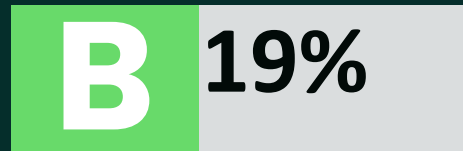


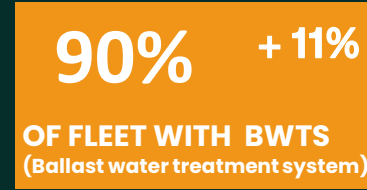
# ESG & Sustainability Dashboard | February 2023

## ENVIRONMENTAL

### CII RATINGS ACROSS GROUP



## SUSTAINABILITY



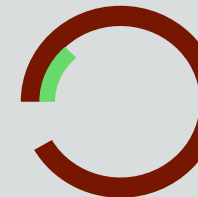
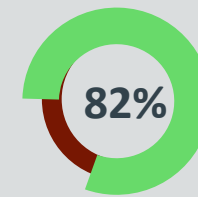
## SOCIAL



Many offices took time to celebrate our rebrand together, here is a great snap of the Manila team!

Our colleagues in Mumbai hosted "GSS Got Talent" where members of the team shared their skills in singing, dancing, art and drama. A fantastic way to share culture and values through collaboration with colleagues. Check the videos & photos out on Yammer!

## GOVERNANCE



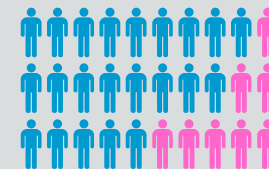
**Onshore Retention Rate**

**ONSHORE/AT SEA SPLIT**

● 26,614 90.0%  
Shipboard employees

● 2,849 10.0%  
Onshore employees

### MALE/FEMALE SPLIT (%)



89/11 Board

82/18 Snr mgmt

49/51 All colleagues



## The ESG Playbook for Shipping

**“Today, sustainability can provide a competitive advantage. Tomorrow, sustainability will become a license to operate”**

This playbook, developed by MMMCZCS & Boston Consulting Group with input from V, succinctly explains the impact of ESG has on players within the Maritime Industry and lays out a blueprint for entities to build their own ESG Strategy.

ESG is driving discussion in boardrooms because companies that perform well in ESG metrics:

- Attract top talent
- See better shareholder returns
- Strengthen long term operational ability

We see that companies with robust ESG strategies outperform their counterparts in terms of shareholder returns and ability to capture investment, but only 41% of maritime companies have an ESG strategy in place. It is our responsibility at V to engage with our clients on ESG strategies and help them realize their sustainability goals.

**Download the playbook using the QR Code**



**Mærsk Mc-Kinney Møller Center**  
for Zero Carbon Shipping



## High Seas Treaty

**UN reaches historical deal to protect international waters**

The deal is critical to enforcing the 30x30 pledge made by countries at the UN biodiversity conference in December to protect a third of the sea (and Land) by 2030.

The treaty covers two-thirds of the ocean that lies outside national boundaries and provides legal framework for establishing marine protected areas (MPAs) to protect against the loss of wildlife.

## Pressure on IMO Targets

US, Canada & UK are among countries who have called for more ambitious targets from IMO. They propose:

- 37% Reduction of CO2 emissions by 2030
- 96% Reduction of CO2 emissions by 2040
- 5% of global fleet operation on ~zero emission fuels by 2030

