



BLUE HORIZON



SUSTAINABILITY REPORT
PONANT | 2023

SUSTAINABLE FUTURE IS OUR DESTINATION.



CONTENTS

A word from the CEO	P.04
Who are we?	P.06
Business model	P.08
Highlights in 2023	P.10
Our sustainability strategy	P.12

1

PROTECT NATURE AND HUMAN HEALTH

Climate change: reducing our co2 emissions	P.14
Reducing air pollution	P.16
Protecting marine biodiversity	P.22
	P.23

2

IMPROVE WELLBEING IN THE WORKPLACE

Attracting talent to support growth	P.28
Retaining employees by offering a shared vision and future prospects	P.30
Mobilizing teams by promoting engagement and wellbeing in the workplace	P.33
	P.38

3

GETTING INVOLVED TO ACT BETTER

Engage and inspire our stakeholders	P.42
Act with integrity and responsibility across our value chain	P.44
Strengthen ties with local communities	P.46
Contribute to scientific research with the ponant science program	P.50
	P.54

Appendices	P.56
Methodology	P.59

A WORD FROM THE CEO



OUR DESTINATION: A MORE RESPONSIBLE FUTURE

This new edition of our sustainability report allows us to share our progress, deepen our analysis of environmental and social issues, and strengthen our commitment to transparency and responsibility.

In 2023, we celebrated our thirty-fifth anniversary of exploration and paid tribute to all those who have been at the heart of our development and growth since 1988. A shared ambition drives us: to make travel a unique experience of discovery, understanding and meaning, with nature as our guide.

In an increasingly competitive environment, PONANT maintains its position as the international leader in expedition cruising. The company also demonstrates sustained growth and a positive evolution in customer satisfaction rates.

To achieve our Explore to Inspire strategic plan, mobilizing and retaining our employees remains at the core of our priorities, as we are convinced that their commitment is the key to our success. Safety remains a top priority, with a constant focus on improving our standards.

We adhere to demanding standards that reflect the efforts made by all our teams to better address environmental and social issues. We continue our decarbonization efforts with the goal of achieving net zero by 2050. This year, we have observed an 11% reduction in CO₂ emissions per cruise day compared to 2018.

Driven by our commitment to more responsible tourism, we are determined to follow through on our mission to offer exceptional travel experiences while preserving our planet and its inhabitants.

We are a crew – working together is our strength.

Hervé GASTINEL
Chief Executive Officer and Sustainability Executive Officer of the PONANT Group



WHO ARE WE?

Explore to inspire : explore to better understand, learn, share and protect.

For over 35 years, PONANT has been committed to more responsible tourism and voyages of exploration which have meaning. The French-flagged fleet comprises 13 small ships equipped with state of the art environmentally friendly equipment.

Founded by a dozen Merchant Navy officers eager to share their passion for the oceans, PONANT has been taking guests as near as possible to nature in all her glory and ancestral cultures, far from the busy shipping lanes.

On board, teams of experts including naturalist guides, expedition leaders, lecturers and scientists share their enthusiasm and knowledge with guests.

Certifications



The four Sisterships, six PONANT Explorers, *Le Commandant Charcot* and the sailing yacht *Le Ponant* all obtained **Green Globe** certification in 2023.



Le Ponant, first sailing yacht in the world to earn the **Relais & Châteaux** label in 2023.



100% of the fleet certified **Cleanship** by Bureau Veritas in 2021.



The first cruise line to obtain the **certification in 2021**, PONANT scored 4.6 out of 5 and achieved level 5 (leadership and excellence) for six of the eight environmental criteria.

Commitments and recognitions



Executive member of the **IAATO**⁽¹⁾ and **AECO**⁽²⁾ associations which federate all those operating in the polar regions to establish responsible tourism.



Signatory in 2021 of the **Global Tourism Plastics** Initiative to ban single-use plastic.



Ranked 2nd most environmentally friendly cruise company by the **NGO NABU** in 2023.



Prix des Pros went to PONANT in 2023 in the Maritime category.



Adherence to the charter in 2023. *Le Champlain*, the first ship in the fleet to be audited, achieved a score of 91%.

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

Our history



1988

From the start, 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 minimize the environmental footprint and optimize wastewater treatment with waste heat recovery boilers. This led to the launch of four sisterships, starting in 2010: *Le Boréal*, *L'Austral*, *Le Soléal*, *Le Lyrial*.



2015

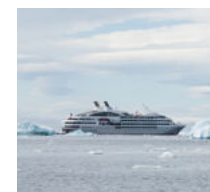
True to its spirit of exploration, PONANT announced its order for the PONANT EXPLORER series, six yachts with 92 staterooms and suites, specially designed for expeditions. They all have catalytic converters which reduce polluting NOx emissions by four*.

*according to manufacturer data



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 installed on all ships to eliminate usage of single-use plastics.



2023

A project for a ship aiming for zero emissions in operation by 2030 was launched. Wind propulsion, biofuels, fuel cells and eco-design are being studied.

to be continued

BUSINESS MODEL

Our Capitals



Financial capital
Stable family shareholder



Human capital
672 shore-based employees
4 009 navigants



Constructed capital
13 French-flagged ships including:

4 SISTERSHIPS
260 guests

6 EXPLORERS
180 guests

1 cruise ship
330 guests

1 cruise ship
330 guests

1 polar exploration ship
245 guests



Natural capital
100% low sulphur fuel and LNG*
73% of freshwater produced on board in 2023
100% eco-label paper

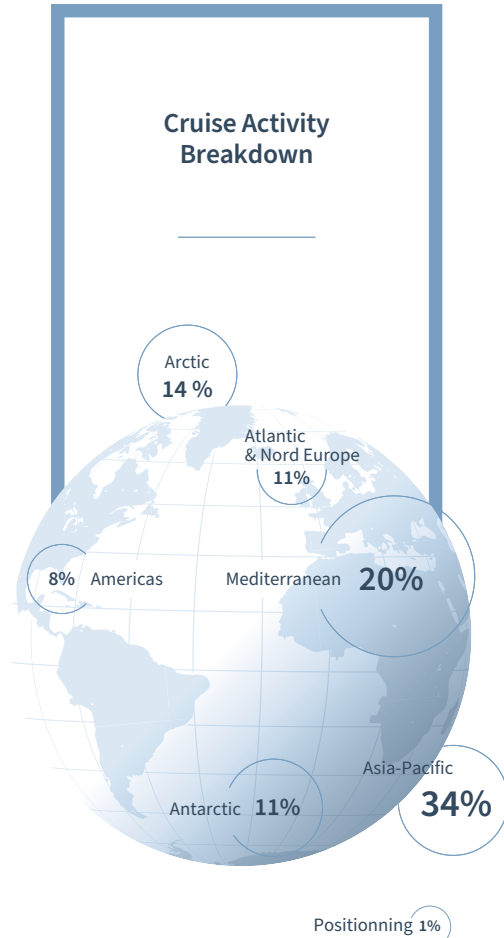
*Liquefied Natural Gas



Social capital
Ranked 2nd **Nabu 2023**
Certification **Greenmarine, Green Globe**
Label **CleanShip**
Signatory **IAATO⁽¹⁾ et AECO⁽²⁾**
(1)International Association of Antarctica Tour Operators (2) Association of Arctic



Brand Capital
Luxury-Expedition for **sustainable tourism**
480 cruises in 2023



Our activities



Impacts on stakeholders



Guests
3,72/4 guest satisfaction*
Cultural enrichment with lectures and themes

*Scores based on satisfaction surveys of more than 20,000 respondents



Shore-based employees
1,36 Lost time work injury frequency rate
8 539 h of training



Seafarers employees
2,64 Lost time work injury frequency rate
29 070 h of training*

* Applies only to in-person and virtual.



Societal
Support for 8 local initiatives through PONANT Foundation
Economic benefits for local people



Environment
44,8 t CO₂/j cruise day
100% waste sorted on board (on average, over the entire fleet)
Wastewater treatment in coastal and vulnerable areas
Biodiversity protection

HIGHLIGHTS IN 2023

First full year of operation for the whole fleet

PONANT marked a historic milestone in 2023 with all 13 of its ships being fully operational. After a turbulent period during the COVID crisis, business bounced back with a rise of 20% on number of cruise days compared to 2022. This total recovery demonstrates the robustness and growing reputation of the company in the luxury exploration cruise sector.

35 ans of exploration

In 2023, PONANT celebrated its 35th anniversary and paid tribute to all those who have been at the heart of its growth since 1988. We are driven by a shared ambition which is to make travel a truly unique experience of discovery, understanding and meaning, with nature as our guide. An opportunity to highlight the expertise and commitment of all the men and women who work so hard every day to achieve it.

Le Paul Gauguin :

25 years of navigation

Specializing in Polynesia, PAUL GAUGUIN Cruises joined the PONANT family in 2019 and in 2023 celebrated its 25th anniversary with a series of exclusive offers and events proposed throughout the year. 2023 was also the year to celebrate the unwavering loyalty of five crew members who have been on board the *Paul Gauguin* since the start.

Governance reorganization

To give the group new impetus to achieve the objectives set out in its *Explore to Inspire* strategy plan, two principal administrative departments and one Operations and General Secretariat department were set up. These major changes reflect two years of evolution and a total reorganization of the group's management structure, against a backdrop of renewed growth and consolidation.

Conflict in the Middle East

Since October, our activities have been disrupted by the conflicts in the Middle East. Some itineraries have had to be modified and even canceled to avoid conflict zones and guarantee the safety of our guests and crew.

Avian flu pandemic in Antarctica

In the autumn of 2023, an avian flu pandemic swept across the Antarctic region, affecting certain species of birds and marine animals. To prevent the spread of the virus, PONANT has had to adapt its operations and itineraries, most notably by reinforcing biosecurity measures and avoiding some landing sites.



PONANT : first maritime cruise line to achieve **green globe certification**

All four Sisterships, six PONANT Explorers, *Le Commandant Charcot* and the sailing yacht *Le Ponant* have just been awarded Green Globe certification, a global tourism industry standard. This result rewards the commitment of all PONANT teams over the past several years to reduce their environmental footprint and contribute to more sustainable tourism.

"Green Globe certification is a key element of our commitment to ensuring accountability for our actions. It's important for our guests and also for continuing to encourage the whole maritime sector to realize its environmental transition. What sets this certification apart is that it is based on continuous improvement. While our goal this year was to obtain it, the major challenge in the coming years will be to keep it."
Wassim Daoud, Head of CSR and Sustainability at PONANT

Green Globe, an internationally recognized standard

Launched in 1998, the Green Globe International Standard for Sustainable Travel and Tourism is recognized by the Global Sustainable Tourism Council. It assesses the sustainability of business operations based on 44 criteria and 380 indicators organized around four pillars: sustainable management, social and economic performance, cultural heritage and the environment.

Green Globe is an affiliate member of the World Tourism Organization. The certification process is carried out every year by an accredited independent auditor.

OUR SUSTAINABILITY STRATEGY

Involved governance

In 2023 PONANT added a purpose to the company's statutes: "Explore to inspire. To enjoy meaningful and responsible travel experiences". In this way, the company intends to generate a positive and significant social, societal and environmental impact in carrying out its business. Within the Group, the main entities involved in the various CSR issues are represented on the Management Committee, including the Human Relations and Culture Department, CSR and Sustainability Department, Health Safety Environment Department (HSE), Compliance Department and the PONANT Foundation.

MANAGEMENT COMMITTEE	<ul style="list-style-type: none"> It manages and administers the company. It influences strategic decisions, in particular those related to CSR It controls the achievements and directions of the CSR and Sustainability Department.
INTERNATIONAL COMMITTEE	<ul style="list-style-type: none"> Comprising the Management Committee and the CEOs of APAC and the USA and the EMEA Commercial Director, it studies the company's strategic development and investment orientations.
THE CSR AND SUSTAINABILITY DEPARTMENT	<ul style="list-style-type: none"> Manages and coordinates priority orientations and supports all entities and departments in the Group to progress its remit. It reports to the General Secretariat.
THE HEALTH SAFETY ENVIRONMENT DEPARTMENT	<ul style="list-style-type: none"> Rolls out all the standards and procedures to guarantee the health and safety of guests and crew. It ensures compliance with regulatory and internal environmental standards and supervises the environmental officers on each ship It reports to the Operations Department.
THE COMPLIANCE DEPARTMENT	<ul style="list-style-type: none"> Implements procedures required to ensure compliance with applicable legal and ethical standards.
THE HUMAN RELATIONS AND CULTURE DEPARTMENT	<ul style="list-style-type: none"> Supervises and ensures employees wellbeing and growth in the company.. It ensures the calibre of the social dialogue between management and employees. It attracts, integrates and retains employees, and develops their skills and performance.
THE PONANT FOUNDATION	<ul style="list-style-type: none"> Focuses its support on protecting the oceans and poles and encouraging exchanges between peoples. The Foundation has its own Board of Directors.

Our main extra-financial risks

Managing risk is an integral part of management strategy as it helps establish the right steps and actions to take in the event of damage or harm being done.

It involves a four-stage risk mapping process (Identification, Modeling and assessment, Analysis of the control system, Establishing the risk map).

Significant extra-financial risks are identified in the Group's risk map and prioritized based on two factors: probability and potential impact. They are ranked in three categories according to their impact on the group's sustainability performance: moderate, high (+) or critical (++) (see table below). These risks were identified in partnership with the internal audit team, The Global Risk Management Department with the assistance of all the group's entities and external consultancy bodies, then approved by the members of the Executive Committee. PONANT is committed to maintaining regular dialogue with its stakeholders on extra-financial issues.

CATEGORY	RISKS	PERFORMANCE INDICATORS	ACTION PLANS
Protecting nature and human health	Climate change (++)	CO ₂ emissions	P. 16
	Air pollution (++) , Biodiversity (+)	SOx and NOx emissions water consumption, waste and single-use plastic, waste valorization	P. 22
Improving wellbeing in the workplace	Attract & retain talent (+)	Exit and absenteeism rate, number of training hours	P. 31
	Diversity and inclusion (+)	Gender equality index, percentage of female managers	P. 36
	Health & Safety on board (++)	Lost time work injury frequency rate	P. 40
Getting involved to act better	More responsible and ethical value chain (++)	% of suppliers audited by EcoVadis, cybersecurity policy, Ethics Code	P. 46
	Relations with local peoples (++)	Number of projects with local populations	P. 52
	Contribution responsible tourism (+)	Customer satisfaction, number and budget of PONANT Science projects	P. 54

Blue Horizon : our three-pronged sustainability approach

OUR AMBITION

To become a reference for sustainable development.

By putting people at the center of our strategy, PONANT is paving the way to a horizon of more sustainable and meaningful tourism. We believe the oceans we cross aboard our ships, and our planet's natural and cultural riches that we share with guests, are precious gifts. It is up to us to help preserve them because we better protect what we know.

OUR ROADMAP

To focus on reducing our ecological footprint and reinforce our positive impact.

Based on the significant risks identified: to consolidate our skills, capitalize on our strengths and make more commitments with big ambitions to go even further.

In this context our sustainability approach is structured around three key areas:

1 Protecting nature and human health



- Climate Change**
Limiting climate change: aiming for a -30% reduction in CO₂ emissions by 2030 compared to 2018.
- Air Quality**
Limiting atmospheric pollution and treating our air emissions.
- Biodiversity**
 - Treating our wastewater discharges,
 - Aiming for "zero single-use plastic",
 - Reducing and valorizing our waste,
 - Limiting noise and light pollution,
 - Reducing our footprint during onshore visits.






2 Improving wellbeing in the workplace



- Talent Attraction**
 - Promoting recruitment and internal mobility,
 - Implementing a compensation and benefits policy.
- Employee Retention**
 - Supporting skills development and career management,
 - Promoting inclusion and diversity.
- Team Mobilization**
 - Enhancing quality of work life,
 - Ensuring the health and safety of passengers and teams onboard and onshore.





3 Getting involved to act better

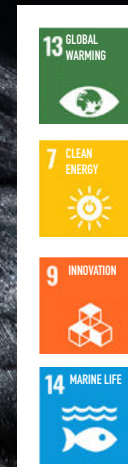


- Stakeholder Engagement**
 - Raising awareness among passengers and involving employees in our sustainability approach,
 - Collaborating with professional organizations.
- Value Chain**
 - Promoting responsible procurement,
 - Ensuring business ethics, cybersecurity, and data protection.
- Local Communities**
Meeting their expectations, involving them in the design of our itineraries, and promoting their cultures.
- PONANT Science**
Supporting science through hosting scientists aboard our ships and participating in scientific research projects.




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** (UN SDGs) adopted in 2015.

1 Protect nature and human health



The oceans constitute the largest ecosystem on the planet and are essential for life on Earth. They cover nearly 70% of the globe's surface, supply more than 50% of the oxygen we breathe and absorb over 30 % of CO2 emissions. The oceans also help to regulate the climate on Earth, the recycling of marine minerals and to protect other ecosystems.

To help protect this vital resource, PONANT is invested in a modern fleet with the aim being to achieve the highest standards in terms of environmental performance and health and safety on board.

This objective involves reducing greenhouse gas emissions, sulfur oxides and nitrogen oxides, treating wastewater before discharge, sorting and recovering waste and paying attention to anything that could impact marine biodiversity.

- CO₂ emissions reduction objectives
 - Le Ponant sail propulsion
 - Le Commandant Charcot, hybrid electric powered by LNG
 - 100 % low sulfur fuels
 - Shore power connections for ships when in port
 - 85% of fleet fitted 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 label*
 - Wastewater treated
 - Progressive elimination of single-use plastic
 - Recycling and recovery of waste on board
 - Reduction of undersea noise pollution
 - Environmental impact studies



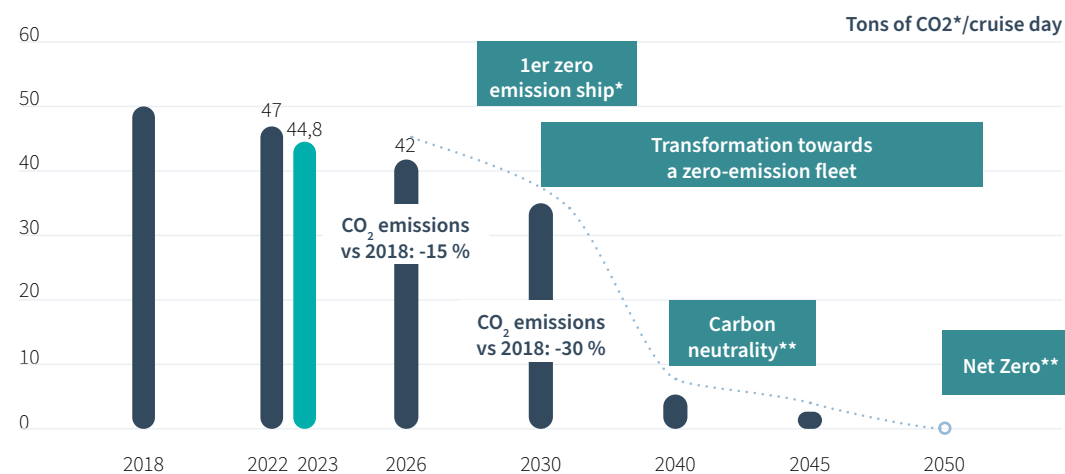
Climate change: reducing our CO₂ emissions

With an investment of over €1 billion dedicated to building the fleet, we now have the most recent cruise fleet in the industry with 13 small ships (maximum 160 staterooms). Their engines are powered by electricity produced by generators, which improves energy efficiency and limits CO₂ emissions.

In a global context marked by the climate emergency, PONANT continues to work towards decarbonization by integrating ambitious targets into its direct emissions reduction strategy.

In 2022, the company committed to achieving Net Zero** across its fleet by 2050, by adopting a decarbonization trajectory that goes beyond regulatory requirements.

OUR DECARBONIZATION TRAJECTORY



*Average emissions of ships when in operation (scope 1)

**Carbon neutrality = balance between quantity of carbon emitted and quantity of carbon absorbed (carbon offsetting and capture included) / Net Zero = balance between quantity of carbon emitted and quantity of carbon absorbed naturally or by carbon capture.

In 2023, CO₂ emissions per cruise day decreased. This variation is explained by:

- The increased use of LNG (liquefied natural gas) on *Le Commandant Charcot*, emitting -20% CO₂ compared to marine diesel.
- The sailing of the ship *Le Ponant* in 2023.
- Improvement of our operational practices.



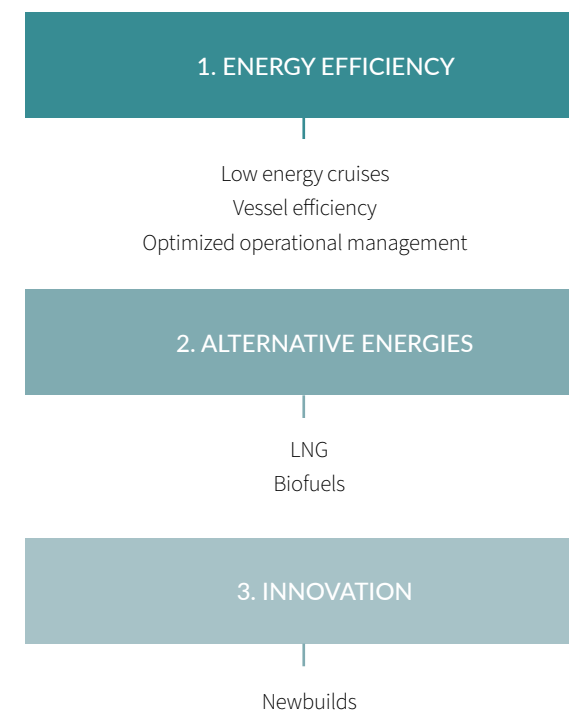
-11%

reduction in CO₂ emissions per cruise day compared to 2018 and -5% compared to 2022.

Three levers of the PONANT energy strategy

PONANT is constantly seeking opportunities to reduce the fleet's overall footprint by making operational improvements and technical investments.

To achieve its ambitious targets, internal organization is structured around an energy strategy based on three levers: energy efficiency, alternative energies, and innovation. An energy management plan is in the process of being implemented.



1 - Energy efficiency

Designing low-energy cruises

Distance and speed limits are now imposed on all itineraries from conception. The geographical proximity of ports of call and extending the time spent in some ports of call are examples of adaptation.

The company also strives to optimize vessel speeds to reduce fuel consumption. As a result, in 2023 the fleet's average speed was 10 knots.

In the interests of energy efficiency, it is important to reduce the time spent positioning ships, in other words the time spent sailing between two cruises. In 2024, *Le Commandant Charcot* is therefore positioned in the Arctic all year to avoid an Arctic-Antarctic round trip.

Making the ships more efficient

Due to an investment and technical improvement program, PONANT's fleet is constantly being upgraded. An example of a tangible energy efficiency measure is the roll-out of the program to equip all ships with shore connections by 2026. In 2023, two more ships were equipped with it, resulting in a fuel saving of 13 tonnes and avoided 43 tonnes of CO2 being emitted.

Other technical improvements are being carried out across the fleet to optimize heating and air conditioning systems, alongside the ongoing deployment of LED lighting, heat recovery, hull maintenance and lighting management.

A plan to carry out measurements on the different ships has been drawn up with the goal being to deploy it across the entire fleet.

Optimizing operational management

By carrying out energy audits, priorities for technical improvements and energy optimization have been identified for each Ship Energy Efficiency Management Plan (SEEMP). Following these audits, energy optimization measures were tested on the hotel load and in 2023 trials were carried out notably on *Le Bellot* before a planned deployment across the rest of the fleet. These improvement measures resulted in a saving of 3.7% of the total energy consumption.

A project is now underway to establish a guide and to standardize good shipboard operational practices.

In 2023, the company's seafarers had access to decarbonization training, including eco-driver awareness.

Other optimization measures are deployed such as weather routing, coordination with ports, engine power management, vessel weight and ballast distribution, and using autopilot.



100%

of ships equipped with **shore power connections** by 2026

2 - Alternative fuels

Studying alternative fuels, such as LNG or biofuels, is the strategy's second lever. These fuels are being studied over the whole life cycle to steer the company's future technological choices.

Liquefied natural gas (LNG).

In 2023, LNG accounted for 33% of the fuel consumed on *Le Commandant Charcot*. In 2024, this figure is expected to be 60%.

Biofuels

The compatibility of PONANT fleet vessels with various types of biofuels is being assessed through a technical feasibility study to verify engine suitability, performance maintenance, and any potential risks associated with handling this new product. An analysis of the origin and production of biofuels throughout their life cycle is also conducted to verify their sustainability.

Conclusive tests conducted this year confirm the viability of certain biofuels for the existing fleet. This also provides an opportunity to analyze air quality, with positive findings ensuring the preservation of marine ecosystems.

Also in 2023, PONANT was the first French shipowner to source supplies of B100 produced from used cooking oils. A Bio-LNG test was also carried out on *Le Commandant Charcot* and other biofuel tests are planned soon.

PONANT AT THE FOREFRONT WITH ALTENS BIOFUEL BASED ON RECYCLED OILS

In autumn 2023, *Le Champlain* trialed the B100 biofuel, produced by recycling used edible oils collected in France. Run by ALTENS, the test was its first in France.

Generating CO2 emissions 90% lower than fossil fuels, this biofuel already exceeds European requirements for 2035. The whole B100 production chain is ISCC certificated, an international sustainability standard recognized by the European Union, thereby guaranteeing traceability of raw materials.

"These fuels can be directly incorporated into the engines and are available now. We want to help demonstrate that it is a credible alternative that can contribute to decarbonizing PONANT's fleet and the entire maritime industry. These tests will help fine tune technical parameters and the different emissions and composition of the gas associated with using this type of biofuel," explains Mathieu Petiteau, Newbuilding and R&D Director at PONANT.



3 - Innovation with newbuilds

With its ongoing research and investment in new technologies and innovations, PONANT is constantly improving its environmental performance, both for its existing fleet and newbuilds.

By 2030, PONANT is working on a transoceanic ship project aiming for carbon neutrality when in operation. The company's R&D team has come up with a pioneering concept that combines groundbreaking technologies, sail power and eco-design. With a hundred staterooms and length overall of 181m, PONANT's future sailing ship is paving the way to a new era for the maritime industry.

This innovative project is an opportunity to experiment with new concepts for the current fleet: eco-designed materials, renewable energies, non-invasive antifouling (hull protection paints) and innovative waste management systems. It is also an opportunity to evaluate the possibilities for renovating the existing vessels.

In parallel, the company is investing €40 million in the fleet's ongoing environmental upgrade.

R&D: Swap2zero project (Sustainable, Wind Assisted Propulsion, Zero Emission Ready).

By 2030, PONANT is working on one of the sector's most innovative R&D projects. Swap2zero is the first transoceanic ship concept aiming to approach, as far as state of the art technology will allow, carbon neutrality, whether the future ships are sailing, maneuvering, in port or at anchor.

There are several steps to be taken. While wind power is at the heart of the project, low temperature fuel cells operating on liquid hydrogen are also being studied for propulsion. The Swap2zero project aims to be a catalyst for new energy solutions with strong replicability potential for the rest of the industry.

The Swap2Zero project ship is also part of the PONANT Science program and the company's ongoing commitment to scientists. It will welcome researchers involved in decarbonization technologies, a major challenge in the quest to control global warming.

The next generation of PONANT ships will enable the company to reach yet another strategic milestone. In line with new European and international regulations on greenhouse gas emissions, PONANT is adopting a unique eco-design approach.



An energy management plan supported by its own committee

In 2023, the company restructured its internal organization. In 2024, the objective is to define a corporate energy management policy and implement new management tools.

A new internal organization in 2023 saw the appointment of an Energy Manager and setting up of a top management level Energy Committee which meets every month.

The company's decarbonization policy will define all the procedures linked to monitoring and controlling energy in the company, by setting out the decarbonization strategy for each department. This policy is supported by the Energy Committee which deploys and oversees the energy strategy, based on the defining and monitoring performance indicators, implementing action plans, sharing knowledge and monitoring regulations.

New management tools in place:

- **Weather routing:** with the aim to reduce fuel consumption, this project will enable the crew to optimize a route taking into account the ship's characteristics, the weather conditions and itinerary constraints, with the aid of a "digital twin".
- **Data analysis:** 85% of the fleet is already equipped with Smartship software which collects and analyzes ship data in real time, monitors operations and consumption compared to a projected budget, and implements piloting assistance tools.

Regulatory requirements

International Maritime Organization (IMO)

IMO's initial strategy for reducing greenhouse gas (GHG) emissions was adopted in April 2018 and revised in 2023. Its ambition is to reduce net GHG emissions from international shipping to zero before or around 2050 (compared to 2008). Intermediate checks are planned covering:

- The reduction of net GHG emissions from international maritime transport by at least 20% by 2030 (with a target of 30%), and at least 70% by 2040 (with a target of 80%).
- The reduction in intensity of carbon emissions from international maritime transport by at least 40% by 2030 with an objective being to adopt techniques, fuels and/or energy sources with zero or almost zero GHG emissions representing at least 5% (with a target of 10%) of the energy used by international maritime transport by 2030.

At the same time, the IMO has introduced a gradual reduction in the energy efficiency indices of existing ships (EEXI) and the operational carbon intensity of ships (CII) from 2023.

Measuring PONANT's carbon footprint

In 2023, PONANT's carbon footprint across all its activities was measured. In other words, beyond the emissions related to ship fuel (direct emissions), indirect emissions*, related to transport, purchases, and waste, were also taken into account.

Several measures to reduce emissions related to the transport of people and goods have been implemented, including:

- A decarbonized travel action plan initiated in partnership with various stakeholders throughout the passengers' journey. Actions initiated include repositioning ships locally, considering the integration of Sustainable Aviation Fuel (SAF) by major airline operators, and selecting low-carbon accommodations and more environmentally friendly land activities.
- A sustainable mobility plan for employees. Implemented in 2023 and deployed in 2024, this includes mobility bonuses, carpooling, increased reimbursement for public transport subscriptions, and more.
- An increase in the share of maritime transport for goods, as well as measures to reduce waste and packaging.

*Based on 2022 data. See methodological note at the end of the document for details on calculation methods and the indicator table.

The European Green Deal

The European Union has set itself the following objectives:

- Reduce GHG emissions by at least 55 % by 2030 compared to 1990
 - Climate neutrality by 2050 — defined as a balance between anthropogenic sources of GHG emissions (electricity production, internal combustion vehicles, buildings, etc.) and carbon sinks (forests, soils, wetlands).
- To achieve this, a number of regulatory requirements are in place, including:
- inclusion of maritime transport from 2024 in the European Union Emissions Trading System (EU-ETS)
 - FuelEU Maritime: objective to reduce GHG emission intensity of fuels used by ships from 2025
 - Dockside shore connections to be compulsory from 2030.



Reducing air pollution

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

Reducing sulfur oxide and nitrogen oxide emissions

Since 2019, PONANT has banned the use of heavy fuel oil and uses Low Sulfur Marine Gas Oil (LS MGO). Its average sulfur content of 0.036% is 14 times lower than required by current maritime industry standards.

As more LNG (liquefied natural gas) was used in 2023 there was an overall drop in SOx emissions. This alternative fuel led to a 99% reduction in SOx emissions, 92% in NOx emissions and 91% in fine particulate (PM2.5) emissions.

In 2023, air pollution analyses were carried out on the biofuel bunkered on Le Champlain to avoid pollution being transferred.

Towards total deployment of catalytic systems

The catalytic systems installed on the six PONANT Explorers, *Le Commandant Charcot* and on *Le Ponant* cuts the NOx emission rate by four. The company has set a target for this technology to be in general use across the entire fleet by 2026, with two more ships being fitted in 2024. The SCR (Selective Catalytic Reduction) systems are automatically activated in sensitive geographical areas, NECA's (*Nitrogen Emission Control Area*) and when docked in port. Better use of SCRs in 2023 explains the variation in NOx emissions compared to 2022.

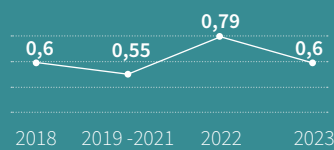
Other measures impacting air quality

The process of decarbonizing PONANT's business is also reducing air pollution (see the section on climate change, page 20). Energy optimization, alternative fuels with lower emissions, ship efficiency and optimized operations, these measures that limit GHG emissions also reduce air pollution.

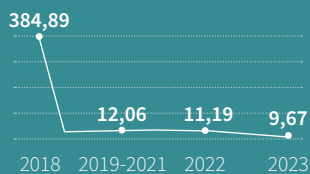
In 2022, other measures impacting air quality were introduced, such as installing particulate filters on *Le Ponant* which guarantee a reduction in fine particulates of 98% and the first shore connection for *Le Bellot* in Iceland.

Air quality

NOx emissions (tonnes / cruise day)
objective 2026: 0,1 t/d



SOx emissions (Kg / cruise day)
objective 2026: 7,7 t/d



Protecting marine biodiversity

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

Controlling and treating discharges from our ships

By increasing onboard digitalization and responding faster

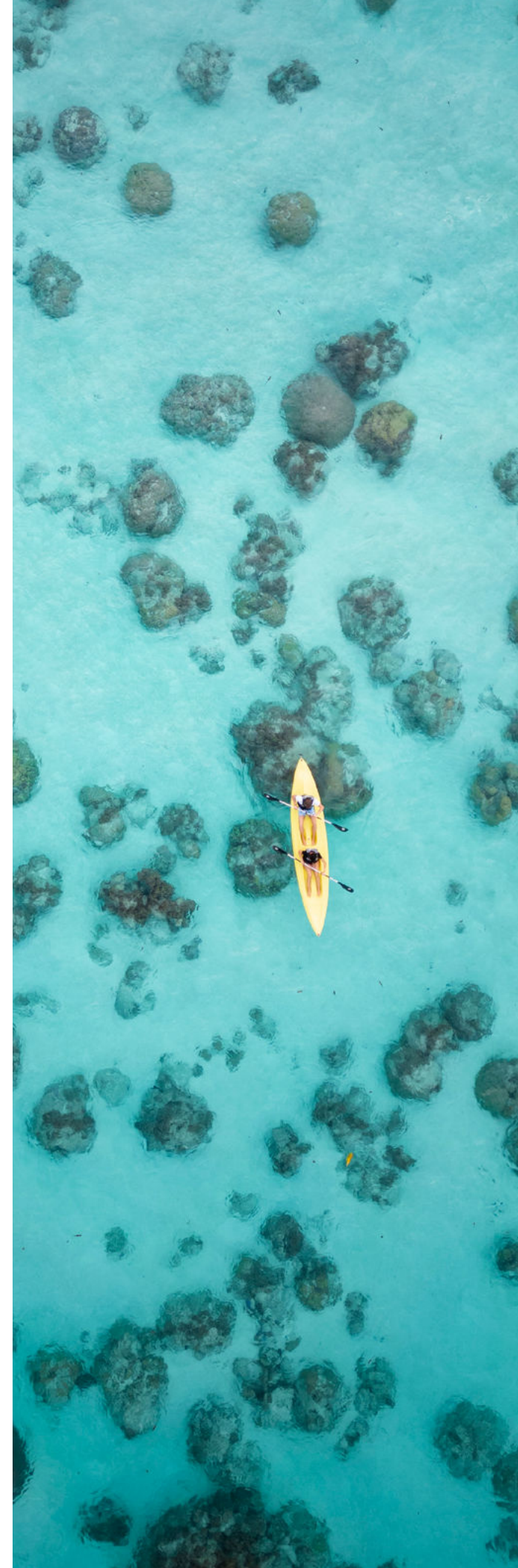
Digitalization aboard the ships continues with the goal being to monitor in real time, and transmit to teams ashore, data relating to every emission: CO2, NOx, water consumption, etc. This will lead to faster more accurate reporting on environmental impacts and easier to implement improvement objectives.

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

* SECA and NECA: Emission Control Areas for SOx and NOx

Combating movement of invasive species

A plan of action to combat bio-fouling has been draw up for all the ships to prevent invasive species being transported by the hull, as well of course 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 optimized hull maintenance also improves the hydrodynamics which helps reduce fuel consumption.



Treating water before discharge

Freshwater used on our ships is mainly seawater desalinated by reverse osmosis. Ultrafiltration and remineralization fountains on board produce pure quality drinking water. Consumption of local freshwater resources is therefore limited, which is particularly important in places where there may be a shortage.

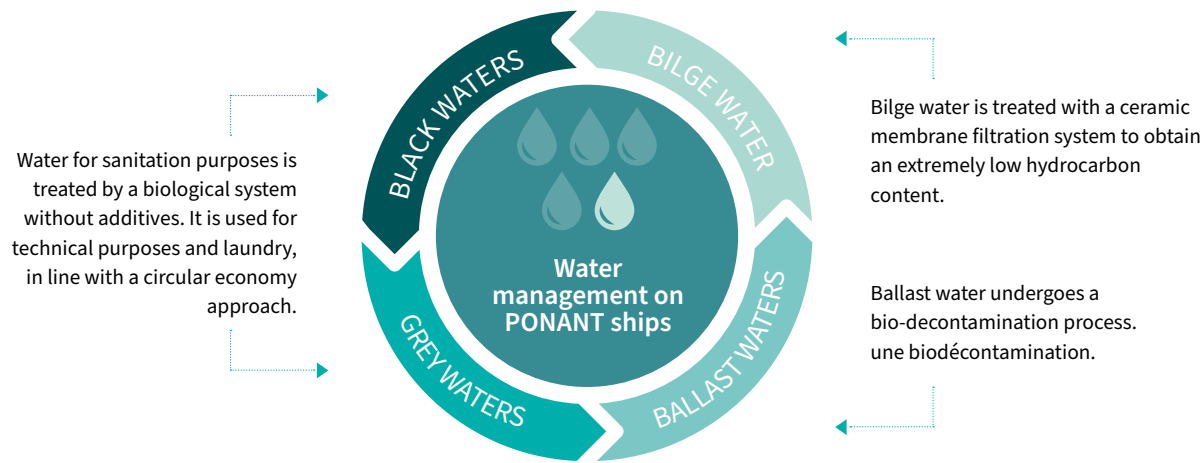
Water discharges generated by the ships comprise wastewater (grey, black, bilge) and ballast water. In coastal areas and sensitive zones, these waters are treated to avoid any contamination that could harm the biodiversity.

Wastewater is reprocessed via 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 (laundry, washing down the decks, etc). Ballast water used to stabilize a vessel is reprocessed by a filter then UV light system before being discharged to prevent transfer of invasive species.

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

Optimized water treatment



229 L

of water in total (per person and per day) in 2023, compared to 204 liters in 2022.

This variation is explained by the increase in the number of passengers and cruise days as well as by improved data reliability in 2023 compared to 2022.



73%

was produced on board in 2023.



0

Hydrocarbon pollution.

	2020	2021	2022	2023
Wastewater (m3/ cruise day)	58,1	37,3	41,6	38,2



Eliminating single-use plastics

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

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

In 2021, PONANT joined the Global Tourism Plastics Initiative launched by the World Tourism Organization (UNWTO). This commitment, alongside other tourism stakeholders, aims to eliminate unnecessary single-use plastic and transition to reuse and recycling models.



+ de 20

tons of single-use plastic avoided in 2023

ZERO PLASTIC OBJECTIVE: DRINKING WATER TREATMENT AND BOTTLING ON BOARD

After a trial on *Le Commandant Charcot* in 2021, 92% of the ships were equipped with a Nordaq filtration system in 2022 that produces drinking water from seawater and is available from water fountains. For restaurants and staterooms, all guests are offered good quality drinking water bottled on board in recyclable glass containers without using any plastic. Installing Nordaq fountains on the *Paul Gauguin* requires some structural modifications which will be carried out during her technical stop scheduled for 2025. However, in the event of a technical problem with the Nordaq fountains in remote areas, a stock of plastic bottles is available on board.

Results since the fountains were installed: nearly **820,000 plastic water bottles avoided**, that's more than 20 tonnes of plastic, in 2023 compared to 2019, and a **drop of over 90% of single-use plastic usage** on average on ships with fountains. The 10% remaining can be explained by the time taken to adapt and coordinate with the staff on board.

Optimizing sorting, recovery and traceability of waste

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.

To further reinforce management and monitoring of its waste, PONANT has developed an innovative traceability tool which collects detailed data on treatment of waste on board and ashore. This tool helps in the analysis of current practices and for identifying opportunities to improve in major ports where audits will be carried out with sampling in 2024. This tool also measures the waste recovery rate (see indicator table in the appendices).

FIGHTING FOOD WASTE: REALIZING THE VALUE OF FOOD

Meals served on board are mainly made to order with buffets reserved for breakfasts to avoid wasting food. In 2023, in collaboration with ADEME, PONANT conducted studies on food waste, revealing an average of 1kg of food waste per day per person. This analysis led to measures being introduced to reduce wastage, with a follow-up campaign planned to evaluate the effectiveness of these solutions.



Video

Waste reduction and reuse in Antarctica

Limiting 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. This performance level is one of the highest in the world ensuring better comfort for our guests and prevents the risks of noise disturbance for cetaceans.

PONANT contributes to underwater noise measuring research

As part of a QuietSea partnership, *Le Jacques Cartier* was made available for cetacean detection tests. Thanks to its hydrophones, the ship can detect underwater noises. The QuietSea system can read the frequencies detected and identify whether they are cetacean songs. The tests that started on *Le Jacques Cartier* at the end of 2022 were conclusive, identifying the song of a whale near the ship. The technology is effective within a 1.5km radius and offers crucial advantages to prevent collisions at sea. Alternative technologies are being tested on other ships.

Le Commandant Charcot also took part in a program to measure underwater noise in the Arctic in partnership with Eclipse Sound. For PONANT, these studies provide a better understanding of the impacts on marine life. The results are taken into account when building new ships.



100%

of waste separated and sorted on board

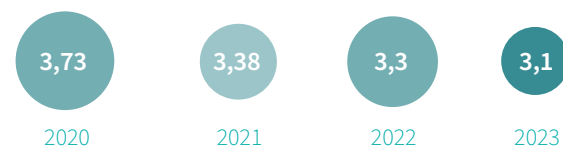


80%

2026 waste recovery target

Managing waste

Waste per person (kg/person/cruise day)



Weight of single-use plastic (kg/guest*/cruise day)



The decrease in the amount of waste per person per day is explained by the implementation of waste reduction measures. The method for calculating waste and single-use plastic was modified in 2023. See methodological note.

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, a 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.

For the polar regions, itineraries and strict expedition protocols are designed to comply with PONANT's 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



Video

To learn more about biosecurity protocols in the polar regions

PONANT ADHERES TO THE SUSTAINABLE CRUISE CHARTER IN THE MEDITERRANEAN

Supported by the French State and its partners, the Charter commits cruise companies operating in Mediterranean waters under French jurisdiction to continue their efforts to protect the marine environment. Its objectives are to limit the impacts of cruises (protect seagrass beds, prevent collisions with cetaceans and noise, liquid and solid discharges, air pollution, reduction in speed, raising guest awareness), while promoting innovative technical solutions as sustainability vectors. *Le Champlain* was the first ship in the fleet to be audited in 2023 and scored 91%.



2 Improve wellbeing 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 core 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.

We control every stage of the business, from the design of our ships to the way our cruises are marketed, which embraces a wide range of skills and professions.

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.

To support our growth and attract the best profiles, we have prioritized our actions to achieve three key objectives:

- **Attract talent** to support growth
- **Retain employees** by offering them a vision and plan for the future
- **Mobilize** teams by promoting engagement and wellbeing at work.



- Teleworking agreement
- Sea You: Maritime acculturation program
- Adapted training program for everyone



- Gender equality at work
- Female leadership program



- Attractive compensation and benefits
- Policy supporting youth employment
- Internal mobility policy and shore-to-ship career pathways



Attracting talent to support growth

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

PONANT aims to position itself as a benchmark employer on the job market. Recruitment is an important issue. The company operates in a competitive albeit niche market. Both internally and externally, it is committed to promoting and making known the company, its professions, its employees, its values, and environmental & societal concerns, by developing its employer brand.

New digital tools to help with recruitment

A digital strategy is in place for shore-based staff and seafarers to support the employer brand, and its profile has been ramped up on employment platforms like LinkedIn, Hellowork, Welcome to the Jungle, etc.

In 2023, PONANT joined the [Welcome to the Jungle](#) platform. The new partnership opens a window for applicants into the company's world and allows it to highlight professions and skills, to better communicate on the profiles sought, and in this way to raise its appeal as an employer for more effective, efficient recruitment ashore and at sea. This initiative marks an important step in the deployment of our recruitment strategy and in strengthening the employer brand.

Implementation of a new recruitment tool (Between) is also helping improve the recruitment process for shore-based staff and seafarers. It is down to better management and centralization of applicants, more standardized treatment of applicants and reduction in the time it takes to process an application, reducing the response time to almost two weeks.



Video

Explore the corporate culture at PONANT.



Partnerships for recruiting seafarers

The company uses manning agencies to recruit seafarers on its behalf. UVEA Marine Services, its main manning agency, employs 49% of its seafarers. To retain expertise and an identity, UMS has recruited for PONANT 169 CDI (permanent contract) employees since 2022, including 49 new entrants in 2023 for 18 departures. In 2023, a new UMS career page was integrated into the company's website for a better distribution and management of applications.

In order to maintain robust relationships with partner manning agencies, PONANT goes to meet them. This year, a visit to agencies in the Philippines facilitated implementation of a continuous improvement action plan.

PONANT's seafaring recruitment strategy has developed thanks to strong partnerships with institutions and increased presence at trade fairs in the maritime sector (such as ENSM (French Maritime Academy) and its open days for shipowners), and hospitality industry events (such as Vatel and the École Hôtelière de Lausanne).

Internal mobility encouraged

Internal mobility and co-optation of applicants are two axes to our recruitment strategy. In the interest of continuously improving processes and monitoring, our recruitment management tool is evolving. As well as managing external applicants, there are now two new interfaces for employees (aboard and ashore): Ponant Mobility and Ponant Connect.

• **Ponant Mobility** offers opportunities for professional development and developing new skills. The interface allows people to explore new horizons, acquire different experiences and for employees to expand their responsibilities.

"We firmly believe that every employee has the potential to grow and thrive professionally with PONANT." Camille Spedo, Talent Management Director.

• **Ponant Connect** is a co-optation portal where potential candidates for positions open on land can be recommended by another. At PONANT the firm conviction is that employees are key players in building the teams of the future. A €300 bonus is in place for each recommended applicant hired.

	SEAFARERS			SHORE-BASED		
	2021	2022	2023	2021	2022	2023
Number of employees	2 582	3 851	4 009	489	611	676
Permanent employees	74	75	169	73	561	622
Recruitments*	29	24	49	446	143	149
Departures*	3	8	18	56	63	98
Exit rate					17,31%	15,8%

*Concern only permanent employees

The increase in the number of employees and departures is explained by the resurgence of activity combined with an intense period of restructuring and evolution within the company.



Retaining employees by offering a shared vision and future prospects

Internationalization of HR processes

With the aim being to unify national & international teams and improve internal communication, internal procedures are continually being adapted to embrace international teams. Several actions have been implemented in the various Business Units:

- French language courses for international teams
- Team building sessions
- Quality of life at work policies harmonized between the different entities
- Cohesion event dates synchronized

On Boarding to welcome new arrivals

New employees benefit from an On Boarding introduction to learn about the company's history, values and challenges. This integration day provides a 360° vision of the product, ships and organization. The day is structured around contributions by people in human resources, CSR, ethics & compliance, cybersecurity and maritime culture, and is also an opportunity to meet other recently integrated employees and make contacts.

New employees are supported throughout the integration process through regular interviews with their HR Recruitment contacts. At the end of the trial period, the HR Support team takes over from the Recruitment teams.

On board, the integration process for new seafarers begins with training in safety procedures, hygiene, respect for the environment and rules of life on board. An integration booklet is broadcasted prior to embarkations to facilitate the onboarding process for certain positions, especially those specialized in hospitality.

Remuneration and benefits policy

The remuneration and benefits policy is one of the human resources areas being developed as part of the *Explore to Inspire* strategic plan. Both are key to staff retention and engagement and as an employer attractiveness factor. In 2023, the annual negotiations resulted in an increase across the board.

Since 2022, the benefits package for shore-based employees has been stepped up (health insurance, internal mobility, maternity/paternity leave, more restaurant vouchers, on-call allowance, Time Savings Account, employee cruises...). Added to this is a Value Sharing Premium (VPP), an attractive training plan and a quality of life at work policy.

Seafarers also enjoy competitive benefits that recognize the invaluable contribution they make to the company's success at sea. Examples include health insurance, employee cruise, bringing loved ones on board, internet access and recreational events. They are listed in an internal procedure available to each embarked personnel. At the same time, salary scales keep evolving to guarantee fair and competitive remuneration for seafarers.

Supporting employees in developing their career, encouraging collaboration between seafarers and shore-based staff, as is done for departments, and ensuring diversity and inclusion, these are the essential levers to retain talent. PONANT is also proactive in developing team skills with the aim of fostering individual and collective efficiency and productivity.

Optimizing employees' potential

The company strives to support all employees in what they want to do with their career and to ensure that each position is filled with the best talent. This is achieved through discussions with Human Resources teams, such as the annual appraisal

interviews for shore-based staff and the embarkation interviews for seafarers. These interviews help inform training actions and the individual's career path.

Employees are also supported in their mobility (internal and external) plans and promotions, and international mobility is encouraged wherever possible.

Ship-to-shore bridges are encouraged for seafarers with a lot of experience on our ships, being invited to carry out missions at head office. These transitions from one working environment to another open up career opportunities.



Training for all

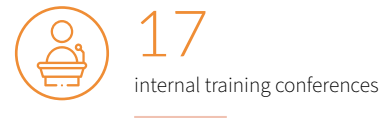
PONANT provides training opportunities to develop employees' skills. There is a training plan in place, funded by the company, that goes beyond legal requirements and demonstrates its commitment to Continuing Professional Development (CPD).

Established in 2021, the PONANT Academy is a digital training platform available to all shore-based staff in France and internationally. It facilitates knowledge capitalization and enriches employees' experience by providing access to a wide range of modules (external content, inspiring internal talks, operations workshops, etc.).

In addition to needs expressed during annual appraisal interviews, the company provides employees with a range of courses open to everyone (fire safety, English, interpersonal skills development and personal impact, etc.).

New courses being introduced this year include CSR & Sustainable Tourism, Psychological and Sexual Harassment and Psychosocial Risks.

In 2023, the company's internal training and conference program really took off with 17 conferences organized on themes ranging from cybersecurity, CSR, EAE management and the new ship being built for the future.



Seafarers also benefited from the expansion of their training program with courses on leadership, climate change and decarbonization, ethics and harassment and psychosocial risks.

The Maritime Training department is working on deployment of a Learning Management System to offer seafarers a platform with bespoke content for them in several languages.

Formation

Seafarers

Number of training hours



*UMS scope (49% of the workforce), excluding e-learning

Shore-based staff

Number of training hours



France scope (79% of the workforce)

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 in place:

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 framework for the 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.

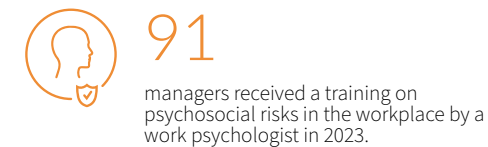
Appraisal program for managers on the Management Committee: to identify strengths, areas for improvement and action plans. There is a project to duplicate this program towards middle managers (360o, restitution, bespoke training courses) to meet their needs. These appraisals will be offered to managers in the EMEA region.

The appraisal process has three phases:

- A 360° feedback appraisal of managers called "Vision 360 Management"
- One or two restitution sessions with a professional coach
- Time to discuss with the Talents team to take stock of lessons learned from the debrief, avenues to develop, needs and resources (organization, coaching, group training, enrichment, e-learning modules on the PONANT Academy, etc.)

Managerial promotion path: a device to support internal promotion of an employee to an operational manager position thanks to mentoring from their superior and local HR contact, follow-up meetings as well as access to specific managers courses.

Operational workshops: organized to improve managers skills in their supervisory missions and their local HR role (EAE, salary, etc.). The power of feedback and performance assessment are examples of themes that were worked on this year.



BESPOKE COACHING FOR TOP MANAGEMENT

Twenty top management employees benefited from a partnership with the Simundia platform, a digital professional coaching solution. Each was offered three hours of one-on-one interviews with a coach to work on a specific theme, as well as access to training content.



This course represents a new approach to training for captains. They can familiarize themselves with an international management model and work on practices PONANT wants to highlight, like the 360° vision or functioning as a team. For two days they can discuss it all with their peers. This approach is unusual in the Merchant Navy curriculum and gives them another vision which completes their relatively technical training."

ISABELLE DAUMAS,
Fleet Training Director.

Facilitating communication between teams

Weekly coordination meetings have been introduced to encourage communication between teams involved in ship operations and those ashore, as they are working in different time frames. Discussions between operational and support functions have also increased, improving collaboration and internal communication.

A digital workplace platform, My Explorer, helps stimulate employee engagement, sharing of information and a sense of belonging with specific content highlighting professions, inhouse news, events calendar and press review.

A newsletter dedicated to seafarers, Let's keep in touch, aims to inform, create links, encourage engagement and reinforce a sense of belonging and unity in the company. Let's keep in touch is a way of sharing news from the Operations department and for crew members to have their say.

Acting for diversity and inclusion

At PONANT, the aim is to create an inclusive working 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, every employee is treated with respect and dignity and any form of discrimination is banned, as enshrined in the Group's Code of Ethics.

PONANT Women to promote women

Since 2021, the company has rolled out a bespoke program to promote equality and support women in management positions. Its missions:

- **Measure and adjust** pay gaps with implementation of a management tool in terms of hierarchical positions and remuneration.
- **Recruit and encourage** internal promotion of women to N-1 executive and management positions. Since 2022, with the appointment of three women to the PONANT Foundation's Board of Directors, the hiring of two women and promotion of one woman to the company's Management Committee, 50% of senior management posts are now women (compared to none in 2021).
- **Train** all recruiters in inclusion and raise managers awareness of gender diversity and equality in the workplace (e-learning training modules are to come).
- **Support** more initiatives led by women, highlight their career paths and successes through communication.
- **Activate an annual CSE commission** on gender equality comprising six people, four of them elected and two from management.
- **Develop** the women's leadership movement by defining points of contact and support for events on the status of women in business.

This program is producing concrete results: an improvement of 10 points on the gender equality index compared to 2020, a narrowing of the salary gap and an increase in representation of women in management positions.

Gender equality in the workplace index

PONANT scores 93/100, a significant improvement over the last four years. "PONANT owes this improvement in particular to the work carried out to reduce the gender pay gap, and promotion and recruitment of female talent." Véronique Hamdaoui Guiot, People & Culture Director at PONANT.



Share of female managers (of at least 1 employee)

	2021	2022	2023
Seafarers	15 %	16 %	29 %
Shore-based	48 %	51 %	57 %

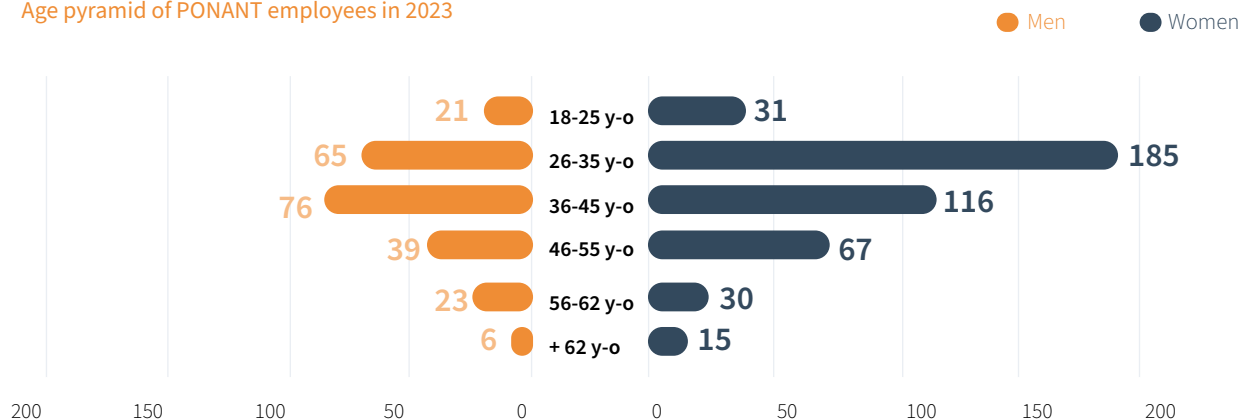
The increase in the proportion of female managers is explained by the implementation of initiatives promoting female leadership.

Share of women in the workforce

	2021	2022	2023
Seafarers	22 %	25 %	24 %
Shore-based	66 %	63 %	66 %

The implementation of a gender equality program explains the increase in the proportion of women in the workforce.

Age pyramid of PONANT employees in 2023



In 2023, the average age of office-based employees was 36.5 years and 39 years for seafarers.

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. A support program has been put in place to ensure these young talents are properly integrated and monitored.

The work-study students (apprentices and work contracts) represent an average 7% of the workforce. Depending on operational needs, some profiles may remain with the company on permanent contracts (CDI).

Disability

Job offers at sea are open to everyone and there is no discrimination when it comes to hiring, to the extent that all jobs at sea require a medical certificate.

Ashore, the desire is to promote jobs for people with disabilities. Efforts are ongoing in terms of recruiting, integrating and retaining people with a disability with its policy of non-discrimination and employment in favor of people recognized as workers with a disability. The following actions are in place:

- New recruits are welcomed with arrangements made for their workstation, position and activity following recommendations from the Occupational Health Doctor
- Appointment of three points of contact to coordinate action by managers and company stakeholders with regards to disability issues
- Training for recruiters in non-discrimination
- Organization of awareness-raising actions during Disability Week to promote a better understanding of the issues, change perceptions and mobilize support for the dignity, rights and wellbeing of people with disabilities.



people with disabilities employed in France



points of contact in the company for those with a disability





Mobilizing teams by promoting engagement and wellbeing in the workplace

Ongoing dialogue for better work organization

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

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

At PONANT France, social dialogue is always ongoing. The need for the company to adapt regularly brings Management and staff representatives around the negotiating table which has resulted in the signing of several agreements. In 2023, an incentive agreement was signed and for the first time is indexed to a CSR criterium (to reduce the number of emails).

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 (*Comité Social et Economique Maritime*).

In 2022, the signing of a unique framework-agreement with the International Transport Federation (ITF) enabled progress to be made relating to recruitment, employment, salaries, social security, work & rest time, and finally termination of contract conditions. All have been addressed for seafarers working on the ships subject to the Maritime Labor Convention, apart from the Europeans who have their own national schemes.

The setting up of Social and Safety Committees and regular discussions between CSEM and management informs social dialogue. Organization of professional elections also enhance social dialogue within UMS.

Preserving work-life balance

Concerned about preserving the health and wellbeing of its employees, PONANT France signed an agreement governing teleworking which has proved to be a great success. In 2023, more than 50% of shore-based staff on permanent contracts (CDI) in France were taking advantage of it, up to three teleworking days a week. A teleworking allowance is also now in place.

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 favorably 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 and provision for paternity leave that exceeds the regulations is now offered, on full pay for the duration of this leave, without seniority conditions.



more than 50%

of permanent shore-based employees used telecommuting.

Health and safety of teams

The company continues to be committed to respecting good working conditions to guarantee the health, safety and dignity of its employees.

Guaranteeing safety at sea

At sea, sailors and all teams are responsible for the safety of 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 tasks and follows the safety instructions. At stake is the survival of people, the ship's integrity and the environment.

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 SOLAS (Safety of Life at Sea)** convention.
- **The Maritime Labor Convention** (ILO 2006), ensuring a safe working environment at sea.
- **The ISM** (International Safety Management) Code that provides an international system for the safe management and operation of ships and protection of the environment.
- **Decrees** stipulating provisions applicable to commercial vessels flying the French flag registered in Wallis-et-Futuna (Articles 74 to 75).

The ships are regularly audited by local authorities, maritime authorities and the company's internal audit teams.

In 2023, across all 13 of the ships in the fleet, 43 inspections were carried out by the SSE Department and various marine authorities, with no vessel detained.

PREVENTION THROUGH CRISIS SITUATION DRILLS

To ensure an optimum safety level is maintained at all times on its vessels, PONANT has preventive measures in place, such as live full-scale crisis exercises. In 2023, a SAREX (Search and Rescue Exercise) was organized in the Arctic region on *Le Commandant Charcot* in collaboration with local authorities, the crisis unit at head office, seafarers in training and Le Bureau Veritas. Survival, rescue, evacuation, medical intervention, media management: every aspect of a crisis was included in this test that was on an unprecedented scale. An opportunity to validate crisis management procedures and test new survival equipment.

Health and wellbeing in the workplace

PONANT 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, the following tools are in place:

- **Psychological support**: ashore the occupational health doctor has been offering employees one-off interviews with an occupational psychologist since 2020. Shipboard, a special phone line to get psychological support was set up with partner STIMULUS and ANGEL is available ashore.

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 a top-up health insurance (*mutuelle*) year-round which includes rest periods ashore.

• **Internal surveys** regularly assess the level of employee satisfaction and engagement (at sea and ashore), followed by correction action plans. Another wellness and engagement survey was carried out in 2023, with encouraging results and a better participation rate.

• **Fitness and sport encouraged**: sports equipment is provided for seafarers on board. Ashore, regular group classes are organized in the office and preferential rates to join nearby gyms have been negotiated.



43

inspections were carried out by the SSE Department and various marine authorities. 0 vessel detained.

Accidents at work

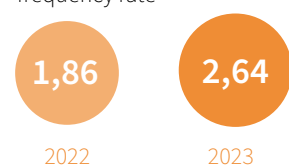
Seafarers

Number of lost time accidents



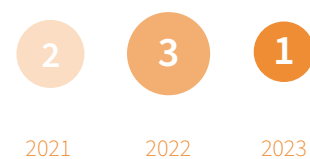
La variation du nombre d'accidents des navigants s'explique par l'amélioration du processus de reporting des accidents.

Lost time accidents frequency rate

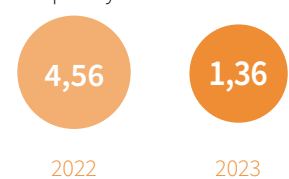


Shore-based

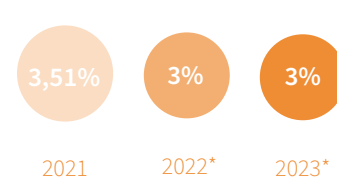
Number of lost time accidents



Lost time accidents frequency rate



Absenteeism



*In 2022 and 2023, the absenteeism rate only applies to the shore-based workforce in France (79% of the company's total shore-based workforce).



Our commitment to quality of life in the workplace for employees

Initiatives to improve quality of life in the workplace are the result of PONANT's proactive approach to the wellbeing of employees, a commitment reflected in the many actions that have been taken.

Offices renovated to create collaborative spaces

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 renovations: LED lighting, motion detectors in the toilets and car park, etc., and 15 charging points for electric vehicles and extra space for bicycles were installed in the car park reserved for employees.

Team building program

In 2023, the company launched a new team building and team bonding program with its own budget to strengthen ties between teams. The program reflects PONANT's desire to improve the wellbeing and level of teams' engagement, another step towards an even more supportive and collaborative culture within PONANT.

Internal events year-round

PONANT is always keen to reinforce bonds between its employees by sharing highlights during internal events organized throughout the year: film screenings, talks, tours of the ships for shore-based staff, visits to head office for seafarers on their way through, etc. It also organizes social cohesion events on various themes like breast cancer, disability, climate or corporate life. Naturally, these events are regularly open to seafarers.



11

tours of ships arranged for 315 employees

A maritime acculturation program (Sea You)

The Sea You program offers all the company's employees an opportunity to take part in sea-related activities and familiarize themselves with the maritime environment and its values. A wide range of activities is offered all year round: beginner sessions driving a zodiac, scuba diving outings, access to a maritime library, nautical chart lessons, and more. Employees can also learn sailing or improve their skills supervised by a skipper, thanks to a racing yacht, *One Ponant* (a Figaro Bénéteau 3).

A platform dedicated to employees (My Inspire)

Its function is to optimize management and monitoring of registrations for the many activities initiated by the company, including those in the Sea You program. Year-round the My Inspire platform provides access to a range of individual or group activities in the company and outside. The aim with this tool is to improve the employee experience within the company to address one of its main issues: retaining and engaging its teams.



By offering everyone the chance to have a go at sea-related activities, to get to know more about the maritime environment and its values, so dear to PONANT, is a great adventure which opens their eyes to every stage where employees are involved. With its Sea You program and One Ponant, PONANT is reaffirming that the culture of the sea is in its DNA."

HERVÉ GASTINEL,
CEO of PONANT



50

activities set up on My Inspire

3 Getting involved to act better



PONANT made the choice 30 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 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. To make this commitment a reality, we have set ourselves the following four objectives:

- Engage and inspire** our stakeholders
- Strengthen our ties** with local communities
- Act with integrity and responsibility** across our value chain
- Contribute to scientific research** through the PONANT Science program



- 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 and local communities

- Polar oceans and regions: laboratories available to scientific teams with the PONANT Science program
- “Live” scientific workshops for guests
- Scientific research programs via the PONANT Foundation



Engage and inspire our stakeholders

PONANT's ability to take into account the expectations of internal and external stakeholders is an integral part of its CSR approach. These ties are developed and reinforced on a daily basis to inspire customers and get employees involved in cherished societal issues. Hence integrity, ethics and compliance are officially enshrined in its relationships with its financial partners. With the PONANT Science program, its ships are 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.

PONANT's ambition is to build more sustainable, more responsible, stricter, more innovative tourism together.

Encourage participation in CSR actions with *Connect Lives* program

Implementation of the company's CSR approach requires all employees to get involved. Thanks to *Connect Lives*, employees have the opportunity to actively invest in PONANT's sustainability initiatives by participating in various activities:

- **Mobilizing via team building activities.** Climate frescoes, beach cleans & volunteering on oyster farms are examples of activities our employees participated in during 2023.



More than 80

employees learned how to do climate frescos in 2023

- **Supporting employees' charity projects.** In 2023, the PONANT Foundation launched a second appeal inviting employees to submit funding requests on behalf of associations or projects with which they are personally involved. Four of the projects presented by employees were retained.

- **Engaging our teams in solidarity missions.** In 2022, two employees went to the Bijagos archipelago to help in the reconstruction of a school. Three more solidarity missions have since opened to APAC, EMEA and USA teams. In 2023, two APAC representatives were involved in a biodiversity restoration mission in New Caledonia, with the NGO Conservation International. On the program: planting mangroves, vegetation fire-breaks and organizing awareness-raising days for local people on fire risk prevention, facilitating forest restoration and reducing soil erosion.



Vidéo

They share their adventure

Raising awareness of our guests

In addition to premium comfort and service, PONANT wants to offer its guests a sustainable, enriching and inspiring travel experience. The intervention of naturalists and speakers on board helps raise awareness of the issues involved in protecting ecosystems and local cultures.



I am very happy to share my passion and knowledge. I'm giving a talk on seabirds which through their behavior teach as a lot about the state of the oceans. I will be with guests at all times to answer any questions they have. Travelers who go to Antarctica must realize how lucky they are to be able to explore this natural wonder which they must respect."

DÉBORAH PARDO,
naturalist guide with a PhD in population biology and specializing in albatrosses.



An Ethical Traveler's Charter has also been developed to guarantee responsible behavior on board and during expeditions ashore. Its main principles: inform oneself before the voyage, have a transient passage, observe wildlife from a distance and adapt to local cultures.



3,72/4

guest satisfaction

The Kid Explorers Club aims to raise awareness among PONANT's young guests about the need to protect the oceans. In 2023 there were 12 cruises offering this package in partnership with the Maud Fontenoy Foundation. On the program: educational workshops, fun activities and a presentation on actions to take to protect the ocean by environment-safety officers.

Collaborating with professional bodies

PONANT maintains 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-Provence* to share best practices, particularly environmental ones. As a member of the Institute MEET 2050 Maritime Eco-Energy Transition, we are participating in an ambitious national program aimed at "Zero emission navigation", led by the Cluster Maritime Français.

The company is also involved in the European Waterborne Technology Platform initiative which promotes innovation and adoption of sustainable technologies in the maritime sector, by encouraging collaboration between industrial players, research institutes and public authorities.

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

PONANT is also a member of IAATO and AECO, two associations that govern tourism activities in the Antarctic and Arctic. The company is involved in various working groups on climate change and community engagement.



Act with integrity and responsibility across our value chain

A responsible purchasing approach

Sourcing local fruits and vegetables, bunkering biofuels, using recycled paper, eliminating single-use plastic and installing eco-design carpets: all these initiatives continued in 2023 with an ambition to structure the approach in 2024.

Charters that commit suppliers

As well as signing the company's Code of Ethics, every supplier has to sign the Responsible Purchasing Charter and undertake to respect PONANT's CSR criteria. It covers legal aspects, safety, environment and ethics.

CSR assessments of suppliers by EcoVadis

The objective is to reinforce the PONANT supply chain's social, environmental and economic performance by reducing the collective footprint. EcoVadis helps map supplier compliance with PONANT standards. In 2023, 39% of our biggest suppliers were 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. Attention is paid to the origins of meat and animal welfare by favoring short circuits.



Business ethics as an anchor

Ethics is a major strategic issue for the group. Its reputation and image largely depend on its ability to act in accordance with its values, values that PONANT defends and promotes within the company and its stakeholders.

These core values reflect the company's identity and are the foundations for its economic, social and environmental performance. They are enshrined in the Code of Ethics, which provides employees, wherever they are in the world, ashore or at sea, with a common frame of reference.

[The Code of Ethics](#), acts as marker, benchmark and anchor for day-to-day ethical conduct. It sets out the group's values, rules of conduct and actions.

The sustainable and serene development of the group is based on its values and strategy, its skills, and specific strengths. It is firmly grounded in strict compliance with applicable regulations and ethics, not only to fulfill legal obligations but also and above all to assume its corporate social responsibility.

In this regard, PONANT is committed to a process of transparency and exemplarity based on compliance with the most demanding regulations and standards of business ethics. Whether it concerns relationships with customers, suppliers, and service providers, or all stakeholders and business relationships, this requirement for loyal practices guides the daily actions of employees and constitutes one of the key drivers of PONANT's corporate social and environmental responsibility policy.

A proactive policy for the prevention and management of risks has been implemented, through the development of an Ethics & Compliance program structured around the following priorities:

- **The protection of personal data,**
- **Prevention and combating** corruption and fraud,
- **Compliance with international economic sanctions** and embargoes,
- **Combating money laundering** and the financing of terrorism,
- **Strict compliance** with fair competition.

The program, constantly evolving and improving, particularly in response to regulatory developments, aims to achieve best practices and imposes itself as a permanent obligation on all employees.

An ethical alert mechanism has been established, via the platform www.ponant.signalement.net. It allows internal, external, and occasional collaborators to report any dysfunction or serious breach of ethics or any behavior contrary to the Ethical Charter. It is available 24/7, in several languages, and allows the whistleblower, if desired and in compliance with applicable local regulations, to remain anonymous. A QR code provides easy and quick access to the platform, especially for crew members.

Furthermore, the PONANT Group undertakes to protect individuals who, in good faith, report a potential violation of the law or internal policies against any form of reprisals. This mechanism contributes to the strengthening and continuous improvement of the Ethics & Compliance Program. Key figure: In 2023, 100% of reported alerts were processed and closed.



100%

of reported alerts were addressed and closed in 2023.

Our priorities:

• **The protection of personal data:**

The PONANT Group has been committed for several years to a policy of protecting personal data within its information systems and with its subcontractors. Organizational and technical measures are implemented for clients, suppliers, employees, third parties, and the compliance policy is extended to subcontractors and subsidiaries to ensure compliance with the European standard for the protection of personal data worldwide.

• **Prevention and combating corruption and fraud:**

The PONANT Group continues to strengthen and deploy its program for the prevention, detection, and combating of corruption and influence peddling. This program notably integrates the requirements of applicable laws, particularly the U.S. Foreign Corrupt Practices Act (FCPA), the United Kingdom Bribery Act (UKBA), and the French Sapin II Law. The Anti-Corruption Code of Conduct contains the applicable rules for combating corruption and influence peddling as well as the disciplinary sanctions applicable in case of breach. It defines and illustrates the types of behavior to be adopted and prohibited in terms of prevention and combating corruption and influence peddling, advocating a zero-tolerance approach. This document also lists a series of best practices to adopt in sensitive situations regarding ethical issues.

The program to combat corruption and influence peddling notably includes:

- commitment of the management body and regular monitoring by the Risk, Audit, Compliance, Cybersecurity, and Ethics Committee and the Group Audit Committee;
- control of compliance with the Anti-Corruption Code of Conduct;
- promotion of the ethical alert mechanism;
- updated mapping of the risks of integrity breaches, particularly in the scope of the Group's new activities;
- identification, evaluation, prioritization, and management of risk control plans and their communication to Top management and concerned employees;
- evaluation of the compliance of the most at-risk partners and business relations;
- implementation of anti-corruption and anti-influence peddling accounting control procedures;
- training programs.

• **Compliance with international economic sanctions and embargoes, combating money laundering and the financing of terrorism:**

The PONANT Group conducts all its activities in compliance with the regulations relating to economic sanctions and embargoes applicable to it. The compliance program includes a set of practices and good conduct dedicated to economic sanctions that apply to all employees. In the context of the extension of sanctions against Russia and Belarus, the compliance program with economic sanctions has been strengthened.

• **Strict compliance with fair competition:**

Knowledge of and compliance with competition law are absolute priorities that the PONANT Group sets for its most exposed employees. The competition law compliance program applies to all group activities worldwide. It is based on the following principles: no anti-competitive agreements, no customer allocation, no abuse of dominant position, no unfair competition, and withdrawal from questionable discussions. The concrete achievements of this program guarantee a healthy and fair economic environment for all.

The other main actions initiated as part of the Ethics & Compliance Program include the declaration of absence of conflict of interest within the company and the associated policy, as well as a gifts and invitations policy and a declaration register.

Training and awareness actions are periodically carried out on "Ethics and Compliance" topics. In this regard, all new employees receive in-person training provided by the Risk, Ethics, and Compliance Department.



A dedicated Committee, "Risk, Audit, Compliance, Cybersecurity, and Ethics," has been established to define and guide the Group's decisions regarding ethics, compliance, cybersecurity, and the management of the company's overall risks. The progress of the Ethics and Compliance Program is also monitored by the Group Audit Committee.

Strengthening Cybersecurity: protecting systems and raising employee awareness

For the PONANT, cybersecurity issues are centred around the following fundamental areas:

- **Securing IT tools** and taking preventive measures against cyber risks
- **Responsibly handling the data entrusted to the organization:** Protecting data from loss, disclosure, degradation or alteration
- **Developing a cyber culture** within the company

The cybersecurity 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 (BCP/DRP).
- Data control systems and clearances.
- Developing a cyber culture with an individualized, fun and caring Chatbot integrated into collaborative tools.
- Raising long-term awareness among employees with monthly phishing tests, aimed at fostering a culture of caution, particularly regarding received emails, and holding employees accountable.
- Training all new employees on cyber issues upon their arrival and participating in Cybersecurity Awareness Month.
- Conducting an annual cyber crisis drill.





Strengthen ties with local communities

Building lasting relationships with local communities

In some territories where PONANT has a strong presence, the company has enduring ties with local communities. In 2023, a range of solidarity actions benefiting communities took place.

Le Commandant Charcot supplies to Inuit communities

A partnership has been set up with the Royal Arctic Line so that *Le Commandant Charcot* can deliver food supplies to Inuit communities during the season when Royal Arctic Line supply ships cannot do so. This is how the village of Tasiilaq in Greenland was able to get supplies in May 2023 and emerge from its winter isolation a month early thanks to the intervention of PONANT's high polar exploration ship and the excellent relations developed with the local communities.



Video

Supplying Inuit communities

Paul Gauguin makes its medical services available to remote populations in French Polynesia

The *Paul Gauguin* is now collaborating with health authorities in French Polynesia, by making its doctors, nurses and equipment available on a voluntary basis to the most isolated populations.

This summer, the doctor on board *Paul Gauguin* did three sessions of medical consultations for populations without a doctor in the Marquesas. In future, 40 sessions per year will be dedicated to the people on the Tuamotus and Marquesas, and with medical specialists from Tahiti set to be transported to the islands the medical presence in some of the dispensaries will double.

Le Champlain donates equipment to Madagascar and the Seychelles

In March 2023, *Le Champlain* was involved in an operation donating equipment to islands south east of Africa. The Malagasy NGO Rosalie Échange Solidarité Madagascar benefited from survival equipment and school materials, while the Seychellois Red Cross received survival equipment and mattresses.

Sharing the expertise of local communities with guests

When planning excursions and scouting trips, a dialogue is established with local communities (local authorities and administrations, nature parks and protected areas, NGOs, local suppliers). It is an excellent way to integrate biodiversity issues and cultural heritage of the places visited and to come up with unusual new experiences together with the communities. By encouraging local expertise and craftsmanship and using local services and products, PONANT ensures the economic benefits reach the local people.

Every year, several reconnaissance trips are carried out in different regions of the world to study the feasibility of new itineraries to guarantee a positive impact on local communities.

Scouting trip to Honduras

To improve exploration of the Central American region, a scouting trip to Honduras was organized in 2023. On the program: the islands off Honduras, regions still unexplored by cruise ships. The trip was an opportunity to create new itineraries and partnerships with local populations. José Sarica, PONANT Expedition Experience Director recounts this experience in an [article in the magazine Escales](#).

“Reconnaissance trips are key to forging strong links with local communities and building unique experiences with them in areas that are ripe for exploration. There is something very authentic in Honduras. We start from scratch, or almost, which makes it easier to develop our approach to exploration, based on sharing, as well as our values regarding respect for the environment and communities. The challenge is to work out how we could improve our interactions with the local communities.”

Scouting trip to the St Lawrence River

Paving the way for winter explorations in the Canadian Great North was the challenge that led to a scouting trip on the St Lawrence River. Led by the Expedition Experience Director and the First Officer on *Le Commandant Charcot*, this stage of the reconnaissance was guided by local communities through icy landscapes. New itineraries involving local cultures are now on sale.



Video

See the film of this scouting trip



Developing a tool to measure the impact of a cruise

Taking into account the environmental, societal, economic and cultural impacts of cruises is an integral part of responsible tourism. It requires innovative, interdisciplinary methodologies to support decision-making and implement science-based solutions.

In 2023, PONANT launched and funded a research project led by the CNRS – National Center for Scientific Research with the goal being to create and apply a comprehensive framework to identify, measure & monitor impacts of a cruise on nature and wellbeing of local communities.

Using the socio-ecological systems and Driver-Pressure-State-Impact-Response frameworks, the research project identified a number of direct and indirect impacts ranging from habitat pollution and biodiversity loss to the risks of social and economic inequalities, as well as erosion of cultural heritage.

The tool includes indicators for measuring impacts as well as solutions to prevent or mitigate them. After the methodology has been deployed on PONANT destinations in 2024, the tool will be shared with the rest of the cruise sector.

A Foundation* contributing to responsible tourism

Established in 2018, the PONANT Foundation works with partners recognized for their expertise in their field. Its ambitions: protect the oceans and poles and bring peoples together.

Over the last five years, the Foundation has supported a range of innovative initiatives run by researchers, NGOs, startups and enterprises in the most diverse places on the planet. Keen to use its resources effectively, the Foundation has favored concrete actions to protect and restore ecosystems, the acquisition and sharing of scientific knowledge, and initiatives contributing to human development.

Early results are a great source of motivation and commitment to continue and increase the number of PONANT Foundation's actions.

In five years, the PONANT Foundation's budget was €955,000 with 13 projects, initiatives and organizations being supported.

[The Foundation's five-year activity report can be read HERE.](#)

As well as the initiatives supported these last five years, new collaborations have emerged in 2023. Among them a commitment to the Macquarie Island Foundation whose mission is to fund and facilitate scientific and research programs towards conservation on the island. Resources have also been allocated for research into marine biodiversity via the Museum for the Planet's endowment fund of the National Natural History Museum.

*Endowment fund



€350,000

allocated to the Foundation in 2023.



13

projects supported by the endowment fund since 2018.





Contribute to scientific research with the PONANT Science program

PONANT has long supported scientific studies of regions where it operates and their biodiversity to build knowledge and protect the planet. Among research opportunities offered by PONANT in recent years one 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 for scientific teams.

Thanks to these unprecedented features, researchers - 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.

PONANT's scientific coordinators play a key liaison role between the ship's crew and scientists. Their mission: to manage all the scientists' equipment on board, welcome them, coordinate the researcher teams and be the link with PONANT guests (lab tours, scientific experiments and practical work in public, organizing their talks, etc.).



The scientific community counts on us and we must create an exemplary image by helping them produce top quality science. As for our guests, they are already showing a genuine interest and are getting involved."

DANIEL CRON,
Scientific Coordinator

Selection of projects based on scientific criteria excellence

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 2023 *Le Commandant Charcot* embarked more than 70 scientists on behalf of 10 research institutes, including IFREMER and Geomar*.

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

PONANT Science: develop and share

To sustain its commitment to scientific research in polar and marine regions, PONANT has a strategy to structure current operations, develop new initiatives & promote sharing of resources.

- **Structure** activities by optimizing current operations and improving the scientific equipment on board.
- **Expand** the program with new collaborations on cutting edge research projects and deploy PONANT Science in new regions and on other ships. By 2025, PONANT aims to have added three new zones to the program.
- **Share** knowledge with stakeholders through communication, developing access to the data collected to the global scientific community, and facilitating the exchange of resources and facilities between organizations.

Since the launch in 2021:

- **More than 60** scientific projects
- **More than 150** scientists hosted on board
- **50 %** are multi-year projects



Le Commandant Charcot research platform for Alfred Wegener Institute: mission accomplished

Last summer, scientists from the Helmholtz Centre of the Alfred Wegener Institute (AWI) for polar and marine research travelled to the geographic North Pole on *Le Commandant Charcot*. The main objective was to obtain scientific data on ice thickness.

During the mission, AWI scientists used the Sea Ice Measurement System (SIMS) installed in the bow of *Le Commandant Charcot* to collect continuous data on ice thickness throughout the trip. They also measured the surface areas of melting zones (using drones) and deployed drifting buoys from the North Pole. These buoys continued to collect sea ice measurements and data on weather conditions in the months following the ship's visit.

Being able to collect all this data helps scientists monitor the evolution of sea ice over time and analyze the processes that influence its formation and melting, and more broadly to better understand the impacts of climate change on the dynamics of sea ice in the Arctic.

AWI scientists gave talks on board providing opportunities to raise awareness of the issues among PONANT guests.

New partnership with The Explorers Club

The Explorers Club is an international multidisciplinary professional society based in the United States that supports scientific exploration.

In 2023, PONANT and *The Explorers Club* joined forces in a three-year partnership for 12 expeditions to the Antarctic and Arctic, and the Pacific and Indian oceans. Starting in 2024, the club's great explorers, specialists in glaciology, oceanography and geology, will be on board PONANT ships. A series of talks and activities at sea will be on the program.

The Explorers Club will also be sponsoring ten scientists per year on *Le Commandant Charcot*. Yet another commitment to promote scientific exploration and research fields.

€ € 2.2 M
Science budget in 2023
(2M€ in 2022)

31
scientific missions
on board in 2023

KEY PERFORMANCE INDICATORS

PROTECT NATURE AND HUMAN HEALTH

	UNIT	SCOPE	2021	2022	2023	OBJECTIVES 2026
Climate Change						
Energy consumption						
Fuel consumption of the fleet						
LS MGO	tons	Fleet	30 657	59 473	60 470	
GNL	tons	Fleet	2 415	555	4489	
BIO-CARBURANT	tons	Fleet	0	0	86	
Energy consumption at head office	kWh	PONANT	186 959	286 930	395 716	
CO₂ emissions						
CO ₂ emissions linked to the fleet's fuel consumption (scope 1)						
CO ₂ emissions /cruise day	tons CO ₂	Fleet in operation	43,2	47,3	44,8	42
CO ₂ emissions linked to the head office energy consumption (scope 2)	tons CO ₂	PONANT	11	15	21	
CO ₂ emissions linked to the transport (scope 3)	tons CO ₂	PONANT	NC	NC	137 487	
Air pollution						
NOx emissions						
NOx emissions/cruise day	tons / cruise days	Fleet	0,46	0,79	0,6	0,1
SOx emissions						
SOx emissions/cruise day	kg/cruise days	Fleet	11,3	11,19	9,67	7,7
Protecting marine diversity						
Water						
Total water consumption per person per cruise day						
Water produced on board	litres/day	Fleet	NC	204	229	
% produced on board	m ³	Fleet	NC	149 509	206 639	
Ballast water	%	Fleet	NC	73%	73%	
Wastewater	m ³	Fleet	24 361	163 546	50 870	
Non-conformity of wastewater	m ³	Fleet	46 097	156 467	172 763	
Pollution in hydrocarbure	number	Fleet	0	0	0	
Waste						
Non-hazardous waste						
Hazardous waste	tons	Fleet	1589,5	3355,8	3806	
Waste per person per cruise day	tons	Fleet	NC	36,7	34,5	
Food waste per person per day	Kg/day	Fleet	3,38	3,3	3,1	
Single-use plastic by weight per guest per cruise day	Kg/day	Fleet	0,95	0,86	1,1	
Percentage of valorized waste*	kg/guest	Fleet	0,51	0,034	0,08	0
Sorted waste	%	Fleet	NC	5	14	
	%	Fleet	100	100	100	

* This variation is explained by the improvement in the reliability of the waste identification and treatment process on land.

IMPROVE WELLBEING AT WORK

	UNIT	SCOPE	2021	2022	2023
Attract and retain talent					
Shore-based					
Employees	Number	PONANT	489	611	676
Permanent employees	Number	PONANT	446	561	622
New recruits (permanent)	Number	PONANT	73	143	149
Departures (permanent)	Number	PONANT	56	63	98
Exit Rate	Points	PONANT		17,31	15,8
Seafarers					
Employees	Number	Agences de Manning	2 582	3 851	4 009
Permanent employees	Number	UMS	74	75	169
New recruits (permanent)	Number	UMS	29	24	49
Departures (permanent)	Number	UMS	3	8	18
Shared and inclusive vision					
Shore-based					
Number of training hours**	Number	PONANT	1 855	7 936	8 539
Percentage of women in workforce	%	PONANT	66	62*	66
Percentage of female managers	%	PONANT	48	51	57
Gender equality index	Number	PONANT	81	91	93
Seafarers					
Number of training hours	Number	UMS	23 469	25 075	29 070
Percentage of women in workforce	%	PONANT	22	25	24
Percentage of female managers	%	PONANT	15	16	29
Ensuring wellbeing of employees					
Health & safety audit on ships	Number	Fleet	9	24	43
Shore-based					
Number of lost time accidents	Number	PONANT	2	3	1
Frequency of lost time accidents	Points	PONANT	4,3	4,56	1,36
Absenteeism**	%	PONANT	3,5	3	3
Seafarers					
Number of lost time accidents	Number	Fleet	14	26	36
Frequency of lost time accidents	Points	Fleet	1	1,86	2,64

*In 2022, 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.

** Scope 2022 and 2023: Shore-based workforce (79% of the company's total workforce).

***75% of the data represents virtual and in-person training sessions. UMS scope represents 49% of the workforce.

INVOLVE STACKEHOLDERS

	UNIT	SCOPE	2021	2022	2023
Guests					
Overall guest satisfaction	Out of 4	Guests	3,69	3,69	3,72
Ponant science					
PONANT Science budget	Euros	Fleet	0	2 025 033	2 179 865
Number of scientific missions on board	Number	Fleet	0	29	36
Number of embarked scientists	Number	Fleet	0	62	84
Local communities					
PONANT Foundation Budget	Euros	PONANT	130 000	350 000	345 000
Number of projects supported by the Foundation	Number	PONANT	3	9	8
Value chain					
Percentage of suppliers audited	%	Suppliers	47	63	39

METHODOLOGY

In order to have comparable data versus previous years, certain activity indicators have been selected, with a denominator "per cruise day." A cruise day corresponds to a day when a ship is operational, meaning it is either in cruise activity or in positioning (journeying to its next cruise). The CSR indicators were updated in 2023, and new indicators were defined with ambitious objectives. They were established based on the 10 principles of the UNGC, the 17 Sustainable Development Goals, criteria from the Global Reporting Initiative (GRI), in compliance with French law obligations (Law on New Economic Regulations, known as the "NRE Law," of May 15, 2001), the European Union directive on non-financial reporting, and, where possible, applicable international standards.

Scope: PONANT publishes consolidated non-financial information on the company's perimeter, which represents the financial perimeter. However, perimeter limitations may be applied on a case-by-case basis for certain indicators. In the event of perimeter restrictions, these are systematically explained in the report (Extra-Financial Performance Statement) with respect to the titles of the indicators concerned. We consider that the following information falls outside the scope of the company's activities:

- Fighting against food insecurity;
- Actions aimed at promoting the Nation-Armed Forces bond.

Period: The reporting period covers from January 1, 2023, to December 31, 2023. This perimeter clarification applies to all indicators. The year 2018 is the reference period for most indicators. It is not always possible to establish a comparison with 2018.

1. Preserve the environment and human health

• CLIMATE CHANGE

Scope 1, 2, and 3 emissions are taken into account.

CRUISE ACTIVITIES

✓ - Fleet maritime fuel consumption

Fuel consumption concerns the entire operational fleet (in cruise activity and out of cruise activity). It is measured in tons and corresponds to the sum of the consumptions of different types of fuels consumed by the fleet (LS MGO / LNG / Biofuel).

✓ - **Scope 1 carbon dioxide (CO₂) emissions:** They are obtained directly from fuel consumption. The following emission factors are applied to maritime activity fuel consumption:

1 ton LS MGO = 3.206 tons of CO₂

1 ton LNG = 2.75 tons of CO₂

✓ - **Carbon dioxide emissions per cruise day (scope 1):** This performance indicator measures the operational efficiency of the fleet. Perimeter: Operational fleet, meaning ships in cruise activity and positioning (journeying to their next cruise). A cruise day corresponds to a day when a ship is operational.

LAND-BASED ACTIVITIES

✓ - **CO₂ emissions related to building energy consumption – (scope 2):** Only energy expenses for the headquarters in Marseille, France, are counted for 2023. Those from logistics warehouses, as well as the 3 Pavillons travel agency, will be counted in 2024.

✓ - **CO₂ emissions related to upstream and downstream transport – (scope 3):** Freight and passenger transport are considered for this calculation and is based on 2022 data. This includes upstream and downstream freight as well as the movements of passengers, crew members, and employees.

• AIR POLLUTION

✓ - **SOx emissions** cover the entire operated fleet, whether active or not. They are calculated based on sulfur concentration readings of all bunkered fuel, performed by the independent laboratory Maritec, to which the coefficient of molar mass of S to SO₂, which is 2, is applied.

✓ - **NOx emissions** cover the entire operated fleet, whether active or not.

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

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

• **MGO with SCR:** 9.5 kg of NOx/ton of fuel

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

• BIODIVERSITY

✓ - **Water:** 2023 data on water consumption, production, and recycling onboard have been reported for the entire fleet perimeter. Ponant's data was extrapolated from a 3-month average, due to data loss following a technical problem onboard.

✓ - **Water consumption per day per person:** This performance indicator calculates onboard water consumption per cruise day divided by the number of passengers and crew onboard, on average.

✓ - Solid waste

Total quantity (in kg) of non-hazardous solid waste produced by ships: plastic, paper, metal, glass, household waste, wood, food products, food oils, others. Data is measured in m3, then converted to kg, depending on the density of waste categories.

Hazardous waste includes neon lights, used oils, paint pots, medicines, infectious risk healthcare activity waste, batteries, oil drums, asbestos, electronic waste, pyrotechnic equipment, sprayers, smoke detectors, other operating waste. Sludges are not included in this indicator.

✓ - **Waste per day per person (in kg):** This performance indicator only concerns non-hazardous waste. It is calculated by the amount of waste emitted divided by the number of passengers and crew on board, per cruise day. The calculation method was refined in 2023. The 2022 value was updated with this new method and was initially 3.69kg per person per day.

✓ - **Weight of single-use plastic per passenger:** The scope is limited to water bottles and passenger shampoo, conditioner, shower gel, and body lotion bottles. It is calculated by the amount of these wastes emitted per cruise day divided by the number of passengers. In 2022, the data was not divided by cruise days and was equal to 0.29kg/passenger.

✓ - **Rate of waste valorization:** Two questionnaire campaigns were conducted with ports between 2019 and 2022 to identify waste treatment channels. Based on this data, the information defines which types of waste are recycled in which ports. Calculation method used: Percentage of waste generated by fleet ships sent to recycling channels, with:

- Rate of waste valorization = Annual quantity of recycled domestic waste / Total annual quantity of waste landed on shore
- Excluded are hazardous waste following specific elimination channels, and food waste unloaded at sea in authorized areas. Operational waste is also excluded.

Several assumptions were made to measure this rate:

- The responses to the questionnaires sent to ports are on a declarative basis.
- The number of ports that responded to the questionnaire covers 55% of the waste quantity. The valorization rate was extrapolated to 100% of the waste quantity, based on a cautious approach (50% of the valorization rate established on the 55%).

2. Improve well-being at work

Employees consist of sedentary and seafaring staff. Sedentary employees working onshore are in offices in Europe, the US, and Australia. Seafaring employees, at sea, are employed through manning agencies in accordance with international maritime labor requirements.

✓ - **Number of sedentary employees:** total workforce with permanent contracts, fixed-term contracts, and interns. Reported via the ADP software for the France perimeter, the rest of the perimeter via an Excel file.

✓ - **Number of seafaring employees:** total personnel embarked on the fleet, none of whom are employed by PONANT but they have a separate status. Data is extracted from the Adonis software and represents the number of people who worked for PONANT between January 1, 2023, and December 31, 2023.

• RECRUITMENT

✓ - **Sedentary Recruitment and Departures:** Recruitment concerns the number of employees who joined the company between January 1 and December 31 of the reference year. It also includes anyone undergoing a transfer, signing a new employment contract with another company within the Group, or an addendum to the initial contract resulting in a definitive assignment to another company within the Group.

Departures refer to the number of employees on permanent contracts (CDI) or fixed-term contracts (CDD) leaving the workforce of their own accord or at the initiative of the company, between January 1 and December 31 of the reference period. A change in perimeter was made between 2022 and 2023, integrating EMEA, APAC, and the US.

✓ - **Seafaring Recruitment:** only employees of the UMS agency on permanent contracts (CDI) are considered.

✓ - **Exit Rate:** Reports the total number of exits over the period to the average number of permanent employees, over the period.

• TRAINING

✓ - Number of training hours for seafaring staff

At least 80% of trained seafarers are employed by UMS. In the absence of data from the other 4 manning maritime agencies, these figures concern 49% of sailors, but they are the most trained functions onboard (especially officers). Since 2022, hourly tracking has been implemented. In 2022, the e-learning was included in the number of training hours and was equal to 32,270 hours.

✓ - Number of training hours for sedentary staff:

The covered perimeter is that of France, representing 79% of employees. In-person training is counted in hours, and e-learning training is counted as mandatory on 2 topics: Harassment and sexual harassment and CSR.

• DIVERSITY AND INCLUSION

✓ - **Percentage of women in the workforce:** The workforce corresponds to the number of employees indicated above.

✓ - **Percentage of female managers:** Percentage of women among managers with at least 1 subordinate.

✓ - **Gender Equality Index:** The index is calculated within the France perimeter. The formula is dictated by the Ministry of Labor, Employment, and Integration.

• HEALTH AND SAFETY

✓ - Number of workplace accidents with leave:

Counts accidents requiring more than one day of sick leave, on medical advice. The perimeter covers the entire operated fleet, whether active or not. For sedentary employees, this perimeter is the entire group.

✓ - Lost Time Injury Frequency Rate (LTIFR):

Number of accidents requiring more than one day of sick leave, on medical advice, per million hours worked. LTIFR calculation formula: (Number of workplace accidents with leave / Total number of hours worked during the reference period) x 1,000,000. The total number of hours worked corresponds to the total number of days onboard x 24 hours. Workplace accidents with leave occurring after disembarkation are not counted or consolidated. Passenger or external workers to the company accidents are not included. The calculation is smoothed over a rolling 12-month period. A change in methodology explains the evolution between 2022 and 2023: standby hours are counted in 2023 and not in 2022.

✓ - Absenteeism Rate:

On a group perimeter, all contracts included. The calculation is done by dividing the number of absence hours by the number of hours worked (on working days: Work accident + sick leave excluding long-term illness (more than 90 days)

A change in perimeter was made between 2021 and 2022, excluding non-illness-related absences.

3. Involve stakeholders

✓ - **Customer Satisfaction:** Average satisfaction rating out of 4, given by passengers on satisfaction questionnaires distributed onboard at the end of each cruise.

✓ - **Number of scientific missions:** A scientific mission means the embarkation of a research team on a cruise for a defined scientific project. A project can involve multiple missions, and a cruise can host multiple projects.

✓ - **PONANT Science Budget:** It corresponds to the budget to operate the Ponant Science project in addition to the mission expenses of scientists onboard (per diem multiplied by the number of scientific days) and the salary of the R&D engineer in charge.



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