

Annual Sustainability Report

2023



Eastaway



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Senior statement



I'm proud of the progress X-Press Feeders made in 2023, as our new build programme began to deliver vessels with improved efficiencies, and crucially, brought us one step closer to growing our fleet of dual fuel vessels capable of running on green methanol, a renewable energy source produced from the decomposition of organic matter such as waste and residues.

These improvements form a key contribution towards delivering upon our commitment to reduce CO₂e emissions by 20% by 2035, 50% by 2040, net zero by 2050 and be the 'The Greener Feeder Carrier of Choice'.

We expect the maiden voyage of our dual-fuel vessel in mid-2024, which will be the first vessel capable of running on green methanol to be built in China. The vessel will be phased into our sustainable service corridor, a collaboration between X-Press Feeders and six partner ports who have agreed various means of pooling resources and expertise to develop and implement more sustainable maritime operations.

As a feeder operator, X-Press Feeders is well positioned to lead the sector in the transition towards green methanol, as we typically operate smaller, more fuel-efficient vessels on short-sea routes with more regular stops at bunkering ports for refuelling. However, the availability and distribution of green methanol at ports on a global scale still poses a challenge for the shipping industry. By undertaking this maiden voyage, we hope to highlight to all industry stakeholders, including shipping companies, regulators, port operators, fuel suppliers, logistics companies, freight-forwarders and beneficial cargo owners that we all need to work together and play our part to make sustainable shipping a reality.

One firm step X-Press Feeders has taken to address the supply challenge was to sign an offtake agreement with Dutch fuel supplier OCI Global for the supply of green methanol at the Port of Rotterdam. OCI's green methanol is International Sustainability and Carbon Certification (ISCC) certified.

In another first for X-Press Feeders, we signed a sustainability-linked loan agreement to put in place the required finance to significantly reduce carbon emissions. We will use the proceeds from the US\$165 million loan to finance the purchase of three 7,000 TEU newbuild containerships, supporting the company's fleet improvement programme.

Aside from advances in green methanol adaptation, we also look for operational efficiencies and vessel optimisation programmes to improve our emissions intensity. Technologies include carbon capture trials, energy-saving devices such as rudder bulbs, propeller boss cap fins (PBCF), ducts and adoption of non-conventional optimisation measures like bow-mounted wind deflectors, as well as hull performance improvements.

The concerted efforts by X-Press Feeders to enhance energy efficiency are yielding positive outcomes. The average Annual Efficiency Ratio (AER) of the fleet has reduced by 20% in 2023 compared to 2019 and the fleet's Energy Efficiency Operational Indicator (EEOI) has reduced by 32% compared to 2019 EEOI levels. These achievements demonstrate effectiveness of our emissions reduction strategy, with a trajectory that aligns with our long term reduction goals.

Our company relies on the world's oceans, making our business intricately linked with the health of this fragile global ecosystem. To safeguard and promote biodiversity, we implement rigorous operating procedures and conduct frequent training sessions on crucial topics like waste management and avoiding ship strikes with marine animals,, ensuring that our crews are aware of the latest company policies and the current high risk areas where extra vigilance is required.

Unfortunately, in 2021, we reported on an environmental incident involving one of our vessels. The 'X-Press Pearl', which sank off the coast of Sri Lanka in June 2021, following an explosion within a container unit that started a 12-day fire on board. In January 2023, the aft section of the wreck was successfully raised from the sea floor and transported to a certified decommissioning facility for dismantling, recycling, and disposal. Salvage work was suspended for the southwest monsoon season, with completion of the wreck removal expected to be achieved in early 2024.

At X-Press Feeders, we strongly advocate for empowering all our employees to realise their full potential, regardless of race, culture, physical abilities, sexual orientation, or religious and political affiliations. In an industry historically dominated by men, we take pride in maintaining a robust gender balance, with females constituting 46% of our workforce. Moreover, the representation of women in managerial roles has risen to 40%, up from 33% in 2021.

In the Social section of this Report, you can read about some of the fantastic community engagement activities our employees are involved in. As a company founded on family values, we feel a personal link to the communities in which we operate and for those initiatives that support and promote the issues we care about most. We also supported a range of humanitarian initiatives with both direct donations and by enabling our employees to provide volunteering support.

We are immensely proud of the progress we have made in 2023. As the world's largest independent common carrier, we pride ourselves in upholding the standards for providing the most trustworthy and reliable feeder solutions to container operators across the globe. I look forward to continuing to tell the story of our sustainability journey in future Reports.

Shmuel Yoskovitz
CEO



Shmuel Yoskovitz, CEO

Sustainability highlights in 2023

25.98

gCO₂e/MT-Nm

EEOI (all operated vessels) in the X-Press Feeders fleet in 2023

A **12.2%** improvement over 2022

A **31.7%** improvement over 2019

10.47

gCO₂e/DWT-Nm

AER (all owned vessels) in the X-Press Feeders fleet in 2023

A **15.1%** improvement over 2022

A **20.0%** improvement over 2019



First X-Press Feeders sustainability-linked loan agreement signed



Target to reach net-zero emissions by 2050

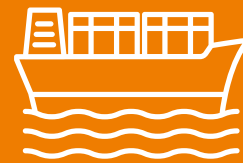


Updated Safety Management Systems

25+

CSR projects

We support multiple CSR projects, partnerships and initiatives, across our regions of operations



All vessels in our owned fleet are equipped with Ballast Water Treatment System that meets the required D-2 standard



54%

Male

46%

Female

Gender split in 2023



40%

Females in management positions

About us

Founded in 1972, X-Press Feeders has since grown into the world's largest independent feeder carrier. Our mission is 'to provide the best feeder solutions and be the feeder carrier of choice'. Positioning ourselves as "The Global Common Carrier", we seek to provide the most reliable and cost-effective service solutions to support our customers' feeding needs.

With almost 100 service routes¹, our coverage expands to The Americas, North Europe, Mediterranean, Africa, Middle East, Indian Subcontinent, North and Southeast Asia.

Starting out with operations in Southeast Asia, we have since expanded and are now operating in eight countries, throughout Asia, Middle East, Africa, Caribbean, Latin Americas, Mediterranean and Europe. We have over 400 dedicated staff stationed across the globe, as well as a network of committed agents worldwide.

Everyone at X-Press Feeders, including our agents, share a common goal. To provide the best network, schedules and expertise, giving our customers the most competitive and reliable services.

By operating efficiently, reducing emissions, protecting biodiversity and supporting the communities in which we operate, we respond to the sustainability interest of our customers. To enable this, we empower the passion and knowledge of our staff with the latest technology and systems available. With this, we can seamlessly connect to give customers the quality and frequency of information they need to run a World Class Service.

X-Press Feeders does not own, lease or operate any containers. We provide only transportation services to container operators and not for proprietary cargo interests or for the general shipping public. By not competing with our customers, X-Press Feeders is able to act as a trustworthy and completely impartial contractor. X-Press Feeders' customer base includes Main Line Operators and Non-Vessel Operating Common Carriers.

Eastaway Ship Management, a wholly owned subsidiary of X-Press Feeders, is a leading ship owner and ship manager of container vessels worldwide, responsible for managing a wide range of vessels from 400 TEU² up to 7000 TEU.



¹<https://www.x-pressfeeders.com/services-and-schedules>

²twenty-foot equivalent unit, a unit of measuring cargo carrying capacity.

Memberships and associations

X-Press Feeders is committed to engaging with a wide range of relevant industry associations. We believe such relationships add value to our business and collaboration across our sector is vital to make meaningful impacts.

World Shipping Council (WSC)

The World Shipping Council (WSC) is the primary industry trade association which represents the international liner shipping industry. The membership represents 90% of global liner shipping capacity, transporting about 60% of global seaborne trade by value.

The focus areas of the WSC are sustainable shipping, safety, security, healthy competition, trade facilitation and customs. X-Press Feeders regularly attends council meetings and participates across the various working groups the council organises, covering the wide range of issues faced by the industry. We are collaborating extensively with the WSC GHG Council to assess the upcoming regulations and contribute to the Green Balance Mechanism. We firmly believe this initiative will accelerate the decarbonisation of the marine industry by promoting suitable future fuels.

We are also actively involved in the WSC's safety council where we address pertinent issues such as piracy, false cargo declaration and lost containers at sea.

Cargo Incident Notification System (CINS)

The Cargo Incident Notification System (CINS) provides the means to which information on all cargo related incidents is shared amongst CINS members. The objective of this system is to analyse global operational information on all cargo and container related accidents, and highlight risks posed by certain cargo or packing failures. Once areas of concern become apparent, they can be raised with the relevant authorities to formulate appropriate recommendations or advice, such as amendments to the International Maritime Dangerous Goods Code (IMDG) code.

You can read about our other memberships and partnership initiatives in the relevant Environmental, Social and Governance sections of this Report.



Our core values



Respect

We respect our customers and place utmost importance on all services we provide to them.



Integrity

We are fully committed to serving our customers, professionally and ethically. We believe in establishing mutual trust with our customers and recognize the success which this brings.



Diversity

We value every individual for the wealth of knowledge and unique talent they bring with them, regardless of background. At the heart of our business is diversity. Having a diverse workforce cultivates respect for individuality and supports the growth of the company by recognizing differences in values and ideas. We seek people of diverse backgrounds and life experiences and challenge them to work unconventionally.

Our team



Tim Hartnoll
Chairman

Tim joined X-Press Feeders under the helm of Captain Chris Hartnoll in 1981 and took on the role of Managing Director in 1992. He worked with his father to build the X-Press Feeders that it is today. In 2020, Tim stepped back from the position of CEO to oversee X-Press Feeders as Chairman of the group.



Shmuel Yoskovitz
CEO

Prior to his time at X-Press Feeders, Shmuel was ZIM's Financial Director for APAC in 2006, and thereafter, the Managing Director of GSL in 2008. Within 4 years, he took on the role of VP of Logistics, and later-on, VP of Business Processes at ZIM.

He joined the company in 2016 as CFO before stepping up in 2020 to become the CEO of X-Press Feeders, leading and driving the company's mission through strategic decision making.



Francis Goh
COO

After his early years in another liner company, Francis joined X-Press Feeders as Line Manager in 2000, before helping positions in Business Development and Marketing. In subsequent years, Francis served as Director of South Asia and East Asia Hubs before becoming Managing Director - Asia in 2012 to 2018. As COO today, Francis oversees and manages the company's business units located across various regions around the world.



Steffanie Sim
CCO

After graduating with a business degree in 1997, Steffanie started her career at X-Press Feeders as a Sales Executive for its Singapore hub. She rose through the ranks and headed the Asia Sales & Marketing team in 2005. In 2009, she added Business Development & Projects into her portfolio, becoming Group Commercial Director in 2015 and is currently the Chief Commercial Officer.

As the Chief Commercial Officer, Steffanie sits at the Management Board and has the overall responsibility for the design and execution of the Group's Marketing and Revenue Flow activities globally.



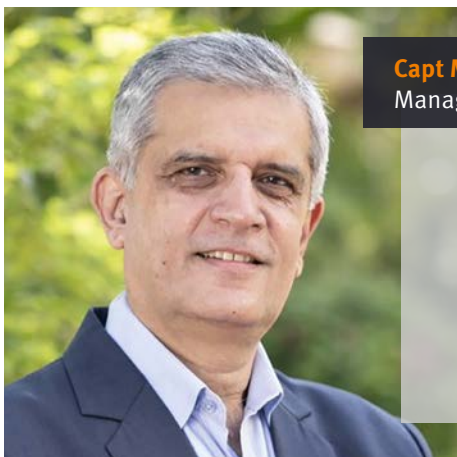
Waithong Sim
Managing Director, Asia

Joining as a Management Trainee in 2001 after graduation, Waithong started his career at X-Press Feeders as a junior Assistant Line Manager in the India Trade. His Line Management Role lasted a good 7 years before he moved on to Business Development where his focus was to bring in new business to support an existing trade, and to grow new trades. In 2012, he returned to trade where he headed East Asia Hub for 5 years before getting promoted to Managing Director - Asia.



Sergio Spinosa
Managing Director, Europe and Americas

After obtaining his Executive Master in Business Administration, Sergio started working as Marketing Manager at the new office of X-Press Feeders in Naples. For a decade, he held various functions in Line Management and Commercial Management between the Genoa and Geneva offices until he became Director of the Barcelona office in 2009. In 2010, his geographical competence expanded to Panama where he started the position which he still holds today, as Managing Director for Europe and Americas.



Capt Minhas
Managing Director of Eastaway Ship Management

Capt Minhas started his sea career in 1975 as an apprentice and rose to the rank of Master in 1989. In 1992 he stepped ashore to join the shore establishment and was serving as General Manager Fleet prior to joining Eastaway Ship Management as the Managing Director. He brings with him 28 years of management experience and exposure across the shipping industry, spanning owned and third-party ship management, operations, chartering, and strategic planning.

Sustainability Strategy

At X-Press Feeders, our sustainability strategy underpins our commitment to ensuring we run a safe, sustainable, and ethical business, which gives back to the local communities that support our business and employees. We see this strategy as a vital part of our sustained growth, ensuring that we operate a business that is truly sustainable. Our comprehensive sustainability strategy is formed around three strategic pillars: environment, social and governance. Under each, we identify how they relate to the material issues identified by our stakeholders and the targets and commitments we have set to measure and report our progress. From 2022 onwards, we report progress against each of these targets.

	Environment	Social	Governance			
Our commitment	We nurture the practice of environmental stewardship. Through industry collaboration and our own efforts to improve efficiency and reduce CO ₂ emissions, we are working towards net zero carbon emissions by 2050. We protect marine biodiversity through responsible operations and supporting partners with the same goal.	As a responsible employer, we prioritise safety across our operations. We treat all employees with dignity and respect, promote diversity and offer attractive remuneration and benefits. Our social pledge to the community is to help educate the most vulnerable children living in poverty so they can have a brighter future. We support several charities, at which employees also volunteer.	The company has a responsibility to our stakeholders and employees to ensure the business continues to be a 'going concern', whilst abiding by a high standard of compliance, governance, and risk management.			
Material issues	<ul style="list-style-type: none"> » Underwater noise pollution » Responsible ship recycling » Responsible anti-fouling systems » Plastic waste management » Ship strike prevention » Pollution from vessels » Emissions and climate change 	<ul style="list-style-type: none"> » Community engagement » Diversity and inclusion » Employee compensation and benefits » Employee health, safety & wellbeing » Talent management 	<ul style="list-style-type: none"> » Supporting global trade » Anti-corruption and bribery » Risk management » Data security 			
	Target	2023 progress	Target	2023 progress	Target	2023 progress
Targets	20% reduction in absolute CO ₂ emissions by 2035, and 50% by 2040	On track	Zero workplace accidents	Not achieved	100% of our employees trained in the X-Press Feeders Code of Conduct	Achieved
	Net-zero CO ₂ emissions by 2050	On track	Improve impact reporting of community activities	Achieved		
	Reduce plastic consumption on board our vessels	Achieved	Creating a more robust hiring process by employing recruitment assessments for external hires	Achieved		
	Work with 3rd party vendors to have a ready overview for paint performance monitoring and evaluate hull performance	Achieved	Commit to drive efficiency and engagement through HR technology advancement	On Track		
	Continue the roll out of Ballast Water Treatment System to the entire owned fleet	Achieved	Commit to build an infrastructure to publish job postings internally to support employees' personal career growth within the organisation	On Track		
	Avoid fuel, oil and chemical spills from vessels	Achieved				

Sustainable Development Goals

X-Press Feeders supports the United Nations' Sustainable Development Goals (SDGs) through the integration of SDGs into our core sustainability strategy. We have assigned the most pertinent SDGs to each of our three strategic pillars, with the underlying targets we support, either as a direct impact from our sustainability strategy implementation, or indirectly through the community programmes, memberships and other initiatives which we participate in.

Environment	Social	Governance
6.3, 6.6 	1.1, 1.2 	8.4 
7a 	2.1 	16.5 
9-4 	4.1, 4.2, 4.3, 4.5, 4.6 	17.16, 17.17 
13.3 	5.1 	
14.1, 14.2, 14.c 	8.5, 8.8 	
	10.2, 10.3 	

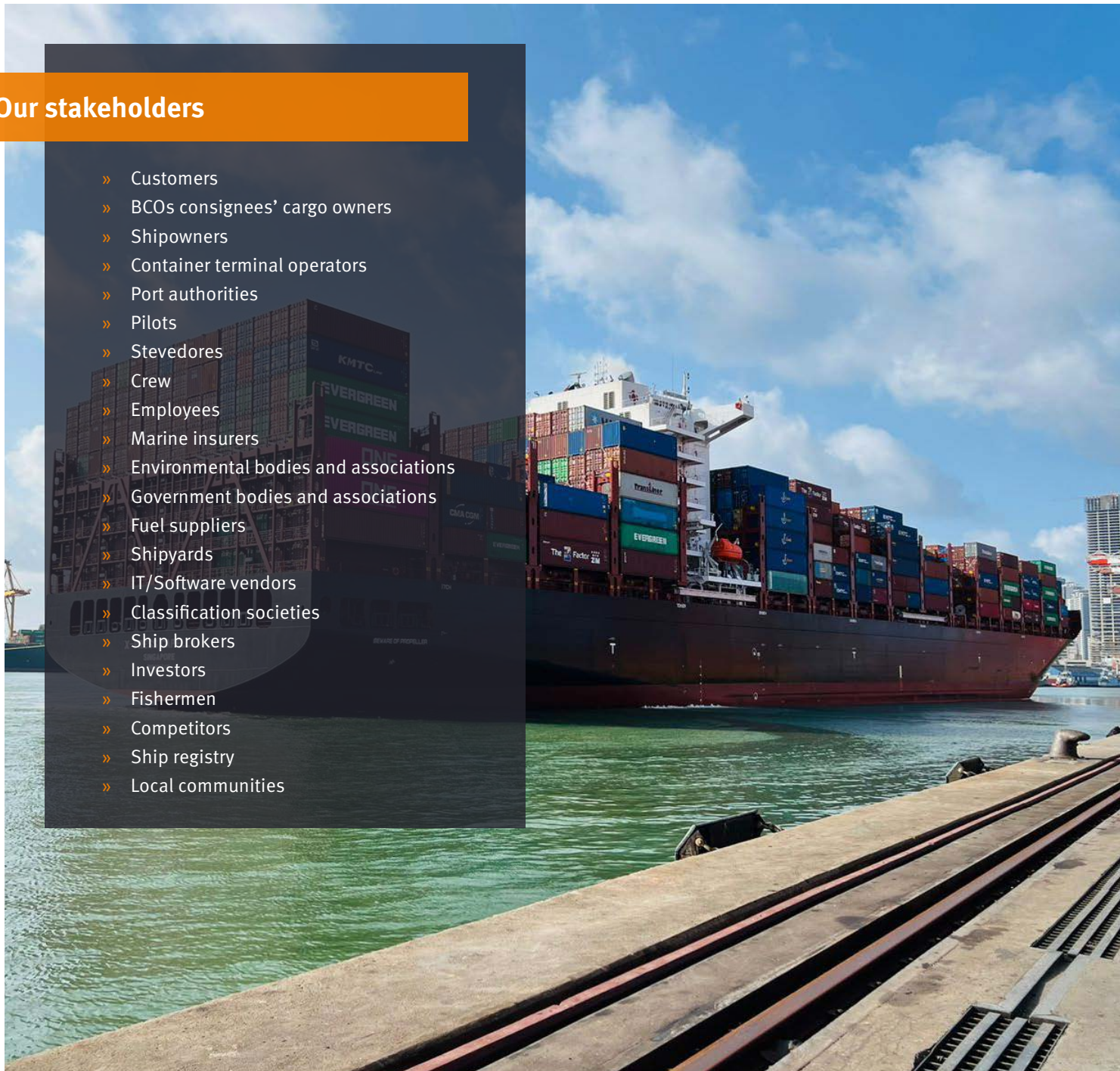
Stakeholder engagement and materiality

As an organisation in an industry that plays a vital role in the global economy, X-Press Feeders recognises the need to engage with a wide range of stakeholders. We do this every day through our day-to-day business activities, listening to their needs and responding accordingly, through our communications, the services we provide and our overall strategic direction.

We receive open feedback through various engagements of our employees and departments with different stakeholders and we have a whistleblowing site for stakeholders to escalate any urgent issues. We also conduct formal stakeholder engagement activities as part of our annual materiality process.

Our stakeholders

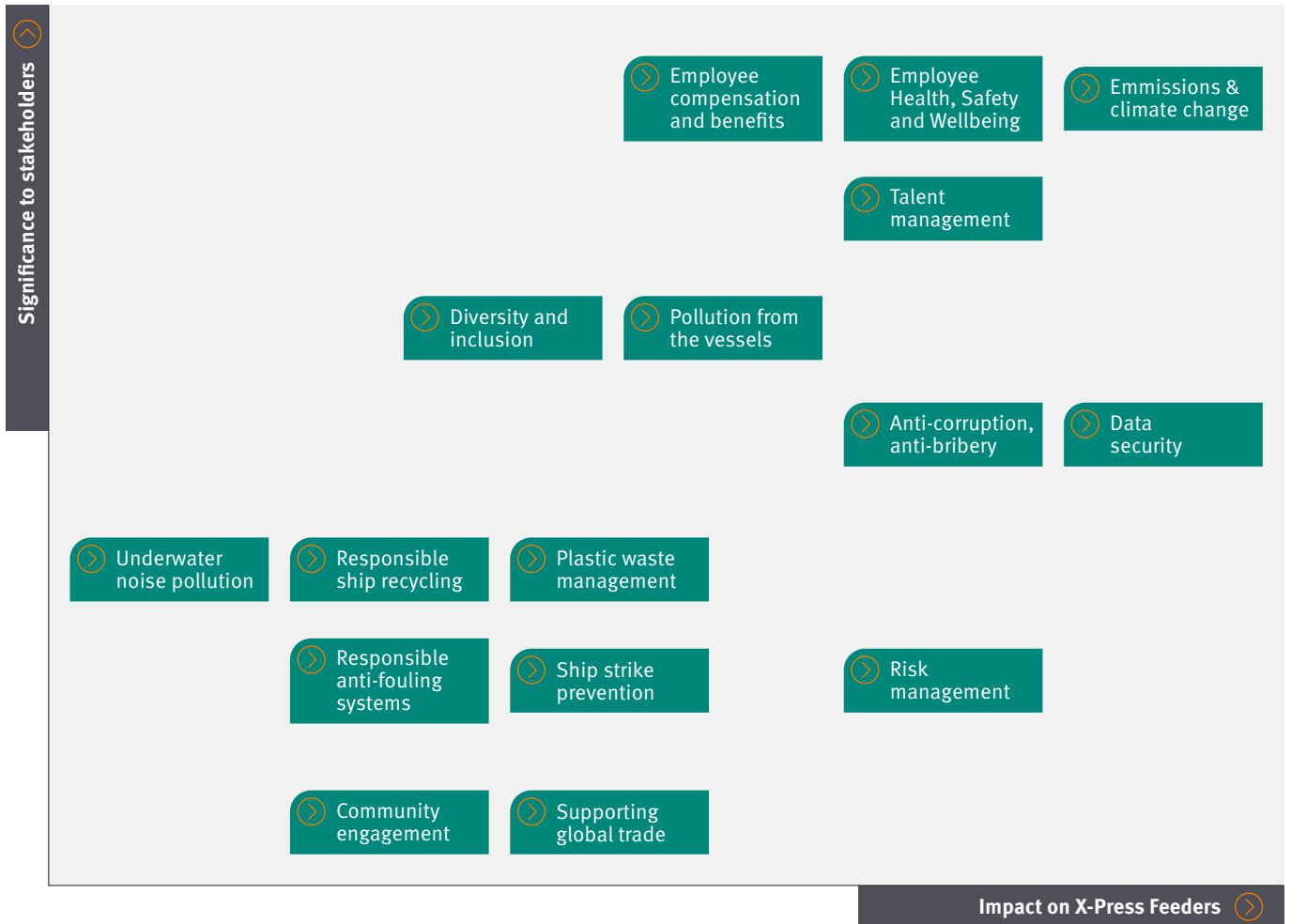
- » Customers
- » BCOs consignees' cargo owners
- » Shipowners
- » Container terminal operators
- » Port authorities
- » Pilots
- » Stevedores
- » Crew
- » Employees
- » Marine insurers
- » Environmental bodies and associations
- » Government bodies and associations
- » Fuel suppliers
- » Shipyards
- » IT/Software vendors
- » Classification societies
- » Ship brokers
- » Investors
- » Fishermen
- » Competitors
- » Ship registry
- » Local communities



Materiality

Through an online survey tool, we engaged with over 115 employees, customers, suppliers and governmental representatives, gathering statistical data on the importance of sustainability issues.

The list of material issues was refreshed, and all survey respondents were offered the opportunity to raise any issues which they felt were significant. Each material issue is integrated into one of the three pillars of our sustainability strategy, more details of how we manage each issue can be found in the respective sections of this Report.



Environment

X-Press Feeders are committed to providing our customers with the highest standard of services, whilst minimising environmental impact. We have well established strict operating policies and procedures, covering health, safety and the environment, in line with relevant global industry standards. Regular training is conducted with regards to these policies and procedures to ensure all crew have the required knowledge and awareness of the importance of adherence. We protect marine biodiversity through responsible operations and in addition, support partners with the same goal through various initiatives and programmes.

Climate change

2023 was the warmest year since global records began in 1850³, with climate change effecting millions of people through extreme climate events, bringing further into focus the need for action. The global shipping industry plays a critical role in global commerce, whilst at the same time contributing to approximately 3% of worldwide CO₂ emissions. As an industry, we have a responsibility to collectively demonstrate that long term sustainable emissions reductions are identified, and firm actions taken to make meaningful progress in reduction goals. Key industry wide initiatives include the development and sourcing of green fuels and improved efficiencies meaning that as a sector we lower the CO₂ intensity of our services.

X-Press Feeders set clear CO₂e emissions reduction roadmap to achieve net zero by 2050. Our interim targets are to achieve an absolute CO₂e reduction of 20% by 2035, and 50% by 2040.

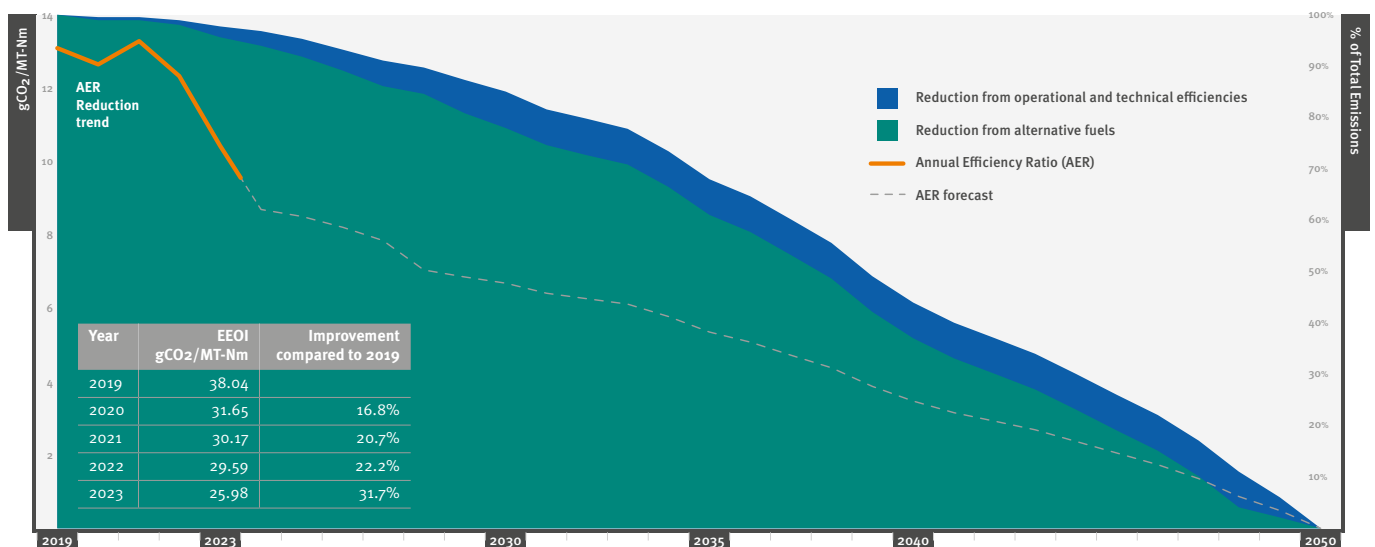
Over 99% of our CO₂ emissions are related to the fuels we purchase and consume. Scope 1 emissions originate from our vessel fleet, whilst scope 3 emissions are related to upstream emissions from the fuel, and fuel related to chartered out vessels. Emissions from refrigeration units, purchased electricity and employee travel for our global office network generate a proportionally smaller part of our footprint, however we continue to track these emissions and look for ways to reduce their impact.

Decarbonisation strategy

The success of X-Press Feeders decarbonisation strategy relies on the progress, accessibility, and cost-effectiveness of emerging fuel technologies. Replacing conventional fossil fuels with green alternatives such as methanol would result in a 60 to 80% reduction in CO₂ emissions from our fuels.

Regulatory impacts, competition from other industry sectors and the availability of financial resources to drive investment all play a role in creating a level of uncertainty as to how the development of green fuels will develop in the short to medium term. Significant advancements are being made in the utilisation of methanol, ammonia, and hydrogen as onboard fuels. Additionally, research and development efforts are underway in the field of fuel cells, specifically Proton Exchange Membrane (PEM) and Solid Oxide Fuel Cells (SOFC), as potential solutions for power generation. Given these ongoing developments, accurately predicting the future's ideal technology for ships is a complex task. X-Press Feeders remain committed to closely monitoring technology and regulatory developments, and engaging in multi-stakeholder initiatives that foster collaboration across the shipping industry.

Decarbonisation roadmap



X-Press Feeders CO₂ reduction target

Notes

- » 20% absolute CO₂e emissions reduction by 2035 compared to a 2021 baseline
- » 50% absolute CO₂e emissions reduction by 2040, compared to a 2021 baseline
- » Net-zero CO₂e by 2050

Group wide CO₂e emissions from all operated vessels (owned and chartered-in by X-Press Feeders)

Emissions source	Unit	2023	2022	2021	2020
Scope 1					
Ship fuel	tCO ₂ e	1,555,011	1,749,187	1,497,346	1,245,533
Refrigerants	tCO ₂ e	6,380	6,536	11,657	12,689 ⁴
Scope 2					
Purchased electricity	tCO ₂ e	233	264	197	211
Scope 1 & 2					
Total	tCO₂e	1,561,624	1,755,987	1,509,200	1,258,433
Intensity (EEOI)	gCO ₂ e/Ton-Nm	25.98	29.59	30.17	31.65
Scope 3					
Fuel purchased	tCO ₂ e	330,200	405,666	312,583	284,849
Employee travel	tCO ₂ e	67	326		

- » EEOI – Includes all operated vessels (both owned and chartered-in vessels operated by X-Press Feeders)

In 2023 our absolute CO₂e emissions reduced 11% (194,175 tCO₂) compared to 2022. Our Energy Efficiency Operational Index (EEOI) decreased 12.2% in 2023 compared to 2022, demonstrating that our efficiency is improving through our fleet improvement and new build programme, and other incremental efficiency improvements described on the following pages. The overall improvement in EEOI from 2019 to 2023 is 31.7%.

The audit statement for the AER data verification from ClassNK can be found on www.x-pressfeeders.com/sustainability.

Green fuels, fleet improvement and new build programme

Our fleet efficiency continues to improve each year, meaning we emit less CO₂ emissions from the fuel we consume for each nautical mile our vessels travel. We do this in two ways, by replacing older vessels with more modern efficient vessels, and by making our current fleet more efficient through retrofitting fuel saving equipment.

Another key innovation, linked to our new build programme, is the transition to green fuels. We are proud that X-Press Feeders was second only to Maersk in the container shipping sector in ordering dual fuel vessels, capable of running on methanol in place of conventional fossil fuels, drastically reducing CO₂ emissions from the fuels we consume.

X-Press Feeders acknowledge the challenges facing our business and that of the wider shipping sector in securing a reliable, sustainable and long term source of methanol at the scale required. Research continues into alternative ways of producing methanol with a lower CO₂ emission impact, known as green methanol, made from either biomass gasification or renewable electricity and captured carbon dioxide. Regulatory support and collaboration across the shipping sector will also be critical success factors.

We have 14 dual-fuel vessels of 1200 TEU capacity on order and due for delivery from Q1 2024 onwards, through to 2026. The first dual-fuel vessel is planned to begin its maiden voyage from Shanghai – where the ship is built – to the Port of Rotterdam via the Suez Canal.

⁴Data based on July 2019 to June 2020

X-Press Feeders signs Sustainability-Linked Loan Agreement

X-Press Feeders signed a sustainability-linked loan agreement with investors that include the Asian Infrastructure Investment Bank, providing financial support for our ambitions to significantly reduce carbon emissions through fleet investments. We are using proceeds from the US\$165 million loan to finance part of our fleet renewal programme. Sustainability-linked finance incentivises the achievement of environmental, social or governance targets through pricing incentives. This financing is X-Press Feeders first sustainability-linked loan, and pricing incentives are tied to our commitment to reduce the Annual Efficiency Ratio (“AER”) of our fleet by 40% between 2019 and 2027. The target, which will be reviewed again in 2027, ties with our global emission reduction target of halving our absolute emissions by 2040 and achieving net-zero emissions by 2050.

OCI Global and X-Press Feeders signs green methanol agreement

In July 2023, OCI Global and X-Press Feeders announced that OCI Hyfuels will supply X-Press Feeders with green methanol in the Port of Rotterdam from 2024. The milestone agreement is the first green methanol deal with a feeder container carrier and represents a crucial step in the decarbonisation of the shipping chain, as the feeder industry plays an important role in supporting the ultimate carrier. X-Press Feeders will be the first common feeder operator with methanol fuelled vessels in the water in Europe.

The partnership between the world’s largest green methanol producer and world’s largest common feeder operator will create an end-to-end solution for global shipping companies in European ports. Earlier this year OCI announced its partnership with Unibarge to retrofit the first methanol powered bunker barge which will be deployed at the Port of Rotterdam. OCI will work with Unibarge to fuel X-Press Feeders’ feeder ships ensuring the decarbonisation of another link in the chain.



“

X-Press Feeders’ partnership with OCI and the procurement of green methanol is the next logical decision in our journey towards our decarbonisation goal of Net Zero 2050. In Q2 2024 we will receive our first of 14 dual fuel Methanol vessels, the advance procurement of green methanol allows us to offer the Main Line Operators and interested European Beneficial Cargo Owners the ability to deliver an Intra-European green corridor by mid-2024. This is one more step to prove X-Press Feeders’ commitment to deliver tangible contributions to a more sustainable shipping industry. We continue to look out for future opportunities and partnerships to accelerate decarbonisation in the feeder business, to become the greener feeder carrier of choice.

Shmuel Yoskovitz
CEO of X-Press Feeders

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Voyage optimisation

Our operations teams are constantly working to optimise voyage efficiencies, balancing the needs of our customers with shipping schedules, weather, other shipping traffic, fuel prices, port and crew schedules. In 2022 we began to roll out ZeroNorth across our fleet. The platform improves efficiency by providing a clear indicator of vessel and fleet performance and uses a huge repository of data and fuel models to make recommendations on how to cut emissions and maximise fuel efficiency. The platform draws upon vessel and fleet data, combined with the industry's most authoritative data on market rates, weather, bunker price and availability to make improvement recommendations. Critically, the depth of ZeroNorth's vessel data and fuel models allow the platform to make realistic recommendations based on actual conditions a vessel is facing at sea, enabling real time decision making for crews and operations teams.

Carbon capture trials

Carbon capture technology continues to gain more traction in the shipping industry as one of the solutions that will help us to meet our CO₂ reduction goals. Onboard carbon capture (OCC) captures CO₂ by cleaning exhaust gases of CO₂ and storing onboard until the vessel is at port and can be discharged. X-Press Feeders has installed carbon capture technology on five of our vessels as part of a trial to test operational impacts and emission reduction opportunities. We are exploring establishing a link with the agriculture industry and providing the material to users in that sector.

The technology continues to evolve, with a higher % of carbon captured expected in the near future. Once an established methodology has been developed by the IMO to capture the benefits of this technology, reductions in CO₂ emissions will be able to be incorporated into our efficiency calculations. Regulatory requirements must also evolve to fully realise the benefits of this technology, particularly around the CO₂ disposal ecosystem.

Hull performance

Hull smoothness influences drag and fuel consumption of a vessel. In 2023, all docked vessels received silicon paint treatment and other premium coatings, reducing accumulation of microorganisms, plants and algae on the hulls, whilst also improving smoothness. We estimate these latest hull coating technologies improve fuel emissions between 5 and 10%.

Retrofit programme

We installed variable frequency drives (VFDs) on four vessels as part of a \$3m retrofit programme during 2023, and plan to upgrade two additional vessels in 2024. The VFDs improve electrical efficiency on board, particularly to the large electrical consumers, such as large pumps. This in turn reduces engine fuel demand, the benefits of which are realised both when at sea and while in port.

Energy saving devices

All docked vessels in 2023 had energy saving devices fitted whilst undergoing routine annual maintenance. Modifications include pre-shrouded vanes, hub vortex absorbed fins and rudder bubbles. Such subtle design changes make incremental improvements to operating efficiency of each vessel, by removing the waste from the pre-swirl and post swirl wake from propeller and bringing more efficiency to the existing vessels prolonging their life. The fuel consumption improvement is expected to be in the range of 2% to 5%.

As part of our commitment to push the boundaries of sustainable shipping practices and drive innovation, we have installed cutting-edge wind deflector technology on three X-Press Feeders' vessels. Strategically placed at the bow, deflectors enhance aerodynamic efficiency and smooth the flow of air over the superstructure. This leads to significant fuel savings, as less drag means less energy is required to propel the ship, resulting in lower emissions.

Wind deflectors are just one of the many innovative devices at our disposal. By applying the latest technology, we are leading the way towards a greener maritime shipping industry.

Port optimisation

Whilst our vessels are docked at port, unloading and loading, we seek to minimise power usage ('hotel load') by switching off redundant systems and ensuring we are only generating the power required to meet our energy requirements. We also seek to minimise oil consumption in auxiliary boilers, with lower pressure demand. The data is captured live from our vessels and the system monitors the savings for sharing with the vessels and shore teams, driving engagement across various parts of the organisation.

We are also investigating the concept of just-in-time port call coordination and how we can implement this across our operated fleet in the years to come. This involves coordination with port authorities and terminal operators to minimise waiting times and maximise sailing times to give our vessels more flexibility to sail at optimum speeds, enabling them to reduce carbon emissions. We anticipate this will happen gradually over the next few years as a certain level of technological maturity in the shipping ecosystem is needed to achieve this.

Annual Efficiency Ratio

For our sustainability linked finance mechanisms, X-Press Feeders tracks the Annual Efficiency Ratio (AER) of our owned fleet, using the Dead Weight Tonnage of the vessels and monitoring the emissions intensity in CO₂ per ton-mile (g CO₂/dwt-nm).

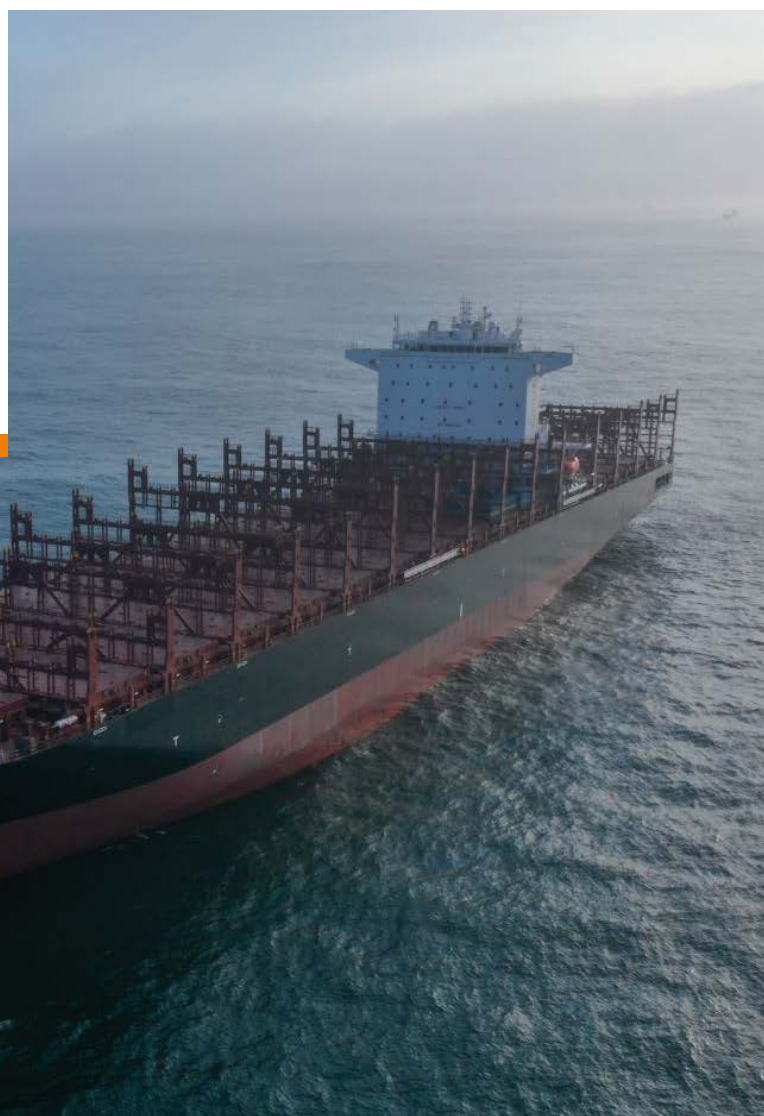
AER is the industry standard for measuring carbon intensity, and it aligns with the policies and regulations of International Maritime Organization Data Collection System (“IMO-DCS”), which is a mandatory regulation established by the IMO for the data collection and reporting of fuel oil consumption from ships. The metric is calculated based on the calendar year for X-Press Feeders owned vessels. Vessels will be added to the AER calculations as and when they enter the fleet from the respective month/year.

Our average Annual Efficiency Ratio (AER) of the fleet has reduced by 20% in 2023 compared to 2019 AER and 15% improvement in 2023 compared to 2022. These metrics align with the emission reduction trajectory outlined by X-Press Feeders’ Management, demonstrating the effectiveness of the implemented strategies.

CO ₂ reduction target	Targets	Scope
Annual Efficiency Ratio (AER)	Reduce emissions by 40% from 13.09 gCO ₂ /DWT-Nm (2019) to 7.85 gCO ₂ /DWT-NM by 2027* *Targets for 2028 to 2033 will be calculated in 2027	Fuel consumption from all owned vessels

Waste management

Reducing the impacts of our operations extends to the way in which we consume, recycle and dispose of material onboard our vessels. In line with the requirements set out by The International Convention for the Prevention of Pollution from Ships (MARPOL), only food waste can be shredded and disposed of at sea. Other waste generated onboard our vessels whilst at sea is collected and stored, then handed over to the relevant third party at each port of call, for responsible disposal. In 2021 we conducted a detailed plastic waste audit, identifying hotspots for plastic use and opportunities to reduce its use. We have installed reverse osmosis systems on 20 vessels, allowing fresh drinking water to be obtained from desalinated sea water. This significantly reduces single use plastic onboard, as the vessel no longer requires bottled water supplies. Crew can also refill from water fountains, using reusable water containers.



Biodiversity

At X-Press Feeders we recognise that our operations have an impact on marine ecosystems. The fuels, chemicals, and oils which we use, ballast water, paints applied to our hulls and plastics consumed onboard all pose a risk to biodiversity. Through various company policies, operating procedures and collaborative partnerships, we mitigate these risks and keep our impacts to a minimum.

Ship strikes

Our shipping routes include areas that are recognised as sensitive and protected marine areas, which poses a risk to endangered and vulnerable whale populations. While technology and awareness raising can help to reduce incidents of ship strikes, the most effective way to reduce the risk of collision is to keep whales and ships separated, and when sightings occur to reduce speed until the ship has passed through the area.

We impose a company policy to reduce speed to below 10 knots if whales are spotted within two nautical miles. The vessel continues at this speed until clear of the sighting area. Our policy is in line with the recommendations of a 2009 IMO study and the recommendations by the International Whaling Commission to minimise the risk of ship strikes.

Our crews report any whale collisions if they do occur in the International Whaling Commission (IWC) Global Ship Strike Database. This initiative seeks to collect and analyse information about reported ship strikes, identifying 'hot spots' where large numbers of whales coincide with busy shipping lanes. Data and insights are shared with a wide range of stakeholders to help develop mitigation actions that are targeted and effective.

Training and awareness raising activities ensure that our crews are aware of the latest company policies and the latest high risk areas where extra vigilance is required. Our company procedures complement the requirements that all our vessels follow internationally recognised traffic separation and control schemes, such as off the West Coast of North America, East Coast of North America and California.

Ballast water

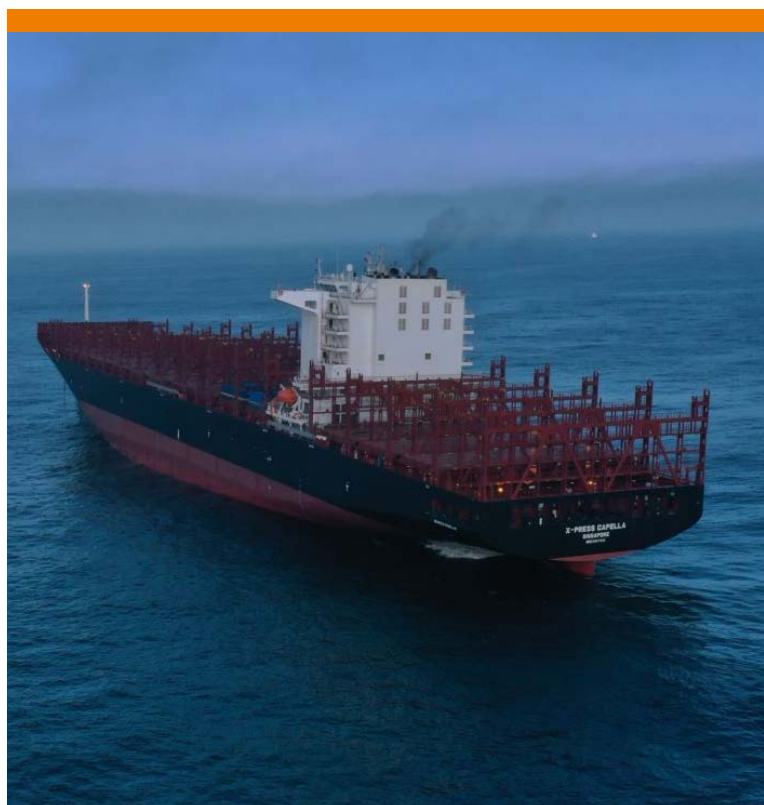
The risk of transporting invasive species between marine ecosystems is increased by the standard practice of using water as a ballast to stabilise vessels at sea as part of safe and efficient shipping operations. Through ballast systems, water is pumped into tanks to improve stability and manoeuvrability, whilst compensating for varying cargo and fuel weights.

From 2024, all ships are required to have an approved Ballast Water Treatment System (BWTS), according to the D-2 standard. X-Press Feeders signed an agreement with Alfa Laval to purchase standard BWMTS equipment for all our vessels, so they are uniform across the fleet. The Alfa Laval 'Pure Ballast' system 3.0 is a third-generation automated inline treatment solution for biological disinfection of ballast water. It operates without chemicals, combining initial filtration with an enhanced form of UV treatment to remove organisms under stipulated limits.

By the end of 2023, all vessels in our owned fleet equipped with a BWTS to the required D-2 standard. We have the same requirement for chartered vessels too, expecting all to be compliant within the 2024 deadline.

Sustainable ship recycling

All ships exiting our fleet during the reporting period were sold as operating vessels at the point of sale. Where a ship is sold as salvage, we use certified decommissioning facilities to ensure responsible dismantling, recycling and disposal. We support The Hong Kong International Convention for the safe and environmentally sound recycling of ships, a convention overseen by the International Maritime Organisation.



Environmental initiatives and partnerships

Clean Cargo Working Group

Clean Cargo members share a vision of a responsible shipping industry supporting clean oceans, healthy port communities, and global climate goals. Members pursue this vision by measuring, reporting, and evaluating container transport performance data, sharing best practices, engaging with other members, catalysing partnership projects to drive sustainability and supporting responsible corporate engagement. We participate in all these areas of interest, including regularly submitting our verified emissions information to the Smart Freight Centre (SFC), which manages the compilation of data and the calculation of carrier-specific emissions performance report according to the Clean Cargo methodology. Carrier specific emissions information is made accessible to Clean Cargo shipper and forwarder members. Each year, global average emissions performance information is made available publicly, allowing tracking of industry wide emissions trends.

Getting to Zero Coalition

The Getting to Zero Coalition is an alliance of organisations within the maritime, energy, infrastructure, and finance sectors, supported by key governments and IGOs, committed to getting commercially viable deep sea zero emission vessels powered by zero emission fuels into operation by 2030 towards full decarbonisation by 2050. X-Press Feeders joined the coalition because we recognise that to meet our net zero emissions goal relies on collaboration, and the coalition is made up of members from all parts of the shipping supply chain. The topics discussed include evaluating the industry preparedness for future fuels, how the fuel manufacturers are innovating in that field, availability in ports for the future fuels, overall fuel bunker infrastructure and sharing ideas on how various shipping companies are planning to prepare for and consume future fuels.

The Silk Alliance

Launched by The Lloyd's Register Maritime Decarbonisation Hub and partners, with the goal of developing a 'green corridor' cluster, beginning with the intra-Asia container trade. The coalition seeks to build a resilient, long-term, fleet-specific decarbonisation plan in collaboration with stakeholders from across the supply chain, enabling tangible commitments from selected stakeholders to invest in actions drawn out of the plan and build pilot demonstrations. X-Press Feeders and the other members will collaborate to send an aggregated demand signal for other stakeholders such as fuel providers, port operators and governments to support the 'green corridor' cluster.

Mission Partner to the Mærsk Mc-Kinney Møller Center for Zero Carbon Shipping

X-Press Feeders joined the Mærsk Mc-Kinney Møller Center for Zero Carbon Shipping as a Mission Ambassador. The Center is an independent foundation that enables and drives the decarbonisation of the maritime industry through applied research, transition analytics and stakeholder activation. With this step, X-Press Feeders started to engage with Mærsk Mc-Kinney Møller Center for Zero Carbon Shipping which contributes to research, innovation, development and implementation of new technologies and solutions. Zero Carbon Shipping is not an individual company's effort, there is the need for collaboration and engagement across the industry, sharing of knowledge and best practices. As a company, we believe that decarbonisation is important to protecting our environment and we are committed to playing our part in making this happen.

X-Press Pearl incident

As we described in previous 2021 CSR Report, we regretfully reported that one of our vessels, the 'X-Press Pearl', sank off the coast of Sri Lanka in June 2021, following an explosion within a container unit that started a 12-day fire on board.

Since the incident, an ongoing recovery and clean-up operation has been in place. A full description of these activities can be found in previous CSR Reports and at www.x-presspearl-informationcentre.com.

In January 2023, the aft section of the wreck was successfully raised from the sea floor and transported to a certified decommissioning facility for dismantling, recycling, and disposal. Salvage work was suspended for the southwest monsoon season, with completion of the wreck removal expected to be achieved in early 2024.

Social

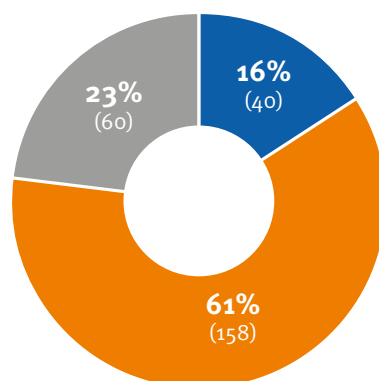
Our employees are central to the growth, long term success and meeting X-Press Feeders Sustainability goals and commitments. We believe all employees make a meaningful contribution, irrespective of function and location. Our commitment to our employees is to treat every individual with dignity and respect, promote diversity and offer attractive remuneration and benefits. We actively manage personal development, ensuring we are constantly growing and retaining our talent pool, empowering employees with the right opportunities to develop and grow.

Our employees

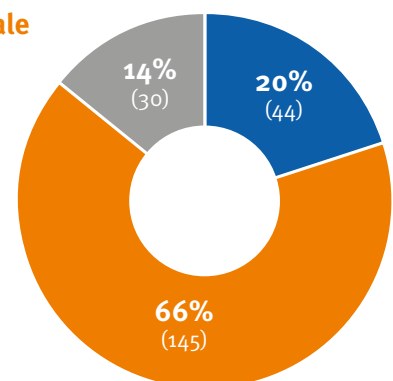
	2021		2022		2023	
	Male	Female	Male	Female	Male	Female
Singapore	103	116	106	118	111	123
India	3	2	52	26	78	40
Spain	13	15	15	15	16	16
UAE	16	5	16	5	19	6
Panama	9	9	10	11	9	13
Germany	14	11	10	14	8	15
Sweden	2	0	0	0	0	0
China	0	0	1	0	5	5
UK	11	3	11	3	12	1
Total	171	161	221	192	258	219

	2021		2022		2023	
	Male	Female	Male	Female	Male	Female
Management	105	59	105	68	136	89
Non-management	66	102	116	124	122	130
Total	171	161	221	192	258	219

Male



Female



- <30 years
- 30-50 years
- >50 years

New employee hires				
Category		2021	2022	2023
Male	#	60	40	63
	rate	35%	18%	24%
Female	#	45	46	49
	rate	2%	24%	22%
< 30 years	#	30	35	37
	rate	40%	40%	44%
30 – 50 years	#	66	40	63
	rate	31%	15%	21%
> 50 years	#	9	11	12
	rate	20%	16%	13%
Total	#	105	86	112
	rate	32%	21%	23%

Employee turnover				
Category		2021	2022	2023
Male	#	54	40	47
	rate	32%	18%	18%
Female	#	41	33	40
	rate	25%	17%	18%
< 30 years	#	27	20	35
	rate	50%	23%	42%
30 – 50 years	#	55	41	43
	rate	26%	16%	14%
> 50 years	#	13	12	9
	rate	29%	18%	10%
Total	#	95	73	87
	rate	27%	18%	18%

At the end of 2023 we had 477 employees, up from 413 at the end of 2022. The increased workforce reflects our ambitions to grow and expand our operations throughout Asia, Middle East, Africa, Caribbean, Latin Americas, Mediterranean and Europe. Our employee age demographics remain broadly constant, with the majority of our workforce in the 30-50 year category.

People management

Our Head of Human Resources reports directly to our CEO, supported by a team of HR professionals based across our global operations. In 2023, we implemented a reorganisation of our team structure, strategically combining HR business partners with a functional specialist in compensation and benefits. Concurrently, we prioritised and allocated resources to advance our global digital HR strategy, aimed at enhancing efficiency, accessibility, and overall employee experience through innovative technological solutions. Recognising the diverse regional HR compliance requirements inherent to our global operations, these enhancements in our systems are positioned to facilitate more effective management of these mandates, ensuring alignment with regulatory standards across various regions.

Growing our global talent pool

To ensure our company’s long-term sustainability, we prioritise the growth and retention of our global talent pool. We provide competitive compensation and a comprehensive benefits package tailored to each geographical location.

We aim to fill vacancies from within our organisation, promoting a culture of continuous career development and mobility. External hires are used to fill roles with a particular specialism that we are unable to meet from within our current workforce.

We are implementing a two-year structured management trainee program, which is integral to expanding our global talent pool. Through hands-on experience, mentorship, and professional development opportunities, management trainees gain valuable skills and insights, preparing them for leadership roles within our organisation. This initiative strengthens our capabilities and contributes to our long-term sustainability and growth.

Beyond internal development, internship and scholarship initiatives ensure a steady influx of early-career talent.

Our IT Academy offers scholarship opportunities to undergraduates pursuing technology courses. Participants undergo a three-year program focusing on software development, project methodology, and system training. One undergraduate was enrolled in 2022, who will join us upon graduation in 2025.

To ensure that our hiring decisions are well-informed and aligned with our organisational needs, we employ recruitment assessments for external hires. These assessments, which include personality profiling tools, are integrated with interviews and reference checks to thoroughly evaluate candidates, thereby enhancing the rigor of our selection process.



Training and development

Equipping our employees with the right expertise and keeping their skills up to date and relevant for their roles is a priority for X-Press Feeders. Our approach to training and development is designed to constantly assess our employees needs and match that with the training provided.

Performance reviews are conducted at least once per year, with many of our departments also conducting informal reviews on a more regular basis, too. These meetings are essential in developing and supporting long term career development of our employees.

Training is delivered in a range of different styles and methods. One on one and group sessions delivered face to face by our own employees or utilising external specialists is one approach we employ. We also utilise an online training portal, delivering a wide range of courses for our employees to take part in. These range from mandatory training on topics such as anti-harassment, discrimination, and workplace bullying, to highly tailored specialised subjects relevant for individual employees or entire departments. The flexibility of the online platform enables us to reach more employees and cover the geographical spread of our operations with less restrictions.

For our crews at sea, we use a hybrid model too, with face-to-face training where possible and relevant, backed up with online training when geographical location presents a challenge. Topics relevant for offshore employees are more focussed towards safety and operating procedures, given the nature of the roles found onboard. When a new employee is enrolled, an extensive range of training is provided from the outset, with each new starter receiving approximately 80 hours of training.

Compensation and benefits

At X-Press Feeders, we recognise our employees as invaluable assets, which is why we are committed to offering an attractive employment package with competitive compensation and benefits. We closely monitor market rates across all regions where we operate with regular benchmarking exercises to ensure our employees are fairly and competitively compensated. Additionally, annual bonuses are provided based on both individual and company performance against predefined targets.

We also value loyalty and dedication, which is why we offer a long service award following ten years of employment, and then at five-year intervals thereafter. Furthermore, annual leave entitlement increases progressively based on the length of an employee's service.

In line with local regulations, parental leave is granted to all eligible employees. In Singapore, where non-citizens are not entitled to the state-granted 14 days of paternity leave, X-Press Feeders extends this entitlement to ensure all employees, regardless of citizenship, enjoy the same benefits. We believe that fostering parental involvement from the early stages of a child's life leads to higher parental satisfaction and strengthens the bond between parent and child. Additionally, all parents are entitled to a gift for their newborn child, reflecting our commitment to supporting our employees through important life events.

Diversity, equal opportunity and non-discrimination

We believe that embracing diversity and inclusivity not only enriches our workplace culture but also fosters innovation, creativity, and overall organisational success. X-Press Feeders is committed to uphold the dignity and respect of every individual, foster diversity, and provide attractive remuneration and benefits to all employees. We actively nurture personal development, ensuring continual growth and retention of our talent pool, empowering employees with ample opportunities for advancement.

We place a strong emphasis on maintaining a diverse and inclusive workforce. Females make up 46% of our workforce, unchanged from 2022. Notably, the representation of females in our management team increased to 40%, up from 38% in the previous year.

Recognising historical trends in the shipping sector, where offshore roles are traditionally occupied by predominantly male workers, we are proactively working to enhance female representation in these roles. Since 2016, we have successfully recruited 13 female crew members and remain committed to offering offshore opportunities to prospective female candidates. Our recruitment approach prioritises competency over gender, race, culture, physical ability, sexual orientation, or religious and political beliefs. To reinforce our commitment to diversity and fair employment practices, we have updated our company-wide compliance policy to include diversity statements and introduced a dedicated non-discrimination and anti-harassment policy in 2020, applicable across our organisation.

Hybrid working

By empowering our employees to balance their professional responsibilities with their personal lives, we aim to foster a culture that prioritises well-being, reduces stress, and promotes overall satisfaction and productivity. We recognise that each employee's needs may vary, and we are committed to providing the necessary support and flexibility to help our employees achieve a healthy work-life balance.

Mental health awareness

By supporting mental health awareness campaigns, we aim to improve overall employee well-being and enhance productivity in the workplace. The Lifeskills Institute provided a mental health wellbeing webinar for our global employees to mark Mental Health Awareness month in October 2023. The focus was 'managing stress before it manages you'.

Social initiatives and partnerships

Missions to Seafarers

X-Press Feeders has been a long-standing member of the Mission to Seafarers (formerly The Missions to Seamen), which is a Christian welfare charity supporting over 1.8 million crewmen and women around the world. It operates through a global Mission 'family' network of chaplains, staff and volunteers and provides practical, emotional, and spiritual support through ship visits, drop-in seafarers centres and a range of welfare and emergency support services. X-Press Feeders donated 40,000 SGD through 2023, through regular donations and in support of the Flying Angle Campaign 2023, which was specifically focussed on the changing needs of seafarers' welfare, developing Key Welfare Hubs, and seeking out mobile solutions so we can remain agile and responsive to reach seafarers wherever and whenever they need us.



Health & Safety

The health and safety of all the people that we are responsible for across our operations is a number one priority at X-Press Feeders. We employ strict guidelines, policies and procedures as components of a global framework for health and safety management across the company. Our operations are also regularly reviewed by our internal and external audit functions to ensure that we are following the most current industry standards and regulations.

Due to the greater proportion of time spent in port and navigating in areas close to ports, the feeder vessel business is inherently higher risk when compared to a long distance carrier, which would spend a greater proportion of journey time at sea. Through detailed standard operating procedures, regular training, audits and where applicable, third party certification, we maintain thorough safety management systems.

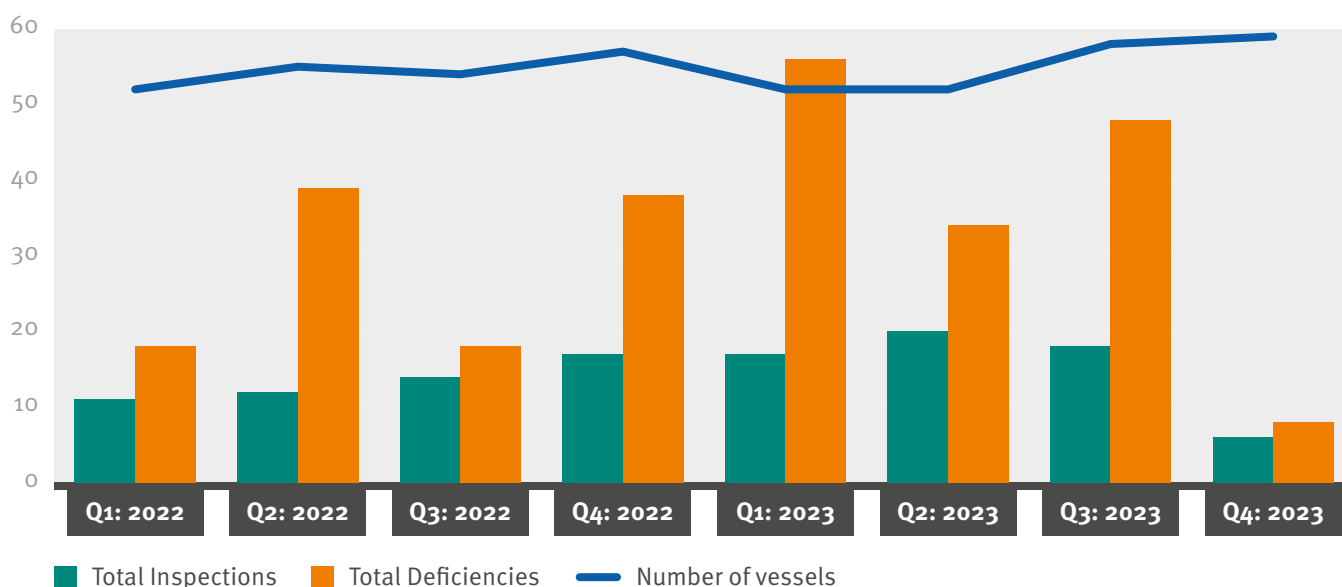
Safety performance

Our target for which we strive for is to achieve zero work related accidents across our operations.

	2023
First aid injuries that resulted in lost time	3
Work-related fatalities	0

In cases of injury, our crew are repatriated at the next available opportunity, with the return-to-work timeline dictated by our vessel sailing timetable. Due to quick turnaround voyages, feeder vessels make frequent port calls and lost time rates do not provide a valuable metric for our organisation.

Inspection trend analysis



Inspection trend analysis (managed fleet only, excludes chartered)

Maintaining a safety culture

We recognise that creating a strong culture of ‘safety first’ is the foundation of a safe operational environment. The message that underpins this culture is that safe operating procedures should never be compromised and raising concerns are always encouraged.

By developing and maintaining this culture, we strive to create an environment where reporting is seen as having a positive impact on vessel safety. Each incident, near miss or observation is recorded, provides us with the ability to conduct in-depth root cause analysis and devise preventive measures, as part of our commitment to continuous improvement. Each vessel is advised to report at least four near-misses every month, to reinforce the message that reporting has a positive impact on safety onboard and should not be seen as a reflection of poor performance.

Each ship in our fleet has a Safety Management System (SMS) that comprises comprehensive safety management procedures and checklists. The SMS is continuously updated, ensuring that the latest regulations are addressed, and any areas of improvements are identified and communicated to our crews.

In 2023 we undertook the following updates;

- » Company policies updated to improve specific gender specific issues, including provisions for communications channels for female crew members and improved hygiene guidelines that include sanitary facilities for female crew members
- » Grievance mechanism updated to include provision for anonymous complaints.
- » Clarifications and additional guidance on specific health and safety risks found during shore leave
- » Standard operating procedures updated for rescue and handling of refugees and migrants at sea

Each ship has an assigned Marine and Technical Superintendent, with defined roles and responsibility to oversee crew and ship safety. A dedicated Safety Committee is in place for each vessel, representing all employees onboard. The committee is responsible for conducting health and safety inspections and hosting safety meetings onboard. Their role is to;

- » Raise awareness of the relevant safety policies
- » Improve the standard of safety consciousness amongst the crew
- » Investigate every accident, near miss or potential hazard identified by crew members
- » Make representations and where appropriate recommendations with regards to any legislative requirement relating to occupational health and safety or any provision of the Code of Safe Working Practices

Safety audits

To test the effectiveness of our health and safety systems and target areas for continuous improvement, we conduct technical inspections and internal audits across our fleet. This is in addition to independent inspections by port states, flag states, or classification societies. We learn from each inspection, and act upon the findings and recommendations as appropriate.

Training

Mandatory training and emergency drills are an essential part of our health and safety management system. Each offshore employee has on average approximately 36 hours of training and emergency drills each year. Targeted and specialised training needs are identified through incident investigations, near-miss reporting, internal audits, performance appraisals, legislative requirements or the introduction of new technology or processes. On-the-job training methods are used, with a strong emphasis on computer-based learning where appropriate.

Emergency drills are conducted regularly throughout the year. The scenarios fall into five categories: lifesaving, firefighting, pollution prevention, emergency procedures and security drills.

1. **Life Saving** – including Lifeboat operations, abandon ship, rescue procedures, use of pyrotechnic and survival at sea, and first aid.
2. **Fire Fighting** – includes multiple scenarios with fire at different sections of vessel, general instructions, firefighting techniques for various types of fire, precautions, and emergency procedures
3. **Pollution prevention** – includes procedures to control pollution, and notifications and follow-up actions in the event of pollution.
4. **Emergencies** – includes procedures to follow in cases of various emergencies such as grounding, stranding, collision, structure failure, engine failure, adverse weather, or man overboard. Procedures include steps to control the situation and notifications that should be issued to alert and attract assistance.
5. **Security drills, trainings, and measures** – includes actions in the case of security breaches such as bomb threats, piracy and hijacking.

Food safety, health and hygiene

Whilst at sea for a prolonged period, high standards of hygiene and cleanliness are vital to ensure the well-being of our crews. Food safety system which covers food storage, handling, and preparation is place on each vessel. Strict cleaning schedules and regular inspections help to maintain the high standards required to ensure a healthy working environment for our employees.

2023 earthquake appeal

On 6 February 2023, a magnitude 7.8 earthquake struck southern and central Turkey and northern and western Syria. The earthquake was considered one of the strongest to hit the region in modern times and resulted in the loss of tens of thousands of lives. On 8 September 2023, a powerful earthquake of magnitude 6.8 struck Morocco. The Morocco earthquake has caused immense devastation, leaving many in need of urgent assistance.

As part of our ongoing commitment to CSR and supporting disaster relief efforts, X-Press Feeders announced a special fundraising initiative to help the earthquake survivors. For every dollar our employees donated, the company matched dollar to dollar to the pool of funds. A total of SGD 41,092 and SGD 5,231 were raised and donated to Singapore Red Cross for Turkey Syria earthquake and Morocco earthquake respectively.

Other CSR initiatives in 2023

Singapore

Future Hope is a charitable organisation which provides opportunity through its homes, school, sports, and medical programme for some of the most vulnerable children from the streets and slums of Kolkata, India. X-Press Feeders has selected Future Hope as its flagship charity. Our donations have enabled more children to be rescued from slums, and be provided with shelter, education, food, and proper medical and dental care. Future Hope has a team of doctors, nurses, counsellors, and dentists who work together to ensure the best health outcomes for at least 450 of our children. It is only by committing to long term medical attention and a healthy nutritious diet that we can see them thrive in school, enjoy sports and extracurricular activities, and go on to realise their dreams.

=DREAMS (Singapore) Limited is a first-of-its-kind secular, co-ed weekday residential model that provides after-school academic and holistic support. The core belief of =DREAMS is that every child has a right to dream. The programme aims to help children to dream bigger in ways they would not have otherwise imagined for themselves. Their activities empower students to attain social mobility through holistic development support and break out from the pattern of poverty, to reach their full potential by the time they reach tertiary education.

X-Press Feeders made a cash donation which contributed towards initial capital outlay and operating expenses to support the children at the campus. An additional sponsorship funding was also established, with the funds used for painting a multi-purpose sports court and procuring of sports equipment for the students.

Tasek Sailors are an empowering disadvantaged youths across Singapore, using the strengths of football and mentoring to create enduring impact. The Tasek Sailors aim to leverage the power and popularity of football as a vehicle to engage and uplift the community. We will endeavour to empower dreams and personal development of young Singaporeans, as Singapore's premier community football academy that enables youth to reach their full potential on and off the field, while creating a positive impact on the broader community.

Ten of our employees from various businesses and departments represented X-Press Feeders in a fundraising football tournament, playing five matches and putting their teamwork skills to the test. [Our colleagues also managed to take a photo with the Guest-of-Honour, President of Singapore, Mr Tharman Shanmugaratnam and his wife]





Established in 2012, the **Project We Care** is a CSR initiative led by the private sector and the People’s Association to encourage corporate giving and volunteerism in Singapore. By supporting disadvantaged families to upskilling the community, partnerships play a pivotal role in creating a more inclusive and compassionate society, enabling Project We Care to live out its mission of connecting businesses and impacting lives.

Through donations made by X-Press Feeders in 2023, families were provided with rental accommodation, providing a safe and stable home environment, particularly for families with young children. The donations also support basic renovations too.

The WWF-World Wide Fund for Nature (Singapore) Limited was one of the biggest organisations in Singapore that engage individuals and organisations towards making positive change in their lives and business operations. WWF SG has campaigns across different areas from climate to sustainability and circular economy and to nature and biodiversity. X-Press Feeders supported a family day film screening. About 110 X-Press Feeders staff and their family members turned up to watch the movie. Before the screening, a marine expert from WWF welcomed movie-goers and shared about the topic of marine conservation featured in the film. She talked about the real-life efforts that WWF has been taking to help the marine ecosystem and encouraged everyone to consider the themes portrayed in the film.

Anambas Foundation, Singapore’s environmental initiative partner, is a charity founded in 2018 to improve the overall ecosystem in the Anambas, both underwater, terrestrial, and local communities. The foundation began their Solid Waste Management programme in 2018 and has evolved into a community-based Integrated Waste Management programme.

The programme educates communities on proper waste sorting, creating a cleaner environment, and providing additional income for villagers via the waste bank activity. At the same time, the people from the Anambas Foundation also taught the women in the villages organic farming from home, and waste-upcycling to create products with economic value, such as fused bags and coconut lamps.

IWM is now available in three villages and one district in Anambas Islands, and this year AF also launched BALING (Mobile Waste Bank) as part of the Waste Bank initiative.

Palmatak district	Two waste management facilities are regularly used by over 150 community members, with over 60 tonnes of waste collected in 2023. A baling truck regularly collects waste from four villages too. Future plans include installation of a waste incinerator in the Candi village.
Kiabu village	Reaching over 130 community members, the Recycling Centre collected over 35 tonnes of waste in 2023.
Telaga village	A partnership agreement has been established with a community Women’s Group, with the aim of increasing awareness of waste separation and conducting regular waste clean-up activities.
Kuala Maras village	A new waste management facility was set up in July 2023, with waste collection activities now becoming established.



Dubai

The **Al Noor Training Centre for Persons with Disabilities** is the Dubai office's social partner. Donations are provided to provide sponsorship, of students from low socio-economic backgrounds allowing them to continue their studies. Volunteering time is also provided. A group from X-Press Feeders visited the centre to spend a day with the students, taking part in an arts and crafts session and playing games to interact with the students.

Dubai Center for Special Needs is Dubai office's social partner. From the cash donations provided, the centre can maintain the facility and purchase therapy equipment, education and technology tools. We were also able to sponsor the therapy of a child and sponsor the tuition fees of a student.

"We would like to say a big THANK YOU to the team at the Dubai Center for Special Needs for inviting us to visit the institute. We appreciate the opportunity to witness firsthand the amazing work that DCSN does with the students. We were truly impressed by the welcoming atmosphere and the commitment of the staff to providing a safe and inclusive learning environment. We were fortunate to see the students showcasing their many talents musically as well as a short Play celebrating the beginning of Ramadan. It was heartening to see the individualized attention that the students receive, and the dedication of the teachers in ensuring that each child's unique needs are met. Every student had a smile on their face and were happy to participate in the activities which is a testament to the atmosphere created by DCSN. We had a tour around the school and got the chance join in for an arts and craft class with the students"

Shannon Solomon
X-Press Feeders Dubai



Barcelona

Fundación para la **Conservación y Recuperación de Animales Marinos (CRAM)** is our Barcelona office's environmental partner. The CRAM Foundation is a private, non-profit entity dedicated to the protection of the marine environment and the species that inhabit it. Activities are focussed on the rescue of marine fauna, research and conservation of marine species and ecosystems, and raising awareness of conservation issues of marine life.

Fundacio Maria Raventos is our Barcelona office's social partner. The organisation supports young women and mothers in situations of social exclusion, helping them establish independence through training and networking through a support network.

Panama

Our office supports **Tortuguías**, a non-profit organisation, established with the goal of educating and raising awareness about the constant threat of extinction suffered by sea turtles around the world, with a specific focus on Panama. The initiative provides conservation programmes, environmental education, ecotourism, community awareness and support for community conservation initiatives. [\[add info\]](#)

We also support the **Asociación Pro Niñez Panameña**, through their One Laptop per Child programme. Through our donations, students of El Picador School were provided with a laptop, greatly enhancing their access to educational and vocational content and enabling social digital engagement. Demonstrating the impact of the programme, all beneficiary schools reported improved scores in maths assessments in 2023 compared to 2022, and the majority of schools reported the same in reading tests.

Southampton

Our Southampton office supports a range of initiatives within the local community. We support the Southampton City Farm, an educational charity based in one of the 15% most income deprived areas of the country. Young people were offered life skills teaching classes that help alleviate poverty in the area, through a variety of different programmes, including;

- » Providing low cost or free training sessions to young people by volunteers, who provide guidance on painting and cleaning the site.
- » Providing mental health therapies and training in language and social skills to aid integration into society in the future
- » Life skills teaching classes for young people to help alleviate poverty
- » The John Muir award is offered to improve their employable skills and give them an industry recognised award which they can take to job interviews. The award scheme helps young people improve confidence, teach essential skills such as communication, teamwork and resilience.

Family Day

Singapore's office organised a beach clean-up at Changi Beach in conjunction of World Cleanup Day. Employees are allowed to bring their family members along. Some 40 colleagues showed up equipped and were ready to clear the beach of trash. Trash left on beaches can end up in the ocean, and be consumed by marine life, harming the ecosystem. While many might think that larger garbage requires more attention, Alex reminded our colleagues it's not the size that matters, as small items can be consumed whole by our aquatic friends in the ocean. We ended the day with food and drinks.



Governance

X-Press Feeders recognises our responsibility towards our stakeholders to act with transparency, whilst abiding by the highest standards of compliance, governance, and risk management.

Good Corporate Governance underpins the long term sustainability and performance of the company. Openness and transparency are the highest objectives of good governance to provide information on structures and processes, areas of responsibility and decision procedures, as well as rights and obligations of various stakeholders.

X-Press Feeders' Board of Directors is the highest governing body of decision-making on economic, environmental, and social topics. It is responsible for the final reviewing and approving of policies and strategies, while the Sustainability Steering Committee is responsible for the initial reviewing and approving of policies and strategies. At the end of December 2022, the Board of Directors comprised of seven members.

Significant investments related to our Sustainability programme are approved by the Managing Director and CEO. The Sustainability Steering Committee comprised of senior managers and directors representing all X-Press Feeder and Eastaway's key departments also have the opportunity to forward recommendations for approval.

The CEO is ultimately responsible for reviewing and approving the Sustainability Report. He is supported by the key content owners throughout our business, who manage the day to day activities related to our three Sustainability pillars; environment, social and governance. Additional support and reviews are conducted by the Head of Sustainability and both our Corporate Communications and Legal teams.

Corporate Social Responsibility is a business function that sits beside other key functions and our regional business units. The Head of Sustainability, who reports to the CEO, is supported by a core team that includes our regional Sustainability teams at key geographic locations.

Sustainability organisation

Given the importance of delivering against our CO₂ reduction goals, a separate CO₂ Steering Committee is in the process of being established, consisting of our Carbon Reduction Manager, members of the Operational Efficiency team and the Head of Sustainability. The committee will report directly to the CEO and meet on a quarterly basis.

Our Business Code of Conduct is a central core policy document, made available to all employees. It sets out guidance for all employees, supporting them in making decisions that help the company meet ethical and legal obligations in our day-to-day work. Regular training and awareness raising activities are conducted throughout the year, and all new employees are provided with guidance on our policewhen joining the company.

The Business Code of Conduct is supported by other related policies, including our Whistleblowing Policy, Non-Discrimination Policy, Anti-Harassment Policy and Disciplinary & Grievance Procedures Policy. All policies are reviewed and approved by the Executive Chairman and Board of Directors.



Information security

X-Press Feeders has the responsibility to protect our customers, employees and business partners data and our digital assets. We recognise that regulatory requirements evolve at a pace, as the responsible use of data comes under ever increasing scrutiny.

We adhere to all relevant laws and requirements throughout our global locations and our internal Code of Conduct includes sections on Data Protection & Data Security, Software Copyright Compliance, and our Electronic Communication Usage Policy (ECUP). These systems and controls set our clear governance structures, expectations towards our employees and practical guidance on best practice.

Our information-security strategy is built around three core elements: people, processes, and technology. We ensure our systems are designed and deployed with built-in security. Our objective is to implement best-in class defences, including increasing employee awareness and remediation capability, implement governance and compliance, and deploy advance security solutions.

The Director of Group Technology is ultimately responsible for Information Security at X-Press Feeders. We contract independent third parties to conduct annual Vulnerability Assessment and Penetration Test across our internal network and systems as well as external public-facing web applications. Any identified vulnerabilities are promptly mitigated in accordance with best practice. Our Information Technology and Security are audited by external auditor annually to ensure policies, procedures and guidelines are in-place, updated and enforced. We had no incidents of data loss during the reporting period.

Our approach to training is to ensure all employees receive training, with no exceptions. Any employee with an X-Press Feeders email address, required to access any company system, must complete the mandatory training and pass a set of questions to test understanding of the training content. Failure to comply, or lack of account activity, will lead to the account being suspended. Topics covered by the training courses include appropriate internet utilization, malware awareness, password management good practice, phishing and awareness on risk for usage of public AI solutions (e.g. ChatGPT, Generative AI, Deep Fake).

To complement our training course, advisory communications are issued in company newsletters and via emails across global office. We also conduct fake phishing campaigns twice per year where phishing emails are sent to employees to determine the level of awareness regarding phishing attacks. Additional training will be offered as required. Cyber security training on board our vessels is overseen by the crewing management team.

We have implemented various security technology and solutions such as EDR, SASE and WAF, to monitor and secure our corporate end points, emails, internal infrastructure and network, as well as public facing websites and traffic.

X-Press Feeders is General Data Protection Regulation (GDPR) compliant. We continuously monitor other relevant external standards, frameworks and certification for applicability to X-Press Feeders and will adapt them according to our needs where appropriate.

Ethics & compliance

At X-Press Feeders, we are committed to conducting business in a responsible way and upholding the highest standards of ethics and integrity in the way we engage with business partners, colleagues, shareholders, and the public.

The X-Press Feeders Business Conduct Guidelines are globally binding rules applicable to every X-Press Feeders employee. The guidelines ensure all employees are aware of how to conduct their day-to-day work to the ethical standards expected of them.

Compliance with the law and observance of the Business Conduct Guidelines is monitored on a regular basis in accordance with relevant national procedures and legal provisions. These principles apply to both internal cooperation and conduct towards external parties, such as customers and suppliers. The policy also covers gifts and donations, declarations of stock interests, correct handling of company property and handling of information. Clear requirements are attached to every employment contract, supported by induction training and regular communication to employees through our intranet.

Dangerous goods

Incorrectly declared cargos pose a risk to the safety of our vessel and our crew, as well as the marine environment. We ship a range of goods on behalf of our customers, which in some cases are classified as dangerous goods. Our terms and conditions include reference to the obligations of our customers to notify X-Press Feeders of any goods which are of dangerous nature and specifically exclude any items that are not lawful for transportation. In 2022 we strengthened our guidelines with regards to customer declarations of hazardous goods, IMDG cargo or weights.

Anti-bribery and corruption

X-Press Feeders does not tolerate bribery and corruption and is committed to act professionally, fairly and with integrity in all its relationships and business dealings. We will uphold all laws relevant in every country in which we operate. We manage anti-corruption through our code of conduct and anti-corruption policies, which prohibit bribery and corruption. Our expectations and practical guidance regarding gifts, entertainment and donations are set out within these documents. Compliance is an integral part of the employment contract and the personal responsibility of each X-Press Feeders employee. There was no complaint or reports of bribery or corruption received during the reporting period.

Maritime Anti-Corruption Network (MACN)

X-Press Feeders is an active member of the Maritime Anti-Corruption Network (MACN), 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. Everyone in X-Press Feeders is expected to dutifully uphold these same goals and values and support the aims of MACN. We are considering joint awareness campaigns to run through our operations in 2023.

Human Rights

X-Press Feeders are committed to supporting the UN Guiding Principles on Business and Human Rights. As covered in the social section of this Report (pages 22 to 31), we have multiple policies and management systems in place to safeguard our employees, providing a safe workplace free from discrimination and harassment.

We are a signatory of the Neptune Declaration on Seafarer Wellbeing and Crew Change since 2021 too, which commits members to implement actions that;

- » Recognise seafarers as key workers and give them priority access to COVID-19 vaccines
- » Establish and implement gold standard health protocols based on existing best practice
- » Increase collaboration between ship operators and charterers to facilitate crew changes
- » Ensure air connectivity between key maritime hubs for seafarers

X-Press Feeders adopts a zero-tolerance policy towards all forms of modern slavery and is fully committed to implementing and maintaining systems to combat it. We comply in full with our obligations under the Modern Slavery Act 2015 and as part of this process we carry out ongoing reviews of our business and operations processes to identify, address and eliminate potential risk areas. The management of X-Press Feeders has the overall responsibility for this policy. Our Legal Department has primary and day-to-day responsibility for implementing this policy, with the assistance of and collaboration with other departments whenever possible. Our zero-tolerance approach is communicated at the outset to all significant stakeholders including employees, agents, contractors, and business partners. Our modern slavery statement can be found on our website here <https://www.x-pressfeeders.com/modern-slavery-act>.

Mechanisms for reporting concerns

X-Press Feeders is committed to conducting business with high standards of professionalism and integrity. Our Whistleblowing Policy underpins our commitment to conducting business with high standards of professionalism and integrity, and maintaining clear mechanisms to ensure that genuine concerns in relation to wrongdoing can be raised, investigated and dealt with appropriately. Types of concerns covered by the policy include criminal activity, breach of company policy, harassment, health and safety violations, environmental damage and discrimination based on gender, race, disabilities, religion or belief.

A concern can be raised directly with an employee's management, or anonymously via an email alert system. The Designated Officer will investigate each concern and prepare a report for the Governance Committee (which comprises of the CEO, Chief Operating Officer, and Head of Human Resources) to determine whether the concern warrants any further investigation. No substantiated claims, following third party investigation, were registered during 2023.

About this report

The scope of this report covers X-Press Feeders Group and Eastaway Ship Management, for the reporting period 1st January 2023 to 31st December 2023.

We will consider third party

assurance for future Sustainability Reports. There are no significant changes in the list of material topics and topic boundaries compared to previous reporting period, and no restatements of information.

Appendix: GRI

X-Press Feeders has reported the information cited in this GRI content index for the period 1st January 2023 to 31st December 2023, with reference to the GRI Standards.

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