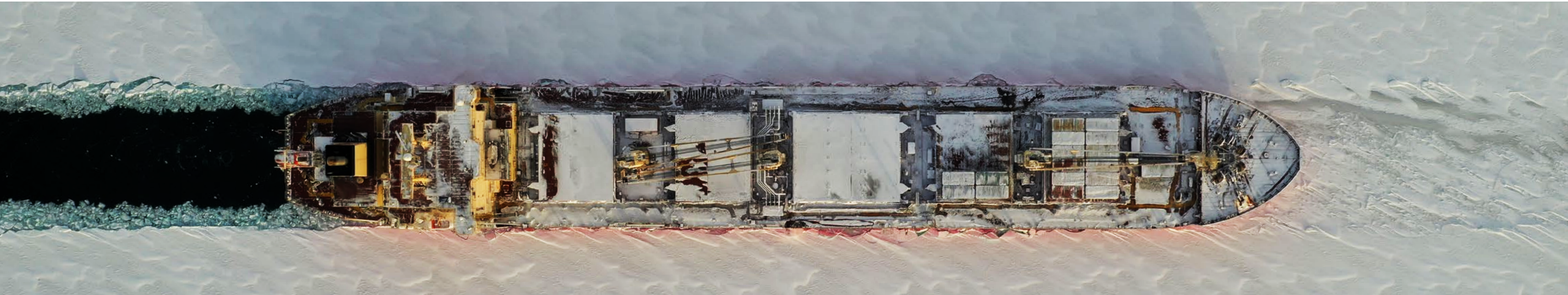




FEDNAV

2025 ESG REPORT





2025 BUSINESS HIGHLIGHTS



Supported the deployment of **wind-assist technology** through a partnership with a vessel owner on a Fednav-chartered vessel, yielding independently verified performance data to inform future scalability



Sustained **industry-leading-employee engagement**, with a 94% participation and an engagement score of 8.3/10



Over **97% of all sludge generated was managed responsibly**, either through recycling ashore or approved evaporation processes

Expanded our contribution to Arctic development, with Fednav increasingly consulted for its **Arctic shipping expertise**.



Executive team is comprised of **60% women**

Reaffirmed our **commitment to the Great Lakes** with the delivery of the final vessel in our new Laker series



Fednav Community donated over **\$150,000** to **25+** organizations connected to employees' interests and values



Enhanced **operational resilience and crisis preparedness** through improved risk monitoring, incident response procedures, and ongoing readiness exercises across operations



ABOUT THIS REPORT

Fednav's Environmental, Social and Governance (ESG) journey reflects its commitment to transparency, continuous improvement, and accountability. This report presents achievements, ambitions, and self-reflection, aiming to encourage similar progress across the industry by openly sharing successes and challenges. It also reinforces Fednav's dedication to its employees and stakeholders who contribute to these results.

In its 2024 ESG report, Fednav outlined meaningful progress across several areas of its ESG agenda, including strengthened governance practices and early momentum in decarbonization efforts. Building on this foundation, this year's report focuses on sustaining operational improvements, progressing emissions reduction initiatives, and further integrating ESG considerations into decision making across the organization.

This report covers 66 vessels fully managed by Fednav's fleet operations between January 1 and December 31, 2025. The remaining 68 chartered vessels fall outside the reporting scope, though Fednav continues collaborating with its charter partners to promote consistent standards.

All information is drawn from operational data, including annually verified IMO DCS emissions figures and ship management records, following guidance from the Sustainability Accounting Standards Board (SASB) Marine Transportation standards.



MESSAGE FROM PAUL PATHY

2025 was a year distinguished by valuable progress and important lessons. Across our organization, we continued to advance our decarbonization journey, even as the worldwide setting of environmental regulation and industry alignment remains in flux. Despite this uncertainty, we continue to believe that leadership in sustainable shipping requires consistency and long-term determination.

This year has additionally reinforced the significant importance of safety in the most human way possible. Preventable incidents occurred on board our ships, which serve as a warning that safety is not only our priority but also a responsibility we carry for every crew member and colleague who entrusts us with their well-being. We have taken concrete steps to reinforce compliance, strengthen investigations, and more thoroughly embed lessons learned across our fleet. We will not be satisfied until every individual returns home safely, every time.

We handled these challenges against a backdrop of global volatility that still shapes global trade and introduces new operational obstacles. While many of these external elements remain beyond our control, how we respond to them is firmly within our power. Our attention remains on resilience, adaptability, and responsible decision-making.

I want to extend my sincere appreciation to our employees, customers, and partners. Your devotion, professionalism, and joint effort continue to drive our advancement and shape our route forward. Together, we will keep building a safer, more durable future for Fednav and for the communities we serve.



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COMPANY OVERVIEW





COMPANY OVERVIEW

VISION

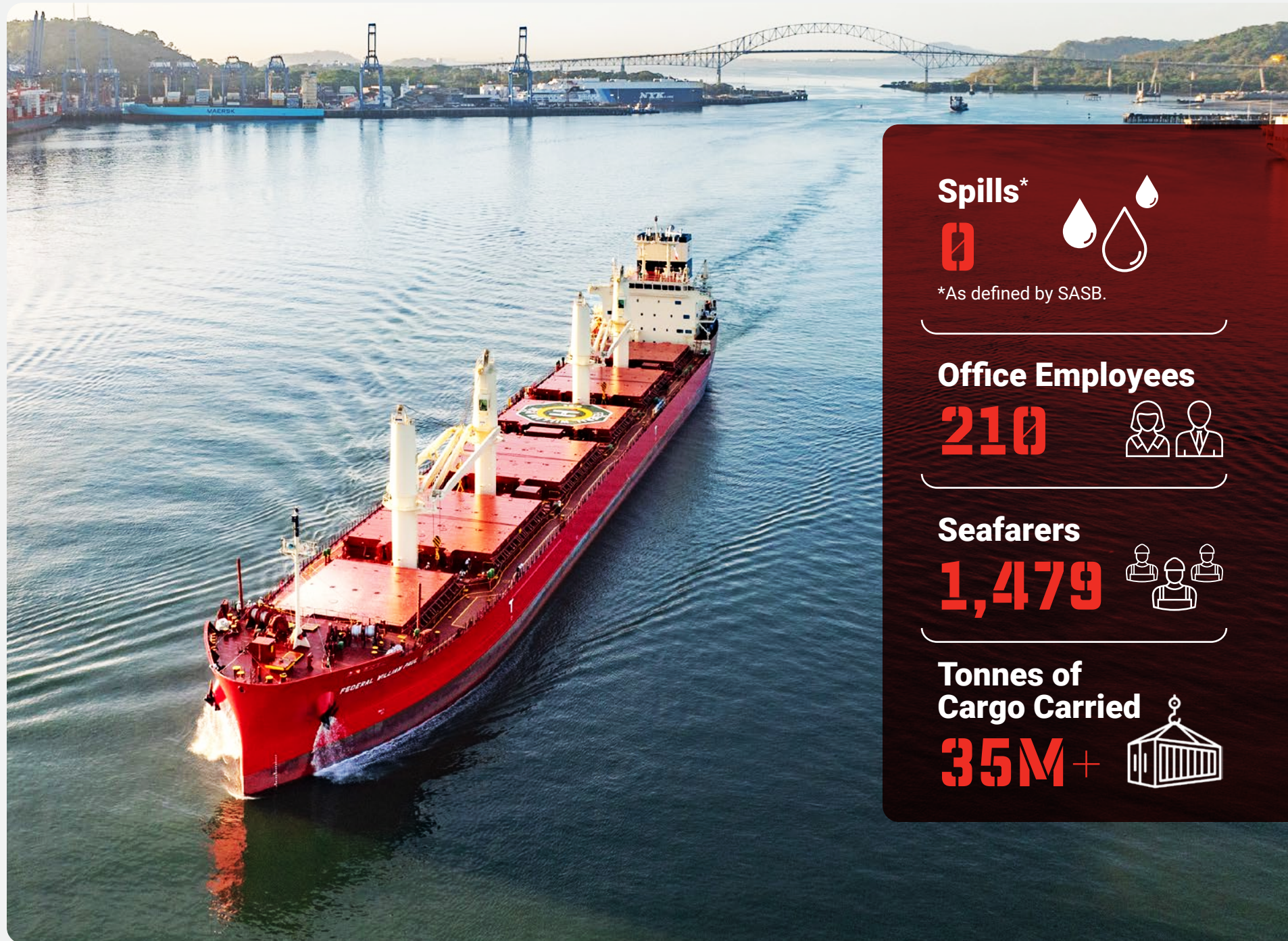
Be a leading sustainable global dry bulk shipping company, providing exceptional transportation solutions for our customers.

MISSION

To deliver the highest level of service, professionalism, and reliability in the international ocean shipping industry with unwavering consistency and integrity.

VALUES

- **Honesty and Integrity**
Doing what's right
- **Commitment to Professional Excellence**
Being the best we can be
- **Regard for Employees**
Standing by our people
- **Corporate Social Responsibility**
Respecting community and environment



Spills*

0



*As defined by SASB.

Office Employees

210



Seafarers

1,479



Tonnes of Cargo Carried

35M+





ESG PILLARS

This ESG Report underscores Fednav's commitment to transparency and accountability, fostering trust with employees, partners, customers, and communities worldwide. Aligned with Sustainability Accounting Standards Board (SASB) reporting standards and supporting the United Nations Sustainable Development Goals (SDGs), Fednav remains committed to sustainable growth and responsible business practices, ensuring a brighter, more prosperous future for the organization and its stakeholders.



Environment & Climate Change

Fednav remains committed to responsible environmental stewardship and actively works to reduce its footprint and emissions. Decarbonization efforts and the integration of sustainability into all business decisions are paramount.



People & Social Responsibility

People and strong partnerships are central to Fednav's ethos. The company ensures a safe and secure environment for its employees, partners, and all those involved in the interconnected business, championing ethical operations and building strong, respectful relationships.



Corporate Governance

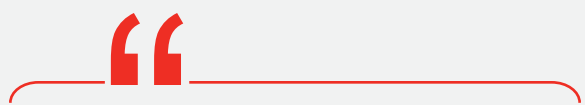
Fednav maintains high corporate governance and risk management standards, embedding its ESG framework into all its shipping activities to ensure compliance and strengthen resilience to market volatility, regulatory change, climate-related risks, and operational disruptions.



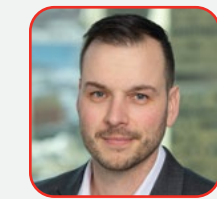
COMPANY OVERVIEW

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)

While the SDGs were designed for nations, they also serve as a blueprint for responsible corporate citizenship. In Fednav's day-to-day operations, it focuses on the following 11 SDGs that are most relevant to its business and where it can act, promote improvement, and bring about changes.



Our decarbonization journey is ever evolving and has seen progress through collaboration above all. Our Decarbonization Committee brings the right people together, bringing clarity and coordination to a rapidly evolving regulatory environment, aligning teams across the organization and shifting the focus from reactive compliance to a more structured, data-driven decarbonization strategy.



Dana Wandschneider
Vice President, Fleet Management and Performance



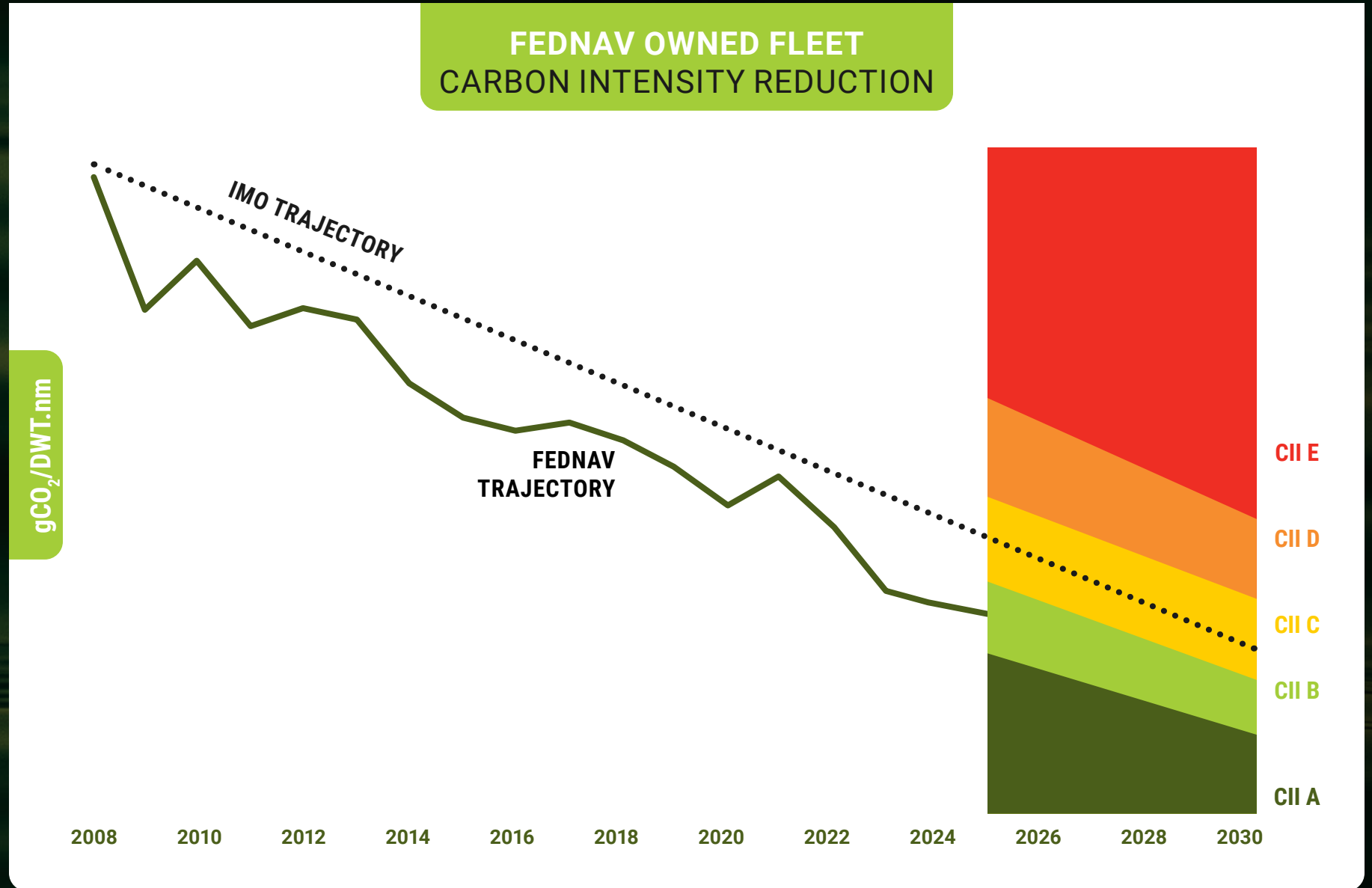


ENVIRONMENT & CLIMATE CHANGE

ENVIRONMENT & CLIMATE CHANGE

DECARBONIZING OPERATIONS & REDUCING EMISSIONS

As climate change increasingly affects the world, the shipping industry must reassess its impact, especially in sensitive areas such as the Great Lakes-St. Lawrence system and the Canadian Arctic. Between 2019 and 2024, maritime emissions rose 9.3%, accounting for 2.5% of total global emissions (OECD). Fednav recognizes its responsibility and has launched organization-wide initiatives in office and onboard, aligned with international targets to advance decarbonization. Key strategies include reducing fuel consumption through hull condition management, paint coatings, and energy-saving technologies; using biofuels; and actively participating in international working groups to develop industry best practices. Fednav remains committed to sustainable shipping by leveraging data, supporting research, and fostering collaboration.





Wind Assist

As part of its decarbonization efforts, Fednav is exploring wind-assisted propulsion, a growing and promising technology that helps reduce fuel consumption and greenhouse gas emissions. In partnership with Carisbrooke Shipping and GT Wings, Fednav is supporting a project to test and deploy a wind assist solution on an operational vessel. In early 2025, a wind assist prototype was installed on one of Carisbrooke's vessels, Vectis Progress. Its performance is being closely monitored to inform ongoing decisions regarding further implementation.

Earlier this year, Fednav partnered with ABS Canada to conduct a benchmarking study of wind assist technology with funding by Transport Canada. As Fednav continues to evaluate various technologies, it is excited about the possibilities of wind assist for future voyages, particularly on North Atlantic routes where wind is consistently present.



FuelEU and EU ETS: Compliance and Alternative Fuels Strategy

Over the last two years, maritime decarbonization regulations have become increasingly fragmented, with proactive and ambitious targets set, particularly in the EU, through FuelEU Maritime and the EU ETS. In response to these regulations, Fednav is continuously assessing its compliance exposure and striving for optimized performance. This year, Fednav increased its use of biofuels as a practical way to meaningfully reduce emissions across its operations. For the existing fleet, biofuel blends offer one of the most effective and readily deployable options to lower carbon intensity in the short to mid-term, while longer-term solutions continue to develop.

Fednav is also evaluating opportunities to prepare its ships for bunkering more biofuel throughout the year, such as by leveraging steam coils in fuel tanks, which will ensure operability in colder temperatures.

Despite delays in establishing a globally harmonized IMO Net-Zero Framework, FuelEU, the EU ETS, and other similar initiatives continue to drive maritime decarbonization policy forward. In 2025, Fednav focused on strengthening operational and analytical foundations required to comply with these regulations. This included targeted improvements to emissions data governance and internal processes, enabling a clearer assessment of EU trading activity and associated regulatory exposure.

Throughout the year, enhanced performance monitoring supported more active fleet management through voyage optimization, hull cleaning, and biofuel usage, facilitating informed evaluations of compliance status. Collaboration with Anglo-Eastern Ship Management and third-party owners facilitated meeting regulatory obligations.

Looking ahead to the 2026 EU ETS expansion— which will extend full coverage to methane and nitrous oxide emissions alongside carbon dioxide—Fednav aims to leverage robust data-driven systems and tools to address logistical challenges and align competitive performance with compliance. In parallel, the organization is developing standardized business cases that account for the evolving financial incentives associated with alternative fuels, energy-saving devices, and other decarbonization approaches to achieve meaningful impact.





Hull Coating

Fednav is advancing hull efficiency and emissions reduction through ongoing hull coating research and application. A specialized team assesses and selects advanced paints for its efficiency, durability, and optimal application, prioritizing coatings that reduce biofouling and lower cross-contamination risks between waters. As part of its commitment to best practices in application, Fednav has piloted electrostatic paint application during dry-dock maintenance—a process that minimizes paint loss during the coating process. While this technique reduces the application's environmental footprint, the selection of hull coatings remains focused on achieving sustained in-service performance, such as reduced biofouling and extended maintenance intervals. These initiatives support cleaner operations by reducing the need for frequent hull cleaning and contribute to Fednav's broader sustainability objectives.



New Lakers

Fednav proudly welcomed two new lakers to its fleet this year—the Federal Lexi Rose and the Federal William Paul. These additions reinforce the company's leadership position in the Great Lakes-St. Lawrence system. Already fully integrated into operations, both vessels are delivering strong performance and reflecting the quality, reliability, and expertise behind their delivery.





ENVIRONMENT & CLIMATE CHANGE

SUSTAINABLE SHIPPING

Research Projects

In 2025, Fednav's research projects demonstrated the company's continued commitment to advancing sustainability throughout its operations. Key initiatives involved Arctic logistics, shore power, energy-saving devices (ESDs), ballast water treatment, and hydroponic growing units. Through these efforts, Fednav recognizes that there is no single solution to addressing climate change. Rather than waiting for breakthroughs or one-size-fits-all answers, the company focuses on making steady, practical improvements wherever possible, knowing incremental actions taken today can deliver meaningful, long-term, industry-wide progress.

Total Energy Consumed



8,720,171

(Gigajoules)





ENVIRONMENT & CLIMATE CHANGE

SUSTAINABLE SHIPPING

Arctic Shipping

Fednav is actively engaged in advancing sustainable shipping practices in the Arctic, with a strong emphasis on research and innovation. A significant milestone in 2025 was the initiation of the Sea Ice Measuring System (SIMS) for the Polar Class icebreaking bulk carrier fleet. Scheduled for deployment in 2026, SIMS is designed to monitor changing ice conditions in the waters where Fednav's ships operate, enabling better characterization of sea ice during voyages and fostering best practices for efficient operations in ice-covered waters. By collecting recurring SIMS data, Fednav not only supports operational improvements but also encourages collaboration with the broader research community studying the impacts of climate change on Arctic ice cover. These efforts are part of Fednav's commitment to responsible, science-driven Arctic logistics and broader ESG objectives.

Moreover, Fednav's vessels continue to record and submit marine mammal sightings via OSOMM/MMOET as part of the company's efforts to protect biodiversity in the Arctic.



Strengthening Canada's Arctic Trade Corridor

In 2025, Arctic Gateway Group (AGG) and Fednav Limited signed a Memorandum of Understanding (MOU) to explore strengthening Canada's Arctic trade corridor through the Port of Churchill. This collaboration will rely on Fednav's deep expertise in Arctic marine operations and AGG's established trade and transportation infrastructure. Informed by AGG's commitment to Indigenous and northern economic development, this MOU will focus on the evaluation of a sustainable, commercially supported 12-month shipping season through the Port of Churchill.

The agreement sets the stage for the two organizations to explore the expansion of trade-enabling infrastructure at the Port of Churchill.



Fednav is pleased to partner with Arctic Gateway to explore this ambitious and forward-looking vision for the Port of Churchill. We see tremendous potential in combining our marine and logistics expertise with AGG's unique ownership model and regional leadership, further establishing Churchill as the key to unlock sustainable growth in the North.



Paul Pathy
President & CEO





Shore Power

Fednav’s commitment to shore power continues to shape the dry bulk industry’s sustainability journey. In 2025, building on the momentum from last year’s industry conference in Montreal and ongoing research sponsorships, Fednav remained at the forefront of efforts to accelerate standardization and adoption. Central to this progress is a PhD candidate, sponsored by Fednav, whose research on the techno-economic feasibility of shore power has informed industry dialogue, contributed to academic publications, and supported technical advancements within the International Electrotechnical Commission (IEC) working group. With active engagement in global committee meetings, Fednav’s team has played a pivotal role in influencing international standards.

Fednav’s leadership also extends through its chairing of the InterCargo Shore Power Working Group and its close collaboration with the Port of Québec on the Shore Power Project, which focuses on integrating shore power for Polar Class 4 vessels. In addition to technical progress, Fednav is actively advocating for equitable energy tariffs and uniform regulations, engaging with a range of government and industry stakeholders to advance these goals. Despite these efforts, achieving consensus across the industry remains challenging, especially in areas such as tariff structures and technical implementation.



Energy Saving Devices



Fednav is constantly evaluating the suitability of energy-saving devices (ESDs) for its fleet, analyzing their potential not only from a business perspective but also in terms of their positive environmental impact. This year, funding was secured for various ESDs, such as LED lights, variable-frequency drives, bilge fin, and Micro-Boilers, emphasizing the importance of tailoring solutions for each ship, striving to reduce overall emissions through diverse pathways, and deriving data-driven insights for decision-making, with AI offering potential for future initiatives.

Hydroponic Growing Units

New this year, Fednav has piloted hydroponic vegetable growing units on two ships, providing fresh herbs and salads to crew members. The initiative has generated excitement and is being monitored for potential expansion across the fleet. As one of the first companies in the industry to implement this approach, Fednav is pioneering innovative solutions to enhance crew welfare and sustainability at sea.



“It’s as simple as changing the light bulbs with LED. That’s a little thing, but that’s helping [for] lowering our emissions. We’ve been working and creating business cases just to make sure that the focus is not only on the financials, but [...] also on the environmental side that it has an impact. This is what we’ve done differently this year, and next year [...] we will keep on looking at what are the next opportunities we can invest in.”



Adeline Binoche
Head of Fleet Performance

”



BIODIVERSITY

Ballast Water Innovation Program

Fednav remains dedicated to reducing its impact in the regions where it operates, with a focus on protecting the biodiversity of vital ecosystems. To support these goals, the organization has introduced various initiatives, such as the launch of a Ballast Water Innovation Program (BWIP) project. Initiated in 2024, this research aims to improve the effectiveness of ballast water treatment systems, particularly in ports with challenging water quality. In partnership with Transport Canada and Albion Marine, Fednav installed an Albion Clean Flow system on the Federal St Laurent last year. The project is progressing well and is deepening the industry's understanding of ballast water treatment systems.

Waste Management

Fednav has continued its initiatives to implement proactive waste management on its vessels and in its global offices to reduce its environmental impact.

In particular, Fednav maintained its commitment to plastic reduction by continuing targeted blanket ban on single-use plastic bottles onboard ships, and this year extended these efforts to eliminate single-use plastics from seminars.

Regarding sludge management, Fednav continues to advance industry progress toward sustainable disposal. While the industry standard has been to burn sludge onboard, Fednav continues to implement its initiative to off-land sludge ashore and recycle whenever possible, rather than incinerate it. In 2024, Fednav reduced onboard sludge burning by 75%. In 2025, over 97% of all sludge generated was managed responsibly, either through recycling ashore or approved evaporation processes.





**PEOPLE & SOCIAL
RESPONSIBILITY**





PEOPLE & SOCIAL RESPONSIBILITY

Shipping is about people before anything else. Fednav crews spend months at sea, often far from home, and onshore teams work every day to support them. Fednav knows that doing this work safely and responsibly means looking after one another, through strong safety practices, real support for well-being, open communication, and fair opportunities across the fleet and offices.

That same sense of responsibility carries into the communities where they operate. By staying grounded in care, trust, and respect, Fednav continues to build a maritime culture people are proud to be part of.

Crew Retention Rate

96.68%



Voluntary Turnover Rate of Office Employees

2.86%



Participation in Engagement Survey

94%



Employee Engagement Score

8.3/10





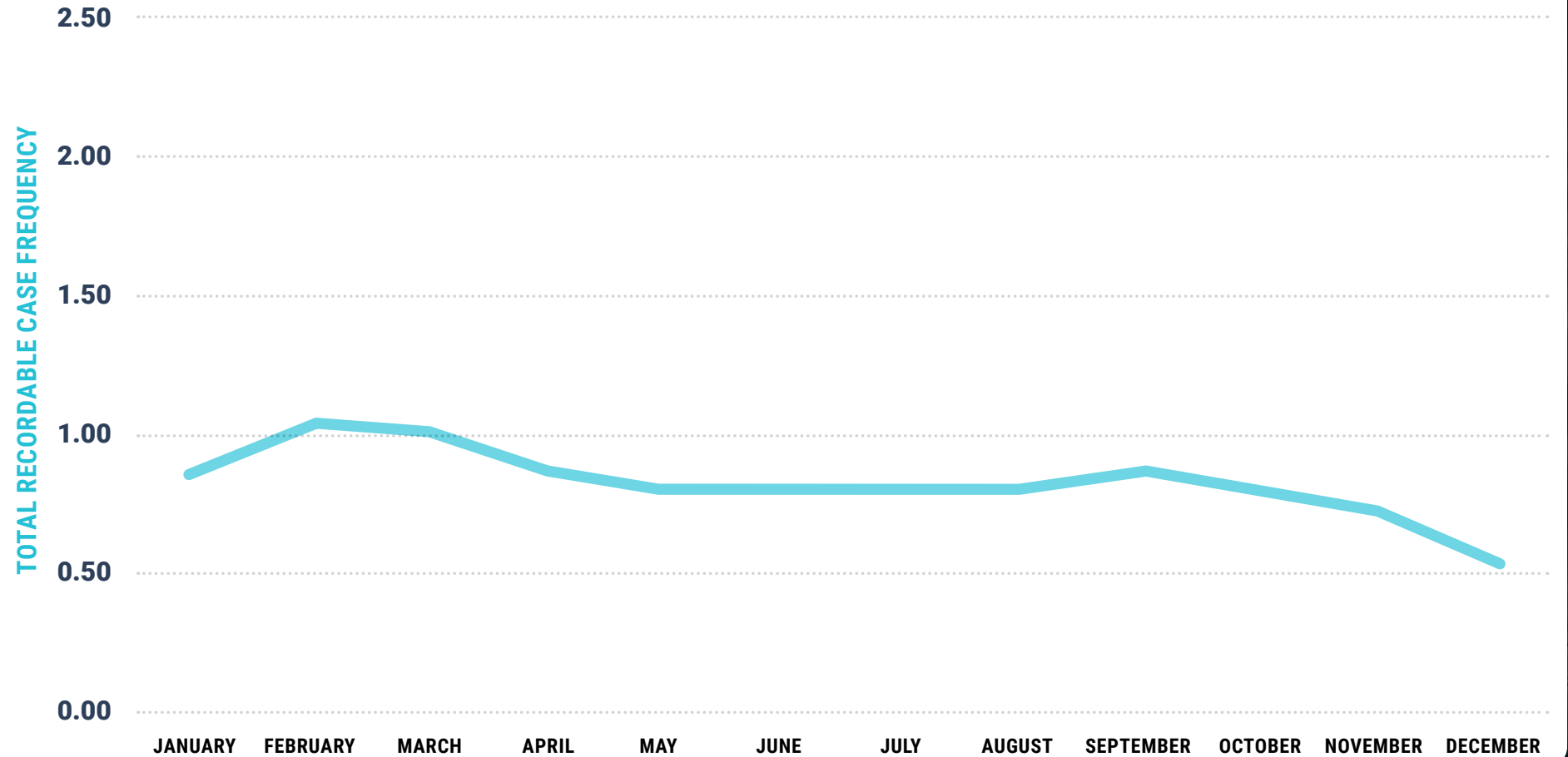
PEOPLE & SOCIAL RESPONSIBILITY

HEALTH & SAFETY

This year, Fednav took meaningful steps to better support crew safety and wellbeing, including improving access to care and helping crews stay connected at sea. The company also saw an improving trend in recordable injuries, which is an encouraging sign that efforts are having an impact.

At the same time, Fednav experienced a few significant incidents that could have been avoided, and the company is not shying away from that reality. These events were a stark reminder of how easily incidents can occur, and how critical it is to remain focused on safety every day. The team took the time to understand what happened, to have open and honest conversations, and to share the lessons learned to improve the consistency and quality of their approach.

FEDNAV OWNED FLEET ROLLING TRCF (PER 1,000,000 EXPOSURE HOURS)



Loss time injury frequency per million exposure hours (LTI)

0.23



December rolling TRCF per million exposure hours

0.54



Modern Connectivity, Real Support

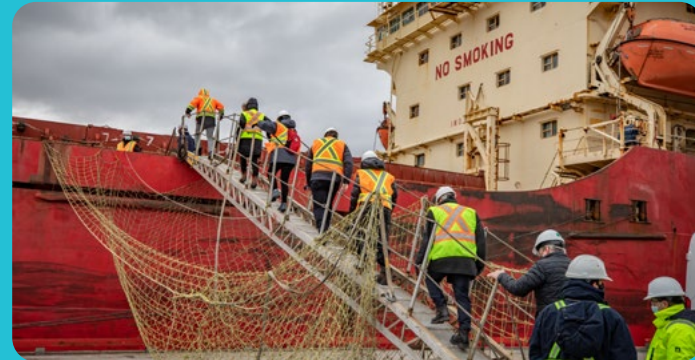


Connectivity at sea is more than convenience; it's a lifeline. Tools like Starlink help seafarers stay connected to loved ones, access medical support when needed and feel grounded even far from shore. This reliable link to the outside world reduces isolation and supports a safer, more supportive work environment on board.

Crew members can now use their personal devices to access medical professionals, including mental health specialists, without going through the ship's master, creating a more private, immediate, and supportive experience.

With access made easier, Starlink is reshaping how crews receive care while supporting Fednav's commitment to safety and well-being.

Designated Owners and Operators Program



Taking part in Rio Tinto's Designated Owners and Operators (DOO) program reflects Fednav's strong focus on safety and vessel quality. As both owner and operator, the responsibility is clear: every vessel, whether owned or chartered, must meet the same high standards. To support this, Fednav introduced an internal assurance policy in late 2024, committing to regular inspections of chartered vessels at least every two years. These inspections combine independent expertise and Fednav's own on-the-ground presence. Ongoing discussions with partners help ensure that lessons are shared quickly and safety improvements are put in place without delay.

Shipyard Safety



Operational output must never compromise safety. In 2025, Fednav achieved a strong safety year in its shipyards, with no recordable injuries. Shipyard safety protocols were governed by the shipyards' standards, while Fednav's site teams adhered to Anglo Eastern's safety framework, including structured monthly safety themes. In parallel, Fednav maintained active engagement with repair shipyard contractors who follow all safety protocols.



The idea is to go back to the basics, get the basics right 100% of the time, then everything will fall into place. Safety improvements are always possible with open dialogue with crew, responsive follow-up on concerns, and ongoing training.



Mandeep Singh Makkar
Head of Fleet Management



RightShip Score

4/5



PEOPLE & SOCIAL RESPONSIBILITY

DIVERSITY, EQUITY, & INCLUSION

Fednav believes everyone should feel respected, supported, and given a fair opportunity to grow. Onshore, this means being thoughtful about how it hires, welcomes, and supports people from day one, and removing barriers wherever possible. At sea, it means fostering inclusive, respectful onboard environments by addressing discrimination by rank, othering, and exclusion, while also continuing to create opportunities for women across all roles. Just as importantly, the company believes in listening, because understanding different experiences helps build stronger, more respectful relationships with the communities connected to its work.

Gender Ratio MEN | WOMEN



Office Employees



All Managerial Positions



Executive Team



Inclusion is not just a policy goal but a lived practice that supports fairness, equity, and genuine employee experience. Fednav's efforts to update and align policies, such as the parental leave program, are rooted in the belief that equitable treatment strengthens both individuals and the organization. DEI is directly connected to employee engagement, and when people feel valued, respected, and heard, they participate more fully. Ensuring that everyone has access to the required support and opportunities is at the heart of our DEI principles.



Lucie-Marie Gauthier
Senior Vice
President, Talent and
Communications





Diversity on Land

Fednav approaches Diversity, Equity, and Inclusion (DEI) as a core element of how the company is managed, guiding the programmes, tools, and processes implemented across the company and reinforcing its commitment to equal opportunity. DEI is reflected throughout the hiring process, from intake meetings that promote a clear and shared understanding of role expectations to job description reviews that help ensure requirements are relevant, accessible and applied throughout the recruitment process. The compensation team evaluates each role using a structured job assessment tool to promote fairness and help reduce bias in compensation decisions.

Objective decision-making in recruitment and internal role placement is reinforced by psychometric assessments, which help reduce personal biases and provide behavioural insights aligned with role requirements and the complementary strengths needed within teams. In addition, Fednav offers tailored workplace and mobility-related support, such as accessibility measures, flexible arrangements, and individual accommodations, to reinforce a sense of belonging and ensure an equitable and welcoming experience for all.

Fednav's culture is built on balance and inclusion. With women representing 40% of Fednav's onshore workforce and 60% of the executive team, its leadership reflects the diversity that is valued across the organization.

Diversity Onboard



In 2025, Fednav successfully maintained its target of 15% women cadets, a key benchmark in strengthening representation at sea. In collaboration with its fleet management partners Anglo-Eastern, the company has now shifted its approach from primarily focusing on female cadet representation to expanding recruitment and advancement opportunities for women across all ranks, including ratings roles. This meant opening pathways for seafarers, cooks, stewardesses, etc.

On the horizon, Fednav is expected to welcome its first female captain next year, reflecting the growing presence and advancement of women in senior maritime roles. The organization recognizes that this work is ongoing and continues to prioritize consistent, long-term efforts to expand opportunities, strengthen representation, and support the advancement of women at sea and across all maritime roles.

Indigenous Awareness and Learning

In December 2025, Fednav employees participated in a Blanket Exercise led by Indigenous facilitators, designed to give participants a lived, experiential understanding of Indigenous realities. Through movement, storytelling, and shared reflection, employees were invited to step into moments that reflect what Indigenous peoples have endured and continue to feel, from pre-contact through colonization and ongoing resistance. The immersive nature of the exercise fostered empathy, deepened cultural understanding, and encouraged thoughtful reflection on respect, reconciliation, and Fednav's relationships with Indigenous communities.



EMPLOYEE ENGAGEMENT

Employee engagement is central to Fednav's culture and long-term success. When people feel valued, supported, and connected to their work, they bring their best to what they do, and Fednav strives to create the conditions to make this possible.

Over the past year, the company focused on fostering connection and alignment across its global offices through clear, two-way communication, meaningful recognition, cross-team collaboration and activities that involved all offices. Regular feedback and improved engagement touchpoints help ensure employees feel informed, included, and supported.



Supporting Families Through Life's Milestones

Fednav recognizes that supporting employees during significant personal transitions not only has a lasting impact, but it's the right thing to do. In 2025, a revised parental leave policy was introduced, designed to strengthen equity, support employee well-being, and align the organization with leading practices. Practical guides and support tools were developed to ensure a smoother, more consistent experience for employees before, during, and after their leave, and equip managers to better accompany their teams, reinforcing the organization's commitment to clarity, and fairness.





Listening to Its People

In 2025, Fednav strengthened its commitment to employee engagement by deepening how it listens to, understands, and responds to employee feedback across the organization. This marked the first full year of the company's ongoing pulse survey, administered by an independent employee engagement platform that has supported organizations globally since 2016. The platform uses a consistent, research-based methodology, ensures confidentiality, and benchmarks results against comparable organizations. Participation reached an exceptional 94%, underscoring strong employee trust in the process. The survey produced a preliminary engagement score of 8.3/10, exceeding the benchmark of 7.8 and reflecting a high level of confidence, motivation, and collaboration across teams.

Employees were also encouraged to contribute ideas through focus groups, which collectively generated over 130 actionable suggestions.

These insights are now shaping targeted action plans across teams as leaders review group-specific results and follow up directly with employees to ensure that every voice helps influence meaningful improvements. This new survey model represents a shift toward responsiveness, and shared ownership of Fednav's culture. By replacing annual engagement assessments with a continuous pulse, Fednav is better positioned to respond to employee needs in real time, reinforce what is working well, and address emerging issues before they become systemic.

Shipping Trainee & Summer Student Program



Fednav's Shipping Trainee Program combines theoretical learning with hands-on experience across the full shipping journey, giving students a well-rounded understanding of the business. Delivered in partnership with the Danish Shipping Academy, the program combines remote coursework with in-person sessions in Copenhagen, helping trainees build global networks and practical skills. In 2025, two new trainees joined the program, bringing the total to four trainees currently at different stages of the program.

Mentorship is central to the program, with each trainee supported by an in-house expert throughout the program. Trainees also play a key role in employer branding through campus engagement ambassador roles.

Fednav's Summer Student Program further supports the future talent pipeline by offering students hands-on experience through collaborative projects tied to current operational priorities. Together, these programs help develop the next generation of maritime professionals and support the industry's long-term sustainability.

Wavemakers: Employee Engagement and Community Impact

Fednav's Wavemakers, an employee-led social committee dedicated to strengthening a vibrant, inclusive workplace culture, continues to have a positive impact on employee engagement company-wide. In 2025, the Wavemakers organized a variety of activities across global offices, helping reinforce internal connections and celebrating the organization's diversity.

The committee's work also extends beyond internal engagement. The Wavemakers regularly champion charitable initiatives and fundraising efforts that support the communities where Fednav operates. Through its enthusiasm and commitment, the Wavemakers help foster a sense of belonging and contribute to a positive impact both inside the organization and beyond.





PEOPLE & SOCIAL RESPONSIBILITY



COMMUNITY ENGAGEMENT & PARTNERSHIPS

Fednav promotes active community engagement by supporting employees who volunteer, share professional expertise, or participate in fundraising initiatives. This commitment to social responsibility strengthens local communities while fostering stronger connections across the organization's global offices. By embedding social responsibility into its culture, Fednav positively impacts those in need while reinforcing meaningful connections across the organization and the communities it serves.



Fednav Community

Fednav Community's mission is to provide meaningful charitable assistance to individuals and groups in need, primarily in areas where Fednav has offices and to charitable organizations that are close to the hearts of its employees. The committee ensures that support reflects a broad range of causes, perspectives and local realities.

In 2025, Fednav Community supported more than 25 organizations connected to employees' interests and values, contributing over \$150,000 in donations. Through this employee-driven model, Fednav strengthens its connection to local communities while empowering employees to help direct support toward causes that matter most to them.

25+

Organizations Close to the Hearts of our Employees

+150K In Donations



Partnerships

Fednav works closely with a range of trusted industry partners who share a commitment to integrity, collaboration, and long-term value. These relationships support shared learning, innovation, and responsible growth across the maritime sector.

ARCTIC COUNCIL'S PROTECTION OF THE ARCTIC MARINE ENVIRONMENT (PAME) WORKING GROUP

Leading intergovernmental forum promoting cooperation, coordination, and interaction among the Arctic States, Arctic Indigenous Peoples, and other Arctic inhabitants on common Arctic issues, particularly in sustainable development and environmental protection.

BALTIC AND INTERNATIONAL MARITIME COUNCIL (BIMCO)

As the world's largest international shipping association, it provides expert knowledge and practical advice to safeguard and add value to its members' businesses. Fednav CEO Paul Pathy is the President Designate of BIMCO.

GLOBAL MARITIME FORUM

Driving transformative action and fostering collaboration in the maritime industry.

GREEN MARINE

A voluntary environmental certification program that helps its participants to improve their environmental performance. Fednav is a Founding Member; its COO is a Board Member; and its Head of Fleet Management is part of the Great Lakes Advisory Committee.

INTERCARGO

INTERCARGO represents members operating bulk carriers in the international dry bulk trade and works with regulators and industry partners to promote safe, efficient, and environmentally responsible shipping. Fednav's Senior Manager, Technical Services, chairs the Shore Power Working Group.

MAERSK MC-KINNEY MOELLER CENTER FOR ZERO CARBON SHIPPING

Focused on reducing the shipping industry's carbon footprint through new technologies and methods to reduce GHG emissions. Fednav is a Mission Ambassador.

MARITIME ANTI-CORRUPTION NETWORK (MACN)

Global business network working towards eradicating corruption in the maritime industry and enabling fair trade for the benefit of society at large.

NEPTUNE DECLARATION

A commitment prioritizing seafarers' health, safety, and well-being for their critical role in maintaining global trade.

SHIPPING FEDERATION OF CANADA

A national association that represents the owners, operators and agents of the ocean ships that carry Canada's exports and imports to and from world markets. Fednav's Director, External Relations, serves on the Board of Directors, and its Head of Fleet Management is part of the Pilotage Committee.

ST. LAWRENCE ECONOMIC DEVELOPMENT COUNCIL (SODES)

Unites stakeholders in Quebec's maritime ecosystem around the economic, environmental, and social opportunities offered by the St. Lawrence corridor. Fednav's Director, External Relations, serves on the Board of Directors.



The global landscape is constantly changing, making trusted partnerships more important than ever. Through close collaboration with industry leaders and like-minded organizations, Fednav fosters strong, transparent relationships that support innovation, shared learning, and long-term value for our people, our partners, and the communities we serve.



Nicole Trépanier
Director, External Relations





CORPORATE GOVERNANCE



GOVERNANCE

In 2025, Fednav continued to strengthen its governance, risk management, and preparedness for disruption, supporting sound decision-making in an increasingly complex environment. Through a more robust enterprise risk management approach, clearer governance structures, and ongoing investment in business continuity and ethical oversight, the company reinforced a practical, transparent approach to identifying and managing risk.

Improvements to digital tools and data governance also helped strengthen resilience, oversight, and access to critical information. Together, these efforts support the reliability of Fednav's operations and reflect its commitment to long-term sustainability and the trust of employees, partners, and stakeholders.

ENTERPRISE RISK MANAGEMENT

In 2025, Fednav continued to strengthen its enterprise risk management framework, reinforcing a structured, transparent, and organization-wide approach to identifying, assessing, and managing risks in an increasingly complex operating environment.

A key milestone during the year was the formal establishment of a Risk Management Committee, bringing together representatives from multiple departments under a dedicated governance structure. This committee serves as a central forum for reviewing enterprise-level risks, fostering cross-functional dialogue, and ensuring consistent oversight across the organization. Rather than focusing solely on mitigation measures, discussions deliberately begin with risk identification and prioritization, including both existing and emerging risks.

Fednav's risk management framework is designed to remain dynamic and adaptive, with regular reviews to reflect changes in regulatory expectations, market conditions, cybersecurity threats, and geopolitical uncertainty. By strengthening governance structures, expanding engagement, and enhancing oversight, Fednav continues to embed risk management as a core component of responsible and sustainable business practices.





Operational Resilience and Business Continuity



Fednav advanced its Business Continuity Plan (BCP) to further strengthen operational continuity and crisis preparedness. Progress during the year included a comprehensive review of all resilience plans, enhanced governance, and improved accessibility of critical documentation.

Fednav remains committed to ongoing training and regular exercises to continuously reinforce operational readiness and maintain a robust posture against disruptions.

These actions reinforce Fednav's ability to maintain critical operations during disruptive events and demonstrate a structured, proactive approach to operational resilience.

Ethical Governance

Fednav continued to operate its third-party whistleblower process as part of its broader ethical governance framework. Available to employees, seafarers and any external third party, the process provides a confidential and independent channel for raising concerns, supporting transparency, accountability, and compliance across the organization.



Governance Committees

In 2025, Fednav further strengthened and clarified the mandate of its governance committees to ensure more structured, coordinated, and accountable oversight. This included the formalization of the role of several key committees, including Risk Management and Decarbonization.

Operating under a shared governance philosophy and reporting to the Executive Committee, these committees can adjust their mandates, objectives, meeting cadence, and information-sharing practices annually while maintaining alignment with oversight.

This structure brings together cross-functional expertise to centralize discussions that were previously handled in parallel, improve alignment on priorities, and support effective oversight of key risks, opportunities, and regulatory developments. This integrated approach strengthens Fednav's resilience, sharpens decision-making, and supports sustainable, long-term growth.



GOVERNANCE

DIGITAL GOVERNANCE & DATA INTEGRITY

Over the past year, Fednav has focused on strengthening data governance, data quality, and internal controls to support resilience, financial oversight and proper risk management.

As part of its wider digital transformation, the company implemented enhanced software solutions that have improved efficiency throughout its operations. These innovations, including state-of-the-art cloud platforms enabling secure data exchange, seamless system integration, and strengthened IT security, have positively impacted all departments. All these technologies streamline governance and risk documentation management, facilitate faster access to relevant information, and make it easier to navigate complex processes.

Beginning in 2024, Fednav accelerated the integration of artificial intelligence across its operations to strengthen its IT environment and support day-to-day productivity. A notable project was the deployment of Copilot, which provides employees with secure, enterprise-grade AI assistance embedded in existing Microsoft tools.

Alongside the rollout, Fednav established clear governance and usage guidelines, delivered targeted training to employees, and defined practical use cases focused on data analysis, document drafting, decision support, and workflow efficiency. These initiatives ensure AI is adopted responsibly, securely, and in a way that delivers measurable value while supporting evolving work practices across the organization.



Modernizing Fednav's Liner Service System

In 2025, Fednav launched a modernized platform for FALLine services, which replaces legacy systems and strengthens voyage data management and protection. Designed with a user-friendly interface and enhanced security, the new platform supports greater operational efficiency and responsible information governance, reinforcing Fednav's commitment to continuous improvement and providing customer service that meets and exceeds expectations.



In 2025, we strengthened our approach to risk management and governance by working across disciplines to improve data quality, cybersecurity, and oversight. In an increasingly complex regulatory and operational environment, our focus remains on rigour, collaboration, and continuous improvement.



Katia Marquier
Chief Financial Officer





PERFORMANCE

Fednav is committed to publishing its environmental, social, and governance (ESG) performance in an open and transparent manner.

This ESG report focuses on our owned ship activities exclusively. It establishes a clean slate and a framework we will use for years to come as we begin to report our progress.

ENVIRONMENT	Units	2025	2024	2023	2022	2021	SASB Codes
DECARBONIZING & EMISSIONS							
CO ₂ Emissions	Metric tons (t) CO ₂ -e	685,787	700,889	709,577	736,692	779,736	TR-MT-110a.1
Total energy consumed	Gigajoules (GJ)	8,720,171	9,673,812	9,703,248	10,659,000 ¹	11,321,000 ¹	TR-MT-110a.3
Percentage of heavy fuel oil	Percentage (%)	58.41%	63.45%	52.9%	33.3%	45.16%	TR-MT-110a.3
Percentage of renewable fuels	Percentage (%)	0.62%	0%	0%	1%	0%	TR-MT-110a.3
Average energy efficiency design index for new ships (EEDIs/EEXIs) ²	Grams of CO ₂ per ton-nautical mile	5.04	5.03	5.04	5.1	5.03	TR-MT-110a.4
Air emissions: NOx (excluding N ₂ O), SOx, and Particulate Matter (PM ₁₀)	Metric tons (t)	NOx: 13,861.5 SOx: 1,233.2 PM₁₀: 1,425.8	NOx: 14,380 SOx: 1,330 PM₁₀: 1,425	NOx: 15,286 SOx: 1,416 PM₁₀: 1,477	NOx: 17,536 SOx: 1,384 PM₁₀: 1,536	NOx: 16,098.9 SOx: 1,509.74 PM₁₀: 1,759	TR-MT-120a.1
BIODIVERSITY							
Percentage of fleet implementing ballast water exchange	Percentage (%)	Arctic Fleet: 100% Intl. Fleet: 0%	Arctic Fleet: 100% Intl. Fleet: 0%	Arctic Fleet: 100% Intl. Fleet: 0%	Arctic Fleet: 0% Intl. Fleet: 10%	Arctic Fleet: 0% Intl. Fleet: 21%	TR-MT-160a.2
Percentage of fleet implementing ballast water treatment systems	Percentage (%)	Arctic Fleet: 100% Intl. Fleet: 100%	Arctic Fleet: 100% Intl. Fleet: 100%	Arctic Fleet: 100% Intl. Fleet: 100%	Arctic Fleet: 100% Intl. Fleet: 90%	Arctic Fleet: 100% Intl. Fleet: 79%	TR-MT-160a.2
Shipping duration in marine protected areas or areas of protected conservation status ³	Days	9,385	8,288	10,033	9,887	N/A	TR-MT-160a.1
Number of spills and releases to the environment	Number, Cubic meters (m ³)	0	0	0	0	0	TR-MT-160a.3
Aggregate volume of spills and releases to the environment	Number, Cubic meters (m ³)	0	0	0	0	0	TR-MT-160a.3



PERFORMANCE

SOCIAL	Units	2025	2024	2023	2022	2021	SASB Codes
HUMAN CAPITAL							
Total number of office employees ⁴	Number	210	212	214	206	210	–
Gender ratio (office employees) ⁴	Percentage (%)	Male: 60% Female: 40%	Male: 60% Female: 40%	Male: 60% Female: 40%	Male: 61% Female: 39%	Male: 59% Female: 41%	–
Gender ratio (all managerial position) ⁴	Percentage (%)	Male: 69% Female: 31%	Male: 73% Female: 27%	Male: 76% Female: 24%	Male: 64% Female: 36%	Male: 71% Female: 29%	–
Voluntary Turnover/Retention rate ⁴	Percentage (%)	2.86%	6.60%	3.85%	7%	10.92%	–
Total number of crew members ⁵	Number	1,479	1,449	1,322	1,389	1,465	TR-MT-000a
SAFETY							
Lost time incident rate (LTIR)	Rate (per 1 million exposure hours)	0.23	0.34	0.77	0.53	0.67	TR-MT-320a.1
Number of marine casualties	Number	6	2	8	4	7	TR-MT-540a.1
Percentage of marine casualties classified as very serious	Percentage (%)	33%	0%	0%	0%	0%	TR-MT-540a.1
Number of Conditions of Class or Recommendations ⁶	Number	3	5	10	13	26	TR-MT-540a.2
Number of port state control (1) deficiencies and (2) detentions	Number	⁽¹⁾ 91 ⁽²⁾ 0	⁽¹⁾ 132 ⁽²⁾ 0 ⁷	⁽¹⁾ 135 ⁽²⁾ 2 ⁷	⁽¹⁾ 134 ⁽²⁾ 1	⁽¹⁾ 178 ⁽²⁾ 0	TR-MT-540a.3
GOVERNANCE							
Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Number	6	4	7	5	4	TR-MT-510a.1
Total amount of monetary losses because of legal proceedings associated with bribery or corruption	Reporting Currency	0	0	0	0	0	TR-MT-510a.2

REFERENCES

1. Figures for 2022 and 2021 are rounded to the nearest 1,000.

2. Number generated on December 31st, 2025.

3. Arctic vessels not included.

4. Fednav office data generated on December 31st, 2025

5. Crew members are those working aboard the entity's vessels during the reporting.

6. Number of open conditions of class as of December 31st, 2025.



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