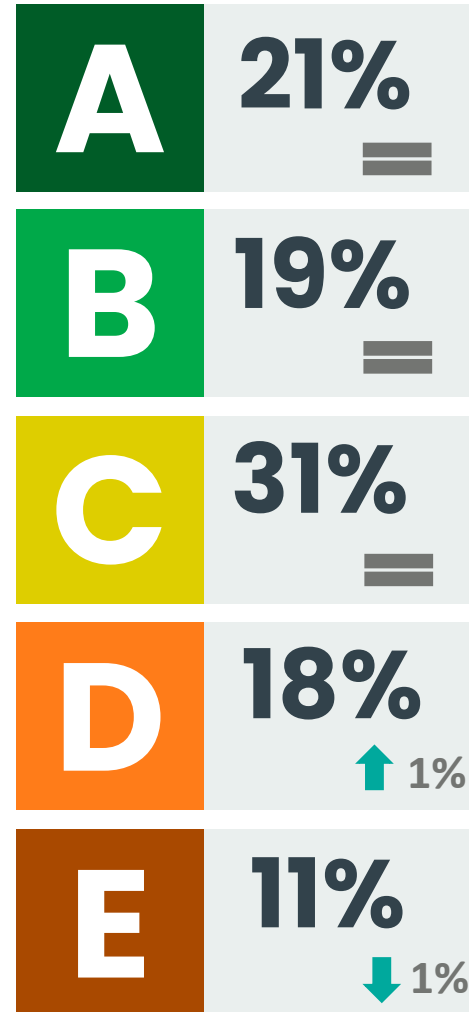


ESG & SUSTAINABILITY DASHBOARD | January 2023

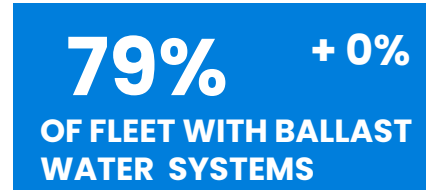


ENVIRONMENTAL

CII RATINGS ACROSS GROUP



SUSTAINABILITY



SOCIAL

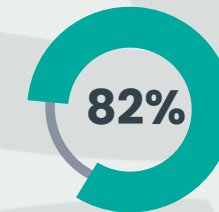


We celebrated our stand-out performers in the inaugural "Sales Leader of the Year Awards". Congrats to Surya, Abhishek and Alex!

V.Sips

The Glasgow office has started a monthly social for colleagues to get together over a drink. Thanks to John & Rhona for a great initiative! And well done to Charlotte on the fantastic name!

GOVERNANCE



Onshore Retention Rate
↑0.3% from Oct 2022



ONSHORE/AT SEA SPLIT

- **26,614 90.0%** Shipboard employees
- **2,849 10.0%** Onshore employees

MALE/FEMALE SPLIT (%)



89/11 Board
68/32 Snr mgmt
50/50 All colleagues

10 Need-to-Knows of EU ETS in Shipping

1. EU ETS to include passenger and cargo ships (over 5000GT) from 2024, and offshore vessels from 2027
2. EU ETS is a cap-and-trade system where a limited amount of emission allowances (the cap) are put on the market and can be traded
3. Owners/Operators of vessels will be required to acquire and surrender emission allowances for their CO2 emission
4. Emissions will be reported and verified via EU MRV
5. Each company with ships trading in the EU/EEA is required to surrender emission allowances corresponding to GHG emissions emitted over a calendar year
6. In 2024 EU ETS will include CO2 emissions only, from 2026 the scope will be expanded to include methane and nitrous oxide
7. 100% of emissions voyages purely within EU/EAA, and 50% of intra EU/EAA voyages are subject to EU ETS
8. Accountable emissions will be phased in: 40% in 2024, 70% in 2025, 100% in 2026
9. Entity who has assumed responsibility for vessel operation is ultimately responsible for surrendering allowances but are entitled to remuneration from entities responsible for pollution
10. Ships failing to comply for more than two consecutive years may be expelled from trading in the EU. Failure to surrender allowances may result in penalties up to €100/tonne CO2

Green Corridors Pre-Feasibility Blueprint

Our Strategic Partner, MMMCZCS, have released an industry Pre-Feasibility blueprint for Green Corridors. Green Corridors serve to:

- Contribute to the development of alternative fuel supply chains, offtake, and lead to reduced cost
- Address current cost-gaps of alternative fuels and propose / develop measures to overcome these gaps
- Unite individual first mover actions across the value chain and accelerate decarbonization processes in a specific geographical area

To learn more about Green Corridors and how they will be defined and developed, check out the full report using the QR Code



Mærsk Mc-Kinney Møller Center
for Zero Carbon Shipping



Draft guidelines for reduction of underwater noise have been agreed by IMO Sub-Committee

