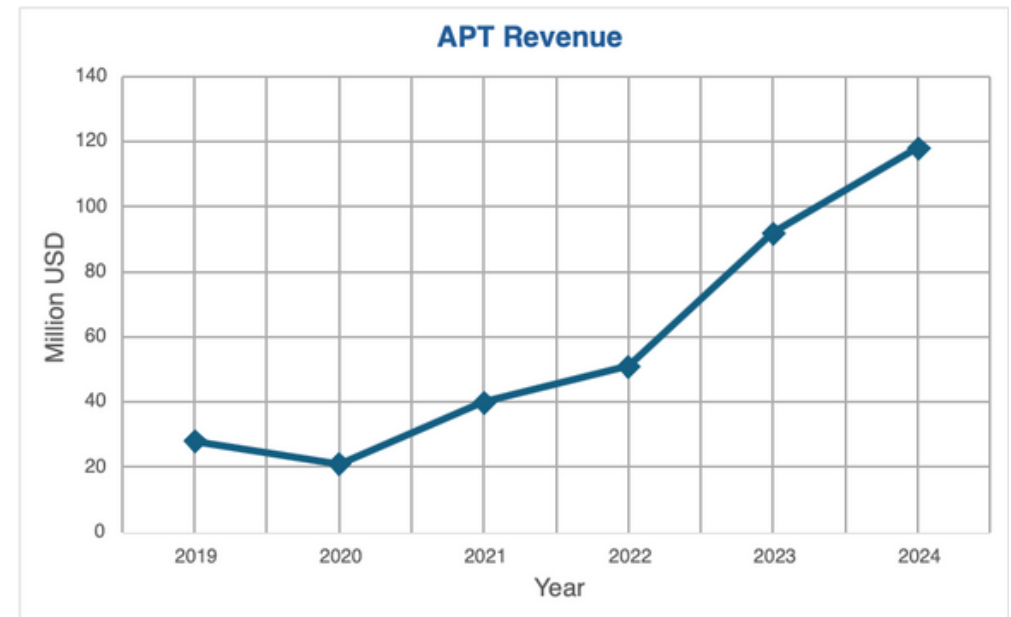
Business Resilience and COVID Response - During the COVID-19 pandemic, APT demonstrated organizational cohesion by engaging directly with every employee to address the challenges that employees faced personally and professionally, as well as threats to organizational stability due to the economic downturn. The company provided job assurance to the entire workforce and organized a voluntary salary reduction program where employees contributed by volunteering 15-50% salary cuts to keep the company secure in the face of a generational global crisis. When business recovered by end-2020, all employee contributions were fully repaid by APT, proudly demonstrating the employees of APT's commitment towards shared responsibility and recovery.



Recent Performance - In recent years, APT has achieved substantial growth, with revenue increasing from \$28 million (2019) to \$118 million (2024), despite a COVID dip to \$21 million in 2020. Headcount expanded from 380 employees (2019) to 1,670 employees (2024). By 2024, offshore wind energy represents above 50% of total revenue, reflecting APT's successful transformation toward renewable energy leadership.

Global Operations and Key Partnerships - APT operates from UAE corporate headquarters with three engineering facilities at Dubai Investment Park, Dubai Maritime City, and Ras Al Khaimah Maritime City, plus international operations in India, Qatar, Netherlands, Belgium, and Taiwan. Key customers including Van Oord, Boskalis, DEME, Jan De Nul (JDN), and NMDC provide approximately 60% of revenue, alongside UAE local clients including DEWA, ENOC, Dubai Municipality, and Steven Rock in Ras Al Khaimah.

Philosophy and Values - APT's corporate philosophy centers on close customer alignment from project inception, clear communication, expectation management, and achieving 100% customer satisfaction regardless of client or order size. The company considers its strength to be the combination of customers and employees. As APT evolved, quality and safety became paramount across all operations, since this was a field traditionally associated with higher risks, with extensive health and safety departments developed to address these industry-specific challenges. Strategic diversification across multiple verticals mitigates market risks from global, geographical, and geopolitical trends while positioning APT for sustainable growth in the renewable energy transition.



Business Model & Value Chain

APT Global Marine operates a fully integrated marine services model that combines engineering excellence with comprehensive end-to-end fabrication, maintenance, and mobilization support. Our diversified business model positions us as a strategic partner across multiple marine and industrial sectors, while our commitment to sustainability integration ensures that environmental and social considerations are embedded throughout our value chain operations.

Integrated Marine Services Platform - Our business model encompasses the complete project lifecycle from initial engineering and design through procurement, fabrication, installation, and ongoing maintenance support. This integrated approach enables us to deliver comprehensive solutions while maintaining quality control, cost efficiency, and environmental standards across all project phases. Our end-to-end capabilities support both traditional marine infrastructure and emerging green energy sectors.

Global Facilities Network - APT operates strategically located facilities for shipbuilding, vessel repair, and dry-docking across the UAE, Qatar, and India, providing regional coverage and operational flexibility. These facilities support our ship recycling operations and enable us to serve international markets while maintaining proximity to key shipping routes and energy infrastructure developments. Our facility network supports both mainstream marine services and renewable energy fabrication requirements.

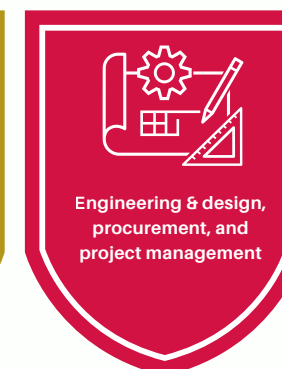
Green Technology Leadership - Our business model increasingly focuses on green initiatives that support the global energy transition. This includes comprehensive support for offshore wind infrastructure development, innovative green ship recycling operations that eliminate beach-based dismantling, and development of hydrogen-based power systems for sustainable marine operations. These green technology capabilities position APT at the forefront of sustainable marine engineering and support our net zero 2050 commitment.

Technical Services Excellence - We provide comprehensive on-site technical services including precision machining, advanced piping systems, specialized blasting and coating applications, and mechanical, electrical, and HVAC works. These capabilities enable us to support complex marine and industrial projects while maintaining the highest standards of quality, safety, and environmental compliance across all technical operations.

Heavy Fabrication Capabilities - APT specializes in heavy structural fabrication with capabilities extending to 1,000+ ton units, serving the dredging, offshore, oil and gas, and wind energy sectors. Our fabrication expertise enables us to manufacture critical infrastructure components for offshore wind farms, including the 4,800 tons of components delivered during the reporting period, while our advanced manufacturing processes support both traditional and renewable energy applications.

Engineering and Project Management - Our comprehensive engineering and design capabilities, combined with strategic procurement and project management expertise, enable us to deliver complex marine infrastructure projects from concept to completion. This integrated approach supports our sustainability objectives by ensuring that environmental considerations, energy efficiency, and circular economy principles are incorporated into project design and execution from the earliest planning stages.

Through this diversified and integrated business model, APT creates value for stakeholders while advancing sustainable development objectives across the marine and energy sectors. Our value chain approach ensures that ESG considerations are embedded throughout our operations, from sustainable sourcing and energy-efficient manufacturing to responsible project delivery and end-of-life asset management.



Our Vision, Mission & Values

VISION



To be a globally respected organization that delivers the best products and services in the marine, offshore and renewables sector.

MISSION



To achieve our objectives of growth with honesty and fairness towards our clients, happiness of our employees, trust of our vendors and the goodwill of the communities we work with.

VALUES



To make a difference in the world of marine engineering while striving to make an environmentally sound future

Our Global Footprint



United Arab Emirates

Dubai Investment Park HQ & Yard:

- Machine shop, Fabrication yard, Workshop for Mechanical/ Electrical/ AC & refrigeration, Engineering office

Dubai Maritime City shipyard:

- Dry docking and New builds

RAK Maritime City offshore yard:

- Heavy fabrication facility with load out



Qatar

Birkat Al Awamer:

- Heavy fabrication & blasting/coating facilities



India

Cuddalore and Kochi

- Fabrication, machining capabilities, ship design, Naval Architecture Structural Engineering, 3D modelling and production drawings.



Belgium

Antwerp:

- Engineering, design, and procurement hubs



The Netherlands

Haarlem:

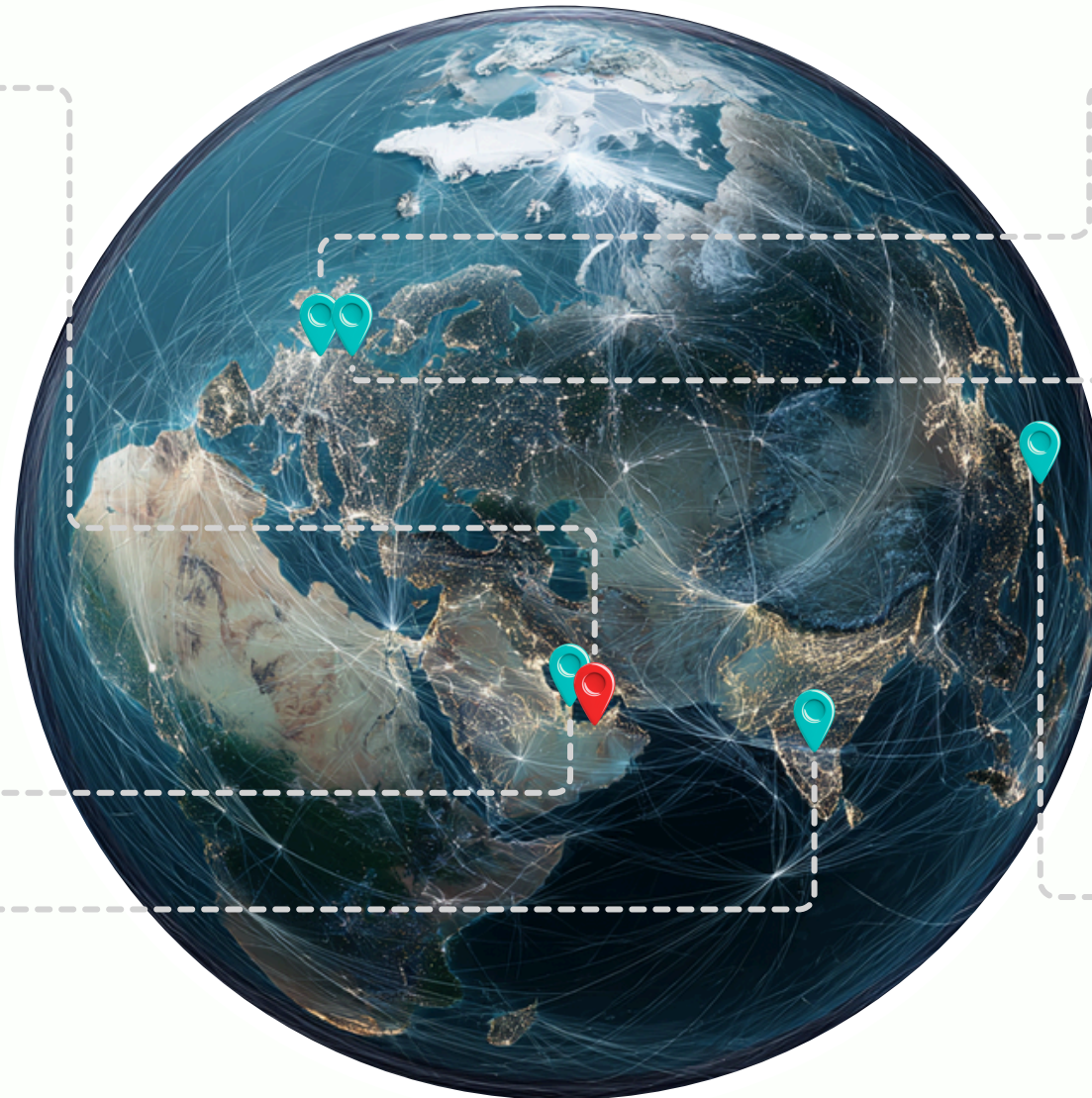
- Engineering, design, and procurement hubs



Taiwan

Kaohsiung City:

- Offshore wind support in Asia-Pacific region



Certifications and Standards Excellence

APT Global Marine's commitment to excellence is demonstrated through our comprehensive portfolio of internationally recognized certifications, with **Det Norske Veritas (DNV)** serving as the external auditor for all ISO certifications. These certifications provide third-party validation of our management systems, operational practices, and sustainability performance.

ISO 9001:2008: Quality Management Systems - Demonstrates systematic quality management across fabrication processes, project delivery, and customer service, ensuring international quality benchmarks for offshore infrastructure projects.

ISO 14001:2015: Environmental Management Systems - Validates our comprehensive Environmental Management System (EMS) and systematic approach to environmental stewardship, supporting our net zero 2050 commitment and ensuring environmental considerations are integrated into all business decisions.

ISO 45001:2018: Occupational Health and Safety Management Systems - Certifies our systematic approach to health and safety risk management, validating comprehensive safety training programs and ensuring workforce protection standards meet international best practices.

EN 1090-1:2009 + A1:2011: Execution of Steel and Aluminium Structures - European standard certification for structural steelwork execution, validating our fabrication capabilities for complex steel and aluminium structures in marine and offshore environments.

ISO 3834-2:2005: Quality Requirements for Fusion Welding - Certifies quality requirements for fusion welding of metallic materials, ensuring our welding operations meet international standards for precision and reliability in marine and offshore applications.

DNV Welding Workshop Approval Certificate - Det Norske Veritas certification confirming our welding workshop meets stringent marine industry standards for quality, safety, and technical competence in specialized marine welding operations.

CDP Disclosure: Climate Change Transparency - Demonstrates transparency in climate-related risk management and environmental performance reporting, supporting our science-based targets and net zero ambitions.

EcoVadis: Sustainability Performance Assessment - Provides comprehensive sustainability evaluation across environmental, social, governance, and ethical dimensions, with baseline score of 49/100 serving as our benchmark for continuous improvement.

WindEurope Membership - Active membership in WindEurope, the leading association promoting wind energy across Europe, demonstrating APT's commitment to advancing renewable energy development and staying at the forefront of offshore wind industry best practices and innovation.

These certifications collectively demonstrate APT's commitment to systematic management excellence, stakeholder transparency, and continuous improvement across all ESG dimensions. They provide the foundation for our sustainability strategy and ensure that our ESG commitments are supported by internationally recognized frameworks and third-party validation processes.



ISO 9001:2008



ISO 14001:2015



ISO 45001:2018



EN 1090-1:2009 + A1:2011



ISO 3834-2:2005



DNV WELDING WORKSHOP
APPROVAL CERTIFICATE



CDP DISCLOSURES



ECOVADIS RATING



WIND EUROPE

Strong Foundations, Stronger Communities

OUR 2024 ESG HIGHLIGHTS



Business Growth

Environment

50+% 

By 2024 Renewables line of business (Offshore wind) has reached above 50% of APT Marine Global's revenue

2050 

Net Zero by 2050 commitment established with science-based targets and emissions reduction roadmap

2596 tons 

BOREAS, Coastal Virginia & Le Tréport: major offshore wind farm projects completed with 2,500+ tons of critical infrastructure

4278 tons 

Green Ship Recycling Division established with specialized dry-dock facilities and toxic waste capture systems



New production lines commissioned specifically for offshore wind energy sector fabrication

50% 

3,000 square meters new storage yard leased, reducing heavy truck trips by 50% and eliminating 100km round trips

6000 tons



6,000 tons of offshore wind components fabricated across international projects, supporting renewable energy transition

80%



380kW solar capacity committed for Dubai facilities (Maritime City & Investment Park) to achieve 80% solar power

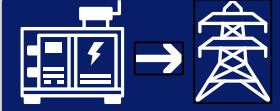
15,331 tons



15,331 tons of steel recycled between 2021-2024, supporting circular economy principles



Grid plug-in facilities implemented at Dubai Maritime City for docked vessels thereby eliminating diesel generator emissions from auxiliaries and yard gen-sets



Scope1

Scope2

RMC grid connection completed over two years, diesel generators decommissioned, Scope 1 emissions significantly reduced

10%



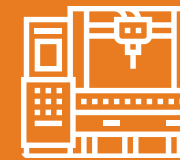
Greywater pilot recycling system implemented for irrigation and landscape maintenance for drought-resistant native plants of UAE

0



Zero plastic bottles policy enacted, replaced with glass bottle distribution systems

4

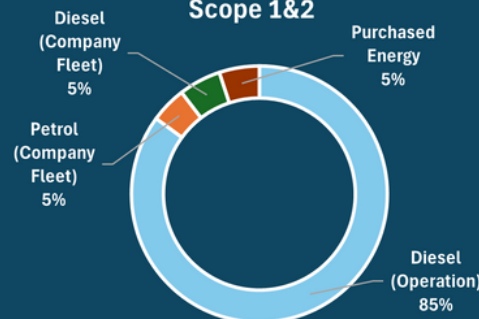


4 CNC machines introduced to replace traditional machines, reducing machine usage time, materials consumption, and waste generation



2024 baseline year established for comprehensive GHG emissions tracking across all scopes

Scope 1&2



3755 tons



3,755-ton vessel reinstated instead of scrapping, extending asset lifecycle



Electric vehicles procurement initiated for inter and intra facility transportation, reducing transportation emissions

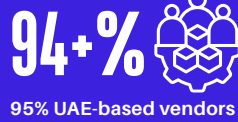
Social



ISO 45001:2018 HSE certification maintained with monthly safety performance reviews



Zero human rights violations record maintained across operations, suppliers, and partners



95% UAE-based vendors and 94% UAE-based subcontractors supporting local economic development



World Environment Day 2025 tree planting initiative with cross-departmental employee participation



Diamond Class status awarded by Dubai Labour Department for a multicultural workforce representing 16 nationalities and diverse backgrounds



Modern Dubai accommodation acquired for workforce with enhanced food courts, kitchens, and recreational facilities

CSE
WAH
COSH
ERP
PTW



Comprehensive training programs including CSE, WAH, COSHH, ERP, and PTW certifications



Blood donation campaigns organized in partnership with local health authorities



Top 5 Gold Sponsor of HOPE initiative supporting under-privileged children's education in India



RMC workforce housing leased from local government with new recreational area constructed



10% recruitment target from India's economically and socially challenged indigenous communities through pilot project



Annual Day & Sports Day celebrations promoting workplace culture and employee engagement

Governance



Sustainability Committee formed with dedicated ESG Coordinator and executive oversight



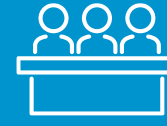
CDP B grading achieved for climate change transparency and disclosure excellence



Labor and Human Rights Policy incorporated and implemented as part of supplier requirements



EcoVadis baseline score of 49/100 established before sustainability policy implementation



Executive ESG structure with CEO, COO, CFO oversight and specialized team coordination



Regular audits and document verification for age and employment terms validation



12 Materiality GRI Standards identified across environmental, social, and governance reporting



Formal supplier agreements requiring ethical labor practices throughout value chain



UAE firm partnership awarded for solar project execution, supporting local business development



Cybersecurity training provided to customer-facing employees for data protection and security awareness



CBAM-compliant reporting system with real-time emissions tracking capabilities



Our employees are encouraged to register and use Tawjeeh App provided by Ministry of Human Resources and Emiratization (MoHRE) in the UAE



**Anchored in Values,
Driven by Purpose**

OUR ESG FRAMEWORK

The Six Pillars of Our ESG Story



APT's sustainability story is built upon six fundamental pillars, each representing a critical stakeholder group that provides structural support for our ESG strategy and long-term success.

1. Our **Customers** pillar drives innovation in sustainable products and services, challenging us to meet evolving expectations for responsible business practices while delivering exceptional value.
2. The **Employees** pillar forms the human foundation of our sustainability efforts, empowering our workforce to champion environmental and social initiatives while fostering an inclusive culture that attracts and retains top talent.
3. Our **Investors** pillar increasingly recognizes ESG performance as essential to risk mitigation and value creation, providing both accountability and capital allocation guidance for our sustainability investments.
4. The **Suppliers** pillar extends our impact beyond organizational boundaries, enabling us to build sustainable supply chains that address scope 3 emissions and promote ethical sourcing throughout our value network.
5. Our **Partners** pillar amplifies our sustainability reach through collaborative initiatives that leverage shared expertise and resources to tackle complex environmental and social challenges.
6. Finally, the **Local Communities** pillar grounds our efforts in location specific stewardship, ensuring our operations contribute positively to the regions where we live and work.

Together, these six pillars create a robust framework that supports APT's comprehensive approach to sustainable business leadership and stakeholder value creation.

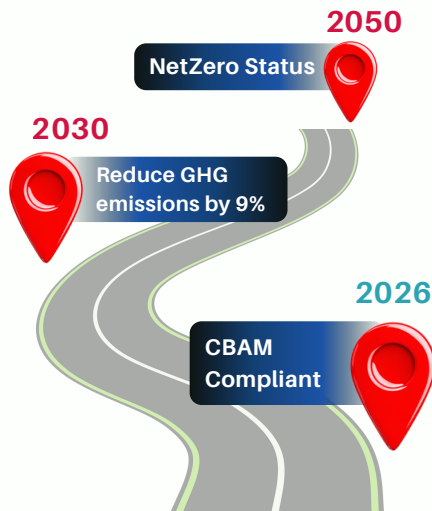


Environmental Commitments

At APT Global, we are committed to reducing our environmental impact and promoting sustainability by integrating environmental principles into all aspects of our operations. We aim to minimize energy and water consumption, protect air quality, reduce waste, and encourage recycling through systematic measurement and continuous improvement initiatives. We will comply with all applicable environmental regulations and are dedicated to the continual improvement of our ISO 14001 certified Environmental Management System (EMS) to support a cleaner, healthier, and more sustainable future.

APT Global takes a proactive approach to environmental challenges through concrete initiatives including solar energy installations, grid connection projects, vessel plug-in facilities, ship recycling and greywater recycling systems. We promote environmental responsibility both internally through employee training and externally through sustainable solutions delivered to our clients, including offshore wind infrastructure and responsible ship recycling operations.

We strive to reach net zero emissions by 2050 through science-based targets and comprehensive emissions tracking, contributing to global efforts to fight climate change. We are committed to reducing our environmental impact where operationally feasible and financially sound. This includes prioritizing sustainable alternatives, optimizing resource use through advanced technologies like CNC manufacturing, reducing overall consumption, and developing services that provide environmental benefits to our customers and support the global energy transition.



Target	Year
Net Zero Status	2050
Reduce GHG emissions by 9%	2030
Reduce water consumption by 6%	2030
Reduce waste volume by 14%	2030
Increase share of sustainable solutions and products to over 12% of Group revenue	2030
CBAM Compliant	2026

ESG Process: Review, Refine, Realize

APT's commitment to environmental, social, and governance excellence is anchored in our systematic three-phase approach that ensures continuous improvement and transparency:

- Review:** Our comprehensive assessment phase evaluates current practices, performance metrics, and stakeholder feedback across all ESG dimensions. This includes detailed analysis of our carbon footprint through systematic measurement of Scope 1 emissions from direct operations such as fuel combustion in our facilities and vehicle fleets, Scope 2 emissions from purchased electricity and energy consumption across our manufacturing and office operations, and Scope 3 emissions throughout our value chain including supplier activities, employee commuting, and downstream impacts of our products and services. Additionally, our review process evaluates opportunities for launching new lines of business into green energy sectors, assessing market conditions, technological capabilities, and strategic alignment with renewable energy transition goals including offshore wind infrastructure, sustainable marine operations, and circular economy initiatives.
- Refine:** During this phase, we analyze gaps identified in our review, develop improvement opportunities, and create targeted strategies that align with industry best practices and emerging regulatory requirements. We prioritize initiatives based on environmental impact potential, stakeholder value creation, and operational feasibility while ensuring alignment with international sustainability frameworks and our net zero 2050 commitment.
- Realize:** This implementation phase encompasses both the execution of enhanced ESG initiatives and transparent communication of our progress, challenges, and commitments to all stakeholders. We deploy refined strategies across operations, monitor performance against established targets, and maintain accountability through regular reporting and continuous stakeholder engagement.



This iterative process ensures that our ESG efforts remain dynamic, responsive to evolving expectations, and consistently aligned with our corporate values and business objectives.

Sustainability Reporting Standards

APT's sustainability reporting and management approach is guided by the [Global Reporting Initiative \(GRI\) Standards](#), ensuring comprehensive coverage of our most material environmental, social, and governance impacts. Our materiality assessment identifies the issues most significant to our stakeholders and business operations, aligning with specific United Nation's [Sustainable Development Goals \(SDG\)](#) that reflect our operational impact and strategic priorities.

Environmental Standards

GRI 302: Energy 2016 - For APT, energy management encompasses our transition to renewable sources through solar panel installations, reduction of diesel generator dependency, and implementation of energy-efficient technologies across our facilities. This standard guides our measurement and reporting of energy consumption patterns, renewable energy adoption, and progress toward our net zero 2050 commitment.

GRI 303: Water and Effluents 2018 - Given our operations in an arid region, water stewardship is critical to APT's environmental strategy. This standard addresses our greywater recycling systems, drought-resistant landscaping initiatives, water conservation awareness programs, and responsible discharge management from our fabrication and office operations.

GRI 305: Emissions 2016 - Central to our climate action strategy, this standard governs our comprehensive GHG emissions tracking across Scope 1 (direct emissions from fuel combustion), Scope 2 (indirect emissions from purchased electricity), and Scope 3 (value chain emissions). Our AI-supported emissions tracker and CBAM-compliant reporting systems directly address this standard's requirements.

GRI 306: Waste 2020 - This standard guides APT's circular economy approach, covering our waste segregation practices, ship recycling operations (15,331 tons of steel recycled), hazardous waste management through licensed vendors, and our commitment to UAE's Circular Economy Policy and waste diversion targets.

Social Standards

GRI 403: Occupational Health and Safety 2018 - As a marine and fabrication company, worker safety is paramount. This standard addresses our ISO 45001:2018 certified HSE management system, comprehensive safety training programs (CSE, WAH, COSHH, ERP, PTW), monthly safety performance reviews, and behavior-based safety initiatives across all sites. Our extensive training and skills development programs contribute to quality education through technical skills enhancement and safety knowledge transfer.

GRI 405: Diversity and Equal Opportunity 2016 - This standard reflects APT's commitment to building a multicultural workforce that mirrors the UAE's (contd)

(contd.) diverse environment. We address equal opportunity in hiring and advancement, merit-based professional growth, and initiatives to increase gender participation in traditionally male-dominated sectors. Our employee development programs provide quality education and skills training, while our diverse partnerships enhance our capacity to serve stakeholders effectively.

GRI 406: Non-discrimination 2016 - APT's zero-tolerance approach to discrimination based on race, gender, nationality, religion, or age is governed by this standard. We maintain grievance mechanisms, conduct cultural sensitivity training, and ensure respectful workplace dignity across all organizational levels. Our inclusive approach strengthens partnership with diverse stakeholders and communities.

GRI 408: Child Labor 2016 - This standard ensures APT's commitment to zero child labor across operations, suppliers, and partners. We conduct regular audits, age verification processes, and require formal agreements with subcontractors to uphold the same standards throughout our value chain. By protecting children's rights, we support their access to quality education rather than premature entry into the workforce.

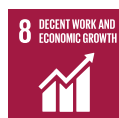
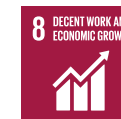
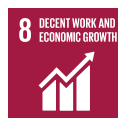
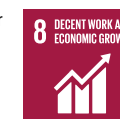
GRI 409: Forced or Compulsory Labor 2016 - Aligned with UAE labor laws and ILO standards, this addresses our internal Labor and Human Rights Policy, ensuring voluntary employment without coercion or debt bondage, and extending these requirements to all suppliers and subcontractors. Our collaborative approach with partners ensures ethical labor practices throughout our value chain, contributing to global partnerships for sustainable development.

Governance Standards

GRI 204: Procurement Practices 2016 - This standard guides APT's local sourcing strategy, with 95% UAE-based vendors and 94% UAE-based subcontractors, supporting local economic development while reducing supply chain environmental impacts and strengthening community partnerships.

GRI 205: Anti-corruption 2016 - This standard addresses APT's commitment to ethical business practices, transparency in operations, and maintaining integrity across all business relationships and transactions, supporting our governance framework and stakeholder trust.

GRI 414: Supplier Social Assessment 2016 - This standard ensures that our extensive network of suppliers and partners upholds the same social and ethical standards as APT, including human rights protection, fair labor practices, and social responsibility throughout our value chain.





Building Tomorrow, With Care Today

ENVIRONMENT

Environmental Performance and Strategic Alignment



Environmental stewardship is at the core of APT Global Marine's operations. As a responsible player in the marine and industrial sectors, we recognize the growing urgency of addressing climate change, managing emissions, and safeguarding natural resources. We are fully committed to minimizing our environmental footprint and aligning our operations with global sustainability frameworks, particularly the [Paris Agreement goals](#) and the [United Nations Sustainable Development Goals](#).

We acknowledge that greenhouse gas emissions from industrial activities are key contributors to global warming, and have taken proactive steps to assess, monitor, and reduce our emissions as part of our comprehensive environmental strategy. Our approach embeds sustainability into our business model with a focus on creating long-term environmental value while strengthening operational resilience and stakeholder trust. Our environmental actions contribute directly to SDG 13 (Climate Action), SDG 12 (Responsible Consumption and Production), and SDG 9 (Industry, Innovation and Infrastructure).

In 2024, we established internal targets to reduce our direct (Scope 1) and indirect (Scope 2) emissions, with long-term ambitions to explore comprehensive Scope 3 mapping as part of our value chain responsibility. These efforts are supported by energy efficiency initiatives, cleaner fuel adoption, and responsible resource consumption across all facilities.



Energy Management and GHG Emissions

APT Global Marine demonstrates unwavering commitment to advancing energy efficiency and reducing greenhouse gas emissions across all operations. As part of our environmental responsibility, we continuously seek cleaner energy sources and smarter technologies to support our transition toward a low-carbon future. At our prime facility in Ras Al Khaimah, we have successfully reduced reliance on grid electricity by [installing solar panels to power office operations](#), contributing to cleaner energy use and serving as a model for future renewable energy integration.

Our comprehensive emissions reduction strategy addresses all emission scopes systematically. For Scope 1 emissions, we have implemented multiple breakthrough initiatives including the [completion of a two-year grid connection project](#) at Ras Al Khaimah Maritime City (RMC) facility, resulting in diesel generator decommissioning and significant Scope 1 emission reductions. At Dubai Maritime City, we [implemented grid plug-in facilities for incoming docked vessels](#), eliminating emissions from both yard diesel generators and ship-based auxiliary generators. This vessel plug-in power connectivity has been operationalized across our yards, allowing ships to tap into grid power instead of less efficient generators.

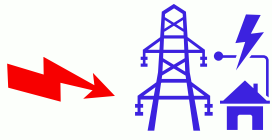
Scope 2 emission reductions are achieved through ambitious solar energy adoption programs. We have committed to making both Dubai facilities at Dubai Maritime City and Dubai Investment Park [80% solar powered](#), with a project awarded to a UAE firm for execution of up to 380kW installed capacity. This solar expansion significantly lowers our dependency on grid power while reducing indirect emissions associated with electricity consumption.

Our Scope 3 initiatives include [engaging solid waste vendors with sustainable practices](#), [implementing greywater recycling systems](#), [enhancing facility greening programs](#), and [strategic logistics optimization](#). We leased a new 3,000 square meter storage yard that has reduced the number of heavy-duty truck trips needed for interim storage of semi-finished parts from DIP to RMC by half, thereby eliminating emissions from 100km round trips for trucks. These initiatives contribute to broader value chain sustainability and demonstrate our commitment to comprehensive emissions management.

We have identified 2024 as our base year for GHG accounting, with data from this period forming the benchmark for setting science-aligned targets and tracking decarbonization progress. To support low-emission mobility within our facilities, we plan to [introduce electric vehicles for internal use in 2025](#), reducing fuel consumption and supporting cleaner onsite logistics while aligning with our broader emission reduction roadmap.



Generators



Grid Power



Transition to LED



Hydrogen readiness



New 3000 sqm logistics yard



Ras Al Khaimah Solar project



Grey water greening pilot



Generator-to-grid transition

Sustainability Focus Across Major Business Lines

APT Global Marine demonstrates tangible commitment to the clean energy transition through strategic business investments and operational innovations across multiple divisions. Our expanded production capabilities now include dedicated manufacturing lines specifically designed for the offshore wind energy sector, positioning APT as a key engineering and fabrication partner for major windfarm projects worldwide. These initiatives directly advance our sustainability objectives by reducing global dependence on fossil fuels while promoting responsible resource utilization throughout the marine energy infrastructure.

Offshore Wind Infrastructure: Engineering the Energy Transition

In alignment with our commitment to sustainability and the global transition toward cleaner energy sources, APT Global Marine has made significant contributions to the offshore wind energy sector through fabrication and engineering support. Our expertise in [heavy fabrication, seafastening, and offshore structural components](#) has enabled us to be a trusted partner in multiple international offshore windfarm projects during the reporting period, demonstrating our pivotal role in accelerating renewable energy deployment. [By 2024, our renewables line of business, particularly offshore wind, has achieved above 50% of APT Global Marine's total revenue](#), marking a transformative shift toward sustainable business operations.

Our fabrication achievements span critical infrastructure projects across international markets. [For the BOREAS Offshore Wind Farm project, we constructed monopile seafastening grillages and upend hinges for Van Oord with a combined fabrication weight of approximately 2,500 tons](#), providing essential foundation support systems for turbine installation. APT contributed to both the [Coastal Virginia Offshore Wind Farm and Le Tréport Offshore Wind Farm by fabricating pre-piling templates weighing 700 tons and 430 tons respectively for DEME Offshore BE NV](#), enabling precise positioning and installation of wind turbine foundations. Additionally, for the Jan De Nul (JDN) Voltaire project, APT fabricated approximately 1,130 tons of seafastening structures and oversaw their installation on board the key vessel, ensuring secure transportation of critical wind farm components.

In total, APT Global delivered approximately [4,800 tons of fabricated components](#) to support the transportation and installation of offshore wind infrastructure during the reporting period. These substantial contributions demonstrate our growing role in enabling renewable energy solutions, directly aligning with our ESG goal of supporting the global energy transition through responsible low-carbon operations. Each project represents our commitment to engineering excellence in service of sustainable energy infrastructure that will generate clean power for decades to come.



Responsible Ship Recycling: Circular Economy in Marine Operations

APT's approach to [end-of-life vessel management](#) exemplifies our commitment to circular economy principles and responsible environmental stewardship. Ship recycling represents a significantly more sustainable practice of ship disposal compared to traditional ship breaking, which creates severe pollution on beaches where these operations typically occur. Our controlled recycling processes protect marine and coastal ecosystems while maximizing resource recovery and minimizing environmental impact.

To address the environmental and social challenges of conventional ship dismantling, we have established our Green Ship Recycling division specifically designed to prevent the containment of dismantled ships on beaches, eliminate toxin discharge into waterways, and protect the livelihoods of coastal communities. For this purpose, we have initiated specialized dry-dock facilities equipped with comprehensive toxic waste capture systems and rigorous safety procedures that protect our workforce throughout the dismantling process. Ships are systematically dismantled and recycled within the full scope of [EU legislation and national legislation](#), [adhering to Basel Convention requirements and IMO and ILO contractual obligations](#). We strategically purchase vessels that have completed their economic lifecycle and transport them to our controlled facilities for responsible processing.

Our comprehensive recycling methodology ensures optimal resource utilization across all vessel components. Most metallic parts, including extensive sheet metal inventory, are carefully reclaimed and integrated into our materials inventory for future fabrication projects, reducing the need for virgin materials and supporting sustainable manufacturing practices. Mechanical components undergo thorough refurbishment processes before being reinstalled in other vessels, extending their operational lifecycle and reducing industrial waste streams. Critical to our environmental responsibility, toxic components such as anti-fouling coatings are handled through our network of authorized partners who are licensed to recycle metal, hazardous and non-hazardous wastes in strategic locations across the world, ensuring proper disposal in accordance with international environmental regulations.

During the reporting period, our ship recycling efforts delivered measurable environmental impact, including the successful recovery and repurposing of 523 tons of components from decommissioned offshore installations. Rather than following conventional scrapping practices, APT [reinstated a 3,755-ton HTV class vessel](#), demonstrating our commitment to extending asset lifecycles and minimizing waste streams while maintaining operational excellence.



Reinstatement of HTV FORTE



Safe recycling of offshore pontoons

Waste Management and Circular Economy



APT Global Marine is committed to responsible waste management across all operations, prioritizing waste segregation at source and ensuring that [recyclable, hazardous, and general waste are managed through licensed waste contractors in compliance with UAE regulations](#). To further reduce our environmental impact, we have partnered with vendors that follow sustainable waste treatment practices, implementing initiatives such as greywater recycling, scrap metal recovery, and facility greening that support our goal of minimizing landfill contributions and promoting a circular approach to resource use.

All waste generated from our fabrication and yard activities is disposed of through authorized channels, in strict accordance with UAE waste management laws and guidelines. We ensure that hazardous and non-hazardous waste streams are properly documented and handled to prevent environmental or health risks. Waste is categorized into general waste, recyclables (such as metal, paper, and plastic), and hazardous waste, each handled in compliance with relevant local governmental guidelines. We promote source segregation at all operational sites to improve recycling efficiency and minimize amounts sent to landfills.

In 2024, we focused on increasing internal awareness through comprehensive employee training and improved waste segregation practices, while strengthening vendor monitoring to ensure proper disposal practices. We continue to explore opportunities to reduce waste generation and support the [UAE's Circular Economy Policy](#) and Net Zero 2050 vision. Where feasible, leftover materials such as metal scraps or packaging are repurposed for use in other projects, reducing demand for virgin materials and supporting circular economy principles.

Although solid and industrial waste recycling infrastructure is currently limited at our facilities, we are actively working to onboard approved recycling vendors by 2026 who can handle material recovery in a more sustainable manner. This step will significantly improve our waste diversion rates and support our long-term sustainability goals. As part of our in-house environmental initiatives, we have banned the use of plastic water bottles across our offices and yards, introducing glass bottles for drinking water distribution and dispensers as sustainable alternatives. Employees are encouraged to adopt low-waste habits through ongoing engagement programs that reinforce our commitment to SDG 12 (Responsible Consumption and Production) and SDG 13 (Climate Action).

Water Stewardship and Conservation

Water conservation is an integral part of APT Global Marine's environmental management practices. Although water consumption in our fabrication operations is minimal by nature, we are committed to using this vital resource responsibly and reducing wastage wherever possible. [In 2024, recognizing the challenges of operating in an arid region with minimal rainfall, we enhanced our greening efforts by planting native trees and plants within our premises while implementing innovative water management solutions.](#)

To support our greening initiatives without increasing freshwater consumption, [we implemented a greywater recycling system](#), allowing treated wastewater from office and facility operations to be reused for irrigation. At present, we are implementing a pilot program using greywater, primarily from wash areas, for landscaping purposes such as watering plants and cleaning designated non-critical outdoor areas. This closed-loop approach not only reduces our reliance on municipal water but also supports greening initiatives that improve air quality and biodiversity around the site. We aim to expand this initiative by installing a dedicated greywater recycling unit in the near future. This enhanced system will treat and repurpose greywater for wider industrial applications, including equipment washdowns and non-potable uses, further demonstrating our commitment to efficient water stewardship. To embed water conservation into our workplace culture, we regularly conduct awareness sessions for workers, highlighting practical ways to conserve water in daily operations and personal use.

To reduce irrigation needs and promote a resilient ecosystem within our premises, [we have planted drought-resistant plant species that thrive with minimal water input](#). By combining low consumption practices, greywater reuse, and site-level greening with native vegetation, APT demonstrates its commitment to efficient water stewardship in alignment with SDG 6 (Clean Water and Sanitation) and SDG 12 (Responsible Consumption and Production). These efforts reflect our recognition that proactive water management is essential for environmental sustainability and operational resilience in water-scarce regions.

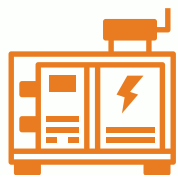


GHG Tracker: Real-Time Emissions Tracking and Monitoring

APT recognizes that achieving meaningful carbon reduction requires detailed measurement capabilities that go beyond traditional reporting cycles. In response to this imperative, we commissioned the development of a [comprehensive cloud based greenhouse gas emissions tracking platform called GHG Tracker](#) that upgrades how we monitor, analyze, and optimize our environmental performance. This advanced digital infrastructure captures granular data at every level of our operations, from individual project components to complete fabricated assemblies, creating an unprecedented level of transparency and accountability in our carbon footprint management.

The platform's [intelligent data architecture provides seamless upload capabilities that integrate with existing operational workflows](#), while [analytics engines process information in real-time to identify emission hotspots and optimization opportunities](#). Executive dashboards deliver actionable insights through customizable reporting functions that can generate facility-specific assessments, project-level carbon analyses, and time-period comparisons, enabling leadership to make informed decisions based on current data rather than historical estimates. This technological investment positions APT at the forefront of precision carbon management, ensuring that our sustainability commitments are backed by robust measurement systems and continuous monitoring capabilities that drive meaningful environmental improvement across all business operations.

Data sources that are tracked and visualized



Generators



Company Fleet



Solid Waste



Grid Power



Procurement



Bill of Materials

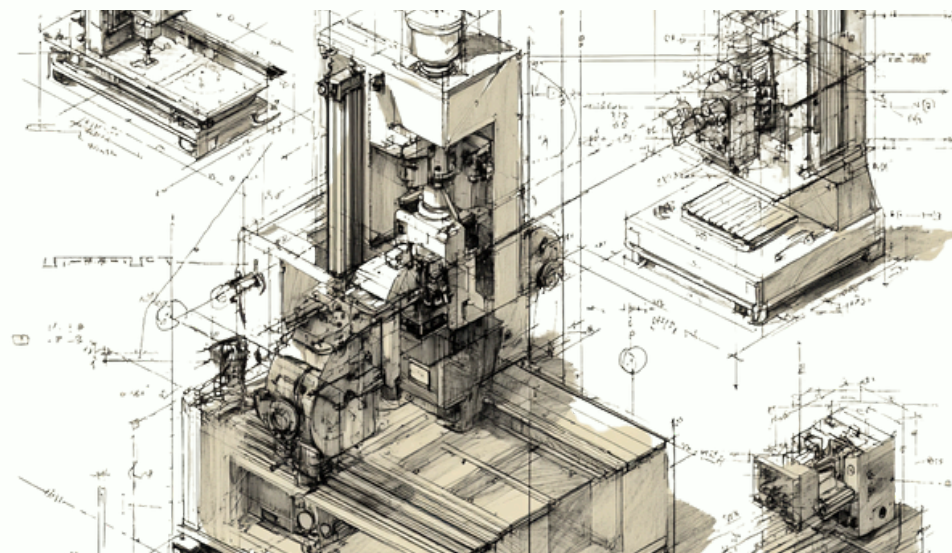


Air Travel



Utilities

Digitalization and Innovation for Sustainability



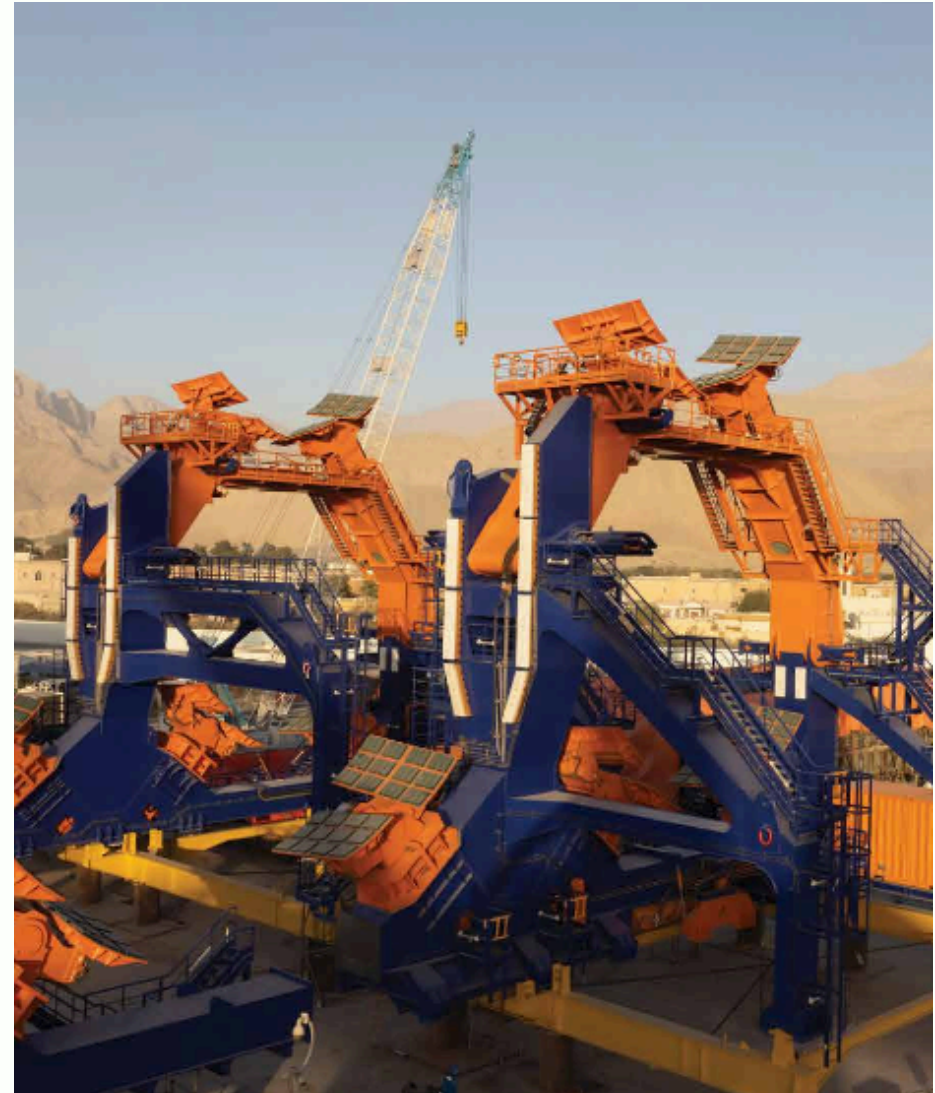
APT leverages cutting-edge technology to enhance our sustainability performance and operational efficiency. Our digital transformation initiatives focus on creating intelligent systems that support real-time monitoring, data-driven decision-making, and continuous improvement across all environmental metrics. Through the integration of artificial intelligence and automated data processing for GHG tracking, we are building technological capabilities that position APT as a leader in sustainable industrial operations.

Our commitment to technological advancement includes the [introduction of 4 CNC \(Computer Numerical Control\) machines to replace traditional manufacturing equipment across our fabrication operations](#). This modernization initiative significantly reduces machine usage time, optimizes materials consumption, and minimizes waste generation through precision manufacturing processes. The CNC machines enhance operational efficiency while supporting our environmental objectives through reduced resource consumption and improved manufacturing precision.

These technological investments contribute to SDG 7 (Affordable and Clean Energy), SDG 9 (Industry, Innovation and Infrastructure), and SDG 13 (Climate Action) by demonstrating our commitment to innovation-driven sustainability and operational excellence that reduces environmental impact while maintaining manufacturing quality and efficiency.

Priorities, achievements and 2025 goals

2024 Priorities	2024 Achievements	2025 Goals
Ship Recycling	Achieved 4270 tons of steel recycling	Add more recycling lines for ships and safe disposal of toxic materials
Reduce single-use plastic	All potable water supply has transitions from plastic bottles to glass bottles	Reduce usage of water using low flow and self regulating taps for hand washes
Reduce emission	Switching from diesel gen sets to power grid	Usage of integral storage yards to reduce pollution due to logistics trips
Relying on renewable energy	Started installation of solar panels	Commissioning of solar panels to internal grid supply
Study usage of EV for intra and inter company travel	First of the EVs have been acquired	Transition most of the intra company travel to EVs from IC vehicles
Near real time monitoring of GHG gases for Scope1, 2 and 3	Kicked off a custom IT project to track GHG emissions based on a cloud platform and having AI-enabled features	Go live and start loading historic data to generate trends and forecasts for GHG emissions
Grey water recycling	Greening of RAK facility using grey water	Expand recycling of grey water





**Anchored in Values,
Driven by Purpose**

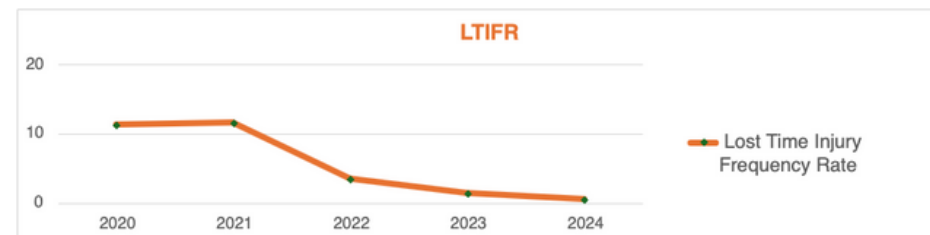
SOCIAL

Our Social Responsibility Foundations

APT Global Marine recognizes that our people are our greatest asset. We are committed to upholding human rights, fostering inclusive workplaces, ensuring health and safety, and enabling employee growth across all areas of our business. Our social strategy is guided by the GRI Standards, particularly GRI 403 (Occupational Health and Safety), GRI 405 (Diversity and Equal Opportunity), GRI 406 (Non-discrimination), GRI 408 (Child Labor), and GRI 409 (Forced or Compulsory Labor). This comprehensive framework ensures that our social initiatives align with international best practices and contribute meaningfully to sustainable development goals.



Health, Safety and Wellbeing



For 2024, the target of 1.1 LTIFR per million man-hours has been exceeded with actual figure being 0.61, which is a 20% reduction

The safety of our workforce is paramount at APT Global Marine. We operate under a robust HSE management system certified to **ISO 45001:2018**, ensuring that health and safety risks are systematically identified, assessed, and mitigated across all operational environments. Our comprehensive safety framework includes regular risk assessments, daily toolbox talks, incident tracking systems, and emergency response drills conducted across all operational sites to maintain the highest standards of workplace safety.

A major policy change is that since middle of 2024, we have started tracking even minor incidents that has not been tracked before, which has resulted in a spike, but will help us improve even further with mitigation measures

Our occupational health and safety programs encompasses hazard identification and risk assessment processes, thorough incident investigation procedures, comprehensive occupational health services for all workers, and structured worker participation through consultation and communication channels. We actively promote worker health through wellness programs and preventive healthcare initiatives, while ensuring prevention and mitigation of occupational health and safety impacts across our business relationships and supply chain. All workers are covered by our occupational health and safety management system, with systematic monitoring and management of work-related ill health cases to ensure comprehensive protection and support.

Safety performance indicators are reviewed monthly through systematic analysis, with corrective actions implemented in a timely manner to address any identified gaps or improvement opportunities. In 2024, we continued to strengthen our safety culture through enhanced leadership engagement, comprehensive behavior-based safety programs, and targeted internal awareness campaigns. These initiatives foster a proactive safety mindset where every employee takes ownership of their safety and that of their colleagues, creating a workplace environment where safety excellence is both expected and achieved.

Diversity and Inclusion

At APT Global Marine, we believe that a diverse and inclusive workforce is essential to driving innovation, improving collaboration, and fostering a resilient organization. We are committed to creating a workplace that respects and values the unique backgrounds, perspectives, and experiences of all our employees, recognizing that diversity strengthens our capacity to serve clients and stakeholders effectively.

Our commitment to diversity and human rights excellence has been formally recognized by UAE Labour Department, specifically the Ministry of Human Resources and Emiratisation (MOHRE), "Diamond Classification", representing the highest level of compliance and excellent performance within the Ministry's standards. This prestigious recognition is based on our spotless human rights record, our workforce comprising over 15 nationalities, and our consistently growing diversity in nationalities year on year. This achievement reflects our systematic approach to building an inclusive workplace that sets industry standards for ethical employment practices and multicultural integration.

Our workforce is composed of individuals from varied nationalities, cultures, and professional backgrounds, reflecting the multicultural environment of the UAE and the global nature of our operations. We promote equal opportunity in hiring, development, and advancement, ensuring that merit, skill, and commitment are the only criteria that shape professional growth. We strongly oppose all forms of discrimination based on race, gender, nationality, religion, or age, and are committed to upholding a fair, respectful, and inclusive work culture across all levels of the organization.

We have initiated a pilot project for the training and recruitment of approximately 10% of our employees from India's economically and socially challenged indigenous communities, demonstrating our commitment to creating opportunities for underrepresented populations, contributing to broader social development goals.

We actively foster an inclusive environment where employees are encouraged to share ideas and collaborate freely, workplace respect and dignity are non-negotiable, grievance redressal mechanisms are in place to address any form of bias or unfair treatment, and awareness and training sessions are conducted periodically to promote cultural sensitivity, inclusive behavior, and team cohesion. While the marine and industrial sectors are traditionally male-dominated, we are taking steady steps to encourage greater gender participation, especially in support and administrative roles. We support fair pay, equal development opportunities, and work-life balance for all our staff, regardless of gender or background.

Salary decisions involve HR department, department heads, and top management, considering market benchmarks, candidate qualifications and experience, internal parity, and budgetary considerations. Final approvals are provided by HR and department heads or CEO depending on position level.

These actions are in alignment with SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities). By embedding diversity and inclusion into our company culture, we not only strengthen our teams but also enhance our capacity to serve a broader range of clients and stakeholders with empathy and insight.



Labour Practices and Human Rights

APT Global Marine fully complies with UAE labor laws and international labor standards, including those outlined by the International Labour Organization (ILO). APT has developed and implemented its own internal Labor and Human Rights Policy, which reflects our values and reinforces our accountability in maintaining a safe, respectful, and inclusive workplace environment.

We ensure that no persons under the legal minimum working age are employed at any of our sites, all employees are engaged willingly without coercion, debt bondage, or threat, and regular audits and document checks are conducted to validate worker age and employment terms. We extend these expectations to our suppliers and subcontractors, requiring them to uphold the same standards through formal agreements and periodic monitoring, ensuring that our commitment to ethical labor practices extends throughout our value chain.

APT encourages our employees to access Tawjeeh, the governmental program and centers in the UAE that provide awareness and orientation services to employees and employers regarding UAE labour laws. These centers are licensed by the Ministry of Human Resources and Emiratisation (MOHRE)

These commitments contribute directly to SDG 8 (Decent Work and Economic Growth), SDG 10 (Reduced Inequalities), and SDG 16 (Peace, Justice and Strong Institutions), demonstrating our dedication to responsible business practices and human rights protection across all operations.



Employee Development and Skills Enhancement

APT Global Marine is committed to [developing a skilled, safety-conscious, and environmentally aware workforce](#). Training plays a central role in how we maintain high standards across our operations, particularly in marine and fabrication activities where technical precision and safety are non-negotiable. Our comprehensive training programs are designed to enhance operational capabilities while ensuring full compliance with safety regulations and environmental standards.

Employees regularly undergo role-specific training designed to enhance their operational capabilities. [This includes hands-on instruction for crane and forklift operation, Mobile Elevated Work Platforms \(MEWP\), and telehandler usage](#). These sessions ensure that all personnel operate machinery with confidence, precision, and adherence to safety regulations, maintaining both productivity and safety standards across all operations.

A strong emphasis is placed on health and safety training through our comprehensive safety programs. Our safety training covers critical areas such as [confined space entry \(CSE\), working at heights \(WAH\), scaffolding erection and dismantling, control of substances hazardous to health \(COSHH\), first aid response, emergency response preparedness \(ERP\), and permit to work \(PTW\) systems](#).

These trainings are essential in fostering a proactive safety culture and minimizing risk on-site while ensuring regulatory compliance and operational excellence.

Beyond technical and safety training, we organize awareness programs to strengthen employees' understanding of workplace risks and environmental responsibility. [Recent sessions have addressed topics such as heat stress prevention, safe use of grinding machines and manual discs, proper working at heights behavior, and water conservation practices](#). These initiatives are particularly important in the UAE climate and align with our broader sustainability commitments.

By equipping our employees with practical skills, safety knowledge, and environmental awareness, APT Global Marine continues to invest in a workforce that is not only technically capable but also responsible, resilient, and aligned with our long-term vision for sustainable operations. [Additionally, employees are encouraged to participate in external seminars and industry certifications relevant to their roles, supporting continuous professional development and career advancement](#).



Employee Welfare and Accommodation

APT Global Marine recognizes that providing quality accommodation and recreational facilities is essential for employee well-being and retention. Our comprehensive approach to employee welfare includes strategic investments in housing and recreational infrastructure across all operational locations.

At our Ras Al Khaimah operations, [we have leased local government housing units for our workforce and constructed dedicated recreational areas that provide employees with comfortable living conditions and opportunities for relaxation and social interaction](#). These facilities support work-life balance and contribute to overall employee satisfaction and productivity.

[In Dubai, we have acquired new workforce accommodation featuring modern facilities, expanded food courts, enhanced kitchens, and comprehensive recreational areas](#). These upgraded facilities reflect our commitment to providing our employees with comfortable, safe, and enjoyable living conditions that support their personal well-being and professional performance.

The modern amenities and expanded recreational spaces foster community building among our diverse workforce while ensuring that accommodation standards meet contemporary expectations for quality and comfort.



Community Engagement and Social Impact

Corporate social responsibility at APT Global Marine reflects our commitment to giving back to society and supporting environmental well-being as fundamental corporate values. Over the past year, we have actively engaged in initiatives such as tree plantation drives, which contribute to increasing green cover and mitigating climate change impacts. These efforts also help raise environmental awareness within our workforce and the broader community, creating positive ripple effects beyond our immediate operations.

We have organized voluntary blood donation campaigns, partnering with local health authorities to support public health and save lives. These campaigns underscore our commitment to social responsibility and community resilience while strengthening our relationships with local healthcare systems and community organizations.



APT has provided financial support to **Sebastian Indian Social Projects (SISP)**, an organization in its 26th year dedicated to creating "a better life for the poorest" in villages around Vizhinjam, Kerala, South India. SISP's comprehensive community development programs include education centers for school dropouts, women empowerment through 40 women groups, meals on wheels for the challenged, medical care and social welfare support, social employment opportunities, youth sports and life skills development, environmental sustainability through recycling and solar operations, and digital education initiatives. Additionally, APT has supported **One Team's** charitable fundraising efforts through their Machu Picchu ascent, contributing to cancer research and support organizations including **The Brain Tumour Charity** and **Prostate Cancer UK**.

Looking ahead, APT Global Marine plans to expand our CSR activities to further support social well-being. We are developing programs aimed at education support, community health awareness, and sustainable living practices. These upcoming initiatives reflect our dedication to making a positive, lasting impact on the communities where we operate. Through continuous engagement and meaningful action, we strive to strengthen our role as a responsible corporate citizen, contributing not only to business success but also to social and environmental progress.

In recent years, APT Global Marine Services has provided substantial financial and material support to various organizations, including contributions to religious institutions, community development projects and support, educational events, and industry-related associations, demonstrating our commitment to diverse community needs and stakeholder engagement. Our international focus on education and social development, particularly through the **HOPE initiative**, exemplifies our global commitment to creating positive social impact beyond our operational boundaries.

Employee Social Engagement

At APT Global Marine, we believe that a strong workplace culture is built not only through collaboration but also through celebration and recognition. Our comprehensive employee engagement strategy includes various cultural and recreational activities that promote workplace happiness, team spirit, and cultural appreciation.

As part of our commitment to environmental stewardship and in celebration of **World Environment Day 2024**, **APT Global Marine organized a tree planting initiative**. Employees from various departments actively participated in planting trees within our facility premises and nearby community areas. This activity not only contributed to enhancing local green cover but also served as an opportunity to raise awareness among staff about the importance of biodiversity, air quality, and ecosystem restoration. We aim to continue such initiatives annually, strengthening our role in promoting sustainable and responsible practices both within and beyond our operations.

Our **Annual Day 2024** was a vibrant event that brought together employees across all departments to celebrate our collective achievements and foster team spirit. The event featured employee recognition awards, team performances, and a shared meal that reflected the diversity of our workforce. It provided an opportunity to appreciate the hard work of our teams, encourage camaraderie, and reinforce our shared vision and values. Such events are a vital part of our employee engagement strategy by promoting workplace happiness and unity.

To promote employee wellbeing and teamwork, **APT Global Marine organized a Sports Day filled with activities like football, cricket, and team games**. The event encouraged physical activity, strengthened team spirit, and reflected our commitment to a healthy and engaging workplace culture. It was a fun and energizing day that brought colleagues together beyond the work environment, fostering relationships and promoting work-life balance.

We celebrate diverse cultural and religious festivals including **National holidays, Eid Al Fitr, New Years, Christmas, Diwali, and Onam**, recognizing the multicultural nature of our workforce and ensuring that all employees feel valued and included. These celebrations strengthen our inclusive culture and demonstrate respect for the diverse backgrounds and traditions of our team members.



Priorities, achievements and 2025 goals

2024 Priorities	2024 Achievements	2025 Goals
Focus on prevention of any human rights or labour policy violations	Zero Human rights or labour related incidents	Maintain the clean record!
Charitable work	Conducted blood donation camps, provided help for specific employees in need, became a top donor for a program to aid under-privileged students in India	Organize 5 volunteering events at local communities with high percentage of participation
Career improvement training	Provided formal training for several industry specific domains in fabrication	Conducts monthly topic-specific training sessions to ensure that all employees receive continuous learning and development opportunities throughout the year.
Develop a personal health conscious culture at APT facilities	Provided medical checkups to keep track of health parameters including occupational ones like vision, hearing and other job related health indicators	Maintain safety performance and proactive wellness programmes
Hold regular townhalls on employee welfare	Held weekly townhalls with vibrant and open discussions	Maintain a visible focus on employee requests while ensuring timely completion of all KPIs prescribed for job roles



A close-up photograph of two business professionals in a meeting. On the left, a person in a grey blazer and light blue top holds a silver pen over a document. On the right, a person in a dark suit and tie points at a document. The documents on the table feature various charts, including a pie chart and a bar chart. The background is softly blurred, showing a window with light coming through.

**Compliance by Design,
Excellence by Choice**

GOVERNANCE

Governance Overview

Governance Structure - As a privately held proprietary business, APT operates through a three-tier leadership structure with clearly defined roles and decision-making levels. Our CEO provides strategic leadership and overall direction, while Level 1 includes our COO, GM Finance, and VP Marketing responsible for operational execution and functional oversight. Level 2 encompasses our GM Projects, HOD Admin, HSE Manager, and QA Manager who manage day-to-day operations and departmental functions.

Nomination Process - Nominations, promotions, and appointments above Level 2 are based on demonstrated experience, performance across projects, client references, industry peer references, and success in adding new client relationships and business logos. The CEO makes final decisions for all appointments from Level 2 onwards, ensuring leadership alignment with organizational strategy and values.

Governance Body - APT operates with an Executive Board comprising internal leadership from relevant domains including HR, finance, projects, marketing, quality assurance, and sales. This Executive Board advises the CEO's Office on strategic matters, ensuring comprehensive expertise guides decision-making across all business functions.

Role in Managing Impacts - The CEO, on advice of the Executive Board, has assigned the QHSE department responsibility for defining ESG functions and recruiting an ESG Coordinator with relevant academic qualifications and experience in ESG areas. This structure ensures that sustainability and impact management are integrated into operational decision-making and strategic planning.

Conflicts of Interest - APT encourages voluntary disclosure by employees of potential conflicts of interest, followed by Executive Board decision-making based on assessment of any impacts on APT's main lines of business or adherence to ethical codes. This transparent approach ensures conflicts are identified and managed appropriately to maintain organizational integrity.

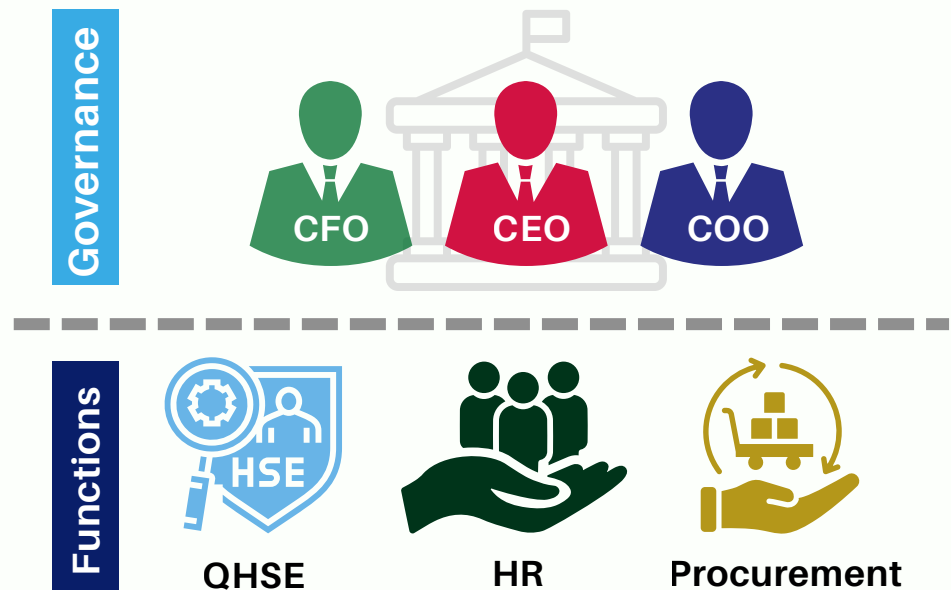
Legal Compliance - APT maintained full legal compliance throughout 2024 with no fines, penalties, or regulatory breaches recorded across all jurisdictions where we operate.

Stakeholder Engagement - APT maintains systematic stakeholder engagement through annual stakeholder meetings organized by lines of business, comprehensive feedback forms for employees including immediate superior assessments and favoritism detection systems, and regular surveys of employees covering housing and other social aspects to ensure continuous improvement in stakeholder relationships and satisfaction.

ESG Governance

APT has established a comprehensive governance framework to ensure effective oversight and implementation of our sustainability initiatives. Our governance milestones include the formation of a dedicated Sustainability Committee, comprehensive review and updating of policy documents to reflect sustainability as a way of life, and maintaining our commitment to zero human rights violations or child labor instances across APT operations, suppliers, and partners. Our initial EcoVadis assessment yielded a baseline score of 49/100 before our strategic pivot toward comprehensive sustainability policies, providing a clear benchmark for continuous improvement.

Our ESG governance operates through a structured organizational framework with direct executive oversight. The governance structure includes executive leadership through our CEO, COO, and CFO, supported by specialized functions including QHSE (Quality, Health, Safety, and Environment), Human Resources, and Procurement teams. This multi-disciplinary approach is coordinated by our dedicated ESG Coordinator who ensures alignment across all operational areas and maintains accountability for sustainability performance metrics.



Material Topics and Global Goals Alignment



APT's sustainability strategy is grounded in comprehensive materiality assessment that identifies and prioritizes the environmental, social, and governance issues most significant to our stakeholders and business operations. Our materiality framework systematically evaluates the significance of ESG topics based on their potential impact on our business performance, stakeholder expectations, and contribution to sustainable development. This assessment process involves regular stakeholder consultation, industry benchmarking, and strategic business planning to ensure our ESG focus areas remain relevant and impactful.

Environmental Materiality and SDG Contributions - Our environmental focus addresses four key United Nations Sustainable Development Goals through targeted initiatives and measurable outcomes. SDG 6 (Clean Water and Sanitation) is advanced through our greywater recycling systems, water conservation programs, and drought-resistant landscaping initiatives that optimize water use in arid operational environments. SDG 7 (Affordable and Clean Energy) is supported by our solar energy installations, grid connection projects, vessel plug-in facilities, and our transformation toward 50%+ revenue from offshore wind energy projects. SDG 9 (Industry, Innovation and Infrastructure) is strengthened through our advanced manufacturing technologies including (contd)

(contd) CNC machinery, AI-supported emissions tracking systems, and development of sustainable marine infrastructure for renewable energy sectors. SDG 12 (Responsible Consumption and Production) is demonstrated through our comprehensive circular economy initiatives including 15,331 tons of steel recycled, responsible ship recycling operations, waste segregation programs, and sustainable material sourcing practices.

Social Materiality and Community Impact - Our social initiatives contribute to multiple SDGs reflecting our commitment to human development and community well-being. SDG 3 (Good Health and Well-being) is advanced through our ISO 45001:2018 certified safety management systems, comprehensive employee health programs, and community blood donation campaigns. SDG 4 (Quality Education) is supported through our extensive employee training programs, skills development initiatives, and international education support including our Top 5 Gold Sponsorship of the HOPE initiative for under-privileged children in India. SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities) are promoted through our diverse workforce of over 15 nationalities, Diamond Class recognition from Dubai Labour Department, and our pilot project for recruiting from India's economically challenged indigenous communities. SDG 8 (Decent Work and Economic Growth) is demonstrated through our zero human rights violations record, 95% local supplier utilization, and commitment to fair labor practices across our value chain.

Governance Materiality and Institutional Strength - Our governance framework contributes to SDG 16 (Peace, Justice and Strong Institutions) through transparent business practices, comprehensive ethics framework, anti-corruption training, and systematic stakeholder engagement processes. SDG 17 (Partnerships for the Goals) is advanced through our collaborative approach with local suppliers, international certifications including WindEurope membership, and strategic partnerships that extend our sustainability impact across global operations.

Integrated Business Strategy Alignment - Our materiality assessment ensures that ESG considerations are embedded into core business decision-making processes, from strategic planning and capital allocation to operational management and stakeholder engagement. The assessment guides our investment priorities, including our 380kW solar capacity commitment, electric vehicle procurement initiatives, and expansion of green technology capabilities. Our approach follows internationally recognized standards including GRI 302 (Energy), GRI 303 (Water), GRI 305 (Emissions), and GRI 306 (Waste) for environmental reporting, while social and governance reporting aligns with relevant GRI standards covering occupational health and safety, diversity, human rights, and anti-corruption practices.

Continuous Improvement and Stakeholder Integration - Our materiality assessment undergoes regular review and updating to reflect evolving stakeholder expectations, regulatory requirements, and business strategy developments. Through annual stakeholder meetings organized by lines of business, employee feedback systems, and systematic supplier engagement, we ensure that our material topics remain aligned with stakeholder priorities while supporting our transformation toward leadership in sustainable marine engineering and renewable energy infrastructure development.

Our Ethical Framework

At APT Global Marine, integrity and ethical conduct are fundamental to how we operate every day. We foster a culture where honesty, fairness, and transparency guide all business dealings and relationships. Our teams actively uphold zero tolerance for bribery, corruption, or any unethical behavior, ensuring that decisions are made with accountability and respect for laws.

We encourage open unfettered communication and provide clear channels for reporting concerns, protecting those who speak up against retaliation through our comprehensive whistleblower policy. We offer our people many ways to raise a concern, through our leaders, through any of our people in Human Resources, during employee interactive sessions, and through regular town halls conducted for employees across all operational locations. Our ethical training and policy implementation is customized for each country where APT operates, ensuring compliance with local regulations and cultural considerations.

This commitment builds trust with clients, partners, and employees alike, reinforcing our reputation as a responsible and trustworthy organization. Our ethical policies apply to every individual within the company, as they reflect our core values. By embedding these values into daily practices, APT Global Marine ensures that business ethics are not just words but lived principles that drive sustainable success. Additionally, we have established comprehensive policies to support these commitments in the form of governed documents.

Under UAE regulations, APT does not report on the percentage of employees who are covered by collective bargaining agreements or who are covered by other forms of employee representation, as these frameworks operate differently within the UAE regulatory environment.



Sustainable Supply Chain Management

At APT Global Marine, our commitment to sustainability extends throughout our supply chain. We believe that responsible sourcing is essential to reducing environmental impact and promoting ethical business practices.

To ensure our suppliers and subcontractors align with our values, we include sustainability requirements directly within our contractual agreements. By formally agreeing to these terms, our partners commit to upholding environmental responsibility, respecting labor rights, and complying with all relevant laws and regulations.

While we do not currently conduct formal audits or assessments, this contractual approach helps establish clear expectations for ethical conduct and sustainability across our supply chain. Additionally, we prioritize working with local suppliers when possible to reduce transportation emissions and support the regional economy. Our commitment to local sourcing is demonstrated through our procurement practices, with 95% of our UAE-based vendors used by our stores department and 94% of our subcontractors being UAE-based, reflecting our dedication to supporting local economic development and reducing supply chain environmental impacts.

Through these governance measures, APT Global Marine fosters transparency and accountability, contributing to sustainable operations and advancing key global goals related to responsible consumption, decent work, and strong institutions.



Data Privacy and Security

As part of our ESG commitments, APT Global Marine understands how crucial cybersecurity and data privacy are for maintaining stakeholder trust, protecting sensitive information, and ensuring operational resilience in an increasingly digital business environment. Our comprehensive approach to cybersecurity and data protection reflects our commitment to responsible governance and risk management across all operations.

Strategic Data Protection Framework - Our strategy is focused on [protecting all digital assets, including private client and employee data, in terms of availability, confidentiality, and integrity](#). The protection of customer and internal data is a fundamental priority across all APT operations. We implement comprehensive data security measures, access controls, and privacy protection protocols to safeguard sensitive information from unauthorized access, disclosure, or misuse.

Industry-Standard Security Implementation - To defend our systems from online attacks, we are in the process of implementing industry-standard security frameworks (such as ISO 27001). Our data privacy policies comply with applicable laws and international regulations, ensuring that our data protection framework maintains compliance with applicable privacy regulations while preserving the confidentiality and integrity of stakeholder information.

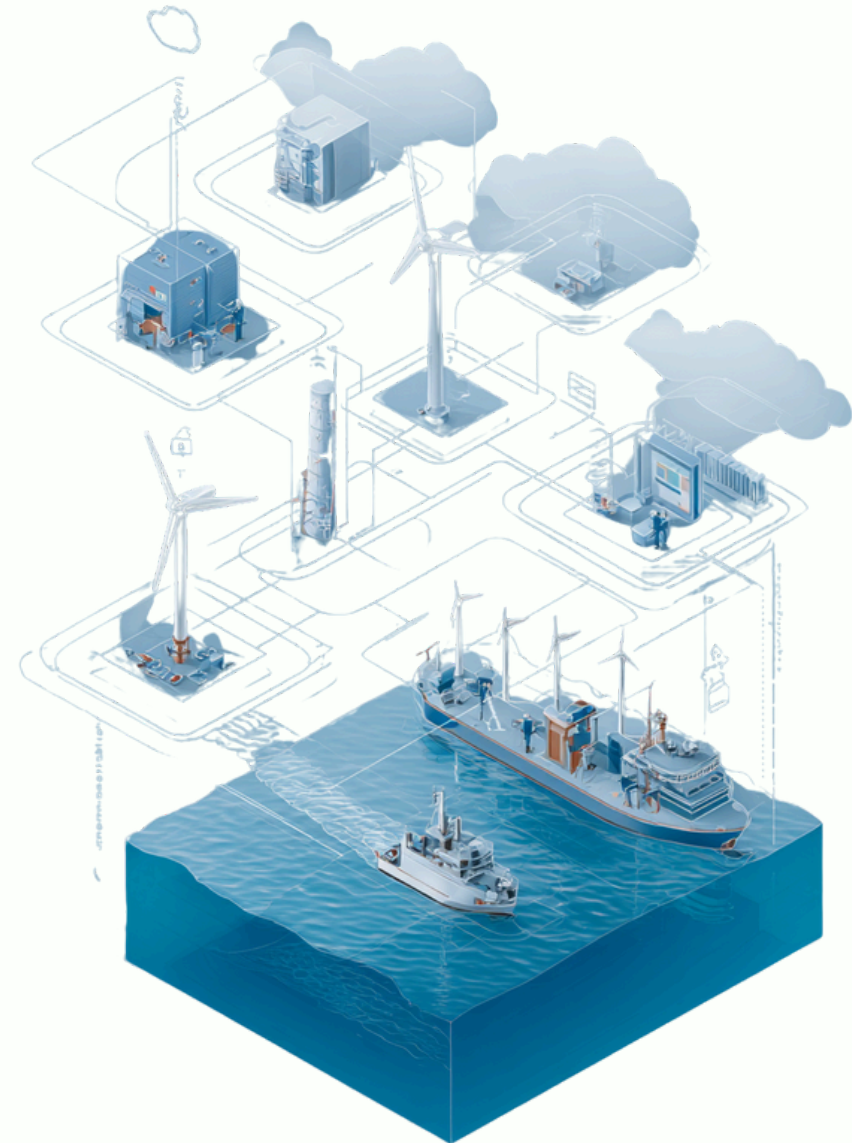
Proactive Threat Management - To guarantee proactive defense and awareness, we regularly perform risk assessments, penetration tests, and actively track and analyze threat data from various sources. Organizations can proactively identify and respond to potential threats through these systematic monitoring and assessment processes, ensuring continuous vigilance against evolving cybersecurity risks.

Comprehensive Cybersecurity Training - All employees receive mandatory cybersecurity training designed to enhance awareness of digital threats, security best practices, and incident response procedures. This organization-wide training program ensures that every team member understands their role in maintaining cybersecurity resilience and can effectively identify and respond to potential security risks in their daily operations.

Cybersecurity Audit and Assessment - We conduct regular cybersecurity audits to evaluate the effectiveness of our security systems, identify vulnerabilities, and ensure compliance with cybersecurity standards and best practices. These comprehensive audits assess our technology infrastructure, security protocols, and incident response capabilities, providing the foundation for continuous improvement in our cybersecurity posture and risk management.

Governance and Accountability - Continuous improvement, incident response, and compliance are managed by a specialized cybersecurity team. Our governance structure supports moral and responsible digital operations by clearly defining executive and board-level accountability for data security, ensuring that cybersecurity considerations are integrated into strategic decision-making processes.

Through these integrated cybersecurity and data privacy initiatives, APT demonstrates our commitment to responsible governance, stakeholder protection, and operational excellence in an evolving digital landscape. These measures support our broader ESG objectives while ensuring that our business operations maintain the highest standards of security, privacy, and regulatory compliance.



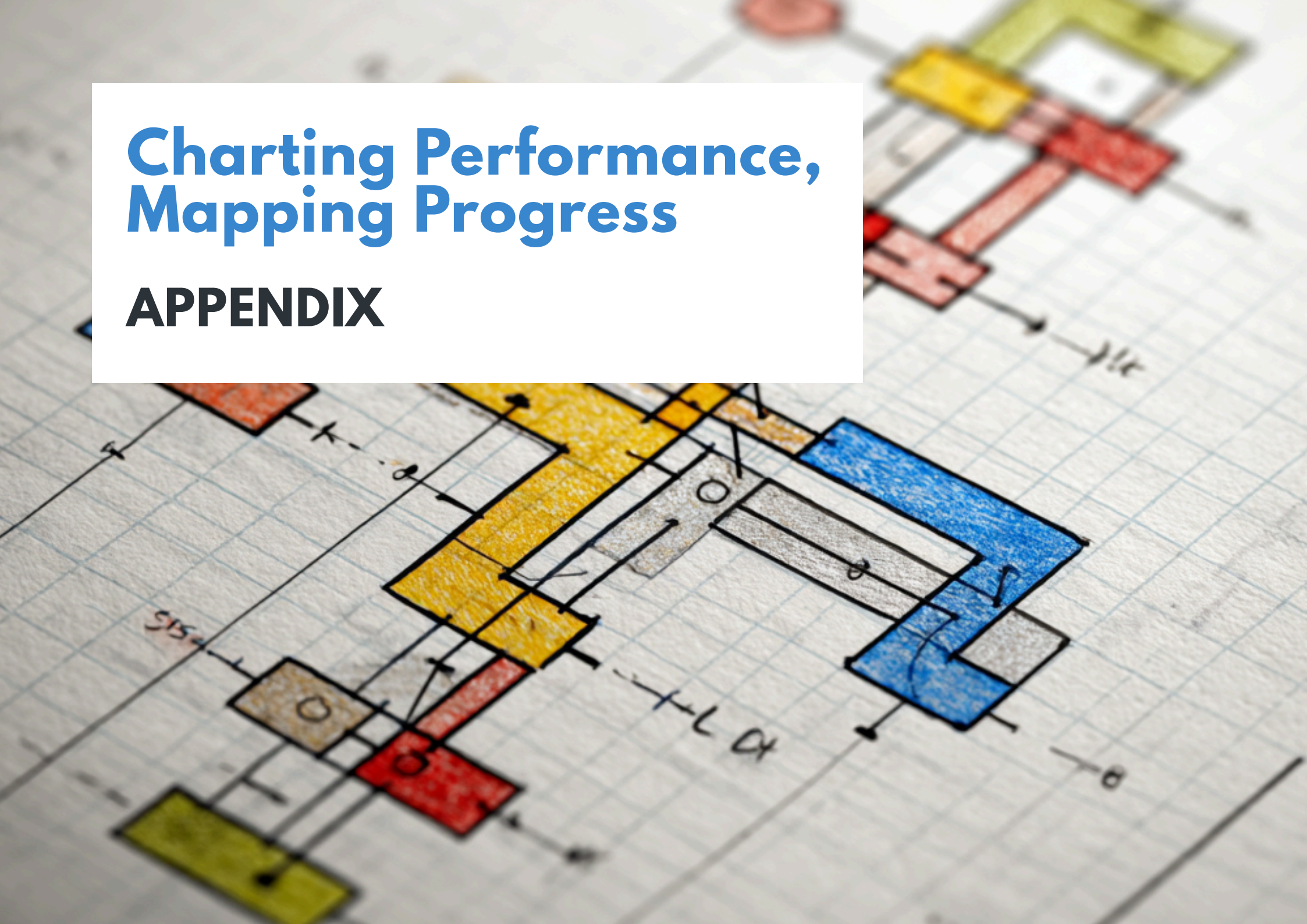
Priorities, achievements and 2025 goals

2024 Priorities	2024 Achievements	2025 Goals
Initiatives on anti-bribery and corruption measures	Key new suppliers completed business code of conduct assessment	All new suppliers have to sign off on code of conduct, that includes revised anti-bribery clauses. Anti-bribery and corruption training for all new employees
Enhance whistleblowing mechanisms	Policy changed	Policy Review for effectiveness
IT security processes enhancements	No reported IT security incidents	All employees trained in IT security
Supply chain engagement	136 vendor and subcontractor personnel attended safety engagement sessions	Introduce sustainability clauses in contracts as part of sustainability engagement programme
Child and forced labour awareness	No reports found against child and forced labor	100% employee participation
Conduct internal audits	Half yearly audits conducted based on ISO standard	Enhance audit parameters based on effectiveness feedbacks. New suppliers are vetted for adherence to our social and sustainability clauses
Identification of ESG functions	Key ESG functions have been identified and certifications initiated	Recruit an ESG Co-ordinator, who will be the single-point of contact for all ESG related disclosures



Charting Performance, Mapping Progress

APPENDIX



GHG Emissions Summary

Area	Emissions in tCO2e
Gross emissions (scope 1,2 & 3*)	42,267.052
Scope 1	8,615.77
Scope 2	460.59
Scope 3	32,898.54
Business travel	28.16
Water supply	263.992
Energy Usage Metrics	
Total energy	3,239,518 Liters
Electricity from Grid	1,139.79 MWh
Stationary Combustion (Generators)	2,880,263 Liters
Waste generation	
Total waste generated	1,493 Tons
Total waste recycled	4,278 Tons
Total waste disposed	5,771 Tons
Total hazardous waste generated	94 tons
Waste diversion rate from landfill	4,278 Tons
Freshwater consumption	4,220,228 Gallons
Environmental incidents	
Recordable environmental incident	Zero incidents

Energy Usage (GRI 302)

Energy Source	Quantity Used (L)
Electricity	1,139,791.62
Diesel (Operations)	2,880,263
Diesel (Transport)	180,515
Petrol (Transport)	178,740

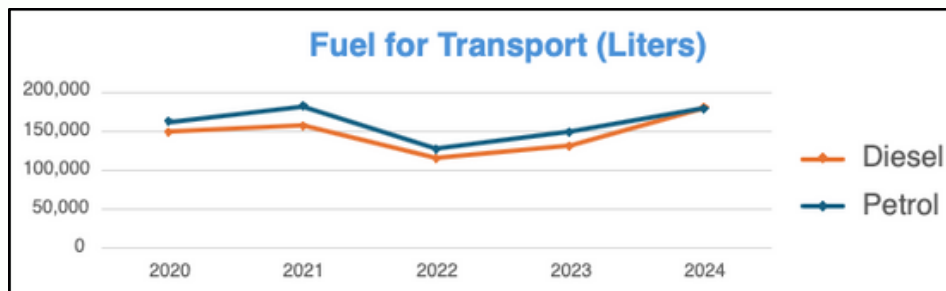
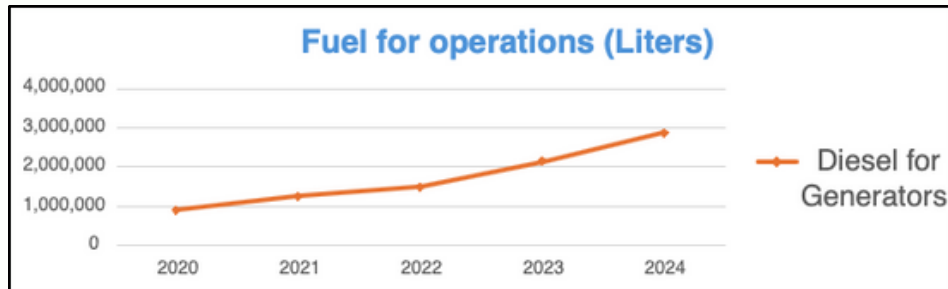
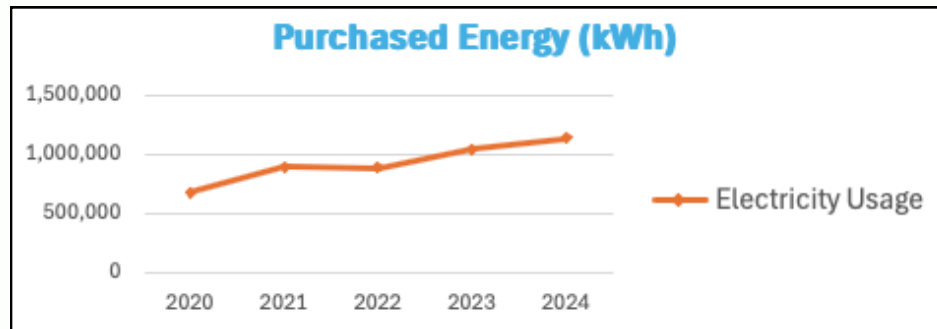
Water management (GRI 303)

Source	Quantity Consumed
Municipal water supply	4,220,228
Groundwater extraction	No Groundwater extraction
Rainwater harvesting	Due to desert climate, the annual rainfall is less than one centimeter, hence rainwater harvesting is not done

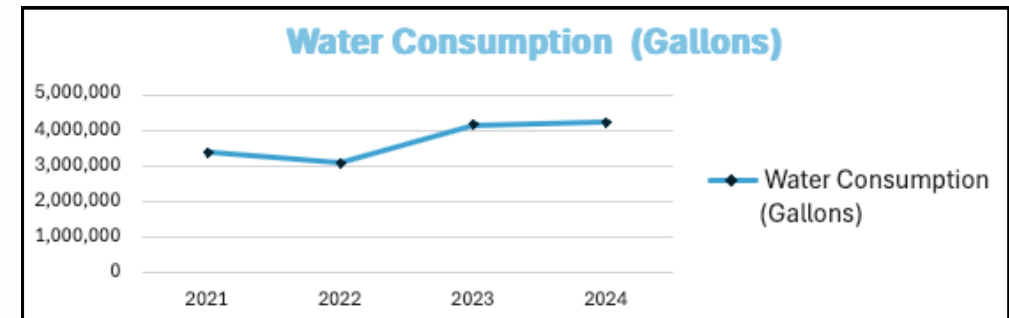
Waste management (GRI 306)

Waste Type	Total Waste Generated	Recycled / Recovered	Disposed (Landfill / Incineration)	Unit
General	384	-	384	Tons
Special	1,015	-	1,015	Tons
Hazardous	94	-	94	Tons
Metal	4278	4278	0	Tons
Total	5,771	4278	1,493	Tons

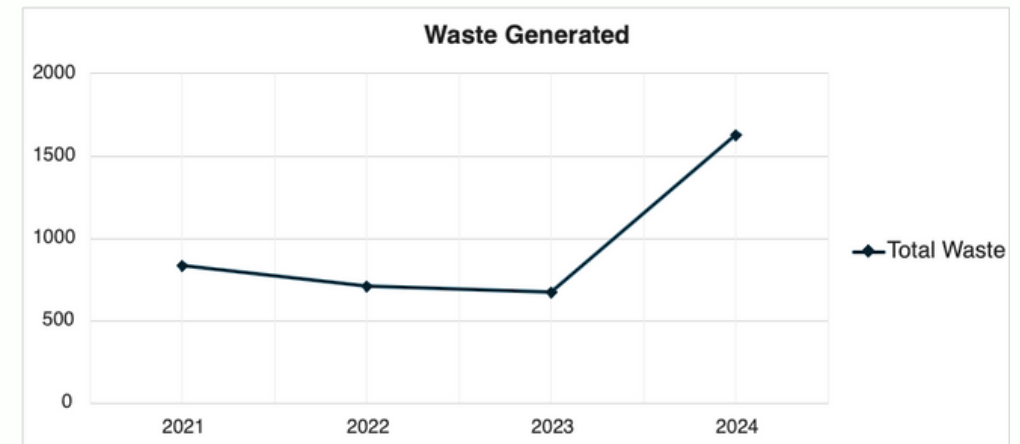
Energy and Fuel Usage Trends (GRI 302)



Water Consumption Trends (GRI 303)



Waste Management Trends (GRI 306)



Note: Waste management used to be managed by the zonal authorities in UAE and hence not tracked historically, but from 2023, tracking of mass generated waste is being done every month.

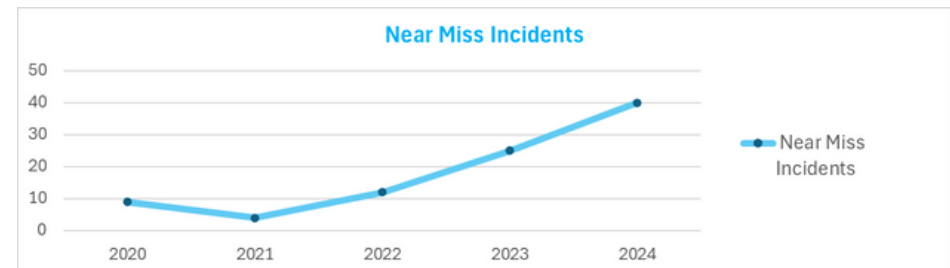
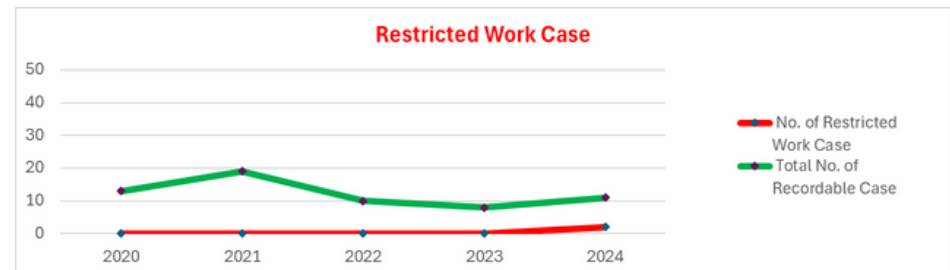
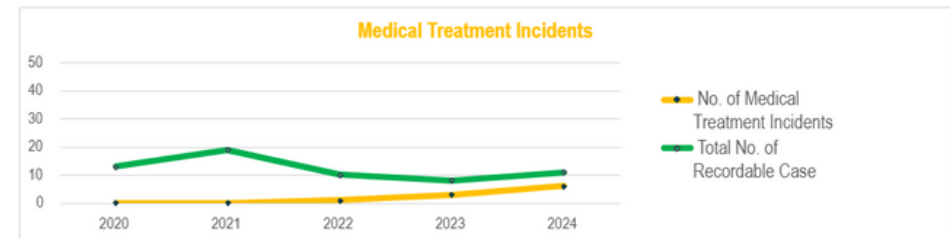
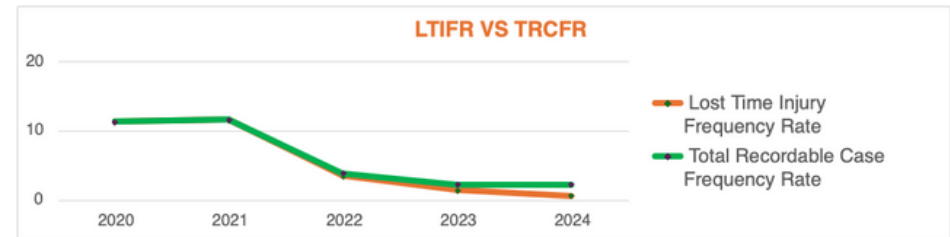
Employee Safety Metrics (GRI 403)

Workforce Type	Total Hours Worked	Fatalities	MTC	RWC	First Aid
Employees (Direct)	4157225.9	0	6	2	19
Indirect (Staff)	667532	0	0	0	6
Sub Contractor	95942	0	0	0	0

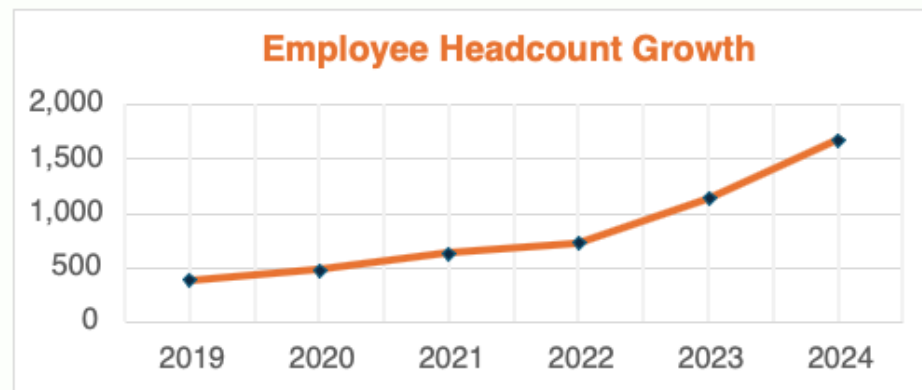
Training Type	Frequency	Coverage
General safety induction	On hiring	100% of new hires
Job-specific safety training	Annually	Painters, Scaffolders, Welders, Fabricators, Crane operators, Technicians & Electricians
HSE campaign	Quarterly	All site employees
Emergency drills (fire, spill)	Quarterly	All site employees

Forced or Compulsory Labor (GRI 409)

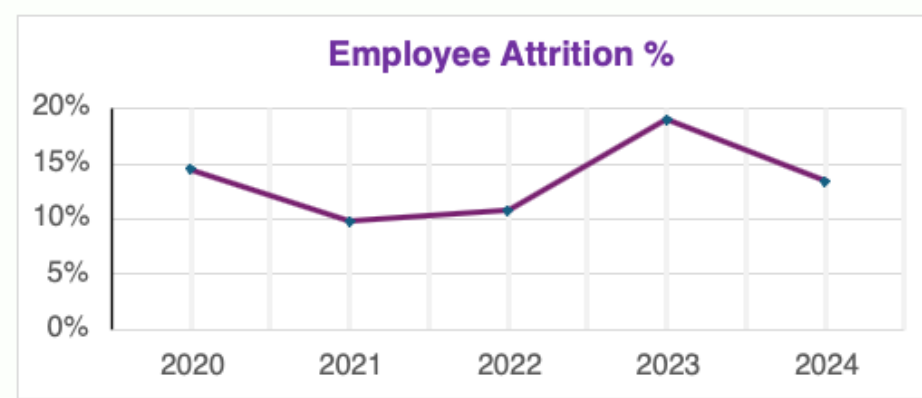
Requirement	Result
Cases of forced or compulsory labour	ZERO cases of forced or compulsory labor were identified by national regulatory bodies during the reporting period.



Employee Headcount Growth

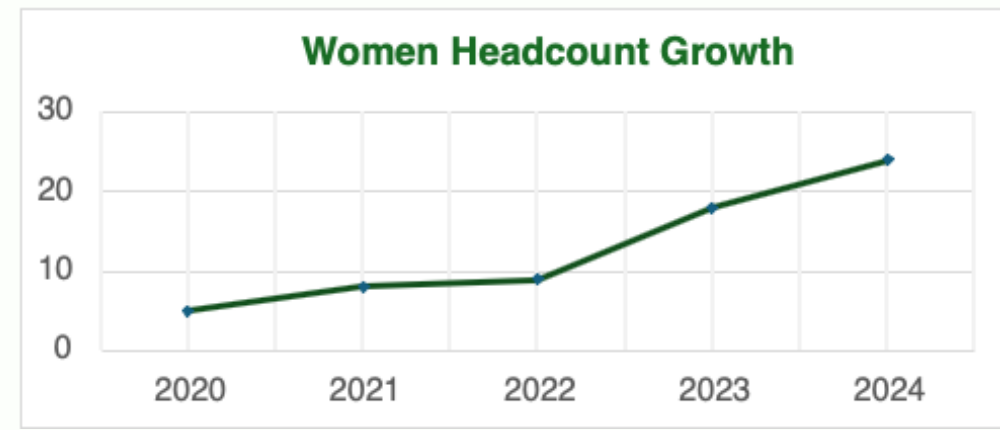


Attrition Status



Diversity and Equal Opportunity (GRI 405)

Gender	Employees	Percentage (%)
Male	1168	98%
Female	24	2%



Diamond Classification from MOHRE

Apt Global Marine Services (L . L . C)

Dubai

Employees

1k

License Expiry

21/02/2026

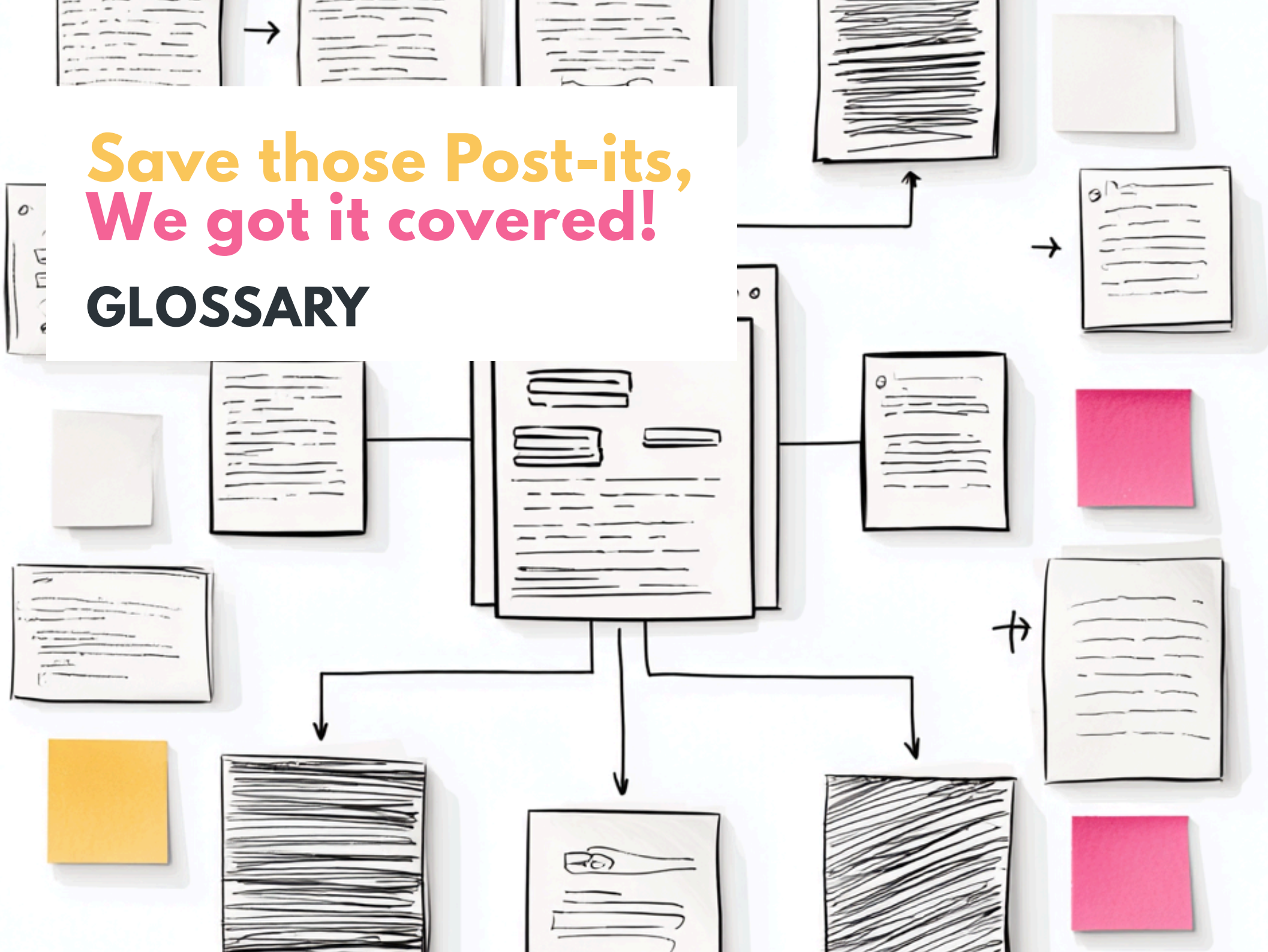
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Note: Awarded to companies having employees from more than 15 nationalities

Save those Post-its,
We got it covered!

GLOSSARY



Acronyms used

- **AC** - Air Conditioning: Climate control systems for cooling indoor environments
- **AI** - Artificial Intelligence: Technology that enables machines to perform tasks requiring human-like intelligence
- **APT** - Action Passion Transformation: Company philosophy emphasizing proactive commitment to positive change
- **CBAM** - Carbon Border Adjustment Mechanism: EU policy requiring carbon pricing on imports from countries with less stringent climate policies
- **CDP** - Carbon Disclosure Project: Global environmental disclosure system for companies to report climate, water, and forest impacts
- **CEO** - Chief Executive Officer: Senior-most executive responsible for overall company management and strategy
- **CFO** - Chief Financial Officer: Executive responsible for financial planning, management, and reporting
- **CNC** - Computer Numerical Control: Automated manufacturing technology using computer programming to control machine tools
- **COO** - Chief Operating Officer: Executive responsible for daily operational management and implementation
- **COSHH** - Control of Substances Hazardous to Health: Regulations governing workplace exposure to hazardous substances
- **CSE** - Confined Space Entry: Safety procedures for working in enclosed areas with limited access
- **CSR** - Corporate Social Responsibility: Business approach contributing to sustainable development by delivering economic, social, and environmental benefits
- **ERP** - Emergency Response Plan: Documented procedures for responding to workplace emergencies and incidents
- **ESG** - Environmental, Social, and Governance: Framework for measuring sustainability and ethical impact of business operations
- **EV** - Electric Vehicle: Transportation that uses electric motors instead of internal combustion engines
- **FAC** - First Aid Cases: Workplace injuries requiring basic first aid treatment without professional medical intervention
- **GHG** - Greenhouse Gas: Atmospheric gases that contribute to global warming and climate change
- **GRI** - Global Reporting Initiative: International standards for sustainability reporting and disclosure
- **HQ** - Headquarters: Primary location of company's senior management and central operations
- **HR** - Human Resources: Department responsible for employee management, development, and workplace policies
- **HSE** - Health, Safety, and Environment: Integrated approach to managing workplace safety and environmental impact
- **HTV** - Heavy Transport Vessel: Specialized marine vessel designed for transporting large, heavy cargo and equipment
- **HVAC** - Heating, Ventilation, and Air Conditioning: Systems for controlling indoor climate and air quality
- **ILO** - International Labour Organization: UN agency promoting decent work and labor rights globally
- **IRA** - Incidents Reported to Authorities: Workplace incidents requiring mandatory notification to regulatory bodies
- **ISO** - International Organization for Standardization: Global body developing international standards for quality, safety, and efficiency
- **kW** - Kilowatt: Unit of electrical power measurement (1,000 watts)
- **LED** - Light Emitting Diode: Energy-efficient lighting technology using semiconductor devices
- **LTIFR** - Lost Time Injury Frequency Rate: Safety metric measuring frequency of injuries resulting in time away from work
- **MOHRE** - Ministry Of Human Resources and Emiratization is the federal ministry in the United Arab Emirates (UAE) responsible for regulating the labor market, developing workforce policies, and promoting Emiratization (increasing Emirati employment)
- **MTC** - Medical Treatment Case: Workplace injury requiring professional medical treatment beyond first aid
- **MWh** - Megawatt-hour: Unit of energy measurement equivalent to one million watt-hours
- **NMI** - Near Miss Incidents: Events that could have resulted in injury, damage, or loss but did not due to chance or intervention
- **PDI** - Property Damage Incidents - Events resulting in damage to equipment, facilities, or other company assets
- **PTW** - Permit to Work: Safety authorization system controlling access to hazardous work activities
- **QHSE** - Quality, Health, Safety, and Environment: Integrated management system combining quality assurance with HSE practices
- **RWC** - Restricted Work Case: Workplace injury resulting in limitations on employee's normal work duties
- **SME** - Small and Medium-sized Enterprises: Businesses below certain size thresholds for employees, revenue, or assets
- **TRC** - Total Recordable Case: Recordable incidents which includes cases that need medical treatment, restricted work rules and lost time due to injury
- **UAE** - United Arab Emirates: Federal state in the Arabian Peninsula consisting of seven emirates
- **WAH** - Working at Height: Safety procedures and regulations for work performed above ground level

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