

**DANAOS
ESG REPORT 2023**

CONTENTS

MESSAGE FROM
THE COMPANY'S
MANAGEMENT

07

OUR
PROFILE

08

2023
AT A GLANCE

10

OUR VISION -
OUR VALUES

12

OUR MISSION
STATEMENT

12

GLOBAL
OPERATION

14

OUR ESG STRATEGIC
ROADMAP

16

MATERIALITY
ASSESSMENT

18

OUR COMMITMENTS
2025 GOALS

22

THE UN SUSTAINABLE
DEVELOPMENT GOALS

26

KEY
PARTNERSHIPS

27

STAKEHOLDER
ENGAGEMENT

30

ENVIRONMENT

32

SOCIAL

72

GOVERNANCE

104

EXTERNAL
ASSURANCE

126

SASB STANDARDS
INDEX

130

TCFD CONTENT
INDEX

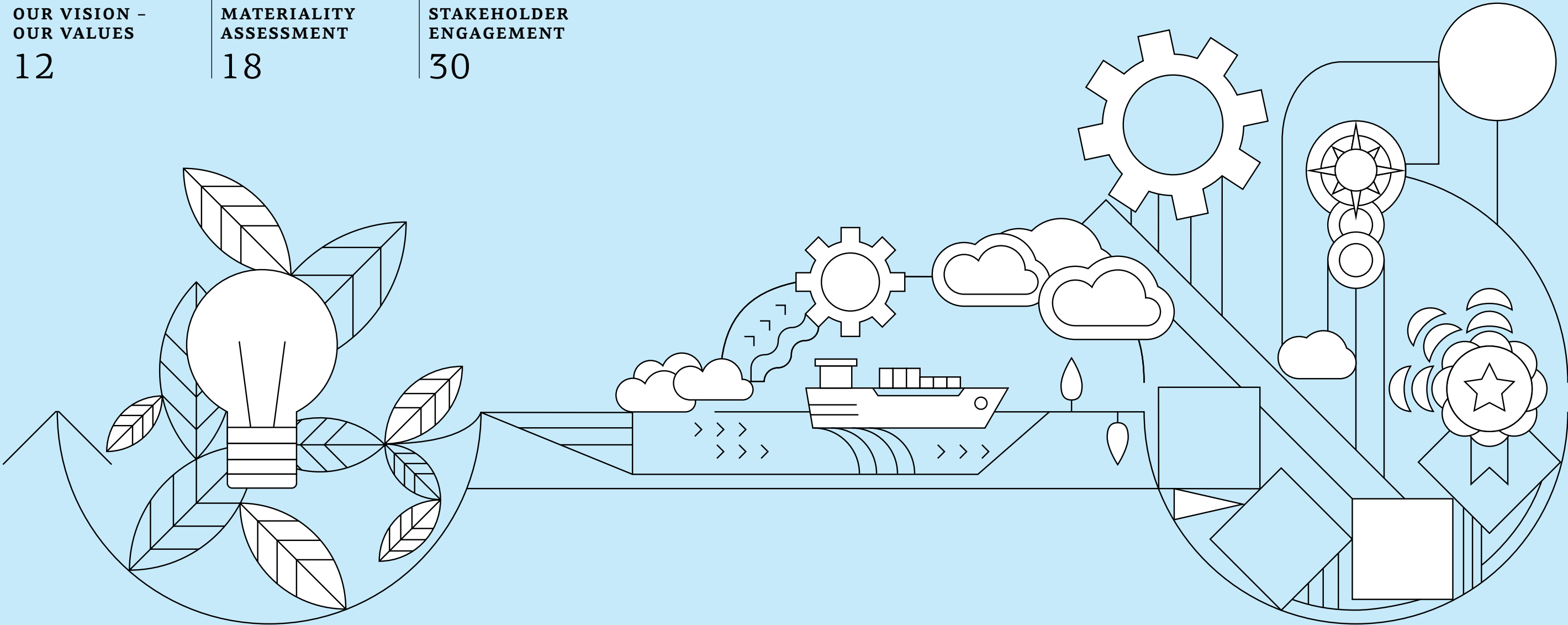
131

GRI CONTENT
INDEX

136

GRI & UN
SDGS LINKAGE

141



MESSAGE FROM THE COMPANY'S MANAGEMENT



We need a common vision for a truly sustainable future. The truly value-generating enterprise is one from which everyone can benefit.

This is about responsible long-term management: what we used to call simple “good business”.

We believe that the purpose of business is to solve the problems of the people and the planet profitably, rather than profit from causing problems. Concretely, businesses should seek rapid progress on reducing their carbon emissions and extricating themselves from the economy of disposable consumption. Consumers are already crying out for more environmental alternatives. Smart companies will not be left behind by this trend.

The pathway towards decarbonization of the shipping industry requires synergies and initiatives from all related stakeholders. One of the biggest challenges is the availability and cost of green fuels in the future.

In Danaos we have accelerated our energy transition, investing in 6 methanol-ready container vessels to be delivered in 2024, while the delivery of another 8 methanol-ready container vessels will follow in 2025-2027 with a view to use green methanol when same is available. Two of the above vessels will also hold the ammonia-ready notation.

In 2023 we decided to diversify our portfolio expanding our operations in the dry bulk sector with the acquisition of ten Capesize bulk carriers. At Danaos sustainability is an integral part of our corporate culture and an important regulator in the decision-making process.

We have achieved our Carbon intensity reduction commitments for 2025, two years ahead, while we

are on the right track to achieve our other commitments in the environmental, social and governance dimensions as stipulated in this report.

In the rapidly evolving landscape of international trade, a wave of new regulations and directives in international trade are set to take effect as we enter 2024 and shipping companies must steel themselves to effectively address these challenges. In Danaos we have realized at very early stage that digitalization goes along with decarbonization, to this respect we have invested in fully digitalizing our company processes aiming at ensuring full transparency and alignment in our EU ETS/IMO DCS reporting with the official verification tools as well as achieving enhanced control, monitoring and elevated quality of services provided. Digitalization is the way to promote efficient, sustainable operations and strengthen our competitiveness.

Our mission is to provide efficient, safe, and sustainable transportation of consumers goods, it is therefore necessary to carefully balance between reducing carbon emissions and maintain efficient transportation of consumers' goods. The business community should welcome sensible regulation to stimulate healthy competition. Even the invisible hand sometimes needs a nudge from an Editor. We, being corporate leaders, are now facing the requirements of sustainable growth creating value for all, shareholders, employees, and society.

Dr. John Coustas

A handwritten signature in dark ink, appearing to read 'J. Coustas', written over a light blue horizontal line.

Chairman, President & CEO

OUR PROFILE
PURPOSE
OF THE REPORT

Welcome to Danaos Corporation's ESG report, which builds on our recent sustainability efforts. Since 2018, when we published our first ESG report for the fiscal year 2017, we pledged to integrate sustainability into our business model and have continued this perpetual cycle of integration ever since. We are committed to going above and beyond the IMO's GHG emission target, adhering to the UN SDGs, and working closely with our stakeholders to meet their expectations and interests in a transparent and thorough manner as part of our ESG strategy and working towards further engagement on sustainability matters. This is the first report following the establishment of ESG Committee and within the year we succeeded to improve our ratings significantly both on climate change matters by disclosure to CDP and about our sustainability metrics by disclosure on S&P Global CSA. In both ratings we were ranked high between the companies of marine transport sector.

In parallel, we have developed our Low Carbon Transition Plan, which provides the roadmap with progressive steps to the ultimate target of low carbon emission future by demonstrating our commitment and progress monitoring on climate initiatives, as well as milestones on the way to

carbon neutrality. Lastly, we have been working with SBTi to increase our commitment in light of the recently launched sectoral trajectories for the shipping industry, which allow us to align our near- and long-term emission reduction targets with the 1.5°C target.

This report is an overall presentation of our annual performance, ESG strategy and targets. We are extremely pleased because it includes our work on a broader range of specific commitments and initiatives to support our employees, suppliers, customers, and communities where we operate around the world. In this section, we share our 2023 environmental, social, safety, and governance performance, as well as key events for any of our teams throughout the world over the year. Danaos Corporation operates based on three fundamental pillars; efficiency, safety, and reliability, to create value for our stakeholders by pursuing environmentally responsible and sustainable solutions.

The Report has been created in accordance with the Global Reporting Initiative (GRI) and SASB and covers the financial period from January 1st, 2023, to December 31st, 2023, in alignment with the financial report.



ABOUT DANAOS
CORPORATION

Danaos Corporation, an international maritime leader, owns and charters a significant fleet of container and drybulk vessels. Our strategic charters with some of the world's leading liner companies, alongside our voyage charters for drybulk vessels, position us as a central player in supporting global trade.

Our current operations feature a robust fleet of 68 containerships (including 2 BB-chartered) with a total capacity of 421,293 TEUs, complemented by an expansion effort that includes 14 containerships under construction, set to increase our capacity by 107,946 TEUs. This expansive fleet establishes Danaos among the top containership operating lessors globally based on TEU capacity. Our business model is centered on deploying our containership fleet under multi-year charters to major liner companies, ensuring reliable and efficient service routes among key commercial ports worldwide. Our distinguished customers include industry leaders such as CMA-CGM, HMM, MSC, Yang Ming, Hapag Lloyd, ZIM, Maersk, COSCO, OOCL, ONE, PIL, Sealead, Niledutch, Samudera, OSC, and Arkas, reflecting our strong market presence and trusted reputation.

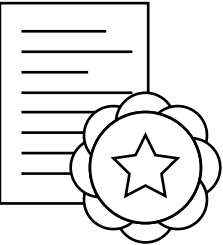
Furthermore, our portfolio includes 7 Capesize bulk carriers with a total DWT of 1,231,157 and 3 additional Capesize carriers under contract, adding another 529,704 DWT. These vessels are primarily aimed at short-term time charters and voyage charters, offering us the flexibility to meet market demands.

Our commitment to leveraging advanced shipping technology, combined with a proven track record of safety, efficiency, and environmental stewardship, underscores our dedication to sustainable operations and has been instrumental in building lasting relationships with our charterers.

Danaos's principal executive offices are in Piraeus, Greece, supported by a network of crewing offices in Cyprus, Russia, Ukraine, Tanzania, and site offices in South Korea (Republic of Korea) and China. This ensures a strategic and responsive global presence. Our Board of Directors and Executive Officers oversee strategic management and supervise the operations managed by Danaos Shipping Co. Limited, our exclusive manager. Through a comprehensive management agreement, Danaos Shipping provides administrative, technical, and specific commercial management services, furthering our Environmental, Social, and Governance (ESG) principles. Danaos Shipping is responsible for implementing these principles, using specific, measurable metrics to monitor and report progress towards achieving our sustainability objectives.

This report includes Danaos Corporation, its subsidiaries¹, and affiliates, including Danaos Shipping Co. Limited, collectively referred to as "Danaos," "the Company," or "we." As a publicly traded entity on the New York Stock Exchange under the ticker "DAC," Danaos Corporation upholds a commitment to transparency, sustainability, and ethical governance, establishing our role as a responsible corporate participant in the maritime industry and beyond.

¹ As referred within the Annual Report of Danaos Corporation: [HERE](#)



Our commitment to leveraging advanced shipping technology, combined with a proven trackrecord of safety, efficiency, and environmental stewardship, underscores our dedication to sustainable operations and has been instrumental in building lasting relationships with our charterers.

2023 AT A GLANCE

OPERATIONAL HIGHLIGHTS

ESG HIGHLIGHTS

73 Vessels 66 Containerships & 7 Capesize bulk carriers	5,751,220 nm Distance Traveled	421,293 TEU 66 Containerships	4,955,335 DWT Containerships 1,231,157 DWT Bulk carriers
23,888 Operating Days for Containerships	410 Operating Days for Bulk carriers	5 Offices	1,718 Seafarers
		173 Shore Employees	4,483 Port Calls Containerships
			35 Port Calls Bulk carriers

ENVIRONMENTAL	2022	2023 Container	2023 Bulk
% Of fleet complying with the Poseidon Principles	20%	44%	
Total Fuel Consumption HFO-LFO (MT)	1,106,649	959,174	9,283.1
Fuel Consumption – MGO (MT)	54,720	39,590	115.4
Fuel Consumption – Biofuel (MT)	7,165	13,924 mt EU RED certified (Total 26,117.345 MT)	0
Fuel Consumption – Power Efficiency Index	30.3% (for 63 vessels)	31.8 % (for 66 vessels)	
AER Value (gr/DWT*miles)	8.46	7.31	2.44
Reduction in CO ₂ emissions per ton*miles compared with the IMO’ 2030 carbon intensity targets	42.6%	48.5%	
Emissions SO _x (tn SO _x)	9,809	8,685	91
SO _x Eff (grSO _x /tn*miles)	0.04	0.04	0.02
NO _x (tn NO _x)	110,404	94,996	883
NO _x Eff (grNO _x /tn*miles)	0.47	0.44	0.24
GHG Emissions Intensity (grCO ₂ /tn*miles)	15.68	14.15	8
Scope 1 Emissions (MT CO ₂ eq.)	3,675,991	3,119,979	
Scope 2 Emissions (MT CO ₂ eq.) ¹	473.7	364.7	
Scope 3 Emissions (MT CO ₂ eq.) *	330,655	289,789	
Total Freon Capacity (tns)	22.1	24	
Total Freon Losses (%)	2.12%	8.84%	
Plastics Recycling (m3)	2,021	2,336.33	
Cooking Oil Recycling (m3)	12	14.42	
E-Waste Recycling (m3)	70	102	
Ashes (m3)	23	24	
Incidents of non-compliance with environmental laws and regulations	0	0	
Total Ballast (m3)	4,866,233	5,397,827	
Ballast Exchange compared to last year	11% (decrease)	9,8% (increase)	
Change in FO consumption per ton of ballast exchange compared to last year	12% (decrease)	111% (decrease)	

SOCIAL	2022	2023
Office employees ²	127	173
Seafarers ³	1,435	1,718
Employee Hires	20	50
Contractors	0	0
% Of Women Employees	44%	37%
% Of Women in Managerial Positions	22.7%	19%
Average retention rate (office employees)	90%	87%
Average retention rate (crew)	81.2%	81.08%
Training hours (office employees)	1,397	3,367
Training hours (crew)	4,966	34,077
Marine casualties	None	None
LTIs	23	35
LTIF Rate	1.84	2.57
Near Misses Reports	287	309 (Containers) 13 (Bulkers)

¹ Due to war in Ukraine, it was difficult to access electricity consumption information and associated emissions from our local Office. The previous year data have been used for the calculation of Scope 2 emissions for our Office in Ukraine
² All office employees are working full time and on permanent basis.
³ All seafarers are on a contract basis.

GOVERNANCE – OPERATIONS	2022	2023
Number of Offices	5	5
Number of Vessels	69	73
Operating Days	24,509	23,888
DWT	5,088,623	4,955,335 DWT for Containerships 1,231,157 DWT Bulk carriers
Distance Travelled	5,846,487	5,751,220
TEU	426,160	421,293 TEU (66 Containerships)
Port Calls	4,090	4,483
Number of Material Topics	18	20
Number of internal policies, codes, guidelines	8	12
Number of committees	4	4
Number of Board Members	6	6
Number of Independent Board Members	4	4
Port calls in countries in the 20 lowest rankings of Transparency International's Corruption Perception Index (CPI)	0.2%	0%
Number of bribery, fraud, corruption incidents of bribery, fraud, corruption incidents	0	0
Internal Assurance Audits	50	50
Material weaknesses or significant deficiencies were identified through internal assurance or external financial audits	0	0
Internal audits (ISM/ISPS related)	76	86
Third party audits (ISM/ISPS related)	21	48
MLC inspections	5	57
Inspections without deficiency	67%	55%
Inspections per Vessel	2.32	2.9
Deficiency/Inspection	0.90	2.13
ISM related	26%	30.3%

OUR MISSION STATEMENT

We strive to deliver safe, efficient, and cost-effective seaborne container transportation, as well as to remain the preferred choice among container-ership owners and to create shareholder value.

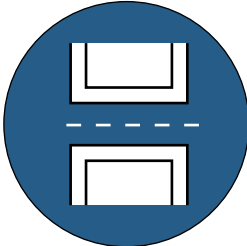
To achieve our goals, we make significant investments in our operational, technical, and financial infrastructure while pursuing sustainable and ecologically friendly solutions.

OUR VISION OUR VALUES

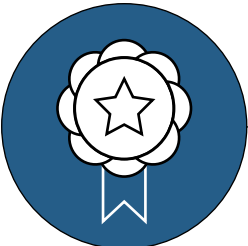
We implement the highest standards of efficiency, safety, and reliability by:



Enhancing the training of all personnel. We believe in training and engaging our personnel both in the office and onboard.



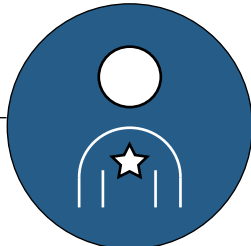
Fully integrating operations and organizational strategy. Our operations are fully aligned with our strategy, we align planning and actions.



Actively participating or leading research & the development of projects. We believe in the value of research.



Promoting company culture and bonding on all personnel on board. We believe in teamwork and have a culture that supports bonding.



Building competitive advantages to become the leader in our sector. We want to be leaders in the sector.



GLOBAL OPERATION

far east - u.s. east coast
far east - u.s. west coast
far east - mexico west coast
far east - latin america
far east - canada west coast

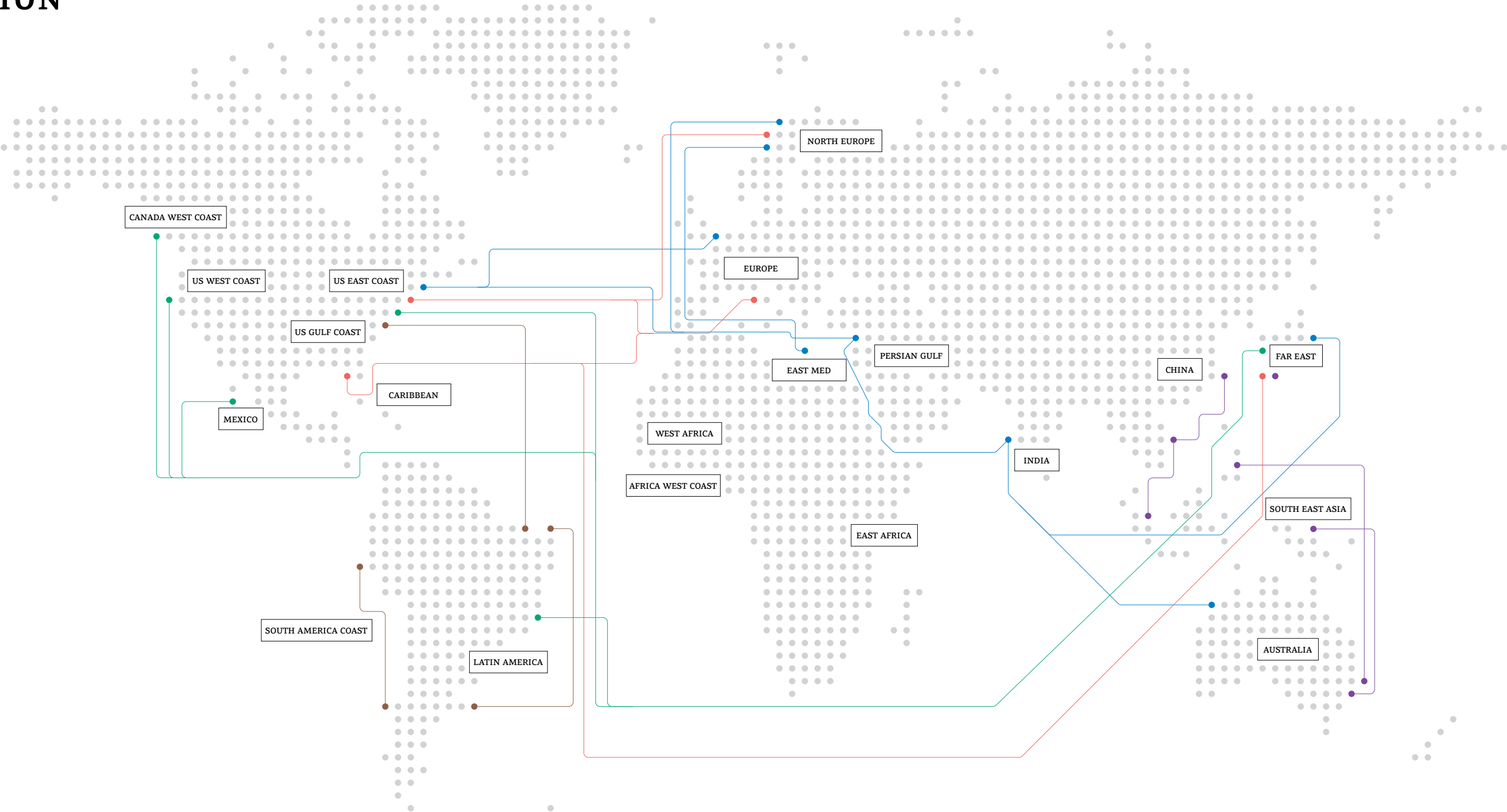
far east - east africa
far east - west africa
far east - india
far east - persian gulf

north europe - u.s. east coast - us gulf
med - u.s. east coast
med - mexico - u.s. gulf
u.s. gulf - u.s. east coast - far east

latin america - u.s. east coast
intra - south america west coast
east coast - south america

north europe - med - far east
north europe - east med
north europe - med - australia
europe - u.s. east coast
india subcontinent - u.s. east coast
india - middle east asia - u.s. east coast

southeast asia - australia
intra - asia
far east - australia



COUNTRIES OF OPERATION

Angola, Australia, Bahamas, Belgium, Benin, Brazil, Brunei Darussalam, Cambodia, Cameroon, Canada,	China, Colombia, Congo, Costa Rica, Côte d'Ivoire, Croatia, Cyprus, Djibouti, Dominican Republic, Egypt,	El Salvador, France, German, Ghana, Greece, Guatemala, Honduras India, Indonesia, Iraq, Israel,	Italy, Jamaica, Japan, Jordan, Kenya, Lebanon, Malaysia, Malta, Mauritius, Mexico, Morocco, Namibia,	Netherlands, New Zealand, Nicaragua, Nigeria, Oman, Pakistan, Panama, Peru, Philippines,	Portugal, Qatar, Republic of Korea, Réunion, Romania, Russian Federation, Saudi Arabia, Singapore, Slovenia,	South Africa, Spain, Sri Lanka, Taiwan, Thailand, Togo, Turkey, Ukraine, United Arab Emirates,	United Kingdom of Great Britain and Northern Ireland, United States of America, Vietnam
--	--	---	--	--	--	--	---

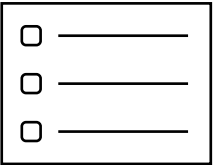
OUR ESG
STRATEGIC ROADMAP

This ESG Report covers the period from January 1 to December 31, 2023, and illustrates our environmental, social and governance (ESG) activities, responding to our stakeholders' expectations and interests in a transparent and comprehensive way.

At Danaos, we regard sustainability as both a fundamental component of our corporate culture and a crucial decision-making regulator. We maintain the highest operational standards both on board and onshore to provide an ethical, safe, and pollution-free environment for all. We assess our success against our commitments and optimize

our approach appropriately, and we are pleased to note that considerable achievements have been achieved on our ESG journey. We acknowledge the importance of being a responsible member of society, hence why our Environmental, Social, and Governance (ESG) approach provides us with a strategic roadmap toward becoming a more sustainable and resilient corporation.

Our ESG agenda and sustainability related actions are at the forefront of everything that we do.



The Danaos Low Carbon Transition Plan (LCTP), published in 2022, offers a comprehensive overview of our dedication to climate action and describes our decarbonization strategy

The Danaos Low Carbon Transition Plan (LCTP), published in 2022, offers a comprehensive overview of our dedication to climate action and decarbonization strategy, surpassing the targets set by the IMO. It reflects our aspirations to align with the 1.5°C pathway and adhere to internationally recognized goals for both the near and long term. Our primary avenues for reducing carbon emissions include implementing technologies to enhance fuel efficiency and minimize process emissions, investing in a greener fleet, and incentivizing our suppliers to reduce their carbon footprint. The LCTP aims to achieve a 50% reduction in Energy Efficiency Operational Index (EEOI) by 2030 compared to 2008 levels, with the ultimate goal of attaining carbon neutrality by 2050. Key initiatives such as the adoption of Shadow Carbon Pricing and commitment to the Science Based Initiative are poised to play a pivotal role in realizing the objectives outlined in the LCTP. By aligning our environmental vision with targets beyond those set by the IMO, including the Sustainable Development Scenario (SDS) and Nationally Determined Contributions (NDC) under the United Nations Framework Convention on Climate Change (UNFCCC), we underscore our commitment to environmental stewardship and sustainable practices.

In 2023, we reported our key sustainability metrics to S&P Global CSA, enabling the company to showcase our performance across a diverse range of sector-specific economic, environmental, and social criteria. Following the evaluation, we achieved a rating of "40" and ranked in the top 20% of the "Transportation and Transportation Infrastructure" sector. Notably, we excelled in the Environmental pillar, placed among the top 10% in the sector.

Another significant milestone for Danaos in 2023 was the disclosure of environmental risks, opportunities, and short-term targets on CDP (Carbon Disclosure Project). In the "2023 CDP Climate Change Response Assessment," we received a CDP Score B- and a B- score for the CDP Supplier Engagement Rating report, conducted by CDP, a global sustainability evaluation agency. CDP annually provides investors and financial institutions with information on climate change response strategies, GHG emissions, and reduction efforts of major listed companies worldwide. This initiative underscores our commitment to transparency and serves as a catalyst for continued improvement in the years ahead.



Following S&P Global CSA evaluation we were ranked in the top 20% of the "Transportation and Transportation infrastructure" sector, while we excelled in the Environmental Pillar, placed among the top 10% in the sector!



In the "2023 CDP Climate Change Response Assessment," we received a CDP Score B- and a B- score for the CDP Supplier Engagement Rating report.

MATERIALITY ASSESSMENT

In 2023, we enhanced our approach to sustainability and risk management by integrating the Double Materiality Assessment with the Risk Management processes. This integrated approach is informed by specific criteria such as sector materiality, stakeholder expectations, legal commitments, and strategic alignment, ensuring a comprehensive understanding of ESG impacts and associated risks.

A qualitative questionnaire was distributed to individuals belonging to 6 stakeholders' groups (employees, charterers, insurers, financial institutions, suppliers, and the management). Stakeholder insights from the materiality assessment enhance the understanding of risk perception. By actively involving stakeholders through a qualitative survey, we gain a multifaceted view of how different ESG topics impact various stakeholder groups. The topics acknowledged of high importance either from the external stakeholders or the company's management ranked as material.

Material topics identified were in conjunction with the Sustainability (ESG) Strategy of 2021 prepared by the company. In the 5-year sustainability (ESG) Strategy as of 2021 was also highlighted the importance of improving the key ESG rating performance commitments, to achieve IMO goals as well as, transparency and disclose ESG data annually.

GOVERNANCE

- 1. Economic Performance
- 2. Indirect Environmental Impacts
- 3. Procurement Practices
- 4. Anti-Corruption
- 5. Tax
- 6. Monitoring & Mechanisms
- 7. Regulatory compliance
- 8. Business ethics
- 9. Strategy & Risk Management
- 10. Transparency
- 11. Roles & Responsibilities

ENVIRONMENT

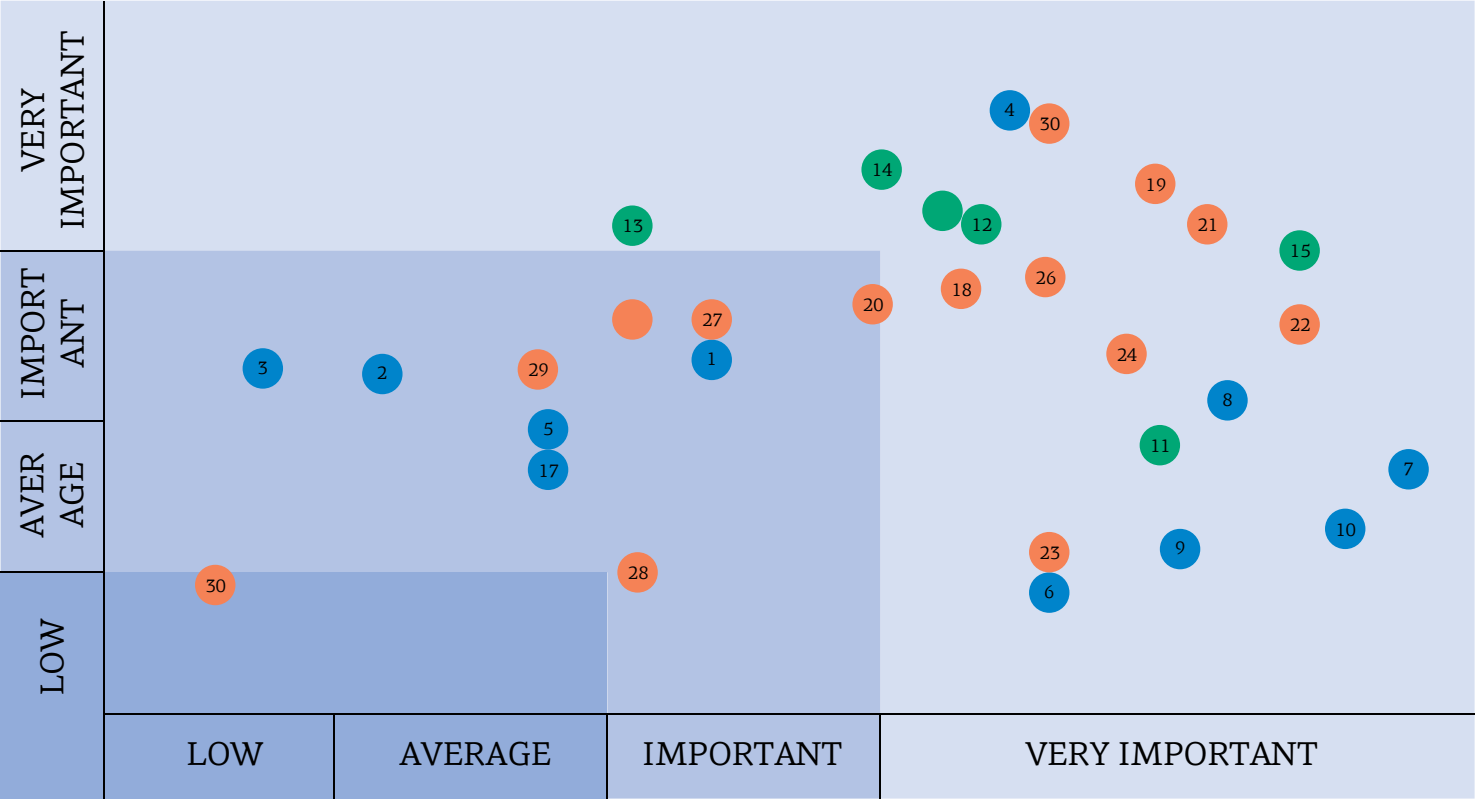
- 12. Energy
- 13. Water and effluents
- 14. Biodiversity
- 15. Emissions
- 16. Waste
- 17. Suppliers Environmental Assessment

SOCIAL




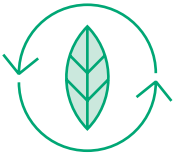

- 18. Employment
- 19. Humans' rights policy
- 20. Labor/Management Relations
- 21. Occupational health and Safety
- 22. Training and Education
- 23. Diversity and Equal Opportunities
- 24. Non-discrimination
- 25. Child Labor
- 26. Forced and Compulsory Labor
- 27. Security Practices
- 28. Local Communities
- 29. Supplier Social Assessment
- 30. Public Policy
- 31. Customer Privacy

The material topics presented above are determined by the outcome of the 2023 materiality assessment in conjunction with the 2021 Sustainability ESG strategy. The topics which have been identified for the first time are underlined for clarity.

The materiality matrix from 2023 is presented below:




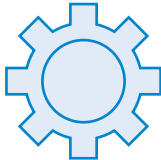

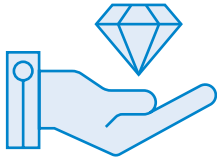
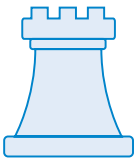
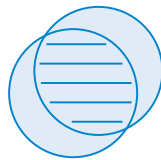
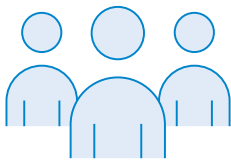
ENVIRONMENT

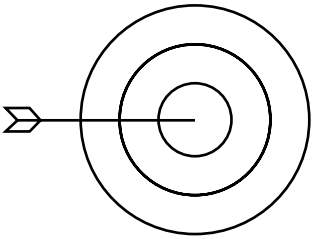
<div>E</div>			
			
Energy	Water & effluents	Emissions	<u>Biodiversity</u>
			
		<u>Waste</u>	

SOCIAL

<div>S</div>			
			
Occupational Health & Safety - Zero Accidents	Humans' rights policy	Training and Education	Diversity & Equal opportunities
			
Non discrimination	Child Labor	Forced and Compulsory Labor	Security Practices

GOVERNANCE

<div>G</div>			
			
Anti - Corruption	<u>Monitoring & Mechanisms</u>	<u>Regulatory compliance</u>	<u>Business ethics</u>
			
<u>Strategy & Risk Management</u>	<u>Transparency</u>	<u>Roles & Responsibilities</u>	



An ongoing dialogue with our stakeholders is of paramount importance so that through our actions and targets we can fulfill their needs and concerns. Moving forward, we are regularly developing full materiality assessments in which stakeholders are asked to map out sustainability issues according to their importance.

As seen by the aforementioned results, the materiality survey validated the strategy's direction.

OUR COMMITMENTS - 2025 GOALS

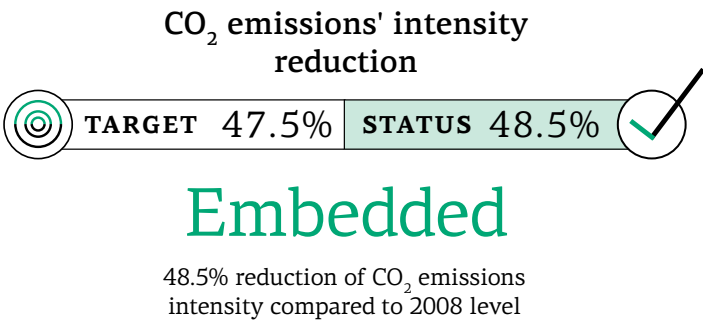
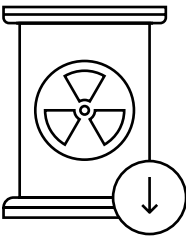
OUR ESG GOALS AND COMMITMENTS TO THE SDG’S

In 2021 we designed and implemented our updated ESG Plan which includes specific goals and measurable targets for the period 2021-2025. Environmental protection and pollution prevention are of high importance to the company. The table below lists Danaos’ sustainability plan for 2025 and summarizes our commitments to ESG and its status.

ENVIRONMENTAL
2021 - 2025 | STATUS 2023

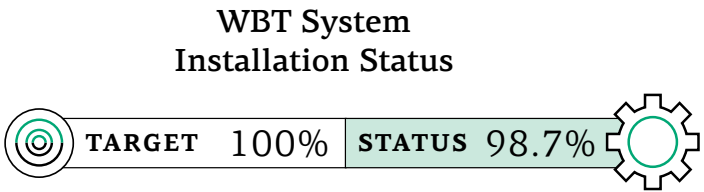
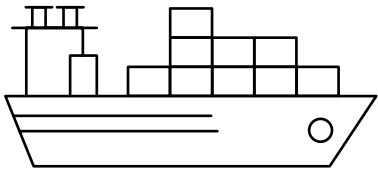
EMBEDDED

<p>Emissions</p> <ul style="list-style-type: none">47.5% reduction of CO₂ emissions intensity by 2025 (baseline 2008 IMO) (grCO₂/tonnes x miles).Exhaust gas Cleaning Systems (scrubbers) have been installed, certified and are now in operation onboard 9 Danaos vessels (2 vessels were sold).	<p>Environmental Compliance</p> <ul style="list-style-type: none">Perform gap analysis and issue compliance roadmap with modifications to take place on each vessel (when relevant regulatory enforcement takes place). <p>Memberships</p> <ul style="list-style-type: none">Become a member of the Global Maritime Forum (GMF) and joined the Getting to Zero Coalition.Become a member of the Ammonia Energy Association (AEA) and explore potential alternatives for newbuilding vessels.Became a member of the Methanol Institute	<p>Reporting</p> <ul style="list-style-type: none">Ensure full transparency to the IMO DCS and EU MRV -UK MRV emission reporting schemes through our advanced WAVES data analytics platform.Monitor and report company’s fleet emissions and energy efficiency indices in our annual report. <p>Initiatives</p> <ul style="list-style-type: none">Develop tools to monitor compliance with various initiatives such as the Poseidon Principles, Climate Bonds, SBTi and sharing of relevant data with our clients.	<p>Environmental Management System</p> <ul style="list-style-type: none">ISO-50001 Environmental Management System adopted in 2015 is now stimulating energy efficient operational practices and provides the necessary metrics.
---	---	---	---



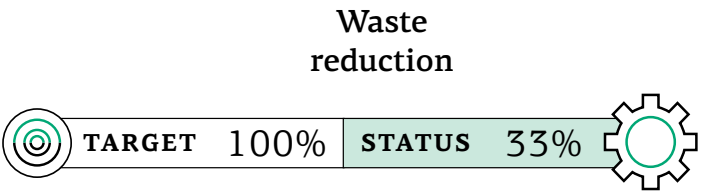
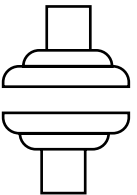
IN PROGRESS

<p>Emissions</p> <ul style="list-style-type: none">Full alignment with the IMO 2030 targets for carbon intensity and the 2050 targets for net-CO₂ emissions (carbon neutral by 2050).By 2050 all newbuilds are to be carbon neutral transitioning to alternative fuels subject to availability, as well as technological and regulatory readiness.25% of vessels will be equipped with AMPs to ensure full power with less emissions.	<ul style="list-style-type: none">Participating in Joint Industry Projects (JIP) investigating the use of alternative fuels to improve combustion and reduce the carbon footprint of vessels. <p>Waste Reduction</p> <ul style="list-style-type: none">Reduction of wastes volume onboard vessels 50%. <p>Innovation</p> <ul style="list-style-type: none">Work on the full digitalization of company’s processes ensuring close control and prompt response promoting fuel efficiency.	<ul style="list-style-type: none">Continuous study and research on technical measures and design retrofits aiming at improving vessels performance.Support R&D research activities on the study and investigation of the use of alternative fuels and innovative technologies. <p>Marine Pollution, Conservation & Biodiversity</p> <ul style="list-style-type: none">Successful installation, certification, and operation of Water Ballast Treatment systems for the whole fleet.
---	---	---



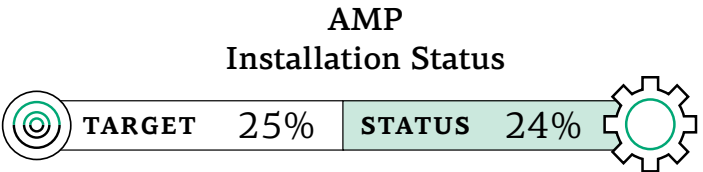
In Progress

By end of 2023 98.7% of the Fleet is already equipped with WBT (pending 1 vsls for early 2024 installation) and 98.5% of the Container Fleet is already equipped with WBT (Bulk Fleet installed with WBT is 100%).



In Progress

In 2023 garbage compactors installed in 11 vessels, total 21 vessels and 3 vessels already fitted (all fleet to be installed by 2025). By end of 2023 33% of the Fleet is already equipped with compactor and 36% of the Container Fleet is already equipped with compactor.

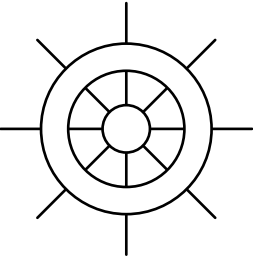


In Progress

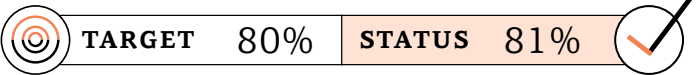
24% of Container vessels already fitted with AMPs in 2023 and 22% of total fleet fitted with AMP in 2023 (fleet growth in 2023 resulted in decrease in the percentage compared to 2022).

SOCIAL TARGETS
2021 - 2025 | STATUS 2023

EMBEDDED

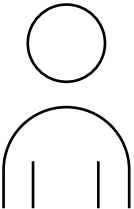


Crew retention

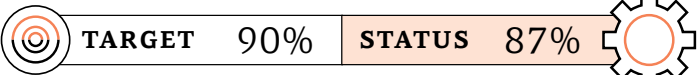


Embedded

81% Crew retention rate in 2023.



Employee retention



In Progress

87% Employee retention rate in 2023.

Child and Forced Labor

- No child or forced labor permitted in our own operations.
- Screening our significant suppliers to preclude child or forced labor.
- Screening our significant suppliers to comply with Human Rights, Equal Opportunities and Non-Discrimination Policies.

Training & Development

- All staff trained on Health, Safety, Social and Environmental (HSSE) risks.
- Offer summer internship programs.
- Crew Retention**
 - Maintain annual crew retention rates above 80%.
 - Compliance with ILO requirements for seafarers.

Procurement

- Establish a sustainable procurement policy and screening of our suppliers.
- Employee Retention**
 - Expand diversity and equal opportunities.
- Safety**
 - Screening our significant suppliers to have Safe Working Condition policies in place.
 - Zero fatal accidents

Supporting Local Communities

- Maintain our strong social engagement and provide support to vulnerable groups.
- Encourage the spirit of volunteerism among the employees towards environmental and charity activities.
- Provide Sponsorships to Universities' Students.
- We commit to increase our social impact by 30%.

IN PROGRESS

Safety

- Maintain our LTIF significantly lower than the industry averages.

Training & Development

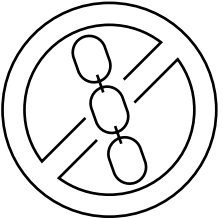
- Ensure company culture of sustainability is in place onboard and ashore.
- Ongoing monitoring of our people's career development and training.

Employee Retention

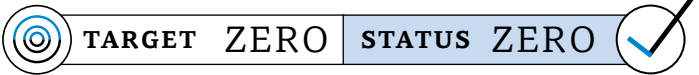
- Maintain annual employee retention rates above 90%.

GOVERNANCE TARGETS
2021 - 2025 | STATUS 2023

EMBEDDED



Corruption and bribery



Embedded

zero confirmed incidents of corruption or bribery for 2023 in Danaos

Corruption

- Zero Tolerance to bribery and corruption.
- Screening our significant suppliers to comply with anti-corruption policies.

Reporting ESG - Ratings

- Maintain full transparency in ESG report.

- Increase ESG Ratings by globally renowned Rating Agencies.

- Integrate SASB standards into ESG report.

Ethical Business Conduct

- Provide to all (100%) crew members and office employees a customized educational program of ethical business conduct.

- Screening our significant suppliers to adhere to Danaos Code of Ethics.

Whistleblowing

- Provide a confidential and effective whistleblowing system for reporting violations.

IN PROGRESS

Corruption

- Establish partnerships with sustainable and anti-corruption initiatives.

Diversity

- 25% women as Board Members and Executives.

Customer Satisfaction

- Maintain customer satisfaction at 95% or above through the application of new tasks.

100% of Significant Suppliers to be assessed

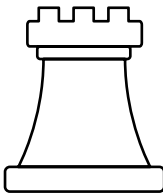
- Status: ESG Suppliers Questionnaire was addressed to all Danaos significant suppliers. 35% of them replied. Assessment resulted in zero significant suppliers being excluded from the approved list of suppliers.

THE UN SUSTAINABLE DEVELOPMENT GOALS

In Danaos we are working on aligning key specific targets and future investments with the global United Nations Sustainable Development Goals (SDGs) and Environment, Social and Governance (ESG) criteria. We are a link in a chain of multiple forces, and our priority is to strengthen our commitment to contributing to this global call to take action to eradicate poverty, safeguard our planet, battle climate change, and ensure that all people experience peace and prosperity by 2030. We have completely incorporated the SDGs into our strategy, recognizing those that are most relevant to our business and evaluating their potential to support us leverage our contribution to the UN 2030 Agenda.

Our ESG goals are outlined in the bullets below:

- Work towards decarbonization and achieving carbon neutrality by 2050.
- Continue our research on energy efficiency and alternative fuels and technologies.
- Establish partnerships with key stakeholders to promote sustainable development.
- Ensure perfect compliance with regulations at sea, prevent negative impacts on marine biodiversity by avoiding water pollution, ensuring proper waste management and ballast water management and treatment.
- Fully comply with regulatory demands to reduce air emissions impacts and continue investing in maintaining and implementing solutions that will enable this.
- Promote circular economy principles by implementing policies fostering 3R concept.
- Training of both ashore and onboard personnel on decarbonization awareness and actions to take place.
- Work further on digitalizing company processes and devising the tools that shall foster the decarbonization process on a transparent and block-chain ready concept.



We have completely incorporated the SDGs into our strategy, recognizing those that are most relevant to our business and evaluating their potential to support us leverage our contribution to the UN 2030 Agenda.

KEY PARTNERSHIPS

We are actively pursuing membership in industry associations and committees in order to contribute to the progress of the shipping industry via the exchange of expertise, as well as the support and promotion of sustainability and environmental concerns.

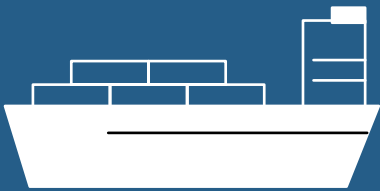
In 2020 Danaos became a member of the Global Maritime Forum (GMF), adhering to the Getting to Zero Coalition statement.

We have also been members of the Ammonia Energy Association (AEA) since July 2020, attending meetings and staying up to speed on all the latest advancements in the usage of ammonia in the marine sector.

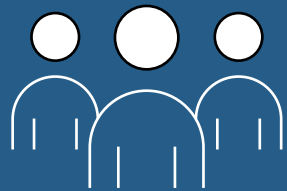
Danaos was enrolled, on a voluntary basis, in the Environmental Ship Index (ESI) system, which is developed by the World Ports Sustainability Program (WPSP), as it is considered an extra tool for evaluating our vessels' environmental performance and an instrument for contributing to our clients' sustainability policy, improving the maritime and port environment. On a voluntary basis, ship owners register their vessels in the ESI database and their ESI score is calculated. The index is then used by ports and other incentive providers to reward cleaner vessels but can also be used by shippers and ship owners as their own promotional instrument.

We support the Poseidon Principles that help banks align their shipping loans with climate goals as set by the IMO. Signatory banks measure the carbon intensity of their shipping loans, relying on the global Data Collections System for fuel oil Consumption by ships ("IMO DCS") and publicly report how their shipping loans align to the climate goals. As a result, banks can focus on financing "green" assets, such as vessels with technologies that allow for low GHG emissions. In 2023, 44% of Danaos fleet already complied with the Poseidon Principles, that is 110% increase of the percentage of fleet complying with the Poseidon Principles compared to the previous year!

Climate bond initiatives are also explored to verify fleet's compliance. We also work with Science Based Targets (SBTi) and the Methanol Institute (MI) and plan to proceed with further commitment, in the view of recently launched sectoral trajectories for the maritime sector that enables to set near-and long-term science-based emission reductions targets in line with 1.5°C. It is also important to mention that in view of the EU taxonomy regulation that sets a clear framework classifying environmentally sustainable economic activities. Danaos will take a first step to identify the eligible activities that are covered by the taxonomy, and subsequently we shall identify the % of alignment of Danaos economic activities according to the technical screening criteria developed by the EU.



In 2023, 44% of Danaos fleet complied with the Poseidon Principles, that is 110% increase of the percentage, compared to the previous year!



We have been members of the Ammonia Energy Association (AEA) since July 2020, attending meetings and staying up to speed on all the latest advancements in the usage of ammonia in the marine sector.

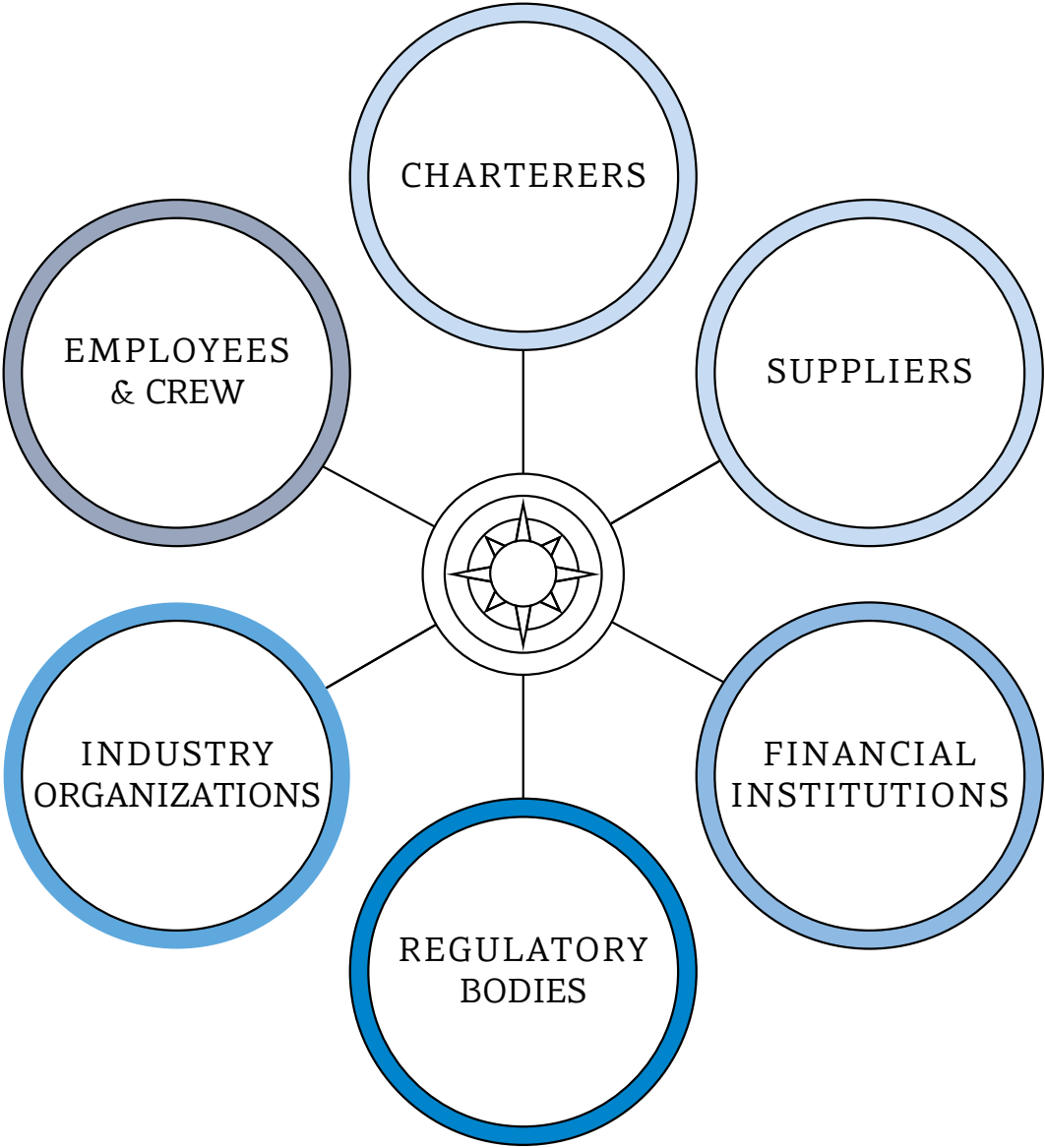


Danaos was enrolled, on a voluntary basis, in the Environmental Ship Index (ESI) system, which is developed by the World Ports Sustainability Program (WPSP).



In 2020 Danaos became a member of the Global Maritime Forum (GMF), adhering to the Getting to Zero Coalition statement.

STAKEHOLDER ENGAGEMENT



Stakeholder engagement helps us to proactively consider the needs and desires of anyone who has a stake at Danaos. This is fostering connections, trust, confidence, and buy-in for our key initiatives. When it comes to our strategic planning, stakeholder engagement is critical. Danaos established a Stakeholders Engagement Policy to leverage the relationships with the stakeholders.

An ongoing dialogue with our stakeholders is of paramount importance so that through our actions and targets we can fulfill their needs and concerns. Moving forward, we are regularly developing full materiality assessments in which

stakeholders are asked to map out sustainability issues according to their importance. In determining if an issue is material, we consider our impacts across the value chain through the involvement of our main stakeholders. We update our assessment each year to make sure it reflects changes in our business and the external environment. In addition, we have initiated a customer satisfaction survey to gauge communication with this very important stakeholder. Addressing each issue related to the ESG (environmental, social and governance) factors enables us to design a sustainability strategy accordingly and defines our reporting.

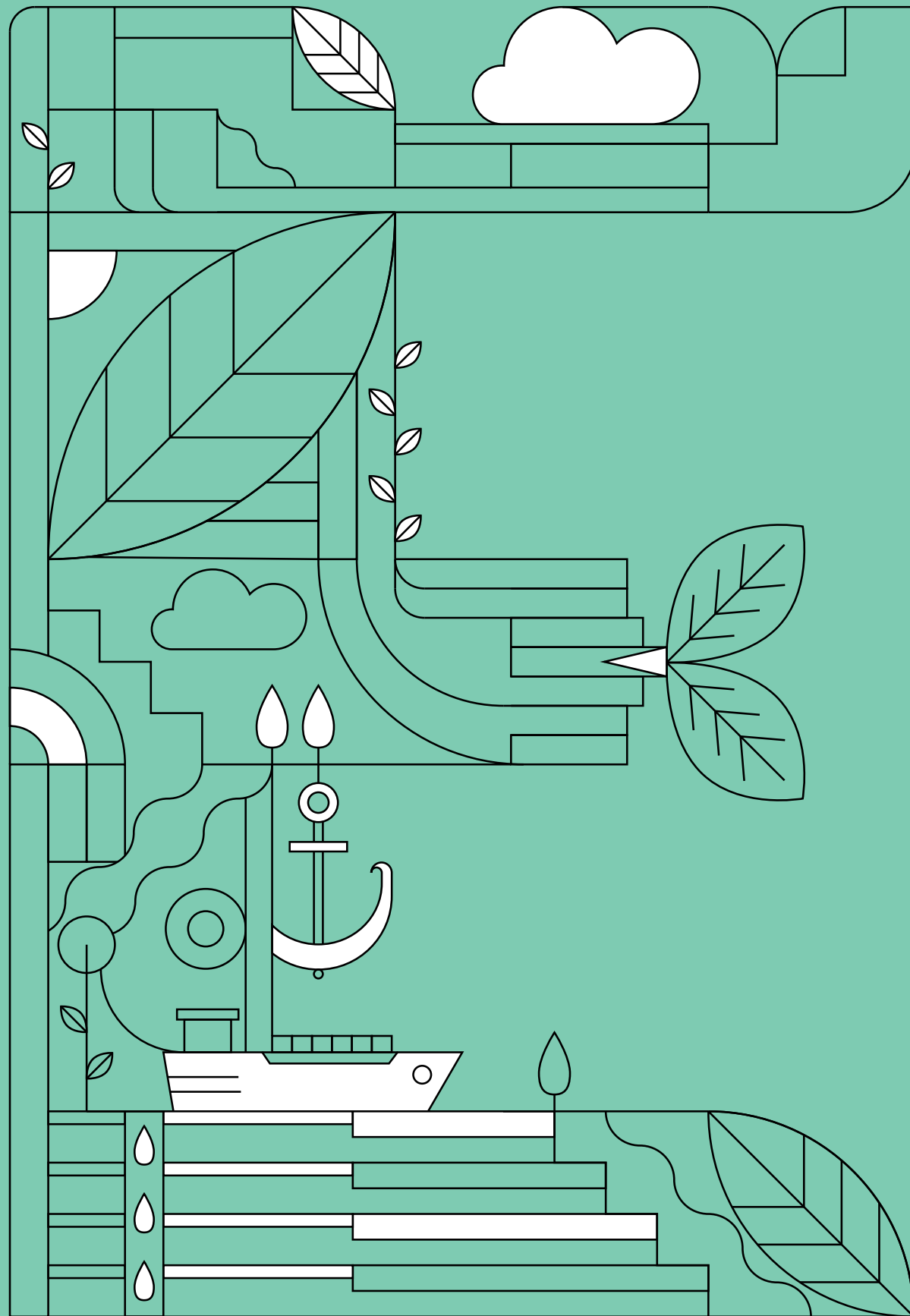
Our Stakeholders	What they expect from us	Communication Channels and Frequency of Engagement
Employees (Office staff & Seafarers)	Our employees expect from Danaos Shipping to be a fair employer, to provide safe working conditions and to care for the work-life balance of the employees, to provide opportunities for training and professional development, and to provide a discrimination-free working environment. Relative material topics: <ul style="list-style-type: none">Anti-corruptionEnergyEmissionsWaste ManagementOccupational Health and Safety Training and educationBiodiversity	We support an ongoing open communication between management and employees. Engagement also through monthly internal meetings as well as an annual management review report. We host regular team building activities and employee welfare initiatives, and we hold regular employee satisfaction surveys.
Customers (Charterers)	Our customers expect high quality and flexible services, to provide ongoing and accurate support, to be flexible to their requirements, to be transparent, and to conduct our business in a sustainable manner (ethical, safe, environmentally friendly, respecting of human rights). Relative material topics: <ul style="list-style-type: none">EnergyWaste management	We engage with our customers through meetings, in order to share information on action plans and long-term strategy. We work closely with our customers to develop services that promote sustainability, and we participate in our customers' benchmarking systems and sustainability assessments. We have a customers' "Added value" program in place.
Finance Related (Banks)	Our finance related stakeholders are interested in our company's creditworthiness and financial performance, receiving accurate information, in our risk control and assessment, and in the company's robust management processes and long-term growth. Relative material topics: <ul style="list-style-type: none">Anti-corruption	We are in daily communication with our finance related stakeholders through our contracts, our financial reports, progress meetings, and our corporate presentation and in general our day-to-day transaction.
Government Officials and Authorities (Port State Control)	Government officials and agencies expect us to be compliant and consistent, to conduct safe and environmentally friendly operations, to implement quality standards, to do our due diligence, and to generate economic growth. Relative material topics: <ul style="list-style-type: none">Anti-corruptionEmissionsWaste ManagementOccupational Health and Safety	We engage with government officials and authorities through notices/instructions about latest rules and requirements, through the results of our inspections and auditing programs, and through formal dialogue and communication channels.
International and Industry Organizations and Regulators (e.g. IMO, HELMEPA)	These stakeholders expect our active participation, collaboration and support, to be up-to-date and compliant with new requirements, to operate in an ethical manner, and to promote the internal sustainability culture. Relative material topics: <ul style="list-style-type: none">Environmental ComplianceWaste ManagementOccupational Health and Safety	We engage though annual and ad-hoc meetings, through memberships, audits, through participation in high-level meetings, steering groups, committee, councils, forums and projects, as well as in the formation of joint action plans.
Suppliers (port agents, manufacturers, shipyards)	Our suppliers expect fair and long-term cooperation, the timely execution of our financial responsibilities, to inform them in time of any significant changes, and to exchange knowledge and business opportunities. Relative material topics: <ul style="list-style-type: none">Waste Management	We communicate with our suppliers through our supplier performance evaluation, through service review meetings (with major suppliers), through our participation in supplier organized workshops and on-site visits. We have a sustainable procurement policy in place to ensure effective implementation of suppliers ESG programs required to identify and assess material risks and impacts. Detailed description can be found in the corresponding section in current ESG report.
Society (NGOs, Local Communities)	Our social stakeholders expect from us to support social and economic development, to conduct our business in an ethical manner and protect human rights, to provide employment opportunities, and to participate in initiatives in order to support social and environmental causes. Relative material topics: <ul style="list-style-type: none">EmissionsOccupational Health and Safety	We communicate through news published on our corporate website and social media accounts, through our donations and charities, and through our participation in discussions/ dialogue in sustainability forums organized by NGOs.

Table 1: Our stakeholders

ENVIRONMENT



We acknowledge that environmental protection and adaptation on climate change is a great opportunity to reshape our operations aiming to become a positive contributor. Climate related risk assessment help us to define our strategy, to align our investment decisions and to adopt our actions, making the most out of our operations on a risk conscious basis.



Environment

MATERIAL ISSUES

Emissions
Energy
Effluents and waste effluents
Biodiversity
Water and effluents
Waste

GOALS 2021-2025

Status: 12 out of 21 environmental goals for 2025 have been already embedded in 2023

SDGS



CLIMATE RELATED RISKS AND POLICIES

When it comes to climate change, we recognize the necessity of taking the necessary steps following the recommendations of the Task Force on Climate related Financial Disclosures (TCFD) to categorize, manage and report on climate related risks of both categories (physical and transition).

The physical risks are categorized as a. acute (extreme weather events) and b. chronic (changing weather patterns and rising mean temperature and sea level) while the transition risks are categorized as a. policy and legal, b. technology c. market and d. reputation. In our CDP report we provide details of our organization's use of climate-related scenario analysis, the way same shapes our strategy as well as how these risks influence our financial planning. Risks & Opportunities

are identified to address the influence along with financial and social impact that climate change will have on Danaos. Our commitment is to be carbon neutral by 2050, pursuing efforts to be net zero earlier subject to technology and shipyards' slot availability.

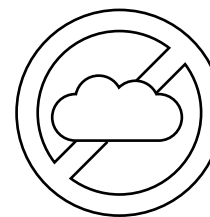
When it comes to physical climate risks Danaos uses 4°C scenario referred to IPCC's RCP8.5. That is selected in order to address natural hazards such as tropical cyclones, sea level rise resulting to more aggressive tides and swell, drought and flooding, in a more structured way and cultivate awareness to our frontline employees. The necessity of better ship designs from both operational and strength point of view as well as the need for advanced prediction tools and training create both risks and opportunities. It will be risky for



ships to operate in worse physical climate conditions and be severely exposed in case of an accident or port incident, but at the same time, a well-prepared ship would be able to promote company's competitive advantage.

Having considered climate change scenario SSP1-2.6 and RCP 8.5, in Danaos we invested in automated systems for advanced sea routing and passage plan control which have been installed to all company vessels and at the same time investment has been placed in a software for advanced mooring forces calculation and employees training, so as to ensure safe operation while vessels at port. In the meantime, we are monitoring developments in the field waiting for International Association of Classification Societies (IACS) to adopt new, upgraded structural rules for new vessels' buildings.

In addition following the damages that our major lubricant and additive suppliers sustained due to their hurricane-damaged product berths and the consequent shortage in supply, that could result in disruption of vessels' operation, we adapted our consumables management policy by optimizing the supplied quantities to our vessels, whilst we devised a smart monitoring and alerting system via our WAVES data analytics platform through which we ensure the necessary quantities are always kept onboard to guarantee vessels' safe operation. On top of the above we have diversified our suppliers and supply ports to have alternative supply options. Finally, as a measure to deal with prolonged stays at anchorage owed to extreme weather conditions ie coastal flood, heavy wind, thunderstorms that may impact port and terminals infrastructure and result in physical climate disruption we have invested in the application of top low friction paints that guarantee longer idling periods while we have adjusted our provisions management policy accordingly.

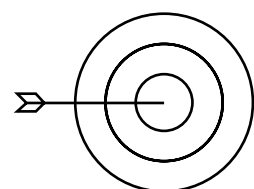


In Danaos we decided to strengthen decarbonization policy, setting new stricter targets of 50% carbon intensity reduction by 2030 compared to 2008 levels, with the aim to be carbon neutral by 2050.

Our Head office building is our key land – based asset. This is at low risk for physical impact of climate change and disruption of operations. A mitigation solution tailored to the scenario of total destruction, which is already in place, is the set-up of a back-up land-based infrastructure which is established in another country, while in case that that the approach to the Head Office premises is blocked by whatever reason remote operation is feasible and well tested during COVID pandemic period.

When it comes to transition scenarios, Danaos uses the Scenario Analysis recommended by TCFD on a basis of Below 2°C although ultimate target is 1.5°C. Our scenarios refer to Scope 1 emissions by the ships, since it is our only direct emitting source. We selected B2DS scenario & referred to IEA's SDS, B2DS and 3rd IMO GHG Study. B2DS has stricter regulations including carbon taxes, which raise both risks and opportunities. Summarizing the risks, the most profound is the risk of being unable to meet decarbonization targets, being low CII rated and lose our competitive advantage. The above risk has been addressed by the development of our Low Carbon

Transition Plan (LCTP), in which we record in a transparent and structured way Danaos policies to achieve our environmental goals. LCTP addresses IMO targets following IEA SDS pursuing efforts to meet the stricter 1.5°C Paris Agreement goal. Following LCTP roadmap will create opportunities for further business development with commercially attractive ships of low carbon footprint. Considering the IEA B2DS scenario analysis and as a first step, in Danaos we decided to strengthen decarbonization policy, setting new stricter targets of 50% carbon intensity reduction by 2030 compared to 2008 levels, with the aim to be carbon neutral by 2050. Danaos decarbonization path, as per LCTP, goes through 2nd hand ECO vessels acquisition and a NB vessels program with ECO vessels ready to accommodate green fuels in the future, with already 14 green newbuilding vessels under construction to be delivered from 2024-2027. Our ambition is that the very ambitious scenario SS91-1.9 will prevail with the 1.5°C objective of the Paris Agreement. That is why we are trying to identify ways to align our targets with SBTi targets, however there are certain hindrances that need to be overcome.



LCTP addresses IMO targets following IEA SDS pursuing efforts to meet the stricter 1.5°C Paris Agreement goal.

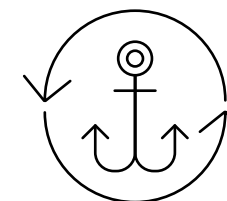
Our LCTP articulates the main aspects of our environmental strategy in:

- Maximizing the efficiency of the existing fleet. To this respect we have invested in the application of a great number of energy efficiency measures over the years and have developed a shadow Internal Carbon Pricing tool in order to evaluate the impact of these measures as well as sophisticated performance monitoring tools in order to assess our investments. Notwithstanding the above, the implementation of such measures on the existing fleet has clearly a ceiling when it comes to the savings potential.
- Cooperating closely with our clients on a transparent - data sharing basis aiming to optimize the vessel's trade route through an in-situ developed advanced leg analysis methodology
- Working on the prevention of power penalty development through advanced performance monitoring tools that consists top priority for us. We try to achieve the maximum engagement of our people in this process. To this respect we invest in continuous training to cultivate the importance of placing emphasis on the performance evaluation and proactive reaction in the sense of on-time detection of any potential issue and consequent undertaking of the necessary corrective actions. It's not

only that propeller should rotate continuously which is the all time great principle but also that it should be at the min possible slip for the prevailing condition in order for the vessel and the company to be sustainable in the long-term.

- Closely following up the developments of green fuels and investing in the renewal of the fleet with vessels ready to operate on green fuels as soon as they become widely available.

In the scope of DANAOS disclosure about the application of TCFD framework in the management of climate related risks, a gap analysis was performed, the climate related opportunities were assessed, their potential impacts and Danaos strategy to realize same were mapped. In parallel Danaos Climate risks were assessed, their potential impacts and Danaos response to these issues have been identified. Description of the identified opportunities, potential financial impact figure and the strategy to realize the opportunity are thoroughly described in Danaos CDP report, at https://www.cdp.net/en/responses/890636/Danaos-Corporation?back_to=https%3A%2F%2Fwww.cdp.net%2Fen%2Fresponses%3Fqueries%25B-name%255D%3Ddanaos&queries%5B-name%5D=danaos.



We are closely following up the developments of green fuels and investing in the renewal of the fleet with vessels ready to operate on green fuels as soon as they become widely available.

EMISSIONS

REGULATORY FRAMEWORK ON EMISSION REDUCTION

Regulatory framework can and should play a key role in driving shipping's decarbonization in a global scale, as harmonically as possible. Short-term decarbonization measures include the Energy Efficiency Existing Ship Index (EEXI) and the Carbon Intensity Indicator (CII) under Annex VI of MARPOL, implemented from 2023 onwards and adding extra weight of the previous rules of the Energy Efficiency Design Index (EEDI) and the Ship Energy Efficiency Management Plan (SEEMP). Compliance with IMO measures (EEXI, CII) is already constraining sailing in lower speeds will more efficient operation is required for achieving good CII scores. By 2026, the share of good CII-performing vessels, thus C-rated or better, will be 49% if no measures are taken.

Previous July 2023 was a milestone date as the IMO MEPC 80 adopted the Revised GHG Reduction Strategy with more ambitious targets. Before implementation, a comprehensive impact assessment will take place. The Initial Strategy of 2018 targeted to reduce the carbon intensity of international shipping by at least 40 per cent by 2030, and total GHG emissions by at least 50 per cent by 2050, keeping as reference year the 2008. With the 2023 Strategy a clear timeline is set for the first time, with adoption of the so-called "basket of measures" in autumn 2025 and the new IMO GHG Strategy for GHG emissions reduction from ships in 2028. The basket of mid-

term measures includes both technical and economic candidates. As far as the technical aspects development of fuel standards, with established energy efficiencies are under the scope. Economic elements such as a levy system or other feebate carbon pricing mechanisms are expected to drive competitiveness and bridge the gap between cost of conventional and alternative fuels. Apart from revised GHG strategy, regulation regarding use of biofuels, onboard Carbon Capture and limiting SO_x and NO_x emissions have also been addressed. Based on evaluation of revised strategy's targets, the majority of the shipping's energy transition must happen not after 2040. And this should be a fair and equitable transition, avoiding fragmented policy making and achieving workable solutions for vulnerable economies.

Shipowners are facing dilemmas of retrofiting an old vessel or scrapping a not so old vessel. Regulations call for fleet renewals, but this is with high risk in an era of uncertainty regarding alternative fuels landscape and regulatory regime, shipbuilding yard's capacities to accommodate new tonnage and retrofitting existing one, plus the volatility expected for the recycling market. Ports and terminals are facing similar challenges regarding their investments on infrastructure and logistics.

FIGHTING CLIMATE CHANGE

The impacts of Climate Change are already increasingly acknowledged by society. Contribution of shipping in about 90% of world trade by volume is undoubtedly accompanied with GHG emissions, however estimated to be around 2.8% of the total global anthropogenic CO₂. At the regulatory level, the shipping industry is addressing climate issues through MARPOL and IMO continues to support and practically contribute to

the UN Sustainable Development Goal 13, aiming to combat the climate change.

Our company embraces IMO's vision and its revised targets as set through the latest MEPC and works towards solid proposals for their improvement. With the IMO recently taking actual steps rather than promises, the EU has also emerged as the most influential regional lawmaker, setting

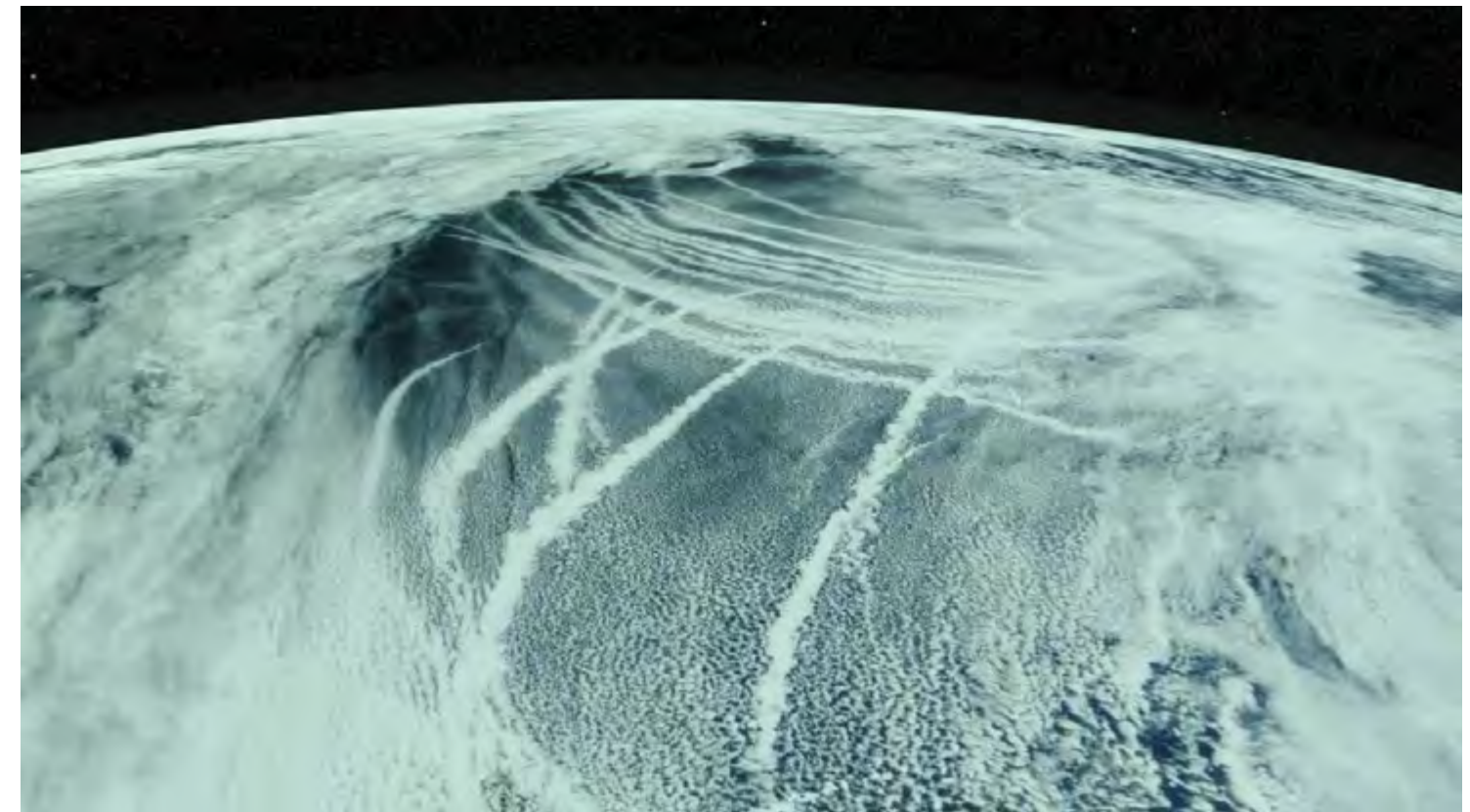
specific requirements for ships. The 'Fit For 55' package, as part of the European Green Deal, is certainly a milestone, which, if translated from paper to actions, might surpass the 55% reduction in GHG emission by 2030 and may constitute the EU carbon-neutral by 2050. Five are the shipping-related items of subject package: Fuel EU Maritime, Energy Taxation Directive, Alternative Fuels Infrastructure Regulation, Renewable Energy Directive and EU Emissions Trading System. Among them, a groundbreaking step was the long-anticipated inclusion of shipping in EU ETS from 2024 through a phase-in period by 2026, with methane and NO_x to be also included in this cap & trade scheme by 2026 and further on. The FuelEU, adopted and to be implemented from 2026, is expected to have catalytic impact on bridging the gap between green fuels and fossil fuels. Focusing only on fuel aspects and not to any kind of optimization, either design or operational, will be the first fuel standard incentivizing the adoption of green fuels from shipping with a rapid pace, considering its stringent limits. In Danaos we have developed online tools for monitoring the emissions of the vessels on a real-time basis, enabling a first benchmarking of FuelEU compliance and arising costs and risks. The RED II supports

the development of renewable energy across the continent. This will be a turn point for the production of e-fuels and reduce of their production cost, making large scale production feasible and viable. Another EU action related to the ESG framework and also declared as one of the most pivotal ones towards carbon economy, is the introduction of EU Taxonomy with the aim to classify investment in an environmental sustainability scale, by codifying the Green Bond Principles.

By overcoming the barriers of a fragmented world, moving further and faster to tackle emissions and ensure energy security with continuous regulatory upgrade and alternative fuels' "invasion" in fuel mix, shipping sector faces a "third revolution" and a very demanding decade ahead.

To meet our goals, entire industry should embrace a mentality as expressed in a phrase of Johann Wolfgang von Goethe:

"He who moves not forward, goes backward."



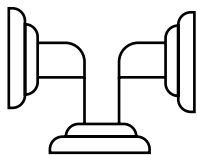
NASA's MODIS satellite instrument reveals how air pollution may alter clouds, affecting global temperatures (area in Pacific Ocean). This visualization illustrates the effect by showing how ship exhaust leaves brights cloud trails in clean ocean air.

HEADING TOWARDS DECARBONIZATION -
DECARBONIZATION INITIATIVES

We approach the decarbonization journey towards 2050 with a blend of realism and optimism. Decarbonization will hinge on two primary pathways:

1. Optimizing the current fleet of vessels, and
2. Transitioning to a fleet of zero-carbon vessels powered by zero-carbon fuels.

Following the roadmap outlined in the Low Carbon Transition Plan (LCTP), the company aims to seize opportunities for further business development by investing in commercially attractive ships with a low carbon footprint. In alignment with the International Energy Agency's (IEA) Beyond 2° Scenario (B2DS) analysis, Danaos has decided to bolster its decarbonization policy by setting more stringent targets. These targets include a 50% reduction in carbon intensity by 2030 compared to 2008 levels, with the ultimate aim of achieving carbon neutrality by 2050.



More than 225 installations took place on our vessels, from propulsion improvement to navigation upgrades and M/E tunings.

Medium-term opportunities (1-3 years) to reduce emissions from fossil fuels were explored. We committed to applying Alternative Marine Power (AMP) arrangements to 25% of our fleet by 2025, with a focus on supporting decarbonization at ports, especially those subject to regulations on on-shore power.

Additionally, the company investigated biodiesel as an alternative fuel, recognizing its potential to lower greenhouse gas (GHG) emissions, particularly considering its technological readiness and near-term availability. The regulatory landscape also saw simplifications regarding the use of biofuels, with the IMO MEPC 78 outcome streamlining previous barriers for biofuel contents up to 30% (B30). Danaos actively participated in its charterers' campaign, successfully supplying biofuel blends (B30 and B24) to eight vessels with the majority of them being certified as sustainable biofuels by the certification schemes (ISCC, RSB, REDcert-EU). The most significant concern when the conversation comes to biofuels is the biomass feedstock the fuels is produced from. The demand for biofuels is expecting a boom during next years and to avoid adverse effects in social and environmental areas, selection of feedstock should be treated with due diligence.

We embarked on a comprehensive Low Carbon Transition Plan (LCTP) aimed at reducing emissions from our fleet. In the short term (2022-2023), we prioritized retrofitting the fleet. More than 225 installations took place on our vessels, ranging from propulsion improvement to navigation upgrades and M/E tunings. Still in compliance with our Low Friction Paint Campaign, 14 vessels have been LF painted, 1 vessel has silicone paints, and one propeller is silicone painted. These measures were complemented by optimization efforts in ship loading and steering, leading to significant power savings and subsequent reductions in carbon emissions. Anticipating regulatory changes, Danaos prepared for the inclusion in the EU Emissions Trading System (ETS), which are expected to further drive down vessels speed.

In addition, Danaos became a member of the Methanol Institute (MI) and of the Ammonia Energy Association to keep up with all developments in relation to methanol and ammonia use in the maritime industry.

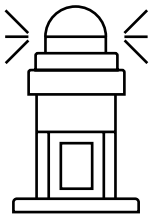
Looking towards the long term, Danaos adopted a strategy of divesting from older technology vessels and acquiring new vessels with advanced environmental features. The company set standards for new builds, prioritizing vessels with ECO designs, Methanol Ready capabilities, and Cold Ironing plants. Already, Danaos has fourteen green newbuilding vessels under construction, scheduled for delivery between 2024 and 2027. All fourteen of our newbuilds in Korea and China will be methanol ready, while two of them will hold ammonia ready notation as well.

We adopted a diversification policy of Danaos portfolio thus in 2023 expanded our operation in dry bulk sector with the acquisition of seven Capsize bulk carriers while 3 additional Capesize carriers will be delivered within 2024. Studies on how to convert these vessels into more efficiently operating have already begun while first cases examined are already in materialization phase and they are relevant to propulsion improvements.

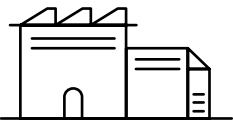
Engagement with suppliers was also crucial in Danaos' decarbonization journey. The company promoted awareness, incentivized emissions reductions, and engaged with partners across the value chain, setting criteria for ESG performance. Danaos also recognized the importance of stakeholder engagement in achieving its decarbonization goals. Through its membership in industry associations such as the Global Maritime Forum (GMF), Danaos adhered to the Getting to Zero Coalition statement, aiming for net-zero emissions by 2050. The company also maintained contact with organizations like Science Based Targets (SBTi), actively monitoring developments in the finalization of science-based tools tailored for the shipping industry. Danaos embracing collaboration with stakeholders, including financial insti-

tutions, industry associations, and suppliers, was essential in navigating the challenges of decarbonization and ensuring a sustainable future for the maritime industry.

Going one step further to fight climate change, Danaos in 2022 introduced carbon offsetting by neutralizing the Headquarters' carbon footprint including employees commuting emissions, with the aim to balance unavoidable emissions. The carbon offsetting that was verified by a third party, is a proactive action outside our value chains to contribute towards decarbonization and is beyond our near-term and long-term targets set. This initiative also continued within 2023 where total 1,000 trees were planted, corresponding to the absorption of 22,000 kg CO₂.



We committed to applying Alternative Marine Power (AMP) arrangements to 25% of our fleet by 2025, with a focus on supporting decarbonization at ports, especially those subject to regulations on on-shore power.



All fourteen of our newbuilds in Korea and China will be methanol ready, while two of them will hold ammonia ready notation as well.

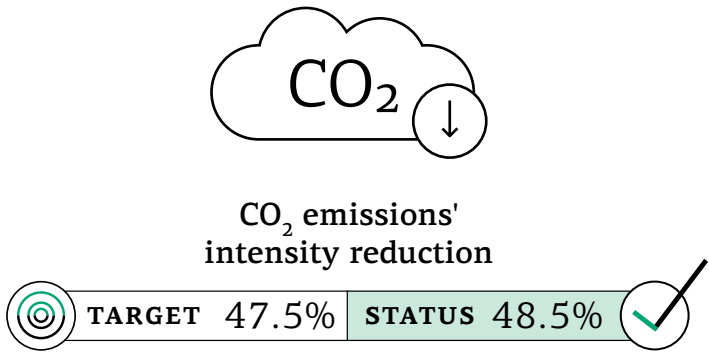
EMISSIONS
REDUCTION

We have developed a monitoring tool for the fleet's emissions to evaluate and monitor energy efficiency. Danaos calculates the emissions of the entire fleet, to ensure transparency and emissions management. These metrics are indicators of environmental performance and are shared with clients, upon request, so that they can in turn evaluate their environmental footprint (value chain footprint – Scope 3 GHG protocol).

With new regulations on the carbon intensity effective since 1st January 2023 a significant impact on the operation of ships and more specifically vessels' speed reduction, was anticipated to ensure compliance with new requirements. Fleet's average speed was significantly reduced in 2023

by 1 kn compared to 2022 and 1.5 kn compared to 2021.

The implementation of an extensive retrofit plan by Danaos in 2023, aimed at enhancing vessel energy efficiency, coupled with speed reduction initiatives, has led to a notable decrease in the fleet's Energy Efficiency Operational Indicator (EEOI), dropping from 15.68 grams per ton per nautical mile in 2022 to 14.05 gr per ton per nautical mile in 2023. This achievement represents a substantial 48.5% reduction in CO₂ emissions' intensity compared to the 2008 baseline. As a direct result of reduced fuel consumption, emissions of both NO_x and SO_x emissions have also decreased accordingly.



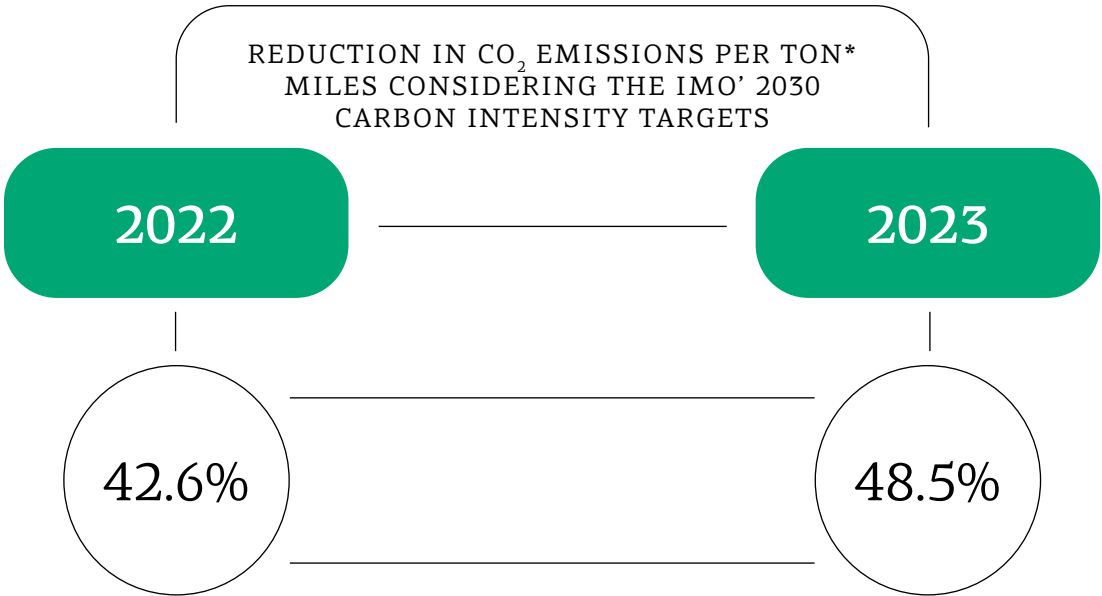
Embedded

Danaos CO₂ emissions per transport work (grCO₂/tn*miles) in 2023 was 14.05 (grCO₂/tones * miles), leading to 48.5% reduction compared to 2008 base year, and meeting target 2 years earlier!

*Danaos target for 47.5% reduction of CO₂ emissions in terms of intensity by 2025 (baseline 2008 IMO) (grCO₂/tones*miles) was met 2 years earlier!*

Emissions	2022	2023 Container	Change (2023 vs 2022)
CO ₂ (tn CO ₂)	3,675,991	3,119,979	-15.1%
GHG Emissions Intensity (grCO ₂ /tn*miles)	15.68	14.05	-10.4%
SO _x (tn SO _x)	9,809	8,775	-11%
SO _x Eff (grSO _x /tn*miles)	0.04	0.04	0
NO _x (tn NO _x)	110,404	95,879	-13%
NO _x Eff (grNO _x /tn*miles)	0.47	0.43	-9%

Table 2: Emissions in 2022 and 2023



Significant amount of improvement reflected in above tabulated data is achieved through various optimization and retrofits.

The formula used for the calculation of our emission KPIs are in line with the ones used by the KPI platform: <https://www.shipping-kpi.org/>. We adopted the above approach, to use the same reference tool as that of our charterers, so as to be fully aligned. After successful implementation of the IMO Sulphur cap 0.5 back in 2020 along with currently 9 vessels with open-loop scrubbers' installation, Danaos has been also closely monitoring Sulphur and nitrogen oxides to be able to measure our impact into the atmosphere. The twelve out of fourteen newbuildings will be

scrubber-fitted and also incorporating NO_x emission reduction technology for Tier III compliance (SCR, EGR). R&D is constantly studying new technologies to identify the best fit for the fleet and the environment.

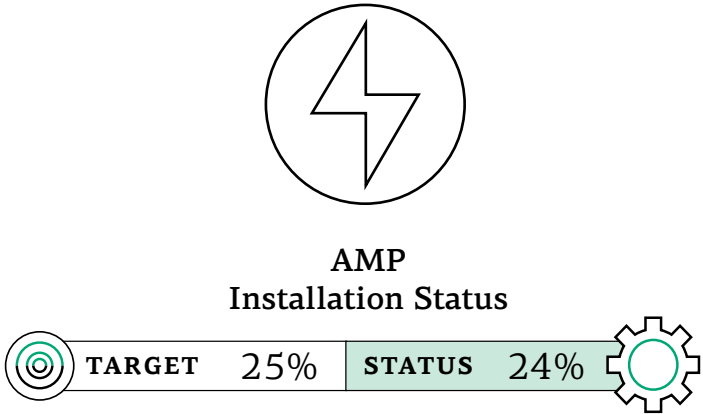
For the scrubber fitted vessels, aiming to accurately calculate the SO_x emissions, we receive the data directly from emissions monitoring sensor. This way is possible having in our online platform the exact Sulphur calculation. We have also implemented in our systems the monitoring of both air emissions and wash-water discharged at sea, in order to timely identify and respectively rectify any potential malfunction and minimize violations.

Fleet EEOI - CII Data	2022		2023
	AER	8.46	7.18
	EEOI	15.7	14.05
	EEXI Compliance	0%	74%
	CII Compliance	N/A	81% rated A-B-C
	CII-A Vessels	2%	15.1%
	CII-B Vessels	7%	27.4%
	CII-C Vessels	38%	38.4%
	CII-D Vessels	35%	19.4%
	CII-E Vessels	18%	0%
	Fuel Consumption	1,168,534	1,022,086

Table 3: AER, EEXI, CII, EEOI, FUEL CONSUMPTION for Danaos Fleet

Moreover, Danaos has implemented in its core strategy the installation of AMP in order to contribute to the reduction of emissions of ships while at berth. Our plan is to have 25% of the fleet equipped with AMP by 2025. For Danaos' container fleet 24% of vessels already fitted with AMPs in 2023 and 22% of total fleet fitted with AMP in 2023 (fleet growth in 2023 resulted in decrease in the percentage compared to 2022).

Danaos has implemented in its core strategy the installation of AMP in order to contribute to the reduction of emissions of ships while at berth.



In Progress

24% of container fleet is already fitted with AMP in 2023 and 22% of total fleet is fitted with AMP in 2023.

EMISSIONS MONITORING INCORPORATED IN WAVES

The development of a sophisticated environmental routine that will incorporate an interactive Carbon Intensity Index calculation, vessel rating and projection of emitted CO₂, setting the foundation for effectively responding to a potential emission trading or levy scheme that has been launched in Europe this year and is also a potential future IMO regulation.

Close monitoring of SO_x scrubbers already installed on 9 vessels since 2019 is ongoing through our Waves data analytics platform along with reference log, ensuring continuous compliance with

relevant regulations. We also monitor closely regions that ban the open loop scrubbers to update our monitoring map accordingly.

We calculate our direct emissions (Scope 1) and indirect emissions from purchased electricity (Scope 2) and allocate same per client, while we are working on collecting value chain GHG (Scope 3) emissions related to our business activity which is a more difficult exercise. The procedure for Scope 3 emissions has been established and includes suppliers/partners reporting of their Scope 1 and 2 emissions allocated to Danaos.

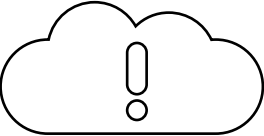
Close monitoring of SO_x scrubbers already installed on 9 vessels since 2019 is ongoing through our Waves data analytics platform along with reference log, ensuring continuous compliance with relevant regulations.

In the context of our commitment to high ESG standards, incorporating sustainability into our operational processes, business activities and strategy in all lifecycle steps, within 2022 for the first time, we released a vendors' ESG questionnaire that will allow our company to evaluate our partners and gain a better understanding of our supply chain's operation.

R&D department in cooperation with Procurement department, has created an Emissions Recording platform in Beyond WAVES environment, where partners are requested to report not only their Scope 1 and 2 emissions related to Danaos involvement and activities, but all ESG aspects that are considered important for sustainable business. The company has set prerequisite and mandatory

criteria, mainly related to people, and secondary ones related to GHG emissions. A number of KPIs has been introduced in order to follow up partners' engagement status. Carbon emissions recording is done in Beyond WAVES platform. Our aim is to assess and measure sustainability activity and ensure the sustainable and efficient performance of our supply chain in compliance with our requirements and standards, which is necessary for creating positive value.

Our "Emissions Allocation" function devised in our WAVES system allocates our scope 1 emissions on a client/vessel basis so that our clients can it turn evaluate the size of their contribution in a holistic approach as a part of the value chain environmental footprint and refine their strategy accordingly.



We calculate our direct emissions (Scope 1) and indirect emissions from purchased electricity (Scope 2) and allocate same per client, while we are working on collecting value chain GHG (Scope 3) emissions.

Below you may find Danaos Scope 1, Scope 2 and Scope 3 emissions for the year 2023.

Scope 1		
	tCO ₂ e	
	2022	2023
Containers	3,675,991	3,090,701
Bulkers	-*	29,278
Total	3,675,991	3,119,979

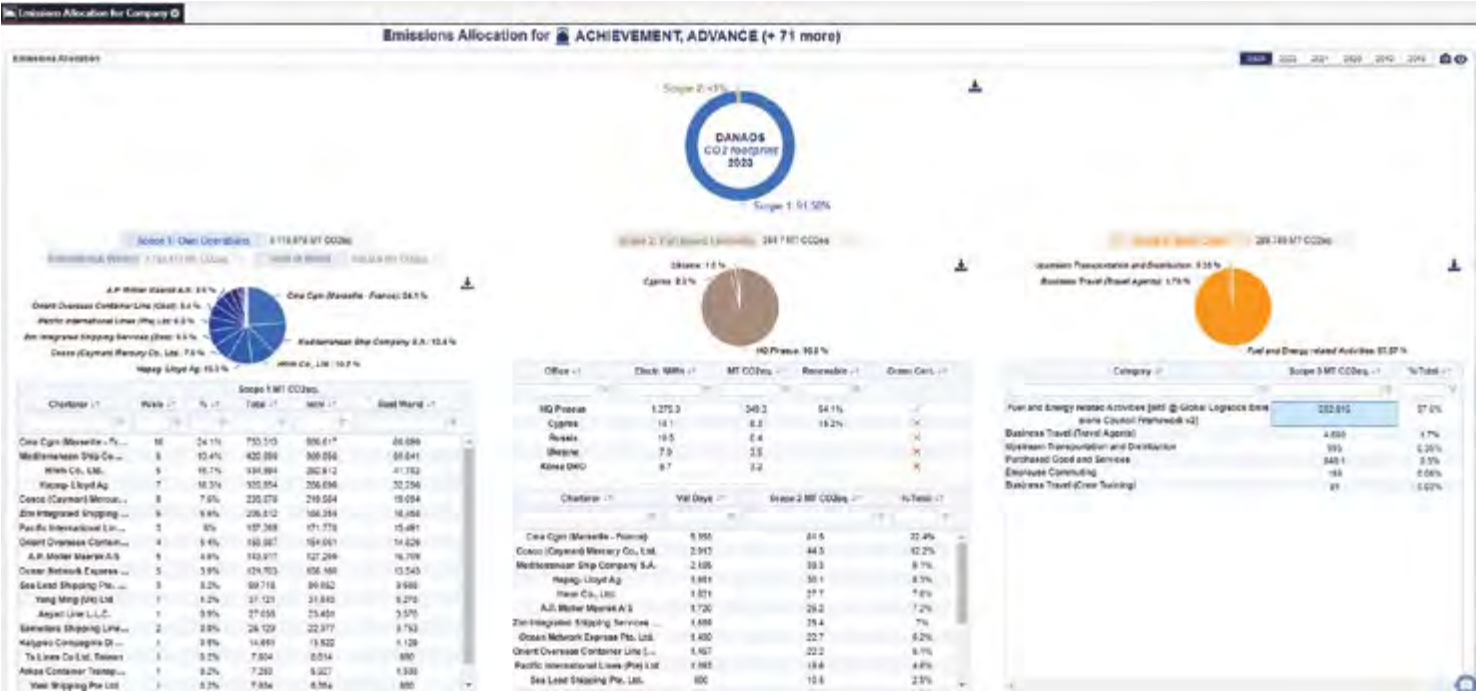
* Bulker fleet included in 2023
Table 4: Scope 1 emissions (2022-2023)

Scope 2					
Location	2022		2023		
	MWh	tCO ₂ e	MWh	tCO ₂ e	Renewable
Greece	1,304.8	456.6	1,275	349.3	54.1%
Cyprus	13.8	9.3	14.1	8.3	15.2%
Russia	10	0.4	10.5	0.4	
Ukraine	7.9	3.5	7.9	3.5	
Korea	7.98	3.8	6.7	3.2	
Total	1,344.4	473.7	1,314.5	364.7	

* Due to war in Ukraine, it was difficult to access electricity consumption information and associated emissions from our local Office. The previous year data have been used for the calculation of Scope 2 emissions for our Office in Ukraine.
Table 5: Scope 2 emissions (2022 -2023)

Scope 3		
Categories	2022	2023
	tnCO ₂ e	tnCO ₂ e
Fuels + MGO WtT	325,486	282,815
Upstream Transportation and Distribution (Courier)	843	995
Business travel	4,117	4,880
Employees commuting	157	159
Crew training	52	91
Purchased Good and Services (Suppliers)	-	487
Purchased Good and Services (Yards shore power)	-	362
Total	330,655	289,789

Table 6: Scope 3 emissions (2022-2023)



OZONE DEPLETING SUBSTANCES

We have incorporated the modifications from the old systems to the new ones and, according to the regulations, any deliberate emission of ODS is prohibited. For new building vessels, any installation containing ODS, such as halons and chlorofluorocarbons (CFCs), is prohibited. The Freon Types in use are R-404A and R-407C. Freon losses for 2023 were at 8.84% of the total capacity (2123kg approximately) showing that our efforts to reduce losses are paying off. We plan to reduce

greenhouse gas emissions and mitigate climate change, based on EU F-gas Regulation (517/2014) adopted 1 Jan 2015 for reduction of use of HFCs. A service ban on HFCs with high Global Warming Potential (GWP >2,500) like R-404A, R-507 and R-422D has been imposed since 1 Jan 2020. The F-gas regulation applies to all EU countries and EU flagged vessels. Therefore, replenishment of retrofit of systems with lower GWP refrigerants takes place where required.

GWP	2022	2023
Total Freon Capacity (tons)	22.1	24.0
Total Freon Losses (%)	2.12%	8.84%

Table 7: Total Greon capacity and losses for 2022 and 2023

ENERGY

Our R&D Dpt has extensively investigated options for minimizing transportation costs and the subsequent fuel consumption required per TEU. This includes optimizing the vessels' design and

operating profile and consequently monitoring performance. More than that, the R&D Dpt is working on a series of alternative fuels such as LNG, methanol, ammonia and hydrogen.

Fuel Consumption	2022	2023
HFO-LSFO-Biofuel	1,113,814 MT	982,380 MT
MGO	54,720 MT	39,705 MT
Power efficiency index	30.3%*	31.8%
Reefer utilization	15%	14%
Average reefer load	4.8 kW	3.9kW

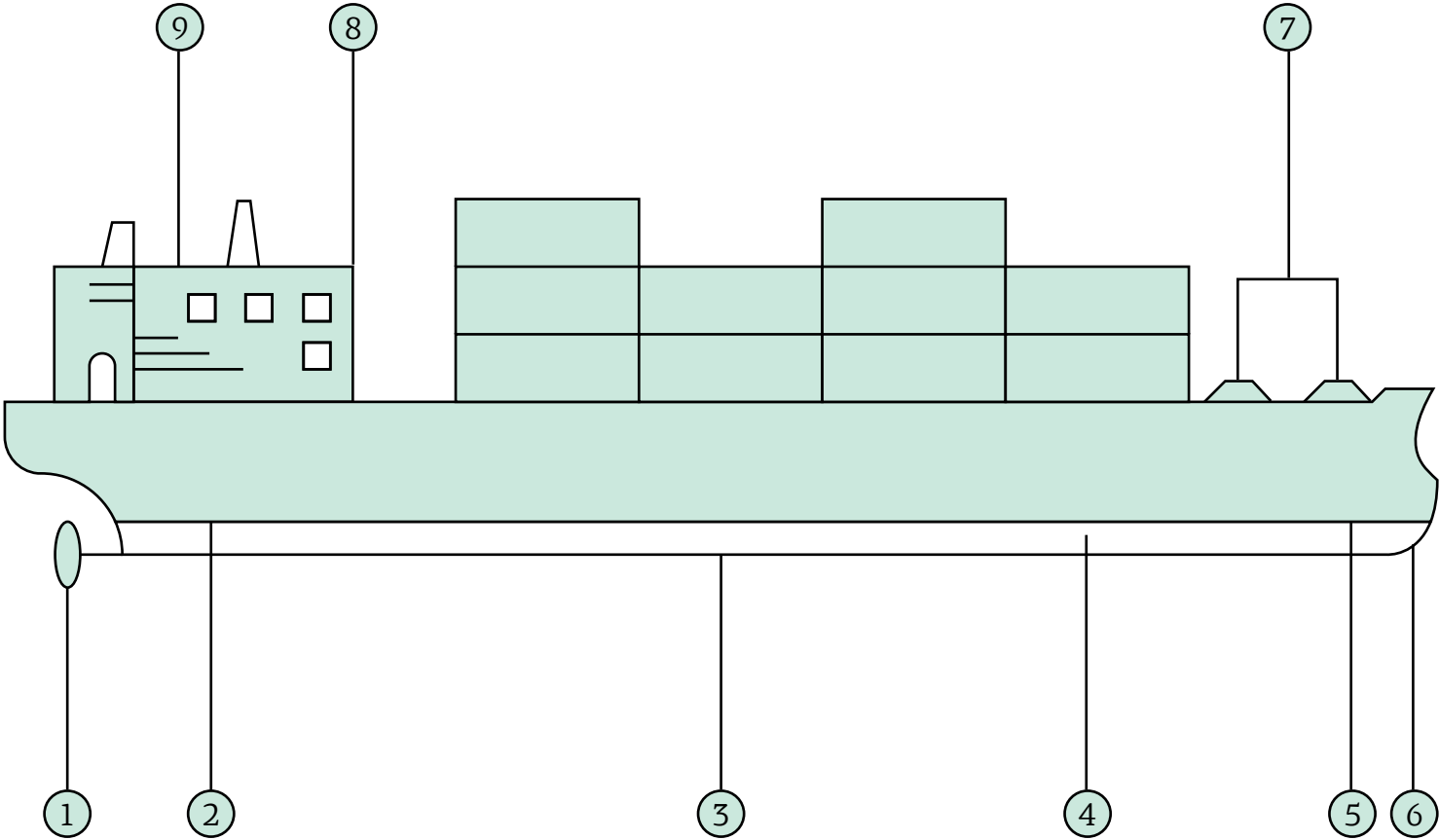
Table 8: Evolution of fuel consumption by type of fuel in Danaos fleet in the period 2022-2023

Danaos is compliant with ISO-50001 Environmental Management System adopted in 2015 is now stimulating energy efficient operational practices and provides the necessary metrics. To achieve decarbonization big money need to be invested from the sector. With the framework and scalability of green fuels still a grey zone, optimizations are the first measure being implemented by the majority of shipowners.

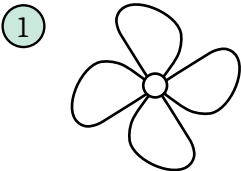
The R&D Department in Danaos monitors all matters related to climate change aiming to energy

efficiency improvement onboard and formulates relevant KPIs to ensure compliance with regulations. More specifically, in Danaos we have been working on evaluating our vessels’ performance and examining measures to increase energy efficiency and improve Carbon Intensity Indicator (CII) rating.

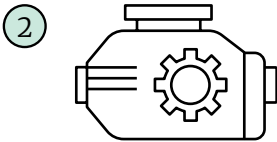
On top of the above and as a part of our effort to achieve optimum CII results for our fleet, numerous retrofits have taken place within 2023 as depicted in below graph:



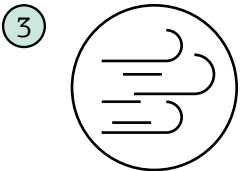
SCOPE	Vessels	
	Study/Ongoing	Complete
New Propeller	25	4
Propeller Cropping	7	
Energy Savings Devices (ESDs)	25	4
Trim Optimization		56
VFD ER Fans	5	
Aut. Control ME JCW	2	4
ME Tuning		6
ME Hypercube		1
Draft Increase	22	10
Online Monitoring System	19	9
Autopilot Upgrade		56
AMP	6	6
Shapoli		34
LF Paints		14
Silicone Paints		1
Propeller Silicone Painting		1
Reefer Maximization	2	1
LED		1



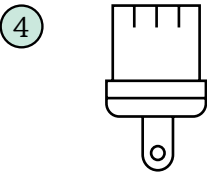
- Propulsion:
- New Propeller
 - ESDs (pre-swirl, post-swirl)
 - Propeller Coating
 - Propeller trimming



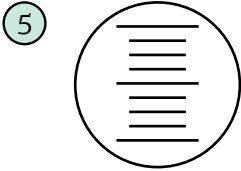
- M/E:
- Tuning
 - Predictive analysis
 - M/E Hypercube



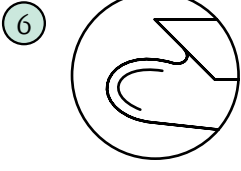
Air Lubrication



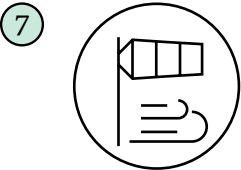
- Hull Coatings:
- Ultra - low friction
 - Silicone paints



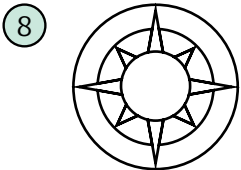
Draft Increase



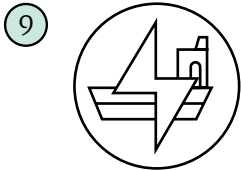
Bulbous Bow Optimization



- Wind Propulsion:
- Wind Sails
 - Rotor Sails



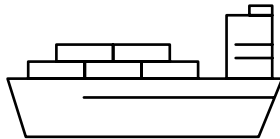
- Navigation & Operation:
- Autopilot upgrade
 - Trim optimization
 - Starlink
 - Reefer monitoring
 - Reefer maximization
 - On line monitoring



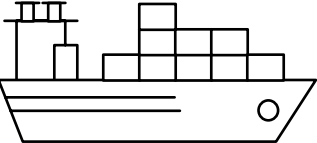
Alternative Marine Power

All above investments are of course distributed in different implementation period throughout year 2023 and various retrofits were carried out on different vessels with various operational profiles. From the investment in above low carbon products and enhancements, we have concluded to a fleet weighted average of 4% savings per vessel.

Apart from being a leading company in containership sector, we have diversified our operation in dry bulk sector with the acquisition of seven Capesize Bulk Carriers, while three additional Capesize carriers will be delivered within 2024. Studies mentioned above are including these ladies as well. Compliance with Rightship standards and aiming to achieve good fleet rating scores refers to energy optimizations as well, apart from safety aspects.



From the investment in above low carbon products and enhancements, we have concluded to a fleet weighted average of 4% savings per vessel.

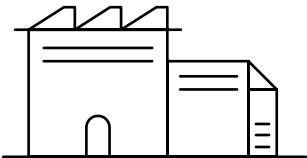


Apart from being a leading company in containership sector, we have diversified our operation in dry bulk sector with the acquisition of seven Capesize Bulk Carriers, while three additional Capesize carriers will be delivered within 2024.

NEW BUILDINGS

In Danaos we implement an ambitious plan to renew our fleet by investing in new vessel's buildings.

Fourteen (14) new building vessels are under construction and are scheduled for delivery between 2024 and 2027. All fourteen of our newbuilds in Korea and China will be methanol ready, while two of them will hold ammonia ready notation as well.



By 2050 all Newbuildings to be carbon neutral

All our newbuilds in Korea and China will be methanol ready, while two of them will hold ammonia ready notation as well.

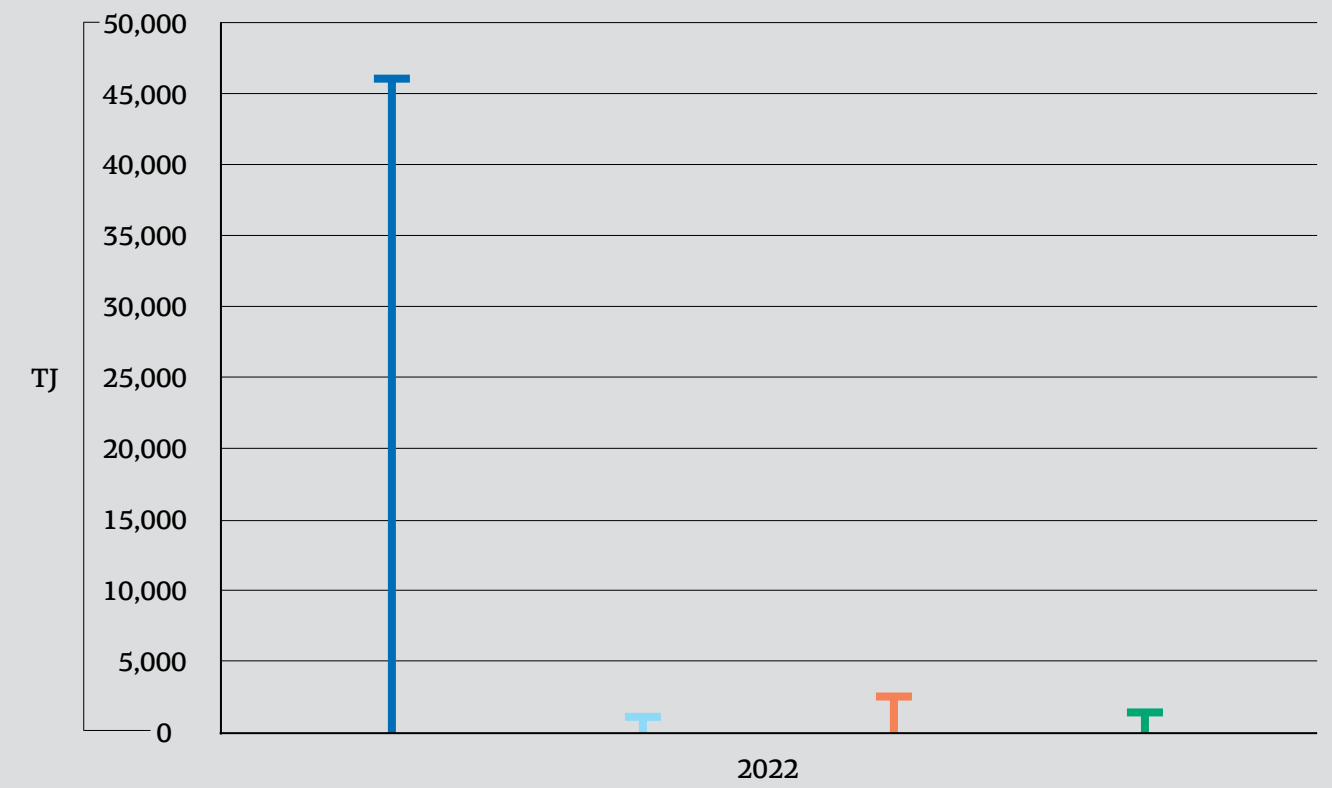
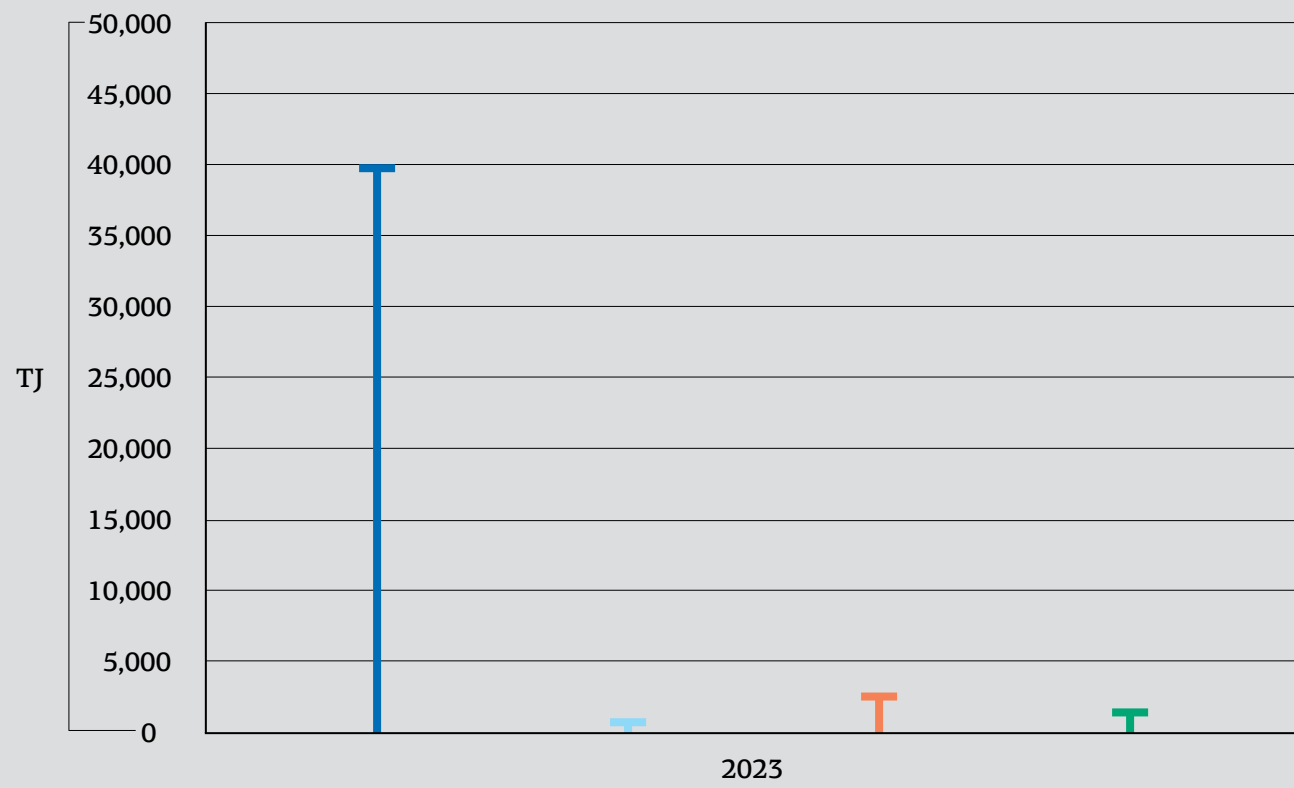
ENERGY CONSUMPTION

We report on the fleet annual energy consumption on an annual basis. Fuel consumption encompasses fossil energy consumed/combusted at Danaos operated vessels and infrastructures. Total energy consumption improved (decreased) by 12.1% in 2023 compared to 2022.

The introduction of renewable resources in energy mix is in its infant stages (1.4%) in 2023 although doubled compared to 2022 (0.6%). There are no significant consumptions of energy outside the organization that Danaos operations contribute to.

	Year	TJ
Consumption of Fuel	2023	39,894
	2022	45,443
Consumption of Diesel	2023	1,691
	2022	2,213
Renewable Energy (Fuel and Electricity)	2023	576
	2022	298
Consumption of purchased non renewable electricity	2023	2.2
	2022	3.1
Total energy consumption	2023	42,163
	2022	47,957

Table 9: Energy consumption totals (excluding feedstocks) in 2022 and 2023 in TJ



Renewable Energy
(Fuel and Electricity)



Consumption
of Diesel



Consumption of purchased
non renewable electricity



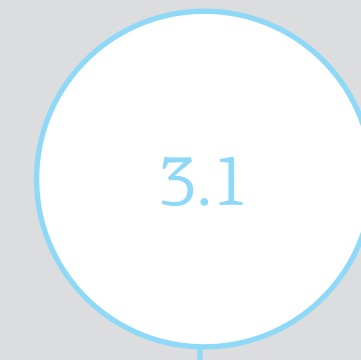
Consumption
of Fuel



Renewable Energy
(Fuel and Electricity)



Consumption
of Diesel



Consumption of purchased
non renewable electricity

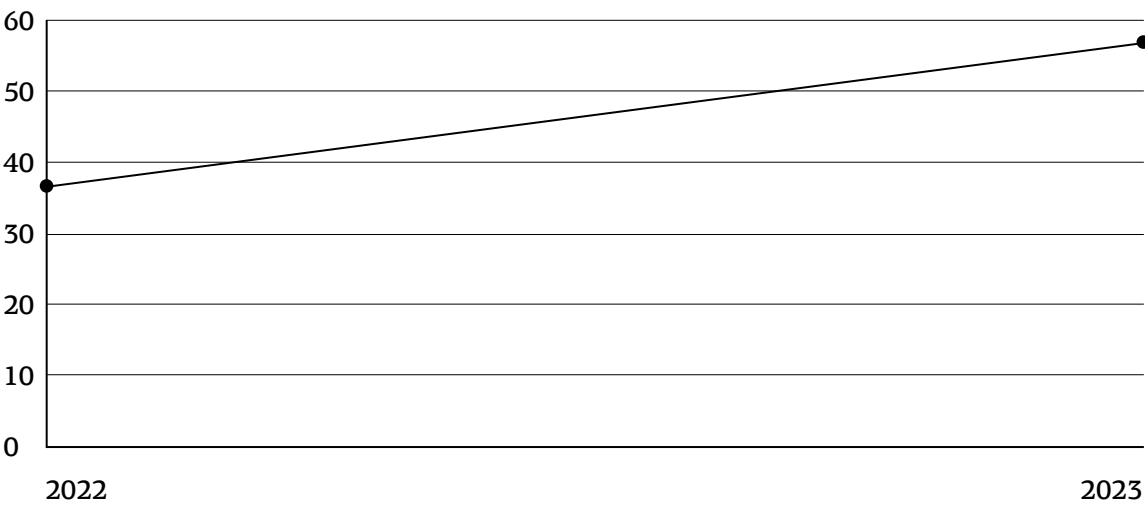


Consumption
of Fuel

	Year	% renewables
Headquarters energy	2023	53%
	2022	36%

Table 10: Percentage of renewable energy for headquarters in 2022 and 2023

% ENERGY FROM RENEWABLES

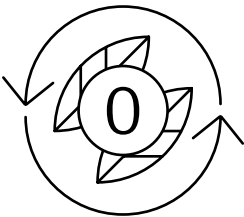


The percentage of renewable energy consumption in Danaos headquarters have been improved significantly in 2023.

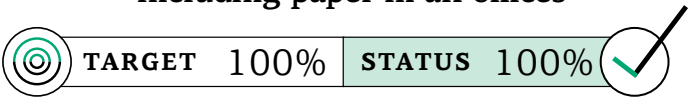
The majority (53%) of energy consumed sourced from renewable resources in 2023.



WASTE MANAGEMENT



Zero waste to landfill,
including paper in all offices



Embedded

No paper ended to waste in 2023 in all offices

CIRCULAR ECONOMY AND RESPONSIBLE
WASTE MANAGEMENT

Danaos operations creates meaningful waste impacts with used spare parts from ship maintenance programs, the sludge generated from fuels consumed, the on board garbage generated during shipping operations and finally wastes produced from onshore infrastructures of the company.

In the maritime industry parts from the vessels are continuously refurbished by a service provider until the end of their life span. The concepts for resource- efficiency, waste management and circular economy are all integrated into Danaos' organizational policies. We continuously investigate in ports all around the world sources of specific recycling, especially for large components i.e., main engine or radar. By adopting the 3R reduce-reuse-recycle principle in its operations.

Danaos Electrical Department launched the ReNAV campaign/scheme with the purpose of upcycling old navigation and communication equipment. Our fleet has many sister vessels and equipment is often similar between vessels. ReNav re-utilizes old equipment or spare parts

extends life cycles reducing environmental impact. When a retrofit is performed, the components removed are assessed and if unaffected by the fault that caused the need for retrofit are dispatched to another vessel or collected in the office as spares for future use. Marine type monitors, processor cards and satellite communication systems are often part of the ReNav scheme. Parts or equipment which are not possible to be utilized in any way are stripped down to basic components (batteries, bare metal parts like frames etc., electronic components) and delivered for recycling. Through the Renav campaign within 2023, a total of 26 systems have been recycled, 13 systems have been upcycled (have been retrofitted and kept in office stock for future use) and 3 systems have been repaired.

Stepping on with further recycling action in 2023 we have kicked off the Moorings Recycling Campaign, with eight vessels engaged and offloading ropes and coils, more than 25 pieces, for recycling purposes, for which certification of collection has been provided by relevant facilities.

Through the Renav campaign within 2023, a total of 26 systems have been recycled, 13 systems have been upcycled (have been retrofitted and kept in office stock for future use) and 3 systems have been repaired.

SHIP RECYCLING – HANDLING OF HAZARDOUS MATERIALS

We pay special attention to the proper recording of hazardous materials, ensuring smooth cooperation with our suppliers, safe recycling of vessels at the end of their life and selecting recycling facilities which embody safer practices.

Since 2017 Danaos has been training its own Quality Control Engineers, as “Hazmat Experts” (currently approved by two Classification Societies: KR & DNV). Danaos’ Quality Control Engineers have proceeded with sampling and prepared Inventories of Hazardous Materials (IHM) for over 80% of the entire Fleet, while acting proactively, IHMs are in the pipeline for the rest of the fleet despite not being required to comply with EU SRR No.1257/2013 as per current routes.

Within 2023, IHM manuals have been prepared for 3 additional vessels in order all of Danaos Fleet to comply in case of any future change in Flag or route, while 8 additional vessels recently acquired will be also certified during 1st quarter of 2024.

In total numbers, from a diversified fleet of 73 containerships and bulk carriers, 85% holds IHM Certificate, which will be extended to 92% in 2024.

The majority of the vessels have been completed during 2020 in order to comply with the Regulation when entered into force.

WASTE ONBOARD MANAGEMENT

Garbage segregation takes place onboard as part of the DSMS – Safety Management and pollution prevention procedures. We encourage preventing, reducing, recycling, reusing, and minimizing waste streams including garbage generated on board. We provide separate waste streams at the point of collection so that garbage can be separated and discharged ashore more effectively.

Wastes from ships are delivered to wastes collectors at various ports and then depends on local regulations regarding re-cycling and disposal, which are unknown to us. It is company’s policy to separate wastes both onboard and ashore, having them ready for recycling. Waste streams on board can be divided into two main categories: liquids and solids. Both are controlled, grouped in specific categories, and disposed according to MARPOL (International Convention for the Prevention of Pollution from Ships).

Operational wastes include those in solid form which are related to the ship’s maintenance. Some are disposed ashore for recycling i.e., metallic parts and others such as oily rags (which

are non-recyclable) are incinerated onboard to reduce the volume of waste ending up at the landfills. In compliance with the regulations ashes are collected, retained onboard and discharged at port reception facilities to be further used as raw material in the construction industry. In 2023 the total amount of ashes disposed ashore were recorded as part of our systematic reporting and is shown below.

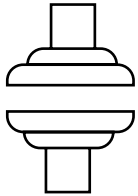
Other garbage generated from the living spaces is segregated in categories and disposed ashore for recycling. Waste that is categorized as Hazardous and Medical is carefully segregated, clearly labelled and disposed ashore according to international and national regulations.

Two sub-categories of operational waste which are totally separated as Hazardous consist of jerrycans & paint cans for which special care is provided to minimize as much as possible the remnants of paint/chemical contained. In 2023, we started to record the quantities of these two items separately from other operational waste in order to contribute to a safer environment.

Improvements recorded on wastes recycling between 2022 and 2023. The figures are available in the table below:

Category	2022	2023	Difference
Plastics (m³)	2,021	2,336.33	+ 15.6%
Cooking oil (m³)	12	14.42	+ 20.2%
e-Wastes (m³)	70	102	45.7%
Ashes (m³)	23	24	4.3%

Table 11: Amount of waste recycled in 2022 and 2023



As part of the 3R program our intention is to install compactors in all company vessels by 2025 and thus reduce the waste volume onboard by 50%.

As part of our efforts to minimize ship generated garbage we endeavor to receive as little as possible packaging on board our ships. Towards this direction we have agreed with our approved ship-chandlers to a number of practices such as:

- Using supplies that come in bulk packaging, considering factors such as adequate self-life (once a container is open).
- Using supplies that come in reusable or recyclable packaging and containers.
- Avoiding supplies that are packaged in plastic, unless reusable or recyclable plastic is used.

- Wrapping which protects goods on their way to the ship should be replaced in the port before receiving the goods. Crew should return to suppliers’ plastic, paper, and wooden packing materials.

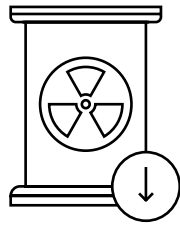
Danaos has invested in garbage compactors. As part of the 3R program our intention is to install compactors in all company vessels by 2025 and thus reduce the waste volume onboard by 50%.

The total waste volumes produced onboard per DWT between 2022 and 2023 are available in the table below:

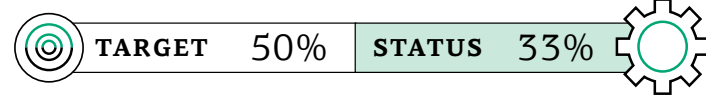
	2022	2023
Wastes volume (m³)	5858 (63 vsls)	5536 (66 vsls)
Wastes volume (lts) per DWT (For 66 vsls)	1.238	1.117

In 2023, garbage compactors were installed on another ten (10) vessels of our fleet amounting the total number of ships operating compactors to twenty-four (24). By the end of 2023, 33% of the fleet is already equipped with compactor, with installed units reaching 36% of the container fleet.

This year the total produced quantity of plastic waste onboard was 2336.33m³, showing an increase of 15.6% due to fleet increase, while the quantity disposed for recycling was increased by 13.5% compared to 2022.



Waste Reduction



In Progress

33% of the fleet is already equipped with compactor, with installed units reaching 36% of the container fleet in 2023

The waste liquids category includes mostly oil residues (sludge) produced by the operation of ship's main engine and other auxiliary machinery, resulting from the purification of oil. The amount of sludge generated is proportional to the fuel consumed onboard. By analyzing the quality of fuels in specialized laboratories and the constant maintenance of purification machineries we ensure the minimum quantity of fuel residues. For the year 2023 the produced quantity is 15,968m³. Sludge is disposed to shore reception facilities where after special treatment is used further in industrial processes.

All fleet vessels carry onboard a specific Garbage & Sewage Management Plan (GSMP), a Garbage Record Book and placards for the familiarization of crew and visitors regarding the proper handling of garbage on board. Shipboard personnel are trained in the procedures outlined in GSMP and this is recorded. Vessels are controlled for their compliance through audits and Port State Control inspections or local port agencies.

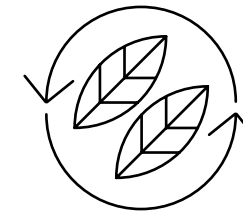
ONSHORE WASTE MANAGEMENT

In parallel with shipboard management, we continuously strive to improve the management of waste generated in our headquarters. As part of our Environmental Action Plan, we monitor the average paper consumption per employee per day and we always encourage our people to reduce paper consumption. In 2023 it was noted a drop in total paper consumption which reached a reduction of 15.8%.

At the same time e-waste generation is of major concern. Danaos invests in high end data and networking electronic equipment attaining informa-

tion security and prolonged life cycles. Any obsolete equipment classified as e-waste can either be in working condition or be unusable. IT equipment which remains in working condition after it has been data-wiped and refurbished is donated to charity institutions. Any equipment that we can't re use in house is recycled by professional companies.

Additionally, we abide by the contract with our Supplier to return all the empty toner cartridges for recycling. Within 2023 a total of 100 toner cartridges were collected from our office.



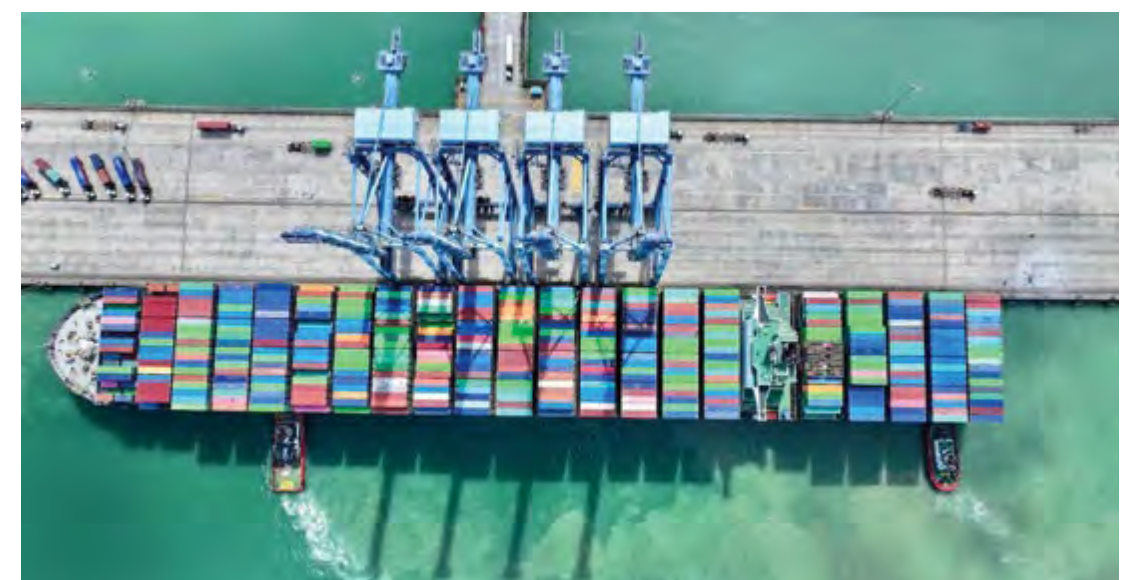
As part of our Environmental Action Plan, we monitor the average paper consumption per employee per day and we always encourage our people to reduce paper consumption. In 2023 it was noted a drop in total paper consumption which reached a reduction of 15.8%.

MARINE ENVIRONMENT STEWARDSHIP

CONFORMING TO ENVIRONMENTAL LAWS & REGULATIONS

Environmental protection and pollution prevention are considered as top priority matters by all crew. An action plan described by a set of measures is in place to mitigate the risk of oil spill, such as maintenance of all critical machineries for the related operations, routine drills and simulations, training both onboard and onshore through safety meetings, and a strong crisis management policy. In Danaos we implement a Zero MARPOL Incident policy, and any oil spill or leak is documented, reported, and analyzed with a view to ensure that similar incidents do not occur in the future.

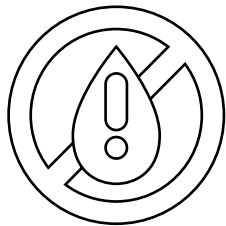
The most common reason for spillages is human factor while minimizing the exposure risk associated with pollution is a challenging task. Danaos has developed a Safety Management System and policies that promote pollution prevention and we have taken a step further to predict and prevent any potential threats to the marine environment. Danaos is continuously operating with "zero spills", reflecting the structure and the efforts of the Company.



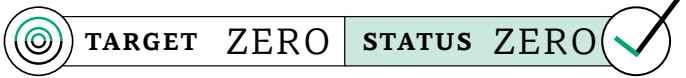
At same time we have established and implemented a robust Environmental Management System and our fleet systematically complies with or exceeds environmental laws and regulations as imposed by:

- IMO
- U.S. Oil Pollution Act of 1990
- CERCLA (spills and releases of hazardous substances)
- Clean Water Act
- Clean Air Act
- EU MRV regulation

For 2023 there were zero (0) cases of spills above 1bbl while zero containers have been reported to be loss at sea from a total of 4.4 million TEU transported.



Significant
spills



Embedded

In 2023 there were zero (0) cases of significant spills (zero cases above 1bbl while zero containers have been reported to be lost at sea from a total of 4.4 million TEU transported)



In January 2023, a leaky overboard valve from container vessel “Europe” had as a result few liters of marine fuel oil to spill into the sea while vessel was anchoring in English bay, Vancouver, Canada. Master immediately informed the authorities and SOPEP was activated. Finally, the minor oil slick on the surface of the sea was contained with booms as the response was immediate. The affected cargo hold with associated pipe and surfaces were cleaned by shore workshop and crew, to the satisfaction of Transport Canada and vessel’s class. A review of our SMS was conducted after this incident and our procedures were updated with additional guidance and instructions. The environmental risk assessment was enhanced for the cargo hold bilges.

Considering the level of Danaos fleet activity, above figures prove the awareness of the company for a solid SQE policy, protecting both life at sea and the oceans. Although no activity is taking place within a Particularly Sensitive Sea Areas, no cargo operation/bunkering/etc., -vessels are only trespassing, we monitor the percentage of time spent in special designated areas and sensitive areas under MARPOL (MEPC1/CIRC 778) as well as our activity in ECA areas.

In terms of our SQE strategy, this year in order to ensure the good overall condition of the vessels, the full compliance with applicable regulations, rules and laws including all relevant environmental requirements, to verify the functionality and the shipboard implementation of DSMS, we enhanced our internal audit program by introducing additional internal audits which shall be carried out based on the following specific risk criteria:

- The age of the vessel,
- The recent 3rd-party inspection results i.e., PSC detentions, number of PSC deficiencies, number of deficiencies imposed during Flag State or Charterers Inspections, etc.
- the overall evaluation of the status of the ship by the DPA or the Top Management.

PROTECTION OF MARINE BIODIVERSITY

Apart from GHG Emissions from shipping, with particular focus on Black Carbon with its disproportionate impact in the Arctic, the sector has also raised its concern and eventually set target to protect biodiversity. Up to 90% of exotic species are introduced in foreign territories due to vessels operation. Discharge of scrubber water, collisions, discharge of sewage and greywater and underwater radiated noise are manifesting not only the impact on the environment, but also the potential of improvement and could be target-set by the shipping industry.

For shipping, there is a major connection between tackling pollution and protecting biodiversity. In Danaos there are not only goals set for GHG emissions reduction. Such emissions are being constantly monitored via Waves Platform and data are shareable to interested parties, from Classification society to clients. Protection of biodiversity is also enhanced by avoiding over-exploitation of resources. The strengthened policy on waste management, the monitoring of fresh water consumption, the recycling actions, recently introduced for mooring ropes on eight of our vessels, along with company’s 3R (Repair-Reuse-Recycle) policy, the compliance with international regula-

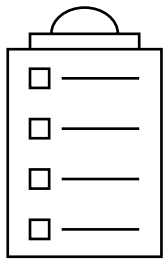
tion for ballast water by installing UV technology systems in all of our containerships, thus majorly avoiding discharge of chemicals from treatment is a token of our efforts for protecting marine biodiversity. By the end of 2023, 98.7% of our diversified fleet of containerships and bulk carriers is already retrofitted with BWTS, with only one container vessel pending installation and scheduled for her drydock in 2024. We are constantly monitoring the percentage of operation of these BWTS systems in sensitive areas under MARPOL (MEPC. 1/Circ. 778). In addition, the application of sewage treatment and compliance with relevant standards, the adoption of a “zero-spill” policy with continuous fleet monitoring and predictive maintenance are implemented and paved the way to reach targets and set new, more ambitious ones.

In Danaos an action plan described by a set of measures is in place to mitigate the risk of oil spill, such as maintenance of all critical machineries for the related operations, routine drills and simulations, training both onboard and onshore through safety meetings, and a strong crisis management policy. We have established and implemented a robust Environmental Management

System and our fleet systematically complies with or exceeds environmental laws and regulations.

Additional measures taken to address the loss of biodiversity include the application to some vessels of biocide free hull coatings, incorporation in our online fleet monitoring of areas included in Blue Whales Blue Skies initiative in a geofencing-like approach and raising concern to our clients with our vessels chartered on calling these regions for compliance with the voluntary speed reduction. Danaos Officers are also highly advised for reporting areas of encounter with cetacean and protective species and for any harmful strike, actions descriptive of company's sensitization.

As a tonnage provider, we monitor our vessels' trading route and trespassing (if any) in any sensitive areas and particularly sensitive areas as per MEPC.1/Circ.778/Rev.3 Annex 2, Page 1, through our online performance tools. A total 1.2% of time spent has been spent in PSSAs in 2023. During this time crew o/b strictly follows all associated protected measures as listed as in MEPC.1/Circ.778/Rev.3 Annex 2, Page 1, that include detailed reporting to the authorities, speed reduction, no anchoring, etc. No related activities are taking place (i.e. no cargo loading/unloading, no bunkering, etc.).



In Danaos an action plan described by a set of measures is in place to mitigate the risk of oil spill, such as maintenance of all critical machineries for the related operations, routine drills and simulations, training both onboard and onshore through safety meetings, and a strong crisis management policy.

Studies based on CFD and pulse analysis have been performed for the new propellers as part of company's propulsion improvement project aiming to both improve the efficiency and reduce URN. The noise levels from the three main types of vessels — container ships, bulkers and tankers are estimated to increase up to 102% by 2030 compared with 2015.

Furthermore, assessment of suppliers and service providers based on their CO₂ footprint is performed with the view of assigning a weighted factor during internal evaluation when setting up future collaborations. Such an evaluation will have major impact when it comes to ship recycling, already considered for some old vessels of the fleet but not yet materialized.

It is sensible that since Danaos is not a liner company and running of the ships are in the hands

of our clients, some operational measures pertain to the awareness of the charterers. Apart from, for example, voluntary speed reduction, there is also a very indicative example of such a case with high significance. This is the avoidance of illegal wildlife transport, with many of our clients officially committed to tackle it.

Supporting the environment is also manifested by company's afforestation actions on an annual basis and contribution to HELMEPA (Hellenic Marine Environment Protection) initiatives through various social actions and participation.

Just like the climate change comes for our planet like a chain reaction, the same way we should respond with all links strong enough to withstand, going from ownership's policy to each crew member's and employee's state of mind for a sustainable future.

WATER USAGE AND EFFLUENTS TREATMENT

WATER USED FOR OCEAN OPERATIONS

The company has in place procedures for handling the water discharges incidental to the normal operations of ship such as ballast water, bilge water, black water and gray water. Water related impacts are assessed and handled based on IMO guidelines, national legislations of call ports where available, and company's risk management tools. The Company's policy concerning prevention of pollution by sewage from its ships is based on the following principles:

- All sewage equipment on board the Company's ships is type approved as indicated by a maker's plate affixed to the equipment and are approved by the Flag Administration.
- Vessels equipped with sewage holding tanks should use these tanks in all ports and following MARPOL Guidelines, dispose of the contents further than 12 miles from nearest land while underway and in accordance with the approved discharge rate.
- Treated sewage along with graywater can be temporarily disposed through Class approved piping to designated temporary holding tanks and thereafter discharged to the stringiest regulation applicable.
- Vessels equipped with chemical treatment plants should be used while in transit throughout all coastal areas.

The designated manual for the wastewater shipboard management is the Garbage & Sewage Management Plan (GSMP) which describes all the applicable International and National requirements. The manual defines the designated person responsible for the execution of Sewage Management Plan as well as best practices for the efficient running of a sewage treatment plant. Periodic maintenance and inspection records have been included into PMS.

Apart from the assigned personnel's specific duties familiarization, all shipboard personnel are further trained and educated during the regular safety and environmental meetings held on board on the following topics:

- International (MARPOL Annex IV) and national legislation of the States/ports called.
- Specific requirements for the wastewater treatment and disposal of wastewater effluents.
- The operation of wastewater treatment facilities onboard.
- The disposal of wastewater to shore facilities.
- Health and sanitary considerations, best practices to avoid abnormalities to sanitary system onboard.

All commercial vessels greater than 79 feet must have permit such as the Vessel General Permit (VGP) before they can legally discharge graywater in US waters. Vessels cannot operate in US Waters without a VGP in place. Danaos has integrated VGP requirements for the control of graywater impacts into its DSMS covering all fleet vessels providing onboard specific manual and CBT for crew's familiarization.

We adopt a Ballast Water exchange policy which prevents the transfer of harmful alien aquatic species from one region of the world to another. All engineering, plan approval and installation work has been carried out in-house by Danaos' R&D and Technical department. Each Ballast Water Treatment System has been evaluated for its efficiency, technical competence, operational flexibility, durability, and environmental friendliness, through principal certification and acceptance by the IMO, the US Environmental Protection Agency and the European Committee.

In 2023, a total volume of 5,397,827 cubic meters of ballast water was exchanged in Danaos' fleet.

Ballast Water	2022	2023
Total Ballast Exchange (m ³)	4,866,233	5,397,827
Ballast Exchange compared to last year	11% (decrease)	9,8% (decrease)
Change in FO consumption per ton of ballast exchange compared to last year	12% (decrease)	111% (decrease)

Table 12: Ballast water exchange in 2022 and 2023

We aim to optimize the use of ballast water equipment and whenever possible perform ballast operations by gravity to reduce fuel consumption.

As a major container company, our impact on marine eco-systems can potentially be significant due to the ballast water quantities that are needed for vessels operation and stability.

In this respect, we aim at the lowest possible impact to the marine life and in order to achieve it, we strictly follow all relevant regulations in place.

WBT Installation per year	2022	28
	2023	5

Table 13: Water Ballast Treatment (WBT) installations in 2022 and 2023

Danaos initiated Water Ballast Treatment (WBT) installation onboard vessels back in 2018. Currently almost 98.7% of the fleet is already equipped with WBT. These are fully operational units and are used regardless of whether they have passed the IMO compliance date or not. UV light is used for water sterilization, this eliminates any bacteria and pathogens from the water volumes used. By the end of 2023, another 5 vessels have the system installed and running.

Scrubber discharge water is tested in the 9 vessels of our fleet that are equipped with open loop scrubber. As per VGP, washwater sampling from 3 positions shall take place twice during the first year of permit coverage or system operation, whichever is later. The two samples must be collected at least 14 days apart while as per MEPC sampling should take place only during system's testing (commissioning) and at about 12-month interval for a period of two years period of operation (minimum 3 samples). Danaos, apart from the standard VGP requirement, washwater is tested on an annual basis in order to verify system's

operation and that the discharged water is within the permissible limits. Within 2023, a total of 10 samples have been tested and 9 found within limits.

Discharged ballast water is also tested on an annual basis for all Danaos vessels, since 98.6% of the fleet is fitted with ballast water treatment systems. Samples are tested annually regardless of VGP port calls in order to verify systems operation and proper discharge properties. Within 2023, a total of 58 samples have been tested and all found within limits.

Though water withdrawal is not applicable for Danaos due to the nature of the company, we also monitor the total ballast water exchanged within each year, quantities are reported from vessels on a quarterly basis. Total ballast exchanged within 2023 is 5,397,827 m³; total ballast exchange quantity is also related to the total number of vessels of the fleet and is expected to increase along with the fleet growth.

FRESH WATER USE

Since water is becoming extremely scarce throughout the years, imposing considerable risks to several sectors, Danaos has gathered all past data regarding freshwater consumption in order same to be included in our public reporting and monitoring, starting from 2023. Consideration of freshwater consumption can enhance company's competitiveness through reduced costs and environmental liabilities, being at the

same time better prepared for potential future environmental regulations.

In total 11,842 MT of fresh water have been received onboard. This is a small fraction of fresh water used on board, given that the vast majority of volumes consumed were generated by sea water with desalination units. Total consumption is linked with the number of vessels and since

fleet is growing, the total fresh water that will be supplied will be increased due to fleet growth. In this respect, we have also included a daily average FW consumption.

Monitoring is made on a quarterly basis from our SQE department where vessels report relevant consumption per category.

Below graph represents 2023 values:

Figure 1: Freshwater monitoring in 2023

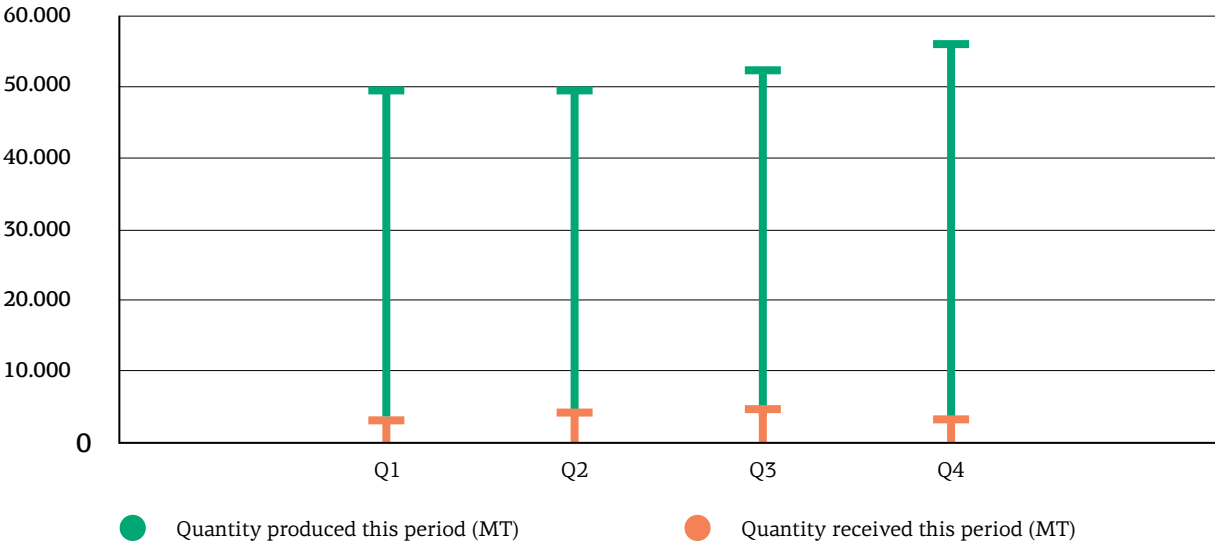
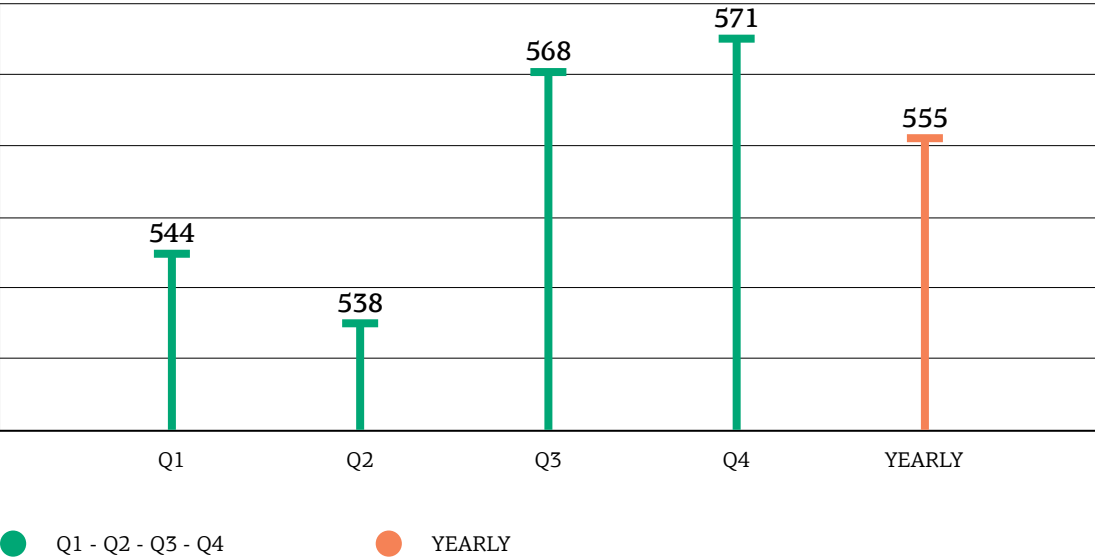


Figure 2: Average daily consumption of freshwater in 2023

AVERAGE DAILY FW CONSUMPTION THIS PERIOD (MT)



Moreover, for the fresh water produced onboard, Danaos conducts fresh water analysis in order to confirm that indeed fresh water meets specific standards as per MLC 2006. The Maritime Labour Convention (MLC 2006), which came into force on August 20, 2013, demands that Potable (Drinking) Water, should be tested (in accordance with World Health Organization guidelines for drinking water quality) at least once, at intervals of not more than six (6) months. Every vessel sends 2 samples on an annual basis, usually 1 sample from ER fountain and another from galley or accommodation area, in order to ensure that

water quality meets WHO standards in all locations. Within 2023, total 148 samples have been sent for analysis. We have specific contact with a laboratory in place in order the whole process to run smoothly and avoid unnecessary delays for analysis results.

Water consumed in headquarters during 2023 was 638 m3. In case of water consumed in company's premises the effluent discharge is in the public wastewater drainage systems according to the local legislation and specifications.

EU PROJECTS

2023 was really a fully active and energetic period, which Danaos Research Centre team was involved in various research, academic, network activities and awarded with new distinctions. For several years, it has embraced international research collaboration through an active engagement in joint initiatives and synergies, reflected today in the participation of Danaos in 31 research projects co-funded by the European Union with focus on:

1. increase ship performance
2. improve energy efficiency
3. value chain integration
4. digital transformation

In brief below are gathered the ongoing and the completed projects during the 2023.

INCREASE SHIP PERFORMANCE

- **AIRCOAT** (Completed): Project to enhance a passive air lubrication technology that utilizes the biomimetic Salvinia effect.
- **EMERGE**: Develops an integrated modelling framework to assess the combined impacts of shipping emissions on the aquatic and atmospheric environments, and the effects on marine ecosystems.
- **GATERS**: Proposes the first retrofit application of a novel propulsion and manoeuvring device for ships, called "Gate Rudder System.
- **COPROPEL**: Puts forth a holistic approach towards the realization of marine propellers made of advanced composite materials. Compared to their traditional counterparts, marine composite propellers offer efficiency gains in propulsion efficiency, noise reduction and weight savings.

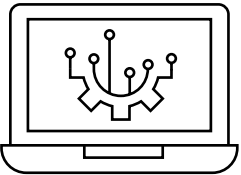
- **ICREW**: The purpose of this project is to adequately cover this emerging training requirement through the iCREW system, which will simulate with high levels of realism and immersion the driving needs of a small boat. The skipper trains in complete safety in an as-close-to-life experience.
- **BLUE BARGE**: Will design, develop and demonstrate an optimum power-barge solution to mainly support offset power supply to moored and anchored vessels, limiting local polluting emissions and global GHG footprint in a life cycle perspective, following a modular, scalable, adaptable and flexible design approach, which will facilitate its commercialization by 2030.

IMPROVE ENERGY EFFICIENCY

- **ORC4SHIP** (Completed): The project focuses on the development and optimal design of a heat-to-power system based on the organic Rankine cycle (ORC) technology, for recovering the waste heat from the cooling circuit of ships' engines and converting it into electricity.
- **ENGIMMONIA**: Benefits of using a carbon-free fuel like ammonia in vessel engines also coupling its benefits/ performances with other clean energy technologies.
- **E-SHyIPS**: Will define a pre-standardization plan for IGF code update for the hydrogen-based fuels passenger ships and a roadmap for the boost of Hydrogen economy in the maritime sector.
- **RESHIP**: The project aims to redefine onboard energy saving solutions with disruptive technologies in Energy Saving Devices (ESDs) and onboard hydrogen management in order to propose a hydrogen compatible solution for a seamless transition of zero-emission marine and inland shipping.
- **HP4SHIP**: The new product is a high-temperature heat pump that recycles the waste heat at 90 °C from the on-board auxiliary engines (jacket water) and then upgrades this heat for low-pressure steam production at a temperature of over 120 °C for covering the ship's heating services.
- **ECOMARE**: It will design and deploy a set of innovation tools and services that will facilitate multi-layer optimization of fuel consumption; energy efficiency and emissions control management, with full respect to the implementation of the requirements of maritime sector regulations as well as considering applications of circular economy concept in the maritime field.

VALUE CHAIN INTEGRATION

- **HOLISHIP** (Completed): Development of innovative design methodologies, integrating design requirements at an early design stage and for the entire life cycle in an integrated design environment.
- **SLEEKSHIP** (Completed): Semi-Autonomous Underwater Vehicle (SAUV) carrying a hyperspectral camera that captures light wavelength bands where light backscattering is less and the slime is easier to distinguish despite contamination.
- **PALAEEMON** (Completed): Intending to propose an independent, smart situation-awareness and guidance system for sustaining the active evacuation route for large crowds making EU passenger ships more seaworthy.
- **MOSES**: Aims to significantly enhance the SSS component of the European container supply chain.
- **OPTISHIP**: An "LCA for Shipping" must consider all "Three-Phases" of the life-cycle of a ship (design/construction (phase-I), operation/maintenance (phase-II), and end-of-life/scrap (phase-III)).The LCA can be used for optimal design of the ship, its optimal operation, and can deliver decision for "what to do" in multiple cases (e.g. scarp or no-scrap).
- **EO4EU**: Aims to provide innovative tools, methodologies and approaches that would assist a wide spectrum of users to deliver dynamic data mapping and labelling based on AI adding fairness to the system and data.



During 2023, Danaos participated in 31 research projects co-funded by the European Union.

DIGITAL TRANSFORMATION

- **BUGWRIGHT2:** The objective will be to bridge the gap between the current and desired capabilities of ship inspection and service robots by developing and demonstrating an adaptable autonomous robotic solution for servicing ship outer hulls.
- **SMARTSHIP:** Builds a holistic integrated ICT-based framework for the sustainable, individualized and completely automated energy management of ships.
- **DT4GS:** Aimed at delivering an “Open Digital Twin Framework” for both shipping companies and the broader waterborne industry actors to tap into new opportunities made available through the use of Digital Twins (DTs).
- **SAFENAV:** To develop and test a highly innovative digital collision prevention solution that will significantly reduce the probability of collisions, grounding, and contribute to safer navigation by a faster reliable real-time detection of a variety of obstacles in the marine environment.
- **AUTOASSESS:** Is a radical new approach for monitoring dangerous and dirty conFed GNSS-denied areas using unmanned aerial systems (UAS or drones), by combining the latest developments in collision-tolerant UAS, multi-modal SLAM, path planning, autonomous drone racing, aerial Manipulation, miniaturized NDT sensors, and ML-based defect identification. Only through a complete integration of these technologies is it possible to address the challenges of deploying aerial robots in these challenging conditions.
- **ESY | ECOSHIPYARD:** Objective is to provide stakeholders and shipyards of various sizes and dealing with vessels of all types of construction materials (steel, aluminum, composites) a dependable and affordable toolset in the form of a flexible and extendable cloud-based platform.



WE ARE RESEARCH FOCUSED

Air lubrication systems have also been examined as a potential solution for increasing energy efficiency with CFD and experimental studies performed for candidates from Danaos Fleet. Wind propulsion has been considered as well, especially for the recently acquired bulk carriers rather than container vessel due to applicability constraints. Ultrasonic hull protection has been another focus, with feasibility study and lifecycle assessments to clarify return of such an investment and actual benefits. Under the umbrella of our low friction paint campaign, Danaos has proceeded with the application of state-of-the-art LF paints, as well as silicon paints and biocidal-free paints, for eighteen vessels in total, with their performance being constantly monitored for benchmarking purposes and real-time efficiency indexing both for internal and external usage for commercial purposes. Propeller silicon painting has been initiated as another technical project aiming to reduce cleaning costs and improve vessel performance on the long run after her dry-dockings, while continuous monitoring of performance and propeller's condition will enable proof of concept for this project. Applying technological advancements of shipbuilding industry is of course part of Danaos' R&D activity for the new buildings, being built in Korea and China. And if technological focus has been well presented with the aforementioned words, focus on seafarers wellness is of mandatory significance, with concept ideas like the women toilets, women hospital care and women personal protective equipment being aspects of such actions, since inclusion for even onboard staff are among the pillars of company's equality policy.

The large-scale transition towards net zero by 2050 will, at some point require a full switch to zero-carbon fuels. Medium-term measures may, for some, include blend-in of carbon-neutral fuels, biofuels, or the use of bridging fuels such as LNG or methanol with a view to their bio versions subject to successful scale up in future while most short-term measures are largely about increased fuel and energy efficiency. In this whole context, the ordered NBs within 2023 are methanol ready, while two of them also hold an ammonia ready notation, with a belief that bio-methanol will be developed at scale and will be used as a carbon neutral fuel for shipping.

Along with the aforementioned academic, the Carbon capture and storage technology, is another promising area that Danaos Shipping R&D team is investigating as a possible solution to decarbonization. Within 2023, Danaos has contacted several carbon capture and storage system suppliers and studied the proposed solutions. At the same time, Danaos is also in continuous contact with Flag Administrations and classification societies to stay up to date with all relevant developments on this project. The major milestone of Danaos actions towards carbon reduction research is the participation in a Joint Venture Program. Ongoing theoretical research and development of experimental facilities during the last year are aiming to prove both in theory as well as in practice that reducing SO_x and CO₂ in exhaust gas could be achieved with a novel system and a groundbreaking theory behind. Experiments have already begun with promising first results while regulatory aspects have been initiated for Approval in Principal by Class society for onboard application.

INNOVATION AND DIGITALIZATION

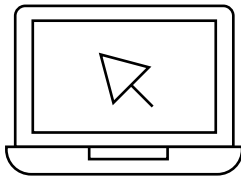
Across the shipping industry, companies strive to find ways to leverage new technologies and maximize the efficiency of their investments. The new business environment demands the shift from the traditional business model of selling capacity, to one that offers value to customers, through transparency and data sharing. With the increasing need of global supply chains for seamless flow of goods and services, Digital Business is a key enabler for shipping companies today. Concepts and new technologies that are massively used nowadays, such as the Internet of Things (IoT),

Big-Data, Artificial Intelligence (AI), Application Programmable Interfaces (APIs) and sensors, together with vast amount of data, are utilized to optimize operations, improve efficiency and reduce costs. In order all of these to be implemented, changes in the operating models are required as soon as possible in order the whole industry to adapt to the new demanding reality.

Our target is to work on the full digitalization of company's processes ensuring close control and prompt response promoting fuel efficiency.

Online systems installation has been further increased within 2023 with 9 extra vessels leading to a total 60 out of 66 container vessels equipped with high frequency data, 92% of the container fleet. Another 12 installations are planned for 2024 (5 on existing vessels, and another 7 in the NB

that will be delivered next year). Last but not least, 100% of the bulk fleet (total 10 vessels) is planned for online system installation as well for 2024.



Our target is to work on the full digitalization of company's processes ensuring close control and prompt response promoting fuel efficiency.

Within 2023, we have also updated the ETS Manager in our Waves platform, which is our internal ETS EUAs calculation tool, by incorporating all latest guidelines about EU MRV and ETS, including latest info about the transshipment ports and the use of biofuels' emission factor to be used for CO₂ emissions calculation.

Since telegram extension structure was designed with flexibility, after the latest MEPC developments and guidance on biofuels telegram extensions have been updated in order to be able to identify whether a biofuel bunkering is accompanied with the required sustainability certificate.

In an effort to offer comprehensible access to the valuable Internal DANAOS Knowledge-base, an internal chat GPT-enabled search was implemented. Additionally, a GPT-enabled Bing Chat provides access to up-to-date information for any matter by accessing publicly available information through the World Wide Web.

Striving to improve the operations department workflow, a Charter Party Arrangements organization app was implemented (coupled with extra OPS-dependent information) as well as an Off-hires Log app to organize the data entry of Off-hires and the Idling periods of DANAOS fleet's vessel. Furthermore, the Expected Port Calls app was created, offering a detailed approach for future/past port calls management and monitoring.

The R&D department's workload was aided by the addition of the UGS Questionnaire (collecting CII reporting data and generating annual questionnaires) and Data Fetcher app (presenting the selected sensors and telegrams data using maps, graphs, and tables).

In the context of transparency and data sharing and in order to have a common path with our clients, we have proceeded with the creation of an API in order to share high frequency data with one of our major clients. After close cooperation between all parties involved, we have agreed on a set of parameters to be shared on a real time basis and worked together in good faith exchanging valuable feedback with the aim to develop a common understanding and build a concrete basis of constructive dialogue sharing any findings and best practices that they may identify on potential improvements to the Vessel's energy efficiency.

After successful installation of ShaPoLi in our vessels in order to comply with the EEXI requirement, Danaos has also proceeded with relevant signal acquisition in order the Technical and Operations department to be alerted real time in case any violation occurs, enabling them to contact crew onboard immediately and proceed timely with the reporting to the authorities.

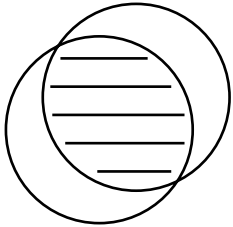
Finally, the Supply department benefits from the newly added Vendors Communication app, which assists in organizing the dispatch of CDP-related questionnaires to vendors exceeding a minimum order value, sorting their responses, and generating statistics on various CDP-related aspects of replies.

Last but not least, within 2023 Danaos has also developed Qlik Sense and implemented throughout its operations. 6 ERP applications were updated and / or implemented, and roughly 45 reports in Qlik Sense were developed for four of our Company's departments. Operations & Freight applications saw notable upgrades, with vessel scheduling and invoice processing optimized for electronic approvals.

After the latest MEPC developments a specific extension to the existing telegram has been created in order to include all data needed for any potential voyage adjustment that needs to be excluded from CII calculation, biofuels bunkering details and AMP used. Telegram extension's design base is flexibility, since it is structured in such a way so that the system will be able to quickly adapt in future changes regarding any additional data needed.

Moreover, since the past year has been crucial for all of our crew due to the ongoing war, Danaos has embedded crewing application into Waves Data analytics platform in an effort to monitor crew synthesis onboard all of our vessels, crew availability and all crew agents as well. Three (3) different routines have been incorporated in Waves Data Analytics platform as follows:

- Crew onboard agents profiling
- Crew resignation / extension on board
- Crew pool control



In the context of transparency and data sharing and in order to have a common path with our clients, we have proceeded with the creation of an API in order to share high frequency data with one of our major clients.

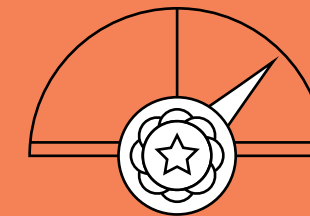
In Danaos we place high value on data sharing and transparency. Our Waves platform is being constantly upgraded to incorporate all latest regulatory affairs and technology insights, providing reliable and stable data on a real time basis. Apart for enhancing our "digital surveys" in the performance of our vessels we have been participated in clients' initiatives for development of their in-house tools for same purposes, enabling benchmarking and cross validation of data gathered from both sides and acknowledging that healthy collaboration will drive shipping's actions to decarbonize, rather than competition and commercial barriers.

Participation of technical experts' team in meetings for enhancing the performance of chartered vessels and dealing with commercial aspects of such implementation were more than 25, including from weekly meetings to personal meetings worldwide, establishing cooperation through in-person interaction with our clients.

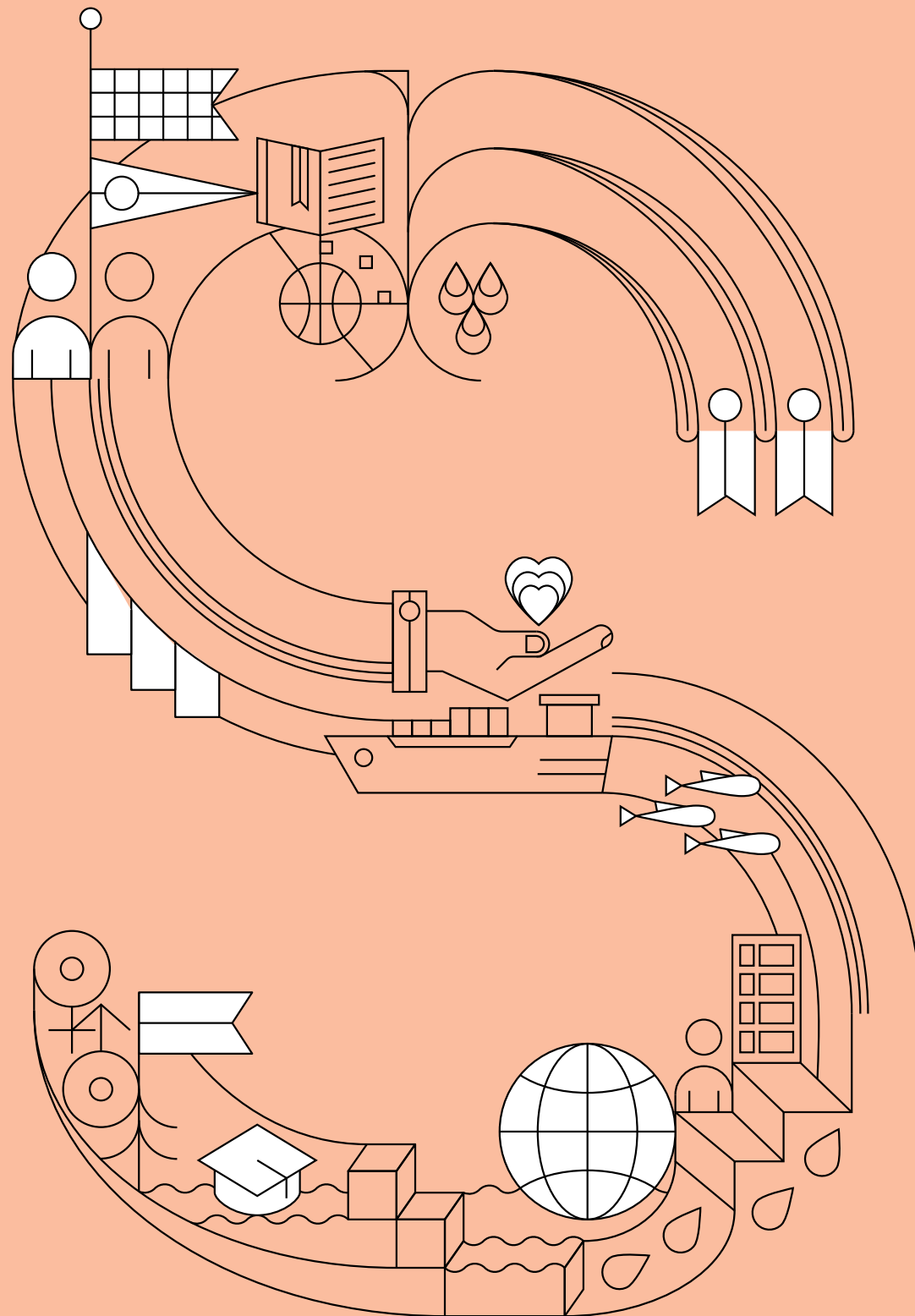
Enrollment in Voluntary Carbon Market is being deeply analyzed for all possible candidate vessels, where savings from retrofits are translated in carbon credits, which can be subsequently sold generating income for the company. This fund will be directed to investments for fleet renewal and environmental upgrade of our performance. Enrollment in a program compliant with Gold Standards has been thoroughly investigated and will be probably contracted within the upcoming year. There is a link between green performance and VCM, since funds anticipated for large scale retrofits will provide capital for ship-owing companies, making decisions for retrofits and green fuels more viable.

We have also performed speed trials to verify new speed power curves on retrofitted vessels with propulsion improvements, while same will be applied for our fleet going into drydock and installing either propellers or ESDs.

SOCIAL



Within Danaos, we acknowledge the pivotal role that our human capital, comprising both our onshore staff and seafarers, plays in steering our company towards success and continued expansion. They represent our primary stakeholders, and their well-being and development are of utmost importance to us. Our focus lies in attracting top-tier talent, offering ongoing training opportunities, and fostering avenues for career progression. We prioritize cultivating a work environment that encourages engagement, supports the holistic wellness of our employees, and promotes inclusivity at every level. By investing in the growth and satisfaction of our workforce, Danaos endeavors to fortify its foundation for sustainable progress and to fulfill its ESG commitments.



SOCIAL

MATERIAL ISSUES

Diversity, Equal Opportunities and non-discrimination
Occupational Health & Safety
Training and Education
Child Labor
Forced and Compulsory Labor
Security Practices
Humans’ rights policy

GOALS 2021-2025

Status: 15 out of 19 social goals for 2025 have been already embedded in 2023.

SDGS



OCCUPATIONAL HEALTH & SAFETY

At early stage we developed a documented Safety Management System (the DSMS) fulfilling the requirements of the ISM Code. Since 2002 -when the Code became mandatory for container ships- the DSMS has been audited successfully and Danaos maintains its Document of Compliance (the "license to operate" of shipping) valid throughout the years.

The health and safety of our people are paramount to the well-being of our people, and we are working towards the safest possible conditions through the implementation of an Occupational Health and Safety regime. This regime includes:

- The application of best practices in ship operation and working environment in order to prevent injuries
- Continual, flexible, and regularly reviewed risk assessment for vessels, cargo and environment.
- The ongoing development of the health and safety skills of our people

The main objective of the policy is to start and finish the day safe and healthy.

It is important to recognize that the Company is responsible for identifying the risks associated with its ships, operations, and trade. Consequently, our Safety, Quality & Environmental team experts having long sea-going experience prepared a library with various risk assessments related to shipboard operations and their respective controls to achieve a Healthy and Safe working environment onboard the ship, and to achieve a friendly environmental impact from the ship's operations. During the on vessels Health & Safety visits, Safety Duality and Environmental team experts contacted the seafarers to record their opinions and their experiences about near misses, situations that might lead to Lost Time Injuries. The recordings are evaluated both at vessel level and at company level to improve the Health & Safety System in place and the Risk Assessment.

Risk Assessments are prepared to cover a wide range of shipboard operations in areas such as:

- | | | | |
|-----------------------|----------------------------|-------------------------|--------------------------------|
| • Anchoring | • Emergency preparedness | • Mooring | • Various Shipboard Activities |
| • Arrival - Departure | • Environmental Operations | • Navigation | • SEEMP |
| • Bunkering | • Health - Hygiene | • Safety preparedness | |
| • Cargo Operations | • Maintenance & Repairs | • Security preparedness | |
| • Defective Equipment | • Management of change | • Use of tools | |



Any additional controls from those mentioned in respective risk assessments, may be considered to reduce the risk further. The Master has the liberty to make a new risk assessment applying controls and hazards which might further reduce the risks involved. This is sent to the Office for approval and when reviewed and approved by

the Office, is saved within the existing library. The Risk Assessment library is continuously updated when a new hazard and its associated controls are identified. The Senior Officers are adequately trained to assess the risk of day-to-day shipboard operations during their pre-joining training session.

DRILLS

The Company has established a program of drills and exercises to prepare crew and shore-based personnel for emergency actions to develop and maintain confidence and proficiency and test the effectiveness and suitability of the emergency plans. This planning is drawn up annually in accordance with the requirements provided by the international regulations. In addition to the onboard drills required to be performed by the International Convention for the Safety of Life at Sea (SOLAS convention) at specific intervals (monthly, 2-monthly, or 3-monthly) the planning includes a variety of scenarios in which

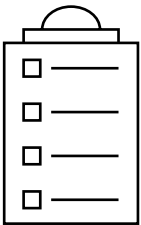
crews practice throughout the year. These drills cover both emergency preparedness in respect of safety and familiarity with security plans and procedures.

The identification of emergencies is defined in the Emergency Procedures Manual (EPM) which contains guidelines (in the form of checklists) for handling emergency situations and is the point of reference during the design and execution of onboard drills. Danaos Annual Drills Planning is outlined in the below table:

Drill Description	Periodicity
Abandon Ship	Monthly / Every 15 days (Maltese fleet)
Black Out	Semi-annual
Collision	Once per year
ECDIS Failure	Quarterly
Emergency Steering	Quarterly
Emergency Towing	Semi-annual
Enclosed Space Entry	2-Monthly
Engine Room Flooding	Semi-annual
Engine Side Emergency Operation	Quarterly
Excessive List	Once per year
Explosion in Engine Room	Semi-annual
Fire Drill	Monthly / Every 15 days (Maltese fleet)
Grounding	Semi-annual
Hazmat	Semi-annual
Helicopter Rescue – Helicopter Crash	Once per year
Hull Failure	Once per year
Man overboard – Recovery	Quarterly
Search and Rescue	Semi-annual
SOPEP	Quarterly
Security	Quarterly
Stowaway	Once per year
SHIP-TO-SHORE with selected ships from our fleet	Once per year

All drills are documented, detailing the specific scenario, date, time, position, participants, and areas for improvement as well as the evaluation of skills and knowledge of the crew in Danaos

Enterprise ISM Module. These drill reports are transmitted to the office and reviewed by the SQE Superintendents. In 2023, a total of 4,899 drills performed onboard Danaos Fleet.



In 2023, a total of 4,899 drills performed onboard Danaos Fleet.

Our policy clearly states that all incidents are reported, investigated, and analyzed to prevent similar incidents in the future. We train our people on board and actively engage them in recognizing and reporting near misses. These minor incidents are regarded as warnings signals for procedures and practices that merit revision and remediation. All incidents are investigated by the ship’s Master, with the support of the safety Officer, seafarers’ safety representative or any other member of the Safety, Environmental & MLC Committee.

Danaos uses the most objective measuring tool, the Loss Time Injury Frequency (LTIF) which measures the number of hours a seafarer is unable to work due to injury. To further decrease the LTIF rate we have incorporated the Lockout/Tagout system which is used to control hazardous energy. Additionally, from 2018 onwards we started implementing a Behavior Based System approach in order to address the factors that influence and reinforce learning and behavior. Successful implementation leads to significant improvements to the safety performance, and through the BBS (Behavior Based Safety) approach we aim to create a “total safety culture” throughout the company.

The year 2023 we continued to use the UDE (Undesired event) application in our platform for our accident/incidents analysis reporting and implemented various improvements to have a clear view on the conditions under which an event occurred and closely followed up the corrective actions taken onboard. At the same time, we emphasized best practices which enhance onboard safety to raise crew awareness.

All seafarers actively participate in the onboard Safety & Environmental Meeting performed at

least once per month. This is a formal meeting where a set agenda includes, among others, health and safety issues for discussion. The Safety, Environmental & MLC Committee comprises of crew representatives and is tasked to prepare the agenda for the meeting. The Committee works with the sole goal of enhancing the health, safety & environmental standard on board ships by ensuring that all Health, Safety & Environmental procedures and practices are followed by the ship's crew members. Its role and main tasks are clearly defined in the Company’s SMS.

All systems of Danaos Safety Management are audited internally by the Safety Quality and Environmental Department and externally by Recognized Organizations, members of IACS. Unscheduled audits are performed if a serious deficiency in any part of the DSMS becomes evident during third party inspections. Audit findings, Non-Conformities or Observation notes are collectively analyzed and evaluated during the management review process. In pursuit of managerial excellence, we have established our own KPIs by participating in the BIMCO SHIPPING KPIs. Findings that pose a serious threat to the safety of personnel or the ship or a serious risk to the environment are analyzed with the RCA (Root Cause Analysis) method and immediate corrective action is undertaken.

Different types of inspections carried out onboard on our Fleet to ensure that our system remains in compliance with the ISM/ISPS Code, the ISO 9001, ISO 14001, ISO 50001 standards and the MLC Convention. Our vessels’ certification was endorsed successfully. Table below presents the number of audits per type of audit for the last two years.

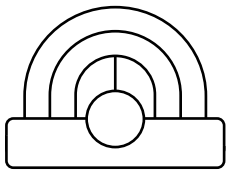
Audit type	2022	2023	Dif
Internal audits	76	86	+13%
Third party audits	21	48	+129%
MLC inspections	5	57	+1,040%

Table 14: Number of audits per type of audit for 2022 and 2023

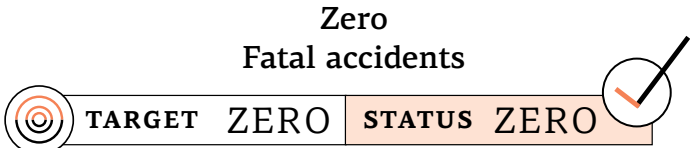
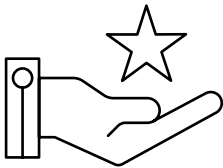
During 3rd-party MLC inspections it is verified that all seafarers enjoy decent living and working conditions onboard and that their employment agreements and payment of wages are in accordance with the applicable collective bargaining agreements.

In the year 2023 for our containers fleet the total number of recorded deficiencies was 389 and the total number of detentions amounted to five (5). For the bulk carrier fleet, the numbers represent the data of the 4th quarter of 2023 when ships were acquired. No fatalities recorded for 2023.

The total number of recorded deficiencies was 14 and zero (0) detentions. There was a substantial increase of LTIs between 2022 and 2023 mainly because of the increased stress and psychological pressure that seafarers bear from the negative effects of COVID-19 pandemic and immediately after, the war that broke in Ukraine. We cannot overlook the serious effects that these events have on the mental health of individuals in the long term and which, by extension, lead to incidents.



No fatalities recorded for 2023. The total number of recorded deficiencies was 14 and zero (0) detentions.



Embedded

No fatalities recorded for 2023

	2022	2023
LTIs	23	35
LTIF Rate	1.84	2.57
Near Misses Reports	287	309 (Containerships) 13 (Bulkers)

Table 15

For the bulk carrier fleet, the numbers represent the data of the 4th quarter of 2023 when ships were acquired. The total number of recorded deficiencies was 14 and zero (0) detentions.

BULKERS FLEET	4Q 2023
LTIs	0
LTIF Rate	0
Near Misses Reports	7

Table 16

PSC BOARDINGS – 2023 [CONTAINERS FLEET]	
INSPECTIONS/VESSEL	2.9
DEFICIENCIES/INSPECTION	2.13
INSPECTIONS WITHOUT DEFICIENCY	55%
ISM RELATED	30.3%
PSC BOARDINGS – 4Q 2023 [BULKERS FLEET]	
INSPECTIONS/VESSEL	1.5
DEFICIENCIES/INSPECTION	4.67
INSPECTIONS WITHOUT DEFICIENCY	0%
ISM RELATED	0%

Table 17



CRISIS MANAGEMENT AND EMERGENCY PLANNING

Danaos has taken all necessary measures and resources to protect people, vessels and operations in case of an emergency. We have established procedures to identify potential emergency situations and we have prepared the relevant plans. The plans are communicated to all employees and crew members, and we provide response training. An important parameter for our emergency preparedness system is our hands-on management system on board every vessel, detailed in the Ship Security Plan ("SSP").

All employees, crew members, visitors, inspectors, suppliers, and any third party seeking to board the ship are also required to comply with the SSP. There is a number of risks associated with the shipping industry and therefore we have policies and procedures for risk assessment onboard our vessels. A specific Emergency Response Plan and an in-house Emergency Response Service system have been developed to support the whole process and provide specific instructions and task allocations.

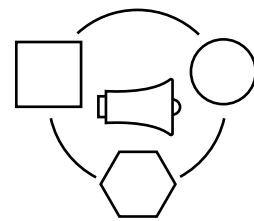
DIVERSITY, EQUAL OPPORTUNITIES, AND NON-DISCRIMINATION

Danaos maintains a steadfast commitment to fostering a workplace culture that prioritizes safety, respect, and inclusivity for all employees and passengers. Central to this commitment is the company's zero-tolerance policy against violence and harassment in any form.

At Danaos, we are committed to creating and maintaining a diverse, inclusive, and equitable workplace that values and respects all individuals. We believe that diversity and inclusion are essential to our success, and we strive to foster a culture of respect, inclusion, and belonging for all our employees, regardless of their age, sex,

race, ethnic origin, disability, family and marital status, religion, belief, pregnancy, gender identity and expression, sexual orientation, nationality, or any other characteristic protected by law.

This Diversity, Equal Opportunities and Inclusion policy applies to all aspects of employment at Danaos Shipping, including recruitment, training, performance management, career development, rewards, code of conduct, facilities, and termination of employment. The principles of equity, diversity, and inclusion also apply to our interactions with external stakeholders such as clients, agents, and suppliers.



At Danaos, we are committed to creating and maintaining a diverse, inclusive, and equitable workplace that values and respects all individuals.

Our workforce comprises office employees hailing from five (5) different nationalities, while our seafarers proudly represent a diverse array of seven (7) nationalities and we expect from everyone to uphold and promote the values of equity, diversity, and inclusion in their daily work.

At Danaos, every employee, from the crew onboard to the management team onshore, is expected to adhere to the highest standards of professional conduct. This includes treating others with dignity and respect and refraining from engaging in any behavior that could be construed as violent, abusive, or harassing.

To reinforce this commitment, Danaos has implemented comprehensive policies and procedures designed to prevent and address incidents of violence and harassment effectively. These policies are communicated clearly to all employees through training programs and written guidelines, ensuring that everyone understands their rights and responsibilities in maintaining a safe and respectful workplace environment.

During 2023 a series of Diversity, Equality and Inclusion (DEI) & Prohibition of Violence & Harassment awareness sessions were successfully completed among the people of Danaos, including modules on cultural awareness, inclusion, and equal opportunity employment, promoting a workplace environment that values and respects the uniqueness of every individual. By exploring and challenging implicit biases, employees gained a deeper understanding of our own perspectives, enabling them to interact more fairly and equitably with others and building stronger relationships with people from diverse backgrounds.

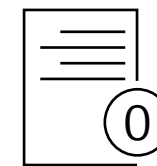
The familiarization process for all new employees and top officers of vessels includes comprehensive training on the principles of Diversity

and Inclusion. This crucial component ensures that every member of the Danaos team is well-versed in promoting a workplace culture that values and respects individual differences. In addition to the onboarding training, Danaos provides accessible online courses through its training platform, ensuring that seafarers across the organization have the opportunity to further enhance their understanding of Diversity and Inclusion, contributing to a harmonious and supportive environment both onshore and at sea.

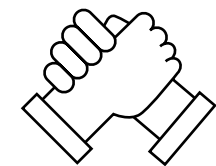
In 2023 no incidents of discrimination, violence & harassment have been reported through our online applications.

In our ongoing commitment to sustainability and social responsibility, Danaos participates in All Aboard Alliance. This coalition, comprising senior leaders from various sectors of the maritime industry, shares a collective vision centered on enhancing diversity, equity, and inclusion within our organizations, both at sea and onshore. By fostering collaboration and cooperation, the All Aboard Alliance aims to drive positive change and pave the way for a more sustainable, forward-thinking, and innovative maritime industry. Danaos recognizes the critical importance of diversity and inclusion in fostering a vibrant and resilient workforce, and we are excited to be part of this impactful initiative. Through our participation, we reaffirm our dedication to promoting positive social change within our industry and beyond.

The below figures indicate the age diversity of both for Office employees and Seafarers, the gender diversity in Managerial positions, the gender diversity in STEM positions of office employees and the gender pay gap in the positions representing by genders for office employees.



In 2023 no incidents of discrimination, violence & harassment have been reported through our online applications.



In our ongoing commitment to sustainability and social responsibility, Danaos participates in All Aboard Alliance.

Figure 3: Age diversity of both for office employees and seafarers in 2023

AGE GROUPS

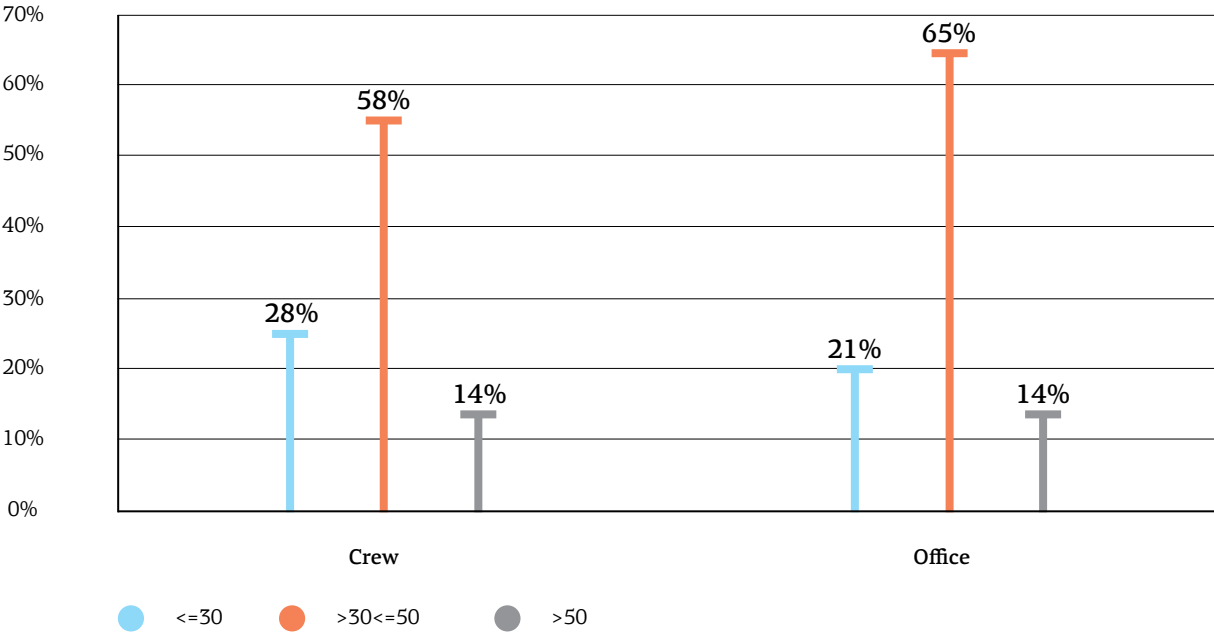


Figure 5: Gender diversity in STEM positions of office employees in 2023

STEM GENDER

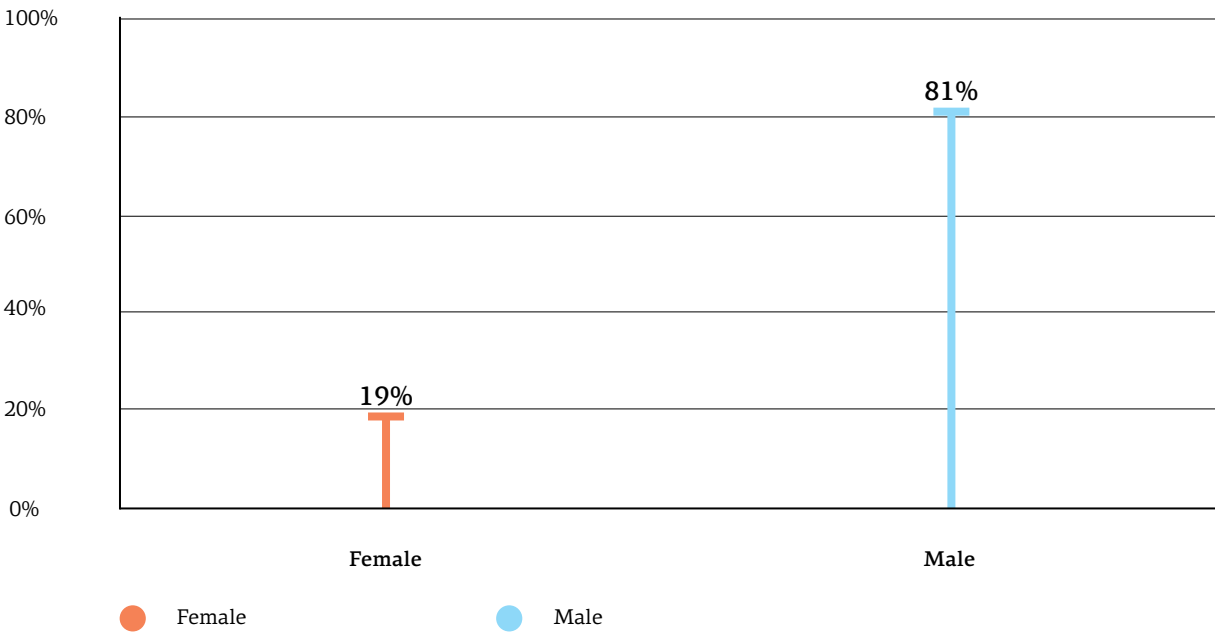
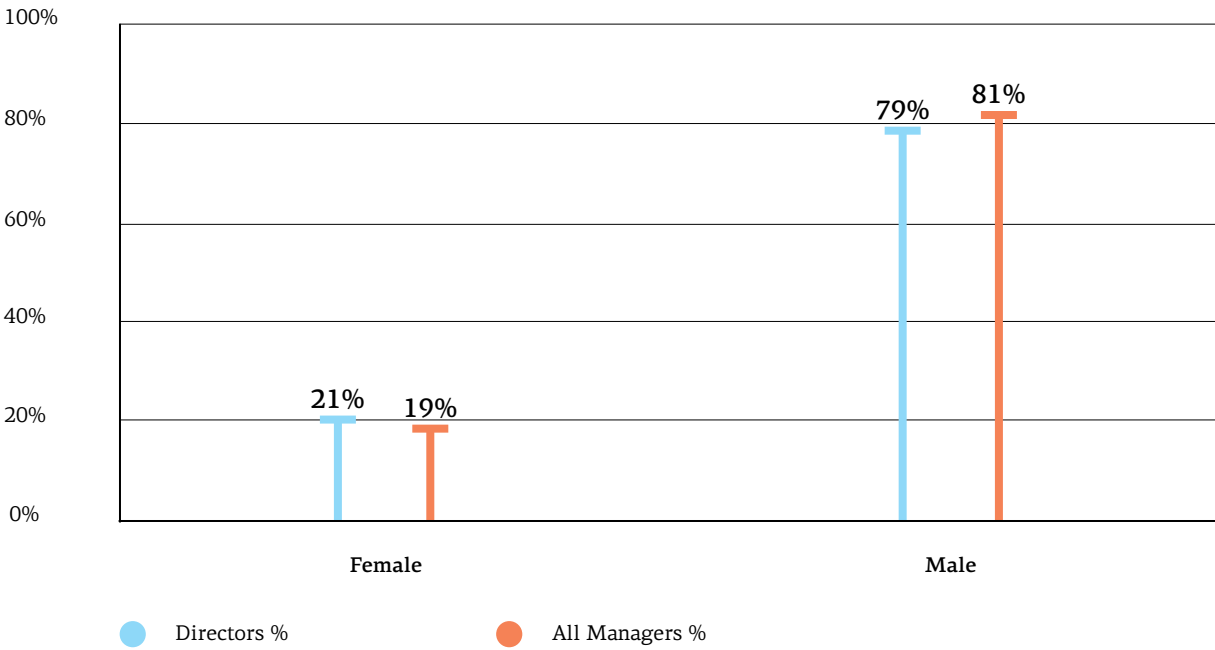


Figure 6: Gender diversity in managerial positions in 2023

GENDER



HUMAN CAPITAL

OUR EMPLOYEES

Our employees are a proficient team of individuals possessing extensive experience in the shipping industry and the containership market. We establish and oversee processes across various departments, emphasizing continuous professional development and training. The noteworthy employee retention rate serves as a key indicator of both employee satisfaction and our dedicated efforts to engage them effectively. Danaos actively champions workplace equality by formulating fair and inclusive policies and practices, ensuring transparency in pay structures.

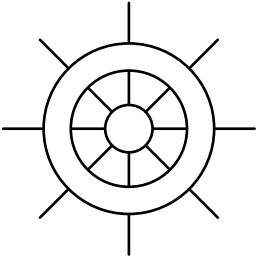
- The average age of employees is 39.8 years old
- We are 173 employees, 37% are women and women participation in management is 19%
- The turnover rate for office employees is 12.7% while volunteer turnover rate is 8.6%.
- We hired 50 new employees and 15 summer interns.
- The new hires represent 28.9% of employees.
- Employees with post graduate studies (MSc, MBA, PhD) represent 54.3% of employees.
- The total training hours are 3,367 and correspond to 19hrs per employee.
- "Suggestion Box" is an annual competition that empowers individuals to voice their suggestions, fostering innovation and creativity, with the added incentive of rewards for valuable contributions. The participation rate of the "Suggestion Box" remains high. This year we received 44 ideas from 30 participants and 4 of them were awarded.



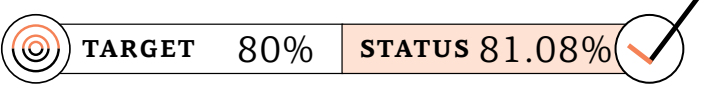
OUR SEAFARERS

Our Seafarers play a pivotal role in Danaos, facilitating global trade, and ensuring the smooth vessels operations. Their unique profession demands a combination of technical expertise, resilience, and adaptability, making seafaring a distinctive and challenging occupation. Safety, the well-being and the advancement of our crew are key to our operations, forming the core of our business. We maintain a close relationship with each member, prioritizing their regular training and career development.

- As of December 31, 2023:
- 1,718 seafarers were onboard our ships
 - The average age of our seafarer was 36
 - We offer a diverse working environment with seafarers of 7 nationalities
 - The crew retention rate was 81.08%
 - We offered 34,077 training hours
 - 312 Seafarers were promoted

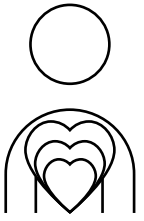


Crew retention

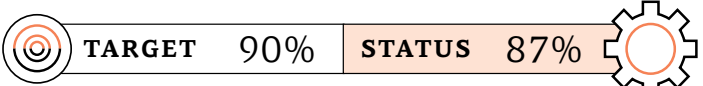


Embedded

81.08% Crew retention rate in 2023.

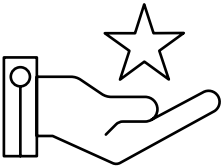


Employee retention



In Progress

87% Employee retention rate in 2023.



The noteworthy employee retention rate serves as a key indicator of both employee and seafarers satisfaction and our dedicated efforts to engage our staff effectively.

HUMAN CAPITAL DEVELOPMENT THROUGH TRAINING

The Danaos Assessment and Training Center (DATC) was established in 2016 in order to cover the training needs of the fleets' Officers, Crew and shore staff employees. It accommodates an on-premises installation, housed at the Danaos Piraeus offices, comprising of the full-mission Bridge Simulator and state of the art training facilities. The DATC defines the Company's inherent duty and obligation to provide the best training facilities and to develop further the personnel's competence in order to ensure operational excellence. An integral part of the curriculum is our Company's Safety Management System (DSMS), and the feedback and lessons learnt from actual fleet experience. The training

combines theoretical knowledge and practical training, tests, and enhanced competence by using actual scenarios as simulation exercises.

DATC has been certified and accredited by Lloyd's Register of shipping and the DMS (Cyprus Government Department of Merchant shipping) with the Approved Training Provider Certificate and the ISO 9001:2015 Certificate. The DATC personnel continuously support and co-operate with all the Company's departments for the identification of their specific training needs and thus providing training activities aimed to further enhance their knowledge, awareness, competence, and performance.

Through the DATC the following Simulation Trainings are provided:

- BR(T)M: Bridge Resource Management
- MRM: Maritime Resource Management
- Damage Stability and Damage Control
- Multi-Cultural Teams and Effective

IN HOUSE TRAINING DEPARTMENT

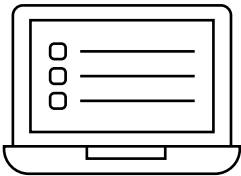
Our well-qualified training department takes pride in delivering a diverse range of seminars designed to enhance the skills, knowledge, and expertise of individuals in the maritime industry. Through meticulous planning and expert instruction, these seminars cover crucial topics that are integral to the success and safety of seafarers. The department employs various innovative and interactive training methods, ensuring that participants receive a comprehensive learning

experience. From navigation techniques, safety and emergency response protocols to the latest advancements in maritime technology and international regulations, the seminars offered cater to the dynamic needs of seafarers. With a commitment to excellence, this training department plays a pivotal role in shaping competent and well-prepared professionals who can navigate the challenges of the open seas with confidence and proficiency.

WELCOMING OUR ONLINE TRAINING PLATFORM

Embarking on a new phase of professional development, during 2023 we introduced our advanced Online Training Platform, customized exclusively for the maritime excellence of Danaos. This platform is user-friendly and offers

a wide range of courses covering safety protocols, industry regulations, crew wellbeing, and operational efficiency optimization. It ensures a comprehensive approach to skill enhancement for both seafarers and office employees.



Embarking on a new phase of professional development, during 2023 we introduced our advanced Online Training Platform, customized exclusively for the maritime excellence of Danaos.

SEAFARERS TRAINING: NAVIGATING THE PATH TO EXCELLENCE

Seafaring is a demanding profession that requires a unique set of skills and knowledge to navigate the vast and challenging expanses of the world's oceans. Seafarers training is a dynamic and evolving process designed to prepare individuals for the complexities of maritime life.

We invest in training that promotes safety, efficiency, environmental awareness, and multicultural communication. By prioritizing technical proficiency, safety, environmental awareness, and continuous learning, these programs contribute to the competence and professionalism of seafarers, ensuring the reliability and safety of global shipping operations.

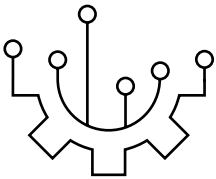
As such, we have developed our own training programs with in-house seminars and pre-boarding training. We continuously identify training needs for employees and seafarers, and we have designed a customized training program to ensure safety awareness and competence.

It is important that employees and seafarers are provided with training on:

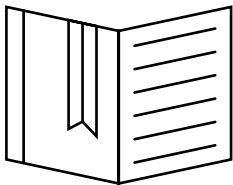
- Safety
- Environmental policy and goals
- Relevant environmental aspects
- Operational, monitoring and contingency procedures
- Updates in laws and regulations affecting ships' operations
- Day to day activities

Our computer-based training programs, ensure the evaluation and appraisal of seagoing and shore-based employees on an ongoing basis throughout the course of employment. A variety of seminars specifically designed for Danaos Shipping are held in our premises.

During 2023, Danaos took proactive steps in shaping its future by organizing comprehensive Cadet Training programs aimed at cultivating the next generation of Danaos Officers.



During 2023, Danaos took proactive steps in shaping its future by organizing comprehensive Cadet Training programs aimed at cultivating the next generation of Danaos Officers.



*Seafarers Training Hours (Drills not included)
Total 34,077.5 Hours
Average Hours per seafarer: 21.5*

ON SHORE
EMPLOYEES

Throughout 2023, we invested extensively in comprehensive training programs aimed at facilitating smooth onboarding, enhancing digital skills, fostering awareness of rules and regulations, promoting safety measures, improving operational efficiency, advancing diversity, equity, and inclusion (DEI) initiatives, and cultivating effective leadership skills. Our dedication to employee growth is evident in the 3,367 hours of training offered during the year, delivered through various methods such as instructor-led sessions, webinars, seminars, and other interactive platforms. By empowering our team with the necessary knowledge and skills, we not only bolster our organizational capabilities but also contribute to a more sustainable and responsible maritime sector.

Our dedication to employee growth is evident in the 3,367 hours of training offered during the year, delivered through various methods such as instructor-led sessions, webinars, seminars, and other interactive platforms.

OFFICE EMPLOYEES TRAINING CATEGORIES HOURS

TOTAL: 3,367 HOURS
AVERAGE HOURS PER EMPLOYEE: 19

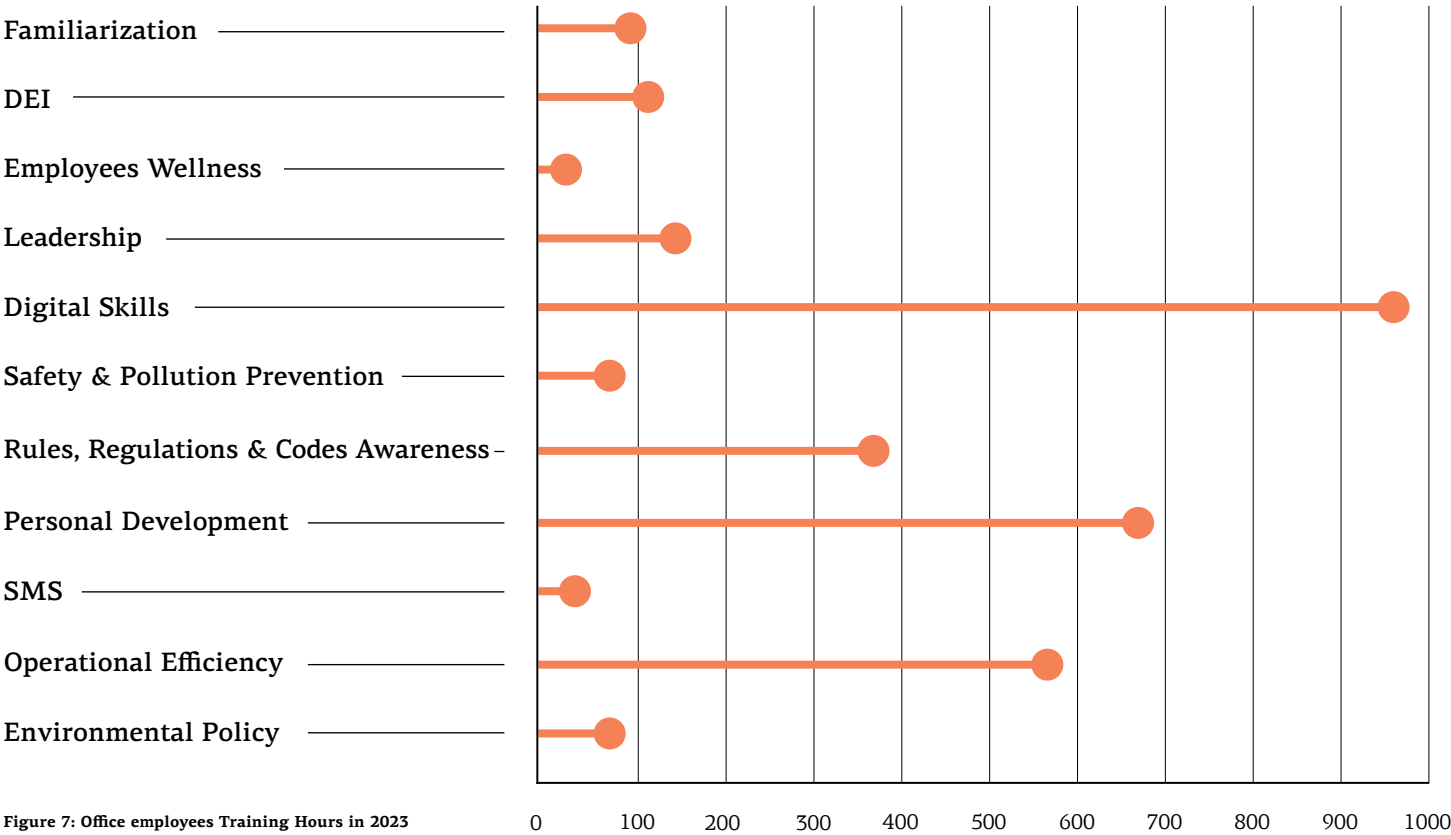
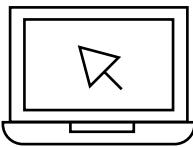


Figure 7: Office employees Training Hours in 2023

DIGITAL SKILLS
DEVELOPMENT PROGRAM

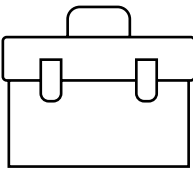
In a strategic move towards embracing the transformative power of digitalization, Danaos Shipping has taken a significant step by implementing a comprehensive Digital Skills Development program for its office employees. Recognizing the paramount importance of staying ahead in the rapidly evolving maritime industry, Danaos has invested in this initiative to equip its workforce with the necessary tools and knowledge. As part of this program, a remarkable 1,000 training hours have been made available, enabling office employees to participate in a diverse range of courses aimed at enhancing their digital skills. This forward-thinking approach not only underscores Danaos Shipping's commitment to innovation but also ensures that its team is well-prepared to navigate the challenges of the digital era, ultimately contributing to improved performance and efficiency across the organization.



Danaos Shipping has taken a significant step by implementing a comprehensive Digital Skills Development program for its office employees.

TALENT DEVELOPMENT
TRAINING PROGRAM

Danaos Shipping has recently offered 460 hours of training through a transformative Talent Development Training Program, extending its commitment to fostering the professional growth of both office managers and employees. In these dynamic sessions, participants received comprehensive insights into the career paths available within the organization. A significant focus was placed on empowering individuals to navigate their professional journeys effectively. Additionally, the program elaborated on the efficient utilization of the company's latest Performance Management system, guiding employees on the strategic setting of objectives and the art of providing constructive feedback. By arming its workforce with these essential skills, Danaos Shipping not only demonstrates a forward-thinking approach to talent development but also ensures a harmonious alignment between individual aspirations and organizational objectives, creating a synergistic environment conducive to sustained success.

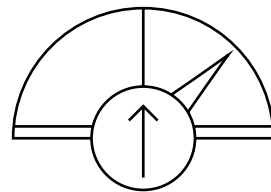


Danaos Shipping has recently offered 460 hours of training through a transformative Talent Development Training Program, extending its commitment to fostering the professional growth of both office managers and employees.

NEW PERFORMANCE MANAGEMENT SYSTEM

In 2023, Danaos took a significant stride towards fostering a culture of fairness, transparency, and continuous growth for its employees by introducing a cutting-edge Performance Management system. This initiative was aimed at providing comprehensive feedback to all employees based on the achievement of their objectives and the demonstration of desired competencies and skills. The system enables managers to collect input from multiple sources regarding the performance of employees. Embracing modern technology, the system is seamlessly integrated into an online digital application, ensuring accessibility and efficiency. Throughout the year, more

than 90% of office employees actively engaged with the new Performance Management system, receiving valuable insights and guidance for improvement. Moreover, the company conducted Talent Review meetings, ensuring that the performance and career growth of every single employee were thoroughly discussed, marking an impressive milestone with 100% participation. Danaos's commitment to nurturing a high-performance culture is evident through this strategic implementation, demonstrating a dedication to the professional development and well-being of its workforce.



In 2023, Danaos took a significant stride towards fostering a culture of fairness, transparency, and continuous growth for its employees by introducing a cutting-edge Performance Management system.



SEAFARERS DEVELOPMENT

Danaos adopts a proactive approach to nurturing the professional growth and skill development of its seafarers, conducting regular quarterly meetings dedicated to evaluating their performance. These assessments serve as a crucial determinant for career progression within the organization, as well as for pinpointing specific training and development needs. Leveraging an innovative online application, feedback is systematically gathered from a diverse array of

sources, ensuring a holistic and impartial evaluation process. Key criteria evaluated include operational efficiency, adherence to compliance regulations, upholding safety standards, and the demonstration of essential soft skills. By adhering to these rigorous evaluation standards, Danaos not only fosters a culture of continuous improvement but also reinforces its commitment to excellence and safety in maritime operations.

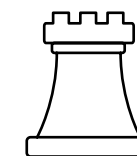
INTRODUCTION OF CAREER PATH FRAMEWORK

At Danaos, we recognize that investing in the growth and progression of our employees is essential not only for their individual success but also for the long-term sustainability of our business. As such, our new Career Path Framework serves as a roadmap, offering a detailed understanding of the roles available within our organization and how they align with our broader objectives.

Central to this framework is the concept of transparency and fairness. By clearly defining roles and responsibilities at each level, we ensure that all employees have equal access to opportunities for advancement based on their skills, experiences, and aspirations. Moreover, the framework fosters a culture of inclusivity and diversity, enabling individuals from diverse backgrounds to thrive and contribute meaningfully to our collective success.

One of the key benefits of our Career Path Framework is its ability to provide employees with a clear pathway for career growth. By outlining the skills and experiences required for progression, individuals can take proactive steps to develop their capabilities and advance within the organization. This not only enhances employee engagement and job satisfaction but also strengthens our talent pipeline, ensuring that we have the right people in the right roles at every level of the organization.

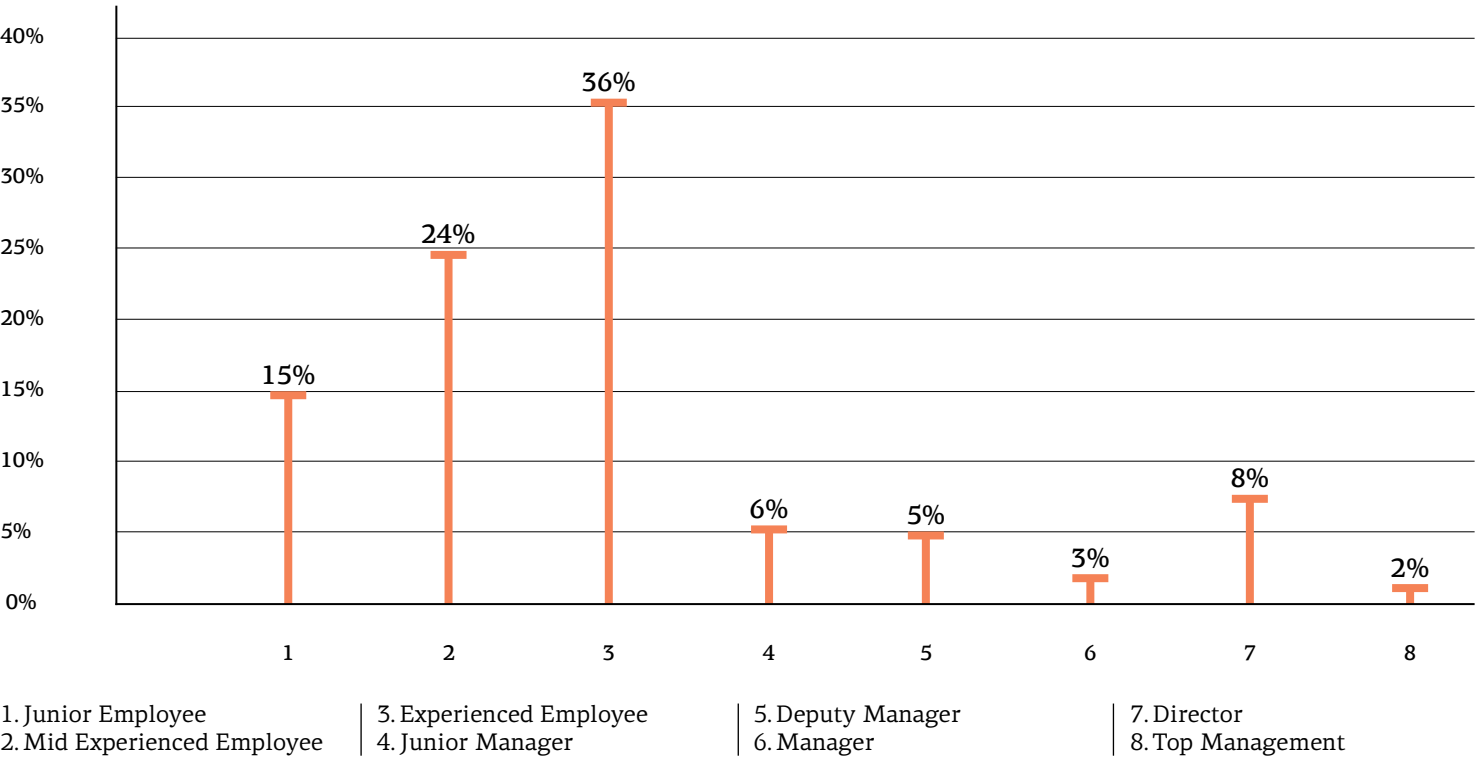
Importantly, our Career Path Framework is an integral component of our broader Human Resources Management strategy, which encompasses Performance Management, Talent Management, and Training & Development. By integrating career progression into these core processes, we create a holistic approach to employee development, where individuals are supported at every stage of their career journey.



Our Career Path Framework is an integral component of our broader Human Resources Management strategy, which encompasses Performance Management, Talent Management, and Training & Development.

Figure 8: Career path allocation in 2023

CAREER PATH ALLOCATION



In 2023, Danaos celebrated the advancement of 33 office employees through promotions, underscoring our commitment to recognizing and nurturing talent within our organization. Notably, 42% of these promotions were extended to female employees, reflecting our dedication to fostering gender diversity and equality in the workplace. Additionally, 3.5% of our employees

embraced new opportunities for growth and development by transitioning to different roles within the company. These statistics highlight our unwavering support for career progression and mobility, ensuring that every individual has the chance to thrive and contribute to our collective success.

TALENT ATTRACTION

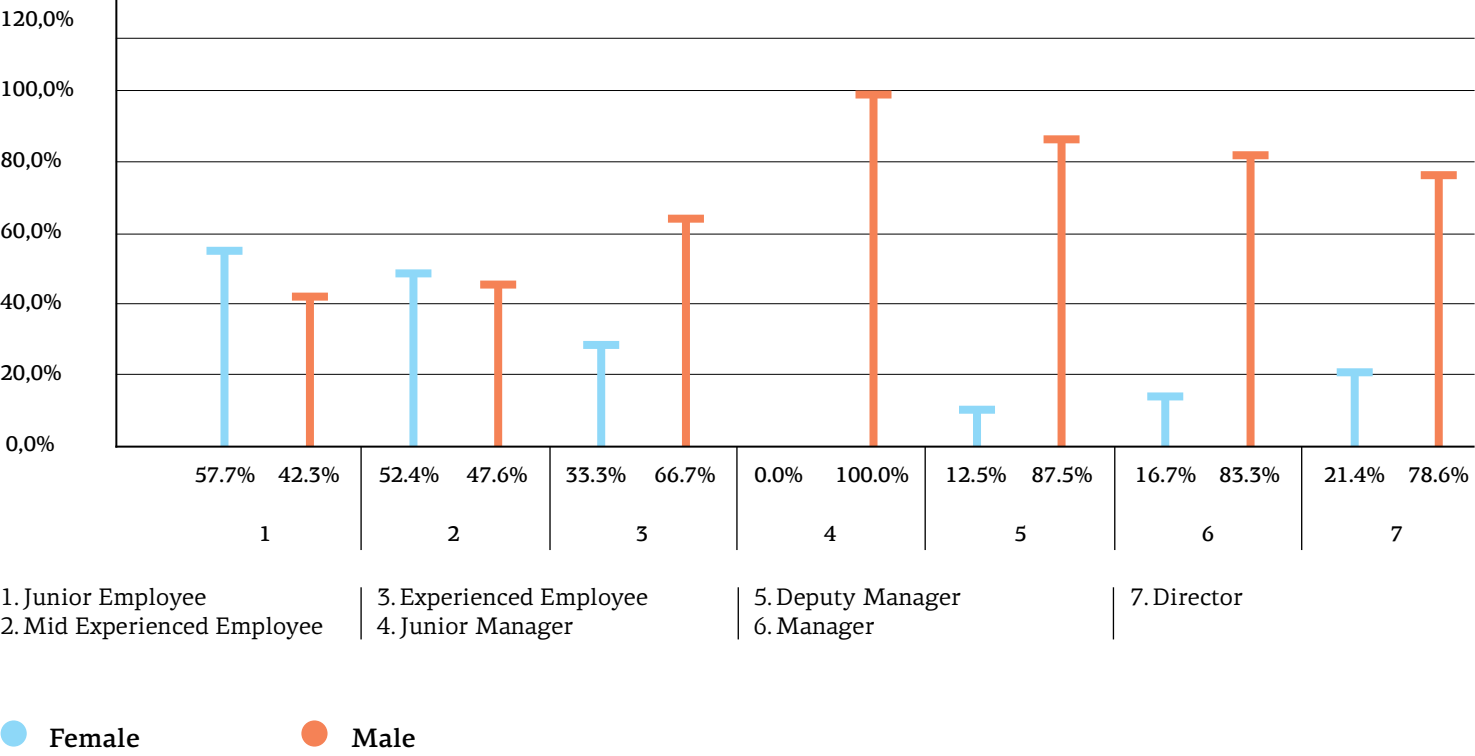
We take a multi-faceted approach to attract top talent. We showcase exciting career opportunities through various sourcing channels, highlighting the meaningful impact employees can make within our dynamic organization. Competitive compensation packages, comprehensive benefits, and a focus on professional development further enhance our allure. In essence, we don't just seek talent; we create an irresistible magnetism that naturally pulls in the best talent around.

Danaos is at the forefront of modern recruitment practices, leveraging cutting-edge technology to identify and assess candidates whose personalities and skills align seamlessly with the company's ethos and requirements. Through innovative platforms and tools, Danaos Shipping streamlines the recruitment process, ensuring that every potential team member undergoes a thorough evaluation that goes beyond traditional metrics.

In 2023 we hired 50 office employees from which the 14 came from our fleet. From the rest the 38% were female employees.

Figure 9: Career path allocation by gender in 2023

CAREER PATH GENDER ALLOCATION



HUMAN RIGHTS POLICY

In our commitment to responsible business practices, we proudly align with core International Labour Organization (ILO) conventions as well as internationally accepted UN and OECD frameworks. Our dedication extends beyond mere compliance with local legislation; we actively uphold fundamental human rights within our operations. This encompasses respecting the rights to freedom of association and collective bargaining, vehemently opposing forced labor, child labor, and all forms of discrimination in employment and occupation. Furthermore, we adhere to stringent standards on working conditions and prioritize the safety and health of our people. This steadfast adherence underscores our unwavering commitment to fostering fair, equitable, and safe working environments for all.

We are committed to upholding the fundamental principles of human rights in all aspects of our business operations. We recognize that our activities have the potential to impact on the lives and well-being of our employees, customers, suppliers, and the communities in which we operate. Danaos Human Rights Policy shows the voluntary expression of our commitment and promotes respect for human rights throughout our supply chain and business practices.

We are dedicated to promoting and protecting the inherent dignity of every individual, regardless of their race, color, gender, sexual orientation, age, religion, disability, or any other characteristic protected by applicable laws and internationally recognized human rights. Discrimination, harassment, and any form of abuse will not be tolerated within our company.

LABOR RIGHTS

We commit to upholding the rights of all workers, including:

- Freedom of Association: Employees have the right to join or not join trade unions or workers' organizations of their choice, without fear of retaliation or discrimination. On top of that 100% of our employees are covered by collective bargaining agreements.
- Fair Wages and Benefits: We provide fair and competitive compensation packages that meet or exceed legal and industry standards.

- Safe and Healthy Workplace: Danaos Shipping ensures that all employees and seafarers have a safe and healthy working environment by complying with all relevant health and safety regulations.
- Child Labor: We strictly adhere to minimum age requirements in accordance with international labor standards.

HUMAN RIGHTS REVIEW IN OUR SUPPLY CHAIN

We are committed to sourcing products and materials responsibly, taking measures to prevent any involvement in human rights abuses, including forced labor, child labor, human trafficking, and

other exploitative practices, within our supply chain. We work with suppliers who share our commitment to human rights and encourage them to adopt similar policies and practices.

ENVIRONMENTAL RESPONSIBILITY THE SUPPLY CHAIN

We recognize the interconnectedness of environmental sustainability and human rights. We take steps to reduce our environmental impact, contribute to the fight against climate change, and protect the rights of future generations to a healthy and sustainable environment.

COMPLIANCE MEASURES

Failure to adhere to this Human Rights Policy may result in disciplinary actions for employees, which could include (subject to domestic law) termination or dismissal.

CONTINUOUS IMPROVEMENT

We are committed to continually improving our human rights performance. This includes regular assessments, training for our employees and suppliers, and actively engaging with human rights organizations and initiatives. To enrich this process and ensure its effectiveness, we adopt the following stakeholder engagement strategies: At Danaos, we firmly believe that respecting and promoting human rights is not only a moral obligation but also essential for the long-term success and sustainability of our business. We work diligently to uphold these principles and we encourage all our stakeholders to join us in this endeavor.

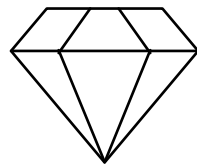
REPORTING A BREACH OF HUMAN RIGHTS

If there is a breach of Human Rights, everyone has the option to report it either externally through the Ethics & Compliance Policy, or internally through the Grievance procedure.





DANAOS IS GREAT PLACE TO WORK



In our ongoing commitment to fostering a positive and inclusive workplace, we conducted an Employee Engagement Survey in December 2023. As a result, Danaos received official certification as a "Great Place to Work" from the renowned organization, Great Place to Work, with a survey score of 78%. This survey aimed to evaluate the sentiments, perceptions, and overall satisfaction of our valued employees. 90% of our people stated "I am proud to tell others I work here" and 80% stated that the company is a Great Place to Work.

WELLNESS AT WORK

At Danaos Shipping, we prioritize the wellness of our people above all else. Recognizing the importance of mental health, we offer comprehensive mental health courses tailored for our office employees, ensuring they have the tools and support needed to maintain emotional well-being. In 2023, we conducted our first in-house Mental Health Seminar, and we immersed ourselves in enlightening discussions, acquired valuable strategies, and embraced the significance of mental well-being in our everyday life. The engagement and openness of our people created a supportive atmosphere that truly embodies the spirit of Danaos. Additionally, we foster a culture of physical activity and camaraderie by organizing sport activities through teams and tournaments, promoting both fitness and teamwork. Our commitment to employee wellness extends further with regular check-ups and access to an office doctor, ensuring that our team members have the necessary support to thrive both personally and professionally.

At Danaos, we deeply care about the wellness of our seafarers, recognizing the unique challenges they face while spending extended periods at sea. To support their well-being, we provide essential amenities such as internet access onboard, enabling them to stay connected with loved ones and access valuable resources during their time away from home. Additionally, we offer comprehensive

wellness courses specifically designed for seafarers, covering topics ranging from stress management to mental health awareness. Through these initiatives, we strive to ensure that our seafarers have the necessary tools and support to maintain their physical and emotional well-being while at sea, ultimately fostering a safer and more fulfilling work environment.

Danaos is committed to prioritizing the wellness and welfare of our seafarers, recognizing the vital role they play in our operations. As part of this ongoing commitment, we are pleased to announce a significant investment of 1.5 million USD into upgrading communication systems onboard our vessels. This investment will enable us to offer seafarers an enhanced onboard experience, including three to six times more free internet access. We believe that improved connectivity will not only contribute to the well-being of our crew members but also facilitate better communication with their loved ones, enhancing their overall quality of life while at sea. Danaos remains dedicated to continuously improving the working conditions and welfare of our seafarers, ensuring their safety, comfort, and satisfaction throughout their employment with us.

TRANSPARENCY AND ACCOUNTABILITY

Danaos aims to be between the more transparent shipping companies globally. On this purpose company established a series of initiatives, reports, and tools to collect and communicate data to all interested parties. Series of commitments and relevant policies address the data collection, data analysis and data communication on several areas of our operations such as sustainable development, compliance with IMO and EU MRV regulations, energy consumption and related emissions, employees assessment and development and interactions with members of value chain.

Danaos Management System safeguards the accountability between the departments and

the employees. Clear organizational charts and communication lines improve company's efficiency and reduce work burdens. There are business charters for company's Committees, Corporate Governance Guidelines, Code of Conduct & Ethics for Corporate Officers & Directors, job descriptions, policies, SOP's and working instructions. This way is possible to avoid conflict of interests, to assign responsibilities and to identify possible violations. Danaos employees have access to company's Management System through personal computers on company's intranet where external stakeholders have access to Code of Business Conduct and Ethics through Danaos web page.

CHILD LABOR, FORCED AND COMPULSORY LABOR

Danaos recognizes the paramount importance of addressing child labor risks within our operations and supply chains. The company does not consider a seafarer suitable for employment in case he/she has not completed the 18th year of age under any capacity. Age verification of seafarers is conducted prior to their employment to verify that no seafarers under 18 years are employed. We understand that the impact of our activities extends beyond our immediate business operations, reaching into the global community. Thus, we are dedicated to fostering sustainable and responsible business practices, ensuring the well-being of individuals involved in our value chain.

We actively engage with our suppliers to communicate our zero-tolerance stance on child labor and align expectations regarding responsible business conduct. Through collaborative efforts, we seek to create a network of suppliers who share our commitment to ethical and socially responsible practices.

Danaos has established comprehensive policies that explicitly prohibit child labor in all its forms. These policies are communicated throughout the organization and to our suppliers, reinforcing our commitment to compliance with international labor standards. We continually review and update these policies to align with emerging global standards and best practices.

Company's Procurement is responsible for sourcing, analyzing, negotiating and supplying materials and services for vessels and personnel's needs. To this context, there is interaction with hundreds of vendors and service providers across the globe producing tenths of thousands of orders and service agreements.

Due to the complexity of the needs of vessels, our supply chain includes products and services such as Spares/ Maintenance, Provisions, Cabin, Deck, Engine Stores, Lubricants, Chemicals, Gases, Paints and Safety services in every port of call. The ability to conduct business in an appropriate manner towards ethical, social and environmental standards plays a major role in our suppliers' selection. As such, they are expected to take steps for continuous improvement towards a responsible and sustainable way.

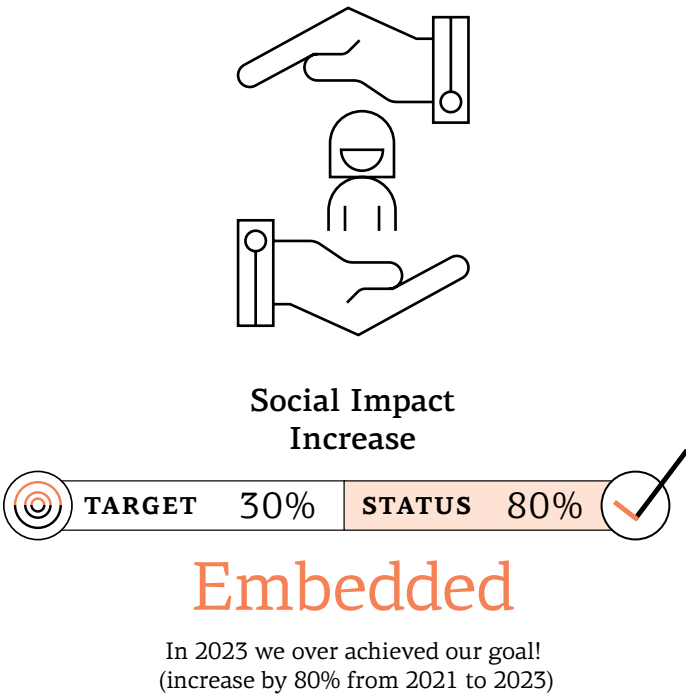
Criteria such as equal opportunities, compliance with international labor standards (no child labor, decent working conditions), health and safety awareness, zero corruption tolerance, transparency and fair business policy are combined with high standards products that promote best use of the vessels' machinery and the hull as well as the wellbeing of our crews onboard.

SECURITY PRACTICES

All deck personnel (52%) with specific assigned security duties receive related training on methods of physical searches of persons. As is clearly stated in our Ship Security Plan (SSP) any such search shall be undertaken in a manner which fully takes into account the human rights of the individual and preserves their basic human dignity. Complementary to the SSP, SSO Danaos Security Training Manual which is used for the onboard training contains detailed instructions and techniques related to search of individuals and describes the items to be considered to ensure respect is always given. There are no security personnel provided by contractors.

CSR EMPLOYEE INITIATIVES
OUR STRONG COMMUNITY ENGAGEMENT

Our strategic priority is to create value for the society and the community in which we operate, and to keep our employees engaged and involved through various voluntary initiatives. We believe in the value and power of solidarity and our community investment activities focus on supporting vulnerable groups and institutions.



EMPOWERING COMMUNITIES: DANAOS SHIPPING'S COMMITMENT TO HEALTH AND INCLUSIVITY

Danaos Shipping proudly participated in the Race for the Cure organized by the NGO "Alma Zois" during the Greece Race for the Cure event, demonstrating our commitment to spreading awareness and fostering hope in the battle against breast cancer. Our team's enthusiastic involvement exemplifies our dedication to supporting vital causes that impact our communities. Additionally, we joined forces with ELEPAP, an NGO dedicated to assisting children with disabilities, in running the Athens Classic Marathon. By participating in these events, Danaos Shipping continues to demonstrate our unwavering support for initiatives that promote health, well-being, and inclusivity in our society. With the "Act of Joy" initiative we donate NGOs protecting children.

In 2023, Danaos took a significant step towards promoting employee well-being and supporting the broader community by establishing the Danaos Blood Bank. This innovative initiative provided employees with the opportunity to donate blood, not only benefiting their colleagues and their families in times of need but also making a meaningful contribution to the overall health system of the country.

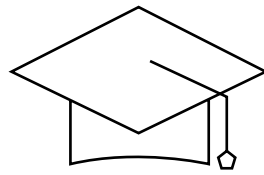
FOSTERING MARITIME EDUCATION: DANAOS SHIPPING'S IMPACT ON FUTURE PROFESSIONALS

Danaos Shipping remains dedicated to nurturing the next generation of maritime professionals by actively engaging with academic institutions and schools. In 2023, we had the privilege of hosting a total of 254 students from Greek and International Universities, along with over 100 students from local schools. Through these engagements, we provided invaluable insights into the maritime industry, offering firsthand knowledge and experiences to inspire and educate future professionals. By facilitating these interactions, Danaos not only contributes to the development of essential skills but also fosters a deeper understanding and appreciation for the maritime sector within the academic society. These initiatives underscore our ongoing commitment to investing in the education and development of young talents, ensuring a brighter and more sustainable future for the maritime industry.

Furthermore, our involvement in the "Adopt a Ship" initiative, led by "Project Connect," reflects our commitment to education and community involvement. Within this pioneering program, we've chosen to support 10 vessels throughout an academic year, linking primary and high school students with seafarers. This endeavor is designed to educate young individuals about the maritime profession and industry, enhancing their comprehension and respect for maritime careers, all while fostering valuable connections between students and maritime professionals.

Danaos continues to be at the forefront of fostering maritime education and career development through active participation in various initiatives. In addition to hosting schools and universities we have actively engaged in Maritime Career Events. These events serve as platforms for sharing valuable information about career opportunities and the skills required to excel in the maritime sector, furthering our commitment to nurturing talent and fostering career growth.

We are thrilled to share that Danaos has just set sail for an enriching series of "Students On-board" Educational Voyages. This initiative is an integral part of the "Management in Maritime Science and Technology" Master's Program, offered by the University of Piraeus and the Hellenic Naval Academy and aims to enhance the educational experience of graduate students enrolled in the program. During these voyages, students are provided with a unique opportunity to embark on journeys between two or more ports and spend up to a week on Danaos vessels. Participants will have the chance to immerse themselves in real-world maritime operations and gain practical insights into the industry.

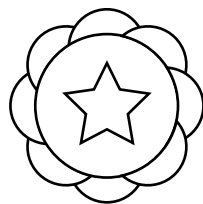


Danaos Shipping remains dedicated to nurturing the next generation of maritime professionals by actively engaging with academic institutions and schools. In 2023, we had the privilege of hosting a total of 254 students from Greek and International Universities, along with over 100 students from local schools.

CHARTING FUTURES: DANAOS SUMMER INTERNSHIP EXPERIENCE

We offer dynamic and enriching summer internships designed to provide aspiring professionals with a unique and hands-on experience in the maritime industry. Our summer internship program is crafted to expose participants to various facets of our operations, from vessel management and logistics to financial analysis and corporate governance. Interns at Danaos work closely with experienced professionals, gaining insights into the complexities of the global shipping market. We foster an environment that encourages innovation, critical thinking, and collaboration,

allowing interns to contribute meaningfully to Danaos projects. This program not only equips participants with industry-specific knowledge but also nurtures their professional growth, preparing them for future challenges in the maritime sector. At Danaos, we believe in investing in the next generation of maritime leaders, and our summer internships provide a valuable platform for students to explore their interests and build a foundation for a successful career in the maritime industry.



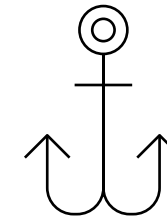
“Success is determined not by the completion of some action, but by how one engages in all action with wisdom and intelligence” Plato (427 – 347 B.C.E)

EMPOWERING THE NEXT GENERATION

Danaos Scholarships reflect our dedication to supporting talented and motivated individuals pursuing education in fields related to the maritime industry. By providing financial assistance, Danaos aims to encourage and recognize outstanding students who demonstrate a strong commitment to academic achievement, leadership, and a passion for contributing to the maritime sector. The scholarship program underscores our belief in investing in education as

a catalyst for future innovation and success in the dynamic and vital field of global shipping. As recipients of Danaos scholarships embark on their educational journeys, we look forward to witnessing their growth and eventual contributions to the maritime industry.

We also offered six (6) scholarships to University Students as a reward for their effort during their studies to become Maritime professionals.



Danaos Scholarships reflect our dedication to supporting talented and motivated individuals pursuing education in fields related to the maritime industry.

DANAOS SHIPPING: LEADING THE WAY IN ENVIRONMENTAL RESPONSIBILITY

Danaos Shipping remains steadfast in its commitment to environmental protection through a range of impactful initiatives. Our dedication to preserving coastal ecosystems was evident through our participation in the Beach Cleanup International Coastal Cleanup Campaign organized by HELMEPA, where 63 Danaos employees joined forces to remove marine debris and safeguard our coastlines. Furthermore, our commitment to reforestation was exemplified by our contribution to afforestation efforts in Kalyvia, where we donated 1,000 trees to support ecosystem restoration, with the participation of 26 employees.

We also played a significant role in the "Re-planting the Burnt Delphic Olive Groves" project, delivering around 30,000 olive saplings of the Amfissa variety to 438 affected local olive producers, helping to replace the burnt ones and revitalize the landscape. Additionally, Danaos Shipping demonstrated its dedication to sustainability by participating in clothing recycling initiatives, such as partnering with Fabric Republic to recycle 100 kilos of clothes. These initiatives underscore our ongoing commitment to environmental stewardship and our proactive efforts to make a positive impact on the planet.

ESG AWARDS

The inaugural ESG (Environmental, Social, Governance) awards in the maritime sector took place in May at the Megaron Concert Hall, emphasizing their significance in showcasing efforts toward environmental conservation and supporting the well-being of individuals engaged in maritime transportation. The award ceremony for the winners of the ESG Shipping

Awards (ESGA) is a new institution globally under the Auspices of the Ministry OF Maritime Affairs and Insular Policy and the Hellenic Chamber of Shipping with a vision to encourage the maritime industry to embrace sustainability as part of its culture and strategy while at the same time develop a viable business model.

Danaos was proudly represented in the ESG Shipping Awards and was awarded in the below 3 categories:

Governance (Gold)

Environment (Gold)

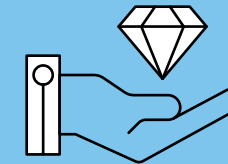
ESG Leader (Bronze)



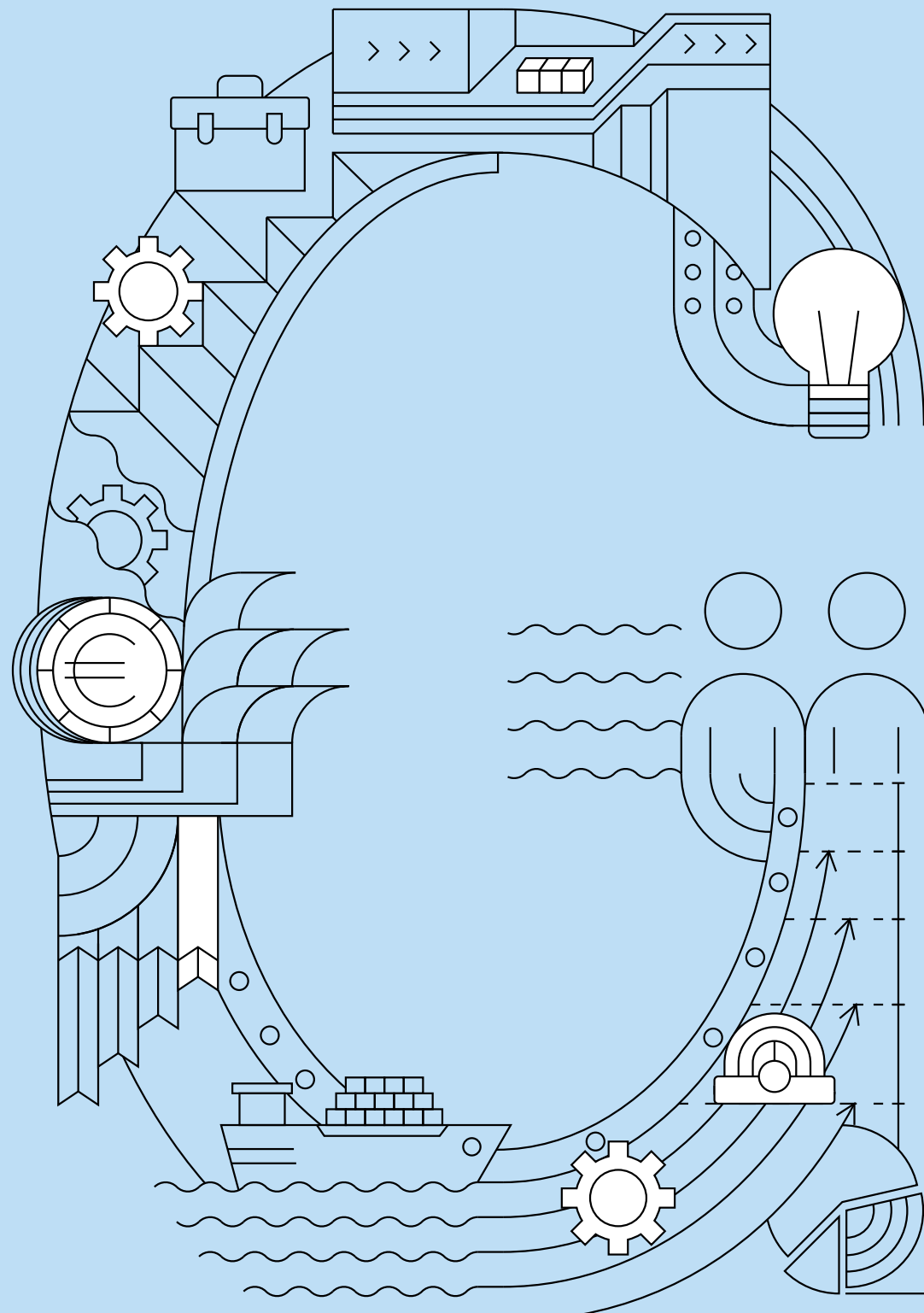
Mr Prokopakis, Vice Chairman of the Board of DAC and Mr Vastarouchas, COO @ Vice President of DAC receiving the awards



GOVERNANCE



We firmly believe that robust corporate governance is crucial to our company's prosperity and in fostering trust with our stakeholders. Our approach is to manage and operate our business grounded in principles of integrity, honesty, and fairness, while strictly adhering to all relevant legal and regulatory standards.



Governance

MATERIAL ISSUES

Economic performance
Anti-corruption
Anti-competitive behavior
Tax
Ethical Business Conduct
Customer Satisfaction

GOALS 2021-2025

Status: 8 out of 12 governance goals for 2025 have been already embedded in 2023.

SDGS



A STRONG CORPORATE CULTURE

Our governance structure is designed with strength and clarity, steered by our Board of Directors. This Board has confirmed that the majority of its members are independent, aligning with the standards of the New York Stock Exchange (NYSE).

Their role includes defining the company's strategic directions, overseeing the management team, and ensuring transparent communication with our shareholders about governance activities. Our commitment to corporate governance is fundamental, driving positive impacts across our operations, especially in advancing sustainability efforts.

Danaos abides by the:

- Corporate Governance Guidelines
- Code of Business Conduct and Ethics
- Code of Conduct & Ethics for Corporate Officers & Directors
- Ethics and Compliance Policy
- Anti-Fraud Policy
- Insider Trading Policy
- Anti-Bribery & Anti-Corruption Policy
- Anti-Money Laundering Policy
- Stakeholders Engagement Policy
- Health & Safety Policy
- Environmental policy

GOVERNANCE STRUCTURE, COMPOSITION, AND RESPONSIBILITIES

In 2023, our governance framework was further enhanced, with the Board of Directors demonstrating rigorous adherence to high governance standards. Comprised of executive, non-executive and independent members, the Board reflects diversity in nationality and expertise, promoting strategic decision-making and effective oversight. This diverse structure ensures transparency and accountability, essential for aligning with the long-term interests of stakeholders. Currently, the Danaos Board is composed solely of male members. In our pursuit of excellence in governance though, we recognize the imperative need for a diverse and inclusive Board. To address the current composition, we are committed to implementing targeted recruitment and mentorship programs aimed at enhancing the representation especially of women and other underrepresented groups on our Board. These initiatives are designed to bring a wider range of perspectives and expertise to our governance, ensuring decisions reflect the diverse world in which we operate.

Our governance approach is articulated through the diligent efforts of four key committees: the Audit Committee, which oversees financial integrity and compliance; the Compensation Committee, responsible for executive compensation and policy setting; the Environmental, Social, and Governance (ESG) Committee, guiding our impact on the economy, environment, and soci-

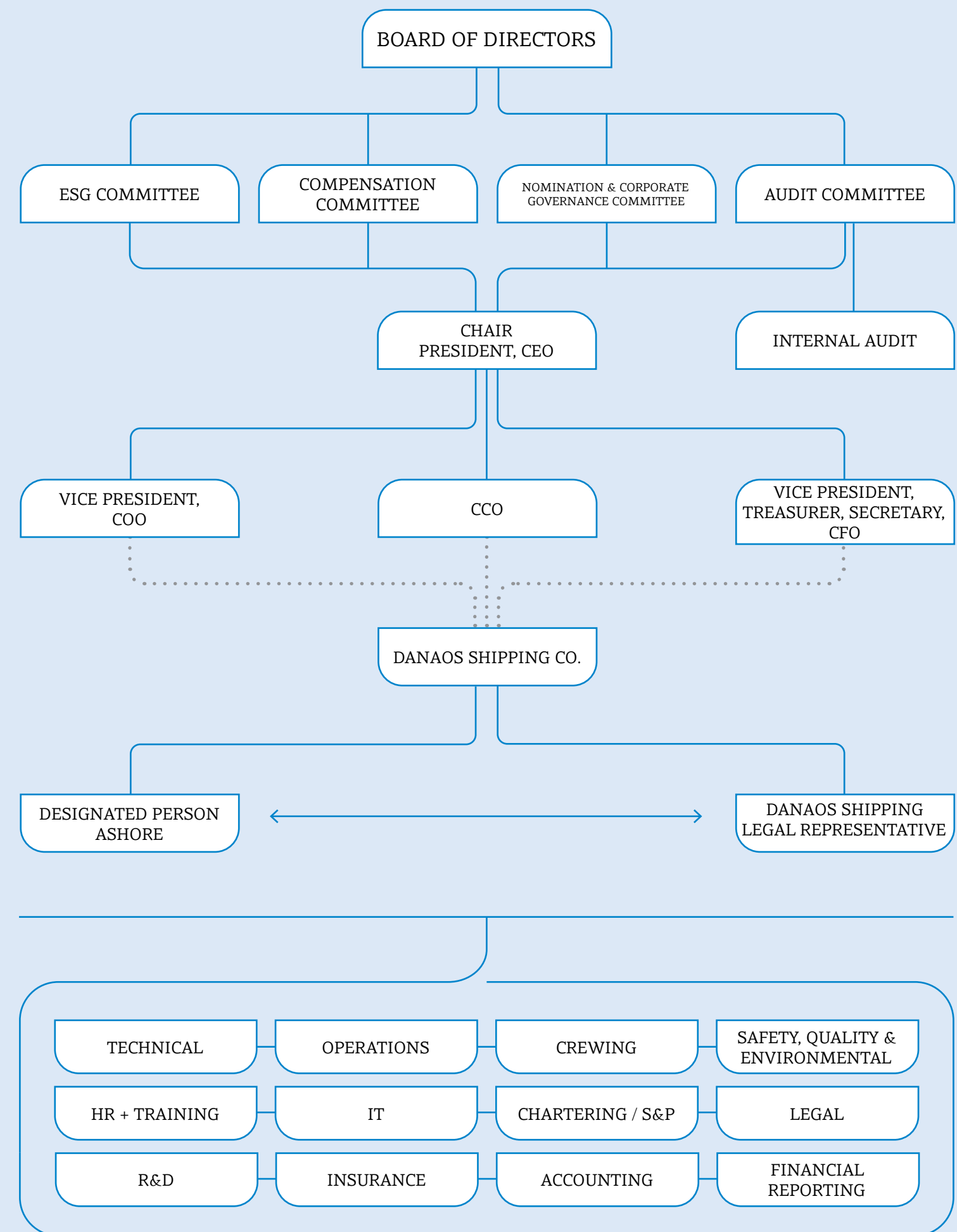
ety; and the Nominating and Corporate Governance Committee, ensuring effective board and executive management. Each committee plays a crucial role, meeting multiple times throughout the year to review the company's performance, strategies, and risk management.

Detailed description of the responsibilities of each committee can be found in Danaos Corporation [website](#).

The Board's commitment is evident in their regular meetings, where comprehensive reviews of the company's performance and strategic direction are conducted, always with an eye towards sustainable development and stakeholder value. Through these structured and focused efforts, our Board effectively manages and monitors the company's impacts, ensuring responsible governance and strategic oversight.

For more detailed information on our governance practices and committee activities in 2023, please visit our website [here](#) and/or refer to our annual report. This documentation further underscores our dedication to high governance standards and our commitment to transparency, accountability, and the long-term interests of our stakeholders.

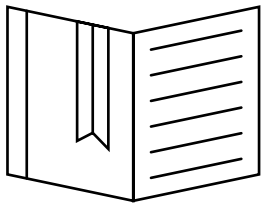
Our governance approach is articulated through the diligent efforts of four key committees: the Audit Committee, which oversees financial integrity and compliance; the Compensation Committee, responsible for executive compensation and policy setting; the Environmental, Social, and Governance (ESG) Committee, guiding our impact on the economy, environment, and society; and the Nominating and Corporate Governance Committee, ensuring effective board and executive management.



CORPORATE GOVERNANCE MANUAL
AND TRAINING PROGRAM

In 2023, Danaos advanced its corporate governance framework significantly. A detailed Corporate Governance Manual, accessible to all employees via the Company's Intranet, provides clear guidance on governance principles and ethical standards. A targeted training program, led by the Internal Audit Department (IAD), ensures that employees, especially newcomers, are well-acquainted with governance practices from the start.

The program covers aspects such as ethical decision-making, compliance, and risk management, ensuring employees are not just aware but actively engaged in upholding governance standards. Regular reviews and feedback loops are integral to this initiative, ensuring the governance approach remains dynamic and aligned with the best industry practices.



A detailed Corporate Governance Manual, accessible to all employees via the Company's Intranet, provides clear guidance on governance principles and ethical standards.

CONTINUOUS IMPROVEMENT AND
ALIGNMENT WITH INDUSTRY STANDARDS

The commitment to Corporate Governance does not stop at introduction and training; it is about continuous improvement and alignment with industry standards. Regular monitoring and revisions keep practices up-to-date and in line with the evolving industry landscape. By integrating benchmarking insights, Danaos' governance framework is ensured to be robust, proactive, and reflective of the dedication to transparency, accountability, and ethical conduct.

The enhancement of the Corporate Governance Manual and Training Program is a testament to Danaos' commitment to setting governance benchmarks. These initiatives reinforce a culture of integrity and transparency, positioning Danaos as a leader in corporate governance within the industry.

NOMINATION AND SELECTION OF THE
HIGHEST GOVERNANCE BODY

Our Nomination and Corporate Governance Committee's refined approach in 2023 ensures a thorough nomination and selection process for our governance body, aligning with strategic and ESG objectives. The committee evaluates candidates based on their experience, skills, and independence, ensuring diversity in viewpoints and knowledge on the board. The process involves considering candidates' potential to maintain relationships with stakeholders and respond to market developments, underscoring our commitment to ethical governance and stakeholder engagement.

In 2023, the board's collective expertise in maritime operations, finance, sustainability initiatives, and technological innovation has been instrumental in navigating the complexities of the marine transportation sector. For a comprehensive understanding of our governance practices and committee activities in 2023, please visit our detailed [exposition](#) at and/or refer to our annual report. Short bios of Board members are also available on our annual report.

CHAIRMAN OF THE
HIGHEST GOVERNANCE BODY

The structure of our Board, including the dual role of the Chair who also serves as the CEO, ensures strategic alignment and effective management oversight. The Board, responsible for setting strategic goals and overseeing management, ensures

that the Chair's dual role does not lead to conflicts of interest, fostering a robust governance framework that aligns with the company's commitment to sustainability and ethical practices.

CONFLICTS OF
INTEREST

Our approach to managing conflicts of interest involves strict adherence to the Code of Conduct & Ethics, ensuring that directors, officers, and employees act with integrity. The Audit Committee addresses any conflicts involving the CEO or other executive officers, with a clear process for disclosing and managing potential conflicts, ensuring that our governance practices uphold the highest ethical standards.

Aligning with our commitment to transparency and accountability, the company has established a policy to ensure that all significant Related Party Transactions are properly identified, reviewed, and approved by the Board of Directors, in accordance with applicable laws and regulations. This governance practice is crucial for maintaining the integrity of our operations and the trust of our stakeholders. For more detailed disclosures regarding our related party transactions, stakeholders are encouraged to consult the company's annual report.

HIGHEST GOVERNANCE BODY IN SUSTAINABILITY REPORTING

The ESG Committee, established to provide guidance on environmental, social, and governance matters, works closely with the enhanced risk management framework to oversee the company's sustainability efforts. The Committee's role in reviewing and recommending initiatives, assessing risks and opportunities, and promoting ESG practices within the company's business culture ensures that sustainability is an integral part of our strategic decision-making process. The ESG Committee's collective expertise enhances our governance body's knowledge on sustainable development. Their diverse experience in environmental, social, and governance aspects ensures informed, strategic decisions, driving our commitment to sustainability and ethical business practices.

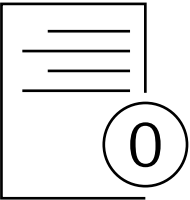
COMMUNICATION OF CRITICAL CONCERNS

The Company's Whistleblowing Policy, combined with educational initiatives, reinforces a culture of ethical conduct and compliance with laws and regulations. The policy encourages the reporting of unethical or illegal activities and protects employees from retaliation, ensuring that critical concerns are communicated effectively and addressed promptly to maintain the integrity of our organization. There were zero cases of confirmed breaches of the Code of Conduct & Ethics for 2023.

EVALUATION OF THE PERFORMANCE OF THE HIGHEST GOVERNANCE BODY

Annually, the Board of Directors and its committees, under the guidance of the Nominating & Corporate Governance Committee, engage in self-evaluations to examine their performance and highlight areas needing improvement. These assessments are crucial for maintaining exemplary corporate governance standards, ensuring the Board's actions are aligned with strategic objectives. The outcomes of these evaluations initiate improvements in Board effectiveness, governance practices, and strengthen the commitment to ethical leadership and stakeholder involvement. En- trusted with a thorough review of these findings, the Nominating & Corporate Governance Committee leverages its comprehensive expertise to recommend precise improvements. This process emphasizes a continuous journey toward governance excellence, reflecting the Board's proactive approach to self-improvement and its role as a model in corporate governance. Their ongoing efforts to excel not only demonstrate a resolute dedication to high standards but also position them as an example for best practices in governance, inspiring broader organizational and industry-wide advancements.

There were zero cases of confirmed breaches of the Code of Conduct & Ethics for 2023.



REMUNERATION

Danaos remuneration policies, overseen by the Compensation Committee, are carefully designed to align with our corporate values and strategic objectives. The policies are reviewed and approved annually, ensuring fairness and consistency. Although not directly linked to specific performance metrics like share price or profitability, our approach reflects a commitment to accountability and aligns remuneration with the broader interests of the company and stakeholders. Information about Board members owned shares and stock ownership requirements for CEO and other Board members are presented analytically in Danaos annual report. The Compensation Committee, composed of independent directors, follows a rigorous and transparent process to determine remuneration. Stakeholder views, including those of shareholders, are taken into consideration, ensuring that our remuneration practices are fair, competitive, and supportive of our organizational ethos. This process underscores our dedication to a remuneration system that is equitable and reflective of our commitment to ethical governance. More information about the remuneration policies, procedures and figures are provided in Danaos annual report for 2023. Danaos sets specific climate related targets, which if met by the CEO, remuneration is provided. Moreover, Danaos has included the achievement of environmental targets in the assessment criteria for employees rewarding. 1% of net income is distributed to those contributed to targets achievement. The BoD approves salary bonuses for Executive Officers based upon the proposal of the Compensation Committee.



A ROBUST RISK MANAGEMENT AND CONTROL FRAMEWORK

REFINED RISK MANAGEMENT APPROACH

Two-Tiered Risk Assessment and Delegated Management Process:

In 2023, Danaos significantly refined its risk management framework, closely aligning it with strategic business objectives and a proactive stakeholder engagement strategy to ensure holistic risk management and operational efficiency. The process begins with the Board of Directors conducting a high-level assessment of 26 major risks, gaining a comprehensive understanding of the challenges and opportunities Danaos may face. Mid-level management further refines this assessment, thoroughly analyzing these risks into 80 smaller, actionable components. This two-tiered risk management approach ensures a detailed focus on risk mitigation and opportunity identification, aligning operations with industry best practices and reinforcing the commitment to the ESG strategy.

The Board of Directors, supported by the Audit Committee, plays a crucial role in this refined approach. The Board assesses major risks and con-

templates potential mitigation strategies, while the Audit Committee engages in deep discussions about the enforcement of company's policies regarding risk assessment and management. This includes establishing appropriate guidelines and policies to govern the process, alongside a thorough examination of the company's major financial risk exposures and the management's steps to control them.

For effective risk management, the Board, with assistance from the Audit Committee, delegates the management of specific risks to executive officers, depending on the nature of each risk. This structured delegation ensures that risks are managed by individuals with the most relevant expertise and insight, significantly enhancing the effectiveness of risk management strategies.

Stakeholders Engagement and Risk Mitigation:

The Stakeholders Engagement Policy is integral to the risk management approach, ensuring proactive

consideration of the needs and desires of all stakeholders. Strong and frequent relationships are established through various engagement methods such as open communication, internal meetings, management review reports, and team-building activities. This commitment to transparency and effective engagement reflects in identifying, communicating with, and meeting the expectations of stakeholders, fostering strong, transparent, and mutually beneficial relationships.

This policy, implemented and monitored by the Corporate Sustainability Officer (CSO) and the ESG Working Team, involves a comprehensive assessment that considers both internal and external material factors. It aligns risk management strategies with the expectations and concerns of stakeholders, thereby enhancing the resilience and responsiveness of operations.

Continual and Flexible Risk Assessment:

The shipping industry, dynamic and subject to continual change, including regulatory updates and market shifts, demands a flexible risk assessment approach. Our approach has been instrumental in enabling the company to adapt and respond effectively to these changes.

Additionally, we are committed to the continual development and training of staff. Recognizing that an informed and skilled workforce is the greatest asset in identifying and managing emerging risks, comprehensive training and development programs have been implemented. These programs focus on equipping staff with the

knowledge and tools necessary to anticipate and respond to industry-specific challenges, reinforcing a proactive stance on risk management.

Alignment with Business Objectives:

At Danaos, risk management is intricately woven into the business strategy, ensuring alignment of operations with the ability to achieve business objectives and the long-term vision. A structured set of business objectives — categorized into Operations, Reporting, Compliance, and Sustainability — is directly supported by the risk management framework and stakeholder engagement strategy.

- **Operations Objectives:** The risk management approach, coupled with stakeholder engagement strategy, ensures operational excellence, cost control, and fleet optimization, promoting profitability, growth, and innovation.
- **Reporting Objectives:** Commitment to accurate and transparent reporting is bolstered by risk management and stakeholder engagement strategies, ensuring reliability and integrity in financial and non-financial reporting.
- **Compliance Objectives:** Adherence to legal and regulatory frameworks is reinforced by the risk management framework and stakeholder insights, ensuring ethical operations and robust compliance protocols.
- **ESG Objectives:** ESG goals are supported by the risk management approach and stakeholder engagement, focusing on minimizing environmental impact, ensuring social well-being, and promoting ethical governance practices.

This two-tiered risk management approach ensures a detailed focus on risk mitigation and opportunity identification, aligning operations with industry best practices and reinforcing the commitment to the ESG strategy.

ECONOMIC PERFORMANCE

Danaos provides information on the direct economic value generated and distributed in its annual report.

The company also has a defined benefit plan in place, which is managed through its liquidity resources. Danaos believes it has sufficient cash and cash equivalents to meet its defined benefit plan obligations. However, due to confidentiality

reasons, quantitative disclosure about the terms of executives' defined benefit plan cannot be provided. For detailed information, please refer to our latest annual report.

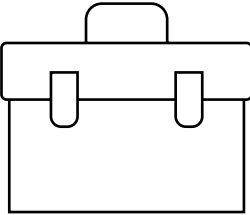
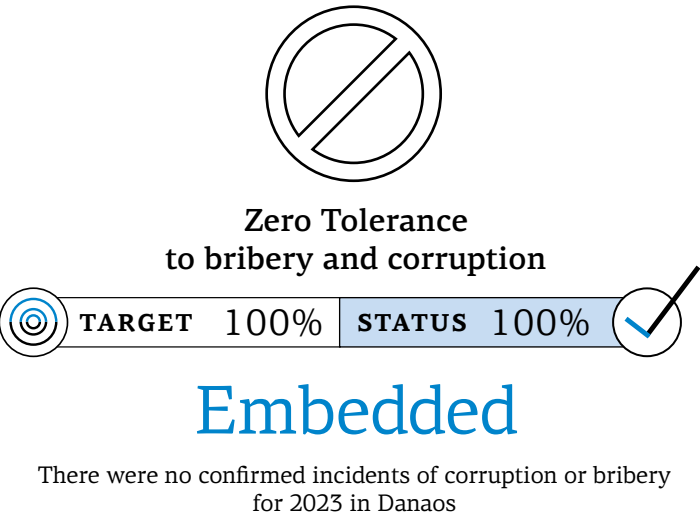
Company's operations are not subject of reimbursements and direct financial assistance from state agencies at any country in globe.



ANTI-CORRUPTION

Our holistic approach to anti-corruption, combining thorough risk management with a profound commitment to ethical business practices, solidifies our resolve against corruption. Strategic risk mitigation efforts, coupled with ethical engagement, not only help us address corruption risks but also enhance our operational resilience. Our track record of maintaining for 2023 no confirmed incidents of corruption and bribery or monetary losses from related legal proceedings, underscores the efficacy of our risk management strategies and our deep-rooted commitment to integrity in every aspect of our operations.

Danaos, devoted in its commitment to the highest standards of integrity and transparency, has firmly established a robust Anti-Bribery & Anti-Corruption (ABAC) Policy. This policy embodies our uncompromising stance against corruption, ensuring adherence to international anti-bribery and anti-corruption regulations. Our dynamic approach to policy review and updates aligns with evolving global standards, protecting our operations against potential legal, financial, and reputational risks. ABAC Policy has been communicated to all (100%) managers and directors within the company.



ABAC Policy has been communicated to all (100%) managers and directors within the company.

Our ABAC Policy, alongside a comprehensive risk management framework, aims to uphold unparalleled ethical standards throughout all company operations. Our ABAC policy is publicly available in the company’s [website](#).

Central to our anti-corruption efforts are our comprehensive training programs. Annually, we conduct several mandatory training sessions for all employees, aimed at deepening their understanding of our ABAC policy, the legal consequences of bribery and corruption, and the practical measures for their prevention. These sessions are pivotal in cultivating a culture of integrity within Danaos and are continuously updated to mirror the latest developments in legal standards and best practices.

IDENTIFIED SIGNIFICANT RISKS RELATED TO CORRUPTION

In 2023, we undertook a detailed risk assessment covering 100% of our operations to pinpoint all potential corruption-related risks, underscoring our dedication to transparent and ethical operations. This meticulous process ensures an extensive evaluation of our operational framework.

Our extensive risk assessment revealed several critical areas with potential corruption implications:

- Global Economic Conditions: We recognize that economic downturns and geopolitical tensions could inadvertently create conditions conducive to corruption. Our strategy to counteract such risks involves continuous monitoring and adaptable business planning.
- Demand Fluctuations and Trade Protectionism: Variability in market demand and the advent of protectionist policies could influence corruption risks by altering our competitive environment. To mitigate these risks, we pursue market diversification and strategic planning.

- Financial Market Disruptions: The volatility of financial markets poses a risk by potentially increasing borrowing costs and restricting capital allocation. Our diversified funding sources and robust liquidity strategy are crucial for mitigating these risks.

Engagement in Sustainable and Anti-Corruption Partnerships

We have initiated the process of joining the Maritime Anti-Corruption Network (MACN) initiative, a step that will strengthen our corporate governance by tackling bribery, facilitation payments, and various forms of corruption. This initiative involves the development and dissemination of best practices, enhancing awareness of common challenges, and engaging closely with our key stakeholders to create sustainable solutions.

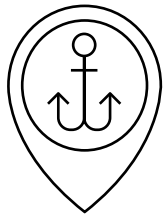
QUANTITATIVE METRICS AND MATERIALITY OF EXTERNALIZED IMPACT ON STAKEHOLDERS

Our anti-corruption initiatives are supported by transparent and measurable metrics, such as the number of conducted training sessions, compliance rates, and the effectiveness of our reporting mechanisms. Moreover, our risk assessment pro-

cesses critically examine the externalized impacts of our operations on stakeholders, ensuring our business practices contribute positively to societal well-being and environmental sustainability.

PROACTIVE MEASURES
AND CPI INSIGHTS

Our dedication to ethical operations is further underscored by succeeding 0% of our port calls in 2023 were in countries ranked among the 20 lowest in Transparency International's Corruption Perception Index (CPI). This achievement significantly minimizes our exposure to high-risk environments for corruption and underscores our commitment to conducting business in jurisdictions that reflect our ethical values.



Our dedication to ethical operations is further underscored by succeeding 0% of our port calls in 2023 were in countries ranked among the 20 lowest in Transparency International's Corruption Perception Index (CPI).

ETHICAL BUSINESS
CONDUCT

The Purpose Of The Code Of Business
Conduct & Ethics And Policies Is To:

- Raise employee awareness on areas concerning ethical risk.
- Provide guidance to help employees recognize and deal with ethical issues, especially in preventing bribery and corruption.
- Provide mechanisms for employees to report unethical conduct.
- Foster among them a culture of honesty and accountability.

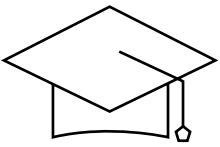
HIGH ETHICAL
PRINCIPLES

We place a strong emphasis on ethical business conduct and is committed to maintaining the highest standards of integrity in all of our operations. We have developed a comprehensive Code of Business Conduct & Ethics and associated policies to ensure adherence to these standards. Employees are expected to conduct themselves in a manner that upholds the reputation and integrity of the company, avoiding any actual or perceived conflicts of interest in their personal and business activities, and disclosing any such conflicts promptly.

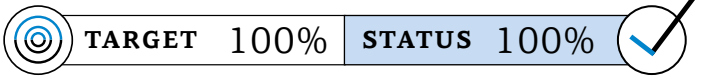
To promote ethical behavior throughout the organization, we have established procedures for identifying, interpreting, and effectively communicating compliance issues to both shore-based and onboard personnel. We also provide a safe and anonymous system for reporting any violations of its Code of Business Conduct & Ethics and Policies. By prioritizing ethical conduct, we aim to establish trust with stakeholders and mitigate potential legal and operational risks.

We measure our commitment to ethical behavior through several key performance indicators. All

employees (100%) certify their compliance with the company's Code of Business Conduct & Ethics and Policies, and all employees (100%) receive training and education on ethical policies and procedures. Incidents reported through the anonymous reporting system are monitored, and effective resolution of any issues that arise is ensured. For 2023, no material reports were received. The company also conducts regular reviews and updates to its ethical policies and procedures to ensure their continued relevance and effectiveness.



Staff Training on
Danaos Ethical Business Conduct



Embedded

All employees (100%) certify their compliance with the company's Code of Business Conduct & Ethics and Policies, and all employees (100%) receive training and education on ethical policies and procedures.

DATA ETHICS, PRIVACY, AND CYBERSECURITY: UPHOLDING DIGITAL TRUST AT DANAOS

We are dedicated to the highest ethical standards in managing data, privacy, and security. This foundational commitment to our stakeholders is supported by comprehensive compliance with a broad spectrum of regulatory standards. While our efforts include adherence to the European Union General Data Protection Regulation (GDPR),

National Institute of Standards and Technology (NIST) frameworks, and the EU's Network and Information Systems 2 (NIS2) directive, these are not exhaustive of the regulations we follow. Our forward-thinking cybersecurity strategy encompasses a wider array of international data protection and cybersecurity norms and practices.

GDPR COMPLIANCE: THE FOUNDATION OF PERSONAL DATA PROTECTION

With the GDPR's enactment, Danaos has reinforced stringent personal data handling protocols across all data life cycles. This includes employing transparent, secure, and respectful data collection, processing, and storage practices.

Our proactive engagement in a Gap Analysis with a specialized consulting firm had further strengthened our compliance, enhancing our posture in global data protection.

INTEGRATING CYBERSECURITY: PROTECTING DATA INTEGRITY AND PRIVACY

Our integrated cybersecurity strategy employs cutting-edge technologies and awareness initiatives to safeguard sensitive information. Danaos' cybersecurity risk management program, adhering to international standards such as the IMO

guidelines and the ISO 27000 series, reflects our commitment to the confidentiality, integrity, and availability of data, showcasing our broader commitment beyond the specified frameworks.

STRATEGIC FOCUS ON ISO CERTIFICATIONS: ENHANCING DATA GOVERNANCE

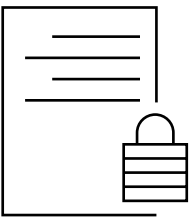
Actively pursuing ISO 27001 and 27701 certifications, Danaos demonstrates its commitment to risk management and data protection. ISO 27001's focus on information security management systems and ISO 27701's extension to pri-

vacuity information management emphasize our comprehensive approach to data governance, indicating our adherence to and beyond the specifically mentioned regulations.

ENHANCED GOVERNANCE AND OVERSIGHT: COMMITMENT TO EXCELLENCE

Our governance structure, as detailed in our Annual Report, showcases a proactive, structured approach to cybersecurity and data protection. With oversight mechanisms involving top management and specialized committees, Danaos ensures strategic alignment of our cybersecurity initiatives. The expertise within our IT Department

underpins these strategies, aligning them with both specified and additional international standards and organizational goals. This governance framework solidifies our commitment to excellence in data protection and cybersecurity within the maritime industry.



In 2023, the company did not receive any substantiated complaints concerning breaches of customer privacy or losses of customer data.

SUSTAINABLE
PROCUREMENT

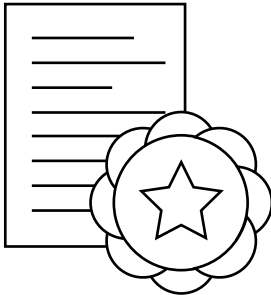
In Danaos we have procedures in place to ensure effective implementation of suppliers ESG programs required to identify and assess material risks and impacts. We publicly disclose the measures related to suppliers' engagement in our Low Carbon Transition Plan. Throughout 2022, we worked to establish end-to-end visibility on supplier ESG performance by establishing the operational model, integrating ESG principles in the procurement process and prioritized focus on human rights, equal opportunities and non-discrimination policies, child labor policies, anti-corruption policies, carbon reduction policies and safe working condition policies.

We have a systematic supplier screening approach to identify significant suppliers and environmental, social and governance aspects are considered in the screening process. The approved list of suppliers is comprised of suppliers meeting financial integrity, legal integrity, reliability, material and service cost and delivery time predefined criteria. For significant key suppliers ESG criteria have also been introduced.

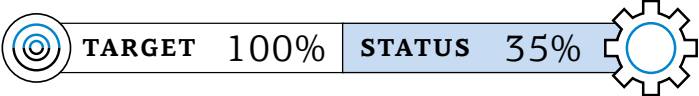
Suppliers' desk assessment with verification of evidence is in place. The Danaos ESG Assessment Questionnaire, in which ESG rating criteria are reported, can be found in the following link: <https://vq.danaosshipping.gr/>

Suppliers are requested to provide supporting evidence on their ESG policies, practices, performance and public disclosures. This information is then reviewed resulting in an appraisal of the supplier's ESG performance.

We have set prerequisites and mandatory criteria which, in case not fulfilled the corresponding suppliers are removed from the approved suppliers list. The 2023 assessment resulted in zero suppliers being excluded from the list.



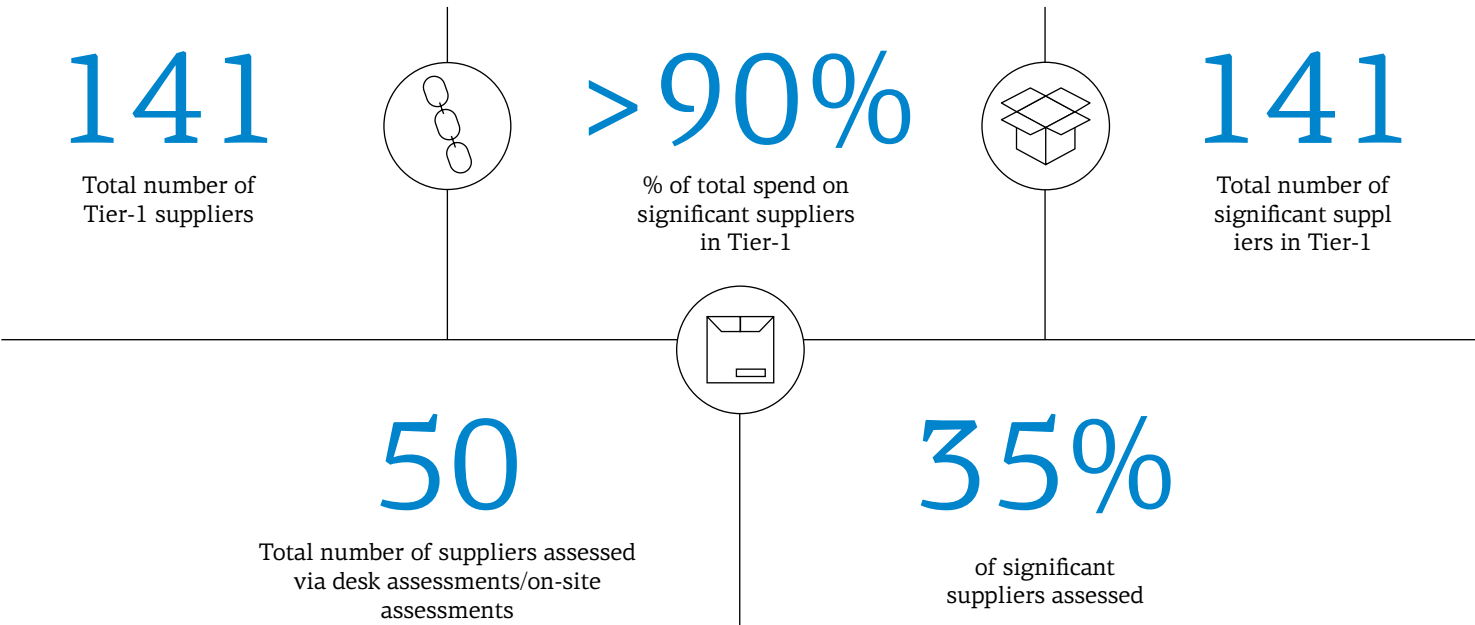
Key Suppliers assessment



In Progress

ESG Suppliers Questionnaire was addressed to all significant suppliers. 35% of these suppliers replied. Assessment resulted in zero significant suppliers being excluded from the approved list of suppliers

Below is the summary of our suppliers' screening results for 2023:



In the scope of this questionnaire with ESG criteria, according to UN Compact and GRI standards, our suppliers are requested to report not only on their Scope 1+2 emissions related to Danaos activities, but all ESG aspects that are considered important for sustainable business.

Within 2023 the number of our suppliers sharing their Scope 1+2 emissions doubled. Of course, there is work to be done to this respect, however the first steps have been successfully made to this direction.

We also share with our clients our Scope 1+2 emissions allocated to them, so that they can in turn evaluate the size of their contribution in a holistic approach as a part of the value chain environmental footprint and refine their strategy accordingly.

We have introduced KPIs for our suppliers basis on their ESG performance while we have enhanced our ESG questionnaire requiring more supporting evidence.

We have developed the Supplier Code of Conduct that articulates our expectations for ethical behavior, legal compliance, and responsible practices among all our suppliers and subcontractors. The Code aligns with our core values of sustainability, fairness, and corporate responsibility, and demonstrates our commitment to the United Nations Global Compact and adherence to international standards such as the ILO Declaration and the UN Universal Declaration of Human Rights.

Within 2023 we sent our ESG questionnaire to 141 significant suppliers (above \$200k business and more than 20 p personnel) which represent

more than 90% of our suppliers' turnover. These suppliers include shipyards, spares, lub oil and paint suppliers, travel agents, insurers etc. More than 30% of them have replied and over 30% have reported that the adhere to Danaos Code of Ethics, part of which is Danaos Supplier Code of Conduct (<https://www.danaos.com/investors/corporate-governance/corporate-governance-guidelines/default.aspx>). The foundation for integrating sustainable procurement into our ESG strategy was built in 2022, in 2023-2025 we focus on scaling up our supplier engagement.

Within 2024 it is our target to pursue 100% of significant suppliers commitment to the Supplier Code of Conduct, to assess 100% of our key suppliers, to introduce weights to ESG criteria and produce a scorecard assessment for our suppliers basis on their ESG performance, to train our stakeholders on the Supplier ESG program. Our plan is for the suppliers with low ESG rating to engage in a constructive dialogue, identify the root causes of their low performance, listen their ideas on alternative plans /practices for improving their ESG score, share our view on best practices and capture measurable, achievable solutions, guide and support them on the implementation of corrective and improvement actions within a realistic timeframe.

To this respect we have proceeded to the establishment of a sustainable procurement steering committee that will meet on a quarterly basis to review progress and discuss risks and consequently plan remedial measures to assure solid sustainability performance. This committee will report to the COO that is responsible to ensure alignment of ESG vision and implementation and align ESG strategies of different divisions within the company.

CUSTOMER ADDED VALUE PROGRAM

Our customer strategy is based on a spirit of partnership and our customers' needs is the compass that paves the way for necessary improvements in our services. Our commitments refer to certain focus areas and are explicitly described in our "Customer Added Value Program" methodology

that will be published within the 2024 and encompass the 2023 Customer Added Value Dashboard with the KPIs linked to each one of the following elements relevant to our customers' added value creation:

Danaos Financial Integrity

The Company is committed to preserve a healthy financial status. Financial KPIs, such as EBIDTA, which are the metrics of a company's financial integrity create the foundation of a concrete base for a long-term collaboration in a safe and trustful business environment.

Danaos Code of Business and Ethics

The reputation and integrity of Danaos are valuable assets that are vital to the creation of a transparent, ethical, fair framework of cooperation with our customers. Each employee of the Company, including each of the Company's officers, is responsible for conducting the Company's business in a manner that demonstrates a commitment to the highest standards of integrity.

Reliability in the transportation of goods

Danaos sets the target of fleets' utilization due to operational issues >99%. This target is met on an annual basis for the last 10 years. The uninterrupted operation of our fleet, with the highest quality standards, ensuring safe, efficient and on time transportation of goods generates high value for our customers.

Professional Crew

Our target for crew retention rate is > 80%. Seafarers are the most valuable link in the operations chain. Competent crew is the key pillar for safe and efficient ship's operation. Crew awareness and engagement to company procedures, policies and practices is of outmost importance for ensuring quality service and is ensured by continuous training.

Optimized Performance

The Danaos Low Carbon Transition Plan (LCTP), offers a comprehensive overview of our dedication to climate action and describes our decarbonization strategy, surpassing the targets set by the IMO. In LCTP we record in a transparent and structured way Danaos policies to achieve our environmental goals. LCTP addresses IMO targets following IEA SDS pursuing efforts to meet the

stricter 1.5oC Paris Agreement goal. Following LCTP roadmap will create opportunities for further business development with commercially attractive ships of low carbon footprint. Considering the IEA B2DS scenario analysis and as a first step, in Danaos we decided to strengthen decarbonization policy, setting new stricter targets of 50% carbon intensity reduction by 2030 compared to 2008 levels, with the aim to be carbon neutral by 2050.

Therefore, Danaos is the partner who can support its customer's "green" initiatives and be next to them sharing efforts and the same vision in the decarbonization journey.

Transparency and Data Sharing

In view of the EU ETS, Fuel EU Maritime and the upcoming IMO decision on CII penalizing scheme, data sharing and transparency is more than imperative, in fact it is the new norm along with on-demand emission data verification.

We work on a transparent data sharing basis with our clients under JIPs developing APIs for on-line data exchange aiming to work together on route optimization after having developed a common understanding and approach on performance analysis.

Thus, clients can have a transparent, fully updated picture of ship's performance on demand and/or periodically.

Sustainable Structure

At Danaos sustainability is an integral part of our corporate culture and an important regulator in the decision-making process. The company is committed to issue updated ESG report annually according to GRI & SASB standards. We are also committed to disclose data to CDP and CSA annually. The way to achieve our commitments is described in our LCTP (Low Carbon Transition Plan) which outlines the roadmap with the progressive steps to the ultimate target which is carbon neutrality.

When it comes to the environment as part of our ESG strategy and following our decision on strengthening our engagement with sustainability, in Danaos within 2023 we have disclosed for second time to CDP, obtaining a B- rating and we also received a CDP Supplier evaluation B- score on our practices on supplier engagement issues. In 2023 we reported in the S&P Global Corporate Sustainability Assessment. We declare in a transparent way our commitments and progress towards their achievement, and we are assessed and rated accordingly.

In Danaos we evaluate our progress against our commitments and refine our strategy accordingly.

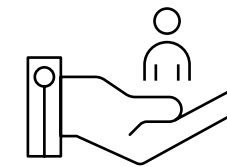
Customers' Satisfaction

In Danaos we are committed to honor our commitments and C/P agreements.

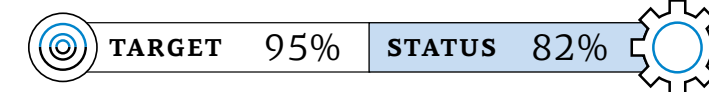
We are committed to provide accurate information on the requested data on a timely manner. Our digitalized processing of performance and operational data via sophisticated data analytics tools ensures close control and on-time detection of any possible issue and proactive action to this respect.

We engage with our customers through meetings, in order to share information on action plans and long-term strategy. We work closely with our customers to develop services that promote sustainability, and we participate in our customers' benchmarking systems and sustainability assessments.

In 2023 we have initiated a customer satisfaction survey and we are currently in process of revisiting the survey for fine tuning based on the assessment in order to reach our commitment by 2025.

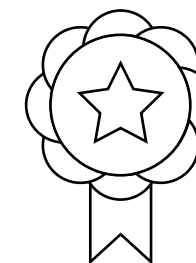


Customer satisfaction



In Progress

In 2023 we have initiated a customer satisfaction survey and we are in the process of tuning the survey material based on the materiality assessment gap analysis results in order to improve the quality of the feedback received.



The way to achieve our commitments is described in our LCTP (Low Carbon Transition Plan) which outlines the roadmap with the progressive steps to the ultimate target which is carbon neutrality.

Danaos Corporation 2023 ESG Report - External Assurance Report

This External Assurance report was conducted by CSE North America on behalf of Danaos Corporation and its ESG Report for the period 1/1/2023 to 31/12/2023. The goal of the process is to provide assurance towards the stakeholders of Danaos Corporation for the accuracy, reliability, and objectivity of the information in the ESG Report, as well as that the report covers all the material issues, as identified by Danaos Corporation and its stakeholders.

Scope & Methodology

ESG Report has been conducted in accordance with the GRI 2021 standards, as well as according to SASB Standards for Marine Transportation.

- Report covers all material issues as identified by Danaos Corporation and its stakeholders.
- External assurance process applied was AA1000AS v3 standard with an agreed-on 'Type 2 (moderate)' Scope:
 - Type 2 requires assessment of organization's adherence with all four AA1000AS Principles (Inclusivity, Materiality, Responsiveness, Impact), and shall additionally, assess and evidence the reliability and quality of specified sustainability performance and disclosed information, providing relevant findings and conclusions, i.e., assurance on reliability and quality.
 - CSE North America's applied assurance methodology followed that Type 2 standard with sample analysis and review of processes related with / to
 - identifying / communicating with key stakeholder groups
 - identifying and defining material issues

- key performance indicators (except for reviewing / verification of the operational efficiency of data collection and computation systems that were used to collect and process the data)
- review of information and claims included in ESG Report
- review concerning compliance with GRI and SASB Standards and TCFD guidelines.

General Conclusions

Based on the scope of the assurance, it was observed that:

- The description of Danaos Corporation's activities and performance during 2023, as well as the way those topics have been presented in the ESG Report, is accurate.
- Danaos Corporation complies with the principles of inclusivity, materiality, responsiveness, and impact, as defined in the AA1000AS v3.
- Danaos Corporation's ESG report provides transparency on the challenges the shipping industry is facing concerning net zero greenhouse gas (GHG) emissions goals in the future and is complemented by Danaos detailed 'Low Carbon Transition Plan' (LCTP), published in 2022 (updated in September 2023).

Key Observations & Recommendations

Danaos Corporation achieved significant improvements in the management and performance in corporate responsibility and sustainability during the period covered by the ESG Report:

- Danaos Corporation conducted a double materiality assessment through a quantitative survey in key stakeholder groups in 2023. In addition, Danaos continued with its annual customer satisfaction survey to track and assess communication with this important stakeholder group.
- Danaos Corporation designed and implemented an updated ESG Plan in 2021, which includes specific goals and measurable targets for the years 2021 – 2025. Danaos' 2025 goal of 47.5% reduction of carbon intensity (compared to a 2008 baseline), was already achieved with 48.5% in 2023, also exceeding International Maritime Organization's (IMO) revised 2030 target of 40% reduction!

- At the end of 2023, 13 out of 21 environmental goals, 15 out of 19 social goals, and 8 out of 12 governance goals of the ESG Plan have been embedded.
- Danaos Corporation reported significant achievements concerning environmental protection and pollution prevention in 2023, such as
 - 48.5% reduction of CO₂ emissions intensity in 2023 (vs. baseline 2008 IMO)
 - Installation of Ballast Water Treatment (BWT) systems on all vessels, but one.
 - Continuing full transparency to the IMO DCS and EU MVR emission reporting schemes through advanced WAVES data analytics platform.
 - Successful implementation of a 'Zero MARPOL Incident' policy with a 2023 record of zero incidents of non-compliance with environmental laws and regulations, no spills, and no fines.
 - Achieving a B- score through disclosure of environmental risks, opportunities, and short-term targets to the Carbon Disclosure Project (CDP), as well as a B- score for the CDP 'Supplier Engagement' rating report!
 - Being ranked by S&P Global Corporate Sustainability Assessment (CSA) in the top 20% of the "Transportation/Transportation Infrastructure" sector, and even in the Top 10% concerning the Environmental Pillar!
 - 44% of Danaos' fleet complies with Poseidon Principles, compared to 20% in 2022!
- The Company continued to work with the Ammonia Energy Association (AEA) and Methanol Institute (MI), exploring alternatives for newbuilding low-carbon fuel vessels. Danaos is also participating in a Joint Venture Program, exploring 'Carbon Capture' on-board technology for decarbonization efforts.
- Danaos Corporation continuously improves the environmental performance, as represented through its fleet efficiency programs, based on implementation of numerous retrofits and optimization projects, such as propeller retrofits & ESDs, Digitalization projects, including Artificial

Intelligence and Application Programming Interfaces (APIs) and sensors, as well as continued compliance with ISO-50001 Environmental Management System. In addition, Danaos has enhanced its Circular Economy strategies, such as the 3R 'Reduce-Reuse-Recycle' principle in its operations.

- Danaos Safety Management System (DSMS) with internal and external audits, DNV supported/certified
- Danaos Assessment & Training Center with state-of-the-art training facilities, supporting DSMS.
- Danaos Corporation's effective Corporate Governance, embedding a 'Code of Business Conduct' & 'Ethics and Policies' based on UN Global Compact principles in corporate culture, resulting in zero incidents of corruption, bribery, or fraud in 2023.
- 2023 marked the first full operational year of Danaos' Board of Directors ESG Committee, whose purpose is to provide guidance and oversight on ESG matters, representing the highest governance body in sustainability reporting.

Based on our observations during the assurance process, our key recommendations are:

- With respect to the principle of inclusivity, Danaos Corporation must maintain and aim at further developing the existing model of engaging and communicating with its key stakeholders and provide more training opportunities for its staff on Sustainability.
- With respect to the principle of materiality, Danaos Corporation should maintain the established annual processes for identification and prioritization of its material issues. Danaos added 2 material topics through its 2023 materiality assessment, and introduced 'Double Materiality' assessment, meaning that the company assesses its impact on the environment and society, in addition to the impact of sustainability factors on the company.
- With respect to the principle of responsiveness, Danaos Corporation should continue and further enhance its approach, as done, for example in 2022, with adding a customer satisfaction survey, and in 2023 with its customers' Added Value program.

- Given the ever-increasing importance of managing a sustainable supply chain, Danaos Corporation enhanced in 2023 its Suppliers' ESG Assessment, including mandatory requirements to ensure Suppliers' compliance with Human Rights, Equal Opportunities and Non-Discrimination Policies. Furthermore, enforcing Danaos 'Code of Ethics', as well as anti-corruption policies, to its suppliers.
- Danaos Corporation must maintain and continue enhancing and accelerating its environmental initiatives, specifically GHG emission reduction of its fleet, which are part of its long-term commitment towards environmental protection. As of 2023, Danaos has 14 new green building vessels under construction, scheduled for delivery between 2024 and 2027. All fourteen newbuilds will be 'methanol' ready, with two of them also being 'ammonia' ready.

Findings and Conclusions Regarding the Principles

- **Inclusivity** – how the stakeholder groups have been identified, and how Danaos Corporation communicated with key stakeholders regarding sustainability. The communication activities with the stakeholder groups include all key stakeholder groups of Danaos. Also, Danaos Corporation has implemented the appropriate principles in the development of its approach towards sustainable development.
- **Materiality** – how Danaos Corporation determines the importance for the selection of the material sustainability issues. The process of determining the material issues by Danaos Corporation, including the visualization of prioritizing material topics via a 'materiality matrix', provides a balanced representation of the material issues based on its sustainability performance.
- **Responsiveness** – how Danaos Corporation responded to the issues set by the stakeholders and how this process is described within the ESG Report. Danaos has implemented the principle of

responsiveness during the selection of the issues included in the report. At the same time, its sustainability strategy responds to the concerns of the stakeholders, and to the long-term commitment towards corporate responsibility.

- **Impact** – how Danaos Corporation monitors, measures, and is accountable for its impact on the broader ecosystem, people, and economy. Danaos has identified all key sustainability issues and has reported on them using the GRI Standards and SASB Standards. At the same time, Danaos Corporation's long-term strategy and goals respond to both the short-term impacts and long-term impacts and aim to adoption and mitigation.

As stated in the ESG Report there is a major challenge for the shipping industry with the individual enterprises' overall GHG emissions reduction, as the sector can expect high demand and growth in the coming decades. The key tool for significant GHG emission reductions for this sector are vessels powered by 'zero carbon energy sources' (Getting to Zero Coalition). The commercial readiness of those sources, at competitive costs and at scale need strengthened international policies and allocation of significant resources, to enable accelerated development and deployment. Furthermore, there are several risks associated with the shipping industry that are proactively addressed by Danaos with a robust 'Risk Management and Control Framework', supported through extensive internal and external assurance audits.

With its Low Carbon Transition Plan (LCTP), published in 2022 (updated in 2023), Danaos proactively explores relevant scenarios to transition the company into a low-carbon future, further exploring climate related risk and opportunities for Danaos.

- **Specific Performance Information.** The Specific Performance Information (quantitative data related to GRI, SASB and TCFD metrics and indicators) has been collected and presented in a commonly accepted manner in ESG Report and the 'general and specific disclosures' have been reviewed during the assurance process. During the assurance process the following metrics and information were reviewed:

- General disclosures about Danaos Corporation, its strategy, its ethics and integrity, its corporate governance, its engagement with stakeholders, and its reporting practices.

Specific Disclosures about:

Governance

- Policies / incidents regarding corruption
- Monitoring and Mechanisms
- Statements regarding compliance with anti-competitive behavior laws and regulations
- Guidelines on Business Ethics
- Strategy & Risk Management
- Transparency
- Roles & Responsibilities

Environment

- Energy consumption, intensity, and reduction
- Water and Effluents
- Greenhouse gas emissions and their reduction.
- Production and management of waste
- Biodiversity

Social

- Occupational health and safety
- Humans' Rights Policy
- Training and Education
- Records about diversity, non-discrimination, and equal opportunities
- Guidelines & Policies to prevent Child Labor and Forced Compulsory Labor
- Security Practices

Exceptions and Limitations

The assurance process did not include information related to:

- Activities outside the reporting period.
- Statements about the position, policies, and principles of Danaos Corporation.
- Financial information.

- Content of other documents, reports and/or corporate websites.

Responsibilities of Danaos Corporation and the Assurance Provider

The preparation, presentation, and the content of the online versions of the ESG Report is the responsibility of Danaos Corporation.

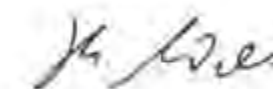
The responsibility of CSE North America lies in providing an independent assurance to the stakeholders for the accuracy, reliability and objectivity of the information included in the report, as well as to express its overall opinion based on the type of engagement, as defined by the present report.

CSE North America recognizes the need for a detailed, transparent assurance process to ensure reliability and to operate in order to improve the performance of Danaos Corporation concerning its sustainability strategy, as well as its ESG Reporting.

CSE North America has extensive knowledge of reviewing and evaluating issues and systems regarding sustainability.

On behalf of CSE North America

Thomas Weber




SASB
STANDARDS INDEX

The present ESG report includes the metrics of the SASB Standard for the Marine Transportation Sector.

CATEGORY	DISCLOSURE TOPIC	SASB INDICATOR	REFERENCE
GHG Emissions	Gross global scope 1 emissions	TR-MT-110a.1	3,119,979
	Discussion on long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	TR-MT-110a.2	+129%
	<ul style="list-style-type: none">Total energy consumedpercentage heavy fuel oilpercentage renewable	TR-MT-110a.3	+1,040%
	Average Energy Efficiency Design Index (EEDI) for new ships	TR-MT-110a.4	10.5 gr/tn*nm
Air Quality	Air emissions of the following pollutants: <ul style="list-style-type: none">NO_x (excluding N2O),So_xparticulate matter (PM10)	TR-MT-120a.1	NO _x 95,879 tn SO _x 8,775 tn
Ecological Impacts	Shipping duration in marine protected areas or areas of protected conservation status	TR-MT-160a.1	
	Percentage of fleet implementing ballast water <ul style="list-style-type: none">ExchangeTreatment	TR-MT-160a.2	BWT installed 98.7%
	<ul style="list-style-type: none">NumberAggregate volume of spills and releases to the environment	TR-MT-160a.2	
Employee Health and Safety	Lost time injury rate (LTIR)	TR-MT-320a.1	
Business Ethics	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International’s Corruption Perception Index	TR-MT-510a.1	
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	TR-MT-510a.2	
Accident and Safety Management	Number of marine casualties, percentage classified as very serious	TR-MT-540a.1	
	Number of conditions of class or recommendations	TR-MT-540a.2	113
	Number of port state control <ul style="list-style-type: none">DeficienciesDetentions	TR-MT-540a.3	

TCFD
CONTENT INDEX

The present ESG report includes Danaos Disclosures for TCFD Recommendations.

TCFD Recommendation	TCFD Recommended Disclosure	Reported at / Omissions
Governance Disclose the organization's governance around climate-related issues and opportunities	1. Describe the board’s oversight of climate-related risks and opportunities	Highest Governance in ESG Reporting Climate Related Risks and Policies
	2. Describe the management’s role in assessing and managing climate-related risks and opportunities	Climate Related Risks and Policies Danaos CDP submission 2023
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s business strategy and financial planning where such information is material	1. Describe the climate related risks and opportunities the organization has identified over the short, medium and long term	Emissions Low Carbon Transition Plan 2023
	2. Describe the climate related risks and opportunities on the organization's businesses, strategy and financial planning	Climate Related Risks and Policies Danaos CDP submission 2023
	3. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2oC or lower scenario	Climate Related Risks and Policies Danaos Low Carbon Transition Plan 2023
Risk management Disclose how the organization identifies, assesses and manages climate related risks	1. Describe the organization’s processes for identifying and assessing climate related risks	A Robust Risk Management and Control Framework Climate Related Risks and Policies
	2. Describe the organization’s processes for managing climate related risks	
	3. Describe how processes for identifying, assessing and managing climate related risks are integrated into the organization’s overall risk management	Climate Related Risks and Policies
Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	1. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	ESG Goals 2021 – 2025, Emissions Energy New Buildings
	2. Disclose Scope 1, Scope 2 and if appropriate Scope 3 GHG and the related risks	Emissions Monitoring Incorporated in Waves
	3. Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets	ESG Goals 2021 – 2025
General Metrics and Targets		
Greenhouse Gas Emissions		Emissions Monitoring Incorporated in Waves
Energy		Energy
Water		Water Usage and Effluents Treatment
Innovation and Markets		Customer Added Value Innovation and Digitalization Shaping the Future
Land Use and Management		Not applicable
Forest Management		Not applicable
Resource Management		
Physical impacts		Climate Related Risks and Policies
Carbon price		Climate Related Risks and Policies Danaos CDP submission 2023 Danaos Low Carbon Transition Plan 2023

In the scope of DANAOS disclosure about the application of TCFD framework in the management of climate related risks, a gap analysis was performed, the climate related opportunities were assessed, their potential impacts and Danaos strategy to realize same were mapped. In parallel Danaos Climate risks were assessed, their potential impacts and Danaos response to these issues have been identified. Description of the identified risks, potential financial impact figures and description of the response mechanism developed to address the risk are thoroughly described in Danaos CDP report.

Description of the identified opportunities, potential financial impact figure and the strategy to realize the opportunity are thoroughly described in Danaos CDP report.

A snapshot can be found below:

Primary climate-related risk driver	Cate-gory	Risk Type	Assets or Activities	Proba-bility	Magni-tude	Dura-tion	Re-sult	Accounts Impacted	Company specific description	Description of response
Energy										
Carbon Pricing Mechanisms	Current Regulation	Transition	Direct operations	Very likely	High	Short-term	Financial impact	Increased indirect (operations) costs	The EU ETS is a mandatory 'cap and trade' system that currently applies to greenhouse gas (GHG) emissions from power stations, industrial plants and aircraft located or operated within the EU. Participants must acquire and surrender 'emissions allowances' (EUAs), which represent quantities of regulated emitted GHGs on an annual basis. Emissions from maritime transport will be included from 1 January 2024 onwards. According to current regulations company has to report on annual basis GHG emissions to the verifier, according to EU MRV requirements and surrender EUAs by the end of September each year. Failure to secure and surrender EUAs on time results to penalties' imposition, and potentially loss of EU trade contracts. Additionally to EU ETS, Fuel EU Maritime and EU Taxonomy are also under discussion and shall be soon enforced. Assessment of cost arising from the Fuel EU penalty is comparable to EU ETS cost, while its ratio is highly increasing with a 5-year interval, while it is a fact that by addressing EU ETS and minimizing GHG emissions will not subsequently influence in the same way the Fuel EU, which targets Fuel efficiency rather than energy saving onboard and optimizations. Inability to provide EUAs on time results in penalties on GHG surplus, and potentially in loss of market opportunities. For the year 2023, 25 Danaos vessels were operating in EU resulting to over USD 400 mil annual income. If the company, is not in position to surrender timely the EUAs,vessels' operation in EU will be prohibited . Of course, ships' trading changes and in 2024 there might be more or less ships in EU trade, nevertheless using 2022-2023 as a reference years, the risk of losing access to a market of USD 200-400 Mil is realistic.	R&D dptm has proactively developed an intelligent software in order to estimate with accuracy the expected annual GHG emissions in the scope of EU ETS, thus, accurate reporting of EUAs is in place . Chartering department has been working and already finalized with the majority of our clients the EU ETS clauses which set the legal framework and define the responsibilities and compliance timeframes for all involved parties ,ensuring on time compliance with the EU ETS regulatory framework.
	Current Regulation	Transition	Direct operations	Likely	Medium-High	Short-term	Financial impact	Increased indirect (operations) costs	Ship's performance, Carbon Intensity rating and EU ETS EUAs are directly related, since the worse ship's performance, the higher the EUAs cost. Danaos vessels operating in EU territory in 2023, had CII rating, more or less 70 % better than "C" reference level. Considering "theoretical C rated" vessels, a difference in surplus and relevant cost is estimated.	R&D dptm has developed a software for the calculation of GHG emissions, taking into account the effect of Energy Efficiency Improvement Methods, speed reduction, use of biodiesel and combination of all the above. CII rating forecast is feasible basis on the combination of various scenarios. At the same time,API preparation for online data sharing with clients, is already in place; thus the tool for assisting the decision making process on the optimization path to be followed for each vessel is in place.
	Current Regulation	Transition	Direct operations	Likely	Medium-High	Short-term	Financial impact	Increased indirect (operations) costs	According to the current regulatory obligations, company has to report on an annual basis its CO ₂ emissions to the verifier, according to IMO DCS and EU MRV requirements. Business activities cover global routes, international waters and EU/EEA countries. Failure to submit emissions on time will cause disruptions in ship's smooth trade. Vessels emissions' production is the outcome of the combination of: - operations profile (speed, utilization, activity, route, trimming etc) - fuel type used - ship's design - ship's condition Currently, IMO has introduced the Carbon Intensity Index (CII-AER) basis which vessels' are rated. Danaos vessels, through WAVES platform, are monitored continuously, and the deviation from "theoretically C rated" ships reference line is considered as a metric to be used as a basis for future investments and discussion with clients.	Danaos R&D dptm has run various scenarios for GHG emissions, for the pursuing years, in an effort to estimate GHG emissions production in 2026, and at the same time the surplus, if any, with "theoretically C rated" vessels, to evaluate the commercial handicap vs these vessels. For the production of the results, various reference years (2018 to 2023) have been used to assess full market cycles. It resulted that total existing fleet is expected to produce a certain amount of GHG MT higher than the theoretical-C rated vessels , amount that varies given the selected reference year to be used for the forecast.

Carbon Pricing Mechanisms																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
---------------------------	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Emissions Innovation and Markets

Transitioning to lower emissions technology	Technology	Transition	Direct operations	Unlikely	High	Medium-term	Financial impact	Decreased revenues due to reduced demand for products and services	Despite company's efforts to decarbonize ships, following LCTP, there are the external elements of time and availability. It is true that investment financing is not always available, nor the shipyard slots when required. In order to reduce such possibilities, Danaos R&D dptm works on future scenarios covering multiple options for different time spans. Additionally, feedback received also from technical committees where Danaos Executive Officers have board positions, (Underwriters, Classification Societies, Laboratories, Associations).	In connection to the above mentioned, Commercial, R&D and Operation dptms are working closely with the identification of current trends, popular solutions and effective investments. Scenarios analysis is incorporated in Beyond WAVES emissions related routines.
	Flood Cyclon/Hurricane	Physical	Direct operations	Unlikely	High	Medium-term	Financial impact	Increased direct costs	Our Head office building is our key land – based asset . This is at low risk for physical impact of climate change and disruption of operations.	A mitigation solution tailored to the scenario of total destruction, which is already in place, is the set-up of a back-up land-based infrastructure which is established in another country, while in case that that the approach to the Head Office premises is blocked by whatever reason remote operation is feasible and well tested during COVID pandemic period.
	Cyclon/Hurricane/ Typhoon	Physical	Direct operations	Unlikely	High	Medium-term	Financial impact	Increased indirect (operating) costs	Our major lubricant and additive suppliers sustained daages due to their hurricane-damaged product berths and the consequent shortage in supply that could result in disruption in vessels operation.	We adapted our consumables management policy by optimizing the supplied quantities to our vessels whilst we devised a smart monitoring and alerting system via our WAVES data analytics platform through which we ensure the necessary quantities are always kept onboard to guarantee vessels' safe operation. On top of the above we have diversified our suppliers and supply ports in order to have alternative supply options. Finally as a measure to deal with prolonged stays at anchorage owed to extreme weather conditions ie coastal flood, heavy wind, thunderstorms that may impact port and terminals infrastructure and result in physical climate disruption we have invested in the application of top low friction paints that guarantee longer idling periods while we have adjusted our provisions management policy accordingly.

Primary climate-related opportunity driver	Opportunity type	Assets or Activities	Probability	Magnitude	Duration	Ac-counts Impact-ed	Company specific description	Strategy to realize opportunity
--	------------------	----------------------	-------------	-----------	----------	---------------------	------------------------------	---------------------------------

Energy

Use of lower-emission sources of energy	Energy source	Direct operations	Likely	Medium-High	Short-term	Reduced indirect (operating) costs	Danaos R&D dptm is working on biodiesel use study, looking into alternative options, investigating other green fuels such as LNG, methanol, ammonia and H2. Since retrofit to dual fuel type engines is not available for the time being for the older engine types, alternative measures have to be considered. Danaos R&D dptm developed an algorithm in "Beyond WAVES platform" where biodiesel use is examined for various scenarios considering a range of carbon factors. The variety of biodiesel production methods, results to different carbon factors that will be updated when IMO concludes with the life cycle effect assessment of various fuels. Hence, calculation routines are flexible, ready to accommodate any Carbon Factor or biodiesel blending %. Beyond theoretical studies, R&D engineers are in contact with biodiesel producers, keeping the communication channel active. Following 2022., in 2023 also, Danaos vessels participated in testing programs of burning B30 fuel (30% biodiesel), successfully. Waiting for EU ETS in 2024, further discussions have been done with Clients, about submission of RED II certificate of biodiesel, so as to consider 0 CF, since this has been accepted by Flag administrations.	In 2023, Danaos accessed a market of over USD 400 mil, with vessels operating in EU territory. Further improvement of CII and GHG emissions production, could provide competitive advantage and further increase to EU market's pie, in the range of 10 to 20%. We have requested our clients for the supplied biodiesels to comply with MEPC.1/Circ.905 sustainability criteria, that is to have been certified by a sustainability certification scheme (e.g., ISCC or RSB), and to provide a well-to-wake GHG emissions reduction of at least 65% compared to the well-to-wake emissions of fossil MGO of 94 gCO ₂ e/MJ (i.e., achieving an emissions intensity not exceeding 33 gCO ₂ e/MJ). Thus, carbon factor could be considered 0 in the scope of EU ETS. R&D dptm through WAVES platform runs scenarios testing the sensitivity of impact of biodiesel on emissions production . The results are communicated to our clients, in order to encourage the supply of sustainable biofuels onboard. Biodiesel impact analysis routine has been incorporated in WAVES platform.
---	---------------	-------------------	--------	-------------	------------	------------------------------------	---	--

Resources efficiency

Use of more efficient modes of transport	Resource efficiency	Direct operations	Likely	High	Short-term	Reduced indirect (operating) costs	Danaos, being in the container business more than 50 years, has collected deep operational and technical knowledge and experience. Investing in R&D, as a key strategic action, Danaos was among the first companies that applied optimizations following the crisis of 2008. Facing new challenges, perhaps more demanding, company is moving a step forward, recalling successful investments proved in past, attempting new solutions and tuning existing arrangements. The new max engine load onboard, as dictated by EEXI requirements, creates opportunities for further tuning and optimization. Danaos the last two years initiated and follows a "Full Blasting-Low Friction Paints" program, having reaped the results of a five years field study on ship roughness and its effect on performance. With lower engine loads there is also space for further propeller improvement and electric power management onboard. With the assistance of a highly sophisticated monitoring tool, and the introduction of the latest available technology advancements , company might identify new opportunities in reducing operating costs and boosting performance. Danaos also invests in three main new approaches for further reduction of GHG emissions: 1. Investment in Carbon Capture system's study: Danaos has invested a great amount of money in a Join Industry Project experimenting on an innovative carbon capture system. 2. Company beyond ongoing technical optimizations, decided to establish a demanding and expensive cleaning program of propellers on semi-annual basis and hull cleaning according to performance analysis; data will be shared real time with clients. 3. Last but not least, Danaos ordered 10 new building vessels which are methanol ready and two if them will have in addition to methanol ready also ammonia ready notation.	More than USD 500 mil are to be paid for new building orders placed in 2022, where as remaining actions taken add extra USD 5 to 10 Mil. Full blasting and LF paints campaign, is active for 3 years now .Especially during 2023 18 dry dockings took place with an additional expected cost in the range of USD 6 mil.
Participation in renewable energy programs and adoption of energy-efficiency measures	Resource efficiency	Direct operations	Unlikely	Low	Medium-term	Reduced indirect	Danaos having active presence of more than ten years in the research field, has been intensively involved in a number of renewable energy EU programs. Danaos R&D participates not only in energy efficiency optimization programs such as Aircoat, Gaters etc but also in alternative fuels use related programs and digitalization initiatives too. The materialization of promising academic ideas and JIP studies into market measures is the ultimate target of this involvement.	Danaos has studied together with Daehan shipyard in Korea, the possibility to apply the revolutionary Gaters (Gate Rudder) system to new building projects in future.

Emissions Innovation and Markets

Development of new products or services through R&D and innovation	Products and services	Direct operations	Very Likely	Medium-low	Short-term	Increased revenues resulting from increased demand for products and services	Danaos is pioneer in data sharing and reporting transparency. Company issues Annual Financial Report since 2006, Environmental Report since 2012, CSR since 2017 and ESG Report since 2020. The "WAVES" platform collects all information related to carbon emissions (submission to IMO DCS and EU MRV), financial impact (incorporating ICP), ships' performance, investment-retrofits evaluation and generates necessary reports addressed to different management levels within the company. The system is flexible and able to be netrfaced with third parties allowing secure and targeted access to the clients. Thus, a new service is available to the clients covering performance and emissions reporting benchmarking and scenarios analysis.	We do not expect additional costs, since system is already active. Clients can have access to data required subject to the availability of a suitable interface. Presently , " WAVES" calculates Scope 1 & 2 emissions, allocated to our clients as their Scope 3 part. Emissions calculation & allocation to our clients , has been incorporated to " WAVES" platform.
Others								
Access to financing	Markets	Direct operations	Likely	Medium-High	Medium-term	Increased access to capital	In the scope of meeting Paris Agreement goals, a number of initiatives have been developed and supported by governmental, financial, social and other bodies, setting new carbon emissions reduction reference lines and trajectories. Danaos joined Poseidon Principles,while we have investigated our enrollment in Gold Standards carbon credit mechanism , meanwhile we are monitoring our alignment with Climate Bonds , and SBTi targets. We expect to see more vigorous actions to be taken from financial institutes in the direction of encouraging green investments	Ships' performance benchmarking,against Poseidon Principles , Climate Bonds and other initiatives is incorporated in "WAVES" platform while R&D researh is ongoing with the aim to be updated on the initiatives trend and feed in the financial department with info aiming at identifying and taking advantage of green financing opportunities.

GRI CONTENT INDEX						
Statement of use		The present ESG report of Danaos Shipping is the Company’s seventh attempt to communicate its sustainability and ESG performance and covers our activities during 2023. It was evaluated by the Centre for Sustainability and Excellence (CSE) according to the reporting guidelines of GRI STANDARDS and was verified as in accordance with GRI Standards.				
GRI 1 used		GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)		There is no applicable sector standard.				
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	2-1 Organizational details	Pages 8-9, 14-15	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization’s sustainability reporting	Page 9				
	2-3 Reporting period, frequency and contact point	Pages 8, 155				
	2-4 Restatements of information	There is no restatement of information in the current report				
	2-5 External assurance	Page 126-129				
	2-6 Activities, value chain and other business relationships	Page 9				
	2-7 Employees	Pages 11, 82-83				
	2-8 Workers who are not employees	Page 11				
	2-9 Governance structure and composition	Pages 107-109				
	2-10 Nomination and selection of the highest governance body	Page 111				
	2-11 Chair of the highest governance body	Page 111				
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 112				
	2-13 Delegation of responsibility for managing impacts	Page 112				
	2-14 Role of the highest governance body in sustainability reporting	Page 112				
	2-15 Conflicts of interest	Page 111				
	2-16 Communication of critical concerns	Page 112				
	2-17 Collective knowledge of the highest governance body	Page 110				
	2-18 Evaluation of the performance of the highest governance body	Page 112				
	2-19 Remuneration policies	Page 113				
2-20 Process to determine remuneration		Page 113				
2-21 Annual total compensation ratio			1. Ratio of the annual total compensation for the organization’s highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) 2. Ratio of the percentage increase in annual total compensation for the organization’s highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) 3. Contextual information necessary to understand the data and how the data has been compiled.			
2-22 Statement on sustainable development strategy		Page 7				
2-23 Policy commitments		Pages 20-25				
2-24 Embedding policy commitments		Pages 94-95, 97, 116, 118				
2-25 Processes to remediate negative impacts		Page 26				
2-26 Mechanisms for seeking advice and raising concerns		Page 112, 114-115				
2-27 Compliance with laws and regulations		Page 11, 59-60				
2-28 Membership associations		Page 27				
2-29 Approach to stakeholder engagement		Page 31				
2-30 Collective bargaining agreements		Page 78				
MATERIAL TOPICS						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 18	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	3-2 List of material topics	Page 19				
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 25, 116-118	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 117				
	205-2 Communication and training about anti-corruption policies and procedures	Page 116				
	205-3 Confirmed incidents of corruption and actions taken	Page 118				

136

DANAOS CORPORATION
ESG REPORT 2023

137

<=>

Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 20, 47-54				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 51				
	302-2 Energy consumption outside of the organization	Page 51				
	302-3 Energy intensity	Page 48				
	302-4 Reduction of energy consumption	Page 51				
	302-5 Reductions in energy requirements of products and services	Pages 51-53				
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 63-66				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Pages 63-65				
	303-2 Management of water discharge-related impacts	Page 63				
	303-3 Water withdrawal	Pages 64-65				
	303-4 Water discharge	Page 63				
	303-5 Water consumption	Page 65				
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 20, 22-23, 61-62				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Pages 61-62				
	304-2 Significant impacts of activities, products and services on biodiversity	Pages 61-62				
	304-3 Habitats protected or restored	Page 62				
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Page 62				
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 38-47				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Pages 10, 46				
	305-2 Energy indirect (Scope 2) GHG emissions	Pages 10, 46				
	305-3 Other indirect (Scope 3) GHG emissions	Pages 10, 46				











GRI 305: Emissions 2016	305-4 GHG emissions intensity	Pages 10, 43				
	305-5 Reduction of GHG emissions	Pages 46				
	305-6 Emissions of ozone-depleting substances (ODS)	Pages 47				
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air	Page 43				
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 22, 55-58				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 55				
	306-2 Management of significant waste-related impacts	Pages 56-58				
	306-3 Waste generated	Page 57				
	306-4 Waste diverted from disposal	Page 57				
	306-5 Waste directed to disposal	Page 57				
Occupational Health & Safety - Zero Accidents						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 24, 75-79				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 75				
	403-2 Hazard identification, risk assessment, and incident investigation	Page 75				
	403-3 Occupational health services	Pages 76-78				
	403-4 Worker participation, consultation, and communication on occupational health and safety	Pages 76-78				
	403-5 Worker training on occupational health and safety	Pages 87				
	403-6 Promotion of worker health	Pages 76-78, 96				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages 76-78				
	403-8 Workers covered by an occupational health and safety management system	Page 75				
	403-9 Work-related injuries	Page 78				
	403-10 Work-related ill health	Page 78				



Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 85-93				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 88				
	404-2 Programs for upgrading employee skills and transition assistance programs	Pages 87-88				
	404-3 Percentage of employees receiving regular performance and career development reviews	Pages 84, 89-93				
Diversity and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 20, 24-25, 80-81				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 83				
	405-2 Ratio of basic salary and remuneration of women to men	Page 82				
Non-discrimination						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 20,24, 80-81				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 81				
Child labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 24, 97				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Page 97				
Forced or Compulsory Labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 24, 97				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 97				
Security practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 20, 98				
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Page 98				

Monitoring & Mechanisms						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 35, 39, 45, 67-69				
Regulatory compliance						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 10, 22, 45				
Business ethics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 112, 118-119				
Strategy & Risk Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 16				
Transparency						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 11, 22, 25, 69-71				
Roles & Responsibilities						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 97, 107				
Humans' rights policy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 94-95				

GRI & UN SDGS LINKAGE

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SDG	TARGET GRI SECTOR STANDARD REF. NO.
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-1 Organizational details		
	2-2 Entities included in the organization's sustainability reporting		
	2-3 Reporting period, frequency and contact point		
	2-4 Restatements of information		
	2-5 External assurance		



2-1 Organizational details		
2-2 Entities included in the organization's sustainability reporting		
2-3 Reporting period, frequency and contact point		
2-4 Restatements of information		
2-5 External assurance		
2-6 Activities, value chain and other business relationships		
2-7 Employees		10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard
		8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
2-8 Workers who are not employees		8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
2-9 Governance structure and composition	 	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels
2-10 Nomination and selection of the highest governance body	 	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels
2-11 Chair of the highest governance body		16.6 Develop effective, accountable and transparent institutions at all levels
2-12 Role of the highest governance body in overseeing the management of impacts		16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels
2-13 Delegation of responsibility for managing impacts		
2-14 Role of the highest governance body in sustainability reporting		
2-15 Conflicts of interest		16.6 Develop effective, accountable and transparent institutions at all levels
2-16 Communication of critical concerns		














2-17 Collective knowledge of the highest governance body		
2-18 Evaluation of the performance of the highest governance body		
2-19 Remuneration policies		
2-20 Process to determine remuneration		
2-21 Annual total compensation ratio		
2-22 Statement on sustainable development strategy		
2-23 Policy commitments		16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all
2-24 Embedding policy commitments		
2-25 Processes to remediate negative impacts		
2-26 Mechanisms for seeking advice and raising concerns		16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all
2-27 Compliance with laws and regulations		
2-28 Membership associations		
2-29 Approach to stakeholder engagement		
2-30 Collective bargaining agreements		8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment









MATERIAL TOPICS





GRI 3: Material Topics 2021	3-1 Process to determine material topics		
	3-2 List of material topics		



Anti-corruption







GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		16.5 Substantially reduce corruption and bribery in all their forms
	205-2 Communication and training about anti-corruption policies and procedures		16.5 Substantially reduce corruption and bribery in all their forms






GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken		16.5 Substantially reduce corruption and bribery in all their forms
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	   	<p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix</p> <p>7.3 By 2030, double the global rate of improvement in energy efficiency</p> <p>8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programs on Sustainable Consumption and Production, with developed countries taking the lead</p> <p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p>
	302-2 Energy consumption outside of the organization	   	<p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix</p> <p>7.3 By 2030, double the global rate of improvement in energy efficiency</p> <p>8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programs on Sustainable Consumption and Production, with developed countries taking the lead</p> <p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p>
	302-3 Energy intensity	   	<p>7.3 By 2030, double the global rate of improvement in energy efficiency</p> <p>8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programs on Sustainable Consumption and Production, with developed countries taking the lead</p> <p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p>






GRI 302: Energy 2016	302-4 Reduction of energy consumption	   	<p>7.3 By 2030, double the global rate of improvement in energy efficiency</p> <p>8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programs on Sustainable Consumption and Production, with developed countries taking the lead</p> <p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p>
	302-5 Reductions in energy requirements of products and services	   	<p>7.3 By 2030, double the global rate of improvement in energy efficiency</p> <p>8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programs on Sustainable Consumption and Production, with developed countries taking the lead</p> <p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p>

Water and effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	   	<p>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p> <p>6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally</p> <p>6.4 By 2030, substantially increase water-use efficiency cross all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity</p> <p>6.a By 2030, expand international cooperation and capacity-building support to developing countries in water and sanitation related activities and programs, including water harvesting, desalination, water efficiency, wastewater treatment, recycling and reuse technologies</p>

GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts		6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally
	303-3 Water withdrawal		6.4 By 2030, substantially increase water-use efficiency cross all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity
	303-4 Water discharge		6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally
	303-5 Water consumption		6.4 By 2030, substantially increase water-use efficiency cross all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity











Biodiversity			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	  	<p>16.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.</p> <p>14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.</p> <p>15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.</p> <p>15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.</p>
	304-2 Significant impacts of activities, products and services on biodiversity	  	<p>6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.</p> <p>14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.</p> <p>15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.</p> <p>15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.</p>

GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	 	<p>14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.</p> <p>15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.</p> <p>15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.</p>
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	  	<p>6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.</p> <p>14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.</p> <p>15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.</p> <p>15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.</p>











Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	    	<p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p> <p>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p> <p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p>14.3 Minimize and address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels</p> <p>15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally</p>









GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	<div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div> <div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div> <div><div>13</div><div>CLIMATE ACTION</div></div> <div><div>14</div><div>LIFE BELOW WATER</div></div> <div><div>15</div><div>LIFE ON LAND</div></div>	<p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p> <p>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p> <p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p>14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans</p> <p>15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally</p>	GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	<div><div>13</div><div>CLIMATE ACTION</div></div> <div><div>14</div><div>LIFE BELOW WATER</div></div> <div><div>15</div><div>LIFE ON LAND</div></div>	<p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p>14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans</p> <p>15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally</p>
	305-3 Other indirect (Scope 3) GHG emissions	<div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div> <div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div> <div><div>13</div><div>CLIMATE ACTION</div></div> <div><div>14</div><div>LIFE BELOW WATER</div></div> <div><div>15</div><div>LIFE ON LAND</div></div>	<p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p> <p>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p> <p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p>14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans</p> <p>15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally</p>		305-6 Emissions of ozone-depleting substances (ODS)	<div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div> <div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>	<p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p> <p>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p>
				</			







GRI 306:
Waste 2020




306-1 Waste generation and significant waste-related impacts	 	<p>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>
306-2 Management of significant waste-related impacts	    	<p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p> <p>6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally</p> <p>8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium sized enterprises, including through access to financial services</p> <p>11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management</p> <p>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>
306-3 Waste generated	  	<p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p> <p>6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally</p> <p>11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management</p> <p>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p>





GRI 306:
Waste 2020

306-3 Waste generated	 	<p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p>15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements</p>
306-4 Waste diverted from disposal	  	<p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p> <p>11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management</p> <p>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>
306-5 Waste directed to disposal	    	<p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p> <p>6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally</p> <p>11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management</p> <p>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p>15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements</p>






Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
	403-2 Hazard identification, risk assessment, and incident investigation		8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
	403-3 Occupational health services		3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents
	403-4 Worker participation, consultation, and communication on occupational health and safety	 	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels
	403-5 Worker training on occupational health and safety		8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
	403-6 Promotion of worker health		3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, waterborne diseases and other communicable diseases 3.5 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol 3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including or family planning, information and education, and the integration of reproductive health into national strategies and programmes 3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
	403-8 Workers covered by an occupational health and safety management system		8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	  	3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment 16.1 Significantly reduce all forms of violence and related death rates everywhere
	403-10 Work-related ill health	  	3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, waterborne diseases and other communicable diseases 3.4 By 2030, reduce by one third premature mortality from noncommunicable diseases through prevention and treatment and promote mental health and well-being 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment 16.1 Significantly reduce all forms of violence and related death rates everywhere

Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	  	4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship 4.5 Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations 5.1 End all forms of discrimination against all women and girls everywhere 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors




GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		<p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p>
	404-2 Programs for upgrading employee skills and transition assistance programs		8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
	404-3 Percentage of employees receiving regular performance and career development reviews	 	<p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p>

Diversity and equal opportunity

GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	 	<p>5.1 End all forms of discrimination against all women and girls everywhere</p> <p>5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life</p> <p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p>
	405-2 Ratio of basic salary and remuneration of women to men	  	<p>5.1 End all forms of discrimination against all women and girls everywhere</p> <p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p>

Non-discrimination

GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	 	<p>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p> <p>16.1 Significantly reduce all forms of violence and related death rates everywhere</p> <p>5.1 End all forms of discrimination against all women and girls everywhere</p>

Child labor			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	  	<p>5.1 End all forms of discrimination against all women and girls everywhere</p> <p>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</p> <p>16.1 Significantly reduce all forms of violence and related death rates everywhere</p> <p>16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children</p>

Forced or Compulsory Labor

GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

Security practices

GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		16.1 Significantly reduce all forms of violence and related death rates everywhere

Sustainability Team
e-mail: sustainability@danaos.com
Telephone: +30 210 41 96 556

R&D Department
e-mail: R&D@danaos.com
Telephone: +30 210 41 96 500

Graphic Design: The Birthdays Design, Athens
Printed by: FOTOLIO S.A.

World-Class Shipping, Leading-Edge Expertise
www.danaos.com



