

# ESG Report 2024

Shaping a sustainable maritime future





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



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# Delivering Excellence over 50 Years: A message from the CEO



2024 marked Anglo-Eastern's 50-year milestone, a moment that invited both reflection and forward thinking. Our journey has always been one of steady progress, shaped by the dedication of our global team and the values that guide our decisions. This ESG report offers a snapshot of where we stood at the close of the year, and the steps we're continuing to take to build a more sustainable maritime future.

Among the year's key developments was the integration of Euronav Ship Management Hellas into our operations. This strategic move has strengthened our presence in Europe and deepened our technical capabilities, particularly in the tanker segment. It reflects our long-standing approach to growth: expand where it makes sense, and always with the right people and principles in place.

That same principle guided our continued expansion into new fuel technologies and offshore capabilities. We proudly took over the management of the Fortescue Green Pioneer, the world's first dual-fueled ammonia-powered vessel, and began our partnership with Windcat to manage their Elevation Series CSOVs, the first hydrogen-ready vessels of their kind. These additions, alongside our growing dual-fuel portfolio, demonstrate our proactive response to evolving client needs and regulatory landscapes, and our commitment to shaping the future of sustainable shipping.

At the heart of these advancements are our people. With over 39,000 seafarers and more than 2,300 shore staff, we understand that safety and wellness are not just priorities but imperatives. In 2024, we expanded our WE Care programmes onboard, introduced hydroponic food systems, and enhanced connectivity across the fleet, with over 350 vessels now equipped with Starlink. These initiatives are designed to support the physical and mental wellbeing of our crew, ensuring they feel valued, connected, and empowered.

A particularly meaningful milestone underscoring this commitment was the full crewing of the MV Federal Clyde with officer graduates from the Anglo-Eastern Maritime Academy (AEMA). For the first time in our history, an Anglo-Eastern managed vessel was entirely manned by AEMA alumni, a testament to our long-term investment in training and talent development. This achievement not only reflects the strength of our people pipeline, but also reinforces the culture of excellence we've worked hard to build across our fleet.

Of course, we are continuing to invest in digitalisation, decarbonisation, and data-driven performance. From our Fleet Performance Centre to our environmental compliance initiatives, we are leveraging technology and expertise to meet the demands of a changing industry and to help our clients do the same.

As we look ahead, our focus remains clear: to do the right things, the right way; to support our crews, serve our clients, and contribute to a maritime industry that is safer, more sustainable, and more resilient.

A handwritten signature in black ink, appearing to read 'Bjorn Hojgaard', with a stylized flourish at the end.

**Bjorn Hojgaard**  
Chief Executive Officer  
Anglo-Eastern Univan Group



# About us

Anglo-Eastern is a leading global provider of independent ship management services, with a reputation for excellence and innovation driven by our passion for seafaring and for ships.

Alongside the acquisition of Euronav Ship Management Hellas and integration of the entity into Anglo-Eastern, the end of 2024 saw us reach a total of 730+ vessels under full technical management, another 500 ships under crew management, and almost 1,000 newbuildings and conversion project managed to date. Over 39,000 seafarers and over 2,300 shore employees supported our fleet across our ships and our 29 locations worldwide.

Our seafarers stand at the heart of Anglo-Eastern and we are resolute in our commitment to their ongoing growth and success, ultimately benefiting our clients with enhanced performance and efficiencies.

We proudly deliver world-class training to upgrade the skills of new and existing seafarers, instilling a growth mindset that positively shapes individual and collective development.

We enable everyone to perform at their best, while challenging ourselves to responsibly shape the industry and make a positive impact in our communities. We are committed to building trust, driving performance, and shaping a better and sustainable maritime future.

Our goal is to support our clients and seafarers, which we do by working together as one team with shared values utilising common platforms and resources. This ensures our ability to deliver the same level of service and support across all offices and locations. Through My Anglo-Eastern client portal, we transparently share information with our clients in real time.

Our tailored services are built on five key pillars: quality, integrity, transparency, partnership, and a steadfast commitment to doing things right. These values have earned us the trust of clients worldwide and established us as a leader in ship management services.

Sustainability, and by extension, Environmental, Social, and Governance (ESG) is a concept that has only recently begun to seriously permeate the maritime industry. However, Anglo-Eastern has long been a strong advocate of acting responsibly with respect to these tenets. We lead with integrity and our values are firmly intertwined with the notion of doing what is right.

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This is what we believe in - the approach we take across every aspect of our business.

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## 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

- Building trust
- Driving performance
- Shaping 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.

### 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.

### 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.

## CARE OF PEOPLE | CARE OF PLANET | CARE OF SHIPS

# Strategic outlook from our leaders



**Carsten Ostenfeldt**  
Chief Operating Officer

The ocean sustains our industry, and in turn, we must sustain it. Every drop of fuel, every operational choice, must reflect our responsibility - not just for compliance, but for stewardship. At Anglo-Eastern, we go beyond the minimum because the future of shipping depends on it.



**Mark Stevenson**  
Chief Financial Officer

By incorporating ESG into our financial strategy, we strengthen risk management, improve efficiency, and deliver lasting value to clients while staying ahead of regulatory and industry shifts.



**Michael Sandaluk**  
Chief Human Resources Officer

Integrating ESG into our core strategy is not just a commitment, it is a necessity. By investing in our people, our communities, and our planet, we create a thriving workplace that fosters innovation and drives long-term success.



**Niraj Nanda**  
Chief Commercial Officer

Decarbonisation isn't just an environmental imperative, but also a commercial one. As regulations evolve and fuel technologies surface, our role is to help clients navigate complexity with confidence. Whether it's emissions trading, fuel selection, or compliance strategy, we're committed to delivering solutions that are not only sustainable, but also commercially sound.



**Torbjorn Dimblad**  
Chief Information Officer

Governance is about trust, which is earned through consistency, transparency, and doing things properly. Our clients expect high standards, and we meet them not with shortcuts, but with a culture built on integrity and long-term partnership.





## 50 YEARS OF ANGLO-EASTERN



# Anglo-Eastern 2024 overview

No. of vessels

**730+**

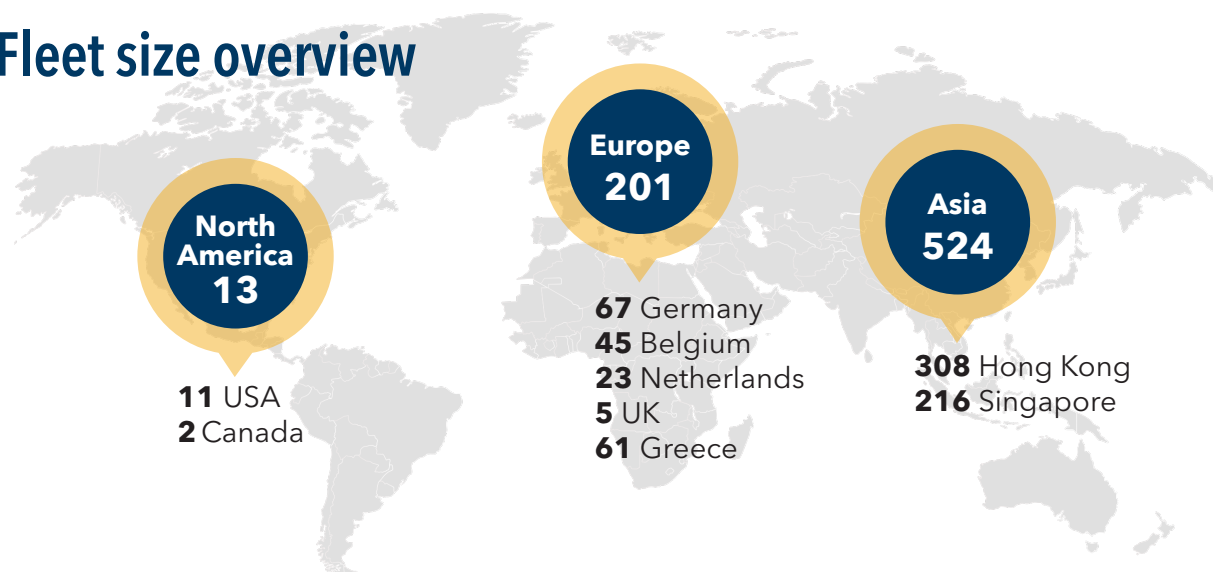
No. of crew

**39,000+**

No. of newbuilding takeovers

**27****302** Bulk Carrier**239** Tanker (Oil/Chem)**72** Container**60** Gas Carrier**24** Ro-Ro**11** Passenger**11** Heavy-lift**20** Others including offshore and tugs

## Fleet size overview



## Scale of our operation and performance

**67.9M** DWT managed (MT)**38.2M** Distance travelled by ships (NM)**66** Port calls every 24 hours**2** Dockings every week**99.7%** Ship availability**99%** On-time relief**86%** Shore staff retention**95%** Ship staff retention

# 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 the backbone of the global supply chain and is also identified one of the top 10 emitters of greenhouse gases (GHG). As the world moves towards reducing the GHG emissions in all sectors, shipping is also facing increasing market and regulatory pressure to decrease its share. The global response driven by the International Maritime Organisation (IMO) decarbonisation strategy and regional measures like the European Union's Emission Trading Scheme (EU ETS) and FuelEU Maritime have set the shipping industry in motion towards a green transition. Increasing fuel costs, an inadequate inventory of green fuels, and rapid technological developments pose challenges to the shipping industry. Shipping route disruptions due to safety concerns coupled with geopolitical and regulatory uncertainties are also likely to influence investment decisions towards areas that focus on decarbonisation. These all impact the risks we are exposed to and how we do business.

## Governance

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

The Board engages annually in discussing and planning regarding climate-related risks and opportunities, and also on an ad-hoc basis with the Executive Management Team, ship owners, and technical teams, supported by inputs from members of 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. Our ESG team then coordinates efforts across 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 market-based measures (MBMs) including FuelEU Maritime, IMO market-based measures and the risk of non-compliance. Furthermore, the changing geopolitical situation resulting in the deviations of ships from using Red Sea routes to using the Cape of Good Hope to reach Europe has resulted in extra miles and increased emissions in shipping.

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.

Other medium to long-term climate risks include the increased frequency of extreme weather events, climate-related migration affecting the sourcing of seafarers, and the increasing prevalence of emissions trading schemes. However, in appropriately managing these risks, there is the opportunity for our clients 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 involves regular discussions regarding 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 our 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.

Anglo-Eastern's operational resilience rests on the ability to adopt and adapt to the technological advancements that require the upskilling and reskilling of the seafarers.

## 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 coordinate resources and efforts across our organisation, delivering our full capabilities to our clients and partner in mitigating climate-related risks. Clients, and partners to identify climate-related risks. Anglo-Eastern also works with external stakeholders 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 the related 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 safety. Risks are evaluated and mitigation plans are created based on the likelihood and severity of their impact on business activities.

### Anglo-Eastern shore-based emissions

in metric tons (t) CO<sub>2</sub>-e

	2022 <sup>1</sup>	2023 <sup>2</sup>	2024 <sup>3</sup>
Scope 1 emissions	334	292	366
Scope 2 emissions	1,394	1,685	1,621
Scope 3 emissions (partial) (excluding vessel emissions)	1,210	2,563	2,307

<sup>1</sup> Emissions for the year 2021 and offset in the year 2022

<sup>2</sup> Emissions for the year 2022 and offset in the year 2023

<sup>3</sup> Emissions for the year 2023 and offset in the year 2024



# Our Environment

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





# Environmental performance

The shipping industry is going through a regulatory transition that aims to drive the sector to achieve Net Zero by 2050. The 2023 IMO Strategy on Reduction of GHG Emissions from Ships (2023 IMO GHG) provided firm goals and indicative check points that the shipping industry has to achieve over the next 3 decades. The year 2024 also saw the entry of the European Union's regional Emission Trading Scheme (EU ETS) for the shipping sector where vessels calling EU ports and carrying out EU voyages have to bear the extra financial impact of the ETS. Under the evolving regulatory landscape, Anglo-Eastern's Environmental Compliance Department (ECD) and the team at the Shared Services Centre (SSC) play a crucial role in ensuring compliance with the IMO, EU and other GHG regulatory regimes. The team is also actively involved in supporting owners with information regarding executed and planned voyages including financial liabilities towards carbon allowance purchases.

## Environmental compliance and initiatives

The Environmental Compliance Services team actively carries out assessments of upcoming regulations to understand the impact on Anglo-Eastern's business and share insights with relevant stakeholders. 2024 saw proactive actions taken to handle the financial component of emissions-related environmental compliance via a dedicated Carbon Services channel.

The ECD continued its work to monitor and reduce the environmental impacts from operation, with a dedicated focus on waste reduction and avoidance of single-use plastics in line with the United Nations Global Compact Network principles. We actively engage with industry stakeholders, regulators and participate in IMO discussions on environmental matters.

All Anglo-Eastern offices are ISO 14001 certified, and all ships are provided with a comprehensive Environmental Management Manual incorporating compliance and best management practices. The ship and shore staff undergo comprehensive training on various environmental subjects through in-person, virtual and online training modules. Anglo-Eastern also supports owners in ISO 50001 certification for energy efficiency of the ship and fleet.

For 2024 ESG reporting, we implemented the IMO's greenhouse gas (GHG) guidelines in alignment with the Data Collection System (DCS) thereby ensuring compliance with the upcoming GHG Fuel Intensity (GFI) regulations. This shift from multiple frameworks - like GHG Protocol, EU ETS, and FuelEU Maritime - to a unified IMO-based method improves data quality, and strengthens ESG transparency.

## In 2024

**0**<sub>MT</sub>

Oil pollution

**0**<sub>MT</sub>

Noxious liquid pollution

**0**

Spills or oil pollution incidents

**101** Vessels

Participating in environmental audit

## Life below water

Anglo-Eastern continued its efforts towards environmental sustainability in its shipboard operations through its flagship Sea Guardians initiative in 2024. We conducted campaigns onboard ships to increase environmental awareness across our crews, reinforce our Zero pollution and Zero tolerance principles towards MARPOL violations, and strengthen our commitment to environmental compliance.

In 2024, we also partnered with Whale Guardians™ to reduce whale ship strikes by following approved traffic separation schemes and speed reductions to preserve whale populations. Preventing unintentional vessel strikes is critical for the survival of some endangered whale populations, especially the world's largest animal, the blue whale.



## Aquatic Invasive Species (AIS) management

Ballast Water Management Systems (BWMS) is installed in 98.2% of the vessels managed by Anglo-Eastern. Effective training of ballast management practices has ensured that all vessels effectively meet D2 compliance requirements.

We have 3 operational Ballast Water Treatment Systems (BWTS) installed in Karjat, Mumbai and one in our Manila training centre to deliver high quality training experiences to our crew and shore staff. The Ballast Water Management Plans were revised in 2024 to accommodate the latest IMO guidelines on challenging water quality operations.

**% of vessels installed with BWTS**  
**2022: 82% | 2023: 96% | 2024: 98.2%\***

The biofouling of a ship's underwater area poses a significant threat to bio-diversity and impacts air emissions due to increased hull resistance. We carry out biofouling management of all vessels under our management and regularly monitor our vessels' biofouling build up to take proactive actions in mitigating this threat. We adopt evolving technologies in the area of anti-fouling paints, ultrasonic anti-fouling system, under water drones for inspection and in transit hull cleaning to manage the biofouling threat.

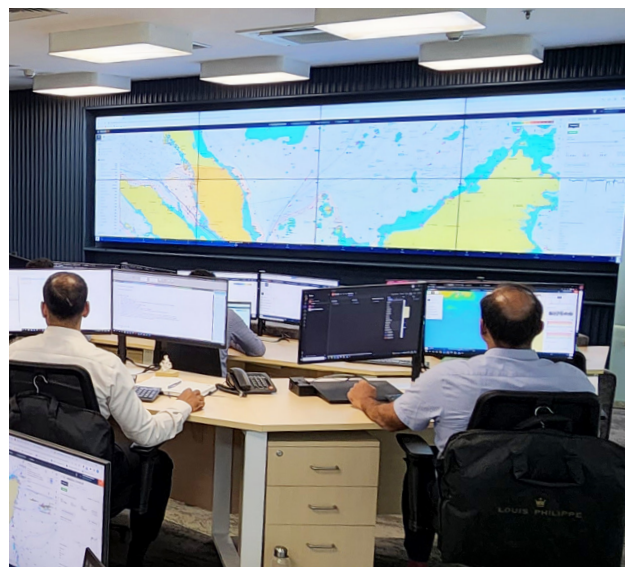
\* For the remaining 1.8% vessels, the BWM convention is not applicable and they are exempted.

# Driving decarbonisation

Decarbonisation through digitalisation and enhanced ship performance

## Anglo-Eastern Fleet Performance Centre (AEFPC)

AEFPC is in its fourth year of operation and is handling over 580 vessels. AEFPC is developing digital platforms in collaboration with digital solution providers to meet the increasing regulatory requirements of IMO Data Collection System (DCS), CII, EU ETS and FuelEU Maritime. A single overview platform provides vessel and fleet specific details on the level of alignment or deviations against various decarbonisation trajectories. The platform also enables understanding of the commercial aspects of a voyage including associated fuel and emission costs. Further optimisations include impact analysis on the selection of specific fuel types at the voyage planning stage which allows vessels to better predict financial implications of a voyage. The Environmental Compliance Services team and AEFPC provide trusted advice to vessels and owners based on their collective data, expertise and analytical capabilities. 89% of vessels utilising AEFPC services achieved CII ratings of A, B or C.



## Stakeholder engagement

Seafarers and vessel managers have a significant role to play in compliance of decarbonisation requirements. AEFPC engages with sea staff, vessel managers and owners to share insights and information, so that goals and targets set ashore can be implemented onboard the vessel successfully and with transparency. Crews are also trained how to leverage data insights to create opportunities for continuous feedback.

## Focus 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.

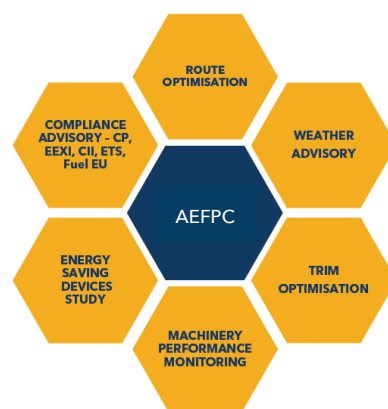
Due to the increasing compliance costs associated with emissions, there is increased focus on real time data monitoring, data granularity and algorithms to validate the data fed into the system by vessels.

## Fleet optimisation initiatives

Our dedicated team of performance experts aims to tackle challenges to make voyages more predictable and prioritise adherence to changing environmental regulations. Through live data and machinery performance monitoring, we deliver on charter party, CII, EU ETS requirements while optimising the vessel and fleet operations alongside studies on weather, energy saving devices and hull/paint performance.

## Voyage optimisation initiatives

Our ability to achieve voyage KPIs of operators is backed by observed reductions in fuel consumption of up to 3%, notable time savings and lower overall carbon and GHG emissions. We provide daily monitoring and updates through key account managers to facilitate enhanced transparency.



## AEFPC in 2024

**1,284**  
Crew trained

**31.89M<sub>NM</sub>**  
Distance sailed

**383,300**  
Reports analysed

**34,979<sub>MT</sub>**  
Reduction in  
fuel usage

**108,785<sub>MT</sub>**  
Reduction in  
CO<sub>2</sub> emissions



# A fuel-agnostic approach

At Anglo-Eastern, we are committed to exploring how we can contribute most effectively in aligning with decarbonisation goals being implemented across regions and industries. While we remain fuel-agnostic, we are proactively building our capabilities across fuel types to cater to the preferences of our business partners – both in terms of alternative marine fuel selection, and in the management of specialist vessels that transport these fuels as cargo.

## Liquified natural gas (LNG)

Our LNG capabilities have been enhanced with an expanded team of LNG experts that are able to cater to LNG carriers and LNG-fueled vessels. This includes training of our eligible crew pool, LNG cargo handling, LNG vessel refits, LNG newbuild project management, and bunkering services in addition to the complete management of any type of LNG and/or floating storage regasification unit (FSRU).

## Ammonia

As a promising fuel which is expected to play a significant role in the decarbonisation of shipping, Ammonia has its own unique challenges. While technical and safety aspects are evolving rapidly towards making ammonia a sustainable fuel choice, Anglo-Eastern had the unique privilege to be chosen as a partner in trials of ammonia bunkering and sea trial operations of a vessel in the Port of Singapore. With two of her Cummins KTA 5 engines adapted for ammonia use, this dual-fuel vessel is pioneering a path forward that we are proud to be a part of.

## Liquefied petroleum gas (LPG)

Anglo-Eastern was engaged in the project management and newbuilding supervision of 8 LPG dual-fuel gas carrier vessels equipped with MAN B&W's ME LGIP engines. All 8 vessels are now under our technical management with both crews onboard and associated shore staff trained on our LPG simulators, developed in collaboration with the engine manufacturers.

## New builds and retrofits

Anglo-Eastern has expertise in design, approval planning, building supervision and delivery of alternatively fueled vessels. Presently, we are engaged with over 85 associated newbuilds, providing critical support to their owners alongside their outlined decarbonisation strategies.

In 2024, the second wind fixed rotor sail retrofitted vessel was brought under our management with several ships with Wind Assisted Propulsion System (WAPS) due to enter management.



## Dual-fuel engagements



Ship-specific familiarisation, hand-holding support for key operations and training material at the time of takeover.



Core work group in the maritime Just Transition task force in developing training and competency guidelines for the global seafaring community.



Work group with MPA for developing Temporary Crew Training requirements for Ammonia-fueled vessels.



Industry partnership for enhancing the knowledge base.



Shore-staff engagement workshop for future fuels.



Chair of the Ammonia Fuel Technical Committee at the Society for Gas as Marine Fuel (SGMF).



Core work group for developing guidelines for ammonia, methanol, and hydrogen as marine fuel at the Mærsk Mc-Kinney Møller Center for Zero Carbon Shipping.



Trainer capacity being constantly built up.



Member of the Standard Club Alternative Fuel Advisory Panel.



In-house value addition courses – Basic and Advanced.

# Carbon neutrality & green initiatives

We invest in reducing the carbon footprint of our shore operations through reduction, insetting and offsetting, thus reducing the Scope 3 emissions of our clients.



## Carbon neutrality

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 by offsetting its Scope 1, Scope 2 and partial Scope 3 shore emissions, calculated as per GHG protocol and PAS 2060 standards, by investing in verified carbon credit associated projects.

## Carbon offsetting

**2019-2023:** For 2019 and 2020 shore emissions, we offset 9,592 tonnes of CO<sub>2</sub> emissions through the sponsorship of a reforestation project in Zambia. The 2021 shore emissions of 2,638 MT were offset through participation in the Water Rwanda project. We offset the 2022 annual carbon emissions, amounting to 4,580 MT of CO<sub>2</sub> emissions through investment in verified carbon credits including a San Pedro forestry project located in Paraguay.

**2024:** We have offset our emissions by investing in the Luangwa Community Forest (LCF) Project located in Zambia. The LCF Project protects over one million hectares of forest and is the largest community forest protection in Africa. It supports multiple sustainable development goals.



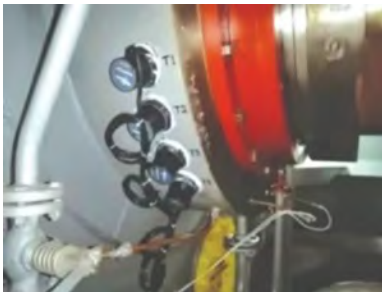
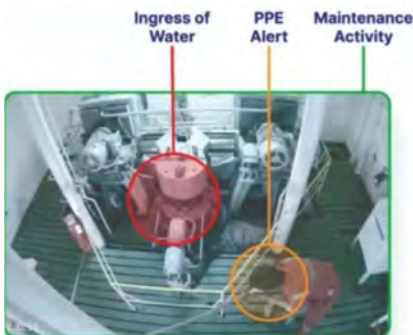
## Innovation towards sustainable environment

Anglo-Eastern continues to adopt innovative technology in efforts to positively impact the people and planet.

**AI enabled cameras:** One of the standout initiatives by Anglo-Eastern involves the deployment of AI-enabled cameras which assist in safe navigation, securing vessel perimeters, safety of onboard personnel, and the revolutionising of equipment troubleshooting through a remote maintenance system. These technologies underscore our dedication to crew safety, operational efficiency and enable timely alerts and smooth resolution of issues without manual intervention.

**Anti-fouling initiatives:** Exploring technological advancements, we are experimenting with Shipshave hull cleaning solutions and Ultrasonic autonomous hull cleaning drones. These technologies help reduce biofouling, thereby mitigating the risk of damage caused by invasive species, and reducing hull resistance issues. This results in lower fuel consumption and reduced air emissions.

We have also introduced a green initiative whereby, for every can of ADERCO chemical used on our ships, a tree will be planted, further bolstering our environmental responsibility. Additionally, initiatives, such as installing fixed pipelines for rainwater harvesting, and using energy intelligence software to optimise energy use on vessels, have been deployed.



**2.51 WELLS  
RESTORED**

**1,888,437  
LITRES OF  
CLEAN WATER SUPPLIED**

**18,402  
TREES  
SAVED**

**862 PEOPLE  
SUPPORTED**

**21,404  
TONNES  
CO<sub>2</sub> OFFSET**



## Green campus

Anglo-Eastern recognises the importance of sustainable growth and acts responsibly to reduce its emission footprint of operations. Investment into our maritime academy (AEMA), which produces competent seafarers for our managed vessels, is not only towards the training infrastructure, but also towards ensuring that its operations have a positive impact on the environment where it operates.

In line with the efforts of maintaining a green campus and in continuation of the Solar phase 1 project undertaken in 2023 to reduce the carbon footprint from energy consumption, AEMA initiated the installation of the next phase of the Solar PV rooftop grid for inhouse electrical power generation, augmenting the existing 120 KW capacity.

AEMA commissioned the 100 KW solar installation in 2024. Now operating with a combined capacity of 220 KW, 27% of the total energy consumption is met through Solar, accounting to insetting of around 140 MT of CO<sub>2</sub> per year of emissions at source. Furthermore, the energy saving measures have resulted in 3.7% reduction in total energy consumption in 2024 compared to 2023.



## Green power

Anglo-Eastern Mumbai offices handling training, crewing and the Shared Services Centre (SSC) switched to green power subscription in late 2023 and continued the same in 2024. The Mumbai office's entire electrical power consumption in 2024 was from renewable energy sources, resulting in a reduction of around 790 MT of carbon emissions. Further energy saving initiatives were undertaken to reduce power consumption. Additionally, efforts were taken to reduce paper consumption and procured paper certified of reduced environmental impact.

## Green offices

E-Waste recycling: All our offices dispose e-waste to recycling facilities. Our Hamburg office also supported the planting of 40 trees as a part of their recycling initiative.

Anglo-Eastern is committed towards ensuring sustainable operations from our offices. In 2024, Anglo-Eastern's Singapore, Miami, Hamburg and Antwerp offices moved to new buildings with sustainability features including Air Quality monitoring, Green Building certification and ease of access including facilitating cycle parking to support zero carbon commuting.

The Hong Kong office implemented a glass recycling initiative and successfully completed its indoor air quality checks, moving towards a Green Organisation certification from the Hong Kong administration.



## Adopt a bamboo

In continuation of our commitment to create a positive environmental impact, the Anglo-Eastern Mumbai office took part in a bamboo plantation drive in collaboration with the Mumbai Port Trust and Director General of Shipping, India. Bamboo plants are powerful carbon sinks, absorbing more CO<sub>2</sub> than most other plants and trees. They absorb 4 times more CO<sub>2</sub> than trees and release 35% more oxygen (by volume).



## Solar Statistics:



# 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.





# Our global crewing presence

Anglo-Eastern has an active pool of more than 39,000 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.

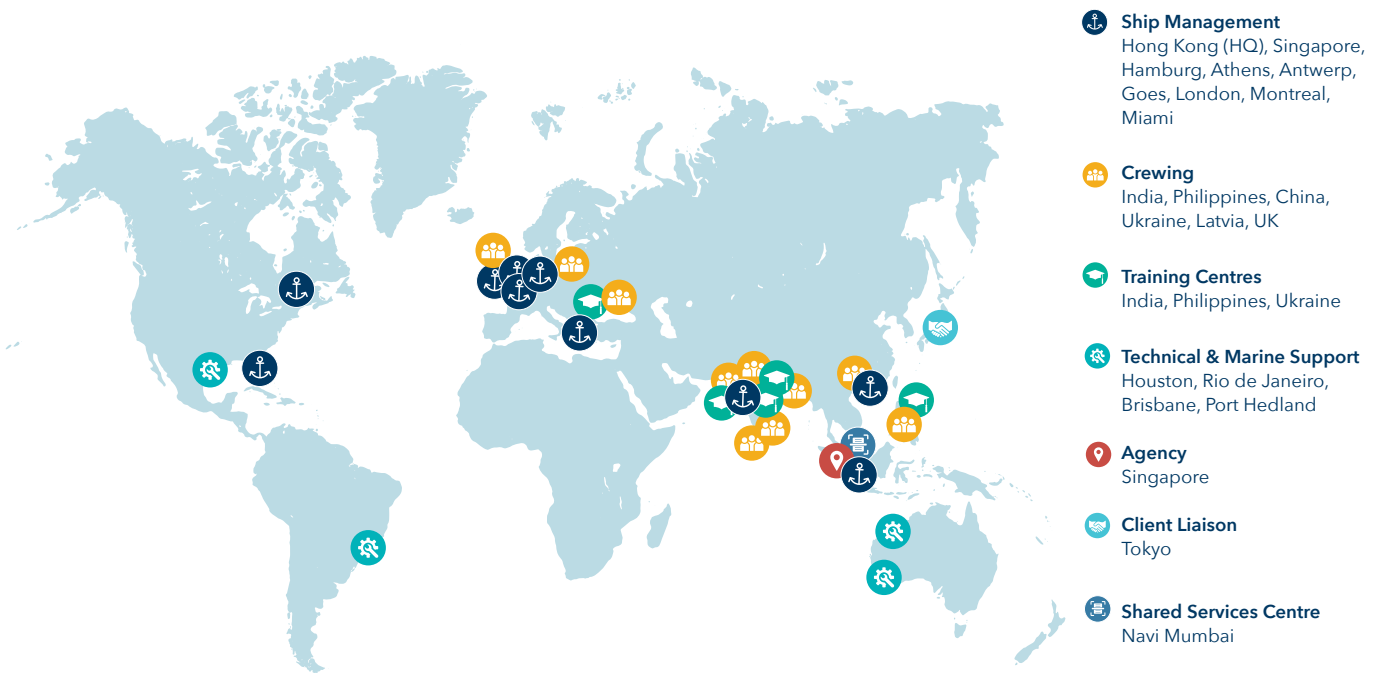
On a day-to-day basis, our fleet of 730+ vessels under full technical management, is managed across 15 self-sufficient management units worldwide, offering a boutique approach to our clients.

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 including 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 go through a rigorous selection and training process before sailing in our managed fleet. This ensures 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



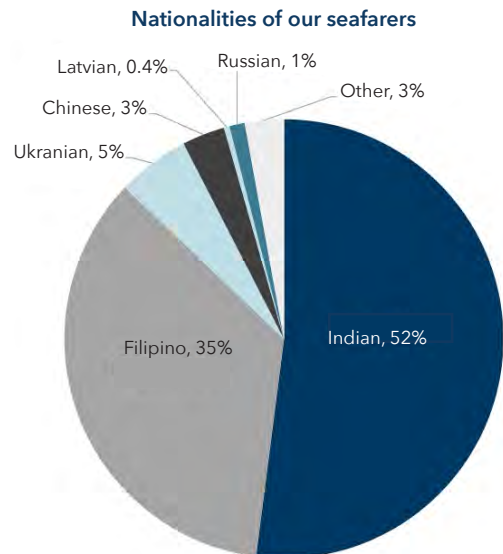
Pool of seafarers from diverse nationalities and across the globe

<b>39,000+</b>	<b>730+</b>	<b>2,300+</b>
Seafarers	Vessels	Shore employees

# 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 instill our high standards through best in class learning and training.

## Our crew sources (for ships 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 2024, Anglo-Eastern was presented with the "Outstanding Foreign Employer of Seafarers Award" by the Indian administration. 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 around two-thirds of all our seafarers.

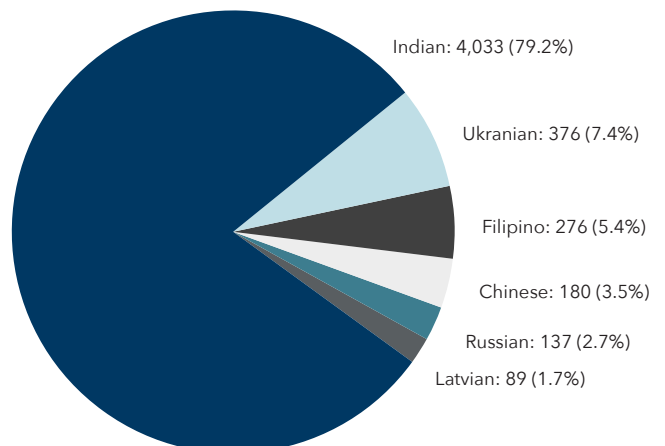
## Crew safety and retention

Crew retention is 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, through 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.

### Nationalities of our senior officers



# Developing our talent pool

Around 500 trainees graduate from the Anglo-Eastern Maritime Academy (AEMA) every year and join our talent pool, reflecting our commitment to producing competent seafarers starting from entry level. As of 2024, AEMA has produced a total of 3,397 deck cadets, 2,293 engine cadets, and 610 trainee electrotechnical officers. These figures reflect the institution's ongoing contribution to maritime training and excellence. 72% of our seafarers have been promoted in-house.

## AEMA achieves its dream

2024 saw a milestone achievement with the first vessel manned entirely by AEMA graduating officers. Ship management companies that operate specialised pre-sea training institutes are few and far between, but we offer a point of differentiation by providing clients with the assurance of a stable supply of highly qualified seafarers to manage their vessels. When the entire officer pool comes from the same reputable academy, the benefits are even greater with a consistently applied approach towards learning, values and behaviours. This rare achievement within the industry showcases our commitment to training is bearing fruit, with an ever-evolving ability to deliver strong performance on both technical and crewing fronts.



## Post-sea training

The present maritime workforce is exposed to evolving technologies and regulations which requires us to proactively implement new training methodologies and modules. The safety and performance of seafarers are no longer based only on regulated competency levels, but also requires consistent upskilling and reskilling at a company level. Strict intake criteria of a seafarer into the Anglo-Eastern pool coupled with state-of-the-art training promotes a safe and sustainability-focused culture on our ships. The shore training centres located in India, the Philippines, China and Ukraine impart classroom-based training and online training while the cloud-based digital learning micro platform, AE Marine Flix, facilitates self-paced and personalised education.

### Training by nationality

	Indian Training days: 73,439
	Filipino Training days: 10,939
	Ukrainian Training days: 6,415
	Chinese Training days: 1,773

## Personalised learning

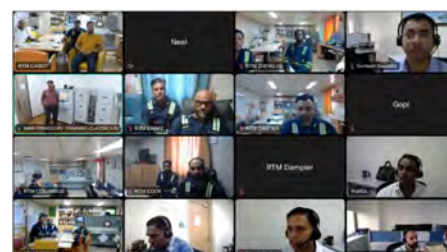
Marine Flix has over 400 videos in over 30 categories. Videos are assigned as per training needs or one's interest. Videos are assigned to ship staff as part of their training plan based on their current rank, title and role - as well as their potential next rank - to prepare them for promotion.



Anglo-Eastern's use of the Virtual Reality Learning Management System (VR-LMS) and the Gaming App Vessel inspector have also provided participants with an activity-based learning format that is both fun and engaging.

## Taking training onboard

Leveraging technology, a SEA (Seafarer Engagement and Awareness) webinar on "MAN ME engine operation and service experience" was conducted with onboard crews through an online connect. This provided a unique learning experience that connected ship management units, officers onboard eight vessels, and the AE MAN Primeserv training centre at AEMTC Mumbai.



## Career progression

Our Career Care Programme has been designed to support and guide all seafarers in their career development. It aims to promote internal career growth and reduces reliance on external management-level officers, thereby enhancing the company culture.





# Diversity, equity and inclusion (DEI)

## Equal opportunity

Anglo-Eastern is an equal opportunity employer. We welcome skilled talent from all backgrounds. We value diversity and provide an inclusive environment for our people, regardless of their race, ethnicity, nationality, gender, age, sexual orientation, faith or political beliefs. Our crew and employees are expected to treat each other with respect and professionalism. There is no room for workplace bullying, intimidation or harassment of any kind. We value individuality and teamwork, new ideas and differences of opinion, and encourage our crew and employees to speak up and let us know how we are doing.

Anglo-Eastern has made significant strides in achieving our DEI goals, which focus on enhancing diversity across our fleet and integrating equity and inclusion into our wellbeing initiatives. We believe diverse nationalities and cultures are a strength and that by providing an atmosphere for all to excel and accomplish their dreams is key. This is reinforced through our feedback survey, where more than 96% of respondents indicated they felt valued regardless of their background.

## Encouraging women in shipping

Anglo-Eastern's women seafarers are actively participating in sessions to promote merchant navy professions for women, helping to accelerate the cause across the industry while also identifying promising candidates for our pre-sea training programmes. As of 2024, 94 women seafarers passed out of the Anglo-Eastern Maritime Academy and were inducted into our onboard team.

AEMA is committed to providing a supportive environment for female students with separate hostel facilities and dedicated female staff on campus. AEMA continues to actively support DEI when participating at career fairs and visits to schools and colleges.

## Diversity and inclusion onboard

We are making strides in promoting gender diversity and inclusion onboard. The support from our onboard team is invaluable, as they actively contribute to creating an inclusive culture. Women seafarers are provided with special boiler suits designed for a proper fit and greater comfort.

Together, we are fostering a workplace that embraces diversity and empowers all crew members to thrive.

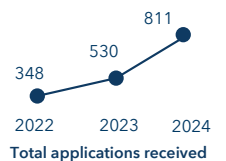
## Regular DEI assessments

We instituted annual assessments to measure our DEI efforts, tracking metrics such as seafarers' satisfaction and representation across teams. This ongoing evaluation has provided valuable insights and enabled informed adjustments of our DEI strategy.

We actively collaborate with industry bodies like International Seafarers' Welfare & Assistance Network (ISWAN) and Women's International Shipping & Trading Association (WISTA) on matters of diversity, equity and inclusion. Our commitment to advancing DEI within the maritime industry has yielded important results, and we are encouraged by the progress made thus far.



Application from women interested in joining the profession



Awarded as 'Seafarer Diversity champion in 2024  
Maritime SheEO Awards 2024

### WE CARE SURVEY 2024:

**96.5%**

All crew members are treated equally and fairly regardless of gender or nationality.

**96.5%**

I feel my work is recognised and valued equally to that of colleagues from other nationalities.

**311**

Women seafarers

**65+**

Nationalities

# Impacting communities

## Saving lives at sea

It is the moral duty of every seafarer to attend to a call which involves risk to lives at sea. 2024 saw three of our vessels take part in search and rescue efforts that saved 177 people who could have been lost at sea. Our crews were part of larger rescue efforts and exhibited both pride and professionalism in transferring the persons onboard, attending to their needs, and assisting authorities until external help arrived.

Their courageous actions saved lives and brought hope and relief to many families ashore.

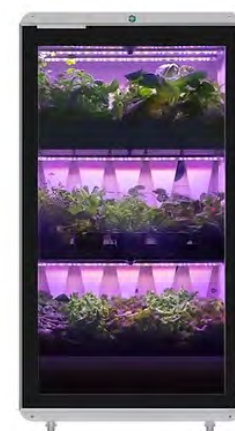


## Food for thought

Recognising the need for seafarers to be provided with healthy food choices for their wellbeing, we installed Agwa hydroponic devices onboard several ships. Agwa's fully autonomous AI-enabled plug and play system allows crews to effortlessly grow a wide range of premium, year-round, chemical-free vegetables onboard the vessel with minimal hassle, regardless of route changes, port restrictions or harsh weather conditions.

By enabling onboard food production, we also significantly reduce packaging, transport, food waste, and other hidden costs associated with traditional supply, lowering emissions and the overall environmental footprint.

Hydroponics, by Agwa, has provided seafarers with a unique way of having their own "small backyard", where they can grow fresh vegetables alongside the satisfaction of seeing them grow from a small bud. Complimented by Agwa's strong technical support, this system has been a blessing for seafarers.



## Effective and transparent communication

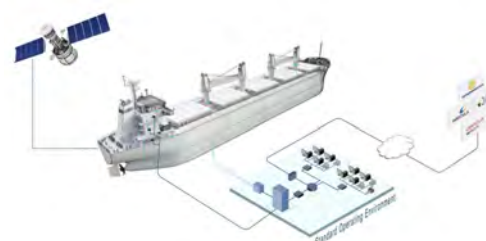
The Anglo-Eastern mariner mobile application, WE Care app, is a dedicated platform for seafarers to stay connected whilst at home or at sea. Features include pre-joining status checks, onboarding and training schedules, owner and vessel briefings, health trackers, company news announcements, vacancy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



## Connectivity is the key

The traditional challenge with seafaring had previously been the limited connection with those onshore. With 350+ vessels across our fleet having been equipped with Starlink (as of end of Dec 2024), we have seen huge improvements in crew wellbeing and retention. Anglo-Eastern crew members are provided with free internet connection for communication with those on shore.

This has also 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.



### In 2024

**177**

Lives saved  
at sea

**25,562**

WE Care app users

**11,172**

WE Care average  
daily hits

**350+**

Vessels connected  
by Starlink

# Touching lives

## ANAVI



In a heartwarming display of compassion and community spirit, ANAVI (Anglo-Eastern's CSR initiative) commemorated its 15th anniversary with a series of impactful initiatives that touched the lives of those in need.

The initiatives included a spirited tree-planting ceremony at the Aarush Memorial Trust, ANAVI's NGO partner in Kolkata, and a visit to the Thakurpukur Paediatric Cancer Centre, presenting the courageous young patients with delightful goody bags. The children's joyous wonder as they accepted our gifts was a poignant reminder of ANAVI's mission to spread hope.

The Mumbai team planted over 600 trees at ISKCON Talasari farms, 100 km from our Mumbai office. The initiative began with the planting of 5 mango trees, whose saplings are already 8 feet tall and will mature into full, fruit-bearing trees in the coming years.

In addition to these initiatives, ANAVI also organised a blood donation drive in collaboration with the Indian Medical Association (IMA) Blood Bank at Cochin. Our seafarers and our Cochin office staff enthusiastically turned up to donate blood, recognising it as one of the most precious gifts that can be given to another person, with its ability to save a life, or even several lives.

ANAVI joined hands with the Haltu Meera Foundation to organise a comprehensive medical camp for underprivileged school children. The medical camp, staffed by selfless doctors who volunteered their expertise, offered essential health services to 30 school children. ANAVI members actively assisted in facilitating the camp's smooth operation. This joint initiative has made an incredible difference in ensuring access to quality healthcare for young lives.

The ANAVI team attended the blessing and inauguration ceremony of the new premises of the Little Sisters of the Poor: Home for the Aged. All human beings should be treated equally with respect. With our actions, we hope to create a more inclusive society.

Over the last decade and a half, ANAVI has been actively involved in supporting the underprivileged, and environmental initiatives including beach cleanups and plantation drives. The anniversary underscores ANAVI's unwavering commitment to uplifting the underprivileged, and a testament to 15 years of selfless service. As we look ahead, we will continue to build on the success of its 15-year legacy, driving positive change in the communities we serve.





# Social outreach



### Adopt-A-Ship

This was a unique learning and awareness initiative pioneered by our Manila office with the aim to educate children about seafaring, ships, and world geography. Four vessels were 'adopted' by different groups of assigned students, with the groups required to identify landmasses and bodies of water on a world map provided by Adopt-A-Ship, in addition to responding to various statements to assess their maritime awareness. Throughout the adoption period, the ship master and/or other senior officers corresponded with the students on a weekly basis, sharing information about their voyage and answering any questions the students had. The purpose was to create awareness and appreciation of ships and seafaring with the hopes of inspiring students to join the profession.

### Mental health training programme

Anglo-Eastern Philippines has launched its first Mental Health Training Programme for cadets, ahead of these individuals embarking on their first vessel assignments. By cultivating a supportive environment, the organisation, family members, and the cadets themselves will be able to work together to enhance mental well-being and resilience among the cadets prior to their departures and life at sea.



### Medical assistance: 3CUBE

Anglo-Eastern partners with 3CUBE to provide 24/7 Radio Medical Advice for seafarers, offering immediate medical guidance, saving critical time in emergencies, providing telemedicine support, ensuring prompt care, and mitigating risks on vessels.

### Humanitarian fund

Anglo-Eastern remains committed to supporting the needs of the immediate family members of our seafarers, providing assistance in the area of education, employment and financial requirements to assist seafarers and their families who are not covered by existing insurance or Protection and Indemnity Insurance (PNI). The Wellbeing Team also connects with seafarer families on a periodic basis.



Education stipend

29

Children supported  
(Every month)



One-time aid

27

Families supported



Family insurance

27

Families covered

### Seafarers supported from diverse nationalities





# Our Governance

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





# Drivers of our corporate vision

At Anglo-Eastern, our values are embedded in our culture, and this leads our company. Our long-term success is dependent on our integrity. Every day, our many stakeholders around the world – be they customers, business partners, shareholders, regulators, crew, or employees – count on our commitment to the highest standards of business ethics and compliance. Leading with integrity is our promise, our purpose.

Anglo-Eastern became the signatory to the United Nations Global Compact Network (UN GCN) and is committed to adhering to the 10 principles which are already a critical part of our existing strategy. At Anglo-Eastern, our people are our assets.

**UN GCN Principle 1 and 2:** We are committed to upholding and promoting human rights across our operations and value chain. We actively support and respect internationally recognised human rights standards, ensuring compliance and accountability at every level. Through responsible business practices, we strive to prevent any human rights abuses and foster an environment of ethical governance and social responsibility.

**UN GCN Principle 3 and 4:** Our Code of Conduct upholds human rights and our seafarers' labour rights, drawing elements from the Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and the Rio Declaration on Environment and Development. 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 applicable Collective Bargaining Agreements.

**UN GCN Principle 5:** Our policies and Code of Conduct ensure 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 Target 8.7 of the UN's Sustainable Development Goals (SDG).

**UN GCN Principle 6:** Our governance ensures that all employees ashore and onboard are treated fairly with equal opportunities and we do not discriminate on the basis of gender, colour, nationality or race. Through a transparent and unbiased process of recruitment, career progression, pay parity and facilities provided, we demonstrate strong support in treating everyone equally in alignment with SDG 10.

**UN GCN Principle 7, 8 and 9:** We lead from the front in protection of the land and aquatic environments through our policies, procedures, initiatives and adoption of best management practices. We not only adopt evolving green and sustainable technologies, but also empower the people who interact with these technologies by up-skilling and re-skilling them.

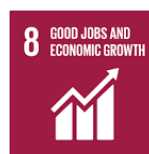
We undertake initiatives to promote greater environmental responsibility through our Environmental Management system and alignment to ISO 14001 standards. We undertake development, support and implementation of environmentally friendly technologies. We invest in and promote technologies that reduce environmental impact, such as utilising alternative or renewable energy, energy efficiency, and waste reduction technologies. Climate action is our top priority, and we support the regulators, shipowners and other stakeholders in their decarbonisation strategies by sharing our expertise, building capacity both on shore and onboard to adopt future technologies.

**UN GCN Principle 10:** We partner 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.

**Delivering  
Excellence**  
50 years and beyond



**United Nations  
Global Compact**



## GOVERNANCE

### Business continuity and sustainability

With digitisation and digitalisation, 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.



### Cyber resilience

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).



In today's digital age, cybersecurity is a fundamental pillar of a secure and resilient maritime industry. At Anglo-Eastern, we are committed to implementing rigorous cybersecurity measures. The Cyber Essentials certification, a government-backed and industry-supported scheme, helps protect our organisation against a wide range of cyber attacks and solidifies our commitment to cybersecurity.



### Going beyond standards

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 McKinney Moller Centre for Zero Carbon Shipping (MMCZCS), Maritime Just Transition Task Force, and Whale Guardians.

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), flag administrations, and the International Maritime Organisation (IMO).



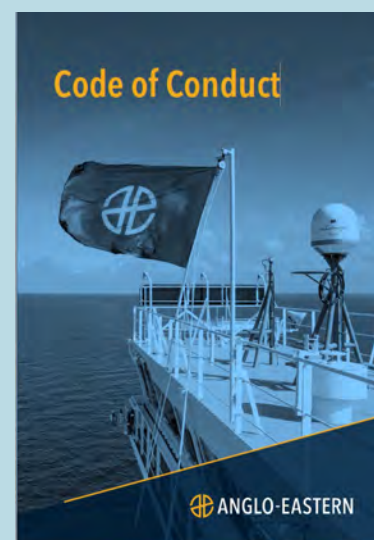
We conduct our business in line with the standard management practices and are certified in ISO 9001:2015, ISO 14001, ISO 22301, ISO 27001 and ISO 45001. Anglo-Eastern is also aligned with various national acts like the Norwegian Transparency Act, EU's Corporate Sustainability Reporting Directive (CSRD) and we expect all of our stakeholders and service providers to align with our Code of Conduct.

#### POLICIES

- Anti-corruption
- Business Ethics
- Sanctions Compliance
- Control of Arms
- Security
- Information Security
- Maintenance and Spare Parts
- Quality, Health, Safety and Environment (QHSE)
- Personnel Recruitment and Training
- Cultural Awareness (diversity policy)
- Prevention of Sexual Harassment
- Drug and Alcohol
- Social Media

#### GUIDELINES

- Anti-bribery and Corruption
- Workplace Safety
- Personal Protective and Safety Equipment
- Tools and Equipment to Prevent Injuries On Board
- Safe Lifting
- Heat Stress Management
- Managing Fatigue
- Suicide Prevention
- Gender Diversity (external collaboration)
- Competency Assessment
- Appraisals



## Awards and recognition



We received the Special Achievement Award at the International Bulk Journal (IBJ) Awards 2024. This was awarded based on our bulk carriers' safety and operational performance, reflected through key performance indicators like PSC records, Lost Time Injuries and vessel availability.



Anglo-Eastern's CEO Bjorn Hojgaard featured in lead position on the list of **Top 10 Shipmanagers** by Lloyd's List in 2024. Bjorn successfully led the acquisition and integration of Cruise Management International, Miami in 2023 and Euronav Ship Management, Hellas in 2024, moving Anglo-Eastern to the top position in the third party Ship Managers list.



Anglo-Eastern was honoured to receive the **Outstanding Performance in Port State Control (PSC) Awards 2023** from the Marine Department of Hong Kong SAR. This award recognises our excellent record in PSC inspections for HK-flagged ships conducted at ports around the world.



Anglo-Eastern was honoured as the winner of the prestigious 2023 **Ship Manager of the Year Award** at the 11th Hong Kong Annual Maritime Charity Dinner and Seafarer Awards hosted by The Mission to Seafarers Hong Kong. The award is unique in that it is voted for by seafarers themselves, with the final decision taking into account the volume of unique responses and number of ships under management for all nominated parties.



### 2024 Outstanding Maritime Training Institute Award and 2024 Outstanding Foreign Employer of Seafarers (India)

Anglo-Eastern was recognised as Outstanding Foreign Employer of Seafarers for the 17th time in the last 21 years while AEMA received the accolade of being one of India's top training institutes in the pre-sea category.

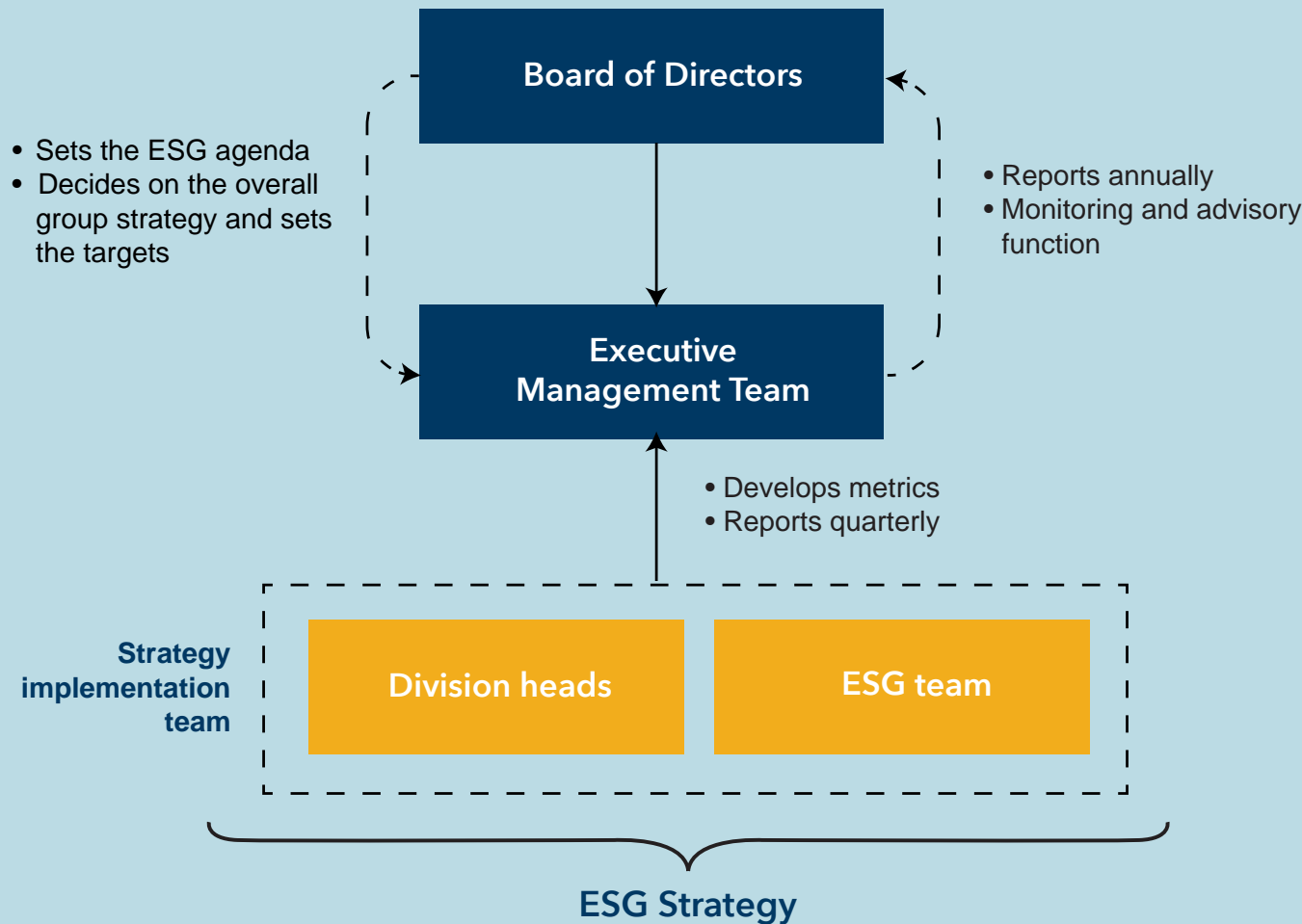


We were honoured with three awards at the Technology in Maritime Conference 2024.

Anglo-Eastern Maritime Academy was awarded the **Industry Best Practices Award (Operational Excellence)** for our cadet programme, while the Group was recognised with the **Industry Best Practices Award (Human Resource Excellence for Seafarers)**.



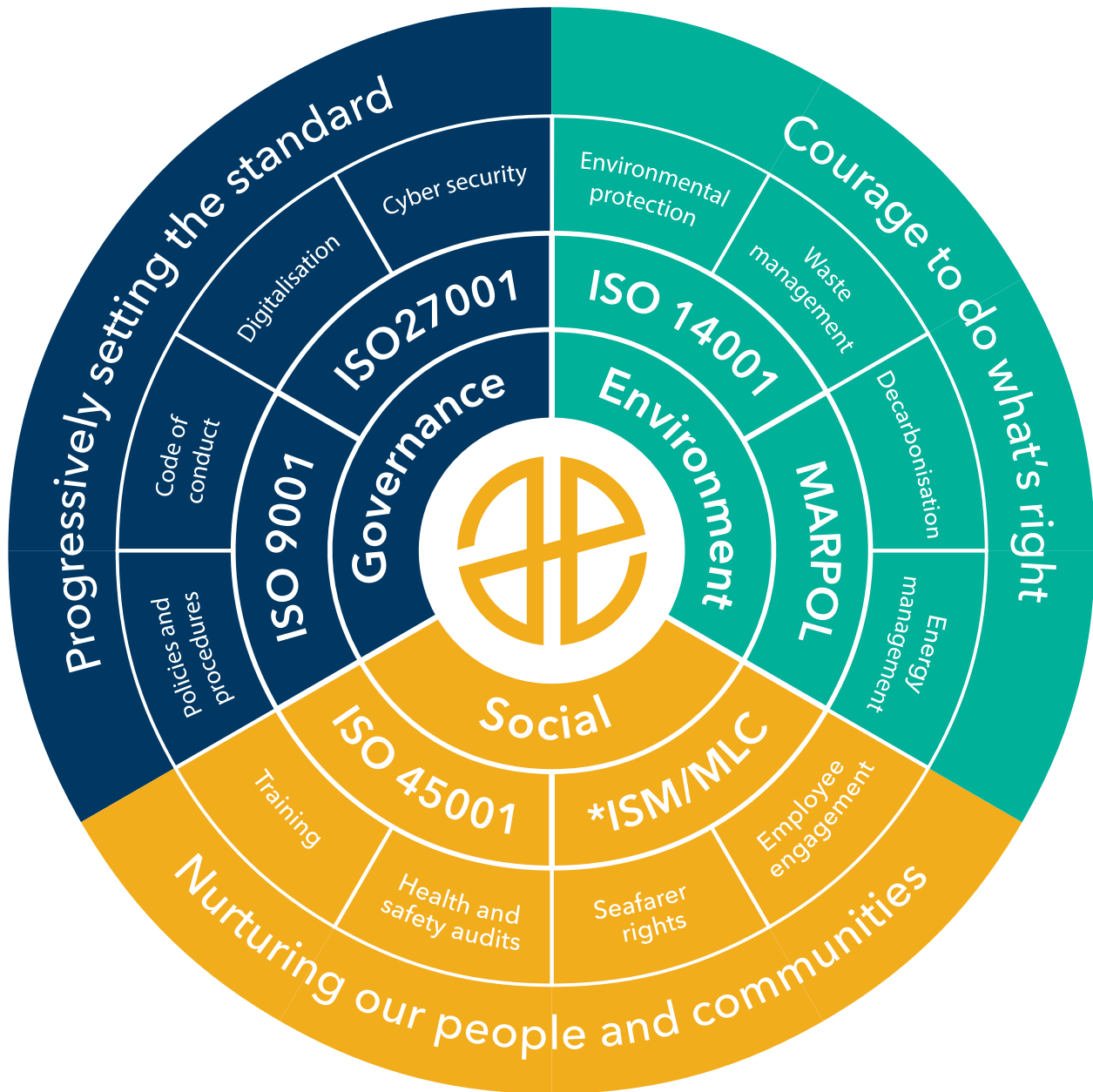
# Anglo-Eastern's ESG organisational chart



	Environmental	Social	Governance
Business units involved	<ul style="list-style-type: none"><li>• Technical</li><li>• Environmental Compliance Department</li><li>• Anglo-Eastern Technical Services (AETS)</li><li>• Operations</li></ul>	<ul style="list-style-type: none"><li>• Technical</li><li>• Quality, Health and Safety</li><li>• Training</li><li>• Group HR</li><li>• Marine HR</li></ul>	<ul style="list-style-type: none"><li>• Information Technology</li><li>• Commercial</li><li>• Risk</li><li>• Finance</li></ul>
Key Priorities	<ol style="list-style-type: none"><li>1. Environmental Compliance</li><li>2. Carbon Neutrality</li><li>3. Performance Optimisation</li><li>4. Alternative Fuel Ship Designs</li><li>5. Environmental Reporting</li></ol>	<ol style="list-style-type: none"><li>1. Human Asset</li><li>2. Just Transition</li><li>3. Diversity, Equity and Inclusion</li><li>4. Safety and Security</li><li>5. Seafarers Rights and CBA*</li><li>6. Employee Engagement Surveys</li></ol> <p>*CBA: Collective Bargaining Agreement</p>	<ol style="list-style-type: none"><li>1. Business Ethics</li><li>2. Digitalisation</li><li>3. Sustainable Sourcing</li><li>4. Quality Assurance</li><li>5. Cyber-Security</li><li>6. Stakeholder Engagement</li></ol>

# Anglo-Eastern's alignment towards UN Sustainable Development Goals

Leading with integrity towards achieving sustainable development goals



\*ISM: International Safety Management

\*MLC: Maritime Labour Convention

ACCOUNTING METRIC	UNIT OF MEASURE	SASB CODE	2022	2023	2024
Total number of ships under management as of 31 <sup>st</sup> Dec			663	651	738
ANGLO-EASTERN SHORE-BASED EMISSIONS OFFSET IN 2023 <sup>1</sup>					
Scope 1	Metric tons (t) CO <sub>2</sub> -e	Additional disclosure	334	292	366
Scope 2			1,394	1,685	1,621
Scope 3 (excluding vessel emissions)			1,210	2,563	2,307
GREENHOUSE GAS EMISSIONS <sup>2 3</sup>					
Gross fleet emissions (vessels managed by Anglo-Eastern on behalf of owners)	Metric tons (t) CO <sub>2</sub> -e	TR-MT-110a.1	16,429,630	14,886,487	16,892,264
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	Page 8
(1) Total energy consumed	Terajoules (TJ) Percentage (%)	TR-MT-110a.3	228,801	204,187	217,030
(2) Percentage heavy fuel oil			56.9	65.6	75.9
(3) Percentage renewable			0.05	0.1	0.4
Average Energy Efficiency Design Index (EEDI) for new and EEXI for existing ships	Grams of CO <sub>2</sub> per ton-nautical mile	TR-MT-110a.4	5.07 (Source: IMO DCS (ABS))	5.2 (Source: IMO DCS (ABS))	5.26 (Source: IEEC supplement)
AIR QUALITY <sup>2</sup>					
Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O) (2) SO <sub>x</sub> , and (3) Particulate Matter (PM <sub>10</sub> )	Metric tons (t)	TR-MT-120a.1	348,905 37,194 33,350	332,694 36,881 32,054	372,820 50,696 37,140
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) 1.7 (b) 98.3
(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	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	(a) 15.6 (b) 84.4
EMPLOYEE HEALTH AND SAFETY					
Lost time incident rate (LTIR)	Rate	TR-MT-320a.1	0.47	IFR: 0.72 LTIF: 1.0	IFR: 0.57 LTIF: 0.54
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	69
Total amount of monetary losses due to legal proceedings associated with bribery or corruption	USD (\$)	TR-MT-510a.2	0	6,950	13,124
ACCIDENT AND SAFETY MANAGEMENT					
Number of marine casualties	Number	TR-MT-540a.1	26	39	36
Percentage classified as very serious	Percentage (%)		3.8	0	5.5%
Number of Conditions of Class or Recommendations	Number	TR-MT-540a.2	373	357	560
Number of port state control (a) deficiencies and (b) detentions	Number	TR-MT-540a.3	(a) 979 (b) 8	(a) 1,174 (b) 8	(a) 1,477 (b) 7
Number of (a) deficiencies and (b) detentions per inspection	Ratio	Additional disclosure	(a) 0.71 (b) 0.0058	(a) 0.86 (b) 0.0059	(a) 0.84 (b) 0.0047
GOVERNANCE					
Board makeup (M / F)	Percentage (%)	Additional disclosure	87.5 / 12.5	87.5 / 12.5	87.5 / 12.5
Senior management makeup (M / F)	Percentage (%)	Additional disclosure	94.6 / 5.4	94 / 6	94 / 6
Total shoreside employees:	Number	Additional disclosure	1,932	2,018 : Female = 42%	2,385 : Female = 39%
Total seastaff employees:	Number	Additional disclosure	32,281	37,000	39,464

<sup>1</sup> Emissions for the year 2023 and offset in the year 2024

<sup>3</sup> The average value of EEXI and EEDI for 668 ships. Emissions calculated as per the IMO GHG guidelines

<sup>2</sup> 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 **702** 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" and the IFRS S2.

All information is assumed to be correct at time of publication. Some metrics have been calculated by engineering calculations using IMO guidelines.

