



DYNAGAS LNG Partners LP

**2022 ESG Report**

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# Message from our CEO

## Message from Mr Tony Lauritzen

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### Introduction

2022 was another year defined by geopolitical turbulence, increased inflation of which rising energy prices were a contributing factor, disruption of traditional trade flows and market volatility. In Europe, natural gas and LNG prices reached historical high levels in August 2022.

Amidst evolving uncertainties, Dynagas LNG Partners LP remain dedicated to continue to work on enhancing our Environmental, Social, and Governance (ESG) initiatives and adhering to all regulatory requirements for maritime operations in compliance with environmental standards.

### Review of 2022

Following the significantly reduced volume of pipeline natural gas from Russia, plans to ration natural gas consumption was introduced by the EU Council in August 2022. In order to manage gas distribution and volatile gas prices, the EU Council adopted a regulation which requested the member states to voluntarily reduce natural gas demand by 15%.

These events serve as an important reminder of the vulnerability inherent in modern economies, the importance of energy security and maintaining a diversified supply of energy. Furthermore, they underscore the pressing need for augmented investments in critical energy-related infrastructure and a strategic framework aimed at ensuring a dependable, multi-source energy supply capable of navigating disruptions and surges in demand. In this context, we believe that LNG emerges as a crucial component in meeting these needs.

### Energy Transition and Decarbonization

The International Maritime Organization (IMO) and other industry stakeholders have been working on the maritime industry greenhouse gas (GHG) strategy. The aim for net-zero by 2050 has been adopted and measures are being taken for the maritime industry to work toward this goal.

Dynagas believe that LNG will play an important role as a cleaner fossil fuel in the foreseeable future. Global LNG demand in 2022 exceeded 2021 levels, breaking all

previous records. Despite record levels of LNG trade, volatile energy prices and increased focus on energy security, led to coal power plants increasing their utilization across Europe despite record-high global coal prices and the negative environmental impacts. Global energy-related CO<sub>2</sub> emissions grew in 2022 by 321 million tonnes, reaching a new high of more than 36.8 billion tonnes according to the International Energy Agency.

With global GHG emissions increasing year-by-year, switching coal-fired power plants to natural gas will contribute significantly to reducing CO<sub>2</sub> emissions. Natural gas is the cleanest burning fossil fuel and can be used to replace coal with improvement of air quality and lower CO<sub>2</sub> emissions.

*For the maritime industry, LNG is in our view currently the only mature, technically and commercially viable alternative fuel for shipping emitting up to 25% less CO<sub>2</sub> than conventional marine fuels. New ship orders are increasingly being built ready for LNG fuel and more infrastructure is needed to cover future demand.*

At Dynagas, protection of the environment by meeting industry targets for GHG emissions reduction is a key strategic objective. During 2022, we continuously worked to improve our fleet technical performance, minimize energy waste and fuel consumption, promote onboard and onshore energy efficiency awareness and cooperating with our Charterers to improve efficiency, all with the aim to minimize GHG emissions.

### Final words

In our operations, we prioritize the well-being of individuals and the protection of our environment, conducting our business with integrity and transparency. Dynagas LNG Partners LP is committed to the robust oversight of our Environmental, Social, and Governance (ESG) initiatives. We are dedicated to cultivating sustainable practices that yield long-term benefits for our stakeholders, encompassing shareholders, employees, clients, investors, and the broader community.

We firmly believe that LNG and its associated infrastructure play a pivotal role in managing GHG emissions while offering a dependable, diversified energy source for enhanced energy security.

# 1 About this report

[GRI 2-2, GRI 2-3, GRI 2-5]

## Reporting Period and Frameworks

This is the second annual Environmental, Social and Governance (ESG) Report of Dynagas LNG Partners LP for the period 01.01.2022 – 31.12.2022. The report has been prepared in accordance with the Global Reporting Initiative Standards: Core Option (2021) and meets the disclosure requirements of the Sustainability Accounting Standards Board (SASB) for Marine Transportation (2018). The last ESG report of Dynagas LNG Partners LP was published on 31.12.2022.

The main purpose of this report is to communicate our policies, initiatives and approach on the ESG scheme. Moreover, we aim to monitor and evaluate our progress on our ESG commitments according to the aforementioned standards.

The Company has taken into account the United Nations Sustainable Development Goals (SDGs).

### Contact point:

If you have any questions or wish to provide feedback on the report, please contact:

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# Disclaimer

Matters discussed in this report may constitute forward looking statements. The Private Securities Litigation Reform Act of 1995 provides safe harbor protections for forward-looking statements in order to encourage companies to provide prospective information about their business. Forward-looking statements include statements concerning plans, objectives, goals, strategies, future events or performance, and underlying assumptions and other statements, which are other than statements of historical facts.

The Company desires to take advantage of the safe harbor provisions of the Private Securities Litigation Reform Act of 1995 and is including this cautionary statement in connection with this safe harbor legislation. The words “believe,” “anticipate,” “intends,” “estimate,” “forecast,” “project,” “plan,” “potential,” “may,” “should,” “expect,” “pending” and similar expressions identify forward-looking statements.

The forward-looking statements in this report are based upon various assumptions, many of which are based, in turn, upon further assumptions, including without limitation, examination by the Company’s management of historical operating trends, data contained in its records and other data available from third parties. Although the Company believes that these assumptions were reasonable when made, because these assumptions are inherently subject to significant uncertainties and contingencies which are difficult or impossible to predict and are beyond the Company’s control, the Company cannot assure that it will achieve or accomplish these expectations, beliefs or projections.

In addition to these important factors, other important factors that, in the Company’s view, could cause actual results to differ materially from those discussed in the forward-looking statements include general LNG market conditions, including fluctuations in charter rates and vessel values; the strength of world economies; fluctuations in interest rates and foreign exchange rates; including the market for our vessels; changes in our operating expenses, including bunker prices, dry docking and insurance costs; changes in governmental rules and regulations or actions taken by regulatory authorities; potential liability from pending or future litigation; general domestic and international political conditions; potential disruption of shipping routes due to accidents or political events; the availability of financing and refinancing; the impact of the level of our indebtedness and the restrictions in our debt agreements; vessel breakdowns and instances of off hire; potential exposure or loss from investment in derivative instruments. Please refer to our filings with the Securities and Exchange Commission for a more complete discussion of these and other risks and uncertainties. The information set forth herein speaks only as of the date hereof, and the Company disclaims any intention or obligation to update any forward looking statements as a result of developments occurring after the date of this communication.



# 2 Our Company at a glance

[GRI 2-1, GRI 2-6]

Dynagas LNG Partners LP is a limited partnership with main objective to own and operate high specification and versatile LNG carriers.

The Company was established as a limited partnership in the Republic of the Marshall Islands on May 30, 2013. Our fleet is managed by Dynagas Ltd. (hereinafter referred to as “Manager”), providing commercial, technical and administrative services. Unless the context otherwise requires, references in this ESG report to “Dynagas LNG Partners,” “Dynagas Ltd,” “we,” “our”, “our Company” and “us” or similar terms refer to Dynagas LNG Partners LP and the Manager.

The information disclosed in this report represents the most current data available at the time of reporting. Its inclusion does not imply that we deem this information essential for comprehending our business operations, but rather signifies its alignment with our ESG (Environmental, Social, and Governance) strategy.

The Company currently owns six (6) LNG carriers optimized for trading flexibility, all of which are under long-term time charter contracts with major LNG companies. Dynagas Ltd. is responsible for the technical and commercial management of all ships in the Company’s fleet.

## Our fleet

The fleet of six (6) LNG carriers, consists of three steam turbine, and three tri-fuel diesel electric (TFDE) propulsion LNG carriers.

Beyond conventional capabilities, the majority of our LNG carriers are assigned with Ice Class notation 1A FS and are fully winterized. This enables us to offer unique services on routes with sub-zero and ice-bound conditions.

**12.7**  
**years**

Average age of fleet as of April 21, 2023 (date of issuance of 2022 20-F report)



### Clean Energy

Year Built: 2007  
Cargo capacity (cbm): 149,700  
Ice class: No  
Propulsion type: Steam turbine



### Ob River

Year Built: 2007  
Cargo capacity (cbm): 149,700  
Ice class: Yes  
Propulsion type: Steam turbine



### Amur River

Year Built: 2008  
Cargo capacity (cbm): 149,700  
Ice class: Yes  
Propulsion type: Steam turbine



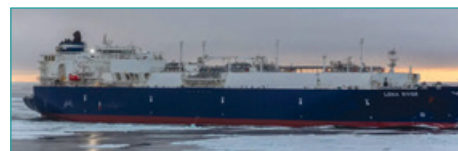
### Arctic Aurora

Year Built: 2013  
Cargo capacity (cbm): 155,000  
Ice class: Yes  
Propulsion type: Tri-fuel diesel electric (TFDE) propulsion technology Ice Class



### Yenisei River

Year Built: 2013  
Cargo capacity (cbm): 155,000  
Ice class: Yes  
Propulsion type: Tri-fuel diesel electric (TFDE) propulsion technology Ice Class



### Lena River

Year Built: 2013  
Cargo capacity (cbm): 155,000  
Ice class: Yes  
Propulsion type: Tri-fuel diesel electric (TFDE) propulsion technology Ice Class

## Our mission and vision



### Vision

Our vision is to be the natural first choice for our customers in the LNG maritime transportation.



### Approach

We aim to achieve our mission through adopting and promoting a culture of HSSQEEEn excellence, which is defined as:

**“An operation with an effective management system that consistently achieves reliable and incident-free performance.”**

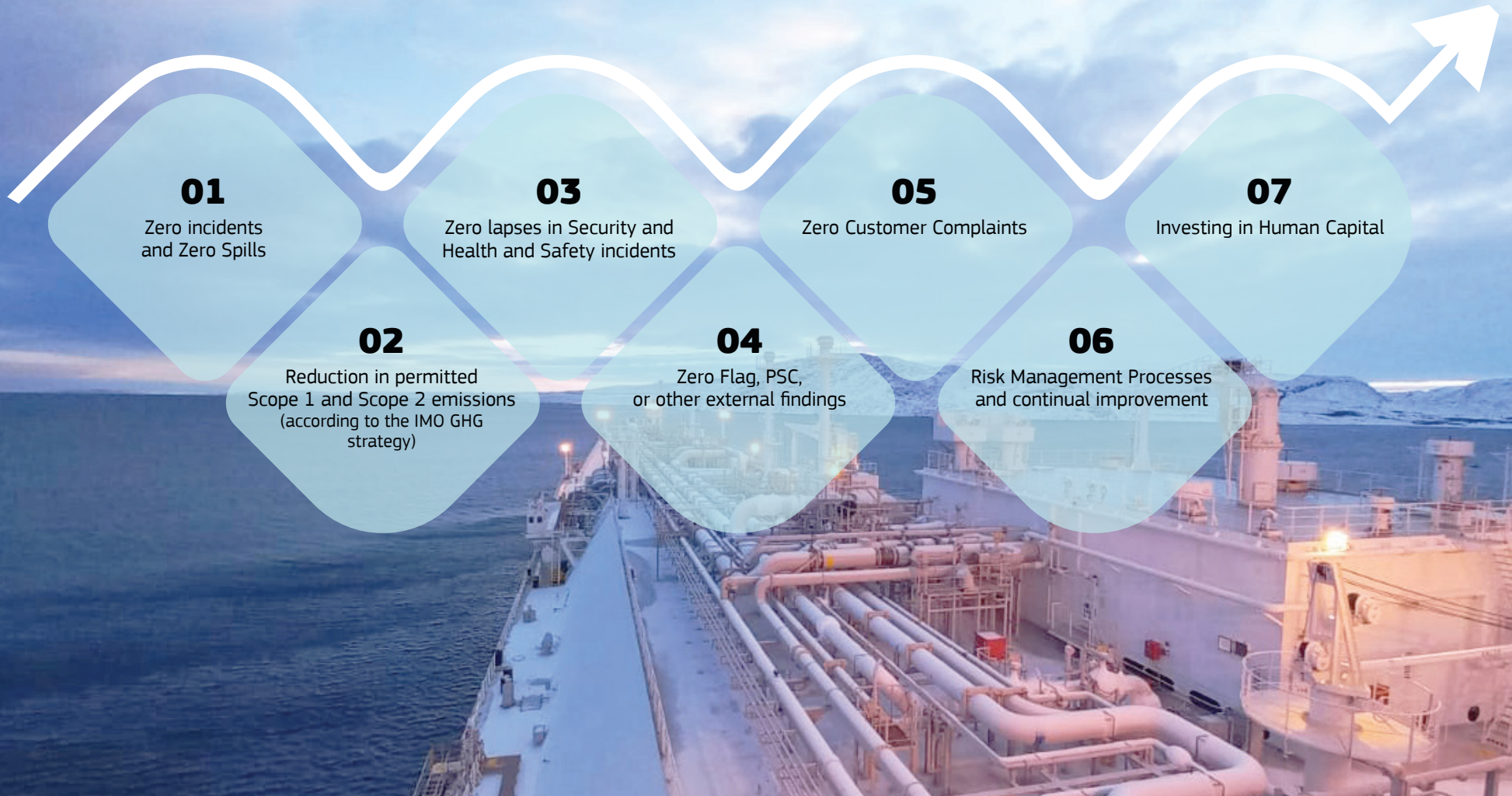


### Mission

We are committed to providing safe, efficient, high-quality, and reliable operations through meeting and exceeding health, safety and environmental standards, meeting and anticipating our customers' needs, continually identifying areas for optimization and complying with all applicable laws and regulations.



## Our goals and aspirations



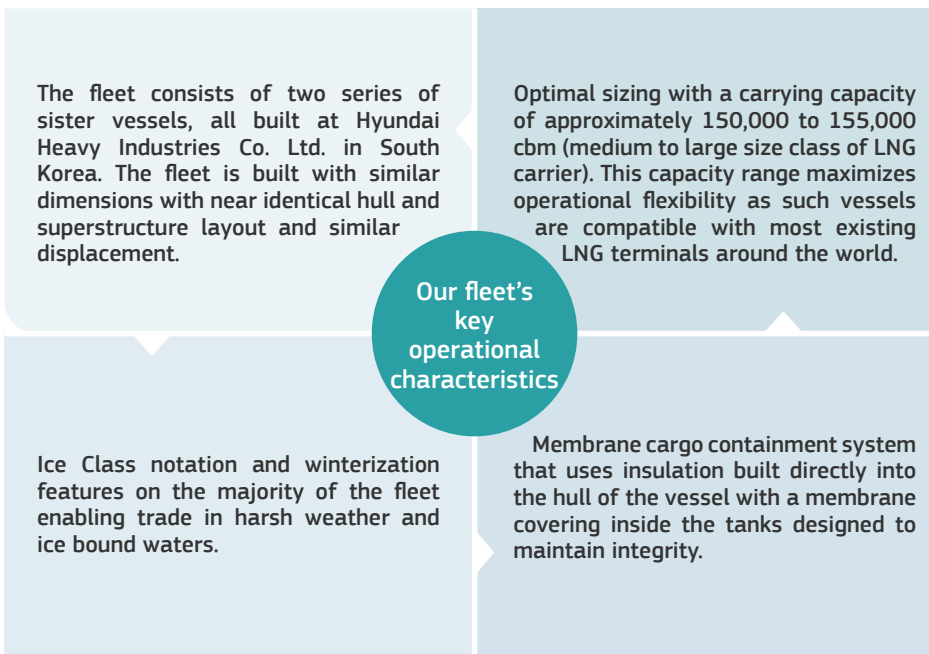


## Our business strategy


Our business strategy is offering innovative, safe, reliable, and proven technical solutions with the aim to secure long term charters with energy companies and LNG producers.



The Company seeks to continue employing our vessels on multi-year time charters with international energy companies, providing us with the benefits of stable cash flows and high utilization rates.



Our voyage revenues for 2022 decreased by 4.4%, while our fleet's daily operating expenses increased by approximately 0.7% compared to 2021. The revenues decrease is mainly attributed to the fact that 3 vessels underwent a dry docking survey in 2022, as compared to zero in 2021.

 **\$ 131,657**  
 Voyage revenues in thousands of US dollars, as of December 31, 2022

 **\$ 13,595**  
 Daily operating expenses as of December 31, 2022

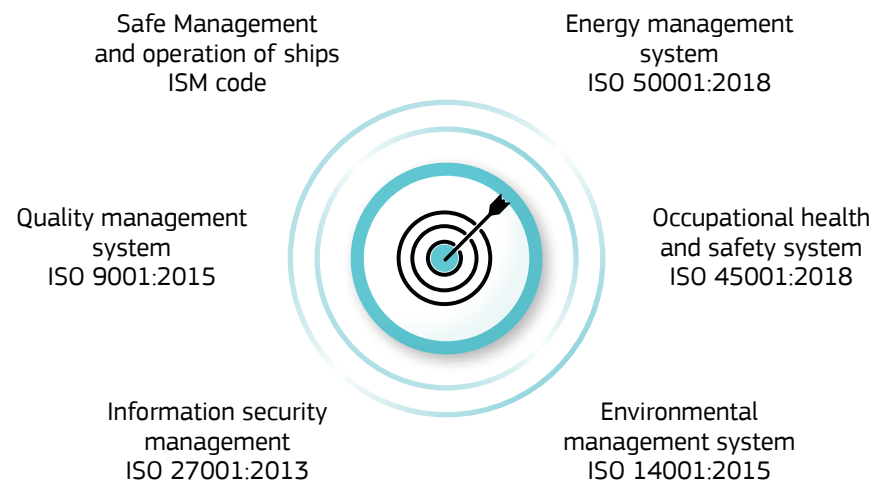
The following table presents our operational performance for the years ended December 31, 2022, and December 31, 2021.

Fleet performance data	2022	2021
Number of vessels at the end of the year	6	6
Ownership days	2,190	2,190
Available days	2,087.2	2,190
Planned offhire - dry-docking days	102.8	0
Unplanned offhire days	0	0
Idle days	0	0
Operating days	2,087.2	2,190
Fleet Utilization	100%	100%
Port calls	89	116
Ports calls in countries with the 20 lowest rankings in TICPI*	1	47
Countries visited	19	14
Total distance travelled (nm)	495,325	530,732

\*Transparency International's Corruption Perception Index

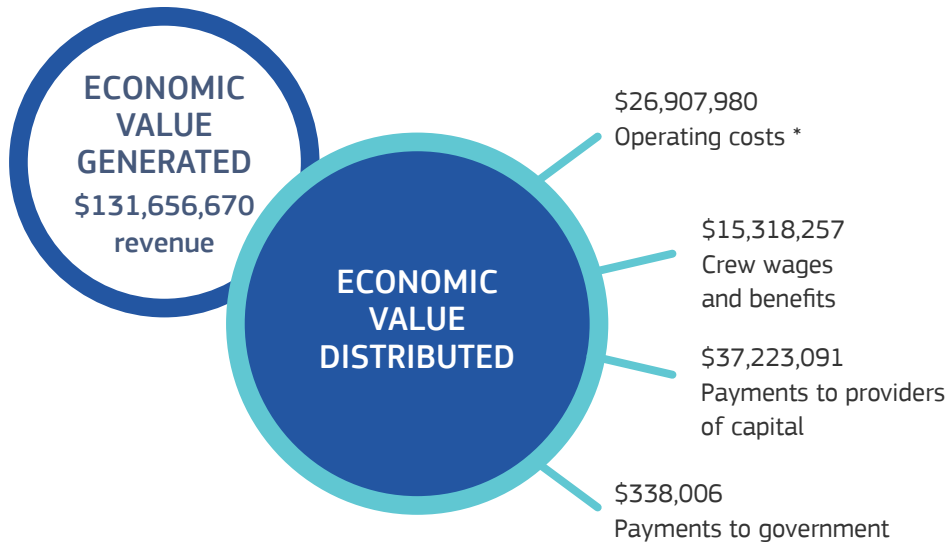
## Our operational efficiency

Aiming to achieve high operational efficiency while eliminating the risks associated with our activities, we are certified on the following:



Direct economic value generated and distributed		in US Dollars full year 2022
Direct economic value generated:	Revenues	131,656,670
Economic value distributed:	Operating costs *	26,907,980
	Crew wages and benefits	15,318,257
	Payments to providers of capital	37,223,091
	Payments to government	338,006
Economic Value Retained		51,869,336

\* Operating costs excludes tonnage tax expenses which are included under "payments to government"



# About Liquefied natural gas (LNG)

[GRI 2-6]

## Industry facts\*

<b>668</b>	<b>312</b>	<b>4%</b>	<b>970.6 MTPA</b>
vessels global LNG fleet	LNG vessels under construction	growth in global LNG fleet year-on-year in 2022	global regasification capacity across 48 markets

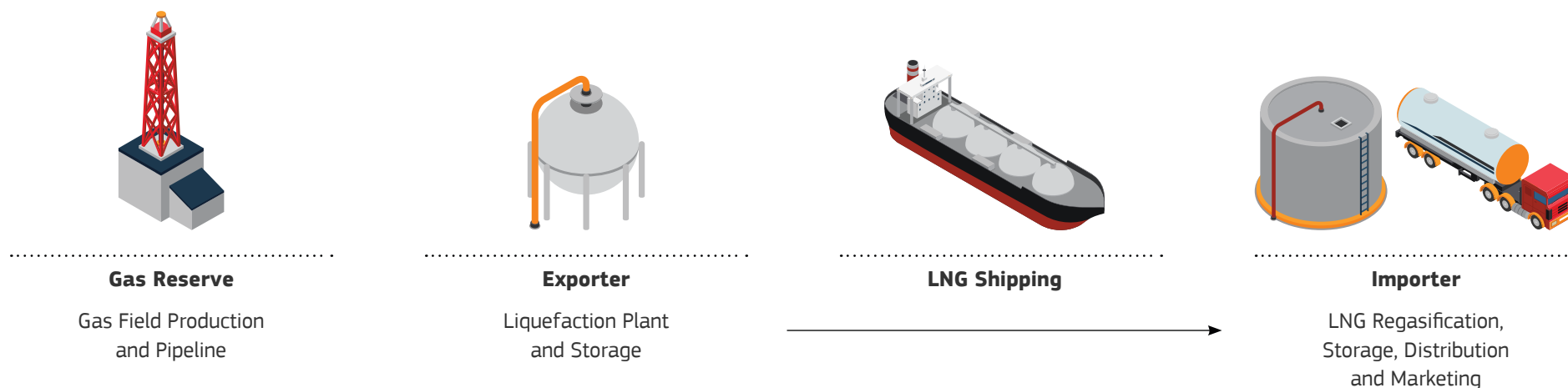
\*Source: World LNG Report, data as of April 2023

## The LNG Fleet

The global LNG fleet grew by 4% in 2022, with 27 carriers delivered. Most of the delivered vessels fall in the 170,000 to 180,000 cubic meters (cm) size range. As of the end of April 2023, there were 668 active LNG vessels, including 45 FSRUs and 8 floating storage units (FSUs). In addition, 312 LNG vessels were under construction.

## The LNG Supply Chain

LNG is transported through sea in purpose-built tanks on double-hulled ships to a receiving terminal, where it is unloaded. The LNG is then returned to its gaseous state, or regasified, in regasification facilities at the receiving terminal. Finally, the regasified LNG is moved through pipeline for distribution to natural gas customers.



# Memberships

[GRI 2-28]





An aerial photograph showing a dense green forest on the left, a winding road, and a clear blue lake on the right. The image is partially obscured by a large, semi-transparent circular graphic element.

# 3. Sustainability at Dynagas

**3.1** ESG Pillars

**3.2** Stakeholder engagement and materiality assessment

**3.3** Materiality analysis

# Our approach to sustainable development

[GRI 2-14, GRI 2-22, GRI 2-23, GRI 2-24]

Our main focus is to enhance safety and wellbeing onboard while we are committed to zero incidents and zero spills. Our key initiatives are enhancing the mindset of resilience, introducing the process safety and engaging with our crew.

We consult the UN Sustainable Development Goals framework, against which we review our portfolio of initiatives. We consider SDG 03 on good health and wellbeing, SDG 08 on decent work and economic growth, SDG 09 on industry, innovation and infrastructure, SDG 10 on reduced inequalities, SDG 12 on responsible consumption and production, SDG 13 on climate action, SDG 14 on life below water, and SDG 15 on life on land as the most relevant to our industry and those that we can influence.

Moreover, we have established the Social Responsibility Policy that addresses the main issues and priorities that are relevant to our organization and underscores the commitments and goals for a better future. The Company promotes continual improvement as a principal driver by knowledge-sharing practices and the timely review of our management systems while always meeting or even exceeding all applicable legislative and regulatory requirements.

Our Company addresses the following core subjects to identify the issues and the priorities that are relevant for the organization:

## SUSTAINABLE DEVELOPMENT GOALS





## 3.1 ESG Pillars



### Environment

We recognize the significance of protecting the environment and adhering to sustainable practices.

We have identified the environmental aspects and impacts of our operations and have set goals for continual improvement.

We are exploring sustainable energy solutions for our fleet and initiating specific measures to reduce our environmental footprint ashore.



### Our people

We care deeply about our people and seek to attract, retain and further develop our employees.

We focus on the health, safety and wellbeing of our people, and strive to maintain a safe working environment.



### Business conduct

We consider vital our compliance with all applicable laws, rules and regulations of the countries and regulatory authorities that affect our business.

We implement fair and transparent social and governance policies.

We are committed to achieving a sustained and continual improvement of our processes at all levels.



## 3.2 Stakeholder engagement and materiality assessment

[GRI 2-29]

At Dynagas, we recognize the importance of stakeholder engagement in shaping our business and sustainability practices. Our stakeholders encompass a diverse range of groups, including financial institutions, investors, customers, charterers etc. The engagement process with our stakeholders is an ongoing exchange, that affects our decision making.

The alignment of our stakeholders’ concerns with our business objectives is paramount. We have undertaken a Materiality Assessment for two consecutive years to closely monitor the evolution of stakeholder priorities and concerns. This assessment serves to evaluate the extent to which our sustainability initiatives have effectively addressed these concerns.

The consultation with them is conducted via two-way communication channels, ensuring that their viewpoints and concerns are addressed in an appropriate manner. Additionally, information is provided in a transparent and understandable manner through our corporate presentations and annual reports.



Our main stakeholder groups

Stakeholders	Communication channels	Frequency of engagement
Charterers/Brokers	Regular physical/virtual meetings, ongoing communication and annual survey	Daily
Classification societies	Participation in key industry events/forums, classification rules circulation, onboard surveys, on site audits	Monthly
Employees	Periodic evaluation, open door culture	Daily
Financial institutions	Releases of financial results, regular meetings	Periodically
Flag states	Legislation updates, attendance of flag nautical inspectors onboard the fleet, forums, webinars	Ad hoc, at least weekly
Insurers/ P&I clubs	Communication on any arising matter	Ad hoc
International/ Industry organizations	Participation in key industry events/forums, webinars, safety conferences	Ad hoc
Investors	Press releases, general meeting	At least quarterly
Manning agents	Close cooperation, audits, appraisal	Daily
Port/Terminal authorities	Coordination and liaising for any compatibility study	Ad hoc
Shipyards	Annual communication of our policies, audits, meetings (virtual, physical)	Ad hoc
Suppliers/Business partners	Communication of our policies, evaluation, feedback request	Ad hoc



## 3.3 Materiality analysis

[GRI 2-30, GRI 3-1, GRI 3-2, GRI 3-3]

### Identification of material issues

[GRI 3-1a, GRI 3-1b]

We consider imperative that we possess a comprehensive understanding of the positive and negative, actual and potential impacts of our operations. Through collaboration with our stakeholders, we prioritize these impacts and direct our endeavors towards enhancing these areas. This concerted effort ensures that we not only mitigate adverse effects, but also capitalize on opportunities to drive positive change and foster sustainable development.

### Materiality analysis

[GRI 3-1, GRI 3-2]

We conducted the second materiality analysis in 2023, following the new GRI standards published in October 2021. More specifically, the materiality analysis was carried out in four phases:

- 1 Understanding our business context**

We set up a long list of the most relevant sustainability topics associated with our operations taking also into account peers' practices and the applicable sustainability standards and frameworks, while identifying our main stakeholder groups and business relationships that are affected from our activity.
- 2 Identifying our ESG impacts**

We identified the impacts (positive and negative – actual and potential) that our Company's activities create on the Environment, Society and Governance.

- 3 Assessing the significance of our impacts**

We conducted a materiality survey requesting our main stakeholders to assess our Company's impacts on various ESG related topics.

The participants evaluated the identified impacts according to the following criteria:

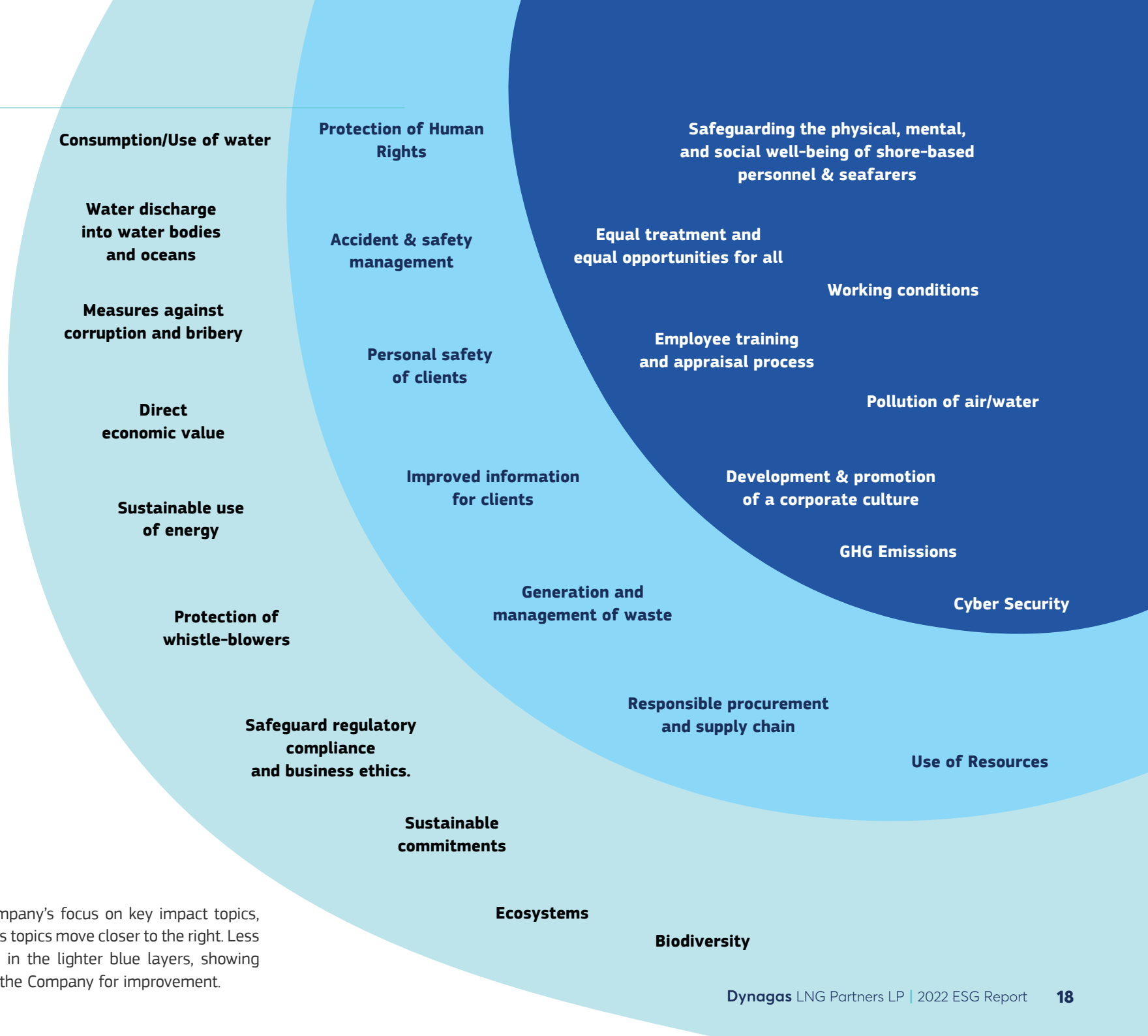
- > scale
- > scope
- > likelihood of occurrence (for potential impacts)
- > remediability (for negative Impacts)

- 4 Prioritizing the most material impacts for reporting**

The survey's responses have been assessed based on a Company-determined materiality threshold and the relevant ESG topics have been prioritized based on their importance to the participating stakeholders.

The following graph illustrates all the topics assessed.

# Material Topics



The graph illustrates the Company's focus on key impact topics, with increasing action taken as topics move closer to the right. Less important topics are located in the lighter blue layers, showing initiatives and targets set by the Company for improvement.

Dynagas identified the below material topics:



Material topic	Pillar	SDGs
Employee training and appraisal process	Social	 
Equal treatment and equal opportunities for all	Social	 
Working conditions	Social	 
Safeguarding the physical, mental, and social well-being of shore-based personnel & seafarers	Social	
Pollution of air/water	Environmental	 
GHG Emissions	Environmental	 
Development and promotion of a corporate culture	Governance	
Cyber Security	Governance	





A wide-angle photograph of an Arctic seascape. In the foreground, a large, white, rectangular iceberg floats in the calm, blue water. To the left, the dark blue hull and white superstructure of a large ship are visible. The background features snow-covered mountains under a cloudy sky. A large, semi-transparent white circle is overlaid on the right side of the image, containing the main title and sub-points.

# 4. Our environmental footprint

- 4.1** Climate change and greenhouse gas emissions
- 4.2** Protection of air & water from pollution
- 4.3** Energy efficiency indicators
- 4.4** Waste management



## Compliance with environmental regulations

LNG is considered to be the cleanest fossil fuel and a “bridge fuel” in the context of the energy transition. Global shipping is increasingly turning to LNG as a fuel towards decarbonization. The combustion of LNG fuel emits lower carbon dioxide (CO<sub>2</sub>) emissions than coal or oil, as well as lower nitrogen oxide (NO<sub>x</sub>) emissions, and almost no environmentally damaging sulfur dioxide (SO<sub>x</sub>) emissions.

Strict environmental regulations place further pressure on the shipping industry towards decarbonization.

**2018**

The International Maritime Organization (IMO) adopted an initial strategy for reducing GHG emissions from international shipping. The target is to decrease the total annual greenhouse gas emissions by at least 50% by 2050 and the CO<sub>2</sub> emissions per transport work, as an average across international shipping, by at least 40% by 2030 as well as pursuing efforts towards a reduction of 70% by 2050 (in comparison to 2008 levels).

**2020**

The European Commission adopted the new Circular Economy Action Plan (CEAP) in March 2020. It is a comprehensive body of legislative and non-legislative actions aimed to transition the European economy from a linear to a circular model throughout the entire lifecycle of products, to achieve its climate neutrality target by 2050. Circular economy principles apply across the maritime value chain:

- Recycling and reuse of maritime equipment and materials
- Promoting the use of renewable energy sources
- Implementing circular business models (i.e. sharing and leasing of maritime equipment)
- Reducing the environmental impact of vessel operations through more efficient use of fuel and water
- Making use of digital technologies to optimize resource utilization
- Implementing waste reduction and waste management initiatives
- Designing vessels that allow for easier disassembly and recycling at the end of their operational life

**2019**

The European Commission published the Green Deal, a package of policy initiatives to assist EU on the path to a green transition. The goal is to reach climate neutrality by 2050 including a target to reduce transport-related greenhouse gas emissions by 90% by 2050 over the baseline level of the year 1990.

**2021**

The IMO adopted amendments to the MARPOL convention that require ships to combine technical - Energy Efficiency Existing Ship Index (EEXI) - and operational - Carbon Intensity Indicator (CII) - measures to reduce their carbon intensity gradually by 2% annually from 2023 through 2026.

The European Commission published “Fit for 55” package, targeting a 55% reduction in greenhouse gas emissions by 2030. The “Fit for 55” includes four proposals which are directly related to the shipping industry. Specifically, these proposals focus on the inclusion of shipping in the EU Emissions Trading System (EU ETS), the set of a maximum limit on the GHG intensity of energy used onboard by a ship (FuelEU Maritime Initiative), the introduction of a minimum tax rate on the relevant fuels used for intra-EU ferry, fishing and freight vessels (Energy Taxation Directive) and the Alternative Fuels Infrastructure Regulation to ensure that the decarbonization pathway of the transport fleet is supported by adequate recharging and refuelling infrastructure in EU ports.

## Compliance with environmental regulations

Our vessel operations strictly adhere to all relevant environmental laws and regulations. We perform a comprehensive mapping of regulations within the shipping sector and formulate a detailed action plan aimed at ensuring full compliance with all applicable regulations.

**Zero incidents** of non-compliance with environmental laws and regulations in 2021 and 2022.

<b>IMO Ballast Water Management Convention</b>	The system will be installed across our fleet in compliance with the relevant regulations.
<b>MARPOL Annex VI 0.50% sulfur limit</b>	The use of LNG as fuel is promoted as one of the most effective compliance means. All of our vessels are able to operate with low-sulfur fuels.
<b>Inventory of Hazardous Materials (IHM)</b>	All of our vessels hold an approved IHM certificate and Statement of Compliance. Relevant training is offered ashore and onboard.
<b>Energy Efficiency Existing Ship Index (EEXI)</b>	EEXI index for all fleet vessels has been calculated and verification process is underway from recognised organizations.
<b>Carbon Intensity Indicator (CII)</b>	The methodology used for the calculation and reporting as well as the annual operational CII are included in the Ship Energy Efficiency Management Plan (SEEMP) Part III of each vessel. Subsequent verification is provided.



# 4.1 Climate change and greenhouse gas emissions

Material Topic: Greenhouse gas emissions



## Our approach

[GRI 3-3, TR-MT-110a.2]

One of our top priorities is to ensure that our vessels have undergone an effective environmental management including practices to minimize our company’s direct and indirect impact on the environment. Central to this initiative is the dissemination of environmental sustainability knowledge among our seafarers and shore-based employees. By inspiring and engaging our team members, we aim to foster collective efforts in enhancing our Company’s environmental performance across all fronts.

We continuously monitor the environmental impacts arising by our operations while applying necessary measures to ensure full conformity with all applicable regulations.

Dynagas is committed to meeting industry’s targets for greenhouse gas (GHG) emissions reduction. Our Energy Management System is certified to the ISO 50001 standard, we calculate and report our Carbon Intensity Indicator (CII) and monitor the energy performance of our fleet’s vessels through the Energy Efficiency Operational Indicator (EEOI).

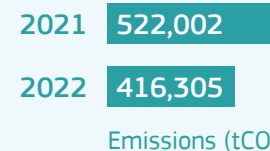
To improve our environmental footprint and minimize our fleet emissions, we utilize vessel and voyage energy-saving strategies.

## Our performance

[GRI 305-1, GRI 305-4, TR-MT-110a.1.]

### Direct greenhouse gas emissions (Scope 1)

Source: Emissions (tCO<sub>2</sub>eq)



*\*The method used to calculate Scope 1 emissions is in accordance with the 3rd GHG Study, ENTEC / Corinair guidebook, Lloyds Engineering Services (Study 1995) and takes into account the CO<sub>2</sub>, N<sub>2</sub>O and CH<sub>4</sub> gasses released through fuel consumption in the total number of our fleet.*

### GHG emissions intensity 2022

Source: Emissions (tCO<sub>2</sub>eq)



# 4.2 Protection of air & water from pollution

Material Topic: Pollution of air/water - Our preventive measures



## Our approach

[GRI 3-3]

Alongside addressing the environmental impact of our vessels, we prioritize the protection and conservation of both the atmospheric and aquatic ecosystems. Our commitment to pollution prevention and control is evident through our proactive measures aimed at bolstering our environmental stewardship. The management strategy we employ concerning air and water resources, along with our corresponding performance in these domains, is elaborated upon below.

### Air Quality

We conduct routine monitoring of Sulfur Oxide (SO<sub>x</sub>), Nitrogen Oxides (NO<sub>x</sub>), and Particulate Matter (PM) emissions, collaborating closely with our charterers to mitigate them, i.e. by implementing the use of 0.5% sulfur fuels onboard. Our operations align fully with the International Maritime Organization (IMO) 2020 regulations, ensuring strict compliance with industry standards.

### Marine Ecological Impacts

Within the framework of our Environmental Management System, certified according to the ISO 14001 standard, we implement comprehensive measures to prevent the release of harmful substances into the marine environment during our operations.

The IMO, in alignment with the International Convention for the Control and Management of Ships' Ballast Water and Sediments (BWM Convention), has established guidelines which regulate the maximum permissible quantity of viable organisms to be discharged. We are installing on-board ballast water management systems across our fleet, ensuring full compliance with the pertinent mandates.

Since 2001, the IMO has adopted the International Convention on the Control of Harmful Anti-fouling Systems on Ships, commonly referred to as the "Anti-fouling Convention." The Convention entered into force on September 17, 2008, aiming to ban the use of organotin compound coatings intended to deter the attachment of mollusks and other marine organisms to vessel hulls. We have diligently secured Anti-fouling System Certificates for all vessels within our fleet.

## Our performance

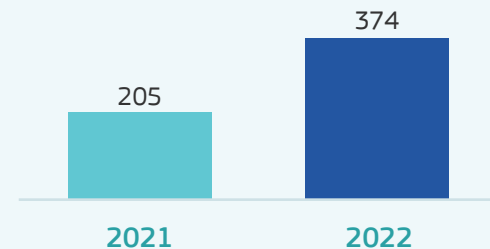
[GRI 305-7, TR-MT-120a.1]

### Air emissions

#### Sulfur Oxides (SO<sub>x</sub>) Emissions

Since January 1<sup>st</sup>, 2020, the decision of the IMO-Marine Environment Protection Committee (MEPC) came into force implementing a reduction in the sulfur content of fuels from 3.5% to 0.5% m/m.

SO<sub>x</sub> emissions (tonnes) - Our fleet



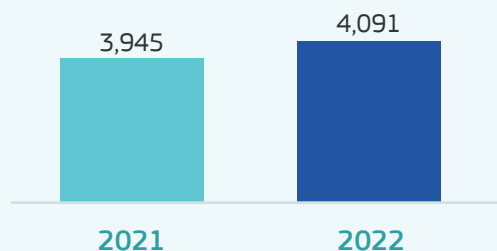


## Nitrogen Oxides (NOx) Emissions

Nitrogen oxides (NOx) are by-products of the combustion of the engines of our vessels. We regularly monitor our NOx emissions to ensure compliance with the limits set by the applicable guidelines and regulations.

The total NOx emissions of our fleet increased in 2022, from 3,945 tonnes in 2021 to 4,091 tonnes in 2022.

### NOx emissions (tonnes) - Our fleet



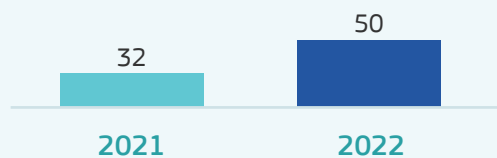
## Particulate Matter (PM)

Particulate matter (PM) emissions consist of solid particles and liquid droplets emitted in the air by the vessels. PM emissions are closely related to the type of fuel used by the ships and its sulfur content.

For this reason, the Marine Environment Protection Committee (MEPC) of the IMO has adopted amendments to the Annex VI to MARPOL, seeking to further reduce air pollution through the use of lower sulfur content fuels (up to 0.5%).

The total PM emissions of our fleet in 2022 amounted to 50 tonnes, as compared to 32 tonnes in 2021.

### PM emissions (tonnes) - Our fleet



The increase in SOx, NOx and PM emissions is attributed to the greater use of conventional fuels instead of LNG in 2022, compared to 2021, as a result of the rise in the average ballast to laden ratio.

## Oil spills and release to the environment

[TR-MT-160a.3]

### Zero spills

and releases to the environment in the reference period.

## Water discharges, ballast, and bilge water

[TR-MT-160a.2]

### Percentage (%) of fleet implementing ballast water exchange and treatment



Ballast water exchange<sup>1</sup>



Ballast water treatment<sup>2</sup>

<sup>1</sup> Noting that the above data concern 3 out of 6 ships of the Company's fleet which have implemented ballast water exchange that meets the Regulation D1 performance standard.

<sup>2</sup> Noting that the above data concern 3 out of 6 ships of the Company's fleet which have implemented ballast water treatment systems that meet the Regulation D2 performance standard.

## Water consumption and production by our vessels

[GRI 303-5]

Fresh water is sourced onboard through two primary channels: it is either supplied by shore-based facilities or generated internally from seawater while underway.

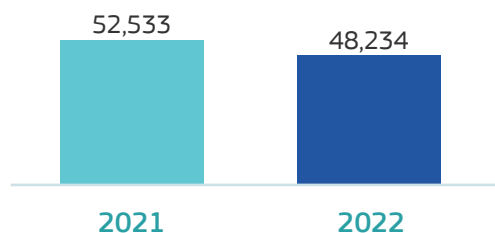
The production of water onboard is facilitated by the Fresh Water Generators, which take advantage of the engine cooling water temperature as a heating medium for TFDE vessels.

In steam propulsion vessels, water production is achieved through the use of steam bleed from the main turbine. This water serves various purposes including domestic use, as distillate water necessary for cooling, and for the main and auxiliary boiler steam service.

The water consumption and production levels for our vessels in both 2021 and 2022 are illustrated below:

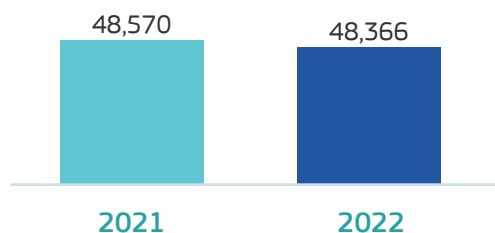
### Onboard water consumption (m<sup>3</sup>)

#### Total water consumption



### Onboard water production (m<sup>3</sup>)

#### Total water production



## 4.3 Energy efficiency indicators

### Key results in 2022

**13.38**

Average fleet EEOI  
(gr CO<sub>2</sub> / tonnes - mile)

**9.16**

Average fleet AER  
(gr CO<sub>2</sub> / tonnes - mile)

**171,118**

Total fleet fuel consumption  
HFO equivalent  
(metric tonnes)

**7,073,707**

Total fleet energy  
consumption (GJ)

**708,030**

Total ashore energy  
consumption (kJ/m<sup>2</sup>)

### Our objectives

Continuous improvement of fleet technical performance and energy efficiency. Minimize the number of outstanding maintenance tasks.

Minimize energy waste and fuel consumption by implementing vessel and voyage energy strategies to minimize energy usage and ensure efficiency.

Promote onboard and ashore energy efficiency awareness.

Minimize greenhouse gas emissions generated by vessel's activities.

Promote cooperation with charterers and other entities to facilitate energy efficient operations.

Meet or exceed all the environmental and other legislation.

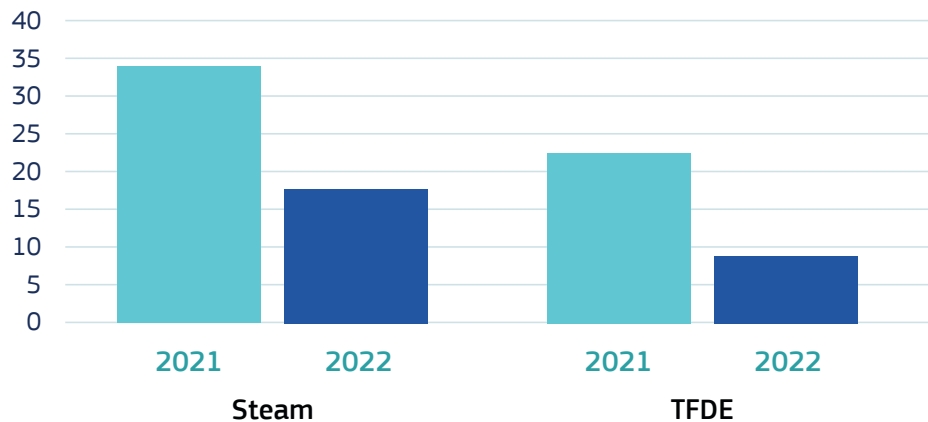
Our Energy Management System enables us to set targets, implement processes and monitor energy performance to achieve our objectives.

We monitor the energy performance of our fleet’s vessels through the Energy Efficiency Operational Indicator (EEOI), set by the International Maritime Organization (IMO). The EEOI indicator, measures the fuel efficiency of vessel operations and is expressed in gr CO<sub>2</sub> / tonnes – mile.

The EEOI indicator expressed in gr CO<sub>2</sub> / tonnes - mile is affected by the transferred cargo measured in tonne-miles and the fuel in use per voyage for the total of the year. The length of the ballast voyages is affecting directly the EEOI, as both the transferred cargo is reduced and, on many cases, the gas is not sufficient for the length of the voyage and is being substituted by conventional fuel such as HFO and MGO, which have higher emissions factors of CO<sub>2</sub> compared to LNG.

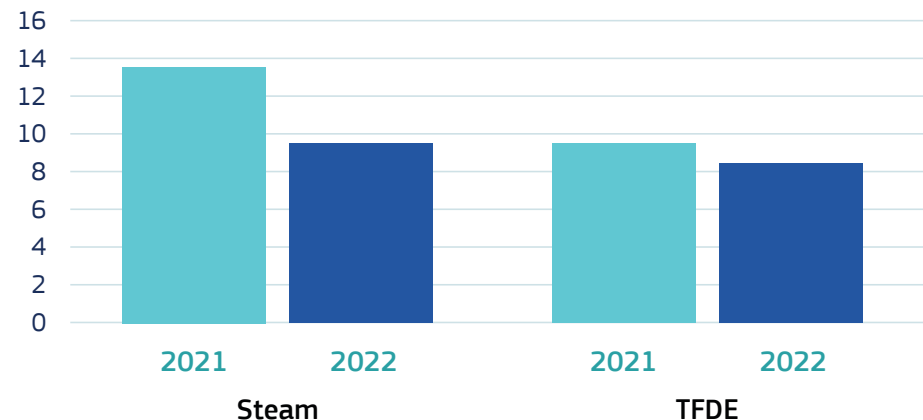
The average fleet EEOI **decreased** by approximately 53% in comparison to 2021.

**Average EEOI per engine type (gr CO<sub>2</sub> / tonnes - mile)**



To determine and monitor the carbon intensity of the operations of our fleet, we use the Annual Efficiency Ratio (AER). This indicator approximates the total annual transport work performed by a ship deriving from its total distance travelled and deadweight (DWT). AER is reported in gr CO<sub>2</sub> per DWT – mile. The average fleet AER decreased by approximately 20.8 % compared to 2021.

**Average AER per engine type (gr CO<sub>2</sub> / DWT - mile)**



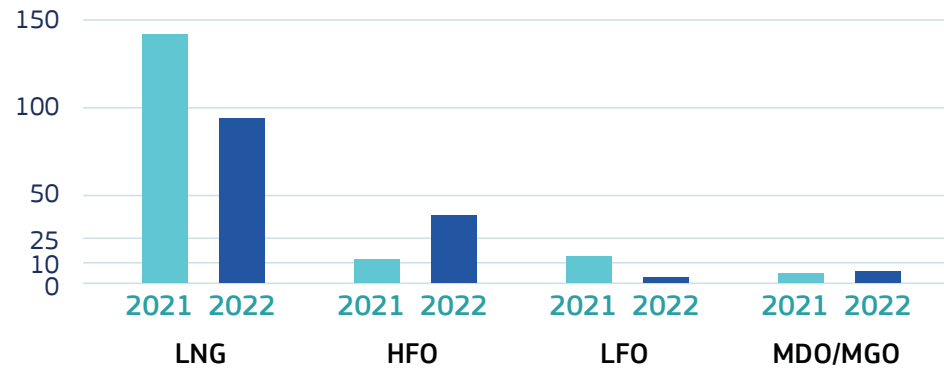


## Our fleet fuel consumption

### Fuel consumption (tonnes) - Our fleet

The consumption of the different types of fuels by our LNG carries during 2022 is depicted in the following figures. For comparison purposes, the data of 2021 are also presented.

### Fuel Consumption in Metric Tonnes



## Our fleet energy consumption

The total energy consumption of our fleet  
**decreased**  
 by almost 20% between 2021 and 2022.



## 4.4 Waste management


Our primary focus lies in adhering to all regulations governing the management of the waste generated by our operations. To achieve this objective, we adhere rigorously to predefined procedures for waste disposal, utilizing approved methods. Furthermore, we hold our contractors to the same high standards and expect them to adhere to and uphold our established procedures.

Our objectives encompass the minimization of waste, bilge water, and sediment generation, alongside controlling effluents within acceptable levels. In order to reduce waste production onboard, we mandate that the packaging for all supplied stores, provisions, and spares is environmentally friendly, recyclable, and maintained at a safe minimum.

Bulk supply of stores, such as lubricating oils, significantly decreases the quantity of drums and waste produced. Accordingly, all pertinent departments issue instructions to suppliers regarding this practice, ensuring streamlined implementation throughout our operations.

Precise monitoring of waste quantities is of high importance as it enables us to identify areas for improvement in waste management practices.

The waste quantities produced in 2022 onboard each of our LNG carriers are presented in the table below. For comparison purposes, the data of 2021 are also presented:




Type of waste in m <sup>3</sup>	2021	2022
Average volume of garbage produced, including plastics, per month	2.35	2.54
Average volume of plastics produced per month	0.93	0.89
Average volume of oil residues (sludges) produced per month (Steam <sup>1</sup> )	0.93	1.04
Average volume of Oily Bilge Water produced per month (Steam)	32.2	38.85
Average volume of oil residues (sludges) produced per month (TFDE <sup>2</sup> )	11.7	11.45
Average volume of Oily Bilge Water produced per month (TFDE)	57.5	38.53

<sup>1</sup> Type of vessel: Steam turbine propulsion. | <sup>2</sup> Type of vessel: Tri-fuel diesel electric propulsion.

The increase in waste generation in 2022, as opposed to 2021, is primarily attributed to the greater garbage quantities disposed ashore during the scheduled dry dockings. Additionally, substantial amounts of stores and spares were received, resulting in the disposal of their packing materials.

The total waste quantities produced per transport work are presented in the next table.



Type of waste	2021	2022
Total volume of garbage produced including plastics (mm <sup>3</sup> /ton-mile) (Fleet)	3.3	3.5
Total volume of plastics produced (mm <sup>3</sup> /ton-mile) (Fleet)	1.3	1.2
Volume of oil residues (sludges) produced (mm <sup>3</sup> /ton-mile). (Steam)	6	6.3
Volume of Oily Bilge Water produced (mm <sup>3</sup> /ton-mile). (Steam)	190	237
Volume of oil residues (sludges) produced (mm <sup>3</sup> /ton-mile). (TFDE)	7.7	9.1
Volume of Oily Bilge Water produced (mm <sup>3</sup> /ton-mile). (TFDE)	43.8	29.2



An aerial photograph of a large industrial facility, likely a refinery or LNG processing plant, featuring numerous large white storage tanks and complex piping. In the foreground, two workers wearing orange hard hats and high-visibility vests are seen from behind, looking out over the facility. One worker is pointing towards the tanks. The background shows a cityscape under a clear sky.

# 5. Our social impact

- 5.1** Our people
- 5.2** Training and development
- 5.3** Equal treatment and equal opportunities
- 5.4** Health and Safety
- 5.5** Other material topics



# 5.1 Our people

Material Topic: Working conditions.



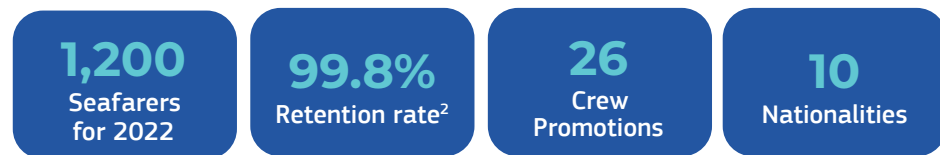
At Dynagas, we place paramount importance on the well-being and professional growth of our committed workforce. We classify our personnel into two primary categories: seafarers and shore-based employees. Our dedication to upholding equitable labor standards and human rights transcends across both groups. We strive to uphold rigorous protocols for occupational health and safety, as well as continuous development, guaranteeing a secure and enriching work environment for all personnel, whether at sea or ashore.

## Seafarers

[GRI 2-7, GRI 2-8, GRI 401-1]

Our diverse and experienced seafarers serve as the cornerstone of our operational excellence, and as such, we are dedicated to fostering high retention rates by offering competitive salaries, annual contracts, and financial incentives for long services. In 2022, we maintained a workforce of 1,200 seafarers, an increase from 1,117 in 2021. Our crew consists of individuals originating from 10 different nations, with 52% of them from the Philippines. It is important to note that the company exclusively employs individuals as employees, with no engagement of external workers.

## Seafarers' data



<sup>2</sup> The listed number was calculated using the Intertanko Crew and Officers Retention Rates formula which has been modelled upon the "Abelson adjusted turnover rate", M. Abelson 1996 turnover cultures and turnover culture.

## Our approach

[GRI 3-3]

Our seafarers are integral to maintaining the seamless and secure operation of our vessels. Equipped with essential skills and advanced training, they adeptly navigate the intricacies of maritime activities, often confronting dynamic and challenging conditions at sea. Our steadfast commitment lies in furnishing our seafarers with a secure and nurturing work environment, characterized by ongoing training, health and wellness initiatives, and strict adherence to international standards for maritime working conditions.

All newly onboarded personnel undergo comprehensive training to familiarize themselves with our Company's policies, pertinent regulations, codes, and guidelines before assuming their responsibilities.

## Recruitment Practices

We actively endeavor to assemble and retain a proficient crew of seafarers. Adhering to transparent and equitable recruitment methodologies, we collaborate closely with manning agencies to diversify our talent acquisition channels and attract outstanding individuals. Our partnership extends to nine ISO- Certified Private Recruiting Service Providers for the engagement of Officers and Ratings.

In our pursuit of operational excellence, we establish optimal and secure manning levels onboard, recruiting seafarers who possess the requisite certifications, qualifications, and medical fitness as per flag state and Company standards.

Regarding the recruitment and placement processes, our Company is committed to ensuring compliance with the provisions of the ILO MLC 2006. Whether managed directly by the Company or through Manning offices/ Agents, our aim is to uphold fair employment agreements for all our employees, in alignment with national and international laws and regulations aimed at safeguarding employee rights.



## Working with us

Dynagas is committed to cultivating a positive and supportive working environment aboard our vessels, ensuring that our seafarers experience favorable working conditions conducive to job satisfaction and performance enhancement. Our dedication extends to offering competitive salaries commensurate with the skills, expertise, and commitment demonstrated by our maritime professionals. We firmly believe in equitable compensation as a cornerstone for attracting and retaining top-tier talent within the maritime industry, as evidenced by our notable retention rates.

In addition to providing competitive remuneration, the safety and well-being of our seafarers are of paramount importance to us. We take pride in adopting and executing international best practices, as delineated by IMO. Furthermore, we adhere to stringent safety protocols and policies, including our Emergency Response Policy, Vessel Performance Monitoring Policy, Non-Conformities Incidents Continual Improvement Policy, among others, to ensure comprehensive safety measures

## Addressing seafarers' complaints

[GRI 2-26]

In accordance with the Company's established protocol, we are committed to facilitate fair, efficient, and timely resolution of seafarer complaints alleging violations of the MLC 2006 regulations onboard, as well as compliance with legislation and EU Regulation 2016/679. Our objective is to foster a work environment where our seafarers feel empowered to express their opinions and address concerns, promoting transparency across our fleet. Prior to embarking on their duties, all officers and ratings receive comprehensive briefings on the Company's Management System and are provided with national contact points corresponding to their nationality for Complaints Procedures. The onboard complaint form and procedure are readily accessible to all seafarers.

Additionally, we have instituted an email address to enable seafarers to confidentially report any serious complaints or issues directly to Top Management, without involvement from ship personnel or Company departments, managers, and personnel.

GRI 401-1							
Total number and rate of new seafarer hires and turnover during the reporting period, by age group							
2022		Number of seafarers' turnover	Average number of seafarers	Seafarer turnover	New hires	Total Number of seafarers	Rate of seafarer hires
Age group	<30	58	383	15%	46	377	12%
	30-50	38	723	5%	92	775	12%
	50>	18	53	34%	8	48	17%

# Our performance

[GRI 2-30]

**100%** of our seafarers are covered by collective bargaining agreements

## Seafarers per rank



**Zero** reported incidents of discrimination during 2022



## Our Shore-based personnel

[GRI 401-2]

The Manager has assembled a proficient team comprising of 104 individuals, located in our headquarters in Greece.

As of the year 2022, female representation among our shore-based employees stands at 37%, marking a notable increase of approximately 12% compared to 2021 and 18.7% compared to 2020.

This upward trend underscores our commitment to fostering greater gender diversity within the maritime sector.



<sup>3</sup> The listed number was calculated using the Intertanko Crew and Officers Retention Rates formula which has been modelled upon the "Abelson adjusted turnover rate", M. Abelson 1996 turnover cultures and turnover culture.

GRI 401-1							
Total number and rate of new employee hires and employee turnover during the reporting period, by age group and gender							
2022		Number of employee turnover	Average number of employees	Employee turnover	New employee hires	Number of employees	Ratio of employee hires
Age group	<30	0	4	0	2	5	40%
	30-50	4	73	5%	6	74	8%
	50>	2	26	8%	1	25	4%
Total		6	103	6%	9	104	9%
Gender	Men	3	68	4%	8	70	11%
	Women	3	35	9%	1	34	3%

# 5.2 Training and development

Material Topic: Employee training and appraisal process



## Our approach

[GRI 3-3]

Continuous learning and development of our employees is integral to enhancing their well-being and upholding the high standards of our services. In alignment with this principle, we provide mandatory and sponsored trainings for all onboard and shore based personnel.

### Seafarers training and development

We offer our seafarers fair and equal opportunities for career advancement. Our aim is to foster long-term career prospects for all personnel and to actively promote the advancement of seafarers serving within our fleet.

Furthermore, we conduct safety trainings in accordance with the stipulations outlined in the International Convention on Standards of Training, Certification, and Watchkeeping for Seafarers (STCW Convention). These trainings encompass the following aspects:

The performance of all seafarers employed by the Company undergoes thorough monitoring and evaluation to identify any additional training needs. Each seafarer is furnished with a personalized “Personal Training Record” (PTR) booklet, encompassing both generic and rank-specific training requisites mandated by international and flag state regulations, as well as supplementary courses sponsored by the Company.

<b>Enhanced Skills</b>	Dynagas provides opportunities for its seafarers to develop and enhance their technical skills, including navigation, engineering, and safety procedures, through regular training programs, far beyond statutory requirements.
<b>Career Advancement</b>	Dynagas offers pathways for career progression through specialized training courses, certifications, enabling advancement to higher ranks or take on more challenging roles.
<b>Personal Development</b>	Dynagas supports its seafarers in their personal growth by offering training in areas such as leadership, communication, and teamwork, which are essential for success both onboard and on their daily lives.
<b>Health and Well-being</b>	We offer access to training and resources aimed at promoting physical and mental well-being.
<b>Continuous Learning Opportunities</b>	Dynagas has established and maintains a culture of continuous learning by encouraging seafarers to pursue further education and professional development opportunities by attending online courses through a dedicated platform
<b>Emerging Technologies</b>	Dynagas acknowledges the significance and complexities of new technologies and their impact on the lives of seafarers. In line with this recognition, we endorse and promote technology-driven training initiatives with a forward-thinking approach.



## Training programs

[GRI 404-2]

### Other initiatives

In 2022, a newly approved class training platform was introduced and is currently being utilized for a selected group of shore-based employees. This implementation impacts a broad spectrum of training courses, and our goal is to extend the utilization of this system to encompass all personnel.

Furthermore, our Company acknowledges the significance of ESG principles within the shipping sector. As such, we are exploring the potential implementation of a dedicated ESG training plan for our employees to augment their skill development in the realm of sustainable development.

## Our performance

[GRI 404-3], corporate index

**100%**

of seafarers and shore-based personnel received regular performance and career development reviews in 2022

# 5.3 Equal treatment and equal opportunities

Material Topic: Equal treatment and equal opportunities for all



## Our approach

[GRI 3-3, GRI 409-1]

The Company is dedicated to fostering a work environment that champions equal opportunity and diversity, providing all fleet and shore-based personnel with equitable employment prospects regardless of age, gender, nationality, religion, or any other distinguishing factors.

We ensure adherence to respective national regulations concerning minimum wage, working hours, and leave entitlements.

We uphold a firm stance against engaging with contractors known to practice unacceptable treatment of employees, including child exploitation, corporal punishment, forced labor, or any other forms of abuse.

Guided by our Code of Business Ethics and Conduct, we espouse principles of responsible operation, promotion of equal opportunities, and protection of human rights. To proactively address and prevent any potential adverse occurrences, we encourage all employees to report incidents compromising human rights or any other workplace-related issues through our Whistleblowing Policy.

## Our performance

[GRI 405-1, GRI 406-1]

The table illustrates the demographic composition of the Company's Board of Directors and shore-based personnel, categorized by age and gender.

### Diversity of governance bodies and employees 2022



BoD	
Percentage of individuals within the BoD	
Age group	Men
30-50	100%
50>	100%

Per hierarchical level	
Senior Management	
Age group	Men
30-50	100%
50>	100%

Middle Management		
Age group	Women	Men
30-50	50%	50%
50>	15%	85%

Assistants		
Age group	Women	Men
<30	40%	60%
30-50	42%	58%
50>	27%	73%

## 5.4 Health and Safety

Material Topic: Safeguarding the physical, mental, and social well-being of shore-based personnel & seafarers



### Our approach

[GRI 3-3]

#### Health, Safety, Welfare and Environment Protection Policy

The Company is committed to providing optimal working conditions that prioritize health and safety, preventing human loss or injury. Our primary objective is to minimize adverse impacts on the environment and property.

More precisely, the Company aims to:

- > Prevent loss of human life and personal injury
- > Prevent damage of the ship, the cargo, and the environment
- > Assess all identified risks and establish safeguards
- > Consistently enhance Safety Management skills of seafarers and shore-based personnel
- > Ensure the promotion of occupational safety and health in the work environment.

### Health & Safety Management System

[GRI 403-1, GRI 403-4, GRI 403-8]

The Company implements an Occupational Health & Safety (OH & S) Management System in accordance with the IMO Resolution A741/18, as well as legal, national, community and international requirements, guidelines and regulations in the field of Health & Safety.

The Company implements ashore the ISO 45001 for the management system of OH & S. Our employees are trained in the implementation of this standard to ensure adherence to the relative guidelines for the protection of their well-being.

In the context of implementing the certified Occupational Health and Safety Management System, the Company:

- > Aligns with all national and international regulations and practices.
- > Adopts a risk-based approach to all our operations.
- > Monitors all safety, pollution prevention and OH & S aspects on an ongoing basis.
- > Regularly performs inspections and audits of vessels and ensures that necessary maintenance and repair works take place.
- > Promotes personal commitment from the top of the organization in maintaining and developing safety attitudes, leadership, and sound management practices.
- > Follows a just culture, ensuring the fair treatment of all employees.
- > Promotes a blame-free and just work environment.
- > Regularly reviews its policies.
- > Maintains a good and safe workplace for all shore-based employees and seafarers.
- > Protects the health of seafarers and provides prompt access to medical care onboard and ashore when needed.
- > Conducts weekly meetings for OH & S, while key personnel are members of the team audits, along with the Maritime Labour Convention (MLC) inspections done onboard the fleet.

## Risk assessment and risk minimization

[GRI 403-2, GRI 403-3, GRI 403-5, GRI 403-7, 403-9, 403-10]

The Company has formulated a Risk Assessment and Risk Management manual, which outlines the procedures of managing risks related to shipboard and shore operations. The risk assessment and risk management procedures described in this manual are in compliance with the relevant requirements of:

- > ISM code
- > ISO 45001 “Occupational health and safety management systems-requirements”
- > ISO 31000 “Risk management – principles and guidelines”

Dynagas' operation and practices have a Risk based approach and are governed by the following principles:

Regular assessments are carried out by a dedicated team with diverse experience and competencies. A repository of Risk Assessments is maintained and supports the teams in identifying workplace hazards and evaluating risks. Our contractors receive comprehensive briefings on relevant policies and procedures, obliging them to comply with these regulations while operating within our offices or on board.

### The library of hazards

Our Company maintains a library of hazards to facilitate the risk assessment process across the organization. Included in the provided information is the safety, health, and environmental impact of each hazard along with their potential sources. The library of hazards has a supportive role to the Risk Assessment library, where a complete task is assessed each time.

<b>Integration</b>	Risk management should be seamlessly integrated into an organization’s processes and decision-making. It should not be an isolated activity but rather embedded in daily operations.
<b>Structured and Comprehensive</b>	A clear risk management framework with appropriate policies and procedures is established and maintained. Comprehensive risk assessments cover all relevant areas.
<b>Customized</b>	Our Risk Management strategies align with Dynagas’ unique context, objectives, and risk appetite as an LNG Owner and fit the Fleet/ Organizational profile.
<b>Inclusive</b>	The procedures and policies in place involve all stakeholders -employees, management, and external partners- in risk identification, assessment, and mitigation.
<b>Dynamic</b>	Risk Management is not static. We regularly review and update risk assessments as new risks emerge or existing ones evolve. We aim to adapt to changing circumstances promptly.
<b>Uses Best Available Information</b>	We base risk decisions on accurate, up-to-date data and information. Our personnel leverages insights from internal and external sources to enhance risk understanding.
<b>Consider Human and Cultural Factors</b>	We recognize that human behavior and organizational culture significantly impact risk. We work in unison to understand how people perceive and respond to risks.
<b>Practice Continual Improvement</b>	We recognize that Risk Management is an ongoing process. Regularly evaluate its effectiveness, learn from experiences, and refine our approach.



## Incident investigation

[GRI 403-2]

All incidents, accidents (encompassing fatalities, first aid cases, medical treatment cases, lost time injuries, permanent disability etc.) and near misses are required to be reported to the Company in order to:

- > Improve the Company's safety, health, environmental, security and pollution prevention systems,
- > Prevent the recurrence of similar incidents and
- > Reduce the risks of operations.

## Occupational health services

[GRI 403-3]

Through the risk assessment, hazards pertaining to the work environment have been identified and control measures have been implemented. These measures include providing high-quality personal protective equipment, offering mental health support through a dedicated line and implementing a well-being scheme.



## Health and Safety benefits

[GRI 403-6]

### Systems enhancing Vessel's Safety

Maintaining a strong and effective HSSE policy requires the systematic acquisition and analysis of pertinent data which serves as a vital feedback for evaluating performance and enhancing our strategies. To meet this requirement, we have established and implemented dedicated systems enabling automated and structured data collection.

### Cease Task System (CTS)

The risk assessment tool covers the requirement for reporting work related hazards. The Cease Task System (CTS) serves as the Company's Stop Work Authority (SWA) system, motivating all employees, regardless of their rank, with no blame, to curtail and terminate any unsafe task, action, or condition.

#### Voyage Feedback

The system, developed in 2021, facilitates the collection of information regarding the voyages conducted by our fleet. This encompasses details, such as how the vessel anchored and any challenges encountered during the voyage. In practical terms, the system integrates information from third parties as well as our Masters and Officers. Subsequently, this data is disseminated among our fleet to enhance our ability to respond effectively to similar incidents in the future.

This tool serves as a monitoring mechanism for compliance with a diverse array of safety parameters and standards. It meticulously tracks 70 safety items per ship, documenting breaches of safety regulations and any accidents that occur. A classification scale has been devised, assigning a score ranging from 1 to 5 to each ship based on its safety performance. An alarm is triggered when the score surpasses 3, indicating the necessity for action. The corrective measures planned are customized for each ship, drawing upon recorded data, and may involve crew training or technical interventions as deemed necessary.

#### Safety Cultural Analysis

Additionally, our Company maintains a shared database among vessels for storing data relevant to vessel's specific processes, such as anchorage information, passage plan, port information and weight distribution.

The primary purpose of this database is to provide to all vessels with access to the respective data, assisting them in safely approaching ports and complying with local port requirements and regulations. Beyond that, the database offers instant access to the vessel's loading condition and provides valuable information for swift response in case of an incident that could affect the vessel's structural integrity (i.e., grounding, flooding, collision).

## Our performance

[GRI 2-4, GRI 403-9]

### Promotion of worker health and training on Occupational Health and Safety

Our Company periodically organizes safety training forums for our personnel to ensure alignment with the most recent developments in the field. In addition, our Company provides in-house training on risk assessment and risk management processes to all its shore-based and onboard personnel.

**100%** of our seafarers participated in an occupational health and safety training in 2022

In 2022, we organized the following Health and Safety campaigns for training and information sharing purposes:



Area	Topic
Health	Anti-Smoking Campaign
	Pre-Work Warm-up Routine
Safety	Navigation - Total commitment to safe sailing
	Life Saving rules
	Mooring Safety
	Safety during enclosed space entries
	Finger Injuries

The Company is committed to preventing incidents onboard and ashore through initiating dedicated trainings and establishing controls.

**308**  
average of risk assessments conducted per vessel in 2022

Health & Safety performance indicators



Work-related injuries		
	2021*	2022
Number of hours worked	1,832,701	1,783,220
Number of fatalities as a result of work-related injury	0	0
Rate of fatalities as a result of work-related injury	0.0	0.0
Number of high consequence work-related injuries (excluding fatalities)	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0
Number of recordable work-related injury	0	0
Rate of recordable work-related injuries (IR)	0	0
Lost Time Injury Rate (LTIR)	0	0
Total Recordable Cases Frequencies (TRCF)	0	0

\*Restatement of 2021 figures due to a typographical error in prior year's publication

## On-board drills, audits, and Port State Controls (PSC)

[TR-MT-540a.1., TR-MT-540a.2., TR-MT-540a.3.]

During 2022, 5 Port State Controls (PSC) were conducted, resulting to zero deficiencies and zero detentions.

**5**  
PSC in 2021

**0**  
Deficiencies identified

**Zero**  
Detentions

In 2022, we carried out on average 143 onboard drills per vessel related to the prevention and mitigation of OH & S impacts directly linked to our business relationships.

**143**  
drills per vessel in 2022

In 2022, 155 internal audits were conducted onboard the fleet with an average rate of 0.7 findings per audit.

**155**  
fleet internal audits in 2022

**0.7**  
findings / inspection ratio

During the reporting period, there were no Conditions of Class or Recommendations imposed.

## 5.5 Other material topics - Procurement practices

In order to ensure the compliance of our contractors with our environmental and social policies, we have established a structured contractor evaluation process which takes into account the following elements:

- 1 ISO certifications or equivalent
- 2 Past Health, Safety, Security and Environment performance and records
- 3 Minimum training requirements
- 4 Social Responsibility
- 5 Equipment, and manufacturers accreditation
- 6 Ability to supply services as per Company's requirements

All contractors are classified according to our internal ranking scale, as explained below:

Ranking	Services offered by the contractor characterized as	Performance/Classification criteria
<b>A – Good/Very good</b>	Acceptable	Consistent satisfactory and reliable service for at least 1 year and/or having gained certification as per ISO 9000, ISO 14001 or ISO 45001 standards.
<b>B- Fair</b>	Acceptable/under observation	New contractors or contractors used regardless of their past performance records, because market and/or geographical conditions do not allow for other options.
<b>C – Poor</b>	Not acceptable	Contractor offering deficient service and cannot be used without prior approval of the responsible Company's Manager.



Additionally, a risk evaluation process is implemented, incorporating the following:

- ✓ Nature of the work that the contractor is undertaking.
- ✓ Risk control mechanisms which could reduce risks.
- ✓ Location.
- ✓ Hazards associated with the specific task.

All the new suppliers that our Company engaged in 2022 were screened regarding safety, social and environmental criteria.

**391**

Orders of routine supplies placed and delivered onboard in 2022

**100%**

of the orders were consolidated during 2022

### HSSE requirements - Contractor's Agreement

In pursuit of safeguarding our people, property, and the environment from potential adverse effects, the Company prioritizes the implementation of robust Health, Safety, and Environment (HSE) policies. We ensure that contractors adhere to a formal HSE Management System and uphold our HSSE (Health, Safety, Security, and Environment) requirements as stipulated in the Contractor's Agreement. This commitment underscores our dedication to maintaining high standards of safety and environmental stewardship throughout our operations.

After the completion of services, the quality of the contractors' work is evaluated by the Manager in the Office and the Master onboard the ship.





# 6. Corporate Governance

**6.1** Board of Directors and Committees

**6.2** Business Conduct

**6.3** IT Systems and Cyber Security

# 6.1 Board of Directors and Committees

[GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-13, GRI 2-14, GRI 2-15]

Our Company complies with all NYSE corporate governance standards, applicable to Foreign Private Issuers.

The Board of Directors (BoD) is composed of 5 Directors, 3 of whom are independent. The BoD is assisted by 3 committees in support of its duties. An agile and dynamic governance structure is key for the future of our Company and its development.

Our Directors are divided in 3 classes (Class I, II and III), each serving staggered 3 year terms. The members of our BoD and their respective roles are presented below.

The Chairman of the Board of Directors is not an executive member in the organization.

The nomination and selection of our BoD members are performed in accordance with the “Fourth Amended and Restated Agreement” of Limited Partnership of Dynagas LNG Partners LP, which determines that the appointed Directors shall be appointed by the General Partner while the elected Directors shall be elected at the Annual General Meetings by a plurality of the votes of the Outstanding Common Units present at the Annual Meeting.



**Georgios Prokopiou**  
Chairman of the Board  
of Directors  
and Appointed Director



**Tony Lauritzen**  
Chief Executive Officer  
and Appointed Director



**Levon Dedegian\***  
Class III Director



**Alexios Rodopoulos**  
Class II Director



**Evangelos Vlahoulis**  
Class I Director

\* The table presents Board's composition as of Dec 31, 2022. In August 2023, Levon Dedegian deceased and his position was filled by Dimitris Anagnostopoulos.



We have established committees to which are assigned specific duties in critical areas of our organization. Our committees, presented in the table below, are consisted of members of the BoD.



Committee	Duties	Members
<b>Audit</b>	Reviews external financial reporting function, engages external auditors and oversees internal audit activities and procedures as well as the adequacy of internal accounting controls.	Evangelos Vlahoulis Alexios Rodopoulos
<b>Conflicts</b>	Reviews specific matters that the Board believes may involve conflicts of interest.	Levon Dedegian Alexios Rodopoulos
<b>Compensation</b>	Undertakes BoD responsibilities regarding the compensation of the executive officers and provides guidance on compensation matters.	Evangelos Vlahoulis Levon Dedegian

*\* The table presents Committee's composition as of Dec 31, 2022. In August 2023, Levon Dedegian deceased and his position was filled by Dimitris Anagnostopoulos.*





# 6.2 Business Conduct

Material Topic:  
Development and promotion of a corporate culture



## Our approach

[GRI 2-23, GRI 2-25, GRI 3-3]

Our Company implements a series of Policies which are annually communicated internally and externally. Dynagas adheres to a “Just Culture” work environment ensuring equitable treatment of all employees. Furthermore, the Company carries out a wide range of internal audits, encompassing areas such as cargo operations, mooring operations and navigational practices, in order to comprehensively comply with our Company Management System (CMS).

The Company has developed several policies aimed at ensuring smooth operation and continuous improvement:



Through our policies and internal audits, we diligently implement measures to bolster our corporate culture. Key focal points encompass, among others, human rights and labor practices targeted to prevent and mitigate potential adverse effects on people and the environment that may arise in the future.

## Code of Business Ethics and Conduct

[GRI 2-27]

The Company’s Code of Business Ethics and Conduct (the Code) underscores our commitment to ethical practices and adherence to legal requirements. The Code establishes fundamental guidelines for ethical and legal conduct, serving to prevent and identify any instances of misconduct.

The Code applies to all employees, seafarers and their representatives, as well as to all business partners and consultants of the Company.

Employees are required to participate in annual training sessions covering the Code and Anti-corruption policies. They are also encouraged to seek clarification on any matters related to the Code in order to avoid any actual or potential conflict of interest.

Our Code of Business Ethics and Conduct incorporates the following aspects:

- Conflicts of interest
- Corporate opportunities
- Confidentiality and privacy
- Honest and fair dealing
- Entertainment, gifts, payments, and bribery
- Proper use of Company’s assets
- Compliance with laws, anti-trust laws, rules, and regulations
- Securities Trading
- Drugs and alcohol
- Policies against discrimination, bullying and harassment
- Integrity of corporate records
- Health, quality, safety, and environmental protection
- Procedures regarding waivers
- Internal Reporting

## Just Culture Policy

[GRI 2-25]

All personnel, both shore-based and seafarers, are deeply committed to uphold and, where feasible, enhance safety standards. In pursuit of this commitment, we acknowledge safety reports - encompassing observations on unsafe acts/conditions, near misses, Behavior-Based System insights, investigation reports, and bulletins- as invaluable sources of knowledge for refining safety protocols. To encourage a robust reporting culture, it is incumbent upon departmental managers to cultivate a blame free environment. This fosters an atmosphere where personnel feels assured of fair and equitable treatment when bringing forth safety concerns.

“Just Culture” in a blame free environment is maintained to achieve:

**Personnel Responsibility**

**Organizational Responsibility**

**Quality of safety reports**

**Protection and Support of human rights**

**No tolerance to an unacceptable behaviour**

## Whistleblowing and Raising Concerns

[GRI 2-16, GRI 2-26]

The Whistleblowing Policy has been established to furnish employees and seafarers with a formal channel to voice their concerns, thereby fostering transparency across all our operations.

Employees are able to raise concerns anonymously through a dedicated channel at [speakout@dynagas.com](mailto:speakout@dynagas.com).

## Insider Trading

[GRI 2-23]

Dynagas has implemented stringent procedures aimed at preventing the improper use of non-public information. Our Insider Trading Policy applies comprehensively to all officers, directors, and employees of the Company - referred to as “insiders.” Additionally, the policy extends to encompass any transactions involving securities undertaken by family members, trusts, or corporations directly or indirectly controlled by insiders.

## Anti-fraud and anti-corruption Policy

[GRI 2-23]

The Company has instituted this policy to underscore its dedication to uphold the utmost standards of transparency, integrity, and accountability across all its operations. The principal goal of this policy is to mitigate the risk of fraud, uphold integrity in business transactions, implement protocols and safeguards enabling employees and members of the public to report suspected instances of fraud or corruption, thereby potentially mitigating adverse consequences, and to advance the legitimate business goals of the Company.

Newly hired employees are promptly provided with the Anti-fraud and Anti-corruption Policy along with the Code of Business Ethics and Conduct as part of their onboarding process.

## Management Review Policy

[GRI 2-12]

The Company is dedicated to achieving ongoing and continuous enhancement of its processes across all levels. This commitment will be actualized through the establishment, upkeep, and enhancement of the Company Management System. It is the Company's policy to conduct a comprehensive review of its management system with the following objectives:

- Evaluate the overall performance at the management system
- Assess the performance of the management system in meeting specific objectives
- Investigate any problem areas and identify potential improvements

The review process is systematically documented and encompasses identification of necessary modifications to the planned management system, policy, and targeted objectives, along with exploration of potential avenues for further improvement.

## Risk Management

[GRI 2-12, GRI 2-13]

We acknowledge our exposure to a range of environmental, social, governmental, and financial risks and factors that could potentially impact our business, prospects, and operations.

Recognizing the critical importance of managing these risks and adhering to legal and regulatory mandates for the continuity of our operations, we have implemented rigorous internal audit procedures. These procedures are designed to thoroughly assess the overall risk management process and guarantee the effective mitigation of any emerging risks.

## Internal audit procedures

[GRI 2-12, GRI 2-13]

Internal audits are scheduled based on the status and importance of the system to be audited and are undertaken by personnel who meet the following requirements:

- > Are appropriately trained, competent and certified.
- > Have acted as an observer during an audit.
- > Are independent of the activity being audited wherever practicable and should, in all cases, act in a manner that is free from bias and conflict of interest.
- > Have a minimum of 2 years working experience within maritime activities.

Internal Audits are planned to take place at least once per year or at specified intervals at the Head Office, at manning offices, onboard the vessels, at contractors' premises, at site offices and cover all parts of the CMS, based on the relevant audit planning.

The Company ensures the effectiveness of CMS by regularly appointing an independent auditing body or a third-party consultant to conduct internal audits onboard, verifying that CMS procedures are in place and properly implemented.

Additional Internal Audits are performed onboard in cases where there is substantial proof of CMS failure, including but not limited to:

- > Maritime incident/accident
- > PSC Inspection
- > Poor performance during third party audits/inspections

In addition, "distant assessment" to invite others being run at random intervals to verify proper record keeping, accuracy of submitted records and CMS implementation.

## Our performance

[GRI 205-2, GRI 415-1, TR-MT-510a.1, TR-MT-510a.2]

During the reported year we recorded:

**No**

legal proceeding associated with bribery, corruption or other unethical business practice.

**195**

Internal controls tested

**zero**

Material weaknesses or deficiencies were identified

**No**

financial or in-kind political contribution.





# 6.3 IT Systems and Cyber Security

Material Topic: Cyber Security



## Our approach

[GRI 3-3]

Cyber security stands as a pivotal element of our business, demanding vigilant protection. Our primary goal is to fortify our Information Technology (IT) assets against both internal and external threats, whether deliberate or unintentional. We are committed to continuously enhancing operational resilience, minimizing potential damages, and maximizing returns on investments and industry opportunities.

At Dynagas, we employ a comprehensive risk management process to identify, analyze, assess, and communicate cyber security risks effectively. Furthermore, we have implemented a Cyber Security Policy aimed at safeguarding the interests, privacy, and security of all our stakeholders. As a testament to our commitment to cyber security, our Company holds certification under the ISO 27001 standard for Information Security. Additionally, we provide comprehensive cyber security training to all personnel, ensuring that our workforce remains equipped to mitigate and respond to cyber threats effectively.

### We integrate the following key cyber security concepts to our approach:

#### Confidentiality

Information is only disclosed to authorized users.

#### Availability

Information is available when and where needed, ensuring the uninterrupted operation of our IT systems and applications.



#### Integrity

Safeguarding against unauthorized information changes.

Maintaining information predictable, accurate, complete, and up to date.

#### Authenticity

Validation of online users and verification of transactions.

## Cyber Security Policy

[GRI 2-23]

In order to ensure robust cyber security standards for both maritime and terrestrial operations, our Company has instituted a well-defined organizational framework dedicated to implementing and sustaining IT security measures. We remain steadfast in our commitment to ongoing enhancement of our information security management system.

Aligned with our IT & Security strategy, all information assets undergo thorough scrutiny to identify potential threats. Subsequent analysis is conducted to assess the vulnerability level of these assets, following which resilient risk management measures are devised to safeguard them against potential threats. This process is continuous, adapting to rapidly evolving technologies and emerging threats.

## Cyber Security Risk Management

[GRI 2-23]

Our cyber security risk management process involves the systematic identification, analysis, assessment, and communication of cyber security risks. Following this assessment, we make informed decisions regarding whether to accept a risk or strategize actions to avoid, transfer, or mitigate the risk to an acceptable level, always mindful of the costs and benefits to our stakeholders.

Our overarching objective is to foster safe and secure shipping practices that ensure operational continuity, particularly from a cyber security risk perspective.

The strategy we follow to mitigate cyber security risks includes the steps illustrated in the following figure:



## Our performance

[GRI 418-1, Corporate Indexes]

**zero**

substantiated complaints concerning breaches of customer privacy, identified leaks, thefts, or losses of customer data

**zero**

Cyber Security Incidents

**12**

Cyber Security Penetration Tests

**8**

Audits

### Training on cyber security

Aiming to enhance the awareness and skills of our employees regarding cyber security issues, we promote regular trainings.

**100%**

of the employees received training on cyber security in 2022



# 7. Appendix

## Appendix I: SASB

Category	Disclosure topic	Code	Page
<b>GHG emissions</b>	Gross global Scope 1 emissions	TR-MT-110a.1.	23
	Discussion 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	TR-MT-110a.2.	-
	Total energy consumed, percentage from heavy fuel oil, percentage from renewables	TR-MT-110a.3.	-
	Average Energy Efficiency Design Index (EEDI) for new ships	TR-MT-110a.4.	-
<b>Air Quality</b>	Air emissions of the following pollutants: NOx (excluding N2O), SOx, and particulate matter (PM10)	TR-MT-120a.1.	24
<b>Ecological impacts</b>	Shipping duration in marine protected areas and areas of protected conservation status	TR-MT-160a.1.	-
	Percentage of fleet implementing ballast water exchange and treatment	TR-MT-160a.2.	25
	Number and aggregate volume of spills and releases to the environment	TR-MT-160a.3.	25
<b>Employee health and safety</b>	Lost time incident rate (LTIR)	TR-MT-320a.1.	-
<b>Business ethics</b>	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	TR-MT-510a.1.	52
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	TR-MT-510a.2.	52
<b>Accident &amp; safety management</b>	Number of marine casualties, percentage classified as very serious	TR-MT-540a.1.	43



## Appendix II: GRI Content Index

<b>Statement of use</b>	Dynagas LNG Partners LP has reported in accordance with the GRI Standards for the reporting period 01.01.2022 – 31.12.2022
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	N/A

GRI Standard	Disclosure	Page	Omission		
			Requirement(s) omitted	Reason	Explanation
<b>General Disclosures</b>					
GRI 2: General disclosures 2021	2-1 Organizational details	6	A grey cell indicated something that does not apply. This only relates to the "Omission" column		
	2-2 Entities included in the organization's sustainability reporting	4			
	2-3 Reporting period, frequency and contact point	4			
	2-4 Restatements of information	42			
	2-5 External assurance	4			
	2-6 Activities, value chain and other business relationships	6, 12			
	2-7 Employees	32			
	2-8 Workers who are not employees	32	All requirements	Not applicable	All the individuals performing work for the Company are employees.
	2-9 Governance structure and composition	47			
	2-10 Nomination and selection of the highest governance body	47			
	2-11 Chair of the highest governance body	47			
	2-12 Role of the highest governance body in overseeing the management of impacts	51			

GRI Standard	Disclosure	Page	Omission		
			Requirement(s) omitted	Reason	Explanation
<b>Material topics</b>					
GRI 2: General disclosures 2021	2-13 Delegation of responsibility for managing impacts	47, 51			
	2-14 Role of the highest governance body in sustainability reporting	14, 17			
	2-15 Conflicts of interest	47			
	2-16 Communication of critical concerns	50			
	2-17 Collective knowledge of the highest governance body		All requirements	Not applicable	Currently, the Company does not offer a structured ESG training program.
	2-18 Evaluation of the performance of the highest governance body		All requirements	Not applicable	The Company does not implement an evaluation process based on ESG impact progress.
	2-19 Remuneration policies		b.	Not applicable	Refer to Dynagas LNG Partners LP Form 20-F for 2022 (p. 114): <a href="http://www.dynagaspartners.com/?page=inv_annual_rep&amp;year=2023">http://www.dynagaspartners.com/?page=inv_annual_rep&amp;year=2023</a> The Company has not yet determined and administered any incentive plans related to the management of the organization's impacts on ESG.
	2-20 Process to determine remuneration		b.	Not applicable	Refer to Dynagas LNG Partners LP Form 20-F for 2022 (p. 115): <a href="http://www.dynagaspartners.com/?page=inv_annual_rep&amp;year=2023">http://www.dynagaspartners.com/?page=inv_annual_rep&amp;year=2023</a> The Remuneration Policy is recommended by the Compensation Committee to the Board and is not subject to voting by the stakeholders of the company.

GRI Standard	Disclosure	Page	Omission		
			Requirement(s) omitted	Reason	Explanation
<b>Material topics</b>					
GRI 2: General disclosures 2021	2-21 Annual total compensation ratio		All requirements	Confidentiality	The Company shall not disclose this index for confidentiality reasons and protection of personal data.
	2-22 Statement on sustainable development strategy	14			
	2-23 Policy commitments	14, 49-51, 53	2-23 a.ii., 2-23 c.	Not available	a.ii. The Company did not conduct due diligence during the development of the policy. c. The Company aims to fully meet the disclosure requirements in future reporting periods.
	2-24 Embedding policy commitments	14			
	2-25 Processes to remediate negative impacts	49, 50			
	2-26 Mechanisms for seeking advice and raising concerns	33, 50			
	2-27 Compliance with laws and regulations	49			
	2-28 Membership associations	12			
	2-29 Approach to stakeholder engagement	16			
	2-30 Collective bargaining agreements	17, 34			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	17	A grey cell indicated something does not apply. This only relates to the "Omission" column		
	3-2 List of material topics	17			
<b>Greenhouse gas emissions</b>					
GRI 3: Material Topics	3-3 Management of material topics	23			
GRI 305 Emissions	305-1 Direct (Scope 1) GHG emissions	23			
	305-4 GHG emissions intensity	23			

GRI Standard	Disclosure	Page	Omission		
			Requirement(s) omitted	Reason	Explanation
<b>Material topics</b>					
<b>Pollution of air/water</b>					
GRI 3: Material Topics	3-3 Management of material topics	24			
GRI 303 Water and Effluents	303-5 Water consumption	26			
GRI 305 Emissions	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	24			
<b>Working conditions</b>					
GRI 3: Material Topics	3-3 Management of material topics	32			
GRI 401 Employment	401-1 New employee hires and employee turnover	32, 33, 35			
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	35			
<b>Employee training and appraisal process</b>					
GRI 3: Material Topics	3-3 Management of material topics	36			
GRI 404 Training and Education	404-2 Programs for upgrading employee skills and transition assistance programs	37			
	404-3 Percentage of employees receiving regular performance and career development reviews	37			
<b>Equal treatment and equal opportunities for all</b>					
GRI 3: Material Topics	3-3 Management of material topics	38			
GRI 405 Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	38			
GRI 406 Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	38			
GRI 409 Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	38			
<b>Safeguarding the physical, mental, and social well-being of shore-based personnel &amp; seafarers</b>					
GRI 3: Material Topics	3-3 Management of material topics	39			



GRI Standard	Disclosure	Page	Omission		
			Requirement(s) omitted	Reason	Explanation
<b>Material topics</b>					
GRI 403 Occupational Health and Safety	403-1 Occupational health and safety management system	39			
	403-2 Hazard identification, risk assessment, and incident investigation	40, 41			
	403-3 Occupational health services	40, 41			
	403-4 Worker participation, consultation, and communication on occupational health and safety	39			
	403-5 Worker training on occupational health and safety	40			
	403-6 Promotion of worker health	42			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	40			
	403-8 Workers covered by an occupational health and safety management system	39			
	403-9 Work-related injuries	40, 42			
	403-10 Work-related ill health	40			
<b>Development and promotion of a corporate culture</b>					
GRI 3: Material Topics	3-3 Management of material topics	49			
GRI 205 Anti-corruption	205-2 Communication and training on anti-corruption	52			
GRI 415 Public Policy	415-1 Political contributions	52			
<b>Cyber Security</b>					
GRI 3: Material Topics	3-3 Management of material topics	53			
GRI 418 Customer privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	54			
Corporate Index 1	Cyber Security Incidents	54			
Corporate Index 2	Cyber Security Penetration Tests	54			
Corporate Index 3	Audits in Cyber Security	54			