



Document number: CRP.P.01.003
Revision: 0
Issued: January 2026
Reviewed: -

An aerial photograph of a large blue and white cargo ship, the Vertom Anne Marit, sailing on a choppy sea. The ship's name "VERTOM ANNE MARIT" is visible on the side, along with a large white 'V' logo. The ship is moving towards the viewer, leaving a white wake. The sky is overcast.

Corporate Sustainability & ESG Policy

Introduction

CEO statement & endorsement

"As Chief Executive Officer of the Vertom Group, I fully endorse this Corporate Sustainability & ESG Policy. It reflects our commitment to responsible environmental management, strong ESG principles, and sustainable business practices across the organization.

Clear standards and consistent implementation are essential for how we integrate sustainability, social responsibility, and governance considerations into our daily operations and supply chains. I expect all employees, managers, and business partners to understand, comply with, and actively support the principles set out in this policy."

Endorsed by:

Name: **A.A.H. de Jong**
 Title: **Chief Executive Officer - Vertom Group**
 Date: 30 January 2026

This policy is formally endorsed by the Chief Executive Officer. Signed originals are retained in accordance with Vertom Group's document control procedures.



The Vertom Group and its affiliated companies ("the Group") recognize that responsible environmental management, strong ESG principles, and sustainable procurement are essential to the long-term success of the maritime and logistics sector. We are committed to reducing the environmental footprint of our operations, protecting ecosystems, and embedding sustainability across our global supply chains.

Our ESG approach applies across all the Group activities, with differentiated emphasis reflecting the nature and scale of each business line.

This policy reflects the Group's support for and alignment with the principles of the United Nations Sustainable Development Goals (UNSDGs), focusing on those most relevant to our diverse business activities across maritime services, logistics, procurement, and office-based operations, while recognizing that these are guiding principles rather than binding legal commitments. Applicable national and regional laws prevail in case of conflict.

- SDG 3: Good Health & Well-Being
- SDG 7: Affordable & Clean Energy
- SDG 8: Decent Work & Economic Growth
- SDG 9: Industry, Innovation & Infrastructure
- SDG 13: Climate Action
- SDG 14: Life Below Water (where relevant to our maritime activities)

Purpose

The purpose of this corporate policy is to set out the Group's environmental and sustainability commitments, to ensure alignment, where applicable, with international and regional requirements such as the IMO's climate targets and the European Union's sustainability frameworks, to integrate ESG principles into business decisions, and to provide a framework for sustainable procurement and supply chain management, supported by appropriate due diligence and risk assessment processes.

Scope

This policy applies to all the Group's employees, contractors, suppliers, and business partners worldwide. It covers all company activities and operations, including shipping, logistics, procurement, and office environments. This policy complements, but does not override, applicable local laws. This also applies, as far as reasonably practicable, to agents and other third parties acting on behalf of Vertom.

Definitions

ESG (Environmental, Social, Governance)

A set of internationally recognized principles and criteria used to guide responsible and sustainable business practices.

Sustainable Procurement

Acquisition of goods and services in a way that reduces environmental impact and promotes social responsibility across the supply chain.

Biodiversity

The variety of plant and animal life, including the ecosystems affected by maritime and logistics operations.

Our Commitment

At the Vertom Group, we are committed to:

Environmental commitment

The Group is committed to minimizing emissions, discharges, and waste generation, using energy responsibly, and promoting sustainable practices in line with SDG 13 – Climate Action. Protecting marine ecosystems and biodiversity remains central to our operations, ensuring that trade is conducted responsibly and without compromising ocean health.

Our commitments are guided by international and regional frameworks applicable to the Group's maritime, logistics, procurement, and office-based activities. In this context, the Group supports the International Maritime Organization's ambition of achieving net-zero greenhouse gas emissions by 2050 and aims to align its long-term strategy with this objective where legally required and operationally feasible. At the European level, the Group embraces mechanisms such as the EU Emissions Trading System (ETS) and FuelEU Maritime, initiatives designed to promote decarbonization, reduce emissions, and encourage the adoption of sustainable fuels, insofar as applicable to our business activities.

Social commitment

The Group is committed to safeguarding human rights, fair labour standards, and decent working conditions across its operations and supply chains. The Group prohibits modern slavery, forced labour, child labour, and any form of discrimination, in line with applicable international standards and conventions, and in compliance with relevant local legislation.

Diversity, inclusion, and equal opportunities are actively promoted in line with SDG 3 – Good Health & Well-Being and SDG 8 – Decent Work & Economic Growth. Accessible grievance mechanisms are in place for employees and supply chain partners to raise concerns, ensuring that potential violations can be identified and addressed promptly and fairly.

Governance commitment

Strong governance forms the foundation of the Group's sustainability approach. ESG considerations are integrated into decision-making, transparent reporting is maintained in line with applicable frameworks and stakeholder expectations, and compliance is ensured with recognized international standards and conventions, where applicable.

Through these practices, the Group supports SDG 8 – Decent Work & Economic Growth and SDG 9 – Industry, Innovation & Infrastructure.

Stewardship



Ship recycling commitment

The Vertom Group is committed to ensuring that the recycling of vessels is conducted in a safe, environmentally responsible, and socially sustainable manner. We recognize the significant environmental and human rights risks associated with ship dismantling and therefore align our practices with the principles of the Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships, the EU Ship Recycling Regulation, and other equivalent international frameworks.

The Group applies a structured due diligence process to assess and verify the compliance of ship recycling facilities prior to engagement. Facilities are required to demonstrate adherence to recognized principles of safe and environmentally sound recycling, including alignment with environmental management systems such as ISO 14001, to the extent reasonably practicable.

By embedding these principles into our operational framework, Vertom actively strives to minimize environmental harm, protect workers involved in ship recycling, and support sustainable maritime practices. This commitment reflects our broader responsibility to stakeholders and our alignment with the United Nations Sustainable Development Goals, in particular SDG 12 – Responsible Consumption and Production and SDG 14 – Life Below Water.

Stewardship

The Group demonstrates its stewardship by preparing ESG and sustainability reports, either publicly or internally as appropriate, engaging with stakeholders, and providing training to employees to strengthen awareness of sustainability responsibilities. We seek to contribute to innovation in green shipping and logistics and support industry-wide efforts to drive the decarbonization of maritime services. These actions reflect Vertom's broader alignment with the UNSDGs, particularly SDG 7 – Affordable & Clean Energy and SDG 14, Life Below Water.

Responsibilities

Board of Directors

Accountable for ESG and sustainability commitments.

Management

Implement this policy, monitor results, and drive continuous improvement.

Employees

Act in line with environmental and ESG standards in daily work.

Suppliers & partners

Suppliers and partners are expected to comply with the Group's sustainability requirements. Where shortcomings are identified, remediation measures may be applied or, where appropriate and legally permissible, contracts may be suspended or terminated.

Monitoring, Review & Document Control



Monitoring & review

This policy is reviewed annually by the Board of Directors in consultation with senior management to ensure that it remains effective and relevant. Progress is measured against defined Key Performance Indicators, compliance obligations, and sustainability objectives. ESG performance is systematically monitored and reported as part of corporate sustainability disclosures, management reviews, and external assessments such as EcoVadis or comparable benchmarks. Audit findings, stakeholder feedback, and lessons learned are incorporated into continuous improvement processes, ensuring that reporting and follow-up are firmly embedded in the corporate governance cycle and contribute to the group's long-term sustainability strategy.

Document control

This policy is governed by CRP.P.02.004 – Quality, Governance & Document Control Policy. The corporate QMS ensures that only valid, current versions of policies are in use across the Vertom Group.

All the Group entities, including affiliated companies operating under their own management systems, must adopt and comply with the latest approved corporate policies, provided that this does not conflict with applicable local laws and regulations. Local entities may apply their own document management systems, provided that:

- Corporate policies are integrated without alteration.
- Version control and revision history remain transparent and traceable.
- The Group QHSE Manager retains oversight to ensure consistency across the Group.