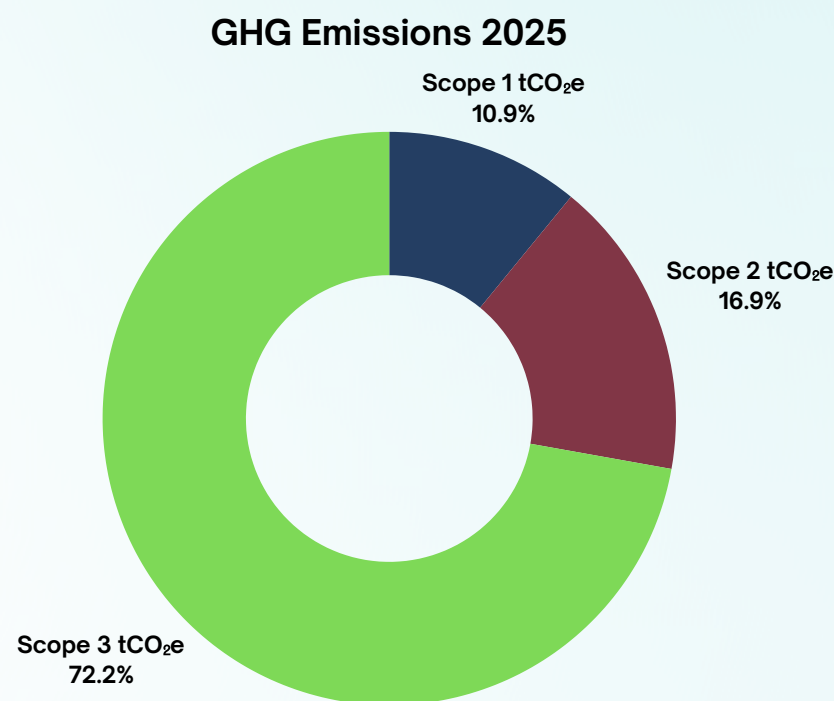


ESG Performance Highlight 2025

Environment



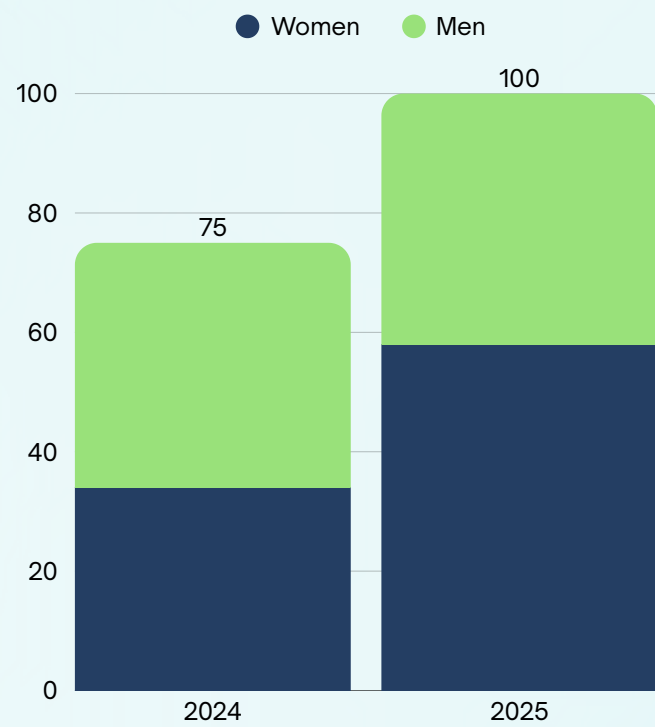
In 2025, PAC Ocean Solutions established its first emissions baseline, covering Scope 1, 2, and 3. Scope 3 dominates the footprint at ~363 tCO₂e, estimated using the GHG Protocol spend-based method with DEFRA and EXIOBASE factors across 17 supplier countries

Alongside this, we improved efficiency through route optimisation, introduced renewable electricity at selected sites, and recorded zero environmental fines. These steps form the foundation for reducing our logistics footprint and driving long-term decarbonisation.

Key Highlights

- ✓ 0 environmental mishaps
- ✓ 12% fuel savings from route optimization

Social



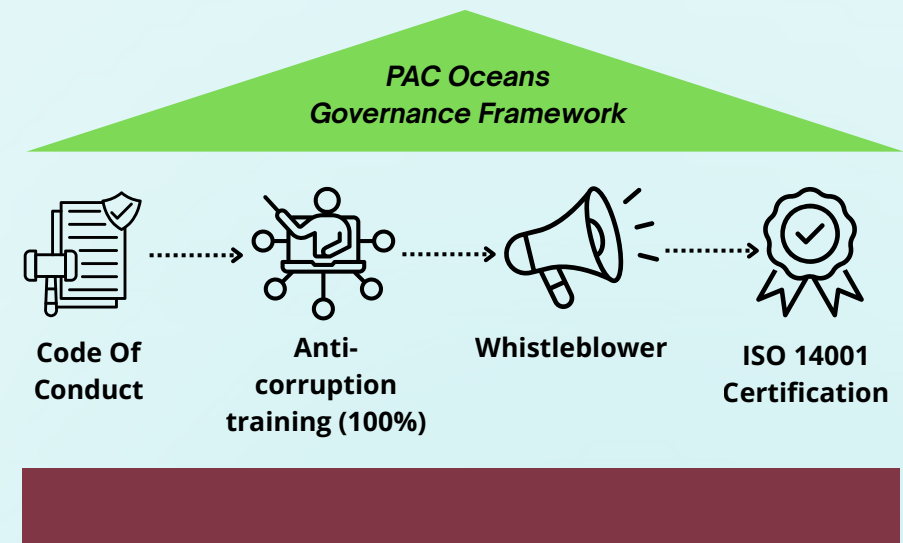
We operate across 17 countries, where protecting and empowering people is central to our mission.

We foster a culture of safety, inclusion, and accountability across all operations. In 2025, over 200 hours of training reached 75% of employees, resulting in zero workplace incidents. Diversity advanced with 58% female representation, strengthening our talent pipeline and broadening perspectives in decision-making.

Key Highlights

- ✓ ISO 45001 certification
- ✓ Strong female representation

Governance



Governance at PAC Ocean Solutions anchors how we plan, operate, and partner. Our Code of Conduct defines integrity and accountability, supported by 100% anti-corruption training completed in 2025.

An independent whistleblower mechanism with strict non-retaliation ensures concerns are raised safely and addressed transparently. In 2024, we achieved **ISO 14001 certification**, reinforcing policies, controls, and continuous improvement while adding external assurance to our governance system.

Key Highlights

- ✓ 0 complaints
- ✓ Complete Governance system