



## Environmental, Social and Governance (ESG) Strategy Enhancement

During the 2025 fiscal year, APD continued to strengthen its partnership with KPMG and further its progress in its ESG journey. In the previous 2024 fiscal year, an action plan was crafted to support APD’s overall goals and objectives, and includes targeted outcomes and milestones, which will serve as an assessment tool through which success may be measured as APD’s journey continues.

Building on the 18 Strategic Value Initiatives (SVIs) established in 2023, APD continued to integrate ESG principles into daily operations. These initiatives remain the backbone of our strategy, guiding measurable action on climate resilience, digital transformation, workforce empowerment, and governance excellence.

### Strategic Value Initiatives (SVIs)

SVI	Objective
1. Climate and Decarbonization	Reduce the greenhouse gas (GHG) emissions footprint of the port and its tenants, with initial focus on Scope 1 & 2 emissions.
2. Port Modernization	Enhance our ability to provide clean energy to customers, with an initial focus on reduction of reliance on fossil fuels for APD’s own operations.
3. Climate Resilience	Protect the Port from adverse physical impacts of climate change, making it more resilient to catastrophic events such as hurricanes.
4. Environmental Care	Minimize the Port’s impact on the environment (air, water, soil, acoustic environment, biodiversity).
5. Waste Management	Reduce the amount of waste from the Port that ends up in landfill / enhance awareness

	of the waste challenge.
6. Staff Professional Development	Focus on developing a skilled workforce for the future and remaining an attractive employer of choice.
7. Health & Safety	Protect staff, contractors, and customers from health & safety hazards
8. Well-being Support	Improve the well-being of employees.
9. Cybersecurity	Reduce exposure to cyber risk.
10. Investing in Local Community – Education	Create lasting improvements in the quality of life for local communities through education.
11. Local Business Support	Foster a healthy local business environment for businesses in the vicinity of the port, as well as our users.
12. Safeguard for Families – Education	Support local working families by providing schoolchildren with maritime interest access to scholarships.
13. Diversity, Equity & Inclusion	Promote diversity and inclusion across the organization.
14. Responsible Business	Promote an ethical work culture with robust governance.
15. Digitalization of Processes	Improve agility, productivity value to the community, and supply chains. In addition, reduce costs and increase employee productivity by moving to digital processes where more efficient.
16. Digitalization of Operations	Develop a Port community system to improve efficiency and effectiveness.
17. Transparency & Stakeholder Engagement, including Shareholder Education	Promote transparency for stakeholders.
18. Executive Incentives	Manage ESG-related business risks and pursue opportunities.

The following section describes our approach to sustainability management and current progress on each SVI:

## **ENVIRONMENTAL**

### ***Decarbonization and Port Modernization***

Our upgrades to Konecranes proved to be worthwhile regarding our greenhouse gas (GHG) emissions footprint, with major Scope 1 reductions in crane fuel consumption noted in comparison against our 2023 baseline year. The introduction of more fuel-efficient equipment also contributed to declines. Additionally, an energy audit was completed to pinpoint opportunities to support the reduction in our Scope 2 emissions and energy consumption. Major energy efficiency upgrades and the introduction of advanced metering infrastructure (AMI) took place as a result. Further opportunities for renewable energy generation are currently being explored.

### ***Climate Resilience***

With the assistance of KPMG we engaged in meetings with international climate experts to discuss data surrounding our resiliency, quantifying the impacts of exposure to threats and challenges. Ultimately, in short, medium and long-term scenarios, the unfortunate degradation of Nassau Harbour's western breakwater remains the most prominent threat to the Nassau Container Port and surrounding establishments along the harbour.

### ***Environmental Care***

Progress towards minimizing the impact of APD's operations in relation to air, water, and noise pollution within the port and support was underpinned by the procurement of air quality monitoring equipment. Installation is on target for late 2025. With this investment, we aim to establish a baseline for air quality, data will then be able to inform measurable sustainability-related initiatives in the future.

### ***Waste Management***

Responsible waste management and reduction strategies continued to be considered during the 2025 fiscal year. APD is actively exploring waste reduction strategies and strategic partnerships.

## **SOCIAL**

### ***Well-being***

Several initiatives are underway as a result of a well-being survey distributed to staff during the 2025 fiscal year. Additionally, a number of well-being and fitness-related challenges and other initiatives took place throughout the year, including the introduction of APD-sponsored sessions led by a reputable fitness instructor. Further promoting a sense of interconnectivity and staff appreciation, the company's quarterly newsletter, "The Anchor", was relaunched for the first time in years. The relaunch has proven to be a point of excitement, and the employee highlights or interview sections provide an opportunity to strengthen the bonds and familiarity within APD.

### ***Cybersecurity***

Cybersecurity resilience continued to be a focus with heightened awareness visible across all departments. This was underpinned by training and phishing simulations, which target all levels of staff to ensure everyone at APD remains sharp.

### ***Health & Safety***

Our strong focus on health and safety and its supporting systems proved to be successful with another year of decreased incidents and an increase in time elapsed between incidents.

### ***Corporate Social Responsibility (CSR)***

APD has continued to invest the skills, knowledge, and time of its people, and funds into various national development programs and community-based initiatives. Supporting organizations and charities involved in meeting and addressing the needs and challenges of The Bahamas and its people is core to APD's values. One of the most notable engagements this year was the mural partnership with the Simpson Penn Centre for Boys and the Willie Mae Pratt Centre for Girls. These centers are home to children remanded to alternative educational and behavioral programs by the Government's Juvenile Court System. Executives and team members from APD spent time painting with the children and meeting with them to impart words of wisdom and encouragement. The children visited the Nassau Container Port for exposure to port operations, the maritime industry and potential career opportunities.

### ***Staff Professional Development***

The 2025 fiscal year continued to echo the success of the previous year, with another increase in average training hours per employee. This trend was reflected in males and females, with a total of just under 7,000 hours of training for all staff, an increase of over 16% compared to the previous fiscal year. Furthermore, a new training segment based on sustainability and our ESG framework became a permanent installation in our orientation sessions, mandatory for all incoming staff. This ensures that even those new to APD are well acquainted with our goals and commitments and their role in furthering our progress.

### ***Diversity, Equity & Inclusion***

Noting the international industry trends, APD continues to work to achieve gender equality among male and female staff. We have placed increased focus on encouraging women to embrace their place in this industry. Notably, we partnered with the Nassau Cruise Port throughout the year to highlight women transforming the maritime sector and provide exposure and encouragement to female cadets at the LJM Maritime Centre. Additionally, our newest female crane operator apprentice serves as another beacon of APD's commitment to progress related to Diversity, Equity & Inclusion.

## **GOVERNANCE**

### ***Responsible Business***

We continue to assess the results of the review of our current code of conduct, which included a

benchmarking exercise with several other leading ports around the world to make the most impactful changes.

### ***Digitalization of Processes & Operations***

This fiscal year was transformative as we pushed to shift towards digitalization. A slew of digital forms and processes across departments have replaced paper-based workflows. By the end of the 2025 fiscal year, over 18,000 submissions have been processed digitally, creating a centralized, traceable, and secure system for inspections, service requests, checklists, and daily logs. This year also marked the strengthened adoption of a digital asset management system, modernizing the way equipment, maintenance schedules, and service histories are tracked and managed. These advancements have strengthened internal audit capabilities and compliance through digital timestamps and structured data, while advancing ESG goals by reducing paper use, improving operational efficiency, and enabling real-time reporting and dashboard integration. To further enhance communication and accessibility, two internal digital signage boards and one public-facing digital display in the Maritime Centre of the Nassau Container Port have been deployed, supporting real-time operational updates and employee engagement.

### ***Transparency & Stakeholder Engagement, including Shareholder Education***

To promote transparency in our annual reporting we are considering the two inaugural global sustainability disclosure standards, published by the International Sustainability Standards Board (ISSB) in June 2023. The Board of Directors previously received training on the ISSB standards. In addition, we have begun improvements in transparency in our reporting at our annual general shareholders meeting. We will continue to explore how we may further improve transparency in our reporting and likewise improve trust and confidence in disclosures about sustainability to help inform stakeholders' decision-making.

### ***Executive Incentives***

With digitization efforts ramping up to provide timely data and actionable insights, and the establishment and evaluation of KPI's, we are becoming closer to aligning our efforts on sustainability with incentives ensuring accountability of top executives while rewarding them for making decisions that are good for the environment and society, as well as for APD. The proposed plans are subject to change based on the outcomes of discussions between parties to agree on the most appropriate actions moving forward.