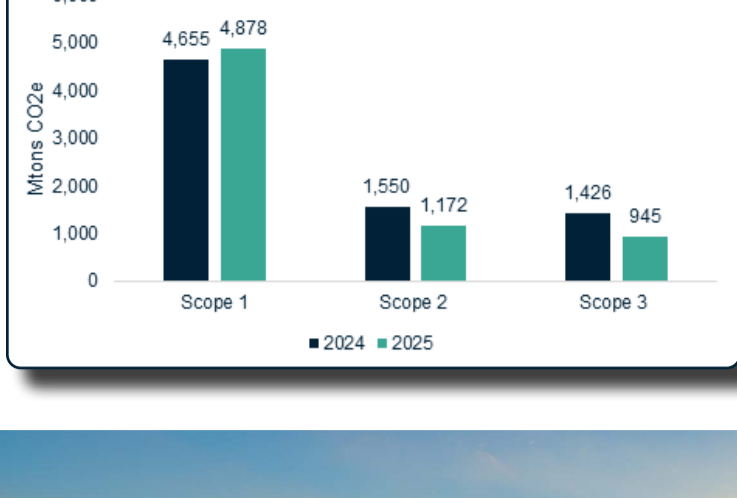


OUR ESG JOURNEY

Quarter 1, 2026 has been a period of meaningful progress for our ESG priorities. As expectations continue to rise, we have focused on translating our ambition set in 2025 into action, particularly in reducing emission, engaging our supply chain, and preparing to publish our Net Zero Road Map in quarter 2.



Scope 3 figures only include emissions generated by business travel.

Scope 1 (direct) – emissions generated from the companies owned or controlled sources

Scope 2 (indirect) – emissions generated from purchased energy (electricity and heat)

Scope 3 (indirect) – emissions generated in the value chain of the reporting company, including both upstream and downstream



PEOPLE

HSSE

Q1 StaySafe360 HSSE Campaign: Personal Safety Awareness

The Q4 StaySafe 360° campaign successfully shifted Stop Work Authority (SWA) from a theoretical compliance policy to a personal value. We have seen a tangible increase in proactive safety leadership from staff and vendors alike.

Following a 2025 baseline of 34 incidents, including three high-impact injuries (one LTI motorbike collision and two serious fractures from falls).

Q1 focused on the “Pause, Assess, Proceed” campaign. By targeting complacency, we have seen an immediate shift in front-line behaviour.

The Roadmap to Zero: We are moving beyond rules to personal habits. By anchoring the **Safety Pause** in routine tasks, we are actively reducing the high-risk triggers that led to last year’s ribs and limb fractures. Our goal is a 100% elimination of preventable high-risk injury incidents through individual accountability. Read More [Here](#)

THE SAFETY PAUSE:
PAUSE. ASSESS. PROCEED.

1. PAUSE

Before you start any task – whether it’s lifting a box or entering a site physically pause.

Take a breath. Disconnect from the rush.

2. ASSESS

a. Scan your 360-degree environment.
b. What has changed?
c. Is the path clear?
d. Do I have the right tools?
e. Am I fit to do this right now?

3. PROCEED

Only move when you have confirmed it is safe. If something feels wrong, you have the authority to stop.

STAYSAFE 360°

Scan Here!
Report HSSE Observations Online

Middle East Crisis: Resilience in Action

Amidst the ongoing Middle East crisis, our Business Continuity Planning (BCP) has been exemplary. This resilience is a direct result of collaborative HSSE input and proactive awareness from every employee in the region. We appreciate the frontline for their vigilance and recognize the unwavering commitment of our Senior Leadership, Regional and country leadership teams, whose support has ensured that our BCP remains agile, robust, and focused on people first. ISS stands more resilient than ever.

Q1 QHSSE Audits

Q1 was a fairly heavy audit period, and the results are exceptional. Across several regional audits, zero major non-conformances were identified. Auditors noted multiple “best practices” in our port operations and office governance. This is clear indicator of a continuously maturing safety culture where excellence is the standard, not the exception. We thank all teams for this cooperation and support.

HSSE Pulse Survey: Your Voice Matters

We need your honest feedback to keep improving our safety standards. Please take two minutes to complete the ongoing HSSE Pulse Survey. [Complete the HSSE Pulse Survey 2026](#)

Looking Ahead: Q2 Fatigue Awareness

As we enter Q2, our focus shifts to Fatigue Management. In a 24/7 maritime environment, exhaustion is a silent hazard. We will be spotlighting our fatigue management procedures and training to help you “Check Yourself” before the risk increases.

Stay Alert. Stay Safe. StaySafe360.

Our ESG strategy’s first pillar ‘People’ focus on how we support wellness across our network to enable a healthy work-life balance. A strong ESG approach goes beyond operations. It includes how we look after our people, manage workloads, and create environments where individuals can perform at their best without compromising their wellbeing. The stories below highlight practical actions taken across our teams to promote healthier ways of working, support mental and physical wellbeing, and build a more sustainable, people-focused culture.



FIRE SAFETY AND FIRST AID TRAINING – MOMBASA KENYA

Our team in Mombasa held refresher training on First Aid and Fire Safety. The sessions focused on prevention and precautions we should all observe both at work and in our homes to avoid fire incidents and what to do should one occur. Also covered was the statutory safety processes and procedures as per local authority compliance requirements.



DUBAI MARATHON – A POWER LESSON FOR LIFE AND CAREER

Staff in Dubai started the year by participating in the Dubai Marathon, this gave them a powerful reminder that applies far beyond the track – Success is not built on speed, but on consistency, resilience and discipline. A marathon isn’t won by starting fast. It’s won by showing up, staying focused, and moving forward even when it gets hard. This same principle defines growth in our careers and professional lives.



ENVIRONMENT

Independent Verification of 2024 GHG Emissions

Inchcape Shipping Services (ISS) has successfully completed an independent verification of its 2024 greenhouse gas (GHG) emissions, reinforcing its commitment to transparency and ESG excellence. The verification was conducted by American Bureau of Shipping (ABS), covering Scope 1, Scope 2, and key Scope 3 emission sources across global operations.

The assessment included emissions from owned and leased vehicles, office electricity consumption, and selected upstream Scope 3 activities such as chartered vehicles, crew travel, and accommodation. The review was carried out in line with the GHG Protocol guidelines.

ABS confirmed that no ISS’s reported emissions are accurate and reliable, with no material discrepancies identified. Minor differences observed were below 0.3%, well within the 5% acceptance tolerance threshold.

The next steps are to take on board the recommendations that ABS has made, implement processes to improve the data quality and apply to future years calculations.

ABS

Date: 24.02.2026
Ref: 564362
Company name: Inchcape Shipping Services / ISS GROUP HOLDINGS LIMITED
Company address: Inchcape Shipping Services, Ground Floor, Pegasus Square, Innovation Way, European, Grimsby, DN37 9TT, United Kingdom

Statement of Limited Level Assurance to the Greenhouse Gas Emissions quantity of Inchcape Shipping Services for the year 2024

American Bureau of Shipping (ABS) undertook an independent verification of the company’s Greenhouse Gas Emissions (GHG) quantification for the period from January 1 to December 31, 2024, that includes the direct emissions and indirect emissions from the following assets and activities in the countries where the company operates:

Scope 1 emissions - Owned vehicles and launch fleet
Scope 2 emissions - Office premises
Scope 3 emissions - Chartered vehicles, Taxi for vessels’ crew change, Launch service for crew change, Hotel stay for the crew. This database calculates emissions from 3 service categories which fall under the GHG Protocol Upstream Scope 3 Emissions Category 1. Purchased Goods & Services.

Emission quantification from the above-mentioned sources were verified by ABS in accordance with GHG Protocol Guidelines.

ABS has verified the data provided by the company as per representative sample documents as per the verification contract, representing different countries of operation, purchase of energy and services over the year, and the calculation for emission quantification. Based on the verification and findings, ABS’s opinion is that the estimated greenhouse gas emission quantity has no material discrepancy.

Following are the observations:

The materiality of discrepancy between the company’s calculated total emission quantity and the emission quantity calculated by ABS is furnished below, which is considered to be not significant.

Scope	Sources of emission	Reported value ton CO ₂ e from sources	Verified value ton CO ₂ e from sources	Total ton CO ₂ e (Discrepancy)	Materiality of discrepancy %	
Scope 1	Owned fleet	2509.38	2509.38	0	0.00%	
	Owned vehicles	2145.24	4654.42	4661.37	6.75	0.15%
Scope 2	Electricity office premises	355	155	155.42	0.42	0.27%
	Chartered vehicles	821.88	821.88	0	0.00%	
Scope 3	Taxi for crew change	12.89	12.89	0	0.00%	
	Hotel stay for the crew	2169.59	2169.59	0	0.00%	
	Launch service for crew change	2106	2106	0	0.00%	

Number of vehicles in global fleet: 354
% which are electric / hybrid: 5%

Best Practice Location
In the Netherlands, 55% of company vehicles are now electric or hybrid. The office is equipped with on-site charging infrastructure, and all staff have access to fuel cards that support charging.

Scope 1 Emissions

Sustainable Procurement: Transitioning Our Vehicle Fleet

ISS has strengthened its ESG efforts by introducing a [Sustainable Procurement Policy](#) for company vehicles, aiming for a low- and zero-emission fleet by 2030. The policy prioritizes electric and hybrid vehicles, limits conventional vehicles to exceptions, and focuses on reducing emissions, optimizing costs, and ensuring regulatory compliance.

Scope 2 Emissions

Our Dodwell team have taken practical steps to reduce its environmental footprint by installing solar panels to support daily operational energy demand. In the first month since installation statistics show

5080kWh of energy generated which fully met the sites energy demand and left a surplus of 110kWh.

Scope 2 Emissions

This complete grid independence resulted in a cost saving of \$1,071 with estimated annual savings of \$12,854

Scope 2 Emissions

Estimated annual CO₂ reduction 7.12 tons

Scope 3 Emissions - Strengthening Supply Chain Transparency with Achilles

The first quarter of our strategic partnership with Achilles has marked a positive start. Process flows and communication protocols have been established and approved, and vendors identified as high risk in the first and second phases have been formally engaged to obtain their agreement to participate in ESG screening.



OUR PROGRESS - ACHILLES SUBSCRIPTION

Total 45 Vendors + Sub Agent Invited

- 4 Completed and Published Achilles assessment report
- 7 Assessment by Achilles in progress
- 34 Are invited for Achilles assessment and subscription process

BENEFITS OF ACHILLES FOR OUR SUPPLY CHAIN VENDORS

- Enhance Safety and Risk Management of our supply chain**
- Supports sustainability and ESG goals**
- Strengthens Collaboration and Support**
- Ensure compliance as per Global Standards**

AROUND OUR NETWORK

As part of our ESG strategy, the second pillar ‘Environment’ reflects our commitment to protecting the natural world. We recognise our responsibility to both our people and the communities where we operate, and we strive to minimise our environmental impact, through circular economy activities. To the right is a recent initiative from India that demonstrate how our team is actively supporting this important pillar.

MEET THE FISH – THE GIANT TRASH EATER INITIATIVE

Our team in India installed a 10ft giant fish bottle collector in collaboration with Communitree (NGO). This initiative marked a meaningful step towards reducing plastic pollution and protecting marine life. Following the inauguration, our employees participated in a beach clean up drive, collecting plastic waste and “feeding” the giant fish.



BUSINESS CONDUCT

Compliance & Ethics | Q1 Update 2026

Hotline Cases – Q1

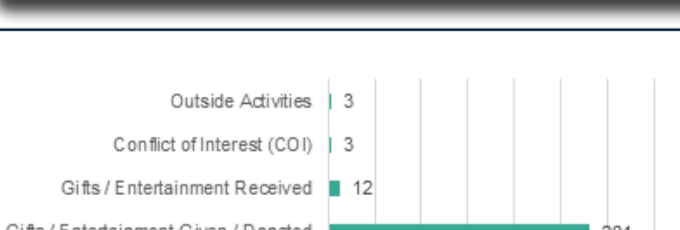
During Q1, Compliance continued to monitor and address concerns raised through the Compliance reporting tool EQS Integrity Line. A total of 14 hotline cases were reported during the quarter (January to April). The reported matters included both compliance and ethics related cases and are being handled in line with internal policies and procedures.

These numbers reflect more than attendance – they demonstrate strong leadership engagement, open dialogue, and a growing Speak Up culture across the organisation.



COI & Gifts / Entertainment Requests - Q1

During Quarter 1, requests related to Conflict of Interest (COI) and Gifts & Entertainment (G&E) continued to be managed through the EQS Integrity Hub | Approvals platform. A total of 299 requests were recorded during the quarter (January to April). Monthly volumes remained consistent across January (75), February (60), March (81), and April (83), reflecting steady use of the EQS for COI and G&E disclosures.



Our third pillar in our ESG strategy is ‘Business Conduct’. This reflects our commitment to acting with integrity, speaking up when something isn’t right, and leading by example across all levels of the organisation and the industry. Below are recent examples of employees actively championing compliance and setting the standard for responsible business practices.

COMPLIANCE AWARENESS TRAINING - PARADIP, ORISSA

Basic Compliance Awareness training was conducted in March at the Paradip Port Office to strengthen employee awareness of compliance expectations. The session covered ethical conduct, risk awareness, and adherence to internal procedures. The EQS compliance reporting tool and disclosure process were also introduced to clarify reporting and disclosure requirements.

COMPLIANCE AWARENESS TRAINING - SRI LANKA

Basic Compliance Awareness training was conducted in Sri Lanka in February to reinforce core compliance principles and included familiarization with the EQS compliance reporting platform and disclosure process. An interactive compliance quiz was also conducted to support understanding. In parallel, the Sri Lanka team initiated a government business strategy and is working closely with Compliance to support implementation by Q3.

