



Navigating the Waves of Change

SUSTAINABILITY REPORT 2023

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About This Report

Our annual sustainability report assesses our environmental, social and governance (ESG) initiatives, demonstrating our commitment to addressing core sector issues transparently. It offers stakeholders insight into our progress, challenges, and ongoing endeavors for positive change.

Reporting Framework

Prepared in accordance with the Global Reporting Initiative's (GRI) 2021 Universal Standards and with reference to the Sustainability Accounting Standards Board (SASB) framework for Asset Management & Custody Activities, this report aims to communicate accurate and reliable information on sustainability matters deemed material to the company's operations and assets.

Scope

Published on 28 May 2024, this report covers activities from our Singapore headquarters and regional offices in Hong Kong, Germany, and Greece, spanning from January 1, 2023 to December 31, 2023. Relevant information has been obtained from our representatives and included where available. Standard units of measurement are consistently applied to guarantee data comparability, with conversion factors provided in the relevant sections as needed.

Data Credibility

All data and information presented in this report have undergone a thorough internal validation and approval process. In the future, we aim for external assurance to enhance confidence in our reporting principles.

Founder Statement

OUR WHY

To be a trusted and forward-looking partner of international transport operators and their capital providers.

OUR HOW

Blend outstanding financial and operational talent to develop and manage best-in-class investments and deliver tailored advisory solutions.

Dear Stakeholders,

Since commencing our ESG journey in 2020, we have systematically aligned our business strategy with our ESG goals and values. This year marks the 4th year of our sustainability reporting journey, and I am happy to report that we have remained steadfast in our commitments to sustainability in 2023.

Fuelling the future: Sustainable maritime & aviation

Decarbonising the maritime and aviation sectors poses challenges, given the limited availability of zero-carbon technology options and the high costs associated with transitioning to new fuels and infrastructure. The aviation industry experiences growing environmental regulations to adopt cleaner technologies and fuels while the maritime industry is under significant regulatory pressure. In July 2023, the International Maritime Organization (IMO) adopted the 2023 IMO Strategy on Reduction of Greenhouse Gas (GHG) Emissions from Ships, signalling a heightened level of ambition and

commitment to reducing GHG emissions in international shipping.

Considering the challenges faced by our focus industries, we are eager to strengthen our commitment to sustainability and fulfil our promise to contribute to the industry's decarbonisation goals. As an international group of companies specialising in maritime and aviation, we are uniquely positioned to direct financial resources towards sustainable investments. We proactively pursue investments in clean technologies, such as alternatively fuelled and low-emission vessels, driving progress towards a greener future by reducing GHG emissions, promoting renewable energy, and minimising pollution.

Taking our Singapore-based joint venture, TCT Shipbrokers, as an example, it had successfully brokered the first-ever order of methanol-powered newbuilds for the container feeder sector in 2022. This marks a significant step in the maritime sector's transition to sustainable green fuel. With the first

unit in the series delivered in December of 2023, we are excited to see how this innovation will propel us forward.

Further exemplifying our commitment, we also launched MarImpact in 2023, a dedicated investment platform for low to zero-emission vessels. To enhance strategic alignment across the services we offer, we have consolidated and merged our venture capital business, TC Ventures, with MarImpact as of February 2024. Creating a unified platform for our sustainability investments to the maritime sector, we seek to reinforce our commitment to supporting industry's decarbonisation goals.

Following the consolidation, MarImpact invested into Singapore-based Pyxis, a tech startup pioneering the electrification of harbour crafts; including the Pyxis One, their first electric harbour launch vessel which will seamlessly shuttle passengers between mainland Singapore and ships stationed at the anchorage. With Pyxis planning to expand its electric fleet and charging infrastructure across strategic locations,

we believe that the company will be able to offer solutions with significant decarbonisation potential that will help to drive sustainable maritime transportation.

I am also proud to announce that we have received the 2023 Singapore Environmental Achievement Award (SEAA) under the Green Finance category. This award underscores our commitment to integrating environmental considerations into our financial services and products.

Optimising operations, minimising impact

Leading by example, we consistently align our sustainability practices with internationally recognised principles and initiatives. These include, but are not limited to, the Paris Agreement, the International Maritime Organization (IMO), the UN Principles of Responsible Investments, UNGC Principles, and the Sustainable Development Goals (SDGs). I am pleased to report that we have maintained our status of carbon neutrality across our Scope 1, 2 and 3 emissions in 2023 through the

acquisition and retirement of high-quality Renewable Energy Certificates (RECs) and Carbon Credits. As we expand our business operations, we have made slower progress against our target in 2023 but have remained consistent in our emissions reduction strategy, reducing our operational greenhouse gas (GHG) emissions intensity by 30% compared to 2019.

In our ongoing efforts to reduce our environmental footprint, we have also introduced new initiatives aimed at optimising resources and waste management within our premises as outlined in our improvement plan. I am delighted to share that our commitment has been recognised by the Singapore Environment Council and we have received an improvement of rating from Professional to the highest tier, Elite.

These accomplishments would not be possible without a foundation of good governance. Across our global operations, we have established relevant policies and procedures to ensure that we are conducting our business affairs with fairness and integrity,

and in compliance with all pertinent socioeconomic and environmental regulations. As part of our review of our existing Governance framework, we have strengthened and rolled up updates to our whistleblowing policy in 2023, ensuring compliance with applicable laws, mitigate legal risks, and underscore our commitment to operating with integrity.

Future-focused sustainability strategy

To ensure we remain relevant, adaptable, and competitive in the evolving ESG landscape, we will be initiating a timely and strategic review of our material topics and targets for future sustainability reports. This proactive approach will enable us to stay ahead of new regulations, embrace innovative technologies, and meet the evolving expectations of our stakeholders.



Onwards & Upwards,

Philip Clausius
Founder and Managing Partner

2023 Highlights

MarImpact

Launch of MarImpact in 2023

An investment platform focused on low-to-zero emission vessels



Invested into Pyxis

A Singapore-based tech startup focused on the electrification of maritime vessels



GREEN FINANCE MERIT WINNER (SME) CATEGORY

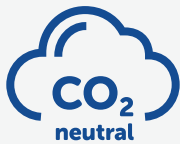
Achieved Green Finance Award

As part of the Singapore Environmental Achievement Award (SEAA) 2023



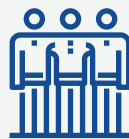
SEC Eco Office Certification

Awarded Top Tier Certification of "Elite" Status.



100%

Carbon Neutral across our operations and business air travel



81%

Overall Employee Job Satisfaction



43%

Women in Management

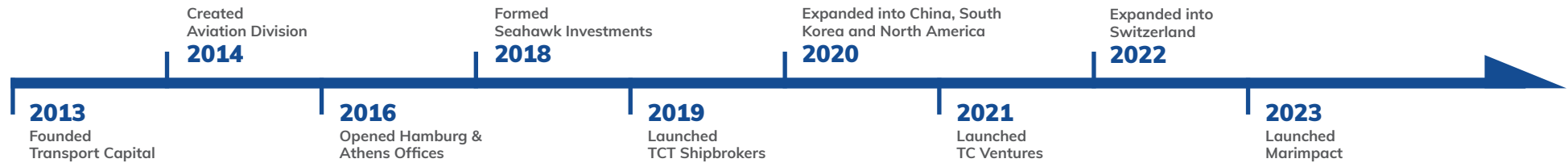


48%

Women in the Workforce

About Transport Capital

Our Milestones



Our Companies & Services



CORPORATE FINANCE We raise private capital across the full capital structure for private and public companies	REAL ASSETS MANAGEMENT We provide the full suite of maritime and aviation real asset management services that allow for end-to-end corporate and portfolio management.	INVESTMENT MANAGEMENT We provide Regulated Alternative Investment Management Services.	ASSET BROKERAGE We provide full-service shipbroking services focused on Newbuild, Chartering, Sales & Purchase, Market Intelligence & Monitoring, as well as Operational Support.	VENTURE CAPITAL We partner with early-stage startups by providing capital, sector expertise, and a global network of relevant companies and stakeholders.	GREEN SHIP INVESTMENT We offer equity, debt and venture investments for maritime decarbonisation-focused initiatives.
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Established in 2013, Singapore-headquartered Transport Capital started out as a shipping-focused Real Assets Management company. We have since grown into an international group of companies offering various specialist services with an industry focus on Maritime and Aviation.



Seahawk Investments was established to provide regulated investment management services in the areas of absolute return and multi asset strategies. Seahawk's Equity Long/Short Fund is the only UCITS compliant on-shore European fund with an energy and transportation focus, which allows a broad range of investors to invest into the fund.



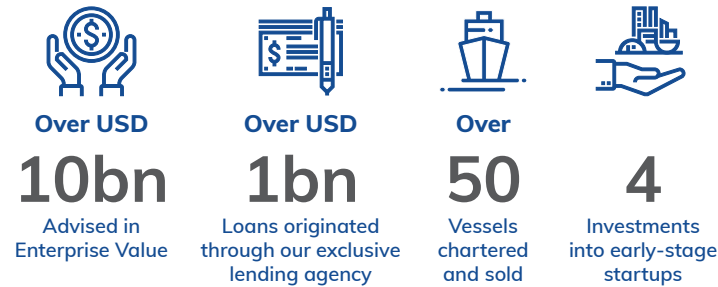
TCT Shipbrokers is our Singapore-based Joint Venture between Transport Capital and Hamburg-based Toepfer Transport. TCT Shipbrokers is a full-service Newbuilding, S&P and Chartering broker that covers all ship types including containerships, MPP/heavy lift, bulkers and tankers.



MarImpact is an investment platform focused on low to zero emission vessels. As we strive to create strategic alignment across our services, we have integrated our venture capital arm, TC Ventures, under MarImpact. Together, MarImpact offers equity, debt and venture investments for maritime decarbonisation-focused initiatives that will support the industry's transition to net-zero.



Our Track Record



For more information on our track record and portfolio management, please visit our website, <https://transportcapital.com/transaction>

Where We Operate

Based in Singapore, our operations extend globally, covering Asia, Europe, and North America. Our team is diverse in culture, language, and gender, bringing a distinct blend of operational and financial expertise in maritime and aviation.

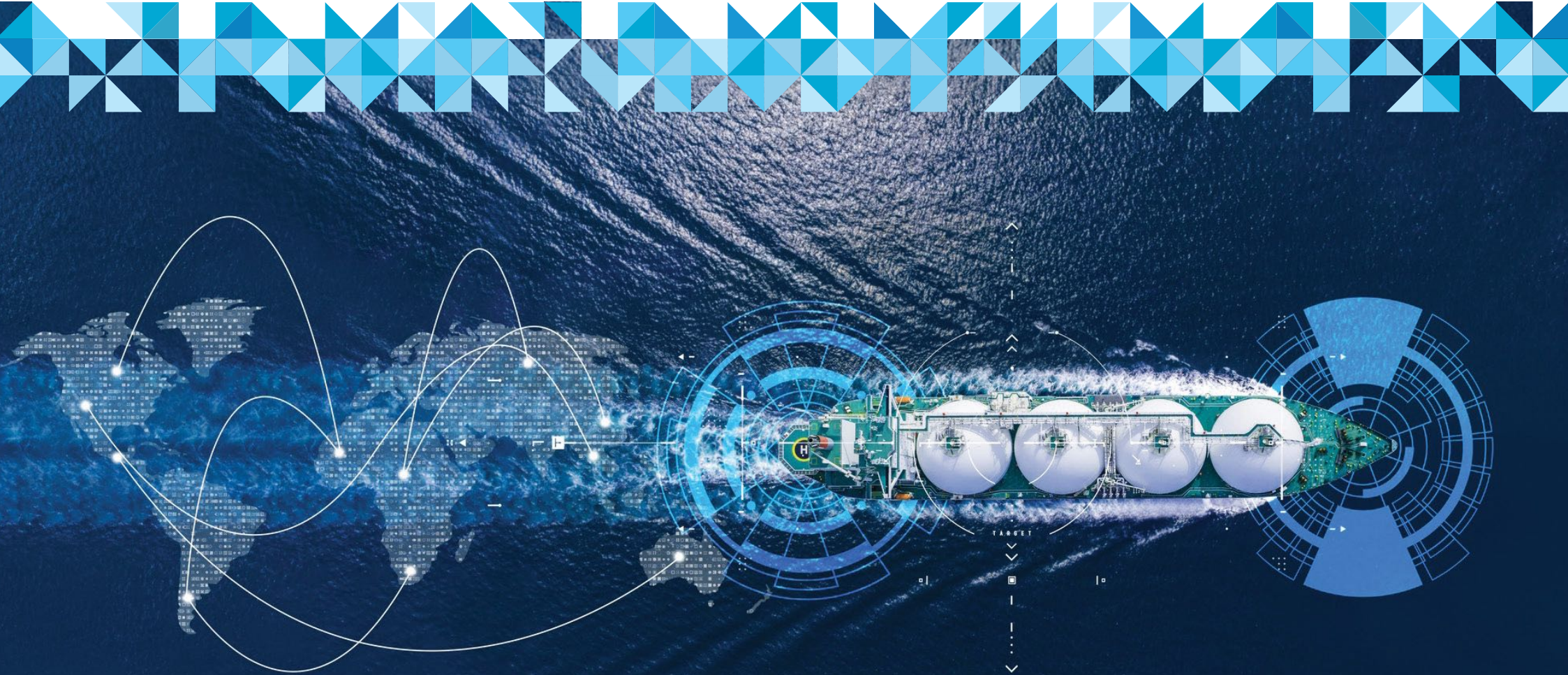


Our Partners

We originate maritime and aviation loans in Asia Pacific, Greece and North America, serving as the exclusive agent for DekaBank and Hamburg Commercial Bank. For information on our bank partners, please visit our website, <https://transportcapital.com/partners>



Our Sustainability Strategy



Our Sustainability Strategy

Integrating sustainability into our strategy and operations is a crucial element in securing our long-term success and driving value creation. Since commencing our ESG journey in 2020, we have adopted a deliberate four-year cycle approach to broaden our focus on ESG-related matters. In 2023, we prioritised enhancing governance by revising our whistleblowing policy.

As our business grows, we will conduct a comprehensive review of material topics and targets to remain relevant and competitive in the dynamic ESG landscape.

Aligned with the United Nations Sustainable Development Goals (SDGs) and guided by the Universal Principles for Responsible Investment, we leverage our influence in directing capital through our services and collaborate with our clients to achieve enhanced sustainable growth. Recognising the challenges in decarbonising Maritime and Aviation, we remain dedicated to supporting their efforts.

Materiality

Our sustainability strategy is shaped by the environmental, social, and governance issues identified through a comprehensive and rigorous materiality assessment conducted in 2020². The assessment was conducted in accordance with GRI's Reporting Principles. Supplemented with stakeholder feedback³, we were able to identify and prioritise material issues relevant to our operations.

Economic & Governance	Environmental	Social
<ul style="list-style-type: none"> • Anti-Corruption • Innovation • Economic Performance • Ethics & Integrity 	<ul style="list-style-type: none"> • Energy • Climate Change • Waste • Water & Discharge⁴ 	<ul style="list-style-type: none"> • Talent Attraction & Retention • Training & Development • Employee Diversity and Inclusion • Health & Safety



² A horizon scan and industry analysis was undertaken to benchmark the Company activities in the financial and transportation (ie. maritime and aviation) sectors against best practices internationally, regionally, and locally.

³ Feedback from Partners and the management team was taken into consideration towards identifying the key material ESG issues pertinent to the business.

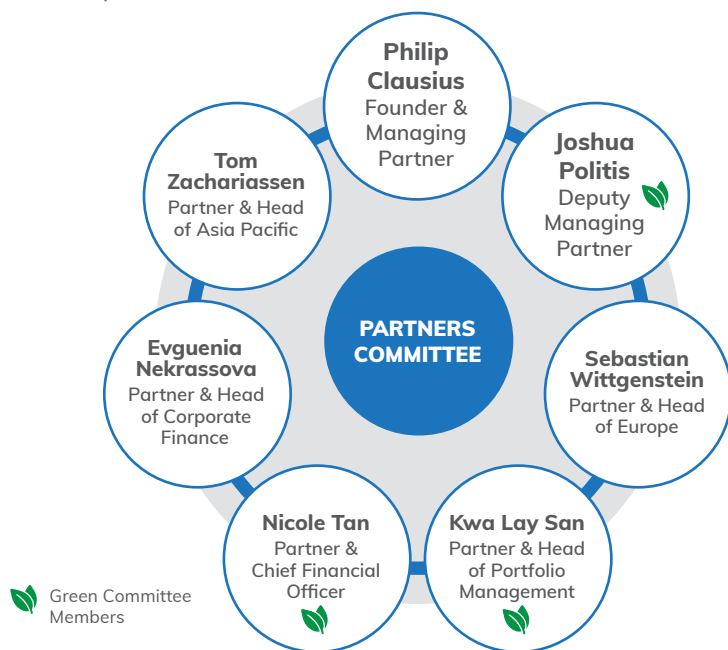
⁴ As Transport Capital's business has transitioned to financial advisory and investment, water and discharge is no longer material to our business.

Governance and Oversight

At Transport Capital, our robust corporate governance is embodied by the Partners Committee, which upholds our vision and mission while also steering the company’s strategic plan.

Within the Partners Committee, selected management executives hold vital roles as members of the Green Committee. Their duties include leading our sustainability strategy and integrating ESG considerations into our business practices. This involves developing ESG policies that clearly state our commitment to fostering positive environmental and societal changes, as well as consistently monitoring our progress towards sustainability goals.

We hold a monthly Partners’ Meeting, which serves as a platform for communicating and discussing updates. During these meetings, we address concerns related to our ESG policies, assess our progress against ESG targets, and delve into pertinent business developments.



Stakeholder Engagement

We maintain open and continuous engagement with our key stakeholder groups to incorporate their concerns into our sustainability priorities. These stakeholder groups are prioritised for their essential role to our success and directly affected by our operations and decisions.

Where relevant, we proactively address stakeholder feedback, ensuring a continual enhancement of our sustainability strategy and practices.

Stakeholder Group	Basis of identification & selection	Frequency & mode of engagement	Topics of concern
Employees	People are our key assets and we strive to provide an equal and inclusive workplace that allows each to thrive in their work and development	<ul style="list-style-type: none"> Daily interactions between managers and colleagues Annual surveys Internal newsletter HRIS and frequent announcements 	<ul style="list-style-type: none"> Work to be meaningful Fair treatment and environment A sense of belonging Good development opportunities Employee health & well-being
Customers	We serve our customers in the most professional and ethical way	<ul style="list-style-type: none"> Frequent customer engagement Business development discussions 	<ul style="list-style-type: none"> Choice of business partners Achievement of goals Solutions to decarbonise industry
Partners / Shareholders	Founders and owners of the business, fully vested in its success	<ul style="list-style-type: none"> Monthly Partners meetings Annual Shareholder meetings 	<ul style="list-style-type: none"> Sustainable growth of business Reputation of organisation Long term goals
Authorities	We want to help the ecosystem in which we operate thrive	<ul style="list-style-type: none"> Bilateral meetings Participation and engagement through industry associations 	<ul style="list-style-type: none"> Responsible business practices Compliance with regulations Decarbonisation

Eye On Integrity



Eye On Integrity

Amid growing net-zero ambitions, Transport Capital is dedicated to integrating sustainability into our investments and financial advisory. Our Partners Committee leads these efforts, ensuring ethical management and consistent value for all stakeholders.

Ultimately, we will do our part to steer the Maritime and Aviation industries towards the 5Ps that shape the SDGs - People, Planet, Prosperity, Peace, and Partnership.

Sustainable Finance

Driven by regulatory pressures, climate concerns, and evolving investor preferences, ESG-related investments are expected to hit \$50 trillion by 2025. We acknowledge our pivotal role in directing capital toward sustainable solutions/initiatives. We invest in clean technologies like alternative-fueled vessels, driving the transition to a greener future.

In response to investors' demand for measurable outcomes, we have integrated ESG considerations seamlessly into our asset procurement and client engagements.. Sustainability-focused mandates now guide our advisory and shipbroking services, facilitating financing for eco-friendly vessels.

MarImpact was launched in 2023, borne out of our commitment to sustainability. As an investment platform focusing on low-to-zero emission vessels, MarImpact aims to offer a comprehensive multi-strategy approach encompassing equity, debt, and venture solutions, further cementing our dedication to driving positive environmental and social change through innovative financial solutions.



INVESTMENT SPOTLIGHT: PYXIS

Making the maritime industry more sustainable with electric vessels

In 2023, MarImpact invested into Singapore-based Pyxis, a tech startup focused on the electrification of maritime vessels. In line with the Maritime and Port Authority (MPA)'s mandate for harbourcraft decarbonisation, Pyxis will be deploying a network of electric harbour and river vessels, marine EV chargers across Singapore strategic locations and a software solution, Electra, that will be used on the vessels to maximise efficiency.

Ethics & Compliance

Performance against targets

Focus Area	Target	Status
Ethics & Integrity	<ul style="list-style-type: none"> Zero incidences of non-compliance with laws and/or regulations in the social and economic area Zero incidents of customer privacy and data breaches or losses 	Achieved
Anti-Corruption	Zero cases of bribery, corruption, and fraud	Achieved

We have established strong governance practices to align all operations with ethical standards that safeguard the interest of employees and stakeholders. This maintains trust and confidence with those we are accountable to.

Ensuring Ethical Business Conduct

With a diverse global team, we ensure adherence to international, regional, and national laws by prioritising robust global risk management through our two pillars:

- Upholding High Ethical Standards**
 We adopt a zero-tolerance stance against corruption, bribery, fraud, anti-competition, anti-trust, monopoly practices, and misinformation. If we gather enough evidence of corruption and bribery, we will contact the authorities and fully cooperate.
- Active Compliance through Standard Operating Procedures (SOPs)**
 We enforce standardised procedures for compliance risks, outlined in our Employee Handbook, to ensure consistent, ethical conduct across all levels and locations.

Our Employee Handbook communicates our company's culture, vision, mission, as well as operational policies including employment practices, compensation, employee benefits, training and development initiatives, health and safety protocols, grievance handling procedures, and leave policies. It is also mandatory for every employee to acknowledge and adhere to the outlined policies.

Our updated whistleblowing policy ensures compliance with relevant laws, reduces legal risks and affirms our dedication to ethical practices. Employees have access to an anonymous reporting channel to the Managing Partner. This transparency fosters integrity, enabling early issue detection and proactive management.

We are pleased to report that zero incidents of corruption were reported in 2023.

Customer Privacy and Data Protection

We rigorously protect client and employee data, adhering strictly to the Singapore Personal Data Protection Act (PDPA) to minimise our data footprint and reduce exposure risk.

All our devices have been secured to comply with license agreements and to safeguard against any potential data breaches. This comprehensive strategy ensures minimal risk of data breaches and assures the protection of personal information, even in remote work setups.

We are delighted to report that there were no cases of cybersecurity or data breaches and that we are fully compliant with the socioeconomic laws and regulations in the respective localities of operations in 2023.

Innovation

Performance against targets

Focus Area	Target	Status
Innovation	<ul style="list-style-type: none"> Actively support initiatives to develop technology and infrastructure for zero emissions and support international regulation to drive zero emission for our industry Partner with Research Institutes to develop and enhance maritime R&D research capabilities 	In 2023, we actively explored and established plans for investment opportunities and strategic partnerships that align with our business goals. This initiative culminated in the launch of MarImpact in 2023 and the inclusion of Pyxis into our portfolio of investments.

In 2023, our focus has been on spearheading the decarbonisation initiatives within the hard-to-abate maritime industry. Through our venture capital business under MarImpact, we invest in early-stage startups that provide innovative digitalisation and decarbonisation solutions for the maritime industry. We are honoured to have received the Singapore Environmental Achievement Award (SEAA) 2023 under the Green Finance category. We prioritise pioneering investments by facilitating the placement and financing of eco-friendly vessels.

Through Shared Knowledge and Action

Our dedication to sustainability and innovation has earned us recognition and invitations to speak and participate at various prestigious events and industry dialogues. The following list shows our involvement in 2023:

- Panellist, Marine Money Conferences (Singapore, Hamburg, Athens, Busan)
- Panellist, NUS Climate Change & Sustainability Workshop (Singapore)
- Judging Committee, The Captain's Table Pitch (Hong Kong)
- Assessment Committee, Green School Awards, Singapore Environmental Council (Singapore)

We also take pride in our involvement with industry bodies and associations, such as the Singapore Chamber of Maritime Arbitration and Singapore Shipping Association. Our connection with these reputable industry players keeps us at the forefront of local shipping discourse fostering collaboration and idea exchange, expanding our expertise and propelling our leadership in maritime sustainability.

Economic Performance

Performance against targets

Focus Area	Target	Status
Economic Performance	Distribute 1 - 1.5% of annual profits to charitable causes	Achieved. 1% of our annual profits have been distributed to Singapore Red Cross Humanitarian Aid for Ukraine.

We believe that contributing to communities is central to our social responsibility as a sustainable company. Aimed at fostering positive change and driven by values that transcend mere profits, our pledge has been to donate 1% of our annual profits to support causes close to our hearts. In 2022 and 2023, we proudly contributed to the Singapore Red Cross Humanitarian Aid for Ukraine, standing with those affected by the ongoing conflict between Russia and Ukraine. This devastating conflict has displaced millions, claimed and injured countless lives, and destroyed essential infrastructure.

Our commitment to making a positive impact remains unwavering. We are inspired by the resilience of the human spirit and hopeful for the opportunities that lie ahead on our journey towards a better and more sustainable future.

Touch Of Green



Touch Of Green

Our commitment to environmental sustainability is championed by our Partners Committee, with the Green Committee driving innovation to mitigate negative impacts whenever possible.

Climate Change

Performance against targets

Target	Status
Reduce Scope 1 and 2 carbon intensity by 40% by 2030 (Base year: 2019)	Ongoing. We observed a 30% decrease in 2023 from our 2019 baseline.
Reduce Scope 3 emissions – reduce air travel per employee by 40% by 2025 (Base year: 2019)	Ongoing. Due to the nature of our work, business travel remains an inevitable contributor to our emissions. To uphold our commitment to emission reduction, we will re-evaluate our management of Scope 3 emissions and review our target and baseline to provide a more realistic outlook.
Responsibly offset all remaining Scope 1,2 and 3 emissions	Achieved. Purchase and retirement of high quality RECs and carbon offset credits from SP Group.

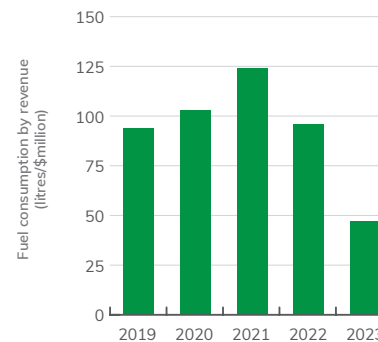
Accountability and action drive our path to net-zero. Regularly tracking emissions against targets in our sustainability review, we manage and account for emissions responsibly, aligning with our net-zero goal. Our environmental practices span the three distinct scopes, each showcasing our unique contributions.

Scope 1

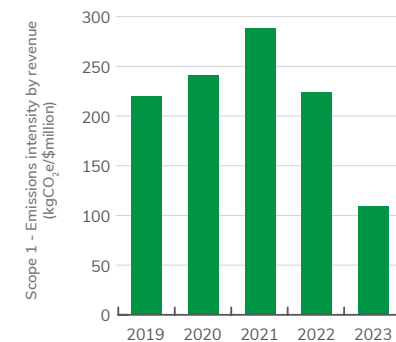
Our Scope 1 emissions are limited solely to the combustion of fuel in our company-owned vehicles, including one fully electric vehicle and one hybrid electric vehicle. We do not employ processes or materials that generate fugitive emissions, further minimising our environmental impact.

Despite the steady increase in scope 1 emissions between 2019 to 2022, we are pleased to report that our fuel consumption for 2023 has dropped significantly. This translates to an emissions intensity of 109 kgCO₂e per million dollars of revenue (kgCO₂e/\$million). This is in part due to our efforts to use our hybrid and fully electric vehicles instead of the conventional petrol vehicles, reducing our fuel consumption and resulting scope 1 emissions.

Total fuel intensity by revenue



Total scope 1 emissions intensity by revenue⁵



⁵ Emissions factor for fuel (petrol) was sourced from the EPA, "Emission Factors for Greenhouse Gas Inventories", March 9, 2018, as part of the GHG Protocol - Emission Factors from Cross-Sector Tools 2006

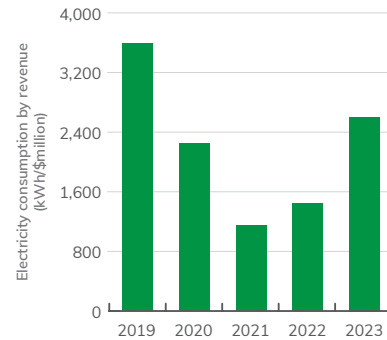
Scope 2

Our indirect Scope 2 emissions from purchased electricity stem from a shared office building. As a small tenant in a large office building, we do not have operational control over the building’s energy source. Despite that, we continue to be a certified Eco Office to uphold our commitment to sustainability disclosure best practices and make a conscientious effort to monitor our electricity usage and Scope 2 emissions.

In 2023, our office electricity consumption resulted in an energy intensity rate of 2,602.73 kWh per million dollars of revenue (kWh/\$million). This translated to an emissions intensity of 1072.70 kgCO₂e per million dollars of revenue (kgCO₂e/\$million). This presents a 27% decrease from our 2019 baseline of 1,461 kgCO₂e/\$million.

In 2023, we saw a slight regression in our progress against our emission reduction target. Following the return

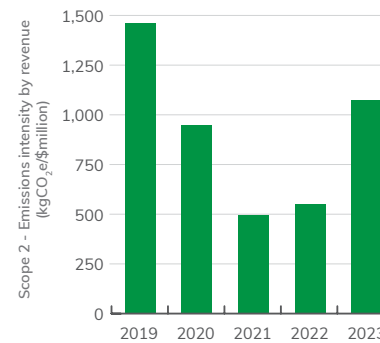
Total brown electricity intensity by revenue⁶



of our employees to business-as-usual office work conditions and opening of our new Hong Kong office, we saw a significant increase in Scope 2 emissions.

Moving forward, we will strive to better align our business strategy with our climate goals to ensure a steady progress against our target to achieve Scope 1 and 2 carbon intensity reduction by 40% by 2030. In line with this commitment, we have made a conscious decision to ensure our new office space

Total scope 2 emissions intensity by revenue⁷

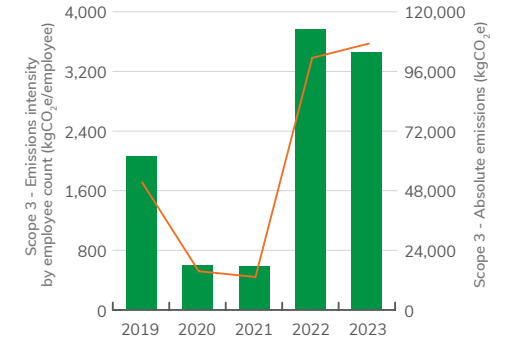


prioritises sustainable features as solar panels, high-performance lighting, and underground thermal storage.

Scope 3

Our Scope 3 emissions extends to the broader impact of our investments and client activities. Recognising the complexities involved in collecting and reporting scope 3 data, we have chosen to start our scope 3 emissions inventory by focusing on Category 6: Business Travel, where data is available.

Scope 3 emissions intensity by employee count⁸



This encompasses diverse modes of transportation, including automobiles, buses, ferries, and trains.

In 2023, our 31 employees boarded 172 flights, travelling a total distance of 528,724 kilometres (km). These kilometres translated to a total of 105 tonnes of CO₂e (tCO₂e), or 3.4 tCO₂e for every Transport Capital employee.

⁶ Due to the sharing of office in Frankfurt, we were unable to obtain the exact electricity consumption data between January to August 2023 but have included estimates to ensure that we are properly accounting for scope 2 emissions in our GHG calculations.

⁷ Emission factors used for the calculation of Scope 2 indirect emissions were obtained for the respective jurisdictions, where our offices are located (i.e. Singapore, Germany, Greece and Hong Kong) based on the available information at the point of consolidation.

⁸ Our scope 3 monitoring first began in 2019 with the inclusion of air travel emissions. From 2022, we have incorporated additional types of business travel, other than air travel, in effort to expand monitoring of our Scope 3 emissions.

⁹ We have utilised the GHG Emissions calculation tool for the calculation of Scope 3 emissions, arising from business travel. Emission factors used in this cross-sector tool is aligned to the GHG protocol.

Emissions Reduction Strategy

In response to the critical risks posed by rising greenhouse gas (GHG) emissions, we are implementing a proactive decarbonisation strategy.

Our decarbonisation strategy constitutes the following key approaches:

- **Opting for Renewable Energy Sources** – We are actively transitioning to renewable energy sources within our operations, where possible.
- **Cultivating New Habits** – We empower employees to adopt sustainable habits, like using smaller meeting rooms for fewer attendees and setting laptops to sleep after 5 minutes of inactivity.
- **Using Market-Based Carbon Solutions** – We responsibly offset across our operations and business air travel through the purchase and retirement of high-quality RECs and carbon offset credits from SP Group. We acknowledge the ongoing discourse surrounding the use of such credits and have diligently conducted our due diligence to procure high-quality Renewable Energy Certificates (RECs) and carbon credits in our procurement process.
- **Through Collaboration** – We recognise the importance of addressing Scope 3 emissions and are exploring collaborative initiatives to drive industry-wide sustainability.

Since 2021, we have proudly attained carbon neutrality across all operational and business travel activities.

Waste

Waste can harm the environment and cause economic setbacks without proper management. Committed to proactive environmental responsibility, we integrate the three Rs of waste management—reduce, reuse, recycle—into our operations.

Performance against targets

Target	Status ¹⁰
All waste diverted from landfill by 2030	Ongoing. We currently recycle all of our recyclable waste.
Reduce paper use by 25% by December 2023	Achieved. We have successfully reduced our paper usage by 72% from 2020 to 2023.
All E-waste recycled responsibly	Achieved. We recycled all used photocopier ink cartridges.
Improve recycling rate by 5% per year. (Base year: 2019)	100% of recyclable waste has been sent for recycling, including Nespresso capsules and waste papers/carton boxes.

Considering our lean team and flexible working arrangement, the waste consumption for our offices is minimal. We are nevertheless committed to supporting the overarching sustainability goal on Responsible Consumption and Production, as part of the UN SDG12, for waste reduction, resource recovery, and overall circularity. We regularly monitor and report our progress towards these targets, ensuring transparency and accountability.

¹⁰ The generation of waste from shipping vessels is no longer applicable to our operations as we have transitioned towards asset management and corporate advisory.

Waste Management Initiatives

We have implemented waste management initiatives in our office operations, targeting specific waste streams such as single-use plastics, paper waste, and e-waste. For events, we reduce resource consumption by opting for reusable utensils and tableware and selecting vendors with sustainability accreditation.

Our Initiatives

Paper Waste In support of sustainable forestry and responsible sourcing of paper products, we have set up secure printing as default and encourage employees to opt for double sided printing, reuse paper for internal documents and to recycle any other paper waste generated. Through our initiatives, we have effectively reduced our paper usage by 72% from 2020 to 2023 and will continue to maintain low paper usage in our operations.

E-Waste To reduce our e-waste, we seek for vendors to responsibly manage our electrical waste and recycle our used photocopier ink cartridges.

To empower employees to embrace responsible recycling in their daily workplace routines, we have also expanded our collection network with the addition of new and easily accessible recycling bins in the office.

We are proud to report no environmental non-compliance during the reporting period. As a testament to our efforts, we have retained and received an improvement of rating for our Eco-Office certification from the Singapore Environment Council, from Professional to the highest tier, Elite.

By embracing a circular waste economy approach, we seek to support the transition towards a more sustainable future where waste is seen as a valuable resource, not a challenge.



Hear Our People



Hear Our People

We hold the belief that each employee contributes a unique set of skills and strengths crucial to the company’s success. We prioritise establishing a nurturing and inclusive atmosphere that empowers our employees to excel and contribute positively across all facets of our business.

Our people strategy, driven by our HR Director, is shaped by several fundamental principles, encompassing the safeguarding of employees’ rights, prioritisation of their health and safety, and the advocacy for diversity, inclusivity, fairness, and equality.

Overview of Employee Profile

Diversity of governance bodies and employees, by gender and by region

	Singapore		Germany		Greece		Hong Kong		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Top Management (Group Division Head & Above)	5	3	2	0	1	0	0	0	8	3
Senior Management (Division Head)	1	3	0	0	0	0	0	1	1	4
Managers (Department/ Section Head)	1	4	2	0	1	0	0	0	4	4
Non-Management	1	3	0	1	0	0	0	0	1	4
Contract ¹¹	2	0	0	0	0	0	0	0	2	0
Total	10	13	4	1	2	0	0	1	16	15

¹¹ Contract employees include temporary employees and employees with non-guaranteed hours.

Diversity of governance bodies and employees, by age group

	<30 years	30-50 years	>50 years
Top Management (Group Division Head & Above)	0	4	7
Senior Management (Division Head)	0	2	3
Managers (Department/ Section Head)	1	6	1
Non-Management	1	1	3
Contract ¹¹	0	0	2
Total	2	13	16

New employee hires, by gender and by region

	Singapore		Germany		Greece		Hong Kong		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Number of New Hires	3	0	2	1	0	0	0	1	5	2
Rate of New Hires (Denominator: Total number of employees)	10%	0%	7%	3%	0%	0%	0%	3%	17%	6%

New employee hires, by age group

	<30 years	30-50 years	>50 years	Total
Number of New Hires	2	4	1	7
Rate of New Hires (Denominator: Total number of employees)	7%	13%	3%	23%

Number of employees by employment contract (permanent and contract), by gender and region

	Singapore		Germany		Greece		Hong Kong		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Permanent	8	13	4	1	2	0	0	1	14	15
Contract ¹¹	2	0	0	0	0	0	0	0	2	0
Total	10	13	4	1	2	0	0	1	16	15

Rate of turnover, by gender and by region

	Singapore		Germany		Greece		Hong Kong		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Number of Turnover	1	0	1	0	0	0	0	0	2	0
Rate of Total Turnover (Denominator: Total number of employees)	3%	0%	3%	0%	0%	0%	0%	0%	6%	0%

Rate of turnover, by age group

	<30 years	30-50 years	>50 years	Total
Number of Turnover	1	0	1	2
Rate of Total Turnover (Denominator: Total number of employees)	3%	0%	3%	6%

¹¹ Contract employees include temporary employees and employees with non-guaranteed hours.

Talent Attraction & Retention

Performance against targets

Target	Status
Maintain overall turnover rate below 5% per year	Ongoing. In 2023, we have obtained an overall turnover rate of 6%.
Employee satisfaction above 80%	Achieved. Annual Employee Happiness 2023 survey average rating over 12-mths was 81%.
Sponsor internships annually for two students to build capacity in shipping and maritime services	Achieved. We have successfully sponsored: <ul style="list-style-type: none"> • 2 Interns in Germany • 1 Intern in Singapore

Employee Development and Engagement

Our people are indispensable assets of the company and instrumental to our success. They embody our values and play a vital role in realising our mission and goals. We provide a strategic pathway to excellence and implemented several initiatives to foster growth, engagement, and open communication.

To support our employees' development, we've introduced the Employment Hero HRIS Online Platform for annual performance reviews and regular 1-1 meetings, ensuring proper support and open communication.

We have conducted monthly Employee Happiness surveys since 2022, achieving an average score of 8.1/10 in 2023. Our anonymous biennial Employee Satisfaction survey showed that 90% would recommend Transport Capital as a great place to work. These surveys, covering management, relationships, appraisals, communication, and ESG initiatives, yielded positive results. We aim to be an employer of choice by enhancing engagement, addressing employee needs, and offering growth opportunities to align our business strategy with their expectations.

In 2023, we are pleased to report that we have achieved our target with an overall employee turnover rate of 6%.

Leave and Benefits

We recognise that competitive compensation and benefits are essential for attracting and retaining talent. To ensure equitable recognition for the dedication and effort of our employees, we provide basic salaries along with discretionary bonuses. These remuneration policies are subject to annual reviews, ensuring that our employees are fairly rewarded.

Our leave benefits are designed to encourage a balanced work-life dynamic and encompass various types of leave such as annual, medical, maternity, and paternity leave. While no employee utilised parental leave in FY2023, these programs remain available to support future family needs. To enhance our employee well-being, as well as community and environmental involvement, the company approved 2 new leave entitlements for all employees and these benefits for birthdays and volunteering will be implemented in 2024.

We comply with all social security regulations in the countries where we operate. In Singapore, we contribute to the Central Provident Fund (CPF) scheme, ensuring employees receive entitled benefits as per government guidelines.

Grievance Mechanism

Upholding the principles of good workplace governance, we have our grievance mechanism in place to ensure that our employees feel heard, respected, and supported, contributing to a healthy and productive work environment.

Detailed in the Employee Handbook, our grievance policy offers a constructive channel for employees to report any instances of unfairness, harassment, or discrimination they may encounter. Every grievance received will be handled with the utmost confidentiality, given careful consideration, and addressed impartially. Our procedures align with local employment and labour regulations, ensuring that any actions taken adhere to the principles of procedural fairness.

Building Talent of The Future

We believe in investing in future leaders, providing diverse opportunities and guidance to align values and interests. We recognise the importance of offering young talent with opportunities, not only as a talent pipeline for our company, but also for our key industries.

We aim to sponsor 2 student internships annually, fostering talent, industry growth, and community education initiatives. For 2023, we had 2 interns in our Hamburg office and 1 intern in our Singapore office. All interns were provided with insights into various business functions, learnt about lending and origination transactions, venture capital analysis, and market research.

Diversity & Inclusion

Performance against targets

Target	Status
Ensure gender and ethnic diversity in talent recruitment pipeline	<ul style="list-style-type: none"> • 48% women in the workforce • 29% of new hires were women
Employ at least 50% female management members	Women make up 43% of management currently.
Provide inclusive leadership training for managers	Organised a workshop on “Managing Unconscious Bias in the Workplace” for 20 management employees.

We firmly believe that the variety of perspectives within our diverse team enriches our decision-making and strategy formation, ultimately distinguishing us from our competitors.

Our commitment to fairness extends to our recruitment and performance practices, ensuring equal opportunities irrespective of race, gender, or any other characteristic. We select candidates based solely on merit, skills, and values essential for success within the company, rejecting any form of discrimination.

We enforce a strict anti-discrimination policy in both hiring and employment, with clear mechanisms outlined in our Employee Handbook to address any violations. To further emphasise our dedication to diversity and inclusivity, we conducted a “Managing Unconscious Bias in the Workplace” workshop for 20 management representatives during our Annual Global Meeting in 2023.

In 2023, there were no instances of discrimination recorded. We also upheld a balanced representation of gender in our Partners Committee, with 43% of its members being female.

We firmly believe that the variety of perspectives within our diverse team enriches our decision-making and strategy formation, ultimately distinguishing us from our competitors. We have successfully increased our female representation in our Partners Committee to 43% (in comparison to 30% the previous year).

Training & Development Performance against targets

Target	Status
Run annual capacity building programmes for all staff	Achieved. Our employees have attended/participated in various seminars, workshops, internal training sessions and external training courses over the course of FY2023 to upgrade their skills development (e.g. tax reporting, financial modelling, etc.) and awareness on the wider landscape (including ESG-related topics).

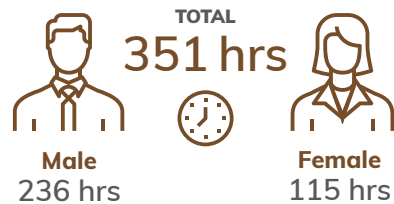
We are dedicated to cultivating a transparent workplace that encourages internal development. Continuous learning is a shared responsibility and we encourage a culture of mentorship and a willingness to learn here at Transport Capital.



Our Training and Development Policy emphasises employees' success through various learning opportunities, including workshops, e-learning, and corporate training programs. We prioritise providing accessible resources to support professional advancement within budget constraints.

To establish a comprehensive learning environment for our employees, we conduct regular performance and career development reviews through our Performance Appraisal Process, via the Employment Hero HRIS launched in 2022.

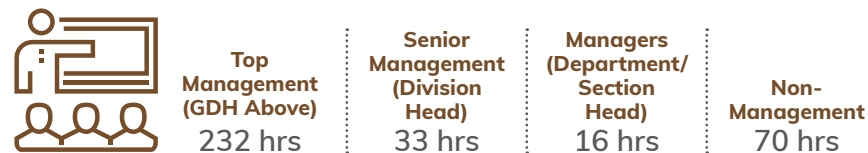
Average number of training hours by gender



We believe in fostering our employees' growth beyond their primary job responsibilities. We provide opportunities for them to expand their skill sets in areas they are interested in. This includes external training programs, internal training organised by subject matter experts and managers, as well as engaging external experts for corporate training.

We are delighted to report that all our employees (excluding new hires and resignees in 2023) underwent a performance review within the reporting year.

Average number of training hours by employee category



By exposing our employees to diverse learning experiences, we aim to help them acquire new knowledge and develop creative problem-solving skills that enhance the value they bring to their work.

Moving forward into 2024, our learning and development strategy will be focused on enhancing both the sustainability mindset and technical expertise of our employees, such as tax reporting and AI.



We track employee progress to recognise achievements, understand career aspirations, and support development. Our "Performance Management Training" program that was launched in 2023, empowers individuals to align their aspirations with company strategy. We are committed to empowering employees throughout their journey, even during retirement or redundancy. We acknowledge their contributions by providing well-defined redundancy compensation based on years of service and substantial support during transitions for a smooth departure.

Health & Safety

Performance against targets

Target	Status
Reimburse 25% of health-related activities (capped at \$400/employee annually)	58% of our employees have utilised the Wellness Benefit.

At Transport Capital, we prioritise employee health, well-being and safety. We foster a safe work culture, and adhere to all relevant Occupational Health and Safety (OHS) regulations set forth by Singapore’s Ministry of Manpower (MOM) and any other regulations at other localities of operation. We encourage our employees to report any potential health and safety risks to the Partners Committee, who will take the appropriate actions to address them.



¹² Rate of Fatalities = No. of Fatalities per 200,000 hours worked

¹³ High-consequence work-related injuries, work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months

¹⁴ Rate of High-consequence work-related injuries = No. of High-consequence injuries per 200,000 hours worked

¹⁵ Recordable work-related injury, that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness

¹⁶ Rate of recordable work-related injuries = No. of recordable injuries per 200,000 hours worked

Ensuring the Well-being of Our Employees

Anchored by a holistic wellness approach, we actively promote a healthy work-life balance through flexible work arrangement policies. We also foster a strong sense of company spirit through social interactions and team-building activities such as celebrations for festivities and birthdays.

We encourage participation in sports and leisure activities and have put in place a reimbursement for wellness programme for our employees, formalised in our Health and Safety Policy. Our reimbursement spans across gym memberships, recreational sports, wellness programs (e.g. massages, etc.) to reduce stress, and enhance mindfulness and any mental health counselling services, ensuring that our team has the resources necessary to prioritise and uphold their overall health.



We remain steadfast in our commitment to sustainability, ensuring a better tomorrow for all people and planet.

GRI Content Index

GRI Content Index

Statement of use	Transport Capital has reported in accordance with the GRI Standards for the period, 1 January 2023 to 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard		Disclosure Number and Title		Page No. and Reasons for Omissions, if applicable
General Disclosures				
GRI 2	General Disclosures 2021	2-1	Organisational details	About Transport Capital, page 6
		2-2	Entities included in the Organisation's Sustainability Reporting	About Transport Capital, page 6
		2-3	Reporting Period, Frequency and Contact Point	About this Report, page 2
		2-4	Restatements of Information	About this Report, page 2
		2-5	External Assurance	About this Report, page 2
		2-6	Activities, Value-Chain and Other Business Relationships	About Transport Capital > Where We Operate, page 7
		2-7	Employees	Hear Our People > Overview of Employee Profile, page 21
		2-8	Workers who are not employees	Hear Our People > Overview of Employee Profile, page 21
		2-9	Governance Structure and composition	Our Sustainability Strategy > Governance and Oversight, page 10
		2-10	Nomination and selection of the highest governance body	Members of our Partners Committee, who are all shareholders of the company, are nominated and selected based on their experience and expertise. Prospective candidates are selected and shortlisted from our network. We rigorously evaluate them based on their expertise and experience in several areas, including general management, finance, technological skills, legal and governance aspects, and their knowledge of Transport Capital's sector, business operations, and markets served. We aim to establish an effective Partners Committee with a suitable mix of expertise and experience that our diverse business activities will require. During the nomination and selection process, nationality and gender diversity are also taken into consideration.
		2-11	Chair of the highest governance body	Our Sustainability Strategy > Sustainability Governance, page XX Our Partners Committee is chaired by our Founder & Managing Partner, who is a senior executive of Transport Capital. Internal controls and safeguards have been implemented to ensure independent decision-making within the Partners Committee. Provisions in the shareholders' agreement are put in place to prevent and mitigate conflicts of interest, and alignment of economic interest in Transport Capital's business operations has been established.

GRI Standard		Disclosure Number and Title		Page No. and Reasons for Omissions, if applicable
GRI 2	General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	Our Sustainability Strategy > Governance and Oversight, page 10
		2-13	Delegation of responsibility for managing impacts	The Partners' Committee maintains oversight of our ESG impacts through regular updates during our monthly Partners' Meeting. All Transport Capital employees are responsible for engaging in the daily implementation of our sustainability efforts and performance tracking. Our progress against ESG targets and issues of concerns related to our ESG impact are reported to the Partners' Committee, where it is reviewed at the highest governance level.
		2-14	Role of the highest governance body in sustainability reporting	The Partners' Committee reviews and approves the Statement from Founder and Green Committee selection, to enhance the credibility of our sustainability reporting efforts. All members of the committee are responsible for reviewing and approving our company policies.
		2-15	Conflicts of interest	Members of the Partners' Committee act with the best interest of the company and avoid conflicts of interest. Provisions in the shareholders' agreement are established to prevent and mitigate conflicts of interest. Non-competition clauses are in place to ensure alignment of economic interests in Transport Capital's business operations among the members of the Partners' Committee. Internal controls and safeguards have been implemented to ensure independent decision-making within the Partners Committee. In the event of an actual or potential conflict of interest, the member will excuse himself/herself from the conflict-related discussions and decision-making.
		2-16	Communication of critical concerns	Eye on Integrity > Ethics & Compliance, page 13
		2-17	Collective knowledge of the highest governance body	The Partners' Committee is briefed on sustainability related developments twice yearly, where they are updated on how observed trends could impact the company.
		2-18	Evaluation of the performance of the highest governance body	We have a formal performance review process that is conducted across all levels in the company, via our Human Resource Information System (HRIS). Objective performance criteria related to both quantitative and qualitative factors such as independence, diversity and adequacy is incorporated into the evaluation of the performance of the Partners' Committee. This ensures the Partners' Committee maintains a high level of effectiveness.
		2-19	Remuneration policies	Due to confidentiality constraints, we are unable to disclose this information.
		2-20	Process to determine remuneration	Due to confidentiality constraints, we are unable to disclose this information.
		2-21	Annual total compensation ratio	Due to confidentiality constraints, we are unable to disclose this information.
		2-22	Statement on sustainable development strategy	Statement from the Founder and Managing Partner, page 3

GRI Standard		Disclosure Number and Title		Page No. and Reasons for Omissions, if applicable
GRI 2	General Disclosures 2021	2-23	Policy Commitments	We are committed to conducting our business activities responsibly and ethically. Transport Capital abides by the local labour laws of our locations of operations, such as regulations by the Ministry of Manpower and the Tripartite Alliance for Fair & Progressive Employment Practices (TAFEP). This is facilitated through consultations with lawyers or finance vendors. All employees are expected to comply with responsible business practices and principles, as outlined in our Employee Handbook.
		2-24	Embedding policy commitments	Our policies are communicated to all Transport Capital employees through our readily accessible Employee Handbook, which documents responsible business practices and appropriate employment principles.
		2-25	Processes to remediate negative impacts	Our Employee Handbook details our grievance policy, which provides a constructive avenue for employees to report any situations of unfairness, harassment and discrimination they may face. Grievances will be handled with utmost confidentiality and strict impartiality, in alignment with the principles of procedural fairness. Employees will be protected from retaliation, and grievances will be handled promptly considering all the circumstances. We have also conducted an “Unconscious Bias Leadership Training” to ensure our employees are fully aligned to the company’s practices in 2023.
		2-26	Mechanisms for seeking advice and raising concerns	Our HRIS system allows all Transport Capital staff to communicate concerns on responsible business conduct to their managers. We also have a management committee in place for employees to raise their concerns. We have successfully rolled out our updated whistleblowing in 2023, which provides a framework for all individuals to report wrongdoings responsibly while remaining anonymous. Appropriate investigative actions will be taken independently.
		2-27	Compliance with laws and regulations	Eye on Integrity > Ethics & Compliance, page 13
		2-28	Membership associations	Eye on Integrity > Innovation, page 14
		2-29	Approach to stakeholder engagement	Our Sustainability Strategy > Stakeholder Engagement, page XX We engage our stakeholders, which include our clients, partners, staff, and industry players, using press releases and weekly e-newsletters to highlight our policies and campaigns.
		2-30	Collective bargaining agreements	Not applicable as Transport Capital is a non-unionized company.
Topic Specific Disclosures				
GRI 3	Material Topics 2021	3-1	Process to determine material topics	Our Sustainability Strategy > Materiality, page 9
		3-2	List of material topics	Our Sustainability Strategy > Materiality, page 9

GRI Standard		Disclosure Number and Title		Page No. and Reasons for Omissions, if applicable
Governance				
Anti-Corruption				
GRI 2	Material Topics 2021	3-3	Evaluation of the management approach	Eye on Integrity > Ethics & Compliance, page 13
GRI 205	Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Eye on Integrity > Ethics & Compliance, page 13
		205-3	Confirmed incidents of corruption and actions taken	Eye on Integrity > Ethics & Compliance, page 13
Ethics & Integrity				
GRI 3	Material Topics 2021	3-3	Evaluation of the management approach	Eye on Integrity > Ethics & Compliance, page 13
GRI 307	Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	Eye on Integrity > Ethics & Compliance, page 13
GRI 418	Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Eye on Integrity > Ethics & Compliance, page 13
Innovation				
GRI 3	Material Topics 2021	3-3	Evaluation of the management approach	Eye on Integrity > Innovation, page 14
Economic Performance				
GRI 3	Material Topics 2021	3-3	Evaluation of the management approach	Eye on Integrity > Economic Performance, page 14
GRI 201	Economic Performance 2016	201-1	Direct economic value generated and distributed	Due to confidentiality constraints, we are unable to disclose this information.
Environment				
Energy				
GRI 3	Material Topics 2021	3-3	Evaluation of the management approach	Touch of Green > Climate Change, page 16-17
GRI 302	Energy 2016	302-1	Energy consumption within the organization	Touch of Green > Climate Change > Scope 1, 2, 3, page 16-17 To increase clarity and transparency in our reporting, we have decided to remove our energy consumption data and focus on reporting energy intensity in FY2023. This approach allows us to demonstrate continuous improvements on energy efficiency as our company grows, in line with our current targets.
		302-3	Energy intensity	Touch of Green > Climate Change > Scope 1, 2, 3, page 16-17

GRI Standard		Disclosure Number and Title		Page No. and Reasons for Omissions, if applicable
Climate Change				
GRI 3	Material Topics 2021	3-3	Evaluation of the management approach	Touch of Green > Climate Change > Scope 1, 2, 3, page 16-17
GRI 305	Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Touch of Green > Climate Change > Scope 1, 2, 3, page 16-17 To increase clarity and transparency in our reporting, we have decided to remove absolute emissions and focus on reporting emissions intensity in FY2023. This approach allows us to demonstrate continuous improvements on emission reduction, as our company grows, in line with our current targets.
		305-2	Energy indirect (Scope 2) GHG emissions	
		305-3	Other indirect (Scope 3) GHG emissions	Touch of Green > Climate Change > Scope 3, page 17
		305-4	GHG emissions intensity	Touch of Green > Climate Change > Emissions Performance for Scope 1, 2, 3, page 16-17
Waste				
GRI 3	Material Topics 2021	3-3	Evaluation of the management approach	Touch of Green > Waste, page 18
GRI 306	Waste 2020	306-1	Waste generation and significant waste-related impacts	Not applicable. Transport Capital's business has transitioned to financial advisory and investment management, with plans to rebuild its asset management business in future. Due to the small size of the team, Transport Capital's office generation of waste is negligible.
		306-2	Management of significant waste-related impacts	
		306-3	Waste generated	
Social				
Talent Attraction & Retention				
GRI 3	Material Topics 2021	3-3	Evaluation of the management approach	Hear Our People > Talent Attraction & Retention, page 22
GRI 401	Employment 2016	401-1	New employee hires and employee turnover	Hear Our People > Overview of Employee Profile, page 21-22
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Hear Our People > Talent Attraction & Retention > Leave and Benefits, page 23
		401-3	Parental leave	Hear Our People > Talent Attraction & Retention > Leave and Benefits, page 23
Health and Safety				

GRI Standard		Disclosure Number and Title		Page No. and Reasons for Omissions, if applicable
GRI 3	Material Topics 2021	3-3	Evaluation of the management approach	Hear Our People > Health and Safety, page 26
GRI 403	Occupational Health and Safety 2018	403-6	Promotion of worker health	Hear Our People > Health and Safety, page 26
		403-9	Work-related injuries	Hear Our People > Health and Safety, page 26
Training and Education				
GRI 3	Material Topics 2021	3-3	Evaluation of the management approach	Hear Our People > Training & Development, page 24
GRI 404	Training and Education 2016	404-1	Average hours of training per year per employee	Hear Our People > Training & Development, page 24
		404-2	Programs for upgrading employee skills and transition assistance programs	Hear Our People > Training & Development, page 24
Employee Diversity and Inclusion				
GRI 3	Material Topics 2021	3-3	Evaluation of the management approach	Hear Our People > Diversity & Inclusion, page 23-24
GRI 405	Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Hear Our People > Diversity & Inclusion, page 23-24
GRI 406	Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Hear Our People > Diversity & Inclusion, page 23-24

SASB Index

SASB Content Index

TOPIC	ACCOUNTING METRIC	STATUS
Transparent Information & Fair Advice for Customers	(1) Number and (2) percentage of covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	None
	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of financial product related information to new and returning customers	None
	Description of approach to informing customers about products and services	Transport Capital informs and updates and conducts regular check-ins with customers through various channels such as phone calls, emails, company's website, and social media.
Employee Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	Hear Our People > Overview of Employee Profile, page 21
Incorporation of Environmental, Social, and Governance Factors in Investment Management & Advisory	Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues, (2) sustainability themed investing, and (3) screening	None. Transport Capital is only beginning to embed sustainability principles into investment and asset management strategies
	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment and/or wealth management processes and strategies	Eye on Integrity > Sustainable Finance, page 12 Eye on Integrity > Innovation, page 14

TOPIC	ACCOUNTING METRIC	STATUS
Incorporation of Environmental, Social, and Governance Factors in Investment Management & Advisory	Description of proxy voting and investee engagement policies and procedures	Our Sustainability Strategy > Stakeholder Engagement, page 10 Transport Capital does not have a proxy voting system in place but conducts regular engagement activities with our key stakeholders to maintain open communications on business developments.
	Financed Emissions	Absolute gross financed emissions, disaggregated by (1) Scope 1, (2) Scope 2 and (3) Scope 3 Total amount of assets under management (AUM) included in the financed emissions disclosure Description of approach to informing customers about products and services Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees None. Transport Capital has not made any investments in FY2023. We will work towards assessing the materiality of our contribution towards financed emissions and make an informed judgement on how we should approach this material topic.
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	Eye on Integrity > Ethics & Compliance, page 13
	Description of whistleblower policies and procedures	Eye on Integrity > Ethics & Compliance, page 13



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