

SUSTAINABILITY REPORT



2025



Contents

Message from Our CEO	3	> Responsible Supply Chain	27	Our People	53
About the ESG Report	4	> Ethical Business Practices	28	> Workforce Diversity	55
Introduction	5	> Anti-Bribery and Corruption Prevention	28	> Training and Education	60
> About Us	6	> Tax Responsibility	29	> Occupational Health and Safety	68
> 2025 ESG Roadmap	7	> Communication Channels and Raising Concerns	29	> Employee Wellbeing Programs	72
> Building Long-Term Value	9	> Operational Continuity	31	> Employee Rewards and Recognition	73
> Double Materiality Assessment	11	> Risk Management Committee	31	> Human Rights	75
> Stakeholder Engagement	15	> Management and Compliance Framework	32	> Socioeconomic Compliance	76
> Aligning Business Priorities with Global Sustainability Goals	18	> Advancing Maritime Innovation	33	> Data Privacy	77
> Managing and Addressing Climate Change Impacts	20	> Strategic Research Partnerships	33	> Community Impact and Support	78
Governance	23	Environmental Performance	34	Appendix	79
> Building Trust through Governance	24	> Environmental Stewardship	35	> ESG Data Tables	80
> Key Policies at Prime Marine	25	> Office Emissions	36	> SASB Content Index	85
> Regulatory Compliance and Requirements	26	> Decarbonization Initiatives	40	> Independent Assurance Statement	88
> Operational Performance	26	> Air Emissions Performance	44	> GRI Content Index	91
		> Pollution Prevention and Environmental Compliance	46		
		> Water and Effluents	48		
		> Waste and Resource Management	49		
		> Ship Recycling and Sustainability	52		

Message from Our CEO

Stathis Topouzoglou
Chief Executive Officer



Sustainability continues to shape Prime Marine’s long-term vision and the way we create value—for our business, our people, and the global community we serve. As we present our **2025 ESG Report**, we reflect on a year defined not only by operational progress, but also **by heightened geopolitical uncertainty** and its far-reaching implications for global trade and shipping.

The ongoing conflict in Ukraine and escalating tensions in the Middle East have significantly impacted trade flows, energy markets, and supply chains. For the maritime industry, these developments have translated into **increased volatility, operational complexity, and heightened risk**. In such a challenging environment, **resilience, adaptability, and responsible business conduct have become more critical than ever**.

Against this backdrop, the importance of **strong governance, business ethics, and compliance** has further intensified. At Prime Marine, we recognise that integrity is fundamental to sustainable growth and long-term success. Over the past year, we strengthened our compliance framework and anti-corruption policies, while

advancing sustainable procurement through enhanced supplier screening and due diligence, reinforcing a culture of **transparency and accountability** across the organization. These efforts reflect our commitment to conducting business responsibly and maintaining the trust of our stakeholders in an increasingly complex global landscape.

While geopolitical challenges continue to command global attention, they do not diminish the urgency of addressing climate change. **We remain firmly committed to our decarbonisation pathway**, recognising that the transition to a lower-carbon maritime sector is both essential and inevitable. Through continuous operational improvements, technological innovation, and the exploration of alternative fuels, we are steadily advancing our environmental performance.

At the same time, **we are contributing to the development of the next generation of maritime solutions**. Our involvement in CO₂ transportation and carbon value chains, alongside our investments in advanced gas technologies, supports the infrastructure

required for a more sustainable global energy system. These initiatives position Prime Marine at the forefront of industry transformation while strengthening our long-term resilience.

Our people remain at the heart of our progress. **We continue to foster a safe, inclusive, and forward-looking workplace**, investing in talent development and ensuring that our workforce is equipped to meet the demands of a rapidly evolving industry.

Looking ahead, **we remain focused on balancing immediate challenges with long-term priorities**. By upholding the highest standards of governance, strengthening ethical business practices, and advancing our environmental commitments, we are building a company that is resilient, responsible, and future-ready.

To our employees, partners, and stakeholders: thank you for your continued trust and dedication. Together, we will navigate uncertainty with integrity and purpose, while contributing to a more sustainable and responsible future for global shipping.

About the ESG Report

Prime Marine’s 2025 Sustainability Report reflects the Company’s ongoing commitment to ESG principles and responsible ship management practices. It presents key sustainability initiatives, performance highlights, and developments during 2025, while outlining Prime Marine’s efforts to support long-term value creation for its people, the environment, and the wider maritime industry.

Unless otherwise stated, all data and disclosures included in this Report refer exclusively to Prime Marine’s operations. Prime Marine is headquartered in Athens, Greece, and manages a modern fleet operating across international waters.

Reporting Scope

Disclosures in this report pertain to the financial year ending on December 31, 2025 (FY2025) and include data from vessels and assets managed and controlled by Prime Marine.

Release Date

This Sustainability Report was published on the 30th of September 2026.

Reporting Framework

We apply a transparent and balanced reporting approach to provide stakeholders with focused and properly contextualized sustainability information. The Report references the Global Reporting Initiative (GRI) Standards and considers Marine Transportation–specific SASB Standards.

Contact Details

We remain committed to tracking our progress and continuously improving both our sustainability performance and the quality of our ESG disclosures. For any questions or feedback regarding this Report or our sustainability initiatives, please contact us at:

Switchboard: +30 210 9464 800

Email: reception@prime-marine.net

Website: www.prime-marine.net

01

Introduction

> About Us	6
> 2025 ESG Roadmap	7
> Building Long-Term Value	9
> Double Materiality Assessment	11
> Stakeholder Engagement	15
> Aligning Business Priorities with Global Sustainability Goals	18
> Managing and Addressing Climate Change Impacts	20

About Us

Founded in Athens in 1999, Prime Marine is a privately owned ship management company with an international presence in the tanker and gas carrier sectors. In 2013, the Company established two specialized divisions: Prime Tanker Management, responsible for managing a modern fleet of oil and chemical tankers, including a strong LR1 portfolio and long-standing collaborations with major oil companies and commodity traders, and Prime Gas Management, which has continuously expanded its fleet of mid-sized liquefied gas carriers since entering the market in 2007.

In 2015, Prime Marine further expanded its activities through the establishment of Northwind Transenergy AS, a Norway-based shipping company focused on providing flexible chartering solutions for the global transportation of refined petroleum products.

Prime Marine remains dedicated to maintaining high technical, operational, and environmental standards and does not publicly disclose financial information.



As of the end of 2025, our fleet consisted of 13 tankers and 1 gas carrier, managed by Prime Tanker and Prime Gas respectively.

Table 1: Fleet Composition and Characteristics (2025)

Vessels	Average DWT	Average Age	Total DWT
1 Gas Carrier (MGC)	26,416	15.00	26,416
4 Medium Range Tankers	48,752	8.5	195,006
6 Long Range 1 (LR1) Tankers	74,719	13.8	448,313
2 LR2 Tankers	114,043	0.3 (NBs)	228,087
1 Suezmax Tanker	160,036	9.00	160,036

Prime Marine offers end-to-end ship management solutions covering commercial and technical services, daily vessel operations, newbuilding project oversight, and seafarer training programs.

2025 ESG Roadmap

ENVIRONMENT

Waste Generated

2025 → 878.11 m³
2024 → 820.03 m³

▲ 7.08%

Ballast Water Treatment Systems

2025 → 100%
2024 → 100%

Office Emissions

2025 → 90.39 tCO₂e
2024 → 107.81 tCO₂e

▼ 16.16%

Recycled Waste

2025 → 2,956 kg
2024 → 5,070 kg

▼ 41.69%

Fleet Emissions

2025 → 273,287 tCO₂e
2024 → 283,047 tCO₂e

▼ 3.5%

Offset of office-based GHG emissions through the purchase of 346 and 10 Verified Carbon Units (VCU) for Prime Tanker Management and Prime Gas Management respectively, corresponding to 100% of their 2025 office-based emissions. The VCUs were purchased from the CVCS1198: Pembelik Hydro Electricity Power Plant Project.

SOCIAL

Total Workforce

2025 → 699 (629 crew, 70 shore)
2024 → 764 (681 Crew, 83 Shore)

Female office workforce

2025 → 42.9%
2024 → 40%

Management positions held by women (%)

2025 → 19%
2024 → 17%

Average training hours

2025 → 7.9 hours/shore, 18.73 hours/crew
2024 → 11.34 hours/shore, 1.38 hours/crew

Lost Time Incident Rate (LTIR)

2025 → 0.38
2024 → 0.39

Employees received human rights training (%)

2025 → 100%
2024 → 100%

GOVERNANCE

Instances of cybersecurity breaches or customer data loss

2025 → 0
2024 → 0

Employees trained on anti-corruption policies and procedures (%)

2025 → 100%
2024 → 100%

Reported cases of corruption

2025 → 0
2024 → 0

Introduced a due diligence process for key suppliers to evaluate environmental practices and human rights compliance.

Launched ESG-related training initiatives, including ESG Masterclass, DEI awareness sessions and managerial skills development programs.

Certifications



Building Long-Term Value

Our Purpose

Prime Marine continues to advance reliable and efficient ship management and marine transportation services in accordance with globally recognized industry standards. Across all activities, the Company promotes accountability, operational excellence, environmental awareness, and a strong safety-first mindset, while consistently responding to regulatory requirements and client expectations.

During 2025, Prime Marine further strengthened its Health, Safety, Quality and Environmental (HSQE) framework to address evolving industry conditions, compliance obligations, and stakeholder priorities. The Company’s main areas of focus include:

- > Implementing measurable HSQE performance targets supported by ongoing evaluation, reporting, and continuous improvement processes across vessels and shore-based operations.
- > Integrating Corporate Principles and internal policies into everyday business activities, reinforcing responsible conduct and transparent engagement with employees, business partners, and stakeholders.
- > Further developing the skills and participation of both onboard and office personnel through induction programs, specialized training, leadership initiatives, and performance evaluation practices that support inclusion, employee well-being, and long-term retention.
- > Ensuring adherence to applicable international maritime legislation and industry requirements, including IMO conventions, Flag State obligations, Classification Society standards, and other relevant regulatory frameworks.
- > Enhancing business continuity and operational preparedness through structured risk assessment and mitigation procedures focused on protecting people, assets, and the marine environment, while encouraging proactive safety reporting and responsible decision-making.
- > Maintaining effective emergency response and crisis management procedures to support timely action and reduce potential operational and environmental impacts in the event of an incident.

Our Associations

Prime Marine collaborates with international maritime organizations, industry associations, environmental initiatives, and non-governmental bodies to support its sustainability objectives and operational performance. Through partnerships developed between 2020 and 2025, the Company contributes to initiatives focused on decarbonization, marine ecosystem protection, safer shipping practices, environmental responsibility, shipowner representation, and improved fuel standards, supporting the transition toward safer, cleaner, and more efficient maritime transport.

By 2025, Prime Marine remained actively engaged in the following maritime organizations, industry networks, and sustainability initiatives:



The Getting to Zero Coalition



Hellenic Marine Environment Protection Association (HELMEPA)



INTERTANKO



Union of Greek Shipowners (UGS)



The International Bunker Industry Association (IBIA)

Double Materiality Assessment

We apply the EU CSRD double materiality methodology to assess the sustainability matters that are most significant to our business activities and stakeholders. Through regulatory review, stakeholder engagement, and internal evaluation, we examine the impact and relevance of each topic to support transparent reporting, proactive risk management, and sustainable long-term growth.

Methodology

1st STEP

Identification and classification of the main stakeholder groups. The groups concern the stakeholders: C-Suite Executives and Directors, Employees, Leaders/ Subject Matter Experts, Crew Members/ Seafarers, Financial Institutions, Classification Societies, Shareholders, Communities & Customers.

2nd STEP

Sector-specific topics from the SASB standards “Transportation – Marine Transportation” for sustainability related risks and opportunities were also used to further enhance the list of material impacts. Each topic broke down into more specific sub-topics related to the activities of the company.

3rd STEP

Company’s C-Suite Executives and Directors identified the physical or transitional risks and/or opportunities and assessed the level of impact on financial position and/or on financial performance of the analyzed sustainability topics. Moreover, a risk assessment was conducted to identify the financial accounts that are deemed to be impacted.

4th STEP

A materiality matrix was prepared to present the position of each sustainability topic. The materiality of each topic is denoted by its position in the materiality matrix in relation to the X and Y-axis.

5th STEP

The material issues revealed by the Double Materiality Assessment process can be placed vis-à-vis the material issues of peer organizations.

Double Materiality Matrix



The triangle shape in the matrix reflects the financial importance of the material topic based on the C-Suite Executives and Directors' assessment regarding the probability of occurring and magnitude of affecting the company's operations in the short- medium- or long-term and they are all considered as material.

The topics presented in the matrix are color-coded based on their ESG classification, with Governance topics shown in blue colour, Environmental topics in green colour, and Social topics in orange colour. As part of the assessment, an initial set of sustainability topics was identified and evaluated, covering key Environmental, Social and Governance (ESG) areas relevant to Prime Marine.

Topics that were included

Governance Topics

- 1 Business Ethics
- 2 Anti-corruption
- 3 Adherence and Compliance to Regulatory Requirements

Environmental Topics

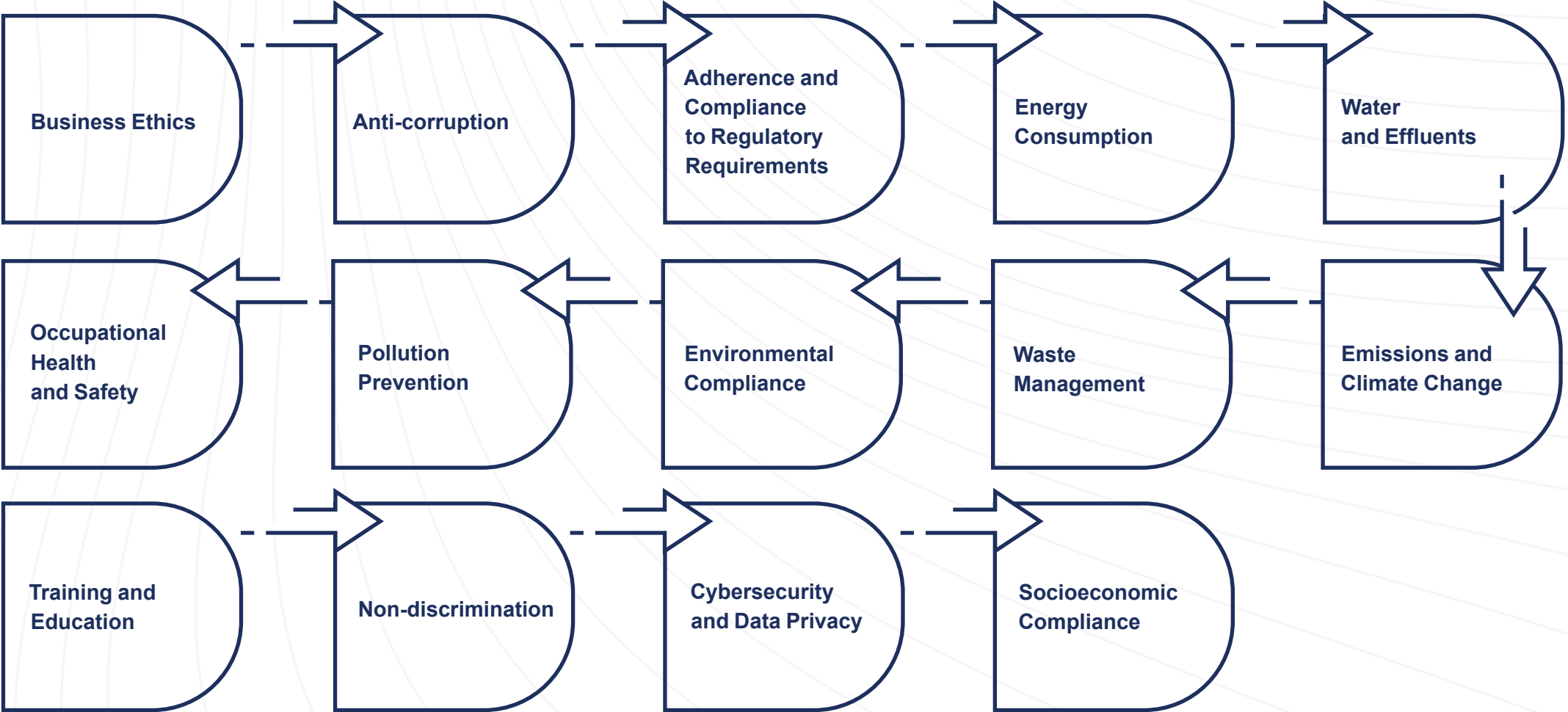
- 4 Energy Consumption
- 5 Water and Effluents
- 6 Emissions and Climate Change
- 7 Waste Management
- 8 Supplier Environmental Assessment
- 9 Biodiversity Conservation
- 10 Environmental Compliance
- 11 Pollution Prevention

Social Topics

- 12 Occupational Health and Safety
- 13 Training and Education
- 14 Diversity and Equal Opportunities
- 15 Non-discrimination
- 16 Cybersecurity and Data Privacy
- 17 Supplier Social Assessment
- 18 Employment
- 19 Socioeconomic Compliance

Material Topics

Following the assessment, a set of material topics was identified, defined as those positioned above the stakeholder relevance threshold (orange line) in the matrix. These topics represent the sustainability issues that are considered most significant based on stakeholder expectations and the Company’s impact on the environment, society and the economy.



Financial Material Topics

Within the matrix, topics marked with a triangular symbol represent those identified as financial material for Prime Marine, indicating their significant impact on the Company’s financial position, performance and future value creation.

These topics highlight areas where sustainability-related risks and opportunities may directly influence the Company’s financial outcomes.

- > **Business Ethics**
- > **Anti-corruption**
- > **Adherence and Compliance to Regulatory Requirements**
- > **Environmental Compliance**
- > **Pollution Prevention**

Furthermore, the assessment identified that certain topics previously considered material in 2024 were not assessed as material for 2025, reflecting changes in stakeholder prioritization and internal evaluation.

These topics include:

- > **Biodiversity Conservation**
- > **Employee Wellbeing**

At the same time, the 2025 assessment highlighted additional topics as material that were not previously disclosed in Prime Marine’s 2024 ESG Report, demonstrating the dynamic nature of the Company’s materiality process.

These topics include:

- > **Business Ethics**
- > **Anti-corruption**
- > **Energy Consumption**
- > **Water and Effluents**
- > **Environmental Compliance**
- > **Non-discrimination**
- > **Socioeconomic Compliance**

Prime Marine remains committed to continuously monitoring and reassessing the relevance of its material topics, ensuring that both emerging and declining priorities are appropriately reflected, in line with evolving stakeholder expectations, business developments, and future reporting requirements.

Stakeholder Engagement

We encourage ongoing dialogue with our stakeholders to gather feedback that supports the development of our sustainability priorities, objectives and long-term strategy.

Our stakeholders, including employees, seafarers, customers, communities, regulators, financial institutions, classification societies and shareholders, continue to demonstrate a strong focus on environmental responsibility, social well-being and effective governance practices. They recognize that sustainable operations enhance not only environmental performance but also the Company’s resilience and long-term value creation.

Key areas of interest include regulatory compliance, ethical business conduct, environmental performance, occupational health and safety, employee development and well-being, as well as data privacy and cybersecurity. Stakeholders also highlight the importance of transparency, responsible risk management and maintaining high standards across all areas of operation.

In response, the Company continues to refine its sustainability approach, ensuring alignment with stakeholder expectations. Through ongoing engagement, structured communication and transparent reporting, we aim to effectively address stakeholder priorities while strengthening our sustainability performance and long-term strategic positioning.



Table 2: Stakeholder Engagement and Materiality Mapping

Stakeholders	Engagement Channels	Frequency of Engagement	Key Material Topics	
Employees (Office)	- Employee Satisfaction Survey - Annual Review - Management Review Meetings - Training & Seminars - Materiality Assessment	Daily	- Business Ethics - Anti-corruption - Adherence and Compliance to Regulatory Requirements - Energy Consumption - Emissions and Climate Change - Waste Management - Environmental Compliance	- Pollution Prevention - Occupational Health and Safety - Training and Education - Diversity and Equal Opportunity - Non-discrimination - Cybersecurity and Data Privacy - Employment - Socioeconomic Compliance
Crew Members/ Seafarers	- Employee Satisfaction Survey - Performance Evaluation - Management Review Meetings - Onboard Safety Meetings - Training & Seminars - Materiality Assessment	Daily	- Business Ethics - Anti-corruption - Adherence and Compliance to Regulatory Requirements - Energy Consumption - Water and Effluents - Emissions and Climate Change - Waste Management	- Environmental Compliance - Pollution Prevention - Occupational Health and Safety - Training and Education - Diversity and Equal Opportunity - Non-discrimination - Cybersecurity and Data Privacy
Customers	- Feedback Report - Periodic Audits - Regular Meetings and Calls - Customer Feedback report - Materiality Assessment	Monthly	- Business Ethics - Anti-corruption - Adherence and Compliance to Regulatory Requirements - Supplier Environmental Assessment - Environmental Compliance - Pollution Prevention	- Occupational Health and Safety - Training and Education - Non-discrimination - Cybersecurity and Data Privacy - Supplier Social Assessment - Employment - Socioeconomic Compliance
Communities	- Customer Feedback report - Industry Conferences - Materiality Assessment	Annually or biannually	- Business Ethics - Adherence and Compliance to Regulatory Requirements - Emissions and Climate Change	- Diversity and Equal Opportunity - Non-discrimination - Anti-corruption

Stakeholders	Engagement Channels	Frequency of Engagement	Key Material Topics	
Regulators/ Authorities	- Periodic Audits - Industry Conferences - Materiality Assessment	At least once per year (annually)	- Business Ethics - Anti-corruption - Adherence and Compliance to Regulatory Requirements	- Environmental Compliance - Pollution Prevention - Occupational Health and Safety - Socioeconomic Compliance
Financial Institutions	- Regular meetings and calls - Materiality Assessment	Annually	- Business Ethics - Anti-corruption - Adherence and Compliance to Regulatory Requirements - Emissions and Climate Change	- Environmental Compliance - Pollution Prevention - Occupational Health and Safety - Employment - Socioeconomic Compliance
Classification Societies	- Periodic Audits - Regular Meetings and calls - Industry Conferences - Materiality Assessment	Quarterly	- Business Ethics - Anti-corruption - Adherence and Compliance to Regulatory Requirements	- Environmental Compliance - Pollution Prevention - Occupational Health and Safety - Socioeconomic Compliance
Leaders/ Subject Matter Experts	- Industry Conferences - Materiality Assessment	Annually	- Business Ethics - Anti-corruption - Adherence and Compliance to Regulatory Requirements - Emissions and Climate Change - Waste Management - Supplier Environmental Assessment - Environmental Compliance	- Pollution Prevention - Occupational Health and Safety - Training and Education - Diversity and Equal Opportunity - Non-discrimination - Cybersecurity and Data Privacy - Employment - Socioeconomic Compliance
Shareholders	- Management Review Meetings - Sustainability Committee meetings - Regular meetings and calls - Materiality Assessment	Monthly	- Business Ethics - Anti-corruption - Adherence and Compliance to Regulatory Requirements - Emissions and Climate Change	- Environmental Compliance - Pollution Prevention - Occupational Health and Safety - Socioeconomic Compliance

Aligning Business Priorities with Global Sustainability Goals

At Prime Marine, we support the United Nations Sustainable Development Goals (SDGs) and recognize the shipping industry’s role in contributing to a more sustainable and inclusive future. Our material ESG priorities are aligned with the SDGs, focusing on the areas where we can deliver the most meaningful impact.

Table 3: Alignment of Material Topics with SDGs and Prime Marine’s Contributions

	SDG	Material Topic	Our Contribution
ENVIRONMENT	 	• Water Management • Pollution Prevention & Biodiversity Conservation • Environmental Compliance	• We continue to promote responsible water use through awareness initiatives, regular communication with employees and ongoing monitoring of consumption. • Scope 2 emissions decreased by 16.2% and fleet emissions by 3.5% compared to 2024. • Recycled materials decreased by 41.69% (from 5,070 kg to 2,956 kg). • We seek to continuously limit our environmental impact by adopting responsible operational practices and exploring solutions that contribute to long-term environmental sustainability across our activities.
		• Waste Management • Ship Recycling	
		• Climate Risk and Strategy • GHG Emissions Management	
		• Air Emissions Management • Alternative Fuels	

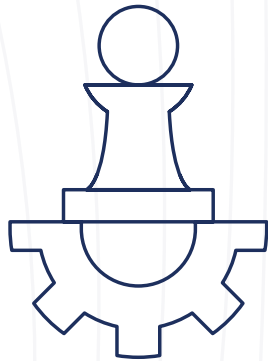
	SDG	Material Topic	Our Contribution
SOCIAL		- Employee Health and Safety - Employee Wellbeing	- We prioritize employee wellbeing by maintaining a respectful, inclusive, and safety-focused workplace that supports employee engagement, development and long-term retention. LTIR improved to 0.38 in 2025 (from 0.39 in 2024), reflecting the Company’s continued commitment to safety performance and a proactive HSSE culture. - A total of 552.7 hours were delivered in 2025 (456.6 hours for male employees and 96.1 hours for female employees), including new ESG, managerial and DEI programs. Women made up 42.9% of office staff and 19% of management, with 100% of employees trained on human rights.
	 	- Training, Development and Advancement - Community Contribution and Engagement	
	 	- Diversity and Inclusion - Human Rights - Business Ethics - Anti-corruption - Adherence and Compliance to Regulatory Requirements - Socioeconomic Compliance	
GOVERNANCE	 	- Business Ethics & Anti-Bribery / Anti-Corruption - Adherence and Compliance to Regulatory Requirements - Cybersecurity and Data Privacy - Sustainable Supply Chain - Sustainability Governance - Risk Management - Research and Innovation - Operational Excellence - Consumers and End-Users	- We maintain a robust governance framework that ensures transparent oversight, informed decision-making, and accountability across all levels of the organization. - Upholding rigorous standards of business ethics remains a fundamental principle that underpins all aspects of our corporate conduct. Our proactive approach to meeting regulations is essential to our business. - We are actively developing targeted strategies that advance sustainability and address the long-term challenges associated with climate change. - Our ISO 27001 certification reflects our strong commitment to information security, ensuring robust cybersecurity practices and data protection across all operations. - We are carrying out a comprehensive due diligence process for our top-tier suppliers, evaluating their performance on key sustainability criteria, including environmental responsibility and human rights compliance.

Managing and Addressing Climate Change Impacts

Climate Resilience and Strategic Direction

We remain focused on identifying and addressing climate-related risks and opportunities that may affect our operations, business continuity, and long-term performance. During 2025, we further enhanced our climate-related disclosures in alignment with IFRS requirements, strengthening transparency around our approach to climate governance and risk management.





Strategic Approach

Prime Marine recognizes climate change as a key strategic consideration within the evolving maritime landscape. As part of our long-term sustainability direction, we continue assessing climate-related impacts across our operations, supply chain, and commercial activities, including both physical risks, such as extreme weather conditions and rising sea levels, and transition-related factors driven by regulatory developments, decarbonization requirements, market expectations, and technological change.



Our operations are increasingly influenced by evolving environmental regulations introduced by organizations such as the International Maritime Organization (IMO) and the European Union (EU). These developments may lead to increased compliance costs, exposure to carbon pricing mechanisms, stricter emissions requirements, operational adjustments, and heightened stakeholder expectations regarding decarbonization.

To support our transition strategy, we continue to:

- > Monitor international and regional regulatory developments affecting the shipping sector.
- > Promote investments in energy-efficient technologies and operational improvements.
- > Assess alternative fuel options and emerging propulsion solutions.
- > Explore partnerships and innovation initiatives supporting decarbonization efforts.

Our climate-related assessment considers short, medium and long-term horizons based on the lifecycle of our fleet and infrastructure:

- > Short-term (2025-2030): Compliance requirements, efficiency improvements, and market developments.
- > Medium-term (2030-2040): Technology adoption, fuel transition, and changing stakeholder expectations.
- > Long-term (2040-2050): Alignment with decarbonization targets and net-zero pathways.

Prime Marine continues evaluating material climate-related risks through scenario analysis and internal assessments to further integrate climate considerations into risk management and long-term planning. Through this proactive approach, the Company aims to strengthen resilience and support sustainable value creation during the energy transition.

Accountability and Oversight

Governance remains a key element of Prime Marine’s approach to climate-related risk management and sustainability oversight.

Climate-related oversight and decarbonization initiatives are managed through the coordinated involvement of the senior management, and the Sustainability Committee, including the Chief Sustainability Officer, Environmental and Energy Performance Manager, COO, and New Projects Manager.

The Sustainability Committee supports the monitoring of the fleet’s environmental performance, the assessment of newbuilding projects, and the enhancement of ESG data collection and reporting procedures, contributing to emissions reduction efforts and broader environmental objectives.



Training and Awareness

During 2025, the Center for Sustainability and Excellence (CSE) delivered ESG-focused training to 10 managers from different business functions across Prime Marine, strengthening awareness and understanding of sustainability-related matters and ESG practices.

In parallel, the Board of Directors and senior management continued receiving regular updates on climate-related developments and environmental regulatory changes, supporting informed decision-making aligned with the Company’s sustainability priorities and climate resilience objectives.





Governance

> Building Trust through Governance	24
> Key Policies at Prime Marine	25
> Regulatory Compliance and Requirements	26
> Operational Performance	26
> Responsible Supply Chain	27
> Ethical Business Practices	28
> Anti-Bribery and Corruption Prevention	28
> Tax Responsibility	29
> Communication Channels and Raising Concerns	29
> Operational Continuity	31
> Risk Management Committee	31
> Management and Compliance Framework	32
> Advancing Maritime Innovation	33
> Strategic Research Partnerships	33

Building Trust through Governance



Ethical conduct and responsible business practices remain integral to Prime Marine’s operations and corporate culture. The Company carries out its activities with transparency, accountability, and respect for society and the environment, while promoting sustainable and responsible business standards across all areas of operation.

Through this approach, Prime Marine aims to support long-term stakeholder confidence, reinforce its corporate reputation, and contribute to a more sustainable and resilient maritime sector.

This commitment is reinforced through internal policies and procedures that support professional integrity, fair market practices and the secure handling of confidential information throughout the organization.



Material Topics

- > Adherence and Compliance to Regulatory Requirements
- > Business Ethics
- > Anti-corruption



2025 Highlights

100% workforce completion of Business Conduct and anti-bribery training

Zero confirmed corruption or unethical conduct cases during 2025

Zero reported incidents related to data privacy or information security breaches

Key Policies at Prime Marine

The Company has established a comprehensive framework of policies designed to promote ethical business conduct, regulatory compliance, operational excellence, and the protection of people, information, and the environment. These policies provide guidance to employees and stakeholders, support effective risk management, and reinforce the Company’s commitment to responsible and sustainable business practices across all areas of its operations.

Key policies currently implemented by Prime Marine include the following:

- | | | | |
|--|---|---|--------------------------------------|
|  | Anti-bribery Policy |  | Quality, Safety & Health Policy |
|  | Environmental Protection & Energy Efficiency Policy |  | Security Policy |
|  | General Data Protection Policy |  | Whistleblowing Policy |
|  | Information Security Policy |  | Workplace Violence Prevention Policy |

Regulatory Compliance and Requirements

Prime Marine maintains established compliance and risk management mechanisms to support adherence to applicable laws, maritime regulations, and recognized industry standards. These frameworks support alignment with major international conventions and regulatory requirements, including those issued by the International Maritime Organization (IMO), the International Convention for the Prevention of Pollution from Ships (MARPOL), and the International Convention for the Safety of Life at Sea (SOLAS).

During 2025, the Company recorded **no incidents of regulatory non-compliance and incurred no related fines**, reflecting the effectiveness of its governance, oversight, and internal control processes.

Prime Marine also continued enhancing its sustainability reporting practices in alignment with the European Sustainability Reporting Standards (ESRS), supporting greater transparency, consistency, and comparability of ESG disclosures.

Operational Performance

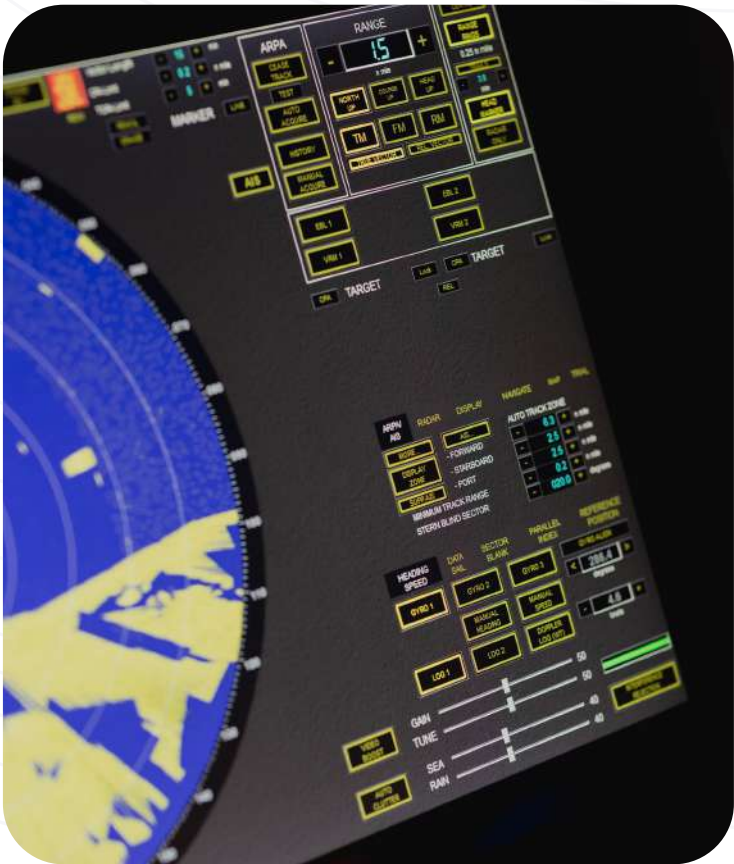
Prime Marine remains focused on delivering dependable and high-quality services while maintaining strong standards of safety, operational performance, and customer satisfaction. The wellbeing of employees, clients, contractors, and local communities continues to be a key priority across all operations.

To further strengthen its safety culture, the Company applies a “**Stop Work Authority**” process, allowing employees and contractors to immediately suspend any activity considered unsafe or potentially harmful to people or the environment.

Long-term trust is supported through **transparent communication, consistent service delivery, and continuous improvement practices**, reinforced by established policies and **quality assurance procedures**.

Additionally, the Company also:

- > Maintains **ongoing communication** with customers through its broader stakeholder engagement process,



encouraging feedback regarding operations and service performance.

- > Provides access to anonymous reporting channels through the **Whistleblowing framework** for the submission of concerns or complaints.
- > Considers customer priorities and stakeholder expectations through the **materiality assessment process** to support informed business decisions.

Responsible Supply Chain

We continue incorporating sustainability criteria into our procurement and supplier selection processes to support responsible and ethical business practices across our operations.



Key actions include:

- > Screening potential suppliers based on environmental performance, social responsibility, and ethical business conduct to ensure alignment with our sustainability expectations.
- > Assessing the environmental impact of procured goods and services, while prioritizing suppliers offering energy-efficient technologies, sustainable materials, and lower-emission solutions.
- > Encouraging cooperation with local suppliers and communities where feasible, supporting regional economic activity and reducing transportation-related emissions.

As part of our ongoing improvement initiatives, within 2025 we conducted a Due Diligence Risk Assessment for Top Tier Suppliers, representing more than 90% of our spares and stores supplies both in volume and expenditure, in cooperation with an external specialist organization. The assessment process included the collection and evaluation of supplier-related data across key sustainability areas, including:

- > Human Rights
- > Labor Practices
- > Environment
- > Business Ethics
- > Anti-Corruption Measures

To further strengthen supplier evaluation procedures, we are currently developing a Sustainable Procurement Policy to support procurement-related assessments and sustainability reviews. In parallel, we are planning to introduce a Supplier Code of Conduct, which will have to be acknowledged by all new suppliers.

Through this structured approach, we aim to improve supply chain transparency, reinforce supplier accountability, and further align procurement activities with recognized sustainability standards and internationally accepted responsible business principles.

Ethical Business Practices

We remain committed to conducting our business activities with professionalism, integrity, and transparency across all operations. Our corporate culture is guided by ethical business principles that promote accountability, fair conduct, confidentiality, and compliance with applicable laws and regulatory requirements.

The Company’s Code of Conduct establishes the standards of professional behavior expected from employees, including guidance on conflict of interest management, confidentiality obligations, and responsible business practices.

Training participation continues to be monitored as a key performance indicator to support employee awareness and understanding of business ethics requirements. During 2025, one business ethics training session was delivered to a newly hired employee, covering the Integrated Management System, internal policies, and core ethical principles, as part of the employee onboarding and familiarization process. All personnel have access to the Code of Conduct and related materials through the Company’s internal platforms.



Anti-Bribery and Corruption Prevention

Robust controls and internal procedures are applied to prevent bribery, corruption, fraud, and other unethical practices across all business activities and stakeholder interactions, including engagements with public authorities, suppliers, customers, and business partners.

The Company applies a zero-tolerance approach toward any form of corrupt or improper conduct.

During 2025, **no bribery or corruption incidents were identified or reported.**



Tax Responsibility

We approach tax management with transparency, accountability, and responsible governance, recognizing the importance of fulfilling our tax obligations and the positive economic contribution we make to the countries and local communities in which we operate.

During 2025, the Company maintained a 100% tax compliance rate, reflecting its continued commitment to responsible tax practices and regulatory compliance.

Communication Channels and Raising Concerns

We maintain confidential reporting channels, including dedicated hotlines and online communication tools, allowing employees and stakeholders to report concerns related to unethical, improper, or unlawful conduct. These mechanisms support a culture of **accountability, transparency, and open communication**, while enabling individuals to raise concerns without fear of retaliation.

All reports are reviewed and investigated appropriately and may relate to:

- > Breaches of legal or regulatory requirements
- > Corruption, bribery or conflict of interest cases
- > Discrimination, harassment, intimidation or other inappropriate behavior
- > Health and safety risks, criminal or environmental incidents

Our **zero-tolerance approach toward corruption and misconduct** reinforces the Company’s commitment to ethical business conduct and corporate integrity.

During 2025, no substantiated complaints requiring further action were recorded.

Seeking advice: During the onboarding process, all new employees receive detailed orientation on the Code of Conduct, internal Policies, and operational Procedures. This familiarization helps employees understand the

Company’s expectations and supports responsible decision-making in their daily activities.

Raising concerns: Under our **Whistleblowing Policy**, employees who become aware of unlawful, unethical, fraudulent, or improper behavior are encouraged to report concerns directly to their Department Manager or the Human Resources Manager. All reports are treated confidentially, while safeguards are applied to protect individuals from retaliation. Although anonymity is respected to the greatest extent possible, disclosure of identity may be required where necessary for investigation purposes or the protection of legal rights.

For incidents involving workplace harassment, sexual harassment, or bullying, employees may also use the dedicated reporting channel: openreporting@prime-marine.net. Protection against retaliation is ensured for individuals raising concerns in good faith.

Whistleblower protection is supported through strict confidentiality safeguards and a formal non-retaliation commitment for individuals reporting concerns in good faith.

A zero-tolerance approach is applied toward workplace bullying, harassment, and sexual misconduct, with all reported cases addressed promptly, fairly, and in line with established internal procedures.

Sustainability Leadership and Governance

At Prime Marine, sustainability governance forms an integral part of our corporate strategy and operational approach. To support effective oversight and accountability, the Company has established a governance structure that promotes transparency, responsible decision-making, and continuous improvement across sustainability-related activities.

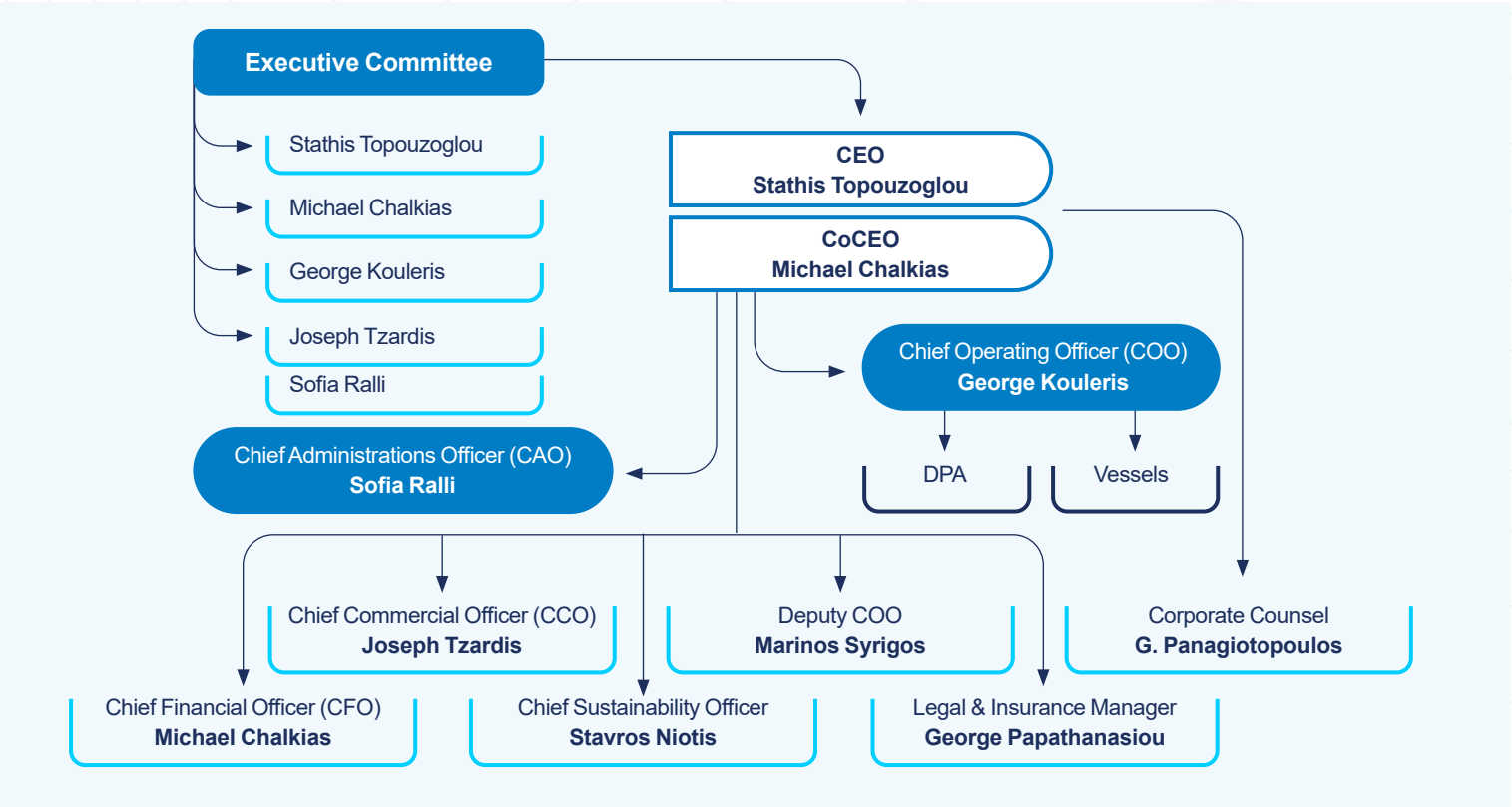
The **Executive Committee** oversees sustainability matters and monitors the integration of ESG considerations into the Company’s long-term strategy. Its responsibilities include reviewing sustainability priorities, approving related policies and objectives, and evaluating progress against established targets.

To support informed decision-making and effective oversight, the Executive Committee receives regular updates from the Sustainability Committee on sustainability performance, material ESG topics, regulatory developments, stakeholder expectations, and progress against sustainability objectives, ensuring continued alignment with the Company’s sustainability strategy.

Under the leadership of the Chief Sustainability Officer, the **Sustainability Committee** supports the implementation of the Company’s ESG strategy and regularly updates senior management on sustainability performance and ongoing initiatives. The Sustainability

Committee includes representatives from different departments and contributes to the monitoring of sustainability actions, development of key performance indicators, and integration of ESG considerations into business operations and decision-making processes.

Committee members receive ongoing sustainability-related training and share relevant knowledge and updates across the organization, supporting the continuous development of sustainability competencies and effective sustainability governance.



Stakeholder engagement remains an important element of the Company’s governance approach. Ongoing communication with customers, employees, suppliers, local communities, and regulatory authorities through meetings, consultations, and surveys supports the collection of feedback and sustainability-related insights.

Highest Governance Body and Diversity

Prime Marine acknowledges that diversity and inclusive leadership are important elements of effective corporate governance and sustainable business development.

As part of these efforts, female representation within senior leadership was further reinforced (20%) through the participation of the Chief Administration Officer (CAO), Ms. Sofia Ralli, in the Executive Committee. This development

reflects the Company’s ongoing focus on enhancing diversity within leadership and decision-making functions.

Supporting these objectives, Prime Marine continues to implement training and awareness initiatives for managers and key personnel, focusing on diversity, equity, inclusion, and responsible leadership practices across the organization.

Operational Continuity

Prime Marine operates in a dynamic business environment exposed to various risks, including market volatility, regulatory changes, operational incidents, geopolitical developments, cybersecurity threats, environmental impacts, and emergency situations.

Risk Management Committee

The Company has established a Risk Management Committee responsible for the proactive identification, assessment, and evaluation of potential risks that may affect its operations, employees, stakeholders, and overall business continuity. The Committee conducts meetings on an annual basis and is comprised of representatives and department heads from across the organization, ensuring a comprehensive and cross-functional approach to risk monitoring, management, and decision-making.



Management and Compliance Framework

The Company's Integrated Management System (IMS) establishes a structured framework supporting vessel safety, operational reliability, crew protection, and regulatory compliance. The system incorporates policies, procedures, and control mechanisms aligned with international maritime requirements and recognized industry standards.

Prime Marine maintains certification under the International Safety Management (ISM) Code, the International Ship and Port Facility Security (ISPS) Code, and the Maritime Labour Convention (MLC) 2006. In addition, the IMS has been independently certified by LRQA, Eurocert, and DNV in accordance with the following ISO standards:

- > ISO 9001: 2015 Safety & Quality performance
- > ISO 14001: 2015 Environment Management
- > ISO 50001: 2018 Energy Management
- > ISO 45001: 2018 Occupational Health & Safety Management System
- > ISO 14064-1: 2018 GHG Emissions and Removals
- > ISO 27001: 2022 Information Security Management System

Employees from both shore-based offices and onboard vessels participate in operational and management forums, including Vessel Safety Committee Meetings, Occupational Health & Safety Committee Meetings, Operational Meetings, and Management Review Meetings.



Advancing Maritime Innovation

Prime Marine views research and innovation as essential drivers for maintaining competitiveness and supporting long-term operational progress within the maritime industry. Continuous investment in emerging technologies enables the Company to improve efficiency, identify new opportunities and respond to evolving environmental and industry challenges. In line with our sustainability objectives, several initiatives continued to be evaluated during the reporting period. The Energy Audit Pilot Program remains part of the Company’s future initiatives and is planned for implementation in 2026. At the same time, the Company continues to assess technologies that enhance vessel performance and energy efficiency, including Onboard Carbon Capture Systems, Wind Assisted Propulsion and Variable Frequency Drives.

During 2025, controlled drydocking activities were performed on one vessel, where Chugoku’s SEAFLO NEO SLZ self-polishing antifouling coating was applied. Utilizing hydrolysis silyl polymer technology and ultra-low friction characteristics, the coating is designed to improve hull smoothness, increase hydrodynamic performance and support lower environmental impact.



Strategic Research Partnerships

Industry collaboration remains an important driver of sustainable innovation. We continue working with strategic partners and industry stakeholders to evaluate the technical and operational applicability of energy-

efficiency solutions for future vessel designs. These initiatives support continuous performance improvement and help align our operations with evolving maritime and environmental developments.

03

Environmental Performance

> Environmental Stewardship	35
> Office Emissions	36
> Decarbonization Initiatives	40
> Air Emissions Performance	44
> Pollution Prevention and Environmental Compliance	46
> Water and Effluents	48
> Waste and Resource Management	49
> Ship Recycling and Sustainability	52

Environmental Stewardship



Sustainability remains an integral part of our operational philosophy, guiding our efforts to reduce environmental impacts across all business activities. Throughout 2025, we continued implementing environmentally responsible practices focused on improving energy efficiency, lowering emissions, and optimizing resource consumption. Our approach reflects a long-term commitment to responsible growth, environmental protection, and the advancement of a more sustainable maritime sector.



Material Topics

- > Energy Consumption
- > Emissions and Climate Change
- > Pollution Prevention
- > Water and Effluents
- > Waste Management
- > Environmental Compliance



2025 Highlights

Carbon-neutral head office
Total waste generated: 878.11 m³
Total recycled waste: 2,956 kg
Total verified GHG emissions: 390,893 tCO₂e
(third-party verified by EUROCERT)

Office Emissions

Sustainability continues to be integrated into the Company’s operational approach, supporting ongoing efforts to strengthen environmental performance and transparency. Energy use is directly linked to the Company’s operational footprint and broader decarbonization efforts. Prime Marine manages this topic through its Environmental Protection & Energy Efficiency Policy and through the application of certified management systems, including ISO 50001. Prime Marine further enhances its greenhouse gas (GHG) reporting practices, applying internationally recognized methodologies and standards, including the Greenhouse Gas Protocol (GHGP) and ISO 14064-1:2018.

The Company utilizes verified emission factors and activity data from reputable sources, such as the IPCC and UK DEFRA, to support the accuracy and reliability of its GHG inventory. This approach enables consistent emissions monitoring and supports informed decision-making related to decarbonization initiatives.

Within its head office operations, Prime Marine’s energy consumption in 2025 related primarily to purchased electricity. Total electricity consumption amounted to 331,997 kWh, compared with 296,134 kWh in 2024, representing an increase of approximately 12.1% year-on-year. The increase was mainly attributed to higher cooling demand during the summer months, likely associated with more intense heatwave conditions. Electricity remained the primary energy source within the reporting boundary of the office operations, while no consumption of heating oil or natural gas was reported.

Table 4: Electricity consumption and intensity 2024-2025

Head Office	2024	2025	Change
Electricity Consumption (kWh)	296,134	331,997	+12.1%
Electricity consumption per employee (kWh/employee)	3,483.93	4,742.81	+36.1%
Electricity consumption per square meter (kWh/m²)	66.98	75.10	+12.1%

The monitoring of energy performance through these metrics supports the Company’s ongoing efforts to identify improvement opportunities and enhance operational efficiency over time. Energy performance is regularly reviewed as part of the Company’s broader environmental management approach.

Indirect emissions generated from office operations mainly relate to energy consumption associated with building facilities and Heating, Ventilation, and Air Conditioning (HVAC) systems.

Prime Marine reports Scope 2 greenhouse gas (GHG) emissions using both the market-based and location-based methodologies, in accordance with the Greenhouse Gas Protocol. The market-based methodology reflects emissions associated with

contractual electricity procurement arrangements, while the location-based methodology is based on the average emission factor of the national electricity grid, providing a comprehensive view of the Company’s Scope 2 emissions.

Our carbon accounting follows internationally recognized standards and methodologies. As a ship management company providing operational and administrative services on behalf of vessel owners, Prime Marine does not directly control all emission sources associated with vessel operations. Therefore, direct Scope 1 emissions are reported as zero, while managed vessels’ emissions are classified as upstream and reported under Scope 3, reflecting the Company’s operational boundary and indirect environmental impact associated with managed fleet activities.

Table 5: Office Emissions (tCO₂e)

Office Emissions (tCO ₂ e)			
	Scope 1	Scope 2	
		Market-based	Location-based
2024	0	107.81	-
2025	0	90.39	122.01
Change	0%	-16.16%	N/A

Although electricity consumption increased during the reporting period, market-based Scope 2 GHG emissions decreased by 16.16%, reflecting the lower carbon intensity of the purchased electricity portfolio. Under the location-based methodology, Scope 2 emissions amounted to 122.01 tCO₂e, reflecting the average emissions factor of the national electricity grid. The year-on-year comparison presented in this Report is based on the market-based methodology to ensure consistency with the previous reporting period.

Table 6: Office Emissions Intensity (tCO₂e/ office employee)

Office Emissions Intensity (tCO ₂ e/ office employee)	
2024	1.27
2025	1.29
Change	+1.6%



Table 7: Scope 3 Emissions Breakdown by Category (tCO₂e)

Scope 3 Emissions Breakdown by Category (tCO ₂ e)						
	Use of Assets	Business Travels	Downstream	Employee Commute	Waste Management, Disposal and Paper Use	Water Consumption
2024	97.26	173.94	14.40	64.95	1.74	0.23
2025	97.26	107.26	12.15	45.12	1.05	0.30
Change	-	-38.33%	-15.63%	-30.53%	-39.66%	+30.43%

The Company continues strengthening the monitoring and assessment of additional Scope 3 emissions categories to develop a broader understanding of its overall climate impact. Current disclosures focus on the most material categories based on data quality, relevance, and availability, while future reporting enhancements will continue to align with the Greenhouse Gas Protocol (GHG Protocol).

For the period between 01Jan2025 and 31Dec2025 Prime Marine Management Inc was awarded the GoGreen Plus Certificate for 2025 by DHL for using DHL GoGreen Plus Low Emission Transportation Services for air transportation, facilitated by sustainable aviation fuel (SAF). A third-party auditor also verified the reduced emissions for these supplies transport services.

Fleet Emissions

Emissions generated from vessel operations remain the most significant part of the Company’s environmental footprint, primarily associated with the 16 vessels under technical management. Through ongoing operational improvements, fuel-efficiency measures, and performance optimization initiatives, efforts continue toward reducing fleet-related emissions and improving environmental performance.

During 2025, total fleet emissions declined by 3.5%, decreasing from 283,047 tCO₂e in 2024 to 273,287 tCO₂e, reflecting continued progress toward lower-carbon operations.

Table 8: Fleet Emissions (tCO₂e)

Fleet Emissions (tCO ₂ e)	
2024	283,047
2025	273,287
Change	-3.5%

The Annual Efficiency Ratio (AER), an IMO-recommended indicator measuring CO₂ emissions relative to transport work, continues to be monitored on a quarterly basis to assess vessel operating efficiency and support performance improvement initiatives.

Table 9: Fleet AER

Fleet AER (grams CO ₂ /ton-mile)		
	Gas Fleet	Tanker Fleet
2024	9.76	5.81
2025	11.23	5.12

The Energy Efficiency Operational Index (EEOI) is also used to evaluate fleet energy performance and monitor operational efficiency across vessel categories.

Table 10: Energy Efficiency Operational Index

Energy Efficiency Operational Index (EEOI)			
	Overall Fleet	Tanker Fleet	Gas Fleet
2024	12.06	11.55	28.18
2025	11.25	10.85	25.96

Carbon Management and Reduction Strategy (CMRS)

Our Carbon Management and Reduction Strategy (CMRS) provides the framework guiding the Company’s efforts to reduce greenhouse gas emissions against its established

baseline. The strategy outlines planned emissions reduction initiatives, implementation timelines, and the expected environmental benefits of each action.

Emission Reduction Drivers

Based on the Company’s emissions footprint and the most material impact sources, the Carbon Management and Reduction Strategy prioritizes initiatives that support lower emissions and improved resource efficiency. Key focus areas include:

- > Improving energy performance and limiting overall energy demand
- > Reducing travel-related emissions through more efficient planning and coordination of inspections and projects
- > Applying environmental offset initiatives to mitigate operational impacts
- > Expanding recycling practices and decreasing landfill waste generation

Environmental initiatives continue to include reforestation activities, organized recycling programs, and carbon offset actions aimed at supporting the Company’s broader decarbonization efforts.



The main reduction opportunities identified include:

- Refrigerants:** Transition to lower Global Warming Potential (GWP) refrigerants and tighter leak prevention controls.
- Energy Efficiency:** Adoption of energy-saving technologies, energy management systems, improved lighting, and insulation upgrades.
- Employee Transportation:** Encouraging lower-impact commuting alternatives, including public transportation and fuel-efficient vehicles.

- Waste Management:** Strengthening waste minimization practices through print control systems, recycling initiatives, and waste tracking procedures.
- Water Conservation:** Applying water-saving measures such as leak monitoring, motion-sensor systems, and efficient water-use equipment.
- Environmental KPIs:** Monitoring performance indicators related to emissions, energy use, water consumption, recycling, business travel, and environmental training activities.

Decarbonization Initiatives

Transitioning Fuel Solutions

Reducing GHG emissions and limiting environmental impacts remain central priorities for Prime Marine. Through focused-actions and operational initiatives, we continue advancing energy efficiency and lower-carbon practices.

1. Sustainable Business Travel

- > Business travel selection considers airlines implementing initiatives to reduce flight emissions.
- > Through collaboration with major carriers, the Company supports Sustainable Aviation Fuel (SAF) via blue credit contributions, encouraging alternatives to conventional fuels.

2. Promotion of Electric Vehicle Use

- > Four EV charging stations are available within the Company’s underground parking facilities to encourage cleaner transportation options.

3. Exploring Alternate Fuels

- > Cooperation with engine manufacturers and industry partners continues to assess fuel alternatives such as methanol and ammonia.
- > Engagement with infrastructure providers also supports future fuel ecosystem development.

4. Carbon Neutrality and Offsetting Activities

- > Prime Marine became the first ship manager globally to establish a carbon-neutral head office through verified offset investments.
- > During 2025, office emissions were offset through the retirement of 356 Verified Carbon Units (tCO₂e) from the Verra Registry associated with the Pembelik Hydroelectric Power Plant in Turkey.

5. CO₂ Transportation and Carbon Capture Activities

- > A dedicated business activity focused on CO₂ transportation and storage supports the Carbon Capture and Storage (CCS) value chain.
- > Together with industry stakeholders, we continue developing CCS logistics projects in the Mediterranean and Baltic regions and dedicated CO₂ ship designs.

6. Supporting Innovation in Sustainable Gas Supply Chains

- > Over the last five years, the Company has continued supporting technologies related to green hydrogen generation (H2 Engineering - Hydrogen-based energy) and large-scale storage and transportation systems for compressed gases, including hydrogen, CO₂ and biogas (GVP).

Implemented Reduction Measures

Throughout 2025, the Company continued applying operational measures designed to support the reduction of greenhouse gas (GHG) emissions and enhance vessel efficiency.

Key actions implemented during the year included:



Completion of 16 underwater inspections, hull cleanings, and propeller polishing activities to improve vessel performance and optimize fuel consumption.



Application of innovative hull paints, increasing hydrodynamic performance and support lower environmental impact.



Continuation of the office emissions offsetting process, with the corresponding certification to be issued following final verification procedures.

These actions form part of the Company’s broader environmental strategy focused on lowering emissions, improving energy performance, and minimizing operational environmental impacts.

Roadmap Implementation

Prime Marine continues implementing its decarbonization roadmap, maintaining alignment with the IMO’s long-term emission reduction ambitions while progressively advancing its environmental objectives. During 2025, the Company continued delivering against its short- and mid-term action plan, reflecting technological developments, operational progress, and evolving sustainability priorities. The roadmap presented below summarizes the current status of key initiatives, highlighting progress achieved during the reporting period and the actions planned to further support the Company’s long-term decarbonization strategy and environmental performance.

Table 11: Sustainability Action Plan: Implementation Roadmap

Actions		Progress
Short Term Actions (2022-2027)	Energy Audit Pilot Program	Planned for implementation during 2026 as part of the Company's ongoing initiatives to strengthen energy efficiency and operational performance.
	Pilot Retrofitting of new Technology	We are continuing to explore and assess innovative carbon capture solutions. We have applied for European funding for a pilot application involving onboard carbon capture technology on one vessel for demonstration purposes, supporting our ongoing decarbonization efforts.
	Establishment of sustainability committee from top management	This has already been done since last year’s report.
	Participate in the United Nations Global Compact (UNGC)	While we are not an official participant in the United Nations Global Compact (UNGC), we continue to incorporate its principles into our operational practices and ESG approach.
	Carbon Accounting & Reporting	We have maintained ISO 14064 certification since 2018 and continue to uphold the associated requirements and practices.
	Explore more opportunities on RECs and Carbon Offsets	We continue utilizing carbon credits to offset office-related emissions, while renewable energy Guarantees of Origin (GOs) remain under ongoing assessment within our sustainability initiatives.

Actions		Progress
Mid Term Actions (2027-2032)	Install more new technologies to increase energy efficiency on the vessels, such as Variable Frequency Drives	We remain focused on identifying emerging technological solutions that could support future integration into upcoming vessel newbuilding projects.
	Evaluate alternative fuel options	We actively assess alternative fuel pathways for future newbuilding projects, including solutions such as LNG, methanol, ammonia and biofuels.
	Participate in more external initiatives and organizations regarding sustainable and green shipping	We continue supporting innovative technologies for the storage and transportation of compressed gases, including hydrogen (H ₂), carbon dioxide (CO ₂) and biogas, while advancing commercialization activities and implementing initial demonstration projects following the required certification approvals.
	Enhance Sustainable Procurement	We expanded ESG integration within procurement activities through the assessment of our top-tier suppliers against criteria including Human Rights, Labor Practices, Environmental performance, Business Ethics and Anti-corruption measures. Positive outcomes from this process supported the development of a Sustainable Procurement Policy and a Supplier Code of Conduct to strengthen responsible practices throughout our supply chain.
	Analyze climate risks and opportunities.	We continue utilizing the findings of the climate risk and opportunity assessment performed under the TCFD framework to support our risk management processes, while a reassessment is planned for 2026 to further strengthen our evaluation approach.

Air Emissions Performance

Managing atmospheric emissions remains an important part of the Company’s environmental approach. Particular attention is given to nitrogen oxides (NOx) and sulfur oxides (SOx), due to their potential impact on air quality and human health.

The Company continuously monitors emission levels to ensure compliance with applicable environmental and maritime regulations, while maintaining emissions within required limits. At the same time, operational practices and technical measures are regularly reviewed to identify further opportunities for reducing air pollutant emissions and improving environmental performance.

Table 12: NOx Emissions Intensity

NOx (grams/ton mile)		
	Gas	Tanker
2024	0.516	0.153
2025	0.491	0.166
Change	-4.84%	+8.5%

Table 13: SOx Emissions Intensity

SOx (grams/ton mile)		
	Gas	Tanker
2024	0.045	0.019
2025	0.036	0.013
Change	-20%	-31.6%



Volatile Organic Compounds (VOC) Emissions Monitoring

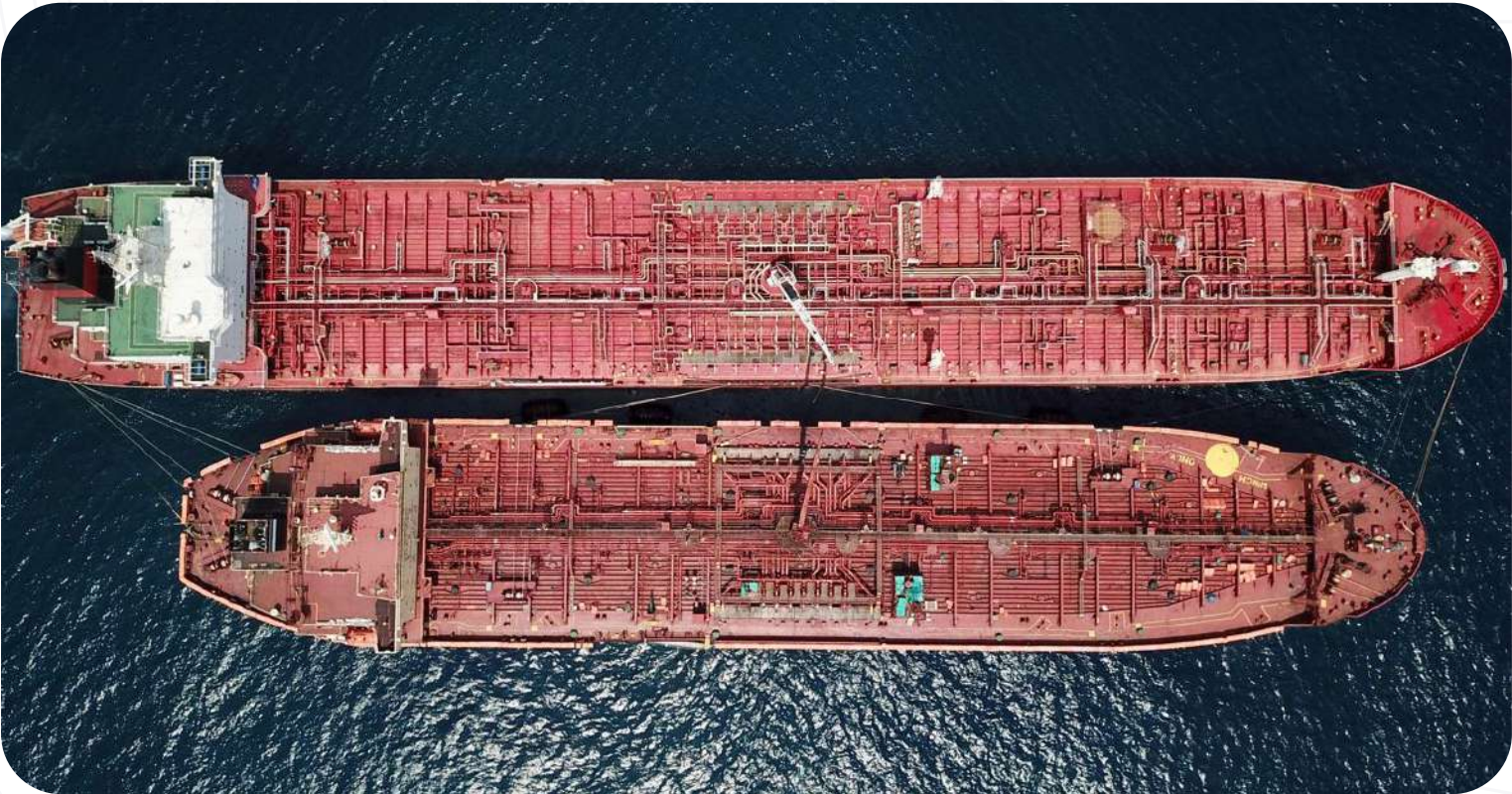
The Company monitors Volatile Organic Compounds (VOC) emissions generated during vessel operations. VOC emissions are applicable only to the vessel RS Tara, primarily during crude oil loading operations for specific periods. A significant increase in VOC emissions were recorded in 2025 compared to 2024, mainly due to the higher utilization of the vessel and the increased number of port operations during the reporting period.

VOC emissions are calculated based on voyage-specific operational data, including parameters such as release duration, pressure conditions, vapour volume and transport characteristics, as reflected in the corresponding calculation file.

The monitoring of VOC emissions supports compliance with applicable environmental requirements and enhances the Company’s understanding of its air emissions profile.

Table 14: Volatile Organic Compounds Emissions

VOC Emissions (tonnes)	
Vessel	RS Tara
2024	154.43
2025	265.26
Change	+71.8%



Emissions of Ozone-Depleting Substances (ODS)

The refrigerants used across the fleet and office facilities, including R134a, R290, R404A, R407C, R410A, and R600a, are not classified as ozone-depleting substances (ODS) and therefore are not reported in CFC-11 equivalent tons under

ozone depletion requirements, such as those of the Montreal Protocol. While these substances are not linked to ozone layer depletion, some remain relevant for climate-related reporting due to their Global Warming Potential (GWP).

Pollution Prevention and Environmental Compliance

Protecting the marine environment remains a key operational priority, with emphasis placed on preventing spills, controlling discharges, and minimizing ecological impacts across fleet activities. Main actions implemented include:

1. Prevention of Significant Spills: Close cooperation with vessel owners and strict operational controls contributed to maintaining zero significant spill incidents across the fleet.

2. Compliance and Safety Measures: All vessels operate under approved Shipboard Oil Pollution Emergency Plans (SOPEP) and certified Safety Management Systems (SMS), in line with applicable maritime requirements.

3. Ballast Water Management System: Approved Ballast Water Management Plans, aligned with MEPC.127(53) Guidelines (G4), are applied to reduce the discharge of invasive species and harmful microorganisms. Safety notifications related to invasive pests and pathogens continued to be issued to vessels on a quarterly basis to strengthen environmental awareness and prevention measures.

4. Inspections and Performance Evaluations: Routine audits, inspections, and performance reviews support continuous compliance and timely corrective actions where required.

- > **Zero** spill incidents recorded.
- > **Zero** untreated ballast water discharges.
- > **Zero** uncontrolled sewage or grey water releases.
- > **Zero** refrigerant leak incidents.



Protecting Biodiversity

The Company continues applying international and regional biodiversity protection requirements through vessel-specific Biofouling Management Plans developed in line with IMO guidelines and local regulations, including those applicable in Australia and New Zealand.

Additional measures include speed restrictions in sensitive marine areas to reduce collision risks involving whales and other marine mammals, while also limiting underwater noise impacts. Particularly Sensitive Sea Areas (PSSAs) are clearly identified within navigational systems to support compliant voyage planning and vessel operations. Targeted crew training, awareness briefings and cooperation with environmental and scientific organizations are also implemented.

No significant adverse impacts on biodiversity were identified in connection with the Company’s operations during 2025.

Water and Effluents

Efficient water management remains part of the Company’s environmental strategy, supporting responsible water consumption across office and fleet operations.

Within office activities, water use is monitored continuously, while employee awareness actions and annual performance targets contribute to improved resource management. During 2025, office water consumption reached 1,563 m³, compared to 1,525 m³ in 2024, reflecting an increase of 2.5%.

Table 15: Office Water Consumption

Office Water Consumption (m³)	
2024	1,525
2025	1,563
Change	+2.5%

For vessel operations, emphasis remains on optimizing onboard freshwater generation systems to limit dependence on external water supplies. Maintenance, monitoring, and operational controls support efficient water use in line with operational and regulatory requirements. Water-related impacts are managed through the Company’s environmental management framework and certified management systems.



Effluent Management and Water Discharges

Prime Marine manages water discharges in accordance with applicable international regulations and standards, ensuring responsible handling of effluents across its fleet operations. For vessels operating in areas where no specific local discharge requirements apply, international conventions, including MARPOL and IMO regulations, are followed as the minimum baseline. Discharges such as sewage

and grey water are either treated through onboard systems or retained in dedicated holding tanks where overboard discharge is restricted or not permitted.

No incidents of non-compliance with discharge limits were recorded during the reporting period. Quantitative data on total water discharge by destination or water quality category is currently not available.

Waste and Resource Management



Managing waste responsibly remains an important part of the Company’s environmental practices. A structured waste management approach is applied to:

- > Reduce overall waste generation
- > Strengthen recycling and material recovery practices
- > Ensure safe disposal procedures in compliance with applicable environmental requirements

Table 16: Total Waste Generated

Total Waste Generated (m³)	
2024	820.03
2025	878.11
Change	+7.1%

Table 17: Waste Generated by Fleet

Waste Generated (m³)		
	Gas	Tanker
2024	90.64	729.39
2025	63.09	815.02
Change	-30.40%	+11.7%

Table 18: Waste Generated by Category and Fleet

Waste Generated by Category (m³)		Gas	Tanker
2024	Plastics	41.55	354.93
2025		21.50	237.68
Change		-48.3%	-33.0%
2024	Food (Comminuted)	3.01	65.79
2025		0.08	33.75
Change		-97.3%	-48.7%
2024	Domestic Wastes	29.13	241.80
2025		16.78	243.66
Change		-42.4%	+0.8%
2024	Cooking Oil	0.20	2.43
2025		0.23	2.26
Change		+15%	-7%
2024	Incinerator Ash	2.45	8.10
2025		1.50	10.92
Change		-38.8%	+34.8%
2024	Operational Wastes ²	11.25	49.20
2025		0.40	36.79
Change		-96.4%	-25.2%
2024	E-waste	3.05	7.14
2025		1.10	12.28
Change		-63.9%	+72%



² Operational Waste refers to all solid wastes (including slurries) not covered by other MARPOL Annexes, that are collected onboard during routine maintenance or operations of the ship, or used for cargo stowage and handling (e.g. scrapped paint, sand, slurries, deck sweepings, etc.). Liquid operational wastes include cleaning agents and additives contained in cargo hold and external wash water, which are collected in slop tanks on Company vessels and are landed to shore. Operational Wastes do not include grey water, bilge water, or other similar discharges essential to the operation of the ship, which are discharged in accordance with relevant guidelines developed by the Organization.

Non-Hazardous Waste Practices

Recycling activities continue across vessels and office facilities to support material recovery and reduce waste disposal volumes. These initiatives contribute to resource conservation and lower landfill impact.

Total amounts of recycled materials (Kg)							
Year	Paper	Electrical Equipment	Plastic Cups	Plastic	Aluminium	Batteries	Total
2024	4,425	152.2	330	101.4	46.7	15	5,070
2025	2,685	0	85	126.9	44.45	15	2,956
Change	-39.32%	-100%	-74.2%	+25.1%	-4.8%	-	-41.7%

Table 19: Breakdown of Recycled Waste

Recycling processes continue to be supported by external verification and certified waste management partners, including AFIS and FOTOKYKLOSIS, ensuring compliant and traceable handling of batteries and electronic waste.

Printing practices are controlled to minimize paper consumption, and employees continue to receive guidance on recycling and responsible waste handling, strengthening environmental awareness throughout the organization.

Responsible Plastic Use

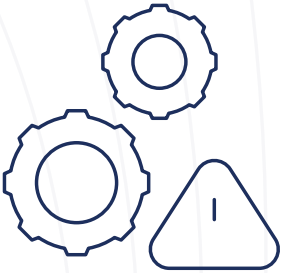
Reducing plastic waste remains a key priority within our environmental management approach. Although fleet activity was lower during 2025, the Company continued implementing measures aimed at **limiting the use of single-use plastics across both onboard and office operations. Plastic bottled water is no longer supplied to vessels**, while all active ships operate with onboard water filtration systems that are maintained

regularly based on operational needs and manufacturer requirements.

To safeguard water quality and crew wellbeing, each vessel receives a minimum of two consumable filter sets per year, while potable water samples are periodically tested through accredited laboratory analysis every five months. These practices support compliance with

applicable health standards and further decrease reliance on plastic packaging materials.

The Company also works closely with suppliers to encourage reduced plastic packaging and the adoption of more sustainable alternatives throughout the supply chain. Ashore, single-use plastics remain restricted.



Hazardous Material Control

Strict procedures are applied for the control of hazardous materials across all managed vessels. Each ship maintains a certified Inventory of Hazardous Materials (IHM) in line with the EU Ship Recycling Regulation and the Hong Kong Convention requirements. Through the Integrated Management System (IMS), IHM records are reviewed regularly under dedicated environmental performance monitoring, while procurement restrictions apply when suppliers do not provide valid Material Declarations or Supplier’s Declarations of Conformity (SDoCs).

In 2025, no items containing hazardous substances were loaded on any vessel under our management.



Ship Recycling and Sustainability

Prime Marine recognizes the importance of the Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships, which became effective in June 2025, and remains committed to supporting and complying with its requirements and principles. Responsible vessel recycling is considered an essential element in limiting the environmental and social impacts associated with ship dismantling, while contributing to a more sustainable maritime industry.

04

Our People

> Workforce Diversity	55
> Training and Education	60
> Occupational Health and Safety	68
> Employee Wellbeing Programs	72
> Employee Rewards and Recognition	73
> Human Rights	75
> Socioeconomic Compliance	76
> Data Privacy	77
> Community Impact and Support	78

Our People



Our employees remain at the **core of the Company’s long-term success and sustainability approach**. Supporting their development, wellbeing and engagement continues to be a **strategic priority**. During 2025, we maintained a working environment focused on safety, inclusion and equal opportunities, where employees are encouraged to develop and contribute professionally.

Diversity, equity and inclusion continue to be promoted across the organization, recognizing the value that different backgrounds and perspectives bring to collaboration, innovation and operational performance.

Through **ongoing training, leadership development initiatives and inclusive workplace practices**, the Company continues to foster a culture that supports professional growth, employee participation and long-term sustainable development.



Material Topics

- > Training and Education
- > Occupational Health and Safety
- > Non-discrimination
- > Socioeconomic Compliance
- > Cybersecurity and Data Privacy



2025 Highlights

- > **Total Office-based Employees: 70**
- > **Male: 40 | Female: 30**
- > **Total Seafarers: 629**
- > **LTIR: 0.38**
- > **Female representation in office workforce: 42.9%**
- > **Average Training Hours:**
 - Office-based: 7.9 hours/person
 - Crew: 18.73 hours/person
- > **100% of new hires received Human Rights training**

Workforce Diversity

We recognize that workforce diversity is a key driver for high operational performance and long-term business success. The Company is committed to fostering an inclusive and respectful working environment that values diversity in all its forms, including gender, age, nationality,

professional background, and experience. By promoting equal opportunities and a culture of inclusion, we aim to **support employee wellbeing, strengthen teamwork, and enhance organizational performance** across all areas of our operations.

Table 20: Office-Based Workforce by Gender

Office Based Workforce			
Year	Gender	Number	Percentage
2024	Male	47	56.6%
	Female	36	43%
	Total	83	43.4%
2025	Male	40	57.1%
	Female	30	42.9%
	Total	70	100%

Table 21: Total Seafarers by Gender

Total Seafarers			
Year	Gender	Number	Percentage
2024	Male	681	100%
	Female	0	0%
	Total	681	100%
2025	Male	629	100%
	Female	0	0%
	Total	629	100%



In 2025, the Company employed a total of 70 employees, consisting of 40 male and 30 female employees, all of whom were employed on a permanent and full-time basis. The Company did not employ any temporary, part-time, or non-guaranteed hours employees during the reporting period, reflecting a stable employment structure and its commitment to long-term workforce engagement. All personnel performing the Company's activities are directly employed by Prime Marine, and no non-employees work under the Company's direct supervision.

Table 22: New Hires by Gender and Age Group

New Hires by Gender and by Age Group						
	Male	Female	Total	Male	Female	Total
	2024			2025		
18-30 y.o.	0	1	1	0	0	0
31-50 y.o.	0	0	0	1	0	1
51-67 y.o.	0	0	0	0	0	0
TOTAL	0	1	1	1	0	1

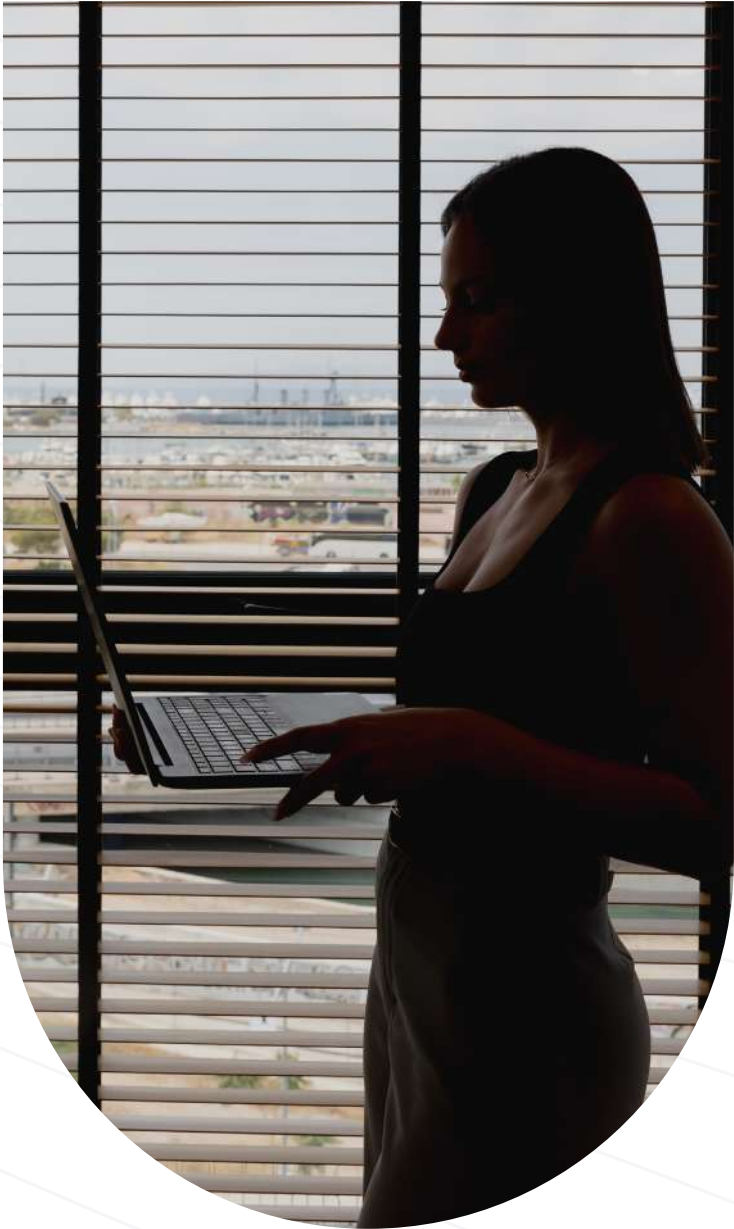


Table 23: Employee Turnover by Gender and Age Group

	Male	Female	Turnover number	Turnover rate (%)	Male	Female	Turnover number	Turnover rate (%)
	2024				2025			
18-30 y.o.	2	0	2	25%	0	1	1	15%
31-50 y.o.	6	4	10	17,2%	7	3	10	20.4%
51-67 y.o.	5	0	5	19,6%	1	1	2	9.5%
Total turnover	13	4	17	18,6%	8	5	13	17%
Turnover rate (%)	24.3%	10.5%	18.6%		18.2%	15.4%	17%	

Table 24: Turnover and Turnover Rate (%) by Department (2025)

2025 Turnover & Turnover Rate (%) by Department					
Department	Beginning of 2025	End of 2025	Average employee No.	Turnover number	Turnover rate (%)
Management	3	3	3	0	0%
Technical	8	7	8	1	13.3%
Purchasing	8	6	7	2	28.6%
Environmental	1	1	2	2	100%
Marine & Vetting	6	6	6	0	0%
Crew	4	4	4	0	0%
HSQ	4	1	3	3	120%
Operations & Das	8	6	7	2	29%
Training	1	1	1	0	0%
ICT	4	4	4	0	0%
HR	1	1	1	0	0%
Sustainability	1	1	1	0	0%
Security	1	0	1	1	200%
Projects	1	1	1	0	0%
Chartering	2	2	2	0	0%
Claims	3	3	3	0	0%
Accounting	15	13	14	2	14%
Finance	2	2	2	0	0%
Legal	4	4	4	0	0%
Contracts	0	0	0	0	100%
Office Administration	4	4	4	0	0%
TOTAL	83	70	77	13	17%



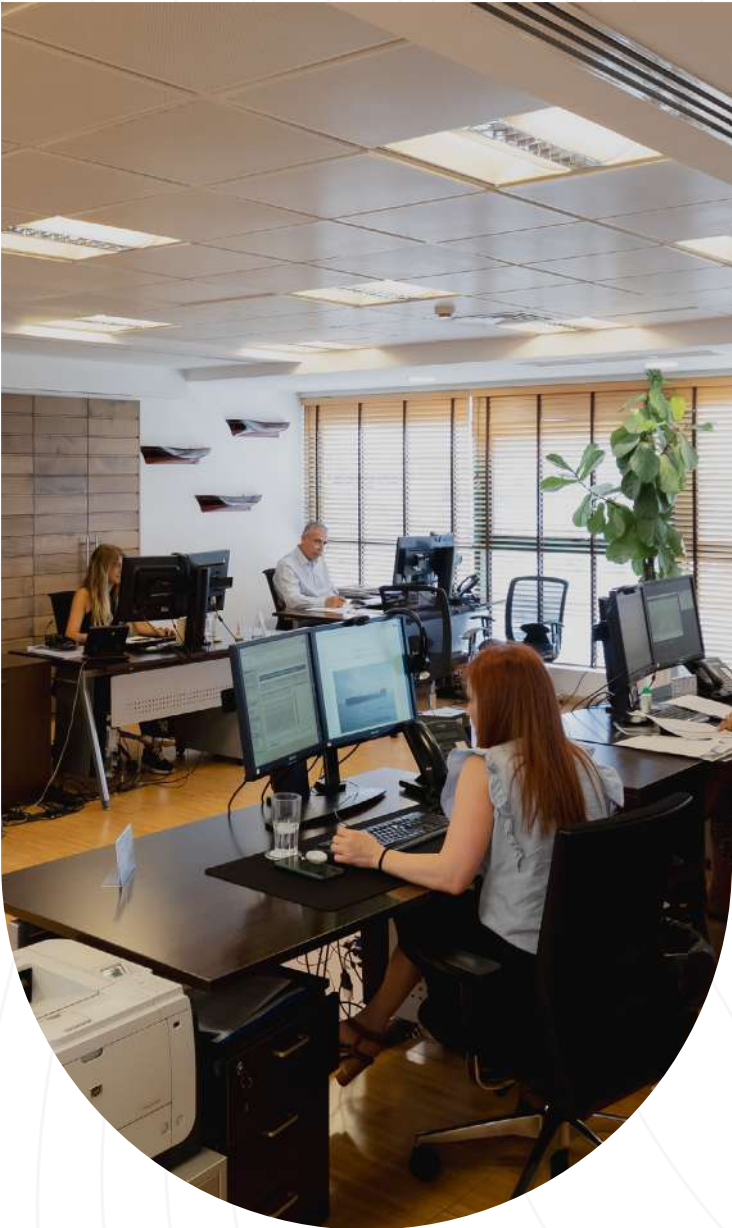


Table 25: Turnover and Turnover Rate (%) by Department (2024)

2024 Turnover & Turnover Rate (%) by Department					
Department	Beginning of 2024	End of 2024	Average employee No.	Turnover number	Turnover rate (%)
Management	3	3	3	0	0%
Technical	13	8	11	5	47,6%
Purchasing	11	8	10	3	31,6%
Environmental	3	3	3	0	0%
Marine & Vetting	6	6	6	0	0%
Crew	7	4	6	3	54,5%
HSQ	4	4	4	0	0%
Operations & Das	8	8	8	0	0%
Training	1	1	1	0	0%
ICT	4	4	4	0	0%
HR	2	1	2	1	50%
Sustainability	1	1	1	0	0%
Security	1	1	1	0	0%
Projects	1	1	1	0	0%
Chartering	4	2	3	2	66,7%
Claims	3	3	3	0	0%
Accounting	15	15	15	0	0%
Finance	2	2	2	0	0%
Legal	5	4	5	1	22,2%
Contracts	1	0	1	1	100%
Office Administration	5	4	5	1	22,2%
TOTAL	100	83	92	17	18,6%



Organizational adjustments initiated in previous years continued during 2025, resulting in a further workforce reduction aimed at improving efficiency and supporting sustainable growth.

Prime Marine's employees representing different nationalities and cultural backgrounds. Increasing female participation remains an ongoing priority, recognizing the value of gender diversity in strengthening collaboration and organizational efficiency.

42.9% of the Office Workforce are female
19% of management positions are held by women

No discrimination incidents were reported during 2025.

Training and Education

Training Programs

Office Workforce Development

Employee development remains an important part of the Company’s people management approach. A structured training framework is applied to support onboarding, professional development and continuous skills enhancement across office personnel.

The annual Training Plan is designed to address evolving operational and business needs, taking into account regulatory developments, inspection requirements, operational priorities and employee performance evaluations, while supporting long-term career progression.

Table 26: Training Hours by Employment Level

By level		2024			2025		
		Male	Female	Total	Male	Female	Total
SENIOR MANAGEMENT	Number of training hours provided to employees	43.5	44	87.5	20.5	0.5	21
	Total Number of employees [by level]	5	1	6	5	1	6
	Average hours of training per employee	8.7	44	14.6	4.1	0.5	3.5
MANAGER & DEPUTY MANAGER	Number of training hours provided to employees	257	16	273	198.8	63.5	264.3
	Total Number of employees [by level]	16	3	19	12	3	15
	Average hours of training	16.1	5.3	14.4	16.6	21.2	17.6
OTHER	Number of training hours provided to employees	358	223	581	237.5	32.1	269.6
	Total Number of employees [by level]	26	32	58	23	26	49
	Average hours of training	13.8	7	10	10.3	1.2	5.5
TOTAL	Number of training hours provided to employees	658.5	283	941.5	457.6	96.1	552.7
	Total Number of employees	47	36	83	40	30	70
	Average hours of training	14	7.9	11.3	11.4	3.2	7.9

Table 27: Training Hours by Department

By function		2024			2025		
		Male	Female	Total	Male	Female	Total
SENIOR MANAGEMENT	Number of training hours provided to employees	43.5	44	87.5	20.5	0.5	21
	Total Number of employees [by level]	5	1	6	5	1	6
	Average hours of training per employee	8.7	44	14.6	4.1	0.5	3.5
TECHNICAL DEPARTMENT	Number of training hours provided to employees	222	28.5	250.5	118.5	9.4	127.9
	Total Number of employees [by level]	6	1	7	5	1	6
	Average hours of training	37	29	35.8	23.7	9	21.3
PURCHASING DEPARTMENT	Number of training hours provided to employees	16.5	19	35.5	11.3	10.9	22.2
	Total Number of employees [by level]	3	5	8	2	4	6
	Average hours of training	5.5	3.8	4.4	5.7	2.7	3.7
MARINE & VETTING DEPARTMENT	Number of training hours provided to employees	128	14	142	65	0.4	65.4
	Total Number of employees	5	1	6	5	1	6
	Average hours of training	25.6	14	23.7	13	0.4	10.9
OPERATIONS DEPARTMENT	Number of training hours provided to employees	106	0	106	176.4	0	176.4
	Total Number of employees	8	0	8	6	0	6
	Average hours of training	13.3	-	13.3	29.4	-	29.4
HSQ DEPARTMENT	Number of training hours provided to employees	14	51	65	0	53.5	53.5
	Total Number of employees	1	3	4	0	1	1
	Average hours of training	14	17	16.3	-	54	53.5
CREW DEPARTMENT	Number of training hours provided to employees	23	1	24	12	1.4	13.4
	Total Number of employees	2	2	4	2	2	4
	Average hours of training	11.5	0.5	6	6	0.7	3.4

By function		2024			2025		
		Male	Female	Total	Male	Female	Total
TRAINING DEPARTMENT	Number of training hours provided to employees	0	14	14	-	13.5	13.5
	Total Number of employees	0	1	1	0	1	1
	Average hours of training	-	14	14	-	13.5	13.5
ICT DEPARTMENT	Number of training hours provided to employees	17	10.5	27.5	28.4	1	29.4
	Total Number of employees	3	1	4	3	1	4
	Average hours of training	5.7	10.5	6.9	9.5	1	7.4
HR DEPARTMENT	Number of training hours provided to employees	0	14	14	0	2.5	2.5
	Total Number of employees	0	1	1	0	1	1
	Average hours of training	-	14	14	-	2.5	2.5
PROJECTS DEPARTMENT	Number of training hours provided to employees	0	0	0	0	0	0
	Total Number of employees	1	0	1	1	0	1
	Average hours of training	0	0	0	0	0	0
CSO	Number of training hours provided to employees	52	0	52	0	0	0
	Total Number of employees	1	0	1	0	0	0
	Average hours of training	52	0	52	-	0	-
ENVIRONMENTAL DEPARTMENT	Number of training hours provided to employees	36	82	118	24.5	0	24.5
	Total Number of employees	1	2	3	1	0	1
	Average hours of training	36	41	39.3	24.5	-	24.5
SUSTAINABILITY DEPARTMENT	Number of training hours provided to employees	0	0	0	0	0	0
	Total Number of employees	1	0	1	1	0	1
	Average hours of training	0	0	0	0	0	0

By function		2024			2025		
		Male	Female	Total	Male	Female	Total
CHARTERING DEPARTMENT	Number of training hours provided to employees	0	0	0	0	0	0
	Total Number of employees	1	0	1	1	0	1
	Average hours of training	0	0	0	0	0	0
CLAIMS DEPARTMENT	Number of training hours provided to employees	0	0	0	0	0	0
	Total Number of employees	1	2	3	1	2	3
	Average hours of training	0	0	0	0	0	0
FINANCE DEPARTMENT	Number of training hours provided to employees	0	0	0	0	0	0
	Total Number of employees	1	1	2	1	1	2
	Average hours of training	0	0	0	0	0	0
ACCOUNTING DEPARTMENT	Number of training hours provided to employees	0	1	1	0	0	0
	Total Number of employees	4	10	14	3	9	12
	Average hours of training	0	0	0	0	0	0
SECRETARIAL DEPARTMENT	Number of training hours provided to employees	0	4.5	4.5	0	3	3
	Total Number of employees	0	4	4	0	4	4
	Average hours of training	0	1.1	1.1	0	0.8	0.8
LEGAL DEPARTMENT	Number of training hours provided to employees	0	0	0	0	0	0
	Total Number of employees	3	1	4	3	1	4
	Average hours of training	0	0	0	0	0	0
TOTAL	Number of training hours provided to employees	658	283.5	941.5	456.6	96.1	552.7
	Total Number of employees	47	36	83	40	30	70
	Average hours of training	14	7.9	11.3	11.4	3.2	7.9

During 2025, the Company remained committed to investing in employee training and development.

New training initiatives introduced for office personnel included Human Factor, ESG, General Data Protection Regulation Training and Seafarers’ Wellbeing.

Additionally, the following specific training programs were completed:

- > SCR Assessment TESTO-350 NOx Portable Analyzer (Technical Department personnel).
- > ISO 50001 (Health, Safety & Quality, ICT, Technical & Marine & Vetting personnel).
- > Navigational Audits (Marine & Vetting personnel).
- > Vetting Inspection Awareness (Marine & Vetting personnel).

Other training topics such as Risk Assessment, Incident Investigation, Ship Energy Efficiency Management,

Cyber Security etc. were conducted according to the Company’s Training Matrix for office personnel and Annual Training Plan.

We continue to strengthen employee development through targeted training and learning initiatives, including:

Leadership and Management Skills

Development: A structured 1-year program for managers and selected personnel, focused on leadership effectiveness, business planning, target management and employee evaluation practices.

Interpersonal Skills Development: A dedicated 5-month training course for key employees covering communication techniques, teamwork, conflict handling, negotiation skills and emotional awareness.

Diversity and Inclusion Seminar:

A management-focused workshop promoting respect, equal opportunities, cooperation and a positive working environment built on openness and mutual trust.

Soft Skills Training: Online learning and computer-based training (CBT) modules available to office personnel, addressing communication, collaboration, emotional intelligence, inclusion and team effectiveness.

First Aid Seminar: A multi-session seminar combining practical exercises and theoretical instruction to improve emergency response preparedness within the workplace. Trainer effectiveness and program quality are regularly reviewed through assessments, audits and internal evaluations to support continuous improvement.



Crew Training and Development

Crew competence and continuous learning remain essential to the safe and efficient operation of our fleet. The ISO-certified Prime Maritime Assessment & Training Center (PMATC) in Athens provides advanced training infrastructure, including bridge, engine and cargo simulators. Although overall training hours declined due to reduced crew numbers, **average training hours per seafarer remained stable**, demonstrating our ongoing commitment to professional development. Training programs are continuously updated to reflect industry developments and regulatory requirements, including:

- > Updated Ship Inspection Report Program (SIRE 2.0)
- > Marine Assessor/Behavioral Competency Assessment
- > Verification for vessel operators (BCAV).

The Company also utilizes a Digital Competence Management System to monitor and evaluate the technical knowledge, operational capabilities and behavioral competencies of seafarers, supporting promotion and career development decisions.

- The system incorporates tools such as:
- > Computer-Based Training (CBT)
 - > Psychometric Tests
 - > Training Programs and Seminars

To ensure the effectiveness of our training programs, trainers undergo regular evaluations through assessments, audits, and performance monitoring. Evaluation results are reviewed by management to identify areas for improvement and enhancement.

Career Growth

We actively support employee career advancement by connecting individual development goals with the Company's operational priorities. Employees are provided with opportunities such as professional

training, continuing education, postgraduate studies, job rotation and skill enhancement programs, helping them expand their capabilities and progress within the organization.

Talent Development

Some of the core talent management initiatives we have implemented to foster employee development and growth include:

Office-based Team Development

- > **Employee Development Programs:** Training sessions, workshops and certifications focused on professional expertise, regulatory awareness and safety performance.
- > **Career Advancement:** Support through mentoring, continuing education, performance evaluations and cross-departmental experience opportunities.
- > **Health and Well-being Initiatives:** Wellness webinars, counseling support and initiatives promoting physical and mental health.
- > **Employee Engagement and Recognition:** Channels encouraging employee participation, feedback sharing and recognition of individual contributions.

On Board Team Development

High-performing cadets from accredited maritime academies are selected through defined evaluation criteria and receive **structured onboard training to strengthen technical knowledge, practical skills and professional conduct.** Experienced seafarers, particularly senior officers, are prioritized for critical shore-based positions. To facilitate their transition ashore, selected officers participate in a 2–3-week office familiarization period alongside onshore personnel.



Performance Feedback Process

Performance reviews are conducted regularly for shore-based employees, providing guidance, constructive feedback and support for professional development and career progression within the Company.

Table 28: Career Development Reviews by Gender

Career Development Review by Gender			
2024	Male	38	81%
	Female	27	75%
2025	Male	28	70%
	Female	24	80%

Table 29: Career Development Review by Employment Level

Career Development Review by Employment Level			
2024	Employee	47	81%
	Manager	18	72%
2025	Employee	38	78%
	Manager	15	71%

Table 30: Career Development Review by Employment Level and Gender (%)

	Male	Female	Male	Female
	2024		2025	
Senior Management	50%	100%	40%	100%
Department Manager & Deputy	85%	80%	80%	67%
Other	85%	80%	80%	75%
TOTAL	80%	75%	70%	80%



Seafarer Performance Assessment

Crew members are regularly evaluated by Masters and supervising superintendents, who provide **guidance, performance feedback and recommendations for further improvement**. Assessment records are submitted to the Crew Department and communicated to the seafarers for review, acknowledgement and comments. This approach promotes accountability, transparency and effective communication throughout the evaluation process.

Occupational Health and Safety

Protecting the health, safety and well-being of both seafarers and shore personnel remains a core operational priority for Prime Marine. During 2025, the Company continued strengthening its HSSE culture by promoting prevention, accountability and continuous improvement across all activities. Operations are conducted in accordance with international maritime requirements and strict internal procedures, while employees are supported through training, clear guidance and active leadership involvement to encourage safe working practices and a **Zero Harm mindset**.

Health and Safety Framework

The Company maintains an **ISO 45001:2018 certified** Occupational Health and Safety Management System (OHSMS), fully integrated into daily operations and applicable to all employees, both onboard and ashore. The system complies with applicable legal and maritime requirements and is regularly verified through internal reviews and annual external audits performed by accredited organizations. It also forms part of the broader Integrated Management System, aligned with recognized maritime standards such as the ISM Code, MLC 2006 and other relevant frameworks.



Risk Prevention and Control

Operational risks are managed through a preventive and continuously evolving process designed to detect, assess and reduce potential hazards across all Company activities. Through the implementation of **Risk Assessment and Management of Change procedures**, Prime Marine applies a systematic approach focused on risk recognition, detailed review, proper recording and the introduction of effective safeguard measures to support safe working conditions.

To strengthen this process, the Company utilizes a **seven-stage risk evaluation methodology** that combines both analytical and experience-based assessment tools, including HAZID, What If Analysis, Change Analysis and Layers of Protection Analysis (LOPA). This approach supports comprehensive risk identification and more effective decision-making in relation to operational safety.

Regulatory
and Safety
Standards

- > Code of Sea Working Practices
- > International Safety Management Code (ISM)
- > Safety of Life at Sea (SOLAS)
- > International Safety Guide for Oil Tankers and Terminals (ISGOTT)
- > OPA 90
- > MARPOL

HSQE Performance Results

Prime Marine follows a structured process for tracking, documenting and reviewing occupational incidents, in accordance with international practices and the Company’s internal HSQE procedures.

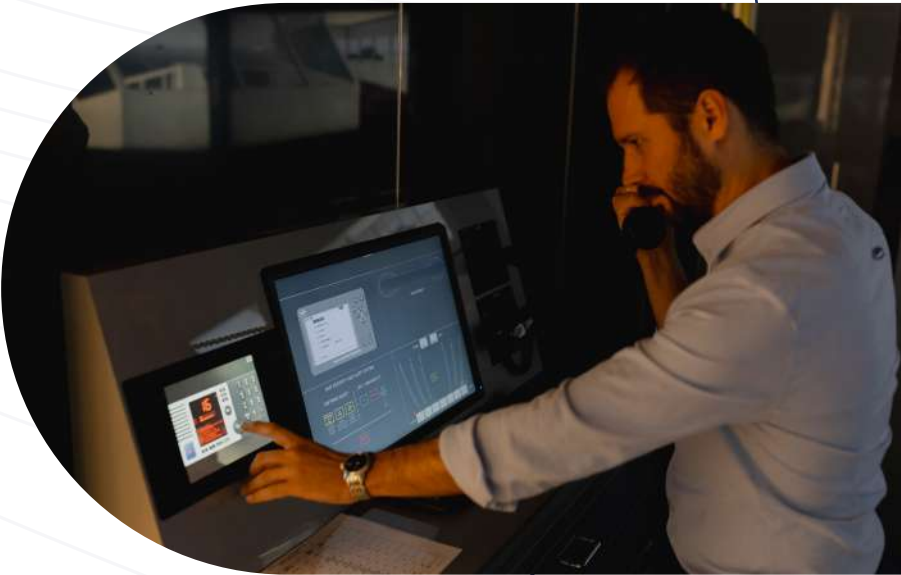
During 2025, no fatalities or high-severity injuries were reported. The Total Recordable Case Frequency (TRCF) reached 0.38, based on 2,615,256 total working hours.

One lost workday incident was recorded during the reporting year and involved a Messman who suffered burns caused by boiling water inside the cabin area. Following the incident, a detailed investigation and root cause review were carried out, leading to the implementation of corrective and preventive measures aligned with the hierarchy of controls.

As part of these actions, related procedures and documentation were updated, while all vessels were equipped with durable cups fitted with lids to help minimize the likelihood of similar incidents occurring in the future.

Table 31: Lost Time Incident Rate

Lost Time Incident Rate (LTIR)	
2024	0.39
2025	0.38



Safety Participation and Engagement

Prime Marine promotes a culture focused on continuous development, encouraging **employees both onboard and ashore to actively contribute ideas that improve safety, efficiency, quality and everyday operations**. This approach supports operational excellence, cost-effective performance and stronger stakeholder value.

The Company’s improvement philosophy follows the **PLAN – DO – CHECK – ACT** model, reinforcing **ongoing evaluation and operational enhancement**. Participation from vessel and office personnel is encouraged through Safety Committee Meetings, OHS meetings, operational reviews and management discussions. In parallel, the Team Safety Walk initiative strengthens onboard communication by encouraging crew members to share observations, concerns and practical safety recommendations.

Findings and lessons learned from incidents are incorporated into internal procedures and risk assessments to help prevent recurrence. Particular emphasis is also placed on clear and accessible safety communication, with key safety information translated where necessary and supported by visual materials such as posters and onboard notices.

Occupational Injury and Health Performance

Through an integrated occupational health and safety framework, the Company provides access to preventive healthcare services, employee wellness initiatives and ongoing medical support across onboard and office operations. Throughout 2025, Prime Marine continued the systematic monitoring and evaluation of occupational injuries and work-related health conditions across all activities. The main performance results for the reporting year are presented below:

Zero Number of fatalities as a result of work-related injury	Zero Number of fatalities as a result of work-related ill health
Zero Number of high-consequence work-related injuries	Zero Number of cases of recordable work-related ill health
1 Number of recordable work-related injuries Description of incident: A burn injury occurred during routine service operations, where a crew member sustained burns due to hot water exposure in the cabin.	None reported Main types of work-related illness
1,552,320 hours Total hours worked	None identified Work-related hazards that pose a risk of ill health

Building Safety Awareness

Employees are provided with ongoing learning opportunities designed to strengthen the skills and knowledge required for safe and effective job performance. Training requirements are identified from the initial induction stage, while additional sessions are delivered whenever necessary to ensure role-specific capability and preparedness. Health and safety education is implemented across all operational levels, covering both shore personnel and seafarers.

Health Programs

Employee health and well-being continue to represent a key area of focus, supported by initiatives and medical services designed to safeguard both physical and psychological health.



Office Personnel

- > Availability of an in-house physician for immediate medical support when required.
- > Annual health examinations, with the possibility of obtaining additional medical evaluations where necessary.

Seafarers

- > Continuous support from an external specialized healthcare provider for the management of onboard medical situations and emergencies.
- > **24/7 medical assistance through telephone or email communication**, including psychological guidance when needed.
- > Continuation of selected health protection practices initially established during the COVID-19 period, including personal protective equipment and pre-joining rapid antigen testing (until March 2025), while mental health awareness remains incorporated into seafarer training programs.
- > Secure digital medical records system for maintaining crew medical history and incident-related information.

Access to medical information is carefully controlled and handled under strict confidentiality principles, ensuring availability only to authorized healthcare personnel.

Employee Wellbeing Programs

Special attention is given to addressing the varying needs of our seafarers, helping sustain motivation, engagement and quality of life both ashore and onboard. Employee health remains a key priority, supported by preventive healthcare services, wellness initiatives and ongoing medical support across all operations.

Employee Support and Benefits



All Employees

- > Healthcare
- > Retirement Provisions
- > Parental Leave
- > Free Lunch
- > Flexible schedule for parents



Seafarers

- > Medical treatment that includes mental health support and awareness trainings on wellbeing matters
- > Catering Services
- > Rejoining Bonus
- > Active Promotion Scheme
- > Short Contracts

We continuously review employee feedback to improve onboard living conditions and strengthen the onboard experience. Recreational activities, including group entertainment initiatives, together with meal options reflecting crew cultural preferences, help create a more familiar and engaging environment at sea. In addition, employee retention following parental leave reached 100% during 2025.

Employee Rewards and Recognition

Performance Incentive Program

Prime Marine considers employee contribution a key element in supporting business performance and long-term success. To reward individual results and reinforce a high-performance culture, the Company applies an annual incentive mechanism.

The bonus framework forms part of the yearly evaluation cycle and follows the Company's fiscal reporting period. Incentive amounts are calculated after the completion of each fiscal year according to overall Company profitability and are issued during the first quarter of the following year.

Annual bonus eligibility applies to employees who:

- > Complete at least six months of uninterrupted service before fiscal year-end.
- > Reach a minimum average appraisal score of 70% during the evaluation period.
- > Are not involved in an active employment separation process.

Department Managers and Chief Officers forward bonus proposals to the Human Resources Department, expressed as a percentage of each employee's net monthly base salary. Final allocation is determined by the CEO and Co-CEO after completing the internal assessment process to maintain consistency and alignment with the applicable framework.



PRIME Excellence Award

In addition to the annual incentive framework, Prime Marine maintains the PRIME Excellence Award, a discretionary recognition initiative established to highlight exceptional individual contributions extending beyond routine responsibilities.

The €5,000 award applies to office employees up to Deputy Chief Officer level and is intended for individuals

displaying initiative, innovative thinking, or significant one-time accomplishments. Examples may include addressing demanding situations or undertaking additional responsibilities during critical periods. The recognition focuses on specific achievements rather than long-term performance results. Department Managers forward nominations to the Human Resources Department for further review.



Additional Benefits and Incentives

Beyond the formal incentive programs, Prime Marine provides a broad range of employee benefits aimed at supporting well-being and strengthening a positive and efficient working environment. These include:

- > Annual bonuses and performance-based incentives
- > Private health insurance for all employees
- > Annual medical check-ups
- > Complimentary meals and beverages at the Company's restaurant
- > On-site medical services through contracted providers
- > Access to complimentary coffee for all staff
- > Funding opportunities for higher education, aligned with succession planning
- > Flexible working arrangements for employees with personal needs (case-by-case basis)
- > Extended paid leave for serious family medical emergencies (case-by-case basis)

These provisions reflect the Company's continued effort to maintain a workplace that encourages employee development, supports well-being and promotes an inclusive and productive culture.

Human Rights

Prime Marine promotes a workplace built on equal opportunities and respect, ensuring fair and respectful treatment for all personnel, both ashore and onboard.

The Company adheres to the principles of the Maritime Labour Convention and International Labour Organization requirements, safeguarding equitable employment conditions and supporting seafarers’ rights.

Our approach to diversity is reflected in policies that prohibit discrimination based on gender, age, ethnicity, nationality, religion, sexual orientation or physical ability. Recruitment, performance assessment and career progression are guided by transparent and merit-based practices, reinforcing responsible workplace standards and our broader ESG principles.

During 2025, office personnel completed GDPR-related Computer-Based Training (CBT) covering data privacy and human rights topics. **Throughout the reporting year, no human rights concerns or related incidents were identified or reported.**

In addition, all seafarers under Prime Marine’s management continued to operate under employment agreements **covered by Collective Bargaining Agreements** (CBAs), reflecting our ongoing focus on responsible labor practices and workforce protection.

Policies

Prime Marine recognizes the importance of maintaining a workplace where individuals are treated fairly, feel respected, and are provided with an environment that supports personal and professional development. To address inappropriate behavior, including harassment-related matters, dedicated policies and reporting procedures have been established to ensure proper prevention, handling and response mechanisms.



Sexual Harassment Prevention Policy

Any case of inappropriate conduct is encouraged to be reported without delay to safeguard employees and third-party personnel. Multiple communication routes are available, allowing concerns to be raised through the Human Resources Department, directly to the vessel Master, or via email. Verified incidents are addressed through disciplinary actions determined according to the seriousness of the case, ranging from written notices to employment termination.



Workplace Harassment Prevention

Cases involving workplace harassment are addressed through prompt and appropriate corrective actions. Depending on the nature and severity of the incident, disciplinary measures may include formal sanctions or termination of employment.



Socioeconomic Compliance

As a global tanker operator, the conflicts in the Middle East and Ukraine have had direct impacts on our operations. Geopolitical instability affects commercial routing, freight markets, port accessibility, crew safety, and bunker price volatility. These disruptions can increase emissions due to rerouting and create broader societal impacts, including supply chain strain on essential energy products. Positively, the situation has accelerated industry wide improvements in risk management, emergency preparedness, and responsible sourcing.

While we have no involvement in the negative impacts of these conflicts, our exposure arises through active trading routes, regional port calls, and reliance on global supply chains.

Our policies, such as our sustainability governance, risk management framework, and sustainable supply

chain standards, guide our approach to human rights, business ethics, compliance, and responsible business conduct.

To manage and mitigate conflict related impacts, we have strengthened voyage risk assessments, diversified routing strategies, enhanced supplier due diligence processes, and intensified monitoring of regional security and regulatory developments. These actions support the continuity of safe, compliant, and environmentally responsible operations.

We monitor the effectiveness of these measures through operational KPIs (route deviations, delays, safety indicators), supplier compliance reviews, and risk management dashboards aligned with our broader ESG metrics.

Data Privacy

Prime Marine remains committed to protecting information assets and maintaining strong standards of data privacy and cyber security across all operations.

The Company’s **ISO 27001 certification** reflects its structured approach to information security management and the continuous strengthening of cyber risk controls.

During 2025, Prime Marine maintained its data protection framework and recorded no verified incidents involving customer data loss or breaches of customer privacy.

Maritime Cyber Risk Management

In line with the IMO Resolution on Maritime Cyber Risk Management, the Company continued enhancing its cyber risk management practices to strengthen the protection of onboard systems and vessel operations against evolving cyber threats and technological vulnerabilities.

Regular reviews and system assessments are carried out to identify security improvement opportunities and implement the necessary protective measures and software updates.



Cybersecurity Practices

The Company continues investing in training and awareness initiatives aimed at strengthening cyber risk prevention across the organization. These initiatives include:

- > Cybersecurity training programs and quarterly awareness campaigns focused on emerging threats and responsible digital practices
- > Simulated phishing exercises to evaluate employee readiness in identifying suspicious communications
- > An internal alert mechanism enabling the immediate reporting of phishing attempts and cybersecurity incidents

To further strengthen digital infrastructure, Prime Marine continued upgrading network systems to

improve bandwidth capacity, data transfer speed and secure ship-to-shore communications across the fleet.

The Company also maintains a comprehensive framework of information security and data protection policies, including:

- > General Data Protection Policy Information Security Policy
- > Computer E-mail and Internet Usage Policy
- > Removable Media Policy
- > Mobile Phone Use Policy
- > Social Media Policy
- > CCTV Policy

Community Impact and Support

At Prime Marine, our contribution extends beyond business operations through initiatives that support social value and community welfare. We continue to strengthen our social commitment by providing financial assistance and contributions to organizations that deliver meaningful support and positive outcomes for society.

During the reporting year, we continued supporting the following organizations:

- > **“Shelter of Love”**: Provides accommodation and care services for elderly people requiring support throughout Greece.
- > **“Association of Parents Guardians & Friends of Autism People”**: Supports the “Saint Nicholas” specialized boarding school in Attica and contributes to the care, inclusion and development of individuals with autism.
- > **“Hospice for Neuro-disability”**: A long-established healthcare institution in Greece delivering specialized treatment and residential services for individuals with chronic neurodegenerative conditions.
- > **“METAdrasi”**: A non-profit organization operating in Greece since 2009, delivering essential reception, protection and integration services for refugees and migrants, while placing particular emphasis on the support, care and safeguarding of unaccompanied minors.

05

Appendix

> ESG Data Tables	80
> SASB Content Index	85
> Independent Assurance Statement	88
> GRI Content Index	91

ESG Data Tables

Table 32: Office Energy and Emissions GRI 302-1, 302-3, 305-1, 305-2, 305-3, TR-MT-110a.1

		Unit	2024	2025
Scope 1 Emissions	Gross GHG emissions	tCO ₂	0	0
	Voluntary Emissions Reductions*	tCO ₂	0	0
	Total	tCO ₂	0	0
Scope 2 Emissions	Purchased Electricity	kWh	296,134	331,997
	Electricity Intensity per office employee	kWh/person	3,483.93	4,742.81
	Gross GHG emissions	tCO ₂	107.81	90.39
	Voluntary Emission Reductions*	tCO ₂	-107.81	-90.39
	Total	tCO ₂	0	0
Scope 3 Emissions	Emissions from business travel, employee commute, office waste generation, water consumption, purchased goods and services, and capital goods	tCO ₂	260.36	273.551
	Voluntary Emission Reductions*	tCO ₂	-260.36	-273.551

*Prime Marine offsets all the GHG emissions from its headquarters using the Verified Carbon Standard and 3rd party certification. More details on sponsored projects are available on the VERRA Registry

Table 33: Fleet Emissions GRI 302-1, 305-3, 305-4, 305-7

			2024			2025		
		Unit	Tanker Fleet	Gas Fleet	Total	Tanker Fleet	Gas Fleet	Total
Fuel Consumption	MDO	Tons	48,146	2,533	50,679	11,649.8	127	11,776.8
	LFO	Tons	1,021	23.00	1,044	0	0	0
	HFO	Tons	177,415	1,245	178,660	78,034	5,645.7	83,679.6
	Total	Tons	226,582	3,801	230,383	89,683.7	5,772.7	95,456.4
AER		Grams CO ₂ / ton-mile	5.81	9.76	5.98	5.12	11.23	5.45
Fleet GHG Emissions		tCO ₂	263,787.86	19,259.81	283,047.67	273,312.51	17,987.79	291,300.30
Nox Emissions	Intensity	Grams / tonne-miles	0.153	0.516	0.669	0.166	0.491	0.174
	Total	Tons	3,365.77	356.10	3,721.87	4,172.22	340.08	4,512.30
SOx Emissions	Intensity	Grams / tonne-miles	0.019	0.045	0.064	0.013	0.036	0.013
	Total	Tons	412.55	31.23	443.78	322.12	24.74	346.86
PM Emissions	Intensity	Grams / tonne-miles	0.005	0.0117	0.0167	0.0063	0.0095	0.0063
	Total	Tons	111.59	8.10	119.69	157.81	6.60	164.41

Table 34: Waste GRI 306-3, 306-4

		Unit	2024	2025
Waste in the office	Paper purchased	Tonnes	1.08	0.78
	Recycled paper	Kilograms	4,425	2,685
	Recycled aluminum	Kilograms	46.70	44.45
	Recycled plastic	Kilograms	101.40	126.9
	Recycled batteries	Kilograms	15.00	15
	Recycled electric waste	Kilograms	152.20	0
	Recycled Plastic Caps	Kilograms	330	85
Waste on the fleet	Plastics (A)	m ³	396.48	259.18
	Food Waste Comminuted and Not (B)	m ³	68.80	33.83
	Domestic Wastes (C)	m ³	270.93	260.44
	Cooking Oil (D)	m ³	2.63	2.49
	Incinerator Ash (E)	m ³	10.55	12.42
	Operational Wastes (F)	m ³	60.45	37.19
	e-Waste (I)	m ³	10.19	13.38

Table 35: Employee Details GRI 102-7, 102-8, 401-1

				2024	2025
Shore-based Personnel	By Gender	Men		47	40
		Women		36	30
	By Age	<30 yrs.		7	6
		30-50 yrs.		53	44
		>50 yrs.		23	20
Crews	By Gender	Men		681	629
		Women		0	0
	Total			681	629
Shore-based Personnel				2024	2025
New Hires	By Gender	Men		0	1
		Women		1	0
	By Age	<30 yrs.		1	0
		30-50 yrs.		0	1
		>50 yrs.		0	0
	Total			1	1
Turnover	By Gender	Men		13	8
		Women		4	5
	By Age	<30 yrs.		2	1
		30-50 yrs.		10	10
		>50 yrs.		5	2
	Total			17	13
	Annual Turnover Rate			18.6%	17%

Table 36: Parental Leave* GRI 401-3

By function	2024			2025		
	Male	Female	Total	Male	Female	Total
Total number of employees that were entitled to parental leave	47	36	83	40	30	70
Total number of employees that took parental leave	1	5	6	1	4	5
Total number of employees that returned to work in the reporting period after parental leave ended	1	0	1	1	4	5
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	1	5	6	0	3	3
Return to work Rate	17%	0%	17%	100%	100%	100%
Retention Rate	17%	83%	100%	0%	75%	60%

*Only data for shore-based employees are included

Table 37: Employee Training and Development GRI 404-1, 404-3

			2024	2025
Average training hours of shore-based personnel (hours/person)	By Gender	Men	14	11.4
		Women	7.9	3.2
	Average		21.9	14.6
Average training hours of crews (hours/person)	By Gender	Men	1.38	18.73
		Women	N/A	N/A
	Average		1.38	18.73
Percentage of shore-based personnel who received a regular performance and career development review	By Gender	Men	80%	70%
		Women	75%	80%
	By Level	Senior Management	60%	50%
		Manager & Deputy Manager	84%	78%
		Others	82%	82%
	Total		78%	75%

SASB Content Index

Category	Disclosure Topic	SASB Indicator	Unit of measure	Reference/ response
GHG Emissions	Gross global scope 1 emissions	TR-MT-110a.1	Metric tons (t) CO-e ₂	0
	Discussion on long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	TR-MT-110a.2	n/a	N/A
	(1) Total energy consumed (2) percentage heavy fuel oil (3) percentage renewable	TR-MT-110a.3	Gigajoules (GJ)	1,195
			Percentage (%)	The vessels are mainly burning HFO and only MGO is for specific ports/areas or for dedicated machineries
			Percentage (%)	For the fleet: N/A For the office: 50.84
	Average Energy Efficiency Design Index (EEDI) for new ships ³	TR-MT-110a.4	Grams of CO ₂ per ton nautical mile	3.50
Air quality	Air emissions of the following pollutants: (1) NOx (excluding N ₂ O) (2) SOx (3) particulate matter (PM10)	TR-MT-120a.1	Metric tons (t)	4,206.22
				346.86
				164.40

³ Including third-party managed vessels

Category	Disclosure Topic	SASB Indicator	Unit of measure	Reference/ response
Ecological impacts	Shipping duration in marine protected areas or areas of protected conservation status	TR-MT-160a.1	Number of travel days	Not measured
	Percentage of fleet implementing ballast water (1) exchange (2) treatment	TR-MT-160a.2	Percentage (%)	0
			Percentage (%)	100
	(1) Number (2) aggregate volume of spills and releases to the environment	TR-MT-160a.3	Number	0
			Cubic meters (m³)	0
Employee Health and Safety	Lost time injury rate (LTIR)	TR-MT-320a.1	Number / Rate	0.38
Business Ethics	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	TR-MT-510a.1	Number	3
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	TR-MT-510a.2	Reporting currency	0
Accident and Safety Management	Number of marine casualties, percentage classified as very serious	TR-MT-540a.1	Number, Percentage (%)	0
	Number of conditions of class or recommendations	TR-MT-540a.2 TR-MT-540a.3	Number	• 1 Statutory condition • 0 class conditions
	Number of port state control (1) deficiencies (2) detentions		Number	• 28 deficiencies • 0 detentions



Activity Metric	Category	Unit of measure	Code	Reference/ response
Number of shipboard employees	Quantitative	Number	TR-MT-000.A	629 shipboard employees
Total distance traveled by vessels	Quantitative	Nautical miles	TR-MT-000.B	767,507.76
Operating days	Quantitative	Days	TR-MT-000.C	• Prime Tanker Management: 5,136 • Prime Gas Management 347
Deadweight tonnage	Quantitative	Thousand deadweight tons	TR-MT-000.D	1,172,700.800
Number of vessels in total shipping fleet	Quantitative	Number	TR-MT-000.E	14 vessels in total. • Prime Tanker Management Inc.: 13 Tankers • Prime Gas Management Inc.: 1LPG carrier
Number of vessel port calls	Quantitative	Number	TR-MT-000.F	• Prime Tanker Management: 391 • Prime Gas Management: 26

Independent Assurance Statement



CSE Independent Assurance Statement

CSE North America has been engaged by PRIME MARINE (Prime) to provide independent assurance over the Sustainability Report 2025. The aim of this process is to provide reassurance to Prime’s stakeholders over the accuracy, reliability and objectivity of the reported information and the coverage of the material issues regarding the business and the stakeholders. The Prime Sustainability Report 2025 was assessed against the AA1000 Assurance Standard (v3) to a moderate level.

Scope of work

The scope of work included a review of the Prime Sustainability Report 2025 activities and performance data related to the year that ended December 31, 2025. The PRIME MARINE 2025 ESG report has been established “in accordance” with the Global Reporting Initiative (GRI 2021) Standards and followed the Sustainability Accounting Standards Board (SASB) Standards for the ‘Marine Transportation’ sector.

The assurance process was conducted in line with the requirements of the AA1000 Assurance Standard v3

and applied a Type 2 ‘moderate’ level of assurance. Type 2 requires assessment of organization’s adherence with the AA1000 AS Principles and shall additionally assess and evidence the reliability and quality of specified sustainability performance and disclosed information. The principles that the assurance process is focused on are:

- > Inclusivity, Materiality, Responsiveness, and Impact.

The scope of work included a review of the 2025 Sustainability Report activities and performance data. Specifically, this included:

- > Statements, information and performance data contained within the Sustainability `Report.
- > Prime Marine’s process for determining material aspects for reporting and the management approach to material issues.
- > Prime Marines’s reported data and information where specified as a material issue and not already covered by existing assurance processes.

Methodology

In order to verify the content of the 2025 Sustainability Report we undertook the following activities to inform our independent assurance engagement:

- > Conducted document reviews, data sampling and associated reporting systems as they relate to selected content and performance data.
- > Reviewed the outcomes of Prime Marine’s stakeholder engagement activities in 2025.
- > Reviewed the materiality analysis and its outputs.
- > Evaluated Prime Marine’s draft external sustainability report disclosure.

General Conclusions

With respect to the scope of work, we conclude that:

- > The account of Prime Marine’s activities and performance during 2025 and the way they are presented in the 2025 Sustainability Report is accurate.
- > Prime Marine adheres to the principles of inclusivity, materiality, responsiveness, and impact as per the AA1000 Accountability Principles Standard.

Any errors or misstatements identified during the engagement were corrected prior to the publication of the 2025 Sustainability Report.

Key Observations and Recommendations

Based on the observations and concluding remarks derived from the assurance engagement, our key observations, and recommendations for the improvement of Prime Marine’s future Sustainability Report process are:

Inclusivity

> Prime Marine has identified a comprehensive set of 9 stakeholder groups and the engagement frequency (from daily to annual). As indicated external (customers/charterers, communities, financial institutions, etc) are considered less material than internal stakeholders meaning less frequent and direct engagement. An increased focus on the external stakeholders can contribute to additional insights in the materiality process and wider sustainability strategy of Prime Marine.

Materiality

> A number of topics changed in the material topic list since 2024. These included changes to Business Ethics, Anti-Corruption, Energy, Water & Effluents, Environmental Compliance, Non-discrimination and Socioeconomic Compliance. Several topics were deemed no longer material such as biodiversity and

employee wellbeing. It would be helpful to include more detailed narrative on what drove the changes and to help inform the stakeholders.

> Prime Marine has embedded its double materiality process into strategy, further integration and Board-level training or engagement on materiality should continue to be prioritized.

Responsiveness

- > Prime Marine has addressed and engaged on key issues raised by stakeholders and this is appropriately reflected in the Report’s material topics and GRI/SASB aligned disclosures.
- > The Report references climate scenario analysis and short/medium/long term risk horizons. It would be beneficial to provide a distinct and documented climate scenario testing methodology to support the existing GHG boundary and calculation methodology to evidence in future reporting cycles.

Impact

- > Prime Marine shows more than adequate monitoring, measurement and accountability for its environmental and social impacts, supported by verified data (ISO 14064, EuroCert) and multiple ISO management system certifications.
- > Sampled data evidence was provided for fleet-wide environmental activities consistent with moderate-level assurance engagement.

- > A renewed focus on supplier due diligence for the next reporting cycle would be advantageous with a due diligence report specifically aligned to Prime Marine, rather than just for Northwind Transenergy.
- > It is confirmed that based on the legal disclosure of Prime Marine that there were zero confirmed corruption/unethical conduct cases, zero regulatory non-compliance incidents or fines. For future reporting cycles additional evidence of any registers of whistleblowing or litigation could be provided or from external counsel too.
- > A particular highlight is the zero breaches or data privacy/cybersecurity and the underlying quarterly IT security reports alongside ISO 27001 alignment which give very strong confidence on the evidence based disclosure.

Findings and conclusions concerning adherence to the AA1000AS principles of Inclusivity, Materiality, Responsiveness and Specific Performance Information

Performance Indicators / Data Management

Crew training data is currently aggregated from multiple sources. It is recommended to consolidate into a single system to reduce effort and minimize risk of errors.

The KPI average electricity consumption per employee per day was provided at an annual per employee level.

For the next reporting cycle consideration should be given to aligning the metric more closely to the evidence provided, i.e. either annual or daily.

As observed previously, it is recommended that Prime Marine continues its progress in developing the processes for collection, retention and storage of data and documentation. This can also be applied to lower material issues in case of future changes in materiality scope allowing a readiness of data evidence and if more extensive assurance is required in future.

Specifically, during the independent assurance process, CSE examined evidence and documentation regarding:

- > A description of other means, besides the materiality assessment, of identifying and verifying important sustainability topics for the 2025 fiscal year.
- > A description (along with any supporting evidence and documentation) of the stakeholder engagement process, including the materiality assessment process.
- > Evidence and documentation about Prime Marine’s Sustainability Strategy and KPIs.
- > Evidence and documentation regarding material ESG topics, included in the report:
 - Business Ethics
 - Anti-corruption
 - Adherence and Compliance to Regulatory Requirements
 - Energy Consumption
 - Water and Effluents

- Emissions and Climate Change
- Waste Management
- Environmental Compliance
- Pollution Prevention
- Occupational Health and Safety
- Training and Education
- Non-discrimination
- Cybersecurity and Data Privacy
- Socioeconomic Compliance
- > Verification that there were no legal actions against Prime for anticompetitive behavior, anti-trust, or monopoly practices.
- > Verification that no allegations were made against Prime regarding corruption, as well as that no confirmed incidents under any applicable corruption laws were reported during the reporting period.
- > Verification that Prime had zero breaches of customer privacy or losses of customer data during the reporting period.

Exclusions and limitations

- Excluded from the scope of our work is information relating to:
- > Activities outside the defined reporting period or scope.
 - > Company position statements.
 - > Financial data taken from Prime Marine’s 2025 Annual Report.
 - > Data already verified by external auditors and certifications covering the relevant time period.

- > Content of external websites or documents.
- > Any other issue or policy that was not referred to in the documentation.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the 2025 Sustainability Report. The scope of our work was defined and agreed in consultation with Prime Marine.

Statement of CSE Independence, Impartiality and Competence

This is the second year that CSE has provided independent assurance services in relation to the Prime Marine Sustainability Report. Our assurance team completing the work for Prime Marine has extensive knowledge of conducting assurance over environmental, social, health, safety and ethical information and systems, and through its combined experience in this field, an excellent understanding of good practice in Sustainability Reporting and assurance.



AA1000
Licensed Report
000-142/V3-RP0CN

On behalf of the Assurance Team
Nikos Avlonas and James Wallace,
CSE North America



CENTER for
SUSTAINABILITY and
EXCELLENCE

ESG

Net-Zero

Climate Resilience

GRI Content Index

Statement of use	PRIME MARINE has reported in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025, with an annual frequency.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	There is no applicable sector standard.

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-1 Organisation details	p. 6		A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization’s sustainability reporting	p. 6				
	2-3 Reporting period, frequency and contact point	p. 4				
	2-4 Restatements of information	No restatements of information from previous reporting period were made.				
	2-5 External assurance	p. 88-90				
	2-6 Activities, value chain and other business relationships	p. 9-10, 27				
	2-7 Employees	p. 55, 59	 			
	2-8 Workers who are not employees	p. 55				

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	p. 30-31	 			
	2-10 Nomination and selection of the highest governance body	p. 30-31	 			
	2-11 Chair of the highest governance body	p. 30-31				
	2-12 Role of the highest governance body in overseeing the management of impacts	p. 21-22, 30-31				
	2-13 Delegation of responsibility for managing impacts	p. 21-22, 30-31				
	2-14 Role of the highest governance body in sustainability reporting	p. 11, 22, 30-31				
	2-15 Conflicts of interest	p. 29				
	2-16 Communication of critical concerns	p. 29				
	2-17 Collective knowledge of the highest governance body	p. 22, 30				

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body			Requirements a, b, c	Information unavailable	Information regarding the process for evaluating the performance of the highest governance body, including the frequency and independence of such evaluations and any actions taken in response, is currently unavailable.
	2-19 Remuneration policies			Requirements a, b	Confidentiality constraints	As a privately owned company, Prime Marine considers information regarding the remuneration policies of members of the highest governance body and senior executives to be confidential.
	2-20 Process to determine remuneration			Requirements a, b	Confidentiality constraints	As a privately owned company, Prime Marine considers information regarding the process for determining the remuneration of members of the highest governance body and senior executives to be confidential.
	2-21 Annual total compensation ratio			Requirements a, b, c	Confidentiality constraints	Prime Marine considers information relating to individual executive compensation and associated compensation ratios to be confidential.
	2-22 Statement on sustainable development strategy	p. 3				

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-23 Policy commitments	p. 25, 27, 29, 75				
	2-24 Embedding policy commitments	p. 25, 27, 29-30, 64				
	2-25 Processes to remediate negative impacts	p. 29, 32				
	2-26 Mechanisms for seeking advice and raising concerns	p. 29				
	2-27 Compliance with laws and regulations	p. 26				
	2-28 Membership associations	p. 10				
	2-29 Approach to stakeholder engagement	p. 11, 15-17				
	2-30 Collective bargaining agreements	p. 75				

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
Material Topics						
GRI 3: Material topics 2021	3-1 Process to determine material topics	p. 11-12		A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2 List of material topics	p. 13-14				
Anti-corruption						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 28				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	p. 28				
	205-2 Communication and training about anti-corruption policies and procedures	p. 7, 24, 28				
	205-3 Confirmed incidents of corruption and actions taken	p. 7, 24, 28				
Energy Consumption						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 36				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 36, 38				
	302-2 Energy consumption outside of the organization	p. 36-37			Information unavailable	Relevant Scope 3 emission categories, including business travel and employee commuting, are monitored; however, the corresponding energy consumption data are not currently quantified in energy units.

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 302: Energy 2016	302-3 Energy intensity	p. 36				
	302-4 Reduction of energy consumption	p. 36, 39, 41-43				
	302-5 Reductions in energy requirements of products and services				Not applicable	Given the nature of the Company's shipping and vessel management activities, reductions in the energy requirements of sold products and services, as defined under this disclosure, are not considered applicable to its current reporting context.

Water and Effluents

GRI 3: Material topics 2021	3-3 Management of material topics	p. 48				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	p. 46, 48	 			
	303-2 Management of water discharge-related impacts	p. 46, 48				
	303-3 Water withdrawal	p. 48		Requirements a, b		Water use is monitored across the Company's operations; however, total water withdrawal by source and water quality category is not available at the level of detail required by the Standard.

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 303: Water and Effluents 2018	303-4 Water discharge	p. 48		Requirements a, b		Quantitative data on total water discharge by destination and water quality category are currently not available.
	303-5 Water consumption	p. 48				
Emissions and Climate Change						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 36				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 36-38	3GOOD HEALTH AND WELL-BEING 12RESPONSIBLE CONSUMPTION AND PRODUCTION 13CLIMATE ACTION 14LIFE BELOW WATER 15LIFE ON LAND			
	305-2 Energy indirect (Scope 2) GHG emissions	p. 37				
	305-3 Other indirect (Scope 3) GHG emissions	p. 37				
	305-4 GHG emissions intensity	p. 37-38				
	305-5 Reduction of GHG emissions	p. 37-43				

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	p. 45				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	p. 44-45				
Waste Management						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 49				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p. 49-52	3GOOD HEALTH AND WELL-BEING 8DECENT WORK AND ECONOMIC GROWTH 11SUSTAINABLE CITIES AND COMMUNITIES 6CLEAN WATER AND SANITATION			
	306-2 Management of significant waste-related impacts	p. 49-52	12RESPONSIBLE CONSUMPTION AND PRODUCTION 13CLIMATE ACTION			
	306-3 Waste generated	p. 49-50				
	306-4 Waste diverted from disposal	p. 51				
	306-5 Waste directed to disposal	p. 50				

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
Occupational Health & Safety						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 68				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 68				
	403-2 Hazard identification, risk assessment, and incident investigation	p. 26, 29, 68-70				
	403-3 Occupational health services	p. 71				
	403-4 Worker participation, consultation, and communication on occupational health and safety	p. 69-70				
	403-5 Worker training on occupational health and safety	p. 64, 71				
	403-6 Promotion of worker health	p. 71-72, 74				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 26, 68				
	403-8 Workers covered by an occupational health and safety management system	p. 68				
	403-9 Work-related injuries	p. 68-70				
	403-10 Work-related ill health	p. 68, 70-71				

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
Training and Education						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 60				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	p. 60-63	4 QUALITY EDUCATION 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES			
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 64-66				
	404-3 Percentage of employees receiving regular performance and career development reviews	p. 67				
Non-discrimination						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 75				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p. 75	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH			

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
Customer Privacy						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 77				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 77				
Business Ethics						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 25, 28-29				
Adherence and Compliance to Regulatory Requirements						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 26				
Environmental Compliance						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 46, 48, 52				
Pollution Prevention						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 44-46, 48				
Socioeconomic Compliance						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 76				

This Sustainability Report has been conducted by the Centre for Sustainability & Excellence.





4, Possidonos Avenue, Kallithea GR 17674 - Greece

T: + 30 - 210 94 64 800 F: + 30 - 210 94 64 800

www.prime-marine.net