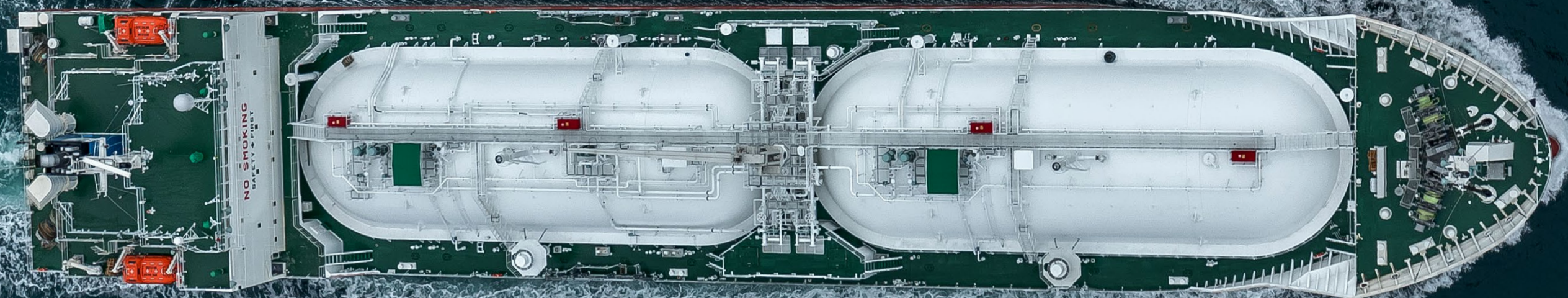


Sustainability report

2022

 BW
Epic Kosan
Delivered with CARE



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1.1 About BW Epic Kosan

BW Epic Kosan Ltd (‘BW Epic Kosan’) is the world leader in last-mile delivery of liquefied petroleum gas (‘LPG’), petrochemicals and other speciality gases.

Shipping is recognised as the most efficient form of commercial transport in terms of CO₂ emissions per tonne of cargo transported. Given the scale of the industry, shipping accounts for around 3% of total global CO₂ emissions.

BW Epic Kosan plays a vital role in supplying the world with LPG, an exceptional and essential energy, which is a clean-burning and versatile fuel. We specialise in safely and efficiently delivering it over the last mile to our customers around the globe.

BW Epic Kosan owns and operates the world’s largest fleet of gas carriers, managed at its headquarters in Singapore, with Copenhagen as a regional office and teams in Manila and Tokyo. We control a fleet of 67 vessels that serve the international supply chains of oil majors and commodity traders throughout Asia, Europe, Africa and the Americas. We have significant commercial and technical capability across pressurised, semi-refrigerated, refrigerated gas and petrochemical transportation. This enables us to perform 4,000 cargo operations annually and transport more than 5.5 million tonnes between 200 different ports globally – providing our customers with the best solution for

their transportation needs, furnished by our leading service and high operational standards. Our shares are listed and tradable on Euronext Growth Oslo under the symbol ‘BWEK’.

As a market-leading owner and operator of vessels engaged in the global delivery of cleaner energy, BW Epic Kosan recognises the need to enhance its environmental, social and governance performance. Our core values are to be Collaborative, Ambitious, Reliable and Enduring, in short, we ‘CARE’. Reflected in our ESG vision, we strive with CARE: to provide safe and sustainable seaborne transportation of gases in a lower-carbon world. We are focused on long-term economic performance, built on strong business ethics, and invest in our people through training and development to ensure good health, safety and security.

BW Epic Kosan aspires to achieve this by placing safety, inclusive growth, innovation, and environmental conservation at the core of its business. Furthermore, we recognise the need to build our business around key areas we believe will drive long-term positive impacts for the environment and our stakeholders.

1.2 About this report

Reporting scope

Here, we present BW Epic Kosan’s first stand-alone Sustainability Report (‘the Report’). It highlights our sustainability approach and governance, showcasing performance and progress in the context of activities relating to environment, social and governance (‘ESG’) considerations annually. Through the Report, we share our commitments to achieving our sustainability goals and hold ourselves to transparent reporting standards. The scope of this Report covers BW Epic Kosan’s business operations in Singapore, Copenhagen, Manila and Tokyo. The reporting period for ESG-related activities spans from 1 January 2022 to 31 December 2022 (‘FY 2022’).

Reporting standards

BW Epic Kosan has prepared the Report with reference to the Global Reporting Initiative (‘GRI’) Sustainability Reporting Standards. The GRI Standards were used due to their universal application and versatile usability. This allows us to communicate our sustainability performance and impacts to all stakeholders holistically. The GRI content index is contained on pages 34 to 35.

The Report makes references to the United Nations Sustainable Development Goals (‘UN SDGs’). Adopted by the UN General Assembly in 2015, the SDGs represent an ambitious global agenda to achieve a sustainable future by 2030. BW Epic Kosan aims to be an integral part of a sustainable energy future in which the products we transport play an important role. Therefore, we support the principles of the UN SDGs and understand the urgent need for a unified approach across borders and industries. In this regard, we have mapped our material topics to five UN SDGs deemed most relevant to our business, specifically UN SDGs 3, 7, 8, 13 and 16 (as shown in Table 2 in Section 2.2).

The Report has not been externally assured. BW Epic Kosan has made every effort to ensure that the information presented here is accurate and will consider external assurance in the future.

Feedback

At BW Epic Kosan, we believe continuous engagement with our stakeholders will help us and our subsidiaries (collectively, ‘the Group’) to enhance our sustainability policies, practices, performance and disclosures.

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1.3 Letter from our CEO

A fit-for-purpose sustainability strategy requires us to take ambitious, actionable steps to deliver on long-term outcomes for all our stakeholders.

Driven by our ingenuity to deliver, we are ever more committed to contributing to a more sustainable world. In this report, we focus on how we are managing sustainability, ashore and afloat, addressing any impacts arising from our business operations and communicating our sustainability efforts and progress.

Our active approach to sustainability is rooted in our company Vision, Mission, and Values, which inform our ESG Vision: ‘We strive with CARE, to provide safe and sustainable seaborne transportation of gases in a lower-carbon world. We are focused on long-term economic performance, built on strong business ethics, and invest in our people through training and development to ensure good health, safety, and security.’ The word ‘CARE’ is part of our Values, and stands for Collaborative, Ambitious, Reliable and Enduring.

We have a cross-company team focused on sustainability, representing those ashore and afloat. This team reports to me, and comprises our CFO, Commercial, Technical, and HR Directors, and seven key executives with different backgrounds and expertise. This ensures that our sustainability strategy delivers meaningful outcomes and sound progress against our annually reviewed targets.

Understanding and addressing our stakeholders’ concerns is vital as we work towards achieving our sustainability goals. To this end, we sharpened our sustainability strategy through a materiality assessment in FY 2022 and identified seven material

topics. This allowed us to focus our efforts on the most pertinent issues, ensuring that our sustainability strategy is aligned to our wider business goals.

Crew safety remains a top priority for us. To enable greater control over the quality of our ships and service reliability, we offer our customers our in-house fleet management that drives health, safety, quality, and environmental focus afloat. We are focused on zero harm, safety, and the successful delivery of improvements in working practices. In FY 2022, our lost time incident rate (LTIR) has improved to 0.23 days per million hours worked in the year, compared with 0.82 a year ago. This performance is underpinned by our investments in training and risk management, and the policies of our Safety Management System. Notwithstanding this, we will continually seek new ways to improve seafarers’ lives, enhance their mental and physical health, and raise the profile of their essential work. This will be important in the long-term challenge of attracting future talent to meaningful careers at sea.

The maritime industry is undergoing a transformative period to decarbonise. We are committed to achieving the IMO targets. In June 2021, the IMO adopted global EEXI (Energy Efficiency Existing Ship Index) and CII (Carbon Intensity Indicator) regulations to drive technical and operational measures, ensuring annual improvements in the carbon efficiency of existing ships over the course of this decade, with effect from 2023.



We strive with CARE, to provide safe and sustainable seaborne transportation of gases in a lower-carbon world. We are focused on long-term economic performance, built on strong business ethics, and invest in our people through training and development to ensure good health, safety, and security.



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1.3 Letter from our CEO (cont.)

The European Commission announced its intention to include shipping in the European Union Emissions Trading System, which from 2024 will help drive a more ambitious pace of decarbonisation. Our sustainability, efficiency, technical, commercial, and senior management teams are well attuned to these and longer-term decarbonisation challenges and are committed to reducing our emissions.

We have several measures in hand, including:

- Renewing our fleet with younger, larger and more efficient ships, which help to reduce our carbon intensity;
- Assessing and adopting innovative energy efficiency technical retrofits (such as silicone hull paints, fins, ducts and new propellor designs) as we have done for several years;
- Trading our ships efficiently for high laden-to-ballast utilisation;
- Seeking, assessing and implementing other energy efficiency operating measures, such as fuel-efficient weather routing, slow steaming and just-in-time arrivals; and
- Engaging in collaborative solutions with our customers, tonnage providers, ports, shipyards and other key stakeholders.

Our year-on-year carbon emissions have increased by 6.2%, with an AER of 24.43 gCO₂/DWT nautical miles, because of increased utilisation and fuel consumption in our larger fleet. This has been partially offset by the investments in emissions reduction, outlined earlier.

Holding ourselves to the highest ethical standards is both a business and moral imperative, and our stakeholders expect us to conduct our business responsibly. We are committed to strong corporate governance, economic performance, sound internal controls, transparency, business ethics and cybersecurity, with accountability to all stakeholders. That commitment starts with a strong Board. In February, we welcomed Ms Rita Granlund to the Board, and she has since taken over the role of chair of the Audit Committee.

Collaboration is also key to driving sustainable development, as we share knowledge and best practices that benefit the industry. We are convinced that the industry must strengthen collaboration and act now to work towards a more sustainable future. In this regard, we are represented in, and partners with, organisations and associations including Intertanko, the Maritime Anti-Corruption Network, the World LPG Association, Singapore Maritime Foundation and Singapore Shipping Association. We also work with other industry stakeholders including customers, classification societies, engine manufacturers, financing banks, insurers and shipyards.

Our vision for the future is ambitious. But we are confident that our people, values, assets, strategies and financial health are well positioned to help us provide safe and sustainable seaborne transportation of gases in a lower-carbon world.

As we continue to advance our sustainability journey, we would like to extend our appreciation and gratitude to all our stakeholders and employees for their continued support.



Charles Maltby
Chief Executive Officer

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1.4
Key ESG highlights



Emissions

ANNUAL EFFICIENCY RATIO ('AER')
24.43g CO₂/DWT
(2021: AER - 23.00g CO₂/DWT)

ENERGY EFFICIENCY OPERATIONAL INDICATOR ('EEOI')
93.18g CO₂/DWT
(2021: 82.24g CO₂/DWT)

CO₂ EMISSIONS
554,322 metric tonnes
(2021: 573,325 metric tonnes)

NO_x EMISSIONS
13,804 metric tonnes
(2021: 14,969 metric tonnes)



Ecological impacts and compliance

0
Achieved zero spills and accidental releases to the environment

100%
Compliance with International Convention for the Prevention of Pollution from Ships 'MARPOL'



Training and development

10.7hrs
Achieved an average of 10.7 training hours per employee
(2021: 9.8)



Safety

LOST TIME INCIDENT RATE ('LTIR')
0.23
(2021: 0.82)

TOTAL RECORDABLE CASE FREQUENCY ('TRCF')
0.47
(2021: 1.40)



Governance

0
Achieved zero confirmed cases of non-compliance with relevant national and international laws and regulations



Diversity and equality

27
Maintained a strong international team with 27 nationalities represented, demonstrating our commitment to include diverse backgrounds, experience and skill sets
(2021: 31)



Cybersecurity

0
No significant cases of cyber breaches

2.0

Sustainability approach and strategy



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2.1 Governance structure and strategy

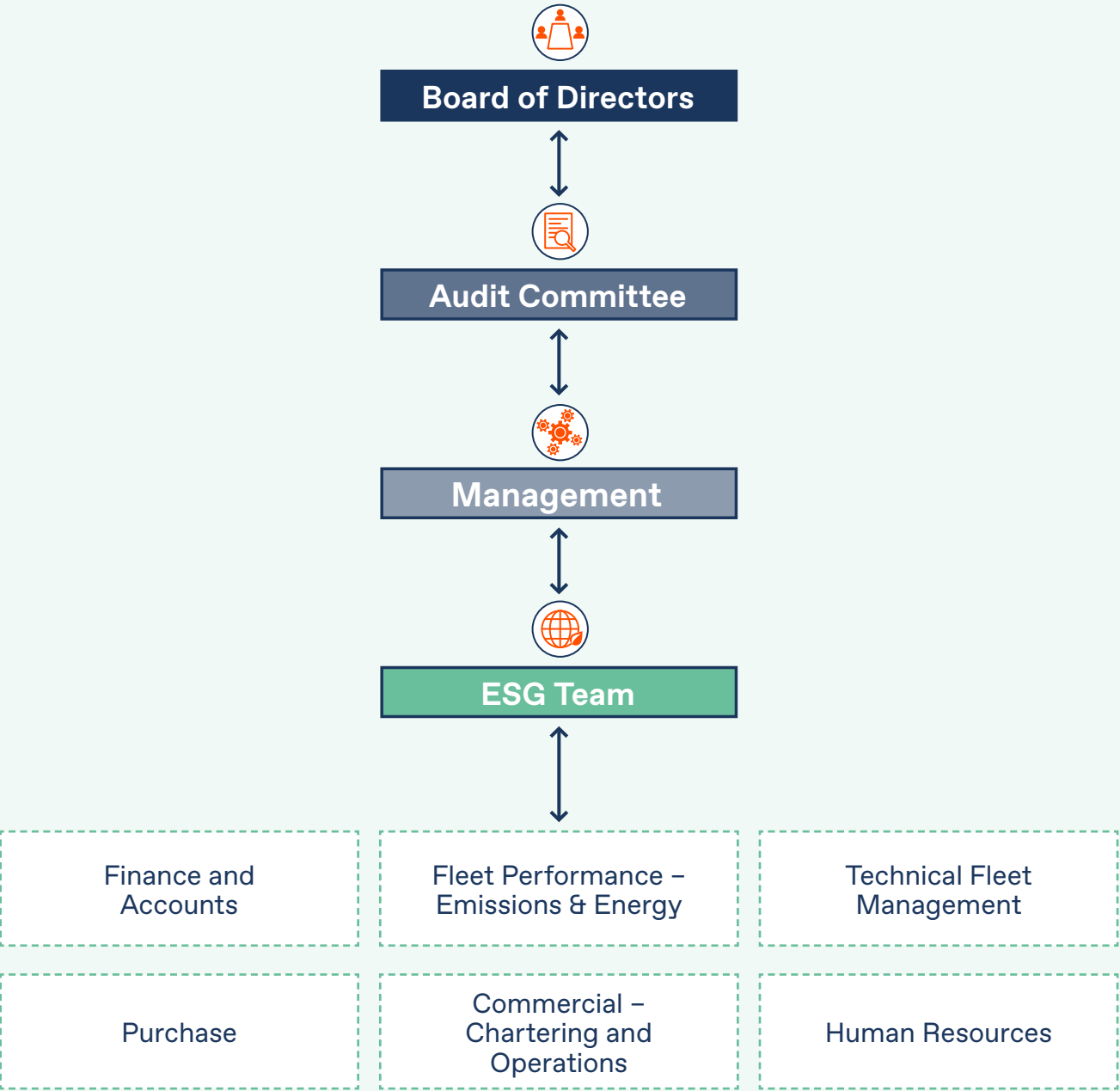
BW Epic Kosan’s sustainability strategy is driven by its strong governance structure, which oversees the execution of ESG initiatives in alignment with its business strategy (Figure 1).

The Board of Directors is responsible for the Company’s ESG efforts and has delegated the Audit Committee to oversee ESG management. The Audit Committee is bound by terms of reference that outline its responsibilities in dealing with BW Epic Kosan’s sustainability issues. This encompasses the monitoring and reviewing of the Company’s ESG strategy and performance and its exposure to ESG risks. The Management makes key decisions on the Company’s sustainability strategy and reports on ESG issues to the Board and Audit Committee on a regular basis. The Management is supported by a dedicated ESG team comprising representatives across different functions (Human Resources, Finance and Accounts, Fleet Performance – Emissions & Energy, Technical Fleet Management, Purchase, Commercial – Chartering and Operations) such that ESG is considered and embedded in all aspects of the business. The ESG team is responsible for developing, implementing, and coordinating sustainability-related programmes and initiatives¹.

Guided by our ESG vision and mission as a company, BW Epic Kosan’s sustainability strategy is anchored on three strategic pillars (environment, social and governance) and underpinned by the GRI Standards and UN SDGs, as shown in Figure 2.

¹ In FY 2022, the Audit Committee and our employees attended two ESG training sessions hosted by KPMG Services Pte Ltd. The Audit Committee was informed on key regulatory updates and market expectations on ESG. Our employees have attended a foundation training on ESG, including key concepts of sustainability in a business environment.

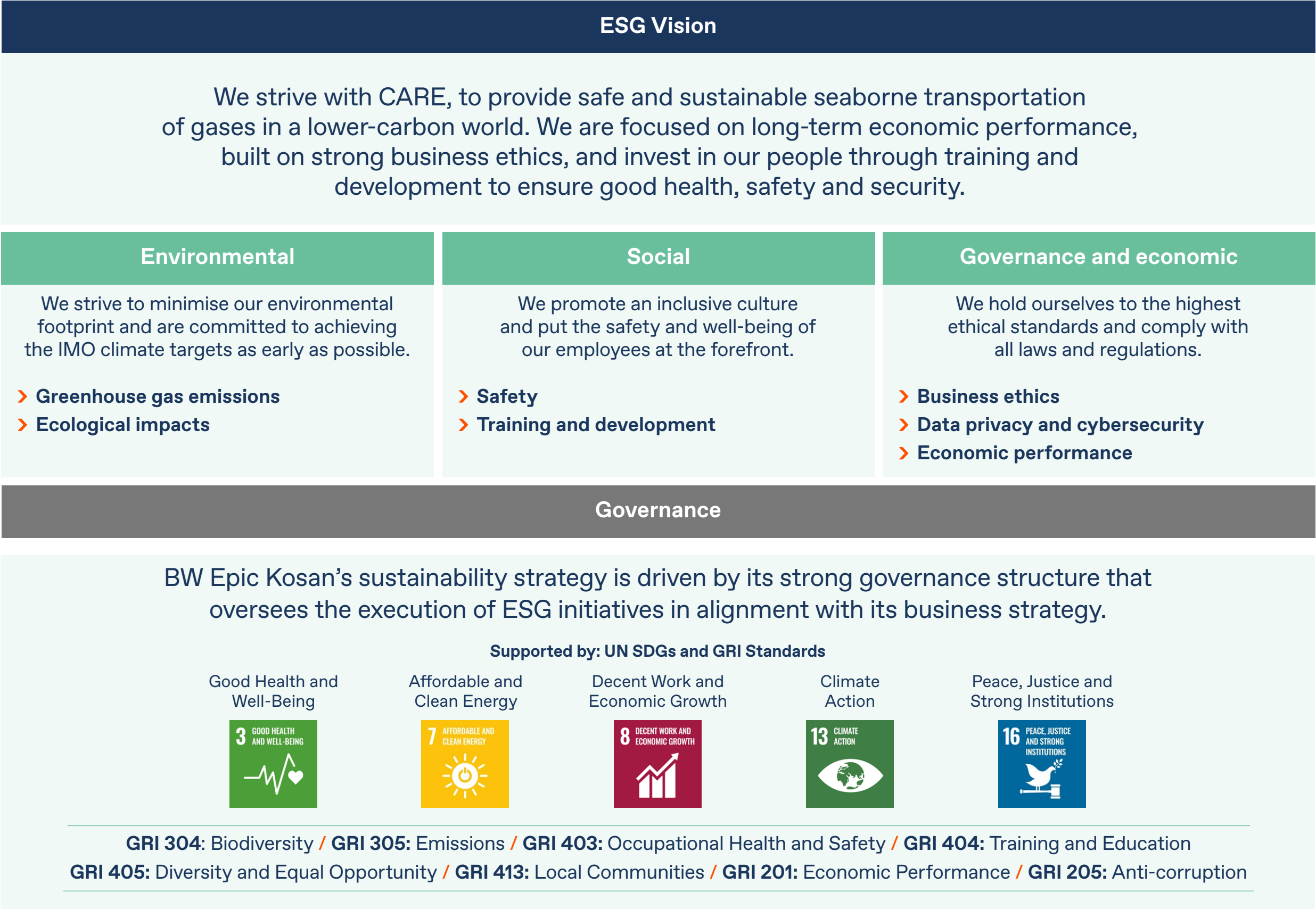
Figure 1: BW Epic Kosan’s sustainability governance structure



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2.1 Governance structure and strategy (cont.)

Figure 2: BW Epic Kosan’s sustainability framework



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2.2 Materiality assessment

In FY 2022, BW Epic Kosan held a materiality workshop to identify its material topics.

KPMG Services Pte Ltd was engaged to support the conducting of the workshop with the key members of the Management and ESG team.

Why it is important for us to identify our material topics

We consider the materiality assessment process to serve as a strategic business tool for us to:

- Ensure that the **management of sustainability issues** is well integrated into BW Epic Kosan’s overall business strategy.
- Identify key risks and opportunities in the industry that could significantly impact our ability to create value in the long term and **safeguard the interest of our stakeholders**.
- Address the most pertinent and pressing **concerns of our stakeholders**, while also considering the **specific needs of our business**.
- Develop our **long-term sustainability roadmap**.

Our approach to materiality assessment

We have undertaken the materiality assessment using a three-step approach.

First step

We have identified relevant ESG topics by considering their relevance and significance to BW Epic Kosan as well as potential risks and opportunities in the maritime industry.

Figure 3: Prioritisation of BW Epic Kosan’s ESG topics during the materiality workshop. The topics listed in Table 1 are represented by the numbered green circles on the materiality matrix.

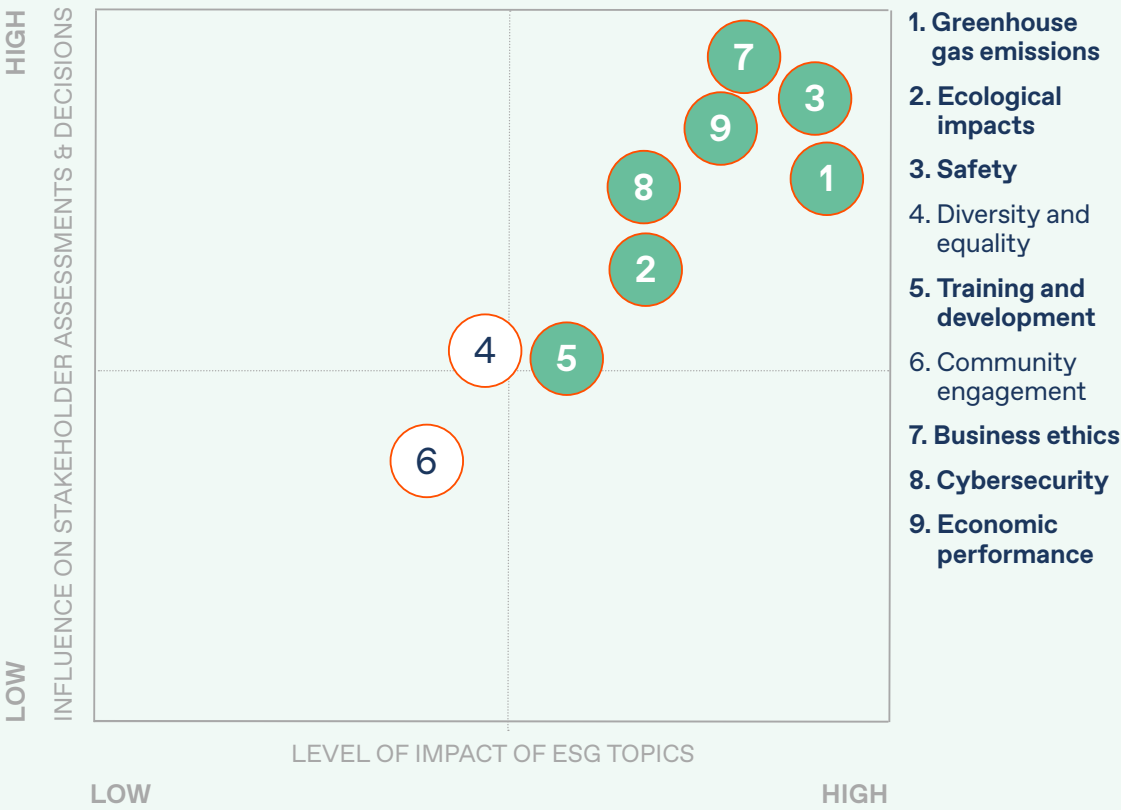


Table 1 BW Epic Kosan’s ESG material topics

Environmental
> Greenhouse gas emissions (Section 3.1)
> Ecological Impacts (Section 3.2)
Social
> Safety (Section 4.1)
> Training and development (Section 4.2)
Economic and governance
> Business ethics (Section 5.1)
> Cybersecurity (Section 5.2)
> Economic performance (Section 6.1)

Second step

This was followed by a process of prioritisation, in which we have considered the shortlisted ESG topics’ impact on the business as well as their ability to influence stakeholder assessments and decisions (Figure 3).

Third step

Finally, the Management has endorsed the ESG material topics. Out of the nine topics, BW Epic Kosan has identified seven ESG topics as material to our business (Table 1) and we have articulated how we are managing each of the topics in relevant sections of this report. The GRI Standards guided this complete process in connection with the materiality principle.

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2.2

Materiality assessment (cont.)

The UN SDGs represent an unprecedented opportunity to put the world on a sustainable path and we are increasingly integrating the underlying guidance into our decision-making and investment processes.

While we support all 17 SDGs, we believe that our actions will have the most significant impact on the following five SDGs. Table 2 shows how we have mapped our material topics to these five UN SDGs.



GOAL 3

Good health and well-being

We commit to improving the health and well-being of all our people by actively promoting and providing access, guidance and support to health-focused lifestyle changes and quality health care.



GOAL 7

Affordable and clean energy

We will join hands with stakeholders and relevant national and international bodies to help promote the use of LPG as a clean and affordable energy, while pursuing energy efficiency in our business operations.



GOAL 8

Decent work and economic growth

We are committed to promoting safe and secure working environments and providing productive employment to a diverse workforce with equal pay for work of equal value.



GOAL 13

Climate action

We aim to actively reduce our carbon footprint by integrating climate change measures and green initiatives into our strategies, policies, planning and operations, whilst raising awareness on the impact of climate change within our community.



GOAL 16

Peace, justice and strong institutions

We are committed to eradicating corruption and bribery from all our operations, and always providing transparent reporting and accounting in line with international and industry standards.

2.2 Materiality assessment (cont.)

Table 2: BW Epic Kosan's reported topics for FY 2022 aligned to GRI Topic Standards and UN SDGs

Topics reported for FY 2022	GRI Topic Standards	UN SDGs	What they mean
Greenhouse gas emissions	GRI 305 Emissions	 Affordable and Clean Energy  Climate Action	Activities from the maritime sector contribute to global greenhouse gas emissions. There is an urgent need to decarbonise, and we strive to meet IMO targets as soon as possible.
Ecological impacts	GRI 304 Biodiversity		Large oil spills and poor ballast water management can have substantial and long-term adverse effects on ecosystems. Hence, we implement measures to avoid, reduce or mitigate any direct impacts.
Safety	GRI 403 Occupational Health and Safety	 Good Health and Well-Being  Decent Work and Economic Growth	There are inherent safety and security hazards associated with maritime operations that must be properly handled to protect our crew and the fleet. As such, we continue to strive for zero harm.
Training and development	GRI 404 Training and Education		To remain relevant and up to date with changes in our industry, we must quickly adapt and grow our employees' skills and abilities to address new business challenges. Hence, we continue to prioritise and invest in employee development to ensure BW Epic Kosan's long-term development and success.
Business ethics	GRI 205 Anti-corruption	 Peace, Justice and Strong Institutions	We uphold the highest ethical standards and conduct our business in compliance with all applicable laws and regulations. Any non-compliance can result in severe financial penalties and reputation damage.
Cybersecurity	Non-GRI Topic	 Peace, Justice and Strong Institutions	Cybersecurity threats in the maritime shipping industry have a huge potential to affect the safety of the crew, vessels and cargo. Failure to handle cyber risks may result in negative impacts on our operations and cause financial consequences for BW Epic Kosan.
Economic performance	GRI 201 Economic Performance	 Decent Work and Economic Growth	A strong economic performance is key to building a resilient business. It is important to prioritise the distribution of sustainable economic value across our stakeholders.
Non-material Topic: Diversity and equality	GRI 405 Diversity and Equal Opportunity	 Decent Work and Economic Growth	Employees are the driving force behind the success of our business, and it is important to attract and retain the best talent who share our values and business objectives. This can be achieved by building and maintaining a diverse and inclusive workplace environment to enhance employee engagement.
Non-material Topic: Community engagement	GRI 413 Local Communities	 Decent Work and Economic Growth	As a socially responsible organisation, we are committed to delivering value for our stakeholders while creating sustained impacts in the communities we operate in.

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2.3 Stakeholder engagement

Stakeholder engagement is important for BW Epic Kosan.

We need to understand our stakeholders’ concerns, and engage with them to address their concerns and work towards achieving our sustainability goals. We have defined our stakeholders as persons, groups and organisations that are directly or indirectly impacted by our business activities. We have identified seven stakeholder categories: employees, customers, investors, business partners, suppliers, government and industry bodies, and local communities. Our stakeholder engagement methods and the key issues that they raised are detailed in Table 3.

Table 3: BW Epic Kosan’s stakeholders and stakeholder engagement methods

Stakeholders	Stakeholder engagement methods	Issues raised
Employees	<ul style="list-style-type: none">Quarterly BWEK all-hands town hallAnnual performance appraisals and midyear reviewsRegular manager and employee one-to-one meetingsEmployee engagement and bonding sessionsEmployee engagement surveys	<ul style="list-style-type: none">Business performanceEmployee-related issuesReward and recognitionQ&AEmployee performance goalsBWEK valuesTraining and development needsRegular interlock and communication on work-related issuesAreas of concern and create intervention
Customers	<ul style="list-style-type: none">Physical meetings or at conferencesOnline meetingsPhoneEmail and other electronic correspondencePresentations at meetings / conferences	<ul style="list-style-type: none">General market informationSpecific cargo quotesProject description and exchanges for transportation solutionsVoyage-specific discussions and issues on spot, contracts, and time charter vesselsFuture requirements for transportationRegulations and its implications on current and future transportationPerformance feedback and evaluation
Investors	<ul style="list-style-type: none">Quarterly Earnings Report (website) and interactive Earnings Call (CEO & CFO)Annual Report (website)One-to-one meetingsConferencesAnnual General Meeting	<ul style="list-style-type: none">Financial performanceRisks: interest rates, geopolitical marketMarket trends: shippingStrategy and road mapSustainability performance
Business partners	<ul style="list-style-type: none">Physical meetingsOne-to-one meetingsOnline meetings: Phone / Teams etc.Emails	<ul style="list-style-type: none">Monthly earningsStrategy / regulations / risksMarket intelligence and directionPerformanceInvestment possibilities
Suppliers	<ul style="list-style-type: none">Physical meetings: in / out-of office, conferences, trade fairsOnline meetings: Phone calls / Teams / Zoom etc.	<ul style="list-style-type: none">Compliance with our Supplier Code of Conduct policyFreight forwarder
Government and industry bodies	<ul style="list-style-type: none">Meetings or conferencesPresentations and guest lecturesSeminarsTrade fairs	<ul style="list-style-type: none">Statutory regulationsCrisis managementKnowledge partnershipsCreate new collaborative projects (NoGAPS, CO₂ transportation, NH₃ transportation and use as a fuel in green corridors)Crisis Management
Local communities	<ul style="list-style-type: none">Volunteer programmesSporting eventsGeneral community activities	<ul style="list-style-type: none">Environmental impactsHealth initiativesIncrease monetary contributions to local charities and non-profit groups

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2.4
Memberships and associations

BW Epic Kosan is a member of, or partners with, the following organisations and associations.

































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Environment

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3.1 Greenhouse gas emissions

BW Epic Kosan plays a key role as an industry leader in safely and efficiently delivering clean energy.

We support the transition to a more sustainable energy future, as evidenced by our continued effort to reduce emissions and improve efficiencies within our organisation. The International Maritime Organisation (‘IMO’) has announced an initial strategy to at least halve international shipping GHG emissions by 2050 while reducing carbon intensity (CO₂ emissions per tonne-mile) by at least 40% by 2030, and is pursuing efforts towards 70% by 2050, relative to a 2008 baseline. BW Epic Kosan is committed to achieving the IMO targets as early as possible. To meet the targets, BW Epic Kosan invests in technological innovations and improved hull designs that increase power optimisation and lower CO₂ emissions at sea and in port.

BW Epic Kosan has in place a group-wide Environment Policy that outlines our commitment to playing our part in lowering greenhouse gas emissions and improving the energy efficiency in our operations. This includes maintaining and operating our fleet to the highest possible standards, investing in technology to reduce our environmental footprint, and monitoring, evaluating and continually reviewing our environmental management performance to ensure efficient use of resources.

Our FY 2022 performance is highlighted in Table 4. From FY 2021 to FY 2022, the Annual Efficiency Ratio (AER) increased by 6.2%, mainly due to a 11.5% reduction in total distance sailed in FY 2022. In addition,

the Energy Efficiency Operational Indicator (EEOI) increased by 13.3% as a result of a 16.6% reduction in total laden distance sailed in FY 2022.

Looking ahead, BW Epic Kosan will continue to collaborate with industry partners to support industry decarbonisation efforts. As an example, we are shipping partners in the Nordic Green Ammonia Powered Ships (NoGAPS) project, where we provide an ammonia-carrying vessel which has its main engine running on ammonia as fuel. Concurrently, we are engaged in discussions with oil majors in relation to carbon capture, utilisation and sequestration technology.

Investments in technological innovations

Ultrasonic transducers

Two of our vessels will be equipped with ultrasonic transducers in Q2 2023 (pilot programme), to keep their propellers clean and reduce bunker fuel consumption. These transducers produce ultrasonic sound waves which create resonance vibrations in the propeller structure, keeping the surface protected from fouling larvae. Ultrasonic transducers will also be used to keep the sea chests clean. Annual bunker savings of approximately 1% are expected.

Weather routing and voyage prognoses

In addition to the retrofits mentioned thus far, weather routing and voyage optimisation are performed for all our vessels to optimise vessel efficiency. Third-party software is also used by operators and ship staff.

Carbon impellers

We fitted six of our vessels with carbon impellers for seawater pumps to reduce our overall emissions. Due to their lighter weight, these carbon impellers result in lower energy consumption from seawater pumps. Annual reduction in CO₂ emissions of approximately 25 metric tonnes per vessel is expected.

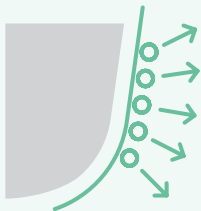
Remote auto-logging sensors

As part of our efforts to reduce emissions while ensuring crew and vessel safety, we have installed remote auto-logging sensors on 40 vessels to monitor vessel performance. The live data from the auto-logging sensors enhances performance monitoring, as it improves the data quality over what can be obtained from noon reports, for better evaluation of our vessels’ performance.

Improved hull designs

Silicone paints

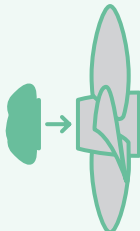
We use superior quality soft-fouling release silicone paints for the hull coating of all our vessels. As a result, our vessels experience reduced resistance at sea, reducing fuel consumption and greenhouse gas emissions by approximately 5 to 6%. Furthermore, silicone paints prevent marine organisms from growing on vessel surfaces due to their smooth surface properties – unlike the toxic chemicals from biocidal paints, which could have adverse impacts on marine life.



Advanced hull anti-fouling paint

Contracted loaded tip propellers and propeller boss cap fins

For two of our vessels, we will be installing contracted loaded tip propellers and propeller boss cap fins to improve the vessels’ efficiency by approximately 6 to 8%. The under pressure on the suction side caused by contracted loaded tip propellers is lower than an equivalent conventional propeller, while the overpressure on the downstream side is much higher. The propeller boss cap fins contribute to energy-loss recovery at the propeller hub vortex downstream of the propeller, and lower fuel consumption by approximately 3% at constant speed operation.



Propeller boss cap fins

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3.1
Greenhouse gas emissions (cont.)

Table 4: BW Epic Kosan’s environmental metrics for FY 2022 vs FY 2021

	Units of measurement	FY 2022	FY 2021	Percentage change (%) from FY 2022 vs FY 2021
Total deadweight tonnage	DWT 	406,843	487,653	-16.6
Distance sailed	Nautical miles 	3,144,974	3,554,199	-11.5
Total cargo carried	Metric tonnes 	5,506,266	5,643,760	-2.4
Transport work	Tonnes – nautical miles 	5,948,937,540	7,246,702,136	-17.9
Transport work	DWT – nautical miles 	22,691,355,684	24,927,148,576	-9.0
Total CO ₂ emissions	Metric tonnes  	554,322	573,325	-3.3
Total NO _x emissions	Metric tonnes  	13,804	14,969	-7.8
Total SO _x emissions	Metric tonnes  	1,192	1,316	-9.4
EEOI	gCO ₂ /tonnes – nautical miles   	93.18	82.24	13.3
AER	gCO ₂ /tonnes – nautical miles 	24.43	23.00	6.2

The AER for FY 2021 is 3.8% lower compared to the figure previously reported in our FY 2021 Annual Report. This is due to a calculation error made during the previous reporting period. Consequently, the CO2 emissions for FY 2021 are also 3.8% lower than previously reported.

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3.2 Ecological impacts

The activities in maritime transport can have adverse impacts on the marine environment through ballast water, accidental spills into water bodies, and underwater noise pollution.

BW Epic Kosan recognises the effects caused on the environment by sea transport and shore-based facilities. We comply with MARPOL and all prevailing national and international regulations. Our HSE and Compliance department is responsible for ensuring that all operations are in compliance with applicable international standards, laws and regulations. We also conduct training for seafarers to ensure appropriate crew response in the event of a breach to minimise any negative impacts on the environment.

Ballast water management

Ballast water exchange is the process of exchanging the water in the ballast tanks of a vessel with water from the receiving environment. We have strict guidelines to ensure the treatment and management of ballast water, and operate in compliance with prevailing national and international regulations on ballast water exchange. Compliance with these regulations is necessary to prevent the transfer of harmful aquatic species and associated diseases from one area to another. These regulations aim to protect the environment, ensuring that vessels follow best practices for managing ballast water to minimise the spread of aquatic pests and diseases. This helps protect marine ecosystems and preserve biodiversity.

Oil spills

BW Epic Kosan has a strict policy towards managing oil spills. In FY 2022, we reported zero oil spills into the water, similar to FY 2021. As part of MARPOL requirements, we maintain an Oil Record Book on every vessel and ensure that seafarers are properly trained to provide accurate entries.



Ship recycling

The recycling, end-of-life treatment and scrapping of vessels can also pose a risk to the environment. In the event that a vessel owned by BW Epic Kosan is required to be recycled, we adhere to the EU Ship Recycling Regulation, Basel Convention and Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships (Hong Kong Convention²). For the sale of vessels, we practise responsible recycling and comply with the Hong Kong Convention. We also obligate

potential buyers and their subsequent buyers to perform recycling operations at a facility that complies with the applicable conventions. In cases of violations, BW Epic Kosan reserves the right to take legal action against buyers who do not comply.

² More information on the Hong Kong Convention can be found at: <https://www.imo.org/en/OurWork/Environment/Pages/Ship-Recycling.aspx>

4.0

Social

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4.1 Safety

With a workforce of more than 2,000 people, our prime responsibility is to provide a safe operating environment.

BW Epic Kosan is committed to zero harm, aligned with the BW Group’s Zero Harm policy. We believe in zero harm to people, the environment, cargo and assets. To realise our vision, we commit to prioritising safety towards our employees, the environment, our assets and cargo – including the prevention of loss of life and human injury. To this end, we comply with all international standards, ensure effective implementation of our Integrated Management System (‘IMS’), and promote a safety-driven culture throughout the Group.

BW Epic Kosan has a designated Health and Safety Committee (Management committee), which meets at least monthly and monitors the implementation and effectiveness of our Integrated Management System (Table 5), ensuring that we comply with internal safety guidelines and all relevant laws and regulations. The Management committee comprises senior officers, a Safety, Health Environment and Quality (SHEQ) representative and all crew and officers including non-duty vessel staff. The monthly meeting is typically conducted during a manager’s

inspection. The meeting dates are planned such that all members of the committee are able to attend through rotation. While the specific meeting agendas may vary, all meetings include the discussion of the following items and their action plans:

- Suggestions from crew and officers to improve health and safety performance
- Identification of any new occupational hazards
- Non-conformances, failures and corrective and/or preventive actions planned, and status updates regarding the implementation of corrective and/or preventive actions planned previously
- Vessel security-related aspects at port and at sea
- Updates on the onboard safety training progress
- Condition of galley, food storage facility, vessel’s sanitation and health matters.

An additional Health and Safety Committee meeting is conducted after the occurrence of an accident or incident to analyse what went wrong, and discuss how to prevent its recurrence.



Our health and safety standards comply with these international standards:

- | | | |
|--|--|--|
| ➤ International Safety Management (‘ISM’) Code | ➤ Society of International Gas Tanker and Terminal Operators (‘SIGTTO’) | ➤ International Convention on Salvage (‘SALVAGE’) |
| ➤ International Convention for the Prevention of Pollution from Ships (‘MARPOL’) | ➤ International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (‘STCW’) | ➤ Convention on the International Regulations for Preventing Collisions at Sea (‘COLREGs’) |
| ➤ International Convention for the Safety of Life at Sea (‘SOLAS’) | ➤ International Convention on the Control of Harmful Anti-fouling Systems on Ships (‘AFS’) | ➤ Convention on Facilitation of International Maritime Traffic (‘FAL’) |
| ➤ International Convention on Maritime Search and Rescue (‘SAR’) | ➤ International Convention on Civil Liability for Bunker Oil Pollution Damage (‘BUNKER’) | ➤ International Convention on Load Lines (‘LL’) |
| ➤ Maritime Labour Convention (‘MLC’) | | |

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4.1 Safety (cont.)

Table 5: BW Epic Kosan’s Integrated Management System

Aspect	Description
Risk assessment	We adopt a systematic approach to determine the potential for harm and make informed decisions regarding risk management strategies. This may include actions such as avoiding the risk, accepting the risk or reducing the risk.
Risk reduction and job hazard reduction	We take measures such as improving processes, adding controls, and implementing training programmes. We reduce the risk of injury or harm to workers by identifying and eliminating or controlling hazards in the workplace. This can involve making changes to equipment, procedures, or the physical work environment, as well as providing personal protective equipment and training to workers.
Daily workplace meeting	We discuss any potential hazards associated with the work to be performed that day and provide workers with important safety information and updates. During the meeting, workers are encouraged to raise any concerns they have about the work they will be performing, and the supervisor can provide additional safety training and review safety procedures.
Occupational safety	We identify, evaluate, and control workplace hazards in order to provide a safe and healthy work environment for all on board and ashore. This includes measures such as providing personal protective equipment, implementing safe work practices and procedures, and conducting regular safety training and inspections.
Shipboard safety organisation	We establish policies, procedures, and assign responsibilities related to personnel. The shipboard safety organisation includes nominating designated safety officers (chief officer / second engineer), as well as other crew members with specific safety responsibilities.
Management of near misses	We ensure proper management and documentation of near misses. We analyse the cause and contributing factors, and implement corrective actions to prevent similar incidents from happening in the future. This includes changes to procedures, equipment, or training, as well as improvements to the overall safety management system.
Incident reporting and investigation	<p>For all incidents, we identify their root causes and use the findings of the investigation to develop recommendations for corrective actions to prevent similar incidents from recurring. Any safety breaches are treated with the utmost seriousness. To ensure we uphold the Group’s safety standards and prevent underreporting, we will thoroughly investigate each incident to understand the cause and implement mitigating measures. In the event of a breach or incident:</p> <ol style="list-style-type: none">1. The Senior Management and the Emergency Response Team will be first notified.2. Subsequently, investigations will be undertaken to determine the root cause and establish the severity of the loss.3. If we have identified a gap in our Integrated Management System, we will formulate an action plan to ensure that future incidence does not occur due to any gaps in our safety practices. <p>In addition, open communication channels for confidential reporting of irregularities and whistleblowing without fear of reprisal and retaliation are available for employees under the BW Epic Kosan’s Whistleblowing Policy.</p>
Damage control	Damage control procedures include measures to be adopted when evacuating the vessel, controlling the spread of fire, stopping leaks, and stabilising the vessel. They also typically involve coordinating with emergency response teams ashore or at sea and ensuring that the necessary resources are available to respond to emergencies.
Emergency management	We ensure the most timely and adequate response to emergencies of varied size and nature, to remove any threat of serious escalation of the situation.

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4.1 Safety (cont.)

In FY 2022, BW Epic Kosan recorded the following safety performance (Table 6). We will continue to monitor safety performance closely and remain committed to zero harm and driving a strong safety-driven culture within BW Epic Kosan.

We take care of our onshore employees’ physical and psychological wellness, recognising that they thrive in an environment that promotes their physical and psychological well-being. We do this through a variety of measures, including offering multiple health benefits. To complement these, in FY 2022 we engaged AIA to provide on-site basic health screening. Since FY 2022, AIA has also included a mental wellness component in our corporate insurance package for our Singapore office. To further enhance employee and organisational well-being, we engaged Singapore Anglican Community Services in FY 2022. They are providing counselling services for our employees in need and conducting programmes that include psycho-education training and awareness programmes.

Table 6: BW Epic Kosan’s safety metrics FY 2022 vs FY 2021

	FY 2022	FY 2021
Total recordable case frequency (TRCF) ³	0.47	1.40
Lost time incident rate (LTIR) ⁴	0.23	0.82
Number of serious injuries	2	6
Number of fatalities	0	2

³ Calculated using (number of lost time injuries + number of restricted work cases + number of medical treatment cases) x 1,000,000 / Exposure hours for all onboard

⁴ Calculated using number of lost time injuries x 1,000,000 / Exposure hours for all onboard

Promoting a safety-driven culture

BW Epic Kosan releases Focused Safety Campaigns (FSCs) every quarter, allowing the fleet to be sensitised towards safety-related issues. During the analysis of the second quarter of 2022, we identified engine room safety as a top priority. Subsequently, we carried out a detailed focused safety campaign on engine room safety from July 2022 to Sept 2022. Driven by the Marine and Security team, a total of 111 responses were received.

The campaign resulted in an overall assessment of safety awareness, compliance to procedures and safety culture of the vessels in our fleet. The fleet is attuned to safety requirements in the engine room. We have observed good practices, and that employees are aware of TAKE 5, toolbox talk and personal protective equipment requirements. TAKE 5 is an informal risk management process designed to assess a task prior to its commencement for the purpose of identifying and controlling hazards associated with the

specific task. All crew members are trained on TAKE 5 by our shore-based Learning and Development team prior to joining a vessel.

We also observed that the Stop Work Authority policy needed to be further strengthened across the junior officers and grades in the engine room. Stop Work Authority empowers every crew member to step in and stop any work, action or situation deemed to be unsafe or potentially lead to an accident. We now provide regular training on the Stop Work Authority policy to all employees, including managers and supervisors. The training includes raising awareness of the criteria for using Stop Work Authority and the process for reporting. To address the learnings of the campaign all managers visiting vessels carry out training with the onboard complement. The compliance auditors sailing on board encourage all employees to report potential safety or health hazards and ensure that they are aware of the process for reporting.

Our employees also play a critical role in driving a strong safety culture. In this regard, we require all seafarers to:

- Undergo pre-employment medical examinations as stipulated by the Maritime Labour Convention 2006 (Regulation 1.2).
- Attend other safety training, such as Basic and Advanced Training for Liquefied Gas Tanker Cargo Operations, Safe Mooring Course and Ship Safety Officer Course.
- Receive medical first aid and medical care training to ensure emergency response preparedness. This also extends to proficiency in survival craft, rescue boat, and advanced firefighting. Antipiracy training and Electronic Chart Display and Information System (‘ECDIS’) generic training are mandatory for our newly joined seafarers.

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4.2 Training and development

BW Epic Kosan aims to develop a future-ready workforce by enhancing employees’ competencies to adapt and respond to new business challenges in an ever-evolving world.

We are committed to addressing all employees’ training and professional development needs to help them progress and succeed in their careers.

As the maritime industry innovates and transits towards digitalisation and automation, employees need to upskill if they are to leverage and use new technologies effectively. BW Epic Kosan supports the development of seafarers’ competency and skills through providing training programmes – some of which include cybersecurity training, welding courses, training of trainers and assessors in onboard assessment, and vessel simulator and bridge teamwork.

We also continue to build upon onshore employees’ skills and capabilities to help them remain up to date

with the latest sectoral developments. For instance, we promote upskilling opportunities in areas such as cybersecurity, with an e-training course available on our Ocean Learning Platform for all employees. This helps them to understand the importance of cybersecurity, and teaches them how to identify potential threats and respond appropriately. It provides employees with the knowledge and skills needed to recognise, report and prevent security incidents. In addition, depending on their job functions and division needs, we devise specific training programmes to ensure that they continue developing new skills while meeting our business objectives. The Ocean Learning Platform can be accessed by all crew members onboard as well as ashore using their individual login credentials. The platform can be accessed on personal devices on android and IOS setup.

For career progression, we have established a robust and transparent performance appraisal system. We believe that this not only leads to better communication between supervisor and employee in terms of expectation, but also better employee performance. Annually, we conduct two performance appraisals where supervisors and employees jointly discuss performance, key performance indicators and development plans.

In FY 2022, we recorded an average of 10.7 hours per seafarer (2021: 9.8).

We are positive that as long as we continue to invest in and engage with our employees effectively, whether on land or at sea, we can future-proof our workforce and allow our employees to thrive at what they do while meeting our business needs.

Training for seafarers

BW Epic Kosan has embarked on a Cadet Bridging Programme, in collaboration with our training partner in the Philippines. This is a programme for aspiring seafarers with a bachelor’s degree in mechanical engineering who wish to pursue a bachelor’s degree in marine engineering and work as marine officers on ocean-going vessels. The programme aims to support them in bridging their competency gap, equipping them with the necessary skills for a successful seafaring career.

To make the programme financially accessible to as many aspiring seafarers as possible, it follows a ‘study now, pay later’ scheme, allowing students to receive education funding in exchange for repayment in instalments. To date, we have received 26 applicants for the Cadet Bridging Programme, which will commence in April 2023.

In addition, we provide a well-tailored welding course for seafarers. Maritime welders play an important role in the vessel-building and repair process. Due to the inherent risks involved in welding, it is essential for seafarers to undergo this training course so they can avoid the

basic hazards of the field. The course uses an augmented reality welding simulator to enhance the skills of engineers. Augmented reality technology provides several benefits for the participants. When compared with traditional methods, it helps reduce the time required to educate users on welding procedures and approaches. Furthermore, by providing users with instant feedback, it helps to swiftly fix errors, reinforce good techniques, and expedite skill advancement prior to actual live welding. This results in a shorter learning curve for our new welding operators.

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4.3 Diversity and equality

Diversity to us means celebrating differences in our skill sets and perspectives, which can help BW Epic Kosan gain a competitive advantage.

We invest in our people and view diversity as something extending beyond just gender, nationality and age. With 27 nationalities currently working in the company, we consider that providing equal opportunities is a must to remain an attractive employer.

We adhere to all prevailing laws and regulations. Our human resources policies in relation to recruitment, training and performance appraisal are regularly reviewed by the Management. We practise fair hiring based on merit, and do not discriminate based on race, gender, age, religion, sexual orientation, nationality, disability, political affiliation or any other non-work-related characteristic protected by law.

At the same time, we recognise industry challenges in relation to attracting female talent due to the nature of maritime trade. These include occupational cultural barriers, lack of awareness and knowledge about females at sea, and the slow development of effective policies and strategies aimed at recruiting and retaining female seafarers. To address these challenges, we have embarked on a five-year plan to increase the number of employed female seafarers. Notwithstanding this, we will continuously work towards strengthening our workplace culture to foster an environment where all employees are treated fairly and with respect.

Across BW Epic Kosan, we have a 37.5% to 62.5% ratio of female to male employees ashore, and a 5% to 95% ratio if we include all our seafarers. Approximately 15% of our employees are above 50, with the largest proportion of 55% aged 30 to 50 years. Our employee diversity profile across gender and age is highlighted in Table 7.

Table 7: BW Epic Kosan’s diversity metrics FY 2022 vs FY 2021

Total employees		Nationalities represented		Age (<30)		Age (30-50)	
2022	2021	2022	2021	2022	2021	2022	2021
2,034	2,101	27	31	30%	30%	55%	55%
Age (>50)		Senior Management gender split		Board gender split		Onshore gender split	
2022	2021	2022	2021	2022	2021	2022	2021
15%	15%	40%–60%	25%–75%	17%–83%	0% – 100%	37.5%–62.5%	40%–60%
		(% female-male)		(% female-male)		(% female-male)	

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4.3 Diversity and equality (cont.)

Onshore employees

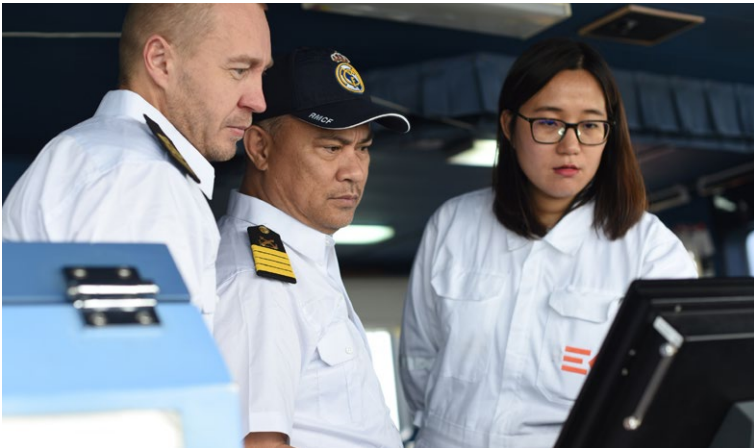
To address any form of discrimination and unfair treatment, we have in place a Grievance Policy for all employees to raise any complaints to the Management confidentially and without any fear of retaliation. Employees should first raise their concerns to their Supervisors, Section Heads and Heads of Department. Should their grievances not be resolved at that stage, an appeal is to be written and submitted to the Human Resources Manager for review, who will then consult the Chief Executive Officer for further action and advise accordingly –

including but not limited to workplace improvement suggestions and if necessary, disciplinary action. BW Epic Kosan treats every complaint seriously, and will deal with all complaints promptly, fairly and transparently.

Seafarers

For seafarers, our Fleet Regulations clearly state instructions on the conduct of vessel employees, and complaints procedures on board. Seafarers can resolve matters according to the detailed complaints procedures set out in the Fleet Regulations.

In addition, they may contact any Managers in the Technical Department, including the Head of Technical Department, if the complaints are not resolved on board to their satisfaction. All seafarers are covered by collective bargaining agreements with the Singapore Maritime Officers' Union ('SMOU'), Singapore Organisation of Seamen ('SOS') and PNO-IBF. For our Brazilian seafarers, our manning partner V-Ships Brazil has collective bargaining agreements with the Brazilian Union.



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4.4 Community engagement

Driven by our values to make a positive impact, BW Epic Kosan and our leadership team believe in uplifting our communities through a variety of means, including development programmes, community engagement and monetary donations.

In FY 2022, it has continued to be difficult to participate in physical events activities due to pandemic restrictions. Nonetheless, we still did our best to give back as a responsible corporate citizen where we could.

Delivering LPG to the disadvantaged

In a collaboration with BW LPG, ExxonMobil Asia Pacific and grassroots leaders, we have sponsored the energy needs of close to 2,000 households in selected districts in Singapore. This initiative comes from the belief that LPG is a clean and enabling source of energy that allows us to prepare healthier meals for ourselves and our families. And, with better health, we can face life’s challenges more positively, one meal at a time.



In December 2022, we held a charitable initiative, BWEK Christmas and New Year Donation Drive 2022 – Sharing is Caring, whereby we donated towards gifts for underprivileged preschool children. We will continue these initiatives in good spirit, and do our part in giving back to society over the coming years.



5.0

Governance

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5.1 Business ethics

BW Epic Kosan is committed to the highest standards of corporate governance. We promote transparency and accountability in our business.

We conduct our business activities responsibly and uphold the highest standards of ethics and integrity. This extends to our suppliers, contractors and business partners. We believe that strong governance is pivotal to long-term value creation.

To this end, BW Epic Kosan has policies and processes in place to ensure accountability to all stakeholders. We do not tolerate any unethical or illegal activities and we comply with all prevailing laws and regulations. BW Epic Kosan is also a member of the Maritime Anti-Corruption Network (‘MACN’) – a global business network that is working towards the vision of a maritime industry free of corruption, enabling fair trade for the benefit of society at large.

We do not tolerate any acts of bribery, corruption, anti-competitive behaviour or violations of human rights, including forced or child labour. We support the United Nations Universal Declaration of Human Rights and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work. Our Code of Conduct, applicable to all employees including those at subsidiaries and affiliates, obligates everyone to observe the highest standards of business and personal ethics in the conduct of duties and responsibilities. Onshore employees and seafarers alike are required to acknowledge and understand our Code of Conduct prior to the start of their employment, and attend relevant trainings. We also require our suppliers to follow our Supplier Code of Conduct, which stipulates our minimum standards in relation to human rights, health and safety, environment and business conduct.

Through our Whistleblowing Policy, onshore employees and seafarers can raise concerns and report suspected cases of malpractice and unethical or illegal activities in strictest confidence, without fear of retaliation. Such reports are made first to the immediate supervisors of the employees or the Human Resources department. The reports may also be made directly to the Chief Executive Officer. In cases where reporting to the Management is inappropriate, concerns are to be addressed to the

Chair of the Audit Committee, or Chair of the Board. The Audit Committee will review all whistleblowing reports lodged and ensure that investigations and follow-up actions are taken. Our Whistleblowing Policy is also applicable to our suppliers. In FY 2022, we received one substantiated incident reported through the whistleblowing channel. We have since taken appropriate action against the party.



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5.2 Cybersecurity

The maritime sector is increasingly going digital, and closely accompanying this is the increased infrastructure exposure to cyber vulnerabilities and threats.

Failure to address these threats can impact our operations, and may lead to financial implications for BW Epic Kosan. Furthermore, it may result in information or systems being damaged, lost or compromised, which would result in failures in operational, safety or security aspects of vessel operations, and a breach of customer data privacy.

BW Epic Kosan supports the resolution made by the Maritime Safety Committee (‘MSC’), recognising the urgent need to raise awareness of cyber risk threats and vulnerabilities to support safe and secure vessels, operationally resilient to cyber risks. The MSC affirms that an approved safety management system should consider cyber risk management in accordance with the objectives and functional requirements of the ISM Code.

To address cybersecurity issues, we have in place a Cybersecurity Policy to safeguard information assets from any threats, whether internal or external, intentional or unintentional. We also continuously strive for innovative and robust IT architecture solutions, with regular reviews and monitoring. Recognising that staff play an important part in building cybersecurity resilience, we require all employees to attend a cybersecurity and cyber wellness training session annually.

Onshore employees

To train onshore employees on information security, we use a third-party Learning Management System (‘LMS’) called Awarego. This is an online service in which all employees are enrolled. Several modules related to cybersecurity are made available in the portal and they are assigned to all employees by the IT department. The progress of each employee is monitored. Due to the constantly evolving nature of cyberspace, this training is not only provided annually, but also whenever a new topic of interest emerges.

In FY 2022, all onshore employees received training on an extensive list of topics including phishing, social engineering, password handling and data leaks, as well as work email handling.

Seafarers

All seafarers are required to complete cybersecurity modules delivered by the LMS system used in the fleet. These modules are readily available on our Ocean Learning Platform (‘OLP’).

The main objectives and scope of the training include:

- **Awareness:** Raising awareness among employees about the importance of cybersecurity and the potential consequences of security breaches.
- **Understanding of threats:** Providing employees with knowledge about the various types of cyber threats, such as phishing, malware and social engineering.
- **Safe practices:** Educating employees on safe practices for using technology, such as creating strong passwords and avoiding suspicious links.
- **Reporting procedures:** Teaching employees how to identify and report potential security incidents.
- **Responsibility:** Emphasising the role of each employee in protecting the organisation from cyber threats.
- **Continuous education:** Providing ongoing education and training to employees to keep them informed of new threats and best practices.
- **Personal protective measures:** Advising employees on how to protect their personal information and devices from cyber threats.
- **Incident response:** Training employees on how to respond to a security breach or cyber-attack, including the appropriate steps to take and the relevant reporting procedures.

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Economic performance

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6.1 Economic performance

In FY 2022, BW Epic Kosan recorded charter revenue of US\$360.8 million, up from US\$329.0 million in FY 2021. BW Epic Kosan’s net profit in FY 2022 increased to US\$21.4 million, up from US\$12.0 million in FY 2021. Table 8 highlights our key economic performance. BW Epic Kosan endeavours to keep delivering long-term value to all our stakeholders.

For more detailed information on our financial performance, please refer to the following sections of our FY 2022 Annual Report:

- Financial highlights on page 5
- Financial review on page 19
- Financial statements on pages 28–94.

Table 8: BW Epic Kosan’s Economic Performance FY 2022 vs FY 2021

Income Statement (US\$ M)	FY 2022	FY 2021
Charter revenue	360.8	329.0
Voyage expenses	(81.1)	(69.0)
TCE Income	279.7	260.0
Other Income / (expenses)	1.5	3.2
Brokerage commissions	(7.0)	(6.2)
Charter-in costs	(12.9)	(5.0)
Vessel operating expenses	(114.0)	(111.7)
General and administrative expenses	(29.1)	(27.6)
Operating profit / (loss) before depreciation, amortisation and impairment (EBITDA)	118.2	112.7
Depreciation and amortisation	(73.0)	(71.3)
Impairment loss, gain/(loss) on sale of vessels	(4.4)	(9.3)
Operating profit/(loss) (EBIT)	40.8	32.1
Interest and finance costs	(19.4)	(19.0)
Foreign exchange gain/(loss)	(0.3)	(0.1)
Finance expense - net	(19.7)	(19.1)
Profit and loss before income taxes	21.2	13.0
Income tax expense	0.2	(1.0)
Net profit/(loss) after tax	21.4	12.0
Other comprehensive income/(loss)	17.3	6.2
Total comprehensive income/(loss)	38.7	18.2

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7.1 GRI content index

BW Epic Kosan has reported the information cited in this GRI content index for the period from 1 January 2022 to 31 December 2022 with reference to the GRI Standards.

GRI Standard	Disclosure	Page reference	GRI Standard	Disclosure	Page reference
GRI 2: General Disclosures 2021	2-1	Organisational details	GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio
	2-2	Entities included in the organisation's sustainability reporting			Due to the nature of the industry we are in, and the composition of our total workforce, we may consider disclosing it in future years.
	2-3	Reporting period, frequency and contact point		2-22	Statement on sustainable development strategy
	2-4	Restatements of information			5-6
	2-5	External assurance		2-23	Policy commitments
	2-6	Activities, value chain and other business relationships		2-24	Embedding policy commitments
	2-7	Employees		2-25	Processes to remediate negative impacts
	2-8	Workers who are not employees			26
	2-9	Governance structure and composition		2-26	Mechanisms for seeking advice and raising concerns
	2-10	Nomination and selection of the highest governance body		2-27	Compliance with laws and regulations
	2-11	Chair of the highest governance body		2-28	Membership associations
	2-12	Role of the highest governance body in overseeing the management of impacts		2-29	Approach to stakeholder engagement
	2-13	Delegation of responsibility for managing impacts		2-30	Collective bargaining agreements
	2-14	Role of the highest governance body in sustainability reporting	GRI 3: Material Topics	3-1	Process to determine material topics
	2-15	Conflicts of interest		3-2	List of material topics
	2-16	Communication of critical concerns	Greenhouse gas emissions		
	2-17	Collective knowledge of the highest governance body	GRI 3: Material Topics	3-3	Management of material topics
	2-18	Evaluation of the performance of the highest governance body	GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions
	2-19	Remuneration policies		305-7	Nitrogen oxides (NOx), Sulphur oxides (SOx), and other significant air emissions
	2-20	Process to determine remuneration	Ecological impacts		
			GRI 3: Material Topics	3-3	Management of material topics
			GRI 304: Biodiversity	304-2	Significant impacts of activities, products and services on biodiversity

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GRI content index (cont.)

GRI Standard	Disclosure	Page reference
Safety		
GRI 3: Material Topics	3-3 Management of material topics	21-23
GRI 403: Occupational Health and Safety	403-9 Work-related injuries	23
Training and development		
GRI 3: Material Topics	3-3 Management of material topics	24
GRI 404: Training and Education	404-1 Average hours of training per year per employee	24
	404-2 Programmes for upgrading employee skills and transition assistance programmes	24
Diversity and equality		
GRI 3: Material Topics	3-3 Management of material topics	25-26
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	25-26
Community engagement		
GRI 3: Material Topics	3-3 Management of material topics	27
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programmes	27
Business ethics		
GRI 3: Material Topics	3-3 Management of material topics	29
GRI 205: Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	29
Cybersecurity (non-GRI Topic)		
GRI 3: Material Topics	3-3 Management of material topics	30
Economic performance		
GRI 3: Material Topics	3-3 Management of material topics	32
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	32



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