



TEEKAY



TEEKAY GROUP Sustainability Report 2024

TEEKAY GROUP SUSTAINABILITY REPORT 2024

About This Report

This is the 15th annual sustainability report for the Teekay Group and covers global operations for the 2024 calendar year. This report focuses on the environmental, social, and governance (ESG) issues that may significantly affect our business performance and that matter most to our key stakeholders.

Our past sustainability reports are available at teekay.com/about-us/sustainability

This report has been prepared using the Global Reporting Initiative (GRI) Guidelines and the Sustainability Accounting Standards Board (SASB) Standards as guidance. Teekay is committed to the United Nations Global Compact Ten Principles and this report serves as our Communication on Progress.

In this report, the terms sustainability and ESG are used interchangeably.

Reporting Boundary

In 2024, Teekay Tankers (TNK) acquired the Teekay Australia business, and all the remaining management services companies not previously owned by TNK. This transformed TNK into a fully integrated shipping company and the sole operating platform within the Teekay Group.

Greenhouse gas (GHG) emissions data in this report covers vessels and assets that are operated under Teekay's Health, Safety, Security, Environment and Quality Assurance (HSSE & QA) management system. Greenhouse gas data also includes vessels in-chartered for 12 months or longer, and vessels owned by Teekay that are technically managed by third parties.

Unless otherwise noted, all other data in this report includes data only from vessels and staff that operate under Teekay's management system. Teekay closely oversees the operations of our vessels managed by third party companies to ensure performance meets our policies and requirements. Unless otherwise noted, all reported data is for the calendar year 2024, or as of December 31, 2024.

Contact Us

We appreciate your comments, feedback or questions on this report and our performance. Please contact us at media@teekay.com

Read more stories about how Teekay brings energy to the world at teekay.com

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This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

Contents

ABOUT TEEKAY

About Teekay Tankers	5
Facts and History	6
CEO Letter	7

STRATEGY

Our ESG Journey	10
Materiality and Stakeholder Engagement	11
Integrity at Teekay	12
Governance	13
Teekay’s Commitment to the UNGC Ten Principles	13

TEEKAY TANKERS

People and Diversity	15
Safety and Security	16
Greenhouse Gas Emissions	18

TEEKAY AUSTRALIA

Teekay Australia	22
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GROUP-WIDE INITIATIVES

People and Diversity	25
Promoting Responsible Ship Recycling	27
Cyber Security @ Teekay	28
Supporting Our Local Communities	29
Summary of Targets and Progress	30
ESG Performance Data – Teekay Group-Wide Consolidated	33

APPENDIX

SASB Reference Table	36
GRI Content Index	37
Report Definitions and Notes	39





ABOUT TEEKAY

About Teekay

Teekay is a leading provider of international crude oil marine transportation and marine services. Teekay provides these services through its controlling ownership interest in Teekay Tankers Ltd. (NYSE: TNK), a leading owner and operator of mid-sized crude tankers. Teekay Tankers manages and operates approximately 59 conventional tankers and other marine assets, including vessels operated for the Australian government. With offices in eight countries and approximately 2,300 seagoing and shore-based employees, Teekay Tankers provides a comprehensive set of marine services to the world's leading energy companies.

About Teekay Tankers

Teekay Tankers has a fleet of 36 double-hull tankers (including 20 Suezmax tankers and 16 Aframax / LR2 tankers), and has four time chartered-in tankers. Teekay Tankers' vessels are typically employed through a mix of spot tanker market trading and short- or medium-term fixed-rate time charter contracts. Teekay Tankers also owns a Very Large Crude Carrier (VLCC) through a 50 percent-owned joint venture. In addition, Teekay Tankers manages and operates vessels for the Australian government and Australian energy companies as part of the marine services provided by the company

and owns a ship-to-ship transfer business that performs full-service lightering and lightering support operations in the U.S. Gulf and Caribbean. Teekay Tankers was formed in December 2007 by Teekay Corporation Ltd.

Teekay is a member of the International Association of Independent Tanker Owners (INTERTANKO), the Maritime Anti-Corruption Network (MACN), the Ship Recycling Transparency Initiative (SRTI), and the United Nations Global Compact (UNGC).



FACTS AND HISTORY


1998

Bjorn Moller named CEO

1973

Torben Karlshoej founded Teekay as a regional charterer

1976

Chartered first vessel for \$3,800/day

1985

Purchased first Aframax tanker, Golden Gate Sun

1992

Founder Torben Karlshoej passed away

1995

Listed NYSE: TK


1999

Acquired Bona Shipholding

2001

Entered shuttle tanker business with acquisition of Ugland Nordic Shuttle Tankers

2003

Acquired Navion Shipping from Statoil and 50% of Skaugen Petro Trans

2004

Entered LNG shipping business with acquisition of Naviera Tapias

2005

Listed NYSE: TGP


2006

Listed NYSE: TOO

Entered FPSO business with acquisition of Petrojarl ASA


2007

Listed NYSE: TNK

Acquired 50% of OMI Corp.

2010

Peter Evensen named CEO


2011

Acquired equity interest in Sevan Marine ASA



Acquired Maersk LNG vessels

2012

Announced JV with Exmar LPG

2014

Launched Tanker Investments Ltd. (TIL)

Acquired ALP Maritime


2015

Acquired 12 modern Suezmax Tankers


2016

First MEGI LNG carrier newbuild commenced 5-year contract with Cheniere Energy

2017

Kenneth Hvid named CEO



TNK/TIL merger

Teekay and Brookfield strategic partnership

2018

Three Heritage Class shuttle tankers delivered

2019

Sold remaining interest in Teekay Offshore to Brookfield

Completed LNG newbuilding program including delivery of the last Arc7 LNG Carrier

2020

Bahrain LNG terminal completes construction and commissioning

2021

Agreement to sell interest in Teekay LNG to Stonepeak

Awarded new contract to provide in-service support for five Australian Government vessels


2022

Completed sale of Teekay LNG to Stonepeak

2023

Teekay celebrated its 50th anniversary


2024

Teekay Tankers acquires Teekay Australia business and becomes the sole operating platform within the Teekay Group

Teekay Australia awarded contract for *Absolute* to support BP bunkering services



Start of tanker fleet renewal. Sold several older vessels and acquired 2021-built *Orchid Spirit*.

**KENNETH HVID**

President and Chief Executive Officer,
Teekay Corporation Ltd. and Teekay Tankers Ltd.

CEO LETTER

Shipping can be a tough business. As with any other cyclical industry, companies come and go.

Teekay has been in business for 52 years - you could say that we continue to pass the most important sustainability test, which for any country, company or individual is the existential one. We believe we are well-positioned to continue passing this test for many years to come. Fortunately, we are supported by a unique ownership structure with two public companies, and a large shareholder that is a charitable foundation with a simple mission – to keep Teekay sustainable for generations to come.

Over the years we have been involved in different marine businesses during great times, and during challenging times. At present our business consists

of our tanker business, which is where Teekay started, and our Australian ship management business, where we mostly provide services to the Australian Government.

Weathering the storm is part of our nature and history. Teekay was formed during the 1973 oil crisis; a challenging time given that our business is transporting oil for our customers in all corners of the world. Therefore, we strive to build a business that can catch the tailwinds and weather the headwinds that the world throws at us.

That's not always easy, and we have learned many lessons over the years. But we believe that being true to our founder's mentality and being guided by our SPIRIT values will remain the best compass to follow in any market cycle:

Safety and Sustainability – Safety first!

Passion – We live our spirit!

Integrity – We do what is right

Reliability – We deliver

Innovation – We embrace change

Teamwork – We are team players

We pride ourselves in being an integrated shipping company. This means we employ all our own staff, including our seafarers, and perform all functions in-house, including commercial and ship management. Our late founder, Torben Karlshøj, believed in equal opportunities for everyone working at Teekay, which remains true today. This has given us an amazing global and diverse workforce with complementary skills.

Furthermore, it helps that we currently have the strongest balance sheet in our company's history, which will allow us to continue renewing our fleet at the right times.

Over the years, we have maintained a strong safety record. In 2024, 75% of our fleet achieved our “Goal Zero” milestone of zero injuries onboard, with seven vessels remaining injury-free for over three years, and three vessels for over five years. Unfortunately, the occurrence this past year of three Lost Time Injuries (LTIs) in our fleet, and one fatality in our ship-to-ship transfer business is a reminder that we can never lose focus on our most important goal of making sure everyone gets home safely. A safety investigation is ongoing, and we are working with industry bodies to enhance related offshore safety standards. Once the investigation is complete, preventative and corrective actions will be shared in our company and with the wider industry.

Separately, we continue investing in the efficiency of our fleet to keep it sustainable, having reduced our Energy Efficiency Operational Indicator (EEOI) by an average of around 20% across our fleet since 2008. This past year, we started the process of renewing our fleet with newer and more efficient vessels, and we are now using biofuels on some voyages that helps reduce emissions by approximately 25% compared to conventional marine fuels. Longer-term, our goals remain aligned with the International Maritime Organization (IMO) ambition to achieve net-zero GHG emissions by 2050 for the shipping industry.

We live in interesting times, with many unknowns. I sometimes think back to the “car free” Sundays that we had in Denmark, where I grew up, in the early 1970s. It was an opportunity in response to the uncertainty of the oil crisis at that time. Today, I am similarly confident that in response to the market and political uncertainties we face, Teekay will also find new and exciting opportunities to invest in our business, in order to fulfil our mission of keeping Teekay sustainable for generations to come.

BRINGING ENERGY TO THE WORLD

VISION & VALUES

TOGETHER WITH TEEKAY SPIRIT

Safety & Sustainability We put safety first

No compromises. We look after each other and make sure everyone gets home safely. We consider people, planet and performance in all of our decisions and actions. We contribute to a sustainable business, environment and community.

Passion We live our spirit

We bring energy and enthusiasm to our work. We balance hard work and fun and we take pride in doing a job well. We strive to make a difference every day with our colleagues and customers. We care!

Integrity We do what is right

We are open and honest, and lead by example. We build trust with others and are trustworthy. We admit our mistakes and use them as an opportunity to improve our skills and processes.

Reliability We deliver

We do what we say we will do. We have high standards and deliver quality results. We build enduring customer relationships and solutions. We hold each other accountable and follow through on our commitments. We are operational leaders!

Innovation We embrace change

We seek and promote new thinking and ideas. We support change and encourage others to do the same. We look for ways to be ahead of the curve and to create value-added results. We strive to constantly learn and improve.

Teamwork We are team players

We value and respect each other. We work together and promote a spirit of cooperation. We encourage diverse perspectives, and value the opportunity to listen and be listened to. We help others be successful. We celebrate success!

STRATEGY

A large oil tanker ship is shown from a high-angle perspective, sailing on a deep blue ocean. The ship's deck is red with green safety walkways. Numerous large, dark-colored oil pipes run along the length of the ship. The sky is bright blue with scattered white clouds, and a vibrant rainbow arches across the upper left portion of the frame. The horizon line is visible in the distance.

OUR ESG JOURNEY

Sustainability has long been a core value at Teekay, and our culture, values, and policies create a strong foundation for the work that lies ahead.

We recognize that stakeholder expectations continue to increase. Over the years, we have seen a significant increase in social and environmental awareness worldwide, combined with increasing scrutiny of companies' efforts to address environmental and social concerns and uphold business ethics.

We expect that our stakeholders will increasingly evaluate us based on our commitment to and management of a broad range of environmental, social, and governance (ESG) issues. We also believe that having in place a strong and credible ESG strategy is a competitive differentiator that can positively affect our ongoing access to capital, talent, and business opportunities.

To ensure accountability, executive and employee financial compensation is linked to achieving our annual goals, which include items related to ESG performance.

Our ESG strategy is focused on three broad areas to guide our efforts



Operate our existing fleets as safely and efficiently as possible

Safety and Sustainability is our first core value. We will continue to promote a strong safety culture and adherence to our safety commitments. Also, we continue to invest in increasing the efficiency of our vessels and have been a leader in developing innovative vessel designs to reduce environmental impacts.

We have made significant progress in reducing the emissions intensity of our fleet and will make further efforts in the years ahead to meet our long-term goals, which are aligned with the IMO 2030 and 2050 ambitions.



Allocate capital to support the global energy transition

Teekay has a track record of servicing the needs of an evolving global energy mix.

To serve the world's growing demand for energy while also addressing climate change will require a significant increase in global renewable and low-carbon energy. Our strategy will be to use our capital, expertise, reputation, and partnerships to support this global energy transition.

In 2024, Teekay started the process of renewing our tanker fleet with newer and more efficient vessels. This past year we sold several older vessels and acquired the 2021-built *Orchid Spirit*. In addition, the Teekay Group remains net debt-free, which provides us the financial flexibility to pursue new opportunities in the shipping and broader maritime sector serving the growing demand for new transportation solutions.



Further strengthen our ESG profile

Earning and maintaining the trust of all our stakeholders requires transparency about our commitments and performance in managing important environmental, social, and governance issues.

To strengthen our ESG performance and to provide greater transparency, we are committed to:

- Adopting and elevating ESG best practices in the maritime industry
- Setting clear and ambitious goals
- Reporting our progress in line with recognized frameworks
- Strengthening our engagement with stakeholders
- Ensuring Executive accountability and Board oversight of ESG activities

MATERIALITY AND STAKEHOLDER ENGAGEMENT

We prioritize the sustainability opportunities and challenges that matter most to our stakeholders.

The topics in this year's report are unchanged from last year. These topics were selected through management prioritization by considering the level of stakeholder interest in the topic and the likelihood of the topic affecting our business objectives. Our assessment and selection of material topics is also informed by our Enterprise Risk Management (ERM) process, which assesses the top risks that may impede Teekay from achieving its strategic objectives. Through our daily work, various employees also regularly engage with customers, lenders, investors, NGOs, and government authorities on sustainability topics, and the feedback we receive informs our prioritization of issues.

Our ambitions for material issues are outlined below, and our actions and progress towards achieving these ambitions are described throughout this report.

Setting Clear Ambitions for Our Top ESG Issues



Personal Safety

Uphold our core value—Safety First. Make sure everyone gets home safely



Spills and Pollution

Zero spills and full compliance with regulations



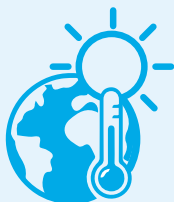
Health and Wellness

Provide healthy working conditions and promote well-being



Workforce Diversity

Further increase gender and national diversity within Teekay



Climate Change

Achieve net-zero GHG emissions by 2050 and support the global energy transition



Business Ethics

Manage all our business activities with integrity and do what is right



Human Rights

Respect and support all internationally-proclaimed human rights



Ship Recycling

Increase transparency and elevate standards in the ship recycling industry



Security

Protect the security of our seafarers, ships, and digital assets

INTEGRITY AT TEEKAY

Our ambition is to be the most trusted shipping company. Trust and integrity are an essential part of who we are at Teekay and how we make business and operational decisions.

Our Governance

Teekay's Director of Risk, Audit and Compliance (RAC) oversees Teekay's integrity compliance program. The Director of RAC reports to the Audit Committees of Teekay's Boards of Directors (Boards) and works closely with Teekay's senior leadership to reinforce Teekay's commitments to integrity.

Our Policies

Teekay's integrity principles are captured in its Standards of Business Conduct Policy (Standards). Teekay takes a zero-tolerance approach towards any fraud, corruption, breach of sanctions, violation of human rights, modern slavery, or any other violation of its Standards. Teekay also maintains additional policies of importance, which set out Teekay's rules about data privacy, insider trading, gifts and hospitality, competition law, harassment, and third-party due diligence.

Due Diligence

Teekay recognizes that doing the right thing also means ensuring that our business suppliers and partners do the right thing by sharing our commitment to uphold business ethics. Teekay personnel are required to "onboard" new business partners through Teekay's compliance system. This system, which includes watch list and media



monitoring tools, enables Teekay to identify potential business ethics risks (e.g., corruption, sanctions, or other unlawful misconduct) that may impact Teekay and its personnel. It also enables Teekay to implement appropriate follow-up measures. Entities that present an unacceptable risk or fail to comply with applicable laws and regulations are rejected as business partners.

Training

Teekay provides multiple forms of training. New staff receive induction training that covers Teekay's integrity expectations, including a review and acknowledgment of Teekay's Standards. All shore-based personnel also receive mandatory annual online ethics training on Teekay's Standards. Our commitment to integrity extends across our fleet, and our vessel Masters receive compliance training on risk-relevant issues at sea.

Risk Assessment & Audit

To properly structure our compliance program and to monitor business ethics risks, Teekay performs regular risk assessments. These risk assessments assist Teekay in identifying existing and emerging risks and prioritizing a proportionate response

to these risks. Periodically we conduct audits of the compliance program to ensure it is operating effectively.

Leadership

Teekay recognizes that an effective integrity compliance program requires a healthy corporate culture of active ethics that is supported by a strong tone from the top that resonates throughout the organization. Doing business with integrity is embraced by everyone as a shared leadership responsibility. Part of this responsibility is speaking up when suspected violations of Teekay's Standards occur, using Teekay's anonymous hotline reporting tool or other means.

Measuring Our Success

We measure and monitor our integrity performance through various key performance indicators, which include:

Hotline complaints: Teekay operates a confidential and anonymous reporting tool for suspected violations of Teekay's Standards. In 2024, all reported cases were investigated and resolved or closed within 180 days of being reported in accordance with our objective.

Training and culture: Maintaining a strong ethical culture at Teekay is the cornerstone of our compliance efforts. In 2024, there was a 100% completion rate for all shore staff required to read Teekay's Standards, in accordance with our objective.

In 2025, we will continue working with the Maritime Anti-Corruption Network (MACN) to focus on managing port corruption risks.







GOVERNANCE

We believe good corporate governance is critical to maintaining the trust of our customers, staff, partners, capital providers and investors.

Teekay's Boards of Directors oversee our environmental, social, and governance performance. The corporate governance guidelines for Teekay Corporation and Teekay Tankers include responsibilities for Board oversight of our sustainability commitments and performance.

The Boards receive regular updates on sustainability matters, including reporting on progress in meeting our annual and longer-term ESG targets. At each quarterly meeting, the Boards review and discuss Teekay's health, safety and environmental performance and its performance on sustainability and diversity efforts.

In 2024, Heidi Locke Simon was appointed to take over as Chair of the Teekay Board and Teekay Tankers Board.


Board Composition and Committees	Teekay Corporation 	Teekay Tankers 
Total Directors		
Independent Directors		
Committees	<ul style="list-style-type: none"> Audit Nominating, Governance and Compensation 	<ul style="list-style-type: none"> Audit Nominating, Governance and Compensation



TEEKAY'S COMMITMENT TO THE UNGC TEN PRINCIPLES

Teekay Corporation and Teekay Tankers are participants of the United Nations Global Compact.

We are proud to support the UN Global Compact, reinforcing our group's deep, long-standing commitment to responsible safety and environmental practices. We are fully committed to further advancing sustainability and responsible business practices to meet the growing expectations of our stakeholders and global society. To learn more about how we incorporate the UN Global Compact Ten Principles into our group-wide policies and procedures, please visit teekay.com/about-us/sustainability/


TEEKAY'S COMMITMENT TO THE UNGC TEN PRINCIPLES

Human Rights

1. Respect human rights
Our Standards of Business Conduct are an extension of our Core Values and reflect our continued commitment to manage our business activities with integrity. We treat people fairly and respect human rights. We take allegations seriously and address all such concerns that are raised regarding these policies.
Reference: Standard of Business Conduct Policy
Whistleblowing Reporting Procedure

2. Not be complicit in human rights abuses
We recognize that doing the right thing means ensuring that our business suppliers and partners share our commitment to uphold business ethics. Teekay reviews new business partners through a compliance due diligence system and rejects any partners that present an unacceptable risk. We also expect our subcontractors to promote workplaces that are free of human rights violations.
Reference: Third Party Business Ethics Due Diligence Procedure (Internal)
Subcontracting with Integrity Policy (Internal)

Labour

3. Uphold freedom of association and the right to collective bargaining
We respect the right of employees to join associations and choose representative organizations for the purpose of engaging in collective bargaining in a manner consistent with applicable local laws, rules, and regulations. A significant portion of our seafarers are employed under collective bargaining agreements.
Reference: Standard of Business Conduct Policy
Global Policy on Discrimination and Harassment (Internal)
Employee Conduct Policies and Guidelines (Internal)
Maritime Labour Convention, and Workplace Behavior Standard (Internal)

4. Eliminate forced labour
5. Eliminate child labour
We have a zero-tolerance approach towards slavery, forced labour, human trafficking, and child labour. We have implemented a program to provide reassurance that modern slavery is not taking place within our company or supply chain.
Reference: Modern Slavery Act Statement
Seafarer Minimum Age Policy (Internal)

6. Prevent workplace discrimination
We are committed to creating a workplace where everyone is treated with respect and dignity. We do not tolerate discrimination or harassment in the workplace or work-related situations, and we investigate any reported violation of our policy.
Reference: Global Policy on Discrimination and Harassment (Internal)
Grievance Procedure (Internal)
Workplace Behavior Standard, and Onboard Complaints (Internal)


Environment

7. Support a precautionary approach to environmental challenges
We have built our company on a deep commitment to responsible safety and environmental practices. Our HSEQ policy establishes our commitment to meet and exceed all environmental requirements and to operate sustainably by preventing pollution, striving for zero spills, and minimizing emissions that impact the environment. Teekay is accredited to ISO 14001 and we require our contractors and suppliers to implement similar environmental management programs.
Reference: Teekay HSEQ Policy
Subcontracting with Integrity Policy (Internal)

Sustainability
Sustainability assumes the long-term health and success of our work in the global economy. Our Sustainability Report that outlines our progress over the coming years, we intend to further advance our ESG commitment and performance most trusted shipping company.

Technologies
Technologies. We were the first company to use LNG carrier and our latest LNG carriers (cubic meter of LNG transported compared to 2 carriers). The majority of our LNG fleet uses and across our entire product tanker fleet, we instead of installing scrubbers to comply with legislation in the shipping industry, we are also drive necessary technological developments.

Anti-Corruption
Integrity and corruption are and are committed to acting in a legal manner in all our business dealings and ensuring is provided to all shore-based personnel and onboard Quality Assurance Training Officers (QATOs) a Maritime Anti-Corruption Network (MACN).
Policy
Integrity (Internal)





TEEKAY TANKERS

PEOPLE AND DIVERSITY

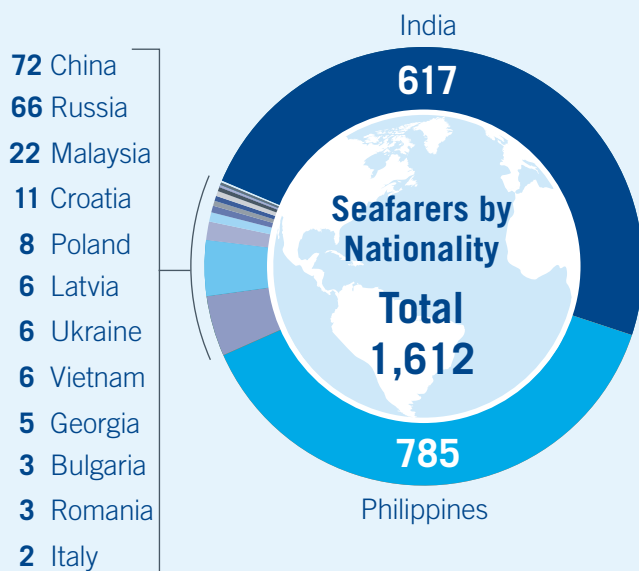
We are one of the world's leading operators of mid-sized tankers and we take pride that the Teekay logo on our funnel is an industry-respected symbol of quality. As a true owner, we manage our vessels directly through in-house ship management, employing over 1,600 men and women aboard our tanker fleet.

Flawless customer service is achieved through the dedicated contribution of our employees. Our focus on the human element has encouraged staff to stay with the company. To promote diversity on shore and at sea, we are committed to offering equal employment opportunities with transparent career paths.

We have an inclusive recruitment strategy with a focus on female maritime university graduates and sponsorship of government and industry interns and management trainees.

We are also active in government and industry forums involving employee engagement, flexibility, wellness, gender equality, diversity and inclusion in shipping. Teekay Tankers has been a member of the shipping industry Diversity Study Group since 2022.

2024 Teekay Tankers Employee Facts



Sea staff retention

98% Officers
99% Ratings

100%

Incidents related to labour or human rights investigated and closed within 180 days

100%

Sea staff covered by collective bargaining agreements

8.9 years

Average duration of sea staff employment

Women in leadership

 **1%** at sea

Persons not from high-income countries¹ in leadership at sea

87%

¹ Based on the World Bank Country and Lending Groups

SAFETY AND SECURITY

Safety

Our approach to safe operations is built on a system designed to achieve zero incidents, to introduce new safety initiatives and campaigns, and to promote personnel development. By leveraging technology through our electronic hazard reporting program, we proactively identify and address unsafe acts and conditions, which breaks the error chain before an incident can occur.

Our Goal ZERO journey began in 2023 with an intensified focus on onsite safety and embedding this vision across our fleet. By the end of 2024, 75% of our fleet achieved the “Goal Zero” milestone, with seven vessels remaining injury-free for over three years, and three vessels for over five years.

Our Fleet Training Officer (FTO) initiative, comprising four experienced Masters and one Chief Engineer, continues to play a crucial role in enhancing onboard training. In 2024, we strengthened this program by incorporating past learnings and ensuring that all vessels received comprehensive onboard safety training. The FTOs conducted safety audits, reinforced the use of personal protective equipment, and provided regular feedback to improve our safety policies and procedures. These efforts contribute to reducing injury risks and fostering a safer, more sustainable work environment at sea.

To enhance our safety management system, we have streamlined procedures, adopted the Lovoy format, and reduced the system’s size by over 30% in the past six years. In 2024, we introduced

electronic logs and implemented a total of ten e-logs by year-end.

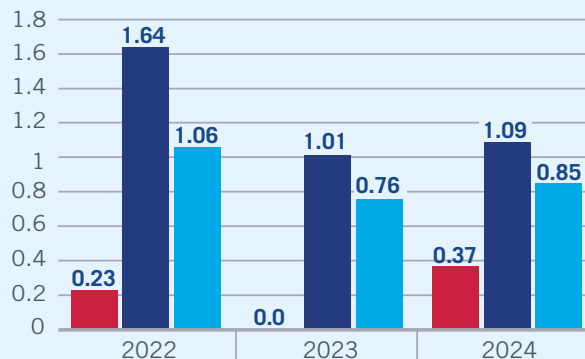
Strengthening our safety culture remains a priority. We share best practices and insights through our quarterly bulletin, the “TNK SPOT,” and maintain active senior leadership engagement with colleagues onboard and onshore. At Teekay Tankers, we remain steadfast in our duty of care to our seafarers, fostering leadership and a culture of safety for a more sustainable workplace.

In 2024, despite our ongoing efforts, we unfortunately experienced two Lost Time Injuries (LTIs) in our tanker fleet. Each incident was thoroughly investigated, crews received comprehensive training to reinforce their understanding and implementation of safety procedures, and the lessons learned were integrated into our safety management system to enhance onboard safety.

We also had one fatality in our ship-to-ship transfer business. A mooring master was transferring from a third-party owned workboat to a third-party owned vessel (both in-chartered by us) when the incident occurred. A full investigation is still ongoing and is being overseen by an independent third party. In the interim, we have temporarily suspended the use of combination or pilot ladders as a means of personnel transfer in our ship-to-ship transfer business and are reinforcing our safety policies and man overboard procedures with all personnel and contractors. We are also working with industry bodies such as the Oil Companies International Marine Forum (OCIMF), the Industry Taskforce for Offshore Lightering (ITOL), INTERTANKO, and ABS to enhance the standards and safety of personnel transfers offshore during ship-to-ship transfer operations. Once the investigation is complete, preventative and corrective actions will be shared in our company and with the wider industry.

Health and Safety Performance – Teekay Tankers

■ LTIF = Lost Time Injury Frequency
 ■ TRCF = Total Recordable Case Frequency
 ■ HRCF = Health Repatriation Case Frequency



Security

The International Ship and Port Facility Security (ISPS) Code was established by the International Maritime Organization (IMO) in December 2002 in response to growing global concerns about terrorism. Its primary objective is to enhance maritime security by identifying potential threats to ships and ports and implementing security plans and measures to mitigate these risks. Our fleet fully complies with the requirements of both the ISPS Code and the U.S. Maritime Transportation Security Act of 2002.

At the core of our security program is a commitment to continuously monitor global maritime security risks and ensure our vessels and crews are well-prepared to respond to potential threats. Given the evolving geopolitical and security landscape, every vessel in our fleet underwent a comprehensive ship security assessment in 2024. Ship Security Plans were reviewed and updated to align with these assessments. Global security updates are regularly shared with all vessels through weekly security summaries and the quarterly TNK SPOT bulletin.

In 2024, no security incidents were reported within our tanker fleet.

As part of our ongoing security commitment, all vessels participate in an annual fleet-wide security exercise, simulating a realistic scenario over a 96-hour period. This exercise was successfully conducted in 2024 with active participation from all vessels and the Information Fusion Centre (IFC) hosted by the Republic of Singapore Navy. The insights gained have been shared and will serve as valuable guidance in the event of a real emergency.

Security Performance	2022	2023	2024
Vessel Security Incidents	0	1	0
Vessel security-related non-conformances in external audits, or security-related Port State Control (PSC) detentions	0	0	0



GREENHOUSE GAS EMISSIONS

Teekay continues to invest in energy efficiency. All shipboard emissions data are assessed and validated, enabling us to understand the sources and quantities of greenhouse gases in our fleet.

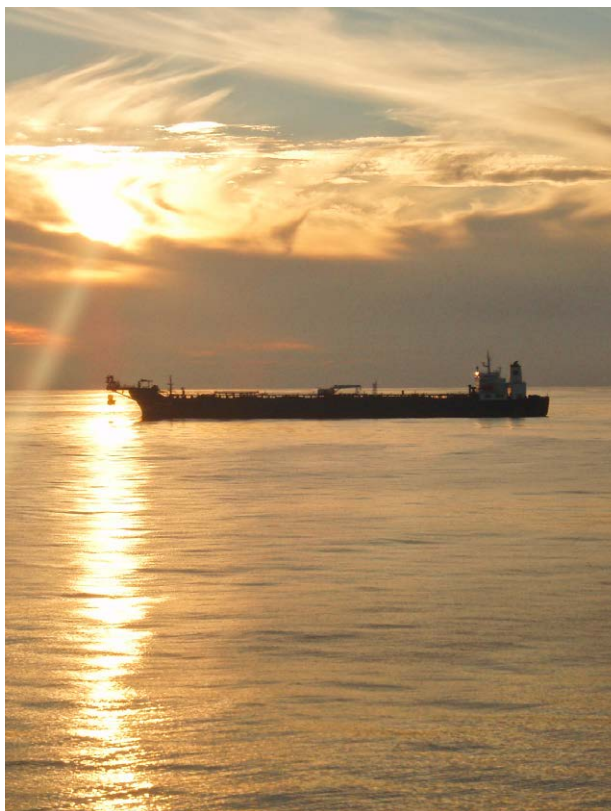
Our entire fleet is now coated with high-performance silicone hull paints, and it remains our priority to closely monitor and optimize vessel efficiency. We monitor both the hull efficiency and machinery performance using digital flow meters and torque meters, which provide real-time data into our analytics portal.

In 2024, we continued rolling out proven energy efficiency measures across our fleet, while also identifying, studying, and successfully pilot-testing new innovations. Overall, these efforts have helped to significantly improve our emissions performance. Since 2008, emissions intensity has decreased by 23% in our Suezmax fleet, and by 19% in our Aframax fleet. The emissions intensity of our fleet was slightly higher in 2024 compared to 2023, partly due to our large drydock schedule in 2024 and an increase in ship-to-ship and short voyage activity, which reduced fleet tonne-miles. Due to the maintenance and vessel improvements performed during drydock, we expect that our fleet emissions intensity will decrease again in 2025.

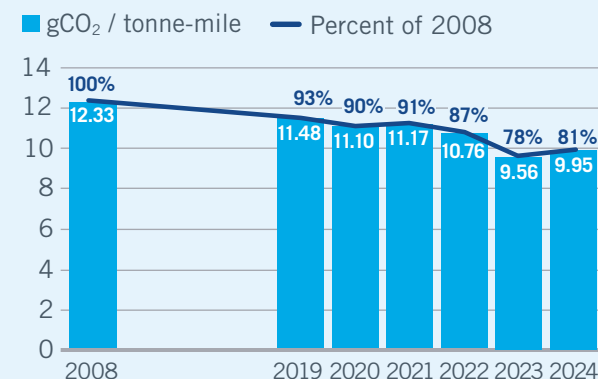
Teekay's own goals align with the IMO's ambitions, which are to reduce the energy intensity of our fleet by at least 40% by 2030, and to reach net-zero GHG emissions by 2050. We have made good progress and recognize that ongoing efforts will be needed to

achieve our 2030 target. In the years ahead, we will continue to test and implement successful energy efficiency initiatives across our fleet and will continue to investigate new technologies to reduce emissions.

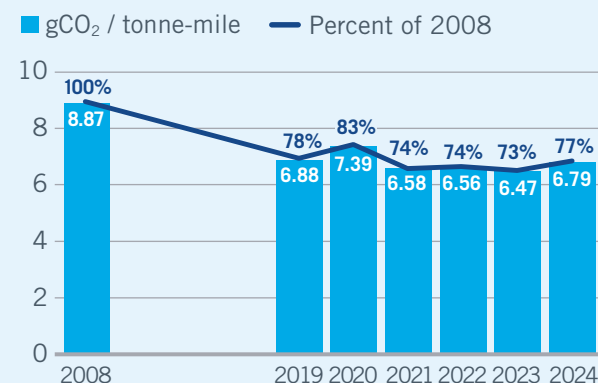
In 2024, we started the process of renewing our tanker fleet with newer and more efficient vessels. This past year we sold several older vessels and acquired the 2021-built *Orchid Spirit*. In addition, starting in 2025, we are now using biofuels on some voyages to comply with the FuelEU Maritime regulation. The use of biofuels reduces well-to-wake carbon emissions by approximately 25% compared to conventional marine fuels.



Energy Efficiency Operational Indicator (EEOI) Aframax Tankers



Energy Efficiency Operational Indicator (EEOI) Suezmax Tankers



Average Annual Efficiency Ratio (AER)

OIL TANKERS	2022	2023	2024
Aframax	4.30	4.00	3.99
Suezmax	3.17	3.02	2.94

Tanker Fleet Energy Efficiency Initiatives in 2024

INITIATIVES		EXPECTED SAVINGS PER VESSEL
Hull Flow Optimization	All Teekay ships have been equipped with either a pre-swirl or a post-swirl device to assist in improving the wake flow characteristics of the hull and to reduce emissions by increasing propeller efficiency	5%
FuelOpt System	The system assists to automatically optimize main engine fuel consumption by maintaining a steady shaft power. The system has been installed on 29 ships in the fleet, with 6 more installations planned in 2025.	3%
Graphene Propeller Coatings	The coating improves propulsion efficiency while keeping the propeller surface smooth and free from biofouling, which results in reduced fuel consumption and emissions. In addition, the coating reduces propeller underwater noise.	1.5 - 2%
Variable Frequency Device (VFD)	VFDs reduce the operating power and electrical load of onboard machinery. In 2024, another four ships were equipped, thus completing our installation of VFDs on all vessels in our fleet.	Up to 1%
Low Friction Hull Coatings	Currently all our tanker vessels have been coated with low-friction silicone paints for improved hull performance. This also allows for longer anchorage stays without negatively impacting vessel fuel consumption.	4 - 5% over a 5-year docking cycle
Main Engine Modifications	Following the successful upgrades on <i>Rio Spirit</i> to improve main engine efficiency, the project has been extended to <i>Atlanta Spirit</i> in 2025. The main engine will be equipped with additional equipment to ensure optimal cylinder combustion pressure, and to optimize exhaust valve operations for improved fuel efficiency.	5 - 6%
Low Leakage Valves	Installation of low leakage valves in the main engine cooling water system and the main engine jacket water pre-heater unit reduces steam consumption in port and was completed for vessels drydocking in 2024.	1% in port
Boiler Optimization	The modifications help vessels save fuel by avoiding frequent boiler start-stops. Installation on several vessels was completed in 2024, with one more installation planned for 2025.	3% in port
Performance Portals	Teekay has invested in a performance portal for voyage and route optimization based on weather updates, and to optimize hull and machinery performance. The performance monitoring and management tool is now in use on all tanker vessels.	Improved monitoring with 5 - 7% savings
Fuel Additives	Our vessels use suitable fuel additives to optimize and improve combustion performance. This also helps reduce particulate matter emissions.	1.5%

Air Quality

Teekay continues to use low-sulfur fuels and has not installed any exhaust gas cleaning systems (scrubbers)². We will use low-sulfur fuels to comply with the new Mediterranean Sea Emission Control Area (ECA) that began in May 2025 and which requires ships to use fuels with a maximum 0.1% sulfur content.

We have also partnered with ESI Group (Environmental Ship Index) and are submitting our emission data for industry benchmarking.

Ballast Water Management

All our tanker vessels are now equipped with ballast water treatment systems (BWTS). Our vessels are fully compliant with the IMO Ballast Water Management (BWM) Convention, and the US Coast Guard (USCG) ballast water requirements.



² One vessel owned through a 50 percent-owned joint venture has installed a scrubber. This vessel is operated and technically managed by a third party.

TEEKAY AUSTRALIA





TEEKAY AUSTRALIA

Teekay Australia is a pre-eminent marine services company. Our key capabilities are marine operations, supply, maintenance and engineering support, asset management, drydocking, and Australian crewing and training. Today, Teekay Australia forms an integral part of the global Teekay operations in the Asia-Pacific region.

Teekay Australia has been operating in the Australian maritime environment for more than 25 years, and during this time, it has grown to provide a range of marine services to support the requirements of various clients, including the Commonwealth of Australia.

In 2021, Teekay was awarded an Australian government contract called the 'Defence Marine Services Support Program (DMSSP) – Service Package 2' to manage five defence support vessels. In 2022, the vessel *Reliant* was added to this contract and into Teekay Australia's management, and in 2023, the vessel *Guidance* was added. In 2024, Teekay Australia took over management of a bunkering tanker, *Absolute*, which primarily operates in the Port of Fremantle as a refueling vessel.

Other notable achievements in 2024 include:

- Rollout of new crewing software OPMS
- Linkage of E-LEARNING platform with crewing software to enhance training reports
- Completion of sixteen Enhanced Maintenance Periods and three drydocks
- Participation in Fremantle Maritime Day, with a positive reception and large turnout of around 1,700 visitors onboard *Besant*

- Successful redelivery of *Coral Knight* to the vessel's owners
- Change of flag to the defense registry for six vessels

People And Diversity

Teekay Australia celebrates diversity. As such, we endeavor to foster a workplace environment which is inclusive, respectful, and empowering to all. Our hiring and promotion practices are designed to ensure equal opportunities and fairness. By embracing diversity, we believe that we can drive innovation, promote collaboration, and deliver the highest level of service to our customers. Our staff behavior goes to the core of our SPIRIT values of Respect and Teamwork. To support our team to achieve these fundamental values, Teekay has invested in training that will help our staff demonstrate these behaviors at work every day. Respectful Workplace Behaviors and Conflict Management training continues to be provided to staff on shore and at sea.

In 2024, Teekay Australia took a collaborative approach to defining its purpose, ensuring it was shaped by the people who live and breathe our values every day. Through open discussion and collective input, a purpose and a mission statement were crafted that authentically reflect the Teekay SPIRIT values and commitment to excellence. This process culminated in the adoption of "Leading Marine Excellence" as our guiding theme—an expression of our dedication to operational excellence and becoming leaders in the maritime industry.



Engagement with our sea staff remains important in living up to our core value of Teamwork. To support this, Teekay Australia held its 2024 sea staff conference, which was attended by sea staff of various ranks, as well as some office staff. Leading Marine Excellence was the focus of this year's conference.

Over the past few years, our offices in Sydney, Perth, and Cairns have experienced significant growth. Despite this rapid expansion, Teekay Australia maintained an exceptional shore employee retention rate of 97% in 2024.

Teekay Australia employs over 400 Australian seafarers. In 2024, several initiatives were implemented to manage the significant Australian industry-wide shortage of certified marine crews, including:

- A significant increase in our seafarer training program. A total of 51 trainees have been supported since its inception
- Several staff were aided with revalidation of their expired certifications
- Though the Alternate Pathways Engineers initiative, engineering candidates were supported to gain sea time and attend training courses to upgrade their Domestic Commercial Class 3 Near Coastal tickets
- Supported Integrated Ratings to upgrade from Domestic Commercial tickets to STCW
- Supported the TAFE Queensland Cairns Great Barrier Reef International Marine College new Integrated Rating course by sponsoring the attendance of Trainee Integrated Ratings

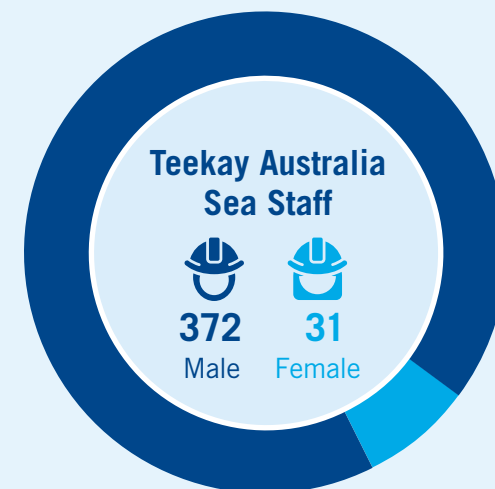
People are our most important asset, and in 2024 we focused on supporting employee development through various initiatives:

- Creation of sea to shore secondment opportunities
- Supporting women in science, technology, engineering and mathematics (STEM). As part of our long-term strategy to foster diversity in technical fields, two of our employees have commenced their journey toward obtaining a Diploma in Mechanical Engineering
- Provided First Aid and Mental First Aid courses for employees

- Increased vessel visits by our Employee Assistance Program provider
- Increased the shore staff Flexible Spending Allowance to promote health and wellness

At Teekay, employees are valued members of a connected and supportive team. Our Caring for Colleagues initiative reflects our commitment to fostering a workplace where both seagoing and shore-based teams feel supported, heard, and valued. Recognizing the importance of emotional and practical support in the workplace, Teekay Australia developed internal guidelines to empower marine and shore HR teams to take meaningful action when employees face challenges or milestones in their personal and professional lives. This initiative strengthens our culture of compassion, inclusivity, and teamwork.

Teekay Australia Employee Facts





GROUP-WIDE INITIATIVES

PEOPLE AND DIVERSITY

A Diverse and Inclusive Workplace

We are proud that our long history has represented a varied set of experiences, perspectives, and backgrounds and we are proactive in promoting equal career development and advancement opportunities for all our employees. We aspire to foster a diverse, equitable and inclusive workplace at Teekay, and over the past few years, we have gained valuable insights on our continued journey to do so. We believe that improving diversity and gender balance and supporting an environment of inclusivity at all levels across the organization facilitates better decision-making, increases innovation, and improves overall productivity. In 2024, we celebrated and connected our global workforce through a global mentorship and networking program and the “It Takes a Team” campaign that highlighted the unique and shared stories of our people across the globe that make it possible to bring energy to the world. We also continued the delivery of our leadership and culture training with a focus on our values, shared leadership, and workplace behaviours.

In 2025, we will continue to ensure employees feel part of an organization that welcomes differences, provides equal opportunities, and fosters a sense of belonging for everyone.

Respecting Labour and Human Rights

At Teekay, we treat people fairly and respect and support labour and human rights. We ensure that all our business partners and suppliers follow the same principles. We take all labour and human rights

allegations seriously and address all such concerns that are raised regarding our policies.

In 2024, zero allegations were raised. In 2025, we will focus on ensuring employee awareness of labour and human rights policies and programs.

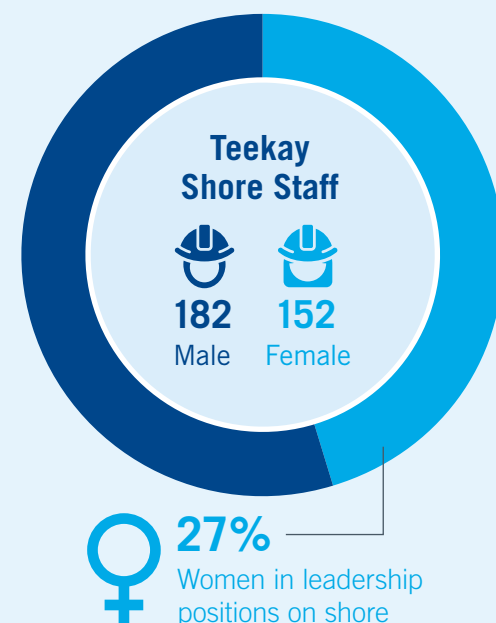
Supporting Health and Well-being

At Teekay, the well-being of our people—both at sea and on shore—remains a top priority. We continue to offer our hybrid work model that supports flexibility and work-life balance, helping employees thrive both personally and professionally while promoting collaboration and connectivity for in person events. In 2024, we invested in a variety of programs, resources, and services designed to promote physical, mental, social, and financial wellness.

Looking ahead to 2025, we are strengthening our commitment to social well-being by expanding opportunities for community involvement, charitable initiatives, and global wellness initiatives. Through the efforts of our Global Wellness team, we aim to connect all employees together on a shared wellness journey.

Shore Staff by Position	Female	Male
Executive and Vice President	2	10
Director	6	17
Manager	31	76
Employee	113	79
Total	152	182

Teekay Group Employee Facts



Developing Future Leaders

In partnership with Teekay and the TK Foundation, our core values and Teekay SPIRIT continue to support disadvantaged youths and train them to become competent officers and future leaders in the maritime industry.

Teekay and the TK Foundation have sponsored 102 students since grants started in 2018.

Of the 102 students, 72 were Cadets under the Future Leaders Program, and 30 were from the Ratings Pipeline Program. Our first cohort of cadets are currently serving as junior officers onboard our vessels. They are an excellent example to their

student successors, and an inspiration for the career success that is possible with resilience and dedication.

Our second cohort of students have completed their shipboard cadetship training, and our third cohort of students will commence shipboard cadetship training in early 2025. Our fourth and fifth cohort of students are in college, the former in their sophomore year and the latter in their first year. They have been immersed in activities that enhance their learning experience, such as sailing, coastal clean-up, community activities, school publications, leadership and soft skills training, physical fitness, and extracurricular activities.

In the Ratings Pipeline Program, our first cohort of trainees have seen success with their onboard performances and most of them have been promoted to their next rank, acting as vital support on their respective vessels. The second cohort of rating trainees are expected to be on board in early 2025.



PROMOTING RESPONSIBLE SHIP RECYCLING

In 2025, the Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships (Hong Kong Convention) will enter into force. The Convention aims to ensure that health, safety, and environmental risks are minimized as much as possible throughout every part of the ship recycling process.

Not only do we support the Hong Kong Convention—but we believe more can be done.

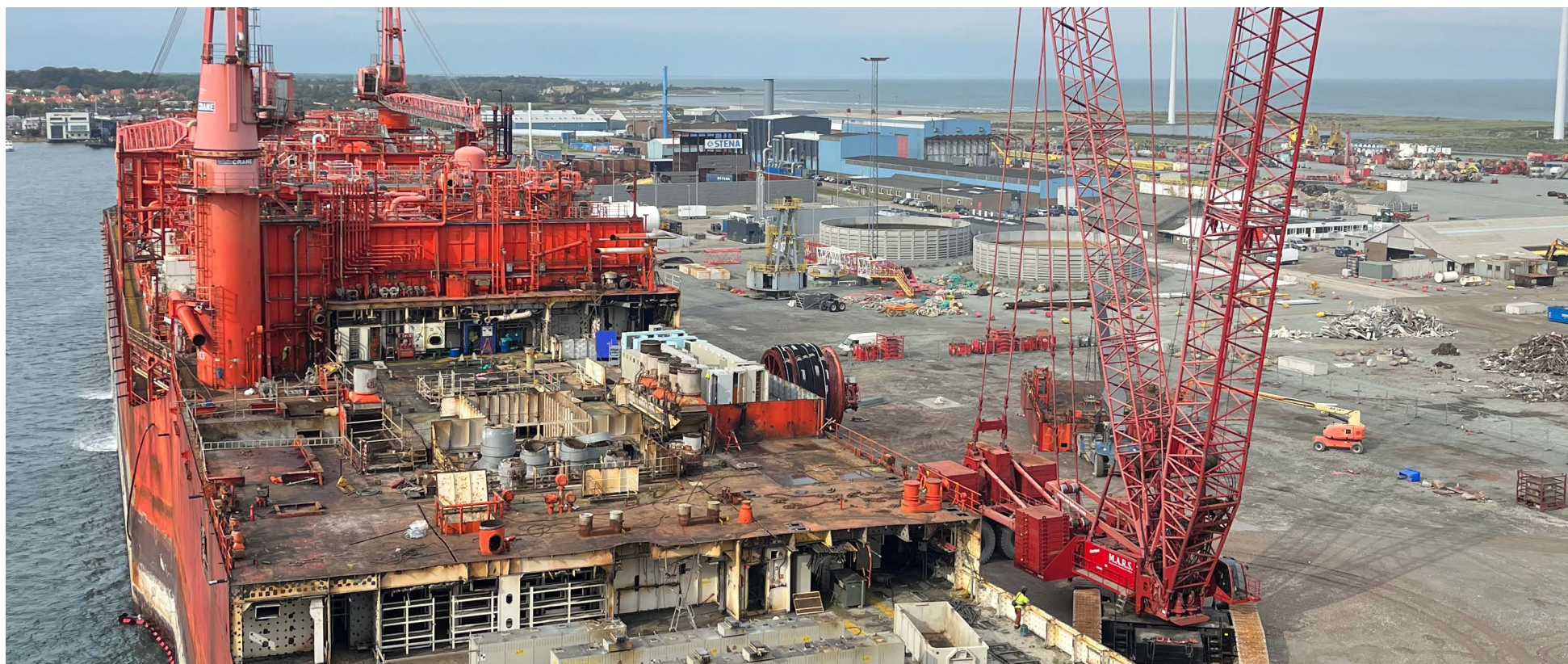
We have developed and adopted a stringent process for ship recycling that goes above and beyond the Hong Kong Convention, and by being directly involved on-the-ground, we ensure this standard is met when recycling our vessels. To drive change, we are also an early supporter and member of the Ship Recycling Transparency Initiative (SRTI). We were the eighth leading shipowner to join the SRTI.

In 2024, our final FPSO unit, the *Petrojarl Foinaven*, completed green recycling at M.A.R.S. Europe's EU-approved facility in the Port of Frederikshavn, Denmark. This facility was chosen based on the results of an independent assessment of the facility

against the requirements of the EU Ship Recycling Regulation and the Hong Kong Convention, in addition to our successful experience recycling the *Petrojarl Banff* FPSO unit at this site.

To ensure our standards were met, Teekay's representatives visited the recycling facility regularly to engage with M.A.R.S., and to monitor health, safety, and environmental performance. Green recycling of the *Petrojarl Foinaven* was completed in full compliance with all requirements, and without any significant incidents.

Teekay currently has no active recycling projects, and we do not intend to recycle any vessels in 2025.



CYBER SECURITY @ TEEKAY

We manage cyber security risks by focusing on the cornerstones of People, Process and Technology, and the application of best practices to each. These pillars define the core of our cyber security program.

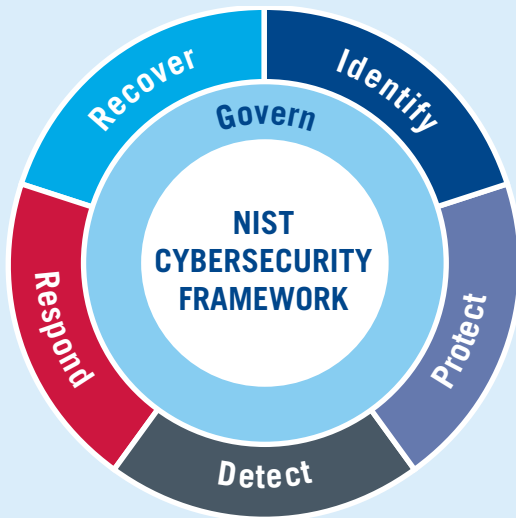
To further enhance our cyber security program, Teekay adopted the National Institute of Standards and Technology (NIST) framework that helps us incorporate best practices to manage risk. Teekay has implemented a “defense in depth” approach to ensure we are not relying on any single mitigation of an identified risk.

In 2024, we continued our organization-wide cyber security awareness program. The goal of this program is to reduce risks at the last line of defense, through education and awareness. This includes regular phishing exercises, and an in-house cyber security newsletter delivered to all employees. This past year, we conducted numerous assessments to evaluate our security posture against the threat landscape.

In 2025, we will further enhance our cyber security awareness program and introduce new solutions in our cyber security roadmap to ensure resiliency across the organization.



Cornerstones of our Cyber Security Program



People

- Cyber hygiene
- Training and awareness
- Professional skills and qualifications
- Written procedures
- Authorization control
- Physical security

Process

- Management systems
- Policies and procedures
- Handling of vendor/third parties
- Drills and audit regimes

Technology

- Antivirus
- Firewalls
- Intrusion detection systems
- Software updates and patches
- Testing
 - Functional testing
 - Vulnerability scanning
 - Penetration testing

SUPPORTING OUR LOCAL COMMUNITIES

We benefit in many ways from the communities in which we live and work, and we consider it our responsibility to help strengthen and give back to our communities.

We partner with charitable organizations that embody Teekay's SPIRIT values, and we encourage our employees to become directly involved. All shore employees are provided with up to three paid volunteering days each year to support local community and charitable activities.

In 2024, through various efforts in each of our offices, our employees supported more than 40 charities and community organizations around the world.



Food distribution in Mumbai in celebration of Ganeshotsav



Sponsoring Epworth Community Services in Singapore

Community Partners in 2024

People and Families in Need

- Arc Children's Centre
- Arunodaya Mitra Mandal Parel
- Bloodbank@HSA
- Brazoria County Dream Center
- Care for the Elderly Foundation (Singapore)
- Covenant House
- Dignity Mama
- Endeavor Maritime
- Epworth Community Services
- Greater Vancouver Food Bank
- Hands On Manila
- Histiocytosis Association
- Mercy Relief
- Mercy Ships
- Movember
- MTFA Darul Ihsan Orphanage
- Philippine Mental Health Association
- Race Against Cancer
- Rainbow Centre
- Rare Disorders Society (Singapore)
- Red Cross Singapore
- San Antonio Area Foundation
- Singapore Breast Cancer Foundation
- SOSD Dog Shelter
- Tampines Changkat Community Centre
- Tata Memorial Centre

- The Food Bank Singapore
- The Singapore Association for the Deaf
- The Trussel Trust Food Bank
- Typhoon Kristine relief
- United Way Greater Houston
- Variety BC
- Vision Bermuda
- Willing Hearts

Seafarer Support

- International Sailor's Society Canada
- ISWAN
- Maine Maritime Academy
- Royal Institution of Naval Architects
- Seamen's Church Institute
- The Mission to Seafarers
- US Coast Guard Foundation

Environment

- Masungi Georeserve Foundation
- Nature Trust of BC
- Sea Smart School
- Tangaroa Blue Foundation
- Vancouver Maritime Centre for Climate
- Vancouver Maritime Museum
- Waterways Watch Society
- Whale and Dolphin Conservation

SUMMARY OF TARGETS AND PROGRESS

SOCIAL AND GOVERNANCE

Teekay's Ambition: Personal Safety

Uphold our core value—Safety First. Look after each other and make sure everyone gets home safely



Targets

- Zero fatalities
- Total Recordable Case Frequency (TRCF) < 1.0
- Safety performance within the top quartile of industry benchmarks

Results in 2024

- Three Lost Time Injuries (two in the tanker fleet, and one in Teekay Australia), and one fatality in our ship-to-ship transfer business. A full investigation is ongoing.
- TRCF of 1.37 in 2024. Target not met.

Actions for 2025

- Enhance E-Logs to include Biofouling, Medical and Port Logs
- Invest in our people, pursue Goal Zero, and enhance learning and skills
- Promote inclusive collaboration by recognition and appreciation

Teekay's Ambition: Workforce Diversity

Further increase gender and national diversity within Teekay



Targets

- Build awareness to ensure employees feel part of an organization that welcomes differences, provides equal opportunities, and fosters a sense of belonging for everyone.

Results in 2024

- Leadership and culture training focused on values, shared leadership language, and inclusive workplace behaviour
- Global Mentorship & Networking Program for Shore and sea employees
- The Teekay Future Leaders (TFL) program has resulted in 18 female graduates to-date

Actions for 2025

- Launch 'Collaboration & Belonging at Teekay' including education, awareness and integration action plan.

Teekay's Ambition: Human and Labour Rights

Respect and support all internationally-proclaimed human rights



Targets

- 100% of reported incidents related to labour or human rights are investigated and closed within 180 days
- ≥97% staff retention at sea
- ≥90% staff retention on shore

Results in 2024

- 100% of reported incidents were investigated and closed within 180 days
- Shore staff retention rate of 96%. Group-wide sea staff retention rate of 96%, slightly below target due to Australian seafarer shortage
- Pay equity and fairness are evaluated with all compensation-related processes and decisions, and honored by legislation, where required.

Actions for 2025

- Ensure employee awareness of labour and human rights policies and programs



On track



Needs attention

SUMMARY OF TARGETS AND PROGRESS

SOCIAL AND GOVERNANCE

Teekay's Ambition: Health and Wellness

Provide healthy working conditions that promote well-being for employees



Targets

- Health repatriation case frequency (HRCF) for sea-staff ≤ 1.8

Results in 2024

- Target achieved. Group-wide HRCF of 1.38
- We continued to support employee health and wellness, and we ensured that employees have access to the resources they need to prioritize their well-being, fostering a culture of health, inclusivity, and overall workplace wellness.

Actions for 2025

- The Global Wellness Committee aims to unify all wellness initiatives for sea and shore employees. The global approach will enable company-wide wellness challenges, mental health awareness programs, and holistic well-being initiatives for our employees globally.

Teekay's Ambition: Vessel and Cyber Security

Protect the security of our seafarers, ships, and digital assets



Targets

- Zero vessel security incidents
- Zero vessel security related non-conformances in external audits and zero security related Port State Control (PSC) detentions
- >90% employee participation in our cyber security education and training program

Results in 2024

- All targets achieved

Actions for 2025—Ship Security

- 24/7 monitoring of security risk situation and guidance to vessels and crew
- Continued participation in the Intertanko Security Committee

Actions for 2025—Cyber Security

- Further strengthen cyber safe culture program
- Roll-out new solutions in our cyber security roadmap

Teekay's Ambition: Business Ethics

Manage all our business activities with integrity and do what is right



Targets

- 100% of business ethics breaches are investigated and closed within 180 days
- 100% of shore-based employees attend ethics training
- 100% of new vendors pre-approved through third-party due diligence process

Results in 2024

- All targets achieved

Actions for 2025

- Ethics training for shore staff
- Continue to develop our partnership with the Maritime Anti-Corruption Network to focus on managing port corruption risks



On track



Needs attention

SUMMARY OF TARGETS AND PROGRESS

ENVIRONMENT

Teekay's Ambition: Climate Change

Achieve the IMO greenhouse gas ambitions and support the global energy transition



Targets

- 40% reduction in fleet-wide greenhouse gas emissions per tonne-mile by 2030, compared to 2008, and achieve net-zero GHG emissions by 2050

Results in 2024

- Emissions intensity has decreased by 23% and 19%, respectively, in the Suezmax and Aframax fleets since 2008. We recognize that ongoing efforts will be needed to achieve our 2030 target.

Actions for 2025

- Ongoing fleet renewal with newer and more efficient vessels
- Use of biofuels on some voyages to comply with the FuelEU Maritime Regulation
- Continued application of low-friction hull paints for all docking vessels, and continued installation of FuelOpt system, low leakage valves, and low-load boiler operations

Teekay's Ambition: Spills and Pollution

Zero spills and full compliance with regulations



Targets

- Zero spills greater than one barrel
- Zero ballast non-compliances
- Zero SOx and NOx non-compliances

Results in 2024

- All targets achieved

Actions for 2025

- Full compliance with the new Mediterranean Sea Emission Control Area requirements

Teekay's Ambition: Ship Recycling

Increase transparency and elevate standards in the ship recycling industry



Targets

- Zero regulatory non-compliances
- Regular on-site inspections at any active ship recycling facilities

Results in 2024

- Completed green recycling of the *Petrojarl Foinaven*. All targets achieved.

Actions for 2025

- Continue our support of the Ship Recycling Transparency Initiative (SRTI)



On track



Needs attention

ESG Performance Data – Teekay Group-Wide Consolidated

TOPIC	ACCOUNTING METRIC	UNIT	2022	2023	2024
Greenhouse Gas Emissions	GHG emissions (Scope 1), operated vessels	Metric tons	1,166,344	1,176,254	1,271,251 ³
	GHG emissions (Scope 1), non-operated vessels ⁴	Metric tons	Not reported	Not reported	229,192
	GHG emissions (Scope 2)	Metric tons	Not reported	Not reported	459
	Total energy consumed	Gigajoules (GJ)	14,903,181	14,916,591	16,092,876
	Percentage heavy fuel oil	Percentage	76%	78%	74%
	Percentage renewable fuel	Percentage	0%	0%	0%
	Average EEDI for new ships ⁵	Grams CO ₂ per ton-nautical mile	No new vessels	No new vessels	3.22
Air Quality	Nitrogen Oxide (NOx) emissions	Metric tons	22,733	23,067	24,510
	Sulfur Oxide (SOx) emissions	Metric tons	2,846	3,064	2,740
	Particulate Matter (PM) emissions	Metric tons	1,171	1,249	1,244
Marine Ecological Impacts	Fleet implementing ballast treatment	Percentage	80%	90%	100%
	Number of spills (over 1 barrel)	Number	0	0	0
	Total volume of spills (over 1 barrel)	Cubic Meters	0	0	0
Waste	Total Vessel Waste Generated	Cubic Meters	3,665	3,610	3,364
	> Disposed to shore facilities	Cubic Meters	2,705	2,533	2,354
	> Incinerated onboard	Cubic Meters	802	896	864
	> Disposed at sea ⁶	Cubic Meters	159	181	146
Safety	Total Recordable Case Frequency	Rate	2.52	1.76	1.37
	Lost Time Injury Frequency (LTIF)	Rate	0.32	0.11	0.43
	Fatalities	Number	0	0	1
	Marine incidents	Number	7	3	7
	Incidents classified as very serious	Percentage	0%	0%	14%
	Conditions of class	Number	4	6	2
	Port state control deficiencies	Number	12	21	29
	Port state control detentions	Number	0	0	0

³ Data in 2024 includes emissions of carbon dioxide, methane and nitrous oxide, whereas data in 2023 and earlier includes only carbon dioxide emissions.

⁴ Emissions from vessels in-chartered for 12 months or longer, and one joint venture vessel.

⁵ Average EEDI of vessels acquired in the year (newbuild or second-hand)

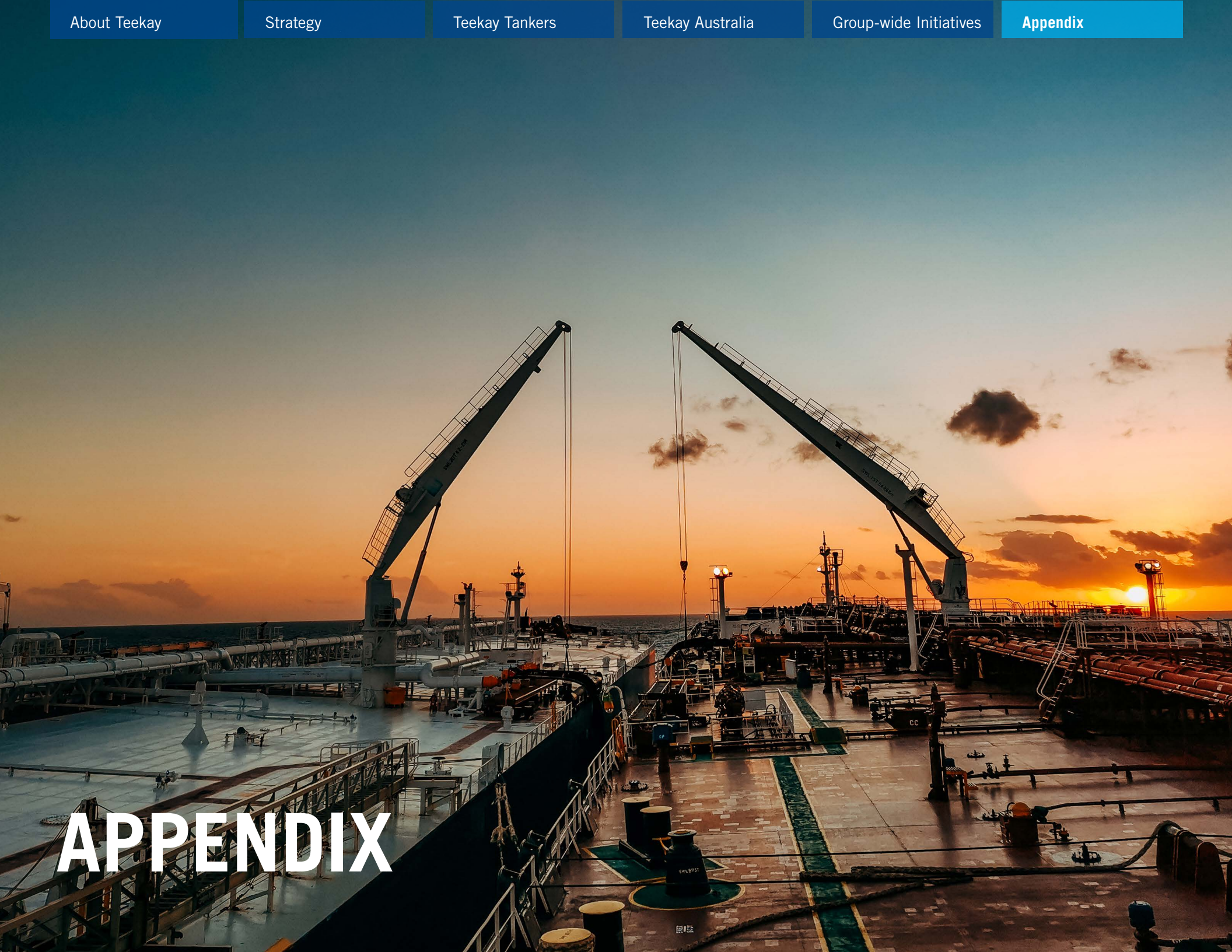
⁶ Food waste.

ESG Performance Data – Teekay Group-Wide Consolidated (cont.)

TOPIC	ACCOUNTING METRIC	UNIT	2022	2023	2024
Business Ethics	Port calls in 20 lowest ranking countries in Corruption Perception Index	Number	37	48	44
	Monetary losses as a result of legal proceedings associated with bribery or corruption	\$US	\$0	\$0	\$0
Activity Metrics	Shore staff	Number	368	335	334
	Sea staff	Number	1,901	1,995	2,015
	Vessels in total fleet	Number	45	53	47 ⁷
	Vessels managed by Teekay	Number	47	49	50 ⁸
	Deadweight tonnage	Thousand DWT	5,444	5,559	5,645
	Total distance traveled by vessels	Nautical miles	2,116,340	2,390,744	2,420,967
	Operating days	Number	17,862	17,786	18,136
	Vessel port calls	Number	1,947	1,869	1,696

⁷ As at year-end 2024, including in-chartered vessels

⁸ Includes nine vessels technically managed by Teekay Australia. Remaining vessels in Teekay Australia are excluded since they are not owned by Teekay and are not operated under Teekay's management system.



APPENDIX

SASB Reference Table

TOPIC	ACCOUNTING METRIC	REPORT SECTION(S) AND NOTES
Greenhouse Gas Emissions	Gross global Scope 1 emissions	ESG Performance Data
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Our ESG Journey, Greenhouse Gas Emissions, Summary of Targets and Progress
	Total energy consumed, percentage heavy fuel oil, percentage renewable	ESG Performance Data
	Average Energy Efficiency Design Index (EEDI) for new ships	ESG Performance Data
Air Quality	Air emissions of the following pollutants: NOx (excluding N2O), SOx, and particulate matter (PM10)	ESG Performance Data
Ecological Impacts	Shipping duration in marine protected areas or areas of protected conservation status	Not reported due to unavailability of data
	Percentage of fleet implementing ballast water exchange and treatment	ESG Performance Data
	Number and aggregate volume of spills and releases to the environment	ESG Performance Data
Employee Health & Safety	Lost time incident rate (LTIR)	Safety and Security, ESG Performance Data
Business Ethics	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	ESG Performance Data
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	ESG Performance Data
Accident & Safety Management	Number of marine casualties, percentage classified as very serious	Safety and Security, ESG Performance Data
	Number of Conditions of Class or Recommendations	ESG Performance Data. Reported data includes only Conditions of Class and does not include Class Recommendations
	Number of port state control deficiencies and detentions	ESG Performance Data
Activity Metrics	Number of shipboard employees	As above
	Total distance traveled by vessels	As above
	Operating days	As above
	Deadweight tonnage	As above
	Number of vessels in total shipping fleet	As above
	Number of vessel port calls	As above
	Twenty-foot equivalent unit (TEU) capacity	Not applicable

GRI Content Index

TOPIC	GRI INDICATOR	DESCRIPTION	REPORT SECTION(S) AND NOTES
Organization Profile	102-1	Name of the organization	About Teekay
	102-2	Activities, brands, products, and services	About Teekay
	102-3	Location of headquarters	Teekay Corporation and Teekay Tankers are Bermuda companies, each with headquarters located at: Second Floor, Swan Building, 26 Victoria Street, Hamilton HM 12, Bermuda
	102-4	Location of operations	About Teekay
	102-5	Ownership and legal form	About Teekay
	102-6	Markets served	About Teekay
	102-7	Scale of the organization	ESG Performance Data. For financial data, see the Investors section of our website at teekay.com
	102-8	Information on employees and other workers	ESG Performance Data
	102-9	Supply chain	Our fleet has been built at leading shipyards in Korea, Japan and China. For more information, see teekay.com/about-us/fleet/
	102-10	Significant changes to the organization and its supply chain	About Teekay
	102-11	Precautionary Principle approach	Materiality and Stakeholder Engagement
	102-12	External initiatives	About Teekay
	102-13	Membership of associations	About Teekay
Strategy	102-14	Statement from Senior decision-maker	CEO Letter
Ethics and Integrity	102-16	Values, principles, standards, and norms of behavior	Vision and Values, Integrity at Teekay, Teekay's Commitment to the UNGC Ten Principles
Governance	102-18	Governance structure	Governance
Stakeholder Engagement	102-40	List of stakeholder groups	Materiality and Stakeholder Engagement
	102-41	Collective bargaining agreements	Teekay Tankers' subsidiaries are party to a collective bargaining agreement with the Philippine Seafarers' Union and the National Union of Seafarers of India (NUSI), each of which is an affiliate of the International Transport Workers' Federation (or ITF), and an agreement with ITF London that cover substantially all of its officers and seafarers that operate its vessels. Teekay Tankers' subsidiaries are also party to collective bargaining agreements with various Australian maritime unions that cover officers and seafarers employed through its Australian operations.

GRI Content Index (continued)

TOPIC	GRI INDICATOR	DESCRIPTION	REPORT SECTION(S) AND NOTES
Stakeholder Engagement	102-42	Identifying and selecting stakeholders	Materiality and Stakeholder Engagement
	102-43	Approach to stakeholder engagement	Materiality and Stakeholder Engagement
	102-44	Key topics and concerns raised	Materiality and Stakeholder Engagement
	102-45	Entities included in the consolidated financial statements	See the annual Form 20-F reports available on the Investors section of our website at teekay.com
	102-46	Defining report content and topic boundaries	Materiality and Stakeholder Engagement
	102-47	List of material topics	Materiality and Stakeholder Engagement
	102-48	Restatements of information	No restatements to our 2023 Teekay Group Sustainability Report
	102-49	Changes in reporting	No change
	102-50	Reporting period	2024 calendar year
	102-51	Date of most recent report	March 25, 2024
	102-52	Reporting cycle	Annual
	102-53	Contact point for questions regarding the report	media@teekay.com
	102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared using the Consolidated Set of GRI Sustainability Reporting Standards (2019) as guidance
	102-55	GRI Content Index	This GRI Reference Table
	102-56	External assurance	This report has not been externally assured, and the Teekay Group currently has no specific policy regarding external assurance of our annual Sustainability Report. Vessel fuel consumption data is externally verified by DNV for reporting to the IMO Data Collection System (DCS) and the EU / UK Monitoring, Reporting and Verification (MRV) regulation.
Anti-Corruption	205-1	Operations assessed for risks related to corruption	Integrity at Teekay
	205-2	Communication and training about anti-corruption policies and procedures	Integrity at Teekay
	205-3	Confirmed incidents of corruption and actions taken	Integrity at Teekay

GRI Content Index (continued)

TOPIC	GRI INDICATOR	DESCRIPTION	REPORT SECTION(S) AND NOTES
Emissions	305-1	Direct (Scope 1) GHG emissions	ESG Performance Data
	305-2	Energy indirect (Scope 2) emissions	ESG Performance Data
	305-3	Other indirect (Scope 3) emissions	Not reported
	305-4	GHG emissions intensity	Greenhouse Gas Emissions
	305-5	Reduction of GHG emissions	Greenhouse Gas Emissions
	305-6	Emissions of ozone-depleting substances (ODS)	None in 2024
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Quality

Report Definitions and Notes

- Average Annual Efficiency Ratio (AER). Measured in grams of CO₂ per deadweight tonne*nautical mile.
- Energy Efficiency Operational Indicator (EEOI). Measured in grams of CO₂ per metric tonne*nautical mile.
- Corruption Perception Index. Transparency International Corruption Perceptions Index.
- GHG emissions (Scope 1). Data includes emissions of carbon dioxide, methane and nitrous oxide from fuel combusted in engines, boilers, incinerators and inert gas generators. Data also includes refrigerant emissions, cargo vapour releases during transit, and emissions from vessel onboard incinerated waste and sludge.
- GHG emissions (Scope 1), non-operated vessels. Includes emissions from vessels in-chartered for 12 months or longer, and vessels fully-owned or partly-owned by Teekay that are technically managed by third parties.
- Fatalities. Safety related fatalities.
- Incidents classified as very serious. Based on SASB definition of very serious marine casualties.
- Lost Time Injury Frequency. Sum of fatalities, permanent total disabilities, permanent partial disabilities, and lost workday cases per one million person-hours.
- Safety incidents. Based on SASB definition of reportable marine casualties.
- Seafarers. All permanent, active seafarers employed by Teekay, not including contractors or riding crew.
- Staff retention at sea. Based on the Intertanko retention formula.
- Staff retention on shore. Based on percentage of voluntary resignations.
- Total Recordable Case Frequency. Sum of lost time injuries, restricted work cases, and medical treatment cases per one million person-hours.
- Percentage of leadership positions held by women. Percentage of total leadership positions (Manager, Director, Vice President, and Executive) held by women.
- Women in leadership at sea. Percentage of total leadership positions (Junior and Senior Officers) held by women.



BRINGING ENERGY TO THE WORLD WITH TEEKAY SPIRIT