



GOLDENPORT SHIPMANAGEMENT LTD.

2024

**Environmental
Social and
Governance
Report**

SAN ALFONSO

SAN ALFONSO

Contents

3 About this Report

4 Message from CEO

5 About Goldenport

6 At a glance

7 Our people

10 Our fleet

13 Our office

14 Memberships and associations

15 Our sustainability vision and strategy

16 Contributing to SDGs

17 Materiality Assessment

20 Stakeholder Engagement

21 Environment

22 Energy Efficiency

25 Fleet Performance

29 Waste management

32 Water management

33 Biodiversity conservation and prevention of marine pollution

35 Social

36 Employee wellbeing

38 Diversity, Equality, and Inclusion

39 Human rights

40 Health and Safety Management

43 Training and Education

44 Community Engagement

45 Governance

46 Corporate Governance

48 Anti-Bribery & Anti-corruption

49 Sustainable Supply Chain

50 Research and Innovation

51 Cybersecurity

52 Appendix

53 Appendix-I: ESG Data Tables

55 Appendix-II: GRI Content Index

58 Appendix-III: SASB Index



About this Report

We are honored to introduce our third Environmental, Social, and Governance (ESG) report, which covers the period from **January 1, 2024, to December 31, 2024 ("FY2024")**. This report is prepared in line with the **Global Reporting Initiatives (GRI) Standards and the Sustainability Accounting Standards Board (SASB)** for Marine Transportation. It highlights our unwavering commitment to ESG principles, detailing our accomplishments, initiatives, and actions throughout the year.

Goldenport Shipmanagement Ltd remains loyal in its commitment to achieving industry objectives, enhancing the environmental and social impacts of our operations, and adapting to the sector's transition towards decarbonization. Our efforts in 2024 have been built upon the foundation established in 2022, demonstrating significant advancements in sustainability practices and community engagement.



American Bureau of Shipping (ABS) has contributed to the preparation of the 2024 ESG Report of Goldenport Shipmanagement Ltd.

Publication Date: 5 December 2025.

Contact

Tel: +30-210 8910500

Email: contact@Goldenport.gr

Message from CEO

I am pleased to present our 2024 ESG Report, which reflects our ongoing commitment to sustainable growth and highlights the significant strides we have made in the past year. This report serves as a vital communication tool for our stakeholders, offering a comprehensive view of our achievements and outlining our future initiatives.

Achieving sustainability in the shipping industry is an evolving and dynamic process. It requires agility, constant adaptability, and collaboration with key stakeholders. Operating in a highly volatile industry, we face added uncertainties from climate change, marine ecosystem degradation, inequality, geopolitical instability, energy insecurity, and macroeconomic challenges. To navigate these complexities, we maintain open dialogue with our stakeholders as we progress on our ESG journey.

Our business strategy centers on creating long-term value by providing top-tier management services in the oil and oil products transportation industry. We are dedicated to integrating key ESG goals into our operations, ensuring that profitability is aligned with the creation of value for all stakeholders.



Balancing the needs, interests, and expectations of our stakeholders while protecting the environment remains a core guiding principle of our actions. Our corporate code of ethics sets clear standards for integrity, transparency, and responsible engagement with all stakeholders, while also creating a positive impact on local communities and the environment.

As we step into the future, Goldenport is determined to lead the way in sustainable shipping - tackling today's challenges while shaping a brighter, greener tomorrow. We wish everyone a successful, safe, and prosperous year ahead.

John Dragnis
Goldenport, CEO

“As we step into the future, Goldenport is determined to lead the way in sustainable shipping”



About Goldenport

At a glance

Founded in 1982, Goldenport Shipmanagement Ltd. is a fully integrated management group specializing in comprehensive ship management services. Our fleet includes 25 dry bulk carriers and 6 container vessels operating globally, serving diverse markets.



Vision

- Our goal is to establish the highest standards for products and services in the shipping industry by operating with zero accidents, no harm to the environment, communities, or our people, while showing respect for all our stakeholders. We believe that continuously upgrading and expanding our fleet will be essential to achieving this vision and strategy, helping to reduce the environmental impact of our operations on land, marine ecosystems, and people.



Mission

- Our company offers top-tier ship management services that fulfill or surpass safety, security, and environmental standards, while also addressing customer needs. We operate in a way that safeguards human health, maintains the quality of our services, protects the environment, and preserves our assets.



Values

- Passion
- Trust
- Equality
- Integrity



Key points

- **Expertise:** Our team consists of highly qualified professionals with extensive maritime experience.
- **Market Relationships:** We maintain strong connections with leading charterers, traders, and operators in the dry bulk and container sectors.
- **Agility:** Our swift response to client needs enables us to offer customized solutions and a wide range of services.

Business Pillars

- In-depth shipping market knowledge with strong industry ties.
- A robust and efficient technical team.
- Established crew management with a reliable pool of seafarers.
- Solid financial base with detailed oversight and reporting.
- A skilled operations team with seagoing experience.
- A modern and efficient fleet.
- Every employee holds responsibility in achieving HSSEE (Health, Safety, Security, Energy & Environment) excellence.

Goldenport Shipmanagement Ltd. is dedicated to delivering excellence in the maritime sector.

Our people

Office Employees

We prioritize fair treatment and dignity for all employees, ensuring equal opportunities and a safe working environment. Our skilled seafarers, with extensive experience, undergo regular training to exceed our corporate standards for quality, safety, and environmental responsibility - surpassing regulatory requirements.

Onshore, we hire professionals with strong technical and academic expertise, investing in their ongoing development and well-being. Our team brings years of maritime expertise. Annually, **98.7%** of our employees, excluding management, participate in performance evaluations conducted by their departmental managers. These evaluations, tailored to each department and involving both managers and the managing director, provide an opportunity to review performance, offer feedback, and set goals for the upcoming year. We also assess and review defined retention KPIs annually.

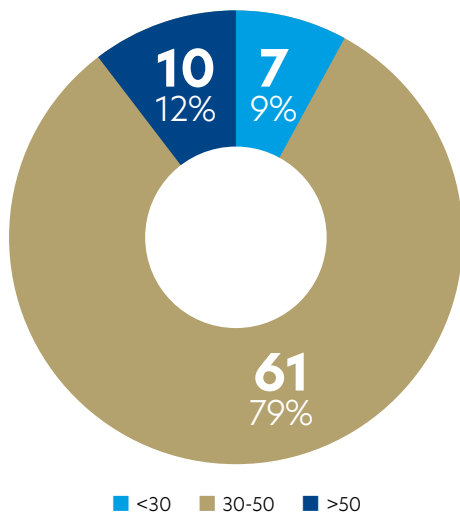


We have 78 employees: 45 males and 33 females. All of them are permanent employees. All employees work full-time, with no non-guaranteed hours. We use EpsilonNet for payroll management and BambooHR for managing time-off leave requests. Employee data, including total number and gender breakdown, is compiled using these platforms.

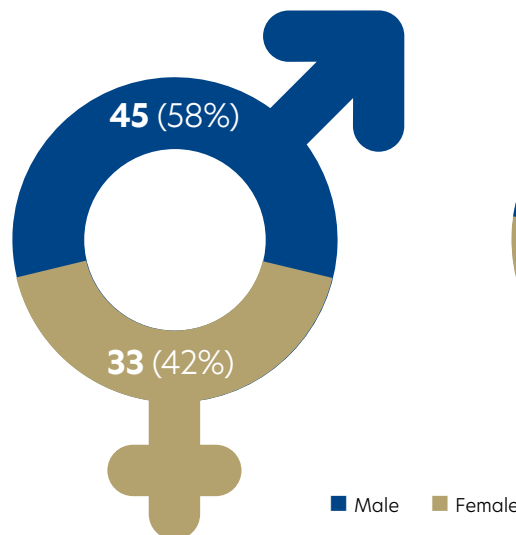
Parental leave is available to all employees as per current legislation. During the reporting period, 1 female employee took paternity leave. New recruits receive department-specific training facilitated by their managers and colleagues. Although there is no formal transition program, internal training ensures smooth integration.

During 2024 there were 9 new hires, 4 male and 5 female employees, while our retention rate was 100%.

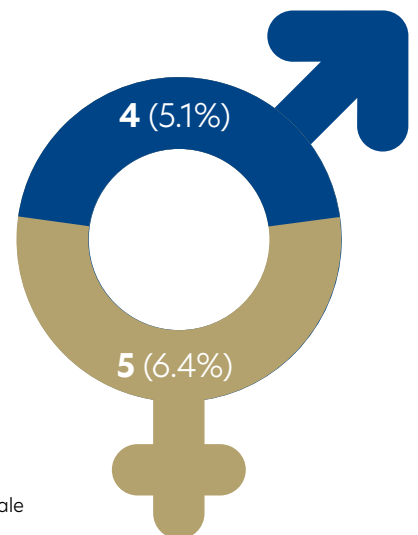
Employee Diversity per Age group 2024



Employee Diversity per Gender 2024



New Hires & Hire Rate per Gender 2024



Our people

Seafarers

People that are being placed on board are selected from an established pool of candidates which have either proven their skills in the past or have recommendations and credentials that suit the Company's standards.

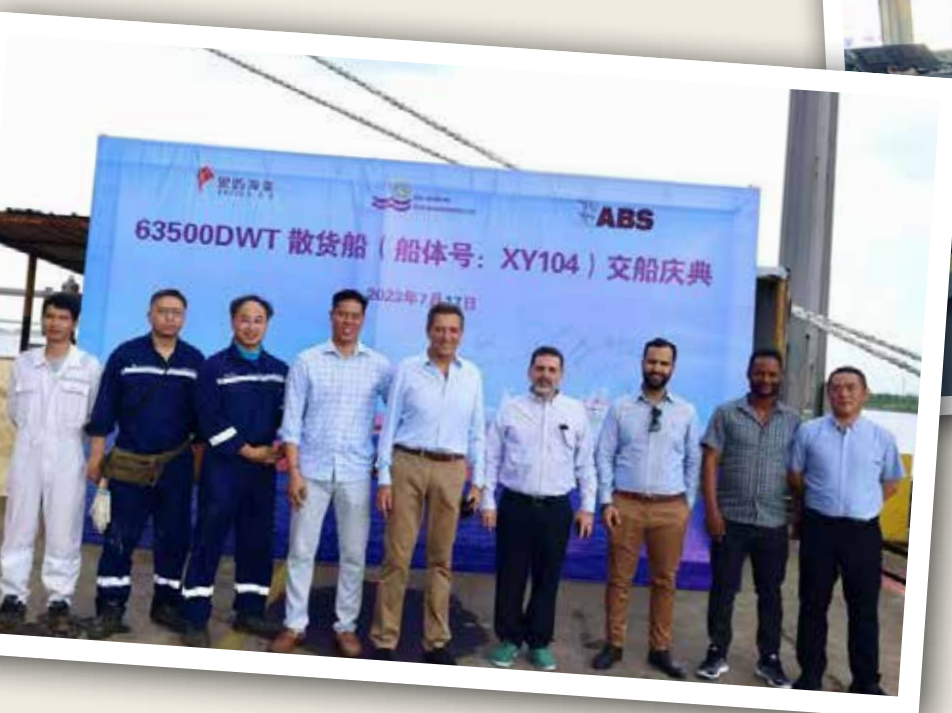
The Company offers comprehensive training to the seagoing personnel in order not only to enrich their skills and knowledge but also to keep them updated with the regulation changes in the industry. Our training plan is reviewed on an annual basis, and our custom-built, shore-based training courses are being developed by various training centers such as Nautilus Training center, UMTC, Norwegian Training Center in Manila etc.

These are complemented by in-house case studies provided to our crew by our Safety and Quality department personnel.

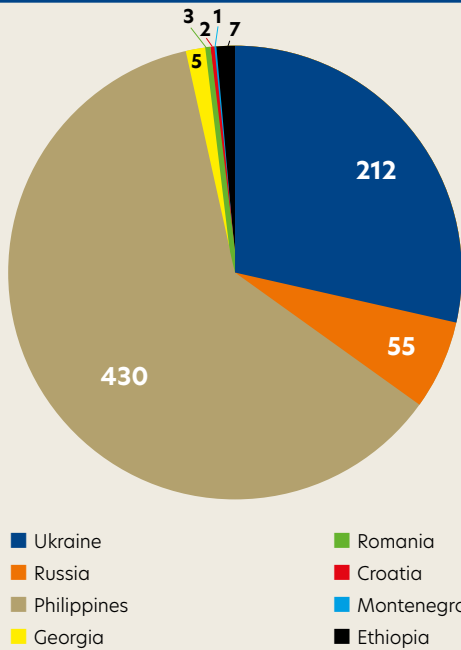
Additionally, 100% of our crew members undergo an evaluation for their overall performance and skills, annually, and the records are kept in a database for future reference.

In 2024, we had **715 active seafarers** on board and **950 seafarers in our pool**. Our company's main pools for sea workforce are established in The Philippines, Ukraine, Russia, Romania, Croatia, Montenegro and Ethiopia.

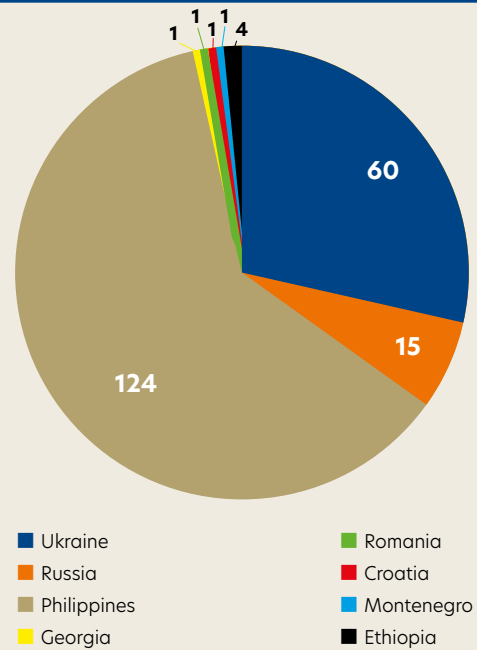
In 2024, Goldenport **hired 207 seafarers**, maintaining a retention rate of **84.5%** for its Container vessel fleet and **71.3%** for its Bulk Carrier fleet.



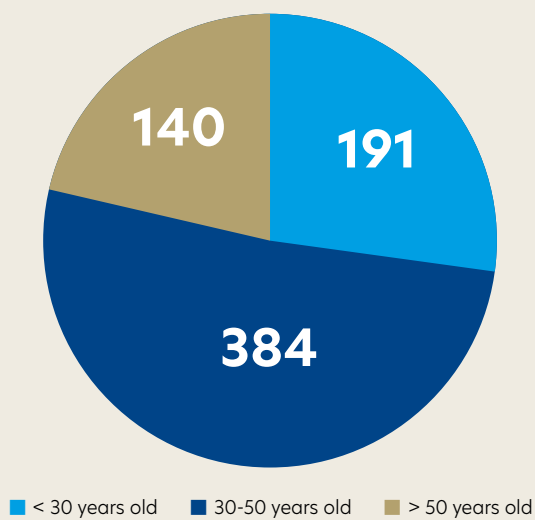
Active Seafarers per Nationality



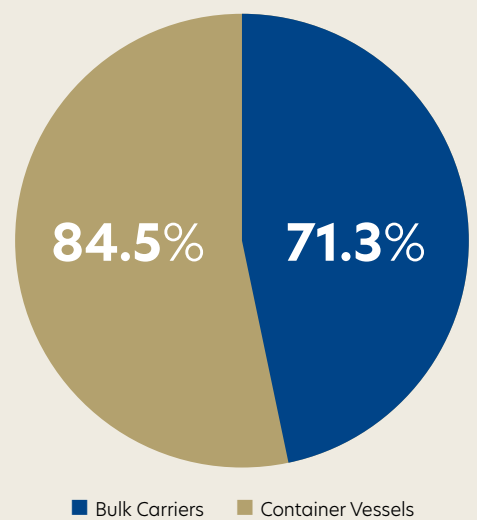
Seafarers Hires per Nationality



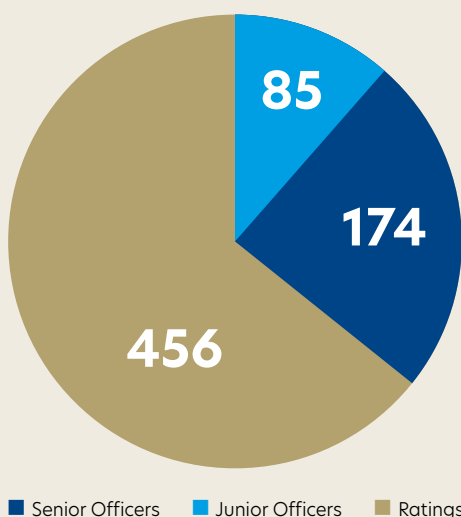
Active Seafarers per Age Group



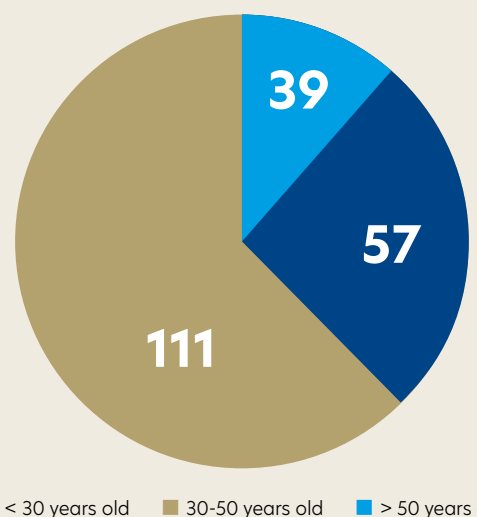
Seafarers Retention Rate per Vessel Type



Active Seafarers per Level



Seafarers Hires per Age Group





Our fleet

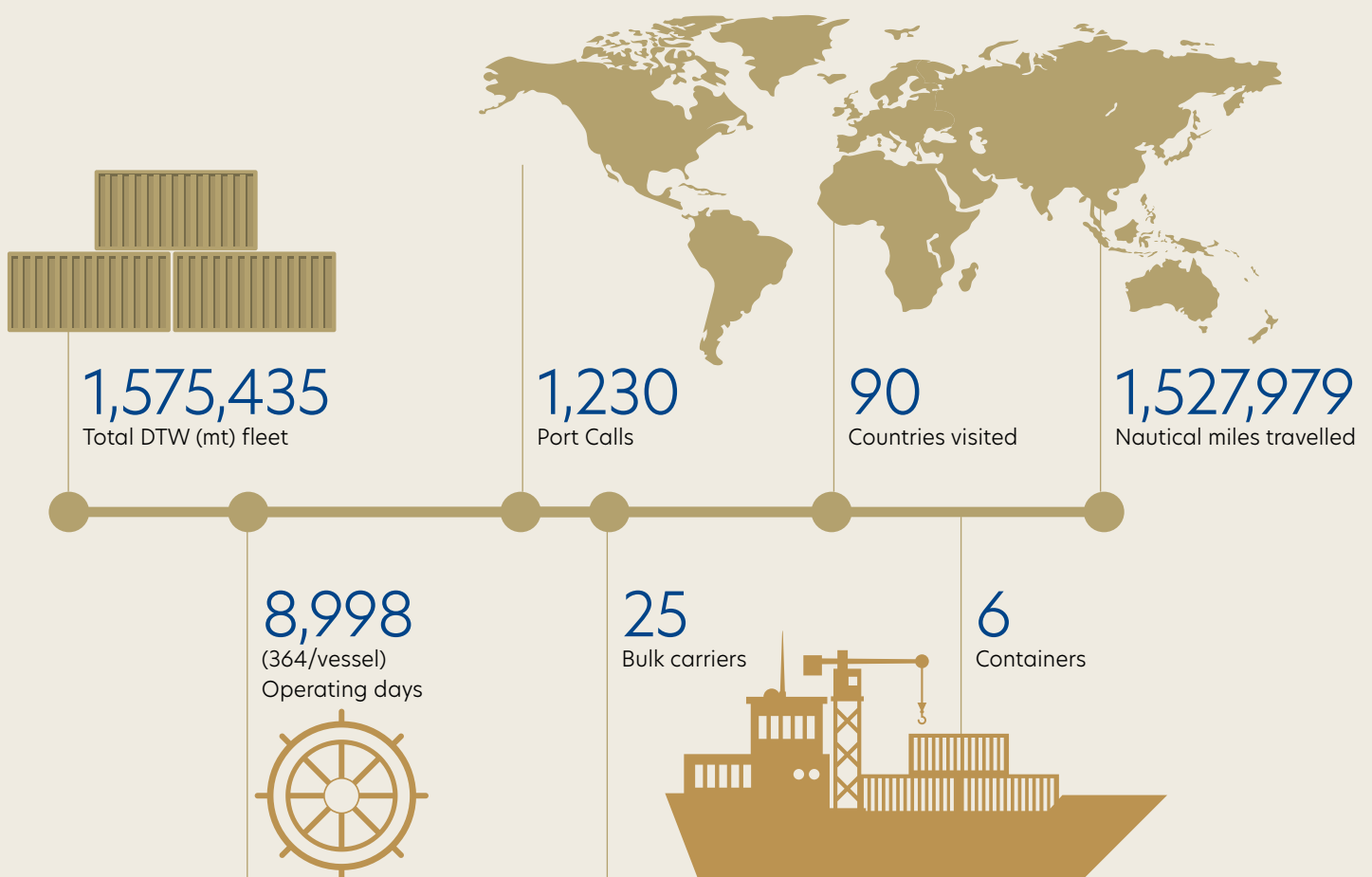
5.94 years

average age of our bulk carrier fleet

Goldenport takes pride in operating a modern, fuel-efficient fleet, characterized by high-quality vessels. Our ships are designed to lead their categories, supporting a sustainable shipping model. This flexibility enables us to provide our customers with optimal business solutions at competitive freight rates per ton-mile.

In 2024, we significantly expanded our fleet from **29 to 31 vessels**, increasing our **Bulk Carriers from 23 to 25**. This growth enhances our capacity to transport raw materials worldwide, with our Bulk Carriers boasting a total carrying capacity of **1,401,216 MT DWT** and our Container vessels offering **12,235 TEU**.

In line with our commitment to efficiency, we have modernized our fleet of bulk carriers and containerships. The average age of our bulk carrier fleet is **5.94 years**, while our containership fleet has an average age of **16.5 years**. This modernization underscores our dedication to operational excellence and sustainability. Our vessels are primarily built by reputable shipyards in China and South Korea, ensuring adherence to the highest standards of quality and reliability.



25

Bulk carriers

Bulk carriers	Type	DWT	Flag	Built
EPOS	Bulk Carrier	63,132	LIBERIA	2015
EVANGELIA D	Bulk Carrier	61,517	LIBERIA	2014
GOLD OAK	Bulk Carrier	37,732	PANAMA	2017
GW ELENI	Bulk Carrier	63,538	LIBERIA	2020
GW MATHILDE	Bulk Carrier	63,592	LIBERIA	2020
IOANNA D	Bulk Carrier	34,816	LIBERIA	2012
KONSTANTINOS D	Bulk Carrier	63,516	LIBERIA	2015
KYTHIRA	Bulk Carrier	37,400	LIBERIA	2022
LAOURA	Bulk Carrier	38,552	LIBERIA	2017
MAGMA FIDELITY	Bulk Carrier	63,723	LIBERIA	2023
MAGMA INTEGRITY	Bulk Carrier	63,697	LIBERIA	2023
MAGMA TENACITY	Bulk Carrier	63,709	LIBERIA	2023
MAVERICK	Bulk Carrier	37,845	PORTUGAL	2018
MINERAL VOLOS	Bulk Carrier	175,401	LIBERIA	2010
PISTI	Bulk Carrier	56,898	LIBERIA	2011
RELIABLE	Bulk Carrier	38,603	LIBERIA	2017
ROOSTER	Bulk Carrier	37,896	MARSHALL ISLANDS	2016
SIKINOS	Bulk Carrier	37,400	LIBERIA	2022
SOFIA	Bulk Carrier	56,899	LIBERIA	2011
STEFANOS D	Bulk Carrier	63,534	LIBERIA	2015
SYMI	Bulk Carrier	62,982	LIBERIA	2014
THETIS	Bulk Carrier	63,205	LIBERIA	2015
TRAMMO BAUMANN	Bulk Carrier	38,635	LIBERIA	2015
TRAMMO INDEPENDENT	Bulk Carrier	38,800	LIBERIA	2016
TRAMMO STANTON	Bulk Carrier	38,629	LIBERIA	2015

6

Container ships

Container ships	Type	DWT	Flag	Built
CALLIOPE	Container Ship	33,748	LIBERIA	2002
CALYPSO	Container Ship	21,423	LIBERIA	2010
ERATO	Container Ship	34,162	LIBERIA	2011
SAN ALBERTO	Container Ship	28,186	LIBERIA	2007
SAN ALFONSO	Container Ship	28,178	LIBERIA	2007
SAN AMERIGO	Container Ship	28,186	LIBERIA	2008

Our company and fleet are in compliance with:

- ISM Code
- ISPS
- MARPOL
- IMO
- STCW
- EU MRV
- MLC
- COSWP
- SOLAS



Quality excellence standards:

<p>ISO 9001 Quality Management System</p>	<p>ISO 14001 Environmental Management System</p>	<p>ISO 45001 Occupational Health and Safety Management System</p>
--	---	--





Our office

Our headquarters are located at 41 Athinas Ave., Vouliagmeni 16671, Greece. We provide our employees with a modern, safe, and enjoyable work environment, adhering to the highest standards of safety, well-being, and security.

Goldenport Shipmanagement Ltd. occupies 560 sqm on the second floor of the "Status Centre"

office building in Vouliagmeni. The office features an open-plan layout, with particular emphasis on the manager's office and the integrated meeting room. The meeting room is strategically placed next to the manager's office, separated by an elegant oval glass partition with a sliding door. Its design, including the shape, furniture, and equipment, draws inspiration from nautical elements, reflecting the aesthetics of boat structures.



Memberships and associations

Our company is a proud member of several influential maritime associations that advocate industry-wide standards, safety, sustainability, and regulatory compliance:



INTERCARGO is one such association dedicated to representing the interests of owners, operators, and managers in the dry cargo shipping sector. It provides a platform for Goldenport and its peers to engage in meaningful discussions on vital topics, including safety, environmental sustainability, and operational efficiency, while navigating the complexities of evolving regulations.



As a member of **BIMCO**, an international shipping association, Goldenport benefits from its extensive network of shipowners, managers, brokers, and agents across more than 130 countries. BIMCO's mission to strengthen the resilience of the industry aligns with Goldenport's commitment to operational excellence, and it offers practical insights and solutions that add significant value to our operations.



Additionally, Goldenport is a proud member of the **Union of Greek Shipowners (UGS)**, which advocates for the interests of Greek shipowners and promotes a competitive, free trade environment. The UGS is instrumental in shaping policies that ensure safety at sea, support sustainable practices, and champion global standards. Goldenport is closely involved with the UGS's efforts to influence decisions within international and EU institutions, and to stay informed on developments from organizations such as the IMO, ILO, and OECD.



Sustainability



Our sustainability vision and strategy

At Goldenport, our sustainability strategy is driven by a commitment to environmental, social, and economic sustainability. We aim to reduce our environmental impact, foster innovation, and engage stakeholders to create long-term value for society and the environment. Key areas of focus include carbon reduction through cleaner technologies, energy-efficient vessels, and a comprehensive waste management system to protect marine ecosystems. We also prioritize employee well-being, diversity, and inclusion, alongside community engagement and adherence to human rights standards.

In terms of economic sustainability, we emphasize innovation, adopting renewable energy and digital technologies to improve fleet performance. Collaboration with stakeholders is central to our

strategy, ensuring alignment on shared sustainability goals. We maintain transparency through regular ESG reporting aligned with global standards, demonstrating accountability and striving for continuous improvement in all areas of our operations.

We are committed to maintaining the highest standards of transparency and accountability in our sustainability efforts. Our performance is regularly tracked and reported through comprehensive ESG reporting frameworks, aligned with international standards such as the UN Sustainable Development Goals (SDGs) and the Global Reporting Initiative (GRI). By sharing our progress openly, we hold ourselves accountable to our stakeholders and continuously strive for improvement in all aspects of our sustainability strategy.

Contributing to SDGs

Goldenport Ship Management is committed to supporting the United Nations Sustainable Development Goals (UN SDGs) by integrating sustainability into every aspect of our operations. Recognizing the critical role of the maritime industry

in tackling the interconnected challenges of climate change, environmental conservation, and social responsibility, we aim to make a meaningful impact on the SDGs while maintaining our dedication to operational excellence and financial performance.



Materiality Assessment

We understand the critical importance of double materiality, which encompasses both the financial and non-financial impacts of our operations. By embedding this approach into our strategic decision-making, we aim to identify and address key sustainability issues that affect our business and stakeholders. This enhances transparency, effectively manages risks, and creates long-term value.

To determine our sustainability - focus areas, we considered a comprehensive range of factors, including regulatory requirements, stakeholder concerns, and industry's best practices. We aligned our efforts with the Double Materiality approach to ensure that our sustainability initiatives are consistent with globally recognized guidelines and standards.

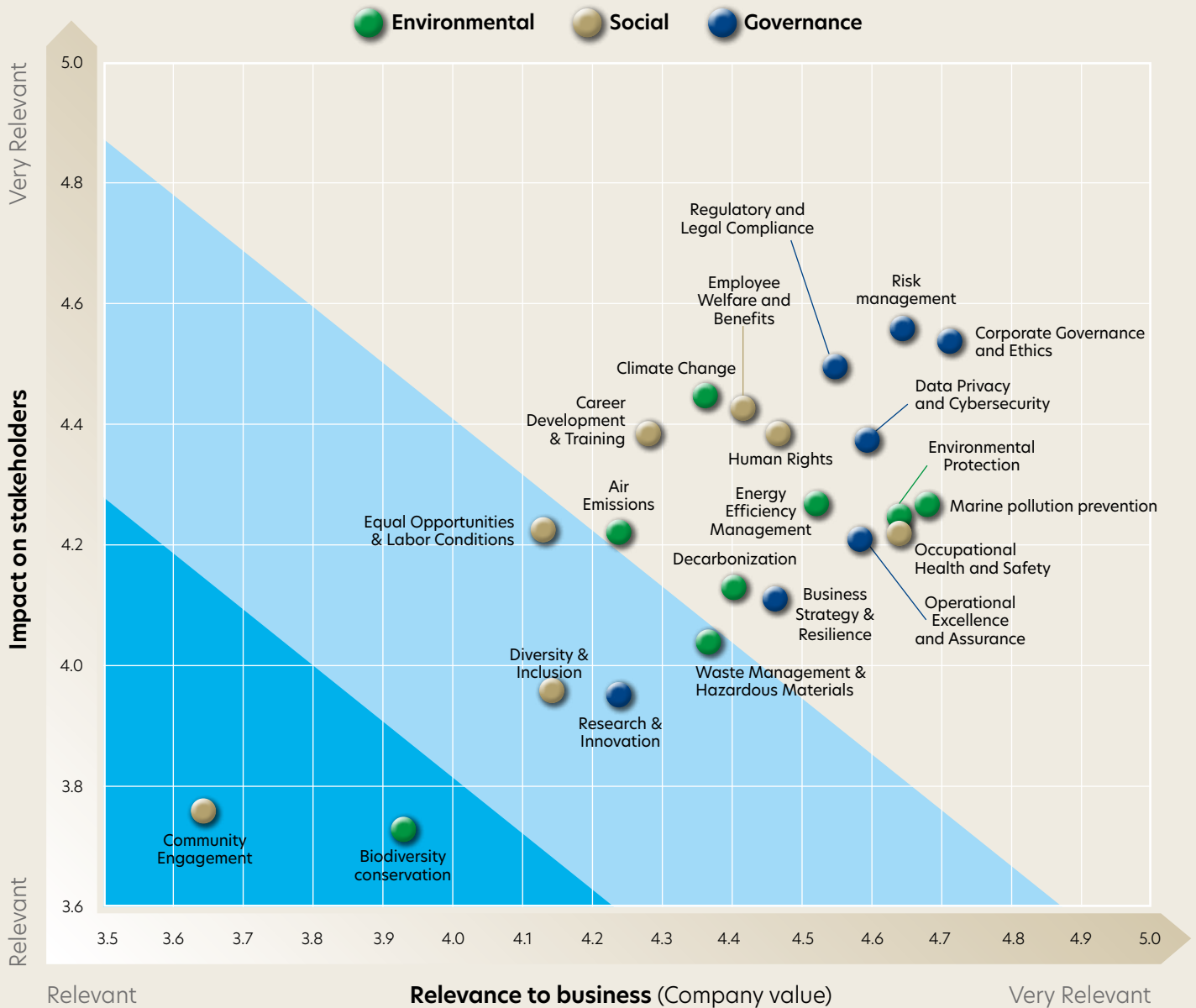
Our process involves conducting in-depth interviews with key personnel to assess the scale, scope, and irremediability of potential material topics. This thorough assessment allowed us to prioritize and address the most significant sustainability issues. By doing so, we ensure that our sustainability strategy is robust and responsive to the evolving needs of our business and stakeholders.

Furthermore, we are committed to continuous improvement and regularly review our sustainability practices to adapt to new challenges and opportunities. This proactive approach helps us maintain our leadership in sustainable shipping and reinforces our commitment to responsible and ethical business practices.



Materiality Assessment

Double-Materiality Matrix



The double-materiality matrix shows that several topics within ESG are both relevant to the impact on stakeholders and to business. The list of the 16 Goldenport's double-material topics based on internal and external stakeholders are:

1. Corporate Governance and Ethics
2. Risk management
3. Data Privacy and Cybersecurity
4. Regulatory and Legal Compliance
5. Environmental Protection
6. Operational Excellence and Assurance
7. Marine Pollution Prevention
8. Human Rights
9. Employee Welfare & Benefits
10. Energy Efficiency Management
11. Business Strategy & Resilience
12. Career Development & Training
13. Climate Change
14. Decarbonization
15. Air emissions
16. Occupational Health and Safety



Materiality Assessment

The Materiality method

The process of the materiality method can be described in five distinctive phases:



Our voyage starts by identifying key ESG issues, informed by peer reviewed research, maritime literature, and sustainability standards. This ensures a thorough list of ESG concerns for our journey.



We assess material aspects by their strategic relevance, stakeholder influence, and impact on the ESG value chain, leading to the creation of a materiality matrix. Engaging stakeholders through online surveys is a key step.



We invite all stakeholders to a collaborative dialogue that directs our path, using their insights to assess ESG issues and align our priorities.



Our seasoned subject matter experts validate our findings to ensure adherence to sustainability standards, while senior management, guided by this expert input, reviews and approves these findings. They then prioritize ESG topics, setting our strategic course for the future.



Our double materiality assessment is a continuous quest for improvement, adapting to ESG trends and stakeholder needs, guiding our company towards sustainability.





Stakeholder Engagement

At Goldenport, we prioritize incorporating feedback and suggestions from all our stakeholders into our strategic decision-making processes. Our approach is both systematic and dynamic, ensuring that our operations and strategies evolve in line with stakeholder needs and expectations.

We conduct comprehensive materiality assessments to identify and prioritize the issues that matter most to our stakeholders and our business. This allows us to focus on areas that significantly impact our long-term strategy and stakeholder satisfaction.

We maintain continuous communication channels with first-class charterers and other key stakeholders. Their recommendations and insights are highly valued and seriously considered in our decision-making processes. Regular engagement helps us stay aligned with market trends, customer expectations, and industry developments.

We adhere to best practices outlined by leading class societies. These guidelines, along with rigorous audits, ensure that our operations meet the highest standards of safety, quality, and environmental stewardship. The insights gained from these audits and best practices are crucial in shaping our operational and strategic decisions.

Through these mechanisms, we ensure that all stakeholder voices are heard, and their input is effectively integrated into our strategic planning and operational execution.



Environment

KPI	2022	2023	2024*
Average Energy Efficiency Operation Index (EEOI) (gr CO ₂ / tonnes-mile)	8.15	6.58	6.69
Scope 1 emissions (tn CO ₂)	416,758	421,213	488,690
Total fuel consumption (tn)	132,573	132,186	156,084
Energy consumption (GJ)	5,435,813	5,932,734	6,346,349
SOx emissions (tn)	1,169	1,315	1,421
NOx emissions (tn)	13,555	14,710	15,015
PM10 emissions (tn)	1,425	1,370	1,716
PM2.5 emissions (tn)	1,311	1,261	1,579
Waste generated (m ³)	867	1,019	1,377
Sludge generated (m ³)	2,087	2,268	2,342
Fleet with ballast water system (%)	100%	100%	100%
Number and volume of spills and releases to the environment	0	0	0
Fresh water produced (m ³)		48.9	59.3

* From 2023 to 2024, fleet was expanded from 29 to 31 vessels.



Energy Efficiency

61%
of our fleet is equipped
with propulsion
improvement devices

In Goldenport, we continuously strive to improve the energy efficiency of our fleet by monitoring our transport energy efficiency using the main Carbon Intensity Indicator (CII), the Average Efficiency Ratio (AER), as well as the Energy Efficiency Design (or Existing) Index (EEDI, EEXI) depending on the vessel.

Moreover, in order to further optimize our performance, we minimize hull friction with high-performance anti-fouling coatings and regular inspections. Additionally, 61% of our fleet (19 vessels) is equipped with propulsion improvement devices, contributing to fuel savings and enhanced operational sustainability.

Our ongoing efforts reflect our commitment, and continuous improvement in reducing our environmental impact. Therefore, **42%** of our vessels were rated B and above (13 vessels), while **81%** were rated C and above (25 vessels).

Vessel Name	Energy Saving Devices installed
EPOS	HVAF
EVANGELIA D	HVAF
GW ELENi	HVAF
GW MATHILDE	HVAF
KYTHIRA	FIN (STERN FRAME)
LAOURA	HVAF & FAN DUCT
MAGMA FIDELITY	HVAF & RUDDER HEEL
MAGMA INTEGRITY	HVAF & RUDDER HEEL
MAGMA TENACITY	HVAF & RUDDER HEEL
RELIABLE	HVAF & FAN DUCT
SIKINOS	FIN (STERN FRAME)
SYMI	HVAF
THETIS	HVAF
TRAMMO BAUMANN	HVAF & FAN DUCT
TRAMMO INDEPENDENT	HVAF & FAN DUCT
TRAMMO STANTON	HVAF & FAN DUCT

Vessel Name	Year	CII [grCO ₂ /t·nm]	Rating
CALLIOPE	2024	11,264	C
CALYPSO	2024	14,068	C
EPOS	2024	4,560	C
GOLD OAK	2024	7,050	A
GW ELENi	2024	4,542	B
GW MATHILDE	2024	4,539	C
KONSTANTINOS D	2024	4,543	B
KYTHIRA	2024	6,315	A
LAOURA	2024	6,197	B
MAGMA FIDELITY	2024	4,534	B
MAGMA INTEGRITY	2024	4,535	B
MAGMA TENACITY	2024	4,534	A
MAVERICK	2024	6,269	B
MINERAL VOLOS	2024	2,417	C
RELIABLE	2024	6,192	C
ROOSTER	2024	6,264	C
SAN ALBERTO	2024	12,301	B
SAN ALFONSO	2024	12,303	C
SIKINOS	2024	6,315	A
STEFANOS D	2024	4,542	B
SYMI	2024	4,567	C
THETIS	2024	4,557	C
TRAMMO BAUMANN	2024	6,189	B
TRAMMO INDEPENDENT	2024	6,173	C
TRAMMO STANTON	2024	6,190	C

42%
of our fleet were rated
B and above
on Energy Efficiency

81%
of our fleet were rated
C and above
on Energy Efficiency

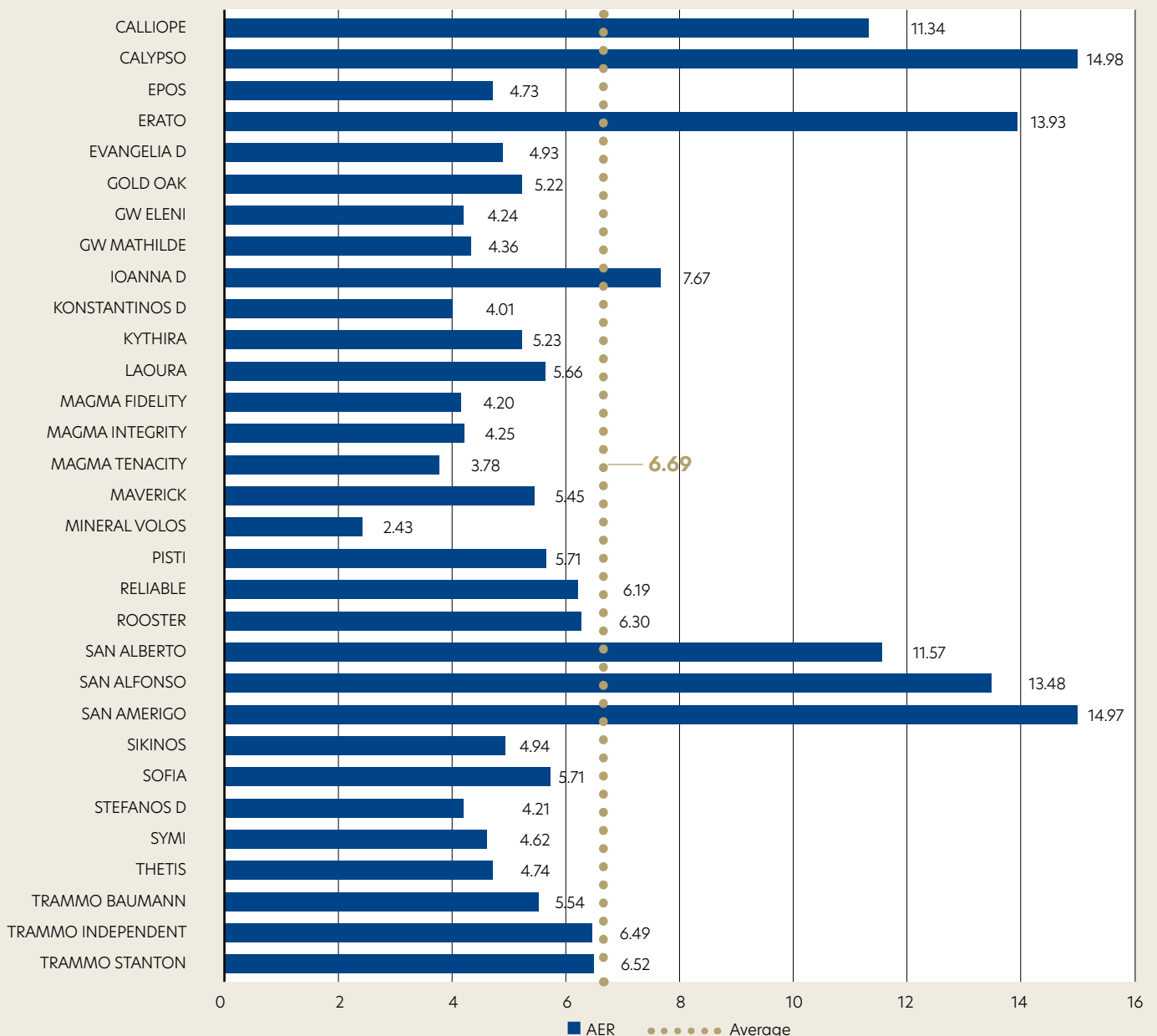
Annual Efficiency Ratio (AER)

The Annual Efficiency Ratio (AER) is a metric recommended by the International Maritime Organization (IMO) to assess a ship's energy efficiency by measuring CO₂ emissions in relation to the transport work performed. We are closely monitoring our AER on a quarterly basis to ensure continuous improvements in the operational efficiency of our fleet.

- AER was increased compared to 2023 (6.58), due to the additions of two more vessels in our fleet.

6.69gr
CO₂/DWT-nautical mile
Average AER in 2024

AER 2024 (gr CO₂/DWT -mile)



Energy Efficiency Design Index & Energy Efficiency Existing Ship Index (EEXI/EEDI)

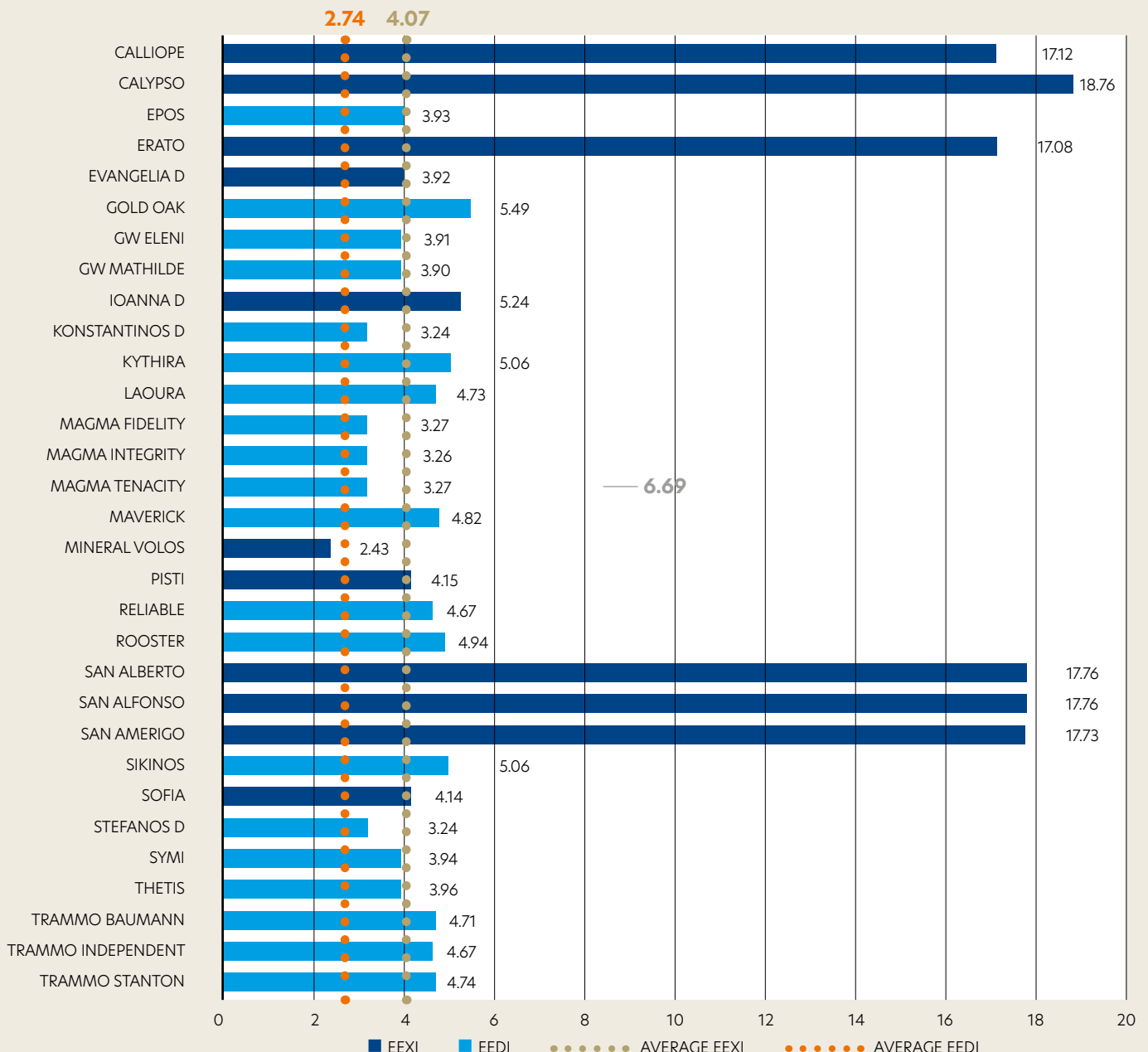
The Energy Efficiency Design Index (EEDI) is an indicator developed by IMO with the aim of reducing carbon dioxide emissions from ships. EEDI is applied to new ships and requires a minimum energy efficiency per unit of transport (e.g., tonne-mile). The aim of EEDI is to promote the use of more energy-efficient equipment and engines for new ships.

The Energy Efficiency Existing Ship Index (EEXI) is an IMO

measurement to reduce greenhouse gas emissions. It is applied to existing ships, and it is analogous to EEDI, seeking to bring existing ships to a similar level of energy efficiency as the most modern ones.

- The average Fleet EEDI - Energy Efficiency Design Index for new vessels in 2024 was **2.74** gCO₂/ton-nautical mile.
- The average EEXI - Energy Efficiency Existing Ship Index for 2024 was **4.07** gCO₂/ ton-nautical mile.

EEDI - EEXI 2024 (gr CO₂/tonne -mile)



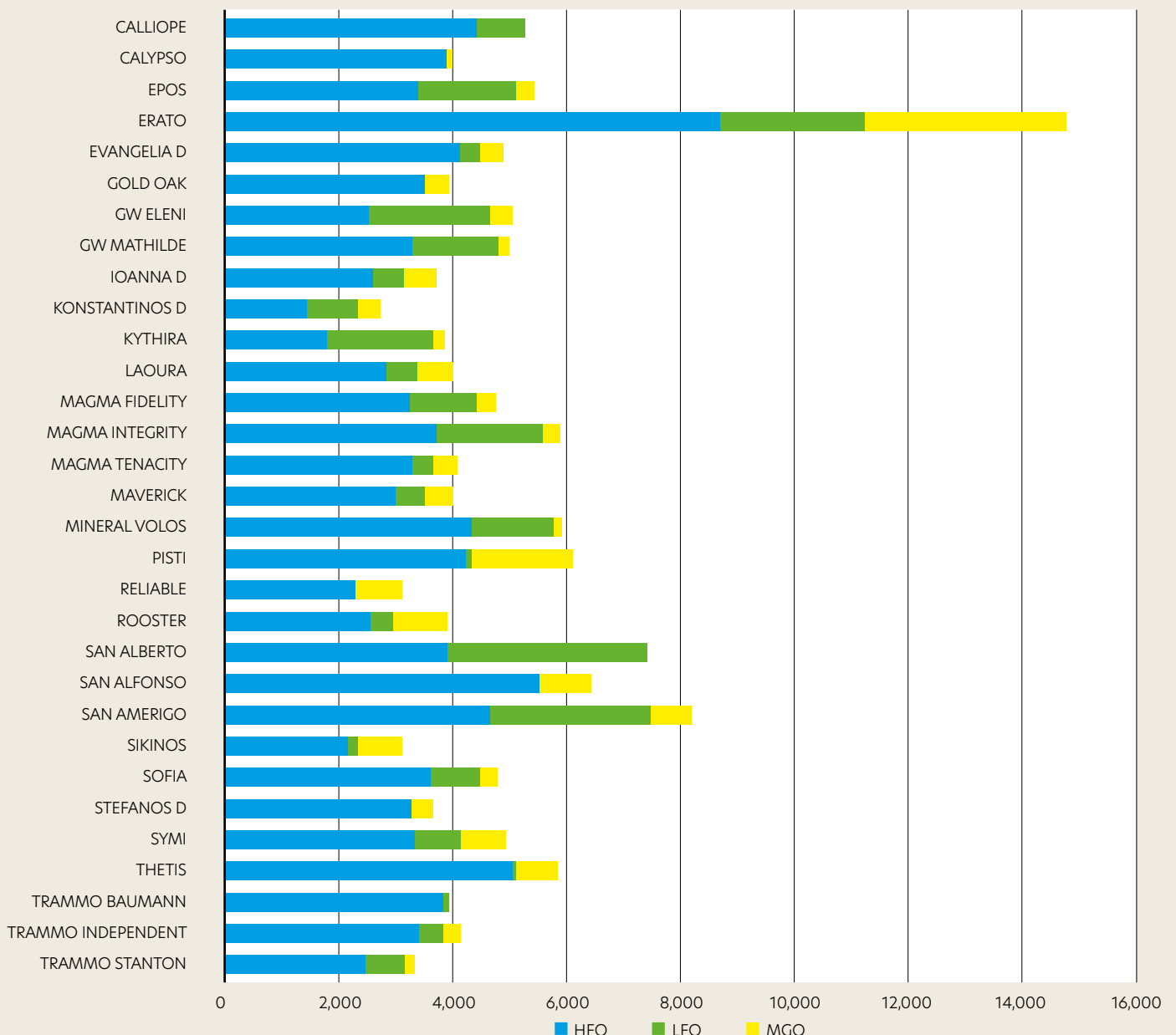
Fleet Performance

While shipping remains one of the most energy-efficient modes of transportation, it accounts for approximately 3% of global greenhouse gas (GHG) emissions. At Goldenport, we recognize this dual impact and are committed to closely monitoring and reducing our CO₂ emissions, including air emissions from SO_x, NO_x and Particulate Matters (PM) to ensure both accuracy and accountability.

In line with EU Monitoring, Reporting, and Verification (MRV) regulations and the International Maritime Organization's Data Collection System (IMO DCS) requirements, we have implemented a robust, validated emissions monitoring procedure.

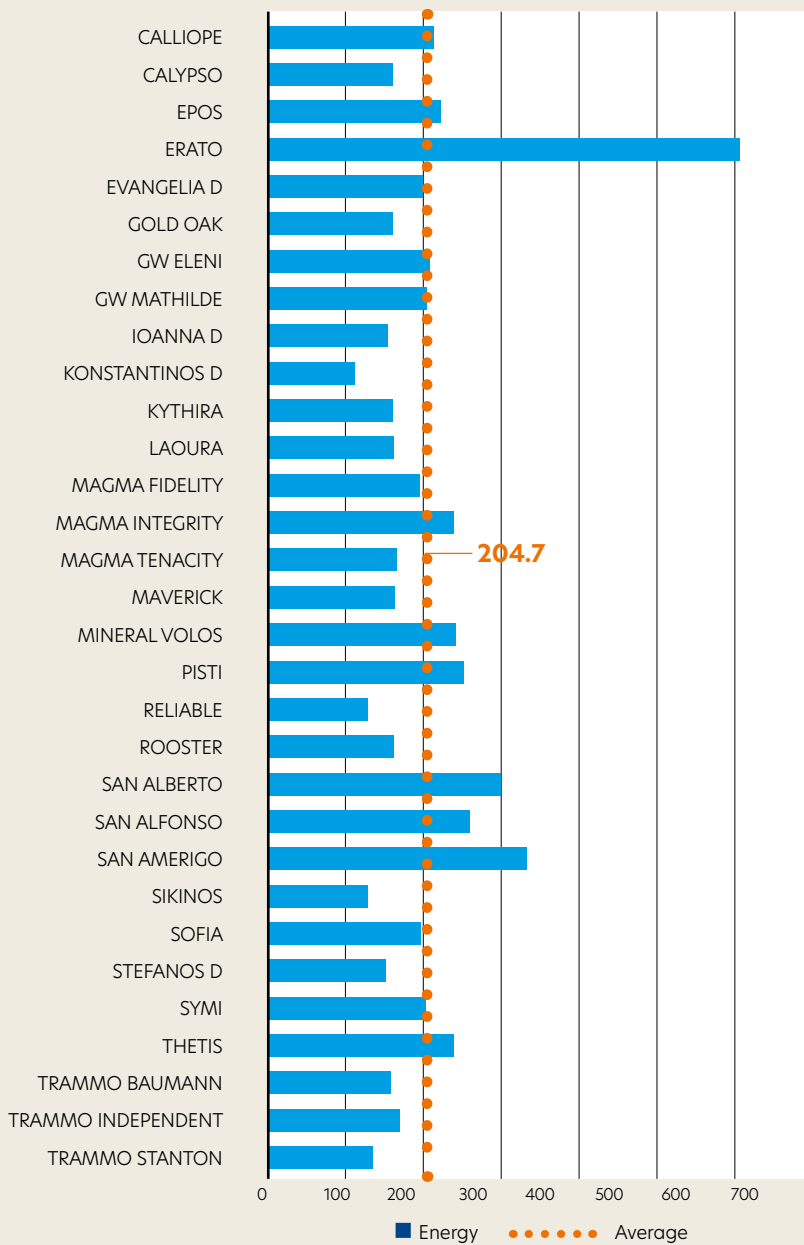
To further reduce our environmental footprint, we are focused on a range of technical and operational improvements. These include fleet renewal, technical upgrades, fuel consumption monitoring and speed optimization.

Fuel consumption per type of fuel 2024 (t)

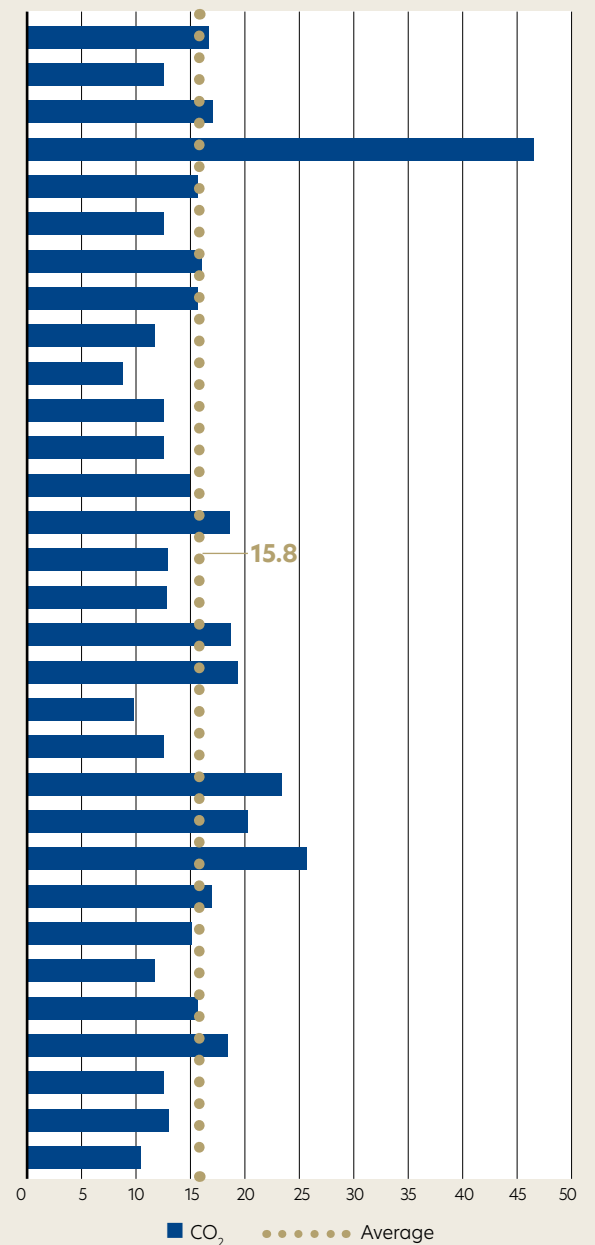


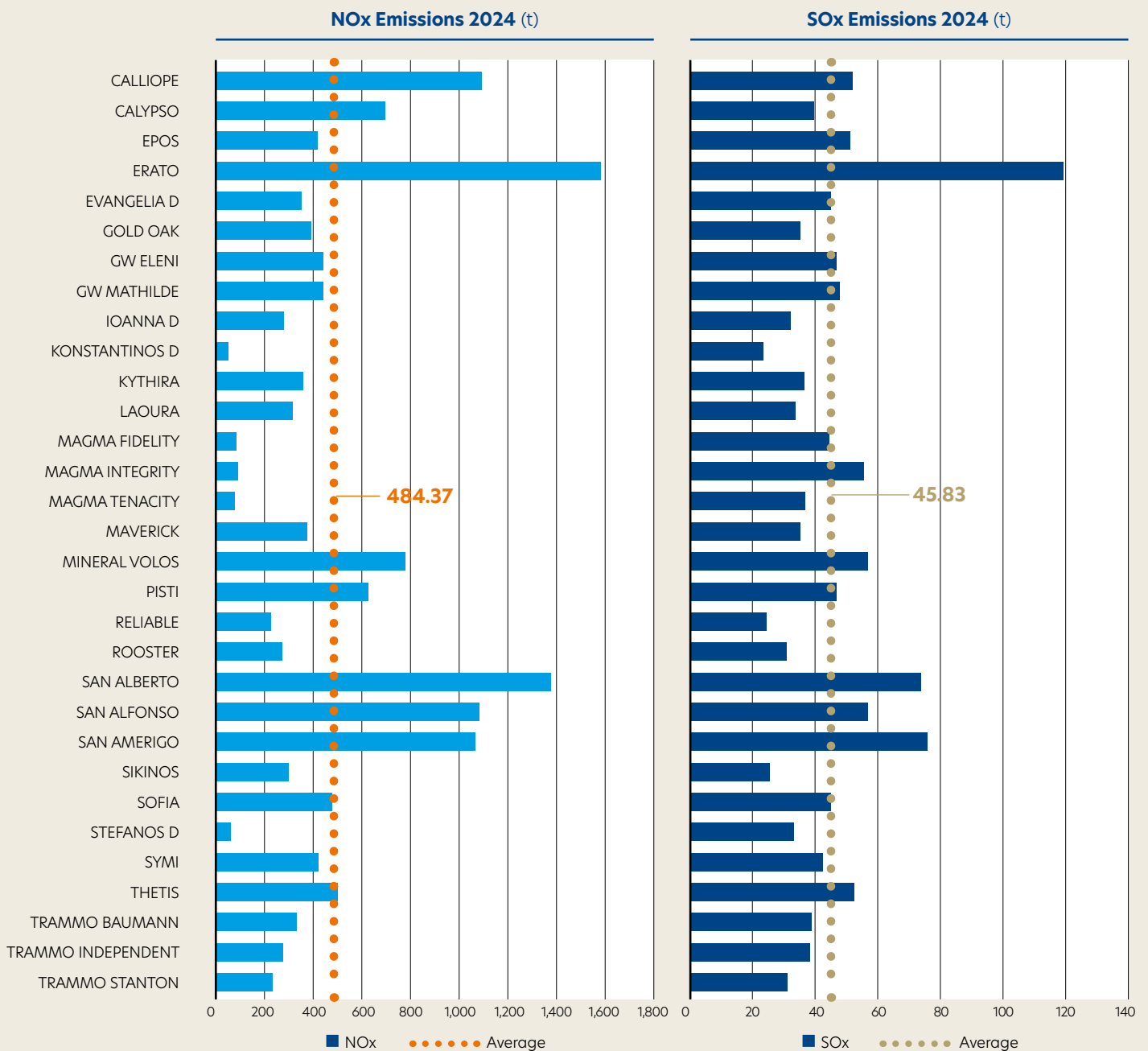


Energy consumption 2024 (GJ - thousands)

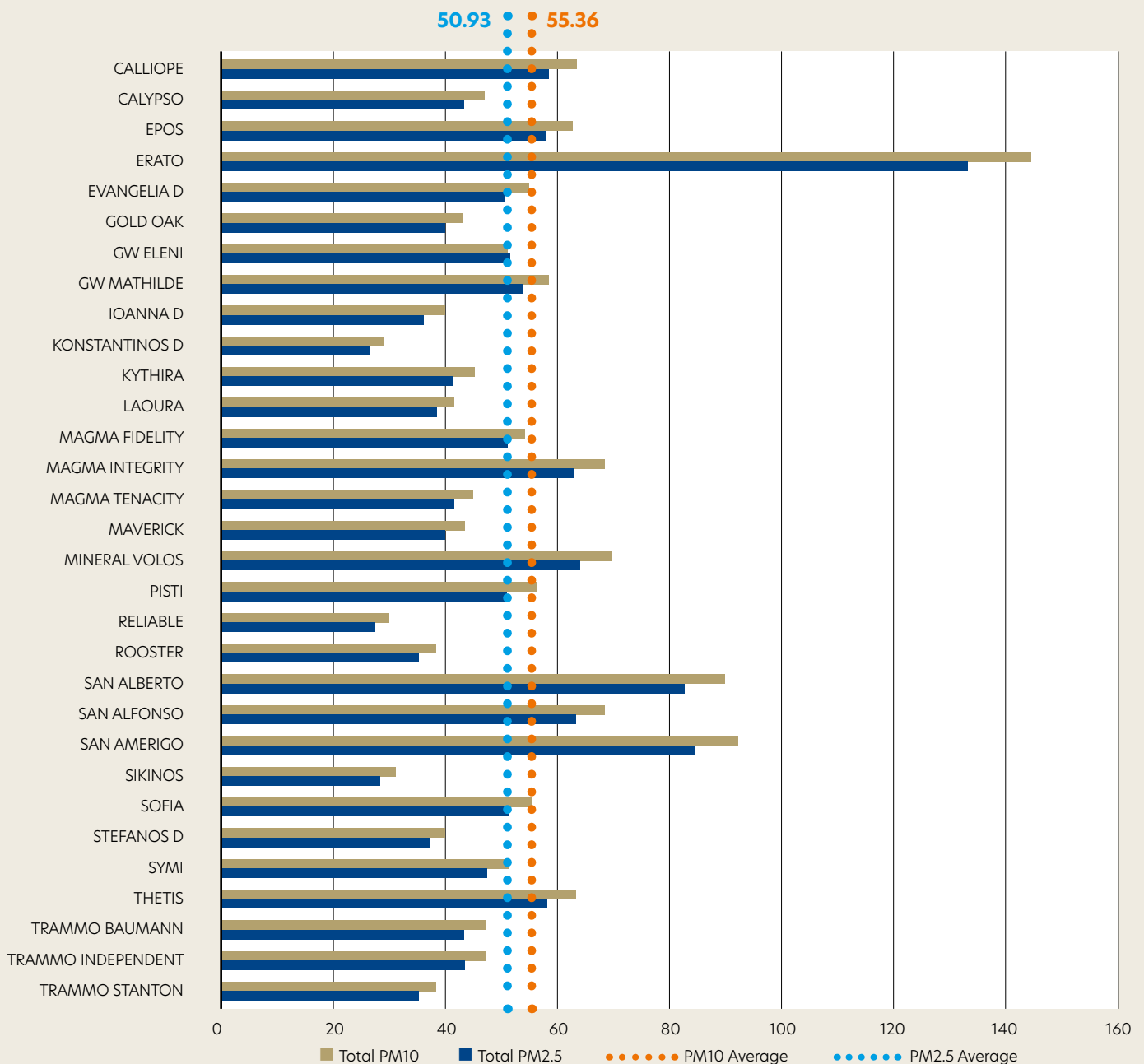


Scope 1 Emissions 2024 (t - thousands)





PM Emissions 2024 (t)



ODS Emissions

Our onboard systems and equipment, as outlined in our International Air Pollution Prevention (IAPP) Certificates, are designed and maintained to ensure full compliance with international environmental standards. These systems do not contain any ozone-depleting substances (ODS) or non-hydro-chlorofluorocarbons (HCFCs), in alignment with the global efforts to protect the ozone layer. We prioritize the use of environmentally responsible technologies and refrigerants that do not contribute to the depletion of the ozone layer, reflecting our commitment to sustainability and the protection of the environment. By avoiding the use of harmful substances such as HCFCs, we are actively minimizing our environmental footprint and contributing to the long-term health of the planet's atmosphere.



Waste Management

According to the waste management plan, waste disposal occurs either onshore, where garbage is collected by Port facilities, or at sea, when and where this is allowed, depending on the specific waste category, subject to MARPOL regulation. In Goldenport, we not only comply with MARPOL Annex V requirements but also implement additional measures to reduce garbage generation across our fleet:

1 Waste Management Plan

All our vessels are supplied with a specific waste management plan based on each vessel's equipment.

2 Advanced Garbage Processing

Our vessels are equipped with processing equipment for almost all types of onboard garbage, enhancing segregation and simplifying recycling once ashore.

3 Minimizing Single-Use Plastics

- We supply biodegradable alternatives.
- We encourage suppliers to retrieve wrapping materials and reduce packaging.
- Improved onboard filtration systems allow us to replace single-use plastic bottles with reusable containers.

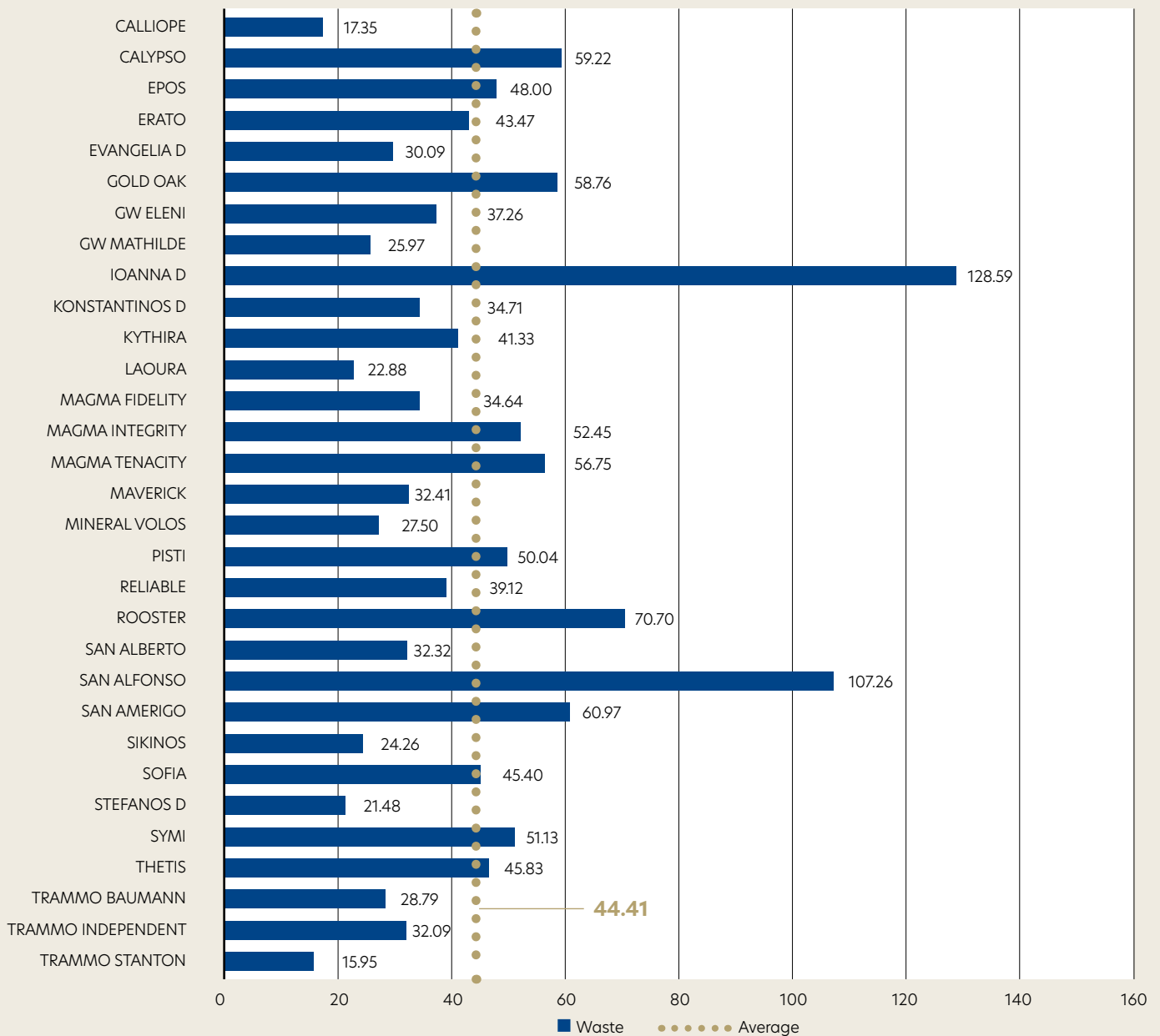
4 Eco-Friendly Incineration

Our fleet is fitted with incinerators that meet the latest MEPC.244(66) standards, supporting environmentally friendly operations and handling a wider range of garbage types.



.....

Waste Generated per vessel 2024 (m³)

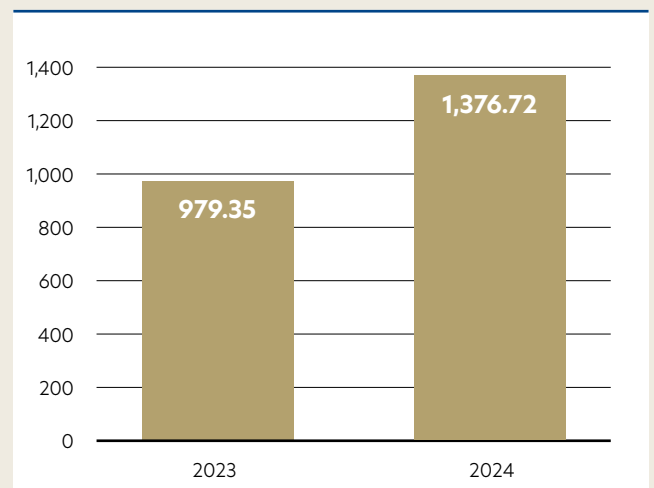


On board waste

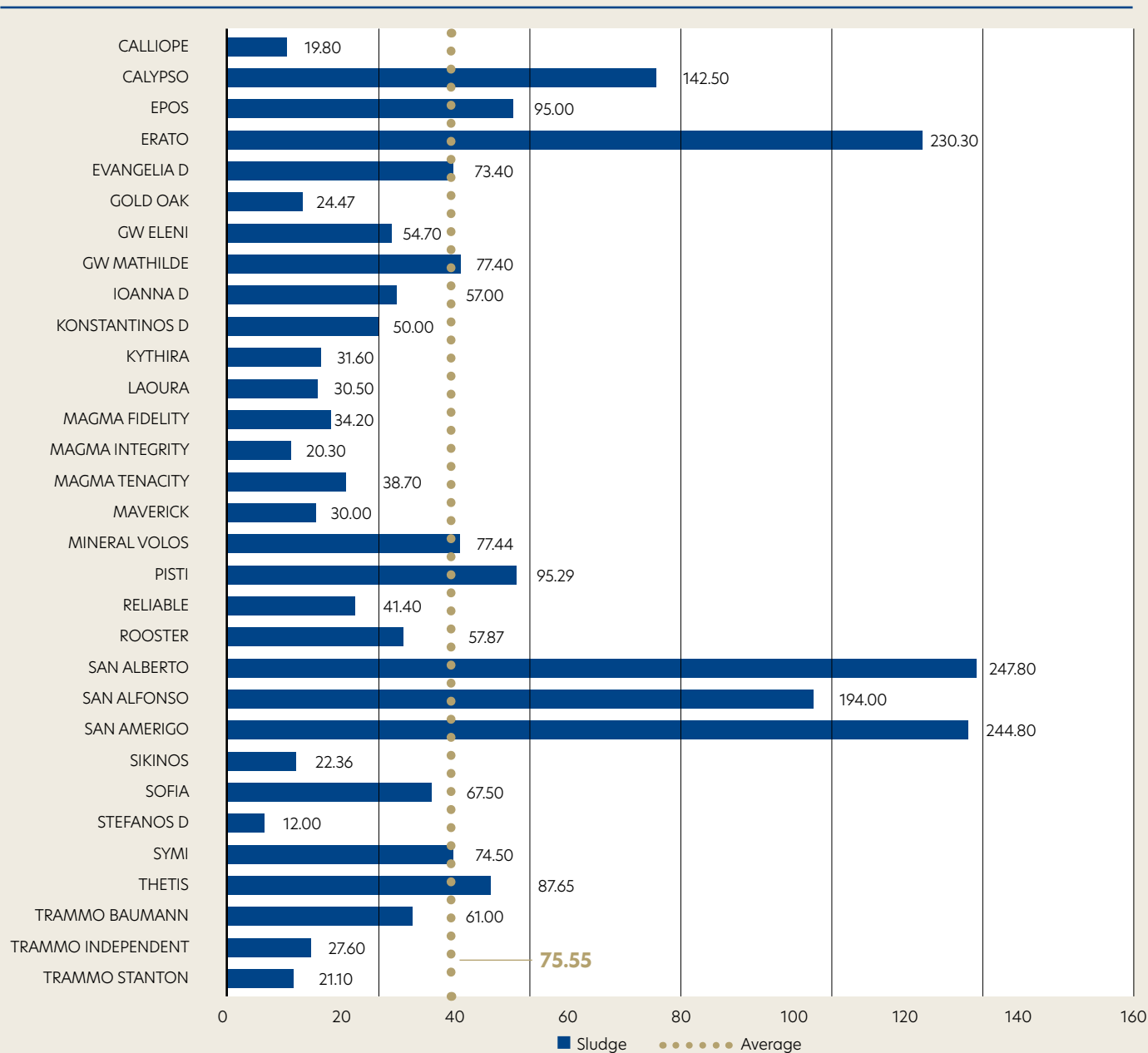
The past years a significant increase in the waste generated and disposed into shore facilities has been observed. This is due to the introduction of the new category of cargo residues, according to the waste management plan, as amended in January 2018. Cargo residues, after cleaning of the compartments, shall be retained onboard and safely disposed ashore, based on the type of cargo and the port regulations.

Furthermore, in 2024 the total waste generated, was increased since the previous year, due to the addition of 2 new vessels into the fleet.

Total Waste Generated 2023 - 2024 (m³)



Sludge disposed per vessel 2024 (m³)

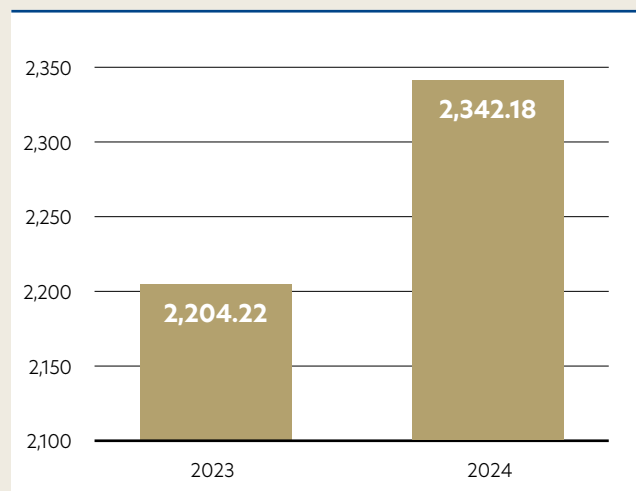


On board sludge

It has been noted that there was a significant increase concerning the sludge produced and disposed on shore facilities. The reason for this is mainly some trading areas which mandate vessels to dispose sludge ashore instead of processing it through the oily water separator. Another reason is the use of the new LSFO 0.5 product which generates additional amount of sludge, as well as the addition of the 2 new vessels into the fleet during the calendar year of 2024.

Finally, Goldenport has implemented further monitoring in order to control the generated quantities.

Total Sludge Disposed 2023 - 2024 (m³)



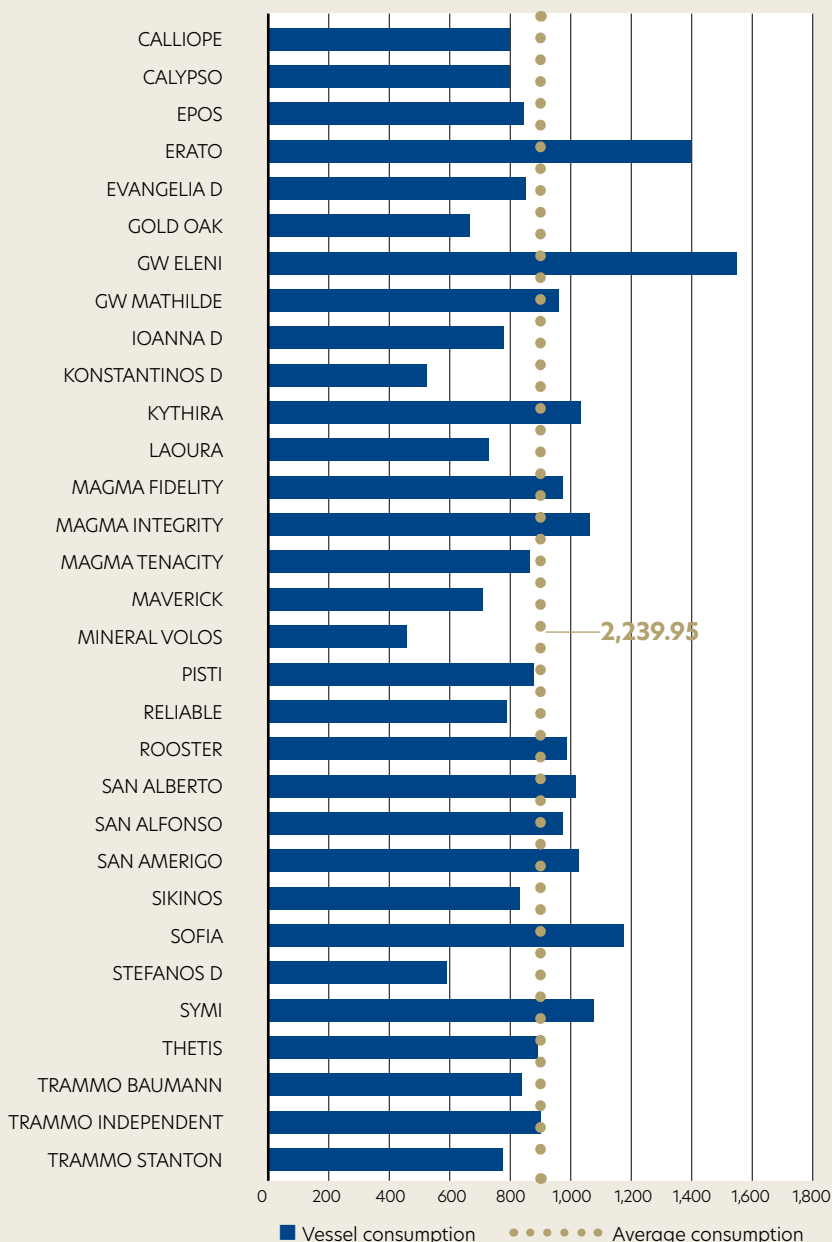
Water management

Onboard - Freshwater

Our commitment to sustainable operations extends to the management of freshwater resources within our fleet. We recognize the importance of efficient water use and strive to minimize our environmental impact through innovative practices and technologies.

Efficient water management practices are implemented across our fleet to ensure responsible consumption. Our fleet is equipped with advanced freshwater generators to produce fresh water, which is primarily used for crew needs, maintenance, and operational processes.

Freshwater Consumption per vessel 2024 (lt)



In 2024:

- The total freshwater consumed from our fleet was **69,438 liters**.
- **15%** of our freshwater consumed was produced in our generators on board.
- The total freshwater purchased for our fleet was **10,686 liters**.
- The total mineral water bottles used on board were **364,799 pieces**.

To further enhance our water efficiency, we have implemented:

- **Leak Detection** - Regular inspections and maintenance to identify and repair leaks promptly, preventing water wastage.
- **Crew Training** - Ongoing training programs for crew members to emphasize the importance of water conservation and efficient usage practices.

Our Future Goals to improve freshwater management involve more efficient freshwater generators to reduce energy consumption and collaborations with industry partners to develop and implement innovative water-saving technologies.

Biodiversity conservation and prevention of marine pollution

Spill prevention and safeguarding marine biodiversity

At Goldenport, we are acutely aware of the potential impacts that spills and discharges can have on marine ecosystems. To address these concerns, we have developed a comprehensive approach to safeguarding marine biodiversity, which includes the following key initiatives:

- 1 Prevention of Significant Spills:** We maintain a zero significant spill record by working closely with ship owners to implement best practices and ensure compliance with all relevant regulations. This proactive approach helps us prevent any major spills that could harm marine life.
- 2 Compliance and Safety Measures:** All our vessels are equipped with a Shipboard Oil Pollution Emergency Plan (SOPEP) and a Safety Management System (SMS) in accordance with statutory requirements. These measures ensure that we are prepared to respond swiftly and effectively to any potential incidents.
- 3 Ballast Water Treatment System:** Our vessels operate under Ballast Water Management Plans that comply with the Guidelines for Ballast Water Management and the Development of Ballast Water Management Plans (G4) resolution MEPC.127 (53). This system allows us to treat ballast water effectively, removing harmful organisms and pathogens before discharge, thereby minimizing ecological risks.
- 4 Inspections and Performance Evaluations:** We conduct regular inspections, audits, and performance evaluations as part of our water pollution control initiatives. These processes help us identify areas for improvement and implement corrective actions promptly. Our goals include:

Zero
spills

Zero
untreated ballast
discharges to the sea

Zero
uncontrolled discharges
of untreated and treated
sewage and grey water





Ship recycling

100%
Compliance with IHM
and ship recycling

At Goldenport, we recognize the importance of the Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships, which is set to take effect in June 2025. We are committed to ensuring that our ship recycling practices fully comply with its principles. We believe that responsible ship recycling not only reduces the environmental and social impacts of shipbreaking but also fosters a more sustainable future for the maritime industry.

By adhering to the Hong Kong Convention and upholding our own stringent standards, we strive to contribute positively to the development of a more responsible and environmentally conscious ship recycling industry. Our dedication to these principles ensures 100% compliance with the Inventory of Hazardous Materials (IHM), reinforcing our commitment to sustainability and ethical practices.



Social

KPI	2022	2023	2024
Number of seafarers onboard	577	642	
Seafarers' retention rate (%)	69.9	73% (Bulk Carriers) 85% (Container ships)	71.3% (Bulk Carriers) 84.5% (Container ships)
Number of employees onshore	66	69	78
Gender diversity (%) onshore	M: 57.6% W: 42.4%	M: 59% W: 41%	M: 58% W: 42%
Port state control deficiencies	74	58	104
Port state control detentions	0	1	2
Loss Time Incident Rate (LTIR) per 1,000,000 manhours	0	-	0.000008
Total Recordable Injury Rate (TRIR) per 1,000,000 manhours	0	1.62	2.45
High-consequence Injury Rate per 1,000,000 manhours	0	0	0.61



Employee wellbeing

Goldenport values teamwork, creativity, and a positive attitude. We encourage open communication and collaboration among all employees. Both full and part-time employees are offered health care from the hiring date and are entitled to parental leave.

All staff members, except management, receive formal appraisal at least once a year. This appraisal process is documented in the Staff Appraisal forms and includes the following components:

- Personal qualities
- Medical insurance program in collaboration with Groupama for all employees
- Annual target setting
- Performance review
- Training needs
- Career development requirements





Seafarers wellbeing



At Goldenport Shipmanagement Ltd, we are dedicated to prioritizing the well-being of our seafarers. We implement a range of initiatives designed to improve their quality of life both on board and during their time off the vessel. These include:



Extensive Onboard Entertainment: We provide a variety of entertainment options to keep our seafarers engaged and relaxed during their off-duty hours. This includes karaoke equipment, video game consoles, musical instruments, fast Starlink internet, gym equipment, and basketball gear. These diverse recreational activities cater to a wide array of interests, helping maintain a positive and enjoyable onboard environment.



Improved Dining Experience for the Galley Crew: We offer special support to our galley crew to ensure the food on board is of high quality and variety. Our crew benefits from the expertise of experienced chefs who provide continuous training and assistance with meal preparation, enhancing the dining experience for all on board.



Continuous Training for Ship Cooks: We invest in ongoing training for our ship's cooks, both on the job and ashore, to enhance the efficiency and cost-effectiveness of meal preparation. This training also encourages healthier, more balanced diets for the crew, ensuring a nutritious and varied menu.

Additionally, we foster a strong sense of community and morale among our crew. Activities such as in-house seminars, the Cooks Upgrade Course, and festive events like Christmas celebrations, create opportunities for personal and professional growth, as well as bonding. These activities are essential for supporting the well-being and happiness of our crew, ensuring they feel valued both in their work and personal lives.





Diversity, Equality and Inclusion

Goldenport is committed to fostering an inclusive and diverse work environment, ensuring equal opportunities for all employees. We uphold a strict non-discrimination policy, which prohibits any form of bias or unfair treatment based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or any other protected characteristic. Our commitment extends beyond legal compliance to create a workplace where all individuals are treated with respect, dignity, and fairness.

We strive to maintain a workplace that is free from harassment in any form, including behaviors that may offend, humiliate, or create an environment where conditions for employment, training, or promotional opportunities are unfairly influenced.

In Goldenport, we are proudly dedicated to upholding these values in practice. It is a testament to the effectiveness of our policies, training programs, and the strong commitment of our employees and leadership to maintaining an equitable work environment.

Furthermore, Goldenport expects the same high standards of fairness, respect, and equal opportunity from our contractors¹, suppliers, and business partners. We require that our stakeholders share our commitment to providing a workplace where all employees are treated equitably and free from discrimination. Through this collaborative approach, we aim to extend our principles of fairness and inclusivity across all aspects of our operations.



1. The term "contractor" encompasses both some specific individuals working within Goldenport, as well as those employed by any supplier or service provider.



Human rights

Zero

reported incidents of discrimination

Goldenport is committed to upholding human rights as defined by the United Nations International Bill of Human Rights and the ILO Core Conventions of Labor Standards. We align our operations with the United Nations Global Compact Principles, adhering to ten internationally recognized standards concerning human rights, labor, environmental sustainability, and anti-corruption.

We are dedicated to protecting the fundamental human rights of all individuals impacted by our operations, particularly in regions with inadequate protection. Respect for human rights transcends local laws, ensuring that basic rights are upheld even where national legislation falls short.

Modern slavery, in all its forms - such as forced labor, child labor, and human trafficking - is strictly prohibited. We expect our employees to remain

vigilant and report any concerns, with the Board responsible for addressing them.

We do not engage with individuals or businesses involved in slavery or human trafficking. Upholding high ethical standards, we act with integrity and transparency in all dealings and expect the same from our business partners.

During the reporting period of 2024 we can proudly disclose:

<h2>Zero</h2> <p>reported incidents of discrimination</p>	<h2>Zero</h2> <p>incidents of child labor</p>	<h2>Zero</h2> <p>incidents of forced or compulsory labor</p>
<h2>Zero</h2> <p>violations of rights of indigenous people</p>	<h2>Zero</h2> <p>of our employees are covered by collective bargaining agreements</p>	<h2>Zero</h2> <p>of our office employees are trained in human rights and anti-corruption policies through BambooHr Platform</p>





Health and Safety Management

Goldenport is dedicated to safeguarding the health and safety of our employees, customers, the public, and the environment. We operate our business and vessels in strict adherence to all relevant safety and environmental laws and regulations, prioritizing the protection of the environment, our personnel, and our assets.

All office and on-board employees are covered by Goldenport's occupational health and safety management system and are expected to uphold this commitment by following company guidelines and management instructions, as well as cooperating with those responsible for health and safety compliance. Non-compliance can significantly disrupt our operations and lead to injuries or property damage.

It is imperative that health and safety concerns, work-related injuries, or illnesses are reported immediately. Employees are also encouraged to promptly report any potentially hazardous situations or near misses. Concerns can be communicated to the appropriate line manager or through the Company's complaints policy (*Reporting Violations of the Code*).

Our Legal requirements meet:

- The International Safety Management (ISM) Code
- United States Coast Guard requirements
- European requirements
- National legislation

Our Health and Safety Management System is recognized by:

- ISO OHSAS 45001:2018
- Dry BMS,
- RISQ,
- Code of Safe Working Practices (MCA -UK)





Health and Safety Management

Occupational Health and Safety

Our management is committed to ensuring the health and safety of our employees through comprehensive policies and measures. We strictly adhere to all health and safety protocols issued by relevant health authorities. In the event of any illness, affected employees are granted sick leave to prioritize their well-being and prevent the spread of illness. To support a smooth and complete recovery, we offer additional days at home beyond the standard sick leave. We conduct regular health screenings within the company to proactively monitor and manage potential health issues. Employees exhibiting symptoms of any illness are provided with free medical tests, ensuring early detection and prompt response. By implementing these measures, we aim to protect our employees and maintain a safe working environment.

The occupational health and safety management system has been established with the aid of the following guidelines:

- Fleet Standing Instructions Manual
- Safety Procedures Manual
- Health and Safety Policy for office and fleet
- Risk Assessment Manual

In order to identify work-related hazards and assess risks, the company has established relevant procedures in the Risk Assessment Manual, including:

- Continuous review of the system, both from office and fleet personnel with the aid of Company's management and Master's review.
- Circulation amongst the fleet of the investigation² and analysis results, along with the corrective and preventive measures.

We take pride in providing a safe working environment for our employees. As part of our commitment to occupational health and safety, we have implemented processes for worker participation and consultation in the development, implementation, and evaluation of our occupational health and safety management system.

To achieve this, we have established through our safety policy the following actions:

- The onboard Monthly Safety Committee meetings
- Review of Company Management System
- Management Review Agenda
- Anonymous open Health and Safety reporting line

We firmly believe that by encouraging open communication and providing a safe space for employees to voice their concerns, we can effectively address any safety issues that arise and ensure that every employee feels secure and valued in our organization.

In addition, we urge our seafarers to report any work-related hazards and hazardous situations by keeping records of near misses using specific Incidents/Accidents/Near Miss reporting forms, as well as to conduct individual risk assessment, in order to identify and evaluate each time, whether to proceed or not with a specific work situation that may cause them injury or ill health.

Through the active participation of our employees, we share responsibility for safety across our organization.

Our Health and Safety Statistics

We have a strong commitment to safety which promotes a culture of safety awareness and has proven to reduce injuries. In 2024, our key safety performance highlights were:

3,258,720 hours worked		0 fatalities
8 recordable work-related injuries	2.45 Total Recordable Injury Rate (TRIR) ³	2 high-consequence work-related injuries
0.61 High-consequence Injury Rate ⁴	0.0000008 Loss Time Incident Rate (LTIR) ⁵	0% of very serious marine casualties ⁶



- Based on the Consolidated Set of the GRI Standards, the Rate of recordable work-related injuries shall be calculated as: Number of recordable work-related injuries / Number of hours worked x 1,000,000
- Based on the Consolidated Set of the GRI Standards, the Rate of high-consequence work-related injuries shall be calculated as: Number of high-consequence work-related injuries / Number of hours worked x 1,000,000
- Based on the Sustainability Accounting Standard Board – Marine Transportation, the rate shall be calculated as: (lost time incidents) / (1,000,000 hours worked).
- The respective percentage calculated based on 1 marine casualty, regarding an allision that occurred during berthing maneuvering, in Parana River, at San Lorenzo. Following this incident, there was no injury or pollution occurred, while preventive measures were taken by the company.



Training and Education

Goldenport offers the following training categories for its seafarers:

- Port State Control
- Incident Investigation & analysis
- Dry docking procedures
- Mooring Operations with/out Pilot
- Crane Simulator
- Safe System at Work
- Pilot-Master relation
- Preparation for Dry Dock
- Onboard Garbage Management
- Maritime Cyber Security Awareness
- Ballast Water Management
- GOLDENPORT SMS System familiarization
- "OCEANIC CATERING"
- Mental Health Awareness
- Ship's Handling and maneuvering
- Enclosed Spaces
- HAZMAT handling
- Anti-Piracy training
- Ship's Cook Upgrade course

Goldenport is strategically investing in human training and is embedding the latest innovations in the industry, sustainability and compliance, constantly pursuing operational excellence. The company offers opportunities for employees to advance their careers by supporting and funding their continuous professional and academic education and appraisal interviews.

The Crew department Manager is responsible for maintaining up-to-date records of qualifications, experience, and training courses attended by all fleet personnel. This ensures that the company can verify the competencies of its seafarers and provide additional training as needed to support their professional development. By keeping detailed records, the Crew Manager can also identify trends and areas for improvement in the training process, contributing to the overall enhancement of the company's procedures.

This structured approach to recruitment, training, and appraisal not only ensures compliance with industry standards but also promotes a high level of competence and professionalism among our on-board staff. It reflects our commitment to fostering a skilled and knowledgeable workforce, which is essential for achieving our environmental, social, and governance (ESG) goals.

\$276,124
Total cost for training and development for seafarers in 2024

50hours
Average hours of training per seafarer in 2024

2
Remote training sessions per seafarer

Community Engagement

As part of our commitment to employee well-being, Goldenport proudly participated in the Posidonia 2024 Running Event, an initiative designed to promote physical health, teamwork, and community engagement within the maritime industry. The event offered our employees an opportunity to prioritize their fitness, connect with colleagues, and engage with industry peers in a supportive and active environment. By supporting such events, we aim to foster a healthy and balanced lifestyle, encourage team spirit, and contribute to a culture of wellness.



Governance



KPI	2022	2023	2024
Port calls in countries that have the 20 lowest rankings in the CPI (%)	17.5%	14.47%	7%
Amount of legal and regulatory fines associated with bribery or corruption	0	0	0
Incidents of non-compliance with laws and regulations	0	0	0
Cyber security incidents	0	0	0
Complaints concerning customer data breaches	0	0	0



Corporate Governance

Executive Committee Structure

We are dedicated to upholding strong corporate governance in accordance with best practices. Our commitment to operating with honesty, transparency, and accountability ensures that ethical standards are embedded at every level of our company. To support this, we implement robust compliance and performance monitoring and collaborate with our suppliers and partners to maintain the same principles.

Our Management Team is responsible for executing the company's strategic decisions and works closely with an independent advisor who brings expertise in the maritime industry and corporate banking. This advisor offers valuable guidance, industry insights, and recommendations to drive profitability, growth, and the evolution of our ESG strategy and corporate social responsibility.

In our efforts to enhance our collective knowledge of sustainability and stay ahead of emerging trends, we have launched training programs. These programs are designed to provide both employees and senior management with the tools they need to incorporate ESG factors into their decision-making.

As a private company, the selection and evaluation of our highest governance body is determined by the shareholders, who nominate, and elect representatives based on relevant expertise and experience. Additionally, we regularly assess the board's performance in areas such as leadership, governance, value creation, technology use, sustainability, and its overall impact on our business success.

Senior Management team	
Executive officers	Role
John Dragnis	Chief Executive Officer
Alexis Stephanou	Chief Financial Officer
Iosif Efstathopoulos	Corporate Development and Sustainability Director
George Karavas	Managing Director
Theoni Kousi	Legal Director
Frans van de Bospoort	Non-Executive Director



Corporate Governance

Code of Conduct

At Goldenport Shipmanagement Ltd, we are committed to fostering a corporate culture defined by transparency, trustworthiness, and social responsibility. Our Code of Conduct and Business Ethics are the foundation of our dedication to responsible and ethical business practices. These guidelines provide a clear framework for all employees, outlining our expectations for fairness, integrity, and accountability in every aspect of our operations.

Our Code of Conduct applies to all employees, top management, crew members, and agents of the Company, covering the following areas:

- **Environmental Responsibility:** We are dedicated to reducing our environmental impact, focusing on lowering our carbon footprint and protecting biodiversity. This includes compliance with all environmental legislation and continuous investment in green technologies. We monitor and assess the environmental impacts of our operations and strive to optimize and improve these continuously.
- **Health and Safety Commitment:** We prioritize the health and safety of our employees, customers, the public, and the environment. All employees must adhere to safety guidelines and report any health and safety concerns immediately. Our policy ensures operations comply with all applicable safety and environmental laws.
- **Legal and Regulatory Compliance:** All employees must comply with the laws and regulations of the countries in which we operate, including those related to environmental protection, safety, fair competition, anti-bribery, and data privacy. In certain areas, such as sanctions, we may adopt stricter policies than required by national laws.
- **Ethical Business Practices:** Employees must deal honestly and fairly with customers, suppliers, and competitors, avoiding any form of manipulation or unfair practices. We do not engage in anti-competitive practices and ensure all dealings are conducted ethically.
- **Managing Conflicts of Interest:** Employees must avoid conflicts of interest and report any potential conflicts immediately. They should always act in the best interests of the Company, avoiding any actions that could harm the Company's reputation.
- **Confidentiality and Data Protection:** Employees must protect the confidentiality of Company information and personal data, ensuring it is not disclosed without authorization. This includes safeguarding proprietary and confidential information concerning the Company's business, clients, and suppliers.
- **Responsible Use of Company Assets:** Company assets should be used only for legitimate business purposes, and employees must protect these assets from theft, loss, and misuse. This applies to both tangible and intangible assets, including trade secrets and confidential information.
- **Anti-Discrimination and Harassment Policies:** We prohibit discrimination and harassment based on factors such as gender, race, age, religion, and more. Employees should report any incidents of discrimination or harassment. We expect our contractors, suppliers, and other business partners to adhere to similar standards of fair treatment and equal opportunity.
- **Accuracy in Corporate Records:** All business records must accurately reflect the facts and be prepared with honesty. This includes financial records and reports to public authorities. Our accounting personnel must provide accurate information to independent public accountants and the executive committee.
- **Financial Reporting Ethics:** Employees involved in financial reporting must adhere to high ethical standards, ensuring accurate and transparent reporting. They must act with honesty, integrity, and due care, avoiding conflicts of interest.
- **Reporting Code Violations:** Employees should report any violations of the Code to the Corporate Development and Sustainability Director or the Independent Director. Reports will be treated confidentially, and employees are encouraged to seek guidance when in doubt about the best course of action.

Human Rights and Exploitation Prevention

We are committed to upholding human rights, guided by international frameworks such as the UN International Bill of Human Rights and ILO Core Labor Standards. By supporting the UN Global Compact Principles, we adhere to ten globally recognized principles covering human rights, labor standards, environmental sustainability, and anti-corruption.

Our commitment extends to protecting the fundamental rights of individuals affected by our operations, especially in regions with weak protections. We prioritize respecting human rights over national

laws, ensuring that people's rights are safeguarded even when local laws fall short.

Modern slavery, including forced labor, child labor, and human trafficking, is strictly prohibited. We are vigilant in identifying risks and require employees to report concerns with the Board acting on them. We do not engage with any individuals or businesses involved in slavery or trafficking and uphold high ethical standards in all business dealings, expecting the same from our partners.

Compliance and Accountability

Failure to comply with the Code of Conduct may result in disciplinary actions, including termination of employment or legal actions where necessary. We use this code to guide our employees consistently, maintain integrity across the organization, and protect our reputation.

Sanctions Policy

At Goldenport Shipmanagement Ltd, we apply the highest standards to minimize international economic and trade sanctions risks and ensure transparency in our business activities. Our policy framework aims to ensure compliance with applicable sanctions laws, orders, and regulations, and to apply reasonable controls to detect, prevent, and deter attempts to circumvent sanctions.

The main objectives of our Sanctions Policy are:

- To establish risk-based controls to ensure compliance with all applicable sanction laws, orders, and regulations, and to effectively minimize our sanctions risk exposure.
- To minimize potential compliance, regulatory, and financial risks associated with breaches of sanctions.
- To protect the Company's reputation.

Whistleblowing Policy

We have established an Open Reporting Line on our corporate website, enabling all individuals to voice concerns responsibly and effectively when they discover information indicating malpractice. This mechanism is crucial for those facing difficult ethical situations or dilemmas and who feel uncomfortable raising the matter through the company's normal reporting process. The Open Reporting Line is fundamental to our professional integrity, reinforcing the value we place on honesty and transparency. It provides a method for addressing concerns in good faith while offering protection from victimization, harassment, or disciplinary proceedings.

Anti-Bribery & Anti-corruption

Our primary objective is to maintain trust and conduct business with the utmost ethical standards, ensuring transparency and full compliance with anti-corruption laws in every country where we operate. We understand that bribery and corruption can significantly impede socioeconomic development. Therefore, we uphold a strict zero-tolerance policy towards such practices, consistently promoting ethical conduct throughout our operations.

These policies were disseminated to all employees via a dedicated platform, ensuring comprehensive awareness and alignment with our anti-corruption standards.

We are proud to announce that our company maintained a flawless record in 2024, with zero incidents of bribery or corruption. This achievement underscores our steadfast commitment to upholding the highest standards of integrity and ethical business practices across all our operations.

zero

instances of non-compliance with any laws and regulations during 2024



Sustainable Supply Chain

100%

Percentage of Suppliers Evaluated

We are committed to integrating sustainability into every aspect of our procurement processes to promote responsible business practices and reduce our environmental impact. To realize this goal, we have implemented several key initiatives designed to ensure that our procurement decisions align with our values of environmental stewardship, social responsibility, and ethical business conduct.

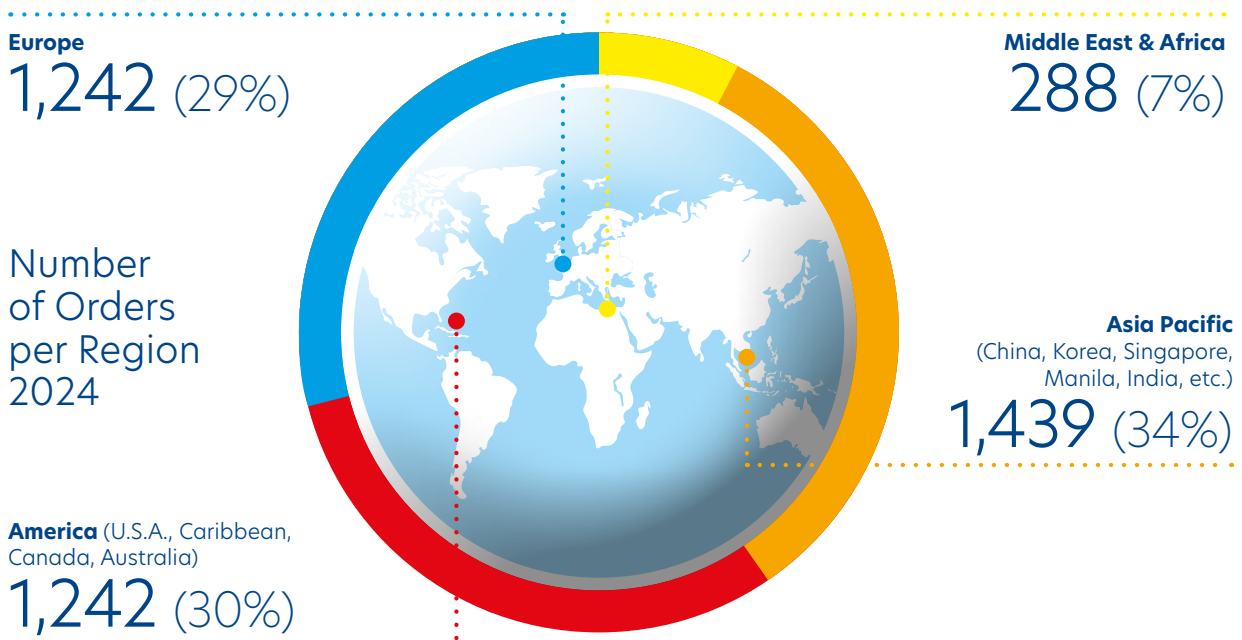
Supplier Evaluation: A core component of our sustainable procurement strategy is the rigorous assessment of potential suppliers. We evaluate 100% of our suppliers based on their environmental performance, social responsibility efforts, and adherence to ethical business practices. This comprehensive evaluation ensures that our partners not only meet our quality standards but also share our commitment to sustainability and contribute to the responsible growth of our business ecosystem.

Environmental Impact Assessments:

We conduct comprehensive environmental impact assessments for the products and services we procure. Our priority is to work with suppliers who provide eco-friendly alternatives, such as energy-efficient products, sustainable materials, and items that minimize their carbon footprint. This approach helps us reduce our overall environmental impact while supporting the development of innovative, sustainable solutions within our supply chain.

Local Procurement: We also place a strong emphasis on supporting local communities and economies through our procurement practices. By sourcing goods and services locally, we minimize transportation-related emissions, which significantly lowers our environmental footprint. Additionally, local sourcing strengthens regional economies, creates job opportunities, and fosters long-term community growth, benefiting both our business and the areas in which we operate.

Looking ahead, we are working on the development of a standardized procedure for screening and evaluating our suppliers. This initiative will allow us to systematically evaluate our suppliers' sustainability credentials and ensure that each procurement decision reflects our ongoing commitment to responsible sourcing.





Research and Innovation

We recently undertook a thorough Technology Screening in collaboration with NJORD, focusing on two of our vessels. This analysis considered the vessels' age and docking schedules to ensure accurate and relevant evaluations. NJORD leveraged their expertise in Energy Saving Devices (ESDs), supported by detailed case studies and advanced data analytics, to identify the most effective technological solutions.

The technologies were carefully prioritized to maximize fuel savings while avoiding redundancy. This strategic approach ensures that when multiple ESDs are implemented on the same vessel, they work synergistically to

deliver optimal results. By integrating these advanced technologies, we aim to enhance our operational efficiency and significantly reduce our environmental impact.





Cybersecurity

Data Protection and GDPR Compliance

We prioritize data protection by ensuring ongoing training and strict adherence to GDPR policies. Recognizing the critical importance of safeguarding data, we continually invest in advanced systems and technologies to enhance our security measures.

Regular training sessions for all employees ensure they are well-versed in data protection protocols and GDPR compliance, maintaining a high level of awareness and vigilance across the organization. Our investment in cutting-edge security technologies protects our data from unauthorized access, breaches, and other cyber threats, with systems regularly updated to keep pace with evolving security challenges. We strictly adhere to GDPR policies, ensuring that all personal data is handled with the utmost care and in accordance

with legal requirements, implementing robust data management practices and conducting regular audits to ensure compliance. Committed to continuous improvement, we stay informed about the latest developments in data security and incorporate best practices into our operations. By prioritizing data protection and investing in advanced security measures, we ensure that our data is safeguarded, maintaining the trust and confidence of our stakeholders.

Next Generation Firewall with MDR

The Next Generation Firewall (NGFW) is an essential element of contemporary network security, offering advanced protection that surpasses traditional firewalls. It provides stateful inspection of both incoming and outgoing network traffic, application awareness and control, integrated intrusion prevention, and cloud-delivered threat intelligence. These capabilities enable the NGFW to effectively identify and mitigate sophisticated threats such as malware and application-layer attacks.

When integrated with Managed Detection and Response (MDR), the NGFW's capabilities are significantly enhanced. MDR is a cybersecurity service that bolsters an organization's security posture through continuous monitoring, advanced threat analysis, and rapid incident response. This service includes a team of Security Operations Center (SOC) experts who work around the clock to detect and respond to cyber threats, ensuring comprehensive protection for the organization.

The combination of NGFW and MDR delivers a holistic security solution that not only blocks contemporary threats but also provides proactive threat management.

Our deployment of the Next Generation Firewall with MDR across all our vessels and headquarters has been recognized for its excellence, earning the Bronze Prize at the 2024 Cyber Security Awards. This accolade underscores our commitment to maintaining the highest standards of cybersecurity and protecting our assets from evolving threats.



Appendix



Appendix-I

ESG Data Tables

GRI 303-3, 5

FRESHWATER (L)			
Vessel	Produced	Purchased / Supplied	Vessel consumption
CALLIOPE	2,088.00	14.00	2,007.00
CALYPSO	2,088.00	14.00	2,007.00
EPOS	1,807.60	389.00	2,113.60
ERATO	3,354.30	144.00	3,491.30
EVANGELIA D	1,814.00	200.00	2,133.00
GOLD OAK	2,644.70	13.69	1,666.57
GW ELENI	2,180.50	36.39	3,877.85
GW MATHILDE	2,457.80	7.00	2,399.20
IOANNA D	1,231.50	746.50	1,954.00
KONSTANTINOS D	1,210.98	265.00	1,319.98
KYTHIRA	2,209.70	314.00	2,585.70
LAOURA	1,859.90	112.00	1,821.90
MAGMA FIDELITY	2,473.00	127.00	2,436.00
MAGMA INTEGRITY	2,594.50	100.00	2,653.50
MAGMA TENACITY	2,120.00	100.00	2,158.00
MAVERICK	1,528.10	110.00	1,771.80
MINERAL VOLOS	1,227.00	5.00	1,142.00
PISTI	1,272.50	790.00	2,199.50
RELIABLE	1,611.90	442.20	1,980.10
ROOSTER	1,274.30	1,019.00	2,471.30
SAN ALBERTO	2,302.10	343.00	2,547.10
SAN ALFONSO	2,089.00	462.00	2,426.00
SAN AMERIGO	2,144.50	367.00	2,559.50
SIKINOS	1,599.00	498.00	2,075.00
SOFIA	1,246.30	1,719.40	2,936.70
STEFANOS D	1,436.70	12.00	1,467.70
SYMI	1,887.60	876.00	2,691.60
THETIS	1,943.00	432.00	2,256.00
SUNDOWN / TRAMMO BAUMANN	2,265.40	59.00	2,090.40
TRAMMO INDEPENDENT	1,884.90	368.00	2,263.90
STINGER / TRAMMO STANTON	1,408.20	601.00	1,935.20
TOTAL	59,254.98	10,686.18	69,438.40

GRI 302-1

Energy From Fuels (GJ)			
FUEL TYPE	EF CO ₂	FUEL QUANTITY	TOTAL FLEET ENERGY (GJ)
HFO	40.2	110,551.74	4,444,180
LFO	41.2	28,029.47	1,154,814
MGO	42.7	17,502.46	747,355
TOTAL		156,083.67	6,346,349

Scope 1 Emissions CH ₄ (tCO ₂ e)			
FUEL TYPE	EF CO ₂	FUEL QUANTITY	TOTAL FLEET EMISSIONS (t CO ₂ e)
HFO	0.00005	110,551.74	5.5
LFO	0.00005	28,029.47	1.4
MGO	0.00005	17,502.46	0.9
TOTAL		156,083.67	7.8

GRI 305-1

Scope 1 Emissions CO ₂ (t)			
FUEL TYPE	EF CO ₂	FUEL QUANTITY	TOTAL FLEET EMISSIONS(t CO ₂ e)
HFO	3.114	110,551.74	344,258
LFO	3.151	28,029.47	88,320
MGO	3.206	17,502.46	56,112
TOTAL		156,083.67	488,690

Scope 1 Emissions N ₂ O (tCO ₂ e)			
FUEL TYPE	EF CO ₂	FUEL QUANTITY	TOTAL FLEET EMISSIONS (t CO ₂ e)
HFO	0.00018	110,551.74	19.9
LFO	0.00018	28,029.47	5
MGO	0.00018	17,502.46	4
TOTAL		156,083.67	27.9

GRI 2-7, 405-1

OFFICE EMPLOYEES			
DIVERSITY TYPE	TOTAL NUMBER OF EMPLOYEES	NEW HIRES	TURNOVER RATE
By Gender	Male	45	4
	Female	33	5
By Age	< 30 years old	7	0%
	30-50 years old	61	
	> 50 years old	10	
TOTAL	78	9	

SEAFARERS			
DIVERSITY TYPE	TOTAL NUMBER OF EMPLOYEES	NEW HIRES	TURNOVER RATE
By Nationality	Ukraine	212	60
	Russia	55	15
	Philippines	430	124
	Georgia	5	1
	Romania	3	1
	Croatia	2	1
	Montenegro	1	1
	Ethiopia	7	4
By Age	< 30 years old	191	57
	30-50 years old	384	111
	> 50 years old	140	39
TOTAL	715	207	

Appendix-II

GRI Content Index



No.	GRI Disclosure	Section
GRI 2: General Disclosures 2021		
1. The organization and its reporting practices		
2-1	Organizational details	About Goldenport, Our office
2-2	Entities included in the organization's sustainability reporting	About Goldenport
2-3	Reporting period, frequency, and contact point	About this report
2-4	Restatements of information	N/A
2. Activities and workers		
2-6	Activities, value chain and other business relationships	About Goldenport
2-7	Employees	Our People
2-8	Workers who are not employees	N/A
3. Governance		
2-9	Governance structure and composition	Corporate Governance
2-10	Nomination and selection of the highest governance body	Corporate Governance
2-11	Chair of the highest governance body	Corporate Governance
2-13	Delegation of responsibility for managing impacts	Corporate Governance
2-14	Role of the highest governance body in sustainability reporting	Corporate Governance
2-16	Communication of critical concerns	Corporate Governance
2-17	Collective knowledge of the highest governance body	Corporate Governance
2-18	Evaluation of the performance of the highest governance body	Corporate Governance
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Message from CEU
2-23	Policy commitments	Corporate Governance
2-24	Embedding policy commitments	Corporate Governance
2-26	Mechanisms for seeking advice and raising concerns	Corporate Governance
2-27	Compliance with laws and regulations	Corporate Governance
2-28	Membership associations	Memberships and Associations
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	Stakeholder Engagement
2-30	Collective bargaining agreements	Human Rights
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Materiality Assessment
3-2	List of material topics	Materiality Assessment
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	Sustainable Supply Chain
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	Anti-bribery & Anti-corruption
205-2	Communication and training about anticorruption policies and procedures	Anti-bribery & Anti-corruption
205-3	Confirmed incidents of corruption and actions taken	Anti-bribery & Anti-corruption

No.	GRI Disclosure	Section
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Fleet Performance
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Water Management
303-5	Water consumption	Water Management
303-5	Water consumption	Water Management
GRI 304: Biodiversity 2016		
304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity conservation and prevention of marine pollution
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Fleet Performance
305-2	Energy indirect (Scope 2) GHG emissions	N/A
305-4	GHG emissions intensity	Energy Efficiency
305-5	Reduction of GHG emissions	Energy Efficiency
305-6	Emissions of ozone-depleting substances (ODS)	Fleet Performance
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Fleet Performance
GRI 306: Effluents and Waste 2016		
306-3	Significant spills	Biodiversity conservation and prevention of marine pollution
GRI 306: Waste 2020		
306-2	Management of significant waste-related impacts	Waste Management
306-3	Waste generated	Waste Management
306-5	Waste directed to disposal	Waste Management
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Sustainable Supply Chain
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Our people
401-3	Parental leave	Employee Wellbeing
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Health and Safety Management
403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety Management
403-3	Occupational health services	Health and Safety Management
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety Management
403-5	Worker training on occupational health and safety	Health and Safety Management
403-6	Promotion of worker health	Health and Safety Management
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety Management
403-9	Work-related injuries	Health and Safety Management
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Training and Education
404-2	Programs for upgrading employee skills and transition assistance programs	Training and Education
404-3	Percentage of employees receiving regular performance and career development reviews	Our People

No.	GRI Disclosure	Section
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Our people
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Human Rights
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	Sustainable Supply Chain
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity



Appendix-III

SASB Index



Topic	Accounting metric	Unit of Measure	Code	Data
Greenhouse Gas Emissions	Gross global Scope 1 emissions	Metric tons CO ₂ -e (t)	TR-MT-110a.1	488,725
	Discussion of long-term and short-term strategy or plan to Manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Qualitative metric	TR-MT-110a.2	-
	(1) Total energy consumed, (2) percentage heavy fuel oil, (3) percentage renewable	(1) Gigajoules (GJ) (2) Percentage (%) (3) Percentage (%)	TR-MT-110a.3	(1) 6,346,349 (2) 70% (3) 0%
	Average Energy Efficiency Design Index (EEDI) for new ships	Grammes of CO ₂ per ton-nautical mile	TR-MT-110a.4	2.74
Air Quality	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , and (3) particulate matter (PM10)	Metric tons (t)	TR-MT-120a.1	(1) 15,015.49 (2) 1,420.82 (3) 1,716.29
Ecological Impacts	Shipping duration in marine protected areas or areas of protected conservation status	Days	TR-MT-160a.1	n/a
	Percentage of fleet implementing ballast water (1) exchange and (2) treatment	Percentage (%)	TR-MT-160a.2	(1) 0% (2) 100%
	(1) Number and (2) aggregate volume of spills and releases to the environment	(1) Number (2) Cubic meters (m ³)	TR-MT-160a.3	(1) 0 (2) 0
Health & Safety	Lost time incident rate (LTIR)	Rate	TR-MT-320a.1	0.000008
Business Ethics	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Number	TR-MT-510a.1	91
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Reporting currency	TR-MT-510a.2	0
Accident & Safety Management	(1) Number of marine casualties, (2) percentage classified as very serious	(1) Number, (2) Percentage (%)	TR-MT-540a.1	(1) 1 (2) 0%
	Number of Conditions of Class or Recommendations	Number	TR-MT-540a.2	48
	Number of port state control (1) deficiencies and (2) detentions	(1) Number (2) Number	TR-MT-540a.3	(1) 104 (2) 2
Activity Metrics	Number of shipboard employees	Number	TR-MT-000.A	715
	Total distance travelled by vessels	Nautical miles (nm)	TR-MT-000.B	1,527,979
	Operating days	Days	TR-MT-000.C	8,998
	Deadweight tonnage	Thousand Deadweight tons	TR-MT-000.D	1,575,435
	Number of vessels in total shipping fleet	Number	TR-MT-000.E	31
	Number of vessel port calls	Number	TR-MT-000.F	1,230





Goldenport Shipmanagement Ltd.

41 ATHINAS AVE., VOULIAGMENI, 16671, ATHENS, GREECE
TEL +30-2108910500 • FAX +30-2109670311

143, MAKARIOUS AVENUE III, 1st FLOOR, 3026, LIMASSOL, CYPRUS
TEL +30-2108910500 • FAX +30-2109670311

Goldenport ODESSA 7, NEKRASOVA LANE ODESSA, 65082, UKRAINE
TEL +38-048-7295802, +38-048-7295807, +38-048-7375801 • FAX +38-048-7225141

odessa@Goldenport.gr

Goldenport.gr