

SLOMAN NEPTUN

Sustainability Report 2022

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1. Introduction

While the pandemic is largely behind us, the war in Ukraine, the energy crisis, and the recession impact almost the entire world. Amidst these challenges, an increasing number of unusual extreme weather events are making us aware of the urgency of the global climate crisis.

In 2022, we redefined sustainability for SLOMAN NEPTUN, accepting our responsibility and committing ourselves to manage our business in accordance with environmental, social and governance goals beyond legal requirements.

Defining and striving for continuously increasing environmental, social and governance goals is extremely important to all our employees, as well as our customers, partners, stakeholders, considering them an important competitive differentiator and essential to our value proposition.

Our environmental, social and governance goals (hereinafter called ESG) are based on, and in line with the core of our long-term values. It is our purpose to consequently contribute to a sustainable and climate neutral transport of goods by ships.

While taking a holistic approach to ESG, we consider our environmental targets most urgent, accepting that we are a part of the problem, emitting thousands of tonnes of greenhouse gases every year. We contribute to the decarbonisation of the maritime transport of goods by using our technical expertise and investing in technologies, aiming to minimize shipborne emissions of whatever kind.

SLOMAN NEPTUN is in shipping for 150 years. It is part of our DNA to think and act globally. But still in 2022 freedom and equality are not a matter of course in many parts of the world. We are thus taking all possible steps to further develop our culture of equality irrespective of nationality, gender, origin, skin colour or social affiliation.

We are thanking all employees, as well as our customers, partners, and stakeholders to supporting our way into a sustainable, future oriented and climate neutral shipping company.

2. About us

In shipping since 1873, SLOMAN NEPTUN's history goes back to the early days of steamships. It was at that time that a joint stock company under the name of *Dampfschiffahrts-Gesellschaft "Neptun" Actien-Gesellschaft*, Bremen, was established to operate a regular liner service between the river Weser and other North European ports. In the next decades this scope was extended to the Iberian Peninsula and West Mediterranean, including serving most ports along the way.

In 1969, and as joint venture with close shipping partners, the company co-founded, and became a shareholder of the UNIGAS Consortium and thereby – aside from its traditional liner activity – started operating gas tankers. At that time, the carriage of Liquid Petroleum Gas (LPG) by sea was still a segment in its early days.

On its 100th Anniversary in 1973, the company operated a diversified fleet, which included liner ships, gas tankers and research vessels. It was at this stage when the befriended SLOMAN GROUP of Hamburg, family owned and in shipping since 1793, acquired most of the shares and in addition merged in its fleet and related shipping activities. The company was consequently renamed.

Until the end of the century, SLOMAN NEPTUN continued its expansion into the tanker segment. The UNIGAS consortium, with its offices in Rotterdam, Houston, and Hong Kong, developed to be the backbone of the company's gas tanker activities. The liner service established itself in connecting Northern Europe with North Africa and other Mediterranean ports through regular sailings.

In the early 2000's, the company started to further diversify its tanker activities by entering the Product Tanker and Chemical Tanker segment.

Today SLOMAN NEPTUN operates a diversified fleet of gas tankers, oil/chemical tankers, and dry cargo vessels. We consider ourselves to be a wholistic ship owning company with all relevant management tasks such as technical, human resources, QHSE and commercial management being performed by in-house departments.

3. Sustainability strategy

As a quality, and service-oriented company, our long-term success is based above all on sustainable relationships with our business partners and employees, as well as the environment.

Sustainability is an essential element of our Quality, Health, Safety and Environment Management System (QHSE), which is part of the certification by DNV according to ISO 9001 (quality management) and ISO 14001 (environmental management). The certification covers our onshore activities and all ships. We are committed to offering our customers:

- the highest quality and maximum security (customer focus),
- conservation of existing resources through innovative processes (innovation),
- to protect the environment and the climate (environmental and climate protection),
- and creating a healthy, safe, and attractive working environment for our employees.

Our aim is to make the transport of materials and goods across the sea as safe and environmentally-friendly as possible. For many decades, we have regarded sustainable action as the basis of our past and future success. Since 2019, the focus has been on minimizing emissions; in particular to reducing our CO₂ output.

We use the results of annual audits to continuously question ourselves and improve our sustainability processes.

SLOMAN NEPTUN is committed to the health and safety of its employees (no accidents, no incidents) by providing and maintaining healthy and safe conditions in the working environment and in accommodation spaces.

Continuous improvement in 'Environmental Protection Awareness and Excellence' throughout the entire life cycle of a vessel shall be a fundamental management objective of SLOMAN NEPTUN.

To achieve the intended outcomes, and to achieve continuous improvement SLOMAN NEPTUN has determined risks and responsibilities which are related to environmental aspects, compliance obligations and other issues or needs and expectations of our stakeholders.

SLOMAN NEPTUN continuously makes all employees aware of their own responsibility and influence to cause a significant environmental impact.

All operational key characteristics that have been identified to have significant environmental impact are measured and monitored. Especially fuel consumption, lubrication oil consumption and garbage quantity are annually reported.

The top management at least annually reviews the SLOMAN NEPTUN management system regarding, but not limited to, the company's environmental performance, changing circumstances, developments in legal and other third-party regulations related to its sustainable aspects, including the review of risks and opportunities as well as the fulfilment of its existing compliance obligations.

The sustainability activities of SLOMAN NEPTUN are focused on:

- Protection of the air by reduction of Greenhouse Gas Emissions (CO₂, SO_x, NO_x),
- Protection of the sea and shore by reduction of ship- and office-generated pollutants (oil, chemicals, dangerous cargoes, sewage, garbage, anti-fouling),
- Environmentally sound construction, operation, and re-cycling of ships,
- Avoiding unwanted spread of invasive species by the ballast water,
- Sustainable supply chains,
- Working and living conditions aboard,
- Diversity, equality, and people development,
- Social Engagement,
- Legal Compliance Management.

It is the policy of SLOMAN NEPTUN to ensure that its ships are operated to comply with all necessary requirements to protect the environment in compliance with the existing International Conventions, Flag and Port State regulations, and Quality and Environmental ISO standards (ISO 9001,14001).

In the area of sustainability, we strive not only to meet the current regulations, but also those that are readily foreseeable from the International Maritime Organization (IMO), the European Union, the Flag and Port states, as well as the relevant industry standards of our customers.

4. Materiality of sustainability aspects

Regulatory environment

The general target of the United Nations is to limit the global temperature rise to 1.5 Degree Celsius. The International Maritime Organisation's target for the decarbonisation of shipping require by 2050 a 50% reduction in Greenhouse Gas emissions compared to the levels of 2008.

The introduction of CII, EEXI and SEEMP (Part III) from January 01st, 2023 have a significant impact on, but not limited to, the construction and operation of ships by installation of energy efficient technologies and decisions concerning speed, trade deployments, maintenance, retrofitting, improving hydrodynamic efficiency, and hull coatings.

Substantial sustainability topics of SLOMAN NEPTUN

The substantial sustainability topics of the business activities of SLOMAN NEPTUN are mainly indicated by the shipping regulatory environment and within the EU and their implementation by Germany and the relevant vessels' flag state. Considering this, the following substantial sustainability topics have been identified:

- Reducing vessels' CO₂-Emissions in compliance with and fulfilment of the EEDI, EEIX and CII requirements, by
 - reducing the fuel consumption,
 - use of alternative fuels,
 - evaluating and continuously improving the vessels' energy performance,
- Avoiding unwanted spread of invasive species,
- Effective garbage management and reduction of waste, in particular plastic waste,
- Environmentally sound construction and re-cycling of ships,
- Reducing CO₂-Emissions, other than vessels' emissions,
- Continuance of the Legal Compliance System,
- Strict adherence and compliance with political sanctions and embargos,
- Consequent exclusion of any kind of bribery, fraud or alike,

- Fostering all kinds of diversity, equality, and employee development,
- Further development of competency requirements and job descriptions,
- Dedicated social engagement on basis of selected projects.

5. Objectives and Key Performance Indicators (KPI`s)

SLOMAN NEPTUN has established and implemented sustainability objectives and KPI`s, at relevant functions and levels within the organisation. The following has been taken into consideration when establishing and reviewing objectives and KPI`s:

- legal requirements,
- technological options,
- financial, operational, and business requirements,
- view of stakeholders.

All applicable legal requirements and other requirements to which the organisation subscribes, related to its sustainability aspects and impacts are identified. It is periodically evaluated during internal audits, port state control inspections, vetting inspections and external audits that applicable requirements are complied with.

All key characteristics of operations that have been identified to have significant sustainable impacts are measured and monitored. The collected data are analysed to identify patterns, to obtain information and to verify conformity with SLOMAN NEPTUN`s sustainable objectives and KPI`s.

The top management at least annually reviews the QHSE- System including the relevant sustainability objectives and KPI`s.

The SLOMAN NEPTUN Sustainability Report at all is linked to the United Nations Sustainable Development Goals (SDGs), particularly SDGs 13 and 14 on climate action and sustainable use of the oceans, seas and marine resources; SDG 9 on industry, innovations and infrastructure; and SDG 17, which highlights the importance of partnerships and implementation to achieve these goals.

Annex 1: Summary of objectives and KPI gives an overview.

6. Sustainable supply chain

In accordance with the Environment Protection and Energy Conversation Policy Statements, SLOMAN NEPTUN aims to operate the ships in an environmentally effective manner. Part of the achievement of the policy is SLOMAN NEPTUN`s desire to favour those suppliers where purchases and services are following an enhanced sustainability friendly procedure.

The environmental examination of suppliers is being carried out through the collection of asbestos free declarations from all suppliers as well as the collection of feedback received from ships regarding the packaging materials and other environmental aspects.

All products and services from external providers are controlled by SLOMAN NEPTUN. Externally provided processes, products, and services of SLOMAN NEPTUN are:

- Vessel operating,
- Recruiting of seagoing personnel,
- Supervision of new building projects,
- Recycling of vessels,

- Supply of services and spare parts,
- Control of Bunker Supplies and Bunker Quality.

All suppliers are required to use environmental-friendly but safe packaging and environmental-friendly, but in-time transport. This is communicated to the suppliers on the order.

Sustainability requirements of the ships are being communicated to suppliers as these may provide equipment which may be significant to the successful operation of the services of SLOMAN NEPTUN.

Currently there is no system in place to comprise all social and environmental impacts of the supplier chain of SLOMAN NEPTUN. The development of a supplier audit scheme covering social and environmental impacts of essential supplier has been defined as an objective for 2023.

7. Responsibilities

Responsibility for the integration of sustainability aspects into the corporate orientation of the company is with the Executive Board of SLOMAN NEPTUN.

The company's mission to act sustainably results in tasks for individual departments and organizational areas and are delegated accordingly. Sustainability topics shall form an integral aspect of SLOMAN NEPTUN's management responsibility at all levels. All staff members ashore and onboard are informed regularly about changes affecting sustainability aspects.

Job descriptions and competency profiles ashore and onboard are under revision regarding sustainability responsibilities. This task has been defined as an objective for 2023.

8. Processes and procedures

The QHSE- System of SLOMAN NEPTUN includes the most aspects of the sustainability strategy.

Based on identified aspects and impacts SLOMAN NEPTUN has implemented compulsory processes and procedures to ensure compliance with all necessary requirements as existing International Conventions, Flag-, and Port State Regulations and industry standards.

9. Incentive scheme and allowances

Incentive scheme

Presently no sustainability incentive scheme is in place. Such a system covering sustainability aspects for Captains and ships' crew shall be developed and implemented in 2023. This has been defined as an objective for 2023.

The system to be developed is based on the Safety and Performance Reward Program which is already implemented to enhance the safety culture, maintenance, and operational performance on board all fleet vessels. Based on achieved performance all vessels can receive or lose credits in defined categories. One result is the crowning of the "Vessel of the Month" for each 12 months of a calendar year. The other is the possible impact on the Performance Bonus for Masters, and Chief Engineers. The categories will be extended regarding sustainability aspects.

Executive Board variable allowances

For the time being sustainability aspects are not part of the Executive Board Members' variable allowances.

Allowances of the Executive Board are published in the annual business report.

10. Stakeholder analysis

Stakeholders that are relevant to our quality and environmental management system, have been identified and their needs and expectations including sustainability aspects have been analysed.

These stakeholder groups include customers, employees, authorities, insurers, investors/banks, service providers/suppliers and the civil society.

It is the policy of SLOMAN NEPTUN to maintain an efficient system of communications to all its stakeholders. Responsibility for carrying out the communication policy is with the management, but to be effective requires the commitment and involvement of all persons who are part of the communication with the stakeholders.

A review of the stakeholders' needs and expectations, including consideration of sustainability aspects, is carried out as part of the annual management review.

Sustainability expectations are shown in **Annex 2: Stakeholders' sustainability expectations**.

11. Innovation, service management

As part of our digitalisation strategy, we have equipped all our ships with modern video conferencing systems, as well as permanent internet- and intranet access. These systems enable us to easily share relevant information and documentation, as well as to carry out online trainings, briefings, audits, or regular technical- and management-meetings.

The installation of video conferencing systems on board our ships has thus made a lasting and effective contribution to reducing travel time and travel-related emissions.

At the beginning of 2021, a Vessel Performance Management (VPM) department was established and state-of-the-art software for regular recording and evaluation of consumption, as well as engine and transport performance, was installed on our ships. We strive to record and permanently reduce all emissions caused by the operation of the ships.

Additional sensors for automated data-acquisition, and -analysis are installed on board our ships to create a data basis for decisions and valuation of performance improving measures.

At the same time, the ecological and economic effects of more complex structural measures, such as optimising the shape of the hull or converting engines, generators, and boiler systems, are being examined. These investigations include the creation of life-cycle assessments for production, operation over the predicted period of use, and disposal of particular components.

The consumption of our vessels is constantly monitored and regularly analysed. Optimisation potentials are identified based on recorded figures. Through the QHSE instructions and the Ship Energy Efficiency Plan (SEEMP), regulations for the continuous reduction of emissions are made binding for all ships. Individual and verifiable specifications for power and speed limitations are being drawn up for all ships.

Crews on board are actively and regularly involved in the actions to continuously minimize all kind of emissions, such as, but not limited to the installation of water dispensers to ban bottled water, or the participation on a pilot project, testing a newly developed antifouling silicon foil.

As part of the QHSE-System, all employees are invited to submit suggestions for improvement including sustainability aspects. The suggestion system is analysed annually.

Own contributions of the employees with focus on the sustainability aspects are expressly desired to ensure the continuous improvement process within SLOMAN NEPTUN.

12. Financing of ships and other assets

SLOMAN NEPTUN financial assets consist of long-term investments in daughter companies.

Short term liquidity for business operations is held at several banks. There are no positive or negative evaluations involved in connection with environmental or social aspects.

Financing of ships and other assets is done with established banks in Germany and Northern Europe. Aspects of “green shipping” and “green financing” are checked and questioned regularly by financing institutes as part of their Green-Shipping-Processes.

SLOMAN NEPTUN has no system in place to select financing institutes on basis of sustainability aspects.

13. Use of natural resources

SLOMAN NEPTUN operates in surroundings, including air, water, land, natural resources, flora, fauna, humans, and their interrelations. SLOMAN NEPTUN is aware of the potential impact of its activities on the environment as shown in **Annex 3: Environmental performance data – significant consumptions**.

Mainly used natural resources are:

- Air
- Oil (Fuel)
- Gas (Fuel)
- Water (Fresh water, Sewage)
- Food/ Materials (Garbage)
- Iron/ Chemicals (Ships, Equipment)
- Wood (Paper, Equipment)

14. Resources management and reduction of emissions

Our aim is to make the transport of materials and goods across the sea as safe and environmentally friendly as possible. For many decades, we have regarded sustainable action as the basis of our past and future success. Since 2019, the focus has been on minimizing emissions and especially our CO₂ output.

In the area of environmental protection, we strive not only to meet the current regulations, but also those that are readily foreseeable from the International Maritime Organization, the European Union, the Flag and Port States, as well as the industry standards of our customers.

Supplementary to information provided in subsequent passages of this chapter 13, **Annex 4: Environmental performance data – significant emissions** provides an overview of quantitative emissions in 2022.

Emission-reducing measures

Since 2013, all new additions to our fleet have been installed with electronically controlled engines and a low-rev concept feature. This has led to reduced specific fuel consumption.

The calculated EEXI and the data recorded on board form the basis for evaluating possible emission-reducing measures. In addition to medium-term technical measures, there are primarily operational measures:

- to improve hydrodynamics (hull coating and cleaning),
- to increase the efficiency of the cargo- and auxiliary systems,
- to evaluate more sustainable fuels and energy sources, such as biofuel.

The permanent establishment of operational and additional measures to increase the awareness of all employees in the company, especially colleagues on board vessels, should be completed by the end of 2023.

At the same time, the ecological and economic effects of more complex structural measures, such as optimising the shape of the hull or converting engines, generators, and boiler systems, are being examined. These investigations include the creation of life-cycle assessments for production, operation over the predicted period of use, and disposal of components.

The consumption of our vessels is constantly monitored and regularly analysed. Optimisation potentials are identified based on recorded figures. Through the QHSE instructions and the Ship Energy Efficiency Plan (SEEMP), regulations for the continuous reduction of emissions are made binding for all ships. Individual and verifiable specifications for power and speed limitations are being drawn up for all ships.

In addition to the monitoring and analysis of measurable values by the VPM, the video conferencing systems installed on board make it possible to involve the crews actively and regularly in dialogue, and in this way to jointly develop optimisation methods while in operation.

Water resistance of the hull

A significant factor influencing the energy consumption of the ship is the water resistance of the hull. All ships docked since 2019 have been using high-quality antifouling paint systems, which effectively prevent fouling of the hull in the period between two dockings, even at the lowest speeds. The growth of fouling is continuously monitored on all ships and the underwater hull is cleaned. By regularly removing the growth, fuel consumption on the affected ships could be reduced by more than 10% in some cases.

Furthermore, SLOMAN NEPTUN is partner in a pilot project testing a newly developed anti-fouling release system, consisting of a special primer and a silicon foil instead of conventional anti-fouling paint. The newly developed anti-fouling system is designed to effectively prevent marine growth for a period of minimum five years without release of biocides or any other emissions into the sea.

Fuels

Distillates and residual oils are used as fuels. Since January 2020, a limit of 0.5% sulphur content has applied internationally for all fuels used in the maritime sector. Fuels with a higher sulphur content may only be used on ships with exhaust gas washers, so-called *scrubbers*. SLOMAN NEPTUN has decided against the use of exhaust gas scrubbers and only uses IMO-2020-compliant fuels with a low sulphur content.

Alternative Fuels

The use of alternative fuels and new propulsion technologies will be essential to achieve the emission reduction targets in seafaring. SLOMAN NEPTUN is following technical developments and examining their application possibilities.

All our ships are used in tramp trade shipping around the world. One criterion when evaluating alternative fuels is therefore their availability, even in remote ports. The use of biofuels, the usability of which is currently being examined in more detail, appears to be practically feasible. By using biofuel, greenhouse gas emissions can be significantly reduced compared to conventional fuels. Individual

studies predict reductions of over 80%. Since standardisation has not yet taken place, the use of biofuels still requires a case-by-case assessment. Reliable or scalable statements on the reduction of greenhouse gas emissions in operation are not yet possible.

Ballast Water

In the context of water protection, in addition to avoiding pollution of the seas by oil or waste, the main concern is compliance with ballast water regulations to prevent the unwanted spread of invasive species. SLOMAN NEPTUN has certified ballast water management plans, and ballast water treatment systems in operation on all ships. All plans and installed systems not only meet the international requirements of the International Maritime Organisation, but also the much stricter regulations of the US Coast Guard.

Waste/ Garbage

SLOMAN NEPTUN strives to prevent waste from occurring in the first place. Unavoidable waste is collected on board, separated, and handed over to the ports for professional disposal. The types of waste that are handed in, are recorded separately according to quantities. Only organic kitchen waste may be shredded on board and disposed of at sea.

Since 2022, SLOMAN NEPTUN equips all its vessels with water dispensers to completely stop the supply of plastic bottled drinking water.

Re-cycling

We aim to keep our ships in operation for as long as possible. Due to the restrictions of our customers, we are not allowed to operate tankers that are older than 25 years. Accordingly, we have to sell our ships to other markets before their fifth-class renewal.

The technical condition of our ships allows the safe operation far beyond the end of the fifth-class period and thus SLOMAN NEPTUN is selling them to other markets for further use. No ships have been recycled by SLOMAN NEPTUN within the last years, and recycling after 25 years or less in service is considered as an option only in exceptional cases.

Nevertheless, we assume responsibility during the construction and operation of the ships and take all necessary precautions so that our ships can be recycled as environmentally friendly as possible, also by subsequent owners. All our ships have an Inventory of Hazardous Materials (IHM) in accordance with European regulations. As part of our supplier management, we oblige all suppliers to only supply materials and equipment that are IHM-compliant certified.

15. Employment rights

Considering employment rights and the standard of living on board SLOMAN NEPTUN vessels, SLOMAN NEPTUN complies with all applicable national and international standards and statutory requirements, in particular the Maritime Labour Convention (MLC) and the requirements of the International Transport Federation (ITF).

We protect and promote seafarers' employment rights. All ships are complying with the requirements of the Maritime Labour Convention (MLC).

Following the usual practice in shipping, seafarers are recruited and employed with the help of manning agents, mainly from the Philippines and Eastern Europe. The relation with the manning agents is very close and based on long term relations.

The seafarers are informed about their various rights and obligations via various channels: Briefings are conducted for all seafarers, either by company employees or personnel of the respective manning agent. The Masters and Chief Engineers are briefed prior to each contract by all company departments.

Regular online briefings with all seafarers take place before joining the vessel. An extended information about the new procedures on board are provided. An extended handover period is given to all newly promoted and new crew members who join our fleet.

The Safety Management System (SMS) of SLOMAN NEPTUN guarantees the unrestricted support of the top management, ensuring that:

- all employees are given the necessary support to safely perform their tasks and duties,
- safe working practices and a healthy and safe working environment are provided,
- safeguards against all identified risks are established to eliminate or reduce risks to the lowest practicable level.

The interests of SLOMAN NEPTUN's employees ashore are represented by a worker's council. The council regularly discusses all matters falling under the works council constitution act with the management. For issues of general interest, company agreements are in place, which are reviewed and amended regularly. The work council checks compliance with legal regulations regarding labor law.

In addition, two elected employee-representatives are part of the supervisory board.

16. Equal opportunity and diversity

Our aim as employer is to create an environment in which all employees irrespective of their nationality, gender, their sexual orientation, religion, age, and conviction have equal chances to develop and prosper.

Seafarers onboard our vessels are coming from various regions in the world, working together in an international environment. Promotions are based on the assessment of prerequisites, managerial and leadership competences, as far as applicable and relevant for the position in question. Regular briefings ensure that employees' needs are heard and considered for their further development.

Colleagues and superiors on board and in the office treat each other with mutual respect.

Living in a more and more complex world with an increasing number of political conflicts the Board regularly reminds all colleagues, to consider all colleagues as member of the SLOMAN NEPTUN family, being respectful with and responsible for each other.

Irrespective of gender, all employees ashore are encouraged to make use of their right for parental leave. Parental leave is considered as integral part of every employee's professional life without negative impact on career or salary development.

Integration and Diversity

The company fosters an atmosphere of respect and responsible behaviour ('just culture') among all employees ashore and onboard.

SLOMAN NEPTUN aims for a stimulating working environment in which diversity is valued and encouraged. SLOMAN NEPTUN does not allow any discrimination to be affected in respect of race,

colour, faith, age or sexual orientation. Working for us means being part of a global community, where we truly believe in living our values.

In case an employee feels discriminated, several contact points have been installed to directly address the issue and bring it to the attention of the board. Appropriate procedures are defined in SLOMAN NEPTUN's QHSE-System.

Employment

SLOMAN NEPTUN selects new employs onboard and ashore solely on basis of their professional competence. Job descriptions and requirements for employment or promotion are solely based on qualification and experience.

The conditions of employment are and will be in line with all applicable IMO Conventions, ILO Conventions, ITF requirements, including National and Flag State Regulations.

Employment contracts are based on ITF standards for all seagoing personnel. All crew members enter a contract of employment with SLOMAN NEPTUN when employed onboard a SLOMAN NEPTUN ship. Wage scales are made transparent to all seafarers and reflected in employment contracts accordingly.

The contract of employment is to be signed prior joining the vessel and shall deem as a letter of appointment and acknowledgement. Proper arrangements are made for all crew members to examine their employment contracts before and after they are signed. A signed copy of the contract is handed over to the crew member.

All new employments and promotions ashore, including their conditions are to be reviewed and approved by the workers council.

Crew accounting

All crew is paid on basis of company agreements, consisting of effective IMEC/IBF wage plus SLOMAN NEPTUN Company allowances depending on the position, experience in rank and seniority with the company. Company agreements and wage scales are made transparent for all crew.

There are also bonuses based on safety and performance reward programs, as well as other wage adjustments and flexible contract duration. The company ensures that all components of SLOMAN NEPTUN compensation and benefits packages are known to all seafarers.

SLOMAN NEPTUN ensures that seafarers receive their allotments at the end of every month. In case of personal emergency, seafarers onboard may request a special allotment for their family as well.

Employee satisfaction

Staff membership and retention rate are providing an indication about developments and changes in employee satisfaction. A continuous high retention rate and a significant number of employees with an enormous seniority conclude that employee satisfaction at SLOMAN NEPTUN is generally good. SLOMAN NEPTUN aims for an overall retention rate >95%.

As a medium size company with flat hierarchy and direct contact of management and employees, SLOMAN NEPTUN has no formal system in place to monitor employee satisfaction but learns from feedback and an intensive exchange of views. SLOMAN NEPTUN fosters a culture of open and respectful communication, aiming to understand and learn from each other.

SLOMAN NEPTUN is in direct and close contact with all seafarers to learn about their concerns and needs. Regularly conducted on-signers briefings, held for all crew prior embarkation, provide the opportunity to raise questions and concerns.

Crew members have direct access to SLOMAN NEPTUN HR-Marine department, giving them the opportunity to address questions and concerns.

Management, including members of the Board of Directors, is regularly visiting fleet vessels to conduct meetings with all crew onboard. Since we foster an atmosphere of respect and openness, crew members are encouraged to address their needs and concerns during these meetings and have no constraints to address their needs and concerns. All ship visits including action items are to be reported and followed-up.

Additional activities:

Depending on the local availability and circumstances SLOMAN NEPTUN provides to seafarers and their families an advanced medical insurance.

Other social benefits applicable to seafarers:

- Free internet (partly)
- Flexible contract duration
- Crew Welfare on board
- Free and unrestricted access to Mental Health Support while onboard
- Promotion of healthy lifestyle on board and at home
- Promoting seafarer participation through suggestion schemes

Social benefits for employees ashore are regularly reviewed together with the workers council and agreed in company agreements. SLOMAN NEPTUN considers additional social benefits and an attractive working-time models vital, aiming to be perceived as an attractive and reliable employer.

Employee participation

With the implementation of the Suggestion Box, seafarers can submit ideas for improvements. This is intended as a low threshold offer to strengthen participation in the development of the organisation. The suggestion scheme will be further developed in 2023 to encourage seafarers to submit ideas (especially in relation to sustainability aspects).

Discrimination occurrences

In case of discrimination occurrences several contact persons can be approached to take charge of dealing with the incident. Appropriate procedures are defined in the Safety Management System. For both ashore and onboard there have been no incidents in recent years.

Personnel structure

The personnel structure including number of employees, women in management, nationalities etc. is shown in **Annex 5: Social performance data sea- and shore personnel.**

17. Qualification and development

An essential part of SLOMAN NEPTUN's strategy is to improve the engagement and continuous development of personnel as well as to forge close links with and within the company.

SLOMAN NEPTUN recognises the value of staff seniority and thus aims to provide job- and pay security, as well as to motivate its employees to achieve a sense of professional satisfaction.

SLOMAN NEPTUN ensures that the fleet is supported by shore-based and ship-based key staff who are competent and experienced to carry out the full range of responsibilities and tasks.

SLOMAN NEPTUN regularly assesses crews' functional and managerial development potentials, as well as intentions to provide tailored career development for all seafarers. SLOMAN NEPTUN aims to promote lead worker, officers, engineers, and captains from within SLOMAN NEPTUN, where and when possible.

SLOMAN NEPTUN encourages all officers and engineers to understudy the rank above and trains deck officers in ship handling where circumstances permit.

Procedures and qualification requirements for briefing, assessment and development of all employees ashore is laid down in company agreements, mutually agreed between the management and the workers council.

Qualification

All personnel employed for seagoing service are trained and qualified as per the requirements detailed within STCW 1978, as amended, with additional seagoing service on the specific type of ship and any appropriate additional qualifications and/or certificate endorsements for special cargoes.

Every rank to be recruited for on board service is based on the level of competency and experience required for the particular position and with respect to present industrial standards and the requirements of the Flag State.

Competence profiles including functional, managerial, and social skills have been developed and form the basis for training and development of all seafarers in their actual, but also possible prospective positions onboard.

Within the first three months in a new position, all employees ashore are briefed and informed about their new functions and responsibilities. Briefing follows a defined structure covering social, managerial, and functional expectations.

All employees ashore have at least one annual feedback and development session, following a defined structure analogue to aforementioned briefing structure. Development- and training needs are identified in close corporation between each employee and its respective superior. Identified needs may result from changing requirements, but also the employees' personal wish to further develop.

Agreed trainings are approved by the Board of Directors and the board also ensures that all agreed training measures are implemented.

Training

SLOMAN NEPTUN ensures that ship- and shore-based personnel receive functional and managerial training, as well as 'training on the job' and coaching according to their individual needs and well in addition to minimum statutory training.

Training of company employees in the office is assessed, planned, and done according to their individual needs, and when changing external or internal requirements are making it necessary.

A structured feedback-, and development assessment is conducted with all shore-based employees on annual basis. A training plan is established accordingly by HR Shore and approved by the Board of Directors. The Board of Directors ensures that agreed training measures are carried out.

A Deck and Engine Cadetship Training Program is conducted at reputable maritime training centers and premier institutions, such as the Maritime Academy of Asia and the Pacific (MAAP) and the International Maritime Employers Council (IMEC). The onboard training takes places in accordance with Training Record Book (TRB). During the duration of the program, employees are expected not only to develop their professional skills, but also their character, discipline, and commitment.

Manning agencies check all crew members - before joining the ship – whether they are in possession of the necessary certificates, as required by STCW 1978, the education- and flag states.

Prior joining a vessel, captains receive information about the identified learning fields of the seafarers onboard, provided by the responsible department, to support them.

With personnel assessments on board, SLOMAN NEPTUN identifies training needs of all staff onboard. Assessments are carried out by Captains, Chief Engineers and Chief Officers and passed on to the HR-Marine department for follow-up. Beyond the assessments on board, for officers, engineers and captains, additional assessments by external providers help to identify further training needs in social, managerial, and cognitive skills.

The ships are frequently visited by the QHSE-Department, to check the proper implementation of SLOMAN NEPTUN's safety and quality management systems and to carry out quality assurance training as necessary.

QHSE Instructors have been trained in-house, based on the company QHSE- System and OCIMF/CDI inspection report, for sailing with the SLOMAN NEPTUN tankers to carry out additional training of ship's command and crew on the job.

These measures will also provide information about additional training needs and are a management tool to continuously improve the qualification of crews and shore-based personnel.

SLOMAN NEPTUN annually recruits new apprentices, trainees, and cadets ashore and on board.

Risks

Vessels' manning must comply with various legal requirements, to always ensure their safe operation. For all tanker vessels, matrix requirements of the oil- and gas-industry must be fulfilled in addition. The matrix lays down minimum qualification and experience requirements for individual ranks, but also the entire crew of a vessel as such.

It is thus essential for SLOMAN NEPTUN to always have a pool of qualified seafarers, not only on board, but also stand-by, in case needed. A lack of qualified and experienced seafarers is to be considered the biggest risk in the field of human resources.

The following aspects are thus considered essential and critical:

- Recruitment of new qualified personnel,
- Retention of qualified personnel,
- Mental handling of external influences,
- Unplanned absences, and
- Competitiveness of compensation and benefit packages.

To be diversified and for a resilient pool of seafarers, SLOMAN NEPTUN recruits and employs seafarers from various countries in the world since many years. SLOMAN NEPTUN has established long term corporations with several manning agencies, each focused and specialized to recruit seafarers in their country. Selection processes and assessment criteria are harmonized and follow company standards, while including country-specific differences.

To retain staff, emphasis is placed on the concept of lifelong learning. Managers are and will be empowered to identify potentials, development areas and strengths to further develop the crew on board.

SLOMAN NEPTUN currently establishes a talent pool to identify employees' potentials and fields of development. Training and other supporting measures shall be defined and implemented on basis of identified findings. The talent pool shall help to identify and develop employees' potentials in line with their expectations and capabilities during their career. Depending on their potential and ambitions, employees shall have the opportunity to develop themselves as manager, as well as experts.

Scheduled assessments support the evaluation of the seafarers' learning curve. These assessments, the turnover rate in combination with exit interviews allow us to evaluate the effectiveness of implemented measures and to identify rooms for improvement.

With the help of assessments and personnel appraisals, the resilience capacity of the employees is determined. Additional training is arranged in addition to the basic training on board. SLOMAN NEPTUN follows the approach of an open culture in which employees can talk about the personal impact of external influences.

Accidents and sudden serious illnesses can sometimes lead to unplanned absences. To reduce these incidents, proactive countermeasures are taken with the safety measures and trainings on board. In addition, we will continuously satisfy ourselves of the quality of the medical checks before the seafarers go on board. Furthermore, the focus is on the expansion of a healthy and balanced diet on board. Reports on accidents, failed pre-medical checks and sudden illnesses with long-term absences help SLOMAN to monitor developments in these areas.

To be competitive or even stand out, it is important to continuously question compensation and benefits in addition to modern working conditions against market standards.

Initiated measures shall motivate the existing staff to recommend SLOMAN NEPTUN as an employer.

18. Human rights

SLOMAN NEPTUN mission provides for reliable customer-oriented maritime services to satisfy the needs of our business partners through our century-long experience and expertise in the maritime industry. This value includes the observance of protection of human rights in SLOMAN NEPTUN as well as the sub-contractors. Relevant UN and MLC standards have been implemented.

SLOMAN NEPTUN is committed to the principle of Quality Management and has a formal system of Quality Assurance in operation that touches upon all SLOMAN NEPTUN activities at all times, but with special emphasis on the shipping operation and the associated procurement functions.

For the time being criteria like human rights and exploitation are not explicitly covered in the quality assurance system.

The development of a supplier audit scheme covering social impacts, including human rights, of essential supplier has been defined as an objective for 2023.

19. Local and regional community

SLOMAN NEPTUN accepts its responsibility for the local and regional community, not only in Germany, but also in the home country of its seafarers. SLOMAN NEPTUN is committed to various charity organisations, sustainability projects and donates to the possible extend in case of need.

For the time being there is no policy in place, defining the fields and extend of the company's engagement for the local and regional community. The development of a respective policy has been defined as an objective for 2023.

20. Political engagement

SLOMAN NEPTUN is neither exerting political influence, nor politically engaged or committed. SLOMAN NEPTUN is no member of any political institution or party.

21. Compliance and ethics

Legal Compliance

SLOMAN NEPTUN must comply with a multitude of regulations.

Thus, SLOMAN NEPTUN has implemented processes which assure compliance with applicable laws and regulations governing international transactions. All applicable international trade control regulations as well as restrictions and sanctions are carefully reviewed by the responsible persons of SLOMAN NEPTUN to ensure that compliance can be guaranteed.

SLOMAN NEPTUN maintains a legal register of the relevant legal regulations for the categories safety, environment, training, sustainability, quality, energy, occupational health and safety.

This may include requirements to which SLOMAN NEPTUN has by-choice committed itself, e.g.

- agreements with customers,
- voluntary principles or procedures,
- energy agreements
- Requirements from associations,
- company-specific requirements.

The compliance of the SN relevant rules and regulations will be monitored during various internal and external audits and inspections.

Conflicts of interest

It is the policy of SLOMAN NEPTUN that all employees, at all levels both ashore and on board, avoid any conflict between their own interests and those of SLOMAN NEPTUN in dealing with suppliers, customers and any other organisation or individual doing, or seeking to do, business with SLOMAN NEPTUN or any of its branches or associated companies.

SLOMAN NEPTUN requires that none of its personnel, or those of its subcontractors, shall engage in contraband, smuggling or private trading of any description.

Transparency and Anti-Bribery

It is the policy of SLOMAN NEPTUN that all members of the Board of Directors, all employees, at all levels both ashore and at sea, avoid any conflict between their own interest and those of SLOMAN NEPTUN in dealing with suppliers, customers, foreign official (means any officer or employee of a foreign government or any department, agency, or instrumentality thereof, or of a public international organization, or any person acting in an official capacity for or on behalf of any such government or department, agency, or instrumentality, or for or on behalf of any such public international organization) and any other organization or individual.

Possible conflicts of interest must immediately be disclosed by the employee. Irregularities of all sorts must be reported to the Board of Directors immediately.

Only objective criteria must be considered while dealing with third party business relations. Neither Personal relationships or interests nor any payment of bribes to the parties involved shall affect the completion of any business.

No employee of SLOMAN NEPTUN is allowed to demand, accept, offer, or grant a personal and/ or financial advantage during the initiation or execution of any business may it be with a private person, a company or any other official or authority that could lead to the impression that somebody interfered with the final decision of either side. This interdiction does apply to all sorts of possible benefits.

Suppliers shall only be selected according to objective criteria as laid down in SLOMAN NEPTUN company's policies.

Suppliers known or suspected to be involved in attempts of bribery or fraud are blacklisted and suspended from further business activities.

Reporting of relevant breaches of the rules

A complaint procedure has been implemented according to International and Flag State Regulations, in accordance with the ITF Total Crew Cost Fleet Agreement (TCC Fleet agreement) and/or ships articles of agreement and specific SLOMAN NEPTUN rules.

Any seafarer has the right to lodge a complaint (i.e. a labour grievance) and to have that complaint investigated, provided it is specific in nature and is alleged to constitute a breach of seafarers' rights under the Maritime Labour Convention, 2006 (MLC, 2006) or any law or regulation of the Flag State of the ship.

In case of breach disciplinary measures according to Flag State regulations, in accordance with the ITF Total Crew Cost Fleet Agreement (TCC Fleet agreement) and/or ships articles of agreement and specific SLOMAN NEPTUN rules shall be applied. At all stages in the disciplinary procedures an employee has the right to be accompanied by a representative of ITF.

Risks and occurrences

Business partners doing business with SLOMAN NEPTUN directly or indirectly are screened by different means for compliance with applicable regulations and laws, sanctions, and embargoes.

Detailed information concerning potential risks in connection with SLOMAN NEPTUN's business activities are to be treated confidential and will not be published or named.

No business activities have been carried in breach of, or suspected breach of sanctions or embargoes. No cases of corruption or fraud have been confirmed or been reported in the period under review. SLOMAN NEPTUN has neither been convicted, nor has been subject to any lawsuit or sanction due to non-compliance with laws and regulations.

22. Statement of the Executive Board

The Executive Board discussed and approved the Sustainability Report of SLOMAN NEPTUN for 2022.

The data and information provided in the Sustainability Report for 2022 have been prepared in accordance with relevant legislative and third-party requirements and policies.

The Sustainability Report for 2022 provides a realistic overview of SLOMAN NEPTUN's sustainability activities and results of our sustainability efforts in the reporting period.

Bremen, 1 April 2023

Executive Board

Sven-Michael Edye

Christian Reincke

Guido Försterling

23. Annexes

Annex 1: Summary of objectives and KPI

Annex 2: Stakeholders' sustainability expectations

Annex 3: Environmental performance data – significant consumptions

Annex 4: Environmental performance data – significant emissions

Annex 5: Social performance data sea- and shore personnel

Annex 6: Index DNK criteria, GRI SRS indicators and UN SDG's goals

Annex 1: Summary of objectives and KPI

Subject	Objective	Key Performance Indicator (KPI) -Base	Significance	Remarks / Details
Climate / Ship / CO ₂ emissions	Continuous reduction of CO ₂ emissions beyond MARPOL requirements.	Annually 5% less than MARPOL defined emission limits based on CO ₂ Intensity factor	High	Remark: Measured in g CO ₂ / ton-mile. MARPOL limits are vessel type specific and decreasing annually. Details see Annex No. 04
Climate / Ship / SO _x emissions	Continuous reduction of SO _x emissions beyond MARPOL requirements.	5% reduction per year	High	Details see Annex No. 04
Climate / Ship / NO _x emissions	Continuous reduction of NO _x emissions beyond MARPOL requirements.	5% reduction per year	High	Details see Annex No. 04
Climate / Ship & Office / Travel- and transportation born emissions	Continuous reduction of travel- and car-borne emissions.	To be defined	High	Remark: Company car- and travel policies and related KPI to be redefined in 2023. Details see Annex No. 04
Environment / Ship / Lubrication oil	Continuous reduction of lubrication oil consumption.	To be defined	High	Detailed monitoring started 07-2022. Company policy and related KPI to be defined in 2023. Details see Annex No. 03
Environment / Ship / Energy consumption auxiliary system	Continuous reduction of vessels' energy consumption.	5% reduction per year	High	Remark: Measured by auxiliary engines', and boilers' fuel consumption and consumed electric energy. Details see Annex No. 03
Environment / Ship / Garbage / Plastic	Continuous reduction of plastic garbage.	10% reduction per year	High	Details see Annex No. 04
Environment / Ship / Garbage / Plastic	Replacement of PET bottled drinking water by equipping vessels with water dispensers.	50% by end of 2023 100% by end of 2024	High	2022: XX%
Environment / Ship / Garbage / other than Plastic	Continuous reduction of garbage, other than plastic garbage.	5% reduction per year	High	Details see Annex No. 04

Environment / Ship / Garbage / Incineration	Continuous reduction of incineration	10% reduction per year	High	Details see Annex No. 04
Environment / Ship / Cooling agents, chemical additives and detergents	Continuous reduction of pollutant chemicals and technical gases	5% reduction per year	Medium	Remark: Replacement of existing pollutant products by non-hazardous products and / or reduction of consumption Details see Annex No. 03
Environment / Office / Energy consumption	Continuous reduction of gas, water, and electricity consumption	5% reduction per year	Medium	Details see Annex No. 03
Environment / Office / Energy consumption	Use of climate neutral electricity and gas	100% transition to climate neutral gas and electricity supply until end of 2024	High	Details see Annex No. 04
Environment / Ship & Office / IT-Equipment and consumables	Continuous reduction of IT related waste	To be defined	Medium	Remark: Company policy and related KPI to be developed in 2023. Details see Annex No. 04
Environment / Ship / Incidents resulting in pollution of sea	Avoiding pollution incidents	0 incidents per year	High	2021 – 1 incident 2022 – 0 incidents
Safety / Ship / Minor incidents other than pollution incidents	Avoiding incidents of any kind	Maximum 6 incidents per year	High	Remark: Definition of minor and mayor in SLOMAN NEPTUN Safety Management System Document 07, Appendix 2 2021 – 6 incidents 2022 – 4 incidents
Safety / Ship / Mayor incidents other than pollution incidents	Avoiding incidents of any kind	0 incidents per year	High	Remark: Definition of minor and mayor in SLOMAN NEPTUN Safety Management System Document 07, Appendix 2 2021 – 3 incidents 2022 – 2 incidents
Safety / Ship / Severe fatalities and injuries	No severe injuries resulting in loss of working capacity or need for repatriation	0 incidents per year	High	Remark: Definition as per OCIMF Marine Reporting Guideline 2021 – 1,39 incidents 2022 – 1,24 incidents

Safety / Ship / Minor fatalities and injuries	Total recordable number of occupational medical cases	Maximum 3 cases per year	High	Remark: Definition as per OCIMF Marine Reporting Guideline 2021 – 2,78 incidents 2022 – 3,74 incidents
Human resources / Ship & Office / Job descriptions	Sustainability aspects shall form an integral part of all staffs' daily routine	All job description, including competency profiles, to be revised in 2023	High	Remark: Sustainability aspects to be considered regarding qualification, training, functions, awareness, and responsibility.
Human resources / Ship / Incentive scheme	Implementation of an Environmental Performance Reward Program (EPRP)	To be developed and implemented in 2023	High	Remark: The EPRP has the aim to reward outstanding performance of fleet vessels and their crew for their active and sustainable environmental performance.
Social Responsibility / Office / Supplier Selection and Monitoring	Implementation and monitoring of sustainability criteria for supplier	To be developed and implemented in 2023	Medium	Remark: Sustainability related selection criteria including monitoring and auditing mechanism for supplier to be developed.

Annex 2: Stakeholders' sustainability expectations

Stakeholder group	Sustainability expectations
Charterer/cargo owner/terminal operator	Emission management Garbage management No incidents and injuries Energy management Compliance and ethics
Employees	Fair treatment and wages Development opportunities Good working and living conditions Provision of additional benefits Equal opportunities and diversity Employee participation Compliance and ethics Diversity Sustainable business model
Authorities	Legal compliance No incidents and injuries Compliance and ethics
Investors/ Banks	Mitigation of business risks Proof of sustainability Compliance and ethics
Service providers/ Suppliers	Fair treatment and claim handling Adherence to contractual agreements and payment terms Legal compliance Compliance and ethics
Insurance	Risk management No incidents and injuries Compliance and ethics
Civil society	Support local and regional communities

Anhang 3: Environmental performance data - significant consumptions

Subject	2020		2021		2022	
	Consumption	Delta [%]	Consumption	Delta [%]	Consumption	Delta [%]
Environment / Ship / Lubrication oil (Total fleet)	788.021 ltr.	+8,5	687.440 ltr.	-12,8	628.627 ltr.	-8,5
Environment / Ship / Lubrication oil (Average per vessel)	31.520 ltr.	+13,7	28.643 ltr.	-9,1	29.934 ltr.	+4,3
Environment / Ship / Energy consumption auxiliary system (Total fleet)	Monitoring starts in 2023					
Environment / Ship / Energy consumption auxiliary system (Average per vessel)	Monitoring starts in 2023					
Environment / Ship / Garbage / Plastic (Total fleet)	Monitoring starts in 2023					
Environment / Ship / Garbage / Plastic (Average per vessel)	Monitoring starts in 2023					
Environment / Ship / Garbage / other than Plastic (Total fleet)	Monitoring starts in 2023					
Environment / Ship / Garbage / other than Plastic (Average per vessel)	Monitoring starts in 2023					
Environment / Ship / Garbage / Incineration (Average per vessel)	6,3 cbm	+34,1	5,6 cbm	-11,0	5,7 cbm	+1,7
Environment / Ship / Cooling agents, chemical additives, and detergents	Monitoring starts in 2023					
Environment / Office / Energy consumption / Heating	142.042 kWh	+5,7	164.342 kWh	+16,0	124.775 kWh	-24,0
Environment / Office / Energy consumption / Electricity	76.912 kWh	-7,9	82.859 kWh	+7,7	82.684 kWh	-0,2

Environment / Office / Energy consumption / Water	409 cbm	-6,3	374 cbm	-8,6	311 cbm	-16,8
Environment / Ship / IT-Equipment and consumables	Monitoring starts in 2023					
Environment / Office / IT-Equipment and consumables	Monitoring starts in 2023					

Annex 4: Environmental performance data – significant emissions

The Greenhouse Gas Protocol (GHG Protocol) provides a standardized method for companies to measure and reduce GHG emissions in line with the Paris Agreement. The GHG Protocol classifies GHG emissions into three scopes: Scope 1 (direct emissions), Scope 2 (indirect emissions), and Scope 3 (indirect emissions).

Explanation scopes:

Scope 1 emissions covers emissions from sources that an organisation owns or controls directly.

Scope 2 emissions are emissions that result from the consumption of purchased energy such as electricity, heating or cooling.

Scope 3 emissions encompasses emissions that are not produced by the company itself, and not the result of activities from assets owned or controlled by them, but by those that it's indirectly responsible for, up and down its value chain. Scope 3 emissions include all sources not within the scope 1 and 2 boundaries.

Subject	2020		2021		2022	
	Emission [mts]	Delta [%]	Emission [mts]	Delta [%]	Emission [mts]	Delta [%]
GHG (Scope 1) / Ships / CO ₂ (Total fleet)	257.015	No data	243.56	-5,2	211.253	-13,3
GHG (Scope 1) / Ships / CO ₂ (Average per vessel)	10.280	No data	10.148	-1,28	10.059	-0,9
GHG (Scope 1) / Ships / SO _x (Total fleet)	Monitoring started 07/2022					
GHG (Scope 1) / Ships / SO _x (Average per vessel)	Monitoring started 07/2022					
GHG (Scope 1) / Ships / NO _x (Total fleet)	Monitoring started 07/2022					
GHG (Scope 1) / Ships / NO _x (Average per vessel)	Monitoring started 07/2022					
GHG (Scope 3) / Office Travel and transportation / CO ₂	7,9	-88,1	28,4	+259	59,1	+51,9
GHG (Scope 1) / Ship / Energy consumption auxiliary system / Fuel / CO ₂ (Total fleet)	Monitoring starts in 2023					

GHG (Scope 1) / Ship / Energy consumption auxiliary system / Fuel / CO ₂ (Average per vessel)	Monitoring starts in 2023
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Annex 5: Social performance data sea- and shore personnel

Subject	2021	2022
Number of employees	469	414
Younger 30 years (in %)	5,5% (22)	3,5% (12)
Between 30 and 50 years (in %)	65% (262)	66,5% (233)
Older than 50 years (in %)	29,5% (119)	30% (105)
Number of nationalities	10	12
Number of women sea	31	32
Number of men sea	438	382
Number of women in top management sea (senior officer)	2	1
Number of men in top management sea (senior officer)	196	188
Number of training courses	3.477	2.990

Retentionrate all personnel	2021	2022
Total number of terminations	38	77
Unavoidable Terminations	7	21
Beneficial Terminations	16	22
Average number of employees (p.a.)	469	415
Retentionrate - all! (in %)	96,80	91,81

Social performance data "Sea"

Subject	2021	2022
Number of employees sea	403	350
Younger 30 years (in %)	5,5% (22)	3,5% (12)
Between 30 and 50 years (in %)	65% (262)	66,5% (233)
Older than 50 years (in %)	29,5% (119)	30% (105)
Number of nationalities	9	11
Number of women sea	4	3
Number of men sea	399	347
Number of women in top management sea (senior officer)	1	1
Number of men in top management sea (senior officer)	190	183
Number of training courses	3.436	2.939

Retentionrate sea personnel	2021	2022
Total number of terminations	27	64
Unavoidable Terminations	4	15
Beneficial Terminations	11	17
Average number of employees (p.a.)	403	350
Retentionrate vessels (in %)	97,02	90,86

Social performance data "Shore"

Subject	2021	2022
Number of employees office	66	64
Younger 30 years (in %)	17% (11)	17% (11)
Between 30 and 50 years (in %)	48% (32)	50% (32)
Older than 50 years	35% (23)	33% (21)

Number of nationalities	1	1
Number of women office	27	29
Number of men office	39	35
Number of women in top management	1	0
Number of men in top management	6	5
Number of training courses	41	51

(in Klammern die absoluten Zahlen bei %-Angaben für mögliche Summenbildung „Sea“ + "Shore

Retentionrate Office - all!

	2021	2022
Total number of terminations	11	13
Unavoidable Terminations	3	6
Beneficial Terminations	5	5
Average number of employees (p.a.)	66	65
Retentionrate Office - (in %)	95,45	96,92

Targets	Remarks
Upskilling Social Skills via CBTs and f2f training	

Targets	Remarks
Upskilling Social Skills via CBTs and f2f training	

Targets	Remarks

4)

Annex 6: Index DNK criteria, GRI SRS indicators and UN SDG`s goals

Deutscher Nachhaltigkeitskodex (DNK): The goal of the DNK is to inform stakeholders about the achievements of a company in the area of sustainability. To comply with the DNK Code, SLOMAN NEPTUN has prepared the sustainability report 2023 under consideration of the 20 DNK criteria and the additional non-financial performance indicators taken from the Global Reporting Initiative.

Global Reporting Initiative Sustainability Reporting Standard (GRI SRS): The GRI SRS is a global framework for sustainability reporting. It helps organisations to understand their impacts on the economy, environment and society including those of human rights.

The Sustainable Development Goals (SDG`s): The SDG`s are a collection of seventeen interlinked global sustainable objectives. The SDG`s emphasize the interconnected environmental, social and economic aspects of sustainable development by putting sustainability at their center.

Chapter SLOMAN NEPTUN Sustainability Report 2023	DNK criteria	GRI SRS indicators	UN SDG`s
3.Sustainability strategy	1. Strategy Analysis and Action	GRI SRS-102-16 Values, principles, standards, and norms of behaviour	Goal 8 Decent Work and Economic Growth
4.Materiality of sustainability aspects	2. Materiality		Goal 8 Decent Work and Economic Growth
5.Objectives and Key Performance Indicators (KPI`s)	3. Objectives	GRI SRS-306-3 (2020) Waste generated GRI SRS-403-9 Work-related injuries GRI SRS-403-10 Work-related ill health	Goal 8 Decent Work and Economic Growth
6.Sustainable supply chain	4. Depth of the Value Chain	GRI SRS-102-16 Values, principles, standards, and norms of behaviour	Goal 12 Responsible Consumption and Production Goal 17 Partnership for The Goals
7.Responsibilities	5. Responsibility	GRI SRS-102-16 Values, principles, standards, and norms of behaviour	Goal 12 Responsible Consumption and Production
8.Processes and procedures	6. Rules and Processes 7. Control	GRI SRS-102-16 Values, principles, standards, and norms of behaviour	Goal 12 Responsible Consumption and Production
9.Incentive scheme and allowances	8. Incentive Schemes	GRI SRS-102-35 Remuneration policies GRI SRS-102-38 Annual total compensation ratio	Goal 8 Decent Work and Economic Growth
10.Stakeholder analysis	9. Stakeholder Engagement	GRI SRS-102-44 Key topics and concerns raised	Goal 17 Partnership for The Goals

11. Innovation, service management and financing	10. Innovation and Product Management		Goal 9: Industry, Innovation and Infrastructure
12. Financing of ships and other assets	9. Stakeholder Engagement	G4-FS11 Percentage of financial investments that undergo a positive or negative selection process based on environmental or social factors.	Goal 9: Industry, Innovation and Infrastructure
12. Use of natural resources	11. Usage of Natural Resources	GRI SRS-301-1 Materials used by weight or volume GRI SRS-302-1 Energy consumption within the organisation GRI SRS-302-4 Reduction of energy consumption	Goal 13 Climate Action Goal 14 Life Below Water
13. Resources management and reduction of emissions	12. Resource Management 13. Climate-Relevant Emissions	GRI SRS-301-1 Materials used by weight or volume GRI SRS-302-1 Energy consumption within the organisation GRI SRS-302-4 Reduction of energy consumption GRI SRS-305-1 Direct (Scope 1) GHG emissions GRI SRS-305-2 Indirect (Scope 2) GHG emissions GRI SRS-305-3 Other indirect (Scope 3) GHG emissions GRI SRS-305-5 Reduction of GHG emissions	Goal 13 Climate Action Goal 14 Life Below Water
14. Employment rights	14. Employee Rights	GRI SRS-403-4 Health and safety topics covered in formal agreements with trade unions	Goal 3 Good Health and Well-Being
15. Equal opportunity and diversity	15. Equal Opportunities	GRI SRS-405-1 Diversity of governance bodies and employees GRI SRS-406-1 Incidents of discrimination	Goal 10: Reduced Inequality
16. Qualification and development	16. Qualifications	GRI SRS-404-1 Average hours of training per year per employee	Goal 4 Quality Education
17. Human rights	17. Human Rights	GRI SRS-412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening GRI SRS-412-1 Operations that have been subject to human rights reviews GRI SRS-414-1 New suppliers that were screened using social criteria	Goal 16 Peace, Justice and Strong Institutions

		GRI SRS-414-2 Negative social impacts in the supply chain	
18. Local and regional community	18. Corporate Citizenship	GRI SRS-201-1 Direct economic value generated and distributed	Goal 17 Partnership for The Goals
19. Political engagement	19. Political Influence	GRI SRS-415-1 Political contributions	
22. Compliance and ethics	20. Conduct that Complies with Regulation and Policy	GRI SRS-205-1 Operations assessed for risks related to corruption GRI SRS-205-3 Incidents of corruption GRI SRS-419-1 Non-compliance with laws and regulations	Goal 16 Peace, Justice and Strong Institutions