SUSTAINABILITY REPORT 2025

CEO Letter

Dear Reader,

It is with pride that I present Jumbo's inaugural Sustainability Report for 2025. This report marks an important milestone in our commitment to greater transparency and responsible stewardship as we continue to support safe, reliable and sustainable maritime transportation and offshore installation services.

Sustainability is integral to Jumbo's vision and long-term strategy. Our operations touch many communities and marine environments, and our stakeholders — clients, financiers, colleagues, suppliers and partners — rightly expect us to manage our impacts responsibly. We are determined to do so while continuing to provide best-in-class heavy lift transport and offshore installation services.

2025 was a year of progress but also of persistent uncertainty. Regulatory developments such as the CSRD Omnibus and the postponed decision on implementation of the IMO Net Zero Framework create an evolving reporting and compliance landscape. Despite these changes, Jumbo remains fully committed to our sustainability agenda. We carried out a double materiality assessment to ensure focus of our actions on the most significant impacts, risks and opportunities. We advanced measures to reduce emissions and to enhance data collection for our fleet, improved our safety culture and strengthened governance.

Looking ahead, Jumbo will continue setting clear objectives, investing in lower-emission solutions and collaborating closely with our stakeholders. Our ambition is to create long-term value limiting our impact on the environment, ensuring the wellbeing of our people and maintaining the highest standards of governance.

Thank you for your interest and continued trust in Jumbo. We welcome your feedback as we build on this first report and drive further improvement in the years ahead.

Peter de Bree

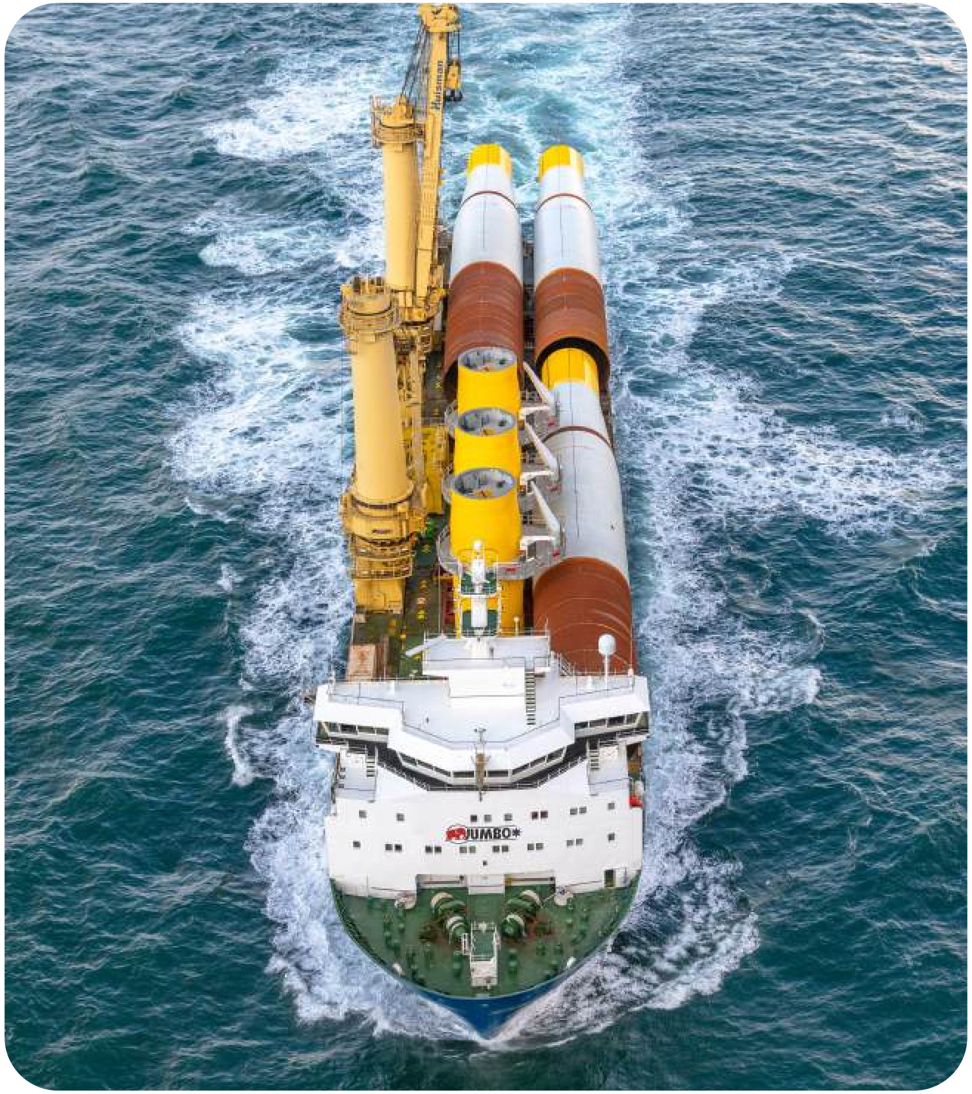
Chief Executive Officer

Jumbo Holding B.V.

This Sustainability Report has been prepared by Jumbo Holding B.V. ("Jumbo", "we") to provide general information on the company's sustainability strategy, actions and performance. The report is based on available data, estimates and assumptions, which are subject to uncertainty and ongoing development.

This report may contain forward-looking statements regarding future ambitions, plans and expectations. These statements are based on current assumptions and are subject to risks and uncertainties, including regulatory developments, market conditions, technological developments, and the availability of data and resources. Actual results may differ materially, and Jumbo does not undertake any obligation to update such statements.

Nothing in this report should be interpreted as a commitment or binding obligation to implement specific actions, achieve particular results, or pursue any specific course of action. The report is provided for information only and should not be relied upon as the basis for decisions. To the extent permitted by law, Jumbo accepts no liability for any loss or damage arising from the use of or reliance on this report.



Introduction

Welcome to Jumbo Holding's (Jumbo) 2025 Sustainability Report, marking our first comprehensive disclosure of the company's Environmental, Social, and Governance (ESG) performance and commitments. This report underscores Jumbo's dedication to transparency, responsible business practices, and long-term value creation for our clients, financiers, employees, and the broader community.

As sustainability challenges grow in complexity and significance, Jumbo is committed to managing our impacts and integrating sustainability into our core business strategy. This report is prepared in alignment with the European VSME standard (EFRAG, December 2024), encompassing both Basic and Comprehensive modules, ensuring a balanced and proportionate presentation of sustainability at Jumbo. It is tailored to meet the information needs of diverse stakeholders while supporting our internal efforts for continuous improvement and innovation.

The report starts with a description of the company and its business activities. This is followed by an introduction to our approach to sustainability, including the application of a double materiality perspective to capture both Jumbo's impacts on society and the environment and the influence of sustainability aspects on our business.

The report is structured to provide clear insight into Jumbo's approach and progress across the three central pillars of sustainability:

1. The Environmental section details our initiatives to reduce greenhouse gas emissions, optimise resource use, protect biodiversity, and minimise pollution. It highlights key actions and targets that drive our environmental stewardship.
2. The Social section emphasises our commitment to workforce health and safety, diversity and inclusion, training and development, and wellbeing, reflecting our goal to foster a supportive and equitable workplace.
3. The Governance section outlines the policies and frameworks that ensure ethical conduct, risk management, regulatory compliance, and transparency. It also describes how sustainability is embedded in our leadership and decision-making processes.

Tables in the appendices present consolidated sustainability data, metrics, and definitions to enhance transparency and comparability.

This comprehensive approach of the report is aimed at enabling readers to understand not only what we measure but also how we manage and plan for the future.

The sustainability report is prepared for Jumbo Holding B.V., the parent company of the companies in the Jumbo group and shall be read as a standalone document, it is not part of our Financial Statements.

We invite you to explore this report to learn more about Jumbo's commitment to building a sustainable and resilient business that creates value for all stakeholders. Your feedback and engagement are vital as we continue to evolve and enhance our sustainability performance.

Mark Bloemsma

Manager Sustainability

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2025 Highlights

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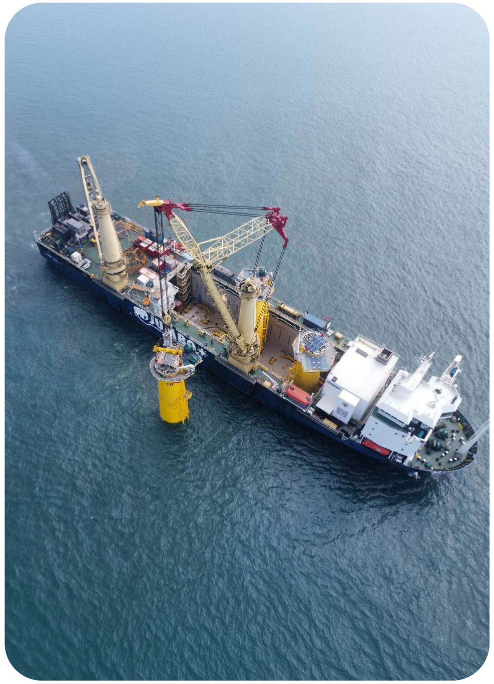
LOST TIME INJURIES (LTI)

Completed a **Double Materiality Assessment**

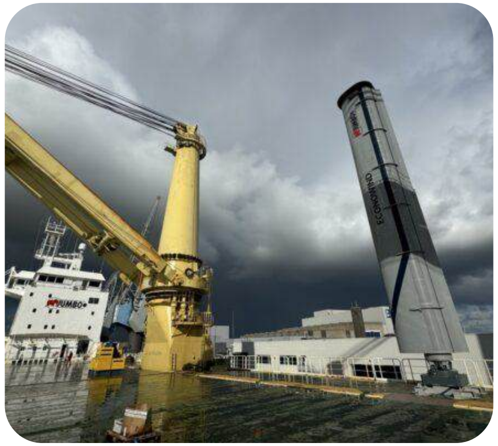


Received **Client Safety Award** on Yunlin project

Installed **Waste Heat Recovery (WHR)** on Jumbo Kinetic

360
TONNES OF BIOFUEL (B100) USED

Introduced **World Check** due diligence screening tool



Trial with **mechanical sails** on Jumbo Jubilee

Our core purpose is to drive long-term value creation for all stakeholders through sustainable and responsible business practices.

Integrity | **Accountability** | **Excellence** | **Innovation** | **Sustainability**

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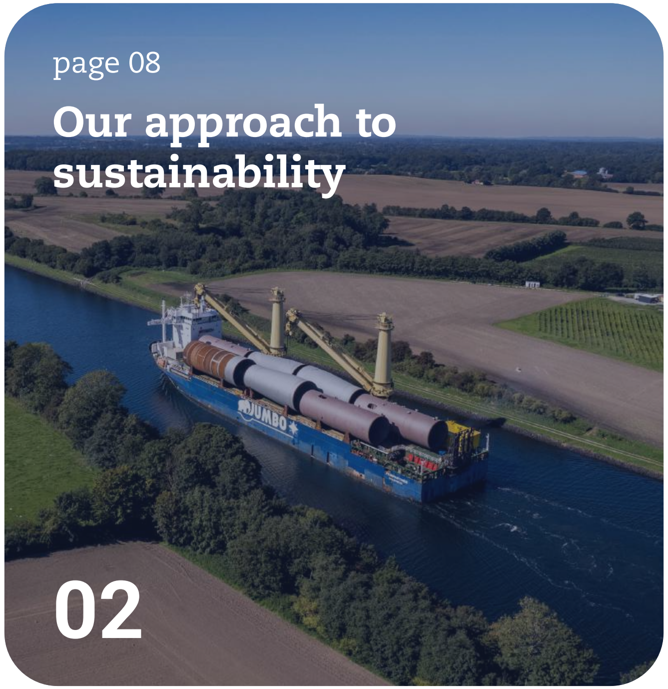

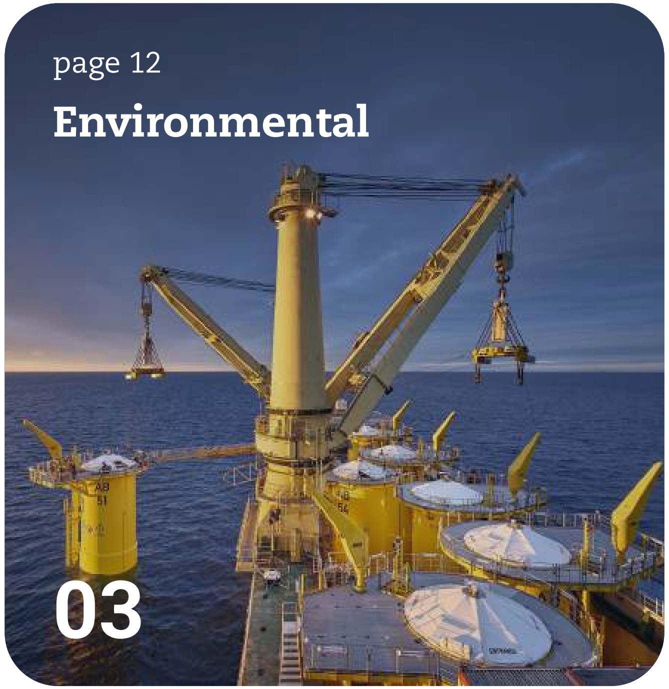

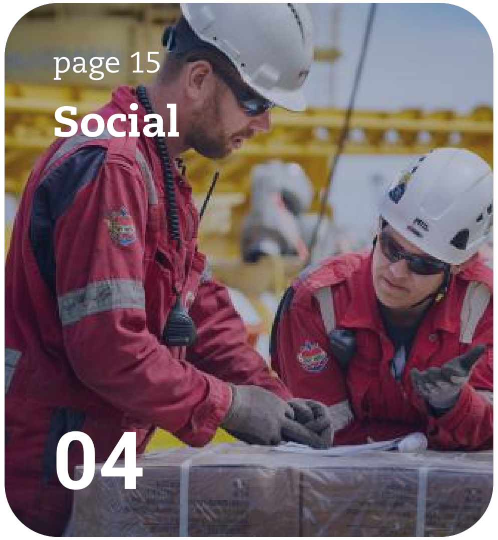

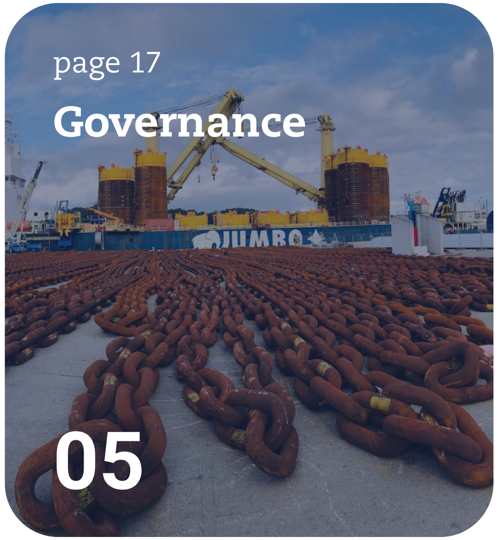

Jumbo at a glance

JUMBO — COMPANY OVERVIEW AND HISTORY

Jumbo was founded in 1968 and is a privately owned maritime contractor headquartered in the Netherlands. Over more than five decades, the company has built expertise in transporting and installing heavy, oversized and complex cargoes worldwide. Jumbo's culture emphasises safety, engineering-led solutions, operational excellence and long-term client partnerships.

Jumbo owns and operates a specialised fleet of eight heavy-lift vessels with lifting capacities ranging from 800 up to 3,000 tonnes.

CORE ACTIVITIES AND FLEET

Jumbo operates two complementary business lines: Shipping and Offshore, as described below. Jumbo delivers end-to-end heavy-lift project solutions from planning and engineering to load-out, transport and, if required, offshore installation.

1. Shipping (breakbulk / tramp): Jumbo Shipping provides heavy-lift and project cargo transportation in the breakbulk market. Unlike liner operators, Jumbo works on a tramp basis — i.e., vessels are employed voyage-by-voyage on project charters rather than fixed, scheduled routes. The company's shipping services cover transport of modules, machinery, oversized equipment and other non-containerised cargoes that require specialised lifting, stowage and sea-fastening. Jumbo's in-house engineering and project-management capabilities support tailored solutions from quayside load-out to discharge at destination.
2. Offshore: Jumbo Offshore offers integrated Transport and Installation (T&I) services for the offshore energy market. Services include installation of transition pieces and secondary steel for offshore wind turbines, subsea lifting and installation of templates and mooring systems. In the offshore market, Jumbo operates two dynamic-positioning capable (DP2) heavy-lift crane vessels and has deepwater installation technologies to perform operations from shallow water to deep and ultra-deepwater environments. With the large deck space and cargo holds of our vessels, the company positions itself as a "from quayside to seabed" contractor, combining the transport and installation scopes to reduce interfaces and project risk.

WHAT IS BREAKBULK/PROJECT CARGO?

Breakbulk cargo refers to goods that are transported as individual pieces rather than in containers, such as machinery, steel structures, and oversized equipment.

Project cargo is a subset of breakbulk, often involving large, heavy, or complex shipments requiring specialised handling, engineering, and transport solutions.

Jumbo specialises in breakbulk and project cargo, providing tailored heavy-lift shipping and offshore installation services to meet the unique challenges of these cargo types.

MARKETS AND CLIENTS

Jumbo serves sectors where heavy or complex cargoes are required: offshore wind and wider renewables, oil & gas, industrial infrastructure, large-scale construction, mining and specialised project logistics. Typical clients include end-clients such as wind farm developers and oil & gas operators, as well as large main contractors, EPC firms and industrial owners who require engineered heavy-lift transport and installation solutions. Many of Jumbo's clients are repeat customers who appreciate the company's problem-solving capabilities and high-quality services.
As a provider of maritime transportation and installation services, Jumbo itself is not a producer, manufacturer or trader of products, goods or materials.

GLOBAL PRESENCE AND SCALE

Jumbo's projects and shipping operations cover all continents and often include calls at small, underdeveloped or shallow-water ports where specialised handling and engineering are required. Jumbo is headquartered in Schiedam, The Netherlands, has a regional office in Manila, The Philippines and several small commercial/support offices in strategic locations across the world.
Through strategic commercial cooperation (please refer to section below on JSI Alliance) the available fleet and global presence expand further.

JSI ALLIANCE — STRATEGIC PARTNERSHIP

Jumbo is a partner in the JSI Alliance, a commercial alliance between Jumbo, SAL Heavy Lift and Intermarine. The alliance combines the commercial strength, technical expertise and fleets of the three partners to create a large and flexible offering for breakbulk and project cargo clients. Key benefits delivered via the alliance include:

- Access to one of the market's largest combined heavy-lift fleets (30+ heavy-lift and 30+ multi-purpose transport vessels), enabling better vessel selection for specific project needs.
- Simplified commercial interface and fewer client-vendor interfaces: clients can contract through the alliance to access a broader capability set.
- Improved scheduling flexibility, reduced lead times and the ability to cover larger or concurrent projects across geographies.
- Shared technical know-how and enhanced commercial reach (with offices across multiple countries).

BUSINESS MODEL AND STRATEGIC PRIORITIES

Jumbo's business model blends in-house engineering, project management and specialised vessel operations to deliver engineered heavy-lift and installation solutions on a project basis. Strategic focus is on creating stable, profitable performance, preparing for growth (including selective fleet investments and conversions), and maintaining high safety and environmental standards. Customer focus, sustainability, digitalisation, crew and staff development, and emission reduction are ongoing priorities to support long-term competitiveness and stakeholder value creation.

Our approach to sustainability

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Jumbo's approach to sustainability is a core element of its strategic management and operational practices. Our Core Purpose is: To drive long-term value creation for all stakeholders through sustainable and responsible business practices.

The Core Purpose is underpinned by the Core Values:

- **Integrity**: Conducting business with honesty, fairness, and respect.
- **Accountability**: Being responsible and transparent in all actions and decisions.
- **Excellence**: Striving for the highest standards in everything we do.
- **Innovation**: Embracing change and fostering creativity.
- **Sustainability**: Ensuring environmental, social, and economic sustainability.

Sustainability is included in the annual Strategy & Objectives as set by the Executive Board.

The company has established a comprehensive governance framework to embed sustainability considerations across all levels of its organisation, ensuring alignment with industry standards and stakeholder expectations.

ORGANISATIONAL STRUCTURE AND GOVERNANCE

Jumbo recognises the importance of having a solid governance framework in place for sustainability to ensure the correct agenda driven by effective leadership.

The Executive Board is responsible for the strategy in relation to sustainability and when defining objectives, strategies and risk profiles for the company's business activities, sustainability risks and opportunities are considered.

Sustainability is high on the Executive Board's agenda and is in line with the Executive Board's aim to carry out business in a manner that is sustainable, taking into account financial, social and environmental considerations.

In 2024 governance of particular areas has been strengthened by the appointment of a Manager Sustainability and setting up a Sustainability Committee.

The Sustainability Committee promotes and fosters a culture that supports and drives the implementation of the sustainability ambitions and objectives. This committee enables a clear communication channel to the Executive Board and meets bi-monthly to review performance against the ambitions. To ensure alignment, similar meetings are held within the JSI Alliance.

Sustainability priorities are defined through a Double Materiality Assessment (discussed in more detail further on in this section) performed by the Manager Sustainability with support of process owners and approved by the Executive Board. Each sustainability priority is sponsored by a member of the Executive Board and may be supported by a focused process owner.

THE GOVERNANCE MODEL FOR SUSTAINABILITY:

SHAREHOLDERS

The General Meeting adopts the ESG strategy as part of the company's annual strategy review (annual accounts).

SUPERVISORY BOARD

The Supervisory Board endorses the ESG Strategy as part of annual strategy review.

EXECUTIVE BOARD

The Executive Board defines the strategic direction on sustainability in consultation and under the supervision of the Supervisory Board. The Executive Board is accountable for approving Jumbo's portfolio on sustainability and is supported by the Manager Sustainability and the Sustainability Committee.

SUSTAINABILITY COMMITTEE

The Sustainability Committee oversees that the company lives up to the sustainability commitment. It makes proposals on Double Materiality Assessment and ESG data-set, provides recommendations and monitors performance of work with sustainability priorities including progress on targets. The committee is cross-functional with representatives from Operations, Fleet, Legal, Human Resources and QHSE. The Sustainability Committee is chaired by the Manager Sustainability and meets bi-monthly.

PROCESS OWNER

The Process Owner is a sustainability ambassador or functional implementation owner within a specific department or function responsible for the further implementation of the operational sustainability objective and/or target.

The company's sustainability activities are embedded within the Jumbo Management System (JMS), which aligns with ISO 14001 and maritime safety standards such as the ISM, ISPS and MLC.

The Environmental Aspects & Impacts Identification Procedure formalises roles and responsibilities for identifying, assessing, and managing environmental aspects and impacts, with regular reviews to ensure continuous improvement.

Our Sustainability Policy is integrated in our JMS and is published on our website.

SHAREHOLDERS (GENERAL MEETING)
Adopt ESG strategy as part of annual strategy review (annual accounts)

→

SUPERVISORY BOARD
Endorses ESG strategy as part of annual strategy review

→

EXECUTIVE BOARD
Defines ESG strategy as part of annual strategy review

→

SUSTAINABILITY COMMITTEE
Facilitates ESG strategy and oversees implementation

→

PROCESS OWNER
Sustainability ambassador, functional implementation owner

DOUBLE MATERIALITY ASSESSMENT (DMA)

At the end of 2024, in accordance with the upcoming CSRD and ESRS reporting requirements, Jumbo conducted a rigorous Double Materiality Assessment to identify and prioritise the sustainability topics most relevant to its business and stakeholders.

The process involved workshops and benchmarking against industry peers and standards such as SASB Marine Transportation.

The analysis mapped a broad set of potential impacts and risks and opportunities, scoring them against thresholds aligned with both internal risk management and external stakeholder concerns. The process resulted in a prioritised list of material topics, which were validated and approved by the Executive Board early 2025.

JUMBO'S SUSTAINABILITY PRIORITIES

GHG-emissions – reducing the climate impact of our fleet

Pollution – limiting emissions to air (NOx, SOx) and preventing water pollution

Biodiversity – protecting marine ecosystems (i.e., ballast water and biofouling management)

Safety & wellbeing – safeguarding physical and psychological health of our people

Business ethics – ensuring integrity, compliance and transparency

RESULTS OF THE DOUBLE MATERIALITY ASSESSMENT

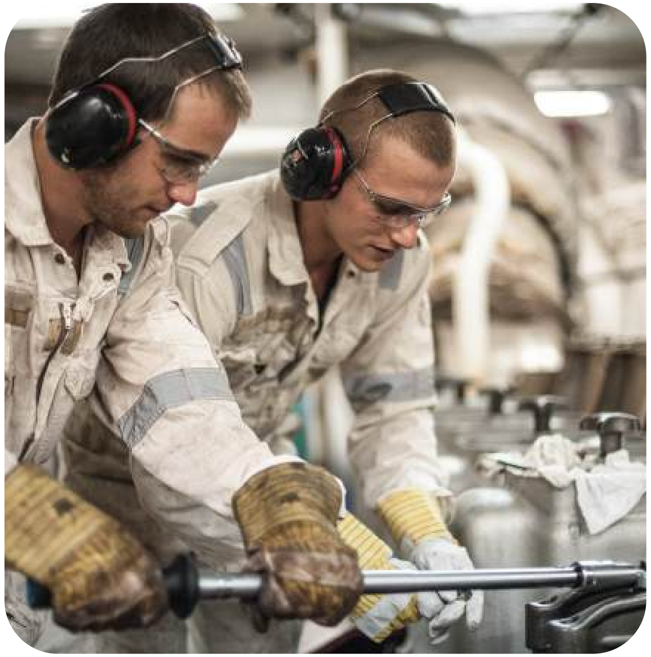
The DMA identified key environmental topics such as greenhouse gas emissions, air pollution, water pollution, and biodiversity impacts as most material to Jumbo's operations. Social priorities include personnel health and safety, employee wellbeing, and diversity, while governance concerns focus on business conduct, compliance, and transparency.

The analysis confirmed that climate change and pollution are critical risks and opportunities, with Green House Gas (GHG) emissions from the fleet recognised as a material impact and a key focus area for future action. Additionally, the DMA highlighted the importance of safeguarding biodiversity, especially related to ballast water management and hull biofouling.

SPONSORSHIP AND DEVELOPMENT OF ACTION PLANS

Each material topic is assigned a member of the Executive Board as sponsor responsible for developing and executing targeted action plans. The sponsors coordinate cross-functional teams to implement concrete actions, set measurable targets, and track progress through regular updates.

In 2025, Jumbo developed detailed action plans for each priority area, including specific initiatives such as upgrading energy efficiency, enhancing compliance programmes, and strengthening stakeholder engagement. Progress is monitored through established KPIs, and updates are regularly reviewed by the Sustainability Committee and the Executive Board.



CSRD APPLICABILITY AND ADOPTION OF THE VSME STANDARD

Jumbo's Double Materiality Assessment and public reporting roadmap was initiated to comply with the EU's Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). However, following the introduction of the so-called "omnibus" legislative update in 2025, Jumbo is through the introduction of a minimum number of employees threshold no longer in scope for mandatory CSRD reporting. Despite this regulatory change, Jumbo remains firmly committed to transparent and meaningful sustainability reporting. The company has therefore chosen to adopt the VSME (Voluntary reporting standard for Small and Medium-sized Enterprises), both the basic and comprehensive modules, as the framework for its annual sustainability report. This approach ensures that Jumbo's disclosures remain robust, relevant, and aligned with stakeholder expectations, even in the absence of a legal obligation.

IN SUMMARY

Jumbo emphasises transparency and stakeholder engagement throughout its sustainability journey. The company is committed to aligning its reporting with the VSME framework, ensuring clear, comparable, and reliable disclosures. Ongoing training and awareness programmes foster a sustainability-conscious culture across the organisation, while continuous monitoring of emerging trends and regulatory developments ensures Jumbo remains at the forefront of sustainable maritime operations.

Through this structured and integrated approach, Jumbo aims to create long-term value for its stakeholders, minimise environmental impacts, promote social responsibility, and uphold high standards of governance.

Environmental

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Jumbo treats environmental stewardship as an integral part of how we run our business. Responsibility for the environmental agenda sits with the Executive Board and is reviewed through the company Management Review cycle. In 2024 we strengthened coordination by formalising a Manager Sustainability role to lead programme delivery and reporting. Our environmental approach is embedded in the Jumbo Management System (JMS) and implemented through vessel-level procedures; ISO 14001 is the framework we use to organise policy, objectives and controls.

Following our Double Materiality Assessment, we focus on a defined set of environmental topics that are most relevant to Jumbo's operations and stakeholders. Climate change and the GHG-footprint of our fleet are the primary items of focus, together with air emissions (NOx, SOx, particulates), the prevention of pollution, and the protection of marine ecosystems (i.e., ballast-water and biofouling management). These topics guide our policy, actions and investments and inform our reporting priorities.

Our Sustainability Policy formalises these commitments and sets the direction for implementation: reduce GHG-emissions and improve energy efficiency across the fleet, protect marine environments and biodiversity, and minimise waste while promoting reuse and recycling. Policy deployment is controlled through JMS and reinforced by vessel-specific operational procedures. We maintain an up-to-date regulatory compliance overview and ensure vessels operate within the international and regional requirements that apply to our trades, including IMO instruments (MARPOL, Ballast Water Management, SEEMP, EEXI), IMO monitoring frameworks and European regulations such as EU MRV, EU ETS and FuelEU Maritime. Class, Flag and Port-State Control requirements are met as part of normal vessel compliance routines.

We are in the process of developing quantitative corporate targets for fleet GHG-reductions. Target-setting depends on a robust baseline and improved data collection; therefore our formal fleet reduction targets are planned for approval in 2026 when a decarbonisation roadmap is completed.

In the meantime we have set and are acting on intermediate, compliance-driven objectives. Key commitments and short-term goals include:

- Develop and approve a fleet decarbonisation roadmap and associated corporate Scope 1 GHG-reduction targets in 2026;
- Comply with FuelEU Maritime GHG-intensity requirements (the fleet target threshold is 89,34 gCO2-eq/MJ) and EU MRV/ETS obligations;
- Zero spills to the aquatic environment; prevention and response capability remains a priority and improvements are scheduled for 2026;
- Improve energy efficiency on vessels and in offices and establish quantified energy targets once data baselines are defined.

TRIAL OF WIND-ASSISTED PROPULSION ON JUMBO JUBILEE

In 2025, Jumbo conducted a trial with wind-assisted propulsion on Heavy Lift Vessel Jumbo Jubilee through the installation of two mechanical sails. The trial forms part of Jumbo's broader approach to fleet decarbonisation, combining multiple measures on a single vessel to assess their individual and combined impact on fuel efficiency and emissions.

The sails were installed in a way that maintains operational flexibility, allowing them to be repositioned or removed depending on cargo requirements. This is particularly relevant for heavy lift vessels, where available deck space is a key operational constraint.

The objective of the trial was to gather operational data on the effectiveness of wind-assisted propulsion under real trading conditions and to evaluate its contribution to reducing fuel consumption. The insights obtained will support further assessment of technical optimisation and potential wider application within the fleet.

This initiative reflects Jumbo's focus on practical, data-driven decarbonisation measures and contributes to the development of a long-term fleet decarbonisation roadmap.

During 2025 we translated policy and plans into concrete, Jumbo-specific actions:

- We expanded onboard sensing and data collection by installing fuel meters and torque/thrust sensors on Jumbo Kinetic and commissioning torque/thrust sensors on Jumbo Jubilee. Further rollout across our fleet will continue in 2026;
- Data-collection and analytics/optimisation tooling selection progressed during the year, and an internal data-owner model is being defined to turn raw measurements into management information for emissions and performance;
- Operational efficiency measures were trialled and documented: ETA-sailing and speed management trials were performed on Jumbo Jubilee and Fairplayer and the lessons learned are being standardised for wider deployment;
- Technical trials and installations focused on measures with demonstrated operational benefit: a Waste Heat Recovery (WHR) unit was installed on Jumbo Kinetic and moved into final commissioning;
- Decision to implement Eco-Control on Fairmaster was taken;
- A mechanical (suction) sail trial was performed on Jumbo Jubilee to assess wind-assisted propulsion options and economic viability;
- Separate assessments were undertaken for underwater efficiency measures for our J- and K-type vessels.

Building on earlier experience with biofuels and to address low-GHG-fuel obligations, Jumbo bunkered two batches of B100 biofuel in 2025. On Fairlane and on Jumbo Jubilee biofuel was used on specific voyages to achieve the required GHG-intensity threshold for FuelEU Maritime compliance in 2025.

Throughout the year we maintained active regulatory monitoring so the business can respond to evolving frameworks such as the IMO Net Zero Framework and UK ETS scheme.

Looking forward, 2026 is the year in which we will translate the 2025 work-streams into a clear, measured decarbonisation programme. The key elements of our 2026 plan are:

- Finalise and publish a fleet decarbonisation roadmap (target Q4 2026) and set corporate fleet Scope 1 GHG-reduction targets based on the improved operational baseline;
- Complete the rollout of onboard sensors to the remainder of the fleet and implement automated data transfer and analytics tooling to provide live KPIs for emissions intensity, fuel consumption and FuelEU/EU ETS exposure;
- Standardise ETA-sailing, weather routing and speed management practices across the fleet and embed these measures in SEEMP procedures and crew guidance;
- Optimise and monitor the WHR installation on Jumbo Kinetic and evaluate replication possibilities for other vessels;
- Install and commissioning of Eco-Control on Fairmaster and use the results to inform further investments;
- Decide on further wind-assisted propulsion pilots following the Jumbo Jubilee trial;
- Assess and select hydrodynamic efficiency measures where appropriate;
- Expand planning and contracting for low-GHG-fuels to meet FuelEU obligations cost-effectively and to support client offerings where feasible;
- Strengthen spill-prevention and biodiversity protection measures — focusing on training, procedures and equipment checks — and continue ballast water and anti-fouling controls;
- Implement agreed office energy measures (LED, standby energy consumption ICT equipment reduction) and progress the installation of solar panels with our landlord at our company headquarters in Schiedam, The Netherlands.
- Update company lease car policy to EV only and increase the number of EV charging stations at the Schiedam office from 6 to 12.

Given the uncertainties around the development, availability and commercial viability of low- and zero-emission technologies and fuels, defining long-term emission-reduction plans and targets remains challenging. As these external conditions evolve, we will continue to reassess our programmes and targets.

Jumbo plans to order two new vessels in 2026, on which various initiatives/measures will be incorporated to reduce emissions and environmental impact. Including:

a. Vessels will have the new DNV “Clean” and “Quiet” notation;

b. Fuel efficient hull design;

c. Streamlined accommodation design to reduce air resistance;

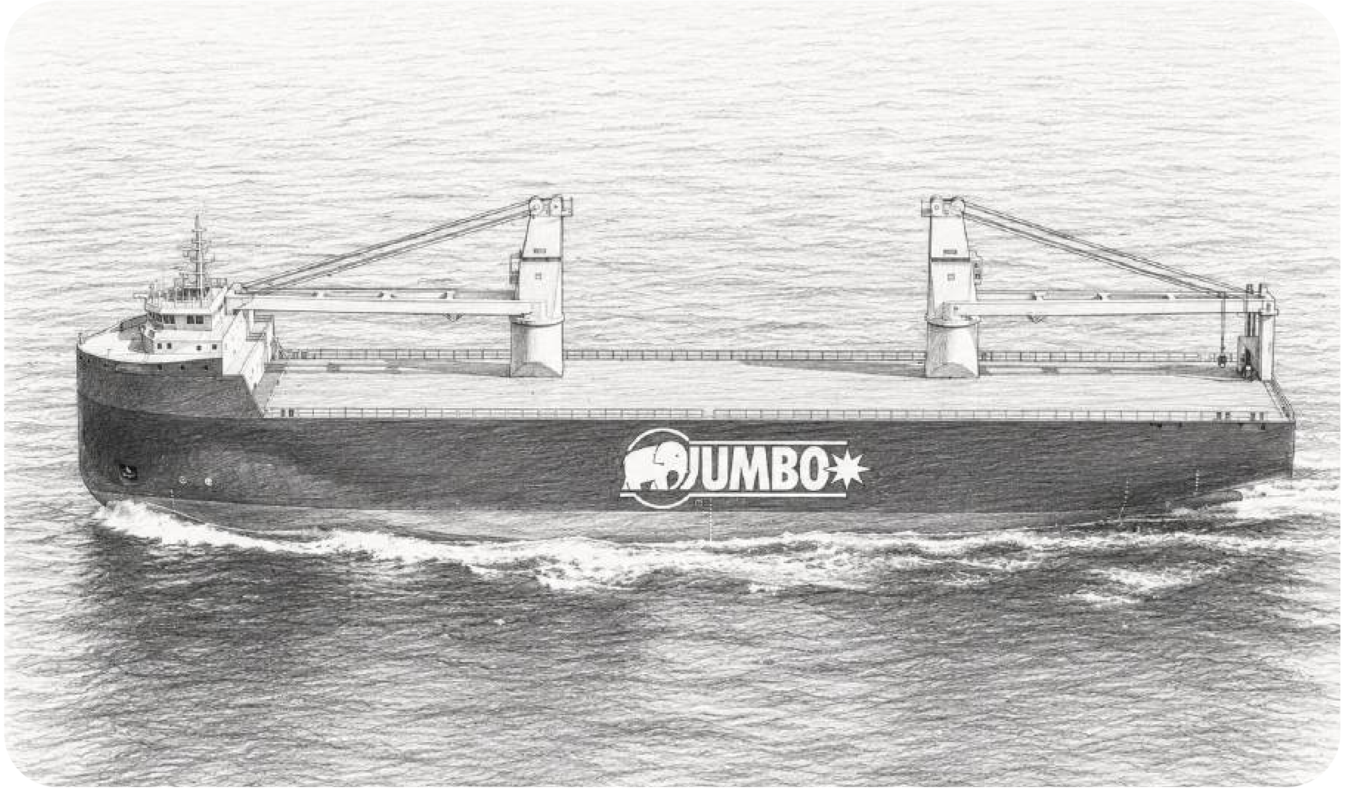
d. Modern, fuel-efficient/low-emission power train (single propellor with two stroke engine);

e. Dual fuel ready (methanol);

f. Several state-of-the-art fuel efficiency propulsion technologies will be implemented (e.g., propellor design, cap and fan duct to improve propellor efficiency);

g. Increased shore power connection (suitable for light vessel port operations);

h. Environmentally optimised fabrication/production (e.g., electrostatic spray painting).



Social

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At Jumbo, the social dimension of sustainability is a fundamental aspect of our operational philosophy. We are dedicated to creating a safe, healthy, and inclusive environment where every employee can work with confidence and well-being, both physically and psychologically.

To manage these topics effectively, social responsibilities are overseen by a collaborative structure involving the Executive Board, HR, QHSE (Quality, Health, Safety & Environment), Operations, and Compliance. Oversight is provided by the Executive Board, while operational responsibilities are delegated to dedicated teams and working groups focused on physical safety, psychological wellbeing, diversity, and employee engagement. In 2025, this structure facilitated targeted actions, accountability, and continuous monitoring of our social performance. In addition, Jumbo maintains a constructive and ongoing dialogue with the Works Council, ensuring that employee perspectives are actively considered in decision-making processes related to workplace conditions, wellbeing, and organisational policies.

Our policies reflect our commitment to social responsibility. The updated Sustainability Policy, published in 2025, explicitly commits Jumbo to maintaining a safe and healthy working environment. The policies encompass accident prevention, promotion of mental health, diversity, equal opportunity, anti-discrimination, and channels for speaking up. They are communicated across the organisation and are accessible to external stakeholders through our website.

Our management system, certified to ISO 45001:2018 (Occupational Health & Safety), ISO 9001:2015, and ISO 14001:2015, underpins our systematic approach to health, safety, and wellbeing.

Jumbo aligns its practices with key international standards and agreements. We respect and support the principles set out by the International Labour Organisation (ILO), including conventions related to non-discrimination, safe working conditions, freedom of association, and the prohibition of forced and child labour. Furthermore, we adhere to the Maritime Labour Convention (MLC, 2006), which sets minimum standards for working and living conditions for seafarers, ensuring that our maritime operations meet internationally recognised labour standards.

The International Labour Organisation (ILO) and the Maritime Labour Convention (MLC) are linked because the ILO developed, adopted and supervises the MLC as the primary international legal instrument setting minimum working and living standards for seafarers, consolidating many earlier ILO maritime conventions into a single, modern treaty.

The ILO provides the technical expertise, guidance for implementation, and a supervisory framework—including complaint and inspection mechanisms—that help member states and shipowners comply with MLC requirements on wages, hours, health, accommodation, social protection and repatriation. Together they advance decent work at sea by promoting enforceable international standards, capacity building, and monitoring to protect seafarers' rights and wellbeing.

Our targets for 2025 were designed to drive continuous improvement:

- Achieve zero Lost Time Injuries (LTI) and maintain a Total Recordable Case Frequency (TRCF) below 2.00.
- Renew the Risk Assessment & Evaluation (RI&E) for both the Dutch office and vessels as required under the Dutch Labour Law.
- Performed an Employee Experience Survey for office personnel to identify areas for enhancement.
- Ensure 100% of eligible personnel complete safety awareness training, including the specifically for Jumbo developed “Rigging & Lifting” course.
- Organise the Jumbo “Team Building Day” social event to foster unity and engagement.
- Digitalise Safety Observation Card (SOC) reporting and improve incident close-out times.

In 2025, Jumbo undertook several initiatives to advance these targets. We conducted an Employee Experience Survey and a physical RI&E at our Schiedam office, resulting in actionable insights. A “Team Building Day” event was successfully held in September, strengthening team cohesion. Safety awareness campaigns were rolled-out, the visitor safety induction film was updated, and the for Jumbo custom-made “Rigging & Lifting” training was rolled-out, with half of the eligible personnel completing the training in 2025.
We commenced digitalisation of the SOC reporting system, and the Job Hazard Analysis (JHA) database was updated. We also started to develop an e-learning on Jumbo’s Code of Conduct where safety and psychological wellbeing are included in focus areas as part of our compliance programme started in 2025. Engagement activities included vessel visits by the Executive Board and all the department heads to support the dialogue between the vessel crew and management and reinforce the safety culture.

Looking ahead to 2026, Jumbo plans to build on these achievements. The implementation of a safety and psychological wellbeing training across all employees is a priority, along with the implementation of the action plan derived from the Employee Experience Survey and RI&E. We aim to increase participation in the e-learning campaigns and further digitalise safety systems to enable proactive risk management. Engagement initiatives such as the “Team Building Day” will continue to foster a strong safety and wellbeing culture. We will also sustain our focus on diversity, inclusion, and equal opportunities within HR processes.
In 2026, Jumbo will renew its collective labour agreement (CAO), in which sustainable employability will be a key focus area. This is aimed at ensuring that the profession of seafarer can be performed in a healthy, safe, and sustainable manner over the long-term.
In addition, Jumbo will introduce in 2026 a Periodic Medical Examination (PMO) every two years for both office and fleet personnel. This programme is designed to monitor and promote the physical and mental wellbeing of employees, providing valuable insights to support preventive measures and continuous improvement in working conditions.

In conclusion, Jumbo’s approach to social responsibility is proactive, structured, and focused on continuous improvement. By integrating strong governance, comprehensive policies, international standards and active stakeholder engagement, we aim to ensure a safe, healthy, and supportive environment for all employees. Our ongoing actions and future plans demonstrate our dedication to responsible social performance and to being an employer of choice in our industry.

STAY WELL

SAFETY PERFORMANCE RECOGNISED ON YUNLIN PROJECT

In 2025, Jumbo received the Safety Excellence Award for its contribution to the Yunlin Offshore Wind Farm project in Taiwan. The award was presented during the project’s inauguration ceremony on 4 March 2025.

Jumbo was the only contractor among approximately 40 vessels involved in the project to receive this recognition.

The award reflects the consistent application of Jumbo’s safety standards throughout the project, during which the team contributed to the installation of 80 transition pieces. It highlights the effectiveness of our safety management approach, combining clear procedures, onboard ownership and continuous attention to risk awareness.

This recognition from the client underlines the importance of maintaining a strong safety culture across all project phases and reinforces Jumbo’s commitment to safe and reliable offshore operations.

Governance

Good governance and strong business ethics are central to how we operate and grow. During 2025 we continued to strengthen the structures, policies and programmes that guide ethical behaviour across the organisation and its value chain. This section summarises how governance (including IT governance) and business ethics are organised, the policies that govern conduct, our measurable targets, what was delivered in 2025, and our key plans for 2026.

Corporate oversight sits with the Executive Board and the Supervisory Board, both accountable to the General Meeting of shareholders. In 2025 we reinforced the Executive Board's capability by adding a Corporate Secretary & Legal Counsel role to improve oversight of legal, compliance and governance matters. Operational responsibility for embedding policies and controls lies with functions across the business — notably HR and Purchasing and Subcontracting — using a project governance approach with named sponsors, KPIs and progress tracking to drive accountability.

Jumbo's Code of Conduct (available through our website) sets out expected behaviours for our personnel and vendors/ subcontractors and channels for speaking up; the Code was updated in 2025 as part of a broader Compliance Programme refresh. A Corporate Governance Code was developed and a Sustainability Policy statement was prepared to embed sustainability considerations into governance documents. We initiated a formal Compliance Programme during 2025 — including screening procedures and escalation routes — and introduced third-party screening tools (World-Check) to strengthen due diligence. In February 2025 we updated our Whistleblower Policy (available through our website) that provides protected channels for employees and third parties, guarantees confidentiality, aligns with the Dutch Whistleblower Protection Act and sets clear service levels for acknowledging and investigating reports.

We have established clear, measurable expectations to translate policy into practice. Key targets include:

- **Board diversity**: maintain minimum representation thresholds with a target of at least 30% of board seats held by women across both the Executive and Supervisory Boards; diversity considerations form part of succession planning.
- **Training**: achieve 100% completion of mandatory Code of Conduct e-learning for in-scope employees and maintain a refresher cadence.
- **Compliance rollout**: deliver the Compliance Programme in phases and track completion against phase milestones and tool deployments.
- **Supplier due diligence**: reach the top 20% of suppliers by spend with a supplier KYC questionnaire and progress remediation where needed.
- **Risk management**: maintain and annually update a regulatory compliance register and perform comprehensive compliance risk assessments across operations.

2025 was a year in which we implemented several enhancements to our governance structure and processes. We strengthened governance capacity with Executive Board appointments effective in early 2025 and added dedicated legal capability. The Corporate Governance Code was developed and sustainability considerations were integrated into governance materials. The Compliance Programme was prepared, supporting tools were implemented, and the updated Code of Conduct was finalised. The updated Whistleblower Policy was formally published in February 2025, establishing protected reporting channels and investigation timelines. Work-streams for training and supplier due diligence progressed: an e-learning vendor was selected and the training package was being developed for rollout; a supplier KYC questionnaire was drafted and reviewed pending distribution. Overall, 2025 focused on establishing robust policies, implementing foundational tools and preparing the organisation to operationalise compliance at scale.

In 2025 Jumbo took significant steps to strengthen its IT governance. We implemented a comprehensive information security policy, established a business continuity plan (BCP), created a risk register, and developed a master IT planning framework. Our staff receives continuous cyber security training, supported by an ongoing phishing awareness campaign. In parallel, we initiated recruitment for a dedicated Information Security Officer (ISO) to further professionalize and accelerate governance improvements in the coming years. These actions reinforce our resilience, risk management and commitment to secure, sustainable digital operations that support our customers, colleagues and stakeholders.

Our 2026 priorities are focused on embedding the frameworks defined in 2025 and demonstrating outcomes. We will complete the staged implementation of the Compliance Programme across the organisation. A Code of Conduct training will be launched with the objective of 100% completion among all stakeholders and measurable refresher cycles. Procurement and Subcontracting will issue the supplier KYC questionnaire to the top 20% of suppliers by spend, integrate third-party screening into procurement workflows and address identified risks through remediation plans. Diversity and succession planning will continue to be priorities for board composition, and we will publish the Sustainability Policy on our website. As described earlier in this sustainability report, we will launch an e-learning programma in 2026, focusing on anti-discrimination and psychological safety.

Finally, we will expand awareness of Speaking Up and the Whistleblower framework, ensure investigations follow the new protocols and report aggregated, anonymised metrics to the Supervisory Board.

At the end of 2025 Jumbo has a solid foundation for governance and business ethics through targeted appointments, updated policy documents, a formalised Compliance Programme and a protected whistleblowing framework. The work completed in 2025 shifts the emphasis in 2026 from design to delivery: training, supplier due diligence, digital case management, ongoing risk assessments and transparent reporting will be the means by which we embed ethical decision-making across the company and its supply chain.

WE CARE

STRENGTHENING DUE DILIGENCE WITH WORLD CHECK

In 2025, Jumbo implemented the World Check screening tool as part of its Compliance Programme, strengthening due diligence across third parties and counterparties. The tool supports systematic identification of risks related to sanctions, financial crime, corruption and other integrity matters.

As part of this approach, every new supplier or vendor is screened through World-Check before being created in our systems.

World Check enhances the consistency and quality of Jumbo's due diligence processes across clients, suppliers and partners. Screening outcomes are embedded in compliance workflows, enabling risk-based assessment, documentation and escalation. This is particularly relevant given Jumbo's global operations and exposure to multiple jurisdictions.

Implementation was led by Legal, Compliance and Procurement, ensuring integration with existing procedures and operational use. The tool supports ongoing monitoring and contributes to Jumbo's internal control framework over business conduct.

Acronyms

ACRONYM	MEANING
B100	Biodiesel blend 100 (100% biodiesel)
BCP	Business Continuity Plan
BDN	Bunker Delivery Note
BV	Besloten Vennootschap (Dutch limited liability company)
CO2eq	Carbon dioxide equivalent
CSRD	Corporate Sustainability Reporting Directive (EU)
DCS	Data Collection System (IMO)
DMA	Double Materiality Assessment
DP	Dynamic Positioning
EEXI	Energy Efficiency Existing Ship Index (IMO)
EFRAG	European Financial Reporting Advisory Group
EPC	Engineering, Procurement, and Construction

ACRONYM	MEANING
ESG	Environmental, Social, and Governance
ESRS	European Sustainability Reporting Standards
ETA	Estimated Time of Arrival
EU	European Union
EU MRV	European Union Monitoring, Reporting and Verification (of CO2 emissions from maritime transport)
EU ETS	European Union Emissions Trading System
FTE	Full-Time Equivalent
GHG	Greenhouse Gases
HR	Human Resources (department)
ICT	Information and Communication Technology
ILO	International Labour Organization

Acronyms

ACRONYM	MEANING
IMO	International Maritime Organization
ISM	International Safety Management
ISO	International Organization for Standardization; also used to refer to ISO standards such as ISO 14001, ISO 45001, ISO 9001
ISO	Information Security Officer
ISPS	International Ship and Port Facility Security Code (IMO)
JHA	Job Hazard Analysis
JSI Alliance	Commercial alliance of Jumbo, SAL Heavy Lift and Intermarine
JMS	Jumbo Management System
J- and K-type	Internal vessel type designations used by Jumbo
LCV	Lower Calorific Value
LEI	Legal Entity Identifier
LTI	Lost Time Injury
LTIF	Lost time Injury Frequency
KPI	Key Performance Indicator
KYC	Know Your Customer
MARPOL	International Convention for the Prevention of Pollution from Ships (IMO)
MGO	Marine Gas Oil
MLC	Maritime Labour Convention (2006)
MRV	Monitoring, Reporting and Verification (EU)
MTC	Medical Treatment Case
MWh	Mega Watt hour
NACE	Nomenclature of Economic Activities (EU statistical classification)
PSC	Port State Control

ACRONYM	MEANING
QHSE	Quality, Health, Safety & Environment
RED	Renewable Energy Directive (EU)
RI&E	Risk Inventory & Evaluation (Risk Assessment & Evaluation)
RWC	Restricted Work Case
SEEMP	Ship Energy Efficiency Management Plan (IMO)
SOC	Safety Observation Card
SASB	Sustainability Accounting Standards Board
T&I	Transport and Installation
TRC	Total Recordable Cases
TRCF	Total Recordable Case Frequency
UK ETS	United Kingdom Emissions Trading Scheme
VLSFO	Very Low Sulphur Fuel Oil
VSME	Voluntary Sustainability Reporting Standard for non-listed Small and Medium-sized Enterprises (SMEs) (in context: EFRAG VSME standard/template)
WHR	Waste Heat Recovery

Disclosures (VSME)

Reporting Principles

GENERAL

This Sustainability Report comprises a narrative section and a data/disclosure section. The data/disclosure section overleaf has been prepared in accordance with the Voluntary Sustainability Reporting Standard for SMEs (VSME) issued by EFRAG (December 2024), applying both the Basic and Comprehensive modules. Disclosures are structured along the Environmental, Social and Governance (ESG) pillars, consistent with the structure of the narrative section. E.g., B8 – Workforce characteristics and C5 – Additional workforce characteristics are both together presented in the Social section of the data/disclosures.

The narrative section provides context, policies, actions and performance explanations, while the data/disclosure section provides the underlying quantitative metrics, in line with the VSME framework. Cross-references between sections are included where relevant.

This is Jumbo's first annual Sustainability Report and covers the financial year 2025. Comparative information is not presented. Future reports are intended to include comparative and trend data where applicable and available.

The report includes all mandatory VSME disclosures as well as disclosures considered relevant to Jumbo's activities as a maritime transport and offshore installation contractor. Disclosures not applicable to Jumbo's business model have been omitted. The following sections are considered as not applicable or not relevant to Jumbo's specific business operations and have been omitted:

- B2 – Cooperative specific disclosures
- B5 – Sites in biodiversity sensitive areas
- B5 – Biodiversity – Land-use
- B6 – Water consumption
- B7 – Annual mass flow of relevant materials
- C8 – Revenues from certain activities

No information has been omitted on the basis of confidentiality or sensitivity.

REPORTING PERIOD

The reporting period covers 1 January 2025 to 31 December 2025. Unless stated otherwise, all information relates to this period.

Reporting Principles

SCOPE AND BOUNDARY

In this report, "Jumbo", "the company" or "we" refers to Jumbo Holding B.V. and its consolidated subsidiaries. The organisational boundary for sustainability reporting is aligned with the consolidated financial reporting scope. Where relevant, specific scope limitations are disclosed at individual disclosure level.

MEASUREMENT AND ESTIMATION

Where applicable, data is based on a combination of directly measured information (e.g. fuel consumption), supplier data (e.g. utilities), and calculations using standard conversion factors and methodologies. Assumptions and methodologies are explained in the relevant disclosures.

CONTROLS AND GOVERNANCE

Jumbo applies a centralized reporting approach coordinated by the Manager Sustainability. Data is collected from designated data owners across the organization. Functional departments are responsible for the completeness and accuracy of their respective data.

Sustainability reporting is supported by Jumbo's integrated Quality, Health, Safety and Environmental (QHSE) Management System, which is LRQA certified to ISO 9001, ISO 14001 and ISO 45001.

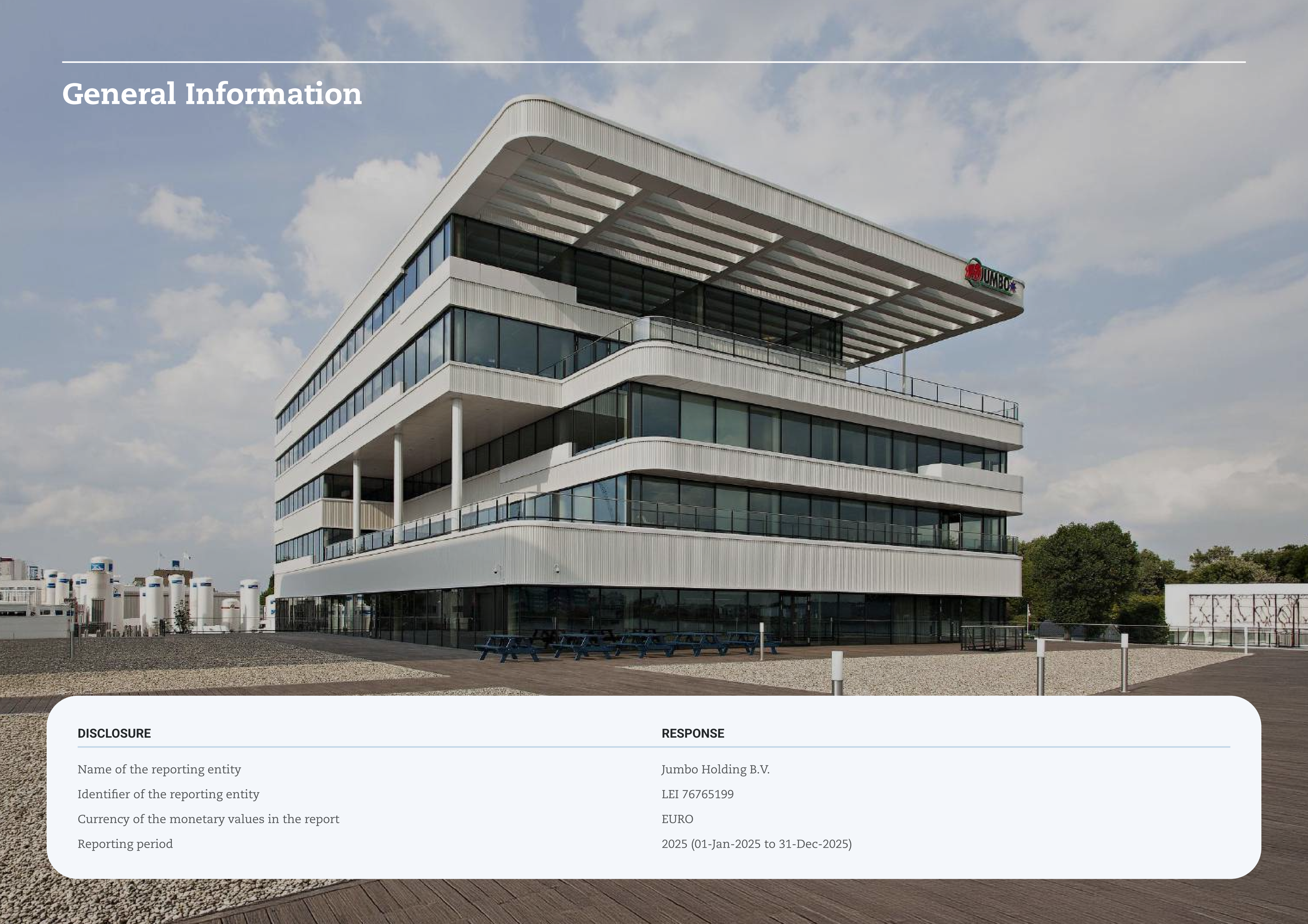
ASSURANCE

Except where explicitly stated (e.g. fleet fuel data under IMO DCS), the information in this report has not been subject to external assurance.

FUTURE DEVELOPMENT

Jumbo intends to further enhance its sustainability reporting in line with evolving regulatory requirements, stakeholder expectations and internal data maturity. This includes improved data quality, expanded scope where relevant, and the introduction of targets and progress tracking aligned with the company's sustainability strategy.

General Information

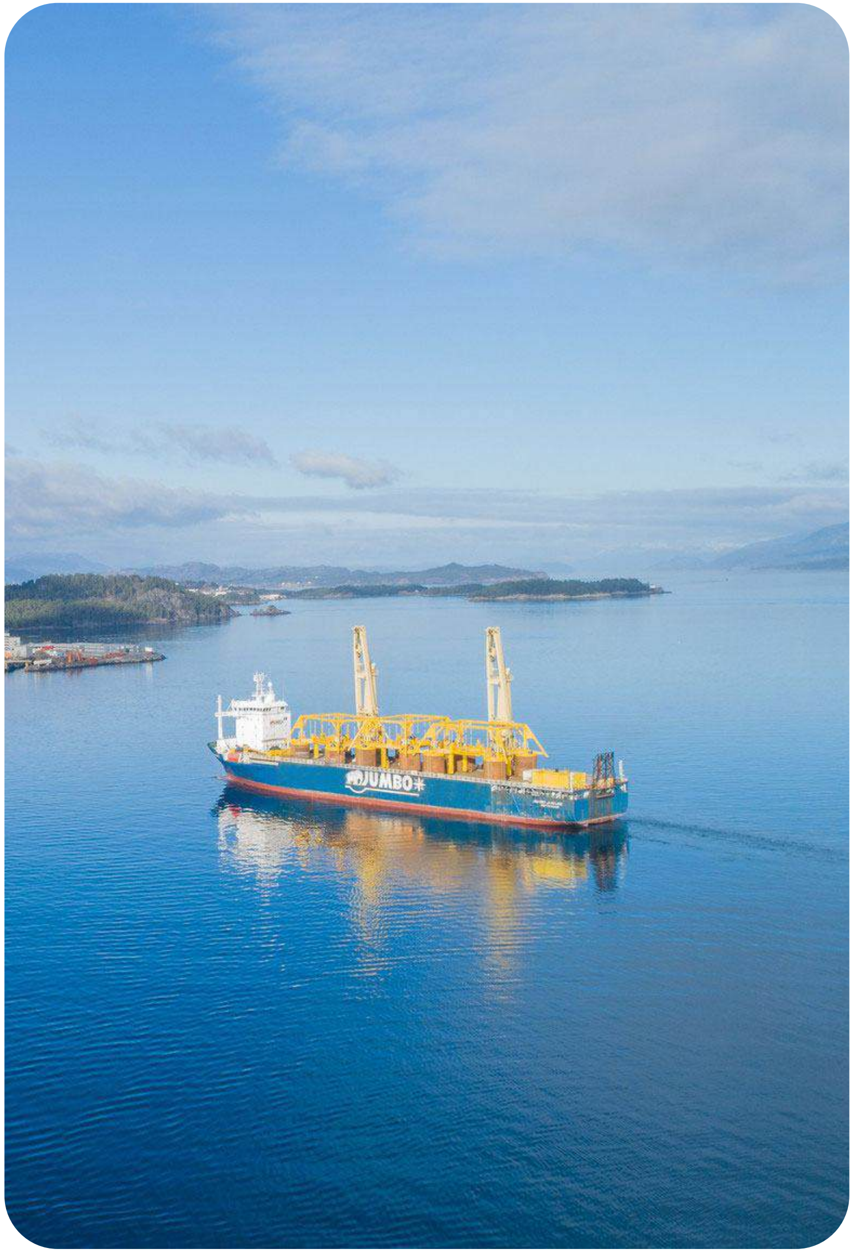


DISCLOSURE	RESPONSE
Name of the reporting entity	Jumbo Holding B.V.
Identifier of the reporting entity	LEI 76765199
Currency of the monetary values in the report	EURO
Reporting period	2025 (01-Jan-2025 to 31-Dec-2025)

General Information

B1 - Basis for Preparation and other undertaking's general information

24(a)	Basis for preparation	Option B – Basic and Comprehensive Module
24(b)	Basis for reporting	None
24(c)	Basis for reporting	Consolidated
24 (e)(i)	Undertakings legal form	Private limited liability undertaking
24 (e)(ii)	NACE sector classification code(s)	• NACE H – 50.20: Sea and coastal freight water transport (heavy and specialised sea transport, including breakbulk and project cargo); • NACE F – 43.99: Other specialised construction activities n.e.c. (offshore installation services); • NACE F – 42.22: Construction of utility projects for electricity (offshore wind-related installation activities); • NACE B – 09.10: Support activities for petroleum and natural gas extraction (offshore oil & gas installation and support services).
24 (e)(iii)	Size of balance sheet (total assets)	EURO 300 million
24 (e)(iv)	Turnover	EURO 155 million
24 (e)(v)	Number of employees	271 Employees of Jumbo entities (including temporary (bepaalde tijd contracten) but excluding contractors and agency workers)
24 (e)(v)	Employee counting methodology	At the end of the reporting period
24 (e)(v)	Employee counting methodology	Headcount Please refer also to B10
24 (e)(vi)	Country of primary operations and location(s) of significant assets	The Netherlands (company headquarter located in The Netherlands and vessels are sailing under the Dutch flag)



General Information

B1 - List of subsidiaries

24(d)	List of subsidiaries	The Jumbo entities for which a financial audit by a qualified external auditor is mandatory are: • Jumbo Holding B.V. • Jumbo Shipping Contractors B.V. • Jumbo Offshore Installation Contractors B.V. They are all registered at the same address (disclosure 24 € (vii)).

B1 - List of site(s)

24 (e)(vii)	List of site(s)	Jumbo Holding B.V. Havenstraat 23 3115 HC Schiedam The Netherlands GPS: 51.900185512886296, 4.399208811668988	Please refer to Section 1 (page 6) of this report for a description of the Jumbo organisation.

B2 – Practices policies and future initiatives for transitioning towards a more sustainable economy

26-28	Has the undertaking put in place specific practices policies and/or future initiatives for transitioning towards a more sustainable economy?	Jumbo has implemented practices, policies, future initiatives and targets to support the transition towards a more sustainable economy. Highlights are described in the narrative sections of this report and summarised below in disclosure C2.

B1 - Disclosure of sustainability-related certification(s) or label(s)

25	Disclosure of sustainability-related certification(s) or label(s)	ISO 9001, 14001 and 45001 verified by LRQA

General Information

C2 – Description of practices policies and future initiatives for transitioning towards a more sustainable economy (linked to B2)

48	Description of a practice policy and/or future initiative towards a more sustainable future (In case the practice policy future initiative covers suppliers or clients the undertaking shall mention it).	Table below provides a high-level overview of Jumbo's sustainability practices, policies, future initiatives and targets. More detailed descriptions are provided in the referenced sections of the report.

Topic	Practices (current actions)	Policies	Future initiatives	Targets	Reference
GHG-Emissions	Biofuel Trials with: ETA-sailing, WHR, sails, etc. Design considerations new builds	Sustainability Policy	Develop fleet decarbonisation roadmap (in 2026) Sensor rollout across fleet Weather routing implementation	GHG-targets under development (in 2026)	Section 3 - Environmental (page 12)
Pollution	MARPOL compliance Low Sulphur fuels	Environmental policies/procedures in Management System (ISO 14001)	Spill prevention improvements (2026)	Zero spills	Section 3 - Environmental (page 12 & 13)
Biodiversity	Compliance with IMO and national regulations around ballast water and biofouling	Policies/procedures in Management System Sustainability Policy	-	Compliance	Section 3 - Environmental (page 12)
Workforce safety & Wellbeing	ILO/MLC compliance Rigging & Lifting training SOC system RI&E Employee Experience Survey	HR and HSE policies in Management System (ISO 45001) Sustainability Policy	Digital Safety Observation Cards (SOC) Wellbeing training Introduce Periodical Medical Examination	TRCF <2.0 Zero LTI	Section 5 - Social (page 15 & 16)
Business Integrity	Compliance programme Code of Conduct Speak-Up framework	Corporate Governance Code Code of Conduct Whistleblower Policy Sustainability Policy	Compliance Programme roll-out Code of Conduct training Further supplier screening (KYC) rollout	100% Code of Conduct training Top 20% suppliers screened in 2026	Section 5 - Governance (page 17 & 18)

49	Most senior level within its employees that is accountable for implementing the policies when this has been determined by the undertaking.	Executive Board

General Information

C1 – Strategy: Business Model and Sustainability – Related to initiatives in 2025

47 (a)	Description of significant groups of products and/or services offered	Jumbo Holding B.V. (Jumbo) is a Dutch shipping company that specialises in heavy and special sea transport (breakbulk and project cargo) and in offshore installation services. Please refer to Section 1 (page 6) of the main report for more information.
47 (b)	Description of significant market(s) the undertaking operates in (e.g. B2B, wholesale, retail, countries)	B2B
47 (c)	Description of main business relationships (such as key suppliers, customers, distribution channels)	Please refer to Section 1 (page 7) of the main report for a description of Jumbo's business.

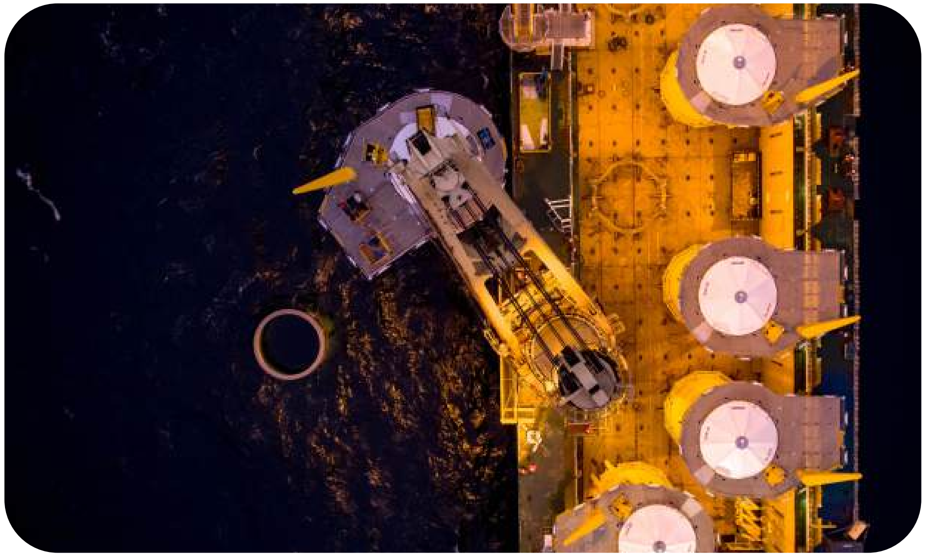
C1 – Strategy: Business Model and Sustainability – Related to initiatives in 2025

47 (d)	Has the strategy key elements that relate to or affect sustainability issues?	Yes
47 (d)	Description of those key elements in the strategy that relate or affect sustainability issues	Sustainability is embedded in Jumbo's Mission Statement and is one of our Core Values (safe working environment, equality of people, reduce ecological footprint).

Environmental Disclosures

B3 – Total Energy Consumption in MWh

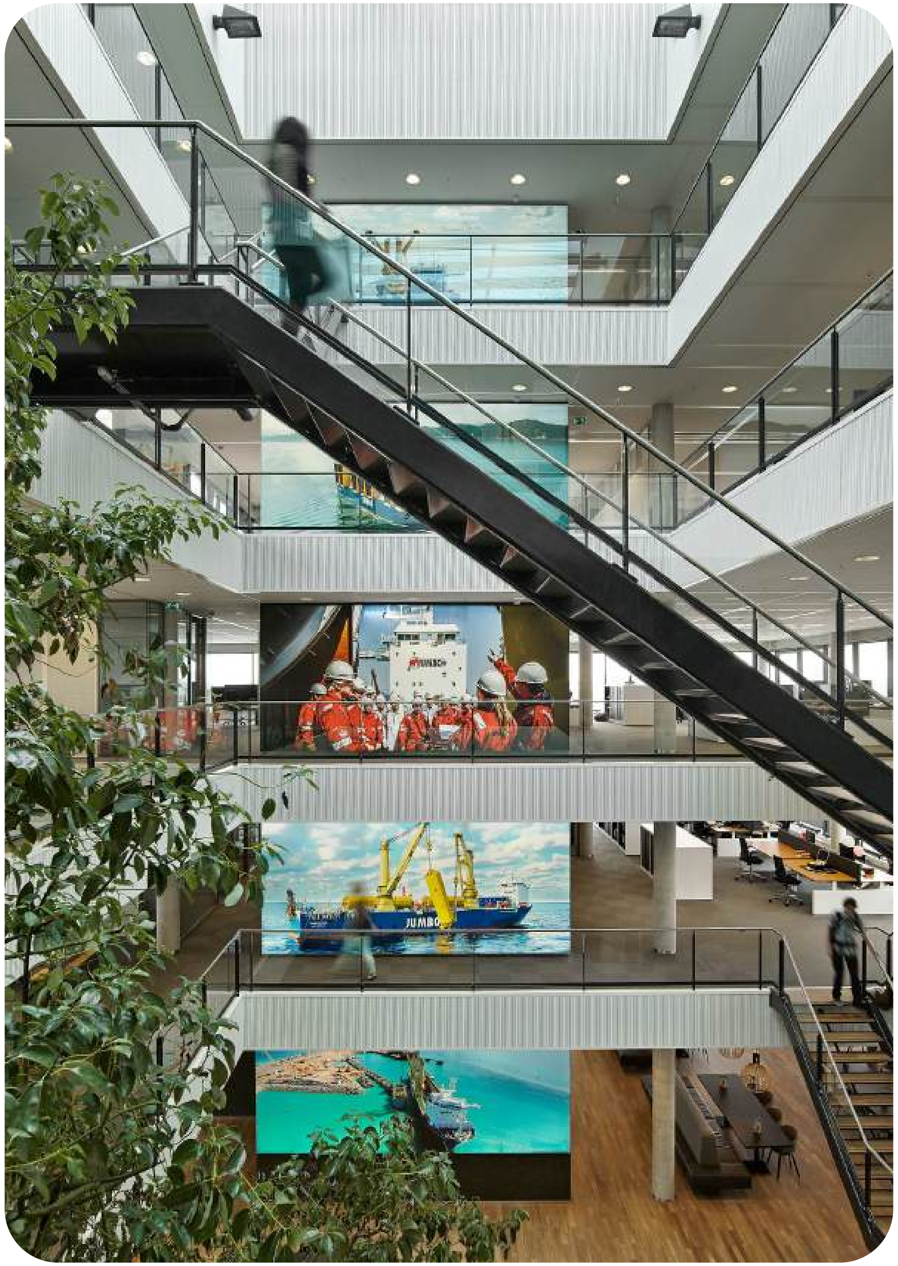
29	Total Energy Consumption	472,765 MWh	Scope 1 (energy used on fleet) and scope 2 (electricity and gas Schiedam office).



B3 – Breakdown of energy consumption (in MWh)

29	Electricity	Renewable: 415 MWh Non-renewable: 0 MWh	Schiedam office (shared office building, consumption prorated based on space in square meters occupied). Electricity consumed is 100% EU Wind.
29	Self-generated electricity	0 MWh	
29	Fuels	Renewable: 4141 MWh Non-renewable: 468,624 MWh	Energy consumption from fuels (VLSFO, MGO, B100) used on our fleet, and natural gas used in Schiedam office calculated by converting fuel mass to energy using lower calorific values (LCV). Fuel consumption for the fleet is based on the third-party verified IMO-DCS data.

Environmental Disclosures



B3 - Estimated Greenhouse Gas Emissions (in tCO2e)

30 (a)	Scope 1 GHG-emissions	132,614 ton CO2eq	From fleet and Schiedam office.
30 (b)	Gross Scope 2 location-based GHG-Emissions	0 Ton CO2eq	Electricity for Schiedam office. Electricity consumed is 100% EU Wind.
30 (b)	Gross scope 2 market-based GHG-Emissions	111 Ton CO2eq	Electricity for Schiedam office. Factor for 2025 used obtained from: https://co2emissiefactoren.nl/factoren/2025/11/elektriciteit/?unit=kwh
30 (b)	Total Scope 1 and Scope 2 GHG-Emissions (location-based)	132,614 Ton CO2eq	
50-53	Is the undertaking disclosing entity-specific information on Scope 3 emissions (in tCO2e)?	Yes	For limited subset, see below.
52	3. Fuel- and Energy-Related Activities (Not Included in Scope 1 or Scope 2)	23,005 t CO2eq	Well-to-Tank emissions for fuel consumed by fleet and natural gas in Schiedam office. Calculated using standard default factors for fossil fuels and, for biofuels (B100), the actual lifecycle GHG-intensity (E-value) as reported in the supplier's BDN/PoC (RED II)
52	6. Business Travel	9,067 t CO2eq	Well-to-Wake CO2eq emissions provided by travel agent for air and train travel booked through agent (conversion factors used https://co2emissiefactoren.nl/factoren/2026/13/personenvervoer/)
52	Total scope 3 emissions	32,072 t CO2eq	
53	Total Scope 1 Scope 2 and Scope 3 GHG-Emissions (location-based)	164,687 t CO2eq	

Environmental Disclosures

C3 - GHG-reduction targets (in tC02e)

54	GHG-reduction targets	Please refer to response to 56 below.

C3 - Disclosure of list of main actions the entity seeks in order to achieve its targets

54 (e)	Main actions	Please refer to Section 3 (page 13) of the main report for a description of emission reduction initiatives.

C3 - Transition plan for undertakings operating in high climate impact sectors

55	Is the undertaking operating in high impact sectors?	Yes	Shipping is considered a high climate impact sector.
55	Status of implementation of a transition plan in relation to climate change mitigation.	Adoption of a transition plan is planned in the future.	Please refer to Section 3 (page 12) of the main report.
56	Date of foreseen adoption of transition plan for undertaking not having adopted transition plan yet.	31-12-2026	A decarbonisation roadmap for the fleet (Jumbo's main source of emissions) is under development and anticipated to be completed in 2026. This roadmap aims to define long-term ambitions and near-term targets.

B3 - Greenhouse Gas Emission intensity per turnover (in tCO2e)

31	Scope 1 and Scope 2 GHG-Emissions intensity (location-based)	856 ton CO2eq/Million Euro	
31	Total Scope 1 Scope 2 and Scope 3 GHG-Emissions intensity (location-based)	1,062 ton CO2eq/Million Euro	Please refer to notes on scope 3 emissions

Environmental Disclosures

B4 - Pollution of air, water and soil

32	Is the undertaking already required by law or other national regulations to report to competent authorities its emissions of pollutants or does it already voluntarily report on them according to an Environmental Management System?	Yes	Jumbo's seagoing heavy lift vessels are subject to the International Maritime Organisation (IMO) regulatory framework MARPOL addressing the prevention of pollution from ships. MARPOL establishes global requirements for emissions and discharges of pollutants to air and water. For Jumbo's fleet, the most relevant pollutants are air emissions, which are regulated under MARPOL Annex VI. This annex sets limits on nitrogen oxides (NOx) from marine diesel engines and on Sulphur oxides (SOx) through maximum Sulphur content requirements for marine fuels. Compliance is ensured through certification by Flag States and inspections by Port State Control authorities. Jumbo monitors fuel consumption and associated air emissions in line with IMO requirements, including reporting under the IMO Data Collection System (DCS). In addition to GHG's under B3 above, NOx and SOx emissions from Jumbo's fleet for the reporting year 2025 are disclosed below. Other potential pollution pathways are also regulated under MARPOL but are not considered material for quantitative disclosure in this report. MARPOL Annex I governs the prevention of oil pollution to water through mandatory onboard systems and operational procedures. Annex IV regulates the discharge of sewage, and Annex V regulates the management and disposal of garbage. In all cases, compliance is ensured through onboard records, port reception facilities, and statutory inspections.
32	Is this disclosure already publicly available?	No	Emission and operational data reported under IMO regulations are not publicly available but are submitted to and accessible by Flag State administrations and Port State Control authorities as part of statutory compliance and enforcement mechanisms.
32	-	NOx: 111 ton SOx: 325 ton	Air pollutant emissions from the fleet (NOx and SOx) are estimated using a fuel based methodology consistent with recognised international maritime emission inventory practices. Annual fuel consumption by fuel type is used as the primary activity data. For NOx, fuel consumption is converted to energy using standard lower heating values and combined with emission factors representative of IMO Tier I, II and III marine diesel engines. For SOx, emissions are calculated based on the Sulphur content of each fuel type, assuming near complete oxidation during combustion.

B6 - Water Withdrawal

35	Total amount of water withdrawn from all sites (cubic meters m^3)	881 m3	Schiedam office (shared office building, consumption prorated based on space in square meters occupied). Data provided by water supplier. Reporting period is 21-August 2024 – 08 September 2025.
35	Amount of water withdrawn at sites located in areas of high water-stress (cubic meters m^3)	0 m3	

Environmental Disclosures

B7 - Description of circular economy principles

37	Undertaking applies circular economy principles	Yes	As part of our sustainability strategy, we recognise the importance of efficient resource use, responsible waste handling, and advancing principles of the circular economy. Our operations increasingly integrate lifecycle thinking, minimising environmental impact from office operations, onboard activities and vessel end-of-life processes.

B7 - Waste generated

38 (a)	-	Schiedam office: Total waste: 15,2 ton.	Household waste from office, no hazardous waste is generated. Data provided by waste management contractor.
38 (b)		- Residual waste 9,7 ton (95% waste-to-energy) - Swill/food 2,2 ton (96% recycled) - PMD 0,3 ton (57% recycled) - Paper 2,4 ton (100% recycled) - Glass 0,6 ton (99% recycled)	
		Fleet: Total 1228 m3 A: Plastic 250 m3 B: Food 79 m3 C: Domestic 642 m3 D: Cooking oil 1030 litres E: Incinerator ashes 13 m3 F: Operational waste 229 m3 I: E-waste 14 m3	As per the relevant categories in MARPOL Annex V garbage category table (A–K) used in the Garbage Record Book (GRB) under IMO Resolution MEPC.277(70). Waste is handled by port state approved waste management companies.
		Sludge 896 m^3	About 3% of VLSFO consumption.

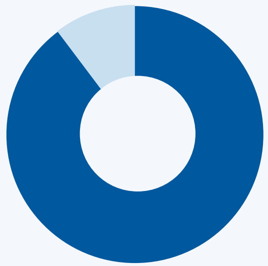
C4 – Climate risks

57	Has the undertaking identified climate-related hazards and climate-related transition events creating gross climate-related risks for the undertaking?	Yes
57 (a)	Description of climate-related hazards and climate-related transition events	Changing weather patterns associated with climate change may impact Jumbo's operations. Examples of climate-related impacts affecting our operations are: • Droughts affecting canals such as the Panama canal which may delay shipments or require rerouting. • Increased frequency and intensity of storms, hurricanes, and typhoons may disrupt shipping routes and schedules. • Changing weather patterns can make the use of historical weather data to assess workability and project durations for offshore transport and installation less reliable. Jumbo is managing the exposure to the impact of changing weather patterns by limiting or excluding weather related risk in the contractual arrangements with our clients.

B8 – Workforce – General characteristics - Type of contract

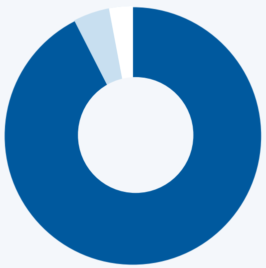
39 (a)	Permanent Contract	248
39 (a)	Temporary Contract	23
39 (a)	Total employees	271

Headcount at 31-Dec-2025.



B8 – Workforce – General characteristics – Gender

39 (b)	Male	220
39 (b)	Female	51
39 (b)	Other	0
39 (b)	Not reported	0
39 (b)	Total employees	271



B8 – Workforce – General characteristics - Country of employment

39 (c)	The Netherlands	242
39 (c)	Philippines	19
39 (c)	Other	10
39 (c)	Total employees	271

Office and fleet

B8 – Workforce – General characteristics - Turnover rate

40	Number of employees who left during the reporting period	30
40	Number of employees at the beginning of the reporting period	268
40	Number of employees at the end of the reporting period	271
40	Employee turnover rate [%] in the reporting period	11.1%

B9 – Workforce – Health and safety

41 (a)	Number of recordable work-related accidents in the reporting period	Total Recordable Cases (TRC): 4 Lost Time Injury (LTI): 0 Restricted Work Case (RWC): 3 Medical Treatment Case (MTC): 1 A Lost Time Injury is a work-related injury causing an employee to miss at least one full workday or shift.
41 (a)	Total number of hours worked in a year by all employees in the reporting period	1,984,728 Personnel in Schiedam headquarters and on board of our vessels (including crewing agency and contractor personnel). Total hours are calculated based on exposure, i.e., 8 hours per workday for office personnel and 24 hours per day onboard our vessels.
41 (a)	Rate of recordable work-related accidents in the reporting period	Total Recordable Case Frequency (TRCF): 2.02 Lost Time Injury Frequency (LTIF): 0 Per 1 MM hours
41 (b)	Number of fatalities as a result of work-related injuries and work-related ill health	0

B10 – Workforce – Remuneration collective bargaining and training

42 (a)	Employees receive pay that is equal or above applicable minimum wage determined directly by the national minimum wage law or through a collective bargaining agreement	Yes, all Jumbo employees receive remuneration that is at least equal to the applicable minimum wage, as determined by national minimum wage legislation and/or relevant collective bargaining agreements. For seafarers, this includes compliance with Dutch flag state requirements and applicable CBAs, and alignment with international standards under the ILO and the Maritime Labour Convention (MLC, 2006).
42 (b)	Percentage gap in pay between the undertaking's female and male employees [%]	A gender pay gap is not calculated, as the limited number of comparable roles across genders in the organisation would not result in a meaningful or reliable metric.
42 (c)	Number of employees covered by collective bargaining agreements	47% Schiedam office and Dutch contracts on fleet.

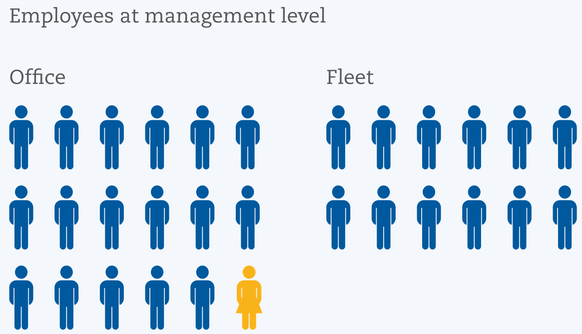
Social Disclosures

B10 – Number of annual training hours per employee during the reporting period

42 (d)	Average number of training hours per employee	Jumbo keeps record of training received by personnel (for vessel crew and office personnel) but not of the number of training hours.

C5 – Additional (general) workforce characteristics

59	Number of male employees at management level	Office 11 Fleet 18	Management level is considered the level below the board of directors.
59	Number of female employees at management level	Office 1 Fleet 0	
59	Female-to-male ratio at management level for the reporting period	Office : 1/11 Fleet: 0/18	
60	Total self-employed workers without personnel that are working exclusively for the undertaking	16	On project basis in Schiedam office.
60	Total temporary workers provided by undertakings primarily engaged in employment activities	103	Vessel crew: 102 Schiedam office: 1



C6 – Additional own workforce information - Human rights policies and processes

61(a)	Does the undertaking have a code of conduct or human rights policy for its own workforce? Code of Conduct is available on Jumbo's website	Yes, Jumbo's Code of Conduct covers child labour, forced labour, discrimination and accident prevention. In addition to the above, the Code of Conduct also covers (sexual) harassment, whistleblower protection, human dignity and respectful treatment and business integrity (anti-bribery and anti-corruption).
61 (c)	Does the undertaking have a complaint-handling mechanism for its own workforce?	Yes

C7 – Severe negative human rights incidents

62 (a)	Does the undertaking have confirmed incidents in its own workforce?	No
62 (c)	Is the undertaking aware of any confirmed incidents involving workers in the value chain affected communities consumers and end-users?	No

Governance Disclosures

B11 – Convictions and fines for corruption and bribery

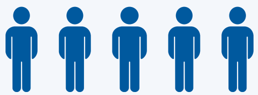
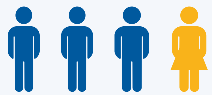
43	Total number of convictions for the violation of anti-corruption and anti-bribery laws	0
43	Total amount of fines for the violation of anti-corruption and anti-bribery laws (amount in EUR)	0

C8 – Exclusion from EU reference benchmarks

64	Is the undertaking excluded from the EU Paris-aligned Benchmarks	No

C9 – Gender diversity ratio in the governance body at 2025-12-31

65	Does the undertaking have a governance body in place?	Yes, Supervisory Board
65	Number of female Supervisory Board members at the end of the reporting period	0
65	Number of male Supervisory Board members at the end of the reporting period	5
65	Gender diversity ratio in governance body	0%
--	Number of female Executive Board members at the end of the reporting period	1
--	Number of male Executive Board members at the end of the reporting period	3
--	Gender diversity ratio in Executive Board	25%

Supervisory Board  Executive Board 

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