CORPORATE SOCIAL RESPONSIBILITY

PERIODIC REPORT – OCTOBER 2025

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 2025 activities, is posted on the MSC Shipmanagement 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.
- In 2025, the company was recognized for its wellbeing activities with the 'We Invest In Wellbeing – GOLD' accreditation from IIP.
- Cyprus Shipping Industry Award 2025 - received from the President of the Republic of Cyprus at the Cyprus Maritime Conference organized by the Shipping Deputy Ministry in recognition of our outstanding contribution over the past five years - establishing Cyprus as our maritime centre, driving the growth and qualitative improvement of our people and fleet, positively impacting the national economy, and creating meaningful recruitment, training, employment and professional development opportunities for the local communities.
- KEBE Business Leader Award - 2024 for the Shipping Sector (Organized by IMH and The Cyprus Chamber of Commerce & Industry (CCCI)).

LABOUR PRACTICES

- Numerous alerts were sent by the office regarding safe working practices onboard.
- LTIF for the year 2024 was 0.57 and in 2025 till end of September is 0.60.
- 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 98% (based on Intertanko formula) continues to be among highest in Industry.

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- 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 500 vessels as of Sept 2025, an additional company initiative to support and enhance safe navigation through the seas.

CONSUMER ISSUES

- No complaints received from the principals.
- Collaborating with Key customers 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 activities conducted by Company's HQ at Geneva on Sustainability priorities with Company Management taking part in Group Steering Committee and task forces on Sustainability.
- CO2 emissions, in terms of MT carried per NM, reduced in 2024 (compared to 2023) by 14%.
- CO2 emissions, in terms of MT carried per NM, reduced in 2025 till the end of Sept (Vs. 2024) by 2%.
- EEOI for cargo (TEU) improved in 2024 (compared to 2023) by 17 %.
- EEOI for cargo (TEU) improved in 2025 till end September (Vs. 2024) by 8%.
- 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, pre-stator vanes, shaft generators, variable frequency drives, 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 vessels to aid in the safety of whales and further bolster our whale protection program.
- CYCERE Environment Keeper GOLD Award - 2024, awarded at the Presidential Palace from Dr. Maria Panayiotou - The Minister of Agriculture, Rural Development and Environment for the Republic of Cyprus.
- The company has also been esteemed with the Special Honorary Distinction - The Golden Cedar Tree, for our outstanding efforts towards environmental protection.

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

- 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 managed ships with free internet for longer durations to enable crew to connect to families.
- Installation of KVH-Link on demand entertainment onboard completed for over 530 vessels improving our onboard entertainment experience with access to the latest movies, music, sports, news, etc. By the end of 2025, installation is expected to be completed for about 100 more vessels.
- Building capability through the recruitment of large number of trainees.
- New local recruits for shore operations in 2025 – 49 in Cyprus, 34 in Ukraine and 39 in India.
- Female employee ratio for shore operations (new local recruits) - 43%(Cyprus), 94%(Ukraine) and 36%(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.
- Active participation in the Adopt A Ship Program in collaboration with the Cyprus Shipping Chamber - 40 vessels in 2025 dedicated to the learning and development of school children from Cyprus, aimed at increasing awareness about shipping among the 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.
- MSC Summer Internship Program - Creating awareness among the future generation encouraging the students at schools and universities to consider careers in the shipping sector through offering hands-on experience in ship management operations increasing the understanding of the shipping industry among students (75 students participated in 2025 from schools and universities around Cyprus).
- 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 11 Search & Rescue operations, within which 15 survivors were picked up by vessels managed by MSC Shipmanagement Limited & a total of 70 human lives were saved by providing assistance while waiting for SAR boat to arrive. In the other operations, marshaling was done for similar number of lives & own vessel moved from the scene only after the arrival of naval vessel.
- AMVER Awards 2024, Automated Mutual-Assistance Vessel Rescue System, sponsored by the United States Coast Guard, presented for 172 vessels managed by the Company. The AMVER program helps guide merchant shipping vessels to assist other vessels in distress on the high seas. Companies participating in this program voluntarily make their ships available as rescue assets in the event of an emergency.
- 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, Myanmar, Kenya, Romania, China, Pakistan, Bangladesh, Russia, Latvia, Poland, Sri Lanka, Ethiopia, Estonia, 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.

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