



# ESG Report 2021

Environmental, social & corporate governance





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## Message from our CEO

As we are now in the third quarter of 2022, the world and the shipping industry being a major stakeholder of global trade, is facing two black swan events, the COVID pandemic which is slowly receding and the Russian invasion of Ukraine still ongoing.

2021 marked almost two years of the COVID pandemic and despite the disruption and the heavy toll in human lives, societies around the globe demonstrated remarkable adaptability, resilience and determination to revert to normality. In 2021, the world economy grew at the fastest rate of the 21st century – rebounding to pre-pandemic levels.

However, apart from the grave social implications, these two crises have caused disruption to global trade and the shipping industry specifically.

We are witnessing enduring changes in the global supply chains, immense challenges for communities, seafarers and shore based employees which underpin the importance of sustainability, care for the human element and increased community investment.

The environment was a focal point of 2021 for policy makers and for Latsco.

In June, the IMO held MEPC 76, where technical (EEXI) and operational measures (CII) were adopted and in July the EU published the Fit for 55 package, further increasing its ambition for decarbonization.

COP26 which was held in Glasgow in the fourth quarter of 2021 gathered considerable interest from the shipping community with important announcements such as the Global Methane Pledge and the Green Shipping Corridors.

At Latsco, we aim to be at the forefront of maritime decarbonization, protect the environment and at the same time provide a competitive and reliable service to our customers.

In an effort to underpin our commitment to decarbonization and increase the collaboration with our stakeholders, Latsco became a Signatory to Call to Action for Shipping Decarbonization and a member of the Getting to Zero Coalition of the Global Maritime Forum.

We also believe that the IMO regulations and high EU carbon permit prices may also drive alternative methods of dealing with CO2 emissions, like post combustion carbon capture. In addition, a complete liquefied CO2 value chain, from liquefaction to transportation to geological storage will be needed in the fight against climate change.

The low carbon challenge inspires Latsco's strategy. As such, we are carefully considering our fleet renewal plans, while constantly researching and learning about the advancements in ship technology and fuels in order to make the right decisions at the right time. Sustainability, continued resilience and agility are required more than ever in order to create value for all our stakeholders.

**George I. Margaronis**  
CEO, Latsco Shipping Limited





## About this report

### Scope

This report is our second stand-alone Environmental, Social, and Governance (ESG) report. The purpose of this report is to share with our internal and external stakeholders our annual ESG performance, the progress made on specific ESG elements and disclose our commitments towards improving our sustainability impact. The report outlines the actions we undertake in order to meet the objectives set by the International Maritime Organization (IMO) and the United Nations Sustainable Development Goals (UN SDGs) and is prepared in accordance with the Global Reporting Initiatives (GRI) Standards Core option

and the Sustainability Accounting Standards Board (SASB) for Marine transportation.

The report presents our environmental, social, and governance (ESG) initiatives, performance and approach for calendar year 2021, along with how we manage material sustainability topics.

Latsco Shipping Limited has a long-standing reputation of excellence, performance, reliability and safety and this ESG report is a means of communicating our firm commitment to create sustainable long-term value for all our stakeholders.

### Reporting period

The report covers the period from January 1st, 2021 to December 31st, 2021 and as such, all data and information provided represent activities undertaken within the year 2021 while information is also provided for the preceding year, for comparative purposes. The data presented in the report also include the vessels of Latsco LNG.

### Reporting Frameworks

#### Global Reporting Initiative (GRI Standards: Core option)

Reporting based on the GRI Standards ensures that the content and issues discussed are relevant, consistent, and comparable across companies and sectors.

#### Sustainability Accounting Standards Board (SASB) for Marine Transportation

The report discloses information on the basis of SASB maritime industry-specific metrics.

This is our second ESG report, prepared in accordance with **GRI Standards "Core" option**, **SASB's Marine Transportation** material topics and the guidance of **PwC Greece**





# Our company

**Latsco Shipping Limited**, is a privately-owned company, whose predecessor was established in 1937, when the company's founder, Captain John S. Latsis, first ventured into passenger and commercial deep-sea shipping. With more than 70 years of experience in the shipping industry, the company originally operated under the name "Petrola International S.A.". Latsco Shipping Limited was incorporated in 2004 to consolidate the shipping activities of the Latsis family.





## Group's Structure

**Latsco Shipping Limited** is incorporated in Bermuda and has a branch in Monaco.

**Latsco LNG LLC** is incorporated in the Marshall Islands and is in the process of opening a branch in Monaco.

**Latsco Ship Management Holding Inc.** is the parent company of Latsco (London) Limited ('LL'), Latsco Marine Management Inc. ('LMM') and Latsco LNG Marine Management Inc. ('LLNGMM') Latsco (London) Limited has an office in London, U.K. and Latsco Marine Management Inc. and Latsco LNG Marine Management Inc. each have a branch office in Athens, Greece.

LMM and LLNGMM provide technical management to our vessels and LL is assigned with the commercial management of the fleet.

All of the above companies are referred to as the Latsco Group or "Latsco".



## Our vision

To establish ourselves as the leaders in our field, through the continuous development and improvement of the business operations, health, safety and quality standards of our growing fleet.

## Our mission

Our mission is to operate our growing and modern fleet with the highest standards of excellence in terms of performance, safety, reliability and environmental protection. Fleet renewal and expansion coupled with a balanced employment portfolio forms the foundation of our strategy, ensuring resilience and agility through the industry's highly volatile cycles.



## Our core values



### BUSINESS EXCELLENCE & QUALITY

We focus on business excellence, ensure the highest of standards and sustain our best-in-class status.



### FOCUS ON OUR CUSTOMERS

We are committed to fulfilling our customers' expectation to add value and protect their interests.



### OPERATE AS ONE TEAM

We share one vision. We operate as one team fostering respect and inclusion.



### SAFETY & ENVIRONMENT

We place safety at the forefront of our efforts. We promote environmental preservation and sustainability by reducing our carbon footprint, while complying with safety environmental rules, regulations and industry standards.



### CARE FOR OUR PEOPLE

We put people first. We care about their well-being and we nurture a fair and just culture that promotes equal opportunities and participation.

## Our memberships

We have established strong relationships with reputable organizations and participate in initiatives that promote maritime sustainability, including:



**Global Maritime Forum** is an international not-for-profit organization which is committed to increase sustainable long-term economic development and wellbeing in the shipping industry, supported by a group of leading industry stakeholders who share the same ambition.



**INTERTANKO** (the International Association of Independent Tanker Owners) is a trade association for owners of independent tankers throughout the world that represents the interests of its Members at national, regional and international levels.



**BIMCO** is the world's largest organization for shipowners, charterers, ship-brokers and agents that aims to be at the forefront of global developments, providing expert knowledge and practical advice to safeguard and add value to its members.



**GETTING TO ZERO COALITION** is an alliance of companies across the maritime, energy, infrastructure and finance sectors, supported by governments and IGOs, and is committed to getting commercially viable, deep-sea, zero-emission vessels, powered by zero-emission fuels, into operation by 2030 towards full decarbonization by 2050.



**SIGTTO** is the Society of International Gas Tanker and Terminal Operators. It is a not-for-profit organisation. It was formed as an international organisation for industry participants to share experiences, address common problems and derive policy for improvement to maritime operations.





# Key Highlights



MORE THAN  
**70**  
YEARS  
of experience  
in the shipping industry



**\$ 260.7 million**  
Revenue in 2021



**831**  
ashore & crew  
employees



**Offices**  
in Athens, London, Monaco



**ON-BOARD  
FILTRATION  
SYSTEMS**  
for potable water



**100%**  
of vaccinated crew  
on-board



**31**  
VESSELS  
on the water  
managed by  
LMM & LLNGMM



**4**  
VLCCs  
on order  
to be delivered in 2022



**1,105**  
PORT CALLS  
in 2021  
(incl. LNG)

**2,118,839 miles**  
distance travelled



**10,900**  
OPERATING DAYS  
in 2021  
(incl. LNG)



**77**  
COUNTRIES  
visited in 2021 (incl. LNG)



IN-HOUSE  
DEVELOPMENT OF  
**GHG  
EMISSIONS  
MONITORING PLATFORM**  
visited in 2021 (incl. LNG)



INITIATION OF  
**SHIP  
CYBER  
SECURITY  
PLAN**  
visited in 2021 (incl. LNG)



**59,648,389** (000's) mt  
TRANSPORT  
WORK  
in 2021  
(incl. LNG)





## Our fleet

Our fleet consists of product, chemical and crude tankers, as well as liquefied petroleum gas (LPG) and liquefied natural gas (LNG) carriers, which are deployed on a wide range of trading routes. As of the release date of the report the Company operates a fleet of 31 vessels on the water comprising VLCCs, LR2 product tankers, MR product/chemical tankers, LNG carriers and LPG carriers.

As part of our commitment to maintain a fleet of the highest technological and environmental standards, in 2021 we sold the VLGC Hellas Fos and the MRs Hellas Enterprise and Hellas Explorer, all built in 2008.

In 2021, Latsco group took delivery of 2 state of the art new building LNG carriers, with a carrying capacity of 174,000 cbm each.

### LR2 Tankers

	TYPE	DWT	YEAR OF BUILD
1. <b>Captain John</b>	LR2	113,876	2014
2. <b>Captain Paris</b>	LR2	113,876	2014
3. <b>Captain Spiro</b>	LR2	113,796	2014
4. <b>King Philippos</b>	LR2	111,827	2012
5. <b>Lady Henrietta</b>	LR2	111,815	2012

### Gas Carriers

	TYPE	CBM	YEAR OF BUILD
1. <b>Hellas Glory</b>	VLGC	82,440	2008
2. <b>Hellas Serenity</b>	VLGC	82,440	2008
3. <b>Hellas Hercules</b>	VLGC	84,134	2015
4. <b>Hellas Poseidon</b>	VLGC	84,084	2015
5. <b>Hellas Gladiator</b>	VLGC	84,116	2016
6. <b>Hellas Sparta</b>	VLGC	84,055	2016
7. <b>Hellas Dynasty</b>	VLGC	80,000	2020
8. <b>Hellas Voyager</b>	VLGC	80,000	2020
9. <b>Hellas Eagle</b>	LGC	60,159	2016
10. <b>Hellas Apollo</b>	LGC	60,178	2016

### MR Tankers

	TYPE	DWT	YEAR OF BUILD
1. <b>King Gregory</b>	MR	51,441	2012
2. <b>Lady Malou</b>	MR	51,486	2013
3. <b>Hellas Avatar</b>	MR	49,997	2015
4. <b>Hellas Fighter</b>	MR	49,997	2015
5. <b>Hellas Revenger</b>	MR	49,975	2016
6. <b>Hellas Nemesis</b>	MR	49,997	2016
7. <b>Hellas Aphrodite</b>	MR	49,992	2016
8. <b>Hellas Tatiana</b>	MR	49,834	2017
9. <b>Hellas Margarita</b>	MR	49,879	2017
10. <b>Hellas Calafia</b>	MR	49,810	2018
11. <b>Hellas Marianna</b>	MR	49,834	2018



Additionally, during 2022, 4 newbuilding VLCC tankers were delivered.

Latsco, through the successful completion of more than 40 newbuilding projects has accumulated extensive experience in ship building projects and at the same time has built long standing relationships with shipyards like Hyundai Heavy Industries, as well as other leading manufacturers and suppliers.





## VLCC Tankers

	TYPE	DWT	YEAR OF BUILD
1. <b>Yiannis Latsis</b>	VLCC	300,000	2022
2. <b>Erietta Latsi</b>	VLCC	300,000	2022
3. <b>Hellas Fos</b>	VLCC	300,000	2022
4. <b>Hellas Paliros</b>	VLCC	300,000	2022

Our **VLCCs, which were delivered in 2022** mark the return of Latsco to the Very Large Crude Carrier sector. The vessels were built by Hyundai Heavy Industries, carry the Greek flag and are equipped with state of the art technology, offering high levels of efficiency, environmental performance and energy conservation:

- **Energy saving devices:** Hyundai's Pre-Swirl Duct and Hi-Fin, Rudder Bulb & Bulb Skirt and Full Spade Rudder
- **Exhaust Gas Cleaning System (EGCS):** Open loop scrubber with two stage internal water spray arrangement.

## LNG Carriers

	TYPE	CBM	YEAR OF BUILD
1. <b>Hellas Diana</b>	LNG	174,000	2021
2. <b>Hellas Athina</b>	LNG	174,000	2021

Other environmentally related technical features include Silyl-Acrylate Anti-Fouling, side stream Electrolysis Type Ballast Water Treatment System and a Selective Catalytic Reduction System, in order to comply with the latest NOx reduction Tier III IMO Regulations.

**In 2021**, Latsco took delivery, from Hyundai Samho Heavy Industries (HSHI), of its two LNG carriers with a carrying capacity of 174,000 cbm each, featuring the following technical characteristics:

- The vessels are equipped with WinGD's dual-fuel X-DF engines.
- Energy saving devices such as Hi-Rudder T and Hi-Fin are installed for the improvement of propulsion efficiency.
- GTT's Mark III Flex containment system.



6  
YEARS  
AVERAGE AGE OF OUR FLEET





## Creating value

### Financial Performance

Our business and commercial strategy contribute to our strong financial performance. During 2021, we achieved a strong performance in terms of growth and profitability. Our fleet recorded a total revenue of \$260.7 million for the FY2021, increased by 0.39% compared to FY2020.

**\$260.7**  
MILLION

Total revenue in 2021

## Operational & Commercial Performance

Despite the challenges affecting the global supply chains, we kept our operations running effectively and efficiently and demonstrated strong operational performance. More specifically, during 2021 our daily operating expenses, equalling to \$6,991 (a 12% increase compared to 2020). In addition, investments in environmental infrastructure came up to \$ 175k in 2021.

**\$6,991**  
DAILY  
OPEX  
2021

↑ 12% OPEX compared to 2020

**\$175k**  
CAPEX  
ENVIRONMENTAL  
2021



Latsco has created long standing relationships with reputable oil and gas companies and the international commodity traders around the globe, cultivated through years of business partnerships based on mutual trust and common goals to meet our customers' operating requirements and commercial needs. Our successful track record is further solidified by our highly skilled chartering team in our London Office and our highly experienced team in our Athens office that supports our vessel's operations.

DESCRIPTION	2021	2020
Vessels in operations	31	29
Operating Days	10,900	10,383
Utilization Rate	99.3% (incl LNG)	99.4%
Distance travelled (nm)	2,118,839	1,991,702
Transport work (tonnes * nm)	59,648,388,714	55,572,600,000
Port Calls	1,105	981
Countries visited	77	81
Cargo Claims	0	0
Dry-docking (days)	124	45

## Digital transformation

The industry's transition towards digitalization and automation is gaining momentum and is imperative in aligning shipping with the requirements of the transportation value chain and its stakeholders. We place great emphasis on the digital transformation of our organization, aiming to streamline our processes and improve the efficiency of our operations by:

- ✓ Providing the company users and our vessels with modern technology and tools to perform their tasks effectively.
- ✓ Improving our business processes and our reporting capabilities.
- ✓ Ensuring the optimum operation of our IT systems and the availability of our data both ashore and off-shore.
- ✓ Using telemetry, big data, intelligent software and process automation in order to improve performance and optimize vessels' operations.
- ✓ Developing an in-house GHG emissions & vessel operational performance monitoring platform which enables, among others, the real-time monitoring of the carbon intensity of the vessels in order to comply with the IMO's CII ratings with the aim to maintain CII ratings as will be stipulated in charter parties.







## Supporting UN Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs), were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and achieve sustainable development by 2030. The SDGs framework provide a blueprint that

businesses can implement in order to improve their performance on sustainable development and achieve a better future for all.



# 2

## ESG at Latsco Shipping Limited





The International Maritime Organization (IMO) is also working towards the 2030 Agenda for Sustainable Development and the associated SDGs. Specifically, IMO regulations for shipping offer a tangible emphasis on how innovators can develop pioneering and game-changing technical solutions.



Latsco Shipping Limited has integrated SDGs into its business strategy and has prioritized the topics that are material to its operations and stakeholders.

We believe that businesses play a key role in contributing to and achieving the SDGs and we gradually incorporate these principles in our business practices, in order to promote a better and more sustainable future.



## Policy towards decarbonization

International shipping carries around 90% of global trade and is one of the most energy-efficient modes of transport, representing approximately 3% of the global anthropogenic CO2 emissions.

The IMO adopted an initial GHG strategy in 2018, setting a target to reduce the total annual greenhouse gas emissions from shipping by at least 50% by 2050 compared to 2008, and at the same time reduce the carbon intensity as an average across international shipping, by at least 40% by 2030, pursuing efforts towards 70% by 2050, compared to 2008.

Furthermore, on 14 July 2021, the European Commission adopted a series of legislative proposals to deliver the European Green Deal – the 'Fit for 55' package – targeting the reduction of net greenhouse gas emissions by at least 55% by 2030, compared to 1990 levels, including several proposals that address maritime transport's climate impact.

### Our commitment

Decarbonization transcends the shipping value chain and the stakeholders involved and as such we are fully committed to further reduce the emissions of our fleet and the energy consumption of our offices.

We aim to be early adopters of new and greener technologies on-board our vessels. We invest in our vessels from the design phase, and we continually assess the optimum technical solutions.

Fleet renewal is part of our strategic objective to maintain a modern, technologically advanced and efficient fleet of the highest possible standards.

### Our measures

During 2021 we further solidified our commitment to decarbonization:

We closely monitor all performance and emissions related data through state-of-the-art software and hardware systems that ensure data integrity and transparency.

We advocate close collaboration with our charterers as it will be key for the successful pathway towards decarbonization of our fleet and our operations.

We invest in new technologies and participate in various research programs for alternative fuels and post combustion carbon capture solutions.

We are also looking closely at the liquefied CO2 value chain as we believe it will be an enabler in the production of net-zero fuels and an integral part of the pathway to decarbonization.

In an effort to underpin our commitment to the decarbonization of our fleet, we have allocated dedicated resources and we have bolstered the Operational Technology and Energy Management (OTEM) department with experienced and specialized personnel.





## Operational Technology and Energy Management Department

Our Operational Technology and Energy Management department (OTEM) was established in 2017 and restructured in 2020 in order to underpin the company's commitment to be an early adopter of new technology, address challenges stemming from environmental regulations and align the fleet with the strategic view to reduce emissions, beyond compliance. In its continuous quest to improve performance, the department is using telemetry, big data and process automation and has established a synchronous Data Center for collecting, storing and sharing applications and data, related to the vessels' operational pattern.

Data integrity is a major challenge that all industry stakeholders, ship-owners, charterers, classification societies, and the IMO need to successfully deal with. Furthermore, in close cooperation with the Technical Department, commercially available technical solutions and specialized software are assessed and placed on our vessels from the design phase in order to optimize their operation and minimize the need for retrofits. The following state of the art devices, designs and intelligent software are utilized in Latsco Fleet:

- ✓ Hi-PSD (Pre-swirl Duct or Mewis Duct)
- ✓ PBCF (Hi-Fin)
- ✓ Rudder Bulb
- ✓ Twisted Rudder
- ✓ Full Spade Rudder
- ✓ Propeller Optimization
- ✓ Variable Frequency Converters (VFDs)
- ✓ M/E Tuning
- ✓ A/E waste heat recovery systems
- ✓ Power Plant Capacity Optimization
- ✓ Gas Carriers Cargo Reliq Plant Optimization
- ✓ Led Lighting Fixtures
- ✓ Low Friction Anti-fouling Paint

One of the major milestones of the OTEM department was the development of the in-house GHG emissions and vessel operational performance monitoring platform:

- Carbon Intensity Index (CII) real-time monitoring tool
- Carbon Intensity Index (CII) forecasting tool
- Emissions monitoring tool
- EU-ETS exposure monitoring tool

Great emphasis is placed on the CII monitoring tool, which enables the real-time monitoring of the carbon intensity of the vessels in order to comply with the IMO's minimum CII rating and maintain CII ratings as stipulated in charter parties.



### In-house development of vessel operational performance monitoring platform

- ✓ aiTelegram
- ✓ Lubricants monitoring tool
- ✓ Trim optimizer tool

The aiTelegram tool is a performance tool that integrates, on a daily basis, all major operational parameters, i.e. Power Plant Utilization, weather conditions, Main and Auxiliary Engines fuel consumption, and provides a snapshot of the ship's performance.





## Initiatives on alternative fuels

### Dual Fuel LPG Carrier / LPG Fuel

LPG is considered an alternative fuel with a considerably reduced emission footprint in SOx, NOx CO2 and PM. Latsco has been actively involved in the development of the Risk Assessment on the utilization of LPG as a fuel.

### Utilisation of DME (Dimethylether) as a Fuel

DME can be produced in a 100% renewable way from green methanol. DME could therefore have good potential in running as a carbon neutral fuel in some marine applications. Latsco has actively participated in a joint HAZID workshop with ABS on the potential utilization of Dimethylether (DME) as an alternative fuel.

### Utilisation of Ammonia as a Fuel

Ammonia is considered an alternative marine fuel, particularly for ammonia carriers or tankers, due to its zero carbon emission potential. In 2021, our company actively participated in a HAZOP workshop organized by Messrs Bureau Veritas for the potential use of Ammonia as a fuel in a VLCC.

### Liquid CO2 carriers

Latsco actively participates in a SIGTTO Working Group, consisting of liquefied gas ship and terminal operators, ship designers and classification societies, aiming to develop guidelines for the safe transportation of Liquid CO2.



## Technical and operational initiatives in LNG carriers

We have incorporated a series of technical and operational improvements to minimize our environmental footprint on board our LNG carriers, including:

- Route optimization
- Constant monitoring of operation of Diesel Generators as per load analysis plan and reduction of power consumption

In addition, we participate in a partner project with reputable Charterers and an independent vendor for the reduction of methane slip emissions.



# ESG performance in 2021

**25,039 (tn)**  
Average CO<sub>2</sub>

**↑ 9%**  
CO<sub>2</sub> savings by delivering spare parts via sea instead of air



**98.7%**

crew retention rate

**\$ 769,698**

crew training & development costs

**↓ 75%**

Total Recordable Case Frequency

**0** oil spill to the marine environment



**100%**

RENEWABLE ENERGY for the London offices

**↓ 52%** consumption of plastic bottles onboard

**86%** of our vessels have been fitted with BWTS

**↑ 73%** new hires

**18.6%** employees with seagoing experience

**41%** of our employees are women

**0** Violations of our Ethical Code & Anti-Corruption policy

**\$65,000**

Amount spent in cyber security



**12.8%**

Port calls in countries with the 20 lowest rankings in CPI



## ESG Business Priorities

Incorporating ESG practices into our business strategy, setting clear objectives and targets across all areas are among the top priorities of our company. We are committed to constantly improving our practices, continuously monitor and report on key ESG metrics, raise awareness, and promote sustainable

procurement practices across our supply chain and a sense of responsibility towards all ESG related issues across the whole organization. We focus on the ESG issues that are relevant to our business, deliver the greatest impact and create value for our stakeholders.

Our ESG Business priorities are:



Protection of the Environment



Engagement with the Community



Promotion of Health & Safety



Development of strong management & governance practices



Energy conservation

## Challenges to meet our ESG goals

As we operate on a global scale, there are several exogenous factors such as the timing of technological and technical advancements, policy and regulatory changes, supply chain constraints as well as stakeholder expectations that drive our commitment to implement best ESG practices, but also present challenges. Indicatively, some of the most important challenges we believe we may come across in the following years are:

### Environmental

1. Reduction of GHG and air emissions beyond existing policy.
2. Waste generation reduction and marine ecosystem protection.
3. Technological developments and adaptation of alternative fuels.

### Social

1. Increasing need for strong health & safety occupational measures.
2. Promotion of equal opportunities in a highly evolving and diverse marketplace.
3. Supply chain complexity.
4. Customers' expectations and needs.

### Governance

1. Call for increased transparency.
2. Duty to protect social welfare.
3. Cyber-attack threats, due to the rapid technology advancements.





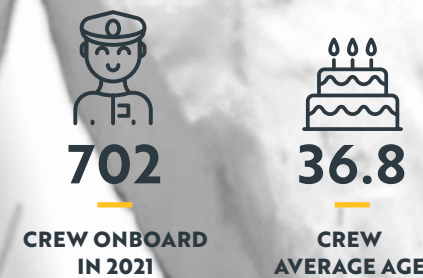
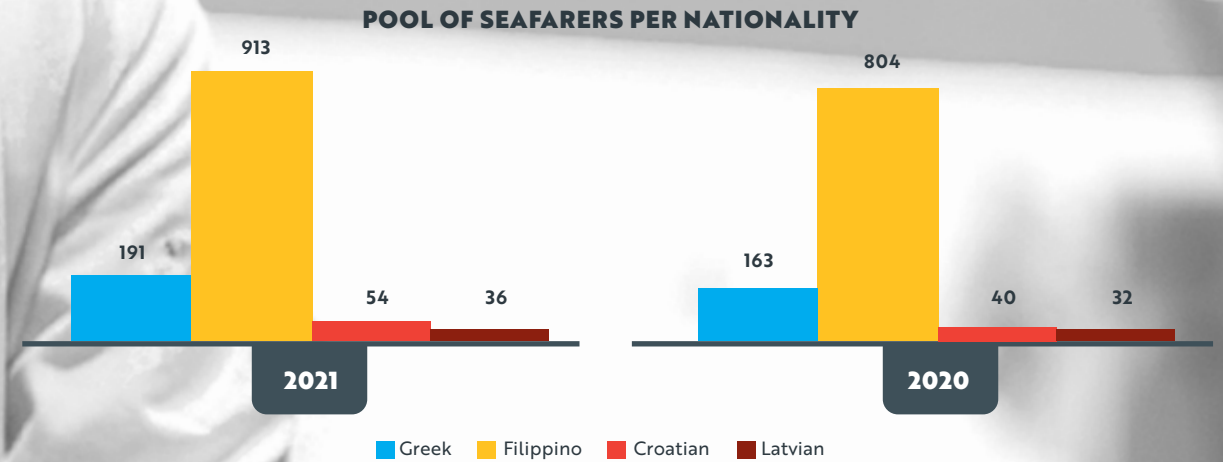
# 3 OUR PEOPLE



## Seafarers

Our seafarers stand at the core of Latsco's commitment to excellence and success. As of December 31, 2021, Latsco employed 702 seafarers on board our vessels, selected from a diverse pool of 1,207 high-skilled and experienced seafarers.

The majority of our seafarers are Filipino, with the rest being Greek, Croatian and Latvian, whereas in our LNG carriers Polish, Romanian, Russian, Slovenian and Ukrainian seafarers are also recruited.



## Crew development & welfare

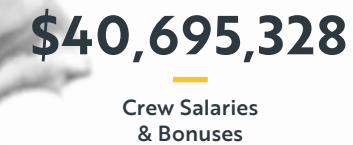
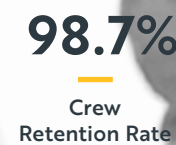
At Latsco, we strive to provide a rewarding working environment that promotes our seafarers' wellbeing and offers equal opportunities for growth and development.

We encourage and support their career development and provide quality feedback through the annual performance evaluation process.

During 2021, we offered 73 promotions to our crew members, while the retention rate of 98.5% reflects the level of our seafarer's commitment and satisfaction.

Aiming to invest in our seafarers' wellbeing, by improving the food quality on-board our vessels, we introduced a catering service.

Additionally, we provided free internet access to all crew members and introduced a wider health care coverage programme which includes family members.



**We are always very proud of our seafarers.** In 2021, the IMO issued a SPECIAL RECOGNITION CERTIFICATE for the Master and Crew of HELLAS REVENGER for their involvement in a Search and Rescue Operation in November 2021, resulting in the successful rescue of over 200 people from a fishing boat in distress in the Ionian Sea.







## Our Maritime Training Center (MTC)

In 2015, we established an in-house Maritime Training Center (MTC) that provides sophisticated and comprehensive training to the seafarers by conducting a variety of training programs.

We invest in both the personal and professional development of our crew and offer a complete learning experience that goes beyond regulatory requirements and industry guidelines.

The training courses, programs and simulator trainings conducted through MTC include the following areas:

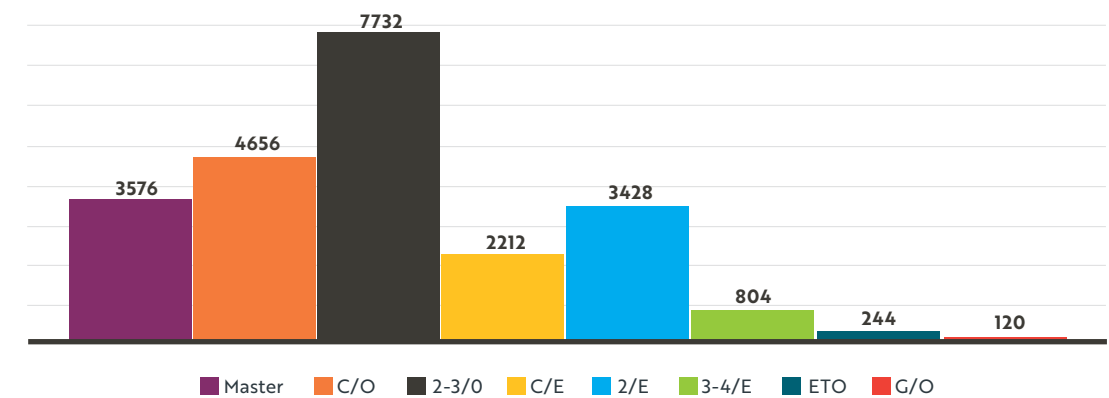
### Training Courses

- Health, Safety, Security, Quality, Environmental and Energy Management System Awareness
- Risk assessment & safety practices (i.e. crude oil washing, collision avoidance, incident investigation, monitoring hazardous atmosphere, etc.)
- On-the-job trainings on programs and systems familiarization (i.e. hull inspection, ship to ship operations, ECDIS, emergency shutdown, fire detection and gas detection systems, etc.)
- Leadership and Team building skills.

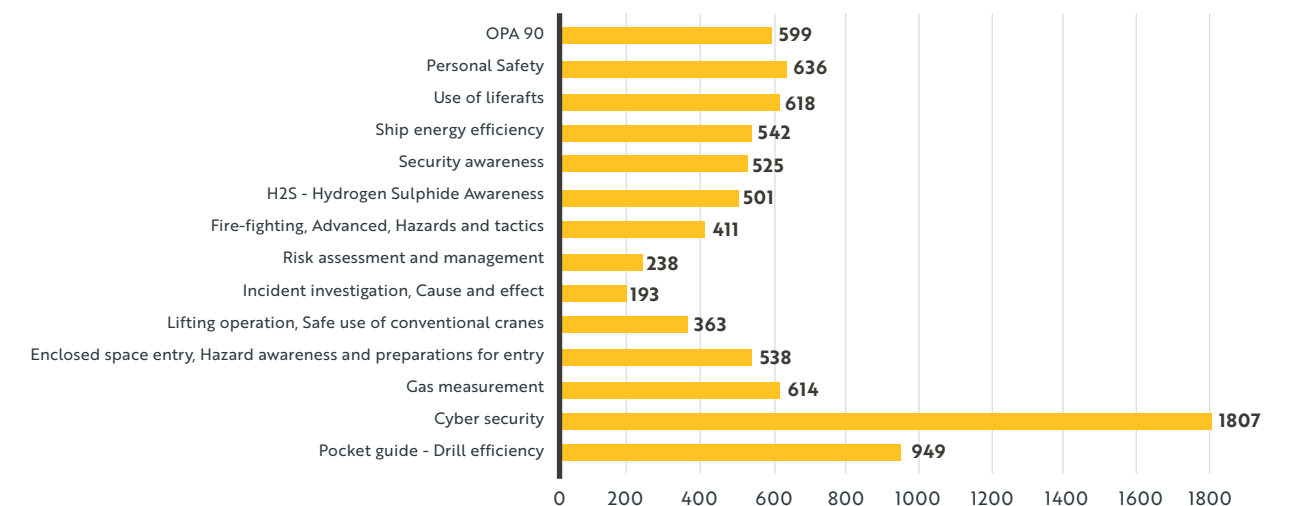
During 2021, a total of 22,722 hours of classroom and webinar training were completed.

Furthermore, during the same period, 20,304 e-learning modules were completed, corresponding to 44,100 hours, for all ranks.

Classroom / webinar training hrs per rank



Top e-learning completions within 2021





DESCRIPTION	2021	2020
Training costs for crew training & development	\$ 769,698	\$ 633,440
Training hours for all ranks	22,772*	6,065

\* classroom & webinar, \*\* e-learning

↑ 21.5%

Increase in amount invested in Crew training & development

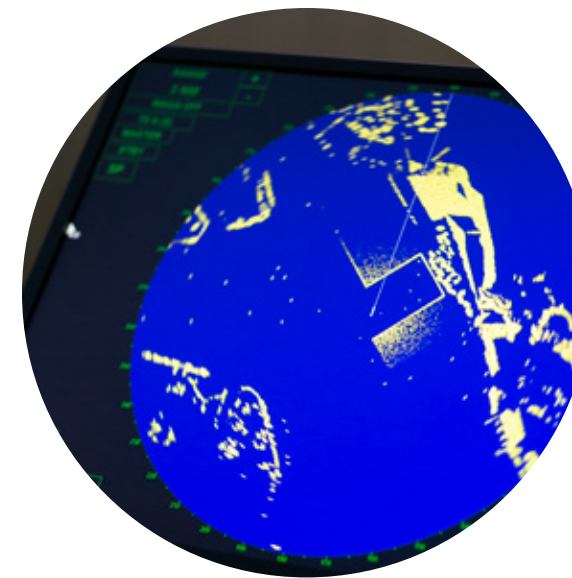
The number of **remote trainings** performed in 2021 compared to 2020 per crew nationality are as follows:

	GREECE	PHILIPPINES	CROATIA / LATVIA	
2020	71	45	71	2020
2021	60	38	14	2021

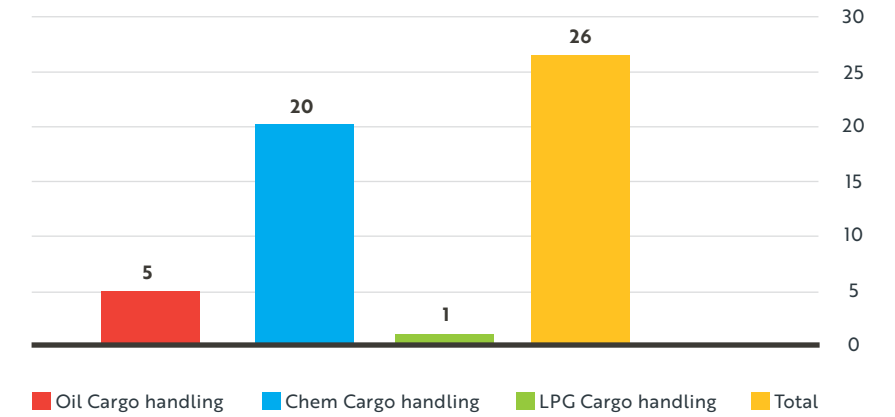
In addition, in 2021, we set the following targets in relation to Crew training:

1. Development of at least 2 new tailor made reflective learning materials for Deck, Cargo, Engine, based on previous experience and in line with the Company's processes.
2. Attendance of 30% of the total number of Junior deck officers to Cargo Handling Simulator courses annually.

During the period December 2021 – April 2022, we conducted the following Cargo Handling Simulator courses for our Croatian and Filipino junior deck officers:



Junior deck officers  
DEC 21 - APRIL 22



Latsco's MTC has received the following certifications:

### Certification of Compliance & Certification of Approval

**Certificate of Compliance (CoC)** with the requirements of ABS Guide for Certification of Maritime Education Facilities and Training Courses.

**Certificate of Approval** by the Authority for Transport in Malta and by the Office of the Maritime Administrator of the Republic of the Marshall Islands, in accordance with the requirements set out in the International Convention or standards of training Certification and Watch keeping for seafarers.

Additional certifications are received by research and training centers, classification societies and schools located in Greece, Philippines, Croatia, Montenegro, Latvia, Poland and United Kingdom.





## On-Shore employees

At Latsco we care about our people, through fostering respect and inclusion, promoting equal opportunities and participation, and supporting growth. Developing our people's knowledge, skills and competencies, advancing their career path and helping them reach their full potential remain our key priorities.

With over two years into the Covid pandemic and reflecting on the challenges brought to all of us, we are committed to doing even more for our people.

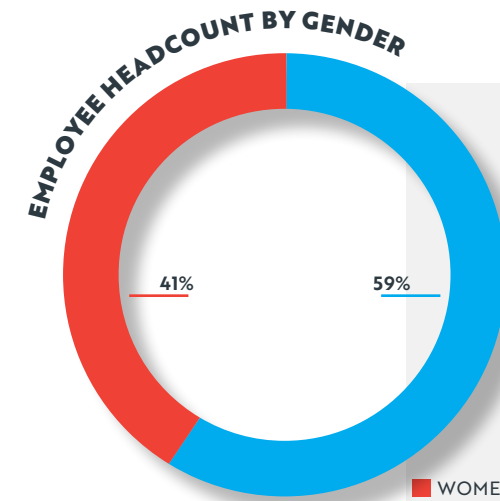
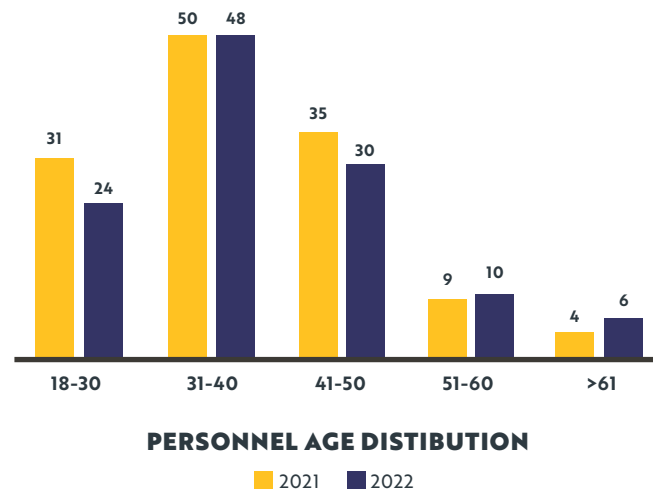
We are carefully listening to their needs and aspirations and we are recognizing what matters most to them. This puts us in a better position to help them feel engaged, empowered and achieve work-life balance.

We actively support and promote diversity at all levels within the company, in accordance with our equality, diversity and inclusion philosophy. We aim to include a broad variety of backgrounds, perceptions and expertise, while also considering other important factors, such as, gender and age diversity. During 2021, 41% of our employees were women, while 32% of them held a managerial or senior management position, representing an increase of 2% over 2020.

*Only with the active involvement of women, at all levels, we will have a better, just and harmonious society.*

Yiannis Latsis

The total headcount for the year ending December 31, 2021 was increased to 129 full time ashore employees, (31 Managers, 61 Officers including superintendents, 37 Assistants), while at the end of 2020, the total number of ashore employees was 118 (29 Managers, 63 Officers including superintendents and 26 Assistants).



In 2021, our shore-based retention rate was slightly decreased from 94,7% in 2020 to 92.6%.

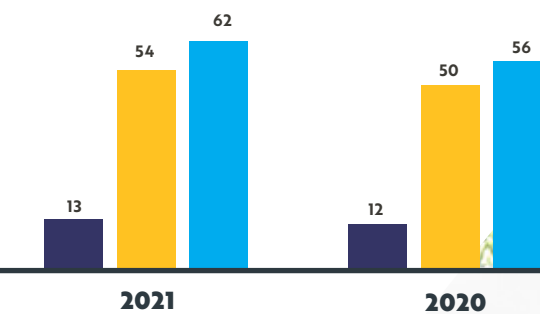
The total number of new hires in our Athens and London offices was 26 compared to 15 in 2020. 13 of them belong to the age group of 18-30 years old, 7 of them are between 31-40, 4 are between 41-50 and 2 between 51-60. Moreover, we conducted 14 internships, 4 of which led to permanent or temporary hires.

-   
**129**  
 employees ashore
-   
**26**  
 new hires
-   
**14**  
 internships
-   
**41%**  
 of our employees are women
-   
**92.6%**  
 retention rate

Our employees have a strong educational background. **90% of our employees** hold a bachelor or a postgraduate degree.

### EMPLOYEE EDUCATIONAL BACKGROUND

- High School / IEK
- Bachelor Degree
- Master's Degree



Our carefully designed internal performance appraisal enables our employees to advance their career paths, resulting in 7 promotions in 2021.

-   
**18.6%**  
 employees with seagoing experience
-   
**7**  
 PROMOTIONS in 2021





## Learning & Development

At Latsco we place great emphasis on our employees' continuous development and as such we focus on creating a comprehensive and holistic training program. We offer a wide range of training and development opportunities, a number of which comes through our employees' suggestions (bottom-up feedback) stemming from the annual performance appraisal process.

	2021	2020
Number of training hours	3,970	2,480
Number of courses	52	38
Number of participations	428	317
Average training hours per employee	30.8	21

AVERAGE HOURS OF TRAINING BY EMPLOYEE CATEGORY	
Managers	40.58
Officers	36.46
Assistants	13.19

Indicatively, we highlight the following programs initiated in 2021:

- **Leadership development program for managers**, targets to support leaders develop their leadership skills and enhance team effectiveness.
- **Coaching programs for managers**, aiming to support managers to develop specific areas of improvement.
- **Cross functional developmental program called 'Leading for Resilience'**, for all employees aims to equip employees with the concepts, skills, and tools they need to leverage stress, adopt a team-centric approach, and establish clarity in a dynamic fashion.

### Employee Health & Wellness Initiatives

One of our Company's core value is "Care for people" and as such "we put people first and we care about their wellbeing" which shows our strong commitment to embrace and enhance our employees' wellness. Actively listening to our people's need for empowerment, wellbeing, healthier lifestyle and happiness we created a holistic wellbeing strategy within 2021, namely Latsco Wellness Program, which consists of four pillars – mental and physical wellbeing, nutrition and health prevention.

After extensive research we have identified and designed a series of initiatives – enriching existing initiatives from previous years – aiming at creating an empowering work environment and a more balanced lifestyle for all. Towards the end of 2021, we launched a number of new initiatives and partnerships, and it is Latsco's commitment to implement additional initiatives which are currently being designed.



### Mental Wellbeing Initiatives

- ✓ 24h open line for psychological support
- ✓ Stress management seminars
- ✓ Mental Health platform
- ✓ Flexible working from home program
- ✓ Social activities & teambuilding
- ✓ Coaching for soft skills
- ✓ Volunteering events



### Nutrition

- ✓ Nutritionist on call
- ✓ Health Nutrition newsletter and articles
- ✓ Nutrition and health platform
- ✓ Informative sessions with Nutritionists / Speakers

### Employee Benefits

**Our portfolio of initiatives has been further improved in 2021, comprising:**

- Enhanced pension plan for all employees
- Performance related bonus scheme addressing all employees
- Monthly food allowance
- Professional studies support including funding higher education degrees and professional qualifications
- Four days paid study leave per year to employees pursuing higher education and professional studies.



### Physical Wellbeing Initiatives

- ✓ Virtual wellness platform
- ✓ Participation in Athletic events (participation in World Company Sports Games 2021 and in Athens Half-Marathon 2021)
- ✓ Team sports - Company teams
- ✓ Interactive sessions



### Health Prevention Initiatives

- ✓ Free Health Screening / check-up
- ✓ Free PCR test on a weekly basis
- ✓ Doctor on the field
- ✓ Discount for Health Services
- ✓ Flu vaccinations
- ✓ First Aid Seminar

### Benefits for our Employees' and their Families

- Medical Scheme for all employees and their families
- Awards to employee's children that have exceptional performance in their high school or post high school studies, including monetary award
- Financial support for kids expenses that aims to support all female employees with children from the age of one until the start of their compulsory education
- Gifts to employees' children during Christmas

Last but not least, we are constantly challenging ourselves to do more for our people; two of our targets for 2022 are:

#### 360 communication strategy

We are in the process of designing a 360 communication strategy aiming at enhancing employee awareness, best practice sharing, and utilizing bottom up feedback thus increasing employee engagement. The main objectives are to encourage employees to share their ideas and suggestions and to enhance senior Management and employees' communication and to improve transparency across the Company.

#### Career development of crew personnel

We invest in the career development of crew personnel to the office, through a structured developmental program, whose goal is two-fold. To familiarize seafarers with the experience of the office working environment, so they may evaluate if an ashore position is a good fit for their career path and to provide them with a smoother transition in case they are motivated to join the office.





# 4 HEALTH & SAFETY



## Our response to COVID-19

The COVID-19 pandemic has had and continues to have a serious impact across all industries, including the shipping sector. In order to ensure the safety of our employees and minimize the disruption to our operations, we have initiated specific health and safety measures, in accordance with the guidelines set by the Government, the World Health Organization (WHO) and industry's best practices.





## Onboard

The following measures are being implemented:

- ✓ Establishment of Outbreak Management Plan in accordance with applicable requirements and guidelines.
- ✓ Supply of hygiene or personal protective equipment (FFP face masks, gloves, sanitizer, Self-Test Kits etc.).
- ✓ On-board provision of vaccinations during vessels' port call and initiation of a Vaccination Aid Scheme for vaccination completion. All expenses related to the accommodation or the transportation for foreign seafarers are covered by the company.
- ✓ PCR tests performed prior to flying from home and prior to boarding a vessel.
- ✓ Implementation of emergency response procedures in case of a suspected case on-board.
- ✓ Safety Measures during crew changes including monitoring of cases of the countries in which we operate.
- ✓ Crew rotation plan implemented with prioritization on crew changes in line with applicable local requirements and close monitoring on a case-by-case basis.
- ✓ Dedicated Line (ISWAN), for communicating or reporting any concerns.
- ✓ Remote conferences with office personnel.
- ✓ Initiated a Mental Health Campaign involving the circulation of videos related to stress management.
- ✓ Initiation of a Financial Appreciation Scheme covering seafarers on-board and ashore.
- ✓ Implementation of specific procedures for vessel preparation when onshore employees come on-board and for the protection of crew when exposed to visitors on-board.



## Ashore

The following measures are being implemented:



### HYGIENE OR PERSONAL PROTECTIVE EQUIPMENT

Supply of hygiene or personal protective equipment (including masks and hand sanitizers) at the company's premises.



### PCR TESTING

on a weekly basis, at the company's premises (under special circumstances PCR tests are conducted at the employees' homes).



### REMOTE WORK

Provision of electronic devices (including laptops and mobile phones) to all employees to facilitate remote work.



### TRANSPORTATION

Offer transportation alternatives to our employees for their commuting to work.





## Health & Safety Management System

At Latsco we put in the first priority the health and safety of our people both on-board and ashore, and we continuously strive to apply policies and measures beyond regulatory requirements.

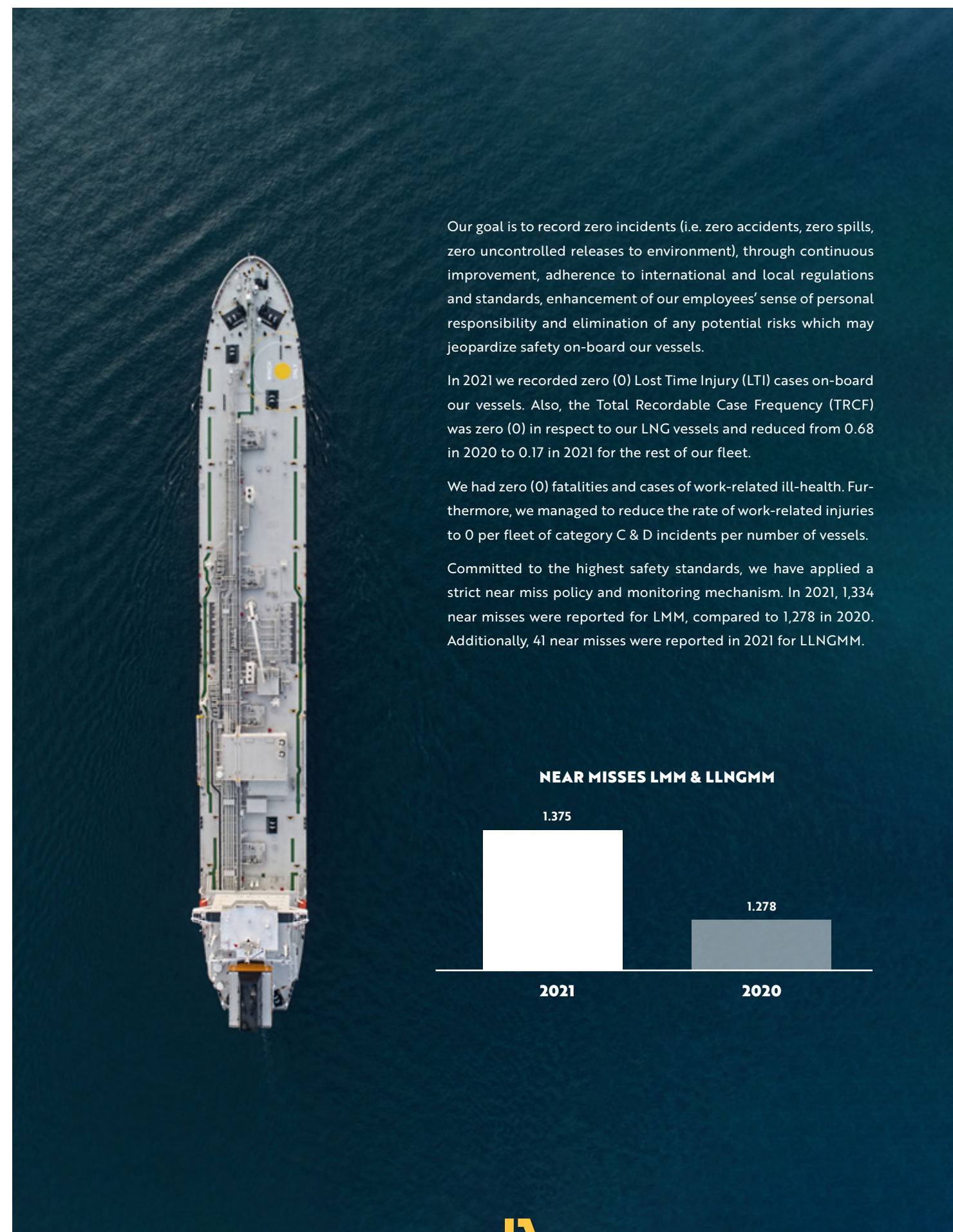
We are committed to providing a healthy and safe working environment for all our employees, including the personnel working (or providing services) for or on behalf of the company.

KPI	2021	2020
Number of port state control inspections	53	52
Number of port state control observations	21	12
Rate of recordable work-related injuries	0	1
Lost Time Injury Frequency (LTIF)	0	0
Total Recordable Case Frequency (TRCF)	0.17	0.68

Our company implements an Occupational Health & Safety Management System, fully aligned with the international and local labour regulations, as well as with all health and safety regulations.

In addition, we have adopted supplementary measures, and monitor approximately 100 health and safety KPIs in the following ten (10) categories covering performance matters related to:

- 1  
 Environment
- 2  
 Health & Safety
- 3  
 Digitalization
- 4  
 Navigational Safety
- 5  
 HR & Crew
- 6  
 Technical
- 7  
 3rd Party performance
- 8  
 Security & Cyber Security
- 9  
 Operation Control
- 10  
 Energy

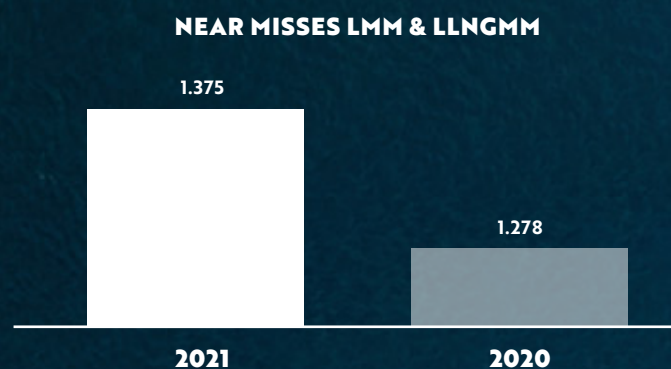


Our goal is to record zero incidents (i.e. zero accidents, zero spills, zero uncontrolled releases to environment), through continuous improvement, adherence to international and local regulations and standards, enhancement of our employees' sense of personal responsibility and elimination of any potential risks which may jeopardize safety on-board our vessels.

In 2021 we recorded zero (0) Lost Time Injury (LTI) cases on-board our vessels. Also, the Total Recordable Case Frequency (TRCF) was zero (0) in respect to our LNG vessels and reduced from 0.68 in 2020 to 0.17 in 2021 for the rest of our fleet.

We had zero (0) fatalities and cases of work-related ill-health. Furthermore, we managed to reduce the rate of work-related injuries to 0 per fleet of category C & D incidents per number of vessels.

Committed to the highest safety standards, we have applied a strict near miss policy and monitoring mechanism. In 2021, 1,334 near misses were reported for LMM, compared to 1,278 in 2020. Additionally, 41 near misses were reported in 2021 for LLNGMM.





The Tanker Management and Self-Assessment (TMSA) programme provides tanker owning companies with a means to improve and measure their own safety management systems. In this respect, our company self-assesses on a periodical basis its HSQEE Management System against key performance indicators through all TMSA elements with the aim to match its HSQEE MS to the KPIs within the four available levels. For 2021, our LNG carriers achieved an average score of 2.21, while the rest of the fleet achieved an average score of 2.74. We remain focused on providing a safe and healthy workplace on board our ships, through our Health & Safety Management plan, that applies effectively across all our operations. We closely monitor its rigorous implementation through a strict schedule of on-board inspections and internal audits.

In 2021, the following audits and inspections were conducted on-board our vessels:

**135** 135 Drills per vessel per flag inspection and external audits for Latsco LNG and **70.5** for LMM.

**103** 103 Ship Inspection Report Programme (SIRE) and Chemical Distribution Institute (CDI) inspections, which increased by 11% compared to 2020.

**53** 53 PSC (Port State Control) inspections





## Supply Chain Management

Latsco has established a procurement procedure following the highest international standards and best practices.

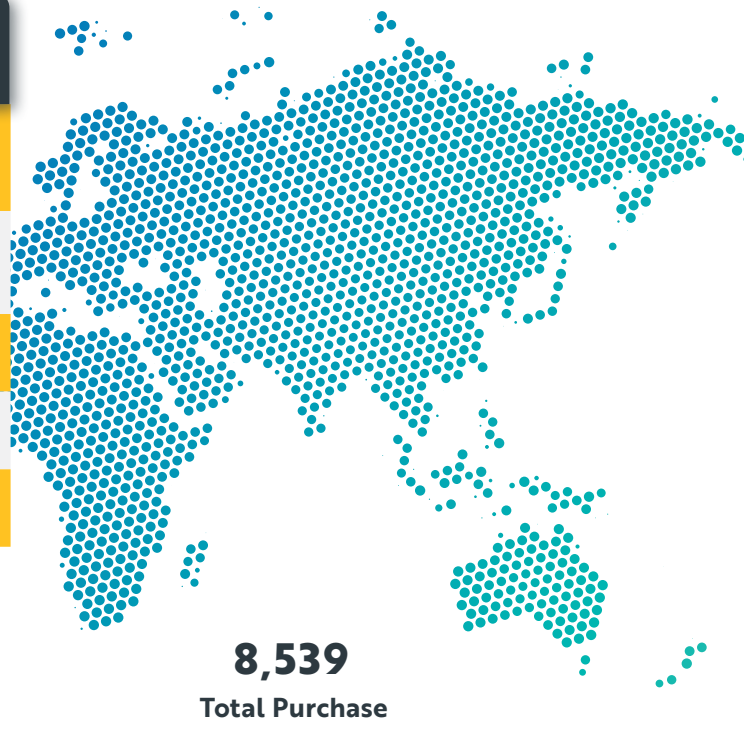
We believe that sustainability transcends across supply chain stakeholders and, as such, we have incorporated a supplier evaluation process, which includes selection criteria to ensure that our business partners meet our quality, environmental, economic, ethical and social standards. More specifically, our suppliers are evaluated for the following:

- ✓ Quality of the service
- ✓ Quality of the supplied product
- ✓ Environmental compliance
- ✓ Energy efficiency improvements
- ✓ Certifications and policies

**334**  
Supplier's evaluations  
performed in 2021

We constantly aim to consolidate our spare parts shipments and forwarding activities and reduce our carbon footprint.

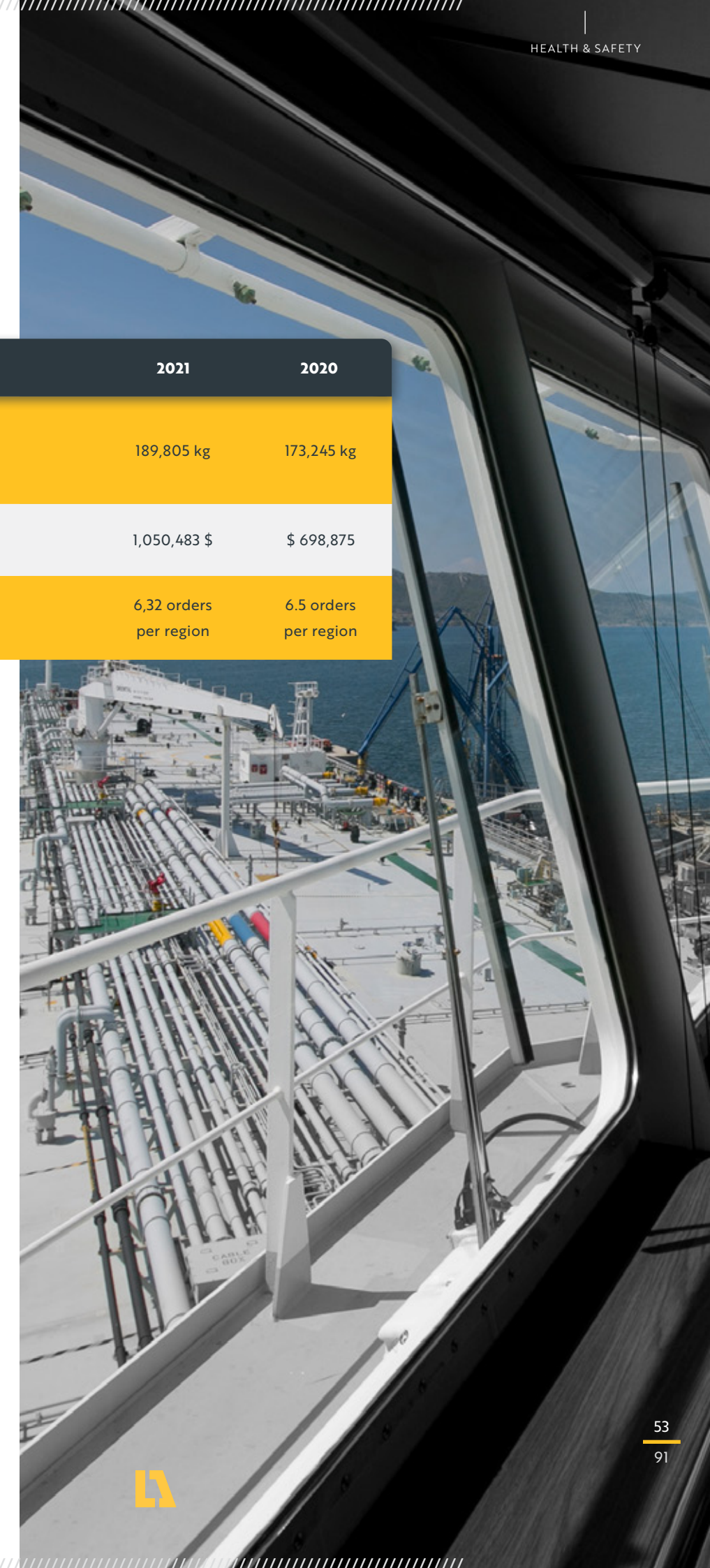
REGION	TOTAL PURCHASE ORDERS WITHIN 2021	TOTAL PURCHASE ORDERS WITHIN 2020
Africa	192	210
America	1291	1979
Asia	3987	3528
Europe	3067	1646
Oceania	2	61



**8,539**  
Total Purchase  
Orders within 2021

KPI	2021	2020
CO <sub>2</sub> saved by delivering spare parts & equipment via sea instead of air	189,805 kg	173,245 kg
Total Forwarding Cost	1,050,483 \$	\$ 698,875
Forwarding consolidation ratio	6,32 orders per region	6.5 orders per region

**↑9%**  
CO<sub>2</sub> savings  
by delivering spare parts via  
sea instead of air in 2021





# 5

## CORPORATE GOVERNANCE



Through our effective corporate governance we cultivate a culture of equity, integrity, teamwork, transparency and trust, leading to long-term, sustainable, value creation.

Corporate governance is initiated at Board level and daily responsibility for its implementation lies with the CEO.

Our governance framework fosters an environment of operational excellence and continuous improvement and aligns our strategic goals with the present and future opportunities, challenges and risks.

### Board of Directors

The Board of Directors drives our Company's sustainability and growth strategy and is responsible for the development of the company's policies. The members of our Board bring in, unique shipping experience and expertise.

### Board Composition of Latsco Shipping Limited

as of 31/12/2021

BOARD MEMBERS	ROLE
Demetrius Dragazis	Director / Chairman
Christian Paris Kassidokostas	Director / Deputy Chairman
George Margaronis	Director
Christos Triantafillidis	Director
Nikoletta Fouska	Director





## Risk management

Latsco conducts business in a global and volatile environment and is exposed to a wide variety of risks. In order to proactively and effectively manage those risks we have developed a dynamic risk management system and an internal control framework.



### Our top risks include:

- 1** Accelerated climate change may force the industry's regulators to implement stricter regulation as regards to GHG emissions and may negatively affect demand for crude oil and products.
- 2** Disruption in global financial and commodity markets and economic conditions could have an impact on our results.
- 3** Prolonged disruption in the global supply chains.
- 4** Geopolitical factors like wars; and natural disasters like floods and earthquakes can have significant impact on global and regional demand and supply balances.
- 5** Delay in evolution of fuel and vessel technology. We are closely monitoring the development of new technologies for the maritime industry and our shipping portfolio specifically.
- 6** Interest rate and foreign exchange risk.
- 7** Operational risks may result in unexpected dry-docking costs, delays, affect earnings and cash flow.
- 8** Cyber-security risk. Failure to protect the information systems against security breaches could adversely affect our operations.

## Sanctions

We constantly aim to identify and eliminate sanctions risk.

During 2021, we conducted 685 sanction checks, via the online platform "Sanction Search". No trade nor potential client was found sanctioned or became sanctioned before the completion of the trade.



## Commitment to Ethical Principles

**Latsco is strongly committed to promoting honest and ethical business conduct and at the same time nurture a working environment based on trust.**

Doing what's right is far more than just complying with legal requirements; it requires creating a culture of integrity and commitment to our values and ethical principles. By sharing common values, we set the foundations for a work environment

where we can recognise the desired behaviours and do what is right. An environment where we always feel safe and comfortable to speak up when misconduct, or violations are observed.

Our Code of Conduct and Ethics fosters a value driven employee's culture and supports our commitment to manage our business with integrity.

**All employees**, full-time, part-time and interns as well as officers, directors and third parties are expected to adhere to the policies set forth in the Code, including, inter alia:

- Compliance with applicable laws, rules and regulations;
- Avoidance of conflicts of Interest;
- Gift Policy and Anti-Bribery;
- Protection and Proper Use of Company Resources and Assets;
- Protection of Confidentiality and Privacy;

**Through our Code of Conduct and Ethics**, we are building a work environment that is inclusive, safe and secure with zero tolerance towards any discrimination, harassment and inappropriate, hostile or insulting behavior. More specifically, we have set the following policies, anchored to our values and ethical principles:

- Diversity and inclusion;
- Open Communication and Sharing of Information;
- Equal Opportunity and Impartiality (e.g. fair pay and treatment across job roles);
- Safe & Healthy Working Environment.

The Company has already taken active steps to ensure that all complaints and reports received via internal or external channels will be taken seriously, treated in confidence and trigger the appropriate actions in accordance with the Code and the applicable law.

During 2021, zero (0) incidents of bribery, fraud and whistleblowing were identified. Additionally, there were no reported violations of our Ethical Code and Anti-Corruption policy.

Furthermore, in 2021, only 12.8% of our vessel's port calls were in areas that are listed in the 20 lowest rankings of the Transparency International's Corruption Perception Index (CPI), reduced slightly in comparison to 2020, when we recorded 14% of our vessel's port calls.

**0**  
Violations of our ethical code & anti-corruption policy

**0**  
Bribery & Fraud incidents

**12.8%**  
Port calls in countries with the 20 lowest rankings in CPI





## Cyber Security & Protection of Information Assets

The protection of personal data is an important priority for Latsco Group, not only because of its statutory obligation, but also because we recognize it as a key element of good corporate governance and responsibility, as well as a key part of building relationships of trust with our people and business partners. In this context, Latsco Group continuously ensures that the necessary actions are taken for complying with Regulation (EU) 2016/679, the UK Data Protection Act 2018, Law 4624/2019 and other provisions of the relevant Greek, UK and EU legislation on personal data.

Latsco acknowledges that maritime operations involve cyber risks that could potentially affect our people, our customers, our ships and their cargo, the environment, our company and it is our objective to safeguard the continuity of our operations both ashore and on-board. To this end, Latsco has established and maintains a cybersecurity framework, based on international cybersecurity standards (e.g. NIST Cyber Security Framework, ISO27001:2013), in line and beyond the industry's regulations.

It is of the highest priorities for Latsco to implement optimal cyber protection policies and provide a safe working environment for its people.

### Our company is committed to:

- ✓ Ensuring that adequate resources and all appropriate procedures and responsibilities are in place in order to mitigate any risks throughout all operational activities ashore and onboard;
- ✓ Imparting that cyber risk management has both safety and security aspects that must be properly assessed and addressed through Cyber Risk Assessment, in order to ensure that the appropriate technical and procedural risk protection and control measures are in place;
- ✓ Conducting regular Cyber Risk Assessments for Operational Technology (OT) and Information Technology (IT) systems used within the Company and onboard, in order to identify any threats, and implement relevant mitigating measures to ensure the safety, security and reliability of our operations;
- ✓ Improving cyber security skills of our employees, while actively endorsing a cyber-security awareness culture;
- ✓ Preparing contingency plans for emergencies relating to cyber security incidents.



In 2021, Latsco sustained a sophisticated cyber-attack, which aimed at taking full control of the company's infrastructure. The cyber-attack was immediately detected and our Cyber Incident Response Team (CIRT) managed to contain the incident at a very early stage, therefore limiting the damage and preventing the attack from affecting core operations. As a result of the timely and effective response of our team, no data were breached and there was no disruption of critical operations or the company's daily activities.

Following the attack, we decided to invest in an Endpoint Detection and Response (EDR), cybersecurity protection and detection state-of-the-art technology, in order to bolster the response and recovery capabilities of our operations.



0

### Substantiated complaints

concerning breaches of customer privacy & losses of customer data

1

### Cyber Security Incidents

Furthermore, penetration tests are performed annually by an external penetration testing team to both our offices and our vessels. The purpose of the penetration tests is to timely identify potential gaps in our cybersecurity perimeter and to take appropriate actions to mitigate them.

It is crucial that our personnel, third parties and contractors, adhere to our Cyber Security Policies and procedures, and report immediately anything that may come to their attention that might disrupt cyber security or informational assets.

**\$65,000**  
Amount spent  
in cyber security

**5**  
Cyber Security  
Penetration Tests  
performed in 2021



Furthermore, in 2021, the company established the Ship Cyber Security Plan, which is a set of cybersecurity policies and procedures that complement the existing framework and provide hands-on instructions to the Master and crew personnel for cyber security matters specific to ship operations.

Our two LNG vessels have recently been assigned the cyber security class notation CS-1 by ABS, while our new VLCC vessels have been certified with the Cyber Managed class notation of Bureau Veritas.





# 6 ENVIRONMENT



## Our approach towards environmental protection

We recognize the significance and implications of climate change and our share of responsibilities, and we are taking steps to manage and measure our impact through specific actions. Protection of the marine environment and minimization of our operation's environmental footprint are top priorities for us. We closely follow technological developments and we apply measures to improve our vessel's energy efficiency, reduce

the release of pollutants into the environment and reduce the energy consumption in our head offices. In addition to GHG emissions, other factors, such as, waste management, effluents, waste management, water ballast treatment and energy efficiency influence our environmental footprint and performance.

KPI	2021	2020
Average fleet Energy Efficiency Operation Index (EEOI) (gr CO <sub>2</sub> / Tonne-mile)	14.7	13.88
CO <sub>2</sub> emissions (tn) – Scope 1	776,215	705,768
CO <sub>2</sub> emissions (tn) – Scope 2	364	-
Average Annual Efficiency Ratio (AER) (gr CO <sub>2</sub> / ton – nm)	6.15	5.97
Total SOx emissions (tn)	1,811	1,969
Total NOx emissions (tn)	15,991	12,941
Total PM2.5 emissions (tn)	755	1,464
Total PM10 emissions (tn)	819	1,590
Total waste generated (m3) - Garbage	531.5	425.7
Percentage of fleet equipped with ballast water treatment system (%)	86%	76%
Number and volume of spills and releases to the environment	0	0

As part of our commitment to shipping decarbonization we are actively participating in workshops and working groups:

- Getting to Zero Coalition: "Action Plan to Decarbonize Shipping"
- Intertanko: ESG Working Group





## Company Policy & Standards

### Environmental Management System

The Company has incorporated within its Management System, the principles of ISO 14001:2015, ISO 50001:2018 and an Environmental and Energy Policy which is committed to contribute to the reduction of emissions and to the efficient conservation of energy both on-board and ashore.

We make efforts to continuously improve vessels' energy performance and reduce the potential adverse effects of air pollution caused by ozone-depleting substances.

### Preventing oil spills in the marine environment

We are committed in ensuring safe operations with the lowest impact to the environment. We apply vigorous safety and environmental standards and strict operating and monitoring procedures in order to minimize spills to the marine environment through our ISO 14001:2015 - environmental management system and the adoption of ISM code procedures for protecting the marine environment. In 2021, zero oil (0) spill incidents occurred to the marine environment, as a result of our operations.

**0**  
Spills or spill related incidents  
to the marine environment in 2021

## Energy Efficiency

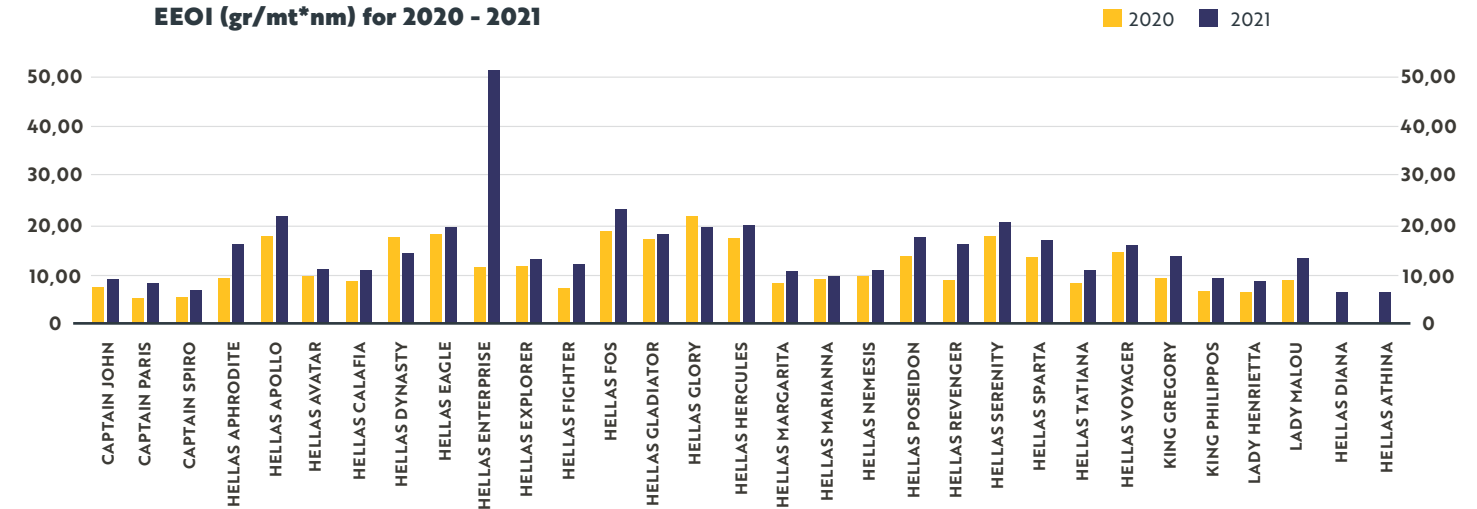
### Energy Efficiency Operational Indicator (EEOI)

We are closely monitoring our fleet's energy efficiency through IMO's Energy Efficiency Operational Indicator (EEOI). EEOI calculates the CO<sub>2</sub> emitted per unit of transport work and is directly related to the impact of operational enhancement and technical modifications applied on-board. The units of EEOI

are tonnes CO<sub>2</sub> / (tonnes x nautical miles), meaning that, this indicator depends on the fuel consumption at sea as well as the transport work of the vessel, measured by transported cargo and distance travelled. Our fleet average EEOI (gr CO<sub>2</sub> / Tonne-mile) slightly increased from 13.88 in 2020 to 14.7 in 2021.

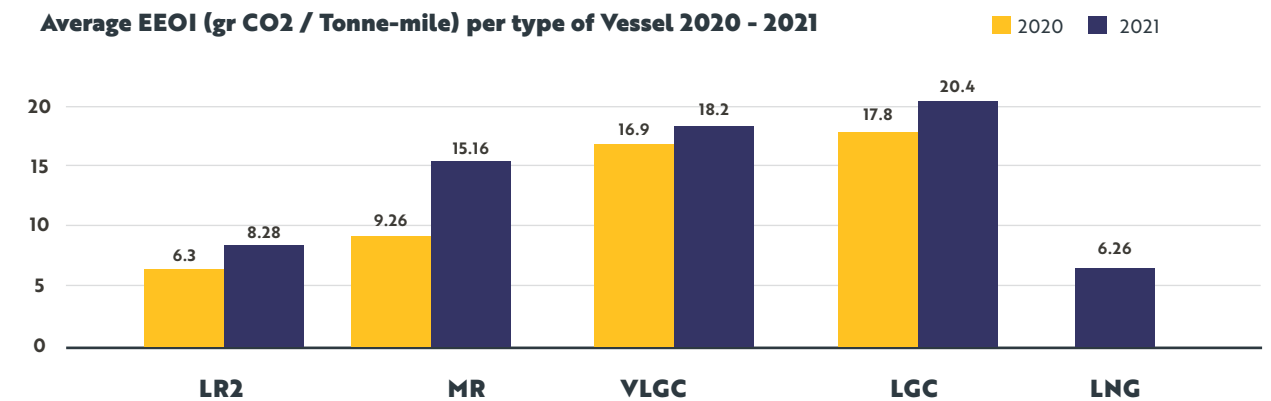
**14.7 gr / MT \*nm**  
Average EEOI in 2021

EEOI (gr/mt\*nm) for 2020 - 2021



### Energy Efficiency Design Index (EEDI)

Average EEOI (gr CO<sub>2</sub> / Tonne-mile) per type of Vessel 2020 - 2021

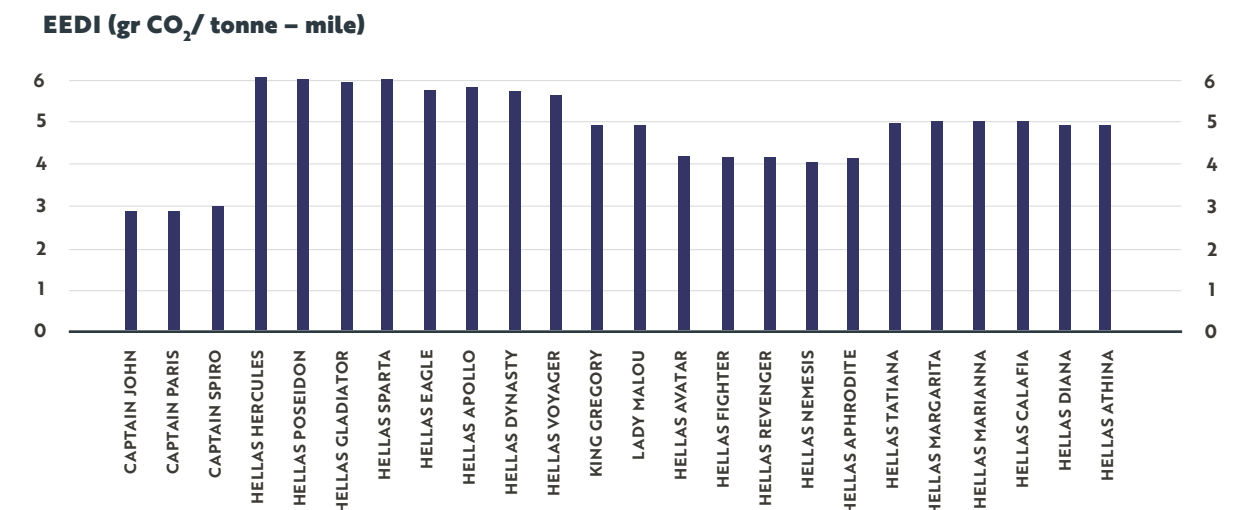


The Energy Efficiency Design Index (EEDI) per vessel, evaluates the energy efficiency of the vessel by design. EEDI has become mandatory for new ships at MEPC 62 (July 2011) with the adoption of amendments to MARPOL Annex VI and aims to promote the

development of more energy efficient vessels.

Seven of our vessels have been pre-EEDI delivered, while for the rest of the average fleet attained EEDI is 4.81 gr CO<sub>2</sub>/tonne - mile.

EEDI (gr CO<sub>2</sub> / tonne - mile)





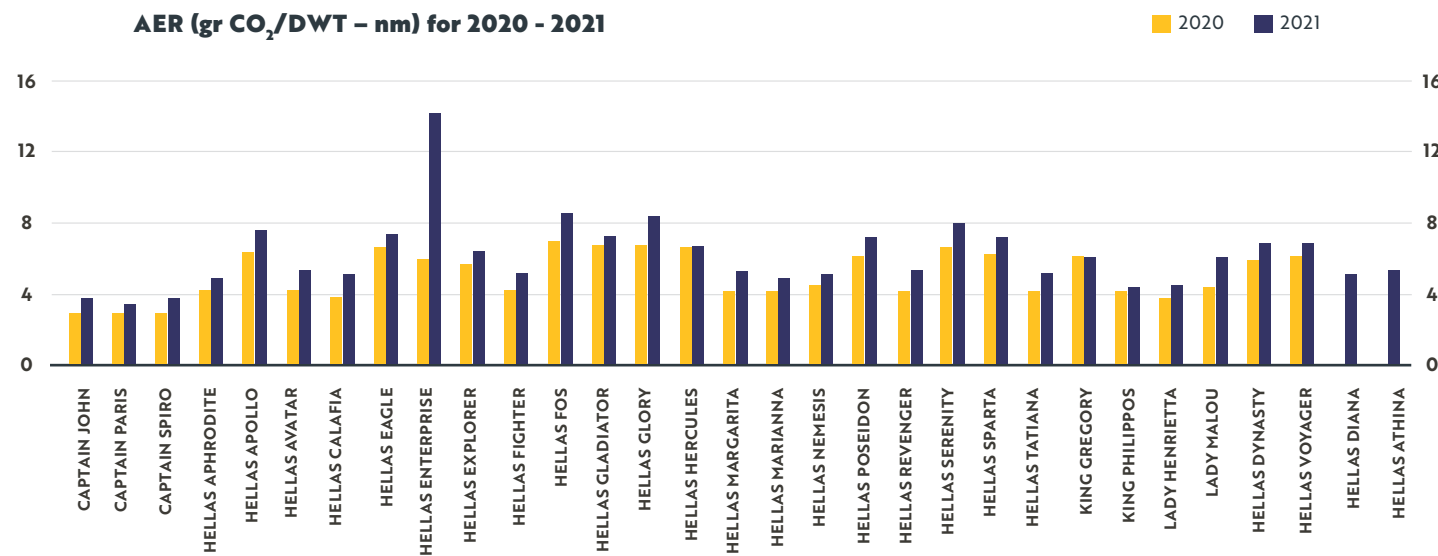
## Annual Efficiency Ratio (AER)

Another metric used to assess the energy performance of our vessels, is the Annual Efficiency Ratio (AER). AER calculates a vessel's operational carbon intensity by dividing the annual CO2 emissions by the product of the distance travelled and the deadweight of the vessel. The increase or decrease of the indicator is directly related to the corresponding increase or decrease of the consumption over specific distance travelled. The average AER for our fleet in 2021 was 6.15 gr CO<sub>2</sub> / DWT – mile which is 3% higher compared to 2020, mainly because of higher vessel speeds.

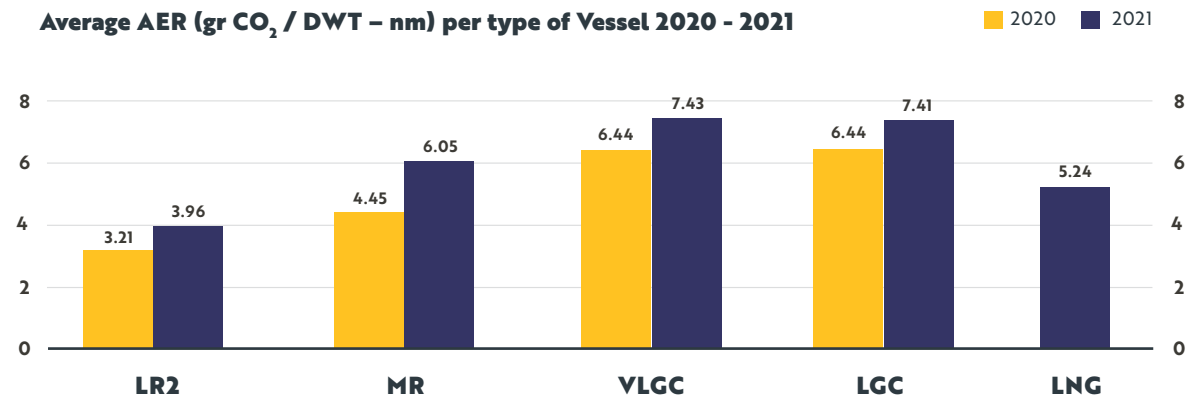
**6.15 gr CO<sub>2</sub> / DWT - nm**

Average AER in 2021

**AER (gr CO<sub>2</sub>/DWT – nm) for 2020 - 2021**



**Average AER (gr CO<sub>2</sub> / DWT – nm) per type of Vessel 2020 - 2021**

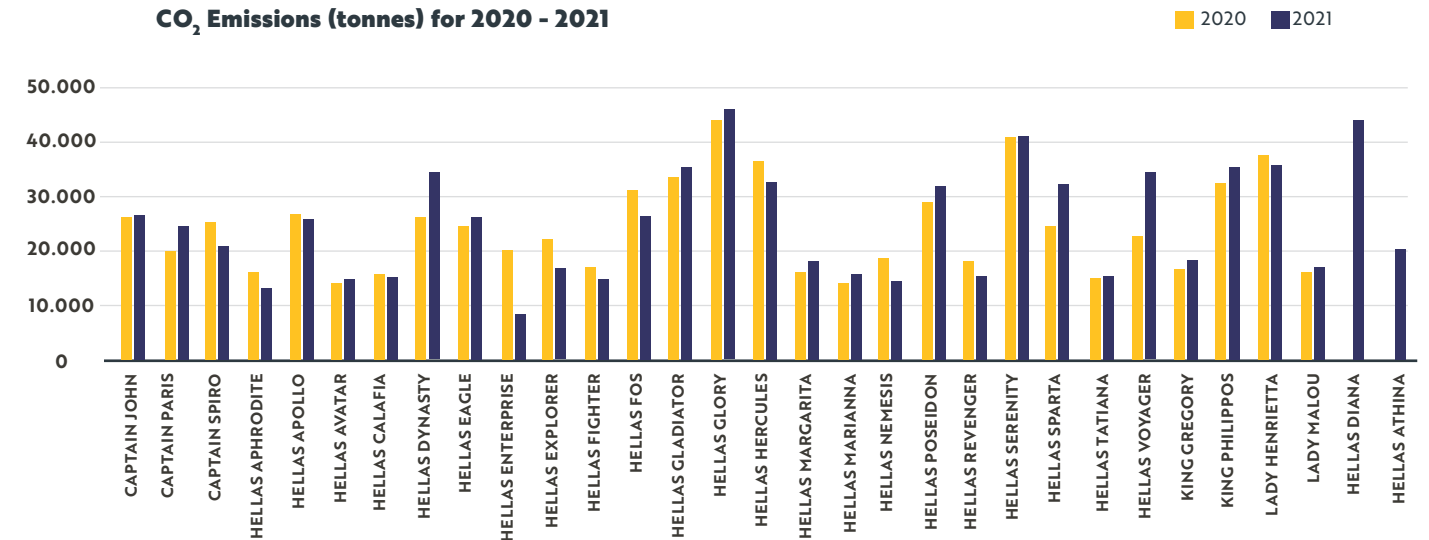


## Emissions Management

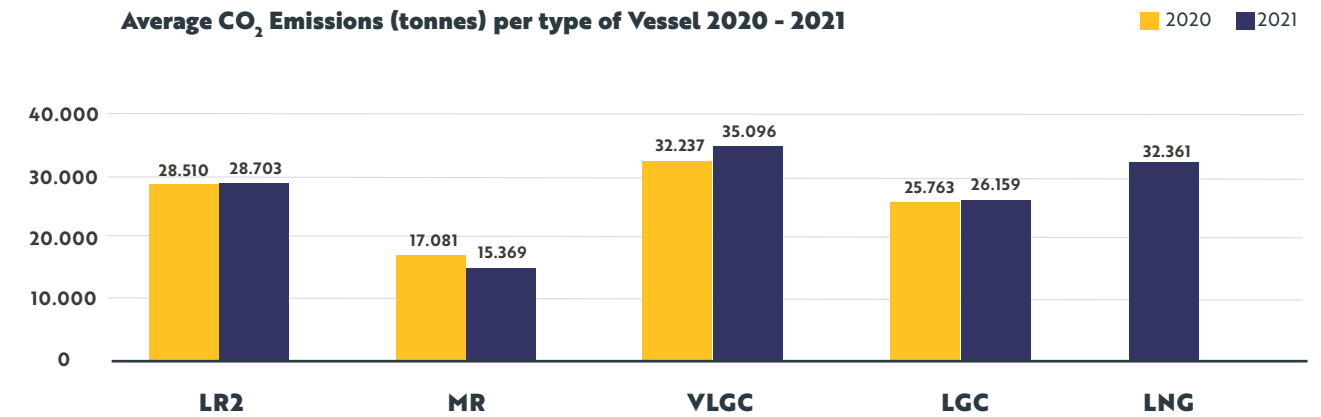
### CO<sub>2</sub> emissions

During 2021, our vessels emitted 776,215 tonnes of CO<sub>2</sub> which refers to an increase of 10% in comparison with 2020 figures, mainly because of the addition of the 2 new building LNG carriers and overall higher vessel speeds.

**CO<sub>2</sub> Emissions (tonnes) for 2020 - 2021**



**Average CO<sub>2</sub> Emissions (tonnes) per type of Vessel 2020 - 2021**



## Energy Consumption

### Fuel Consumption

During 2021, our vessels consumed 230,020 tonnes of conventional fuel oil, an increase of only 2.8%, despite the increase in the number of vessels, and 18,373 tonnes of LNG.

**230,020 tn**

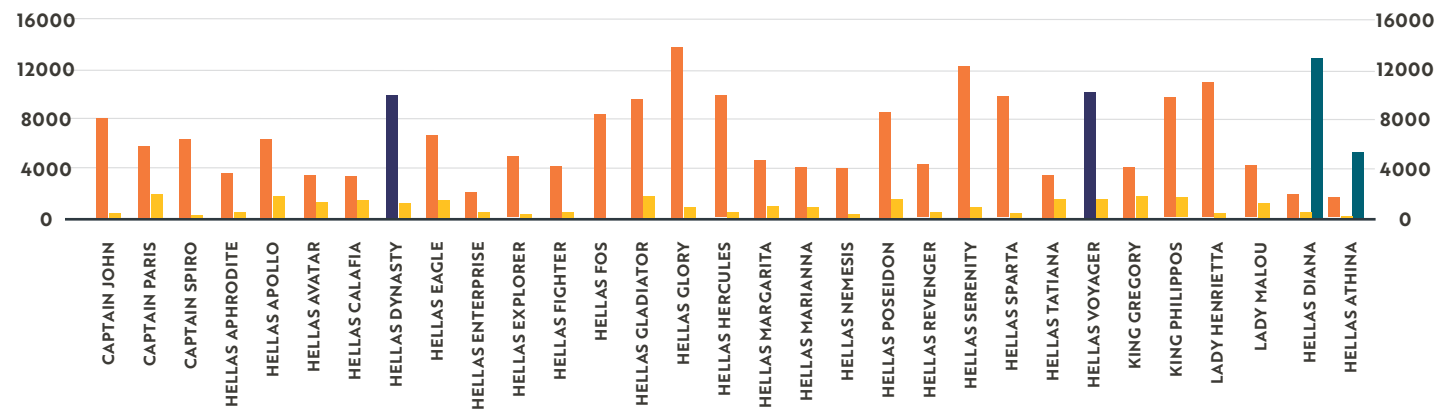
Fuel oil consumption by our fleet

**18,373 tn**

LNG consumed in 2021

Fuel oil consumption per fuel type (tonnes) for 2021

■ HFO (ton) ■ VLSFO (ton) ■ MDO / MGO (ton) ■ LNG (ton)

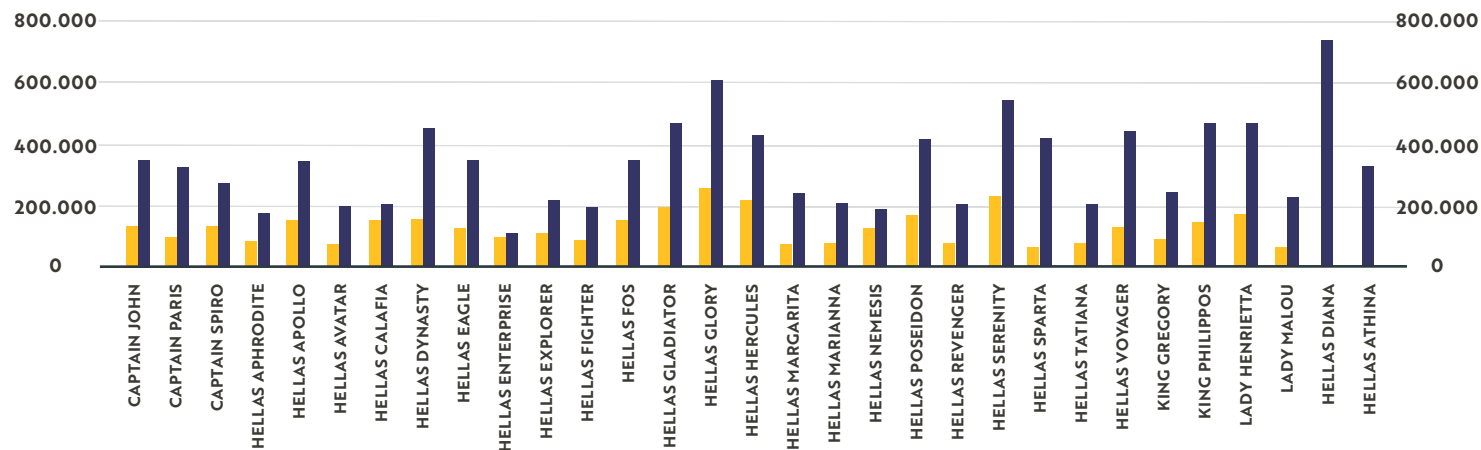


## Energy Consumption

Our fleet energy consumption was 10,383,334 GJ in 2021

Energy Consumption (GJ) for 2020 - 2021

■ 2020 ■ 2021



## SOx, NOx & Particulate Matter

Our fleet significant pollutants released to the atmosphere are Sulfur Oxides (SOx), Nitrogen Oxides (NOx) and Particulate Matter (PM). The operation of our ships is directly linked with these emissions (Nitrogen Oxide (NOx), Sulphur Oxide (SOx) and Particulate Matter (PM2.5/ PM10)).

### Sulphur Oxide (SOx)

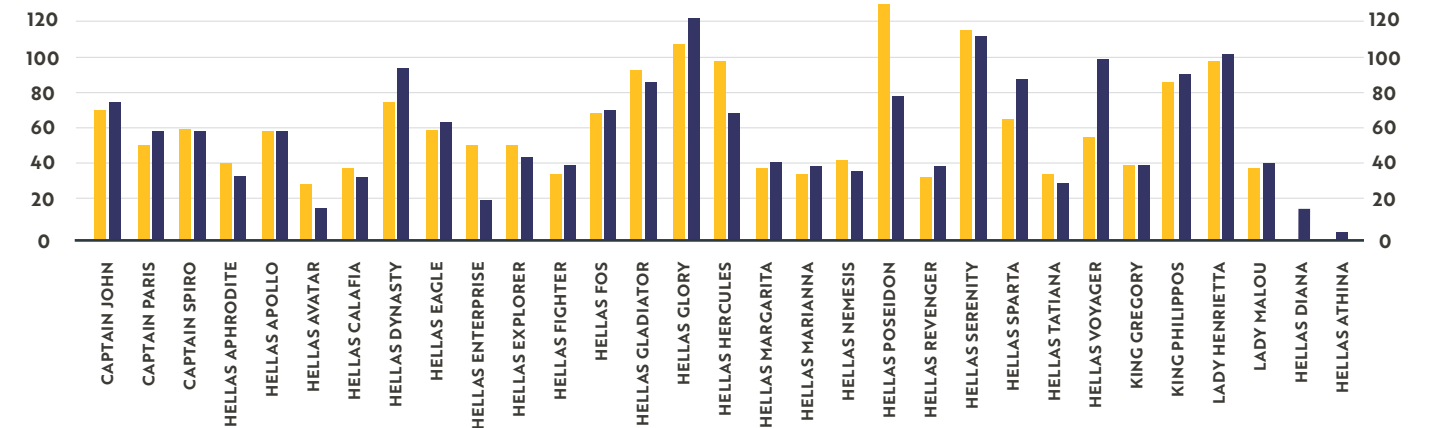
The amount of Sulphur Oxides released to the atmosphere is related to the amount of Sulphur in the fuel burnt and the total amount of fuel consumed by a vessel. All our ships can operate with low-Sulphur (0.5%) fuel, while two of our VLGC vessels are fitted with EGCs. Our four VLCCs newbuilding's also have EGCs installed.

During the reporting period, our fleet emitted 1,811 tonnes of SOx. In relation to 2020, our SOx emissions were decreased by 8.02%, despite the addition of the 2 newbuilding LNG carriers.

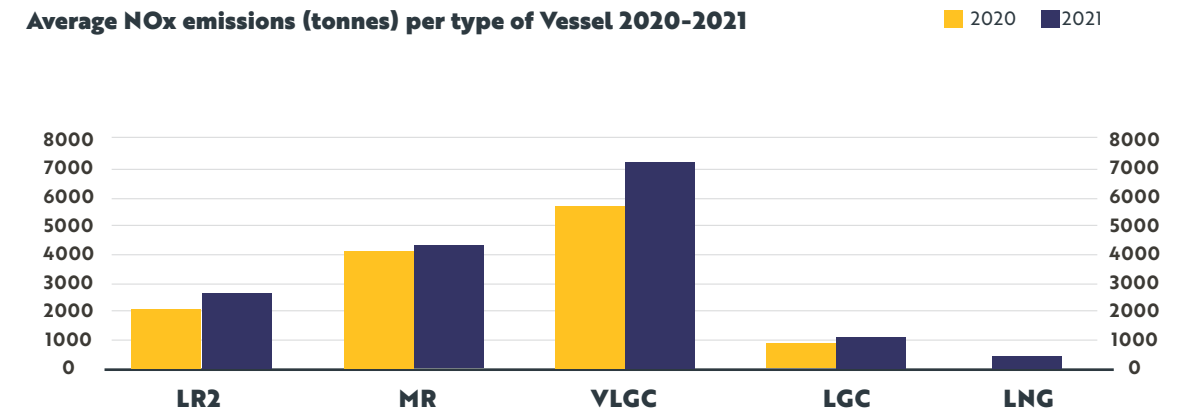
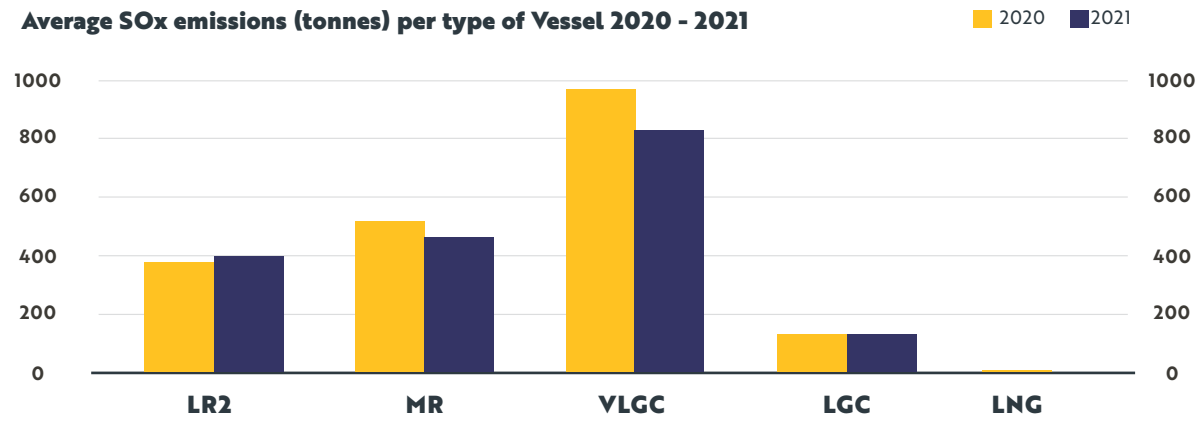
**1,811 (tn) SOx**

SOx emissions (tonnes) for 2020 - 2021

■ 2020 ■ 2021







## Nitrogen Oxide (NOx)

NOx emissions are released to the atmosphere from the reaction of nitrogen and oxygen gases during fuel combustion at high temperatures and are directly related to the amount of NOx produced by the ship's engines. During the reporting period, our fleet emitted 15,991 tonnes of NOx.

**15,991 (tn) NOx**  
in 2021

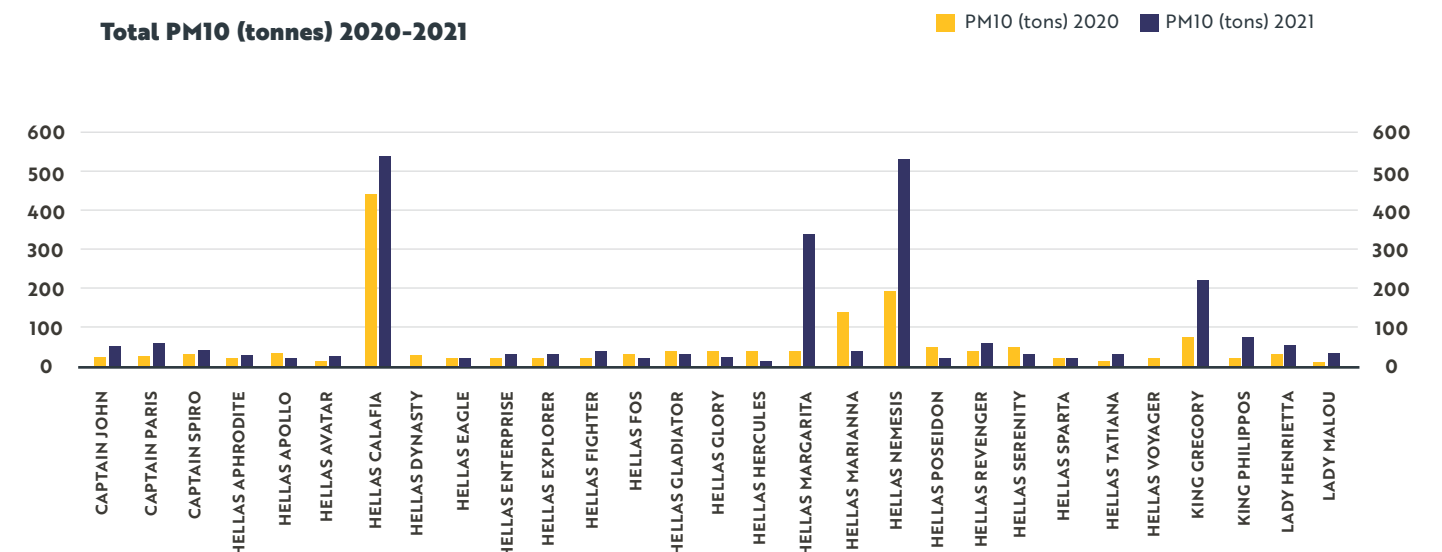
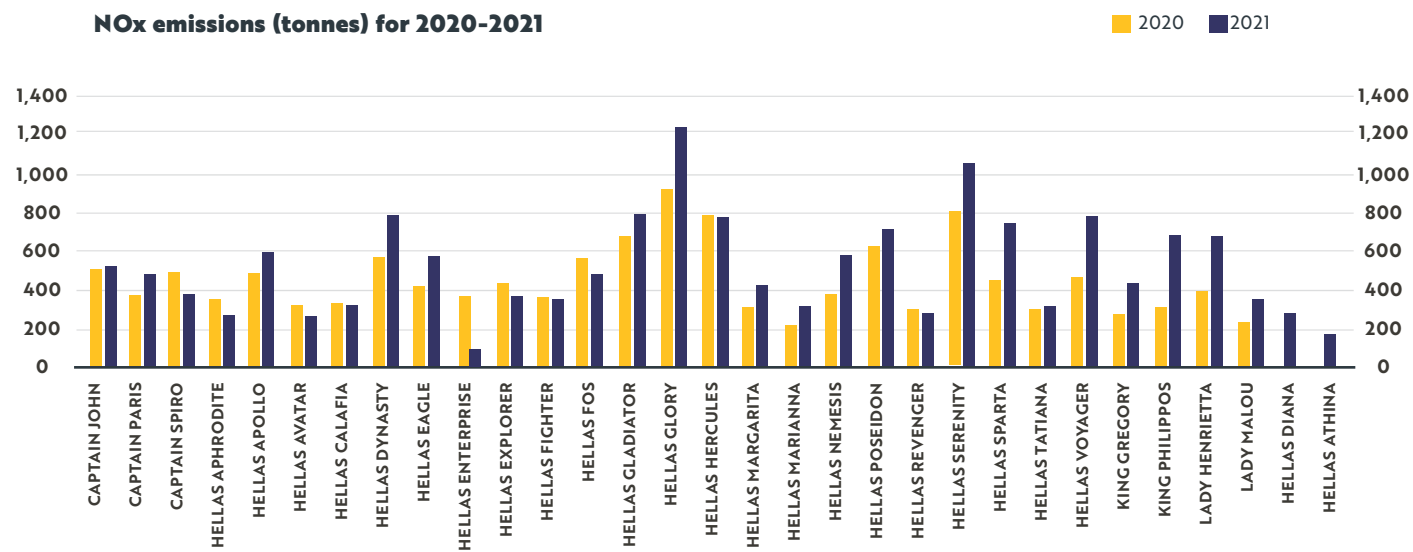
## Particulate Matter (PM2.5/ PM10)

Particulate matter (PM) emissions refer to the solid particles and liquid droplets found in the air. We monitor PM10 and PM2.5 emissions. PM10 emissions are defined as particulate matter with a diameter of 10 micrometers and PM 2.5 refer to particles that have diameter less than 2.5 micrometers.

During the reporting period, our fleet emitted 755 tonnes of PM2.5 and 819 tonnes of PM10 and both decreased by 48.5%, despite the addition of vessels in our fleet.

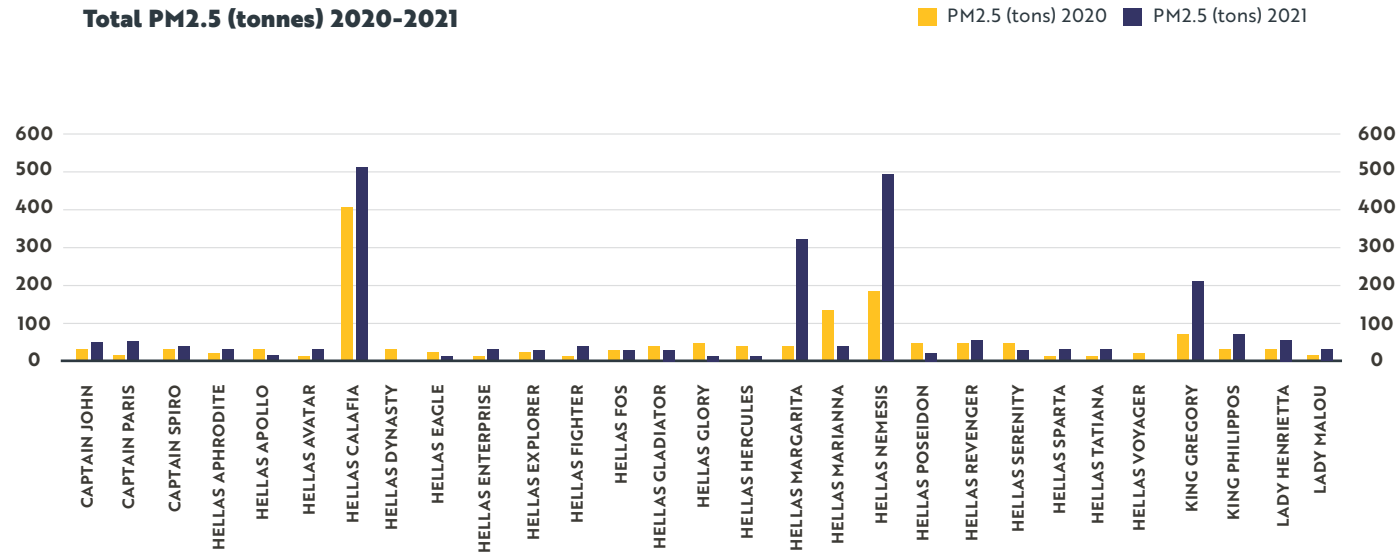
**819 (tn) PM10**

**755 (tn) PM2.5**





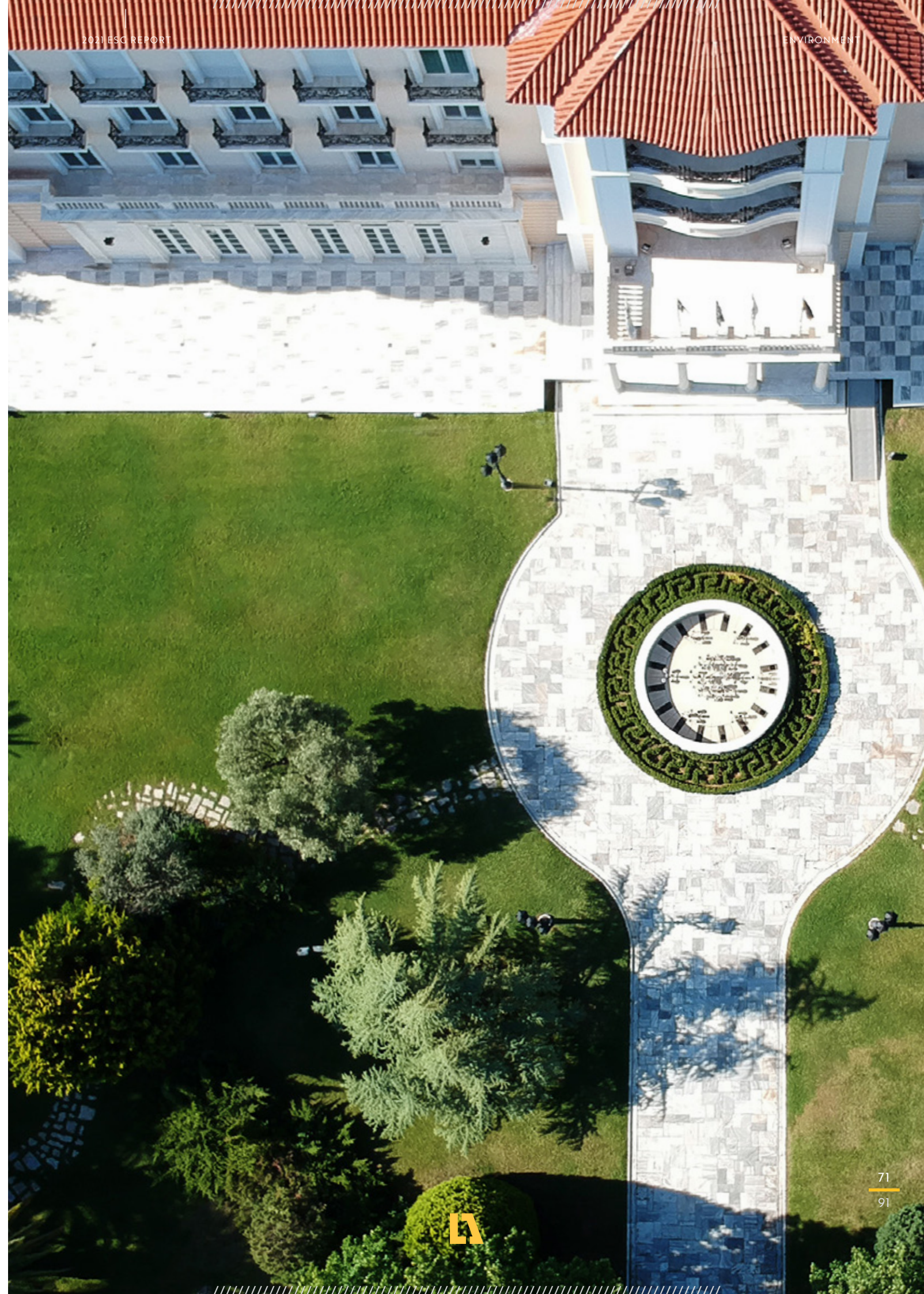
**Total PM2.5 (tonnes) 2020-2021**



## Head Office Electricity Consumption

At Latsco, we monitor the electricity consumption of our head office operations in our attempt to reduce energy consumption. During 2021, our office electricity consumption was 670,993 KWh. The CO<sub>2</sub> emissions (Scope 2) of our office operations in Athens and Monaco were 364 tonnes, while our current supplier in London provides us with 100% renewable energy.

**364 tn CO<sub>2</sub>**  
 Scope 2  
 emissions in 2021





## Waste & Water Management

### Waste

As part of our commitment to the protection of the environment, we are monitoring the quantity of garbage generated on-board, and we implement specific procedures included in our "Ship's Garbage Management Plan", which is an essential part of our environmental management system.

In 2021, there was an increase in plastic waste compared to 2020 levels, as we reported 531.45 m<sup>3</sup> of plastic garbage waste generated on-board our vessels, due to the increase of our fleet size. Furthermore, we recorded 3,637 m<sup>3</sup> of bilge and 3,673 m<sup>3</sup> of sludge generated on-board.



**531 m<sup>3</sup>**  
of plastic garbage waste generated on-board our vessels in 2021

**3,637 m<sup>3</sup>**  
of bilge generated on-board our vessels in 2021

**3,673 m<sup>3</sup>**  
of sludge generated on-board our vessels in 2021

### Water

Latsco is one of the early adopters in the shipping industry to address the reduction of single-use plastic bottles on-board.

In this respect, we have installed Infinity reverse osmosis systems on-board 27 of our vessels, resulting in a 52% decrease in the consumption of plastic bottles on-board our vessels versus 2020. During the reporting year, 193,310 bottles of water were supplied to 31 vessels, while 406,080 bottles were supplied to 29 vessels in 2020.



**193,310**  
bottles supplied in 2021

**↓ 52%**  
bottles consumption in 2021



## Biodiversity

### Ballast Water Management

The proper management of Ballast Water is an important measure undertaken to protect marine biodiversity. The IMO BWM Convention, which entered into force on 8 September 2017, requires all ships in international traffic to closely monitor and manage their ballast water. Ballast Water Treatments Systems (BWTS) remove and destroy non-native and inactive biological organisms (zooplankton, algae and bacteria) that may be present in ballast water and could potentially harm the marine environment.

Latsco has pioneered in the installation of BWTS on-board newbuilding vessels and took delivery of its first tanker equipped with BWTS in 2012. Since then, building of experience was continuous and all subsequent newbuilding projects have been equipped with BWTS.

In 2021, 86% of our fleet is fitted with BWTS, including the 2 LNG vessels. We have scheduled to fit BWTS to 7 more vessels during the period 2022-2023.

**86%**

Of our vessels have been fitted with BWTS

**100%**

of our fleet will be equipped with BWTS by Q4 2023

## Responsible recycling practices

### Ship recycling

All the company's vessels are fully compliant with the EU regulation (1257/2013) on Ship Recycling and the International Maritime Organization's Hong Kong (HK) Convention, for the safe and environmentally sound recycling of ships and hold an Inventory of Hazardous Materials (IHM) certification, issued by classification Societies ABS, LR, DNV and BV.

**100%**

of our fleet is compliant with Hong Kong & EU Convention

### Ship garbage

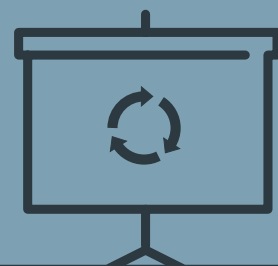
As we part of our garbage recycling policy, we are in discussions with major ports and Garbage disposal companies that adhere to specific recycling and processing procedures.





## Initiatives ashore

We strive to further reduce our Athens offices environmental footprint by:



**SHARING**  
educational information to encourage recycling.

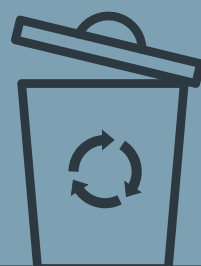


**REPLACING**  
conventional lamps with LED light bulbs.



**REPLACING**  
plastic water bottles with glass bottles for multiple usage.

**PLACING**  
more paper recycling bins in every part of the building.



**RECYCLING** batteries  
a AFIS bin has been placed in our offices.

**REPLACING**  
single-use plastic material with eco-friendly options in our kitchens and bistro area.

**RECYCLING**  
printer toners, electrical / electronic equipment & light bulbs.



Furthermore, our **London & Monaco** offices have incorporated the following initiatives:

- ✓ Separate collection of recyclable waste
- ✓ Collection of non-recyclable waste intended for separation/reclamation
- ✓ Electronic filing policy for reducing paper files
- ✓ Britta water filter installation to our mains
- ✓ Glass reusable bottles for general office consumption & meetings





# 7 SOCIAL RESPONSIBILITY

**Latsco has a strong sense of community** involvement and is working closely with several organizations, associations and universities. Corporate philanthropy and social responsibility have always been at the forefront of our philosophy and our aim is to improve social prosperity with initiatives such as community contributions & grants, volunteering activities, public health & educational sponsorships.

## Philanthropic Activities

We are actively involved in major community-investment initiatives, by contributing to several non-profit and social welfare organizations, philanthropic foundations and NGOs, including the John S. Latsis Public Benefit Foundation, the Neraida Floating Museum and the Greek Shipowners' Social Welfare Company 'SYN-ENOSIS'.

We stand next to families who need support. We support the work of 'Floga', an association of parents of children with neoplastic disease, by buying calendars, notebooks and charms for employees and their children.

We support the work of "ELEPAP", which is the oldest non-profit charity organization in Greece, in a number of ways such as donations, gifts for the children, visits to their premises to learn about their work and meet some of the brave kids of ELEPAP as well as we participate in half marathon with the ELEPAP team.

We also support the work of "Save a Greek Stray", a non-profit organization whose goal is to protect animals and promote animal welfare.

## Blood Donation

We encourage our employees to donate blood on a quarterly basis, in collaboration with the Athens General Hospital 'Laiko' where the company keeps a blood bank.

## Supporting youth in Shipping

Every year we organize, in collaboration with various top universities, business days in our premises, in an effort to familiarize students and recent graduates with the shipping environment and provide them with networking opportunities. We support the work of "Yes Forum", which is a platform of open dialogue in the Greek shipping industry between companies and university students, recent graduates and young executives, by funding their work and participating in Yes Forum events and open days. Latsco also participates in various shipping and career forums where our colleagues talk about their career paths and job responsibilities, highlighting to students or recent graduates how their departments work.

Moreover, we provide 2 scholarships per year to the students of the University of Aegean, a monetary award to one of the top performing students and a 6-month fully paid job placement to a top performing graduate.

Through the active participation and knowledge sharing of Our company's employees, we also support the work of Panorama of Entrepreneurship & Career Development, which is the largest multi-conference on youth entrepreneurship, career orientation and professional guidance.







# APPENDICES

## Environmental Impact & Regulations

### Regulatory Framework

# 1

#### Inventory of Hazardous Materials (IHM)

A regulation to control hazardous materials onboard our ships for the Safe and Environmentally Sound Recycling of Ships. Any ship which is 500 GT or over, regardless of flag, will require a valid and certified IHM if calling at an EU port or anchorage. Non-EU flagged vessels can also be certified against EU SRR by complying with the HKC IHM requirements.



Entry into force  
**December 31, 2020**

#### Our response:


The company supports and adheres to the 2009 IMO Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships, and the EU Ship Recycling Regulation 1257/2013, in accordance with flag requirements, through its Environmental Policy and the Environmental Management System implemented in compliance with ISO Standard 14001.

- All new building projects have been contracted with the highest voluntary environmental notation, in compliance with the Company's Quality Procedure for New Buildings and Environmental Commitment
- Green Passport Certificate of hazardous material is used in construction and updated through a vessel's operation is available for the fleet and we strictly control the consumable hazardous materials used in the operations.
- All company vessels hold an Inventory of Hazardous Material Certificate and a Statement of Compliance on IHM (HKC) as issued by the corresponding classification society, certifying that ships have been surveyed in accordance with Article 8 of Regulation (EU) No 1257/2013; and, that the inventory of hazardous material available and maintained onboard is fully compliant with the applicable requirements of this regulation.
- The Company's vessels hold interrelated certificates, such as the International Air Pollutions Prevention, with supporting record of Construction & Equipment, Asbestos Free and Antifouling.
- Having designated persons both onboard and ashore who are responsible to maintain the IHM.



## 2 MARPOL Annex VI 0.50% Sulphur limit

A regulation intended to reduce the amount of Sulphur oxide emissions from ships - either by adopting alternate fuels (e.g. LNG), or installing Exhaust Gas Cleaning Systems (EGCS / scrubbers), or by using fuel oil with a Sulphur content of no more than 0.50% m/m (mass by mass)

 Entry into force  
**January 1, 2020**

### Our response:

- As of January 1st, 2020, our company ensures that the Sulphur content of any fuel oil used onboard ships shall not exceed 0.50% m/m - unless the vessel is fitted with Scrubber or makes use of alternate fuels.
- The company has implemented a comprehensive preparation and planning for the IMO 2020 Compliance framework which is covered for all existing vessels
- The Ship Implementation Plan is a vessel-specific document.
- In line with our Company's Vision to embrace innovation and new technologies and to follow a strategic direction towards sustainable shipping, the company participates in a number of innovative programs and projects relating to the promotion of investments in energy infrastructure and the adoption of clean-energy technologies, in collaboration with reputable industry stakeholders.

## 3 IMO Strategy on reduction of GHG emissions from ships

Aims at the reduction in total GHG emissions from international shipping by at least 50% by 2050 compared to 2008 levels.

 Entry into force  
**October, 2018**

### Our response:

#### Emissions Monitoring Scheme:

- EEOI (Energy Efficiency Operational Indicator) (gr CO<sub>2</sub> / ton-mile) is monitored to provide an overview of the operational efficiency of the vessel.
- Well established and advanced data collection & analysis in line with the EU Monitoring, Reporting & Verification (MRV) regulation for Fuel Consumption, CO<sub>2</sub> emitted, Energy efficiency parameters, Distance travelled; time spent at sea & transport work.

#### EU Monitoring, Reporting & Verification (MRV) Regulation:

- All company vessels comply with the EU MRV Regulation and the corresponding vessel specific Monitoring Plans are also in place.
- Annual emissions reporting in accordance with EU Regulation 2015/757 as amended.
- GHG emissions of company vessels travelling to and from EU ports are also subjected to third party verification by an independent accredited verifier.

## 4 IMO Ballast Water Management Convention

Sets standards for proper management of ballast water and sediments to prevent the spread of harmful marine species.


 Entry into force  
**September 8, 2017**

### Our response:

- The company's vessels are built in compliance with the D-2 performance standards of the International Convention for the control and Management of Ship's Ballast water and sediments, 2004 (BWM Convention), as amended, as well as the relevant IMO Guidelines
- Ballast water systems installed on LMM vessels are in full compliance with Classification Societies' guidelines and USCG extra requirements.
- Installation of BWTS in all newbuilding projects since 2012 and building up of experience with BWTS since then
- All vessels maintain Ballast Water Record Book and manage their ballast water in accordance with a Ballast Water Management Plan approved by the respective Classification Society. This approved Ballast Water.

## 5 Energy Efficiency Existing Ship Index - (EEXI)

A technical efficiency standard which requires a vessel to achieve a required level of technical efficiency, based on a required reduction factor. Expected to be adopted in June 2021.

 Entry into force from  
**January 1, 2023**

### Our response:

- For 7 out of 29 vessels that have been built prior to the date that the Energy Efficiency Design Index came into force i.e. January 2013 we have calculated the respective index for existing vessels under the name EEXI (gCO<sub>2</sub>/ton-mile) and we compare it with the reference EEXI that the IMO will implement soon.





## Regulatory Framework

NO.	DESCRIPTION	STATUS
1	Ship Recycling - Inventory of Hazardous Materials (Hong Kong Convention, EU Ship Recycling Regulation)	All vessels are provided with an Inventory of Hazardous Materials endorsed by the Classification Societies, in accordance with both regulations, properly maintained as per the company's procedures. The company has also established an automated procedure for the Suppliers' Declaration of Conformity and Material Declaration.
2	Bio-Fouling Requirements (Australia & New Zealand and IMO Guidelines)	All vessels are provided with a ship-specific Biofouling Management Plan developed in accordance with the applicable requirements and guidelines.
3	Air Emissions (IMO DCS, MARPOL Annex VI)	All vessels are provided with a SEEMP Part II developed in accordance with the applicable regulations and approved by RO on behalf of the Flag Administration. CO2 emissions are monitored and reported to the IMO as per the company's Procedures.
4	Air Emissions (EU MRV)	All vessels are provided with an EU MRV Plan developed in accordance with applicable regulations and approved by an authorized body. CO2 emissions are monitored and reported voyages in the EU as per the company's procedures.
5	Air Emissions (GHG, EEXI, MARPOL Annex VI)	The company has calculated the EEXI values for all vessels in accordance with the applicable regulations.
6	Air Emissions (GHG, CII / SEEMP P-III, MARPOL Annex VI)	The company will develop a ship-specific SEEMP Part III as per the applicable regulations approved by RO on behalf of the Flag Administration and has developed the relevant procedures, processes and mechanisms for monitoring the CII values per voyage.



## SASB marine transportation material issues

CATEGORY	DISCLOSURE TOPIC	CODE	PAGE REFERENCE
<b>GHG emissions</b>	Gross global Scope 1 emissions	TR0301-01	65
	Description of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	TR0301-02	27
	Total energy consumed, percentage from heavy fuel oil, percentage from renewables	TR0301-03	66
	Energy Efficiency Design Index (EEDI) for new ships	TR0301-05	63
<b>Air Quality</b>	Air emissions for the following pollutants: NOx, SOx, and particulate matter (PM)	TR0301-04	67-70
<b>Ecological impacts</b>	Shipping duration in marine protected areas and areas of protected conservation status	TR0301-06	-
	Percentage of fleet implementing (1) ballast water exchange and (2) ballast water treatment	TR0301-07	73
	Number and aggregate volume of spills and releases to the environment	TR0301-08	62
<b>Employee health and safety</b>	Lost time injury rate (LTIR)	TR0301-12	48-49
<b>Business ethics</b>	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	TR0301-09	57
	Amount of legal and regulatory fines and settlements associated with bribery or corruption	TR0301-10	57
<b>Accident &amp; safety management</b>	Number of serious marine incidents	TR0301-11	48
	Number of Conditions of Class or Recommendations	TR0301-13	51
	Number of port state control (1) deficiencies and (2) detentions	TR0301-14	51

## GRI contents index

GRI STANDARD	DISCLOSURE TOPIC	SECTION	PAGE
<b>GRI 102: General Disclosures</b>	102-1 Name of the organization	Our Company	10-21
	102-2 Activities, brands, products, and services		
	102-3 Location of headquarters		
	102-4 Location of operations		
	102-5 Ownership and legal form		
	102-6 Markets served		
	102-7 Scale of the organisation		
	102-8 Information on employees and other workers		
	102-9 Supply chain		
	102-10 Significant changes to the organization and its Supply Chain		
	102-11 Precautionary Principle or approach	-	
	102-12 External initiatives	-	
	102-13 Membership of associations	Our Company	15
	102-14 Statement from senior decision-maker	Message from our CEO	7
	102-16 Values, Principles, standards, and norms of behavior	Corporate Governance	14
	102-17 Mechanisms for advice and concerns about ethics	Corporate Governance	57





GRI STANDARD	DISCLOSURE TOPIC	SECTION	PAGE
<b>GRI 102: General Disclosures</b>	102-18 Governance structure	Corporate Governance	55
	102-40 List of stakeholder groups	-	-
	102-41 Collective bargaining agreements	-	-
	102-42 The basis for identifying and selecting stakeholders with whom to engage	-	-
	102-43 Approach to stakeholder engagement	-	-
	102-44 Key topics and concerns raised	-	-
	102-45 Entities included in the consolidated financial statements	Our Company	12
	102-46 Defining report content and topic Boundaries	-	-
	102-47 List of material topics	-	-
	102-48 Restatements of information	-	-
	102-49 Changes in reporting	-	-
	102-50 Reporting Period	About this report	9
	102-51 Date of most recent report	-	-
	102-52 Reporting cycle	Annual	-
	102-53 Contact point for questions regarding the report	Contact Information	92
	102-54 Claims of reporting in accordance with the GRI Standards	About this report	9
	102-55 GRI content index	Appendices	85-90
	102-56 External assurance	-	-



GRI STANDARD	DISCLOSURE TOPIC	SECTION	PAGE
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## Anti-corruption

<b>GRI 103: Management Approach</b>	103-1 Explanation of the material topic and its Boundary	Corporate Governance	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
<b>GRI 205: Anti-corruption</b>	205-3 Confirmed incidents of corruption and actions taken		57

## Emissions

<b>GRI 103: Management approach</b>	103-1 Explanation of the material topic and its Boundary	Environment	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
<b>GRI 305: Emissions</b>	305-1 Direct (Scope 1) GHG emissions		65
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		67-70

## Effluents and waste

<b>GRI 103: Management Approach</b>	103-1 Explanation of the material topic and its Boundary	Environment	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
<b>GRI 306: Effluents and Waste</b>	306-3 Significant spills		62



GRI STANDARD	DISCLOSURE TOPIC	SECTION	PAGE
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### Environmental compliance

<b>GRI 103: Management Approach</b>	103-1 Explanation of the material topic and its Boundary	Health & Safety	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
<b>GRI 307: Environmental Compliance</b>	307-1 Non-compliance with environmental laws and regulations		51

### Employment

<b>GRI 103: Management Approach</b>	103-1 Explanation of the material topic and its Boundary	Our People	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
<b>GRI 401: Employment</b>	401-1 New employee hires and employee turnover		41

GRI STANDARD	DISCLOSURE TOPIC	SECTION	PAGE
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### Occupational health and safety

<b>GRI 103: Management Approach</b>	103-1 Explanation of the material topic and its Boundary	Health & Safety	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
<b>GRI 403: Occupational Health and Safety</b>	403-1 Occupational health and safety management system	Health & Safety	
	403-2 Occupational health services		
	403-3 Workers with high incidence or high risk of diseases related to their occupation		
	403-4 Worker participation, consultation, and communication on occupational health and safety		
	403-5 Worker training on occupational health and safety		
	403-6 Promotion of worker health		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
	403-9 Work-related injuries		





## CATEGORY

## DISCLOSURE TOPIC

## SECTION

## PAGE

## Training and Education

<b>GRI 103: Management Approach</b>	103-1 Explanation of the material topic and its Boundary	ESG at Latsco	26-27
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
<b>GRI 404: Training and Education</b>	404-1 Average hours of training per year per employee	Our People	36

## Diversity and equal opportunities

<b>GRI 103: Management Approach</b>	103-1 Explanation of the material topic and its Boundary	ESG at Latsco	26-27
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
<b>GRI 405: Diversity and Equal Opportunity</b>	405-1 Diversity of governance bodies and employees	Corporate Governance, Our People	39, 34

## Non-discrimination

<b>GRI 103: Management Approach</b>	103-1 Explanation of the material topic and its Boundary	ESG at Latsco	26-27
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
<b>GRI 406: Non-discrimination</b>	406-1 Incidents of discrimination and corrective actions taken	We had no incidents of discrimination in 2020.	



# ESG Report 2021

Environmental, social & corporate governance



[www.latsco.com](http://www.latsco.com)

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