

Sailing Towards Sustainability



Corporate Social Responsibility Report 2024



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Charting our own course towards a brighter, more sustainable future

Foreword



The shipping industry faces many challenges. Among the forces buffeting our market are geopolitical uncertainties and global supply chain disruption, rising energy prices, economic headwinds, changing regulations, and the ongoing pursuit of ecological, social and economic sustainability.

In this exciting seascape, we at Amasus continue to chart our own course as an ambitious, versatile, people-centred and future-facing specialist in short sea shipping and its sub-segments, sea river shipping, short sea special cargo, and offshore. The vessels in our advanced fleet offer many specialised features, from open-top configurations and DP-2/DP-1 classifications to heavy lift capabilities of up to 330 metric tons, utilising the vessel's own gear, and Ro/Ro vessels handling cargoes up to 1,500 metric tons. Our expertise extends to executing loading and discharging operations in shallow waters, alongside the transport of traditional bulk, dry cargo, project cargoes and seaborne tug services. In this Corporate Social Responsibility (CSR) Report 2024, we share some of the ambitions, challenges and achievements at the heart of our company and of our voyage to a brighter, more sustainable future.

Why we do it

Creating lasting value

At Amasus, we're here to create value and well-being for both the present and the future. Our livelihoods depend on trade and commerce, on technology, legislation, and other people. But also on oceans, lakes, rivers, currents, tides, seasons, climatic weather conditions and natural resources. Our engagement with Corporate Social Responsibility (CSR) goes beyond calculation

and self-interest. For our organisation, environmental awareness has never been, is not now, and will never be a project: it is a passion and a core priority. We love the seas and coastal areas we sail in, the people we work with, the cities and sectors we connect. Living and working by the Netherlands' Wadden Sea – the world's largest unbroken system of intertidal sand and mud flats and a UNESCO World Heritage site – we have a compelling argument for pursuing ecological, social and economic sustainability. Working to preserve this beautiful, fragile world of ours for future generations is not just good for business: as a shipping company, we can't think of a more honourable or fulfilling destiny.

Over to you

Join us

As our ecosystems, economies and societies become increasingly interconnected and interdependent, we believe transparency about our successes and challenges is the only way forward – whether regulation requires it or not. This CSR Report 2024, the first one we have written and we trust the first of many, is our attempt to offer you this self-chosen transparency. And to point to the sustainable horizons to which Amasus is heading. Join us!

Amasus Management Team

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Introduction

The Amasus family



Amasus was founded in 1981. Since its takeover by our current management in 2006, we have been on a non-stop journey of transformation.

Who we are and what we do

A non-stop journey of transformation

Starting with 13 vessels in 2006, we now run 80 ships and employ around 1,000 people – 125 in our offices, and 900 on board. We do this from numerous Amasus locations around the world: our headquarters in the former nautical school and Abel Tasman National Monument of Delfzijl, our terminal facility in Eemshaven, our offices in Werkendam and Rotterdam, all in the Netherlands, as well as our offices in Croatia and the Philippines. Our HQ – which we thoroughly modernised in 2017 – is located at Abel Tasmanplein 4, 9934 GD, Delfzijl, the Netherlands.

In recent years we have emerged as a full-service shipping office and a standout service provider in the shortsea, bulk, general cargo, offshore and worldwide heavy lift markets, including RoRo. Our services reach from Europe around the globe, and centre on chartering, offshore and transport of heavy and oversized cargoes, Crew Transfer Vessel (CTV) services, seaborne towage services, and the nautical and commercial management and servicing of our own vessels as well as a number of associate vessels. Our portfolio of transported cargoes is extensive, ranging from regular bulk, oil and gas equipment, cranes and wind energy apparatus to generators, military hardware, yachts, and various dry cargoes.

Our family in 2024

900

seafarers

125

professionals onshore

2,500

annual shipments

12 mn

tons of trading volume

80

vessels

6,000

harbours visited

3.0 mn

nautical miles sailed

Markets we serve



Short sea market segments

- Dry cargo, bulk
- Open top
- CTV/Utility service
- Gravel and (hydraulic) stone, self-(un)loading
- Dynamic positioning offshore
- Mini heavy lift (330t cap.)
- Sea-river
- Ro-RO
 - Project cargo– on/offshore wind
 - Sea-going tugs

Special cargo market segments

- Fully certified loading and unloading on open water
- Better positioning with dynamic positioning (DP1/DP2) system
- Sailing with open hatches
- Suitable for oversized loads
- Self-loading and unloading of loads up to 330mt. with own gear
- Loading and unloading in shallow waters
- Short transit times with speeds of up to 19 knots
- Ro/Ro capacity loads up to 1,500 mt.

Loads

- On- and offshore wind turbines
- Bulk cargoes
- Foundations
- Yachts and workboats
- Cranes
- Cables and reels
- Heavy machines and generators
- Disassembled (factory) installations
- Oil & gas equipment
- Military equipment
- Steel-related products
- Ship sections



How we do it

4 Cs: creative, curious, non-conformist, collaborative

At Amasus, we're inspired by water, ships and maritime history. And by the resourcefulness of generations of designers and engineers, captains and navigators in whose footsteps we tread – including our seafaring ancestors in Groningen, the northernmost province of the Netherlands. Here are four strands of our company's DNA – and you won't have to look at them for long to see that they are anchored in a firm vision of sustainability and woven into every fibre of who we are today.

We're curious

A basic curiosity about the world around us leads us to constantly scrutinise our own operations as well as the nuts and bolts of our industry. Whether we are pioneering the platformification and standardisation of ship-building, researching electrification and digitalisation, or exploring the fuel- and planet-saving potential of automated wind-assisted propulsion systems (page 22/ bound4blue), we keep asking questions in pursuit of a broader understanding of what is good and true. And we continuously work to implement the most valuable findings this approach yields – always operating on the cutting edge of application and valorisation.

We're creative

In order to do our work successfully and on an increasing scale, we operate one of the most diversified, not to say unique, fleets you will encounter. Our engineers often add new and game-changing designs and equipment to our ships. Their originality and genius for problem solving leads to solutions of such apparent simplicity, that stakeholders often wonder why no one thought of them before (page 20). To us, impossibilities and obstacles are gateways to innovation.

We're nonconformist

In decision-making, we do what makes sense to us in the long term, even if it goes against everyday practice in the short term. One example is our choice to run our entire fleet on marine gasoil and very low sulphur fuel oil – which is considerably more expensive, but environmentally far less damaging than the more commonly used stoke oil (page 18/Fuel for thought). Another example is our ambition to reduce the harmful impact of our ballast water to zero (page 28/Illuminating the seas). And a third example is the repositioning of the cranes on one of our ships, which has enabled us to transport more cargo – reducing both emissions and cost with out-of-the-box engineering.

We're collaborative

We believe that in today's complex, high-tech world, valuing people and partnerships is the only way forward. This conviction shows in partnerships we are constantly initiating with innovators, in our young and ambitious, cross-disciplinary teams, our engagement up and down the supply chain, and our 'people first approach' (page 32/Our greatest asset). It means that at Amasus, we're all equals. Because we all know that each member of the Amasus family holds part of the secret of our success, we foster an inclusive, supportive company culture. A culture in which leaders are learners and learners are leaders. Where all of us – regardless of age, nationality, gender or job title – know when to step up as well as when to step back for the sake of sustainable progress.

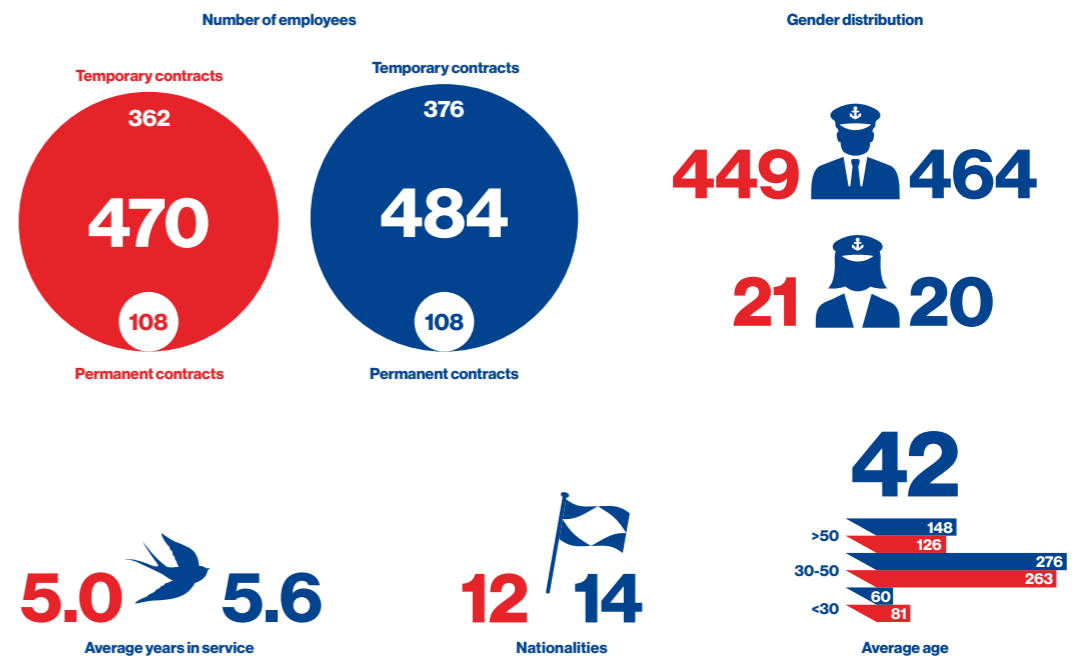
Employees in numbers

While most of our staff are male, which is characteristic of our industry, we actively recruit for more female colleagues. Men and women are paid equally at Amasus.

Memberships

We are actively involved in various collaborations and memberships, with several prime examples highlighted in this document (page 22/bound4blue; page 28/PureBallast 3). These initiatives focus on sectoral governance and topics relevant to both the non-profit and private sectors. Our goal is to remain at the forefront of industry knowledge and to enhance our resilience in facing the challenges of today and tomorrow.

Figure 1 Our employees, growing in numbers and nationalities. 2023 ↕ 2024



Setting Sail for Sustainability

At Amasus, Corporate Social Responsibility (CSR) is neither a novelty nor a project: it is firmly anchored in our DNA and our long term strategy. In this first CSR Report, which we intend to update annually, we present a combination of qualitative and quantitative data, covering our activities, goals and impact in the year 2024.

Chapter 2 centers on qualitative content, bringing together a number of articles on topics that illustrate key aspects of our CSR performance.

In our company's fuel choices, ecological gains outweigh financial pains

Fuel for thought

In 2024, you cannot be in shipping and disregard our industry's impact on oceans and our planet. At Amasus, this concern is the single driver of our choice to power our entire fleet with Marine Gas Oil (MGO) and Very Low Sulphur Fuel Oil (VLSFO).

Approximately 90 percent of world trade – from steel and oil to food, furniture and fashion – is carried across the world's oceans by some 100,000 marine vessels, according to the International Maritime Organisation (IMO). To accomplish this, the shipping industry uses 300 million tons of fossil fuels every year, roughly 5% of global oil production. This makes the industry responsible for between 2 and 3% of total global carbon emissions. Its joint fuel consumption places pressure on fossil fuel reserves. The sector's emissions cause water, air, noise and atmospheric pollution, impacting the climate, aquatic ecosystems, marine wildlife and human health.

Critics add that the shipping sector is falling behind on the journey towards sustainability: its emissions actually increased in 2023 compared to 2022.

The International Energy Agency (IEA) states bluntly that the industry is 'not on track' to meeting the Net Zero Emissions goal set out in the Paris Agreement. The United Nations Framework Convention on Climate Change (UNFCCC) warns that 'without further action, shipping emissions will increase by 50-250% by 2050. On this basis, shipping could be responsible for 17% of all emissions by 2050.'

The right thing to do

To us at Amasus, data like these convey a poignant message of relevance and hope. As one of our directors puts it: 'With cleaner shipping, we have the power to make a major difference to the oceans, the planet and the climate our children and grandchildren inherit from us.'

At Amasus we replaced the standard High-Sulphur Shipping Fuel Oil (HFO) with two cleaner, low-sulphur fuels: MGO and VLSFO. Both usually have a sulphur content of less than 0.1% (guidelines allow up to 3.5%), and contains significantly less particulate matter and soot. These factors make them one of the cleanest well-to-wake fuels available for shipping today, making the installment of filters and scrubbers redundant.

'Using the cleanest possible solutions, while at the same time working with partners up and down our supply chain to develop even cleaner ones, is the only right thing to do. In fact, we're amazed at the many opportunities emerging from within and beyond our industry to do things better. The opportunities are exciting.'



We're inspired by the many opportunities emerging from within and beyond our industry to do things better

Getting shipshape

Using Marine Gas Oil (MGO) to avoid the ecological impact of the far more commonly used Heavy Fuel Oil (HFO) is just one way in which Amasus is pursuing a cleaner, future-facing performance. Other ongoing initiatives aimed at reducing fuel consumption and environmental impact include:

- Innovative ship designs for faster loading and unloading, reducing overall ship movement numbers;
- Computational fluid designs (CFDs), for optimising the hydrodynamic character of ships, and aerodynamic studies for reducing air resistance;
- Dynamic hull cleaning, also by RoV's;
- Voyage optimisation and weather routing, along with planning aimed at sailing fewer miles with ballast or empty;
- Exploring alternative fuels and propulsion techniques (WAPS, etc.).





Reducing SOx emissions

One of the challenges shipping companies face when it comes to petroleum-based fuel consumption is that of sulphur oxide (SOx) emissions. SOx emissions are a threat to human health and the environment, especially in ports and coastal areas. They can cause respiratory, cardiovascular and lung diseases, damage to forests and farming, the acidification of the oceans and acid rain in the atmosphere. The most commonly used shipping fuel,

Heavy Fuel Oil (HFO), has a high sulphur content. To tackle this issue, on 1 January 2020, the IMO introduced the 'IMO 2020', a regulation aimed at pushing sulphur content in shipping fuel back from 3.5% to 0.5%. To meet this requirement, many ship owners installed filters, or so-called scrubbers. Although scrubbers – which can be either open-loop, closed-loop or hybrid – are approved and regulated by the IMO, there is controversy surrounding them.

They use sea water to remove sulphur SOx from a ship's exhaust gas. This helps to clean the air, but the SOx is always discharged into the marine environment – unless the scrubber is closed-loop, in which case the sludge is disposed of onshore. To make matters worse, scrubbers also pick up the heavy metals and polycyclic aromatic hydrocarbon (PAHs) contained in HFO – effectively moving all of these pollutants from the air into rivers and oceans.

Costlier, but cleaner

Because of these downsides, Amasus opted for an alternative. 'Rather than installing scrubbers, we replaced high-sulphur HFO with cleaner, low-sulphur fuels: MGO and Very Low Sulphur Fuel Oil, or VLSFO. Both are up to 50% more costly than HFO,' says Amasus, 'but comparing the financial cost to the environmental cost, we know this is the right decision. MGO is a high-quality fuel that consists exclusively of distillates. MGO and VLSFO usually have a sulphur content of less than 0.1%, and contain significantly less particulate matter and soot. These factors mean that they are among the cleanest well-to-wake fuels available for shipping today. At 0.1% sulphur content, MGO and VLSFO fall well within the IMO guidelines – in fact, the guidelines allow for fuels with up to 3.5%. The result is that we do not need scrubbers and neither do we discharge or dispose of any harmful residues whatsoever.'

Where the future is

As of 2019, all Amasus ships run on MGO and VLSFO, together making some 2,500 trips and transporting 12 million tons of cargo annually. 'With MGO, we have deliberately moved above and beyond regulatory requirements,' says Amasus. 'We all know shipping companies can find many ways of avoiding regulation. At Amasus, we do not want to be a company that navigates by the loopholes in regulation and enforcement: that's not where the future is. Our choice for MGO is one more way of embracing the challenges of today to create a better tomorrow.'

Harnessing technology, truth-finding and the wind to decarbonise shipping

Winds of change

In 1980, French oceanographer Jacques Cousteau dreamed of creating a ship with a modern engine that would be powered, at least in part, by the wind: a clean, free, renewable energy source. Fast-forward 40+ years and a company whose lineage can be traced directly to Cousteau, Spain's bound4blue, is turning the dream into reality with its game-changing eSAIL wind propulsion technology. At Amasus, we're excited to be partners with bound4blue on a journey of disruption and transformation that has only just begun.

The challenge

The less fuel we use per nautical mile, the better. Even though we only make use of the cleanest shipment fuels, we invest in innovations that will reduce our need for (fossil) fuels. One pathway to lower fuel use is replacing fuel with a clean, free, renewable energy source: the wind. We have found a great partner in bound4blue. 'Shipping has to go the way of sustainability. With partners like bound4blue, that's exactly what we're doing' says one of the directors of Amasus.

The heart of the partnership

'What mattered most to us in deciding to join forces with bound4blue,' says Amasus, 'was that we recognised in them a partner with a drive not just to sell us a system, but to explore and develop real, fact-based solutions for the future. Ever since our first meetings, honesty, truth-finding and development have been at the heart of this partnership.' José M. Bermúdez, CEO and one of three co-founders of bound4blue, affirms: 'Our mission, to enable fleet owners worldwide

to improve their environmental and economic performance with automated wind-assisted propulsion systems, means we have a long journey ahead. That's why, like Amasus, we were looking for an ally, not just a buyer.'

The history

The concept of a Wind-Assisted Propulsion System, or WAPS, emerged in the 1920s. Soaring oil prices in the 70s incentivised further research. bound4blue's WAPS, dubbed eSAIL, is a modernised, from-scratch version of the first suction sail invented and tested in the 1980s by Jacques Cousteau and his associates, Professor Lucien Malavard and Dr. Bertrand Charrier – now an Aerodynamics & Performance Specialist at bound4blue.

The eSAIL is a suction sail that looks like a giant steel chimney and combines the advantages of rigid wing sails and rotor sails to turn wind into direct propulsion for a ship. 'Our technology was in full development, and part of our approach was to take the time we needed to achieve innovation



Catching the winds of change

The Eems Traveller uses eSAILS to reduce fuel consumption and emissions. A general cargo ship built in 2000 and sailing under the Dutch flag, the Eems Traveller has a carrying capacity of 2,850 tons dwt, a length overall (LOA) of 90 meters and a width of 13.75 meters. The two 17-metre suction sails were the highest ever installed on a ship at that time.

that could make a real difference', says COO and co-founder, Cristina Aleixendri Muñoz. 'We didn't begin manufacturing until 2020, after several years of research, prototyping, testing and validation.'

The vessel

In July 2023, the Eems Traveller, a 90-metre Amasus general cargo vessel, was one of the first ships in the world to set sail with two 17-metre-high eSAILS, which were retrofitted in 2023 – the largest suction sail ever built and installed on a vessel at that time. bound4blue has invested heavily in building a global supply chain to answer the surge in demand it anticipates this decade, as more shipping companies get on board.

The technology

A raised eSAIL can deliver the same propelling force as a conventional sail with six to seven times less surface. Receiving data from several sensors, the eSAIL's autonomous control system operates its three main trim actions – body rotation, flap position and suction – to ensure maximum fuel

savings. It does all of this with zero crew workload or training and minimal system power. With the 2023 IMO's Greenhouse Gas (GHG) Strategy pushing to reduce international shipping's GHG emissions between 20 to 30% by 2030 compared to 2008, 70 to 80% by 2040, while achieving net zero GHG emissions by or around 2050, the bound4blue team believe solutions like WAPS are a vital part of the voyage to a sustainable future.

The performance

The performance of eSAILS so far is certainly promising. The suction sails on the Eems Traveller are expected to reduce the 2,850 deadweight tonnage (dwt) ship's fuel costs and annual CO₂ emissions by as much as 30% on favourable trade routes. 'Savings of 40% have also been logged,' says the firm's third co-founder, CTO David Ferrer. 'And because the concept is still evolving, with partners like Amasus providing us with valuable, real-time performance data, we have every reason to believe higher savings are achievable – involving relatively low capital cost, easy installation

Revealing numbers

The amount of fuel and emissions a shipping company can save with eSAILS depends on the number and size of sails installed, vessel routes and ship characteristics. Here are some telling numbers:

- A Medium Range (MR) tanker with three 26-metre eSAILS can save 845 tonnes of fuel a year en route from New York to Rotterdam, equivalent to 2,671 tonnes of CO₂ annually;
- A Capesize bulker with eight 36-metre eSAILS can save 2,856 tonnes of fuel a year en route from Tubarao, in Brazil to Qingdao, in China, equivalent to 9,052 tonnes of CO₂ annually.

Cristina Aleixendri Muñoz of bound4blue notes that 'these values were obtained on the assumption that sails are used as co-propulsion, and without optimising routes.' When it comes to wind patterns, those prevalent in the major oceans are well-known. The findings of bound4blue suggest that the north and south regions of both the Atlantic and Pacific oceans, as well as the Indian Ocean, are all broadly favourable for WAPS. More local winds, such as those in the Baltic Sea and around the Greek islands, may prove a challenge, although the technology, as it evolves, stands to offer significant gains there, too.



worldwide, and short payback times. 'We see room for exciting further improvement,' he says, 'in the aerodynamics, mechanical structure, and economies of scale.'

The spinoff effects

What excites Amasus is that in addition to immediate fuel savings, working with bound4blue and the eSAILS has a broad range of spinoffs. 'It's generating new – and sometimes disruptive – insights on a variety of existing parameters, from optimising the use of Controllable Pitch Propellers (CPPs) to motor management, weather routing and more. By digitally collecting data on all of these fronts, we are creating huge potential for improving the sustainability performance of our vessels and our industry.'

The partnership

The leaders of both companies emphasise again and again that driving the global shipping industry's transition towards economic and ecological sustainability – and their two firms towards clean, new horizons – is a shared commitment to genuine sustainability. One illustration of this is the way in which the two partners began their journey together. 'bound4blue had installed their eSAILS on two other ships,' explains one of Amasus' directors, 'but they were both very different from the Eems Traveller. This meant there was not a huge amount of relevant data on the technology's performance, as those vessels were used for the prototyping phase'. Amasus and bound4blue agreed that the best way to overcome this obstacle was to study the characteristics of the Eems Traveller for a year before actually installing the eSAILS

on the ship. 'We wanted to get as much data as possible,' says Cristina. 'We needed a benchmark for fuel consumption, routes, weather patterns, loads, the ship's behaviour, the captain and crew, everything. So that, once the system had been installed, there would be enough data for in-depth scientific comparison, further improvement and sustainable innovation. This approach appeals to us immensely. We are disruptors: We think beyond the norm and push limits.'

Relentless pursuit

The two partners are working with Lloyd's Register, a leading provider of classification and compliance services to the marine and offshore industries (www.lr.org), to verify the data being collected from these early experiences with the Eems Traveller. Adds Amasus, 'We are approached almost daily

by all kinds of companies selling us the future. What makes bound4blue different is not only their expertise, but also their relentless pursuit of real innovation.'

José comments, 'Neglecting wind as an energy source for shipping is unimaginable in today's world. It's free, so there is no price volatility, it's abundant and infinite, renewable, it does not require onboard storage, and it helps us to save fuel and reduce emissions. In our view, technologies like WAPS must become part of every ship's standard equipment.'



My first impression of eSAILS? Scary!

Captain Anton Kosov of the Eems Traveller

Anton Kosov, captain of the Eems Traveller since November 2022, was involved in Amasus' work with bound4blue and eSAILS from the start. When he first saw the two towering eSAILS his ship had been fitted with in July 2023, he was, to put it mildly, intrigued. 'It looked scary to me,' he recalls. 'It looked like a small vessel with an oversized lever that would make it difficult to control: the ship was too small, the sails too high.'

Anton's eagerness to try out new things – a quality he recognises in the company he works for – convinced him to push ahead. 'After my first hesitation, I read up on it, thought about it, and I believed it could work. I liked the idea. It was a next-generation ship.'

Longer voyages, higher yield

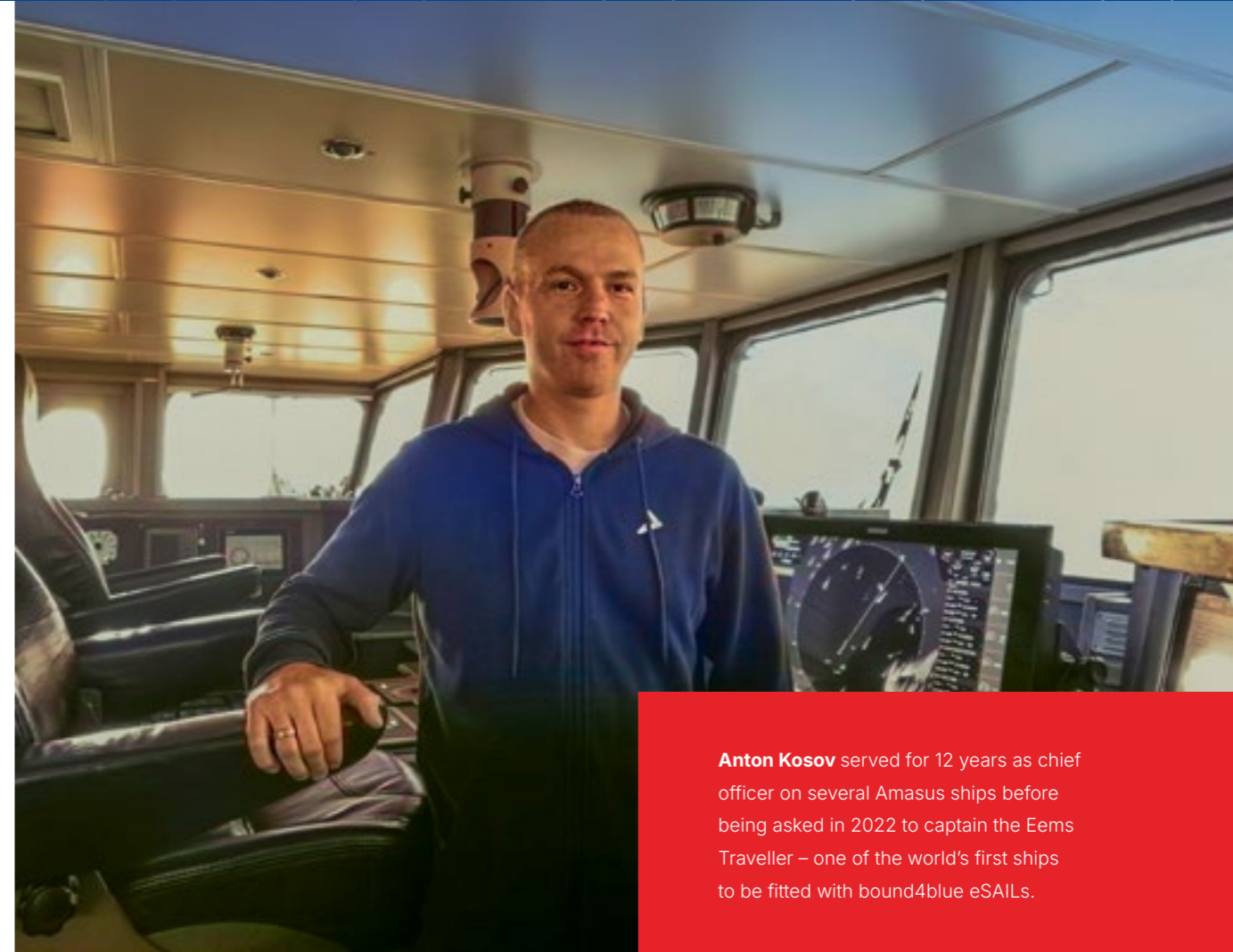
Since that summer, captain Kosov has steered the Eems Traveller through the Bay of Biscay numerous times, around the United Kingdom, past Gibraltar, up and over to Poland – voyages usually lasting between a day and a half to two weeks. 'On longer voyages, the eSAILS give a higher yield,'

he observes. 'Also, weather conditions have a big influence. In the summer, we can use the eSAILS maybe 70% of the time; in winter closer to 50%. The Mediterranean offers ideal circumstances for eSAILS, with few waves and steady winds. In high winds, the roll of the ship can be a problem: we don't use the eSAILS if the roll is higher than 18°. By comparison, in wind forces of 7 or 8 Beaufort, the roll is often 20° or higher. Every technology has its limitations.'

Anton also notes that the suction sails can complicate manoeuvring. 'With two huge structures catching wind, you have much more drag. They make it a different vessel. The crew have to manage our speed differently.'

Partnership at every level

Amasus comments that Anton is 'deeply involved' in the joint quest of Amasus and bound4blue to transform shipping. 'The partnership between the two companies can only succeed, if it exists at every level of the organisation. That's what fuels innovation.' Anton notes, 'I chat with the team



Anton Kosov served for 12 years as chief officer on several Amasus ships before being asked in 2022 to captain the Eems Traveller – one of the world's first ships to be fitted with bound4blue eSAILS.

In June 2025, we will equip our ship, Fluvius Tavy, with the first third-generation, 22-meter eSAILS developed by bound4blue.

at bound4blue every day when we're sailing. They ask a lot of questions. I am happy to answer. I can ask whatever I want as well. They want to constantly improve.'

Be honest and do your best

Anton served for 12 years as chief officer on several Amasus ships before being asked to captain the Eems Traveller. 'I have stayed with Amasus all these years, because of the culture I just described to you. It is different

from what I have experienced with many other companies. There is total openness inside the company and with partners. We all have our roles, but we are all equals. Amasus is like a family. As a result we don't hide problems. On our ships we see the value of transparency, the value of doing things right. Everything can be discussed. This is also how my mother taught me to live. To be honest, and to do your best.'



In the push for planet-friendly ballast water treatment, Amasus finds a true ally in Alfa Laval

Pure ambition

Even the most advanced technologies will only serve the planet if they are managed by people with a drive to join forces for the highest possible outcomes. This is why at Amasus we've partnered with Alfa Laval in fitting our ships with their PureBallast 3 ballast water treatment system.

'We were somewhat surprised when we learned that Amasus had ordered over sixty PureBallast 3 systems,' says Peter Sahlén, Head of Alfa Laval PureBallast. 'They had the choice between at least 30 different solutions available on the market, with different technologies and price tags. By selecting PureBallast 3, they've opted for one of the most advanced systems you can find.'

On the same journey

Amasus says the choice was simple for three reasons: 'First, PureBallast 3 is the only system that treats ballast water twice, making it the most rigorous system available: it matches our ambition to reduce the harmful impact of our ballast water to zero. Second, our early talks with the team at Alfa Laval convinced us that we're on the same journey:



Alfa Laval's PureBallast 3 system is the most rigorous system available: it matches our ambition to reduce the harmful impact of our ballast water to zero

like us, Alfa Laval will not settle for second-best when it comes to sustainability performance results. And third, Alfa Laval shares our belief that building long-term partnerships based on transparency and co-innovation is vital to achieving truly sustainable solutions. We see collaborating with tech innovators and R&D teams as vital to the kind of progress we are pursuing, and have placed co-innovative partnerships and participating in industrial consortia among our highest strategic priorities.'

Better for oceans, crews and ships

The PureBallast 3 system aligns with Amasus' vision. 'Many solutions use or create chemicals to kill organisms. The chemicals, however, create new problems. The Ultra Violet (UV) light solution built into the PureBallast 3 system purifies both the ingested and the discharged water, reducing the risk of ecological damage to a minimum. UV is effective, flexible and safe to handle for our crew members. And PureBallast 3 does not involve

any additives that could harm people, vessels or onboard equipment. With the third-generation system we have on our ships, we have the most sustainable solution you can get today.'

Not offshoring, but 'friendshoring'

Behind this cutting-edge technology are the people responsible for managing, monitoring and constantly refining it. Both Alfa Laval and Amasus believe their teams – and the intensive interaction between them – are the real facilitators of a sustainable future. 'Everyone knows about offshoring, nearshoring and onshoring, but we think of our collaboration with Alfa Laval as 'friendshoring',' quips an Amasus director. 'It's all about developing a trust-based relationship around a shared challenge with the purpose of enabling each other towards maximum results.'

No secrets

Both partners acknowledge that this kind of alliance has far-reaching implications. Amasus notes that they are 'asking Alfa Laval for absolute and total transparency on everything going on inside their R&D department. No secrets. It's the only way for us to align strategically on potential improvements and changes.'



Alfa Laval is a global leader in ballast water treatment solutions, becoming one of the first manufacturers in the world to be awarded US Coast Guard type approval certificates in 2016. Today, Alfa Laval's PureBallast 3 ranks as one of the most advanced and ocean-friendly systems available. An automated inline ballast water treatment system for biological disinfection of ballast water, it operates without chemicals, combining initial filtration with Ultra Violet (UV) treatment to remove organisms, providing unmatched biological disinfection.



‘Everyone knows about offshoring, nearshoring and onshoring, but we think of our collaboration with Alfa Laval as ‘friendshoring’

Among the issues Amasus wishes to tackle with its partner in the time ahead are lower-maintenance systems, remote fault-finding, vessel benchmarking, and system integration:

‘In our industry, there is so much to win in terms of sustainable integration and platformification, for example in the construction and roll-out of ships and systems. With ambitious, forward-thinking partners like Alfa Laval, we’re eager to take that space and generate change that will benefit our industry as well as society at large.

Curiosity, communication, collaboration

Conversely, Peter notes that Alfa Laval expects Amasus ‘to invest in training its crews to pursue excellence in applying our technologies. We rely on them to provide trustworthy performance data and honest feedback – for example, by measuring the energy consumption of every single cubic meter of ballast water, as energy could be our Achilles’ heel. And to allow us to say ‘No’ to timelines or other demands we believe might hinder real development.’ This hands-on involvement of Amasus’ crew members in the pursuit of continuous improvement is deeply embedded in the company’s DNA, as one of our captains, Anton Kosov, affirms in the article on eSAILs (page 26).

Connecting with the next generation

Beyond technology and performance, the two partners share a sense of excitement and urgency about reaching deeper into the educational world, whether in Europe, Asia or elsewhere, to connect with upcoming generations of crews and engineers. ‘Alfa Laval has donated systems to educational institutes, and we’re also very open to sending our experts to schools and to receive students in our facilities.’ Amasus agrees: ‘Ten years from now, the shipping industry will be very different from what it is today, with more complex systems, tougher regulations, and an intensified race for talent. Only by placing qualities like curiosity, communication, collaboration and equality at the heart of our partnerships, will we be able to stay ahead of the game – and to keep attracting and retaining top talent. Sustainability is not a project. It is a lifelong responsibility we’re eager to shoulder together.’



Ballast water and marine biodiversity

Ships today load and discharge thousands of tonnes of ballast water daily. They rely on ballast water to maintain stability, propulsion, and manoeuvrability, and to offset changes in weight due to cargo load levels and fuel and water consumption. Like many game-changing concepts, the use of ballast water has a dark side: as ships intake and release water across different ecological zones, they move many aquatic species around the world, often severely upsetting local ecosystems.

‘Invasive species’

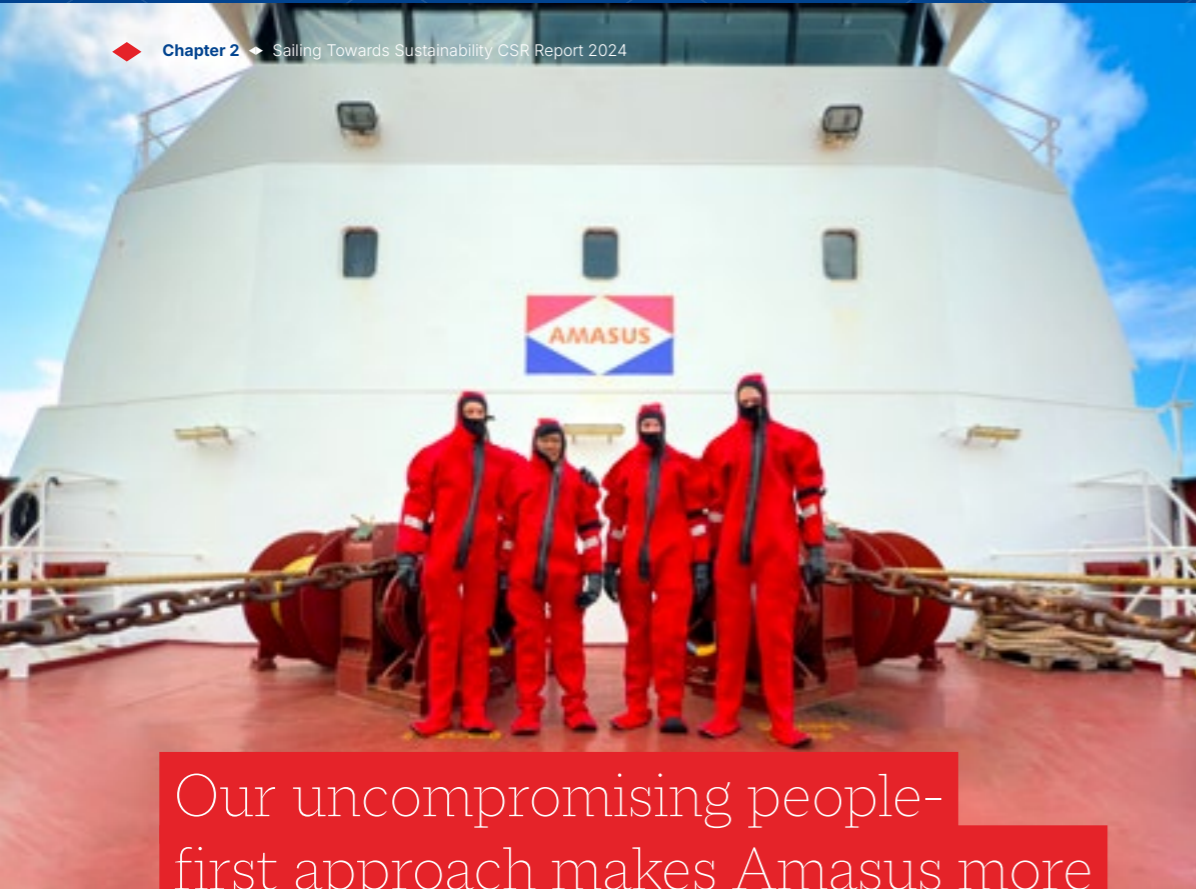
The impact of so-called ‘invasive species’ makes the use of ballast water one of the greatest threats to the marine biodiversity of the oceans, according to the International Maritime Organisation (IMO). Invasive species range from toxic algae, kelp species and cholera strains to certain crabs, sea stars and comb jellies, whose spread to non-native waters has caused severe damage to marine life, human illness and even deaths, depletion of fishery stocks, as well as highly costly fouling and blockage of ships and water infrastructure.

Legal requirements

With awareness of this issue increasing over the last few decades, governments, non-governmental organisations (NGOs), international treaty and shipping organisations have scrambled to coordinate an effective response. Today, most ships are legally required to be equipped with a Ballast Water Treatment System (BWTS), a Ballast Water Management Plan (BWMP) and a Ballast Water Record Book (BWRB).

Turning the tide

Turning the tide on invasive species with effective ballast water treatment involves many challenges: from filtration and technology issues to the merging of international legislation and the problems of global monitoring and enforcement. In this shifting seascape, it can be difficult for shipping companies to decide which BWTS to adopt. Amasus’ choice for Alfa Laval’s PureBallast 3 system is a choice for a solution that far exceeds legal norms – a choice for the best possible sustainability performance.



Our uncompromising people-first approach makes Amasus more effective and a lot more fun

At the heart of progress

Seafaring began in prehistory with dugout canoes and logs tied together in rafts. A few thousand years BCE, the first sails were hoisted. The industrial revolution birthed engine power, with crews using steam, and later gas turbines and diesel engines to ply the oceans. All of these breakthroughs have one thing in common: they were set in motion by people.

Our decision at Amasus to view people as the very heart of our organisation has far-reaching implications. It means we treat each other as equals – from sailor to sea captain, from intern to CEO. It means we expect anyone joining us to be

willing to learn, to grow, to initiate change. It means we aim to work together, and to stick together. It means we move forward as a family, with a healthy and clearly defined bandwidth for both mistakes and brainwaves.



Trust is the basis for growth, because through it we invite each other to reach further

“In my years at sea, I’ve learned that the most advanced technology is only as good as the people operating it. What makes Amasus different is that they understand this deeply. Here, we’re not just crew members - we’re innovators, problem-solvers, and caretakers of our ships and each other. The company invests in our growth, listens to our ideas, and treats us as partners in progress. This creates an environment where we can focus on what matters: safe, efficient operations and finding better ways to do things. And yes, we actually enjoy coming to work! That’s what happens when you put people first - you get better results and build stronger bonds along the way.”

Henro Koke
Captain of the Rotra Mare,
sailing 19 years at Amasus

What ‘people-first’ means

1. We push for longer-term contracts to avoid the neglect and waste of temping;
2. Our payments are attuned to roles, responsibilities and requirements, not to origin, locality or personality;
3. We offer all staff and their partners, on- and offshore, a bi-annual medical checkup;
4. We invite staff from around the globe to our annual Christmas event, and foster connection with our unique Amasus Radio broadcasts;
5. We boast a 90% return rate, manning our ships and ensuring quality with steady crews;
6. We support local businesses and communities through sponsorships, local purchasing and volunteer work;
7. We see company leadership as the task of setting the tone, pointing the direction and consistently selecting and training the right people – in character and competence – for tasks and teams;
8. We eagerly embrace our role as trainer and educator in an industry short of labour;
9. Our Human Resources philosophy is built on the belief that every staff member has the potential and drive to grow, developing greater competence and taking on more responsibility over time;
10. We accept the extra financial cost of continuously training our own staff;
11. We encourage healthy critique as a driver of continuous personal and corporate growth;
12. We welcome cultural and personal differences as opportunities to gain fresh perspectives and to improve our performance.

Trust invites growth

At Amasus, we hold an optimistic view of people and their shared resourcefulness. A conviction that honest, human-to-human trust is the basis for all long-term growth – from personal learning to business expansion. Because through trust we invite each other to reach further.

Our steering house

A monument to human creativity

When the renovation of our monumental headquarters was completed in 2017, the building ranked as the most sustainable national heritage site in the Netherlands. Its features, along with the renovation process, are a prime example of our people-first approach.

The Amasus HQ is located in a former nautical school, known as the Abel Tasman National Monument of Delfzijl. Its architectural style exemplifies the so-called Amsterdam School, with complicated masonry, an organic appearance, and many decorative elements inside and out, from ornamental brickwork to art glass, wrought ironwork and ladder windows. The school was founded in 1856 to supply the northern Dutch seaports with sailors. The current building was constructed in 1930 and changed hands once, in 1988, before Amasus was able to acquire it in 2016. 'Not only is it a maritime monument, the legacy this building stands for is one we are proud to carry forward,' says one of Amasus' directors. 'From the moment we became its stewards, we wanted to honour Delfzijl and past generations of seafaring families, while also taking into account the needs of future generations.'

Plan number 7

The first steps towards renovation were downright unsatisfying. An array of architects and partners submitted a total of six renovation plans. None of them hit the mark. Amasus approached an old acquaintance, John Meijer, then regional manager at Veolia Netherlands. 'I visited the building, we talked – and together we began to understand what was missing,' recalls John. Adds an Amasus director, 'There was nothing fundamentally wrong with the other plans, but in John we found the kind of person we like working with: he listened well, showed flexibility and creativity, and was willing to think out-of-the-box. That's what we'd been missing. Plan number 7, John's, was not so much a fixed programme as a shared journey.'



A building to be proud of

The challenge Amasus and Veolia took on was complex. On the one hand, the building and its systems were heavily dated, and as a national heritage site, it faced strict government requirements. On the other, Amasus wanted their HQ to be sustainable, efficient, modern – and much more, notes John. 'They wanted staff to feel at home here: to return home at the end of day feeling they've enjoyed being here. They wanted the local community to be able to use it, say, for meetings. They wanted a visually stunning exterior the city would be proud of. They wanted the building's walls and floors to breathe nautical history. They wanted to be able to open those elegant, tall windows for air, rather than having a closed ventilation system. They wanted financial efficiency. All these different requirements meant we had to explore, combine, innovate – to think solutions, not problems.'

Past, present and future

Today, Amasus staff often give visitors a guided tour of the building. 'I sometimes bring people here to have a look, too,' says John. 'With its A+++ Energy Label, its beautiful interior and exterior, and its light, spacious feel, it is an amazing fusion of past, present and future. In my mind, it exemplifies perfectly what Amasus as a company wants to stand for.' An Amasus director adds, 'And the key is that it was made possible by people willing to work together, to learn and to explore new horizons.'

Corporate Governance and Ethics

Living out our values, policies, rules and procedures in every aspect of our operations requires clarity about roles and responsibilities across the organisation: our governance structure. In this chapter we describe the outlines of this structure and the underlying agreements.

The board of directors serves as the highest governance body at Amasus. In 2024, the board comprised six members, including two chairs. The chairs are responsible for selecting board members. Amasus operates through five divisions, all of which report directly to the board.

Safety and labour standards

In terms of our governance framework, we adhere to the International Maritime Organisation's International Safety Management (ISM) Code, which lays out standards for the safe management and operation of ships and for pollution prevention, as well as the Maritime Labour Convention (MLC) issued by the International Labour Organisation (ILO).

Ethics and compliance

Our take on compliance and on doing business ethically is similar to our view on CSR: it's about ensuring safety and a good future, not just about ticking the boxes on rules and regulations. This means we aim beyond industry standards as part of our best practice policy.

We expect everyone at Amasus, including suppliers, to comply with all external and internal regulations at all times and we make sure all staff are regularly updated and we make sure all staff are regularly updated. We also introduce all new clients to our onboarding standards for new clients, as outlined in our Code of Conduct and Client Policy.

As a result, Amasus has not faced any cases of non-compliance or fines in relation to social and economic matters in 2024. Internally, key practices and procedures are laid down in our Company Policy, our Client Policy, our Supplier Policy, our Code of Conduct, our Quality, Health, Safety, Security and Environment (QHSSE) Policy and our Grievance Policy.

These documents underscore the company's dedication to integrity, fair competition and anti-corruption. They also prohibit bribery, including non-monetary favors or gifts. The Code of Conduct outlines how we act to prevent or resolve conflicts of interest. The responsibility for mechanisms for advice and concerns about ethics is shared across different levels of our organisation, from managers to the Human Resources team and the board of directors. If and when needed, we may avail ourselves of external, independent mechanisms, such as an ombudsman, a dedicated hotline, or another external party that ensures confidentiality and impartiality in handling concerns.

Data Protection

We are committed to protecting personal data and complying with applicable data protection laws. With this in mind, we process personal data in accordance with legal requirements, ensuring the confidentiality, integrity, and security of the data. Personal data is retained only as long as necessary to fulfill the purposes for which it was collected. This retention period

The main risks to safe and sustainable shipping

- Rising sea levels and (salt water) flooding are a threat to infrastructure and coastal areas
- Extreme weather conditions and temperatures, with storms and flooding, threaten operations and safety
- Conflicts and instability, such as those in Ukraine and Russia and around the Red Sea in 2023-2024, impact safety, while rerouting impacts cost and efficiency



is typically seven years, and four weeks for job applications, as legally prescribed. We regard data protection as a highly serious matter and take suitable measures to prevent potential data breaches. In the year 2024, there were no complaints concerning breaches of consumer privacy. For questions regarding the use or security of data, see the privacy statement on our website www.amasus.nl or contact us through privacyofficer@amasus.nl.

Risk management

Compliance plays a key role in risk management. To mitigate the risks involved with shipping, we expect our staff to embrace all procedures, competence requirements and systems for voyage planning and technical management. In addition to managing risk, this approach helps us to tap into opportunities relating to innovation and improved sustainability. We assess our environmental risks using matrices, as outlined for staff in our Environmental Manual. For all risks identified as 'moderate', we develop additional control measures and residual risk assessment. Any activity involving a 'high' environmental risk is stopped immediately.

Roles and responsibilities

At executive level, the responsibility for

monitoring, analysing, reporting on and supervising the continuous improvement of our economic, environmental and social performance lies with our Group Quality, Health, Safety, Security and Environment (QHSSE) Manager. The QHSSE Manager reports directly to management on environmental performance. The fleet's environmental performance is monitored by the Technical Manager, who ensures that the principle of 'Reduce, Reuse, Recycle' is used in purchasing decisions, encouraging suppliers to make available options with reduced environmental footprints. We give priority to suppliers with ISO 14001 certification, aiming to track and reduce Scope 3 emissions.

In 2023, we appointed a Sustainability Officer to formulate and keep track of our compliance and CSR goals.

QHSSE objectives

- **Quality** We always operate with and deliver the highest possible quality
- **Health** All our employees can perform their work in good health
- **Safety** All our ships are operated in the safest way possible
- **Security** All our employees can work in a secure environment
- **Environment** We operate all our vessels with the lowest possible environmental burden

Stakeholders Engagement and Social Responsibility

Engaging with stakeholders is an important means of making sure we chart all CSR challenges relevant to our future. Mapping and analysing these many issues enables us to identify the most impactful measures in line with our company strategy: our Materiality Matrix.

In our materiality assessment, we have embraced a comprehensive approach that integrates key business considerations, such as customer satisfaction, operational excellence, and company financial performance, with traditional Corporate Social Responsibility (CSR) topics. This is because greater sustainability is contingent upon the health of our company and the excellence of our operations. In fact, we believe the two are mutually reinforcing.

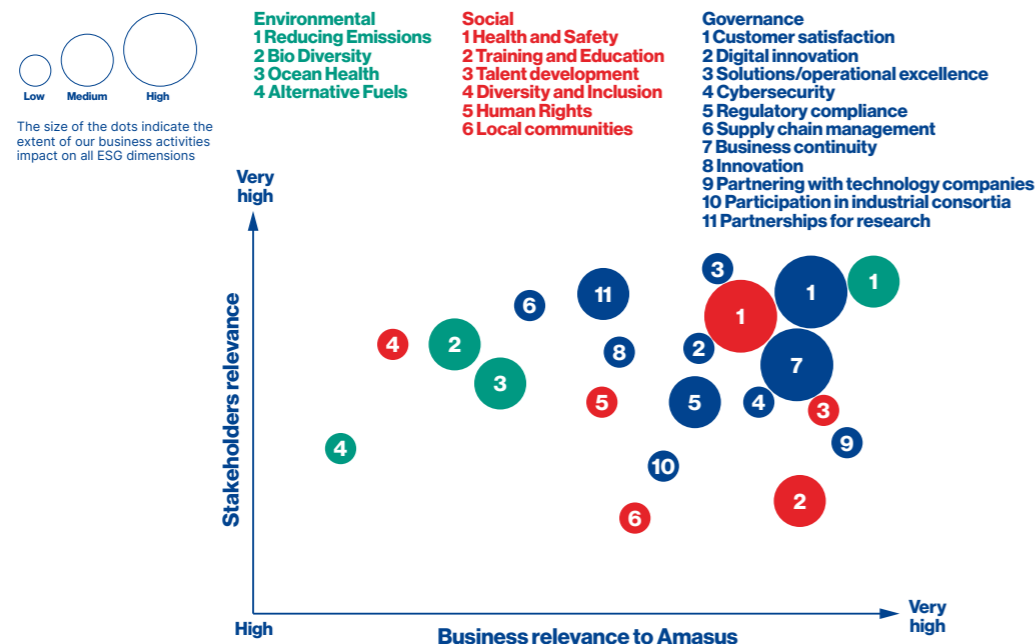
Top 3 issues

Based on input from ongoing, systematic dialogue with stakeholders, the diagram on this page shows which CSR priorities we consider to be the top three most material to our business:

1. Environmental impact;
2. Business and governance impact;
3. Social impact and engagement.

The Materiality Matrix forms the foundation of our Corporate Social Responsibility process, and will be consistently and regularly analysed, evaluated, and revised.

Figure 2 Our Materiality Matrix with CSR priorities.



People drive change

Our conviction that people are the drivers of positive change makes us a communicative and relationally oriented organisation, dedicated to building and maintaining constructive, future-facing relationships with all our stakeholders: from employees, customers, suppliers, sales and business partners, governments and regulators to local communities, non-governmental organisations (NGOs), shareholders, other investors and trade unions.

- We engage with the communities in which we operate, through initiatives involving our employees' families, and by sponsoring a range of educational and work-related activities;
- We regularly meet with governments and authorities to ensure we comply with rules and regulations;
- We connect with customers and suppliers to ensure we meet the highest standards on issues such as human rights and conflict minerals;
- We maintain relationships with business partners at conferences and trade fairs, training sessions and local events;
- We share business results with financial institutions;
- We use the full range of means to connect with our employees, including online media, discussions, and training and team-building events.



Our Cadet Training Programme is a vital part of our strategy for meeting future human resource planning needs. We had 34 participants in 2024.

Professional growth

Our vessels are manned with qualified, certified, and medically fit personnel. We work hard to keep it that way. Our Induction Policy helps facilitate the on-boarding of new staff, and once on board, all staff are encouraged and supported in their growth through training and development programmes that we continuously revise and update. Tracked in our Matrix Crew Documents, these training activities cover areas such as legislative requirements, contractual/customer requirements, company goals and objectives, the introduction of new equipment and/or procedures, specific or on-request skills, knowledge or competencies. We're proud to note that our employees are valued in the industry for their knowledge, skills, flexibility, commitment, creativity, productivity, and quality of work.

- We prioritise talent development by actively offering internships and comprehensive training programmes, understanding the critical role these initiatives play in cultivating a skilled and adaptable workforce, and contributing to individual and organisational success;
- We actively seek to 'promote from within' whenever possible and appropriate;

- Our seafarers are encouraged to discuss their personal development within the company and with their Crew Manager;
- We assist with the funding of educational support programmes, such as study leave, distance learning or evening classes;
- We provide internships, offering hands-on experience in the maritime and logistics fields for aspiring professionals;
- As an example of our investment in our staff's physical, mental and social well-being, we offer all staff free access to padel courts every week.

The Crew Manager is responsible for liaising with other departments to identify and help meet additional training requirements. Training methods can be shore- or vessel-based, or may involve distance and e-learning. We consistently share best practices across the fleet.

Environmental awareness

At Amasus, Environmental impact is one of our top priorities. Therefore we have engaged and trained all of our staff over the last years on this topic via a special environmental awareness course provided by the Wageningen University.

1 million hours at sea

In 2024, our team collectively dedicated 1.266.720 working hours at sea to our operations. Within this timeframe, our Lost Time Injury Frequency (LTIF) stands at 0.79 in 2024. Regrettably, we experienced ten incidents during this period: 2x slipping, 1x falling from height, 3x cutting wound, 1x chemical exposure, 2x near miss, 1x entrapment (finger). Preventive training actions have been carried out to prevent recurrence. Our proactive ethos reinforces our dedication to safety excellence, and nurtures a culture of continuous improvement.

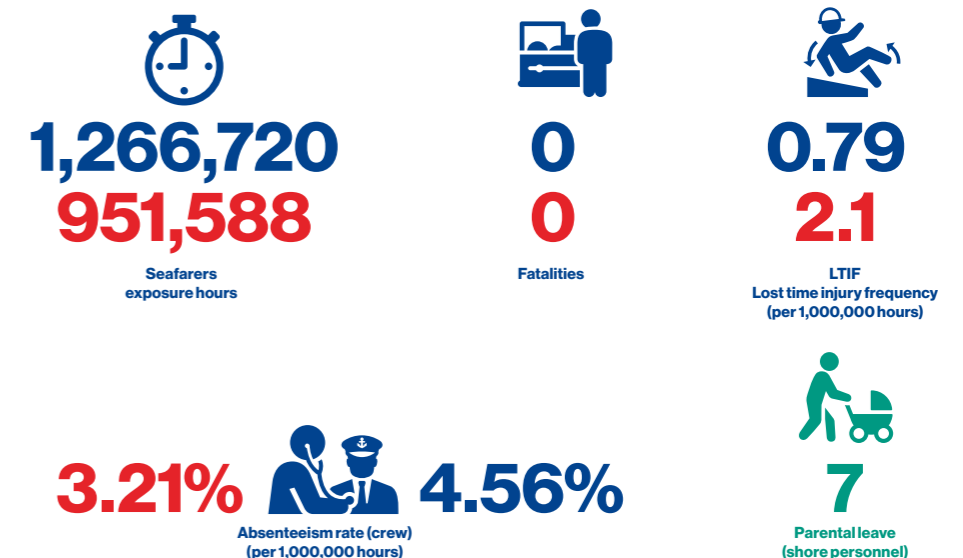
Absenteeism

Our shore crew's absenteeism rate in 2023 was 3.21%, which inclined in 2024 to 4.56% – well under the national percentage of 5.25% (CBS). Our aim is to reduce absenteeism still further by maintaining an inclusive and pleasant workplace. Our goal for 2025 and beyond is to keep shore crew absenteeism below 3%.

Human rights

We are committed to fair labour practices wherever we operate, respecting the rights of each individual and complying with national and international legislation. We support the principles embodied in the United Nations' Universal Declaration of Human Rights and do not knowingly do business with individuals or companies that participate in the exploitation of children – including child labour, corporal punishment, forced or prison labour and human trafficking. We respect the rights of every individual and believe that anyone directly or indirectly employed by Amasus should be treated with dignity and respect, be paid fair wages based on applicable law, and be assured of safe working conditions. Our commitment extends to our suppliers. We only work with selected suppliers that are equally committed to fair labour practices.

Figure 3 'Employee safety and health' 2023 ↕ 2024





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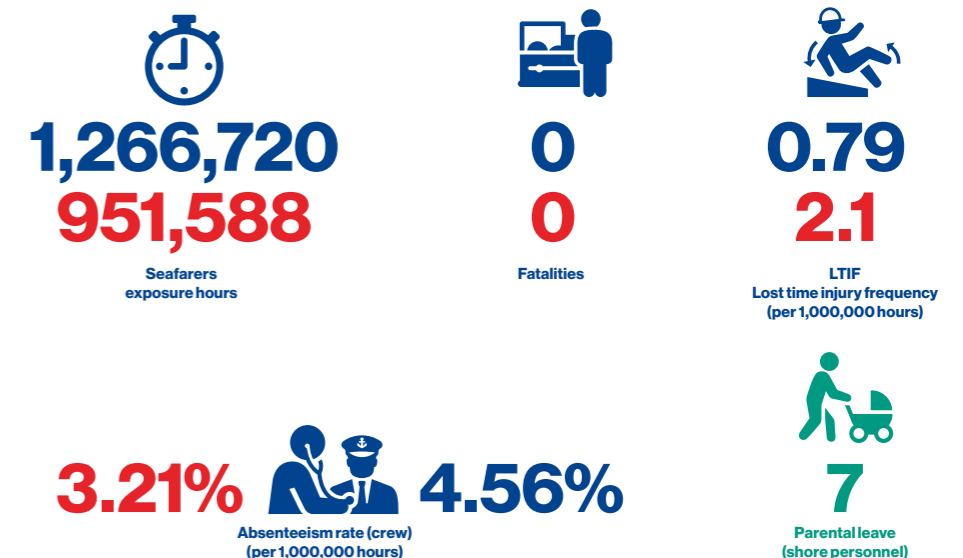
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Figure 3 'Employee safety and health' 2023 ↕ 2024



Management Approaches and Systems

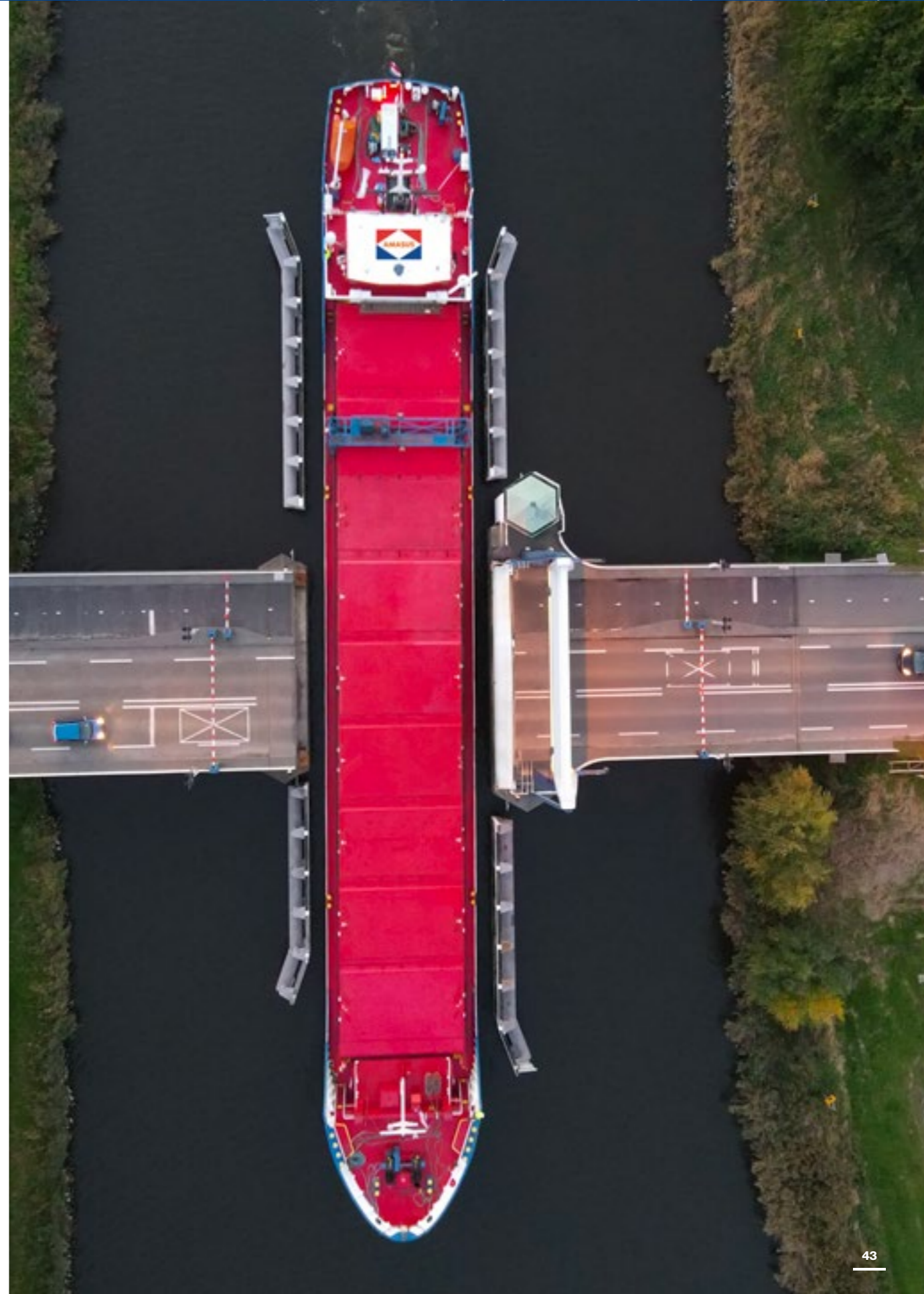
Standardisation is a vital part of our relentless pursuit of increased efficiency – another way of ensuring that our operations are economically, ecologically and socially sustainable. Various management systems aid us in this area.

We have an integrated management system for all our operating units. It enables us to uniformly and efficiently approach matters such as environmental protection, health and safety, and quality of products and services. Our system is founded on internationally recognised standards for the maritime industry and covers all our activities. It allows us to spot opportunities for improvement and incorporate them into our planning once the due checks and evaluation have been undertaken. Our hands-on approach means we can correct, prevent, and adapt as necessary with minimum disruption.

We manage and operate our business at the highest level of international standards.

- Integrated Management Systems: ISO 9001 with ISO 14001 and ISO27001 in progress
- Quality Management System: ISO 9001
- Environmental Management System: ISO 14001
- Health And Safety Management System: ISO 45001

Our Quality Management System complies with the Bureau Veritas Guidance note NI563 requirements. Our Management System is approved by Lloyd's Register, in accordance with ISO 9001: 2015 for 'Chartering of seagoing ships for the offshore market and provision of agency services for seagoing and offshore ships'. We constantly align our use of these and other systems with our strategic goals and priorities, so that by default we can maintain high performance levels and a cycle of continuous improvement.



Performance and Economic Impact

In 2024, Amasus experienced moderate growth, with employees, vessel numbers, tonnage and economic performance going up.

One important aspect of improving our economic performance and sustainability is ship conversion. This involves the process of transforming existing vessels in alignment with more environment-friendly and economically viable practices;

- Retrofitting ships with advanced technologies and equipment to reduce emissions;
- Optimising cargo capacity, while minimising the time and distance involved in ballast operations;

- Improving fuel efficiency;
- Enhancing overall environmental performance;
- Repurposing vessels for alternative uses;
- Upgrading vessels to comply with evolving regulatory requirements and industry standards.

By investing in ship conversion, companies not only minimise their environmental footprint but also achieve long-term cost savings and remain competitive in our sector.

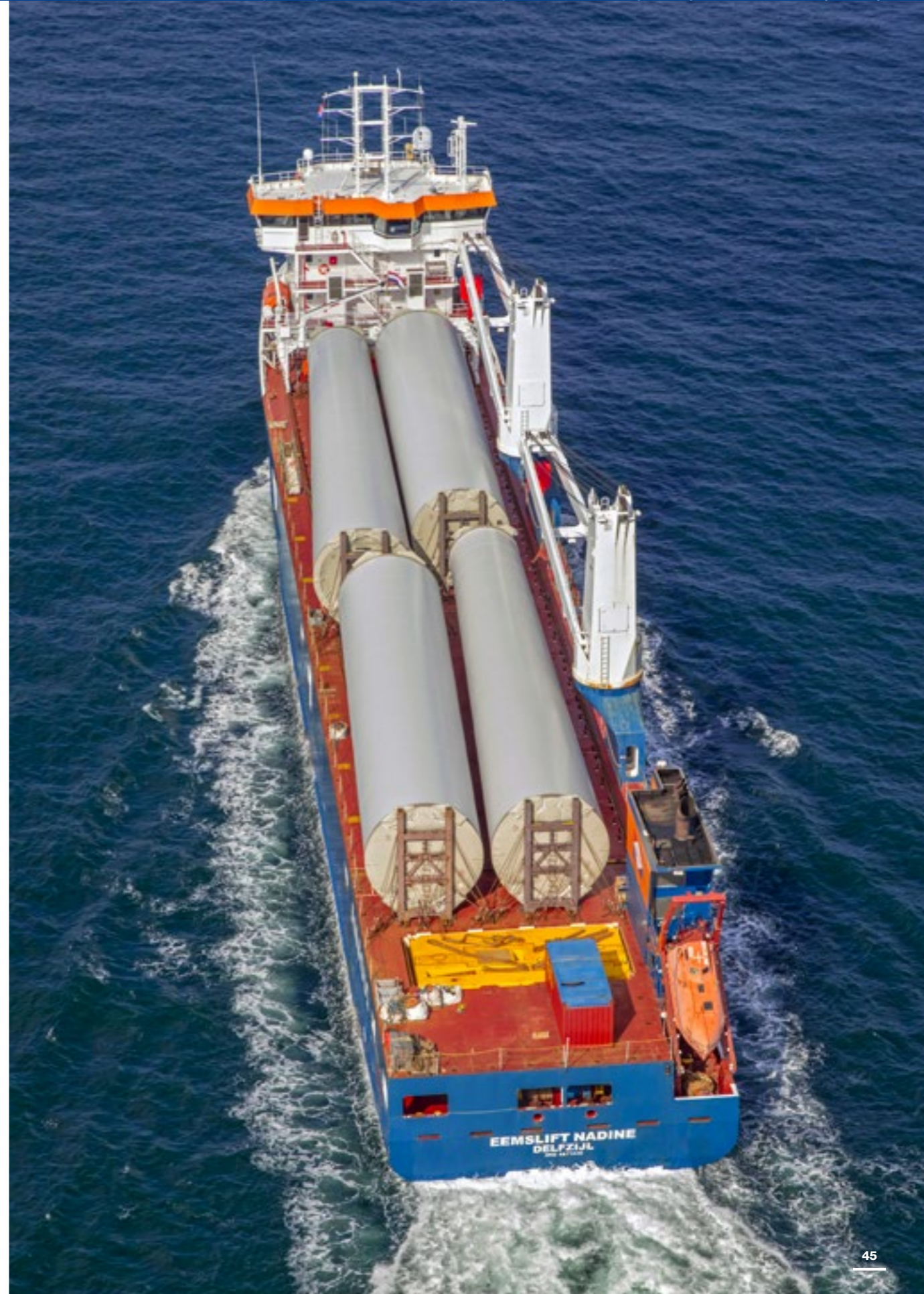
Figure 4 'Ship economic performance'



12,000,000
Transported tonnes



3,000,000
Sailed nautical miles



Environmental Impact and Responsibility

As a company we are working hard to improve our energy performance, to decarbonise, to manage waste responsibly, and to push back air and water pollution, thereby reducing our impact on oceans and biodiversity. At the same time, we keep in step with major trends shaping the future of our industry, such as digitalisation and regulatory changes. In this chapter, we share data and insights regarding these high-priority areas.

Living and working in close connection with oceans, inland waters and coastal areas, we are deeply conscious of our role as stewards of these precious gifts nature shares with us. In a highly interconnected world, we believe our stewardship must have a holistic approach, balancing the needs of the environment with those of people, businesses, governments and the economy.

In our day-to-day operations, this means that among many other things, we seek to:

- Minimise the environmental impact of our day to day business;
- Consistently search for improvements in our environmental management systems;
- Focus on sustainable use of resources and prevention of pollution;
- Go beyond compliance;
- Relentlessly optimise the efficiency of our vessels in line with the IMO's Energy Efficiency Existing Ship Index (EEXI) and annual operational carbon intensity indicator (CII) ratings;
- Benefit from smart weather routing to save time, cost and resources, while also reducing emissions and increasing safety.



Well-to-wake emissions

With an overwhelming 99% of our Scope 1 greenhouse gas (GHG) emissions stemming from our shipping activities, we are committed to investing in the reduction of our carbon footprint. The graphs in this chapter present data on our fleet's GHG emissions. We calculated these on the basis of the total amount of fuel bunkered in 2024, applying well-to-wake factors specific to the types of fuel used by our vessels. This is because we consider well-to-wake data to offer a more realistic picture of our performance than tank-to-wake data. Below are more examples of how we are reducing our environmental footprint.

• Gas-free HQ

Maritime operations aside, our headquarters in Delfzijl underwent a thorough renovation in 2017, becoming 100% gas-free and acquiring an A+++ energy rating – nearly the highest possible (read more about our unique office renovation on page 34).

• Energy-neutrality

All our on-shore office operations are energy-neutral, with the amount of energy we consume as a group equivalent to, or lower than, the amount we collect through our solar panels in Eemshaven.

• Shore power

We actively employ shore power technology where available at harbour docks. While more costly than using on-board fuel, shore power enables us to reduce air pollution and the overall environmental impact of loading and unloading.

• Water, effluents and sulphur

The consumption and withdrawal of water and the discharge of water and effluents, along with emissions of sulphur oxide (SOx) linked to petroleum-based fuels and the discharge of waste are major issues in shipping. Find out how we are going beyond regulatory requirements to tackle these challenges in the graphs in this chapter and on pages 18/Fuel for thought and 28/Illuminating the seas.

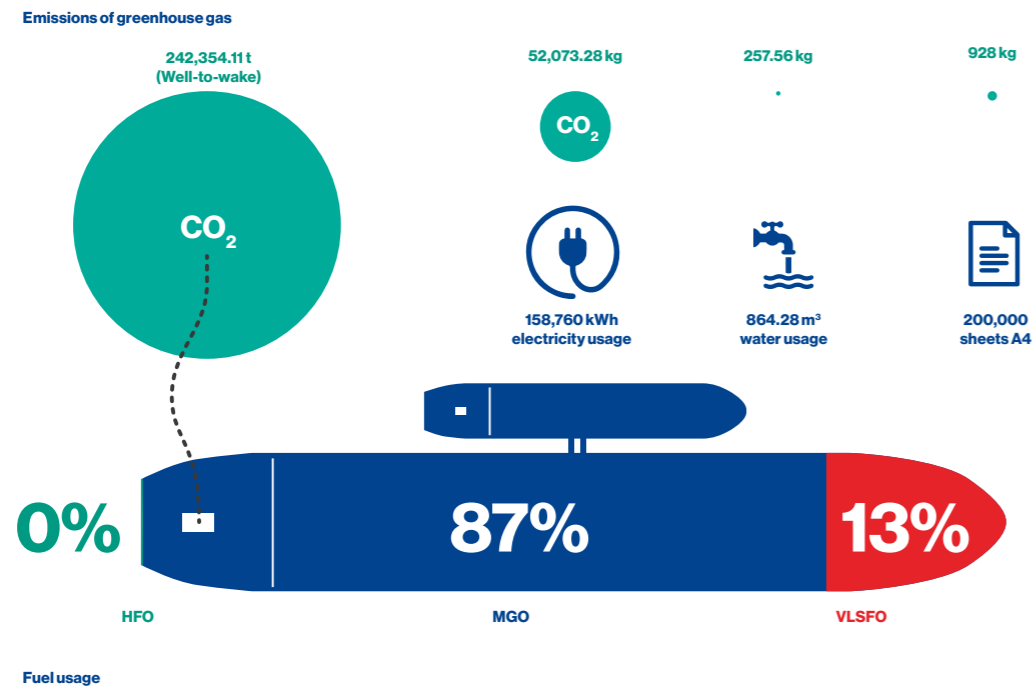
• Waste

During the reporting period, Amasus had zero non-conformities regarding waste discharge. We minimise waste and its discharge with our 'Stow it, don't throw it' policy, through the discharge of waste to shore-based facilities, and with accurately kept Garbage Record Books on all vessels.

Technological opportunities

The integration of digital technologies is revolutionising the shipping landscape, often helping to reduce our environmental footprint. From smart navigation and autonomous vessels to blockchain for supply chain transparency, the industry is embracing digitalisation for efficiency, safety, cost-effectiveness and sustainability purposes. Advanced data analytics, Internet of Things (IoT) sensors, and artificial intelligence (AI) are being harnessed for real-time monitoring, predictive maintenance, and fleet management optimisation. Read more about our innovative partnerships in some of these areas in chapter 2.

Figure 5 'Environmental impact and responsibility'



Future Sustainability Initiatives and Goals

We envision a future in which sustainable maritime practices are an industry-wide reality. As we have outlined in this CSR Report, our company strategically aligns its goals and initiatives with a forward-looking approach to environmental stewardship and corporate responsibility. In this closing chapter, we look briefly at some of the themes driving us on our journey into the future.

Digitalisation for efficiency

We are at the forefront of integrating digital and Internet of Things (IoT) technologies to enhance operational efficiency. Data analytics, route planning optimisation, fuel consumption, and overall vessel performance will make the maritime sector more sustainable and more technologically advanced.

Renewable energy adoption

Whether we are installing more solar panels, leveraging wind energy solutions, or embracing other clean energy technologies for both onboard operations and shoreside facilities, we have a strong focus on reducing our reliance on traditional, fossil fuel.

Stakeholder collaboration

As we outline in other sections of this report, allying ourselves with innovators and game-changers is part of our strategy. These can include companies and industry stakeholders, government bodies and non-governmental organisations. Collaboration is the only way forward.

Cybersecurity

Cybersecurity is not only essential for protecting our assets and maintaining business continuity, but also for upholding our commitment to safety, reliability, and trust within the maritime industry. By proactively addressing cyber risks, we can enhance resilience, adaptability, and competitiveness in an increasingly digitalised maritime landscape. Additionally, ensuring the safety and security of our clients' information and data is of the utmost importance.

Innovation in vessel design

In pursuit of our ambitious, sustainability-driven goals for the future of vessel design, we collaborate with shipyards, technology providers and researchers. We already have over 12 years of experience in operating and fine-tuning diesel-electric propulsion, and with recent new vessels, we have improved aerodynamics, fuel consumption and efficiency.



Future fuels

Promising future fuels include methanol, hybrid systems and ammonia. We are closely monitoring developments in methanol production technologies, including renewable methanol derived from biomass or carbon capture and utilisation (CCU) processes.

Potential new wins

We are working with, or investigating, many other potential wins for our industry, such as:

- Gate rudder installation;
- Optimisation of the hull, including the stern;
- Selective catalytic reduction (SCR), NOx reduction;
- Waste water management that ensures nothing goes overboard;
- Strategic innovation management;
- Partnering for innovation;
- Validation of data for innovation.

Modular ship building

For our newest type of vessels, the Eems B-series – currently being built in Turkey – we are applying modular building. Our newbuilt vessels will be easily adjustable to more sustainable engines entering the market in the years ahead. This approach enables us to break away from conventional constraints on vessel performance optimisation and life span.



GRI Index

The 2024 CSR Report can be considered as the next step towards reporting according to the GRI Standards, which Amasus aims to have implemented by 2025

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GRI 305 Emissions 2016

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Towards tomorrow

Amasus used the Global Reporting Initiative Sustainability Reporting Standards (GRI) of 2021 to develop this report. In determining its contents, the Amasus team considered the company's core values and experience, as well as the reasonable expectations and interests of our stakeholders. The data we share here represents our entire company over the financial reporting period from 1 January to 31 December, 2024.

We're aware that this report, which is our first publication of this kind, cannot cover all GRI topics and relevant data exhaustively. With that in mind, we invite the reader to view it as a snapshot of our company and its Corporate Social Responsibility performance; as an honest overview of our present performance and our plans and ambitions for the years ahead; and as an important first step towards continued and compliant CSR reporting in the future.

