



VIKING
SUPPLY SHIPS AB (PUBL)
SUSTAINABILITY
REPORT
2023



MORE
THAN A SHIPOWNER

THE
COOLEST
PLACE TO WORK

ALWAYS AHEAD OF
COMPETITION

**SIMPLY
THE BEST**



CEO STATEMENT

Viking Supply Ships' vision is to be the preferred partner in harsh environments, delivering safe, effective and sustainable operations by combining our expertise with tailored vessels.

Sustainability is a key issue both at operational and strategic levels. Its importance both to the Group and our stakeholders will continue to grow, not least as the green transition brings both opportunities and challenges for Viking Supply Ships, as for the industry as a whole. The transition to a more sustainable society comes with new business opportunities offshore, such as offshore wind projects and other green offshore industry developments. New business opportunities may also lead to the

need for additional competences within our organization, both when it comes to new operational requirements, markets, possible new customers, and other elements related to other business areas. There will also be several dilemmas going forward, for example, in relation to future energy sources for our vessels. Positioning Viking Supply Ships for this rapidly developing context will be an ongoing process in the Group.

We are committed to sustainable operations, which means operating in ways, at a minimum, meeting fundamental responsibilities in the areas of environment, safety, labour, human rights and anti-corruption. We are aware that our operations, as all offshore shipping, have an

environmental impact but are working consistently every day to reduce our negative environmental footprint as much as possible. All vessels in the offshore fleet have Clean Design Class notation, vessel-specific Shipboard Energy Efficiency Plans, and the Platform Supply Vessels (PSV) are dual-fuelled with hybrid engine and battery propulsion. To further reduce the fuel consumption, and negative impact while in harbour, we have installed shore power connections on our vessels. We will aim to install on the two new AHTS- vessels when it is appropriate.

Sustainability is well integrated in our operations and throughout our business. All activities and services shall be performed in





an environmentally sound and responsible manner for the long-term benefit of shareholders, the environment and the society.

Viking Supply Ships has been working actively to enhance sustainability and ESG management for several years, through development of required processes that has been incorporated in all parts of our operations, and through regular projects to improve the efficiency of our ESG-related management.

We have a solid safety culture and are committed to providing a safe and healthy work environment for our employees. We will further ensure that our employees have good working conditions and can enjoy

personal development regardless of gender and background. Our ethical standards for how we conduct our businesses are high, and we expect from all our employees and partners to act openly and transparently in line with these standards.

To ensure responsible business conduct that prevents and addresses adverse impacts on planet and people, in own operations and across the company's value chain, Viking Supply Ships is committed to the United Nations (UN) Sustainable Development Goals, the UN Global Compact's Principles on human rights, labour standards, environment and anti-corruption and IMO's standards for safety, the marine environment and maritime labour.

The Management and Board of Directors are fully committed to this agenda and will support the organization going forward with this work.

Gothenburg, 20 March 2024

Trond Myklebust
President and CEO



ESG

IN VIKING SUPPLY SHIPS 2023



THE GREEN TRANSITION WILL AFFECT VIKING SUPPLY SHIPS, AS FOR THE INDUSTRY AS A WHOLE. NEW INDUSTRIES, SUCH AS OFFSHORE WIND WILL GROW, AND WE EXPECT A LONG-TERM HEALTHY DEMAND FOR OFFSHORE SERVICES IN GENERAL. IN ADDITION, FOCUSING ON MORE ENVIRONMENTALLY EFFICIENT OPERATIONS MAY CONTRIBUTE TO COST SAVINGS AND INCREASED EFFICIENCY.

Climate change also poses risk to Viking Supply Ships, involving both physical climate-related risks and technological and regulatory transition risks. The company's current strategy takes climate risk into account, but further analysis will be carried out to strengthen the company's climate risk governance. Our various green projects are part of our strategic approach to prepare for the maritime sector's transition. We are also paying close attention to regulatory developments affecting our industry. Our strategy focuses on minimizing the negative impact on the climate and the environment through managing and operating our fleet and company in general more energy efficiently. This, in combination with improving the safety, well-being and working conditions for our personnel, and ensuring that our business is conducted in an ethical and responsible way, are the key areas of our sustainability commitments.

This strategy is at its core aligned with our goal of making a positive contribution toward the UN Sustainable Development Goals.

For our business, the most relevant goals are linked to the areas where our operations and business relationships involve the most significant impacts and risks:

- Climate action
- Life below water
- Decent work and economic growth
- Gender equality
- Responsible consumption and production



These five goals help provide direction for our sustainability efforts and for the ESG risk management and ESG reporting. The objective of reducing negative impact and managing risks to people, planet and society across these areas together with our commitment to be part of the industry's move toward sustainable net-zero shipping



provide a firm basis for our efforts to operate as a responsible shipowner.

Viking Supply Ships is also committed to relevant parts of IMO's targets and requirements to increase energy efficiency and reduce emissions of greenhouse gases, and to operate in line with the globally agreed goals for action on climate change, as set out in the Paris Agreement. As a member of the Norwegian Shipowners' Association, we share the association's overall ambition of climate neutrality by 2050.

Our offices and fleet are certified in accordance with ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018, and we are certified DOC holders for the flag state of Norway and the Swedish Maritime Administration. Additional processes and procedures have been established to meet the requirements in applicable Industry Guidelines (GOMO and IMCA) and Maritime Codes (ISPS Code, MLC, Polar Code and ISM Code).

We perform our operations and services in such a way that the impact on the environment is as low as reasonably practicable and in accordance with applicable environmental rules and regulations. This in turn, contributes to reliable deliveries of services, partnerships and dedicated employees throughout the organization.

The addition of the two dual fuel PSVs with hybrid battery power system, has taken us one step further in the transition to environmentally friendly vessels, through lower

fuel consumption, lower emissions, and increased energy efficiency.

Investments have been made, and substantial efforts being undertaken, to evaluate solutions to further optimize the company's environmental performance and improve our operational processes. This is being done through continuous cooperation with the seagoing personnel, technical and operational shore personnel, as well as with external suppliers and partners.

Fuel monitoring is done on all vessels, and the figures obtained are important tools for further optimizing the operation with positive environmental effects and cost-savings.

As a fully integrated ship owner company, we are committed to providing a safe and healthy work environment for our personnel. By planning, organizing, and assessing our activities, we strive to ensure that all risks and hazards are identified and reduced to a level that is as low as reasonably practicable.

All employees have the responsibility of safely performing their assignments in accordance with good seamanship, regulatory requirements, company guidelines and industry best practice. Through regular exercises, the competence and readiness for both normal operations and emergency situations increase for each individual employee and the organization as a whole.





Viking Supply Ships is committed to ensuring fair treatment and equal opportunities for all employees, to maintain the highest level of ethical standard in the way we conduct our business, and to operate in accordance with international standards for sustainable and responsible business conduct.

We have developed the company's human rights policy, which explains how we work to embed respect for internationally recognized human rights and ILO standards for decent work in our own operations and across our business relationships. As part of our work in this area, we undertake human rights due diligence to prevent and address negative impacts on human rights and decent work standards in our own activities and the supply chain, in line with the UN Guiding Principles on Business and Human Rights (UNGP) and the OECD Guidelines for Multinational Enterprises. Respect for fundamental human rights and international labour standards is a key aspect of our requirements for suppliers and other business partners. In 2023 we undertook a thorough review of existing suppliers and strengthened our supply chain due diligence procedure in line with the UNGP and OECD standard. This work will be an ongoing process. Moreover, we published our first annual human rights due diligence report in 2023, as required by the Norwegian Act relating to enterprises' transparency and work on fundamental human rights and decent working conditions (Transparency Act).

As part of our integrity culture, we have implemented whistleblowing guidelines to enable employees and

external parties to report suspected wrongdoings involving the company or business relationships.

Over the past years, we have carried out a review of our efforts to implement existing sustainability and ESG-related regulatory requirements as well as preparedness for forthcoming developments in this area. We are paying close attention to regulatory developments in the EU, including the Taxonomy regulation (Viking Supply Ships is currently below threshold for reporting requirement) and the Emissions Trading System. As we continue to strengthen our ESG management and implementation, we will also take steps to prepare for forthcoming reporting requirements under the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards.

The framework used for our present Sustainability report is the guidelines provided by the Norwegian Shipowners' Association. Viking Supply Ships is also compliant with the requirements of the Swedish Annual Accounts Act, which requires disclosure of sustainability information.

Please note that this Sustainability report includes figures solely from the offshore fleet, as the icebreakers are owned by the Swedish Maritime Administration, and under their reporting scheme.





E - ENVIRONMENT

Viking Supply Ships' operations involve energy consumption and potential hazards to the environment, with emissions to the air and potential pollution of land and sea through our activities. However, various control measures are in place to reduce the risks and negative impacts on the environment. This includes risk assessments, analysis and establishment of risk reducing measures for all company activities and adherence to industry best practices with respect to working methods and training of personnel.

Since 2016, we have reported our fuel figures through the Environmental Ship Index database, which is a voluntary scheme designed to present the environmental performance of ships with regards to air pollutants. The database provides a tool for ports, clients and other interested parties to incentivize shipowners to improve their environmental performance.

In addition, since 2019, we have reported our fuel data and other specified data through IMO's DCS reporting schemes for all vessels of 5000 GT and above. The DCS data submitted document the status and progress of our individual ships and the total fleet's GHG emission performance against the emissions targets set by IMO.

With reference to the company HSEQ Policy, we perform our operations and services in such a way that the impact on the environment is as low as reasonably practicable and in compliance with applicable environmental rules and regulations.

Everyone working for or on behalf of Viking Supply Ships strive for the best working practices possible to prevent harm to the environment and to continuously seek more energy efficient and environmentally sound practices.

Such endeavours include:

Limiting and controlling emissions to air through advanced equipment and control mechanisms

- Limiting and controlling waste.
- Limiting and controlling discharge to sea through the company maintenance philosophy, ship specific operational procedures, technology and Clean Design operational processes.
- Limiting and controlling the introduction of invasive species in the local habitat through installation of Ballast Water Treatment Systems.
- Making use of equipment, material, cleaning chemicals and paints that reduce the impact on the environment compared to traditional solutions, such as environmentally friendly anti-fouling paints and chemicals.

Assigning an Environmental Officer on each vessel, with the responsibility of ensuring that applicable environmental rules/requirements are adhered to and that the necessary training is provided for the crew, as well as seeking improvements /suggesting initiatives to further improve the vessels' environmental processes and performance on board.

Limiting and/or controlling greenhouse gas emissions through technical modifications, systems and equipment on board.

GHG EMISSION MANAGEMENT

As a shipowner with vessels in operation, the main contributor to greenhouse gas emissions is the combustion of fuel.

- Consequently, our short- and medium-term focus is the following:
- We have KPIs for our vessels in various operational modes to reduce fuel consumption, by operating the vessels in the most effective way, for example through reduction of transit speed, when possible, or utilizing the best possible engine set-up.
- We have KPIs for our vessels to maximize the use of LNG over Marine Gas Oil.
- We have made considerable investments in and undertaken significant efforts in projects to reduce fuel consumption in the existing fleet (Please see Green Innovation section).
- We have ongoing several feasibility studies to examine both how fuel consumption can be reduced and potential future alternative fuels for the existing fleet (Please see Green Innovation section).
- As data collection is still a manual process, we are undertaking a project to install equipment on board to enable us to get better and more accessible data from all our vessels. Equipment for automatic data collection is now installed on 5 of VSS vessels.

ECOLOGICAL IMPACT MANAGEMENT

All vessels in our fleet have a DNV Clean Design Class notation. This environmental class notation involves special requirements related to the design and operation of the vessel with the aim of reducing the ship's environmental impact from air emissions, discharges to sea and accidental hull damage.

The design covers systems for preventing accidents and limiting their consequences, including fuel tank protection from grounding damage; handling of cargo, sewage, bilge, garbage, ballast water and fuel oil; environmentally friendly antifouling; combustion machinery emissions; use of refrigerants; and Inventory of Hazardous Materials for crew awareness and recycling of the ship.

All Viking Supply Ships vessels in the fleet operate with low sulphur Marine Gas Oil (MGO), in addition to LNG for the two dual-fuel PSVs. Instalment of Selective Catalytic Reductions (SCR) systems on the Anchor Handlers contribute to a significant reduction in nitrogen oxide emissions (> 95%), and by utilizing primarily renewable energy through shore side electricity connections, carbon dioxide, sulphur dioxide and nitrogen oxide emissions are reduced to a minimum when in use.

We comply with the IMO International Convention for the Control and Management of Ships' Ballast Water and Sediments, and all our vessels are equipped with certified Ballast Water Treatment Systems.

We conduct regular hull inspections on board our vessels and the amount of marine growth will determine when and how often hull cleaning is performed. When the hull is clean, this will reduce the fuel consumption. The regular inspections are also a measure to control the biofouling risk.

Further, all vessels are fitted with compliant and class-approved systems to handle effluent water, wastewater, and oily water. The systems are registered, and subject to inspections by authorities.

The fleet's waste management process is strictly regulated and handled according to the MARPOL regulations. Each vessel operates according to their Garbage Management Plan, which outlines the required processes for collecting, storing, processing and disposing of garbage generated on board as well as the equipment available for managing these processes.

We work actively to reduce the amount of waste generated by the fleet. Various initiatives have been implemented. Among others, all vessels have installed drinking water machines for still and sparkling water, and single use water bottles are phased out to the greatest

extent possible and replaced by personal thermos bottles. We have also enforced a general ban for the fleet to use the incinerators, and consequently all waste produced on board, with exception of grinded or composted food waste, is sent for recycling ashore.

Fuel consumption and emissions to air

Our largest direct emission source is the use of fuel. The fleet's total fuel consumption increased by 0.86% from 2022 to 2023. This can be explained by an increase in overall operation. The number of operational months in the fleet increased from 63 to 73 between 2022 and 2023.

The amount of LNG/low-carbon energy has decreased (21%). This can partly be explained by the fact that the PSV's had a change in operation during 2023. Availability of LNG and clients' decisions on preferred fuel type during contracts are also contributing factors to the figures.

In 2023, the use of Urea / SCR systems on the Anchor Handlers contributed to a 24.4 t reduction in NOx emissions, and use of shore-power to a 125.3 t reduction in CO2 emissions.

As the CII calculation developed by IMO is not applicable for offshore service vessels, we apply the following formula for the time being: $tCO_2/day = total\ CO_2\ yearly/365\ days$.

The common accounting metric used for greenhouse gas emission intensity is $gCO_2/t-nm$, which is a suitable formula for cargo vessels, however.

Ecological impacts

Viking Supply Ships' target is zero reportable spills to the external environment. Throughout 2023, we had one near-accident with potential spill to sea, but through efficient management of the Ship Oil Pollution Emergency Plans (SOPEP) on board, the chemical and oils spills were contained.

Environmental indicators:	Topic	Unit /metrics	2021	2022	2023
Fuel consumption	Total fuel consumption	Metric tonnes (t)	9,647.6	15,424.2	15,556.4
	MGO	Metric tonnes (t)	8,560.5	12,825.0	13,503.1
	LNG	Metric tonnes (t)	1,087.1	2 599,2	2,053.0
	Heavy Fuel Oil	Metric tonnes (t)	0	0	0
	Energy mix	% of energy consumed that is renewable/ low-carbon energy	11.2 %	16,9 %	13.2 %
Air Pollution	GHG emission (Scope 1)	Metric tons (t)			
	CO2	Metric tonnes (t)	29,885.0	45,918.8	49,919.7
	NOx	Metric tonnes (t)	407.1	685.5	755.6
	SOx	Metric tonnes (t)	11.6	29.8	32.1
	PM	Metric tonnes (t)	8.7	13.6	13.5
	Carbon Intensity fleet	tCO2/day	81.9	125.8	145.8
Ecological impacts	Oil spill	No. of oil spill (volume m3)	0	0	0
	Total waste generated	Tonnes	44.1	59.3	55.7
	Plastic	Tonnes	0.9	1.2	1.7
	Food waste	Tonnes	17.8	13.3	18.1



The waste generated on board decreased by 6% from 2022 to 2023. In general, the most significant increase is found in the categories food waste and operational waste but at the same time there was a big decrease in domestic waste. The reason for the total increase is that we took over management for one vessel in December where there was a need to clear some stores and make some significant changes during rebranding and maintenance for the new market and manager. Increased number of operational months during 2023 compared to 2022 is also part of the explanation.

GREEN INNOVATION PROJECTS

The company's long-term strategy is to reduce GHG emissions from the existing fleet. We are aligned with the strategy of the Norwegian Shipowners' Association of net zero by 2050 and are working to set specific goals and targets to reach this ambition, at least at the same level as other comparable companies.

In 2022, Viking Supply Ships made considerable investments in various projects aimed at contributing to reduced fuel consumption. In addition, we have been at the forefront in several areas through feasibility studies on options for modifying the existing fleet to either further reduce fuel consumption or utilize alternative fuel solutions. We have collaborated with and been funded by ENOVA and the Green Shipping Programme (GSP). The following projects were initiated or completed in 2022.

Shore power on all vessels

We have installed and commissioned shore connection on all vessels, except Andreas Viking and Odin Viking, project to install equipment is initiated and equipment will be ordered when vessel work area is decided. The effect will be measured and a part of the KPIs for 2023. Unfortunately, the most commonly used UK harbours have no shore power facilities available yet. However, Montrose port has indicated installation of shore connection during 2024.

Artificial intelligence project with Wärtsilä

We are currently participating in an artificial intelligence project involving the PSVs, where all engine characteristics are measured real-time in order to generate feedback for the vessel and shore organization to identify potential deviations or improvements. This will provide a tool for enabling better engine performance and reduction of fuel consumption and emissions.

Methanol project for the AHTS fleet

We are participating in a feasibility study to verify the possibility and timeline and cost to modify the Anchor Handling Tug Supply vessels (AHTS) to be able to run on Methanol. The initial indications from the engine manufacturer are that this might be possible in 2025 with a mix of 50% Methanol and 50% Marine Gas Oil. Project is ongoing.

Ammonia project for the PSVs

We are undertaking a detailed study of the cost and practical implications of conversions for the PSVs to enable them to run on ammonia. If successful, the PSVs will be able to run on Marine Gas Oil, LNG and ammonia.

This project can potentially be executed against a long-term contract with a client. In 2022 Equinor secured two PSVs on long-term contract with the possibility of converting to ammonia propulsion. The main engine producer is in the process of testing ammonia on similar engines as those installed on the PSVs, and we are potentially looking at mixing 75% ammonia and 25% LNG. Substantial subsidies from ENOVA might be expected in this area.

Reduced RPM on AHTS to reduce fuel use

We have made installations on Brage Viking, Magne Viking and Loke Viking that enable the possibility of reducing the main propeller RPM when power demand allows. The expected reduction of fuel consumption is approximately 10% in transit and standby mode. This project is currently under evaluation and adjustment of vessel propulsion is ongoing. Automatic data collection makes evaluation possible.

Operational department is currently working on exchange of existing conventional light sources on deck and public areas to be changed to light sourced of LED type.

In addition to the above-mentioned projects, we are working actively towards the owner of the Icebreakers to explore technical solutions for reducing the environmental footprint. This includes among other things a pioneering scientific project that includes the rebuilding of existing engines to common rail technique. It also includes led light in accommodation and engine room spaces.

SHIP RECYCLING

Viking Supply Ships recognizes that unlicensed ship recycling may be associated with high risk to health and safety and the environment and has taken measures to ensure that future recycling efforts are conducted in a responsible manner.

All vessels managed by the company are certified according to the Inventory of Hazardous Materials (IHM) regulations and have processes in place that are in line with the EU Ship Recycling Regulations, the Hong Kong Convention (HKC) and the Basel Convention. In this way, we ensure that all vessels are demolished and recycled in accordance with internationally accepted recycling regulations.

In addition, the IHM documentation on board our fleet is compiled and approved by DNV. This is a key part of documenting our commitment to continuous improvement for long-term sustainability relating to health, safety and environmental objectives throughout the value chain and life cycle of vessels.





S - SOCIAL

HEALTH AND SAFETY

Health and safety for our employees is the highest priority in Viking, and our commitments are clearly stated in the Company Vision, Values and HSEQ Policy.

As part of the green transition and movement towards alternative low- and zero-carbon fuels and technologies, we acknowledge that it is critical to take the health and safety aspect into consideration. Our seafarers will need adequate education, training and familiarization to operate new technology systems on board and to manage new fuels. Unless properly handled, this could represent a significant health and safety risk for the crew, vessels and the environment.

By planning, organizing, and assessing our activities, we will ensure that all risks and hazards are identified and reduced to a level that is as low as reasonably practicable. Operational Risk Management is ensured by the Management of Change process, the Permit to Work system and supported by the vessel specific Risk Register, which includes Occupational Risk Assessments, Task Risk Assessments and Routine Job Assessments.

Through the established processes for Master's and Management Review, the company policies are reviewed for suitability, new focus areas, KPIs and HSEQ Improvement Programs are developed and reviewed by the Management Team throughout the year.

The regular on-board Safety Inspections, with consecutive HSE meetings, ensure that all seafarers are actively included in the process of creating and maintaining a safe working place. Further, safety is a fixed item in the weekly shore operations meetings, all reports with a possible or actual high-risk potential or consequence is reviewed during the monthly HSEQ Committee Meetings and regular HSEQ Meetings with the Captains are performed to ensure that the health and safety issues are addressed as required.

The sharing of lessons from the industry and internally in the organization is another important tool in the company's safety work.

We have procedures in place for prequalification and assessments of suppliers and sub-contractors to ensure that adequate health and safety measures and aspects are incorporated in their services and products.

In Viking Supply Ships, our goal is zero serious personal injuries and major incidents. For all operations, we conduct safety hazard identification and safety risk assessment to ensure that all risks are mitigated, and to ensure the safety of our people and the environment.

The company safety figures overall are solid. In 2023 we had one injury resulting in absence from work.

Further, we had no Major Incidents or other Reportable Marine Occurrences in 2023 or 2022.

Port State Controls (PSC) is the inspection of foreign ships in national ports to verify that the condition of the ship and its equipment comply with the requirements of international regulations and that the ship is manned and operated in compliance with these rules.

In 2023, Viking Supply Ships had 1.2 findings per PSC inspection.

DIVERSITY AND HUMAN CAPITAL

Viking Supply Ships acknowledge that diversity of gender, cultural background and age is important in any organization and is committed to providing equal opportunities to and fair treatment of all individuals based on merit, without discrimination on the grounds of national origin, race, colour, gender, religion, pregnancy, age, sexual orientation, disability, or other characteristics protected by the Swedish Gender Equality Act and the Norwegian Equality and Anti-Discrimination Act.

The majority of our workforce is Swedish and Norwegian. We also have employees from the UK, the Faroe Islands, Denmark, Poland, Croatia and Ukraine. All our employees are working under the same conditions, and where external crew and placement companies are used, we ensure their services are in full compliance with the

Safety and accident indicators:	Unit /metrics	2021	2022	2023
Safety and accidents	Man-hours / Exposure hours	540,180	705,430	877,320
	Lost Time Injury (LTI) Rate	1.85	0	1.14
	Total Recordable Injury Frequency (TRI) Rate	1.85	1.42	3.41
Major Incidents and Marine Casualties		0	0	0
Port State Detentions		0	0	0
Port State Deficiencies		3	5	4

Gender diversity	Unit /metrics	2021	2022	2023
	Total number of employees	151.00	204.00	243.00
	Female (%)	13.90	17.60	14.3 %
	Male (%)	86.10	82.40	85.6 %
	Total number of employees – offshore	125.00	178.00	216.00
	Female (%)	5.0 %	12.3 %	9.2 %
	Male (%)	95.0 %	87.7 %	90.8 %
	Officers - offshore	40.00	70.00	93.00
	Female (%)	2.5 %	4.2 %	3.3 %
	Male (%)	97.5 %	95.8 %	96.7 %
	Total number of employees – onshore	26.00	26.00	27.00
	Female (%)	57.7 %	57.7 %	55.5 %
	Male (%)	42.3 %	42.3 %	44.4 %
	Senior Management - onshore	7.00	5.00	5.00
	Female (%)	28.5 %	20.0 %	20.0 %
	Male (%)	71.5 %	80.0 %	80.0 %
	Board of Directors	6.00	6.00	6.00
	Female (%)	-	-	-
	Male (%)	100.0 %	100.0 %	100.0 %

Maritime Labour Convention (MLC), through required MLC Certification, instructions and audits.

We recognize that shipping is a male-dominated industry, and consequently we have chosen SDG 5 Gender Equality as a stretch goal in our business strategy. To ensure that women in Viking Supply Ships are treated equally, we will work towards gender equality at all levels in the company, both for onshore and offshore operations. Equality activities include recruitment, promotion and development opportunities and work-life balance, to mention some. We have an agreement with “Maritim Opplæring” (“Maritime Training”), an approved training institution for maritime education and training, which functions as a link between shipping companies and the maritime schools to ensure the recruitment of apprentices and cadets for the shipping industry. Through this agreement we have two apprentices on each vessel, and we are actively working with “Maritim Opplæring” to recruit more women.

ADDITIONAL SOCIAL FIGURES

Viking Supply Ships systematically track the retention rate and sick leave for on- and offshore personnel. The statistics are distributed to the Management Team quarterly.

The company’s sick leave percentage and retention rate overall are low. We focus on preventing sick leave by creating a good working environment and conducting close follow-up of our employees. We have a range of initiatives to promote employee welfare, including occupational health services, a physical activity campaign, access to physical therapy and regular social events throughout the year.

The annual employee engagement survey, measuring our ability to provide an engaging and safe work environment, was conducted in the second quarter (office staff) and fourth quarter (seafarers) of 2023. We use the Employee Net Promoter Score (eNPS) as a measure for employee satisfaction and loyalty to the company. A good eNPS score is anything between 10-30, and in 2023 our score was 24. Feedback received during the survey from 2023 will be consolidated and all relevant departments will be involved. Action plan will be made and a plan how to tackle the challenges and concerns will be discussed with the local unions, Masters and safety delegates. The results of the action plan will be incorporated in the next survey to be conducted in 2024. In addition to the employee engagement survey, employees are offered an annual performance review where achievements are recognized, development areas discussed and targets for the next period agreed.

Sickness and retention	Unit /metrics	2021	2022	2023
	Total sickness absence - offshore	4.3 %	3.6 %	3.7 %
	Short term sickness	1.9 %	2.3 %	2.3 %
	Long term sickness	2.4 %	1.2 %	1.5 %
	Retention rate - Officers	94.4 %	95.7 %	97.6 %
	Retention rate - Ratings	95.2 %	93.9 %	92.7 %
	Total sickness absence - onshore	4.8 %	0.5 %	2.5 %
	Short term sickness	1.4 %	0.5 %	2.5 %
	Long term sickness	3.4 %	0.0 %	0.0 %
	Retention	77.0 %	96.0 %	100.0 %



TRAINING AND DEVELOPMENT

We place great value upon our personnel and recognize them as our number one asset to reach our vision to be the preferred partner in polar and harsh ocean environments. To be at the forefront, we believe that all employees should be provided with learning opportunities that promote competence and are aligned with their personal career goals. Each employee's skills and knowledge should be aligned with company level business strategies and be based on market trends and customer expectations.

The review of training requirements for the company is done every year and include all shore-based education and training necessary for the operation and maintenance of the vessel, handling of the cargo as well as for the development of competence for the individual in accordance with the agreed training matrix. All employees have an annual one-to-one appraisal interview to make sure alignment with the training matrix and to retain core skills through new training and/or refresher training.

Developing the current and future leaders of your organization is critical, and in 2023 the Management Team completed its Management Training Program. The training provided our Management Team with additional skills that they will use to better run their teams and lead the organization through the changes ahead.

We train our own crew on deck, and especially in anchor handling since it is a continuous challenge to get crew with this experience. The ordinary seaman (OS) is an additional crew on board and is trained by experienced Able Body Seamen (AB) on board. Once the OS has enough sailing time, s/he can apply for an AB certificate and become a permanent AB in our fleet. We have partnered with Stiftelsen Christian Radich who has started a program named "Windjammer". This is a program for young people between the ages of 19-25 who has fallen outside school and work. They spend 4 months onboard the Sailing ship Christian Radich to get trained and not at least learn how to handle the work life. After finish training, they are ready for the real working life, we have hired two of the youngsters from this program in 2023.

Viking Supply Ships recognizes that E-learning platforms are the way of the future and have installed the Seagull Computer Based Training (CBT) on all offshore vessels. This is an interactive training that seafarers can go through on board, and when completed, a training certificate will be issued. Regular updates are carried out by the crewing department to ensure that all crew members actively complete their required CBT training.

HUMAN RIGHTS AND LABOUR RIGHTS

We are committed to respecting internationally recognized human rights in our operations, supply chain, and in the communities where we operate. This commitment includes respecting the dignity and worth of all employees, encouraging all employees to reach their full potential and providing equal opportunities to all employees. As an employer, we uphold the freedom of association and recognize the right of our employees to collective bargaining. We are also committed to

eliminating all forms of forced and compulsory labour, including child labour, modern slavery, and human trafficking, and to eliminating discrimination in respect of employment and occupation. In 2023, we did not conduct any operations in countries with heightened risk of human rights abuse.

We ensure that all our employees, onshore and offshore, are working under conditions that meet the decent work requirements set out in core international labour conventions (ILO conventions) and the MLC. The various regulations cover conditions of employment, work and rest hours, medical care, social security protection as well as standards for accommodation, recreational facilities, food and catering on board.

All seafarers are covered by collective bargaining agreements between the Norwegian Shipowners' Association and the seafarers' unions. These agreements are binding and ensure equal treatment in relation to wages and working conditions.

The Human Rights Policy outlines the Viking Supply Ships Group's commitment to respecting human rights. The human rights policy interlinks with other policies such as our Code of Conduct, our Supplier Code of Conduct, and our whistleblowing mechanism. In 2023 there were zero violations or concerns reported through our whistleblowing channel.

In 2022, the Norwegian Transparency Act entered into force. The law requires companies in scope to: undertake due diligence in line with the UNGP and the OECD Guidelines for Multinational Enterprises to prevent and address potential and actual negative impacts on human rights and international decent work standards in own activities and the supply chain; report publicly on the company's due diligence; and respond to written requests concerning information about the company's risks and risk management relating to human rights and decent work standards.

In line with the OECD Guidelines, Viking Supply Ships has implemented processes and procedures for supply chain due diligence relating to human rights and decent labour risks. The due diligence process is risk-based, where our risk assessments take into account the type of supplier, the area in which they operate, and the type of work they perform. Based on the risk assessment a selection of suppliers may be subject to a more thorough due diligence and further information requests. If suppliers do not meet our expectations and requirements when it comes to human rights and decent working conditions, we follow up with the supplier to put in place an action plan to close the gaps.

The report on Viking Supply Ships' human rights due diligence, as required by the Transparency Act, was published by 30 June 2023 and made available on the company's web page. This will be updated and published annually.

We have also established and implemented a procedure for handling information requests from external parties, which may arise with basis in the Transparency Act.





G - GOVERNANCE

BUSINESS ETHICS

Viking Supply Ships is committed to carrying out its work in a responsible manner, both towards its own employees, partners and the society in general.

We will not accept any forms of improper influence on any individual or entity by our employees or representatives. Due to the international nature of our business, we are subject to several anti-corruption laws. Corruption is a threat to fair business, it undermines legitimate business activities, and any violation within our organization will be a threat to our reputation and credibility in the market.

Our main risk is related to work at shipyards and in relation to port calls in countries where corruption and bribery is more common. Currently our exposure to this type of risk is relatively low, and in 2023 we did not have any port calls in any countries with heightened corruption risks (notably, no port calls in countries below average ranking in the Transparency International's Corruption Perception Index).

We are committed to complying with applicable laws and international standards – including the Swedish and Norwegian Penal Codes and the UK Bribery Act 2010. We have also established policies and procedures in that regard, including through our Code of Conduct, our Supplier Code of Conduct and a dedicated Bribery and Anti-Corruption Policy.

We have also established a whistle-blower policy to enable reporting of concerns or violations discovered in the organization.

ESG Governance

Viking Supply Ships' ESG management and sustainability related work is an integral part of the company's governance and operations. Ultimately, the Groups Board of Directors and CEO are responsible for overseeing Viking Supply Ships work and disclosures in this area.

Control and follow-up of ESG management and sustainability work follow the same structure as other operations in the Viking Supply Ships Group.

The Group has several policies and procedures related to ESG management and sustainability. Key documents include:

- Viking Supply Ships Code of Conduct
- Supplier Code of Conduct
- HSEQ Policy
- Human Rights Policy
- Bribery and Anti-Corruption Policy

- Supply chain human rights due diligence procedure
- Whistleblower Policy

Viking Supply Ships' sustainability reporting is the company's key means for disclosing information about sustainability and ESG-related risks, opportunities and governance.

Other relevant areas include:

Cyber Risk Management

Risk Management is fundamental to safe and secure shipping operations. Traditionally, it has been focused on physical operations, but greater reliance on digitalization, integration, automation and network-based systems has led to an increasing need for cyber risk management in the shipping industry in general. The development in digital solutions rely to a large extent on increased connectivity via internet between servers, IT systems and OT systems, which again increases the potential cyber vulnerabilities and risks.

In close cooperation with our IT service supplier, we have performed an OT and IT vulnerability risk assessment and where possible consequences for personnel, environment, assets and the company have been assessed. Based on these assessments, a Cyber Security Management Plan has been developed, detailing the overall company cyber risk management strategy with focus on work processes and routines to protect our data and infrastructure, incident response and recovery management.

Whistleblowing channel

The whistleblowing channel provides all employees and external stakeholders with a secure channel to report violations of laws, our governing elements, and internal policies. Our whistleblowing channel enables all employees of Viking Supply Ships, business partners, and stakeholders to report any serious concerns or offenses in a confidential manner. In 2023, no reports of concerns or violations were submitted through the whistleblowing channel.

GDPR

Viking Supply Ships complies with the General Data Protection Regulations (GDPR), and GDPR practices are managed through our internal procedures. The Records Management Policy assist Viking Supply Ships in meeting the legal, statutory, and regulatory requirements under the Data Protection Act 2018 (DPA) and GDPR and ensures that all personal information under the control of the company is processed in a compliant manner and in the individual's best interest.

Rödl & Partner

Translation of the auditor's report in Swedish

Auditor's report on the statutory sustainability report

To the general meeting of the shareholders in Viking Supply Ships AB, corporate identity number 556161-0113

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the year 2023 and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

Our examination has been conducted in accordance with FAR's standard RevR 12 *The auditor's opinion regarding the statutory sustainability report*. This means that our examination of the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory sustainability report has been prepared.

Stockholm 27 March 2024

Mathias Racz
Authorized Accountant



MORE
THAN A SHIPOWNER

THE
COOLEST
PLACE TO WORK

ALWAYS AHEAD OF
COMPETITION

SIMPLY
THE BEST