

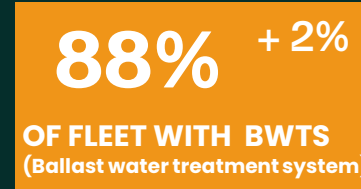
ESG & Sustainability Dashboard | May 2023

ENVIRONMENTAL

CII RATINGS ACROSS GROUP



SUSTAINABILITY

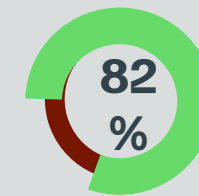


SOCIAL

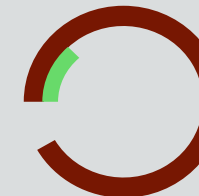


"Mobilising Networks for Gender Equality" was the slogan for this year's maritime women's day and V.Ships Poland were proudly represented by 3 colleagues (Klaudia, Maria and Daria) at an inspiring meeting held at the Gdansk Business Incubator. This was a new initiative to integrate the community of women active in the maritime industry, intending to be a platform for building bonds, exchanging knowledge, experience, and inspiring women in maritime business.

GOVERNANCE



Onshore Retention Rate

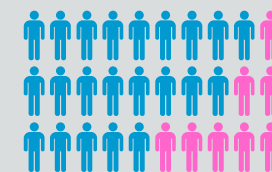


ONSHORE/AT SEA SPLIT

● 26,180 90.0%
Shipboard employees

● 2,849 10.0%
Onshore employees

MALE/FEMALE SPLIT (%)



89/11 Board

82/18 Snr mgmt

49/51 All colleagues



EU Bunker Tax

The Energy Taxation Directive (ETD), although not yet fully agreed, looks to switch the EU's tax mechanisms for subsidizing fossil fuels to taxing polluting energies and higher rates. This includes ending shipping's full exemption from energy taxes on HFO purchased in Europe for intra-EU voyages, having potential ramifications for European ports and Operators.

The legislation, which was supposed to be introduced in January 2023, would see bunker prices of HFO increase by nearly €45/tonne. This additional pricing would see the port of Rotterdam go from being one of the cheapest bunkering ports in the world to one of the most expensive. This would make gaining a unanimous vote of support from member states contentious, however talks are still firmly ongoing.

Critics of the proposal suggest that bunkering would simply move outside of the EU, only serving to disadvantage EU ports and not spurring on the transition to alternative fuels like the proposal aims to do.

International Maritime Organization's Day for Women (18th May)

The month of May has seen some incredible testimonials and some important advice coming from Women in Shipping. The Diversity Study Group (DSG) has spoken of diversity being critical with the industry, seeing work improving diversity creating something that makes improvements for *everyone*, citing progressive policies such as increased parental leave benefiting men and women alike.

Not only does diversity create a better working environment for all, but we have seen ship owners secure gender diversity-linked loans this month, as a financial focus on ESG metrics increases.

COP28 Hosts, UAE, Back Tougher Emission Targets

UAE declared they will offer support to more ambitious emission reduction targets by 2050.

In a letter circulated to IMO member states UAE's Energy Minister indicated their key priority was to "Peak GHG emissions from shipping as soon as possible" and peruse "net zero GHG emissions by 2050". While this is a welcome change of position, it is also vital that member states also support 2030 and 2040 targets in order to contribute to 1.5°C set out in the Paris Agreement.

