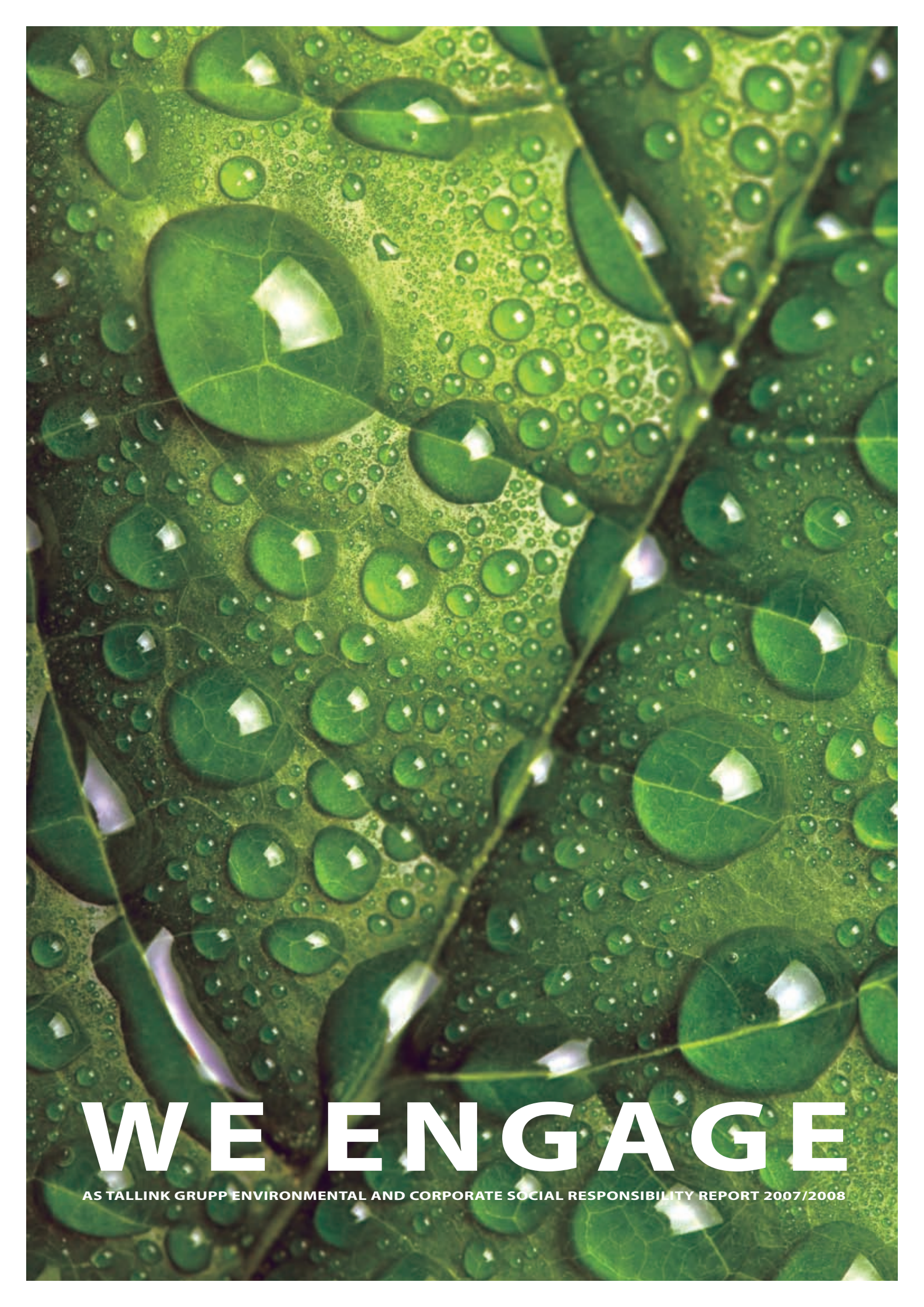




WE ENGAGE

AS TALLINK GRUPP ENVIRONMENTAL AND CORPORATE SOCIAL RESPONSIBILITY REPORT 2007/2008

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C O R P O R A T E P R O F I L E

AS TALLINK GRUPP

AS Tallink Grupp is one of the leading providers of high-quality mini-cruise and passenger transport services in the Baltic Sea, as well as a leading provider of ro-ro cargo services on selected routes.

Our fleet of nineteen vessels allows us to offer a wide range of services and frequent departures. As a result of our ongoing investment and fleet renewal program, we currently deploy some of the most advanced cruise ferries in the Baltic Sea with state-of-the-art facilities, improved accommodation, larger onboard shopping areas and high quality onboard services, setting a new benchmark for travel standards in the Northern Baltic Sea region.

The company has 6,900 employees and operates on seven different shipping routes between Estonia, Finland, Sweden, Latvia and Germany. The company's fleet consists of nineteen vessels, including six recent new builds. In the next year the company will receive delivery of one more new cruise vessel. Vessels operate under the brands of Tallink and Silja Line. Tallink also operates the hotel network, Tallink Hotels, with three hotels in Tallinn. In the 2007/2008 financial year the company serviced 7,07 million passengers, with revenue of 786, 8 million euros.

Dedication and hard work were the cornerstones of 2007/2008, since the period delivered several new services to manage and demanded attention on the developing of previous investments. Aside from the launching process of the group-wide new sales and check-in system Seaware, the hard-working team of AS Tallink Grupp managed to successfully integrate the new Pirita TOP Spa Hotel in Tallinn in April 2008. During the same month the new service concept launched in spring 2007, Tallink Shuttle was further improved by launching the second brand new high speed vessel, M/S Superstar, running on the Estonia-Finland route. Additionally the delivery of the brand new cruise ferry M/S Baltic Princess to Estonia-Finland route started the large re-routing plan, which resulted with successful upgrading the fleet on 3 routes.

VISION

The company's vision is to offer excellence in leisure, entertainment and travel services for every market in which we operate.

MISSION

Our mission is to provide an enjoyable and memorable travel experience that exceeds customer expectations simply by doing more.

AWARDS

AS Tallink Grupp was voted the most competitive Estonian company and the most competitive Estonian tourism operator in 2008 by the Estonian Chamber of Commerce & Industry and Estonian Employer's Confederation. AS Tallink Grupp was voted the most competitive Estonian company and the best Estonian company also in 2007.

Additionally, according to the survey of TNS Emor, Tallink was voted as one of the best employers in Estonia in 2007 and 2008.

Europe's leading survey of corporate websites by H&H Webranking voted AS Tallink Grupp's corporate website www.tallink.com as the best in Estonia.

World's leading consumer magazine Reader's Digest acknowledged Tallink's Silja Line routes to be the most reliable Finnish cruise lines.



CORPORATE STRUCTURE

AS TALLINK GRUPP Holding company, Estonia-Finland and Estonia-Sweden route operator, sales and marketing in Estonia, general administration.			
Tallink Silja Oy Finland-Sweden routes Sales & Marketing	AS Tallink Baltic Finland-Germany route	AS Tallink Duty Free Supply of goods for ships	Ship-owning Companies:
Tallink Silja AB Sales agent in Sweden & manning	AS Tallink Riga-Stockholm route	OÜ TDF Kommerts Supply of goods for ships	Baltic Princess Superstar Galaxy Victoria I Romantika Star Silja Europa Silja Festival Silja Serenade Silja Symphony Regina Baltica Vana Tallinn Regal Star Kapella Sea Wind Tallink AutoExpress 2 Superfast VII Superfast VIII Superfast IX
AS Tallink Latvija Sales & Marketing in Latvia		OÜ Hansaliin Onboard personnel crewing	
OOO Tallink-Ru Sales & Marketing in Russia		OÜ HT Laevateenindus Technical ship management and crewing	
		AS HTG Invest Stevedoring services	
		HTG Stevedoring Oy Stevedoring services	
		OÜ TLG Hotell Operator of hotels	
		OÜ Hera Salongid Beauty services	21 Other companies
		OÜ HT Hulgi Tolliladu Public customs warehouse	
		OÜ HT Meelelahutus Entertainment on ships	
		OÜ Tallink Travel Club Travel services	

HIGHLIGHTS OF THE YEAR 2007/2008



PERSONNEL

- In the end of 2007 the corner stone was set for the new head office building in Tallinn.
- Additional new vessels on three routes increased the welfare of ship's personnel for thousands of employees.

CUSTOMERS

- The new all year round Tallink Shuttle concept on Tallinn-Helsinki route combines the conveniences of high speed craft and cruise ferry and frequent departures add traveling possibilities to a large extent.
- Third hotel in Tallink Hotels chain, Pirita TOP Spa Hotel is an additional value for our clients, who want to spend relaxing time in the capital of Estonia.
- Tallink successfully launched the new, probably one of the world's most modern booking and check-in system that connects all our offices in six countries, hundreds of travel agencies across the Scandinavia and Europe and includes the advanced internet booking module.



HIGHLIGHTS OF THE YEAR 2007/2008



ENVIRONMENT

- Tallink gained the high level environmental certificate ISO 14001:2004 released by Lloyds Register.
- New environmentally friendly high speed service concept Tallink Shuttle on Tallinn – Helsinki route was further improved by launching a second new generation high speed vessel M/S Superstar.
- Tallink continued the fleet renewal strategy: the launch of the brand new cruise ferry M/S Baltic Princess to the Tallinn-Helsinki route.
- The fleet of three routes was upgraded – M/S Baltic Princess replaced M/S Galaxy on Tallinn – Helsinki route, M/S Galaxy replaced M/S Silja Festival on Turku – Stockholm route and M/S Silja Festival replaced M/S Vana Tallinn on Riga – Stockholm route.

BUSINESS

- Start of Pirita TOP Spa Hotel operations in Tallinn in April 2008.
- Delivery of M/S Superstar in April 2008.
- Delivery of M/S Baltic Princess in July 2008.
- Replacing M/S Silja Festival with M/S Galaxy on Turku – Stockholm route.
- Replacing M/S Vana Tallinn with M/S Silja Festival on the Latvia – Sweden route.
- Reaching the traffic volumes of 7.07 million passengers and revenue volumes of 786.6 million Euros.



ADDRESS OF CEO



ENN PANT

Chairman of the Management Board

TALLINK IS NOW A MAJOR PLAYER ON THE BALTIC SEA

Over nineteen years, Tallink has grown and become a well-known player in passenger shipping on the Baltic Sea. Tallink is a large international company with 6,900 employees in six countries. Last year the company served approximately seven million passengers. As a company which recognises the importance of social responsibility, we comply with environmental protection and marine safety requirements, and we aim to give a share of our success back to the community and the environment where we operate.

Tallink has become a leading company in the Baltic Sea passenger shipping industry thanks to the trust of its customers; and every day our employees do their best to guarantee customer satisfaction. For the future, our aim is to not only be the flagship of the Baltic Sea passenger shipping industry, but also to be a provider of complete travel solutions and to take care of all our customers' travel-related concerns.

A VERSATILE AND INTERNATIONAL STAFF

Exceeding customer expectations and achieving increasingly higher goals would be mere words if it were not for our hard-working employees. Tallink has 6,900 employees in six countries and values its versatile staff with their different cultural and ethnic backgrounds. Our customers are all different; so similarly, these differences can be best understood by employees from various backgrounds. Additionally, Tallink is contributing daily to improving the work environment – these efforts were recently acknowledged when Tallink was declared to be one of the three most reputable employers in Estonia in 2008.

ENVIRONMENTAL PROTECTION IS OUR PRIORITY

An emphasis on environmental protection is the company's priority and is based on real initiatives covering the company's activities at sea and on land. Tallink is making much more effort to preserve the environment than the relevant regulations stipulate.

In 2008 Tallink gained the high level international environmental certificate ISO 14001:2004. It confirms our aim to pay maximum attention to the environmental care.

We use environmentally-friendly paints and bio-chemicals for ship maintenance; we establish strict environmental sustainability requirements for our sub-contractors; ship machinery operates on fuels with a low sulphur content; waste is sorted,

ADDRESS OF CEO

and waste water from the ships is treated onboard and transferred ashore in ports. In order to enhance environmental protection and sustainability, Tallink has constantly been renewing its fleet which, despite its size, is now one of the most modern fleets in the Baltic Sea region. The company has an ambitious strategic objective: our wish is that in the future none of our vessels will be older than between fifteen to twenty years.

Not only is Tallink one of the most successful companies in Estonia, the company, together with other large companies, also acts as the heart of the Estonian economy, pumping success into the veins of smaller Estonian companies day after day. That way, Tallink Grupp – which in 2008 was declared to be the best company in Estonia in two important competitions – does not keep this success to itself, but tries to boost business growth for almost 500 large and small business partners and suppliers.

As a major tax-payer in Estonia, Finland and Sweden, Tallink believes that financial success can only be guaranteed through responsible and sustainable development. Therefore, each year, Tallink Grupp gives a significant share of its success back to society and the environment in which the company operates; Tallink supports sports, culture, youth and children's education, and environmental protection. For three years, Tallink has supported Kaia Kanepi, the most successful Estonian female tennis player ever, sponsoring her with the biggest sums in Estonian sports history.

As the 'flagship' in the Baltic Sea passenger shipping industry, Tallink is striving to guarantee that Estonia and the other Baltic Sea countries will still be seafaring countries today and tomorrow, and that the competent sailors from these countries will be a welcome help in every port in the world and onboard every ship.

Finally, I would like to thank all of Tallink's customers and investors for their trust, and our wonderful employees for their contribution to the development of the company. I wish everyone success and prosperity for the New Year!

TALLINK ENVIRONMENTAL POLICY

- We recognise that environmental protection and management is one of our highest priorities.
- Every effort is to be made to conserve and protect the environment from marine, atmospheric and other forms of pollution, including office-based waste.
- Vessels are maintained and operated in accordance with the MARPOL convention (the International Convention for the Prevention of Pollution from Ships) in order to ensure that air and sea pollution is kept to its lowest practicable levels.
- Our vessels use low sulphur content fuel.
- We operate a policy of zero sea spillage and our objective is to eliminate all possibility of pollution at the source.
- All of our vessels have received all the required international oil pollution prevention certificates.
- During their respective navigation periods, our vessels also hold valid sewage pollution prevention certificates to the extent required.
- In order to protect the environment we comply with compulsory rules and regulations.
- We actively promote environmental awareness by continuously training and educating our employees.
- We follow the requirements for the efficient use of energy and materials in our offices and onboard vessels.
- Wherever practicable, we adopt the principles of re-use and recycling.
- We prefer suppliers and contractors who apply environmental standards.

Enn Pant

Chairman of the Management Board
AS Tallink Grupp



ENVIRONMENTAL RESPONSIBILITY

WWF HAS MULTIPLE MEASURES TO PROTECT THE BALTIC SEA

Famous for its Panda logo, WWF is a globally-operating nature conservation organisation which inspires people and communities alike to take action in nature conservation. WWF works together with people in more than a hundred countries in the name of conserving nature. WWF supporters including both companies and private individuals are involved in rescuing the world's most unique ecosystems and endangered species.

The nature conservation work of WWF not only promotes diversity in nature but also improves people's quality of life. WWF has worked to conserve nature and ecological processes through a combination of action on the ground, national and international advocacy work to establish appropriate policies, and international campaigns to highlight and demonstrate solutions to crucial environmental problems.

One of the most important operating principles of WWF is optimism. WWF has a firm belief in finding solutions in order to build a future in which humans live in harmony with nature.

The Baltic Sea, a beautiful sea with multiple problems, is one of the most important protection targets for WWF Finland. Operation Mermaid is a major campaign addressing the threats to the Baltic Sea. Through the project WWF Finland is able to offer all Finnish people an opportunity to support our work and act now for the benefit of the Baltic Sea.

Those projects which are part of Operation Mermaid vary from prevention of the eutrophication of the sea, prevention of oil spills and oil clean-up to work in support of endangered species. Silja Line is one of the long-term supporters of WWF's Operation Mermaid.

For example, WWF Finland encourages farmers to build wetlands, both by advising them and also by setting a prime example by its own actions. During the summer of 2008 WWF's wetland project progressed to a stage where practical action could be taken, and the first pilot wetland was completed in the catchment area of the river Kiskonjoki. Wetlands are known to hold as much as seventy per cent of the nitrogen and phosphorus emissions from agriculture, which make them the most efficient means of preventing eutrophication.

As part of the eutrophication campaign, a report about the effects of climate change on eutrophication of the Baltic Sea was published in the summer of 2008. An appeal was also made to the EU about the need for changes in its environmentally unfriendly agricultural policy and the production and sale of phosphate-free washing detergents was requested from detergent manufacturers.

When an oil spill occurs, WWF Finland forms voluntary groups to aid in the clean-up operations. The groups are available as agreed with public authorities in case of possible oil-related accidents. The groups enjoyed their fifth anniversary in the spring of 2008 and they already include a total of 4,800 Finns. For a long time WWF Finland has worked to help endangered species in the Baltic Sea. To give an example, the success story of the white-tailed eagle continues with the news that in the summer of, 2008 a record-breaking number of 263 chicks hatched in the eagle nests. Currently, WWF is cooperating with its partners in areas such as the prevention of white-tailed eagle deaths caused by unprotected power pylons. In protection work, the Baltic Sea's ringed seal is also part of WWF's special focus due to its alarmingly low population numbers in the archipelago.

WWF aims to influence decision-makers, actively follow maritime policies, and observe the fulfilment of the Helcom targets (Helcom being the committee for the protection of the Baltic Sea). The Baltic Sea Scorecard, which was published in August 2008, gave everyone an evaluation of the activities of the Baltic Sea's coastal states in regard to saving the Baltic Sea itself.

WWF also carries out research with universities and research institutions in order to shed light on the current situation of the Baltic Sea and help everyone understand which courses of action would be most critical in saving the Baltic Sea.

WWF Finland





ENVIRONMENTAL RESPONSIBILITY

ENVIRONMENTAL RESPONSIBILITY – OUR TOP PRIORITY

AS Tallink Grupp recognises that environmental protection and management is one of its highest priorities. Every effort is to be made to conserve and protect the environment from marine and atmospheric pollution and any other form of pollution, including office-based waste.

Our vessels are maintained and operated in accordance with the MARPOL convention (the International Convention for the Prevention of Pollution from Ships). This ensures that air and sea pollution is kept to the lowest practicable levels.

Tallink operates a zero spill policy. Our objective is to eliminate the possibility of pollution at the source by ensuring high standards of safety and awareness are maintained and that all relevant legislation and conventions are followed for both its sea and shore activities. Tallink is also committed to the continual improvement of the methods that are used to carry out and achieve this objective, including the use of equipment and practices that minimises waste generation.

AS Tallink Grupp's ships sailing under brands of Tallink and Silja Line, as well as the subsidiaries managing the technical operation of the vessels gained the high level environmental certificate ISO 14001:2004 released by Lloyds Register in 2008.

The Country Marine Business Manager for the Baltic Countries Mr. Zbigniew Kurowski commended HT Shipmanagement (HT Laevateenindus) for their proactive efforts to promote an ongoing awareness in safer environment and their goals of safer navigation and prevention of marine pollution. "Today 90 percent of worldwide cargo is moved by ships, but only 7 percent of global air pollution is contributed by shipping. Regardless the fact the shipping industry is prepared to make an extra mile to reduce the impact on the environment," Kurowski said.

ISO 14001:2004 is a highly valued international environmental management certificate, voluntary for companies. Already for years have the vessels of AS Tallink Grupp followed the principles of environmental management described in this certificate.

AN ENVIRONMENTALLY AWARE CHOICE OF CONCEPTS: TALLINK SHUTTLE

In last financial year, Tallink launched the first ever all year round fast ferry service Tallink Shuttle. The serviced, which has already proved to be effective and popular, has been further improved during the year 2007/2008 by adding a second new generation high speed vessel M/S Superstar. Superstar was built in Fincantieri Shipyards in Italy and delivered in April 2008. Tallink Shuttle services with MS Star and MS Superstar have added a new dimension to maritime transport on the Baltic Sea. The fast passenger ships, Star and Superstar, have an entirely new concept, combining the best features and tractive force of five vessels. With this, two new vessels have successfully managed to do the work which until then required as many as six vessels – four AutoExpress high-speed vessels, the cargo vessel Kapella and the large ferry, Meloodia. The ships were painted green in order to emphasise the environmentally friendly nature of them and the service they operate. Star and Superstar use much less fossil fuels per passenger than small high-speed crafts, and do not create big waves which can damage the marine environment.

The significant time-saving gained in boarding, crossing, and disembarking allows companies who transport goods to offer their clients an even faster service. Star and Superstar both have a high ice class rating and the most powerful machinery of all vessels flying the Estonian flag; unlike high-speed vessels, they can also travel the sea in difficult weather conditions. The investments made into the launch and further development of the Tallink Shuttle service reaches hundreds of millions of euros.

INTERNATIONAL ENVIRONMENTAL CERTIFICATES FOR AS TALLINK GRUPP:

ISO 14001:2004 environmental certificate by Lloyds Register
 MARPOL Sewage Pollution Prevention Certificate
 MARPOL Air Pollution Prevention Certificate
 IAFS International Anti-Fouling System Certificate
 MARPOL Oil Pollution Prevention Certificate
 Document of Compliance for Anti-fouling System
 MARPOL Garbage Pollution Prevention Attestation



ENVIRONMENTAL RESPONSIBILITY

OUR MODERN FLEET: FOR THE SEA, FOR THE ENVIRONMENT

AS Tallink Grupp has been one of the leading companies in the Northern Baltic Sea region not only thanks to the size of its fleet, but also due to the number of new vessels which have recently arrived.

One of the most important ideas behind the renewal of the fleet is to protect the environment.

The most recent new vessels which are now sailing under the Tallink brand are the cruise ferries, Romantika (2002), Victoria I (2004), Galaxy (2006), the new generation high speed vessel, Star (2007), Superstar (2008) and Baltic Princess (2008). Next year we are looking forward to delivery of the Galaxy-type cruise ferry, Baltic Queen. Our three Superfast vessels are also recent new builds, having been unveiled in 2001 and 2002.

GOAL: THE AVERAGE AGE OF THE FLEET IS LESS THAN TWENTY YEARS

The new arrivals are part of the company's strategy to finally reach a position in which no vessel in the fleet is older than between fifteen to twenty years.

Of course our passengers are satisfied with this development, since travelling with our modern vessels is becoming more and more comfortable, but also because of the important fact that they are environmentally friendly.

A good example is in the various vessels which ply the Tallinn-Helsinki route, where you can choose between the services of cruise ferries, and high speed vessels. The latter - high speed craft - are creating pretty heavy waves when they operate, something that is said not to be good for the sea's environ-

ment or the shoreline. In 2007 Tallink heralded a new era on the route by launching the high speed vessel, Star, which is almost as fast as the older high speed craft, but does not create the waves which are a characteristic of high speed craft. Today, when MS Superstar has arrived, Tallink will probably use the high speed craft no more, as two out of the three have already been sold.

We are glad that other shipping companies in the region have also started to follow the trend, ordering new vessels themselves.

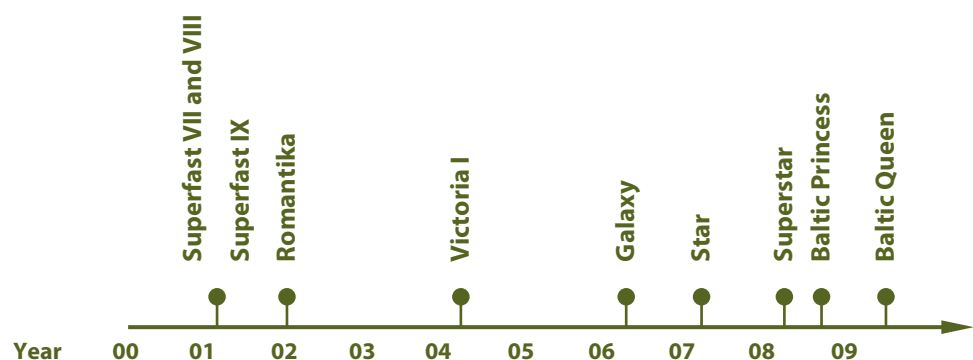
THE ENVIRONMENTAL CONTRIBUTION OF MODERN SHIPS

New or modernised ships can have a reduced effect on the environment through the implementation of new environmentally-friendly solutions. Either in ship design, in the form of advanced hull forms or low fuel consumption, or in reducing emissions, in the form of exhaust gases, noise and vibration, different waste products, etc.

The vessels can also benefit from an extended service life with environmentally friendly solutions.

Already there are several international rules and regulations which require the prevention of sea or air pollution (such as IMO, Marpol). One of the newest which will arrive very shortly is for ballast water treatment to prevent harmful organisms migrating between harbours.

Minimizing negative environmental effects is already being considered at the design stage for new passenger vessels. Nowadays it is taken for granted that no stanniferous paint is used to keep a vessel's bottom clean, and that emissions into



More than 1,3 Billion Euros invested by Tallink Grupp for the modern fleet in 2002 – 2009

ENVIRONMENTAL RESPONSIBILITY

the air or water as well as noise pollution being created by engines, ventilation and other noisy functions, are kept as low as possible.

New engines are constantly being designed in order to optimise fuel consumption, and environmentally friendly fuel variations are being developed. A good example is the Aker Yards-built LNG powered car-passenger ferries, ie. those using liquid natural gas; with CO₂ emissions radically reduced.

STX EUROPE – PROTECTING THE ENVIRONMENT

STX Europe is considering minimizing negative environmental effects already at the design stage of new passenger vessels. Nowadays it is taken for granted that no stanniferous paint is used to keep the vessel's bottom clear, and that emissions to air or water as well as noise from engines, ventilation and other loud functions are kept as low as possible.

The "Baltic Princess", one of the biggest and fastest cruise ferries in the Baltic Sea designed and built by STX Europe for Tallink is an excellent example of a vessel fulfilling the statutory requirements, among others the international "Marpol" rules for preventing sea or air pollution.

There is advanced dynamics in the hull form design to minimize overall power demand, and wave making, biological waste water treatment plant onboard, and the main engines are equipped with catalytic exhaust purification.

STX Europe is committed to complying with requirements contained in laws and regulations. The company is attentively following the new development regarding the Baltic Sea area,

especially the work of the Baltic Marine Environment Protection Commission aiming to protect the marine environment of the Baltic Sea from all sources of pollution and to ensure safety of navigation in the region.

The Baltic Sea has already since 1973 been identified by IMO as a "special area", which is considered to be so vulnerable to pollution by oil that oil discharges within it has been completely prohibited, with minor and well-defined exceptions.

STX Europe takes its environmental responsibilities seriously. Environmental status reporting is an integral part of the company's annual reporting, on a par with reporting on financial matters and operations. Part of the commitment is evaluating and adopting environmentally beneficial improvements in production processes, alternative materials, and services.

The management system of STX Europe Cruise & Ferries has by DNV Certification been found to fulfil the requirements of the following standards: ISO9001:2000 Quality Management standard, OHSAS 18001:1999 Occupational Health and Safety specification and ISO 14001:2004 Environmental Management standard.

STX Europe constantly aims at developing attractive and sustainable passenger ships, the long-term goal being a zero emission ship.

Efficient ship concepts, together with modern and energy efficient hull design and machinery ensure that the environmental impact remains as small as possible. Various possibilities, such as wind and solar power, are constantly studied out. Podded propulsion, common rail main engines, fan coil HVAC system, energy efficiency automation systems, FC electric motors, tin-free antifouling, waste water and garbage handling are already matters of course, and work on environmentally friendly issues is continuing.

Sinikka Railo

Vice President Communications
STX Europe Cruise & Ferries



stxEurope



ENVIRONMENTAL RESPONSIBILITY

TALLINK PROTECTS THE WATER

Each drop of water contains a whole world, and Tallink is making efforts both at sea and on land to protect this world. Life on Earth began in the sea and life on our planet cannot be sustained without clean water.

SAFETY STANDARDS

In Tallink's operations, securing the safety of people, the environment and property comes first. The objective of Tallink's Safety Management System is to ensure that the valid rules and requirements set out by the IMO (the International Maritime Organisation) maritime authorities, various certification bodies, and other maritime organisations, as well as their applicable regulations and standards, are adhered to. The modern technical systems on board new ships are built in a way which allows them to contribute in providing the very safest of voyages and maintain a clean sea and air environment.

WASTE AND OILY WATERS

Waste water is definitely also a problem for the Baltic Sea, as discharging waste water into the sea is officially permitted. Tallink is cooperating with ports to leave waste water and oily water from its ships at the harbour. The waste water is also cleaned on board with modern equipment. To prove our point in protecting the sea's environment in this way, Tallink has also joined the WWF (the World Wildlife Fund) agreement to continue this policy in the future.

CHEMICALS

The chemicals used on board ships to keep them tidy and clean are mostly biochemical and therefore also environmentally friendly.

ANTIFOULING SYSTEMS

According to the WWF, the hull of a ship is a perfect home for marine species such as algae and barnacles. "But these so-called fouling organisms slow down ships, increase fuel consumption, and reduce the durability of vessels. People have long used various chemicals to keep their ships free of fouling organisms. In the 1960s, the chemicals industry developed organotins - toxic chemicals that can be added to paint which kill anything that attaches itself to a ship. The problem is,

these chemicals leach from the paint into sea water, and are absorbed by marine organisms. Persistent and bioaccumulative, they can remain in the environment and increase in concentration as they climb up the food chain," the WWF says at www.panda.org

TALLINK – AHEAD OF THE FUTURE

In 2001, the IMO finally adopted the International Convention on the Control of Harmful Antifouling Systems on Ships to phase out dangerous antifouling chemicals. Many countries are still planning to ratify the convention, whereas Tallink has been voluntarily implementing the convention in its activities for some time now. For Tallink, the protection of the marine environment is very important. Therefore, the maintenance of all the company's vessels has for years been carried out in compliance with this international convention. All vessels in the Tallink fleet also have certificates proving their compliance with this convention. Ships built before 2003 have been repainted with environmentally-friendly paints; and in the case of all newer ships, the principle of environmental friendliness has already been adhered to in their construction. The hulls of Tallink's vessels are cleaned by divers who, when conducting this process, do not use chemicals that are harmful to the environment. Tallink lauds the decision of the states to join the IMO's international agreement and hopes that this will motivate other ship operators to give more thought to environmental protection and to keep the Baltic Sea clean.

TALLINK HAS JOINED THE INITIATIVE TO STOP DISCHARGING WASTE WATER INTO THE BALTIC SEA

The WWF and the Estonian Fund for Nature (ELF) have encouraged ship operators in the Baltic Sea region to stop discharging waste water from ships into the Baltic Sea. Additionally, the ship operators have also been invited to join the voluntary agreement not to discharge waste water into the sea in international waters where such discharging is allowed. By joining the initiative, the shipping companies and ship operators assert that waste water will be treated on board ship or will be transferred to onshore water treatment facilities.



ENVIRONMENTAL RESPONSIBILITY

TALLINK PROTECTS THE AIR

The sea and sky merge on the horizon, and similarly, the measures for water and air protection used by Tallink, the biggest shipping group in the Baltic Sea region, are also intertwined.

Still, many people generally associate the shipping industry with objects in the water and the seas themselves, and less with the air which totally surrounds us but is often unnoticed. What is certain is that human activity does have an impact on the quality of air everywhere, at sea and on land. It is important to be aware of this fact and for us to try to do everything in our power to guarantee that subsequent generations also have a chance of living in a clean environment.

Although the shipping industry does pollute the air, this negative impact is significantly smaller than that of other means of transport, thanks to the joint efforts of companies, governments and various organisations. Therefore, maritime transport is also one of the preferred means of transport in the European Union.

The environmental policy of AS Tallink Grupp includes clear, specific measures for the protection of the environment where it concerns air quality levels.

LESS EXHAUSTION GASES

Exhaust gases are a very big problem for our whole planet. It has been proven that maritime transport is many times more environmentally friendly because it produces many times less exhaust gases as does land-based transport. That is also why the European Union has started a plan to support the development of shipping as the logistical means for transporting goods.

TALLINK USES ONLY LOW-SULPHUR FUEL

Tallink is hunting down opportunities which will allow it to do more for the sake of the environment and that is why the company is using only low-sulphur fuel, investing more in using fuels which have an even lower sulphur content than that which is already required. This helps to further decrease the exhaust fumes which are produced by ships.

The company is also using fuel supplements to decrease the soot percentage in exhaust fumes in order to make them less harmful to the environment where air quality levels are concerned.

The catalytic converters in ships are also important tools in contributing to environmental care.

Catalytic converters are the most effective means of reducing NOx levels in exhaust fumes, with an achievable reduction level of up to 90-99%.

CERTIFIED SPARE PARTS ONLY

All that moves also abrades and therefore we renew our equipment regularly. Tallink uses only certified spare parts in order to guarantee the best working results in combination with environmental safety.



ENVIRONMENTAL RESPONSIBILITY

TALLINK PROTECTS THE LAND

Although water covers 71 per cent of the Earth's surface, Tallink makes similar efforts to protect the land environment, even though most of the company's activities take place at sea. In nature everything is interconnected, and water, air and land must be protected in order to guarantee a clean environment.

OUR OFFICES AND HOTELS: SUSTAINABILITY ABOVE ALL

A part of the company our passengers do not see so often is the Tallink offices. But also there we can do quite a lot for the sake of the environment. It starts with the small things like optimising energy consumption by switching off the lights for the night and switching off the heating in rooms which do not require heating. Of course this has to be done regularly. One of the most important facts is that most of Tallink's documentation is held only on an electronic basis, so that paper documents are used only when it is really necessary. With 6,900 employees and six offices this can result in a very large saving in paper. The empty cartridges from printers do not go into the bin, but are instead refilled over and over again. The environmental policy of Tallink Hotels is based on the criteria of the Green Key programme. For an accommodation facility, the more significant areas of environmental impact are definitely electricity consumption, thermal energy consumption, water consumption and waste. We have an effective waste handling system; waste is sorted in accordance with the requirements of the law. The following are collected separately: glass, tin cans, plastic bottles, packaging, hazardous waste and organic waste. The utility systems installed in the hotels are state-of-the-art and the systems are controlled by an automated computer. This ensures that the hotel technicians always have an overview of the ventilation, the lighting, the heating and the energy consumption. For example, the constant monitoring and adjusting of the systems' performance has helped to significantly decrease the hotel's energy consumption.

Main onland priorities:

- Optimising energy consumption in office buildings and hotels
- Electronic documentation system helps to diminish paper usage
- Printer cartridges are refilled
- Usage of recycled paper
- Usage of paper minimized by online-booking

OUR VESSELS:

RESPONSIBILITY EVERY SECOND

The handling of the domestic waste which is produced by the ships is also a responsibility we take very seriously. We already sort domestic waste on board our ships as much as is practicable, and in port the waste is transferred into the care of certified waste handlers. That which is used also gets old and broken – that's a given fact. As much as is possible, used spare parts are handed over to certified manufacturers and most of the material is recycled and is largely used all over again in a new format.

Main priorities on board:

- Sorting domestic waste on board
- Cooperation with certified and approved manufacturers
- Usage of spare parts produced by certified manufacturers
- Recycling

COOPERATION PARTNERS:

SHARED VALUES

Our many cooperation partners - for instance, STX Europe, Fincantieri, BLRT in the shipbuilding and renovation sector to name some of them - are also putting a lot of effort into using environmentally friendly working methods. Together we can create a much larger effect than would otherwise be the case, and we hope we will be able to add to our number of cooperation partners in the future, partners who care about the environment in which we all live.

Main cooperation priorities:

- We prefer suppliers and contractors who apply environmental standards

Tallink's efforts to protect the land are supported by "three whales": the measures taken in offices, the measures taken on ships, and the observance of common environmental principles by Tallink and its business partners. The ultimate dream of each sailor is to always reach port; similarly, the wish of Tallink, the largest shipping group in the Baltic Sea region, is that that the families and friends of our crew members are able to wait for their loved ones on unspoiled land.



ENVIRONMENTAL RESPONSIBILITY

PEOPLE – THE SALT OF THE EARTH IN ENVIRONMENTAL PROTECTION AT TALLINK

Even the most stringent environmental requirements will be of no use if there are no people who closely adhere to these requirements every day. Therefore, Tallink has undertaken to continually give its employees training in environmental protection and to encourage employees to think green by inviting them to participate in various environmental events.

Tallink's environmental policy provides even more stringent environmental requirements for the company than relevant legislation and international agreements stipulate. For example, Tallink does not release waste water from the ships into the sea, although international regulations would allow us to do that. Naturally, we transfer all bilge water at the port.

Another strong sign of quality is the fact that by owning the certificate of ISO 14001:2004, Tallink follows the principles and recommendations of this environmental management standard throughout its activities.

TRAINING AND EVALUATIONS

In order to apply stringent environmental requirements in practice, all crew members also receive training in environmental protection – both upon first starting work and continually during their employment on a ship. By this means, all employees will gain an overview of Tallink's environmental policy, the protection of the marine environment, and the impact of pollution on the sea, as well as practical knowledge about the safe handling of waste water, refuse and oils, and the prevention of pollution risks. Once every five years, crew members must prove their expertise in the prevention of marine pollution, pursuant to the MARPOL convention (the International Convention for the Prevention of Pollution from Ships) which is carefully observed on all Tallink's vessels in the course of daily operations, and is also observed during the undertaking of technical maintenance duties.

EXPENSIVE WATER TREATMENT EQUIPMENT ON SHIPS

Furthermore, Tallink's ships are equipped with water treatment equipment worth of millions. This guarantees that all waste water goes through a complicated treatment process on the ships and that the refuse is sorted before it is transported off the ship at the port. But all the expensive equipment will only be effective if employees have the knowledge and desire to use it. That is why the environmental training of employees at Tallink is an ongoing process. Tallink's employees are prepared to attend tree planting events and to take part in other environmental activities, even while off duty.



Tallink Hotels encourages both the employees as well as the customers to follow the company's way of thinking – think green!

C O R P O R A T E S O C I A L R E S P O N S I B I L I T Y

BECOMING THE LEADER OF BALTIC SEA THANKS TO CUSTOMER'S TRUST

What is the recipe for becoming the leader in the Baltic Sea passenger shipping industry in a little over fifteen years? Seemingly, the recipe is simple - win the trust of your customers.

It is only thanks to our customers that Tallink can be one of the leading shipping groups in the Baltic Sea region and can employ 6,900 people in six countries. All of our employees give their best every day in order to win customer trust, because the company's mission is to exceed the expectations of our customers by offering a memorable travelling experience.

NEW TICKET SELLING SYSTEM FOR MORE CONVENIENCE

In order to offer services to each customer - of whom Tallink serves more than seven million a year - which meet their exact needs, Tallink launched a ticket selling system that is probably the most innovative in the world. The new ticket selling system connects, in real time, all the Tallink and Silja sales offices located in the six countries, and also hundreds of travel agencies all over Scandinavia and Europe. Customers are able to experience the benefits of the new system as they use the new online booking system via the company's web site. The system enables people to buy tickets for all Tallink and Silja vessels travelling six regular routes daily, and to do so even at midnight, requiring just a few mouse clicks.

The new ticket-selling system has been integrated with the Tallink phone services call handling centre. The contemporary IP-based (Internet Protocol) call centre helps customers to save time: for example, when the customer service phone line in Finland or Sweden is currently on hold, the call will be automatically re-directed to Estonia, to a customer assistant who speaks the respective language; in this way a customer will receive an answer to their question much more quickly. The call centre was opened in cooperation with Elion, the biggest fixed-line telecommunications services provider in Estonia. The call centre allows us to conveniently monitor the workload of customer service assistants and to flexibly distribute customer calls between different countries, regardless of where the person answering the customer's call is actually sitting.

COMPLETE TRAVELLING SOLUTIONS

The new state-of-the-art ticket-selling system makes it possible to study customers' expectations in more detail and to offer services that meet those expectations. Since people's lives are increasingly busy and people are faced with much more information every day, more and more effort has to be made each day to win clients. Tallink has set itself the objective not of selling sea trips as just journeys from one place to another, but rather as a holiday and a unique experience which will exceed customer expectations. That is why we offer our customers complete travelling solutions, combining various services with each other. For example, on some of our ships, business travellers can enjoy entertainment after a tiring conference day, while passengers going on a holiday can purchase cruise trips, hotel packages, spa services or ski trips from Tallink.

Tallink has a clear objective for the future: to be not only the flagship of the Baltic Sea passenger shipping industry, but to be a provider of complete travelling solutions, taking care of all the travel-related concerns of customers. To this purpose, a spa centre and more than one Tallink hotel have already been opened in Tallinn; the sale of holiday packages is picking up; pursuant to the client's wishes, sea journeys can be combined with a flight; the company has set up its own taxi company in order to serve its customers even better. All these undertakings have the same aim: to guarantee roughly 15,000 people - whose wishes our customer service staff are carefully listening to every day, both on land and at sea - a travelling experience from Tallink that will exceed their expectations.

C O R P O R A T E S O C I A L R E S P O N S I B I L I T Y

SAFETY FIRST

Above all, Tallink's priority both on land and at sea is the safety of its customers, and we shall not hesitate to invest money and time in increasing safety.

Tallink complies with international safety regulations and with the requirements of the ISO 14001 environmental management standard in order to prevent accidents and the presence of danger to people and the environment. Each year, our safety management system is audited by experts from the independent risk assessment organisation, Lloyds Register, and the Estonian, Swedish, Latvian and Finnish maritime administrations.

Tallink aims to comply with the regulations of the International Maritime Organization (IMO) and to guarantee that our activities are safe for passengers as well as crew members. Since our employees are the key to guaranteeing safety, we are constantly developing their skills by training them. The proper procedure for crew members in emergency situations is practiced in drills and tests which are carefully monitored by inspection authorities.

All our vessels are equipped with life-saving and survival equipment which meets all requirements and is ready for use all day, every day, and all year round. Even so, the crews of Tallink and Silja vessels use their great expertise and long-term work experience, combined with an efficient safety system, in order to prevent the need to ever use the life-saving equipment.

INTERNATIONAL SAFETY CERTIFICATES FOR TALLINK

Document of Compliance by Lloyds Register

Document of Compliance by Estonian Maritime Administration

Document of Compliance by Finnish Maritime Administration

Document of Compliance by Swedish Maritime Administration

Document of Compliance by Latvian Maritime Administration



CORPORATE SOCIAL RESPONSIBILITY

**CLUB ONE – THE BEST ON THE BALTIC SEA**

In May 2007, Tallink and Silja launched their new joint customer loyalty programme, Club One, which combines the previous customer loyalty programmes of both companies. Within the year, the number of Club One members has increased from 450,000 to 490,000 households.

Club One clients can use travel benefits with fixed monetary values and special offers in the shops and restaurants of both Tallink and Silja vessels. Additionally, Club One clients collect bonus points on their tickets and onboard purchases, and these points can be used to pay for their trips. Club One clients can take advantage of the biggest fleet on the Baltic Sea, plenty of interesting travel routes and the best shopping opportunities in the vessels' shops. Club One also offers benefits on land - loyal customers can enjoy discount prices at Tallink Hotels establishments as well as from our other business partners, ranging from popular dining and entertainment facilities to beauty salons and theatres.

Club One is a three-level customer loyalty programme (with Gold, Silver and Bronze levels), in which the benefits become increasingly tempting the more you travel on Tallink and Silja vessels. The transfer from one level to another is related to the amount of trips and the onboard purchases made.

CLUB ONE

TALLINK CUSTOMER CARE IN 2007/2008

Number of passengers across six countries	7.07 million
Calls to the customer service number	2,443,934
Total length of calls to the customer service	8,555,182 minutes
Number of e-mails handled	596,261
Visits to the Tallink ferry bookings engines over	2.6 million
Visits to all Tallink Group web pages in total	over 12 million

CORPORATE SOCIAL RESPONSIBILITY

TALLINK'S EMPLOYEES ARE THE BEST

There are many methods to use in measuring the effectiveness of any work that has been carried out and the welfare of customers. Our employees are not only eager to provide the best service, but to educate and test themselves by entering competitions for professionals. The results speak very clearly - most of them achieve incredibly high places in such competitions. Tallink is proud to have people working in the company who literally love their work and try to reach the highest levels in everything they do.

ASTRID VÄÄLMA won silver***in the Estonian Barista Championships***

Tallink Spa & Conference Hotel's barista, Astrid Vääлма, won second place in the Estonian Barista Championships.

The finalists had to prepare four espressos, four cappuccinos and four drinks made by their own recipes, all within only fifteen minutes.

The head judge in the competition, Jose Arreola (Mexico), said that this year's competition was really tense. "The differences in results amounted to just a few points when talking about the first three places - this shows that the top baristas in Estonia are all very evenly matched," Arreola said.

Third place for AIVAR VIPPER***in the Estonian Sommeliers' Championship***

This year, Aivar Vipper, the service manager at the Tallink Spa and Conference Hotel, won third place at the Estonian Sommeliers' Championship competition which was sponsored by the famous Michel Laroche Chablis winery. Kristjan Markii, from Balthasar Restaurant was defending his title from last year and second place went to Kristjan Peäske from the Three Sisters Hotel.

This year there were nineteen competitors taking part in the Estonian Sommeliers' Championship competition, all highly respected operators in the field of restaurants. The competition took place on 19 April in the Nordic Hotel Forum with an international jury which this year also included a Georgian member besides the representatives from Estonia's neighbouring countries. On the basis of the theoretical and practical rounds (wine serving) six competitors made it to the final round, all men this time. The best three had additional tasks to solve, highlighting their knowledge (correcting an erroneous wine list, the blind tasting of drinks), and also their acting powers and fluency in English.



ASTRID VÄÄLMA



AIVAR VIPPER

CORPORATE SOCIAL RESPONSIBILITY

ERKKI RINTALA - Sommelier of the year in Sweden

Erkki Rintala, head waiter on Silja Symphony, won the prestigious "Sommelier of the Year" prize for 2007 in Sweden. The prize was founded by the Swedish Sommelier Association and the Swedish newspaper, RS. The jury's motivation was as follows: "A hard-working professional whose clear vision and humble approach contributes to develop the Sommelier profession."

"I have to say I'm very pleased about this. I'm also very proud since we were three sommeliers in the final. Two from 'fine dining' restaurants and one from a shipping company (that's me). It is so nice to be able to show that we have very high levels of quality on board too. It's not about 'wild party-boats'. I think this proves that we have high standards and a good level of knowledge on board. I hope this kind of prize also encourages young people to develop their skills and find their work useful and appreciated in restaurants. Most people in Sweden take restaurant work as a temporary job. It is quite the opposite in France and Germany, where people retire as chefs and waiters. I hope more people will be interested in this kind of work," said Rintala.



ERKKI RINTALA

SATU JÄRVINEN - Olympic level chef on MS Silja Europa

Satu Järvinen was part of the Finnish culinary team which participated in the 2008 IKA Culinary Olympics in Erfurt, Germany.

Chef Satu Järvinen, member of the Silja Europa staff for two-and-a-half years, is proud of the culinary team's accomplishments. Teams from forty different countries competed in the Olympics. There was only one team from Finland, and Satu was the sole female member present in it during the whole competition. The team won gold in the "Hot Kitchen" category and silver in all three "Cold Kitchen" categories: appetisers, main courses, and desserts. Finns should be proud to learn that Finland beat Italy, whose prime minister has made less-than-flattering statements about Finnish food and cuisine in the media.

Satu is a 21 year-old restaurant chef and a graduate of Raison Ammattiopisto (vocational institute in Raisio). She has always wanted to be a chef. When applying for culinary school, she didn't even consider any other options. During her studies she had work experience with Silja Europa and after this she got a summer job aboard. Satu has also worked on land, for instance in Åland, and she still gets job offers from the mainland, but she likes working on a cruise ship. The working periods might be long, but so is the time off. Working on a cruise ship offers the advantage of cooking for several different types of restaurants with various tasks that change daily. Sometimes Satu prepares cold meals and sometimes hot. There is no chance of boredom. She thinks her on-board colleagues are all very nice, as well as being like-minded.



SATU JÄRVINEN



CORPORATE SOCIAL RESPONSIBILITY

EMPLOYEES – FUELLING TALLINK'S SUCCESS

The thousands of employees over six countries are Tallink's greatest asset as they are fuelling the company's success. The responsibility of the employees is to guarantee the wellbeing of our passengers every day. Similarly, the company is also trying to do its best to guarantee that its employees feel great.

AS Tallink Grupp has about 6,900 employees, most of whom work at sea. This is natural, of course, since the company does specialise in maritime transport - it owns a total of nineteen vessels and operates seven different routes.

Tallink is a very international company which employs people from six different countries in which at least seven different languages can be heard daily. Nevertheless, this does not hinder cooperation between staff. On the contrary, our people have so much to hear and learn from each other that we consider this exchange of experiences to be of major added value. Moreover, language proficiency within the company is at a very high level due to the nature of the services - our international maritime transport routes serve approximately seven million passengers from Europe, Asia, the USA, and so on, per year.

TALLINK VALUES ITS VERSATILE STAFF

The company boasts a rich mix of different nationalities on its staff. Also, the knowledge of employees both younger and older is the basis for a highly significant pool of experience, and this is shared in order to allow everyone to learn something new. Tallink certainly values its versatile staff with their different cultural and ethnic backgrounds. Our customers are all different; so similarly, these differences can be best understood by employees from various backgrounds.

Tallink will continue to cooperate with various educational institutions, including most vocational schools and especially Maritime Academies and other organisations in this field, in order to introduce young people to the maritime industry. We try to actively promote maritime transport as a field of employment and to introduce the employment opportunities at Tallink with the primary aim of attracting employees with relevant specialised education, so that even years from now our staff will still be amongst the best in the Baltic Sea region.

NATIONAL DIVERSITY IS A GREAT ADVANTAGE IN CUSTOMER RELATIONS

Natalia Karwath comes from Moldova and has been working at Tallink Silja GmbH since 1 March 2008. She speaks fluent Romanian, German, Russian and English. She looks mainly after Russian individual customers and travel agencies. Approximately 4.2 million Russians live in Germany; a relevant customer group. Many travel regularly from Germany to Finland and beyond to visit their families. Their booking behaviour is very different from that of German customers. It is therefore important to accommodate their needs. Bookings made via telephone are generally made in Russian. Language barriers and anonymous customer service may be the reason for a Russian not to book, making a personal approach from Natalia in the Russian language very important. This has made it possible to establish a deep bond with Russian travel agencies which very much appreciate reliable processing in their native language. The result is that Natalia's contact information is passed on through a private circle of friends and acquaintances. This word of mouth propaganda supports the establishment of BtoC customer retention and opens up access to the Russian community. Natalia Karwath is a very good example of customer orientation for a special interest consumer group with purchasing power.



NATALIA KARWATH

**AS TALLINK GRUPP
NUMBER OF EMPLOYEES 2007/2008**

Country	On-land organizations	Vessels
Estonia	778	2461
Latvia	45	341
Finland	654	1001
Sweden	219	862
Germany	19	
Russia	6	
Total	1721	4665
Hotel	504	
Grand total	6890	



CORPORATE SOCIAL RESPONSIBILITY

EMPLOYEES

AS Tallink Grupp employs 6900 workers in six different countries, making it the biggest passenger ferry operator in the world.

The fact that the company has been so successful and has been able to survive the challenging changes faced in recent years is greatly due to the input of its hardworking employees. In addition to good working conditions, the company also tries to offer various bonuses.

IN TALLINK, TRAINING COURSES HAVE AN IMPORTANT ROLE TO PLAY

The aim of organizing training courses is to offer the employees of the company new knowledge and skills in accordance with the goals of the company, to shape attitudes that would correspond to the organisational culture, to advance teamwork experiences and to support the individual development of employees.

The efficiency of the company's training activities is ensured by their systematic and central coordination, which guarantees their comprehensiveness.

The training plans are drawn up in accordance with the company's strategy, the needs of its target groups and the feedback received from customers.

A selection of major training projects carried out in AS Tallink Grupp during the years 2007 and 2008:

- Extra sales and servicing training courses on board the ships;
- Sales and conflict training courses in the call centres;
- Management ABC;
- Learning of various foreign languages;
- Training courses on the subject of the new computer program;
- Product training courses on board all the ships.

TEAM FEELING

Thanks to our long-term employees and a general willingness to cooperate within the company we can definitely claim that there are strong ties and a real team feeling in all the different units within the country and within units in all our countries of operation.

Without a doubt, for our employees the company training sessions, workgroup meetings, and the free time they spend together all help to create and maintain the team feeling.

Among other things, employers often exercise and play sports together and, not surprisingly, classic team games like football or basketball are especially popular. After several years, an intra-company, so-called international sports competition is being considered again.

Tallink has already been organising different spare time events for its employees for years. It is notable that the biggest and most important events are carried out twice, so that workers from both ferry shifts are able to participate.

In the summer, all employees meet during the company summer camp that, with each passing year, has more and more of an international feeling. In addition to strengthening professional contacts, such events also prove to be a good opportunity to get to know the cultures of the employees of differing nations. Therefore, in recent years the entertainment shows have been filled out with performances of folk songs, etc.

During Christmas, the children of employees are also considered in order to make the Christmas season for our employers more special. Therefore, in addition to employers' Christmas parties there are also special children's Christmas parties where the children get presents from the Tallink Santa Claus.



C O R P O R A T E S O C I A L R E S P O N S I B I L I T Y

TALLINK – ONE OF THE MOST REPUTABLE EMPLOYERS

According to the survey conducted by TNS Emor, Tallink was the most reputable employer in Estonia in 2008, already second year in a row. Tallink strives for employee satisfaction on a daily basis. Interesting career and development opportunities, flexible working schedules, a great salary plus a performance pay system and stock options – these are just a few examples of the benefits that Tallink offers its employees.

Employees are most motivated by interesting work duties, attractive wages, a contemporary work environment, and internal career opportunities, as indicated by the latest employer reputation survey conducted by TNS Emor. Tallink tries to offer all of the above to its employees wherever they are on the Baltic Sea coastline and, considering the number of job applications the company receives, Tallink is a popular employer in Estonia, Finland, Sweden and Latvia. Tallink's fleet is most modern and comfortable fleet on the Baltic Sea; also, the new professional challenges and career opportunities at the fast-developing company are quite good. New people often join our crews because of suitable working schedules and rotas which give employees two weeks off after two weeks of working, while the company provides complementary catering and accommodation for employees on duty. Since Tallink is an international company, its employees can also travel a lot, which especially pleases younger people.

DEVELOPMENT OPPORTUNITIES

Tallink also offers very many training opportunities targeting both the specific job responsibilities and the improvement of additional skills – including various free language courses. Naturally, the training and development of employees is a continuing process. The service staff training courses – which are required both for achieving a service standard and for improving customer service skills – are considered to be especially important. Brand new employees will receive basic training and weeks of specialised training before they start work. In accordance with maritime standards, there are frequent safety training sessions and drills for ships' crews in order to guarantee an extremely high level of maritime safety.

TALLINK IS MAKING SIGNIFICANT CONTRIBUTIONS TO OCCUPATIONAL HEALTH

AS Medcover Eesti, which is the leading provider of occupational medicine services in Estonia, is very happy that more and more companies are realising the importance of occupational health and safety, and are applying relevant regulations in their everyday activities to take care of their employees' health. The cooperation between Medcover Eesti and AS Tallink Grupp has been fruitful – which no doubt benefits both employees and employer.

In cooperation with Tallink, our aim is to avoid or decrease the danger to employees' health and to prevent occupational diseases. All the different occupational medicine and health specialists at Medcover Eesti – occupational health doctors, occupational health nurses, an occupational psychologist, an ergonomist, and occupational hygienists – are included in the process. All these specialists work together as a multidisciplinary team and each specialist has their own important role in assessing the working conditions.

Tõnu Velt

Chairman of the Board, AS Medcover Eesti



CORPORATE SOCIAL RESPONSIBILITY

NEW OFFICE BUILDING CORNER STONE SET IN 2008

The new office building for Tallink to be completed in 2009 is located near the port, in the immediate vicinities of the Tallink Spa & Conference Hotel opened in 2007.

One of the main advantages of the new office building is its location, because people often have to go from the office to the ships back and forth several times a day. Thus the new office location will provide manifold reduction of time expenditure for those employees whose duties require such shuttling.

Naturally the new and modern working environment will be good news for all employees. The number of personnel, their needs and the specific requirements of different departments were already taken into consideration in the planning stages. Thus in the near future all office workers should get workstations that comply with all requirements. Even the furniture will be designed on the so-called building basis to allow maximum efficiency in utilising the rooms, but it would at the same time consider the needs of people by providing maximum comfort and convenience.

Naturally the respectable, modern office building also conveys a positive message to the guests of the company. The main entrance of the building will face the inner structure and people will enter it by a bridge which will pass over a pool with exotic Japanese Koi fish and carp. The contemporary design style will also be applied in meeting rooms equipped with various technical solutions.

The exterior design is both classical and exciting at the same time: the transparency of a company listed on the stock exchange is symbolised by the shape of the building and the main material used – it is basically a glass block. A special touch is given to the building by the brilliant white concrete arches enveloping the glass surface. The arches will be illuminated at night and as the white concrete will absorb light the building will change colour in the dark.

The author of the building is the architecture bureau of Meelis Press, with its portfolio including also the Elion headquarters, Ülemiste hotel and TTP business centre.

**TALLINK'S NEW OFFICE BUILDING IN TALLINN**



CORPORATE SOCIAL RESPONSIBILITY

A VALUABLE CO-OPERATION PARTNER FOR BOTH LARGE AND SMALL COMPANIES

On the one hand, our partners contribute to the satisfaction of the millions of customers of AS Tallink Grupp; on the other hand, they become more successful companies themselves through co-operation with Tallink.

Not only is Tallink one of the most successful companies in Estonia but the company, together with other large companies, also acts as the heart of the Estonian economy, pumping success into the veins of smaller Estonian companies day after day.

Tallink has approximately 500 suppliers and business partners, including both large corporate chains as well as small-scale companies whose contribution to Tallink's services at sea and on land is invaluable.

TOP TAX FREE SELLER IN THE WORLD

In 2007, AS Tallink Grupp was ranked seventh among the top ten corporations from around the World engaged in the sales of tax free goods and first in the same category among seafaring companies by Research Generation.

The World's Top 10 Duty Free Shops 2007

1. London Heathrow Airport, UK
2. Seoul Incheon Int'l Airport, South Korea
3. Dubai International Airport, U.A.E.
4. Singapore Changi Airport, Singapore
5. Amsterdam Schiphol Airport, Netherlands
6. Paris Charles de Gaulle Airport, France
7. AS Tallink Grupp, all routes, Estonia
8. Hong Kong International Airport
9. Frankfurt-Main Airport, Germany
10. London Gatwick Airport, UK

Source:

www.generation.se

A SPRINGBOARD TO THE SCANDINAVIAN MARKET

On the one hand, Tallink applies the criteria of the best price/quality relationship when choosing suppliers, with the aim of offering end-customers goods and services at more affordable prices. However, the company observes other principles as well. Firstly, the suppliers with whom Tallink co-operates are renowned and reliable business partners so that we can always guarantee the observance of good trade practice. In addition to major international groups and passenger shipping agencies, our valued co-operation partners also include domestic producers in Estonia, Finland and Sweden as they supply almost all of the foodstuffs for the Tallink restaurants and other dining facilities.

In addition to the big suppliers, Tallink equally values its smaller co-operation partners.

In 2008, Tallink Grupp was declared to be the best company in Estonia by Estonian Chamber of Commerce & Industry and Estonian Employer's Confederation in two important and independent competitions – the company does not enjoy this success alone. Many larger and smaller business partners have made an invaluable contribution to the success story of the biggest shipping group of the Baltic Sea region; in return, Tallink tries to help their business to develop as well.



CORPORATE SOCIAL RESPONSIBILITY

A STRONG PARTNERSHIP GUARANTEES**THE SUCCESS OF BOTH PARTIES INVOLVED**

Due to the geographical location of the company, AS Värskä Vesi is an important employer in the Värskä rural municipality, employing a total of 43 people.

The certificate of natural mineral water granted to the company serves also as the guarantee of its sustainable future development since water with such a title and acknowledgement may be bottled only in the immediate proximity of the well.

For an extended period of time, AS Värskä Vesi has also contributed to the promotion of both sports and the local culture.

The first bored well for mineral water was drilled in Värskä in 1967. The bottling of mineral water was started in 1973. The company as we know it today, AS Värskä Vesi, was established on the basis of the prior organisation on 1 June 1993. The company operates in the field of bottling and marketing of mineral water. The water from the wells in Värskä has been bottled in Värskä already since 1973. The main brands of the company are Värskä Originaal (Värskä Original), Värskä Joogivesi (Värskä Drinking Water) and Värskä Pluss (Värskä Plus).

Since 2003 the manufacturing facilities of AS Värskä Vesi correspond to the standards of the European Union (Estonia joined the European Union in 2004). The new laboratory will enable the company to meet even the highest quality requirements. In 2008 the new and modern warehouse with a total surface area of 1300m² and including new non-work rooms for the employees was completed.

The most popular product of AS Värskä Vesi throughout the years has been Värskä Originaal, the first and only acknowledged mineral water in Estonia.

Värskä Originaal, a type of water containing various beneficial minerals is drilled from the depth of 470 meters below the ground. In addition to its good taste, the water restores the level of salts and micro elements in the organism after the body has been subjected to physical strain and supports the body's metabolism as well. In addition to the mineral water, high-quality drinking water drilled from the depth of 150 meters below the ground is bottled in the factory as well. Due to its cleanness and good taste, the drinking water has become one of the favourites among the Estonian consumers. AS Värskä Vesi has long-term experience in the bottling of mineral water and is making constant investments in order to ensure that its production basis sustains its top quality.

Tallink is a very important partner for AS Värskä Vesi. In future co-operation we are hoping to receive the support of Tallink in introducing our main product, Värskä Originaal to the tourists visiting Estonia through the sales and advertising of the product. Tallink will also help AS Värskä Vesi to become more known among our immediate neighbours, which is a highly important aspect from the point of view of the future development of the company.

AS Värskä Vesi



Year	Production of 0.5 l bottled water (in millions)	From which the amount sold to Tallink (in millions)
2007	2.5	1.0
2008	2.6	1.1

C O R P O R A T E S O C I A L R E S P O N S I B I L I T Y

C O R P O R A T E G O V E R N A N C E – N O T A T H I N G - I N - I T S E L F

Corporate governance at Tallink is not a thing in itself. The main objective of our entire management system is to guarantee customer satisfaction and our employees' compliance with Tallink's core values in their daily activities.

Pursuant to the Commercial Code and the Articles of Association of AS Tallink Grupp (the Company), the right of decision and the administration of the company are divided between the shareholders represented by the shareholders' general meeting, the supervisory council and the management board.

S H A R E H O L D E R ' S G E N E R A L M E E T I N G

The Company's highest governing body is the shareholders' general meeting. The primary duties of the general meeting are to approve the annual report and the distribution of dividends, elect members to the supervisory council, appoint auditors, and pass resolutions on any increase or decrease in share capital and on any other changes to the Articles of Association. According to the law the Articles of Association can be amended only by the shareholders' general meeting. In such a case it is required that 2/3 of the participating votes are for it.

T H E S U P E R V I S O R Y C O U N C I L

The supervisory council engages in oversight and longer-term management activities such as supervising the management board and approving business plans acting in the best interest of all shareholders. No residency requirements apply to the members of the supervisory council. The supervisory council reports to the general meeting of shareholders.

T H E M A N A G E M E N T B O A R D

The management board is an executive body charged with the day-to-day management of the Company, as well as with representing the Company in its relations with third parties, for example by entering into contracts on behalf of the Company. The management board is independent in their decisions and follows the best interest of the Company's shareholders. The management board must adhere to the lawful orders of the supervisory council. The management board ensures, at its best efforts, the Company's compliance with the laws and that the Company's internal audit and risk management procedures are functional.

T H E C O R E V A L U E S O F T A L L I N K

For Tallink, the management system acts as a kind of backbone which guarantees that all Tallink's employees give their best and strive towards customer satisfaction, in accordance with the company's core values. As a service company, Tallink considers its values to be honesty, reliability, commitment, dynamism and enjoyment.

By treating customers with respect and showing maximum concern for their needs, wishes and well-being, we want to earn the esteem and respect of our customers. By striving towards reliability, we take care of the well-being and safety of our customers at all times. Reliability does not come from nowhere - it must be earned. We are committed to our job responsibilities and, through this, to professionally fulfilling customer wishes so that we can guarantee that both customers and Tallink's employees will be satisfied. At the same time, our employees must realise that there are different clients and different situations. If our employees are dynamic in their approach, we will be able to offer exactly what customers expect, want and need. And finally, with honesty, reliability, commitment and dynamism we can offer our customers such an enjoyable sea trip that they will want to experience it again and again in the future.

H O W A R E T A L L I N K ' S V A L U E S A P P L I E D I N P R A C T I C E ?

Employees who have just joined Tallink will first receive training where they will learn about the company's goals, core values and service standards.

The Tallink service standard provides the guidelines for everyday communications with customers – from the appearance and communicative style of the service staff to team work and the solving of problem situations.

All new employees will be assigned a supervisor to help them adapt to the Tallink way of business as smoothly as possible and to learn to guarantee customer satisfaction at their job every day. Employee skills are further enhanced at regular training sessions and evaluations – passing these is the prerequisite for a successful career in the leading shipping company in the Baltic Sea region.



CORPORATE SOCIAL RESPONSIBILITY

TALLINK -
GOOD SOCIAL CITIZEN

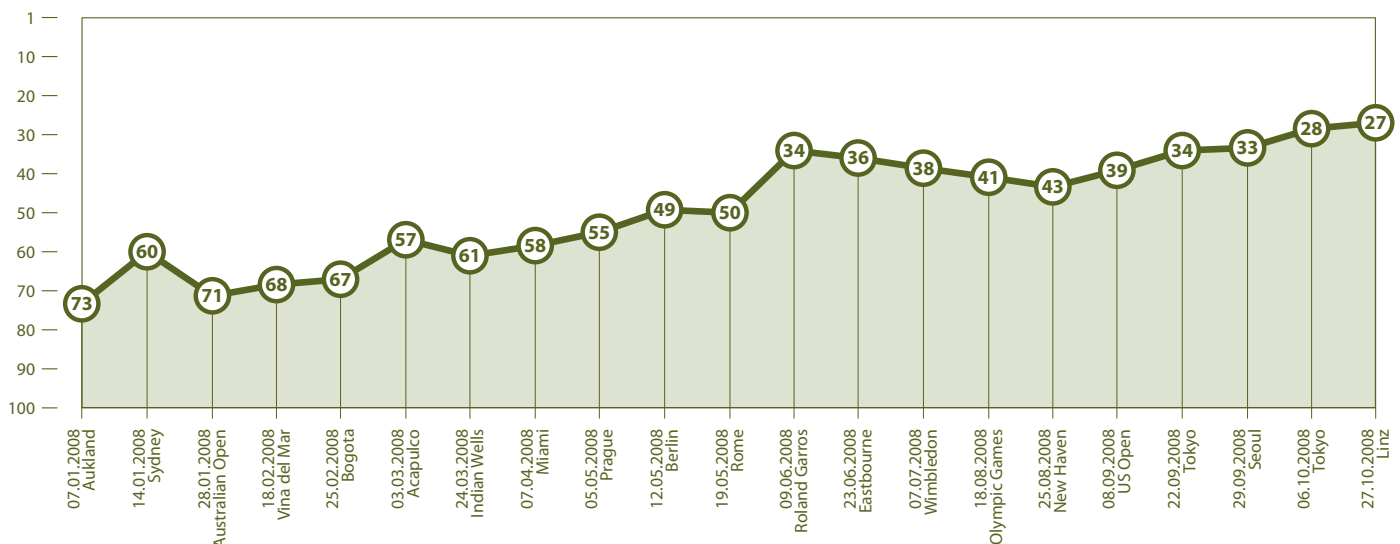
As a major tax-payer in Estonia, Finland and Sweden, Tallink believes that financial success can only be guaranteed through responsible and sustainable development. Therefore, each year, Tallink Grupp gives a significant share of its success back to society and the environment in which the company operates.

AS Tallink Grupp and its subsidiaries are actively involved in supporting many public initiatives and events, especially youth and sports organisations. Being one of the largest Estonian companies in terms of its number of employees, it has also always been our goal to motivate our employees to participate in social events for the sake of the environment or society.

There are many areas in which Tallink is supporting and sponsoring, and the environment, children and young people, and sports are some of the major branches which are considered to be important in supporting in all the countries in which Tallink has its operations.

KAIA KANEPI - TENNIS TALENT FROM ESTONIA

The largest sponsorship deal for Tallink, and in Estonian sports history so far for an athlete, was announced at the beginning of 2007, when Tallink became the main sponsor of the most talented young Estonian tennis player, Kaia Kanepi. Now the contract has been extended for 2008 and 2009 as well.

Kaia Kanepi in WTA ranking of the year 2008

Inspired by its successful cooperation projects, Tallink Grupp will definitely continue its sponsorship and charitable activities in the coming years. It is our hope that good ideas will always be realised and life will be happier and more carefree for everyone in all the countries in which we operate.

TALLINK SUPPORTS

As there are many organizations Tallink supports, we bring out some examples.

Sports

Tennis player Kaia Kanepi
 HIFK ice hockey team
 Speed Promotion Finland SPF Py
 Ilves Hockey Oy ice hockey club
 Estonian Ski Association
 Estonian Yachting Union
 The Equestrian Federation of Estonia
 Estonian Youth Championship in Tennis
 Estonian Wife-Carrying Championships
 Various golf tournaments
 Aerobike Cup tournament

Children

We have all been children and we know that in the early years it is most important to feel safe, secure and supported. Education and hobbies are no less important. AS Tallink Grupp cooperates with organisations which work with children in order to provide them with better living conditions and to be able to help coordinate their hobbies, etc.

CORPORATE SOCIAL RESPONSIBILITY

The biggest sponsorship targets are as follows:

Santa Claus Foundation - the Foundation helps children in need both in Finland and abroad
 The Estonian Union for Child Welfare
 MTÜ SEB Heategevusfond (a non-profit charity fund)
 Events for schoolchildren organised by the Latvian Transport Ministry

Culture

The cultural environment in the region is really rich - creativity finds its way through in theatres, cinemas, concert-halls, and museums. AS Tallink Grupp has not chosen just one branch to be the favourite, but is supporting different kind of events.

The filming of "Mina olin siin"

The filming of "Kid & Killer"

"Jõgevatreff" – international bikers' and moto-camping meeting

Various fashion shows

Estonian Nature Films Festival

"Peda folk 2008" (student band competition)

"Valleta Tallant" - competitions in the Vidzeme region in Latvia

Environment

World Wildlife Fund - WWF

The Estonian Nature Foundation

Pidä Saaristo Siistinä / Keep the Archipelago Tidy Organisation

Svealand Kustvattenvårdsförbund

Society

Delegation of the European Commission in Estonia

Enterprise Estonia

Estonian Cancer Society

Health walking events

Estonian Sexual Health Association

Social events related to blood donation



OFFICIAL SEACARRIER OF SANTA CLAUS

FOUNDING MEMBER OF SANTA CLAUS FOUNDATION



CORPORATE SOCIAL RESPONSIBILITY



OUR EMPLOYEES - GOOD WILL AMBASSADORS

The employees of AS Tallink Grupp are not only putting a great deal of effort into their day-to-day work, they are also putting a great deal of effort into participating in public campaigns for the sake of society and the environment. The company is willing to provide as much information as possible about the various campaigns going on to motivate the people into increasing their awareness about different social and environmental issues and to encourage them to participate in the ongoing projects.

EVERYONE'S HELP IS NEEDED

According to Tallink's choice in respect of social responsibility projects, one criterion is the opportunity for employees to participate. We prefer activities where our own people are able to lend a hand and share in the joy of contribution with the company. This was the one main reason why Tallink supported a project called "Teeme Ära 2008" ("Let's Do It 2008") - an extensive campaign all over Estonia for collecting the trash from nature.

The eagerness of our employees to take part in such activities gives us the courage to sponsor many more such campaigns. A sustainable lifestyle enables us to consider the welfare of future generations and to be able to hand over to our children a clean environment and a virgin Estonian countryside which is well-known globally for the level of its preservation.

FOR CHILDREN IN NEED

AS Tallink Grupp (AS Tallink Group) and MTÜ SEB Heategevusfond (Non-profit association SEB Charity Fund) have cooperated for several years already. The collaboration has given rise to fine events for the hospice children from all over Estonia. Thus, this year a swimming day in Tallink Spa & Conference Hotel and a cultural trip to Helsinki took place.

**More information about
MTÜ SEB Heategevusfond (Charity Fund):
www.seb.ee/heategevusfond**

CORPORATE SOCIAL RESPONSIBILITY

**"TEEME ÄRA 2008" ("LET'S DO IT 2008") –
FOR CLEANER ESTONIAN NATURE**

Sadly, there is still a lot of trash in the nature of Estonia. Some of it is a heritage of the Soviet times, but unfortunately, part of it is a heritage of modern times. However, most Estonians value clean environment highly and they strongly disapprove of its contamination. Better still, so many people are ready to come and lend a hand to make our nature once again cleaner and more beautiful.

All in all, estimably 50,000 volunteers participated in the all-Estonian trash clean-up on May 3rd. Out of the 9,000 tonnes of trash mapped in the public and private landed property, the weight of the trash that passed through the intermediate stations during the pre-cleaning and the actual clean-up day was 6,000 tonnes; 59,000 tyres were collected. Transporting the trash collected in the forest continued for days after the clean-up day.

"Estonia has been hit by a so-called trashball effect – the "Teeme ära 2008" campaign has motivated many to organise such clean-up days in their own communities," said Jaanus Tamkivi, the minister of environment, recognizing the caring attitude of the Estonians. "Now it is left with keeping this cleaned Estonia the way it is now, and carry out a proper neighbourhood watch programme. It means that people shouldn't be indifferent towards those who don't handle trash correctly," Tamkivi explained. According to the minister, the changing of the trash culture is slow, just like turning a big ship, but by all means possible if we all make joint effort.

All over Estonia, during the high spot of the day there were 48 trash compressing trucks, 60 multi-lift trucks and 41 other vehicles transporting trash. There were ca 150 big (8-30m³) trash containers placed all over the country. The team sent 200,000 bin liners to different municipal governments on the clean-up day "Teeme ära 2008".

All over Estonia, the inspectors of the Ministry of Environment working on that day were twice as many as usual; during the cleaning work they collected evidence about people making the environment unclean.

The transport of the trash to the first collecting spots was carried out by the volunteering caravan teams. Trash was taken from 207 flag stations to 17 intermediate stations by compressing and container trucks; from there, trash was taken to 6 sorting stations all over Estonia. Sorting out, processing and storing of trash was carried out as established with previous agreements with the landfills until the end of May. The goal was to recycle up to 80% of the trash.

www.teeme2008.ee



CORPORATE SOCIAL RESPONSIBILITY

A PARTNER FOR SOCIETY

SUPPORTING YOUNG PEOPLE

For Tallink, supporting the hobbies and the development of young people is as important as supporting maritime education, because not everyone has to become a sailor or work at sea. Every year, Tallink supports the long-distance trips of thousands of youngsters who are attending sports competitions, cultural events or student conferences. In addition to that, Tallink provides prizes for various contests and competitions. As an example, Tallink was one of the sponsors of the project, "Naeratused Koolis" ("Smiles at School") which helps to maintain and develop an improvingly positive environment at schools in Estonia.

Children and education will continue to be one of the most important fields for Tallink to support. By supporting this area, we are trying to guarantee that in the future, there will still be active and talented young people to advance both the economy and the society.

ESTONIAN UNION FOR CHILD WELFARE

Estonian Union for Child Welfare is a non-governmental non-profit umbrella organisation which helps to guarantee children's rights and develop a child-friendly society. Estonian Union for Child Welfare is a politically, ideologically and religiously independent and democratic organisation.

Estonian Union for Child Welfare was founded in Viljandi in 1988. The union follows the principles of Estonian Association for Child Welfare that was active from 1918 to 1940. Estonian Union for Child Welfare is an umbrella organisation for 40 citizen-initiative child protection associations, societies and clubs that contribute to child protection in their area.

The activity of Estonian Union for Child Welfare in promoting child protection includes the protection of interests, the guardianship and the involvement of the most vulnerable target groups (children, families), paying attention to the limitations hindering their well-being, offering solutions and partnership, openness and dialogue with different partners. We consider children and their needs the most important focus of our work.

The main fields of activity of Estonian Union for Child Welfare include the promotion of children's rights and work with families. Improving the school environment is an important goal and a special programme "No to Violence" focuses on that. In addition, several projects supporting the children's development and better coping are carried out: "Let's Read Together", international co-operation projects, social theatre, etc. Estonian Union for Child Welfare organises its activities in co-operation with member organisations and other non-governmental organisations, the public and business sector and international partners.

PROGRAMME "NO TO VIOLENCE"

Estonian Union for Child Welfare began clear-targeted work with the prevention of and awareness-raising regarding school violence and bullying in 2001 with a project "No to Violence".

The main aims of the project are:

- Changing the attitude of the society to school violence and bullying towards condemnation of violence;
- Bringing the problem of school violence and bullying to the attention of the society, pupils and teachers;
- Supporting the participation of the youth and strengthening motivation when preventing school violence and bullying.

Today the project has grown into a programme which aims at informing the general public about the nature, the extent and the opportunities for the prevention of school violence and bullying and possible intervention methods. The programme "No to Violence" includes sub-projects, sub-programmes and other activities for different target groups. For example, there are projects "Fighting Bullying" and "School Peace Programme". Different methods for preventing and intervening in school violence and bullying are introduced, e.g. the Shared Concern Method, social theatre. Seminars, trainings and conferences are organised and information booklets are printed. In addition, there are campaigns, competitions and other events for the public.

CORPORATE SOCIAL RESPONSIBILITY

A COMPETITION FOR CREATIVE WORKS "SMILES AT SCHOOL"

In the spring of 2008 Estonian Union for Child Welfare announced a competition for creative works "Smiles at School" on the topic of school environment within the framework of the "School Peace Programme". The purpose of the competition was to notice wonderful moments and friendly relationships at school. All pupils were welcome to participate in the competition. Children could send posters and photos. Works arrived from many Estonian schools in all age groups. On 13 May the winners were selected with the co-operation partners and supporters of the "School Peace Programme". The awards ceremony took place in Tallinn Forum Cinema in mid-September. Grand prizes came from Ülemiste shopping centre, Tallink and PhotoPoint.

An exhibition was arranged with the best photos and this exhibition has been shown in Tallinn in Ülemiste shopping centre and Forum Cinema, but also in Põlva Culture and Interest Centre. The best poster was made into a School Peace poster for the school year 2008–2009.

The most successful schools were the following: Vara Põhikool (Vara Basic School), Päinurme Internaatkool (Päinurme Boarding School), Virtsu Põhikool (Virtsu Basic School), Jakob Westholmi Gümnaasium (Jakob Westholm Gymnasium), Tallinna Tõnismäe Reaalkool (Tallinn Tõnismäe School for Sciences), Lasnamäe Üldgümnaasium (Lasnamäe General Gymnasium), Tallinna 21. Kool (Tallinn School No. 21), Tartu Veeriku Kool (Tartu Veeriku School), Tapa Vene Gümnaasium (Tapa Russian Gymnasium), Järveotsa Kool (Järveotsa School), Juuru Gümnaasium (Juuru Gymnasium), Tallinna Kuristiku Gümnaasium (Tallinn Kuristiku Gymnasium). The names of winners and the authors of best works are listed on the website of Estonian Union for Child Welfare.

In 2009 there is certainly going to be an interesting competition for children within the framework of the "School Peace Programme", be it for posters, photos or something more interactive.



Lastekaitse Liit
Estonian Union for Child Welfare



KAIA KANEPI



CORPORATE SOCIAL RESPONSIBILITY

TALLINK AND INFORTAR SPONSOR THE ESTONIAN TENNIS PLAYER KAIA KANEPI WITH NEARLY TWO MILLION ESTONIAN KROONS

AS Tallink Grupp is sponsoring the young Estonian tennis player, Kaia Kanepi, with 1.5 million Estonian kroons, while in addition the company's largest shareholder, AS Infortar, added a further 400,000 kroons to the total. By agreeing this contract the companies are going to be Kanepi's main sponsors for a third year.

The chairman of the board of AS Tallink Grupp and Kaia Kanepi's manager, Mr Enn Pant, said that the cooperation has been very fruitful. "Today Kaia has reached her highest position in the WTA rankings and during the course of this season she has gained more important victories than ever before. We can say without doubt that today she is one of the best sportswomen in Estonia. Her success came with all the hard work and dedication she has put in and with the strong support of the whole team. At the same time it is also important to have a stabile and continuous cooperation agreement in place with the sponsors in order that a successful career might be built in the sporting world. With this agreement we are going to support Kaia well into the future," said Pant.

During the next year, AS Tallink Grupp will sponsor Kaia Kanepi by means of 1.5 million Estonian kroons, AS Infortar will add 400,000 kroons to this. The contract was signed today in Tallinn. At the moment, Kaia Kanepi holds the twenty-seventh position in the WTA rankings.

Tallink and Infortar supported Kaia Kanepi with 1.3 and 1.5 million Estonian kroons respectively during the two previous seasons. These amounts have been the largest sponsorship fees given to an individual sports star so far in Estonia.

ENN PANT – TEAM MANAGER FOR THE BEST FEMALE TENNIS PLAYER IN THE REGION

Enn Pant has been the CEO of AS Tallink Grupp for over ten years now. Under his management the group has become a major player in Europe's passenger shipping service.

However, in addition to the shipping business and to Tallink, he has another passion - tennis. For three years now Tallink has been the main sponsor of the best female tennis player in Estonia - Kaia Kanepi (27th in the WTA rankings). She is also working with Tallink in marketing campaigns.

For over a year, Enn Pant has been the manager and leader of Kanepi's team. Besides all of this, he is also an incredibly good tennis player himself. It is clear that it takes both talent and hard work to achieve a high level in any modern sports. Enn has definitely made his talent work for him professionally. With the same dedication and commitment he trains for two hours a day with coaches to improve his game. He says that there are many things to gain from participation in sports, especially from tennis. It helps to keep one fit and healthy and it reduces stress levels. It is entertaining, and is a good way to spend your free time. And last but not least, it gives you a good understanding of the sport itself. For Enn it is especially important to have the experience himself so that he is able to support Kaia Kanepi.

"Tennis is already a very popular sport all around the world. Hopefully the number of people interested in tennis and playing tennis will continue to grow," he says.



ENN PANT

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AS Tallink Grupp recognises the need for environmental protection and management as one of its highest priorities. Every effort is to be made to conserve and protect the environment from marine, atmospheric and other forms of pollution, including office-based waste. Our vessels are maintained and operated in accordance with the MARPOL convention. Our vessels use low sulphur content fuel and we operate a zero spill policy. We actively promote environmental awareness by training and educating our employees and by making efficient use of energy and materials in our offices and on our ships.



