

Metizoft Group
ESG Report
2025

Metizoft

metizoft.com

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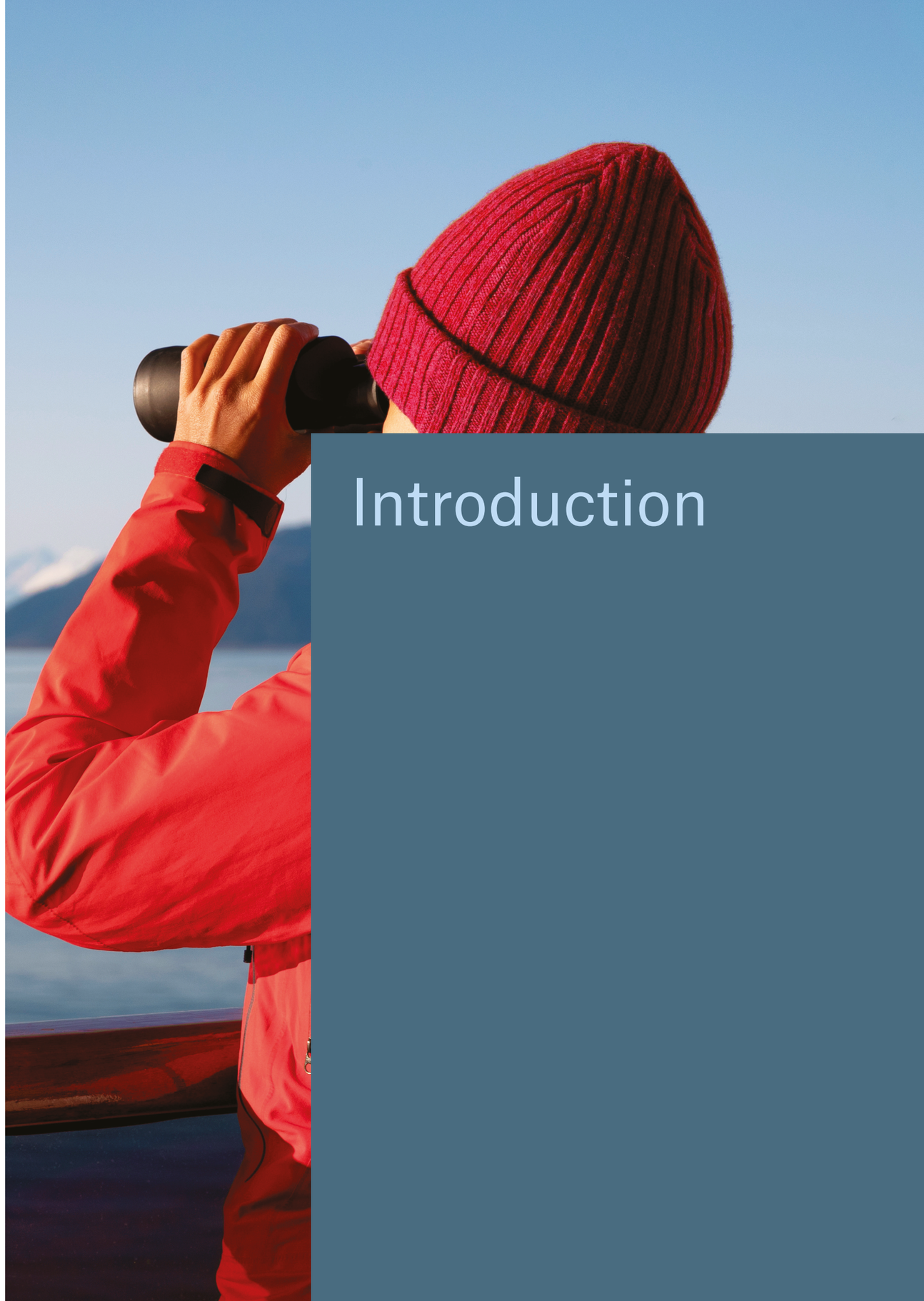


Introduction

Our Company

About Metizoft

Metizoft is a leading provider of sustainability and compliance solutions, offering services within environmental, social and governance (ESG) reporting, life cycle assessment (LCA), inventory of hazardous materials (IHM), and chemical management. While the company primarily serves the maritime industry, its solutions also support customers in other sectors.

Founded in 2006, Metizoft initially focused on developing software for the identification and management of hazardous materials on board vessels. Since then, the company has expanded its expertise and service offering to support sustainability, regulatory compliance and circularity throughout the entire vessel life cycle.

Metizoft works with a broad portfolio of clients, including shipowners, ship managers, ship designers, shipyards, and maritime and non-maritime suppliers. Its solutions are used across approximately 4,500 vessels in more than 40 countries and by over 19,000 users worldwide.

3rd
ESG report for Metizoft.

The Metizoft ESG software, which combines ESG reporting, data collection and performance analysis on a common platform has been used to develop this report, accompanied by the inputs and reviews of our ESG advisors.

In all parts of this report, the mention of “Metizoft” refers to the Metizoft Group. “Metizoft Norway” and “Metizoft Asia” where mentioned, refers to the respective areas of operation.

Head Office
Fosnavåg, Norway (Metizoft AS)

APAC Headquarters
Singapore (Metizoft Asia Pte Ltd)

Regional Offices
Malaysia (Kuala Lumpur),
Vietnam (Hanoi) and China (Shanghai)

Global Reach
Supported by an extensive worldwide network of sales and customer success representatives.



Message from the CEO



As Metizoft approaches its 20-year anniversary, this report represents not only another milestone in our sustainability journey, but also a reflection of how our company continues to evolve alongside the maritime industry we serve.

Pending Metizoft's Sustainability Report for 2025, I am proud to reflect on another year of progress, resilience, and transformation.

For nearly 20 years, Metizoft has supported the maritime industry in navigating increasingly complex regulatory requirements and sustainability expectations. Today, our mission extends beyond compliance. We are evolving into a technology partner that helps maritime companies operate more sustainably, efficiently, and responsibly through digital solutions that support compliance, sustainability reporting, and energy efficiency.

Sustainability remains deeply embedded in our purpose and strategy. While our solutions help customers improve their environmental and operational performance, we believe it is equally important to hold ourselves accountable and continuously improve our own practices. This report provides transparency into our sustainability efforts, performance, and priorities as we continue that journey.

Throughout the year, we have strengthened our focus on responsible business conduct, employee development, governance, and environmental stewardship. We have continued to build a culture where sustainability is integrated into decision-making and where long-term value creation guides our actions. We recognize that sustainability is not a destination but a process of continuous improvement, requiring commitment, adaptability, and collaboration.

The maritime industry is undergoing significant change, driven by decarbonization ambitions, evolving regulations, and increasing stakeholder expectations. We see these developments not only as challenges but also as opportunities to create meaningful value for our customers and contribute positively to the industry's transition toward a more sustainable future.

Our progress would not be possible without the dedication of our employees, the trust of our customers, and the support of our partners and stakeholders. We are grateful for these relationships and remain committed to working together to create lasting impact.

As we look ahead, we remain focused on creating solutions that help the maritime industry navigate change with confidence. Sustainability, compliance, and operational efficiency will continue to be closely connected, and we are committed to supporting our customers on that journey while maintaining high standards in our own operations.

Thank you for your continued trust and partnership as we move forward.
Gry Cecilie Sydhagen
Chief Executive Officer
Metizoft AS

Strategic highlight 2025



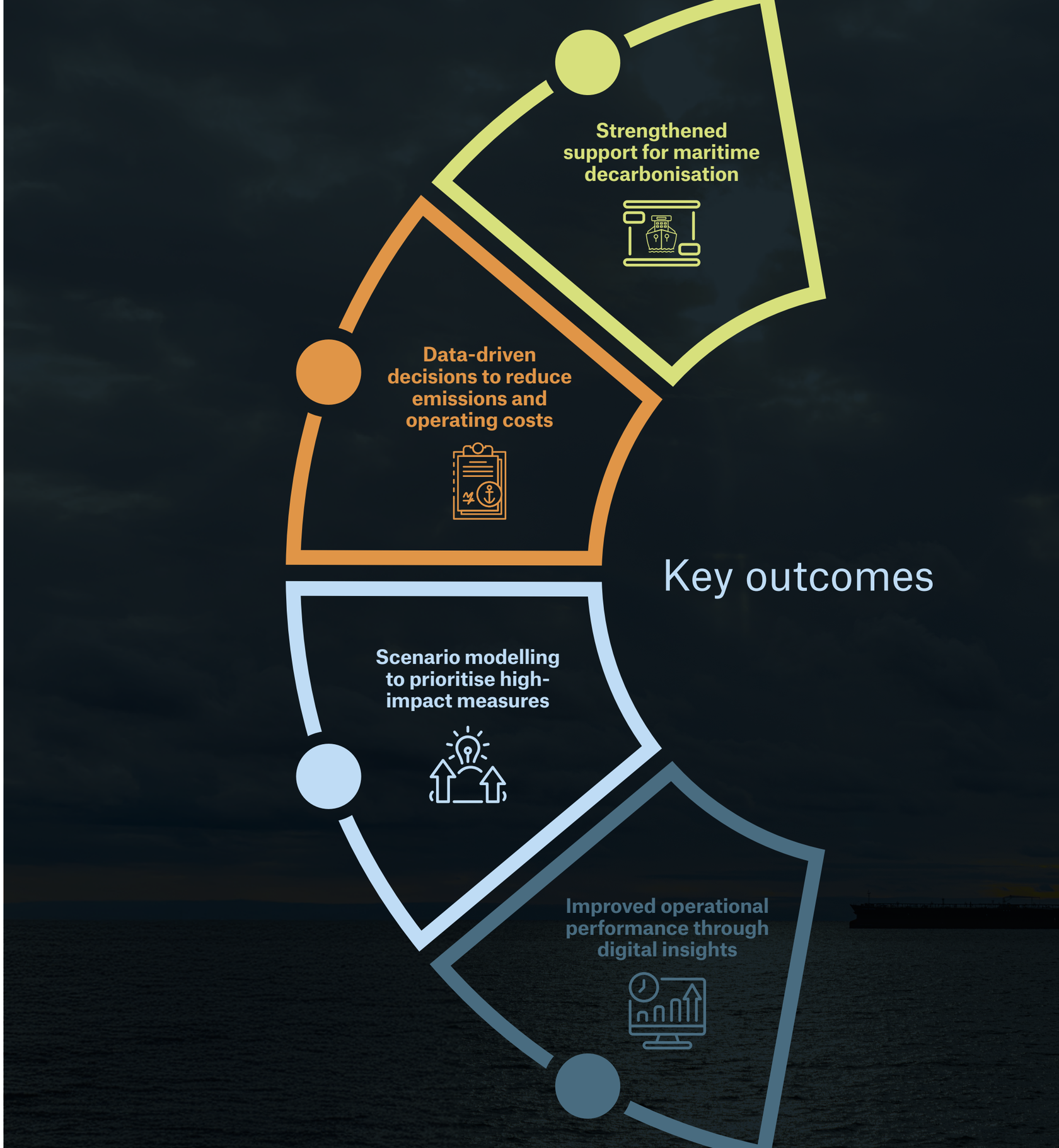
Metizoft acquires Powersave

In December 2025, Metizoft acquired Powersave, marking an important milestone in the company's continued growth. The acquisition strengthens Metizoft's position as a provider of integrated sustainability solutions by combining ESG software and advisory services with expertise in energy efficiency and operational performance.

Strengthening Sustainability

Powersave strengthens Metizoft's ability to support the maritime industry's decarbonisation by providing shipowners with data-driven insights into energy consumption, fuel efficiency, emissions and vessel performance. By combining engineering expertise, digital vessel modelling and operational data, the solution helps customers identify and prioritise the technical and operational measures that deliver the greatest impact.

The acquisition expands Metizoft's software portfolio and reinforces the company's ambition to deliver integrated digital solutions for the maritime industry. By combining expertise in sustainability, decarbonisation and operational performance, Metizoft helps customers reduce emissions, improve energy efficiency, lower operating costs and make more informed investment and operational decisions.

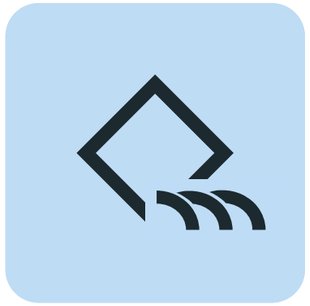


Our people & partners

Activities, value chain and business relationships

Metizoft is a private company and primarily serves the global maritime sector, with a focus on ship lifecycle and maritime compliance. We are a company who specializes in development of niche software to suit the specific needs of our customers. In addition, we also provide consultancy and other services to compliment our software offering.

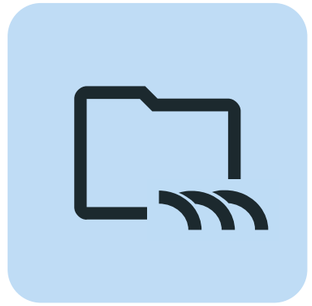
Metizoft's services can be generalized into 5 main categories.



Inventory of Hazardous Materials (IHM)



Chemical Management System



Supply Chain Management



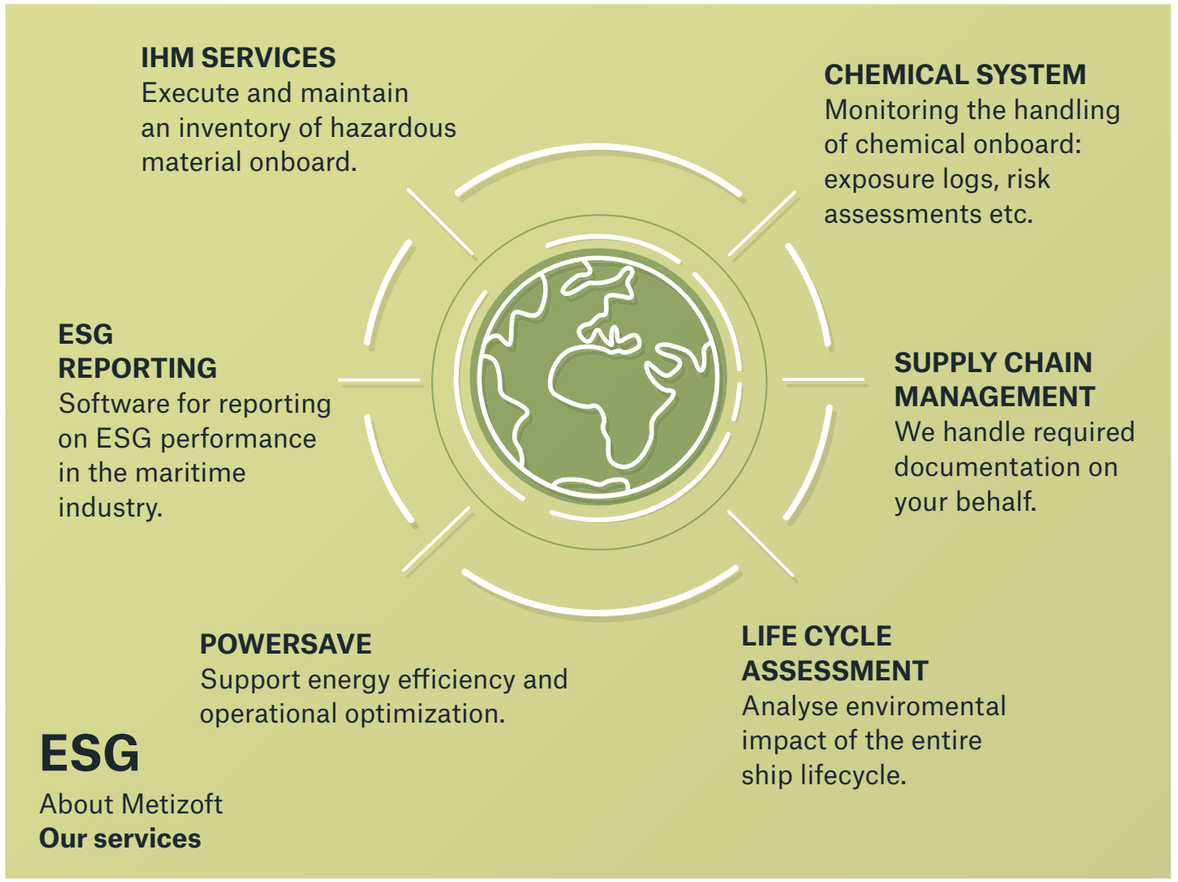
Life Cycle Assessment



PowerSave



ESG Reporting



Primary Customers

Shipowners
Ship managers
Ship designers
Shipyards
Fisheries
Suppliers

Certifications

ISO 9001
ISO 45001
ISO 27001 (ongoing)

IACS Approvals

ABS
BV
BKI
ClassNK
DNV
KR
LR
RINA

Key Service Providers

Laboratories specializing in asbestos and other hazardous materials testing

PowerSave

Supports improved vessel performance
Reduces fuel consumption

Employees

At the end of 2025, the Metizoft Group had 81 employees.

72	2	7
full-time employees	**part-time employees**	**contracted employees**

Further information on workforce demographics by gender and region is presented in the section “Gender Diversity and Equality”. All workforce figures are reported as of the end of the reporting period.

5 Third-Party Inspectors (2025)

Supporting Metizoft Asia’s:

IHM onboard inspections

Asbestos-related services

Delivering work aligned with Metizoft’s internal inspection activities



Membership associations and awards

Metizoft Norway is a part of the largest industry association in Norway – The Federation of Norwegian industries and its parent organization NHO. The Group is also part of the Blue Maritime Cluster, a leading network for the maritime industry.

As an exporting company of software and consultancy services, Metizoft Norway is also a proud member of Norwegian Maritime Exporters.

Metizoft Asia is an active member of the 2 largest maritime associations in Singapore - the Singapore Shipping Association (SSA) and the Association of Singapore Marine Industries (ASMI).

Metizoft Asia is also a proud recipient of the LowCarbonSG mark, which is awarded to companies that demonstrate progress in measuring and monitoring their carbon emissions. It was introduced with the aim of rewarding and recognizing corporate progress on decarbonisation and reinforcing the habits of measuring, tracking and reporting carbon footprints. Metizoft Asia has also been certified with the bizSAFE Level Star by Singapore’s Workplace Safety and Health Council, which is a testament of our efforts in the identification, management and control of workplace risks or hazards in compliance with Singapore’s Workplace Safety and Health (WSH) Act and international standards such as ISO 45001.

Material topics

Stakeholder engagement

Stakeholder engagement is an important part of Metizoft's sustainability approach. Our stakeholders include individuals, organisations and other groups that are affected by our activities or may influence our business and long-term development. Ongoing dialogue helps us understand stakeholder expectations, identify relevant sustainability-related risks and opportunities, and strengthen our decision-making and priorities.

Throughout 2025, Metizoft continued to engage regularly with key stakeholder groups. The engagement conducted during the year did not identify any new material topics. The main stakeholder groups, forms of engagement and key outcomes are presented below.

At Metizoft, ongoing dialogue with our stakeholders helps us improve our services, strengthen our expertise and respond to changing market and regulatory needs.

How we engage

Listen
We seek diverse perspectives.

Collaborate
We work together to co-create value.

Improve
We use insights to strengthen our work.

Respond
We act on feedback and communicate our actions.



Employees	1	Engagement channels	Surveys, appraisals, internal communication, training.
		How input is used	Strengthens engagement, competence development and workplace culture.
Customers	2	Engagement channels	Business reviews, visits, workshops, trade exhibitions.
		How input is used	Improves service quality, platform development and advisory support.
Customers' suppliers	3	Engagement channels	Email dialogue, documentation requests, training.
		How input is used	Clarifies expectations and supports supply chain and due diligence.
Sales representatives	4	Engagement channels	Email dialogue, documentation requests, training.
		How input is used	Clarifies expectations and supports supply chain and due diligence.
Laboratories	5	Engagement channels	Operational meetings, technical coordination.
		How input is used	Supports efficient project execution and analysis delivery.
Classification societies	6	Engagement channels	Email communication, regulatory updates.
		How input is used	Helps align services with statutory and class requirements.
Industry associations	7	Engagement channels	Seminars, workshops, AGMs, networking.
		How input is used	Keeps Metizoft close to industry developments and shared challenges.
Investors, financiers and media	8	Engagement channels	Progress meetings, reviews, website updates, interviews.
		How input is used	Supports transparency, confidence and awareness of Metizoft's work.

How stakeholder input informs our work
Feedback from stakeholders is used to strengthen customer deliveries, improve internal processes, develop employee competence and ensure that Metizoft's services remain relevant, practical and trusted.

In 2025, we identified no differences in the topics deemed most material to us and our stakeholders, and thus our material topics remain the same.

For a breakdown of our materiality assessment that led to the identification of these, you may refer to our 2023 ESG report.

Metizoft has identified five material topics

Safeguarding Customer Privacy

Measures taken to prevent the possible hacking and leakage of customer data.

Ensuring Integrity of Metizoft's Services

Ensure all end deliverables meet customer's expectations including standards, regulations and other requirements.

Preservation of Human Capital

Implementation of policies to safeguard the health and safety of employees and contractors and reduce employee turnover.

Diverse & Inclusive Workspace

Creating an equal opportunity and discriminatory-free workplace where employees of all levels are treated with dignity and respect.

Climate Change

Monitoring of emissions, business operations and implementation of measures to reduce it.

Strategic Alignment with the UN SDGs

Aligned with the United Nations Sustainable Development Goals (UN SDGs)

Metizoft's strategic focus includes:

SDG 3 – Good Health and Well-Being
SDG 5 – Gender Equality
SDG 9 – Industry, Innovation and Infrastructure
SDG 10 – Reduced Inequalities
SDG 12 – Responsible Consumption and Production
SDG 13 – Climate Action
SDG 16 – Peace, Justice and Strong Institutions

Safeguarding Customer Privacy
Measures taken to prevent the possible hacking and leakage of customer data.

Climate Change
Monitoring of emissions, business operations and implementation of measures to reduce it.

Preservation of Human Capital
Implementation of policies to safeguard the health and safety of employees and contractors and reduce employee turnover.

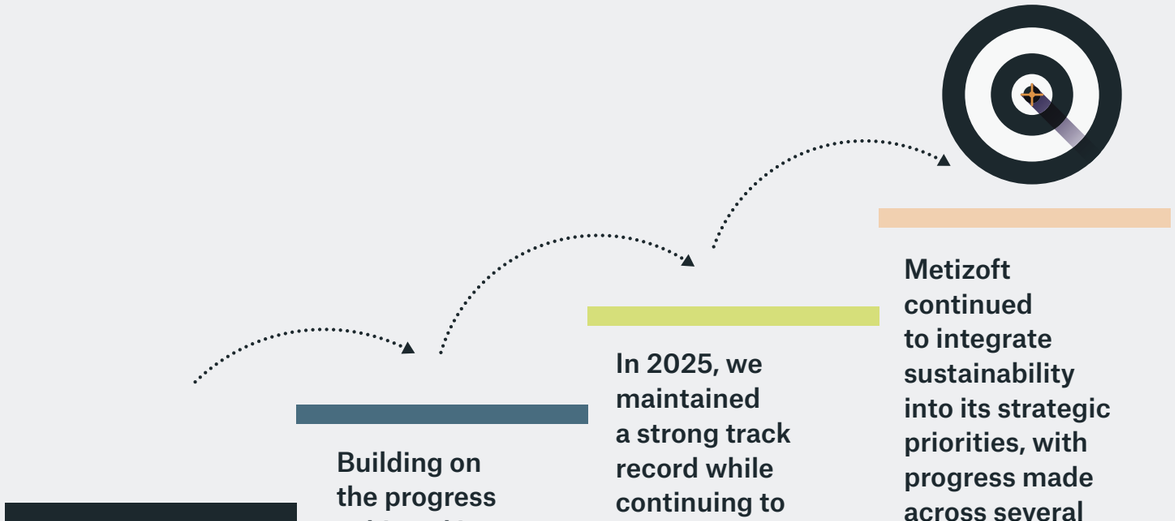
Ensuring Integrity of Metizoft's Services
Ensure all end deliverables meet customer's expectations including standards, regulations and other requirements.

Diverse & Inclusive Workplace
Creating an equal opportunity and discriminatory-free workplace where employees of all levels are treated with dignity and respect.



Targets, risks & opportunities

Strategic targets



Our strategic targets remained aligned with Metizoft's material topics and overall sustainability priorities.

Building on the progress achieved in 2024, these targets continued to guide our sustainability efforts and priorities.

In 2025, we maintained a strong track record while continuing to strengthen performance and practices across key sustainability areas.

Metizoft continued to integrate sustainability into its strategic priorities, with progress made across several focus areas and continued attention to areas requiring further development.

This supports long-term value creation for our stakeholders and contributes to a more sustainable future.

Metizoft ESG Focus Areas

MATERIAL TOPIC	OBJECTIVE	TARGETS	KEY INITIATIVES	2025 STATUS
Safeguarding Customer Privacy	Prevent possible hacking, leakage, theft or loss of customer data.	Achieve zero cases of breaches of customer privacy, including leaks, thefts or losses of customer data.	Formalize Metizoft's Cyber Security Policy as the framework for personal and organizational data management to safeguard customer privacy. Strengthen internal controls and SOPs related to cybersecurity. Enforce regular maintenance of IT systems to prevent loss of data.	No incidents reported. ISO 27001 work was started in 2025.
Climate Change	Reduce carbon emissions from overall business operations.	Establish a baseline for Scope 1, 2 and 3 GHG emissions for FY2023. Set a target to reduce Scope 3 emission intensity by: 1% in 2024 3% in 2025 5% in 2026 Using 2023 as the base year.	Explore feasibility of using renewable electricity during production in all Metizoft offices. Replace office lighting with LED lights during replacement cycles. Develop schedules that allow employees to work from home where possible. Optimize business travelling for Metizoft and third-party employees through more thorough planning and control.	Climate-related actions continued across offices. Energy and travel reduction measures remained in progress.
Preservation of Human Capital	Implement policies to safeguard the health and safety of inspectors, retain staff and reduce employee turnover.	Achieve zero fatalities, high-consequence injuries, recordable work injuries and occupational health diseases. Achieve a turnover rate of 12% or less. Establish an annual Employee Satisfaction Survey from 2024 and achieve 100% participation.	Incorporate enhanced risk assessment measures into the existing Safe Work Procedure. Promote core values of quality, respect, collaboration, trust, gratitude and humility through various channels. Establish a career progression framework for every employee. Formalize annual appraisal and factor in targets and rewards for achieving set targets.	No incidents reported from Norway and APAC in 2025. Employee wellbeing, engagement and retention remained in focus.
Ensuring Integrity of Metizoft's Services	Ensure all deliverables meet customer expectations, standards, regulations and other requirements.	Achieve 100% compliance with the auditor's specified timeframe for resolution of planned audit findings. Achieve 100% training and certification for employees directly involved in service delivery.	Monitor international regulations, relevant guidelines, codes of practice, industry best practices and other requirements, and update policies and procedures when required. Establish Metizoft's Business Continuity Management (BCM) policy. Identify and monitor training requirements and certification validities of relevant new and existing employees.	ISO 14001 and ISO 9001 remained in place. Overall status on track.
Diverse & Inclusive Workplace	Ensure equal opportunity, and ensure employees at all levels are treated with dignity and respect.	Achieve zero reported cases related to discrimination and inequalities across all business operations.	Develop an Employee Handbook detailing the code of conduct related to discriminatory practices and a whistleblowing / grievance feedback mechanism. Designate one calendar day as "Metizoft Employee Day" when each regional office can organize activities to promote cultural harmony amongst employees.	No reported cases related to discrimination or inequality in 2025.

Climate related risks and opportunities

Metizoft has performed scenario analyses for both Business-as-usual (4°C) scenario and 2°C or below scenario.

We have determined that the former will be mainly impacted by physical risks and the latter by transition risks.

Refer to the TCFD Summary for our overall climate-related risks, opportunities and potential financial impacts.



About this report

REPORTING STANDARDS
The Metizoft 2025 ESG report has been prepared in accordance with the following standards and guidelines:

Global Reporting Initiative (GRI) Standards 2021

United Nations Sustainability Development Goals (UNSDGs)

Task Force on Climate Related Financial Disclosures (TCFD) - for identification of risk and opportunities

Reporting scope and boundaries

This report covers the following entities in the Metizoft Group.
Metizoft AS | Metizoft Asia Pte Ltd | Metizoft China

Office operations are located in



Reporting period and cycle

This report covers the period of 1st January to 31st December 2025. Moving forward, Metizoft will continue to publish its sustainability report on an annual basis unless otherwise informed. This reporting frequency relates to the publication of Metizoft's financial performance.

Metizoft welcomes ongoing engagement with its valued stakeholders and is always open to any feedback, inquiries, and concerns that may enable continuous improvement to the Group.

Metizoft's contact details pertaining to this report are as below:

Name **Marie Abdi Bergseng-Nordby**
Appointment **Head of Sustainability**
Email **marie.nordby@metizoft.com**

Name **Lai Llih Shyan**
Appointment **Senior Sustainability Executive, APAC**
Email **llihshyan.lai@metizoft.com**

This report contains no restatements of information from the previous year.

This report has been reviewed and approved by the Board of Directors but has not been externally assured.

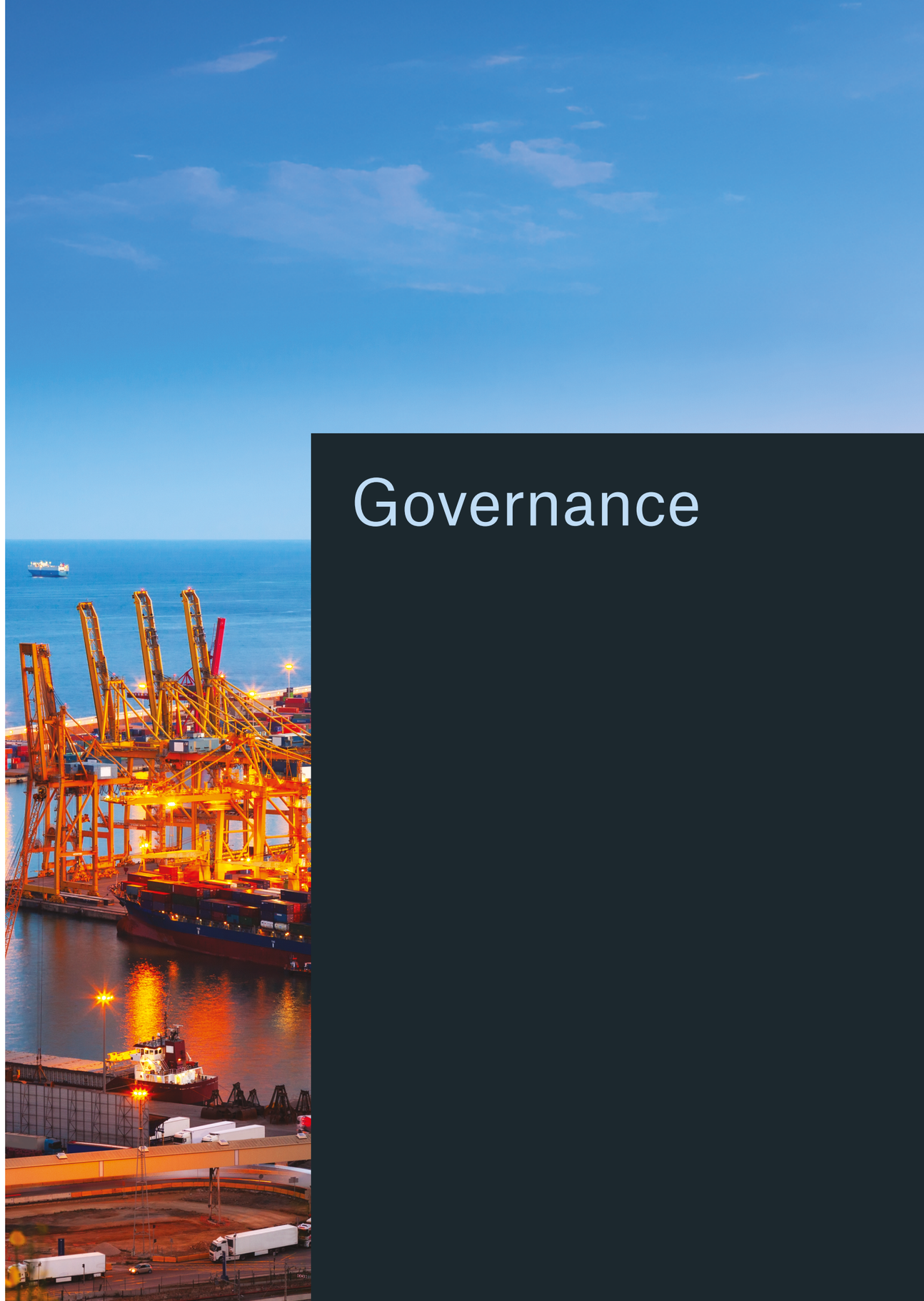
ASSURANCE

Metizoft ensures that the ESG report aligns with the selected reporting framework, incorporating all necessary disclosures and metrics.

An internal review is conducted with input from key executives and senior management to confirm that the report reflects the company's strategic objectives, values, and policies.

Once finalised, the report is reviewed and approved by the Board of Directors before being published on the company's website.

Additionally, a feedback loop is established to continuously refine data collection, validation, and reporting processes, ensuring that the ESG report remains comprehensive, credible, and transparent, thereby enhancing the company's reputation and building trust with stakeholders.



Governance

ESG Governance

Sustainability governance structure

Metizoft's sustainability governance is based on clear oversight, defined responsibilities and structured reporting lines. The Board of Directors has ultimate oversight of the Group's ESG-related matters, including climate-related risks and opportunities, strategic priorities and long-term sustainability objectives. The Board is responsible for ensuring that material sustainability considerations are integrated into the Group's strategy, business planning and decision-making processes.

The Sustainability Steering Committee, chaired by the Group CEO, supports the Board by reviewing material ESG matters and monitoring developments that may affect the Group. This includes climate-related issues, industry trends, regulatory developments and relevant maritime requirements, including those issued by the International Maritime Organization (IMO) and classification societies. The Committee assesses the implications of these developments, reviews progress against the Group's sustainability priorities and provides recommendations to the Board.

Operational responsibility is assigned to the ESG Task Force, led by the ESG representatives in Norway and the Asia-Pacific region and supported by representatives from relevant business units. The Task Force coordinates the implementation of sustainability initiatives across the organisation, including data collection, performance monitoring and internal reporting. Progress, challenges and key developments are reported to the Sustainability Steering Committee, supporting informed decision-making and continuous improvement.

This governance structure enables sustainability-related risks, opportunities and performance to be addressed at the appropriate level of the organisation, while ensuring accountability from operational teams through executive management to the Board.

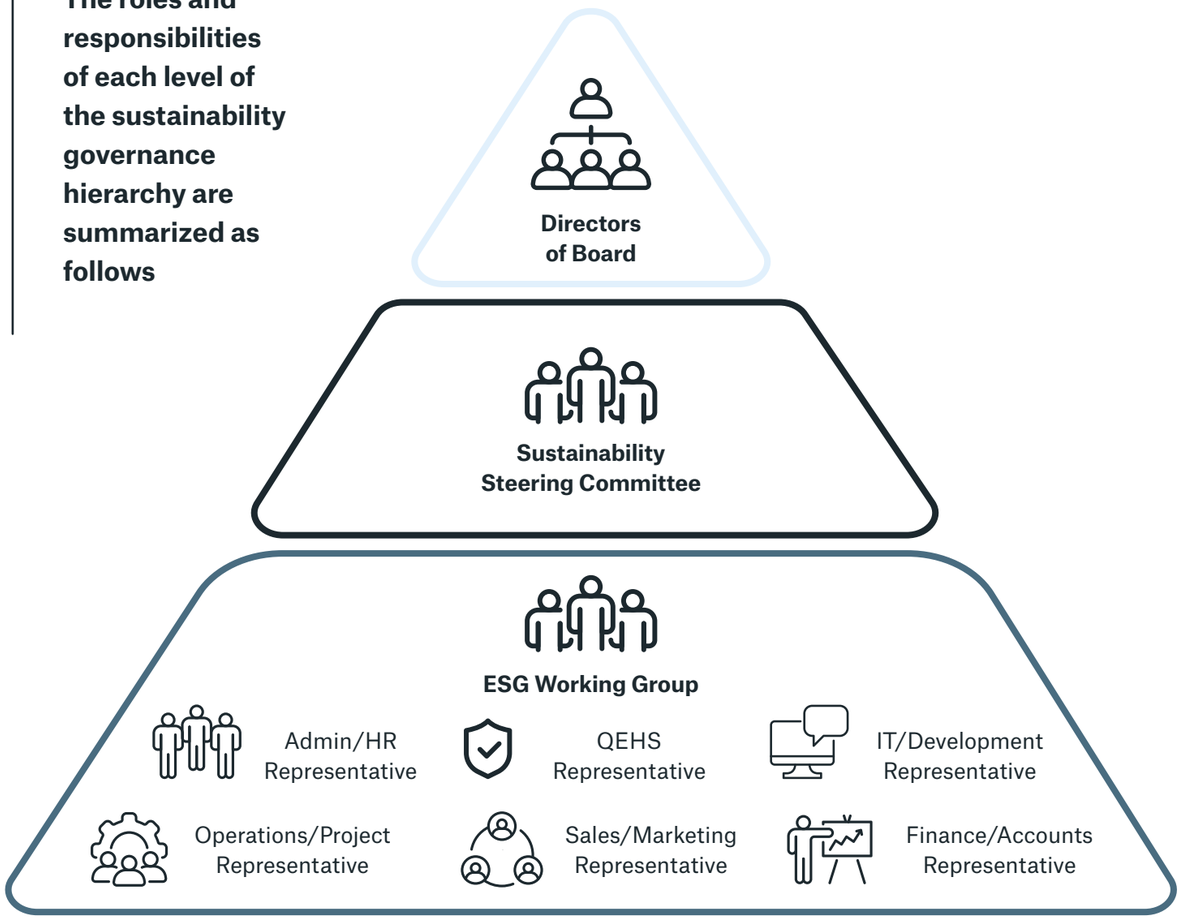
Board of Directors

Sustainability Steering Committee
Chaired by: Group CEO

ESG Task Force
Chaired by: ESG Leads, Norway & APAC

Business Unit Representatives
Admin/HR
QEHS
IT/Development
Operations/Project
Sales/Marketing
Finance/Accounts

The roles and responsibilities of each level of the sustainability governance hierarchy are summarized as follows



Directors of Board

Sustainability Steering Committee

Chair/Lead

Group CEO

ESG Working Group

Chair/Lead

ESG Leads

Sustainability Roles & Responsibility

Supervises and administers sustainability initiatives, which involve establishing strategic direction, prioritizing significant issues, and crafting comprehensive medium- to long-term goals for the organization.

Ensures Metizoft's business strategies integrate sustainability by encompassing relevant topics.

Endorses the creation and execution of the company's sustainability roadmap, strategies, business plans, and targets, with critical sustainability issues fully integrated into the decision-making process.

Examines sustainability strategies and proposes solutions to the Board for consideration.

Identifies, assesses and manages ESG risks and opportunities.

Evaluates sustainability strategies and tracks the performance of individual ESG targets.

Presents updates on sustainability performance and accomplishments to the Board.

Leads efforts to promote sustainability within the Group.

Proposes sustainability targets or KPIs.

Establishes methodology and measurement units for each target.

Gathers, analyses and monitors all sustainability data.

Executes sustainability project plans and follows through on pertinent data collection procedures.

Provides 6-monthly reports on sustainability performance to the Sustainability Steering Committee.

Metizoft's sustainability commitment

Our vision and mission

Our ambition is to support a maritime industry in which sustainability is integrated into everyday business decisions- from the management of climate impacts and data quality to the protection of people, privacy and responsible business conduct.

Metizoft combines maritime expertise, sustainability knowledge and technology to help customers respond to evolving ESG requirements with confidence. Through our software solutions and advisory services, we aim to make sustainability management more structured, practical and decision-useful. Our solutions are designed not only to support reporting and compliance, but also to strengthen performance management, informed decision-making and long-term value creation.

Our sustainability priorities reflect both the services we provide and the standards we set for our own operations. We are committed to reducing our environmental impact, safeguarding customer data and privacy, maintaining the quality and integrity of our products and services, developing our employees, and promoting a diverse and inclusive workplace. These priorities guide our continuous improvement and support our contribution to a more responsible, transparent and sustainable maritime industry.

Metizoft's Sustainability Focus

Key focus areas for responsible operations, trusted services and long-term value creation.

Five areas guide how we work

A compact view of Metizoft's strategic sustainability priorities

Climate Change

Reducing our environmental footprint and supporting customers with better climate data and reporting.

Customer Privacy

Protecting customer data through secure systems, privacy governance and continuous improvement.

Product & Service Integrity

Delivering reliable, transparent and ethical services that meet customer expectations and requirements.

Human Capital

Safeguarding health, safety, competence development and employee engagement across our organization.

Diverse & Inclusive Workplace

Building an equitable workplace where people are treated with dignity, respect and equal opportunity.

These focus areas support Metizoft's work with trusted digital services, responsible business practices and sustainability solutions for the maritime industry.

Nomination and selection of the board

The diversified board consists of three females and two males, in addition to one deputy member and two observers (males). Of the existing board members, one is also the CEO. All existing board members are related to shareowners.

For the overall gender composition of the board, please refer to “Diversity & Gender”.

Board of directors’ training and development

In 2025, Metizoft continued to strengthen the role of sustainability within the company. The board’s objectives remain focused on building a stronger sustainability culture, encouraging employee involvement, improving the way we measure and report progress, and further developing sustainability expertise across the organization.

During the year, we continued to work on making sustainability more integrated in our operations and service development.



Raising internal awareness,



Improving reporting structures



Supporting knowledge-sharing across teams



Ensuring that sustainability priorities are followed up as part of our ongoing improvement work.

While sustainability is an area that requires continuous development, the work carried out in 2025 has helped strengthen Metizoft’s commitment to responsible business practices and supports our ambition to deliver services that are both commercially relevant and aligned with the needs of the maritime industry.

Remuneration policies and process

Business ethics

Business policies and code of business conduct

Metizoft Norway is committed to conducting business responsibly, ethically and in compliance with applicable laws and regulations. The company maintains policies, procedures and internal controls designed to promote sound business conduct, prevent corruption and bribery, manage conflicts of interest, and support a safe and responsible working environment.

The main governance documents include

Ethical Guidelines, which define the principles and expectations for ethical behaviour and responsible business conduct

Metizoft Management System, which sets out procedures, controls and reporting mechanisms supporting compliance across the organisation

Safety, Health, Environment and Quality (SHEQ) Statement, which establishes the company's commitments and expectations relating to health, safety, environmental performance and quality

The Ethical Guidelines address areas such as conflicts of interest, anti-corruption, anti-bribery and whistleblowing. All employees are expected to understand and comply with these requirements in their daily work.

The Management System supports consistent implementation through defined responsibilities, internal procedures and reporting channels. This includes processes for identifying and managing potential conflicts of interest, reporting concerns and suspected misconduct, and responding to breaches of internal policies or applicable requirements.



Overall, Metizoft Norway is subject to Norwegian legislation, which sets high standards for ethical behavior and compliance. The company's policies and processes are designed to ensure that its personnel adhere to these standards and maintain the company's reputation for ethical conduct and compliance.

Together, these policies and processes provide the foundation for maintaining integrity, accountability and responsible decision-making throughout Metizoft Norway.

APAC

Metizoft Asia's expectations for responsible business conduct are set out in the company's Anti-Corruption Policy Statement and Code of Business Conduct Manual. Together, these documents provide the framework for how employees are expected to act in relation to integrity, anti-corruption, conflict of interest, fair dealing and ethical decision-making.

The Anti-Corruption Policy Statement confirms Metizoft Asia's zero-tolerance approach to bribery and corruption. The policy applies to all employees and covers interactions with customers, suppliers, authorities and other business partners, regardless of location. It refers to relevant anti-corruption legislation, including the Singapore Prevention of Corruption Act, the UK Bribery Act and the US Foreign Corrupt Practices Act.

The Code of Business Conduct Manual describes the standards expected from employees when representing the company. It covers principles such as honesty, accountability, respect, fair treatment of stakeholders and compliance with applicable laws and internal procedures. The manual is reviewed annually by management to ensure that it remains relevant and aligned with the company's operations and expectations.

The conflict-of-interest section of the Code of Business Conduct Manual addresses situations related to gifts, meals and entertainment, relationships with customers, suppliers and recognized organizations, dealings with governments and anti-bribery requirements. These topics are included to help employees identify potential risks and make decisions that support transparent and responsible business conduct.

The Anti-Corruption Policy Statement and Code of Business Conduct Manual form part of the onboarding process for new employees. Updates to these documents are communicated to employees by email, and heads of department and managers are responsible for briefing their teams where relevant. This helps ensure that employees understand the company's expectations and that responsible business conduct is embedded in day-to-day operations.





Legal compliance and fines

Compliance with laws and regulations is a challenging task for a SaaS company, especially when operating in multiple countries, as Metizoft does. Some of the challenges that we face in complying with laws and regulations in the locations we operate, include differing laws and regulations, language and cultural barriers, data localization requirements, cybersecurity regulations and tax laws.

In all of the locations we operate in, we continue to fully abide with all the applicable laws and regulations. We achieve this by doing our due diligence through stringent internal review processes and engagement of subject matter experts in laws and other specialization whenever necessary.



Whistleblowing and Other Feedback Channels

2025
Whistleblowing Incidents **0**



We are proud to report that in 2025, Metizoft had zero instances of non-compliance with laws and regulations which resulted in fines or non-monetary sanctions.

Norway

Metizoft Norway has a comprehensive set of policies and procedures in place to ensure that whistleblowing is encouraged and supported within the organization. Our ethical guidelines and management system are designed to enable individuals to raise concerns and report non-conformities without fear of retaliation or reprisal.



Ethical Framework
Our Foundation
Honesty
Integrity
Respect for Human Rights
Transparency
Accountability



Whistleblowing Process
Employees are encouraged to:
Raise concerns
Report non-conformities
Speak up without fear of retaliation
Follow a confidential reporting process



How We Manage Reports
Every reported issue follows a structured process:
Report submitted
Investigation initiated
Corrective actions implemented
Case monitored and closed
Continuous improvement



Management System
Supporting Responsible Business Conduct
Clear reporting procedures
Non-conformity tracking
Timely investigations
Regular management reviews
Continuous process improvement

APAC

For communication of non-critical matters by internal and external stakeholders, Metizoft Asia's policies are described in the Feedback Manual. This manual sets forth the company's procedures to provide transparent and consistent ways in the handling and monitoring of internal and external feedback from all stakeholders.

External feedback & whistleblowing
We are committed to listening, acting and improving.

Our processes ensure that feedback is handled responsibly, corrective actions are effective and ethical conduct is upheld.

FEEDBACK RESOLUTION PROCESS
How feedback is managed

Feedback Submitted
Feedback is submitted through official company forms.

Admin / HR Review
Forms are collected and processed by the Admin/HR Manager.

HOD Assessment
The matter is forwarded to the relevant Head of Department (HOD).

Resolution / Escalation
The HOD may resolve the issue or escalate it to management if required.

Feedback Closed
The responsible party communicates the outcome to the initiator of the feedback.

CORRECTIVE & PREVENTIVE ACTIONS
Managing external matters

External matters are addressed through the **Corrective and Preventive Actions Manual**, which defines procedures for:

- Identifying non-conformities
- Investigating root causes
- Implementing corrective actions
- Preventing recurrence
- Monitoring effectiveness

Examples of non-conformities

- Customer complaints
- Audit findings
- Supplier quality issues

CUSTOMER SATISFACTION
Listening to improve

To enhance external feedback from Metizoft's customers, we condect an annual online Customer Satisfaction Survey for customers of our:

- IHM Maintenance Services
- ESG / LCA Services
- Document Agreement Services

Key objective
Collect customer feedback to support continuous improvement and service enhancement.

WHISTLEBLOWING FRAMEWORK
Ethical reporting & accountability

Metizoft provides a secure and confidential mechanism for reporting actual or suspected misconduct.

Reporting Channels

- Employees
- External parties

Governance
The Whistleblowing Policy Office (WPO) is responsible for overseeing the implementation and management of the whistleblowing framework.

Through clear processes, open communication and a culture of integrity, Metizoft Norway continues to build trust with its people, partners and customers.



Environmental

Emissions

Decarbonization commitments

Metizoft is aware of its climate impacts and takes proactive steps to mitigate these. The overarching objective is ensuring our business operates in line with the efforts to limit the temperature increase to 1.5 degrees Celsius according to the Paris Agreement.

In FY 2025, we quantified our Scope 1, 2, and 3 greenhouse gas emissions and identified that Scope 3, Category 6: Business Travel is still the primary contributor to our organization's overall emissions. We continue to have minimal control over our Scope 1 and 2 emissions, and consequently, are still prioritizing initiatives aimed at reducing the Scope 3 emission intensity (Scope 3 emissions per total customers engaged).

A 3-year emission intensity target was set in 2023 which guides us in tracking our decarbonization performance:

Scope 3 Emissions Intensity
Reduction Target

Year	Target
2024	**1%**
2025	**3%**
2026	**5%**

Scope 3 emissions intensity per customer engaged

2023 Baseline **240** kg CO_2-e

2025 Result **48.7 kg CO_2-e**

To ensure we achieve the milestones, several key carbon reduction initiatives have been planned. Please refer to "Strategic Targets" for details of the initiatives.

Standards, Methodologies and Conversion Factors

Data consolidation for GHG emission follows the requirements of GHG Protocol Corporate Standard. The Global Warming Potential (GWP) are based on Intergovernmental Panel of Climate Change (IPCC), The Fifth Assessment Report (AR5). The emission factors are referenced from the Norway 2022 National Inventory Report (NIR).

Scope 1 Emissions

Metizoft's direct (Scope 1) emissions remain relatively low, as they are primarily generated by company vehicles supporting sales, marketing and project activities.

Scope 1 Emissions Performance

Year	Emissions
2023	**1.68** mtCO_2-e
2024	**1.41** mtCO_2-e
2025	**1.85** mtCO_2-e

2025 Performance

Scope 1 emissions increased to **1.85** mtCO_2-e in 2025, compared with **1.41** mtCO_2-e in 2024 and **1.68** mtCO_2-e in 2023.

Although direct emissions remain low in absolute terms, the increase reflects higher company vehicle activity during the reporting year, driven by sales, marketing and project-related operations.

Scope 1 GHG Emissions

UNIT **mtCO_2-e**

2025 **1.85** | 2024 **1.41** | 2023 **1.68**

Scope 2 GHG Emissions

UNIT **mtCO_2-e**

2025 **13.8** | 2024 **12.15** | 2023 **9.88**

Methodologies and Conversion Factors

The emission factors used for calculating Scope 2 emissions are based on IEA Emission Factors 2022. Scope 2 emissions are the emissions from imported energy, such as purchased electricity, heat or steam. This includes purchased electricity from all Metizoft offices in Norway (Fosnavåg), Singapore, Vietnam (Hanoi), China (Shanghai) and Malaysia (Kuala Lumpur).

Efficient energy usage is part of our strategy for reduction of Scope 2 emissions. We aim to replace all office lightings with LED lights to reduce energy consumption. LED lights use only a fraction of the energy that fluorescent bulbs use whilst proving the same level of illumination. This will also allow us to be more resilient towards the increasing carbon tax that are incorporated in electricity bills.

Scope 2 Emissions

Metizoft continues to monitor and manage Scope 2 emissions by improving energy efficiency across its operations and evaluating opportunities to increase the use of renewable energy sources.

Key Performance Highlights

Scope 2 emissions increased to **13.80** $mtCO_2$-e in 2025, compared with **12.15** $mtCO_2$-e in 2024.

Emissions also remained above the 2023 level of **9.88** $mtCO_2$-e.

The increase reflects higher emissions associated with purchased electricity across Metizoft's operations.

Metizoft remains committed to strengthening energy efficiency initiatives and exploring renewable energy opportunities to support its long-term decarbonization and emissions reduction strategy.

In addition, renewable energy technologies have become increasingly cost-competitive in recent years with the increasing supply and policy support from governments. Therefore, Metizoft will explore the feasibility of incorporating renewable energy in the electricity supply for all offices.

Scope 3 GHG Emissions

UNIT **$mtCO_2$-e** 2025 **248.07** | 2024 **172.83** | 2023 **118.03**

Business Travel Air Travel (Scope 3)

UNIT **$mtCO_2$-e** | 2025 **180.71** | 2024 **135.02** | 2023 **82.58**

Business Travel Hotel Nights (Scope 3)

UNIT **$mtCO_2$-e** | 2025 **36.37** | 2024 **22.99** | 2023 **17.89**

Employee Commuting (Scope 3)

UNIT **$mtCO_2$-e** | 2025 **30.99** | 2024 **14.82** | 2023 **17.35**

Standards, Methodologies and Conversion Factors

Conversion factors used are based on ICAO Carbon emission calculator for air travel emission, and US EPA for employee commuting and for hotel nights.

Metizoft's business operations contribute the majority of Scope 3 emissions as extensive travelling is required for activities including sales and marketing, IHM inspections, and asbestos related work. In 2023 (base year), the scope 3 emission categories that covered the majority of our emissions were identified and addressed as:

Category 6 Business travel emissions covering for air travel and hotel nights

Category 7 Employee commuting emissions

Scope 3 Emissions

Metizoft continued implementing initiatives to reduce Scope 3 emissions in 2025 by optimizing workforce allocation and supporting remote working where operationally feasible.

Key Performance Highlights

Employee commuting emissions increased to **30.99** $mtCO_2$-e in 2025, compared with **14.82** $mtCO_2$-e in 2024.

Business air travel emissions increased to **180.71** $mtCO_2$-e in 2025, compared with **135.02** $mtCO_2$-e in 2024 although they remained above the 2023 level of **82.58** $mtCO_2$-e.

Hotel stay emissions increased to **36.37** tCO_2-e, compared with **22.99** tCO_2-e in 2024.

Overall Scope 3 Performance
Total Scope 3 emissions increased to **248.24** $mtCO_2$-e in 2025, compared with **172.83** $mtCO_2$-e in 2024.

While business travel remains essential to support operational activities and customer engagement, Metizoft continues to identify opportunities to reduce travel-related emissions and remains committed to its long-term emissions reduction strategy.

Environmental commitment

Metizoft is committed to minimizing the environmental impacts of its operations through the implementation of its **ISO 14001 Environmental Management System**.

Key Commitments

Maintain an ISO 14001-certified Environmental Management System.

Proactively manage business-related environmental impacts and climate risks.

Minimize emissions generated from business travel.

Prioritize online meetings over air travel whenever feasible.

Optimize global operations by assigning the nearest sales or operations representative to support customers.

Consider airlines and accommodation providers based on their carbon reduction initiatives when business travel is required.



Emission intensity

Emission Intensity - Scope 3 Emissions per Total Customers Engaged

UNIT **$kgCO_2$-e/ total customers engaged**

2025 **48.7** | 2024 **62.6** | 2023 **240**

Emission Intensity Scope 1 & 2 per Gross Floor Area

UNIT **$mtCO_2$-e/m^2 customers engaged**

2025 **0.013** | 2024 **0.011** | 2023 **0.012**



Monitoring of emission intensities helps to better contextualize our emissions from the perspective of business operations. The intensity metrics (floor area and total customers engaged) are chosen with the consideration that it best reflects the emission rate in the respective emission scope.

The Scope 3 emission intensity denominator used in 2025 is consistent with the methodology applied in 2024 and includes both signed customers and prospective clients reached. In 2023, the denominator included signed customers only. The methodology was subsequently revised to better reflect Scope 3 emissions associated with sales activities, particularly air travel related to engaging prospective clients.

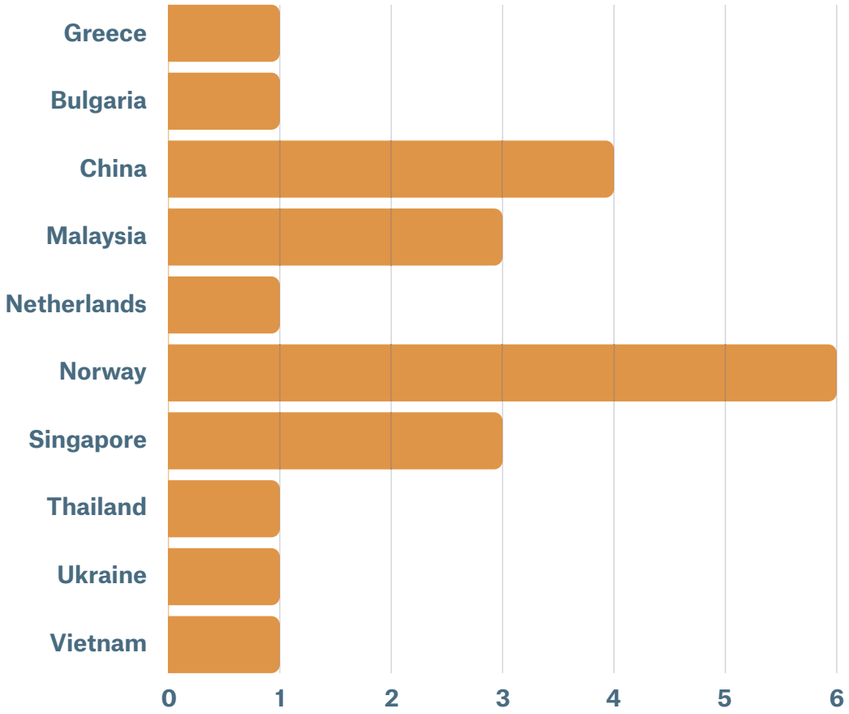
By aligning the metric with the full scope of our outreach efforts, we ensure it more accurately represents the emissions associated with growing our customer base.



Social

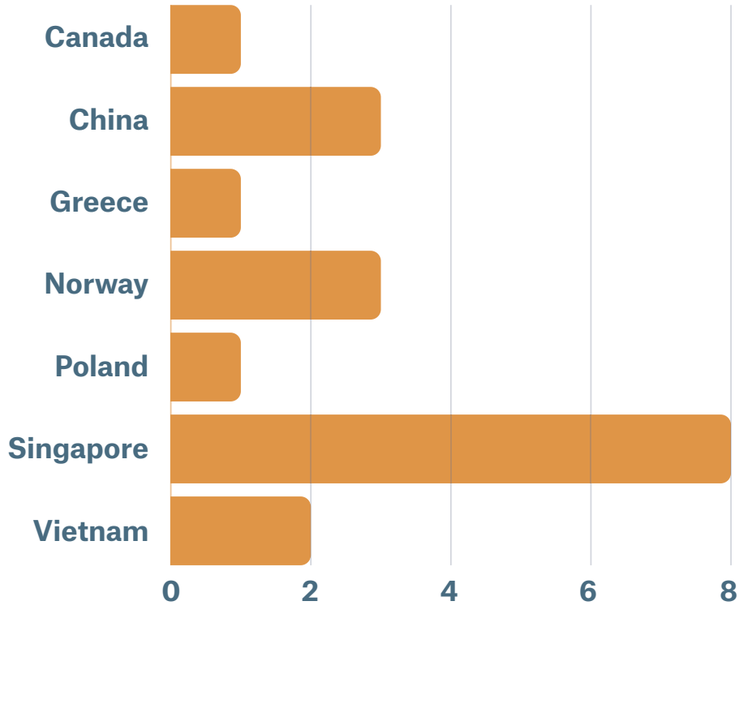
Employees and labor rights

Number of Turnover by Region, Gender and Age



REGION	WOMEN <30	WOMEN 30 - 50	WOMEN 50>	MEN <30	MEN 30 - 50	WOMEN 50>
Greece					1	
Bulgaria					1	
China	1	1			2	
Malaysia		2			1	
Netherlands		1				
Norway		2		1	1	2
Singapore	1	1		1		
Thailand						1
Ukraine					1	
Vietnam	1					

Number of New Hires by Region, Gender and Age



REGION	WOMEN <30	WOMEN 30 - 50	WOMEN 50>	MEN <30	MEN 30 - 50	WOMEN 50>
Canada		1				
China	2				1	
Greece						1
Norway		1			1	1
Poland					1	
Singapore	3	1			4	
Vietnam	1	1				

Employment

APAC

All employees and contractors across the APAC region are covered under comparable medical insurance plans administered by local service providers. Benefits subject to statutory requirements, such as parental leave are provided in compliance with the applicable laws and regulations of each jurisdiction. In addition, work-related benefits, including mobile phone reimbursement, are provided based on job responsibilities and operational needs, irrespective of employees' work location or employment status.

In the event of significant operational changes affecting employees' work, the Company provides a minimum notice period of one month. Changes are typically managed within the respective functions and overseen by the relevant department heads. Employees impacted by these changes are provided with sufficient time, support, and resources to facilitate a smooth transition and adaptation process.

Employees that took Parental Leave by Gender

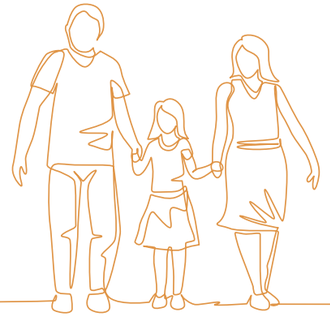
Women

2025	1	20%
2024	1	12.5%
2023	1	25%

Men

2025	4	80%
2024	7	87.5%
2023	3	75%

All Metizoft employees, except those working part time, are entitled to parental leave in accordance with the local laws. In 2025, a total of 4 male employees and 1 female employee took parental leave. All employees returned to work upon completion of their parental leave and are currently still employed by the company.



Collective bargaining agreements

In Metizoft Norway, though there are personal memberships of CBAs, the majority of employees are not affiliated with any trade union. Internal representatives for the collective workforce are elected every year with responsibility to be the link between employees and management for collective agreements and issues.

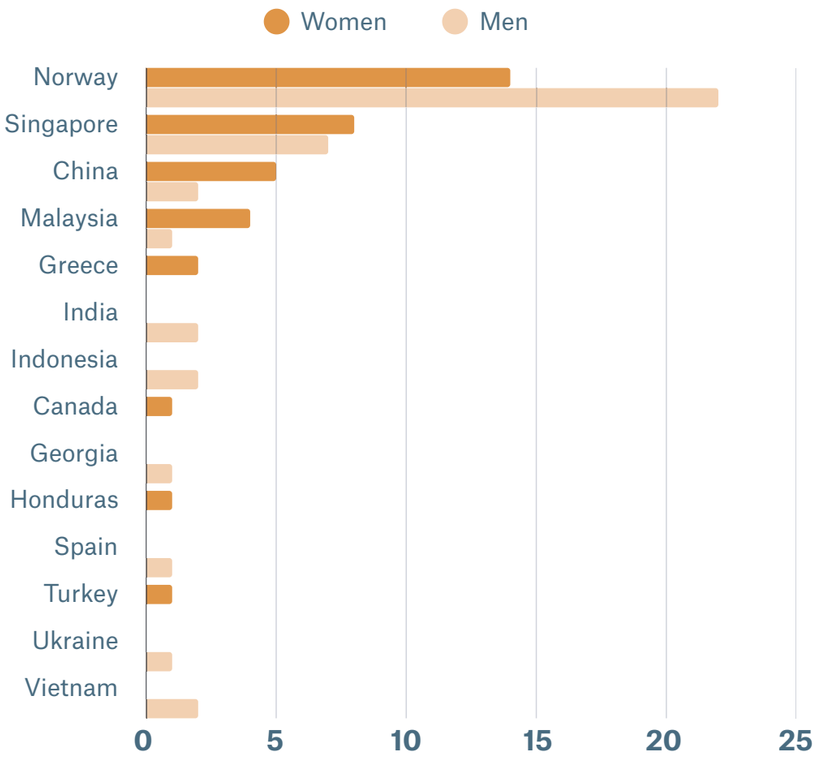
The employees of Metizoft Asia are not part of any works council or trade unions. However, to facilitate communication between the workers and the management, an employee is appointed as the Worker's Representatives.

Their roles and responsibilities include

1	2	3	4
Assist Top Management to circulate or distribute "Health & Safety, and "Environmental" ("HSE") matters among the workplace.	**Act as a channel of communication between Top Management and the Workforce.**	**Relaying inputs/ feedbacks from the Workforce to Top Management.**	**Conduct regular consultancy with the Workforce, especially on Health & Safety matters.**

Diversity and equality

Employees by Region and Gender Ratio



REGION	WOMEN	MEN
Canada	1	
China	5	2
Georgia		1
Greece	2	
Honduras	1	
India		2
Indonesia		2
Malaysia	4	1
Norway	14	22
Singapore	8	7
Spain		1
Turkey		
Ukraine		1
Vietnam		2

The levels within the Metizoft Group hierarchy.

LEVEL	Appointment(s)
1	Coordinator/Biz. Developer/Accountant/ Executive/Snr. Executive/ Specialist/ Inspector
2	Asst. Manager/ Manager/ Snr. Manager
3	Director/ Head of Dept./ Dy. GM
4	C-Suite
Board	Board

Diversity, equity and inclusion are important to Metizoft, both as an employer and as a global company serving customers across different markets, cultures and regulatory environments. With colleagues located across several regions, we recognize the importance of ensuring that our workplace is inclusive, respectful and fair, and that employees have equal opportunities to contribute, develop and be heard.

A diverse workforce gives Metizoft access to a broader range of perspectives, experiences and ideas. This strengthens how we understand our customers' needs, develop our services and collaborate across teams and regions. In practice, diversity supports better problem-solving, more relevant customer dialogue and a stronger ability to respond to the expectations of the maritime industry.

Recognize the importance of fostering equity, diversity and inclusion across a global organization.

Promote policies, leadership practices and workplace culture that support equal treatment, psychological safety and respect for individual differences.

Create an inclusive working environment where all employees feel valued, respected and empowered to contribute.

Ensure equal opportunities regardless of background, gender, role, location or level of experience.

Strengthen a culture of inclusion that supports collaboration, engagement and long-term organizational success.

The demographics of Metizoft's employees can be seen from the tables above. The total number of employees, not including the Board, as of end year 2025 is 81. Due to confidentiality constraint, we have not disclosed any data related to employee remuneration.

The demographics of Metizoft's employees can be seen from the tables above.

81 **Total number of employees, not including the Board, as of end year 2025.**

Due to confidentiality constraint, we have not disclosed any data related to employee remuneration.

Employees by Position Level and Age Group

	2025					
POSITION LEVEL	AGE <30	AGE <30%	30-50	AGE <30-50%	AGE 50>	AGE 50>%
Level 1	11	28%	23	59%	5	13%
Level 2	2	10%	15	71%	4	19%
Level 3	0	0%	6	67%	3	33%
Level 4	1	13%	4	50%	3	38%
Level 5	0	0%	3	75%	1	25%

Employees by Position Level and Gender Ratio

	2025			
POSITION LEVEL	FEMALE	FEMALE%	MALE	MALE%
Level 1	19	49%	20	51%
Level 2	10	48%	11	52%
Level 3	5	56%	4	44%
Level 4	0	0%	8	100%
Level 5	2	50%	2	50%

Non-discrimination

Any acts of discrimination are intolerable in Metizoft.

0 **Incidents of discrimination reported in the year 2025, throughout the whole Metizoft Group.**

In Metizoft, the management has always supported an open communication channel where all employees are encouraged to give feedback about any critical concerns, including incidents of discrimination.



As mentioned, In Metizoft Asia, we developed an official Whistleblowing Policy in 2024 to further augment this area.

Safety and health

Occupational health and safety

Metizoft's Occupational Health and Safety Management System
The OHS philosophy of Metizoft is guided by its QEHS Policy Statement, which demonstrates its Quality, Environmental, Health and Safety commitments to provide high quality and impeccable services to our clients, while concurrently allowing its employees to operate in a safe, environmentally responsible and sustainable manner.

Occupational health and safety are managed through Metizoft's Quality, Environmental, Health and Safety Management System (QEHMS) Manual.

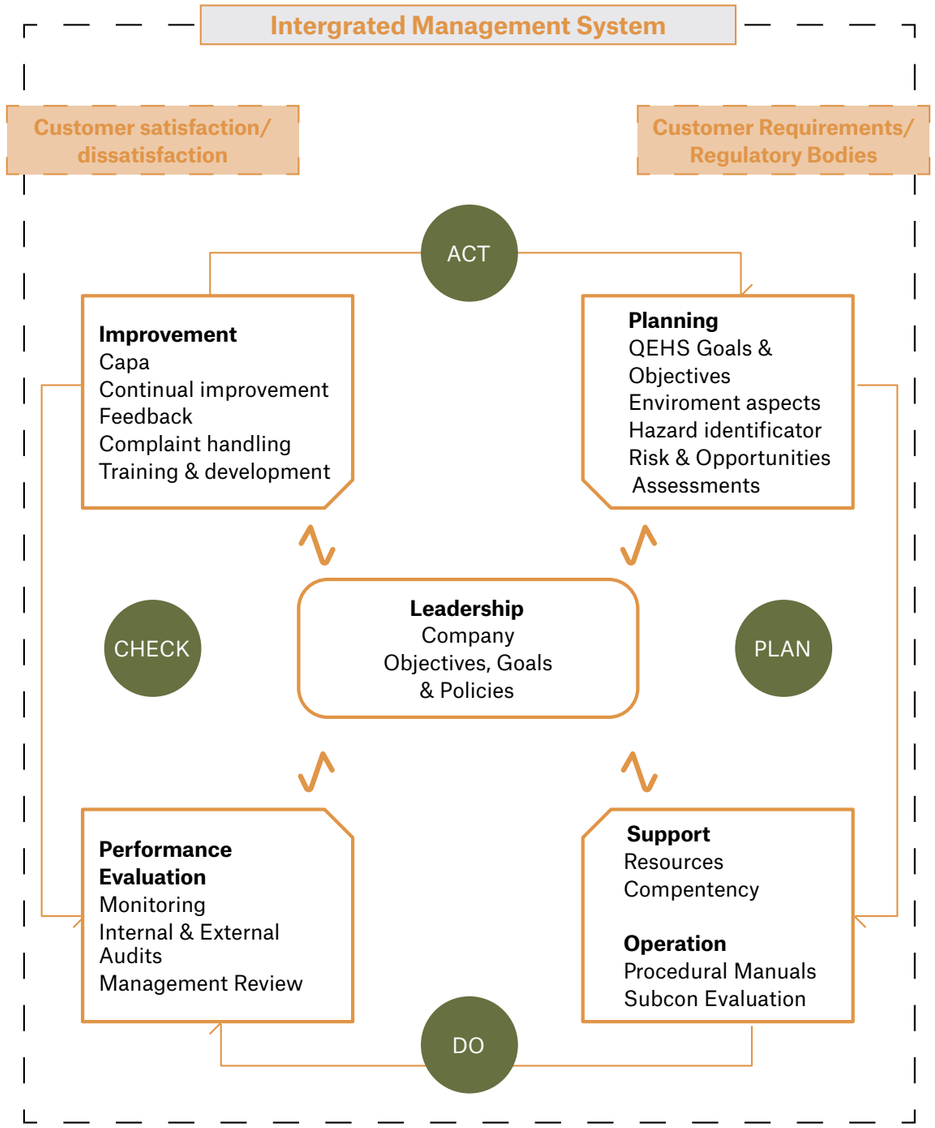
The QEHMS Manual is developed and implemented in accordance with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018.

The management system applies to all activities performed by Metizoft employees, subcontractors, clients and other third parties associated with the Company.

The QEHMS Manual is reviewed annually by Management to ensure it remains current, relevant and aligned with applicable requirements.

The QEHMS Manual forms an integral part of Metizoft's Integrated Management System, supporting the Company's core business processes (see page 66).





Additional details can be found in the Occupational Health and Safety Manual which illustrates Metizoft's management's commitment and approach in providing and maintaining a safe and healthy work environment. This document also establishes the company's policy in preventing accidents and near misses while employees are at work, onboard or onsite. This manual is also reviewed annually by the management.

The Safe Work Procedure (SWP) Manual establishes Metizoft's policies and procedures for safe work, applicable guidelines and industry's best practices.

The SWP manual is developed to reduce the risk to health and safety to all stakeholders including Metizoft employees, customers and the public in general.

All Metizoft employees are covered under its OHS Management System. This also applies to externally engaged third party inspectors, with edition that they will be needed to possess their own health and medical insurance.

In workplaces not covered under Metizoft's Occupational Health and Safety Management System, i.e. customers' premises (onboard vessels, within shipyards and buildings, etc.), the customers' OHS policies will apply. Our inspectors are required to always attend the safety inductions/briefings and to fully abide by the safety rules and regulations applicable. In addition, all heads of departments are responsible for conducting a safety briefing or toolbox meeting prior to employees performing onboard or onsite work.



Hazard Identification, Risk Assessment and Incident Investigation

Metizoft's hazard identification, risk assessment and incident investigation policies and procedures are covered under its Risk Management Manual. The Risk Management Manual was developed in accordance with reference to local regulations and is part of the company's framework for a systematic management on Workplace Safety and Health for all the stakeholders. It covers both work tasks and the subsequent activities, with the respective Hazards being Identified, Evaluated, and assigning the risk Control measures.

Our commitment in this aspect is guided by the Metizoft's WSH Policy Statement, which demonstrates our management's commitment to integrate a comprehensive WSH policy in all Metizoft's activities and services through continuous improvement of processes.

In addition. The Group has attained the bizSAFE Level Star certification awarded by the Workplace Safety and Health Council of Singapore for the Singapore Office.



Date of issue: 05/01/2026

WSHCOUNCIL
Tripartite Alliance for Workplace Safety and Health

bizSAFE STAR

CERTIFICATE

The Workplace Safety and Health Council
is pleased to certify that

METIZOFT ASIA PTE. LTD.

has fulfilled the requirements to attain bizSAFE Level Star

This certificate is valid till 21/03/2028

Christopher Koh
General Manager
Workplace Safety and Health Council

Certificate No. E33880

The Stop Work Order Form enables every employee to initiate stop work during situations whereby any person's health and safety are at risk, or where the possibility of environmental damage arises.

The following shows the steps to be taken in such situations.

Stop

Employee to initiate Stop Work when required

Discuss

Notify Manager/ HoD, and discuss the situation

Agree

To lower the risk as much as possible
All affected employees must all agree it is safe to resume
To inform management if an agreement cannot be met or resolved in reasonable time

Resume

Work can only resume when all affected employees comes to an agreement and, if required, with control measures in place and actions taken

Report

All Stop Work Orders must be reported to Management and QA Department via completing a Stop Work Order Form

Medical Examinations for Asbestos Related Work

Metizoft facilitates its inspectors involved in asbestos removal work to undergo the following medical examinations to be conducted by a designated workplace doctor:

Pre-placement examination not later than 3 months after their commencement of employment.

3-yearly regular examinations thereafter consisting of a clinical examination and a full-size chest x-ray examination.

All medical records are treated with strict confidentiality and retained for a period of up to 5 years in accordance with the WSH regulations.

Communication and Participation in OHS Matters

All key policies are subjected to Metizoft management's review annually. Upon revisions or additions, all related documentation is promptly communicated to all employees via email. Line managers will then be responsible for briefing their subordinates on the changes and additions, and to gather their feedback to update the QEHS Manager.

All employees are also strongly encouraged to provide voluntary feedback and suggestions concerning OHS matters to their supervisors or directly to the QEHS Manager.

In addition, Metizoft has appointed Worker Representatives, whose main responsibilities include:

Operate as a communication bridge between the management and employees, e.g. cascade important information to other employees and relay feedback from employees to the management.

Update management on critical OHS related matters occurring on the ground.

Conduct regular consultancy with the employees.



Employee Training on OHS

At Metizoft, OHS training forms part of the general training for employees. The related policies are documented in the General Training for Employees Manual.

The following lists Metizoft's internal training related to OHS. The training is conducted by senior internal staff with Skill Competency Level 4 in accordance with Metizoft's Training Matrix, who are typically the heads of department or process owners.

WSH Introduction Training

Ship Recycling Supervision Training

Other Diagnostics

IHM Training and Development

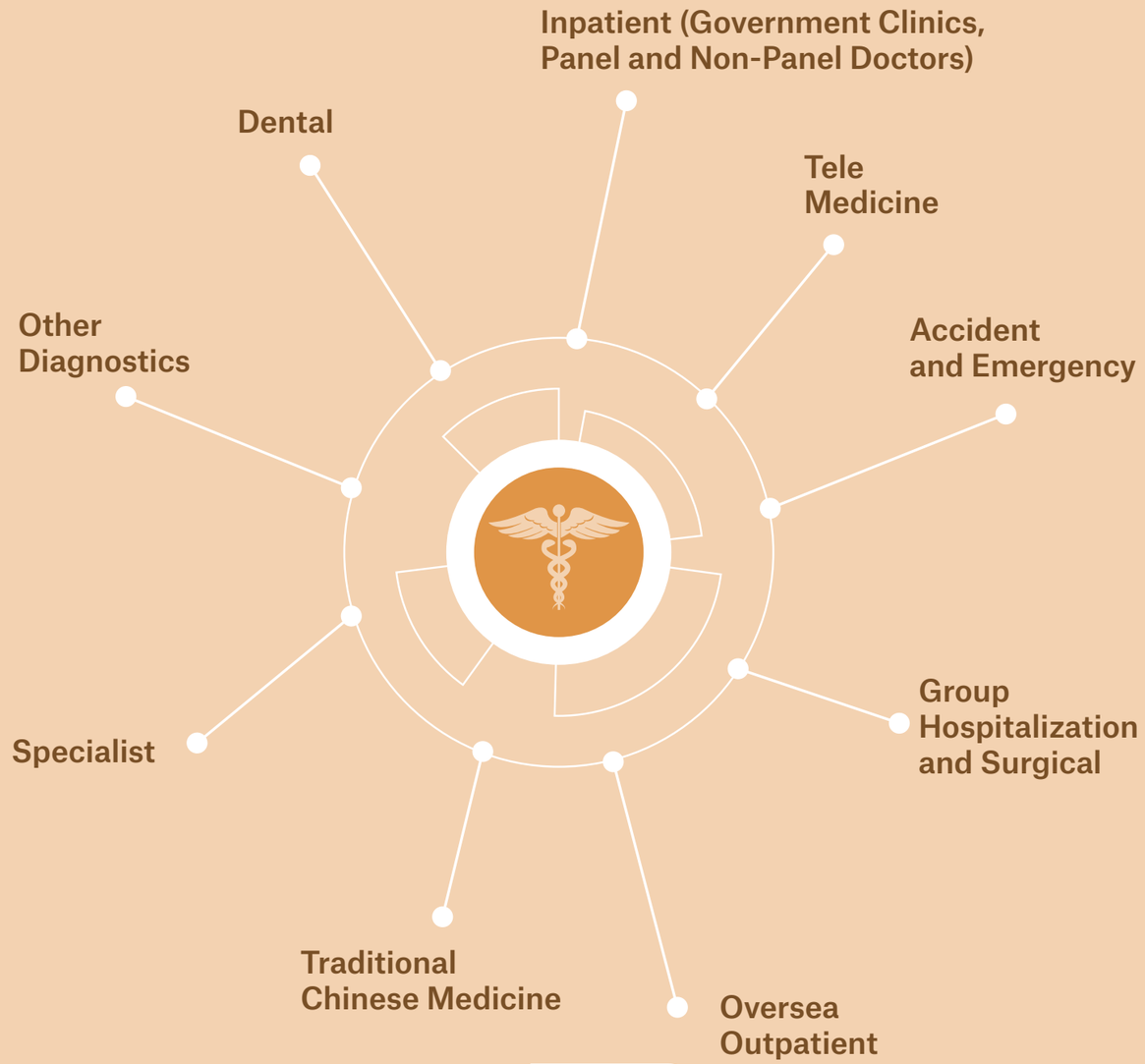
Asbestos Removal Training

Manage Work at Height (MWAH) Training

Employee Medical Health Insurance

All Metizoft employees are covered by the company purchased external medical health insurance scheme.

Employees are entitled to the following scope of services



Employees are able to access to all related information via mobile app. All details relating to the medical health insurance will be informed to all Metizoft employees by the Admin or HR Manager upon the employees' confirmation of employment.

Work related injuries

In 2025, the APAC inspection team completed a total of 227 onboard and onsite assignments. Across both Metizoft AS and Metizoft Asia Pte. Ltd., the total number of man-hours worked is 140,852.5 hours.



227

Onboard and onsite inspection assignments completed.

140,852.5

Total man-hours worked across Metizoft AS and Metizoft Asia Pte. Ltd.

0

Rate of Recordable Work-Related Injuries (TRIR)

WORK RELATED ILL HEALTH

There are no cases of fatalities resulting from work related ill health and recordable work-related ill health. We will continue to implement the required measures to maintain this result.

Customers

Customer Privacy

In 2025, Metizoft did not identify any substantiated complaints concerning breaches of customer privacy, leaks, thefts or losses of customer data.

0 **Substantiated complaints reported in 2025 regarding customer privacy**

As a SaaS company, Metizoft relies on strong information security and data protection practices to safeguard customer data, intellectual property and business continuity.

Secure Access Controls
Access rights and user permissions are managed and regularly reviewed to ensure that only authorised personnel have access to relevant systems and sensitive information.

Encrypted Communication
Data transmissions are protected through encrypted communication protocols, ensuring confidentiality and reducing the risk of unauthorised access during transfer.

Data Protection at Rest & In Transit
Metizoft protects customer data both at rest and in transit through appropriate technical safeguards that support data confidentiality, integrity and availability.

Continuous Improvement

Information security practices are continuously evaluated and strengthened as new services, technologies and platform features are introduced.

ISO/IEC 27001 Certification

Metizoft is progressing towards ISO/IEC 27001 certification to further formalise and strengthen its Information Security Management System (ISMS) and enhance customer data protection.

Stronger Security.
Greater Trust.
A Safer Digital Future.

Protecting customer data and maintaining resilient information security practices remain fundamental to Metizoft's commitment to quality, reliability and responsible business operations.



0 **Non-compliance cases related to customer health and safety regulations or voluntary codes in 2025**

As a technology and service provider to the maritime industry, Metizoft is committed to delivering reliable, secure and high-quality solutions that support customers' operational performance and regulatory compliance.

All medical records are treated with strict confidentiality and retained for a period of up to 5 years in accordance with the WSH regulations.

Customer-Centric Approach
Maintain close collaboration and continuous dialogue with customers.

Support service delivery through dedicated project managers and specialist teams.

Drive continuous product and service improvements based on customer needs.

Customer Feedback
Collect and evaluate customer feedback on a regular basis.

Identify opportunities to enhance user experience and service quality.

Use customer insights to support continuous product development.

Digital Solutions
Improve access to documentation and technical information.

Enhance data quality and system usability.

Strengthen service reliability across digital platforms.

Regulatory Compliance
Monitor relevant maritime regulations and industry developments.

Communicate regulatory updates that may affect customer operations or compliance requirements.

Ensure services remain aligned with applicable standards and customer expectations.

Continuous Improvement

Further strengthen customer feedback collection and assessment processes.

Integrate customer insights into future service development.

Deliver solutions that are compliant, reliable, efficient and trusted by customers.

Continuous Improvement
Delivering Reliable Digital Solutions that Support Customer Safety, Operational Excellence and Regulatory Compliance



Responsible Marketing

Metizoft's suite of software and services is rooted in our vision of empowering sustainable change in the maritime industry.

Documentation & Regulatory Compliance

Support customers in meeting documentation and reporting requirements.

Ensure alignment with internationally recognised frameworks and regulations.

Cover key reporting requirements, including:
Global Reporting Initiative **(GRI)**
IMO Conventions, including the Hong Kong Convention
EU Ship Recycling Regulation

Other applicable international requirements.

Transparency & ESG Communication

Promote transparent communication through responsible marketing and continuous product development.

Encourage maritime companies to disclose their safety and environmental performance more openly.

Support greater transparency across the maritime industry.

Contribute to reducing the risk of greenwashing.

Enable more informed ESG decision-making.

Reducing Greenwashing Risk

Help reduce the risk of greenwashing through reliable reporting services.

Provide accurate and up-to-date ESG performance data.

Support customers with credible, verifiable sustainability documentation.

Strengthen confidence in ESG reporting through transparent and reliable information.

0 **Non-compliance with regulations and/or voluntary codes concerning product and service information and labelling.**

All our marketing communication should be accurate and accountable. Our marketing framework, brand guidelines and tone-of-voice principles help guide how we communicate about our services.

Our marketing work is guided by the principle that sustainability-related claims should be clear, factual and not misleading. We aim to use marketing and communication to encourage maritime companies to comply with international conventions and take a more proactive approach to ESG reporting.

In line with our commitment to transparency and honest communication, we report sustainability information in accordance with the Global Reporting Initiative (GRI) Standards. Metizoft's ESG Reporting application has achieved GRI Licensed Software status. This strengthens our ability to support credible, standards-based sustainability reporting and to help customers prepare ESG information in line with internationally recognised GRI Standards.



Local Communities

Community Engagement

As a proud and responsible member of the local community, Metizoft Norway contributes to and supports several initiatives and local organizations.

Annual initiatives for charitable organizations
Several local sports teams

We recognize the importance of supporting community engagement initiatives to contribute to the positive effects and further development of our local community.



One example is during the annual “Football Jersey Day” in Norway where Metizoft and its employees lent their efforts in the fight against childhood cancer. The initiative is aimed at supporting continuing research.



In 2025, Metizoft will continue to support its current beneficiaries as well as to source for additional community engagement initiatives to participate in.



TCFD Summary

TCFD Summary

Shared Socioeconomic Pathways Projections

The climate scenarios outlined under the five Shared Socioeconomic Pathways (SSPs) in the IPCC Sixth Assessment Report were considered as part of the assessment of climate-related risks and opportunities.

Under the high-emissions scenario, SSP5-8.5, which assumes limited climate policy intervention and mitigation efforts, businesses are expected to face increased exposure to physical climate risks.

These include

Rising sea levels

Ocean acidification

Increasing frequency and severity of extreme weather events.

Conversely, the SSP1-1.9 scenario represents a low-emissions pathway in which global carbon emissions achieve net zero in 2050.

Sustainable development

Resource efficiency

Improved human well-being

While physical climate risks are reduced under this pathway, businesses may face heightened transition risks arising from stricter climate regulations, evolving technologies, changing market preferences, and increasing stakeholder expectations.

These transition risks may include policy and legal changes, technology adoption and obsolescence, market shifts, and reputational considerations as economies move towards a lower-carbon future.



Climate Scenario Analysis

Conducted climate scenario analysis under both SSP1-1.9 and SSP5-8.5 scenarios.

Identified potential climate-related financial risks and opportunities across both scenarios.

Assessed
Transition risks under the SSP1-1.9 scenario.

Physical climate risks under the SSP5-8.5 scenario.

Climate Strategy & Resilience

Integrate climate-related considerations into corporate strategy and business management practices.

Align climate governance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Strengthen resilience against identified climate-related financial risks.

Position the Company to capture opportunities arising from the transition to a low-carbon economy.

Assessment Time Horizons

Climate-related risks and opportunities are assessed across three planning horizons:

Short term
3–5 years

Medium term
5–10 years

Long term
More than 10 years

Climate-Related Risks		Risk Assessment	Potential Financial Impacts
Transition Risks	Policy and Legal	Long-term Likely Low severity	Mandatory Carbon Tax led to an increase in operating costs. Higher business traveling costs due to increasing prices of flight tickets and fuel taxes. Higher capital expenditure for zero-emission vehicles and charging infrastructure, driven by Norway's transition to zero-emission transport.
	Technology	Long-term Likely Medium severity	Increased investment cost for research and development expenditure to keep on track with constant changes in regulations and customer requirements.
	Market	Long-term Likely Low severity	Increased utility and building maintenance fees due to carbon tax.
	Reputation	Long-term Likely High severity	Reduced demand due to the available technical support from the government and exchange conglomerate to listen companies in sustainability reporting.
Physical Risks	Acute-Extreme weather patterns such as heat waves, heavy rain, winter storm	Short-term Less Likely Low severity	Higher insurance preniums. Reduced revenue and higher costs from negative impacts on workforce (e.g., health, safety, absenteeism.
	Chronic-Rising mean temperature and rising sea levels	Long-term Less Likely Low severity	Operation forced to halt due to extreme weather events. Delay in business schedules when customers are impacted by weather events.

Climate-Related Opportunities	Opportunities Assessment	Potential Financial Impacts
Resource Efficiency and Energy Resources	Long-term Low Impact	Optimize resource usage (human and natural resources) to reduce operating costs and to be more resistance towards increasing green taxes.
Products and Services	Long-term Low Impact	Development of new services to leverage on climate adaptation. Better competitive position to reflect shifting consumer preferences towards low-carbon economy, resulting in increased revenues.
Resilience	Long-term Low Impact	Pioneer in the green market to be more resilient to upcoming tax.
Markets	Long-term Medium Impact	Increased revenues through accessing new markets by providing sustainability-related services. Increased investment and partnerships due to the attractiveness of new sustainability sevices. In the Long-term, leasing EV models that are already tax exempted instead of fossil fuel cars which are subjected to green tax can reduce operating costs. Provide support to not only listed companies but to SMEs in fulfilling reporting requirements.

Climate Risk Mitigation & Business Opportunities

Develop strategies to mitigate identified climate-related risks across all business operations.

Reduce greenhouse gas emissions in support of Metizoft's three-year decarbonization target.

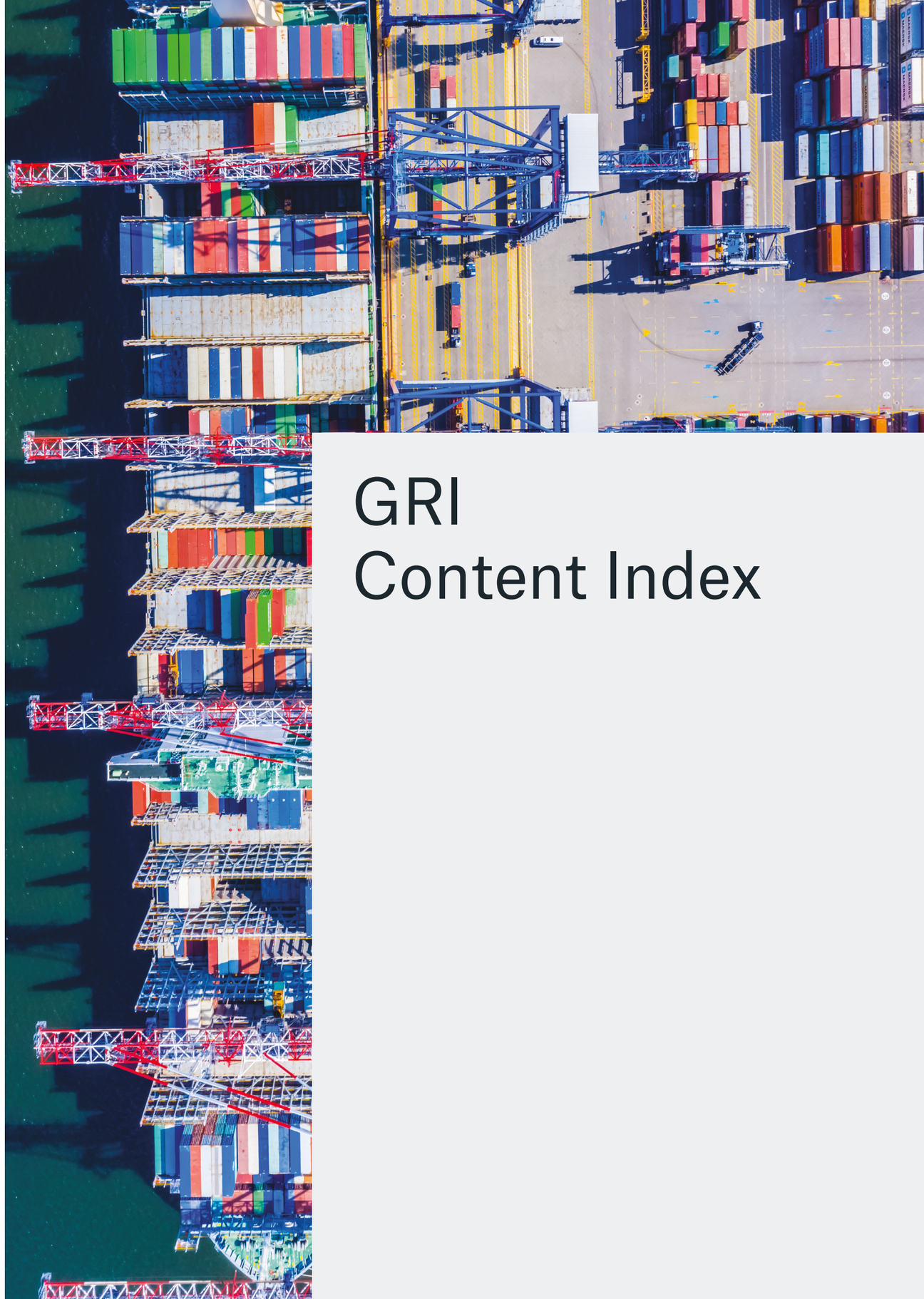
Integrate climate-related opportunities into the Company's business strategy.

Support the achievement of long-term decarbonization objectives through strategic initiatives.

Strengthen Metizoft's position as a competitive provider of sustainable and green solutions.

Create long-term business value by combining climate resilience with sustainable growth.





GRI Content Index

Statement of use	Metizoft AS has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025.			
GRI 1 used	GRI 1: Foundation 2021			
Applicable GRI Sector Standard(s)	-			
GRI Standard / Other Source	**Disclosure**	**Location of Disclosure**	**Reason for Omission**	**GRI Sector Standard Ref. No.**
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	About Metizoft		
	2-2 Entities included in the organization's sustainability reporting	Reporting Scope and Boundaries		
	2-3 Reporting period, frequency and contact point	Reporting Period and Cycle		
	2-4 Restatements of information	Reporting Scope and Boundaries		
	2-5 External assurance	Reporting Period and Cycle		
	2-6 Activities, value chain and other business relationships	Employees and Value Chain		
	2-7 Employees	Employees and Value Chain		
	2-8 Workers who are not employees	Employees and Value Chain		
	2-9 Governance structure and composition	Sustainability Governance Structure		
	2-10 Nomination and selection of the highest governance body	Sustainability Governance Structure		
	2-11 Chair of the highest governance body	Sustainability Governance Structure		
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance Structure		
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance Structure		
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance Structure		
	2-15 Conflicts of interest	Business Policies and Code of Business Conduct		
	2-16 Communication of critical concerns	Whistleblowing		
	2-17 Collective knowledge of the highest governance body	Board of Director's Training and Development		

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Applicable GRI Sector Standard(s)	-			
GRI Standard / Other Source	**Disclosure**	**Location of Disclosure**	**Reason for Omission**	**GRI Sector Standard Ref. No.**
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	-	Information unavailable/ incomplete - due to ongoing finalization of internal policies, Metizoft will withold the disclosure of this infromation until the next year.	
	2-19 Remuneration policies	-	Information unavailable/ incomplete - due to ongoing finalization of internal policies, Metizoft will withold the disclosure of this infromation until the next year.	
	2-20 Process to determine remuneration	-	Information unavailable/ incomplete - due to ongoing finalization of internal policies, Metizoft will withold the disclosure of this infromation until the next year.	
	2-21 Annual total compensation ratio	-	Information unavailable/ incomplete - due to ongoing finalization of internal policies, Metizoft will withold the disclosure of this infromation until the next year.	
	2-22 Statement on sustainable development strategy	Message from the CEO		
	2-23 Policy commitments	Business Policies and Code of Business Conduct		
	2-24 Embedding policy commitments	Business Policies and Code of Business Conduct		
	2-25 Processes to remediate negative impacts	Whistleblowing		
	2-26 Mechanisms for seeking advice and raising concerns	Whistleblowing		
	2-27 Compliance with laws and regulations	Legal Compliance and Fine		
	2-28 Membership associations	Membership Associations		
	2-29 Approach to stakeholder engagement	Stakeholder Engagement		
	2-30 Collective bargaining agreements	Collective Bargaining Agreements		

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Applicable GRI Sector Standard(s)	-			
GRI Standard / Other Source	**Disclosure**	**Location of Disclosure**	**Reason for Omission**	**GRI Sector Standard Ref. No.**
Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topics		
	3-2 List of material topics	Material Topics		
	3-3 Management of material topics	Refer to various topic disclosure sections		
Environmental Topics Disclosures				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Scope 1 GHG Emissions		
	305-2 Energy indirect (Scope 2) GHG emissions	Scope 2 GHG Emissions		
	305-3 Other indirect (Scope 3) GHG emissions	Scope 3 GHG Emissions		
	305-4 GHG emissions intensity	Emissions Intensity		
	305-5 Reduction of GHG emissions	GHG Emissions Reduction		
	305-6 Emissions of ozone-depleting substances (ODS)	-	Not applicable - Metizoft does not produce, import or export ODS.	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	Not applicable - Metizoft does not engage in any activity that produces these substances.	
Social Topics Disclosures				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	New Hires & Turnover		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment		
	401-3 Parental leave	Parental Leave		
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Employment		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety		
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety		

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Applicable GRI Sector Standard(s)	-			
GRI Standard / Other Source	**Disclosure**	**Location of Disclosure**	**Reason for Omission**	**GRI Sector Standard Ref. No.**
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Occupational Health and Safety		
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety		
	403-5 Worker training on occupational health and safety	Occupational Health and Safety		
	403-6 Promotion of worker health	Occupational Health and Safety		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety		
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety		
	403-9 Work-related injuries	Work Related Injuries		
	403-10 Work-related ill health	Work Related Il Health		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Gender Diversity & Equality		
	405-2 Ratio of basic salary and remuneration of women to men	-	Confidentiality constraint - disclosure of remuneration matters is against Metizoft's internal policy.	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Non-discrimination		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement		
	413-2 Operations with significant actual and potential negative impacts on local communities	Community Engagement		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Customer Health & Safety		

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GRI 1 used		**GRI 1: Foundation 2021**		
Applicable GRI Sector Standard(s)		**-**		
GRI Standard / Other Source	**Disclosure**	**Location of Disclosure**	**Reason for Omission**	**GRI Sector Standard Ref. No.**
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Customer Health & Safety		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Marketing & Labeling		
	417-2 Incidents of non-compliance concerning product and service information and labeling	Marketing & Labeling		
	417-3 Incidents of non-compliance concerning marketing communications	Marketing & Labeling		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Privacy		





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