



PONANT

BLUE HORIZON



SUSTAINABLE DEVELOPMENT
REPORT | 2022

SUSTAINABLE FUTURE IS OUR DESTINATION.



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EDITORIAL



OUR DESTINATION IS A MORE SUSTAINABLE FUTURE.

One year after the publication of our first sustainability report, this second edition is an opportunity to measure how far we have progressed on this path. Despite the difficult conditions, we have managed to maintain the course of our commitments and I want to thank all our teams for their involvement.

With the pandemic having left its mark on two financial years, the gradual reopening of borders allowed us to reboot all of our activities. With the return of our sailing yacht Le Ponant in 2022, we operated 13 ships to a total of 450 cruises for the first time in history. To meet this challenge, the men and women at PONANT have mobilised as never before and have shown great flexibility supported by rigorous organization.

To manage this rapid growth, we rely on the skills and experience of teams who are the company's lifeblood. Today more than 3,500 seafarers and more than 600 shore-based employees ensure our guests experience emotions and moments they will never forget. The commitment of these employees and their sense of service is exemplary. In return, their integration into the company, loyalty, and skills development are at the forefront of our strategic priorities.

In 2022, the Ukraine conflict, geopolitical tensions, and climate change events reminded us again just how vulnerable our world is and how urgent it is to act now. This year we have made significant progress in our approach to improving energy efficiency with the deployment of new measurement tools and by taking concrete actions. We also published our decarbonisation trajectory to take us towards net zero by 2050. With this in mind, a zero-emission ship concept is being considered. We want to use this project to involve the whole fleet in our decarbonisation process.

Whatever obstacles lie ahead, we hereby reaffirm our goals to reduce our carbon footprint and air emissions, eliminate plastics and recover waste, protect biodiversity and support scientific research, strengthen our links with local communities, and support useful projects. Our ambition as always is to contribute to a more sustainable future by creating the conditions for responsible and meaningful tourism.

We are a crew - working together is our strength.

Hervé GASTINEL
Chief Executive Officer of the PONANT Group



WHO ARE WE?

A world leader in luxury expeditions and French cruise ship owner, PONANT was founded in 1988 by a dozen Merchant Navy officers keen to share their passion for the oceans. Since then, PONANT has established itself as the reference for a new style of luxury cruises with its concept of unique voyages at sea combined with exceptional itineraries and high-end hotel facilities and service aboard small ships.

PONANT cruises are an invitation to an awakening, to open your eyes to the world and give meaning to the voyage. PONANT takes guests as close as possible to the majestic nature and ancestral cultures far from the busy maritime routes. Aboard our ships, teams of experts including naturalist guides, expedition leaders, lecturers, and scientists share their passion and knowledge with guests.

Certifications



100%

of the fleet has the **Cleanship** label issued by Bureau Veritas in 2022



4,5/5

PONANT obtained **Green Marine Europe** certification in 2022 (label adapted from the North American Green Alliance program). With an average score of 4.4 out of 5 and level 5 (leadership and excellence) for six of the eight environmental indicators.



Ocean Approved label by the Fondation de la Mer obtained in 2022 for **commitments made to protect the oceans.**

Commitments and recognitions



Executive member of **IAATO**⁽¹⁾ and **AECO**⁽²⁾ which federates all those operating in this polar region to establish responsible tourism according to strict regulations.



Signatory in 2021 to the Global Tourism Plastic Initiative to ban single-use plastic.



Ranked 4th most environmentally friendly cruise company by the **NGO NABU** in 2022.



**LES PALMES DU
TOURISME DURABLE**

Prize for the 2020 **«Palmes du Tourisme Durable»** in the «travel» category

⁽¹⁾ International Association of Antarctica Tour Operators

⁽²⁾ Association of Arctic Expedition Cruise Operators

A history like no other



1988

From the beginning, PONANT's founders had a vision of innovative, responsible exploration under the French flag. In 1989, they opted for an unprecedented financing mechanism by launching a public offering to build their first ship.



1991

Committed to responsible tourism from the start, the company opted for sail power with the inauguration of the three-mast sailing yacht *Le Ponant* with 32 cabins.



2004

Work began to design "the ideal cruise ship", a yacht with 132 staterooms equipped with cutting-edge technology to minimise the environmental footprint and optimise wastewater treatment with waste heat recovery boilers. This led to the launch of four sisterships, starting in 2010: *Le Boréal*, *L'Austral*, *Le Soléal*, and *Le Lyrial*.



2015

True to its spirit of exploration, PONANT announced its order for the PONANT EXPLORER series, which included six yachts with 92 staterooms and suites, specially designed for expeditions. They all have catalytic converters which reduce polluting NOx emissions by four.



2018

The PONANT Foundation was established with a remit to protect the oceans and polar regions and encourage exchanges between indigenous peoples.



2019

Heavy fuel oil was replaced by Low Sulphur Marine Gas Oil across the fleet to reduce SOx air pollution. The following year saw a switch to on-board sorting and recovery of recyclable waste and local recycling channels ashore being established.



2021

Le Commandant Charcot was launched, the first high polar exploration ship, a hybrid-electric ship powered by Liquefied Natural Gas.



2022

The sailing yacht *Le Ponant* was renovated and drinking water treatment and bottling equipment was installed on all ships to eliminate single-use plastics.

To be continued

BUSINESS MODEL

Our Capitals



Financial capital

Stable family shareholder



Human capital

611 shore-based employees

3 851 seafarers



Constructed capital

13 French-flagged ships

including:

1 sailing yacht

32 guests

4 SISTERSHIPS

260 guests

6 EXPLORERS

180 guests

1 cruise ship

330 guests

1 polar exploration ship

240 guests



Natural capital

100% low sulphur fuel and LNG*

73% of freshwater produced on board in 2022

100% eco-label paper

*Liquefied Natural Gas



Social Capital

Ranked 4th **Nabu 2022**

Certification **Green Marine Ocean Approved**

Label **Clean Ship**

Signatory **IAATO⁽¹⁾ & AECO⁽²⁾**

(1) International Association of Antarctica Tour Operators (2) Association of Arctic Expedition Cruise Operators



Brand Capital

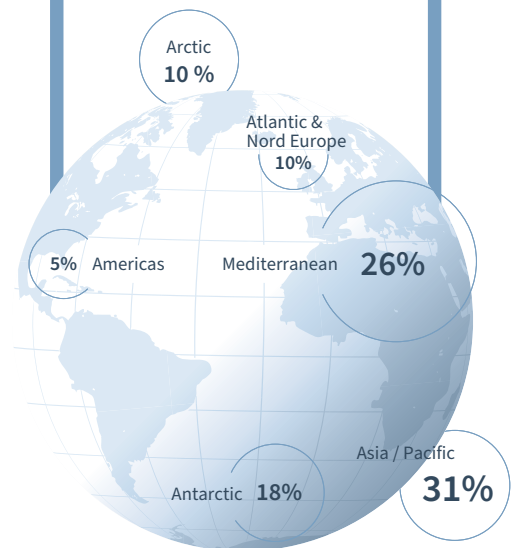
Luxury-Expedition
for sustainable tourism

50 000 guests

450 cruises in 2022

Geographic breakdown of cruise revenue

Impacted by exceptional border closures due to the pandemic.



Our activities



Management
of cruise ships



Cruise
design



Development
of tourism activities



Marketing
of travel offering



Organisation
of customer transport



Operation
of cruises

Impacts on stakeholders



Guests

3,69/4 guest satisfaction

Cultural enrichment
with lectures
and themes



Employees*

4,56 % Lost time work injury
frequency rate

7936 h of training

*shore-based



Societal

Support for 3 local initiatives
through PONANT Foundation

Economic benefits
for local people



Environment

47 t CO₂/cruise day

On average, over the entire fleet

100 % waste sorted on board

Wastewater treatment in
coastal and vulnerable areas

Biodiversity protection



Business Partners

63 % of cruise revenue
generated by travel agencies



2022 HIGHLIGHTS



Return to business

After two years of disruption due to the pandemic, 2022 saw a return to almost normal activity. The number of cruise days covered by the fleet was triple that of the figures in 2021. The teams at sea and ashore were reinforced and fully mobilised to raise the level of service and meet the demands of our *Explore to Inspire* vision. 2023 will be the year we see the whole fleet return to normal activities.

The fleet now has 13 ships

For the first time in its history, all 13 PONANT ships were sailing in 2022. Following the commissioning of the PONANT Explorers in recent years and the launch of *Le Commandant Charcot* in 2021, in 2022 the company welcomed back its historic sailing yacht, *Le Ponant* after a total renovation.

Le Ponant renovation, an eco-responsible choice

After 30 years and a million nautical miles, the company's first ship *Le Ponant* needed a major overhaul. Out of loyalty to our history and concern for sustainability, we made the choice to bring this emblematic three-mast yacht back to life. The renovation detailed in Chapter 1 was done to minimise the carbon footprint. Now with 16 staterooms, the sailing yacht is equipped with state-of-the-art environmental technology to limit her emissions. Thanks to her sails, the yacht offers an alternative way of cruising with reduced impact.

A hymn to **slow travel**

Allowing time to stand still, being free as air, and returning to the sources are the forces behind the slow travel philosophy which combines relaxation, discovery, and respect for the environment. Embarking on *Le Ponant* is to assist in the breathtaking spectacle of sailing with manoeuvres carried out by the crew, to go behind the scenes. Her reduced size means the yacht can moor in places not accessible to the larger ships; a wonderful opportunity to discover and enjoy protected nature and authentic local experiences.



NO

cluster* identifié
(* more than 5% of people on board are infected)

Diversity at the heart of our governance

The Executive Committee welcomed two new members in 2022: Ghislaine Mattlinger, appointed Chief Financial Officer, also responsible for Purchasing and Information Systems, and Véronique Hamdaoui-Guiot who heads up the new Talents and Culture Department. These two experienced professionals increase diversity in the management team which is now 25% female.

Better support to encourage the development and commitment of everyone

The Talents and Culture Department's mission is to reinforce how we manage our talented staff and promote our corporate culture. The *Explore to Inspire* development strategy has set ambitious goals. To achieve these goals, the commitment of our employees for the long-term is essential and we are committed to building a vision shared by all our employees, teams and managers.

Vigilance COVID

The start of 2022 was strongly impacted by the health crisis, and our ships were not allowed to go to certain regions in Asia throughout the year. The health protocol was adapted to the evolution of the pandemic in each country and is now on its 41st edition. Daily reports on the health of people on board each ship were issued, each being required to have a full vaccine regime and negative test to board. Where there is any doubt, tests are automatically carried out and in the event of proving positive, the person needs to be quarantined.

Russia / Ukraine conflict

Since the fighting started in February, our activities have been disrupted by the war in Ukraine. Operations were disrupted; some itineraries had to be altered and even cancelled departing from St. Petersburg to avoid the conflict zones and guarantee the safety of our guests and crew. Our cost structure was impacted by the sharp rise in fuel, diesel and especially LNG.

OUR SUSTAINABILITY STRATEGY

Involved governance

Within the Group, the main entities involved in CSR issues are on the Executive Committee, including Human Resources Department, Talents and Culture Department, CSR and Sustainability Department, Health, Safety and Environment Department, Compliance Department, and the PONANT Foundation.

EXECUTIVE COMMITTEE	<ul style="list-style-type: none"> • Defines the Group's strategy and objectives, in particular the sustainability goals. • Controls the achievements and directions of the CSR Department.
CSR AND SUSTAINABILITY DEPARTMENT	<ul style="list-style-type: none"> • Manages and coordinates priority orientations and supports all the entities and departments in the Group to progress. • Reports to the General Secretariat.
HSE (HEALTH SAFETY ENVIRONMENT) DEPARTMENT	<ul style="list-style-type: none"> • Rolls out all the standards and procedures to ensure the health and safety of guests and crew. • Ensures compliance with regulatory and internal environmental standards. • Supervises Environmental Officers of each ship. • Reports to the Operations Department.
COMPLIANCE DEPARTMENT	<ul style="list-style-type: none"> • Implements procedures required to ensure compliance with applicable legal and ethical standards.
HUMAN RESOURCES AND RELATIONS DEPARTMENT	<ul style="list-style-type: none"> • Guides and manages organizations, social policies, social dialogue, personnel administration. • Supports salary and benefits policies for our organizations ashore and at sea.
TALENTS AND CULTURE DEPARTMENT	<ul style="list-style-type: none"> • Attracts, integrates, and retains our employees, and develops their skills and performance. • Supports the development and promotion of our corporate culture and values.
PONANT FOUNDATION	<ul style="list-style-type: none"> • Protects the oceans and poles and encourages exchanges between peoples. • Has its own Board of Directors.

Our main extra-financial risks

Significant risks are selected and prioritised based on two factors: probability and potential impact. The risks are ranked in the table below in three categories for the Group's sustainability performance: moderate, high (+), and critical (++) . They were identified in partnership with the internal control team, with the assistance of all the Group's entities and external consultancy bodies, then approved by members of the Executive Committee.

CATEGORY	RISKS	PERFORMANCE INDICATORS	ACTION PLANS
Protecting nature and human health	Climate change (++)	CO ₂ emissions	P. 16
	Air pollution (++) , Biodiversity (+)	SO _x and NO _x emissions Discharge of waste water, ballast water, waste	P. 20
Improving well-being in the workplace	Health Safety aboard (++)	Work accident	P. 35
	Attract & retain talent (+)	Exit rate, number of training hours	P. 28
	Diversity and inclusion	Gender equality index Male-female % of female managers	P. 32
Getting involved to act better	Contribute to responsible tourism (+)	Customer satisfaction, NB PONANT Science projects	P. 38
	Relations with local peoples (++)	Number of projects with local populations	P. 38
	Partnerships with suppliers	Percentage of suppliers audited by Ecovadis	P. 41
Risk management	Cybersecurity (++)	Establishing a cybersecurity team	P.48
	Ethics and Compliance (+)	Compliance audits, Code of Ethics	P. 48

Blue horizon: our sustainability strategy

OUR AMBITION

To become a reference for sustainable development by putting people at the centre of our strategy to pave the way to more sustainable and meaningful tourism. We believe the horizon, the oceans we cross aboard our ships, and our planet's natural and cultural riches that we share with guests are precious gifts that must be preserved. We protect better what we know.

OUR ROADMAP

To focus on reducing our ecological footprint and rethink a positive impact business model. Based on the significant risks identified, to reinforce our skills, capitalise on our strengths and define new commitments with big ambitions to go even further. In this context, our sustainability approach is based on three key areas:

1 Protect nature and human health



- **Climate change:**
Limit climate change: objective -15% CO₂ by 2026 vs. 2018
- **Biodiversity and health**
 - Treat our discharges into the water and air.
 - Reduce and recover our waste.
 - Launch of "Zero single-use plastic" policy.
 - Limit our footprint during shore visits.



2 Improve wellbeing in the workplace



- **Retain talent:**
 - Deploy a fair and equitable remuneration policy.
 - Support management of careers and mobilise management.
- **Shared and inclusive vision**
 - Promote an inclusion program (parenthood, disability, and PONANT women).
- **Wellbeing, health, and safety**
 - Measure and improve team engagement.
 - Improve working conditions and maintain a work-life balance.



3 Getting involved to act better



- **Raise guest awareness** of the environment: expert speakers, citizen science programs.
- **Strengthen ties with local communities:** co-construction and organising activities for guests.
- **Support scientific research:** equip *Le Commandant Charcot* with laboratories available to teams of scientists focused on protecting marine ecosystems.
- **Support from the PONANT Foundation** for local initiatives that help protect the oceans.



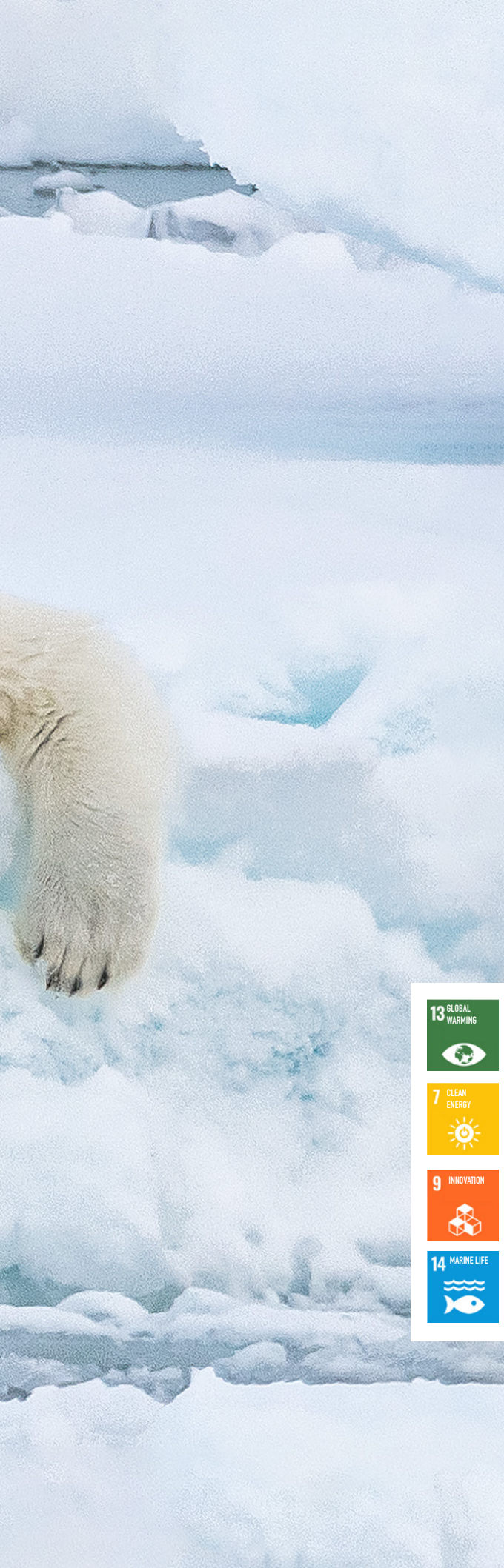
Parallel to this strategy, we continue to raise our cybersecurity level and improve the way we handle business ethics (anti-corruption, partnerships with our suppliers).

By structuring our actions in these areas, we aim to respond to the global challenges set out in the **17 United Nations Sustainable Development Goals** (SDGs) adopted in 2015.

1

Protecting
nature
and human
health





The ocean is the largest ecosystem on the planet and is essential for life on Earth. It covers nearly 70% of the globe's surface, supplies more than 50% of the oxygen we breathe, and absorbs over 30% of CO₂ emissions. It also contributes to regulating the climate, recycling marine minerals, and protecting other ecosystems. To help protect this vital resource, we have invested in a modern fleet with the aim of achieving the highest levels of environmental performance and health and safety on board.

The principal emissions generated by ships' fuel combustion are carbon dioxide (CO₂), sulphur oxides (SO_x), and nitrogen oxides (NO_x) which have a well-documented impact on climate change, ocean acidification, and the air. At high concentrations, these SO_x and NO_x gases could harm the health of local populations. The release of polluted waters can alter marine biodiversity.



- CO₂ emission reduction targets
- *Le Ponant* sail propulsion
 - *Le Commandant Charcot* hybrid electric powered by LNG
 - 100% low sulphur fuel
 - Shore power connections for ships when in port
 - 85% of fleet equipped with Selective Catalytic Reduction systems (SCR)
- Ships equipped with Waste Heat Recovery Systems
 - LED lighting on ships
 - Desalination of seawater and wastewater recycling systems
- 100% of ships have the Cleanship and Ocean Approved labels
 - Wastewater treated
 - Elimination of single-use plastics ongoing
 - Recycling and recovery of waste on board
 - Reduction of undersea noise pollution
 - Environmental impact studies



Climate Change: reducing our CO₂ emissions

We have invested more than €1 billion in building our fleet. Our fleet of 13 small ships (maximum 160 staterooms) is the newest in the industry. Their engines are powered by electricity produced by generators, which improves energy efficiency and limits CO₂ emissions. A budget of €40 million has been allocated to an environmental upgrade for the fleet.

Concrete actions taken

We continue striving to reduce our CO₂ emissions with the following initiatives (see Decarbonisation Trajectory p18):

- **Fuel consumption is taken into account** at the start when designing cruises, with new itineraries that take into consideration distances travelled and navigation speeds.
- **Navigation speeds reduced:** 10 knots on average over 24hr period in 2022.
- **All ships will be equipped** with shore power connections when docking in port by 2030.
- **Additional means of propulsion:** the sails are used on *Le Ponant* 50% of the time and Liquefied Natural Gas on *Le Commandant Charcot*.
- **Deployment of LED lighting** throughout the fleet (to date 30%).

OPTIMISING FUEL CONSUMPTION FROM THE START WHEN DESIGNING CRUISES

In 2023, PONANT plans to equip all ships with new software to minimise fuel consumption for each individual cruise. From the cruise concept phase, the sea route will be decided by anticipating all safety aspects: hydrography, currents, shipping traffic, ice statistics, and Marine Protected Areas. The goal is to optimise vessel speed, avoid the risk of delays, and avoid sources of unforeseen acceleration and increased fuel consumption.

At sea, onboard computers will alert the crew if the ship's speed or the distance from the planned route are exceeded. Ashore, support teams of experienced sailors and expedition leaders will validate the feasibility of the itineraries and excursions and ensure the quality of the customer experience offered.

- **Energy audits and electricity monitoring** conducted on our ships: optimisation of hydrodynamics, air conditioning, and engine rooms.

We are also working on continuous optimisation of the following parameters: adjusting routes to weather conditions, coordination with ports, engine power usage, vessel weight distribution & ballast, propeller inflow, autopilot and helm, hull maintenance, heat recovery, and lighting management.



CO₂ Emissions (scope 1)

2026 OBJECTIVE: **42T CO₂/ cruise day, per ship**

2021 : 43 t CO₂ | 2022 : 47 t CO₂

2022 was a year of progressive recovery. The increase in emissions is explained by a degraded functioning, significant difficulties in LNG supply and the absence of the sailing boat *Le Ponant*, under construction, for 50% of the year.

Le Ponant A legendary yacht



LE PONANT RENOVATION

As the sailing yacht which launched the company, Le Ponant reflects our commitment to more responsible tourism. After 30 years of navigation and a million nautical miles, we chose to totally renovate the vessel. She is now equipped with cutting-edge technological innovations to reduce her environmental footprint. Everything has been carefully thought through to protect the environment including shore power connectivity where available in ports, using the sails, an innovative SCR filter system to eliminate fine particles and reduce nitrogen oxide emissions by 80%, using ultra-low sulphur fuel, sorting waste, a total ban on single-use plastic and the latest generation wastewater treatment. This yacht emits an average 6t of CO₂ per cruise day (around 40% less than before the renovation) and remains the lowest CO₂ emitter in our fleet.

Wind propulsion offers a different experience rooted in the “slow tourism” concept. The vessel’s performance (speed and fuel consumption) is measured and monitored to establish benchmarks for future ships.



-7%

CO₂ emissions reduced by 7% per cruise day compared to 2018 and +2% compared to 2021.



90%

of R&D budget is spent on the ships' technical and environmental performance.

Ship Energy Efficiency Management Plan (SEEMP)

The Ship Energy Efficiency Management Plan (SEEMP) is an operational mechanism developed by the IMO (International Maritime Organization) to improve the energy efficiency of a ship and incentivise the installation of ecological, and cost-effective high-performance technologies on all ships. The SEEMP comprises four aspects: planning, implementation, monitoring, self-assessment, and improvement.

The SEEMPs for PONANT ships include two major aspects: consumption linked to navigation (speed, compliance with schedules, time spent in ports of call) and that linked to hotel and services (lighting, galleys, heating, etc.) at sea and in port. Reducing CO₂ emissions requires close coordination with all external partners to respect cruise plans and avoid unforeseen over-consumption. SEEMPs are managed by the Fleet and Technical Departments who analyse the ships' reports after every cruise, compare operational energy efficiency indicators with the forecasts, and initiate corrective actions.

NET ZERO 2050 COMMITMENTS

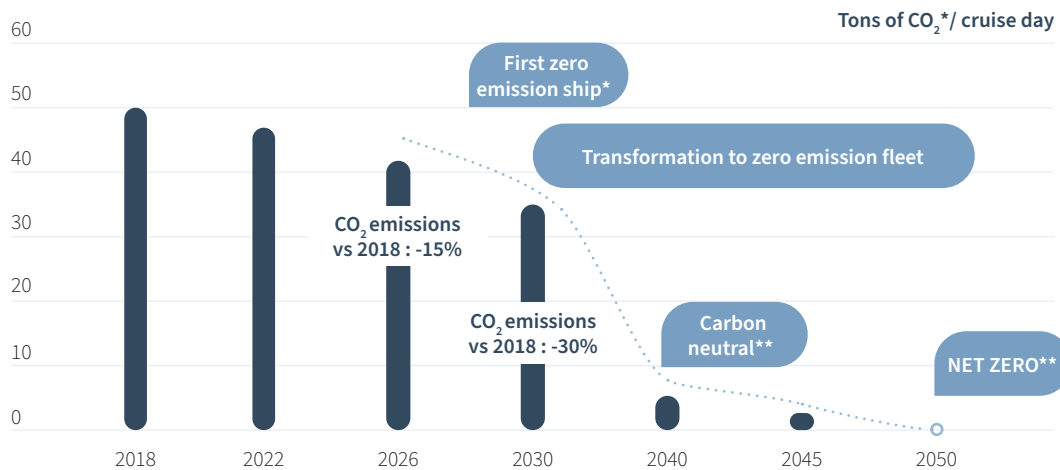
- Support the Net Zero 2050 charter of CLIA – Cruise Lines International Association.
- Active player in IAATO, AECO and Armateur de France associations.
- Member of Society for Gas as a Marine Fuel group of

industrialists to accelerate transition to carbon-free fuels (LNG, Bio-LNG, methanol).

- Member of working group responsible for establishing ISO 23306 to accelerate transition to liquefied natural gas (LNG) as a marine fuel.

On 1 January 2019, PONANT decided to ban heavy fuel oil in favour of LSMGO (*Low Sulfur Marine Gas Oil*). Our strategy has therefore been adjusted to consider 2018 as the reference year for all of our emissions.

DECARBONIZATION STRATEGY



*average emissions of operating ships

**Carbon neutrality: balance between the total amount of carbon emissions emitted and those absorbed (offset or capture) / Net zero: no carbon emission



Regulatory requirements

International Maritime Organization IMO

The IMO's Initial GHG Strategy to reduce greenhouse emissions (GHG) was adopted in April 2018. The goal is to gradually reduce GHG emissions to zero from international shipping as soon as possible during the century.

The Strategy sets two intermediate ambitions:

- The first is to reduce CO₂ emissions in international shipping by at least 40% by 2030, by pursuing efforts to achieve a 70% reduction by 2050, compared to 2008.
- The second is to reduce total annual GHG emissions by at least 50% by 2050, compared to 2008.

To achieve this, IMO has introduced a gradual reduction of the Energy Efficiency Existing Ship Index (EEXI) and operational ships' Carbon Intensity Indicator (CII) as of 2023.

A European Green Deal

The European Union has set itself the following objectives to reduce greenhouse gas (GHG) emissions:

- Reduction of GHG emissions by at least 55% by 2030 compared to 1990.
- Climate neutrality by 2050, defined as no net emissions of GHG, a balance between manmade emission sources (production of electricity, combustion vehicles, buildings, etc.) and carbon sinks (forests, soils, wetlands).

To achieve this, a series of regulatory requirements are being put in place:

- ETS: inclusion of maritime transport in the EU Emissions Trading System from 2024.
- Fuel EU: objective to reduce carbon intensity of fuels used by ships from 2025.
- Ships moored quayside must use on-shore power supply for all electricity needs from 2030.

Energy Efficiency Design Indexes show CO₂ emissions from PONANT vessels up to 30% of 2008 equivalent vessels.



Reducing air pollution

Sulphur oxides (SOx) and nitrogen oxides (NOx) are gases emitted by a ship's combustion. They are the main contributors to acidification of soil and surface water, degradation of vegetation, and damage to buildings. Uncontrolled, they have consequences for human health, including respiratory diseases.

Limiting SOx emissions

Since 2019, we have chosen to totally eliminate heavy fuel oil. We are the first cruise company to make that decision for the entire fleet. By using LS MGO (Low Sulphur Marine Gas Oil), we are posting an average sulphur content of 0.038%. This is 13 times lower than required by current maritime industry standards. We also support international treaties like the Rome Declaration which advocates extending the Sulphur Emissions Control Area (SECA) to all oceans. The post-Covid recovery explains the increase in this indicator.

Lowering nitrogen oxide emissions

The catalytic converters installed as standard on the series of six PONANT Explorers ships cuts the NOx emission rate by four. They are automatically activated in sensitive geographical areas, NECAs (NOx Emission Control Areas), and ports. We have decided to fit this technology to the entire fleet by 2026 and two ships (L'Austral and Le Boréal) have already been fitted with catalytic converters in 2022. However, logistic and supply problems with urea, an agent used in the NOx reduction process forced PONANT to reduce the catalytic converter usage rate.

Air quality

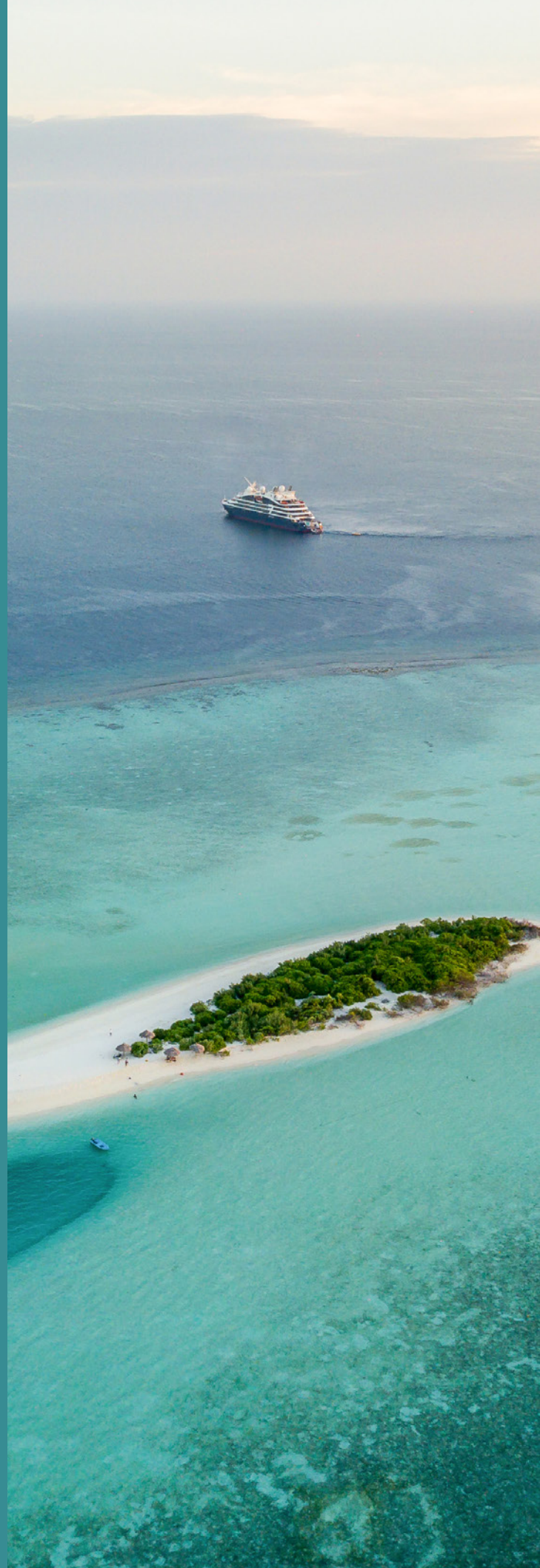
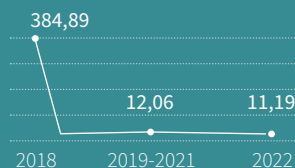
NOx emissions
(tonnes / cruise day)

objective 2026 :
- 85% vs 2018 0,60 t/d



SOx emissions
(Kg / cruise day)

objective 2026 :
- 98% vs 2018 384,89 t/d





Protecting marine biodiversity

BUILDING ON THE BIODIVERSITY KNOWLEDGE OF LOCAL COMMUNITIES

Nothing replaces the experience of people for whom the sea ice provides a living environment and their livelihoods. Aboard *Le Commandant Charcot*, Line and Tobias, guides from Tasiilaq village (Eastern Greenland) guided the crew through the sea ice to trace a route to the Sermilik Fjord. In this way, animal habitats and the inhabitant's hunting areas were respected while guests enjoyed the unique perspectives this gave them.

Protecting biodiversity is a major issue for the cruise industry, the scope of which includes wastewater discharges, air emissions, waste, noise pollution, cetacean collisions, toxic substances, expedition activities, and observing wild fauna and flora.

Digitisation and responsiveness increased on ships

Digitisation aboard ships continues with the goal being to monitor in real-time, and transmit the data to teams ashore, every discharge or emission: CO₂, NO_x, waste, water consumption, etc. This will lead to faster and more accurate assessments of the ships' environmental impacts and safety and improvement targets that are easier to put in place.

Regulations in territorial waters and ports are gradually being tightened and many countries are establishing SECA* or NECA* zones and measures to control invasive species. On-board computers will soon have new functionalities to flag up the different zones in real-time, thus avoiding unwanted emissions.

Combating movement of invasive species

A plan of action to combat biofouling has been drawn up for all ships to prevent invasive species being transported by the hull, as well of course as one for reprocessing ballast water. The anti-fouling protective covering on the hull is monitored by divers in some zones every 12 months and cleaned if necessary. It is completely redone every two to two and a half years during technical stops. Such optimised maintenance of the hull also improves the hydrodynamics which helps reduce fuel consumption.

Water: treating our discharges

The freshwater used on our ships is mainly seawater desalinated by reverse osmosis. Ultrafiltration and remineralisation fountains on board produce pure quality drinking water. This means we avoid tapping into local freshwater supplies where there may be a shortage.

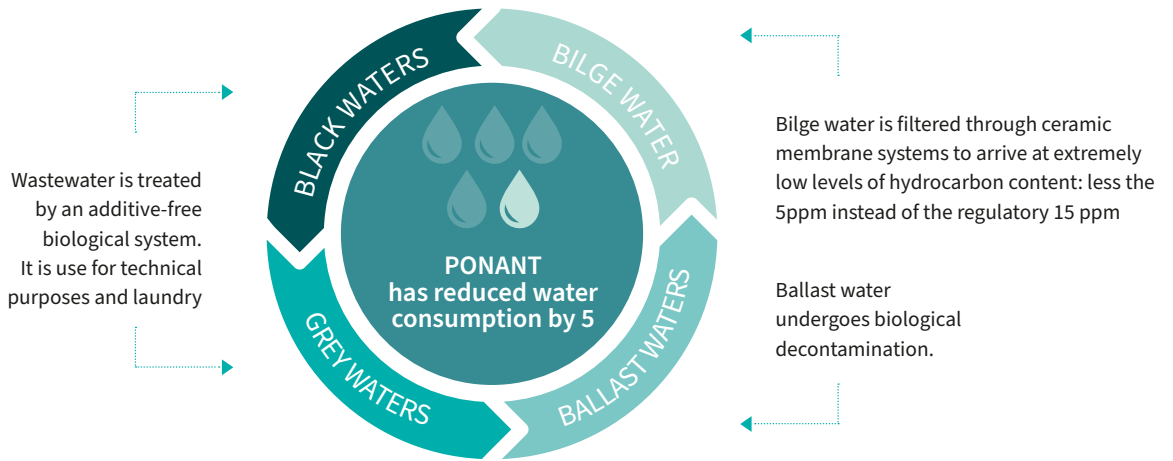
Water discharges generated by the ships comprise wastewater (grey, black, bilge) and ballast water. In coastal areas and sensitive zones, these waters are treated to avoid any contamination that could harm the biodiversity.

Wastewater is reprocessed by a submerged membrane bioreactor system enabling biodegradation without using chemicals. The water obtained does not require chlorination and or other chemical treatment and can be used for technical purposes. Ballast water used to stabilise a vessel is reprocessed by a filter and then a UV light system to prevent the transfer of invasive species.

As our ships are crossing sensitive areas such as those in the polar regions, the cleanliness of our wastewater is a priority. To monitor the effectiveness of our wastewater treatment processes in real-time, we have started to install mini-laboratories on our ships. Our crews will be able to double-check wastewater before its discharge; manually taken samples analysed are added to the automatic sensors at the tanks outlets.

* SECA and NECA : Sulfur and Nitrogen Emission Control Area

Optimised Wastewater Treatment



195 L

total water consumption *(Litres per person per day) in 2022.



73%

of freshwater was produced on board in 2022.



0

hydrocarbon pollution

	2020	2021	2022
Wastewater (m ³)/ cruise day	58,1	37,3	41,6



NORD

SUPERIOR

NORD

Purified Drinking Water

Elimination of single-use plastic in 2022

On board, we have banned straws, laundry bags, cups and single food portions that use plastic. Guests are given water bottles with the dual purpose of reducing waste and raising awareness of the environment.

At head office, we have a zero-plastic policy in place. Cups and bottles of water are removed, and we continue to research alternatives and innovative ways to reduce, recycle and recover plastics.

In 2021, we joined the Global Tourism Plastic Initiative launched by the World Tourism Organization (UNWTO). This commitment aims to eliminate unnecessary single-use plastic and transition to reuse and recycling models in the tourism sector. Result: 390,000 plastic water bottles representing six tonnes of plastic not used in 2022 compared to 2019.

ZERO PLASTIC OBJECTIVE: DRINKING WATER TREATMENT AND BOTTLING

After a successful trial on *Le Commandant Charcot* in 2021, 92% of our ships were equipped with a Nordaq filtration system in 2022 that produces drinking water from seawater and is available from water fountains. In the restaurant and staterooms, all guests are offered good quality drinking water bottled on board in recyclable glass containers without using any plastic.

Due to the resumption in cruises and number of guests, as well as problems getting on-board equipment and connections in place, delayed commissioning of the service and achieving the “Zero single use plastic” objective in 2022.



100%

of waste separated and sorted on board



80%

2026 Objective of recycled waste



0

single-use plastic onboard - Objective for **end of 2023**

Resources, not waste.

On board, the recycled recovery rate for packaging is 60% compared to a global level of just 30%. The rest is 100% traceable. PONANT strives to optimise its waste ashore by working with its reprocessing partners in major discharge ports like Reykjavik. It has equipment on board adapted to every type of waste which reduces the volumes stored and facilitates disembarkation operations in port.

Food waste: realising the value of food

Meals served on board are mainly made to order with buffets reserved for breakfasts to avoid wasting food. Food waste accounts for 0.86kg per day per person.

Managing our waste

Waste per person (Kg / person / day)



Single-use plastic weight (kg/guest*)



The variation in figures for waste per person is due to the full recovery of business.

*Weight reported for passengers only. Does not take into account the crew.

Expeditions: leaving only our footprints behind

For each cruise, there is a bespoke expedition protocol applied by the crew during navigation and ports of call, with checks carried out beforehand to see if there are fragile corals, nesting areas, risk of transporting invasive species, etc.

Before each port of call, the Expedition Leader, accompanied by naturalist guides, do a recce to make sure that disembarking guests at the location will respect the fauna, flora, and local communities. They may decide to change the landing location if it is going to disturb natural ecosystems.

COMPLIANCE WITH STRICT EXPEDITION PROTOCOLS IN POLAR REGIONS

For the polar regions, our itineraries and protocols are designed to comply with our commitment to responsible tourism as a member of the international associations, IAATO and AECO*. These rules define the number of guests that can disembark and specific actions that need to be taken (decontaminating clothing, maximum distances when approaching wildlife, guest/crew/expedition staff briefings, etc.).

*International Association of Antarctica Tour Operators and Association of Arctic Expedition Cruise Operators

Noise and light pollution

The PONANT EXPLORER series have Comfort 1 certification for noise impact as well as the NR614 rating for Underwater Radiant Noise (URN), both issued by Bureau Veritas. The combination is one of the highest certification levels in the world ensuring better comfort for our guests and reducing noise disturbance for cetaceans.



100%

of the fleet has the
Bureau Veritas
CLEANSHIP label



2 *Improving well-being in the workplace*





PONANT is above all a human adventure. Our success is based on the performance, cohesion, and commitment of our teams ashore and at sea. Our four values, Care, Accountability, Pioneering, and Expertise, help us maintain our course to be ever closer to nature and people. We are a crew, and everyone shares this seafaring spirit and taste for challenges.

Our employer strategy focuses on guaranteeing a good quality of life at work that enables our teams to thrive in a stimulating professional working environment. We control every stage of our business, from the design of our ships to the way our cruises are marketed which embraces a wide range of skills and professions. To support our growth and attract the best profiles, we have prioritised our actions to achieve three key objectives:

- **Attract talent** to support growth
- **Build employee loyalty** by offering them a vision and plan for the future
- **Improve** the employee experience



- Teleworking agreement
- Quality of life at work agreement
- PONANT Academy set up: e-learning platform

- Gender equality agreement
- Female leadership program launched

- Bonus scheme, profit-sharing agreement



Attracting and retaining talent

In line with international maritime labour regulations, PONANT employs its seafarers through manning agencies. Shore-based staff in our offices in Europe, USA, and Australia are employed by the company.

We want to position ourselves as a benchmark employer on the job market. Recruitment is an important issue. We operate in a competitive niche market. Both internally and externally, we are committed to promoting and making known the company, its professions, its men and women, its values, and environmental and societal concerns by developing our employer brand. To roll out this employer brand, we have in place a digital strategy and plan to raise our profile via key digital players. We are developing partnerships with schools and our attendance at trade fairs. Recruiting is a chance to study internal mobility and to challenge our practices, tools, and processes.

Experienced employees also have a valuable role to play passing on knowledge and cultivating a culture of efficiency and performance within the Group.

Retaining seafarers

The company uses manning agencies to recruit seafarers on behalf of PONANT. This organization ensures the company's compliance with the legal requirements of international maritime labour laws. UVEA Marine Services, our main manning agency, employs 30% of our seafarers. To retain expertise and identity, UMS has recruited 75 CDI (permanent contract) employees for PONANT since 2021, including 24 new entrants in 2022 with 8 departures.

	SEAFARERS		SHORE-BASED STAFF	
	2021	2022	2021	2022
Number of employees	2 582	3 851	489	611
Recruitments	29*	24*	73	143**
CDI (permanent contracts)	74	75	446	561
CDI departures	3	8	56	63**
Exit rate				17,31%

* Only concerns CDI

** France Scope (CDP+ARVAG), excluding EMEA, APAC and US.

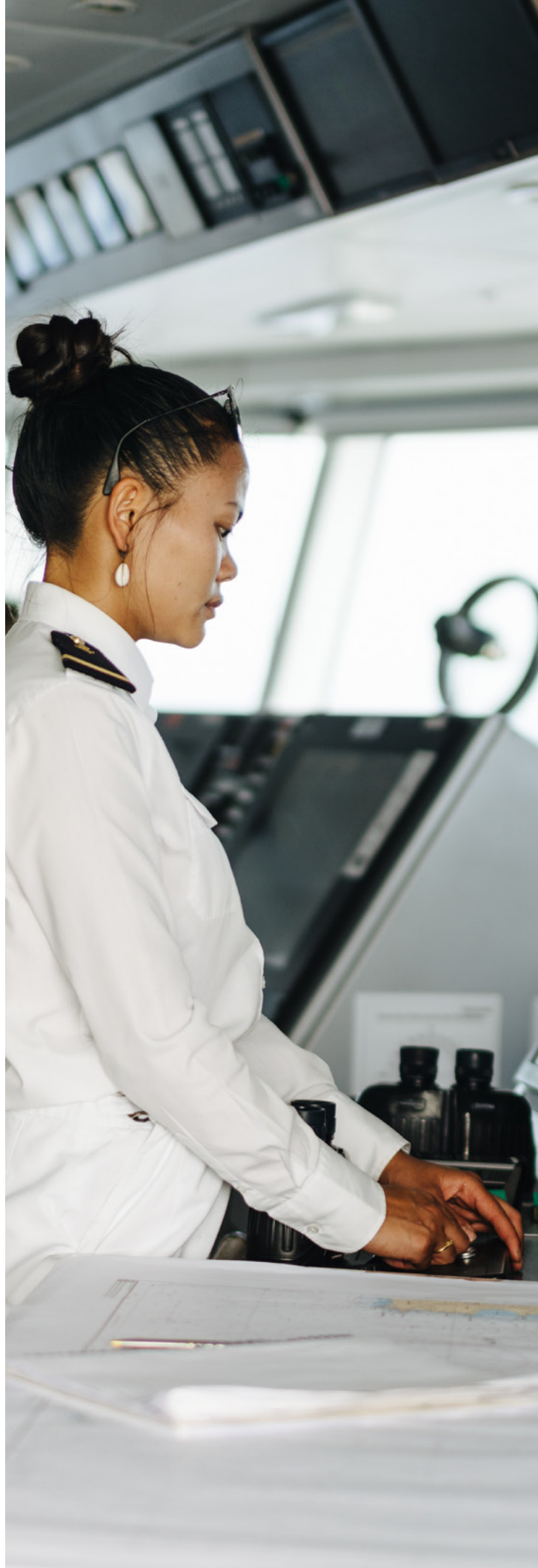
Building employee loyalty by offering a shared vision and future prospects

We operate in an uncertain and fast-changing world and must constantly adapt our organization to the challenges of today and the changing job profiles and expectations of employees tomorrow. To alter course, we must navigate as a team, remain flexible and agile, and encourage bold decisions and collective intelligence. With this in mind, we have made the following commitments to:

- **Listen** to everyone's career wishes. To ensure each post is filled with the best talent with the aim of promoting individual and collective productivity.
- **Recognize and develop the skills** of all employees to facilitate internal mobility and support them in their career paths.
- **Build a shared managerial culture:** training and supporting our managers and Captains in their supervisory tasks and involving them in structuring decisions.

To meet individual expectations and support the organization's evolution we are implementing the following tools:

- **Annual interview** for shore-based staff. For Captains, additional interviews and debriefings. These meetings help inform training actions and the individual's career development.
- **Support** projects for internal mobility and promotions. Mobility abroad is encouraged whenever possible.
- **Develop ship-to-shore bridges** for sailors with significant experience on our ships who are invited to undertake assignments at head office. These opportunities help create bridges between the two workplaces and open up career opportunities ashore.





An attractive salary policy

To attract, retain and motivate talent, we rely on a remuneration policy that rewards individual and collective performance.

With the General Crew Policy (PGE - Politique Générale Équipages) PONANT affirms its willingness to support change to current salary scales and crew embarkation rotas.

GENDER PARITY AND ATTRACTIVENESS



Realization of a comprehensive external benchmark exercise of seafarer and shore-based staff professions to inform and target 2022/2025 salary measures.

Action plan to correct gender pay gaps and implementation of a management tool.

MOTIVATIONAL AND INCENTIVIZING



Rewarding performance via a restructured bonus policy, after two years of being frozen. Overhaul of sales force incentives.

Implementation of new tools and levers: a renegotiated profit-sharing agreement (S1 2023).

Supporting managers

With the company's strong growth and integration of hundreds of new employees, it is important to help managers adapt their managerial posture: responsibilities, missions, and skills. Several tools are now in place:

- **The Manager Charter** specifies the role, mission, posture, skills, and proposes good practices. The 13 skills of the PONANT Manager have been defined in co-construction and constitute the reference framework for annual appraisals of managers.
- **Management Committee** brings together Ex-Com members and directors (N-1) to share latest business news and raise questions, obstacles, needs and ideas.
- **Appraisal program for managers of the Management Committee** to identify strengths, areas for improvement and action plans. There are three phases:
 1. A 360° feedback appraisal of managers called 'Vision 360 Management'
 2. One to two restitution sessions with a professional coach
 3. A discussion session with the Talents team to take stock of lessons learned from the debrief, avenues to develop, needs, and resources (organization, coaching, group training, enriching e-learning modules in the Academy, etc.)

These appraisals are offered to EMEA scope managers and will soon be extended to the US and APAC.



Developing a shared and inclusive vision

Understanding regulatory constraints; ensuring our standards and good practices are disseminated and appropriated; maintaining a high level of employability; and enabling career development are essential levers for retaining talent. PONANT is committed to the development of the skills required to support growth.

On Boarding new employees

New employees benefit from an “On Boarding” introduction process to learn about our history, values and challenges. This integration day provides a 360° vision of the product, ships and organization. It is also an opportunity to meet other recently hired employees.

Broad range of training formats

Each employee discusses a personalized plan to develop their skills in on-going meetings with their direct manager and HR development managers. Numerous options include immersion experiences, ad hoc courses, degree courses, etc.

• The PONANT Academy

In March 2021, we upgraded the digital training system by setting up the PONANT Academy, available to all shore-based employees in France and abroad. Built using the EDFLEX e-learning platform, the Academy simplifies online training, facilitating knowledge, and enhancing employees experience with a wide range of modules:

- External content on a wide range of topics (certificated Massive Open Online Courses, videos, articles, podcasts, etc.).
- Replays of inspiring conferences offered internally.
- HR workshops to clarify changes to the organization and the HR cycle (annual appraisals, salary, etc.).

The Maritime Training Department is working on a Learning Management System to offer seafarer employees a platform with specific content.

• External training courses (3,474 training hours)

Courses provided by external organization are also available to employees for specific skills such as:

- Management Fundamentals
- Teams and time management
- Public speaking and good communication

• Internal training courses (4,462 of training courses)

In 2022, there was considerable advancements for internal training courses. Different occupations and the training

center worked together to develop new quality content (for example on ethic and compliance or on cybersecurity).

This led to a major evolution of our training program (volume of training hours carried out) for shore-based staff due to expansion of internal resources, and an active search for funding (FNE etc...)

Going beyond working in silos

- **Weekly coordination meetings have been introduced** to improve communication between teams involved in ships operations, operations, crew, safety, purchasing, transport, medical, and sales while working within different time zones.



1 954

visited resources, 407 training hours

- **A digital workplace platform My Explorer** tripled the volume of internal communication content in 2022. It helps stimulate employee engagement, sharing of information and a sense of belonging with information highlighting professions, inhouse news, events calendar and a press highlights. It also provides access to a library of procedures and useful documents.

Training

Seafarers

Number of training hours



2021



2022

Shore-based

Number of training hours



2021



2022

Actions for diversity and inclusion

We want to create an inclusive work environment where every employee can express themselves freely and thrive professionally. Care and accountability are two of the Group's core values. In this context, we treat each employee with dignity and respect and reject any form of discrimination. This commitment is enshrined in our Code of Ethics.

Gender equality in the workplace

The Group is committed to promoting gender equality in the workplace in an agreement with the company that meets several objectives:

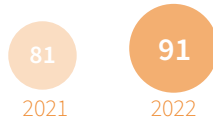
- **ensure equal opportunities** between men and women in their career.
- **increase recruitment** or promotion internally of women to management positions.
- **ensure equality** between men and women working in equal positions at all levels in the organization.
- **Promote a healthy work-life balance.**

PONANT Women, to promote women

In 2021, PONANT has rolled out a bespoke program to promote equality and to support women in leadership positions.

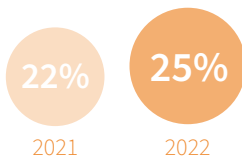
- **Measure and correct unjustified pay gaps** with implementation of a management tool in terms of hierarchical positions and remuneration. This has increased the gender equality index by 10 points.
- **Recruit and support internal promotion of women to executive and management positions:** in 2022 two were appointed to the PONANT Foundation's Board of Directors and two women were recruited to sit on the Ex-Com and the company's Board of Directors, that's 25% of governing bodies vs 0 in 2021.
- **Train** all recruiters in inclusion and raise managers awareness of gender diversity and gender equality in the workplace (e-learning training modules are to come).
- **Support** more initiatives led by women, highlight their career paths, their successes through communication. A leadership program is being developed internally.
- **Activate an annual CSE commission** on gender equality comprising six people, four of them elected and two from management.

Gender equality index

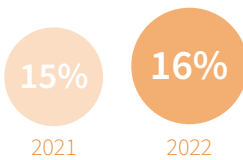


Seafarers

Share of women in the workforce

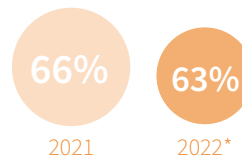


Share of female managers (at least 1 employee)

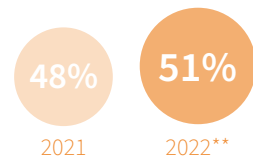


Shore-based

Share of women in the workforce



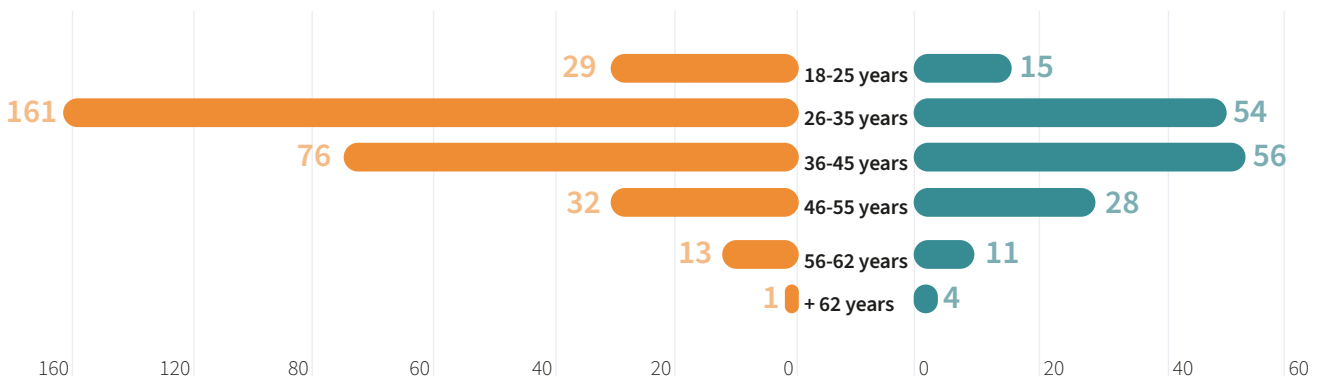
Share of female managers (at least 1 employee)



* this calculation does not include the APAC workforce as data was not available. The APAC workforce represents 6% of the total shore-based workforce. ** this calculation does not include the APAC and EMEA workforce as data was not available. The APAC and EMEA workforce represents 10% of the total shore-based workforce.

Age pyramid of PONANT employees 2022

Woman ● Man ●



Integrating young people into the workplace

Integrating work-study trainees and interns has always been very important to the company, both in terms of recruitment and bringing on the new generation. We maintained this policy even during the health crisis by renewing work-study contracts and not renegeing on our commitments to students who joined us just before the crisis.

The work-study students represent an average 2.4% of new recruits. Depending on operational needs, some profiles may remain with the company on permanent contracts (CDI).

Disability

The majority of professions of PONANT seafarers are unsuited to the employment and integration of people with a disability (an aptitude certificate being required).

However, ashore we want to promote jobs for people with disabilities and continue actions taken to recruit, integrate and retain them.

- **Recruitment** of people with disabilities within the company.
- **New recruits welcomed** with arrangements made for their place of work and activity following recommendations from the Occupational Health Doctor.
- **Appointment of a main point of contact** responsible for coordinating the actions of managers and stakeholders with regards to disability.
- **Organization of an event** for International Day of Persons with Disabilities to promote understanding of the issues, change perceptions and mobilize support for the dignity, rights and wellbeing of people with disabilities.

In 2022, we want to implement employee-awareness and training around disability, including organizing an annual "Disability Day".



5

persons with disabilities in France





Improving the employee experience

Ongoing social dialogue for better work organization

Ashore, how work and rest times are organized for shore-based staff depends on the applicable legislative framework and collective agreements negotiated by PONANT via social dialogue with labor representatives.

At sea, staff work in shifts alternating rest periods on board and ashore. During ship-board periods, shifts comply with rest/work times stipulated by the Maritime Labour Convention (MLC).

At PONANT France, social dialogue is always ongoing. The need for the Group to adapt regularly brings Management and staff representatives around the negotiating table which has resulted in the signing of several agreements.

In 2022, for the first time in the company's history, seafarer representation was instituted in the form of a Maritime Social and Economic Committee (CSEM – Comité Social et Economique Maritime)

Bi-monthly meetings with the CSS (Comité Social et Sécurité) and regular discussions between SIMWF (the independent seafarers trade union in Wallis et Futuna) and management informs social dialogue. Organization of professional elections also enhance social dialogue within UMS.

Preserving work-life balance

PONANT France has a dynamic policy to support teleworking and the system is proving to be a great success among employees. At the start of 2022, more than 50% of shore-based staff on permanent contracts (CDI) in France have taken advantage of it, up to three teleworking days a week. To support the company's digital development, an agreement signed in 2021 relating to the right to disconnect sets limits and good practices to protect everyone's health & safety and ensure a respectful working environment and conditions.

A collective agreement on gender equality and quality of life at work includes a section dedicated to work-life balance. In particular, it stipulates that the company undertakes to respond favourably as much as possible to requests to change to part-time work related to family life choices.

A working group on parenthood and parental rights has also been set up.

SOCIAL SECURITY OF SEAFARERS AT THE HEART OF PONANT'S STRATEGY

In 2022, PONANT signed a unique to the cruise sector agreement with the International Transport Federation (ITF) regards benefits in terms of recruitment, employment, salaries, social security, work and rest time, to termination of contract conditions. All have been addressed for seafarers subject to the Maritime Labour Convention working on our ships, apart from the Europeans who have their own national schemes.

Guaranteeing the health and safety of teams

We continue to be committed to respecting good working conditions to guarantee our employees' health, safety and dignity.

Safety on ships

On board safety is a priority. Sailors and all the teams are responsible for the safety of our guests and the ships. Each crew member therefore has two key missions: the first being to know their role regards safety procedures to apply during exercises and real emergency situations; the second being to carry out their normal tasks relating to their job. In the absence of any outside assistance, it is essential that the minute an alarm is raised that everyone abandons their normal tasks and follows the safety instructions. At stake is the survival of people, the ship's integrity, and the environment. For seafarers, not being able to fulfil their role in safety procedures is completely unacceptable.

Ashore health and safety issues aboard ships are managed by the Health-Safety-Environment Department which produce the company's safety protocols and ensure they are applied correctly in accordance with the legislation in force, notably:

- **the international STCW** (Standard Training Certification Watchkeeping) convention on training standards for seafarers, issuance of certificates and watchkeeping,
- **the international SOLAS** (Safety of Life at Sea) convention,
- **the Maritime Labour Convention** (ILO 2006), ensuring a safe working environment at sea,
- **the ISM** (International Safety Management) code that provides an international standard for the safe management and operation of ships and protection for the environment,

OFFICES RENOVATED FOR BETTER DIALOGUE

To improve the quality of the employee experience, head office premises in Marseille have been totally reorganized and revamped. Workplaces have been modernized to include more collaborative areas. The new offices reinforce a sense of pride and belonging to the company. With teleworking becoming more widespread, employees can find welcoming places in which to focus on teamwork.

Energy saving devices were incorporated in the renovation (LED lighting, motion detectors in the toilets and carpark, etc.), and charging points for electric vehicles and extra space for bicycles were installed in the carpark.

- **decrees** stipulating provisions applicable to commercial vessels flying the French flag registered in the Wallis-et-Futuna register (Articles 74 to 75).

Launched in 2021, the “Safe with PONANT” program aims to digitize all safety procedures, from assistance through to setting up a crisis unit. Safety indicators are produced in a more fluid manner and are consistently monitored to reduce risks.

The ships are regularly audited by local authorities, maritime authorities and our own internal audit teams. In 2022 all 13 ships in our fleet underwent a total of: 24 unannounced inspections carried out by various local authorities, with no immobilization of a vessel reported.

Health and well-being in the workplace

PONANT also supports prevention of psychosocial risks to help improve the working environment and conditions. In this context, acts of harassment and violence in whatever form, that undermine a person’s dignity, are unacceptable.

To prevent occupational health and safety risks, we have put in place the following tools:

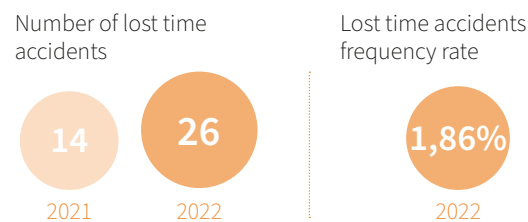
- **Psychological support:** ashore, the occupational health doctor has been offering employees one-off interviews with an occupational psychologist since 2020. On board, there is a special phone line to get psychological support that was set up with our partner STIMULUS.
- **Medical support for seafarers:** there is a medical team on board comprising a doctor and nurse with health coverage from the first euro (free healthcare and pharmacy) and recourse to specialists during ports of call. For department heads and their families there is top-up health insurance (*mutuelle*) year-round, includes rest periods ashore.
- **Internal surveys** regularly assess the level of employee satisfaction and engagement, followed by corrective action plans. A new wellbeing and commitment survey was conducted in 2022.
- **Fitness and sport encouraged:** on board, sports equipment is provided for seafarers. Ashore, regular group classes are organized and preferential rates to join nearby gyms are available.



immobilization of vessels following unannounced inspections by local authorities.

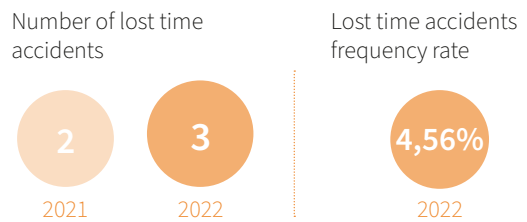
Incidents

Seafarers



The variation in number of accidents for seafarers is explained by the progressive recovery of activity, the improvement in accident reporting and full resumption of activity in 2022.

Shore-based



Absenteeism



3

Getting
involved
to act better





We made the choice 35 years ago to promote and encourage responsible tourism whatever the destination and particularly in the polar regions. We are interested parties to the thinking and initiatives within the ecosystem to protect and preserve vulnerable regions, improve our knowledge of the oceans and marine life, and enhance and support local cultures and heritage. We are convinced that getting involved and collective commitment must be part of the long-term service to future generations.

11 TOWNS AND COMMUNITIES



14 MARINE LIFE



- Economic and societal support for local communities: co-construction and carrying out activities for guests together
- Talks by naturalists and expert speakers promoting ethno-tourism
- PONANT Foundation: supports the oceans and protection of ecosystems

- Polar oceans and regions: laboratories available to scientific teams and the PONANT Science program passengers
- Scientific research programs via the PONANT Foundation



Sharing our passion for the oceans with stakeholders

Taking into account the expectations of internal and external stakeholders is an integral part of our CSR approach. We develop and reinforce these ties on a daily basis to inspire our customers and get our employees involved in societal issues that are dear to us. With the PONANT Science program, we put our ships at the service of research teams from around the world. The PONANT Foundation partners with NGOs on a variety of ecological restoration and preservation programs and engages with local communities. Our goal is to build a more sustainable, stricter, more innovative type of tourism together.

Employees

Implementation of our CSR approach requires all our employees to commit to it. Every day we are doing something to explain the issues, promote responsible actions and reinforce staff commitment, mainly via internal communication tools and the e-learning platform.

The PONANT Foundation is also an effective vehicle. In 2022, the Foundation launched an appeal specifically for employees for the first time, inviting them to submit funding requests on behalf of associations or projects with which they were personally involved. Six of those presented by shore-based and seafarer employees were selected.

Reconstruction of a school in the Bijagos Islands was another opportunity to make an internal call for applications. Two employees spent two weeks on the site to discuss the project with locals, get the children involved in the layout of classes and organize a range of educational activities. They were able to share their experience with other employees with a video retracing their mission.



« The inhabitants of the Bijagos archipelago have a very organic relationship with the environment, they know much more about the nature where they live than we do. We came to share our knowledge. I thought I would learn a lot on this trip but I didn't expect to learn so much about my place in the world. I came away positively moved. It made me want to change direction and get closer to people»

JULIETTE HIS,
Land Programs Development Officer

Our guests

In addition to premium comfort and service, we want to give our guests a sustainable, enriching and inspiring travel experience.



3,69/4

overall customer satisfaction



« As part of our partnership with PONANT, our experts come to share their knowledge during lectures, presentations and debates on an environmental or geopolitical theme. Michel Rocard, Ambassador in charge of international negotiations on the poles, and Neil Hamilton, former Director of the WWF's Arctic program came to discuss the latest on climate issues. »

LAURENT MAYET,
founder of the think-tank Cercle Polaire.

Local communities

Sharing local communities' knowledge and knowhow with guests

Dialogue during planning and scouting of excursions with local communities (local authorities and administrations, national parks and protected areas, NGOs, local suppliers) means we can integrate the biodiversity and cultural heritage of the areas visited. By encouraging traditional knowhow and crafts and using local products and services, we ensure local people get the economic benefits.

Building lasting relationships with local communities

In some areas where PONANT is well established, the company has forged strong ties with local communities. For example, a partnership has developed with the Royal Arctic supply ship for Le Commandant Charcot to open its route to the sea ice, meaning that some isolated villages in Greenland can emerge from their winter isolation a month earlier.

DISCOVERING LOCAL TRADITIONS IN BALI

More than a full immersion experience, this is a privileged moment for guests to understand the importance of preserving a culture. Bali is one of the rare Hindu islands in Indonesia and, as in so many countries, traditions are being lost. A guide who is passionate about the island will share Balinese traditions and the island's cultural particularities with our guests. Guests will also have an opportunity to give villagers a helping hand, with activities being chosen depending on the calendar: more time in the rice fields planting the young shoots or more time making offerings to help the community.



Professional Groups

We maintain regular dialogue with organizations in the shipping world like Association des Armateurs de France, Cruise Line International Association (CLIA) and Club de Croisière de Marseille to share best practices, particularly environmental ones. As a member of the Institute 2050 Maritime Eco-Energy Transition (MEET), we are participating in an ambitious national program aimed at «Zero emission navigation», led by the Cluster Maritime Français.

Discussions with the Maritime Affairs Department and French Southern and Antarctic Territories (TAAF) means we can anticipate new regulations and draft guidelines to ensure missions conform.

A WIN-WIN COOPERATION WITH TASIILAQ

“There is no doubt that the visit by Le Commandant Charcot and cooperation with PONANT is a big advantage for the town and region of Tasiilaq.

We really appreciated your interest in meeting local people, the visits aboard the ship for the school kids and their families, and the impromptu football games between the locals and guests on the ice.

From an economic point of view, it means a lot to us! Both for the money guides receive and the speakers paid for by PONANT and shops in Tasiilaq, but also guests coming in the future who will go back and encourage others to visit us. With PONANT’s visits, the tourist season has been extended about 25%.

From an environmental point of view, we must say that we hugely appreciate your awareness and close communication with us.

There is no doubt that the engagement and encounters between PONANT’s guests and people in our community is valuable for both parties. We need to know more about each other to keep our world intact and share its treasures.”

Line Kristiansen, Guide and PONANT liaison in Tasiilaq



A responsible value chain

Suppliers Charter

Every supplier has to sign the Responsible Purchasing Charter and undertake to respect the company's CSR criteria. It covers legal aspects, safety, the environment and ethics.

CSR assessments of our suppliers by EcoVadis

We want to reinforce our supply chain's social, environmental and economic performance by reducing the collective footprint. Thanks to EcoVadis we can map supplier compliance with PONANT standards. At the end of 2022, 63% of our biggest suppliers had been audited by EcoVadis.

Guaranteeing food safety on board

Meticulously selected food products are from suppliers who comply with the ISO 22000 standard for food safety and the environment. We know the origins of meat purchased and contribute to the wellbeing of the animals concerned by favoring short circuits.





Ponant Science

Advancing science

PONANT has long supported scientific studies of regions we operate in and their biodiversity to build knowledge and protect the planet. Among research opportunities offered by PONANT in recent years we can cite coral reef analysis, recording cetacean sounds and observing the behavior of humpback whales with the NGO Conservation International.

The launch in September 2021 of *Le Commandant Charcot* marked a major new milestone in this commitment to support scientific research. As well as being the first high polar exploration ship, hybrid electric powered by liquefied natural gas at the cutting edge of responsible navigation, it is also the first cruise ship to have bespoke work areas dedicated to scientific teams.

A strong and lasting commitment

Features specific to *Le Commandant Charcot* make it possible to extend navigation periods and makes the company a key research partner.

Thanks to these unprecedented features, researchers, including glaciologists, biologists, climatologists and anthropologists, can access and return on a regular basis to unexplored or rarely accessed places and extend their polar campaigns. The ship also has facilities in two laboratories (one with openings to the sea) and autonomous measuring instruments.

Selection of projects based on scientific excellence criteria

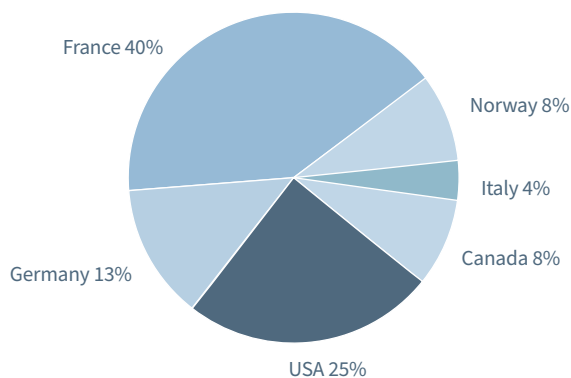
Funded by the European Union, ARICE (Arctic Research Icebreaker Consortium) is a single point of contact for international scientific teams wanting to collect data in the High Arctic. ARICE coordinates allocation of availability via «calls for ship-time proposals» to six international icebreakers dedicated to research, or platforms made available by maritime industry players. As a “ship of opportunity for research”, in 2022 *Le Commandant Charcot* boarded more than 60 scientists on behalf of 18 research institutes, including IFREMER and Geomar*.

* IFREMER : French National Institute for Ocean Science. Geomar: German Centre for Ocean Research Kiel

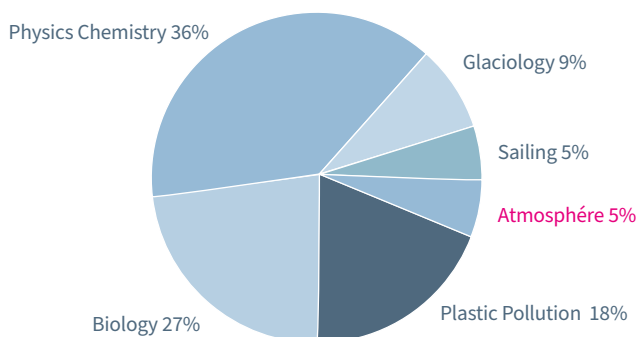


SCIENTIFIC PROJECTS ON BOARD LE COMMANDANT CHARCOT IN 2022

**Geographic origin
of teams**



**Science field
of projects**



ANDROMEDA MICROPLASTIC POLLUTION MISSION IN THE ANTARCTIC

Andromeda is a project that is developing analysis techniques to quantify nanoplastics and microplastics and their degradation in the marine environment. It is supported by the pan-European JPI Oceans which is an intergovernmental platform supporting innovation and research into marine environments.

The 10-day mission hosted on Le Commandant Charcot aimed to broaden knowledge of pollutants (heavy metals, plastics, chemical residues, etc.) with a program to sample different elements of the marine environment.

A total of 61 samples were taken from several points including seawater and ice, microplastics trapped in special floating nets, and sediments collected on the surface and at different depths.

The PONANT Science program's ROV (Remotely Operated Vehicle) completed a 20-minute dive to a 100m depth in Port-Charcot bay on Booth Island on the Antarctic Peninsula. The data collected has been added to enrich French databases (IFREMER/ DALI, France) and international ones (G20/ MOEJ, GOOS Platform and NOAA microplastics).

Paul Gauguin hosts 1st Blue Climate Summit

A global initiative supported by the United Nations Decade of Ocean Science for Sustainable Development, the Blue Climate initiative brings together scientific researchers, community representatives, entrepreneurs, and experts from all over the world. It aims to develop solutions to meet the most pressing needs, namely renewable energies, sustainable food production, improvement in human

health, protecting biodiversity, and management of marine resources.

The first summit, supported by Prince Albert II of Monaco and President of French Polynesia, gathered 200 delegates aboard the *Paul Gauguin*. The full report on the Summit is available online.



2 M€

PONANT Science
budget



29

number of scientific
missions on board



The PONANT Foundation*

is committed to protecting the oceans and poles and bringing peoples together

Set up in 2018, the PONANT Foundation works with partners recognized for their expertise and actions in the field. It also chooses projects that combine the restoration of ecosystems and helping local people to have a sustainable ecological and social impact.

A major commitment to Conservation International

The PONANT Foundation supports Conservation International which has been working to protect nature and biodiversity for 35 years with an approach that involves communities, other associations, and local decision-makers at a national and international level.

PRODUCING AND SHARING KNOWLEDGE

Several scientific collaborations assess, document and share results of programs implemented. For example, the planting of endemic bourau trees to create firebreaks led to a scientific publication promoting generations of local knowledge in a partnership with the New Caledonia University and Agronomic Institute of New Caledonia.

New Caledonia: restoring forests to protect the coral reef

New Caledonia boasts the largest lagoon in the world surrounded by 1,600km of coral reef. This invaluable reef, a UNESCO World Heritage Site, is under threat due to human activities. Soil erosion is one of the main causes, carrying large quantities of sediment into the lagoon, suffocating the corals and seagrass beds.

Programs initiated and supported by Conservation International aim to rehabilitate forests in the watersheds and restore coastal mangroves to stabilise the soil and protect the reefs. With every project, this NGO fosters dialogue between parties and provides technical expertise, coordination and support to empower the public and help put in place restoration policies.

Blue Nature Alliance: coordinating ocean protection on a global scale

The PONANT Foundation is a supporter of the Blue Nature Alliance, an ambitious global partnership that collaborates with governments, NGOs, indigenous peoples and scientists to advance effective large scale ocean conservation. In 2022, Conservation International and more than 60 partners have already catalysed the conservation of 12.5 million km² (equivalent to the surface area of Australia and the European Union combined) over 23 sites. 20 new sites covering 9 million km² are being studied.

Moana Rising project presented at COP27

A series of eight short films 'Moana Rising' portrays the indigenous peoples of New Zealand, New Caledonia, Timor-Lest, Fiji, Samoa, Tonga, Tahiti and Hawaii. The objective is to explore their special relationship with the ocean to make them understand how climate change is putting them in danger and to share their vision of actions to be taken to protect this relationship they have with the ocean.

The first film in the Moana Rising series was presented in November 2022 in Sharm El-Sheik to delegates attending the 27th United Nations Climate Change Conference (COP27).



350 K€

budget allocated to the Foundation in 2022



*Endowment Fund

AN INTERNATIONAL FRAMEWORK TO PROTECT HIGH SEAS AREAS

In March 2023, the United Nations formally adopted a treaty which provides an international legal framework to protect High Seas areas, that's two thirds of the world's marine surface area, and putting in place MPAs (Marine Protected Areas). The Blue Nature Alliance is committed along with other philanthropic organizations to supporting ratification of this treaty.

Spectators were able to see for themselves the effects of climate change on New Zealand's communities, several representatives of which were present for the occasion.

The event also promoted the indigenous-led Hinemoana Halo Ocean initiative which is supported by Conservation International, Māori and Pacific tribes, scientists, economists and investors. This initiative aims to accelerate recovery of marine diversity using traditional and Western scientific approaches. The goal is an ambitious one as it aims to create Aotearoa's first voluntary indigenous-led blue carbon scheme, by establishing a \$100 million fund to finance conservation and restoration actions through a mechanism that fosters self-determination and development of local communities.



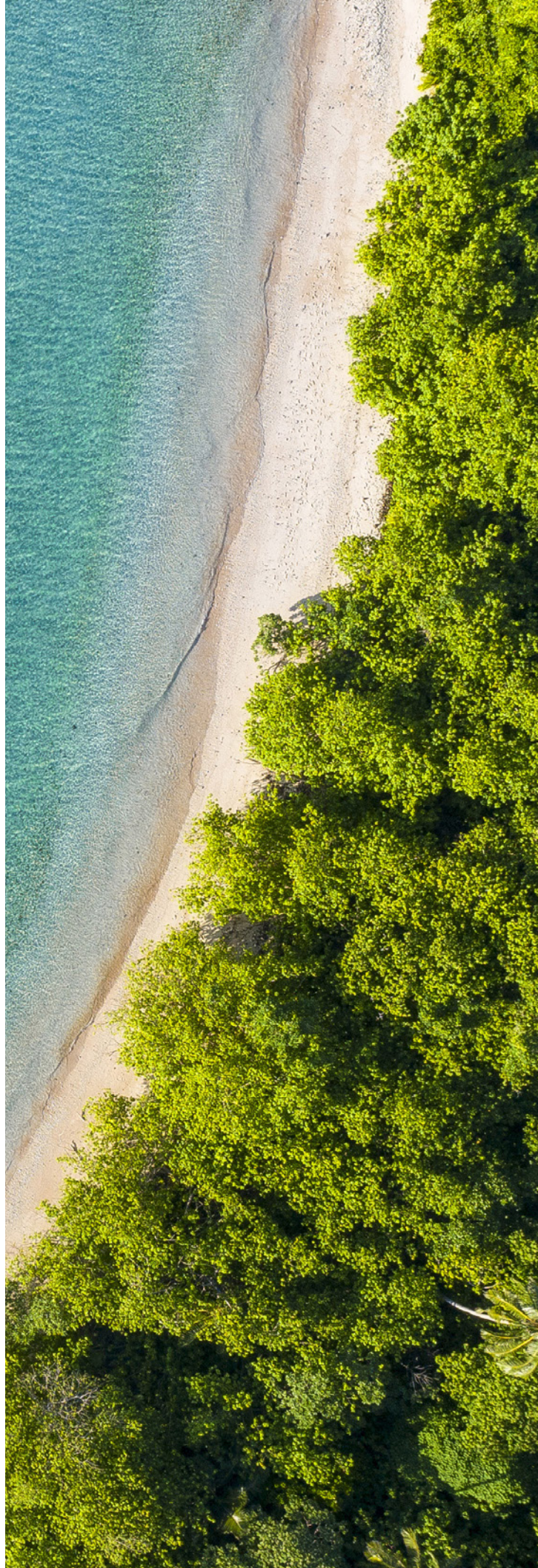
4

sites



5 500

trees planted



THE ARCHIPELAGO OF BIJAGOS, HUMANS AND NATURE IN HARMONY

Facing the Rio Geba estuary off Guinea-Bissau, the Bijagos archipelago number 88 islands of which only a dozen are permanently inhabited with a population of around 30,000 inhabitants. Nature plays a very big role in Bijagos culture. As many of its shores are lined with mangroves or sandy beaches these islands are home to an extraordinarily diverse terrestrial and marine fauna, including many species that are now rare or endangered (sharks, rays, turtles, manatees, etc.). It is also one of the world's most important sites for migratory birds, such as flamingos and pelicans. The whole archipelago has been recognized as a Biosphere Reserve by UNESCO since 1996 for its unique biodiversity heritage.

Reconstruction of a primary school in the Bijagos Islands

During a reconnoitering mission in 2019, the PONANT teams got to know the local communities and heard about the ESCama Foundation's actions to support education, health and protecting natural resources. The PONANT Foundation decided to lend their support by funding the reconstruction of the village school at Anipoc on Caravela Island. The old school was practically in ruins, which meant pupils had to walk 30km to the other side of the island to go to school.

Having reopened at the start of the 2021 school year, the new school now has a kindergarten class and four levels of primary education that can take around 100 pupils. The project included funds to build houses and pay the salaries of three teachers from the mainland who also run literacy classes for over 180 people. The community has embraced ecologically responsible management, including a vegetable garden that supplies the canteen, sorting and recycling waste, access to drinking water and a solar power supply.

The PONANT Foundation also supports:

- RespectOcean association which promotes collective voluntary actions working towards a sustainable blue economy that respects the wealth of life in the oceans and the vital role they play for the planet and all its inhabitants.
- Construction of the Alliance Française house in Ushuaia that teaches French and works on development of Franco-Argentinian cultural relations.
- Skipper Romain Pilliard's round the world tour to raise awareness of ocean protection and promote the circular economy. His trimaran Use It Again ! by Extia was Ellen McArthur's boat and has been completely refitted for this west-about trip, sailing the opposite direction to the usual routes.
- Pure Ocean Foundation which funds applied research projects to help increase our knowledge of the ocean, combat global warming, and protect marine biodiversity.

The Foundation's 2022 report is available on the PONANT website.



ETHICS AND COMPLIANCE

Our Code of Ethics, Our Values

Ethics is a core value for our Group. Our reputation and image depend to a large extent on our ability to act in accordance with the Values we want to uphold and promote among ourselves as a Group and with regards to our stakeholders.

These Fundamental Values reflect our identity. They underpin our economic, social and environmental performance, and have been made official in our Code of Ethics which provides Employees, wherever they are in the world, ashore or at sea, with a shared frame of reference.

This Code of Ethics is a benchmark and anchorage point guiding our day-to-day ethical approach to business. It sets out the Group's Values, and rules of conduct and action.

Our Ethics and Compliance Program

The Group's steady sustainable growth is based on our Values and strategy, as well as our skills and the specific assets of our business.

It relies on strict compliance with all applicable regulations and ethics, not only to meet our legal obligations but also and above all to honor the company's corporate social responsibilities.

To this end, our Group is committed to a culture of transparency and exemplary behavior based on complying with regulations and the most demanding ethics standards in the business.

Be it relationships with customers, suppliers, service providers, stakeholders or any other business relationship, this allegiance to fair practices must guide the every-day actions of our Employees as a major lever of our social and environmental responsibility policy.

It is in this context that our Group has implemented a proactive strategy to prevent and manage risks, with an Ethics and Compliance Program targeting five areas of business law that underpin our Executive Management's strategy:

- **Protection of personal data** - GDPR
- **Prevention and fight** against corruption and fraud – Sapin II Law
- **Compliance with international economic sanctions** and embargos
- **Fight against money laundering** and terrorism financing
- **Respect** for free and fair competition

The Program is constantly evolving and being improved, particularly with regard to regulations, to ensure best practices that all our Employees have a permanent obligation to abide by.

To support the Code of Ethics and Ethics and Compliance Program, the Group has set up an Ethics Alert System using the secure platform www.ponant.signalement.net. It allows internal, external and occasional Employees to report any

dysfunction or serious breach of Ethics rules and any behavior that goes against our Code of Ethics.

It serves to reinforce and continually improve the Ethics and Compliance Program.

Cybersecurity

A cyber risk may be defined as any attack on the proper functioning of information systems (based on the principles of availability, integrity, confidentiality, security, traceability and non-repudiation). It can also be an attempt to harm the information systems with malicious intent.

It is therefore about:

- **Keeping IT tools secure** and taking preventive measures against cyber risks. Reinforcing crisis management infrastructures and protocols. Ransomware simulations are carried out by the company.

- **Protecting data** from loss, disclosure, degradation or alteration.

Our cyber security policy is based on:

- **Monitoring incoming and outgoing** activity between PONANT and the outside world.

- **Protection for devices** on the email server and secured remote connections.

- **A Business Continuity Plan** and Data Recovery Plan.

- **Data control systems** and clearances.

- **Raising employee awareness** with signing of an IT charter setting out the framework for appropriate, responsible and secure use of the information and communication systems. Publication of a monthly newsletter to help them understand techniques used by hackers and acquire the right reflexes.

- **A cyber risk specific insurance contract** that covers a wide scope: civil liability, damage suffered, cyber extortion, crisis management.

Personal data protection

PONANT took action before the General Data Protection Regulations (GDPR) came into force and ensures that its employees comply with data protection regulations.

This was achieved through mandatory training courses for the most exposed employees and regular awareness raising sessions. Reinforcement of the "privacy and security by design" approach, working with the Information Systems Department, ensures a project's compliance from the moment the project is conceived.

KEY PERFORMANCE INDICATORS

PROTECT NATURE AND HUMAN HEALTH

	UNIT	SCOPE	2021	2022	OBJECTIVES 2026
Climate change					
Energy consumption					
Fuel consumption of the fleet					
LS MGO	Tons	Fleet	30 657	59 473	
GNL	Tons	Fleet	2 415	555	
Energy consumption at head office	kWh	PONANT France	186 959	286 930	
CO₂ emissions					
CO ₂ emissions linked to the fleet's fuel consumption	Tons of CO₂	Fleet	104 928	192 726	
CO ₂ emissions /cruise day	Tons of CO₂	Fleet in operation	43	47	42
Air pollution					
NOx emissions	Tons	Fleet	1 151	2 980	
Nox emissions/cruise day	Tons/ cruise day	Fleet	0,46	0,79	0,1
SOx emissions	Tons	Fleet	25,7	42,4	
SOx emissions/cruise day	kg/ cruise day	Fleet	11,3	11,19	7,7
Protecting marine diversity					
Water					
Total water consumption per person per day	Liter/day	Fleet	NC	195	
Water produced on board	m3	Fleet	NC	149 509	
% produced on board	Percentage	Fleet	NC	73%	
Ballast water	m3	Fleet	24 361	163 546	
Wastewater	m3	Fleet	46 097	156 467	
Waste					
Non-hazardous waste	Tons	Fleet	1589,5	3355,8	
Hazardous waste	Tons	Fleet	NC	36,7	
Waste per person per day	Kg/day	Fleet	3,38	3,69	
Food waste per person per day	Kg/day	Fleet	0,95	0,86	
Single-use plastic by weight	Kg/passenger	Fleet	0,51	0,29	0
Sorted waste	%	Fleet	100	100	

IMPROVING WELLBEING IN THE WORKPLACE

	UNIT	SCOPE	2021	2022
Attract and retain talent				
Shore-based				
Employees	Number	PONANT	489	611
Employees CDI	Number	PONANT	446	561
New recruits CDI	Number	PONANT	73	143***
Departures CDI	Number	PONANT	56	63***
Exit rate	%	PONANT		17,31
Seafarers				
Employees	Number	Manning agencies	2 582	3 851
Employees CDI	Number	UMS	74	75
New recruits CDI	Number	UMS	29	24
Departures CDI	Number	UMS	3	8
Shared and inclusive vision				
Shore-based				
Number of training hours	Number	PONANT	1 855	7 936
Percentage of women in workforce	%	PONANT	66	62*
Percentage of female managers	%	PONANT	48	51**
Gender equality index	Number	PONANT	81	91
Seafarers				
Number of training hours	Number	UMS	23 469	32 270
Percentage of women in workforce	%	PONANT	22	25
Percentage of female managers	%	PONANT	15	16
Ensuring wellbeing of employees				
Health & safety audit on ships	Number	Fleet	9	24
Shore-based				
Number of lost time accidents	Number	PONANT	2	3
Frequency of lost time accidents	%	PONANT	4,3	4,56
Absenteeism	%	PONANT	3,51	3***
Seafarers				
Number of lost time accidents	Number	Flotte	14	26
Frequency of lost time accidents	%	Flotte	1	1,86

* Calculation of share of women in the shore-based workforce does not include the APAC workforce as no data was available. The APAC workforce represents 6% of the shore-based total.

** Calculation of share of female managers in the shore-based workforce does not include the APAC and EMEIA workforces as data was not available. The APAC and EMEIA workforces represent 10% of the shore-based total.

*** Scope : Shore-based workforce in France which represents 80% of the company's total workforce.

GETTING INVOLVED TO ACT BETTER

	UNIT	SCOPE	2021	2022
Guests				
Overall guest satisfaction	Out of 4	Guests	3,69	3,69
NPS	Out of 100	Guests	63	59
Ponant science				
PONANT Science budget	Euros	Fleet	0	2 025 033
Number of scientific missions on board	Number	Fleet	0	29
Number of embarked scientists	Number	Fleet	0	62
Local communities				
PONANT Foundation Budget	Euros	PONANT	130 000	350 000
Number of projects supported by the Foundation	Number	PONANT	3	9
Value chain				
Percentage of suppliers audited	%	Suppliers	47	63

METHODOLOGY

Our business was still being disrupted in 2022 by the Covid crisis and border closures, following the turmoil in 2021. In order to have comparable data versus previous years, some business indicators have been retained, with the denominator per cruise day. A cruise day corresponds to a day when the ship is operational, i.e. on a cruise or positioning for its next cruise.

CSR indicators were updated in 2021 and new indicators introduced with ambitious objectives. They were based on 10 principles of the United Nations Global Compact, the 17 Sustainable Development Goals, Global Reporting Initiative (GRI) criteria, in compliance with mandatory provisions by French law (Loi NRE of 15 May 2001, relating to new economic regulations), the European Union Directive on the publication of non-financial information, as far as possible, and applicable international standards.

Scope: PONANT publishes consolidated non-financial information on the company's scope, which represents the financial scope. However, scope limitations may be applied on a case by case basis with regards to certain indicators. In the case of scope restrictions, the latter are systematically explained in the DPEF (Declaration of Extra-Financial Performance) under the indicators concerned.

Period: The reporting period is from 1st January 2022 to 31 December 2022. This clarification on the scope applies to all indicators. The year 2019 is the reference period for most indicators. It is not always possible to draw a comparison with 2019.

1. Protect the environment and human health

• CLIMATE CHANGE

We are taking into account Scope 1 and 2 emissions.

CRUISE ACTIVITIES

✓ - **Fuel consumption** of the shipping fleet

Fuel consumption is for the entire fleet in operation (cruising activity and excluding cruising activity). It is measured in tonnes and is the sum of the different types of fuel consumed by the fleet (LS MGO / LNG).

✓ - **Carbon dioxide emissions of Scope 1** : These are based directly on the fuel consumed. The following emission factors are applied to maritime activity fuel consumption:

1 tonne LS MGO = 3,206 tonnes of CO₂

1 tonne GNL = 2,75 tonnes of CO₂

✓ - **Carbon dioxide emissions** per cruise day (Scope 1): this performance indicator measures the fleet's operational efficiency. Scope: fleet in operation, i.e. ships on a cruise or positioning for their next cruise. A cruise day is a day when the ship is operational.

ACTIVITIES ASHORE

✓ - **CO₂ emissions** linked to energy consumption of premises — (Scope 2):

Only the energy consumption of head office and the building housing the call centre in Marseille, France, are accounted for in 2022. Those of our logistics warehouses and our three Pavillons travel agency will be accounted for in 2023.

• AIR POLLUTION

✓ - **SOx emissions** are for the entire fleet in operation. They are calculated on the basis of sulphur concentration readings of all our bunkered fuel, carried out by the independent Maritec laboratory, to which is applied the molar mass coefficient of S to SO₂ which is 2.

✓ - **NOx emissions** cover the entire fleet, whether they are in operation or not.

Calculation formula: total fuel oil by type x NOx emission factor by type of fuel oil. The following emission factors are applied to fuel oil consumption of ships (source: Transphorm – final dataset Emission factors for shipping for use in Transphorm emission inventories, Deliverable D1.2.3, type R)

• **MGO without SCR** : 48 kg of NOx/tonne of fuel

• **MGO with SCR** : 9,5 kg of NOx/tonne of fuel

For the *Paul Gauguin*, the emissions factor is 75kg of NOx/tonne of fuel oil (source: manufacturer Man B&W). For *Le Commandant Charcot*, the emission factors are as follows: MGO without SCR: 56.1kg of NOx/tonne of fuel, MGO with SCR: 13.9kg of NOx/tonne of fuel, LNG: 12.2kg/tonne of LNG (source: manufacturer Wärtsilä).

• BIODIVERSITY

✓ - **Water**: 2022 data on water consumption, production and its recycling on board were reported in the fleet scope excluding *Le Ponant* as tools were not yet in place in 2022. Data for *Le Champlain* and *Le Soléal* were extrapolated from the average for the other ships.

✓ - **Water consumption per person per day**: this performance

indicator calculates water consumption on board per calendar day / average number of guests and crew members on board.

✓ - Solid waste

Total quantity (in m3) of non-hazardous solid waste produced by the ships: plastic, paper, metal, glass, domestic waste, food products, cooking oils, others.

Hazardous waste includes: neon lights, used oils, paint pots, medicines, waste from dealing with health care activities with a risk of infection, batteries, oil cans, asbestos, electronic waste, pyrotechnic equipment, vaporizers, smoke detectors, other operational waste. Buoys were not taken into account in this indicator.

✓ - **Waste per day per person (in liters):** this performance indicator only concerns the most operational of non-hazardous waste. It is calculated by the quantity of waste generated per day reduced to the average number of guests and crew members on board.

✓ - **Weight of single-use plastic:** the scope is limited to water bottles, bottles of shampoo, conditioner, shower gel and body lotion for guests.

✓ - **Waste recycled:** given the differences between countries and ports as to how they deal with sorted waste that we land with them, recycling of our waste is not systematically monitored despite two audits carried out in our main ports. In 2023, we will be working on tracking our waste.

2. 2. Improving wellbeing in the workplace

Our employees comprise shore-based staff and seafarers. The shore-based staff work in our offices in Europe, USA and Australia. Our seafarers are employed via manning agencies in accordance with legal requirements of international maritime labor law.

✓ - **Number of shore-based staff:** total workforce with permanent (CDI), fixed term (CDD) and work-study contracts. Reported using the ADP software for the France scope, the rest of the scope is on an Excel document.

✓ - **Number of seafarers:** total workforce on board our fleet, none of whom are PONANT employees but have a special status. The data is extracted from Adonis software and represents the number of people who worked for PONANT

between 1st January 2022 and 31 December 2022.

• RECRUITMENTS

✓ - **Only France-based workforce** are considered, representing 78% of total workforce. Recruitments, departures of shore-based staff: recruitments relate to the number of employees who joined the company between 1st January and 31st December of the year referenced. Anyone being transferred or signing a new work contract with another entity of the Group or having an amendment made to the initial contract with another entity within the Group, is also included in this figure.

Departures refer to the number of employees on permanent contracts (CDI) or fixed contracts (CDD) leaving the workforce of their own accord or on the company's initiative, between 1st January and 31 December of the period referenced. A change in scope was made between 2021 and 2022, excluding EMEA, APAC and US, due to a lack of data.

✓ - **Recruitments Seafarers:** only concerns employees of the UMS agency on permanent contracts (CDI).

✓ - **Exit rate:** Reports the total number of departures on the average number of permanent employees over the period.

• TRAINING

✓ - Number of training hours seafarers

At least 90% of trained seafarers are employed by UMS. In the absence of feedback from the other four manning agencies, these figures probably only concern around 30% of the mariners, but these are the most trained functions on board (officers in particular).

✓ - Number of hours training for shore-based staff:

The scope covered is that of France i.e. 78% of employees. In-person training is counted in hours, e-learning is not counted.

• DIVERSITY AND INCLUSION

✓ - **Percentage of women in the workforce:** the workforce corresponds to the number indicated above and does not include the APAC workforce for which data was not available. The APAC workforce represents 6% of the total shore-based employees.

✓ - **Percentage of female managers:** percentage of women among managers of at least 1 person and does not include the APAC and EMEIA workforce for which data was not available. The APAC and EMEIA workforce represents 10% of the total shore-based workforce.

✓ - **Gender equality index:** the index is calculated on the France scope. The formula is the one stipulated by the Ministry of Labour, Full Employment and Inclusion.

• HEALTH AND SAFETY

✓ - **Number of lost time accidents:**

Counts accidents requiring more than one day not being able to work on medical advice. The scope covers the whole fleet operated, whether in operation or not. For shore-based staff, the scope is the whole of France and represents 80% of the workforce.

✓ - **Lost Time Injury Frequency Rate (LTIFR) in the workplace:**

Refers to the number of lost time injuries due to accidents of more than one day, on medical advice, occurring per million hours worked. Calculation formula: (Number of lost time work accidents/ Number of hours worked during the period referenced) x 1,000,000. The total number of hours worked corresponds to the total number of ship-board days x 24 hours. Lost time work accidents occurring after disembarkation are not counted or consolidated. Not taken into account in the calculation are accidents to guests or outside workers. The calculation is spread over 12 consecutive months.

✓ - **Absenteeism rate**

In the scope of France, all contracts combined. The calculation is arrived at by dividing the number of hours of absence by the number of hours worked. (In calendar days: Accident at work + Absence excluding a long illness (more than 90 days)).

A change of scope was made between 2021 and 2022, excluding sick leave.

3. Involving stakeholders

✓ - Customer satisfaction: average score out of 4, accorded by guests in satisfaction questionnaires distributed at the end of each cruise. Response rate in 2022 was 61%.

✓ - Number of scientific missions: a scientific mission means embarking a scientific research team aboard a cruise as part of a defined scientific project. A project may involve several missions, and one cruise may accommodate several projects.

✓ - PONANT Science budget: is the budget required to run the PONANT Science project in addition to expenses of the scientists on board and the salary of the R&D engineer in charge.



 **PONANT**
BLUE HORIZON