



SUSTAINABILITY REPORT



THUNBOLAGEN
— ERIK THUN AB —

CONTENTS

Contents	2
UN Global Goals	2
Introduction	3
Erik Thun AB in brief	4
Business areas	5
Business model	6
Core Values	7
Corporate risk management	8
Our commitments	9
Risk assessment	10
Regulations and compliance	11
Our environmental responsibility	12
Our social responsibility	16
Our business ethics	19



UN GLOBAL GOALS

In a unique process, the 193 member states of the UN produced the Global Goals for Sustainable Development

It is not the UN itself but rather each member state – from governments down to individuals – that is responsible for achieving the 17 Global Goals, and everyone must play their part if we are to succeed.

In our Sustainability Report we connect to **seven of the Global Goals**; the most relevant goals in relation to us and our business, which we are striving towards in environmental, social and governance perspectives.

To reach these goals, we have a Road Map to Sustainability, with different activities in order to closely follow the progress and our achievements in relation to our goals.

We have decided to focus our Sustainability Report for the Group on the shipping business, and therefore Täby Air Maintenance AB (TAM) have been excluded.

This Sustainability Report was prepared in accordance with the Swedish Annual Accounts Act (ÅRL) as it was written previous to July 1, 2024.

INTRODUCTION

Our vision is to be a sustainable Swedish partner over generations. Being in the shipping industry, we believe we can actually make a difference in the global perspective by being responsible and do our part.

During the last couple of years, the uncertainties of the surrounding world has increased. The balance of power is shifting and new regulations are being introduced and then withdrawn almost while being implemented. Even so, we are determined to stay true to the choices we have made and the goals we have set. By involving our owners, the Board of directors, the management, our employees as well as our partners and customers, we are committed to continue our daily operations and business projects with a long-term aim to stay sustainable in our environmental, social, and ethical performance.

We cannot sit around waiting for a miraculous cure to present itself eventually. The question we ask is: what can we do today and tomorrow to be as energy efficient as possible and find sustainable practices to implement now. Transitioning to carbon neutral fuels is necessary, and we will be prepared and ready when those fuels are available. But we are determined to already build, maintain and operate vessels with the latest designs and the lowest possible environmental impact in order to meet our goal: every new generation of vessels will be more energy efficient than the previous.

We are in the midst of an extensive fleet renewal program with 31 new vessels being delivered from 2017-2027. We work actively to reduce the power demand on our vessels by equipping them with peak shaving, batteries, torque/mass meters and optimisation systems such as dynamic drive/eco control and we are looking forward to the delivery of our first methanol ready coastal tankers.

In a world full of uncertainties, we would like to think of ourselves as a resilient partner, taking responsibility for both the environment and the society.

Lidköping, April 2025



Johan Källsson
Managing Director, Erik Thun AB

ERIK THUN AB IN BRIEF

Erik Thun AB was established in Lidköping in 1938 by Helge Källsson and is still owned by the same family today. Our core business is shipping and our fleet of close to 50 vessels is mainly employed in short sea shipping in Northern Europe.

We are at the forefront of the development of new ships built to our own designs for transport solutions that are adapted to our customers. We strive to improve every new generation of ships to be as environmentally efficient as possible. Reduced fuel consumption, an increased cargo intake, less exhaust emissions and lowered noise levels are a few examples of our trademarks.

We have a long tradition of environmental and quality work, and our quality management system is certified to ISO 9001:2015. Our net sales amount to SEK 2.5 billion. During 2017-2024, 21 new vessels were delivered to Erik Thun Group, and we have 10 more vessels on order till 2027. In total, we are making investments of around SEK 5.7 billion to renew our fleet and improve our business.

BUSINESS AREAS



Our shipping operations are divided into the following segments:

TANKERS

21 product tankers/liquid bulkers from 5,300 to 18,684 deadweight (dwt), which are operated by Thun Tankers BV and sailing in Northern and Western Europe.

CEMENT

9 cement carriers in total from 4,000 to 10,040 dwt, 8 out of 9 are employed in Northern Europe and are owned and operated by JT Cement AS – a joint venture between NovaAlgoma Cement Carriers and Erik Thun AB.

DRY CARGO

15 general cargo ships from 4,000 to 6,500 tons dwt sailing between Lake Vänern, North Sea, Baltic Sea and Mediterranean ports.

AGENCY

OP Ship AB, is our shipbroker and port agency based in Gothenburg, with services in Kalmar, Helsingborg, Malmö, Landskrona and Halmstad.

In addition, we are engaged in aircraft leasing and the company currently owns 8 aircrafts. The Group owns Täby Air Maintenance AB in Örebro, specialised in aircraft maintenance and support, employing 41 people.



BUSINESS MODEL

Our vision is:

A sustainable Swedish partner over generations

Together with our customers, our aim is to tailor-make services within shipping so that:

- Customers experience a high level of customer benefit and regard us as a stable, value-for-money, responsive partner within shipping.
- We want to create a workplace where our employees

develop and take pride in their work, feeling passionate for the shipping industry.

- Our business continues to be characterised by relatively low risk with reasonable returns.
- We create a sustainable business through generations and in all fields, business wise as well as in society.

CORE VALUES

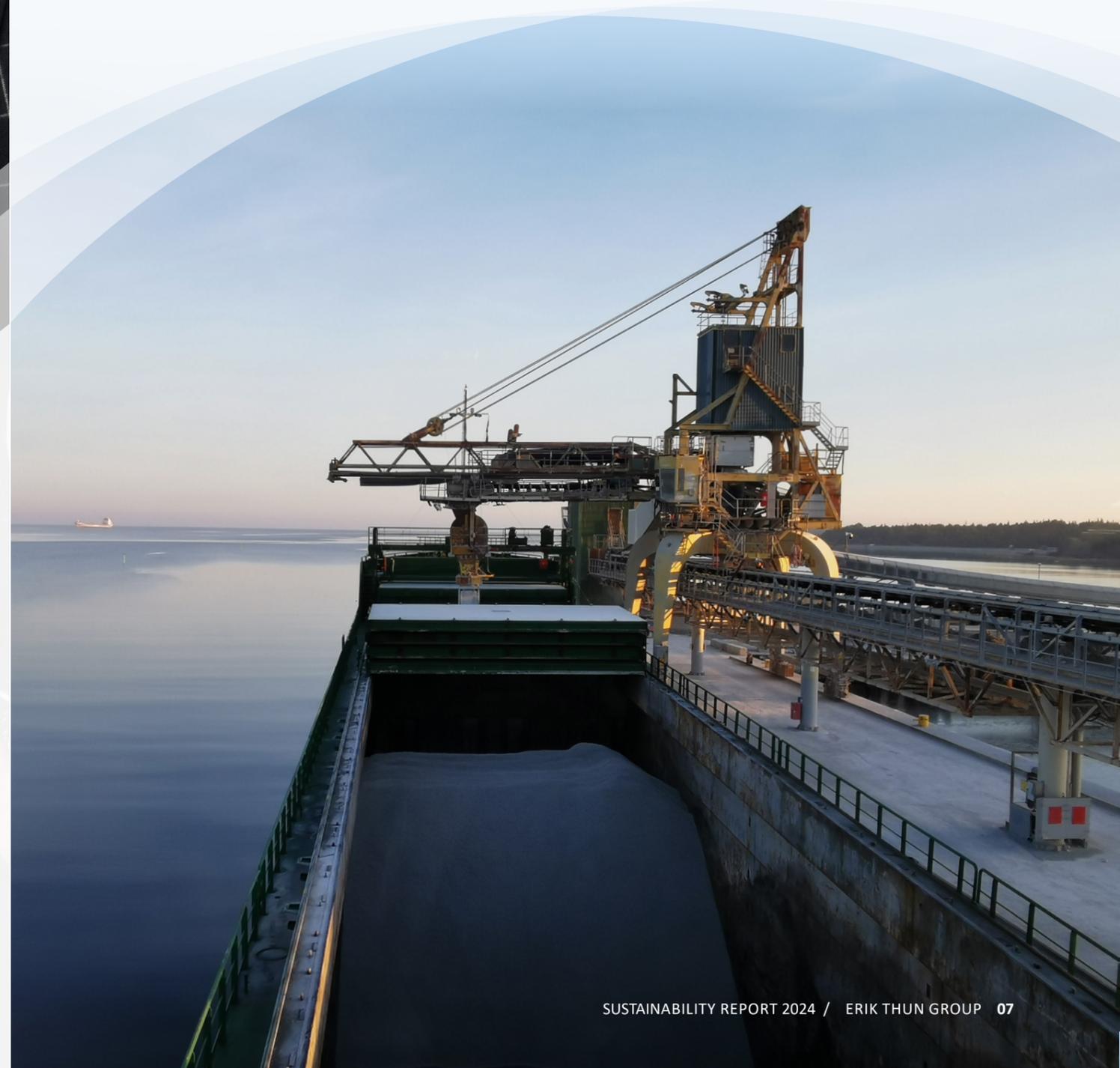
What defines us as a company? What are the basic principles of how we treat each other and our customers? We are...

...Long-term. Our investments are done to last over generations. We order vessels to last a lifespan. Our customers and co-workers feel confident in us, look forward to new challenges with us and want to stay true to us. We are a family business looking beyond interim reports.

...Responsible. We take responsibility for our co-workers, our customers and the surrounding environment. Sustainability in every aspect is important to us. This approach

is reflected at all levels in our family business, and we take good care of one another.

...Committed. We have a profound interest in shipping and in our company. Our co-workers are empowered and dedicated, thus creating customer benefit. We want to contribute with our best effort in order to solve the task at hand the best way possible.



CORPORATE RISK MANAGEMENT

We operate in a global market with significant risks. Risk assessment and risk management is always a part of our organisation and our daily business.

To identify, assess and monitor potential risks to our business and organisation, the management reviews the risks together with the board during workshops and board meetings throughout the year. The information gathered is used to plan ahead and to make strategic decisions in order to minimise potential risks.

There are of course a variety of risks with different levels of impact and likelihood, but when assessing the risks, we also consider the level of control that we have. Certain risks are part of our own organisation, such as the safety onboard; To ensure the safety of life, the environment, and our assets, we control the potential risks by using clear guidelines, daily routines, carefully monitored work procedures as well as internal and external audits.

On the other end of the scale, we have the global threats of climate change and the need for climate adaption; we have to act and also react to the effects and, together with other stakeholders, we must urgently contribute to the preventive actions that need to be taken to limit and control these threats.

In the middle of the scale, we find risks like a potential future lack of competent and skilled personnel. For example, we are not in charge of the different educational systems that we depend on, but all partners in the shipping industry have a responsibility to make our business interesting, competitive, diverse, and inclusive enough to be a preferred choice for the next generation.

Implementing regulations such as EU ETS (Emissions Trading System) presents an opportunity for climate action, but it could also result in an uneven playing field between different sectors. This might lead customers to explore other means of transportation instead, which may not necessarily be more environmentally friendly but are perceived as more cost-effective from their perspective.

The introduction of new regulations, for example the Corporate Sustainability Reporting Directive, could provide transparency on the sustainability impacts of all reporting companies, initiating joint actions with our customers, suppliers and other stakeholders to mitigate the harm on people and the environment. However, consistency and perseverance are key if the changes are to make a real difference in a long-term perspective; uncertainty in the regulations are clearly a risk and could potentially affect the dedication to these very important issues.

OUR COMMITMENTS



The well-being of our employees is important to us. We promote a healthy lifestyle and we offer health profile assessments regularly. We provide a wellness allowance for office employees and arrange different activities to promote an active lifestyle for all employees. Our commitment extends beyond the workplace, reflecting our dedication to the broader community and global health causes. We sponsor the Mercy Ships organisation in their work and we are a partner of the initiative "Blåhjärtat", a local community commitment with several initiatives that emphasis inclusion and integration. (Read more on pages 17-18.)



We see gender equality as a big part of our sustainability work. We are operating in a very male dominated business, but we only see benefits with diversity and inclusiveness and therefore, we are actively promoting opportunities for all genders on board our vessels. We have a whistleblowing function implemented. (Read more on pages 16-17.)



Our first priority is always the safety of life, secondly the environment and thirdly our and our clients assets. We follow the rules and regulations as set by the Maritime Labor Convention (MLC) and the Safety Of Lives At Seas (SOLAS). These conventions form a uniform standard towards all international vessels and ensure that the working and living conditions on board vessels are humane and decent and prevent ship owners from exploiting the seafarers. Via our partners, we also supply our seafarers with insurance for medical treatment. (Read more on pages 11 & 16.)



We have a proud history of designing and developing energy efficient vessels. Our goal is that every new vessel shall be more efficient than the last one and that our whole fleet will be using GHG-neutral propulsion in 2045. We will continue to build energy efficient vessels and by adding new technology and fuels, we aim to improve ourselves every year and do our part to develop the shipping industry. (Read more on pages 12-13.)



It is in our DNA to be resource efficient and we will continue to build and maintain vessels to last their lifetime. Reduced fuel consumption, optimised cargo intake and measures taken to reduce electrical consumption are a few of our trademarks. Based on our Code of Conduct, we examine our potential partners before moving forward in business decisions. (Read more on pages 12-13 & 19.)



We choose to use new and smart technology for measuring and to even further optimise already efficient ship design. We are using fuels with a mix of bio products when available and we are closely following the progress with new fuels in order to reach GHG-neutral emissions. Vessels ready for shore power have been standard for several years in our fleet. (Read more on pages 14-15.)



We believe that life below water is equally important as life above water. Water lubricated stern tubes have been standard on our new vessels for the last six years. On our existing vessels, we are installing new ballast water treatment systems. We have started to replace plastic bottles with water dispensers on board, to reduce plastics and waste. On the new vessels, we also focus on reducing the underwater noise. (Read more on page 14-15.)

RISK ASSESSMENT

REGULATIONS AND COMPLIANCE

We operate in a global market with significant risks. Risk Assessment is always a part of our organisation and of our daily activities on board to control the following risks:

Accidents



Emissions/Pollution



Human rights violations



Terrorism/Piracy



Fire



Corruption



Cyber threats



These risks are prevented and managed by:

- Design of the vessels
 - Maintenance
- Manuals (SMS¹/SSP²) including Cyber Security
- Oil pollution equipment
 - Bunker samples
 - Qualified crew
 - MRM/GRM³
- Training and exercises
 - Audits

Results are measured and followed up by tracking these statistics:

- Accidents and near-misses
- Number of LTI⁴
- Harassment cases
- Port State Control (PSC⁵): Our goal is to be high performers, which means to have less than 1.17 deficiencies per inspection during a period of 36 months. Our current average is 0.97.
- Fuel consumption
- EEOI⁶ is used to measure the energy efficiency

¹The SMS (Safety Management System) manual relates to the ISM Code (International Safety Management Code), a standard issued by the IMO (International Maritime Organization). ²The SSP (Ship Security Plan) manual relates to the ISPS Code (International Ship and Port Facility Security Code), likewise issued by the IMO. ³Maritime Resource Management/Global Resource Management, ⁴LTI = Lost Time due to Injuries, ⁵PSC (Port State Control for Paris MoU) refers to the inspection of foreign vessels in national ports in order to check and ensure that international rules are being complied with. ⁶EEOI = Energy Efficiency Operational Indicator.

Our first priority is always the safety of life, secondly the environment and thirdly our and our clients' assets. To ensure that we work to protect these things, we have our daily routines and work procedures outlined in our SMS/ISO. The objective is continual improvement and awareness.

Shipping is a regulated industry with a long history of working on quality and safety aspects, and there are clear manuals and instructions for compliance with the stringent requirements. We as Swedish shipowners are also highly committed which sets the bar high and creates an innovative environment in which everyone strives to be at the forefront. As a shipping company in a global market, we have clear regulations controlling how we work. All our ships are operated and approved in accordance with the requirements in force, taking into account the various conventions and regulations that exist including:

- SOLAS (Safety of Life at Sea)
- MARPOL (Prevention of Pollution from Ships)
- STCW (Standards of Training, Certification & Watchkeeping)
- MLC (Maritime Labour Convention)
- Ballast Water Management Convention
- Monitoring Reporting Verification (MRV/EU)
- Data Collection System (DCS/IMO)
- Ship Energy Efficiency Management Plan (SEEMP I & II)

Our customers set very high requirements through processes of vetting/auditing and so do national authorities such as **Port State Control** which is a regular inspection of a ship to verify that the condition of the ship and its equipment comply with international laws and regulations and that the ship is manned and operated in compliance with these instruments to ensure maritime safety and security and to prevent pollution. The average inspections result carried out through Paris MoU is 3.17 this year. *Our goal is to be high performers, which is currently defined by the Paris MoU as fewer than 1.17 remarks per inspection.* Our current average is 0.97 and most of our vessels are high performers. For the last years we have focused on our core values, worked with evaluation of performance and attitudes as well as teambuilding.

An Owners guideline is also in place to clarify the level of work that we expect from our seafarers.

PORT STATE CONTROL

YEAR	ERIK THUN	GOAL
2020	1.56	0.65
2021	1.58	0.61
2022	1.16	0.66
2023	1.06	0.9
2024	0.97	1.17

OUR ENVIRONMENTAL RESPONSIBILITY



MEASURED GOAL:
EFFICIENT VESSELS

100 %



MEASURED GOAL:
IMPROVING EEOI

68 %

Erik Thun's fundamental concept has always been to build and operate ships with a focus on the environment and energy efficiency – long before these matters made it onto the global agenda.

As we build vessels today, equipped to run on both new fuels and conventional fuels, our primary focus remains on enhancing energy efficiency on board including minimising energy use during both sailing and port operations. The availability of new fuels is still limited. One of our key objectives is to ensure that *every new vessel is more efficient than its predecessor* in terms of design, new technology, fuel consumption and performance analysis. Thus far, we have achieved a **100%** success rate.

For dry cargo vessels delivered in 2024, we can report a 15-20% reduction in CO₂ emissions compared to the previous generation. The new Lake Vanern Max vessels feature smaller engines but maintain performance due to optimised hull design and nozzles, complemented by adaptive propulsion systems. These systems calculate the most efficient way to operate the engine and propeller together, significantly impacting fuel consumption.

In the tank segment, the new Resource Efficiency Class with the same type of equipment as well as shore power

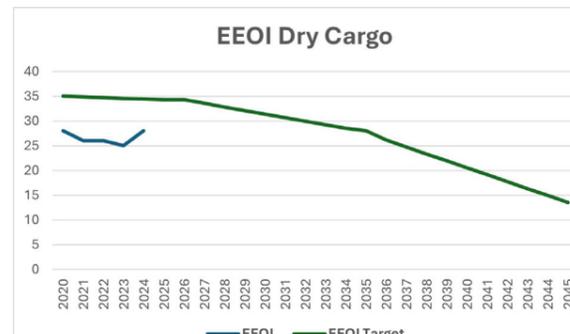
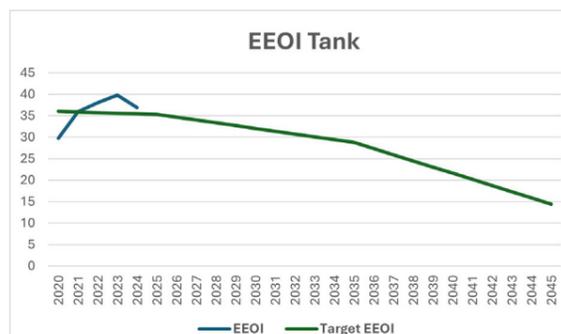
capabilities and battery packs, demonstrate a 30% improvement in efficiency, when compared with the older generation.

EEOI - SETTING THE TARGETS

A focal point is EEOI (Energy Efficiency Operational Indicator). The EEOI metric serves as a crucial measure, expressing the carbon footprint in terms of CO₂ emissions related to the transport work done (gCO₂/mT-nm). Improving the EEOI value can be achieved by reducing CO₂ emissions, increasing the amount of cargo carried or the loaded miles.

For some time, we have been measuring the EEOI and decided to reduce the EEOI in target with the goals set by EU (Fuel EU Maritime) to reduce CO₂ emission from 2020 to 2050 with 80%. It will be done gradually by reducing emissions from ships with 2% as of 2025, 20% as of 2035 and 80% as of 2050, compared to our set base levels of 2020. *Our measured goal keeps track of the improvement year by year*, by monitoring the segments carefully. For 2024, the overall goal is fulfilled to **68%**.

GRAPHS SHOWING ACTUAL CO₂ EMISSION PER TON-MILE OF TRANSPORT WORK



TANK SEGMENT

Examining our metrics closely, tanker EEOI (Energy Efficiency Operational Indicator) averages have dropped from 40 gCO₂/mt'Nm to 37 gCO₂/mt'Nm in 2024. With ongoing improvements in new builds and upgrades to older vessels, we anticipate further reductions in the environmental impact.

Recently built vessels like the Thun E-series and R-series showcase significantly lower average EEOI values. The E-class are dual fueled and able to use natural gas or biogas as fuel, and the R-class are equipped with shore power capabilities, battery packs, adaptive propulsion, and improved hull designs that ensure efficient sailing.

Throughout the year, we have upgraded older vessels, equipping them with mass flow meters and torque sensors to monitor performance consistently across the fleet. Additionally, older vessels are also being updated with adaptive propulsion systems, and we are testing new antifouling coatings. The combination of new coatings and adaptive propulsion have shown promising results, improving performance by approximately 20%.

This contrast underscores the importance of embracing modern technologies and design innovations to drive environmental sustainability within the maritime industry.

DRY CARGO SEGMENT

For dry cargo vessels, we observed a slight increase in EEOI due to extended waiting times, a prolonged ice season, and a stormy fall. However, the new vessels are performing well, and we expect positive developments as older vessels are replaced with newer models in the coming years. And the overall performance on EEOI for our dry cargo continues to meet our targets, well on track for our 2050 goals.

Additionally, our vessels are being fitted with battery packs. This initiative applies not only to new builds but also to all dry cargo vessels which will receive battery packs during 2025. This will reduce emissions and enhance the working environment onboard by eliminating the need for auxiliary engines while in port. All vessels can connect to shore power, which further reduces their environmental impact.

Beyond technical upgrades, we are focusing on optimising vessel operations and providing crews with the tools needed for efficient sailing. Our project with Cetasol and the digital performance twin, set to conclude in 2025, will provide real-time performance data and guidance to the crew via a simple display.



MEASURED GOAL:
CII A & B PERFORMER
FLEET WIDE

60 %



MEASURED GOAL:
REMOVE PLASTIC
BOTTLES

100 %



Looking ahead, we're committed to find more ways to improve our sustainability efforts and keep contributing meaningfully to environmental conservation. Our journey towards a greener future is ongoing, and we take pride in setting new standards in the industry.

CII

The CII (Carbon Intensity Indicator) measures how efficiently a vessel above 5,000 GT transports goods, or passengers, and is given in grams of CO₂ emitted per cargo-carrying capacity and nautical mile. Vessels receive a rating of A (major superior), B (minor superior), C (moderate), D (minor inferior) or E (inferior performance level).

Our target for each vessel is to be an A & B performer fleetwide. Initially we intended to include our vessels below 5,000 GT. However, verification of the data for vessels below 5,000 GT by a third party is not possible at this time, and therefore we have excluded them.

For our 10 vessels above 5,000 GT the verified data has rated **60%** of the vessels as A or B performers and the remaining vessels are rated as C performers. The vessels must have a consecutive decrease in fuel consumption each coming year to keep their status.

LIFE BELOW WATER

As the focus is mainly above surface, we are not to forget the world below surface. Since 2017 we are building vessels with water lubricated stern tubes to avoid having oil as a lubrication for stern tube. Lately, the focus from IMO and other different authorities has driven interest towards the life underneath surface, and how shipping affects the life below water. We encourage this, we participate in the debate, and we are working to see how we can improve our vessels to reduce underwater noise, for example.

Plastic pollution in the oceans is one big issue, and hence *another goal is to reduce plastics onboard.* We will equip our new vessels with water dispensers, and during 2024 all vessels in our existing fleet have been upgraded with dispensers. In that sense, we have a **100%** fulfillment as of now, but we will keep working with new activities in this area to further reduce plastics onboard.

POLLUTION AND SAFETY ON BOARD

We had no oil spill in 2024 and none in 2023, compared to one minor oil spill in 2022. *We also keep statistics on LTIF (Lost Time Injury Frequency)* which shows time lost due to injuries on board, and through preventive work we have had a downward trend in recent years. The LTIF for 2024 was 0, compared to 0.25 (2023), 0 (2022), 0 (2021) and 0.58 in 2020.

MOVING FORWARD

Continuing with our steadfast commitment to achieving the net-zero carbon goal by 2050, we are in an extensive phase of deliveries. During 2017-2024, 21 new vessels were delivered to Erik Thun Group, and we will be welcoming another 10 newbuilds into our fleet by the year 2027. This strategic expansion is a significant leap forward in our journey towards sustainability and reflects our determination to lead the maritime industry towards a cleaner, more sustainable future and the vessels we have taken delivery of the last couple of years are showing very promising results.

We will also continue upgrading the existing fleet with floating frequencies, battery packs, and adaptive propulsion systems, using the power of innovation and technology to solve some of the most pressing environmental challenges.

The journey towards net-zero emissions is challenging and requires effort, innovation, and collaboration. Central to our philosophy is the focus on energy efficiency; that we should not use more energy than necessary because even if it is green, the resources will never be unlimited.

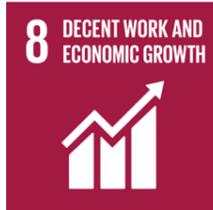
While conventional fuels (MGO/LNG) remain primary, we are exploring biofuels and methanol for future use. For example, the upcoming tankers will feature a new engine

from Wärtsilä. Alternative fuels are not yet available at the scale needed and to a reasonable price, and adaptations also have to be made to the infrastructure to make these fuels accessible, but the transition is in the making.

We will keep finding ways to save energy, improve vessel cleanliness and crew conditions, working actively with our Road Map to Sustainability. For example, to address underwater noise we are installing smaller engines and propeller nozzles. In 2025, we will trial a hull paint free from biocides to enhance performance and reduce emissions.

Our goal is to minimise environmental impact and lead the maritime industry towards sustainability and carbon neutrality. It also demonstrates our commitment to our customers, stakeholders, and the communities we serve, ensuring that we provide the most environmentally responsible and efficient transportation solutions available.

OUR SOCIAL RESPONSIBILITY



MEASURED GOAL:
ZERO DEFICIENCIES

86 %



MEASURED GOAL:
CREW DIVERSITY

32 %

Erik Thun AB shall be a workplace characterised by a good and safe working environment. Employees, customers and partners should feel secure with how we manage the working environment.

WORK ENVIRONMENT

We have statutory insurance, and we work according to policies and regulations in the area of human resources. We had 49 employees at our offices in Lidköping and Gothenburg in 2024. Our shore-based employees have an average age of 48 years. We carry out annual pay surveys to ensure that pay differentials are not discriminatory. We had 85 employees on board the ships that we manage. With shore-based employees in our offices and ship crew working at sea, we have two different types of workplaces. In many ways, these have different conditions and types of risk in their daily work – but we aim to treat all equally and all of them are covered by the applicable collective agreement.

On the ships, we work according to the convention in force from ILO (International Labor Organization), which is the Maritime Labor Convention 2006 (MLC), also known as the "seafarers' bill of rights". This specifies living standards on board and states that as a shipping company, we must comply with the rules and requirements that relate to seafarers. This is regularly controlled by external audits from organisations such as flag state, classification societies and the union (International Transport Workers' Federation). *Our goal is to have zero deficiencies in audits related to work environment and safety (PSC)* and for 2024 the level of accomplishment in this area was **86%** (compared to 80% in 2023).

The MLC also helps provide assurance that seafarers will always be able to report to their home country, direct to the company management or to the ship's flag administration if they feel they have been badly treated or do not feel safe on the ship or as part of the crew on board. We have a portal where all staff can anonymously report any issues or harassments. In this area, *our goal is to have zero harassment cases*. In 2023, we had 0 reports of harassment cases, but in 2024 we had two cases reported. Both cases were investigated and one of them rendered in disciplinary actions. Other actions are also being taken to raise awareness amongst our crews on leadership and cultural differences.

We believe that diversity and inclusiveness in every aspect are important factors to create a social environment that is positive and empowering for everyone. This goes for both the offices and the vessels. We are proud to say that – on our vessels – we have had as many as 17 different nationalities working on board during this year.

When looking at gender there is more work to be done to increase the number of women both in the daily operations and in leading positions. To employ more women in the fleet, our crewing departments keep focusing on *our goal to work actively to have at least 1 female per operational vessel before 2025*. During 2024 this goal was fulfilled to **32%**.



MEASURED GOAL:
DONATED AMOUNT

100 %

HEALTH

Good health is the best pension investment. We support and encourage our personnel to keep in good health, which improves wellbeing. We actively promote exercise and other ways to stay fit among our staff. Corporate healthcare is available, and Erik Thun AB also offers extended accident insurance at no cost.

Sickness absence in 2024 stood at 1.67% for our offices, which is higher than 2023 (1.0%) but still well below our goal of 2.5%. Every third year our employees at the offices in Gothenburg and Lidköping are offered the opportunity to have a health profile assessment with the company's corporate healthcare service. The aim is to avoid ill-health by highlighting any issues as early as possible, and hopefully prevent any further deterioration where problems have already arisen.

We are aware that certain work environments can be stressful and that sitting stationary in front of a computer all day long is a health risk. All our office workers have sit-to-stand desks, making it possible to break the habit of sitting down. At the office in Lidköping, we had the possibility to furnish a gym area in 2023, and during 2024 we

have been able to do the same in Gothenburg. We also offer an annual fitness benefit and participation in sports events such as Göteborgsvarvet (the Gothenburg half-marathon) is encouraged.

For the well-being of our seafarers, we are looking into several measures to further enhance the living conditions on board, for example, the access to unlimited internet for everyone. We are also examining the possibility of adding extra accommodation units when building new vessels. Extra cabins would provide the opportunity to have cadets on board, a dedicated space for a gym, and extra space for additional crew for crew changes. Together with our manning agencies we also supply both our seafarers and their next of kin with insurance for medical treatment.

With the global aspect of SDG no 3, *our goal is to donate an amount tied to our turnover on a yearly basis, to promote health care and well-being in a global perspective*. During 2024, we sponsored Mercy Ships in their work, and we also sponsored the local initiative "Blåhjärtat" in projects that emphasis inclusion and integration. Summarizing the donated amount for 2024, we attained our goal with **100%**.



CORPORATE SOCIAL RESPONSIBILITY

We support community engagement both within and outside of our industry. In 2024, Erik Thun Group decided to be a partner of the initiative "Blåhjärtat". It is the local sports club, Villa Lidköping's, community commitment aiming to create a better and stronger Lidköping with several initiatives that emphasize inclusion and integration.

We have also supported Hospice Gabriel, a foundation providing hospice care in our local community. Furthermore, we sponsor Ung Företagsamhet, a non-profit organisation working to promote entrepreneurship among Swedish students.

In our global community, we support Mercy Ships on a regular basis. Mercy Ships operates international hospital ships, offering safe medical care in developing countries.

Erik Thun administrates the Alice & Helge Källsson Foundation for Education and Research, the purpose of which is to provide grants and scholarships to support education within shipping and to support research aimed at environmentally safe coastal transport. For over 40 years, the Foundation has given grants to students taking master mariner or maritime engineering degrees. Their dissertations and master's theses have dealt with a variety of topics such as marine environments, reduction of emissions and future marine fuels.



CORPORATE SUSTAINABILITY REPORTING DIRECTIVE (CSRD)

During 2024, we have been preparing for the new EU directive (CSRD/ESRS). The management together with the Chair of the Board have been involved in the double materiality assessment and in the process of establishing our value chain. A third party has carried out our stakeholder's involvement interviews which provided us with interesting views on our road to sustainability.

However, the Omnibus package released in late February 2025 is causing a bit of a dilemma, since it would exempt us from the directive. We aim to continue our preparations, but we also believe that a less regulated reporting scheme will enable us to focus on the sustainable issues and impacts that really matter in our business.

OUR BUSINESS ETHICS

We work in an international market with customers from large global oil companies to small-scale local companies.

Customer relations is our strength and our daily bread, and many of our business relationships go far back in time and are built on mutual respect. A Code of Conduct was implemented during 2021. We have zero tolerance of corruption, bribery and money laundering and we had 0 incidents reported in 2024 (same as in 2023, 2022 and 2021.) To further consolidate our environmental, social and ethical performance, we have been evaluated by the EcoVadis platform.

ANTI-CORRUPTION AND ANTI-BRIBERY

All our employees are required to abide by all applicable laws and provisions relating to corruption, bribery and money laundering. Our employees are not permitted to pay bribes or make other improper payments in order to obtain or retain contracts or to encourage favourable decisions or services. All shore-based and ship-based employees have been informed of the course of action they are to take should they come under pressure to pay bribes or make other improper payments, and that this must be reported both internally and to the relevant external authorities/companies/customers. This applies likewise in the event that they were to be offered bribes or similar in the course of their duties.

The company shall under no circumstances participate in or support money laundering. We actively work to ensure a direct link between the party to the contract and the end-recipient of payment for services performed, and that no company in the "chain" is on any international or national sanctions list. In parallel with our own guidelines, in order to continue providing our services to our customers we are required to sign and approve a number of specific anti-trust, anti-corruption, anti-bribery and anti-money laundering clauses in our commercial agreements.

GIFTS, ENTERTAINMENT AND HOSPITALITY

We shall not offer our customers overly lavish or excessive gifts, entertainment or invitations. All kinds of gifts, entertainment and/or hospitality must be reasonable and appropriate and must be in line with local legislation and business practice. Our personnel are not permitted to offer or accept monetary gifts or equivalent, whether directly or indirectly.

COMPLIANCE WITH LAWS AND REGULATIONS

Erik Thun AB shall comply with all applicable national and international laws and regulations and shall conform to generally accepted practice. The company shall also act as a responsible company in every part of its business, including corporate governance, the work environment and safety, labour rights, the management of environmental work, financial reporting and taxes. As regards to fair competition and compliance with competition legislation, the company shall comply with the competition legislation in the countries in which we operate. We have a whistleblower function implemented (feedback.thun.se) to ensure that anyone can report suspected misconduct of any kind, in total confidence.

