

ESG Report 2023

Sailing towards a sustainable future



Table of contents

Over the years, our philosophy has led us to progress the sustainability agenda across the industry and beyond.

OUR COMPANY

Task Force on Climate-Related Financial Disclosures	4
Our timeline: 50 years of Anglo-Eastern	6

OUR ENVIRONMENT

Environmental initiatives	8
Environmental compliance	
Life below water: Ballast Water D2 compliance	
Anglo-Eastern conferences go green	
Ensuring a SAFER environment	
Decarbonisation pathway	10
Anglo-Eastern Fleet Performance Centre	
Dual-fuel capabilities: AETS and seaquest	
Carbon neutrality & green initiatives	12
Zambia and Water Rwanda	
Shaping a greener maritime future	
Green campus: AEMA	
Green power	
Green buildings	

OUR PEOPLE

Our global crewing presence	15
Bespoke solutions	
Our people, our strength	
Growing our own talent	
Stronger together	18
Diversity, equity and inclusion	19
Our most important ASSET	
Seafarer of the year	
AEMA and DEI	
A cleaner and healthier planet	20
Touching lives	21
ANAVI	
Saving lives: Search & rescue	

OUR GOVERNANCE

Mechanisms that facilitate our ambitions	23
Engaging with our stakeholders	25
Anglo-Eastern ESG organisational chart	26
UN sustainable development goals	27
Key metrics	28

OUR PROMISE

Leading with integrity

Anglo-Eastern leads by doing the right things the right way. We enable everyone to perform at their best, while challenging ourselves to responsibly shape the industry and make a positive impact in our communities.

OUR PURPOSE



Build trust



Drive performance



Shape a better maritime future

OUR VALUES

Nurturing our people and communities

We have an unwavering commitment to the ongoing growth and success of our people, and the communities that depend on us.

Courage to do what's right

We take ownership for all outcomes and stand firmly for what we believe in, even when we have to make tough calls. We engage in open, honest dialogue to meet our stakeholders' needs.

Progressively setting the standard

We look beyond the status quo and always strive to be the best we can be. We seek the latest knowledge and skills to set standards and deliver results.

Accelerated pathways to decarbonisation, digitalisation & enhanced well-being



2023 was a year during which we continued to positively embrace change, looking at ways to optimise our fleet and our people across a range of initiatives and technologies. We actively led the charge, responding to new regulations while delivering on our commitment to shape a better maritime future while maintaining our courage to do what's right.

Anglo-Eastern was proud to be part of the UN-led effort to prevent the potential catastrophic oil spill linked to FSO Safer in the Red Sea. This effort fully embodied what we are capable of when we collaborate and critically examine how to approach a wide range of potential scenarios across overlapping, yet differing areas of expertise. Furthermore, it reiterates the critical role our industry plays in minimising harm to our oceans – in special cases, but also as part of our day-to-day, where safety and sustainability measures are prioritised to prevent these types of events from occurring altogether.

On the technical front, Anglo-Eastern's Fleet Performance Centre has now completed two successful years in Mumbai and is evolving to meet the growing set of requirements from EU ETS to Fuel EU Maritime, leveraging data to drive voyage optimisation and the deployment of energy saving devices, amongst a host of advisory services. We also continue to develop our dual-fuel capabilities, with 97 dual-fuel vessels and projects under management of Anglo-Eastern Technical Services at yearend. A new offshore division set up in October has also enabled us to take a more proactive approach in supporting the renewable energy sector through wind farms and C/SOVs.

Amidst all the headlines and innovations, let's not forget that the ship management industry is, at its core, a people industry.

Our success hinges on the expertise and dedication of the over 37,000 seafarers who call Anglo-Eastern home, and countless others ashore who work tirelessly to provide the best ship management services in the world.

With this in mind, we were quick to harness ways to improve connectivity at sea, with the piloting of Starlink Maritime in March, and a total of 150+ installations a mere 9 months later. Onboard connectivity is an indisputable contributor to crew well-being and operational efficiency, and an area that I am personally thrilled to see Anglo-Eastern pioneering.

This ESG report remains our proactive response to changes on the horizon as much as it is a journal of key initiatives we have embarked upon in line with the SASB (now IFRS S2) and TCFD. Looking back at all we have achieved in 2023, I remain positive about developments in the industry. As we said in our conferences in Mumbai and Manila, we are also certainly, Stronger Together!

Thank you to everyone that has continued to inspire us go beyond what is expected in 2023 and beyond!

Capt. Bjorn Hojgaard
Chief Executive Officer

Task Force on Climate-Related Financial Disclosures (TCFD)

The climate change risks and mitigation strategy is high on the agenda in boardroom discussions with climate action being an integral part of Anglo-Eastern’s decision-making process.

Shipping is an integral part of the global supply chain and a disruption of the business-as-usual scenario would have a far reaching impact on the economies of the world. In line with the global commitment towards decarbonisation, the International Maritime Organisation (IMO) has revised its decarbonisation strategy, setting a net zero target to be achieved by the shipping industry by 2050. While the IMO is presently carrying out an impact assessment of different measures being considered towards decarbonisation, regional regulators like the European Union have implemented Market Based Measures (MBM) through the Emissions Trading Scheme (EU ETS) to incentivise the early adoption pathway towards greenhouse gas (GHG) reduction. Shipping is a fundamental part of our business activities and is exposed to climate-related risks on both physical and regulatory fronts.

Governance

What is our Board’s oversight of climate related-risks and opportunities?

The Board engages at least annually in discussion and planning regarding climate-related risks and opportunities, but also on an ad-hoc basis with the Executive Management Team supported by inputs from the ESG team. The climate-related risk management strategy is endorsed by the Board as part of the annual strategy review.

How is our leadership team approaching the assessment and management of climate-related risks and opportunities?

The CEO and COO establish appropriate goals and objectives, which are then implemented by the relevant heads of departments. A primary function of the ESG team is to improve communication between different departments within the organisation, facilitating data collection, information sharing, and strategy implementation.

Strategy

What are the climate-related risks and opportunities that we have identified over the short, medium and long term?

- Short-term: Risk of increased delays resulting from extreme weather events. Cost of compliance with CII and EU ETS regulations and other MBMs.
 - Medium to long-term: Regulatory development presents a significant transitory risk over both the medium and long-term.
- Anglo-Eastern is constantly monitoring and assessing both direct and indirect exposure to regulations to ensure our own compliance, and the compliance of our partners and clients. Therein lies an opportunity for us to provide further assistance to our partners and clients.

“Excellence is our guiding star, and together, we’ll continue to set the bar high. Anglo-Eastern’s promise is to ‘do a proper job’, never settling for second best. Two overarching themes have guided our journey in 2023: decarbonisation efforts across our managed fleet and our digital transition. These aren’t just buzzwords; they represent our commitment to a sustainable and innovative future.”

Bjorn Hojgaard
Chief Executive Officer



Other medium to long-term climate risks include the increased frequency of extreme weather events, climate migration affecting the sourcing of seafarers, and the increasing prevalence of emissions trading schemes. However, in appropriately managing these risks there is the opportunity to access green financing, remain a preferred service provider in the market and improve business resilience.

How have the aforementioned considerations impacted our business strategy and financial planning?

To take advantage of the opportunities and appropriately manage the risks mentioned above, Anglo-Eastern has been working to ensure these climate-related considerations are integrated into decision-making processes across every department in the organisation. This involved regular discussion of the organisation’s ambitions and strategy, both internally and externally.

Additionally, Anglo-Eastern commits substantial resources to assessing the most viable options for vessel and fleet compliance with emissions-related regulations, providing advanced training for seafarers in the operation of vessels equipped with new technologies, and communicating the challenges and opportunities to clients and partners.

How resilient is our strategy in considering different climate-related scenarios?

Anglo-Eastern applies a continuous process of evaluating the potential impact of climate related risks at different temperature increases and its strategy is aligned with the climate related goals and trajectory set by the IMO and other regional regulators. The findings of this exercise will serve to bolster our climate strategy and improve business resilience.

Risk Management

What are the processes deployed by Anglo-Eastern in identifying climate-related risks, and how are we managing these?

A primary function of the ESG committee is to liaise with various personnel across the organisation’s departments, clients, and partners to identify climate-related risks. Anglo-Eastern also works with external consultants to seek advice on regulatory and market expectations and developments.

The ESG committee consolidates and assesses the identified climate-related risks, assisting the Executive Management Team in developing management plan. Strategies that include measurable, time-bound targets are developed and communicated to the Board. Progress towards these strategies is also communicated internally, as appropriate.

How are these processes integrated into our organisation’s overall risk management strategy?

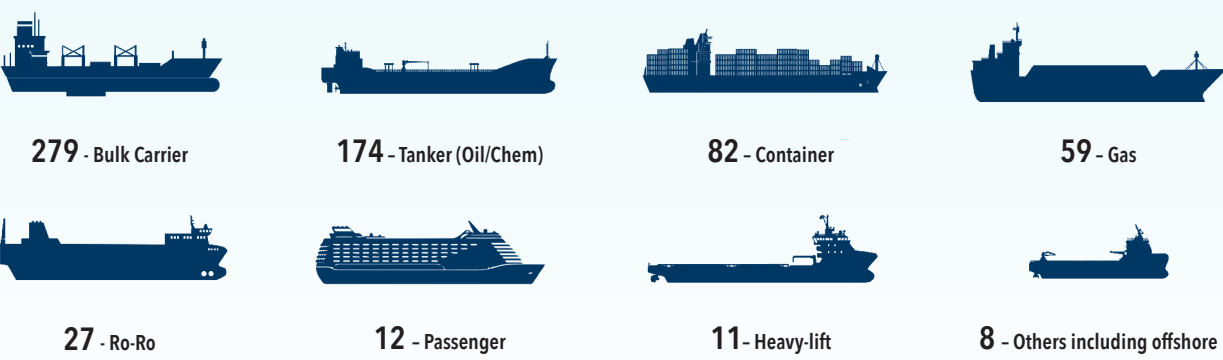
Climate risks are integrated into business decision making alongside risks belonging to traditional categories such as operational, technical, and legal. Broadly, risks are prioritised based on the likelihood and severity of their impact on business activities.



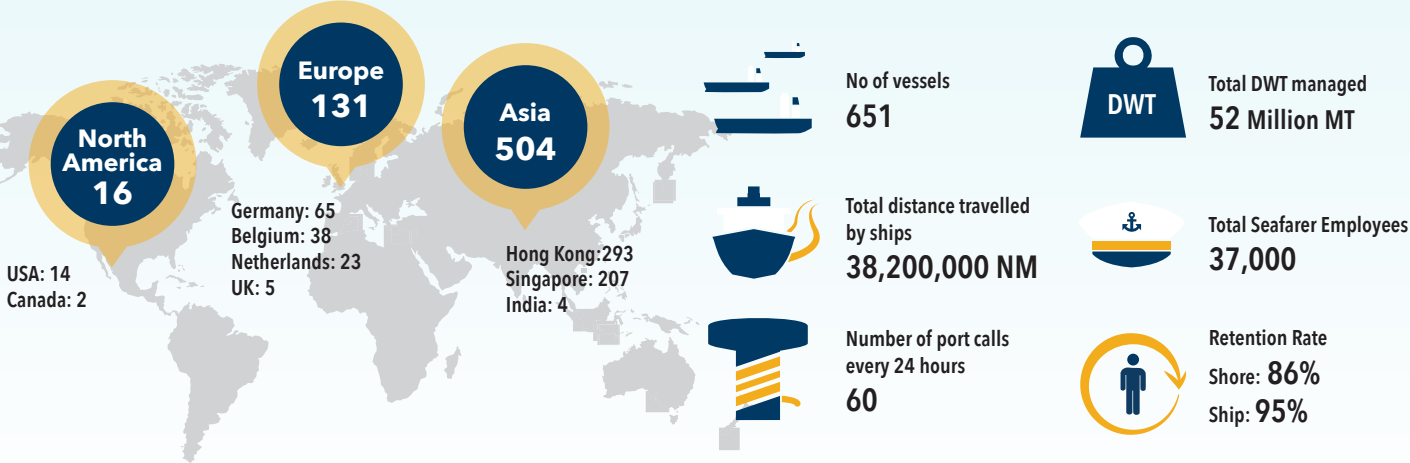
50 years of Anglo-Eastern



Anglo-Eastern Metrics



Fleet Size Overview



Our Environment

Anglo-Eastern welcomes the responsibility to act as stewards of our environment



“2023 has seen Anglo-Eastern build on its significant experience in the design, construction and operation of dual-fuel vessels, being engaged with 97 ocean going dual-fuel vessels and newbuilding projects. We continue to explore new fuels alongside wider decarbonisation efforts and our extensive fleet and voyage performance data.”

Carsten Ostfeldt
Chief Operating Officer,
Asia



Environmental performance

Environmental compliance

In 2023, the IMO regulations concerning the reduction of GHG emissions for existing ships came into force. The Environment Compliance Department (ECD), working in close liaison with inhouse technical and design teams along with external experts, ensured that all vessels managed by Anglo-Eastern complied with the regulations through the implementation of Engine Power Limitation (EPL) or incorporation of Energy Saving Devices (ESD). Shipboard Energy Efficiency Management Plans (SEEMP) were also upgraded to comply with the Carbon Intensity Indicator (CII) regulations.

A dedicated ECD cell provided the support and technical/regulatory inputs to guide ship owners in matters concerning the IMO and EU decarbonisation pathways. In 2023, this team was enhanced to provide compliance related assistance and also support owners in their decarbonisation efforts while navigating the upcoming European Union Emissions Trading Scheme (EU ETS).

There were no incidents of oil or hazardous substance spills into the marine environment in 2023.

All waste generated onboard vessels was monitored and initiatives were undertaken to reduce waste generation in line with UN Global Compact Network principles.

Life below water: Statistics of Ballast Water D2 compliance

96% of managed vessels are installed with Ballast Water Management Systems (BWMS) and are compliant with D2 discharge standards. Anglo-Eastern was actively involved in increasing the effectiveness of the Ballast Water Management through its contribution at various industry and administration platforms, aptly supported by the 4 operational BWMS installed at our training centres in India and the Philippines.

Ballast Water Convention (D2) implementation:
2022: 82% | 2023: 96%

Anglo-Eastern conferences go green

Anglo-Eastern is committed to acting against single use plastics and supports initiatives to reduce plastic use. Following the lead set by February's Anglo-Eastern Mumbai Conference, steps were taken to ensure our Manila event was also eco-friendly, with no single-use plastics supplied throughout the full two days of the 'near zero waste' conference. Drinking water was supplied in glass bottles and no plastic straws, stirrers, or cutlery were provided to participants.



“

Anglo-Eastern has long been a proponent of green initiatives that lay the path for decarbonisation. New regulations are encouraging more rapid change across the industry. We are helping clients adapt to the changing circumstances, ensuring compliance and driving long-term strategies that have real impact.

”

Harald Klein
Chief Operating Officer,
Europe

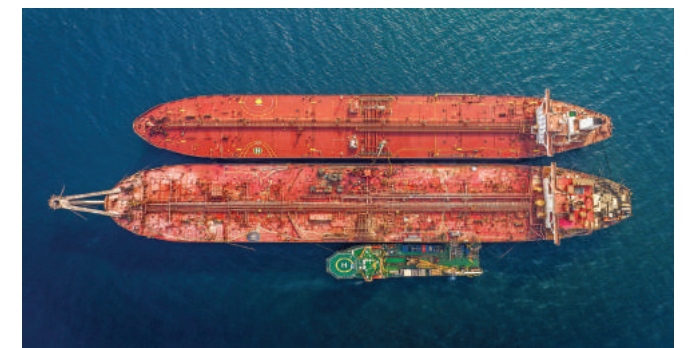


What little waste the conference did produce, such as name tags and lanyards, was collected for recycling or repurposing into household products for donation. Not only did this help minimise waste, it had the added benefit of providing work to those in the local community tasked with repurposing the items and household goods for those in need.

Ensuring a SAFER environment

Anglo-Eastern managed vessel Yemen (Ex Nautica) undertook a sensitive project coordinated by The UN to replace the storage vessel FSO Safer in the Red Sea. FSO Safer held an estimated 1.14 million barrels of crude oil on board and was deteriorating in condition which could have triggered a catastrophe with wide-ranging environmental, humanitarian, and economic impact.

We would like to acknowledge the partnership and guidance across the project team. From The UN to Boskalis and Euronav, as well as our own experts, the parties and individuals involved have managed this case with the priority and respect required in an incredibly challenging, time-sensitive situation.



Catastrophe averted: Inaction would have wiped out an estimated 200,000 livelihoods dependent on the sea with an oil spill of 1.14 million barrels of crude oil

Decarbonisation pathway

Decarbonisation through data analysis and performance optimisation.

Anglo-Eastern Fleet Performance Centre

The Anglo-Eastern Fleet Performance Centre (AEFPC) has completed two years of successful operations in Mumbai enabling the global ship management office, ship owners, and vessel crews to achieve their decarbonisation goals. Evolving from a pilot project for performance improvement of 20 ships to the monitoring of over 500 vessels at the end of 2023, Wartsila's Fleet Optimisation Solution and the associated project team are now an integral part of the digital transformation being pursued by Anglo-Eastern.

There is increased demand for decision-making tools and increased focus on utilisation of data collected from processes onboard and ashore.

With the onset of new regulations like the IMO Carbon Intensity Indicator, additional allowances due to the EU ETS, upcoming Fuel EU Maritime etc, the industry is implementing various tools and methods to improve fuel efficiency of vessels. This is where AEFPC closes the gap and acts as a trusted advisor based on our collective data, industry expertise and analytical capabilities.



Our approach



AEFPC engages and interacts with all stakeholders to improve a vessel's efficiency from the start of her voyage and on a daily basis thereafter. This allows us to prevent a loss rather than report a loss, and achieve fuel savings proactively. As part of Anglo-Eastern's commitment to industry advancement, the fleet performance team is actively involved in two key programmes: Realising Energy Efficiency and Future CII / EU Regulations.

Impact areas

AEFPC provides a range of services including performance monitoring, asset optimisation, energy saving devices, special projects, and community outreach. It also assists in voyage planning by estimating fuel consumption and emissions, thus allowing CII rating and EU ETS impact to be assessed prior to a voyage's commencement. Riding on the increased bandwidth availability on board and using high frequency data supported by AI and machine-learning, AEFPC is well-positioned to play a critical role towards reductions in GHG emissions and data-driven decarbonisation.

Our results



Voyage optimisation

The team seamlessly plans and compares voyages to provide the most optimised route, considering the goal of the operator, for example - optimal fuel, lowest cost, improved CII rating, constant power or charter party compliance. In addition to our experience handling the 535 ships being monitored, we leverage the experience from our masters, operations team and all internal stakeholders to keep navigational safety at the core of voyage optimisation. We are now also able to estimate EU allowances for trading schemes prior to starting a voyage. As a separate service, we provide voyage optimisation services by collaborating with relevant operators.

Weather advisory & information

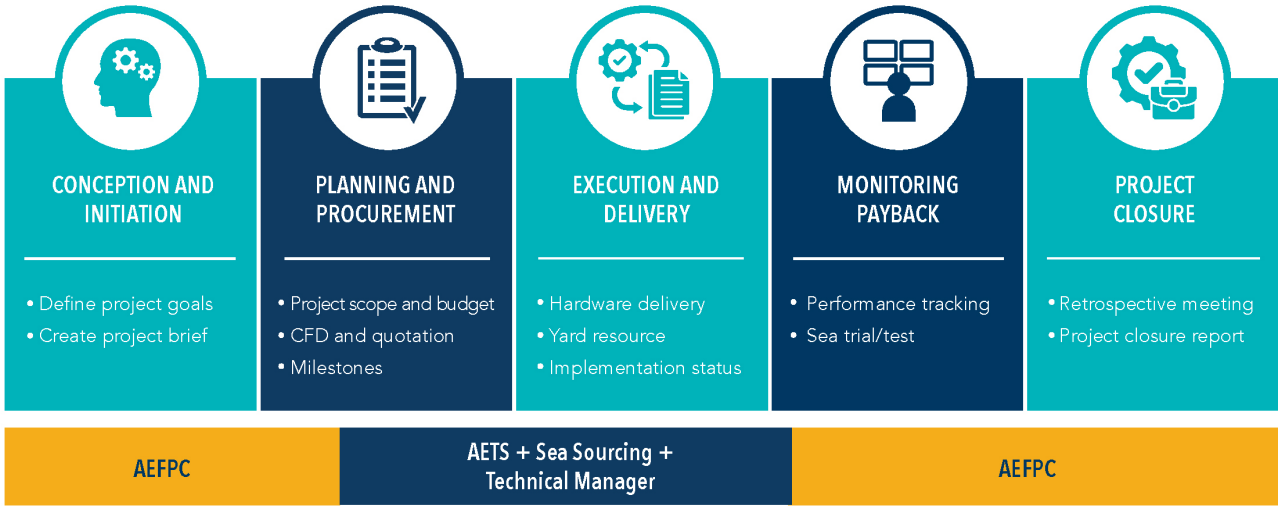
The team reviews the vessel's routing daily to check if weather limits may be breached, providing additional information, forecasts and, when necessary, routing advice to the vessel.

Asset optimisation & performance monitoring

Using the capability of the Digital Twin and data collected from vessels, our technical team benchmarks a vessel's hull and machinery with her historical performance and shop trial data, providing the vessel with precise advice on how to improve performance. We also target smaller smaller machineries onboard which can be optimised in port and at sea thereby reducing the vessel's overall fuel consumption.

Energy saving devices

Having an overview of the energy saving devices fitted on 650+ vessels in the company, and using data-driven approaches to find out about the 'real' or 'achieved' benefits from these devices, the team is able to analyse both medium- and long-term optimisations that can be made to reduce emissions by providing a detailed end-to-end proposal to interested clients on fuel saving potential alongside an optimal cost-benefit analysis.



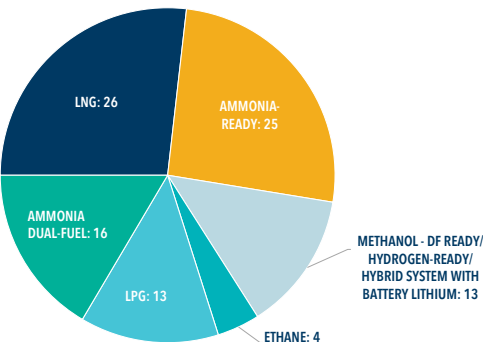
Dual-fuel capabilities: AETS and Seaquest

The first vessel built under Anglo-Eastern management was in 1980, an MPV, constructed at Caneco Shipyard in Brazil - for Peter E Nash - the founder of Anglo-Eastern. As the company expanded its services, and after managing 22 newbuilding units, Anglo-Eastern Technical Services Ltd. (AETS) was formally established in 1989, as a wholly owned subsidiary of Anglo-Eastern Ship Management.

The first newbuilding units delivered under AETS banner was in the same year, 1989, a 7000 DWT Ro-Ro vessel built for Cobelfret, from Dalian shipyard/ PRC, and 3 units of 6,800 DWT bulk carriers from Sasebo, Japan, for Bocimar.

Decarbonisation through dual-fuel ships: At the end of 2023, AETS was managing 97 dual-fuel vessels and projects. Anglo-Eastern is actively involved in the transition from conventional to low carbon fuels and to zero carbon fuels through its technical expertise and trained manpower.

Dual-fuel vessels under ship/project management: 97



Dual fuels and biofuels used in 2023:



Carbon neutrality & green initiatives

“Carbon offsetting is not the end of our journey to becoming a responsible corporate citizen. It is a beginning, representing a stepping stone towards making real changes in the way we run our business, the way we do things, the way we work and live our lives.” – Bjorn Hojgaard, CEO



San Pedro 2023

Anglo-Eastern continued to show its unwavering commitment towards shore side decarbonisation. From 2019 onwards, Anglo-Eastern has embarked on a journey towards Carbon Neutrality through offsetting its shore emissions by investing in verified carbon credit associated projects. Anglo-Eastern offset the 2022 annual carbon emissions calculated as per GHG protocol and PAS 2060 standards, amounting to 4,580 MT of CO₂ emissions through investment in verified carbon credits including a San Pedro forestry project located in Paraguay. This is a reforestation project carried out on formerly degraded cattle ranching land that has now created a sustainable local society.



Anglo-Eastern is a responsible business partner and service provider. We enable our clients to reduce their Scope 3 emissions through our actions.



Zambia 2020-21

The carbon credits were purchased under VERRA standard and REDD+ framework offsetting emissions associated with our shore operations for the years 2019 and 2020, including emissions associated with our shore operations, which encompasses our business units, recruitment offices, training centres, and academy. In doing so, we were awarded our carbon-neutral certification from CO₂ logic.

In this period, we offset 9,592 tonnes of CO₂ emissions through the sponsorship of a reforestation project in Zambia.

The project is grassroots-based, focusing on community commitment and conservation planning through farming cooperatives and sustainable farming practices, and promotes conservation through market mechanisms.



Water Rwanda 2022

In 2022, offsets were purchased in a safe water supply project located in Rwanda. This project not only provides Anglo-Eastern with carbon offsets, but also significantly contributes to several other SDGs by providing clean water to Rwandans in need. Our 2021 emissions of 17,070 tonnes of CO₂ equivalents were offset through the purchase of Gold Standard credits.

By providing Rwandans with clean water through the construction and maintenance of new wells, we remove the need to boil dirty water collected from polluted sources. Burning wood is the most common fuel source for boiling water most common fuel source – which not only leads to deforestation, but also the production of harmful fumes that may cause health issues.

Shaping a greener maritime future

Embracing technology and innovations has helped Anglo-Eastern to shape a better maritime future. In 2023, AE and ship owners undertook initiatives to implement the latest technologies onboard, including drone delivery, underwater remotely operated vehicles for inspection and cleaning, and graphene coated propellers. Environmental impact hull inspections and cleaning not only reduce the biofouling risks of the vessels (thereby mitigating the spread of invasive species) but also provide significant emission reductions.

Assessing the environmental impact of these initiatives provide us with positive feedback and experience that help us plan for a wider fleet application of these technologies.



With the uptick in wind farm projects, Anglo-Eastern has played an increasingly larger role in supporting their construction. We have had significant first-hand experience in transporting a variety of special cargoes, from converter platforms to wind turbine foundation jackets, monopiles, blades, and other components.

Building on this is our new offshore wind division, which is a natural progression of the expertise we have gained in the sector. By managing specialised vessels engaged in supporting offshore wind operations including C/SOVs, we have developed a deep understanding of the associated requirements, while being able to positively impact a wind farm's levelised cost of energy.



Green Campus - Anglo-Eastern Maritime Academy (AEMA)

AEMA has been at the forefront of implementing sustainable initiatives. The campus has rain water harvesting and ground water recharging, waste management, a biogas plant for wet waste, compost pits for garden waste and an in-house sewage treatment plant creating an environmentally friendly campus. Focus on providing hygienic potable water through treatment of ground water that is tested in accredited labs has been a priority, allowing for less reliance on external sources.



Green power

Moving towards a reduction of carbon emissions as a priority, Anglo-Eastern offices exercised green energy options at locations where such services are supported by local governments.

The shore offices of Anglo-Eastern in Mumbai switched to green energy subscription, ensuring that the office is powered from renewable energy sources with no associated carbon footprint.

Measures were undertaken to improve the energy efficiency of the operations. Through subscription to green renewable energy, the Mumbai offices have saved around 380 MT of CO₂ emissions in 2023. Lessons learnt from these initiatives are being analysed and information shared with other offices.



In 2022, Anglo-Eastern took the step to reduce its carbon emissions through installation of a 100 KW Solar plant at AEMA Karjat. In 2023, AEMA Solar plant generated 127 MWh of electricity, achieving overall lifetime energy production of 190 MWh and CO₂ emissions savings of 387 MT as of 31st December 2023. In 2024, Anglo-Eastern intends to increase investment in solar power generation at AEMA by at least double its present capacity.

Green buildings

In an effort to reduce its operational footprint and ensure safe operating office environments, Anglo-Eastern has made a conscious decision to move to sustainable office spaces with its headquarters in Hong Kong located in a BEAM Plus Platinum rated building. In 2023, Anglo-Eastern expanded its Indian operations in Mumbai by opening its new office at Jui Nagar at Rupa Renaissance, a LEED Platinum building.

2.51 WELLS RESTORED

1,888,437 LITRES OF CLEAN WATER

18,402 TREES SAVED

862 PEOPLE SUPPORTED

17,070 TONNES CO₂ OFFSET

127 MWh OF SOLAR POWER GENERATED IN 2023

SAVING 387 MT OF CO₂

15% GRID CONSUMPTION REDUCTION

100KW SOLAR PV PLANT COMMISSIONED



Our People

As an international operation, we have a responsibility to thousands of employees globally, and touch the lives of many different communities and people beyond that. In this spirit, we welcome the responsibility to care for our people.



“Anglo-Eastern’s commitment to ESG is at the core of our beliefs and weaves diversity, equity, and inclusion into the fabric of our identity, fostering an environment where every voice is valued and every individual is empowered to contribute to a brighter future.”

Michael Sandaluk
Chief Human Resources
Officer



Our global crewing presence

Anglo-Eastern has an active pool of more than 37,000 seafarers drawn from all corners of the world, with emphasis on major seafaring nations and regions such as India and the Philippines, along with Eastern Europe.

Global coverage , local expertise, bespoke solutions

With 50 years of experience, our expertise spans the full spectrum of vessel types, from bulk carriers, container ships and ro-ros to all types of tankers, gas carriers, offshore vessels, plus others.

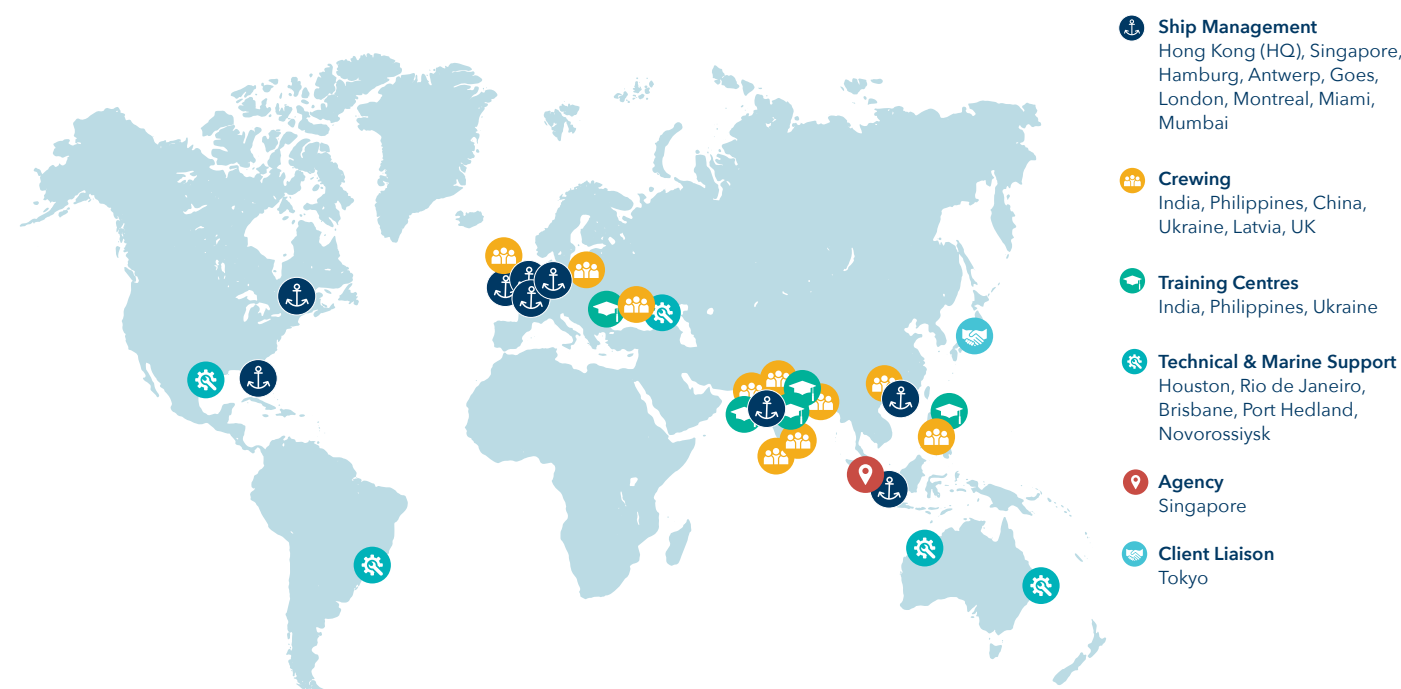
On a day-to-day basis, our fleet of 650+ vessels under full technical management is managed across 14 self-sufficient units worldwide, offering a boutique approach to our clients.

These offices operate on a standardised platform and are supported at a group level. We leverage our scale, with robust systems in place, to share knowledge and best practices across our fleet.

The same is true of our crewing network, which comprises 16 dedicated offices located primarily across Asia, along with Europe and the UK. This provides direct access to the world’s major seafaring nations, well-positioning us to meet the various crewing needs and requirements of our clients.

In India, our pre-sea training institute, Anglo-Eastern Maritime Academy (AEMA), also provides us with a steady pipeline of our own homegrown cadets, who must go through a rigorous selection and training process before sailing in our managed fleet, thus ensuring our standards and values are upheld.

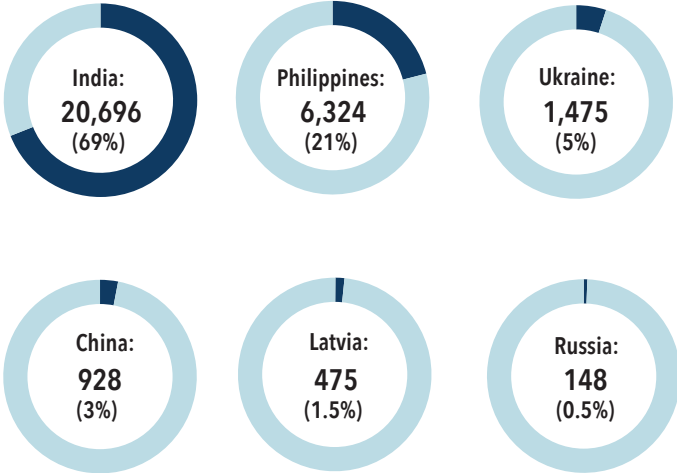
Our crewing network is extensive, spanning Asia, and Europe (incl. the UK), providing direct access to the world’s major seafaring nations



Our people, our strength

Around 90% of our talent pool is sourced from Asia, specifically India and the Philippines, where we have fully owned training centres to impart high standards of value-added learning and training.

Our Crew Sources (Under Technical Management)



Our seafarers come from all corners of the world, with emphasis on India and the Philippines.

We have been invested in India since the beginning of our operations and today have eight crewing offices in key cities across the country, two training centres, and a maritime academy to collectively attract and develop the best seafaring talent.

In the Philippines, which is our second largest source of seafarers, we have three crewing offices and a training centre. We also have a crewing office and training centre in Ukraine for our East European crew, along with crewing offices in Latvia, the UK, and China.

In terms of officers, around 80% of the senior officers across our managed fleet are Indian (see the above chart), whilst amongst our tanker fleet, Indian senior officers account for up to 94%.

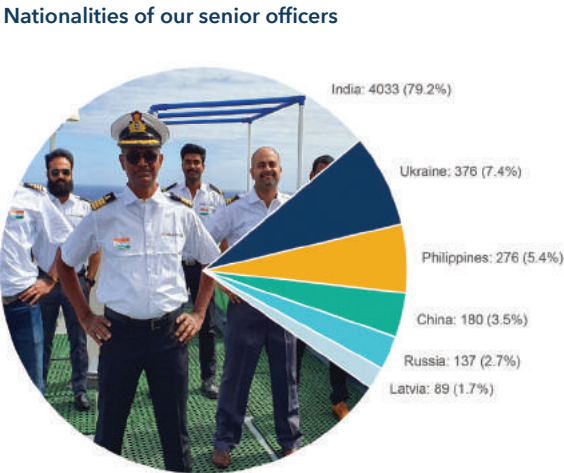
Anglo-Eastern was awarded the “Outstanding Foreign Employer of Seafarers” by the Indian administration for a record 15th time. Anglo-Eastern is immensely honoured by the continued recognition and support and remains fully committed to employing and developing India’s seafaring talent, which accounts for some two-thirds of all Anglo-Eastern seafarers.

Crew Safety and Retention

Our efforts to acquire, develop and maintain the right talent on board do not end there. Crew retention is also vital to upholding standards and is indicative of how well we are doing in terms of providing a safe, happy, and rewarding work environment.

The Seastaff Satisfaction survey responses show an overall satisfaction rating of above 96% and a safety culture approval rating of 97%.

At the heart of this is crew welfare, which we make a priority at Anglo-Eastern, with a range of programmes, activities, and support services organised for our seafarers. The result is a high crew retention rate of around 95% across all ranks, including our senior officers.



Growing our own talent

Anglo-Eastern Maritime Academy (AEMA) allows us to train our officers the “Anglo-Eastern way” and instill our values at the grassroots level.

The academy has an annual capacity of 440 cadets: 240 deck cadets, 120 engineering cadets, and 80 electro-technical officers. Our students are selected from over 22,000 applications, following a stringent assessment process to ensure the best officer talent is chosen for our managed fleet.

Founded in 2009, AEMA achieved its first Master and Chief Engineer in 2021, with many more graduates following suit since them.

Over the years, AEMA has embraced current technological developments in education, be it augmented reality (AR) or virtual reality (VR) and incorporated it into the training methodology to create an immersive training environment. Anglo-Eastern recognises AEMA as the cradle of future seafarers and is constantly enhancing the training content to meet the needs of the industry today and create cadets who are future-ready.



Status of AEMA graduates serving in our managed fleet

Over 5,600 candidates have graduated from AEMA since its inception in 2009, having successfully completed the enhanced training modules in addition to meeting the requirements of the basic STCW modules. Presently, 4,319 cadets are actively sailing on board Anglo-Eastern managed vessels. Anglo-Eastern is committed to provide not only a job, but a career at sea, and has set up a dedicated team to provide advice and manage the transition of the sailing staff into shore based careers. Recognising the contribution of Anglo-Eastern Maritime Academy in providing quality education, training and a career in shipping, the Academy was awarded the “Best Pre-sea Maritime Training Institute 2023” at the National Maritime Day Celebrations in Mumbai.



Just Transition: Training our future seafarer

Seafarers are our greatest asset and an internal stakeholder in the process of Anglo-Eastern’s effort towards supporting clients towards decarbonisation. With rapid revisions in technological and regulatory requirements, it is imperative that Anglo-Eastern upskills its seafarers and its trainers through development of courses catering for the future.

In 2023, Dual-fuel Simulator and LNG Bunkering Simulator training commenced to support the increasing LNG Dual-fuel vessel fleet. Furthermore, the MAN ME Liquid Gas Injection dual-fuel LPG engine (ME LGIP) and Fuel Gas Supply System (FGSS) courses have been introduced to impart training for the LPG fuelled vessels in the fleet. Anglo-Eastern also actively participates at the IMO in the STCW Convention revision. Anglo-Eastern is presently holding the position of Chair of the Ammonia Fuel work group of Society for Gas as Marine Fuel (SGMF) developing the Ammonia Bunkering Guidelines and also contributing towards drafting of the Liquefied Natural Gas (LNG) bunkering guidelines for the industry.



Stronger Together



February 2023 saw the much anticipated return of our signature Anglo-Eastern Mumbai Conference - a three-day networking and knowledge-sharing extravaganza for officers, owners, and managers. The global pandemic may have held us back for four years, but there was no stopping us this time from hosting our biggest, boldest, and best conference yet.

Anglo-Eastern recognises the need for a transparent and engaging platform between owners, seafarers and management. The Mumbai Conference was all that and much more.

We employ over 37,000 seafarers, and we take in around 500 cadets per year, putting them through our dedicated training school. We have a port call every 20 minutes, on average, and we sign a seafarer on or off every 10 minutes, around the clock. Our shore teams are the backbone of support for our shipboard teams and these simple data points highlight why we are so committed to events of this nature.

Our Manila Conference in October carried on the theme of "Stronger Together" and attracted Filipino officers and notable client representatives. Working with some of the world's most progressive and ambitious shipowners has put Anglo-Eastern at the cutting edge of the changes that will pave the way for the green transition in shipping which was a key topic broached at the event.

Additionally, we are ensuring our ambitions, learnings and successes are cascaded across the organisation through regular townhalls that facilitate wider sharing from our leadership team. These sessions provide a channel for feedback and Q&A that allows for proactive, open discussion.



4 townhall meetings held in 2023



Around 100 female cadets have successfully been through training at the Anglo-Eastern Maritime Academy



Diversity, equity & inclusion

Our most important ASSET

The Anglo-Eastern Staff Satisfaction & Engagement Team (ASSET) is dedicated to engaging our seafarers through a host of onboard activities and initiatives, from awards and competitions to celebrating festivals and special days. The ASSET team rolled out the Seafarer Satisfaction Survey and undertook several new initiatives along with the usual crew activities.

To give voice and visibility to our women seafarers, "AWOS Corner" was introduced in ASSET's monthly newsletter. The corner has featured contributions including inspiring stories touching on experiences as a female seafarer and a female cadet's journey from cadet to chief officer where special thanks was given to Anglo-Eastern and her crew mates for their invaluable support in working to overcome gender, language, nationality, and cultural barriers on board.

"Trusting Team" is an Anglo-Eastern initiative to talk and connect with seafarers, and understand them on an emotional level, with a goal to building better relationships between shore and sea.

A new recognition platform was launched, designed to pay tribute to the hard work and dedication of our seafarers by ensuring their contributions are acknowledged and appreciated.

Another new platform, Showstopper, was launched on 40 vessels, with plans to extend its reach to many more. The entertainment platform features curated movies and magazines that seafarers can download at sea. Several "Mind the Mind" wellbeing webinars were held, with over 400 seafarers in attendance. Topics included working attitude and having a realistic approach, the benefits of social engagement, and financial literacy.



Seafarer of the year

The growing numbers of young women sailing onboard Anglo-Eastern managed vessels is a positive trend towards gender diversity and is evidence of Anglo-Eastern's DEI policies in action. With close focus on policies and initiatives to make all seafarers feel inclusive, the shore team is actively engaged in undertaking initiatives and creating communication channels to reach out to all onboard.

Furthermore, the prestigious Crew Connect's Seafarer of the year award at Manila for 2023 was awarded to an AEMA graduate who has been sailing on vessels under Anglo-Ardmore management since her cadet days (Anglo Ardmore is the ship management joint venture between Anglo-Eastern and Ardmore Shipping). She also earned the title of Ardmore Safety Champion, making her the first female recipient of this distinction.



AEMA recognised for diversity, equity & inclusion

In 2023, Anglo-Eastern Maritime Academy was recognised for excellence in promoting Seafaring Careers for women. Anglo-Eastern Maritime Academy was honoured with this distinction for its effort in leading, encouraging, promoting and achieving gender diversity and equality through consistent initiatives and policies. From regular talks on gender diversity issues and mentoring initiatives to strong anti-harassment policies and a gender-neutral education, Anglo-Eastern has built up a supportive community where both male and female students can learn and thrive together.

Anglo-Eastern's focus on gender diversity and inclusion is evident from the increasing trend of female trainees being recruited. As of 2023, around 100 female trainees have either completed or are undergoing training at AEMA.



Towards a cleaner & healthier planet

Onshore commitments

The commitment to a cleaner planet is showcased across various initiatives taken by our shore team members. From cleaning of a water channel in Canada to cleaning up of a beach in Mumbai and removing plastics from the water catchment area of hills located in Karjat by AEMA cadets, Anglo-Eastern's shore employees have always displayed efforts to make a difference towards a better, cleaner and more sustainable planet.

In 2023, some of the activities we engaged in include:

- Continued Covid relief activities and support to the children of the deceased
- Organisation of blood donation camps
- Doctor consultations at a free clinic on our Karjat campus
- Free education scholarship up to graduation level for employees' children
- A Memorandum of Understanding with a Mumbai based college to provide internship opportunities to students, providing a real-time learning environment to students
- Tree plantations inhouse and at community level
- Cleanup drive in Manila commemorating the Earth Drive involving 60 sea and shore staff



Cleaner and hygienic water onboard

Over the past 4 years all staff are provided with steel bottles for drinking water, thus reducing single use plastic bottles. In continuation of this effort the potable water production units onboard vessels were revitalised to meet the best industry standards. Water was tested to meet the World Health Organisation (WHO) and Maritime Labour Convention (MLC) requirements.

Acknowledging the importance of providing drinking water onboard with less reliance on the already stressed shore water supply, an initiative was taken to install Water from Air generators on board 2 vessels as a trial. With a capacity to produce around 80 litres of drinking water per day, the initiative not only provides hygienic potable water, but also eliminates around 29,000 plastic 1 litre water bottle usage per year per ship.

It also reduces the exposure to toxicity and microplastics associated with plastic bottled water in addition to reduction of the carbon footprint associated with the lifecycle of a water bottle.



Results of this initiative:



58,000 bottles of water saved



80 Litres of drinking water per day

Touching lives



ANAVI

Anglo-Eastern is closely associated with Anavi and carries out its community outreach programmes through it.

Anavi is a voluntary group of spouses of seafarers that works across initiatives benefitting the underprivileged, young and old. Key initiatives are summarised below:

Janvi Charitable Trust is based in Mumbai and aims to provide quality education to kindergarten students, and accredited computer training courses for high school students. In total, 800 lives have been impacted via financial aid to teachers and school supplies to students.

Jyothis Care Centre, a compassionate abode for the mentally challenged and destitute, is nurtured by the dedicated congregation of the Sisters of the Destitute, Santhidham.

At Anglo-Eastern, we firmly believe in fostering trust and contributing to the betterment of society. Acknowledging the critical role Jyothis plays in providing care and shelter, Anglo-Eastern has taken the responsibility of ensuring a safe and hygienic living environment for the residents.

Anglo-Eastern remains dedicated to supporting Jyothis Care Centre, aspiring to contribute to the well-being and happiness of its inhabitants.

Janvi-Anavi School is a pre-primary education programme for needy and less privileged children with a prime focus of ensuring holistic development of children belonging to less financially privileged families.

Voice of the World is a project that aims to educate visually challenged and differently-abled children in Kolkata through the supply of resources. 300 children have been impacted by the programme thus far, most recently through the renovation of the dining hall.

Little Sisters of the Poor is a project that extends help to the elderly by providing daily groceries, medications and essential utility items while also providing avenues for engagement through the organisation of health camps. 50 lives have been impacted since 2017.



40 Associations



8 Centres



260 Visits and gatherings

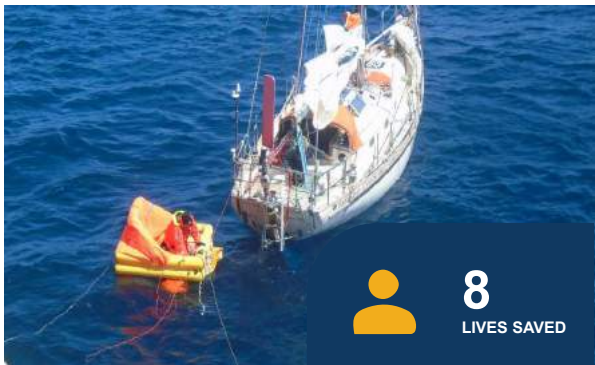


3,000 Lives benefited

Saving lives: Search and rescue

Anglo-Eastern was presented with a special award in recognition of our many years of supporting Amver, with all 650+ managed vessels presently participating in the system, as well as the dramatic rescue of a lone yachtsman of the USA late last year.

In 2023, Anglo-Eastern vessels have saved 8 lives at sea through Search and Rescue efforts in 3 incidents. The seafarers onboard these ships showed their humanity while also exhibiting professionalism while rescuing stranded individuals under challenging conditions.



8 LIVES SAVED

Our Governance

Our transparent and inclusive approach providing unbiased equal opportunities is shaping a better maritime future.



“

Anglo-Eastern continues to explore digitalisation initiatives and related technologies to optimise performance across our fleet. Anchored by our my.angloeastern portal, we are committed to transparency and ensuring our stakeholders have all the information they need, when they need it.

”

Torbjorn Dimblad
Chief Information Officer



The initiatives that facilitate our ambitions

Our Code of Conduct

Anglo-Eastern became the signatory to the United Nations Global Compact Network (UN GCN) and committed to adhering to the 10 principles which are already a critical part of Anglo-Eastern's existing strategy. At Anglo-Eastern, our people are not only considered resources but also assets.

Our Code of Conduct upholds Human Rights and our seafarers rights, drawing elements from the Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, the United Nations Convention Against Corruption, and the 10 principles of the United Nations Global Compact Network (UN GCN). All the vessels are Maritime Labour Convention (MLC) compliant, ensuring a minimum standard of living and facilities onboard and that seafarers rights are protected through the Collective Bargaining Agreement (CBA) in line with Principle 3 and 4 of the UN GCN.

Anglo-Eastern is also aligned with the various national acts like the Norwegian Transparency Act and EU's Corporate Sustainability Reporting Directive, thus meeting the requirements of our business partners and industry stakeholders.



In response to the increasing complexities of the ship management industry and associated fast changing regulatory landscape, Anglo-Eastern embarked on the construction of a Shared Service Centre in Navi Mumbai. The centre was inaugurated in February 2023, providing support to our ship management business via dedicated experts that have an overview of our entire fleet. They are able to drive a collective and collaborative approach in achieving more efficient operations and supporting environmental compliance.



All employees are provided with equal opportunities to progress and Anglo-Eastern does not discriminate on the basis of gender, colour, nationality or race. Through the process of recruitment, career progression, pay parity and facilities provided to the employees, Anglo-Eastern demonstrates its strong belief in treating all equally in alignment with Principle 6 of the UN GCN and Sustainable Development Goals (SDG) 10.



Anglo-Eastern policies and its Code of Conduct ensures zero tolerance of child labour across our organisation and throughout our supply chain. Our respect towards human rights and labour laws is incorporated in our vendor agreements and shared code of conduct. This ensures meeting of Principle 5 of the UN GCN and Target of SDG.



The Anglo-Eastern Mariners App is a dedicated platform for seafarers to stay connected whilst at home or at sea. Features include pre-joining status checks, onboarding and training schedules, owner and vessel briefings, benefit and health trackers, company news and announcements, vacancy and profile records, as well as access to a forum and Anglo-Eastern Live, where our team can submit anonymous queries and suggestions.



150+ deployments of Starlink in 2023 across our fleet have contributed to crew wellbeing and retention. Anglo-Eastern crew members are provided with free internet connection for communication with those on shore.

This has enabled the digitalisation process, bringing in more transparency and ease of conducting business through data-driven decision making. Enhanced connectivity and efficient data transfers have also boosted crew morale and raised business efficiency.



Speak Up

Our Speak Up programme is our whistle blowing programme enabling ship staff to report the following immediately:

- Wilful violations of the Company's Health Safety and Environmental policies and procedures;
- Serious malpractices, wrong doings and conditions on board affecting health and safety; and
- Environmental violations related to MARPOL and other regulations.

The purpose of this programme is to reassure our seafarers that it is safe and acceptable to speak up. Identifying cases of misconduct is of paramount importance to Anglo-Eastern as we will not tolerate misconduct in our company. Anglo-Eastern's proactive actions towards crew and staff welfare is also aligned with the amended Maritime Labour Convention 2024 requirements for seafarers.

Our supply chain

Respect for human rights is, for us, non-negotiable. We conduct our business in a socially responsible and ethical manner that respects the human rights and dignity of all people, and we expect the same of our partners and vendors. As a partner organisation of IMPA-ACT, we endorse the IMPA-ACT Supplier Code of Conduct.

We are fully committed to ensuring our suppliers echo the values we set for ourselves. In this spirit, we have developed our vendor onboarding process to be aligned with the UN Guiding Principles on Business and Human Rights, as well as conducting our operations in alignment with the ILO's Declaration on Fundamental Principles and Rights at Work. We will not knowingly conduct business with a supplier or service provider, or any business partner, that wilfully engages in illegal or unfair practices relating to human rights, labour, employment, competition, business, and/or the environment.



Maritime Anti-Corruption Network

Anglo-Eastern partners with the Maritime Anti-Corruption Network (MACN). MACN is a global business network working towards the vision of a maritime industry free of corruption that enables fair trade to the benefit of society at large. We collaborate with over 160 companies to work towards the elimination of all forms of maritime corruption.



Data security

Data security and recovery are a top priority for Anglo-Eastern. We are certified to ISO 27001 Information Security Management standards and are internally governed by our Information Security Policy, with regular cybersecurity training required for all employees. We take our data privacy obligations seriously, including the EU General Data Protection Regulation (GDPR).



Business continuity and sustainability

With the digitisation and the digitalisation process, there is a paradigm shift in business processes with new risks of disruption. Acknowledging that business sustainability hinges on the governance structure and contingency processes to ensure continuity through such disruptions, Anglo-Eastern has successfully implemented the Business Continuity Plan. IT processes are also certified under ISO 22301 standards.



Award recognition

Anglo-Eastern was presented with several prestigious awards in 2023. This included 'The ESG Excellence Award' at the Global Maritime India Summit 2023 which was a recognition for the innovative and leadership role the company has taken in ESG sectors across the maritime domain.

Anglo-Eastern was also awarded 'Excellent Performance by a Ship Manager 2023' at the International Shipping Safety Management and Technical Forum in Hong Kong. The factors considered for this award included Port State Control performance, environmental performance, incidents and injuries during port calls, port turnaround time, and mechanical breakdowns, and was presented in the category for ship managers.



Engaging with internal and external stakeholders

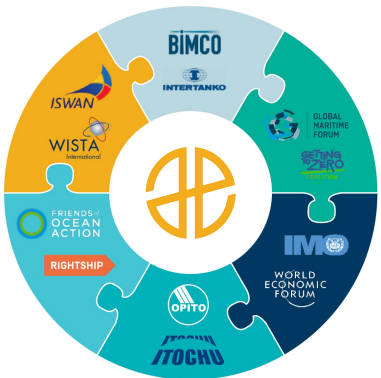


Our industry faces many challenges that must be tackled together. While improving the governance structures in our own organisation are key, we also see it as crucial to extend this to the industry more broadly.

We are certified to ISO 9001 Quality Management standards and are in compliance with the rules, regulations, and standards required by industry bodies such as IMO, BIMCO, INTERTANKO, the International Chamber of Shipping, and ISO 45001 standards. IMPA-ACT, amongst others, often going above and beyond the minimum requirements.

As a result, we are signatories to the Getting to Zero Coalition under the World Economic Forum, Global Maritime Forum, Friends of Ocean Action, Maersk Mc-Kinney Moller Centre for Zero Carbon Shipping (MMCZCS), Maritime Just Transition Task Force, and the Itochu Corporation.

We also contribute towards Climate Action and work closely with SIGTTO, OCIMF, GlobalMET, Hong Kong Maritime and Port Board, the Society of Gas as Marine Fuel (SGMF), the European Maritime Safety Agency (EMSA), the Practicing Perfection Institute (PPI), flag administrations, and the International Maritime Organisation (IMO).

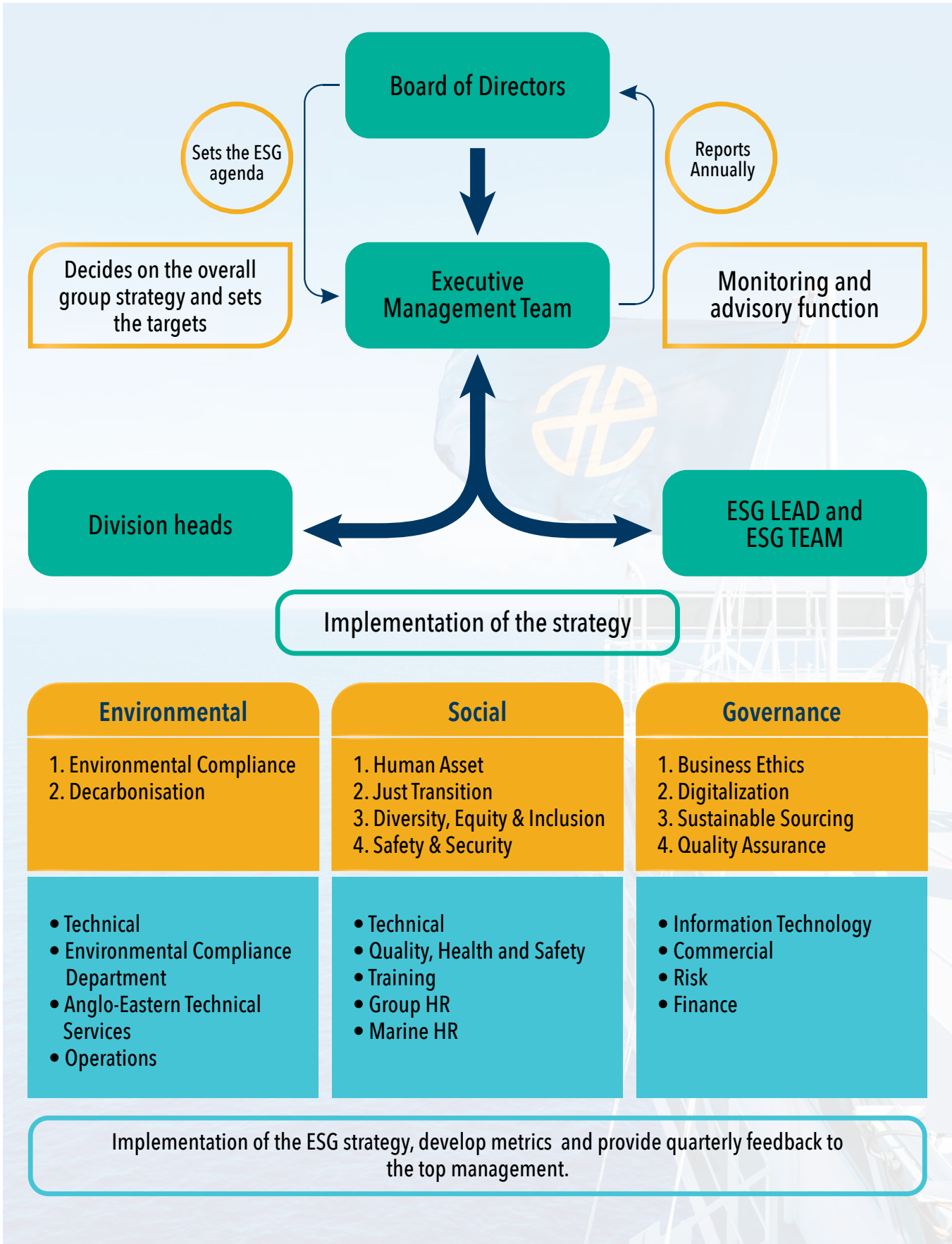


WE CARE

We understand the importance of strengthening the wellbeing of our people. We conducted more than 60 wellbeing initiatives for our people both onboard and ashore, and we connected with their families too. We listened, we discussed and we implemented relevant programmes to create meaningful employee experiences and engage our teams in building even greater levels of trust at Anglo-Eastern.



Anglo-Eastern ESG organisational chart



UN sustainable development goals

Our policies are designed to empower our staff and stakeholders in achieving our ESG goals.

Governance relates to the systems, processes, and procedures we use to run our company. When these function well, readily facilitating action where needed without bureaucracy, we all benefit.

By being a signatory to the UN GCN, Anglo-Eastern endorses the 10 principles of the UN GCN.

In communities where we have a strong presence, we undertake charity work and other community initiatives to engage and support those in need, in addition to contributing to worthy causes.

4 QUALITY EDUCATION

Our Anglo-Eastern Maritime Academy (AEMA) for in-house cadets, and our Anglo-Eastern Maritime Training Centres for all seafarers, provides world-class, state-of-the-art maritime training, and ensures a "Just Transition".

AEMA was established in 2009 with the aim of shaping the next generation of seafarers; to create a pipeline of cadets who are trained to Anglo-Eastern standards, and who embody our values. Every year, we accept over 500 new students, providing them with a world-class education and a career at sea.

5 GENDER EQUALITY

As part of our commitment towards gender diversity, equality and no discrimination, we partner with several organisations, including WISTA, to support women at sea, in part by developing our DEI guidance booklet. We work to identify health gaps, plus other barriers to progression and skills development. Our governance processes ensure all our hiring and promotion is done so based solely on competency, omitting any bias relating to sociodemographic characteristics, including gender.

8 DECENT WORK AND ECONOMIC GROWTH

We employ over 39,000 people internationally, with 2,018 of these on shore, predominantly from developing economies such as India, the Philippines, Ukraine, and China. We see it as our duty to act not only as responsible employers by offering above-average remuneration where it counts, but also by working to continuously develop opportunities for our employees to grow, offering careers for life. Our We Care programme is a vital component of this, working to boost morale and wellbeing wherever possible.

10 REDUCED INEQUALITIES

Providing equal opportunities and reducing inequalities is essential to achieve a sustainable business. Through our Human Resources initiatives like Career Care and transparency in promotion and remuneration process, the company ensures that there are no biases and all employees are provided equal and fair chance to join and progress within the company.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

We work with shipowners and charterers alike to identify energy-saving opportunities. With ship owners, this includes assessing the feasibility of upgrades and retrofits. By providing these services, we hope to optimise the consumption of fuel used by the vessels under our management. Responsible consumption of fuels is absolutely key in addressing the climate crisis and meeting the IMO emissions reduction targets. Anglo-Eastern, as a signatory to IMPA Save and IMPA Act implemented Responsible Business Conduct Standards in the procurement process.

13 CLIMATE ACTION

Shipping is amongst the cleanest and most cost-efficient forms of mass transportation, but as an industry, it is also a large polluter due to the sheer volumes of cargo moved as a result of its affordability. As such, the maritime industry has committed itself towards a cleaner and greener future, with the IMO setting a Net Zero reduction target in GHG emissions by 2050 compared to 2008, amongst other related targets, campaigns, and regulations. We have achieved carbon neutrality across our shoreside operations.

14 LIFE BELOW WATER

Plastic is a significant problem plaguing our oceans. That is why we educate our crew, employees and other stakeholders about the need to reduce plastic waste and follow the 4Rs of reduce, reuse, recycle, and rethink in the hopes of one day achieving plastic-free oceans for future generations to enjoy. To conserve the oceans, seas, and marine resources for sustainable development, we continually focus on appropriate ballast water management to mitigate all potential ecological impacts. We are committed to "Zero Pollution" to sea and set the best practices to implement MARPOL and other environmental regulations.

ACCOUNTING METRIC	UNIT OF MEASURE	SASB CODE	2022	2023
ANGLO-EASTERN SHORE BASED EMISSIONS OFFSET IN 2023¹				
Scope 1	Metric tons (t) CO ₂ -e	Additional disclosure	334	292
Scope 2			1,394	1,685
Scope 3 (excluding vessel emissions)			1,210	2,563
GREENHOUSE GAS EMISSIONS²				
Gross fleet emissions <i>(vessels managed by Anglo-Eastern on behalf of owners)</i>	Metric tons (t) CO ₂ -e	TR-MT-110a.1	16,429,630	14,886,487
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a	TR-MT-110a.2	Page 7	Page 4
(1) Total Energy consumed	Terajoules (TJ) Percentage (%)	TR-MT-110a.3	228,801	204,187
(2) Percentage heavy fuel oil			56.9	65.6
(3) Percentage renewable			0.05	0.1
Average Energy Efficiency Design Index (EEDI) for new ships	Grams of CO ₂ per ton-nautical mile	TR-MT-110a.4	5.07 (Source IMO DCS (ABS))	5.2 (Source IMO DCS (ABS))
AIR QUALITY²				
Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O) (2) SO _x , and (3) Particulate Matter (PM ₁₀)	Metric tons (t)	TR-MT-120a.1	348,905	332,694
			37,194	36,881
			33,350	32,054
ECOLOGICAL IMPACTS				
Percentage of fleet implementing ballast water (a) exchange and (b) treatment	Percentage (%)	TR-MT-160a.2	(a) 18 (b) 82	(a) 4.1 (b) 95.9
(a) Number and (b) aggregate volume of spills and releases to the environment	Number Cubic meters (m³)	TR-MT-160a.3	1 0.001	0 0
Percentage of fleet using (a) Exhaust Gas Cleaning Systems and (b) Low-Sulphur Fuel Oil	Percentage (%)	Additional disclosure	(a) 11.2 (b) 88.8	(a) 12.1 (b) 87.9
EMPLOYEE HEALTH AND SAFETY				
Lost time incident rate (LTIR)	Rate	TR-MT-320a.1	0.47	IFR: 0.72 LTIF: 1.0
BUSINESS ETHICS				
Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Number	TR-MT-510a.1	27	108
Total amount of monetary losses due to legal proceedings associated with bribery or corruption	USD (\$)	TR-MT-510a.2	0	6,950
ACCIDENT AND SAFETY MANAGEMENT				
Number of marine casualties	Number	TR-MT-540a.1	26	39
Percentage classified as very serious	Percentage (%)		3.8	0
Number of Conditions of Class or Recommendations	Number	TR-MT-540a.2	373	357
Number of port state control (a) deficiencies and (b) detentions	Number	TR-MT-540a.3	(a) 979 (b) 8	(a) 1,174 (b) 8
Number of (a) deficiencies and (b) detentions per inspection	Ratio	Additional disclosure	(a) 0.71 (b) 0.0058	(a) 0.86 (b) 0.0059
GOVERNANCE				
Board Makeup (M / F)	Percentage (%)	Additional disclosure	87.5 / 12.5	87.5 / 12.5
Senior Management Makeup (M / F)	Percentage (%)	Additional disclosure	94.6 / 5.4	94 / 6
Total Shoreside Employees	Number	Additional disclosure	1,932	2,018 : Female = 42%

¹ Emissions for the year 2022 and offset in the year 2023

² The emissions figures stated under the Greenhouse Gas Emissions and Air Quality headings of the SASB Accounting Metric table refer to the emissions of vessels under Anglo-Eastern's technical management. These emissions correspond to the Scope 1 emissions of the vessels' respective owners and charterers. As a third party ship management service provider, Anglo-Eastern acts on behalf of vessel owners. GHG data reported for **606** vessels.

This report draws on metrics defined by the Sustainability Accounting Standards Board's (SASB) MARINE TRANSPORTATION: Sustainability Accounting Standard Sustainable Industry Classification System® (SICS®) TR-MT Prepared by the Sustainability Accounting Standards Board (October 2018), as well as drawing on relevant disclosure metrics set out by "Reporting for Signatories, United Nations: Principles for Responsible Investing (PRI) 2020."

All information is assumed to be correct at time of publication. Some metrics have been calculated through engineering calculations.

