

## **Clarkson Research Services Limited (the “Company”)**

**Company number: 01944749**

The Company is part of the Clarkson PLC group of companies (the “Group”).

### **Section 172 (1) statement for the year ended 31 December 2021**

The Board has had regard to the factors set out in section 172(1) in discharging its duties and in working towards and within the Group's wider purpose, which is 'To enable smarter, cleaner global trade by empowering our clients and our people to make better informed decisions using our market-leading technology and intelligence; and in doing so, meet the demands of the world's rapidly evolving maritime, offshore, trade and energy markets.'

The Company's key stakeholders are its clients, its people and the communities in which it operates, as well as its shareholder.

#### ***Stakeholder engagement***

The Board recognises that building strong relationships with the Company's stakeholders will help to inform the Board's decision-making, deliver the Group's strategy in a sustainable way and meet the Group's stated purpose. The Board is therefore committed to effective engagement with the Company's stakeholders, and it gathers feedback and input from them through a variety of approaches.

#### ***Clients***

The Company is a global market leader in the provision of data and intelligence across shipping, trade, offshore and energy sectors. Supporting the workflows and decision making of its clients and the broader Group.

The Company's clients are at the centre of what it does, and the Company's Directors and employees engage with the Company's clients on a regular basis, through ongoing dialogue, structured product feedback and market seminars. This engagement provides the Board with valuable insights into areas such as service delivery and product development, and those insights are communicated and acted on across executive and divisional management forums. They are also shared with the Clarkson PLC Board through management updates, and ultimately form part of the Group's wider engagement strategy.

#### ***People***

The Company's people are key stakeholders in the business and, as its most important asset, the Company invests in its people and takes employee engagement seriously. The Company's engagement mechanisms align with those of the Group and utilise a variety of channels, including digital platforms, employee townhalls and social media.

Given that employees have worked remotely for much of the year as a result of COVID-19, communication and engagement has been even more important. Targeted communication during the year has included:

- Regular communications from senior management updating employees on key matters, and in particular video updates from the Group's CEO and CFO & COO presenting publicly released financial results and updates on the work of the CSR Committee; and
- Increased use of the new intranet (Voyage), updated constantly with news from the Group's offices; education on topics of interest to the industry; information regarding the evolution of products and services provided by the Group; and 'Focus on' and 'Clarksons meet' content to get to know global colleagues.

Further two-way communication and engagement has been enabled through:

- Global executive and divisional management forums that meet monthly;
- The Employee Voice Forum with Clarkson PLC Non-Executive Directors, which is attended virtually by employees from across the Group and provides for and encourages two-way communication between employees and Non-Executive Directors. The forum is chaired by the designated Non-Executive Director for employee engagement; and
- the Communication and Innovation Forum which takes place quarterly and is attended by a mix of employees depending on the topics for discussion.

The involvement of employees in the Company's performance is encouraged through inviting eligible employees to participate in the Group's ShareSave Plan. Some employees also participate in the Group's Long Term Incentive Plan, holding restricted shares as a result.

### **Communities**

The Board's strategy for engagement with communities is driven through the corporate social responsibility programme within the wider Group. The Group's aim is to bring about positive social change and have a lasting impact on people and communities.

The Group engages with communities in various ways, including volunteering, charitable donations and industry partnerships.

The Company provides over 50 maritime university courses across the world with access to research and data, helping important academic research and supporting the learnings of the Group's clients and colleagues of the future. Many of these relationships are long-standing, involve both undergraduates and postgraduate research and extend to universities based in maritime centres around the world, including Asia, Europe and the Americas. The Company also provides data and intelligence to intergovernmental organisations, governments, regulators and various industry and trade bodies, helping frame debate and policy decisions around the development of the shipping industry, including climate change and safety at sea.

### **Our shareholder**

The Company's ultimate shareholder is Clarkson PLC and engagement with the Clarkson PLC Board is principally effected through regular updates to that Board. The development of the Group's research proposition is in line with its strategic objective to maintain trust on shipping intelligence and, from time to time, members

of the Company's Board may be requested to attend Clarkson PLC Board meetings in order to provide updates on strategy, business performance and people matters.

### **Suppliers**

Whilst the Board does not consider the Company's suppliers to be a significant stakeholder in the business, it is committed to treating our suppliers fairly. In particular, the Board recognises the importance of prompt payment of invoices for the Company's smaller suppliers. The Company's suppliers are paid by a Group subsidiary company and settled by the Company via inter-company balance. The Board is satisfied that the majority of invoices are being paid on a timely basis.