

Company Policy on Quality, Environment and Energy, Occupational Health and Safety and Human Resources

Reederei F. Laeisz G.m.b.H. is an internationally operating shipping company delivering safe, reliable and efficient services with sustainability at the core of our operations and business strategy.

Our Vision

We continuously adapt to changing market conditions while maintaining a long-term perspective guided by environmental, social, and governance (ESG) principles. We integrate environmental protection, energy efficiency, social responsibility, operational safety, economic performance, and customer satisfaction into our business decisions. Sound corporate governance, based on transparency, compliance, and accountability, underpins our actions. By acting responsibly and consistently, we create lasting value for our clients and stakeholders and remain a trusted partner in a changing world.

Our Mission

We manage vessels and other remote assets for industrial clients and governmental organisations in accordance with the highest standards, tailored to their individual requirements.

Our Values

- **Ambition** – We pursue excellence through efficiency, professionalism, and continuous improvement.
- **Sustainability** – We manage our environmental impact responsibly and protect our people and assets while fostering long-term relationships and collaboration with our stakeholders.
- **Accountability** – We act with integrity, take responsibility for our decisions and actions, and build trust through transparency and reliability.

Our Strategy

We operate vessels and research stations responsibly, safely, and reliably, delivering high-quality services and building long-term partnerships. We aim to grow through innovation, continuous improvement, and investment in our skilled crews and personnel, whose expertise we seek to safeguard through robust procedures, sound risk management, and a culture of continuous learning. We are committed to reducing environmental impact and supporting the decarbonisation of shipping: by drawing on our expertise in ammonia transport and DF-LNG vessel operation, we aim to contribute to the development of future clean energy value chains and the maritime energy transition. Taking a long-term, responsible view, we maintain our fleet and make responsible investment decisions, seeing sustainability as essential to business resilience - underpinned by financial stability, operational excellence, and adaptability to evolving regulatory and technological requirements.

The predominant pillars of our corporate strategy are:

- **Safety**, occupational health and security with the long-term goal of zero incidents and zero pollution.
- **Energy** and economic efficiency at sea and ashore.
- **Continuous monitoring** and investment in energy saving technologies and energy efficient assets.
- **Reduction** of our environmental impact and footprint to a minimum through continuous monitoring of emissions and adapted operational procedures.
- **Customer satisfaction** achieved through reliable and consistent operations.

Our strategic objectives, policies, targets, and actions are defined in the PAMT framework and reviewed annually. Our management reviews the effectiveness of our management system and overall company performance at least annually.

Detailed information on the PAMT 2026-2030 is available in our **Sustainability Report 2025** (pp. 14-16, 22 and 26). Scan the QR code to view the report.





Quality Management

Declaration on Safety Management System (SMS)

We implement the principles set out in this policy through our SMS in accordance with the ISM Code, ISPS Code, MLC Convention, ISO 9001, ISO 14001, ISO 45001, ISO 50001, and TMSA (Tanker Management and Self-Assessment). We ensure that our:

- SMS remains appropriate for our organisation and complies with applicable legal, regulatory, and industry requirements.
- SMS is continuously improved, incorporating technological advancements and digitalisation.
- Processes identify, assess, and manage risks and opportunities relating to safety, security, environmental protection, energy performance, and occupational health.
- Quality, occupational health and safety, environmental, energy, and human resources objectives are regularly reviewed to ensure their continued relevance and effectiveness.

Roles and Responsibilities

Every employee is expected to fulfil his or her duties in a highly motivated manner. Application of all the procedures associated with the system warrants the planning, controlling and further development of all organisational, commercial and technical activities for meeting contractually agreed requirements with the highest possible level of quality.

The Heads of Departments and the Masters on our vessels share the responsibility for planning, monitoring and improving our Safety Management System. They identify issues, receive input from staff concerning changes or improvements, propose and implement measures and monitor their effectiveness. Company Management must be informed of any opportunity to improve the management system or of any deviation from it.

All Management personnel ashore and on board lead by example in all safety-related matters.

Our Commitment - Environment & Energy

For the implementation of our strategy, we have integrated the Environmental Management System (EMS) and Energy Management System (EnMS) in accordance with ISO 14001 and ISO 50001 into our SMS. We are committed to continuously reducing the environmental impact and improving the energy efficiency of our operations to achieve our climate targets for 2030 and 2050 in line with the IMO GHG Strategy. We pursue these goals with a technology-open approach: we deploy fuel-efficient technologies (for example through retrofits) and biofuels, while continuing to assess and invest in future zero-emission as well as in less emission intensive options, wherever they are economically and operationally feasible. In doing so, we build on our long-standing expertise in ammonia transport and deep technical know-how. Beyond carbon, we work to protect the wider marine environment and air quality, and to use resources responsibly - preventing oil pollution and hazardous discharges, reducing air emissions, ensuring the safe handling of substances, and reducing waste across all our activities.

Occupational Health & Safety

We are committed to providing safe and healthy workplaces and to continuously reducing work-related injuries and illnesses, supported by our OH&S Management System (ISO 45001) and an open safety culture at all levels. The safety of life, the prevention of accidents and ill health, and the protection of our people at sea and ashore are non-negotiable priorities, in line with our aspiration of zero incidents. We achieve this through systematic hazard identification and risk assessment, clear procedures, regular training and drills, and the active participation of every employee in reporting hazards, near-misses and incidents, without fear of reprisal, so that we continuously learn and improve.

Human Resources

Our teams at sea and ashore are key to the success of our company and deliver the value proposition to our clients. Many team members have been with us for decades, reflecting a strong bond and the knowledge, skills and motivation our people bring. We are committed to offering a fair, inclusive and motivating working environment that attracts, develops and retains qualified and committed people, and to upholding equal



opportunities and fair employment conditions throughout the organisation. We invest in our employees' continuous training and development and support their well-being, both ashore and at sea. We respect internationally recognised labour and human rights and uphold freedom of association, collective bargaining and fair, fee-free recruitment for all seafarers and shore-based staff.

Governance

We act with integrity and transparency in all business dealings. Our Code of Conduct sets binding ethical standards for all employees at sea and ashore, with a zero-tolerance approach to corruption, bribery and conflicts of interest. We foster open dialogue and encourage the reporting of concerns through accessible, protected channels. We safeguard the information entrusted to us and continuously strengthen our data protection and cybersecurity measures.

N.H. Schües
Speaker of the Board of Directors

Signature