CORPORATE SOCIAL RESPONSIBILITY

PERIODIC REPORT – OCTOBER 2024

MSC Shipmanagement Limited is committed to socially responsible behavior along with contribution to sustainable development. It has adopted the guidelines of ISO 26000 with the assistance of Bureau Veritas. This report, of our 2024 activities, is posted on the MSCCS website in order to inform and engage with the stakeholders who may be influenced by the activities of MSC Shipmanagement Limited.

HUMAN RIGHTS

- No cases of discrimination.
- No reported cases of violation of civil rights.
- The company continues to comply with the Modern Slavery Act in all parts of organization including its procurement and supply chain.
- MSC Shipmanagement Limited is accredited as an 'Investors In People (IIP) – PLATINUM' organization, since 2023.
    a) Among the very few top companies shortlisted for the IIP Overseas Employer of the Year Award 2024, to be announced by mid Nov this year.
- MSC Shipmanagement Limited received the "Environment Keeper - GOLD" Award at the Cyprus Environment Awards 2023 presented by the President of Cyprus His Excellency Mr. Nikos Christodoulides at the Presidential palace in Nicosia.

LABOUR PRACTICES

- Numerous alerts were sent by the office regarding safe working practices onboard.
- LTIF for the year 2023 was 1.15 and in 2024 till end of September is 0.55.
- All managed company vessels and practices are in full compliance with Maritime labor convention (MLC 2006 and all related amendments) requirements.
- All employees ashore and onboard continued to be made aware of MSC Code of Conduct, Whistleblower policy and MSC Speak-up Line platform to report any deviation from MSC Code of Conduct and all reports made are investigated till successful resolution.
- Very strong focus on Crew wellness and welfare activities on-board including 24x7 medical support and access to Doctors of various specialties in multi-language followed by regular surveys to assess the Crew physiological and mental health.
- Crew retention rate of over 97% (based on Intertanko formula) continues to be among highest in Industry.
- Compliance training and awareness on MSC's Zero-tolerance approach to all forms of bullying and harassment.
- Fleetwide deployment of new digital learning & assessment platform with clear focus on vessel, trade, ranks and compliance with various regulatory requirements.
- Installation of ORCA AI thermal camera system completed on over 450 vessels in 2024, an additional company initiative to support and enhance safe navigation through the seas.

MSC SHIPMANAGEMENT LIMITED
8 Spyrou Kyprianou, CY-3070 Limassol, Cyprus
T: +357 25 844800 E: csr@mscsmcy.com

CONSUMER ISSUES

- No complaints received from the principals.
- Collaborating with Key customer's to report data on key human rights and labor issues.

ENVIRONMENT

- Protecting the Environment remains one of the top items on Company's Sustainability agenda.
- Very active participation in a number of workshops conducted by Company's HQ at Geneva on Sustainability priorities with Company Management taking part in Group Steering Committee on Sustainability.
- CO2 emissions, in terms of MT carried per NM, reduced in 2023 (compared to 2022) by 9%.
- CO2 emissions, in terms of MT carried per NM, reduced in 2024 till the end of Sept (Vs. 2023) by 6%.
- EEOI for cargo (TEU) was improved in 2023 (compared to 2022) by 33 %.
- EEOI for cargo (TEU) has improved in 2024 till end September (Vs. 2023) by 27%.
- Target for reduction of waste streams (ISO 14001) is 0,5% (Incl Single Use Plastics by 10% onboard generation).
- Target for reduction of fuel consumption (ISO 50001) is 1% by use of best practices.
- Huge investment in retrofit of vessels with new design of propellers, boss cap fins, bulbous bow, Windshield, high quality hull anti-fouling paints to reduce GHG emissions from Vessel's operation combined with automatic data acquisition system to monitor these and support decision making.
- Installation of ORCA AI thermal cameras on vessel to aid in the safety of whales and further bolster our whale protection program.

FAIR OPERATION PRACTICES

- All vendors prior being approved have to comply with business ethics certificate terms of the company.
- No instances of corrupt practices were reported.
  MSC Group had joined MACN (Maritime Anti-corruption Network) since Oct 2017 and each year MSC Shipmanagement continues to train large number of Masters and successfully launched 'Say No Campaign' at Suez Canal, Nhava Sheva, Ukraine & West Africa with nearly 100% success.

COMMUNITY INVOLVEMENT & DEVELOPMENT

- Valuable support to war displaced families from Ukraine, consisting of MSC shore staff which includes their boarding & lodging costs, medical insurance to their families. Additionally working together with the MSC Foundation, all possible mental and physiological support provided to such families and close follow-up done on their wellbeing.
- Working towards a healthier and more sustainable future for our oceans by fostering engagement through active participation and support to the collaborative efforts of Mission Blue & MSC Foundation in raising awareness among our crew on the importance of ocean protection and bio-diversity preservation.

- Leadership, Emotional Intelligence and other professional development courses were conducted for both ship and office staff.
- Providing fast Internet facilities (Starlink) on all managed ships with free internet for longer duration to enable crew to connect to families.
- Installation of KVH-Link on demand entertainment onboard completed for over 250 vessels improving our onboard entertainment experience with access to the latest movies, music, sports, news, etc.
- Enabling on the job professional development through our online learning platform OLP, activated in over 580 vessels.
- Building capability through the recruitment of large number of trainees.
- New local recruits for shore operations in 2024 – 39 in Cyprus, 15 in Ukraine and 30 in India.
- Female employee ratio for shore operations (new local recruits) – 46% (Cyprus), 93% (Ukraine) and 37% (India).
- As part of our commitment to promote equality and women's empowerment, our company is a proud signatory of Women's Empowerment Principles (WEP) since 2023.
- "Adopt a ship program" for our new generation, was introduced on 40 of our MSC vessels for increasing awareness about shipping in new generation. All the Masters of 40 vessels were asked to share some good pictures, challenges and adventures at sea and any other attractions, which can motivate youngsters of participating schools in Limassol to select shipping as a career.
- Company is active member of Cyprus Shipping Chamber (CSC) for promoting Cyprus Shipping interests locally and overseas. It has also actively supported and participated in creation of Cyprus Marine academy at Larnaca and each year recruits number of graduates upon completion of studies.
- MSC Shipmanagement Limited upholds the safety of human life and ensures active participation in any Search & Rescue operations. Since the last periodic report, our vessels have been involved in 6 Search & Rescue operations, within which 254 survivors were picked by up vessels managed by MSC Shipmanagement Limited & a total of 306 human lives were saved by taking them onboard. In the other operations, marshaling was one for similar number of lives & own vessel moved from on scene only after the arrival of naval vessel.
- MSC Shipmanagement continues to support the Marine and Maritime Research Innovation and Technology Centre of Excellence (CMMI).
- MSC Shipmanagement Limited is among a few handful shipping companies whose shore office and all managed fleet is accredited with ISO 9001 (Quality Management), ISO 14001 (Environment Management), ISO 50001 (Energy Management), ISO 26000 (Social Responsibility), ISO 27001 (Information Security Management System) and ISO 45001(Occupational Health and Safety management).

Providing Career opportunities by creating jobs in Cyprus, India, Ukraine, Philippines, Pakistan, Bangladesh, Russia, Kenya, South Africa, Myanmar, China, Ethiopia and Ghana etc. by increasing number of crew members employed from these countries providing real opportunity to people from these countries. MSC Shipmanagement Limited actively takes care of the future generation offering them opportunities and the chance for a great career at sea.

This document may not be used or distributed by external parties without express approval from the Management of MSC Shipmanagement Limited. Address any queries through the email csr@mscsmcy.com