

An aerial photograph of the ocean with white-capped waves breaking, filling the left and top portions of the page. A teal-colored geometric shape, resembling a trapezoid with a diagonal cut, is overlaid on the right side of the image.

SUSTAIN ABILITY REPORT 2023

“Walking the talk is key and our commitment to allocate 25% of our profits to sustainability initiatives in our group is a clear statement to this!”



The bridge to what's next

Dear Reader,

It is with great pleasure that I can present our annual sustainability report. Since our last issue, much has happened, not only within our Group but also in the world of shipping as such.

“Never has shipping got so much attention from the public as over the past 24 months.”

Never has shipping got so much attention from the public as over the past 24 months. In the aftermath of the pandemic and with the Russian invasion of Ukraine, demand for shipping services sky-rocketed, resulting in severe logistical bottlenecks and significantly rising costs for shippers. Where the shipping industry came to enjoy this upturn, it also comes at a time when many ship owners and operators stand on the verge of transforming their fleets with greener and more sustainable technology. For many, the higher returns will thus be channeled to re-investments in vessels – a cornerstone in transforming shipping long-term in a greener direction. This includes Harren Group as well.

In the fall 2022, we reached a significant milestone, when we could announce our first newbuilds of heavy lift ships in more than a decade – the Orca class. They belong to some of the most advanced

heavy lift vessels of its kind, capable of operating carbon neutral on green methanol. These vessels set a benchmark in the industry and mark the beginning of a gradual transition of our fleet that can meet our sustainability goals by 2040/2050.

Recently, we formally rebranded Harren & Partner to Harren Group. To many outsiders, it might seem insignificant, but internally it is marking an important step where we unify our businesses through a clear denominator, tying our people closer together. We are framing it all “the bridge to what's next”, sitting as a strong reference also for our sustainability ambitions. We see it as a constantly evolving journey, where we each year try to do more and do it better. Sustainability must be taken seriously and sits central in our mind, which our ESG strategy underlines – walking the talk is key and our commitment to allocate 25% of our profits to sustainability initiatives in our group is a clear statement to this.

Our Group is growing, and with that our corporate family. As a family business we rely on solid ethics, mutual trust, and an embracing culture. This requires clear guidance and governance, that nurses and builds upon the positive team culture, creativity, and progressiveness we are fortunate to hold in our group – both at sea and ashore. As a manifest to this, our values, mission and vision have been reformulated – they set direction and tone for our companies and people. You come to find them in this report and hopefully you will find them as aspirational as we do.

“This Sustainability Report is a testament to our long-term dedication and a visible step on our journey to what's next!”

Our sustainability aspiration is profound, but we need to remain ambitious in the years to come. This Sustainability Report is a testament to our long-term dedication and a visible step on our journey to what's next!

Enjoy your reading.


Dr. Martin Harren, Group CEO

About this report

This is the annual sustainability report of the Harren Group

The report covers the 2022 calendar year and recent developments as a consolidated overview across the business units within the Group. Our approach to sustainability reporting focusses on key achievements in the areas of environment, social and corporate governance. We have prepared this report to document our past and ongoing, wide-ranging initiatives. This is the second sustainability report for the Harren Group and is following up on the initial sustainability disclosure from 2022.

In this report we refer to the United Nations Sustainable Development Goals as our guiding principles. As signatory to the Call to Action for Shipping Decarbonization, an initiative by the Global Maritime Forum together with the World Economic Forum and Friends of Ocean Action, we commit to actively contribute through collaboration and our own concrete targets to meet 2040 and 2050 ambitions.

The report reviews and documents our performance in each of the ESG areas while defining forward-moving targets and objectives.

**SUSTAINABLE
DEVELOPMENT
GOALS**

The 17 Sustainable Development Goals (SDGs) present the core of the 2030 Agenda for Sustainable Development, which was adopted by the UN in 2015.



Environment

14 REDUCING OUR CARBON FOOTPRINT

16 ORCA

18 PROGRESS ON CALL TO ACTION

19 BWTS UPDATE

19 DRINKING WATER UNITS

22 ATHELEON

21 TARPULIN CAMPAIGN

20 ECO-LASHING PROJECT

23 INITIATIVES ASHORE



GLOBAL
MARITIME
FORUM

The Global Maritime Forum was founded with the mission "to shape the future of global seaborne trade to increase sustainable long-term economic development and human wellbeing."*

*quote: www.globalmaritimeforum.org/about



Social

26 OFFICER'S SEMINARS

28 TRAINING AND CREW DEVELOPMENT

29 COVID UPDATE

29 HEALTHY HEART

30 OFFICE REFURBISHMENT

30 B2RUN AND DKMS

31 GLORY GLORY HARREN UNITED!

31 CHRISTMAS WISH TREE

31 WERDER BREMEN CHESS



Governance

34 UKRAINE SUPPORT

35 WOMEN IN SHIPPING CAMPAIGN 2022

36 DEVELOPMENT OF GROUP MANAGEMENT

37 WHISTLEBLOWER SYSTEM

37 ESG TRAININGS

37 IT- AND CYBER SECURITY UPDATE

Highlights since our 2022 report

1. SUSTAINABILITY AWARENESS

Our first lane is “Sustainability awareness”. This is part of creating transparency and a mutual understanding of our strategy and the individual topics. It is also designed to school our organisation and ensure that sustainability is firmly anchored within every unit and team. Sustainability awareness is a transversal strategic lever for our environmental initiatives, as well as the social and governance topics we undertake.



Sustainability survey:

Taking a moment to reflect on one’s current position is essential before starting new initiatives. This is why we conducted a survey among all our colleagues ashore and our crews on board to learn about their understanding of ESG, how they rate our ESG performance and which areas they think we should focus on. Their responses provided valuable input to assess the status quo – and inspiration for detailing our strategy going forward.



Round tables:

We held the first roundtable sessions with our colleagues to share thoughts, ideas, concerns, and progress to keep the dialogue going following the sustainability survey. Everyone was free to join, and sessions were organised in all our main offices. The input we received in these rounds matched perfectly with the definition of our ESG focus areas. At the same time, they provided direct, important feedback on our activities and communication thus far – revealing areas which need improvement.

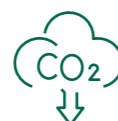


Sustainability newsletter:

We introduced our sustainability newsletter, “Sustainability Inside”, in November 2022. This internal tool is designed to raise awareness for sustainability and share current and upcoming projects within our Group.

2. REDUCING OUR CARBON FOOTPRINT

Our second lane is “Carbon footprint”. This is central to our business and how we want to organize ourselves both operationally and commercially – today and in future. We use this lane to evaluate our strategic decisions and investments from a “carbon footprint” perspective, guided by the overarching targets defined in the environmental section of our sustainability strategy.



Decarbonization:

Following our commitment to the Call to Action of Shipping Decarbonization for 2030, we placed an order for four carbon-neutral/zero-emission capable vessels in 2022. We further committed to investments of US\$ 17.25 million for climate actions, equalling 69% of the US\$ 25 million committed until 2025.



M.A.C. performance monitoring system:

We kicked off the implementation of our new performance monitoring system by placing the orders for measuring equipment, data collectors and reporting systems. Our electrical superintendents received installation training at M.A.C.’s premises to ensure a smooth and timely rollout, planned to be completed in 2023. Once installed, the systems will provide the foundation for analysing performance and identifying potential savings in operation.



Biofuel trials:

Alternative fuels will play a significant role on our path to net zero. Sustainable biofuels are not yet widely available and have not earned the necessary confidence in how well they perform in operation. But we still see these products as a vital option, especially for vessels trading in the North Sea and Baltic Emissions Control Area. We conducted a first trial in bunkering 171 mt of 100% sustainable biofuel at Rotterdam with “Calypso”, which was successfully used during her trade in Northern Europe. We have also learned from the shared experience from our partners in Jumbo: They conducted four bunkering’s of biofuel in Rotterdam in 2022, totalling 2,133 mt.

3. RESPONSIBLE CONSUMPTION

Our third lane is “Responsible consumption”. This guides procurement and goes hand-in-hand with our environmental ambitions on land and at sea. It also helps us figure out how to engage with strategic suppliers and stakeholders over the long term, leading us to a more sustainable supply chain and operational execution.



LED conversion:

We started the process to replace all office lighting in Bremen and Hamburg with more efficient LEDs. On board our vessels, we started investigating options to replace lightbulbs and fluorescent tubes with LEDs and have upgraded some fixtures already.



Drinking water units:

Following highly successful trials on board two vessels, we placed orders to equip all our vessels with dedicated drinking water units and stainless-steel water bottles. This will reduce the amount of single-use plastics on board. Roll-out planned to be completed in May 2023.



Eco lashing program:

Our heavy lift business consumes each year vast amounts of steel wires for lashing and securing of cargo. Since years we have been looking for a viable alternative to the steel wire and in 2020, we started investigating the use of re-usable synthetic fibers. With a specialist supplier, our heavy lift group of technicians and engineers managed to find and define a new “eco-lashing product”. The testing and selection process has been completed and a fleet wide implementation has been initiated.

COLLABORATION WITH KEY INDUSTRY ORGANS



MEMBER OF MARITIME EMPLOYERS COUNCIL



MEMBER OF IMCA



INTERTANKO

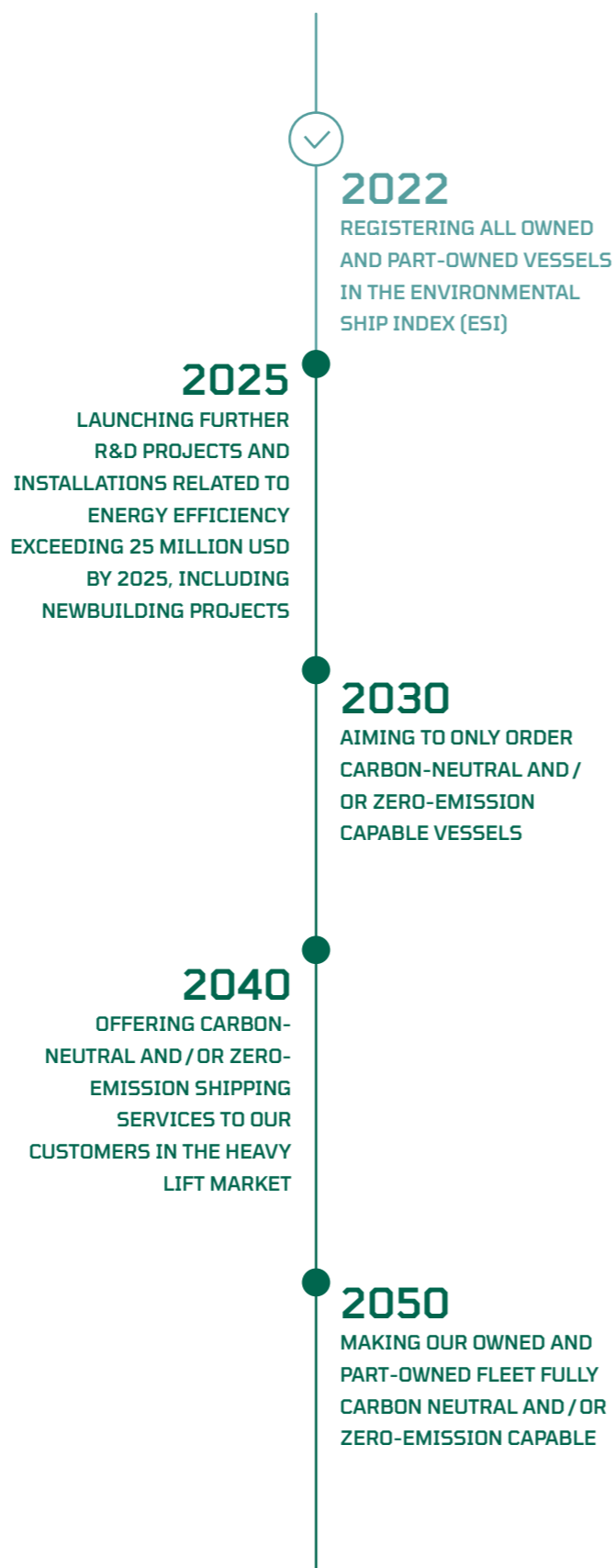
MEMBER OF INTERCARGO



INTERCARGO

MEMBER OF INTERTANKO

OUR KEY COMMITMENTS INCLUDE:



THE PATH TOWARDS MINIMISING OUR CO₂ FOOTPRINT



Getting to Zero Coalition

In order to meet the IMO's ambition to reduce GHG emissions from shipping by at least 50% by 2050, the Getting to Zero Coalition is targeting to bring zero emission vessels into operation by 2030. The alliance with over 150 stakeholders from the maritime, energy, infrastructure and finance sectors is further supported by governments, IGOs and knowledge partners, e.g. the UCL Energy Institute, the Environmental Defense Fund and the Energy Transitions Commission. Together, the partners collaborate in the development of the required technologies and infrastructure.



[Learn more](#)

CERTIFICATIONS

As a globally acting organisation, we are committed to assess and minimise any negative effects our operations and processes might have on the environment, and we constantly monitor and control our impacts on sea, air and land. Further, we have a strong commitment towards the reduction of occupational injuries and diseases and we effectively promote and protect physical and mental health of our employees on-board and ashore. Lastly, it is the overall quality of our operations that is recognised by our customers and stakeholders every day. We strive to continuously increase their satisfaction going forward.

Within the Harren Group, we are certified according to the highest standards of ISO 9001, 14001 and 45001.



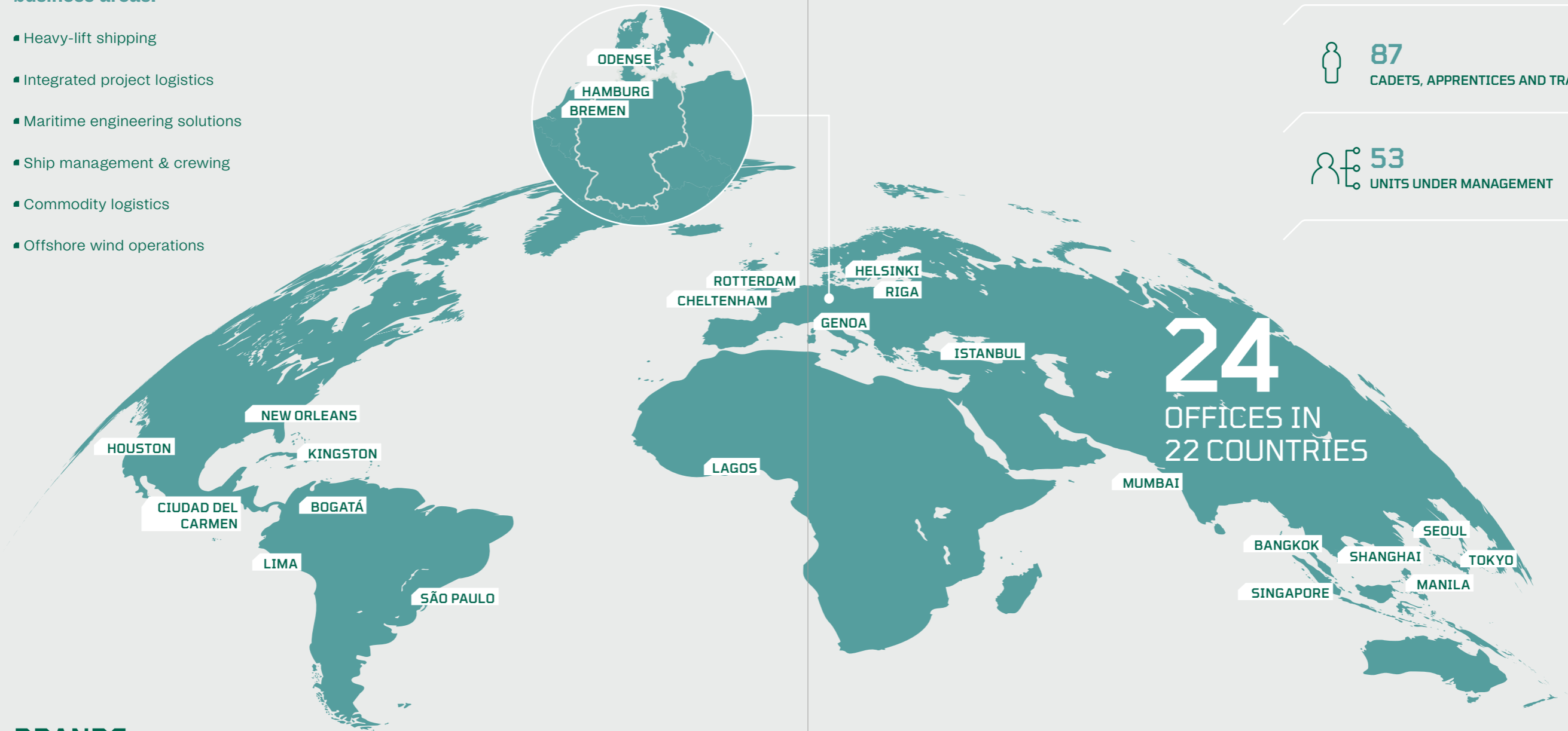
Certifications in place:

- ISO 9001 Quality Management
- ISO 14001 Environmental Management
- ISO 45001 Occupational Health and Safety

Harren Group at a glance

Our core competence is to manage complex maritime projects and deliver a wide range of high-end services to a global client base. The portfolio of services covers five key business areas:

- Heavy-lift shipping
- Integrated project logistics
- Maritime engineering solutions
- Ship management & crewing
- Commodity logistics
- Offshore wind operations



24
OFFICES IN
22 COUNTRIES

ASSETS

UNITS UNDER MANAGEMENT (PER 31.12.2022)	NUMBER TOTAL	ADDED SINCE 1/2022
Heavy Lift	28	4
Bulk Carriers	8	1
Tankers	10	1
Container Vessels	2	1
Offshore & Wind Installation	4	-
Dock Vessel	1	-

STATISTICS AND FIGURES

2474
EMPLOYEES
465 ASHORE, 2009 AT SEA

47
NATIONALITIES WORKING
AS ONE TEAM

87
CADETS, APPRENTICES AND TRAINEES

53
UNITS UNDER MANAGEMENT

BRANDS



“We believe that society in general and ourselves in particular are too dependent on fossil fuels.”

E

OUR STRATEGIC GOALS FOR ENVIRONMENT

We are too dependent on fossil fuels – as is society in general. We are committed to continuously improving our carbon footprint beyond defined regulations in all business areas – both at sea and ashore. We aim to operate a fleet of carbon-neutral vessels by 2035 on our path to ensuring net-zero GHG emission shipping by 2040.

We have a fleet of dedicated vessels to provide critical logistics services that enable and support the energy transition globally.

We invest 25% of our annual profits into research, developing new ship designs and pursuing projects that support our sustainability goals.


WITH OUR ENVIRONMENTAL WORK WE ARE CONTRIBUTING TO:




KEY METRICS

 **2,516,942**
NAUTICAL MILES
SAILED*

 **800,695**
METRIC TONS OF CO₂
EMITTED*

 **17,759**
METRIC TONS OF NO_x
EMITTED*

 **2,023**
METRIC TONS OF SO_x
EMITTED*

 **171**
METRIC TONS OF BIOFUEL
BUNKERED (HARREN)*

*2022 figures reflecting key segments Tankers, Heavylift, Bulk and Container

REDUCING OUR CARBON FOOTPRINT AT SEA

Effective 1 January 2023, all vessels > 5,000 GT need to comply with the new CII regulations**. These are designed to document and continuously improve a vessel's operational efficiency in terms of CO₂ emissions produced during transport work. The SEEMP Part III contains the ship-specific CII forecast for the next three years as well as the measures required to meet those ratings.

All vessels concerned received the required documentation and are continuously monitored in terms of their CII performance. Our technical and commercial departments also implemented an internal review process to discuss impacts on performance and possible measures for improvement. Based on preliminary IMO DCS data, the delta between the attained and required CII was an average of +5% in 2022, which corresponds to an average D-rating.***

At the first IOPP survey after 1 January 2023, vessels will need to have an approved EEXI Technical File on board. In contrast to CII, the EEXI addresses the technical efficiency. If the vessel exceeds the required EEXI, it will be necessary to implement efficiency measures like limiting the engine power or installing energy-saving devices.

At Harren Group, we started screening our fleet early on in 2020 to ensure all vessels would comply with the new regulations. All vessels concerned received the respective documentation approved by class. We will apply the first out of five engine power limitations in March 2023.

** Our heavy lift vessels are currently exempted from the CII regulations

*** Only considering vessels subject to the requirements: tankers, bulkers and container vessels

Rollout of performance monitoring system

Following extensive trials with different providers, we initiated the rollout of a state-of-the-art vessel performance monitoring system in fall 2022. This two-fold project involves switching the reporting system as well as installing new measuring and data collection equipment. We expect the process to be completed for most of our fleet by mid-2023, allowing even vessels over 20 years in age to actively manage their fuel consumption.

Implementing this system draws a baseline for future performance evaluations and operational adjustments. It is a must to correctly assess the potential and effectiveness of efficiency improvement measures on our path towards net zero.

"Implementing the performance monitoring system is a must to correctly assess the potential and effectiveness of efficiency improvement measures on our path towards net zero."

Once the system is fully implemented and we have gathered enough report data, we expect to cut fuel consumption by at least 4% through increased operational efficiency.

Application of low-friction hull coatings

Hull resistance is one of the biggest factors influencing fuel consumption. Despite carrying out regular hull cleanings, we carefully select the coatings to be applied on our vessels when they become due for drydocking. We prefer advanced low-friction coatings wherever possible to prevent hull fouling and excess emissions.

In 2022, we applied the "X8" fouling defence coatings from Hempel on two of our heavy lift vessels: "Klara" and "Combi Dock 1". By end of 2022, three vessels in our fleet had low-friction hull coatings – for fuel savings of up to 6%. We are planning to apply more low-friction hull coatings to our fleet in 2023.



Biofuel trials

Navigating the path towards net zero requires a variety of measures to reduce CO₂ emissions across our fleet. Depending on where our vessels operate, alternative fuels will play an important role in this effort.

In fall 2022, we conducted a successful trial in bunkering sustainable biofuel with our heavy lift vessel "CALYPSO" in the port of Rotterdam. Produced from 100% waste and residues, this fuel replaced the marine diesel oil (MDO) during the vessel's transit through the North Sea and Baltic.

In line with current IMO regulations, the trial shows a 12% cut in total CO₂ emissions. Considering EU MRV regulations and the fact that the biofuel was made from sustainable resources with no additional CO₂ released to the atmosphere, this essentially marked a 100% cut in emissions.

“The Orca class belongs to the worlds most fuel efficient and environmental friendly heavy lift vessels.”

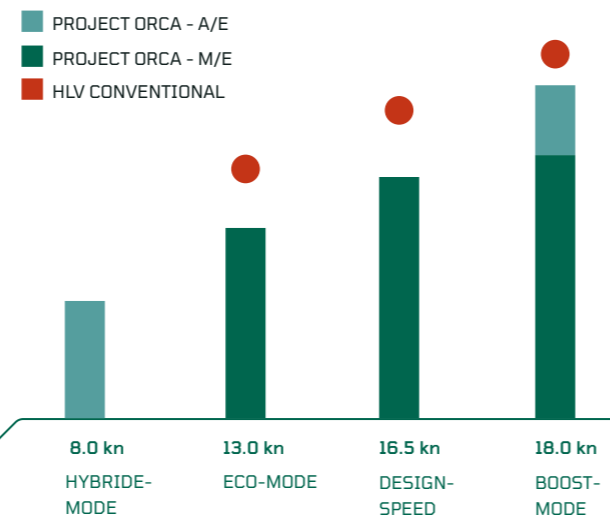


ORCA

September 2022 marked the culmination of over three years of development work for SAL Heavy Lift and Harren Group: They announced the ordering of four ultra-efficient heavy lift vessels capable of running on green methanol. The new “Orca class” vessels mark the beginning of the Group’s commitment to renew its fleet with low- or zero-emission capable vessels. The Orca class belongs to the latest generation of vessels combining highly efficient hull designs with the latest propulsion systems and onboard power generation systems. With a twin-engine concept that can run on green e-methanol and an advanced battery hybrid system, the vessels can operate carbon neutral both at sea and in port. In addition to being the most advanced heavy lift vessels when it comes to propulsion efficiency and emissions, they are also designed to provide some of the safest working environments in their category – making everyday work and life easier for the crew on board.

With its hybrid engine system, battery-powered auxiliary engines with recuperation technology from the ship’s fully electrical heavy lift cranes

Fuel Consumption Overview



“Compared to conventional heavy lift vessels, fuel consumption is 45% lower in eco mode (13 kn) and approx. 33% lower in cruise speed (16 kn).”

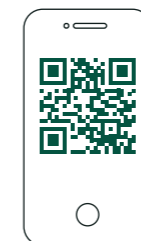
and ship-to-shore power connectivity, the Orca can operate completely emission free in ports – even during loading and discharge operations. The Orca also has a unique design feature: It is possible to combine the auxiliary engines with the main engines to create a hybrid boost mode, allowing Orcas to reach speeds of 18 kn. This is a very helpful feature in situations in which speed is a necessity (e.g. evading bad weather, in piracy zones or other special cases).

Facts from our website orcaclass.com

- Methanol-ready vessel design and engine concept – neutral carbon footprint if operated on green e-methanol
- Optimized hull design means best-in-class seakeeping behaviour and manoeuvrability, energy efficiency and safety at sea
- 2 × 800 t SWL fully electrical cranes combinable to 1600 t SWL with recuperation technology
- Ship-to-shore power connectivity for zero-emission port operations and power feed-outs on deck for client cargo and/or equipment
- Polar code, ice class 1A and low temperature design for safe operations in any environment

The vessels are specifically designed to handle the latest and largest wind energy turbine components, helping wind equipment manufacturers and constructors erect new wind parks with minimal emissions. The first two vessels will be delivered in mid-2024.

Learn more about the Orca newbuild program on www.orcaclass.com



[Learn more](#)

ORCA FACTS:



13,150 t
DEADWEIGHT

149.90 m
OVERALL LENGTH

27.20 m
BREADTH MOULDED

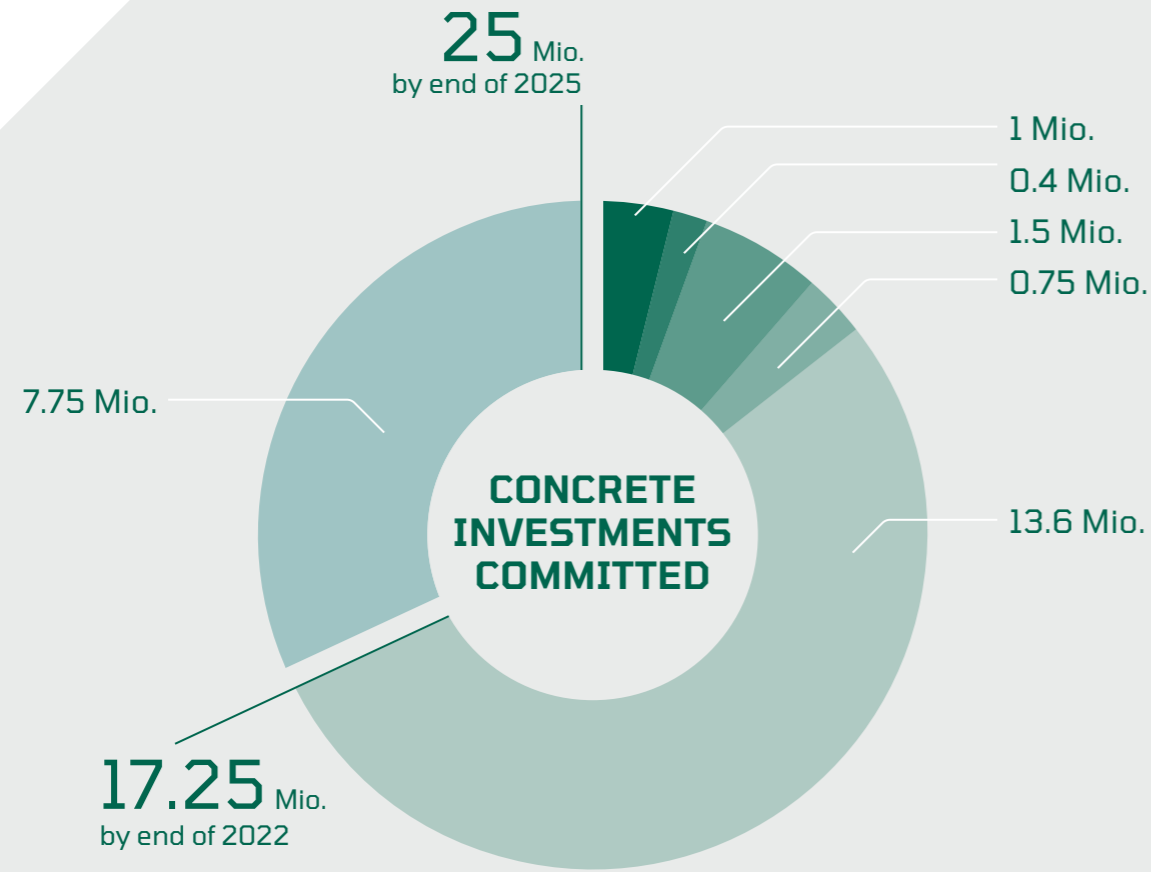
13.50 m
DEPTH TO MAIN DECK

7.20 m / 8.50 m
DRAUGHT DESIGN / MAX

23,600 m³
HOLD CAPACITY

3,300 m²
DECK SPACE

IN USD



PROGRESS ON CALL TO ACTION FOR SHIPPING DECARBONIZATION

Back in autumn 2021, we announced our commitment to the Call to Action for Shipping Decarbonization. Since then, we have made great progress towards our targets and ambitions throughout the Harren Group – and even met some of our goals last year. We registered all of our vessels in the Environmental Ship Index in 2022 with the exception of our latest fleet addition, “PACANDA”, which will follow soon.

We also committed to ordering only carbon-neutral/zero-emission-capable vessels by 2030. We already took this step in 2022 with the four newbuilding orders for the ORCA type vessels. Fuel availability is the greatest challenge ahead. We can only partly influence this factor, but are confident that the green methanol supply will increase continuously until these vessels are delivered.

We have already done a great deal with our huge US\$ 25 million commitment to climate actions through 2025. By the end of 2022, we committed US\$ 17.25 million in investments on specific projects.

- ONE FURTHER HYDROGEN GENERATOR ORDERED
- ADVANCED ENERGY-SAVING HULL COATING APPLIED ON MORE VESSELS IN 2022
- CONSUMPTION MONITORING AND IMPROVEMENT PROGRAM ROLLOUT
- VESSEL MODIFICATION AND VESSEL DESIGN PROJECTS
- VARIOUS INVESTMENTS INTO UPGRADED COMPONENTS ON THE FOUR ORCA TYPE VESSELS, INCLUDING METHANOL MAIN ENGINES, BATTERIES, SHORE POWER, WASTE HEAT RECOVERY, ETC.
- CONCRETE INVESTMENTS COMMITTED BY THE END OF 2022

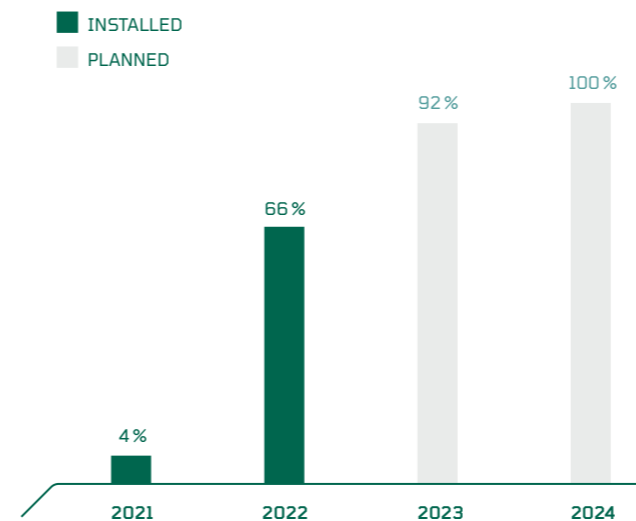
BWTS UPDATE



All vessels require the installation of a treatment plant to fight the introduction of invasive species in foreign ecosystems through discharge of ballast water. The requirements are described in the IMO Ballast Water Management (BWM) Convention.

We completed this installation on 22 vessels last year. This means that 67% of our owned and managed fleet were equipped with BWTS by the end of 2022. We plan to install the treatment systems on ten further vessels in 2023. By 2024, the installations on our fleet will be complete.

PERCENTAGE OF VESSELS EQUIPPED WITH BWTS BY END OF YEAR



DRINKING WATER UNITS



Following a successful trial on two of our vessels in 2022, we started to roll out drinking water units for our entire fleet. We aim to replace single-use plastic bottles with reusable stainless steel bottles as much as possible. We purchased 111 of these units in late 2022 and plan to have them delivered on board by end of May 2023. Each vessel received two to three units to provide drinking water in different locations throughout the ship.

“We installed the drinking water units on our trial vessel, “Pabur,” in 2022. This reduced the bottled water supply by 78 % over 2021 figures.”

We installed the drinking water units on our trial vessel, “Pabur,” in 2022. This reduced the bottled water supply by 78 % over 2021 figures. The vessel has not ordered any bottled water for provision stock since the trial started early last year.

Once the systems are fully implemented, we expect to save 5,400 plastic bottles per vessel per year and reduce the amount of bottled water supplied across the fleet by 50 % in 2023.

“1,078 coils of conventional steel wire rope equal a CO₂ footprint of about 587 tons.”



ECO-LASHING PROJECT

Lashings are essential when it comes to securing cargo on deck and inside the cargo holds. They play a key role in making the cargo seaworthy and safe to transport, especially in heavy lift shipping. Steel wiring has been the first choice for many years due to its strength, robustness and durability. However, lashings made from steel are often used just once as they are fitted for a specific use case on board. They also weigh a lot, making them difficult for the crew to handle and posing potential hazards for those who work with them.

In 2020, we investigated using synthetic fibres as an alternative to wire lashing. The benefits of this approach include reducing waste, increasing efficiency and simplifying the lashing process for the crew on board.

The new “Eco Lash” system is reusable and can be applied to many different cargo-securing applications on board. Even better: It is possible to recycle the

lashings at the end of their useful life. Lightweight and easier to handle, they offer far superior ergonomics compared to wire lashing. This means fewer health and safety hazards for the crew.

Our dedicated team prepared a thorough implementation plan to use the “Eco Lash” system on all SAL vessels. The first vessels will be updated in Q2 2023 with a total investment of € 1.7 million.

In 2022, we purchased 1,078 coils of conventional steel wire rope which equal a CO₂ footprint of about 587 tons considering production, assembly and transportation. Going forward, this will be serving as our baseline for comparing the CO₂ footprint of both systems in detail. A more precise comparison will be done when the “Eco Lash” system has been implemented on board, experience from the crew has been evaluated and detailed information from the supply chain has been provided.

TARPAULIN CAMPAIGN



Harren Group, heavy lift subsidiary SAL Heavy Lift and its commercial partner Jumbo Shipping launched an awareness campaign in 2022 to prevent the use of plastic covers for cargo – specifically deck cargo. Cargo items are often covered with tarpaulin, plywood or other materials to protect them from seawater spray and rain. When shipped on deck, these covers are frequently destroyed by strong winds and frequently go overboard – causing significant ocean pollution that must be prevented.

dialogue with the many customers that ship cargo with our heavy lift fleet, we can make them aware of this issue and the risks involved – and potentially keep tons of plastic out of the ocean. Ideally, our clients can stop using of tarpaulins altogether.

Our inaugural campaign recorded the number of incidents in the heavy lift fleet during which plastic cargo covers did not make it through the voyage. At the same time, we developed an informational flyer that we automatically send to our customer with the cargo recap when assigning cargo to the vessels. This campaign recorded incidents over a period of six months.

Objectives

- Prevent pollution
- Reduce plastic/tarpaulin production (in general)
- Help clean up the oceans
- Reduce risk to crew when securing damaged tarpaulins
- Raise awareness in the industry

RECORDINGS OF INCIDENTS WITH PLASTIC PROTECTION WITHIN 6 MONTHS

	NUMBER OF VOYAGES
Total voyages recorded with use of tarpaulins	60
Damage records – tarpaulins ripped/damaged by weather	16
Lifting/securing issues caused by tarpaulin	6
Loss of tarpaulin at sea	2

Unfortunately, the tarpaulins do the opposite of their intended purpose: Instead of protecting the cargo, they can end up torn and damaged – even posing a safety risk to the crew onboard. They could also damage the ship or other cargo if flying around in the wind. Crew members then need to recover the destroyed tarpaulin if possible, but they are often blown overboard into the sea. As carriers, we are not in control of the cargo before it is delivered to the ship. By engaging in a constructive

ACTION POINTS

WE ARE PURSUING THE FOLLOWING ACTION POINTS IN LINE WITH THE GROUP'S OBJECTIVES:

- A client information campaign provides technical instructions on how to correctly and safely use tarpaulins if required
- Engage in cooperation programmes with selected key customers
- Online campaign – “Say no to plastics onboard” for general awareness
- Set up contractual indemnifications for cases of lost tarpaulins which cause pollution and/or damage – and clarify how these could be combined with ocean clean-up programmes
- Reward or incentive programme for customers to prevent the use of plastic covers on shipped cargo

ATHELEON

“Together, “Wind Lift I” and “Thor” served 79 offshore wind turbines with a total electrical capacity of 438 megawatts in 2022.”



ATHELEON

SAL Renewables acquired jack-up vessels “Wind Lift I” and “Thor” in 2021 and 2022 and completed a number of projects in the offshore wind market in and around the waters of northern Europe. In September 2022, the company was re-named “Atheleon” in response to the growing importance of the offshore wind energy sector. While SAL Heavy Lift holds a leading position in project shipping, Atheleon provides valuable maintenance and repair services to the offshore wind market.

With its current setup and cooperation partners, Atheleon plays an important role in ensuring the maximum utilization of offshore wind installations and the generation of renewable energy in Northern Europe. Together, “Wind Lift I” and “Thor” served 79 offshore wind turbines with a total electrical capacity of 438 megawatts in 2022.

INITIATIVES ASHORE

Switch to green energy

Harren Group has launched a project to power all of our offices with green energy. We are initially focusing on our Hamburg and Bremen locations. Starting with our largest offices means that we can make a significant impact from the outset.

“The Hamburg office switched to 100% green energy back in 2022.”

The Hamburg office switched to 100% green energy back in 2022. The building is connected to district heating. As such, it uses waste heat generated by local industries.

The energy supply tariffs for the Bremen office are currently under review, and the switch to green energy is planned for 2023. The newer part of the building is using geothermal energy for heat. We are currently evaluating more efficient solutions for the older, gas-heated section of the building.

Solar panels

We kicked off a project to install solar panels on the roof of our Bremen office. After verifying the feasibility of the project, we are now in negotiations with suppliers. We aim to complete the installation in 2023.

We are also investigating whether or not we could use the solar energy generated by these panels to charge electric vehicles. This would expand the impact of our solar panel project to allow for emission-free driving. This goes hand-in-hand with our efforts to increase the number of e-charging facilities for both company and private vehicles.

Company cars

Following the introduction of our first fully electric company car in 2021, we added six hybrid cars to our fleet in Bremen in 2022.

We replaced four vehicles in our Hamburg fleet with three hybrids and one electric car last year.

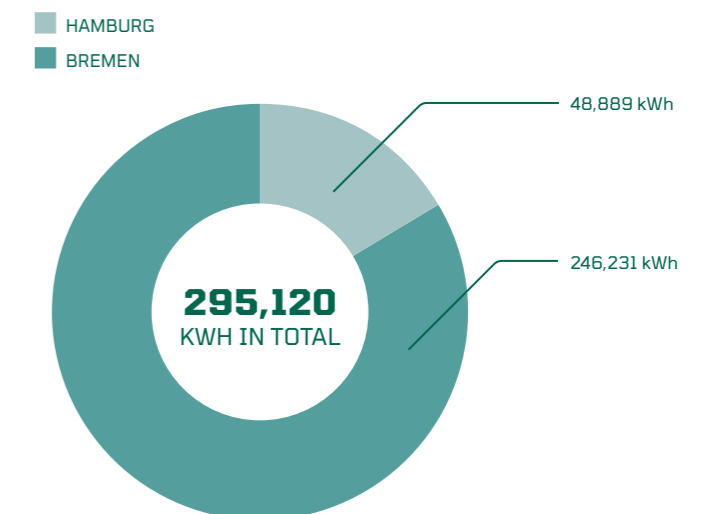
LEDs

Harren Group is in the process of replacing conventional light bulbs and neon lights for more energy-efficient lighting, such as LED. The Bremen office started this process in 2022 and was about half done by the end of the year. The rest of the lighting will be replaced in Q2 2023. This effort will reduce the amount of energy used per light up to 70%, depending on the type and sizes used.

This work is also underway in the Hamburg office, with completion scheduled in 2023 as well.

We plan to expand this initiative to all of our Group office locations around the world.

TOTAL ENERGY CONSUMED IN 2022



“Shipping is a people’s business – and our colleagues are our most valuable asset both ashore and at sea.”

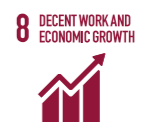


OUR STRATEGIC GOALS FOR SOCIAL

Shipping is a people’s business – and our colleagues are our most valuable asset both ashore and at sea. Our workplace is a fulfilling and inclusive place that fosters creativity and ideas. We are committed to long-lasting career opportunities and a high engagement of our workforce based on mutual respect and a culture of ongoing learning.

Our core values promote open and fair treatment of everyone in a safe work environment with a zero-incident approach.

WITH OUR SOCIAL WORK
WE ARE CONTRIBUTING TO:



8 DECENT WORK AND
ECONOMIC GROWTH



10 REDUCED
INEQUALITIES

KEY METRICS

91.68
OFFICER RETENTION RATE

1.34
LOSS TIME INJURY FREQUENCY*

2.54
TOTAL RECORDABLE CASES FREQUENCY*

0
FATALITIES*

*2022 figures reflecting key segments Tankers, Hevylift, Bulk and Container calculated according to BIMCO Shipping KPI Standard

DIVERSITY IN OUR GLOBAL TEAM



OFFICER'S SEMINARS

Like 2021, we conducted seminars in 2022 for our officers currently ashore. This time, we hosted three events in our key locations Bremen, Istanbul and Lima. The seminars lasted three to four days each. During the day, members of the Management Board and colleagues from different departments gave presentations and held workshops.

The first point on the agenda was a management update presented by our Managing Directors on site. Other topics included an introduction to sustainability in shipping and our related activities, our results and learnings from our safety culture campaign concerning safety on board. The teams also looked at case studies on recent incidents within the fleet and regulatory updates, e.g. IMO's EEXI and CII legislation, as well as the implementation of our fleet-wide performance monitoring system. In addition to the daytime seminars, participants including seafarers and shore-based staff took part in a series of social activities and team play to create stronger bonds.

We believe in the value of these events. They effectively encourage team spirit and cooperation between crews on board and colleagues ashore. They offer an excellent forum to discuss issues we need to tackle together. Finally, the collaboration between crews and our teams ashore helps us leverage the vast experience and expertise within our Group and convey our business values and culture.

"We believe in the value of these events. They effectively encourage team spirit and cooperation between crews on board and colleagues ashore."



“The implementation of a CMS is not only benefitting our seafarers, it also contributes to our company’s safety culture.”



TRAINING AND CREW DEVELOPMENT – COMPETENCY MANAGEMENT SYSTEM (CMS)

The idea and purpose of implementing a Competency Management System

The training department is responsible for training and crew development in all aspects that go beyond mandatory STCW requirements. We are currently working on defining, describing and implementing a new fully adapted CMS for all crew members independent of their rank, time in rank, experience or vessel type. Our tanker fleet has had a CMS in place since 2020, and we are now upgrading the other parts of the fleet as well. Our goal is to have a fleet-wide CMS for roll out ready by summer 2023.

“Our goal is to have a fleet-wide CMS for roll out ready by summer 2023.”

The CMS is designed to continuously improve the expertise and knowledge of every seafarer in our fleet, even those who do not intend to be promoted or have already reached the highest rank. It also engages the crews and provides a standardised system to help them cover any skill gaps.

We will use a centralised database to collect all relevant records and guide responsible shore departments on the competency status of all seafarers. This process is transparent and uniform, allowing seafarers to access the database to verify their status and support their individual career planning.

A properly implemented CMS ensures that our crews have the necessary skills to deal with extraordinary situations on board, leading to an increase in general safety. An effective CMS helps us cover the constantly increasing demands on crew qualification from our various clients.

Implementing a new CMS aligns perfectly with our commitment to environmental, social and governance goals. By continuously improving the expertise and knowledge of our seafarers, we are ensuring the safe and efficient operation of our fleet while supporting the career development of our employees. In addition to benefitting our seafarers, it also contributes to our company’s safety culture.

COVID UPDATE

Once again, the COVID-19 pandemic had a strong impact on the shipping business, especially concerning crew logistics and supply chains. At Harren Group, we tackled the pandemic with effective COVID management procedures and close collaboration between departments and with our customers. After all, it is our seafarers who are mostly exposed to ever-changing quarantine requirements and volatile travel arrangements. It is our priority to support those seafarers who are affected by the pandemic, whether on board or ashore.

“It is our priority to support those seafarers who are affected by the pandemic, whether on board or ashore.”

On the shore side, our personnel adapted very well to the new challenges posed by the pandemic. People got used to working from home and back-to-back with colleagues. Eventually, they appreciated the extra flexibility and time saved commuting. In addition to face masks and rapid tests, we offered our employees and their families vaccinations at our Bremen headquarters. These were provided by the Seamen’s Mission Bremen.

HEALTHY HEART

Thanks to our recent health campaign, our seafarers are now more aware of the critical importance of maintaining good health – especially when it comes to their hearts.

As a result, they have proactively taken steps to prevent heart disease. A total of 84% of the fleet has participated in this campaign, which made it a great success.

“A total of 84% of the fleet has participated in this campaign, which made it a great success.”

The management decided to implement annual health-related campaigns to ensure that our crews remain knowledgeable and committed to their health.

Additionally, we will prioritise training our cooks in healthy food preparation techniques to further support the well-being of our staff.

Vessels will be equipped with gyms and adequate workout equipment. Annual gym maintenance checks will keep them in good working condition.

Our Purchasing team will also meet to address the delivery time of vessel supplies and ensure that our crews receive the necessary resources in a timely manner.

Once again, we would like to express our gratitude to the crews who participated in this crucial initiative.

“Once again, we would like to express our gratitude to the crews who participated in this crucial initiative.”

OFFICE REFURBISHMENT

A lot has happened since the construction of our headquarters in Bremen in 2001. Harren Group's fleet has grown steadily along with the number of people coming to the office. A new construction in 2007 expanded the office to provide two floors, more modern workspaces and a canteen.

In 2022, we reached a point where it was time for a change. The COVID pandemic brought new working styles to our Group which saw people working from home and meetings held via video calls. We also wanted to improve workspace ergonomics, offer more space for meetings and quiet work, and create shared spaces where people can connect. We started a cooperation with external architectural consultants and conducted workshops together with representatives from each department to make sure everyone's needs and wishes are taken into consideration in our plans.

The aim is to create a modern office environment that utilises the available space efficiently and offers a pleasant, healthy place to work. The project is ongoing and is planned to be completed by the end of 2023.

"The aim is to create a modern office environment that utilises the available space efficiently and offers a pleasant, healthy place to work."

B2RUN AND DKMS



We have participated in the annual B2Run running event for corporate teams since 2014 to foster team spirit and healthy lifestyles. We had 16 participants from our Bremen office in 2022, and already have 25 registrations from Bremen and Hamburg for this year's run. After the 6.3 km run along the river Weser, participants gather to celebrate with food and drinks.

A partner of the annual running event, DKMS is an international charity dedicated to the fight against blood cancer and blood disorders. To support DKMS's important work and help raise awareness, we participate in the B2Run as charity runners. Our running team wears the red DKMS wristband as a symbol of support. Harren Group also makes a donation for every entered participant.

"A partner of the annual running event, DKMS is an international charity dedicated to the fight against blood cancer and blood disorders."



GLORY GLORY HARREN UNITED!



Our Harren United football team has been taking part in the Bremen Business Football League since 2011 and regularly competes in tournaments. From the company's point of view, good company sport is a win-win situation: on the one hand, it offers employees a healthy change from everyday office life, and on the other, it strengthens interpersonal relationships and creates a good working atmosphere.

CHRISTMAS WISH TREE



In 2021, we launched a charity initiative with "Petri & Eichen", a local social welfare home for young people between six and 18 years. In 2022, we organised another "Christmas Wish Tree" at our headquarters. Kids from the foster home were invited to hang their Christmas wishes on our Christmas tree in the foyer. Many colleagues participated, purchasing the toys, craft materials and stuffed animals the kids asked for. Together, we were able to fulfil 45 wishes and deliver them to the kids during the foster home's Christmas celebration.

WERDER BREMEN AT "HARREN STADIUM"



Twice already, the Harren Group has had the honour of hosting a very special event at its headquarters in Bremen: A Bundesliga match day of the chess department of Werder Bremen. The games of the national chess league normally take place in the Weser Stadium. But occasionally there are scheduling conflicts between the football and chess departments. The manager of Werder's chess department, Spartak Grigorian, happens to be the brother of our long-time employee Satenik Grigorian and had the idea of hosting the chess matches in our bistro. Since we have always had a very close relationship with Werder Bremen and naturally support our local sports clubs, we were very happy to make our premises available. As the players and spectators felt very comfortable at the Harren Group, we are confident to host further match days.

“We live our code of conduct and ensure that our governance principles are lived throughout our organization.”

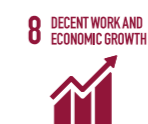


OUR STRATEGIC GOALS FOR GOVERNANCE

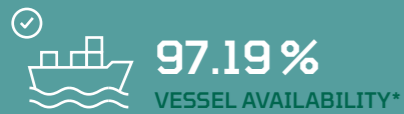
We take our Group Code of Conduct very seriously and ensure that our governance principles are lived throughout our organization. By 2024, 100% of our workforce will be trained in our Group Code of Conduct.

We expect strict governance compliance from our suppliers and business partners by making sure they act in line with our Group Code of Conduct.

OUR GOVERNANCE IS GUIDED BY:



KEY METRICS



*2022 figures reflecting key segments Tankers, Hevylift, Bulk and Container calculated according to BIMCO Shipping KPI Standard

UKRAINE SUPPORT

The Russian war against Ukraine casted a huge shadow in 2022. We are deeply concerned about the current situation and especially the devastating impact it has on the Ukrainian people – first and foremost on our Ukrainian colleagues, their families and their friends.

Our multinational crews include many Ukrainian and Russian seamen who work together – professionally and peacefully. We are grateful to have them as our colleagues and friends.

“Our multinational crews include many Ukrainian and Russian seamen who work together – professionally and peacefully. We are grateful to have them as our colleagues and friends.”

During this worrying time, it is of paramount importance for all of us to stand united as people – treating each other with understanding, respect and living solidarity with those who are deeply concerned about their loved ones. The in-house response and support that came after our plea for help for our Ukrainian seafarers and their families has been overwhelming. We are grateful for the help these family members received over the past year, whether in the form of accommodations, assistance communicating with authorities, going to doctors’ appointments and providing needed supplies.



2022 WOMEN IN SHIPPING CAMPAIGN

As an ethical and socially responsible company, we see the importance of celebrating women in our industry and promoting the recruitment, retention and sustained employment of women in the maritime sector. We initiated a campaign on our Group’s social media channels that featured eleven of the many talented and skilled women working at Harren Group. The campaign ran for over six months with extensive outreach – and enjoyed a very positive response.

Together, we can help to raise the profile of women in the maritime industry, strengthen IMO’s commitment to the United Nations Sustainable Development Goal 10 (Reduced Inequalities) and support work to address the current gender imbalance in this sector.

www.instagram.com/harrengroup

<https://de.linkedin.com/company/harren-group>

“Together, we can help to raise the profile of women in the maritime industry, strengthen IMO’s commitment to the United Nations Sustainable Development Goal 10 and support work to address the current gender imbalance in this sector.”



DEVELOPMENT OF GROUP MANAGEMENT MANUAL

The Group Management Manual (GMM) was developed to unify all branches and employees within the Harren Group under one roof. The GMM will convey our Code of Conduct and the shared values at Harren Group both internally and externally to clients and customers. We set up a dedicated working group within the Quality & Safety Department for this purpose.

“The GMM will convey our Code of Conduct and the shared values at Harren Group both internally and externally to clients and customers.”

Further discussions are needed to determine the best approach for communicating the GMM to the entire Group.

Our Quality & Safety and Marketing Departments are also collaborating on aligning the GMM with our Group branding.

Once finalised, the GMM will be published using the Document Management System (ShipManager) to make it easily accessible to all employees. Our digital training platform will provide any necessary guidance they might need.

Overall, the GMM will be an important tool for promoting consistency and clarity across all branches of the Harren Group.

By unifying the Group under a shared set of values and guidelines, the GMM will help to reinforce the company’s identity and ensure that all employees are working towards the same goals.

The project is planned to be completed by mid-2023.

WHISTLE BLOWER SYSTEM

At Harren Group, we believe in fostering a culture of transparency and accountability. We recognise the importance of whistleblowing as an essential tool to uncover wrongdoing and prevent harm to our employees, customers, suppliers and the environment.

We developed an internal whistle blower system that will be launched in 2023. This system will provide a secure, anonymous platform to report any concerns or findings of misconduct, unethical behaviour, or violations of our policies, including ESG. It will be accessible to our employees globally, both ashore and on board, as well as our suppliers and customers. The aim is to further promote a culture of speaking up while detecting items we can learn from and improve.

We understand that whistleblowers may face various risks and retaliation. This is why we are committed to complying with global whistle blower protection laws, including the European Whistleblower Protection Directive and the upcoming German Whistleblower Protection Act. Our system is designed to prevent whistleblowers from suffering any kind of reprisals. We have also put strict measures in place to protect whistleblower identities and keep them confidential.

At Harren Group, we are committed to promoting a culture of integrity and ethical conduct. We will be providing mandatory training sessions for our employees to ensure they understand the importance of whistleblowing and how to use the system effectively. We hope that our actions contribute to a safer and more sustainable future for all.

means making all colleagues fully aware of our sustainability agenda and the ways each individual can contribute.

To do this, we plan to start an online training campaign in 2023 similar to the ones we already provide for health and safety-related issues as well as cyber security.

IT AND CYBER SECURITY

Data security has never been more important. We continued screen-based IT security awareness trainings throughout 2022, which helped to keep our employees alerted and up to date on malware prevention, phishing methods and data protection in general. We will continue this process in 2023 as well. In 2023, we completed the implementation of the multi-factor authentication system as planned. We also initiated the migration of our email systems into the cloud, which was 80% complete by the end of 2022.

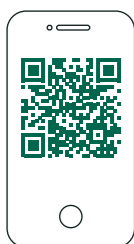
We will be conducting pen tests (penetration testing) in 2023 to challenge our cyber security system and verify its effectiveness. We will cooperate with outside professionals who will try to hack our infrastructure in order to identify weaknesses in our security systems. Like last year, many of our employees preferred to work from home. We invested more in our IT setups to allow everyone to switch to working from home at any time.

In 2023, we are working to improve the connectivity on board our vessels. We will be conducting a trial with the low latency broadband system Starlink by SpaceX on four of our ships. The system will dramatically increase the bandwidth on board, enable cloud services and improve remote support. It also provides a stable connection and necessary capacities for our crews to stay in touch with their friends and families. Overall, this will be an important step forward in digitalising our fleet.

ESG TRAINING

As we learned during our office round table sessions on sustainability, the level of engagement with the topic varies quite a lot among employees. Not everyone is up to speed with our current challenges and activities. We aim to get everyone involved in our journey towards a more sustainable future. This

“People at our heart, progress on our mind. From ship to shore, our unique group values inspire everything we do and guides us on our journey to build the next generation of maritime shipping and logistics.”



Learn more about our values
www.harren-group.com

KPI COLLECTION

The following KPIs refer to the reporting period 01.01.2022 – 31.12.2022 and reflect our key segments Tankers, Heavylift, Bulk and Container.

We are mapping our key metrics with the Sustainability Accounting Standard for Marine Transportation (SASB) and the Global Reporting Initiative (GRI) as far as applicable.

CATEGORY	KPI	2021	2022	SASB CODE	GRI CODE	METHODOLOGY
E Environment	Number of vessels	55	53	TR-MT-000.E	-	Vessels in management at end of year
	Total distance sailed in nm	3,144,007	2,516,942	TR-MT-000.B	-	
	Total CO ₂ emissions in metric tons	954,544	800,695	TR-MT-110a.1	305-1	Consumed fuel is multiplied per fuel type with the corresponding CO ₂ emission factors as defined in MEPC 245 (66) 2014
	Total NOx emissions in metric tons	18,470	17,759	TR-MT-120a.1	305-7	According to BIMCO Shipping KPI Standard
	Total SOx emissions in metric tons	1,725	2,023	TR-MT-120a.1	305-7	According to BIMCO Shipping KPI Standard
	Pollutions overboard	0.04	0.02	TR-MT-160a.3	-	Number of releases of substances as defined by MARPOL Annex 1-5 per vessel
	Contained spills	0.04	0.04	-	-	Number of contained spills of substances as defined by MARPOL Annex 1-5 per vessel
S Social	Number of employees ashore	470	465	-	2-7	
	Number of employees at sea	1987	2009	TR-MT-000.A	2-7	Total number of active profiles in seafarer pool
	Fatalities	0	0	-	403-9	According to BIMCO Shipping KPI Standard
	Loss Time Injury Frequency	1.29	1.34	-	403-9	
	Total Recordable Cases Frequency	2.77	2.54	-	403-9	
	Officer Retention Rate	89.30	91.68	-	-	
G Governance	Vessel availability	99.31	97.19	-	-	According to BIMCO Shipping KPI Standard
	Conditions of class	1.02	0.58	TR-MT-540a.2	-	
	Flawless PSC inspections	61%	59%	-	-	
	PSC deficiency ratio	1.04	1.16	-	-	
	PSC detentions	1.00	1.00	TR-MT-540a.3	-	

IMPRINT

Publisher

Harren Shipping Services GmbH & Co. KG

Hermann-Hollerith-Straße 10,
28355 Bremen, Germany

PLP: HPSM Verwaltungs GmbH

Commercial registry:
District Court Bremen, HRA 27346

Managing Directors: Dr. Martin Harren,
Heiko Felderhoff, Nils Aden, Sebastian Westphal

T +49 421 46 86-0
E esg@harren-group.com

Layout

concept one GmbH, Hamburg

Photos

Martin Haag – Hafencity Studios,
Jan Meier – Fotografie Jan Meier,
In-house photos
cover: Ivan Kurmyshov/stock.adobe.com
p. 10/11: Tartila/stock.adobe.com
p. 27: PRASERT/stock.adobe.com



An aerial photograph of the ocean with white-capped waves. A large, solid teal rectangle is overlaid on the left side of the image, extending from the top to the bottom. The text is centered within this teal area.

[HARREN-GROUP.COM](https://www.harren-group.com)
ESG@HARREN-GROUP.COM