

Seatrium Transforms HR Operations with Workday

AI-powered HR Platform Enables Faster Decisions, Improved Data Accuracy, and Scalable Talent Management

SINGAPORE — March 4, 2026 — [Workday, Inc.](#) (NASDAQ: WDAY), the AI platform for managing [people](#), [money](#), and [agents](#), today announced it is supporting Seatrium, a global leader in offshore and marine engineering, in transforming its HR operations with [Workday Human Capital Management \(HCM\)](#). Through this collaboration, Seatrium will gain real-time workforce insights, improved data accuracy, and enable faster, more informed decisions to support complex, large-scale projects worldwide.

Headquartered in Singapore, Seatrium is a leading global provider of engineering solutions for the offshore, marine, and energy industries, employing more than 24,000 people across its global operations. With a significant presence in Singapore and Malaysia, Seatrium has been advancing its digital transformation strategy by embedding technologies such as 5G connectivity and AI-enabled operational platforms to drive innovation, improve efficiency, and unlock workforce potential. However, integrating these capabilities across diverse business units while simultaneously scaling highly specialised technical teams created the need for a unified, intelligent platform to support workforce planning and talent management.

For Seatrium, workforce strategy is a core business enabler. Delivering sophisticated assets such as oil rigs and offshore platforms requires the ability to rapidly mobilise highly specialised skills across geographies and disciplines. As the company expanded, it required a talent management system that could scale alongside its growth and help ensure it can continue to attract, develop, and retain talent.

By leveraging embedded AI capabilities within Workday, Seatrium's HR teams can now work more efficiently and independently while non-technical teams can automate workflows without heavy IT involvement. For example, the automation of absence approvals and integrated identity provisioning into onboarding has significantly reduced manual errors, enhancing the employee experience. At the same time, embedded AI helps surface insights and detect anomalies, flagging data inconsistencies and identifying emerging skills across the workforce, so teams can focus on more strategic, value-added work.

Lim Shih Hsien, Executive Vice President, Cyber IT & OT, Seatrium said: "In a fast-evolving industry like ours, getting a clear view of our people's capabilities allows us to deploy the right talent to the right projects, drive performance, and future-proof our organisation. Workday isn't just a system, it's a catalyst for cultural and operational change."

With a unified view of workforce data now available across the enterprise, Seatrium is better positioned to support cross-functional collaboration and long-term workforce planning. The platform provides a consistent foundation for aligning talent strategies with business priorities, allowing the organisation to respond more quickly to shifting project demands and market conditions.

Jess O'Reilly, general manager, ASEAN, Workday, said: "Seatrium's transformation highlights how organisations operating in highly complex environments can use data and AI to rethink how they manage and deploy their talent. We're glad to support Seatrium in building a more agile, resilient, and insights-driven workforce for the future."

Since implementing Workday HCM, Seatrium has seamlessly integrated its people systems with the broader digital ecosystem, enabling self-service, standardisation, and a stronger foundation for enterprise-wide data and analytics.

About Workday

[Workday](#) is the enterprise AI platform for managing [people](#), [money](#), and [agents](#). Workday unifies HR and Finance on one intelligent platform with AI at the core to empower people at every level with the clarity, confidence, and insights they need to adapt quickly, make better decisions, and deliver outcomes that matter. Workday is used by more than 11,500 organizations around the world and across industries – from medium-sized businesses to more than 65% of the Fortune 500. For more information about Workday, visit [workday.com](#).

About Seatrium Limited

Headquartered and listed in Singapore, Seatrium Limited is a leading provider of specialised engineering solutions for the global offshore, marine, and energy sectors. Seatrium plays a pivotal role in delivering offshore energy infrastructure assets globally that is the backbone of some of the world's essential energy systems.

With over 60 years of proven expertise, Seatrium operates across 15 countries through an integrated network of advanced yards, engineering and technology centres; supported by a diverse and dedicated workforce of more than 24,000 employees.

Seatrium's diversified business positions it to play a critical role in the global energy transition. Its core business segments mainly include Oil & Gas Newbuilds and Conversions; Offshore Wind; Repairs & Upgrades. Its expanding product portfolio includes FPSOs, FPU's, Offshore Converter Platforms and a wide range of offshore installation vessels, amongst others.

Longstanding customer relationships with the world's largest energy majors, asset operators and owners, and Transmission System Operators underscore Seatrium's ability to consistently deliver high standards of safety, quality and timeliness.

Amidst the global energy transition, Seatrium has robust capabilities in developing new technologies and solutions (such as Carbon Capture & Storage and New Energies). Guided by a culture of innovation; and core values prioritising people, safety and sustainability; Seatrium strives to create enduring value for all stakeholders, engineering towards a sustainable energy future.

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