



Hydroussa Navigation Ltd

Established 2013



ENVIRONMENTAL SOCIAL & GOVERNANCE

ESG REPORT

2024



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ENVIRONMENTAL SOCIAL & GOVERNANCE

ESG REPORT 2024

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1. **Introduction**

1.1

About the Report

Hydroussa Navigation Ltd is pleased to present its second comprehensive Environmental, Social, and Governance (ESG) Report, demonstrating our continued commitment to sustainable development and responsible business practices. Our objective is to continuously improve our ESG performance and provide stakeholders with transparent insights into our management approach, key sustainability initiatives, and the progress achieved during the financial year 2024 (January 1 - December 31, 2024).

This report aims to assist our employees, clients, and industry stakeholders in understanding Hydroussa's sustainability priorities, strategies, and initiatives. We strive to communicate the environmental, social, and governance impacts of our operations in a clear, transparent, and comprehensive manner, reflecting our ongoing commitment to sustainable value creation.

Aligned with internationally recognized standards, including the Global Reporting Initiative (GRI), this report ensures global comparability and the delivery of high-quality non-financial data. To enhance the relevance and scope of our disclosures, we have also referenced leading frameworks such as the SASB Marine Transportation Standards, IFRS S1 & S2, and the Poseidon Principles.

In 2024, Lloyd's Register reviewed the company's material ESG topics identified during the previous

reporting period. This review accounted for changes in Hydroussa's operations and business relationships, ensuring that the topics continue to represent the company's most significant impacts on the environment, society, and economy.

Our reporting process is guided by the principles of accuracy, completeness, transparency, clarity, comparability, and verifiability. These principles underpin our efforts to present a clear and credible representation of Hydroussa's sustainability performance. We have established robust internal controls to maintain data integrity and reliability, supported by expert advice on sustainability practices and reporting standards.

While no external assurance was obtained for this reporting period, Hydroussa remains committed to continuous improvement in its reporting methodologies and practices, with the aim of achieving enhanced assurance in future reports.

This report reflects our dedication to responsible, transparent, and future-focused operations.

For any queries and questions,
Please contact:
Name - Konstantinos G. Kelesis
Designation - Technical
Coordinator
Email ID - [kgk@hydroussa-
navigation.gr](mailto:kgk@hydroussa-navigation.gr)



1.2

Letter from the Non-Executive Director

Having already commenced our voyage through 2025, our focus remains on the safety of our people onboard and ashore, and on our vessels and operations. Abiding by sustainable shipping practices, always with respect to our people and partners in business.

The challenges that our industry has faced across the globe due to known geopolitical conflicts have raised our concerns about the safety of our vessels and seafarers onboard, leading us to pursue secure and safe passages. In this respect, we remain restless, and you should be rest assured that we spared no resources in safeguarding our vessels, proof primarily of our people onboard and secondarily of our shore staff's commitment to preserving safety and security onboard.

Being strong supporters of the ultimate goal of disengaging from the use of fossil fuels, we have engaged in all possible ways to improve the efficiency of our fleet vessels. As you are aware, the company deployed a range of technical as well as operational measures and programs to optimize operational and environmental performance, as well as to closely monitor their implementation.

All vessels, during their scheduled drydocking, are coated with ultra-low-friction and self-polishing antifouling paints. These coatings effectively minimize hull resistance by preventing marine growth from adhering to the surface, thereby reducing overall hull roughness.

To further enhance energy efficiency, conventional lighting throughout our vessels—including engine room projectors, deck lighting and accommodation lighting—is in the process of being replaced with LED lighting. This transition not only improves onboard safety but also significantly enhances energy efficiency.

Late in 2024, we managed to consolidate performance monitoring, weather routing, and emission control into a single platform, Stormgeo, a BI platform which allowed the crew to monitor daily consumption graphs through a dashboard and compare them with METIS results. We thank our crew for their assistance in this successful and smooth transition, which was completed promptly and effectively.

New measures and programs have been drafted and are due to be submitted for class approval subject to the International Maritime Organization (IMO) and the corresponding Ship Energy Efficiency Management Plan (SEEMP) III regulations. At present, we have ensured full compliance with the IMO DCS, EU ETS, and FuelEU regulations, and emissions data are verified through DNV Veracity upon completion of each leg.

There were no serious injuries, and our crew indicated their positive approach to the new steps we have taken to improve safety reporting and engage all crew members in observing unsafe acts, taking care of their colleagues, and ensuring everyone returns home safely.

Looking forward to a safe and productive rest of 2025, maintaining our principals' standards over the last 71years without making any compromises in our top quality and safety standards.

Sincerely,

Panagiota Chrysanthi
Non-Executive Director ,
Hydroussa Navigation Ltd.



2. **Business Overview**

2.1 About Hydroussa Navigation



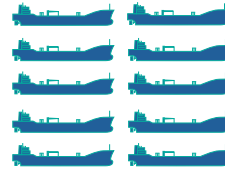
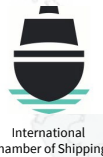
Hydroussa Navigation Ltd.

Founded in 2013, Hydroussa Navigation Ltd. builds on a maritime tradition of over 60 years, reflecting a long-standing commitment to safety, integrity, and sustainable operations. Headquartered in Athens, Greece, with a strong presence in Manila, Philippines, the company focuses exclusively on dry bulk transportation, ensuring specialized expertise and operational excellence.

Hydroussa operates a fleet of 10 modern bulk carriers with an average age below 13 years, all manned by skilled Filipino crew, classified by leading IACS members, and registered under IMO Whitelist flags.

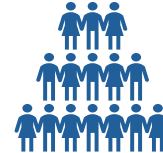
Guided by strong ESG principles, the company continues to invest in newbuilding projects and advanced technologies to improve energy efficiency, reduce environmental impact, and promote safe, fair, and responsible maritime practices.

Membership Associations



10

MODERN BULK CARRIERS
EXISTING FLEET



393

SEAFARERS



31

SHORE-BASED
PERSONNEL



Awards



2.2 Our Fleet



Vessel Name: M/V ANDROS
DWT : 82,158 MT
L x B : 228.990 m x 32.260 m
Summer draught : 14.429 m
IMO : 9505352



Vessel Name: M/V ANNA G
DWT : 81,004 MT
L x B : 229 m x 32 m
Summer draught : 14.475 m
IMO : 9701310



Vessel Name: M/V ARIANA
DWT : 76,631 MT
L x B : 225 m x 32.20 m
Summer draught : 14.218 m
IMO : 9316048



Vessel Name: M/V ASTREA
DWT : 81,838 MT
L x B : 228.990 m x 32.260 m
Summer draught : 14.429 m
IMO : 9705366



Vessel Name: M/V ATTALIA
DWT : 82,171 MT
L x B : 228.99 m x 32.260 m
Summer draught : 14.463 m
IMO : 9423360



Vessel Name: M/V KESARIA
DWT : 81,932 MT
L x B : 228.99 m x 32.260 m
Summer draught : 14.429 m
IMO : 9418444



Vessel Name: M/V MYRA
DWT : 82,226 MT
L x B : 228.99 m x 32.260 m
Summer draught : 14.463 m
IMO : 9418456



Vessel Name: M/V PELLA
DWT : 82,170 MT
L x B : 228.99 m x 32.260 m
Summer draught : 14.429 m
IMO : 9510321



Vessel Name: M/V TYANA
DWT : 82,158 MT
L x B : 228.99 m x 32.260 m
Summer draught : 14.463 m
IMO : 9418468



Vessel Name: M/V YIANNIS N.G
DWT : 81,004 MT
L x B : 229 m x 32 m
Summer draught : 14.475 m
IMO : 9701308



Total Fleet Deadweight
DWT **813,324 MT**



No. of vessel port calls
189



Total Distance
Travelled By Vessels
705,111 nm



Operating Days
2635

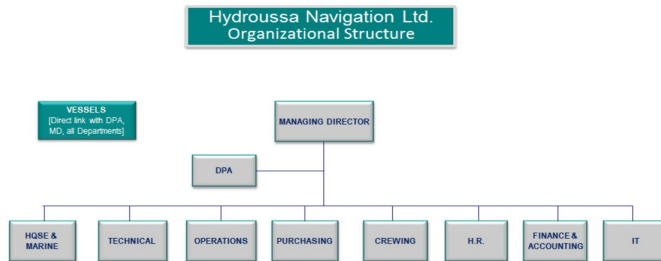
2.3 Organizational Structure

At Hydroussa Navigation Ltd, our organizational structure is built to ensure clear accountability, effective decision-making, and seamless collaboration across all functions. This framework reinforces our dedication to sustainability, operational excellence, and meaningful stakeholder engagement.

The Board of Directors serves as the highest governing body, providing strategic direction and oversight. The Board ensures that our corporate vision and long-term objectives are

fully aligned with our ESG commitments, while also approving key policies—including sustainability strategies—and monitoring performance against defined targets.

The executive management team is responsible for executing strategic initiatives, driving operational performance, and embedding ESG principles into daily decision-making across the organization.



2.4 Vision, Mission & Values



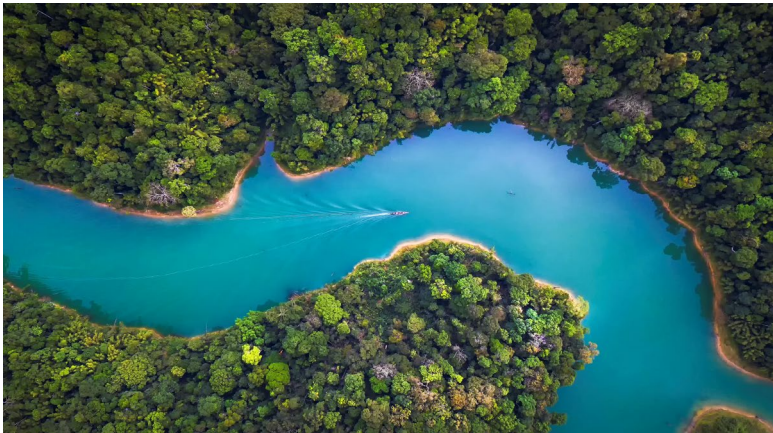
Our Vision

Heading towards new business frontiers and innovations while staying true to our family tradition for excellence, continuous improvement and dedication to environmental sustainability and respect for our people



Our Mission

We are a discerning team dedicated to a quality of marine transport that inspires trust and loyalty in our partners in business and makes our people proud. We effectively adapt to challenges with ethos and commitment to safety and protection of the environment



2.4 Vision, Mission & Values

Our Values



Collaboration

We are all on the same team and we care for each other. We work in good spirit and do our best to maintain harmony among departments. We believe that cooperation is essential to achieving and maintaining optimum performance.

Honesty

We are truthful and transparent, expressing views openly in all directions. We do not misrepresent anything to anyone.

Integrity

Our word is our bond. We conduct business in an ethical and honest manner and do the right thing even when no-one is watching. We live up to our values and make no compromises

Respect for individual & the company

We accept and value individual differences. We empathize and support others and treat them as we would like to be treated. We contribute to a "no blame culture" that recognizes not only success but effort as well. We have no tolerance for any form of bullying or discrimination.

Diligence

We go the extra mile. We are results focused and work effectively utilizing the capabilities of our team to the maximum. We demonstrate accountability and resilience.

Preferred partners

We selectively work with and strive to be the preferred partners of those who bring value to our company and its shareholders; by contributing to safe, reliable, no-risk transport worldwide and the finest experiences for all.



3. **Approach To Sustainability**

3 Approach To Sustainability



Sustainability is at the core of Hydroussa Navigation's business philosophy, shaping our decisions across environmental, social and governance dimensions foster responsible growth and ensure resilient, future-ready maritime operations.

At Hydroussa Navigation Ltd., our dedication to sustainability is fundamental to our operations and strategic vision. We are passionately committed to driving substantial progress through the responsible management of resources and the implementation of impactful initiatives.

Our sustainability framework integrates environmental stewardship, crew welfare, operational safety and security preparedness, supported by robust governance systems and continuous improvement processes. Particular emphasis is placed on seafarer well-being, fatigue management, fair employment practices and transparent grievance mechanisms.

Key Objectives:

- ❑ Achieve zero incidents and zero spills through continuous improvement.
- ❑ Establish safeguards to reduce

risks for customers, crew and port personnel.

- ❑ Develop contingency plans for potential security incidents.

To deliver these objectives, Hydroussa complies with all applicable environmental, safety, labour, and security regulations and standards. Comprehensive training programmes ensure that both shore-based and shipboard personnel understand and fulfil their ESG responsibilities. In parallel, the Company provides dedicated support to the Company Security Officer (CSO), Masters, and Ship Security Officers (SSOs) to effectively discharge their duties under the SOLAS Convention and the International Ship and Port Facility Security (ISPS) Code.

3.1 ESG Policies

Hydroussa Navigation Ltd. has established comprehensive ESG policies within its corporate governance framework, reflecting our commitment to responsible and sustainable operations. These policies have been developed in alignment with internationally recognized instruments, including the United Nations Global Compact, the UN International Bill of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. They serve as guiding references to ensure our business practices uphold universal standards of ethical conduct, labour rights, environmental stewardship, and social responsibility.

The policies are prominently displayed across all managed vessels and company premises to ensure accessibility and awareness among all employees. They are reviewed annually, or as necessary, to remain aligned with evolving international standards and best practices.

Our ESG framework applies the precautionary principle to proactively prevent health, safety, and environmental risks. Senior Management endorses and oversees these policies, applicable to all personnel onshore and onboard.

 Safety Policy	 Quality Policy	 Security Policy	 Shipboard Drug & Alcohol Policy	 Data Protection Policy
 Company drug and Alcohol Policy	 Environmental Policy	 Code of Ethics	 Workplace Violence & Harassment Policy	 Heathy & Hygiene Policy

Note: All ESG policies are publicly available and can accessed by [clicking here](#).

3.2 ESG Targets

Hydroussa Navigation Ltd. tracks a defined set ESG KPIs to monitor progress, manage risk and reinforce accountability. These indicators cover safety, security, training, regulatory compliance, environmental protection, and operational efficiency. Targets are set to maintain zero incidents, zero

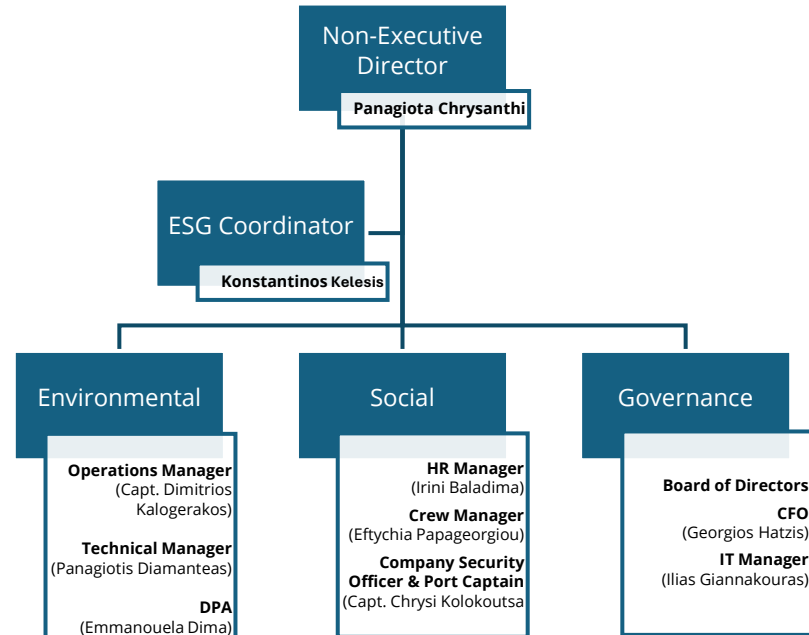
non-compliances, and full adherence to applicable standards, with performance reviewed regularly to support continuous improvement across all areas of the business.

Sl. No	KPI	Performance in 2023	Target 2024	Performance in 2024
1	Number of fatalities due to work-related injuries	0	0	0
2	Port state control detentions	0	0	0
3	Security deficiencies	0	Zero security incident	0
4	Training completion rates (key personnel)	100% Completion	100% Completion	100% Completion
5	No of incidents related to corruption or harassment	0	0	0
6	Specific fuel oil consumption (SFOC)	Complied	Not to exceed SFOC acceptable range -baseline per vessel	Complied
7	No. of ballast water management violations	0	0	0
8	No of accidental spills	0	0	0
9	Hull antifouling performance	Complied	Zero cases of non-conformance	Complied
10	Compliance with laws & regulations	Complied	Zero cases of non-compliance	Complied

3.3 ESG Governance

A key governance milestone in 2024 was the establishment of the Company's formal ESG Committee, chaired by Non-Executive Director Ms. Panagiota Chrysanthi. This development reinforces our commitment to strong governance practices and the integration of sustainability considerations at the highest level of decision-making.

The Board of Directors retains overall strategic oversight, while the cross-functional ESG Committee, supported by environmental, social, and governance sub-teams, ensures operational alignment across the fleet and office.



3.3 ESG Governance

ESG Committee Charter

Primary Purpose

The ESG Committee plays a central role in shaping Hydroussa Navigation Ltd's sustainability agenda. The ESG Committee meets biannually, in line with Group practice with responsibilities that include:

- Strategic Oversight: Guides ESG strategy, adopts ESG-driven initiatives, and sets key performance indicators (KPIs).
- Policy & Performance Review: Evaluates ESG strategies and policies, recommending improvements to ensure alignment with sectoral, national, and international standards.
- Governance & Reporting: Ensures ESG objectives are clearly defined, monitored, and fairly reported in line with global disclosure standards.
- Board Advisory: Advises the Board on the relevance and effectiveness of ESG policies, ensuring they reflect regulations, emerging trends, and stakeholder expectations.
- Risk & Opportunity Assessment: Reviews ESG risks and opportunities, including due diligence on potential investments, and provides strategic recommendations.
- Stakeholder Engagement: Maintains dialogue platforms, reviews feedback on material ESG topics and guides senior management on risk mitigation.
- Knowledge & Capacity Building: Promotes sustainability training, encourages diverse perspectives, and oversees a dedicated ESG task team to strengthen internal expertise.
- Governance Frameworks: Ensures ESG governance structures are robust across Hydroussa operations.
- Training and competency Development: To ensure effective oversight and informed decision-making, Hydroussa Navigation Ltd. supports structured competency development across environmental, social, and governance domains. This includes targeted training related to environmental compliance and sustainability management, people and culture development, digital capability enhancement, and governance systems, controls, and internal auditing.





These learning initiatives on sustainability topics, fostering diverse viewpoints on the board, and creating a dedicated ESG task force to monitor strategy and progress all contribute to enhancing the collective knowledge and skills of the ESG governance body.



3.4 Stakeholder Engagement

Hydroussa Navigation Ltd continues to value collaboration for sustainability by actively listening to and incorporating feedback from stakeholders. In 2024, we reaffirm our commitment by maintaining close engagement with

our key stakeholders, employees, suppliers, government and regulatory authorities, and financial institutions or investors, recognizing their critical roles across the company's value chain.

Stakeholder Category		Stakeholder Group	Stakeholder Engagement Channels
	Internal	Employees	Regular business meetings – social collaboration tools
	External	Suppliers or service providers	Bilateral engagement – collective action alliances and partnerships
	External	Investors or financial institutions	Regular engagement with investors and analysts – collective action alliances
	External	Government and regulatory affairs	Bilateral engagement with local, national, and international agencies and authorities – engagement through industry associations

3.5 Materiality Assessment

Materiality assessment is a process to determine the organization's most significant ESG topics or factors significantly impacting the economy, environment & people. It identifies the most critical ESG topics affecting the economy, environment, and people of an organization. Double materiality is a concept that considers both impact materiality & financial materiality during materiality assessment. Hydroussa Navigation Ltd conducted a double materiality assessment to identify the material topics



Impact Materiality: How business operations affect the environment and society ('inside-out' approach)

Financial Materiality: How external environmental and social factors impact the company's financial health ('outside-in' approach).

Material Topic Identification

Material topics representing the company's most significant impacts on the economy, environment, and people were identified through standards like GRI, SASB marine transportation standards, and peer benchmarking. These topics were categorized into Environmental, Social, and Governance topics. A final list of 16 material topics was shortlisted for stakeholder consultation and prioritization.

Given that stakeholder priorities and operational impacts have remained consistent, Hydroussa did not repeat the full materiality exercise in 2024.

Prioritization of ESG Topics

Material topics may be significant from an impact perspective, a financial perspective, or both. The impact materiality assessment evaluated significant actual or potential impacts on the environment and people over a three-year time horizon. Impact materiality was calculated by multiplying the likelihood of the impact by the severity of the impact.



Likelihood of Impact: The probability of the impact occurring



Severity of Impact: The potential harm or adverse effect of the impact

3.5 Materiality Assessment

Severity of impact is determined by:

- ❑ **Scale:** The level of seriousness of negative impacts depending on the context in which the impact takes place.
- ❑ **Scope:** The extent & reach of the impact. It is related to how widespread the impact is.
- ❑ **Irremediable Character:** The extent to which the negative impacts can be remedied, restoring the environment or affected people to their prior

state.

Workshops and surveys were conducted with external & internal stakeholders to arrive at the impact materiality score. External & internal stakeholders were asked to rate the likelihood & severity considering the scale, scope, and irremediable character of the identified ESG topics on a scale of 1 to 5.

The impact materiality score of each ESG topic was determined using the below formula:

Severity of Impact = (Scale + Scope + Irremediable character) of impact

Impact Materiality Score = (Likelihood of impact) × (Severity of impact)

3.5 Materiality Assessment

Methodology

01

DEFINE PURPOSE AND SCOPE

- ❑ Define what materiality means for the organization
- ❑ Identify the objectives and audience of the assessment

02

IDENTIFY MATERIAL TOPICS

- ❑ Create a long comprehensive list of material topics based on peer review, standards and frameworks, and desk research

03

CATEGORIZE MATERIAL TOPICS

- ❑ Refine the list of material topics based on industry experience
- ❑ Categorize the topics into Environmental, Social and Governance topics

04

STAKEHOLDER ENGAGEMENT

- ❑ Conduct workshops or surveys with internal and external stakeholders to identify impact materiality of each topic

05

DOUBLE MATERIALITY ASSESSMENT

- ❑ Conduct workshops/surveys with top management to understand the financial impacts of the external factors
- ❑ Prepare a materiality matrix



3.5 Materiality Assessment

In 2023, Hydroussa Navigation Ltd. conducted its first formal double materiality assessment, guided by leading frameworks including GRI, SASB Marine Transportation Standards, TCFD, and the UN Sustainable Development Goals (SDGs). The assessment combined expert analysis, peer benchmarking, and structured engagement with both internal and external stakeholders through workshops and surveys. Clear criteria of scale, scope, and irremediability were applied to ensure that the company's material ESG topics were comprehensive and aligned with international best practice.

Given that stakeholder priorities and operational impacts have remained consistent, Hydroussa did not repeat the full materiality exercise in 2024.

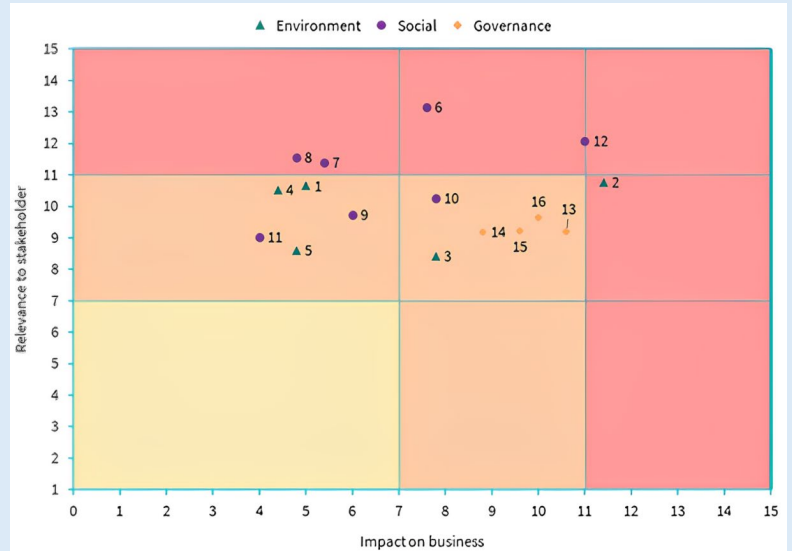
Instead, the company continues to monitor progress against the 2023 findings while focusing on effective implementation and transparent disclosure.

In line with GRI 3: Material Topics (2021), all previously identified material topics were reviewed for continued relevance. The 2023 assessment, which identified 16 key ESG topics, remains the foundation of Hydroussa Navigation Ltd.'s sustainability strategy and reporting.

While no significant changes were observed in stakeholder priorities, Hydroussa remains committed to conducting a full reassessment periodically—or earlier if triggered by substantial shifts in business context, stakeholder expectations, or regulatory requirements



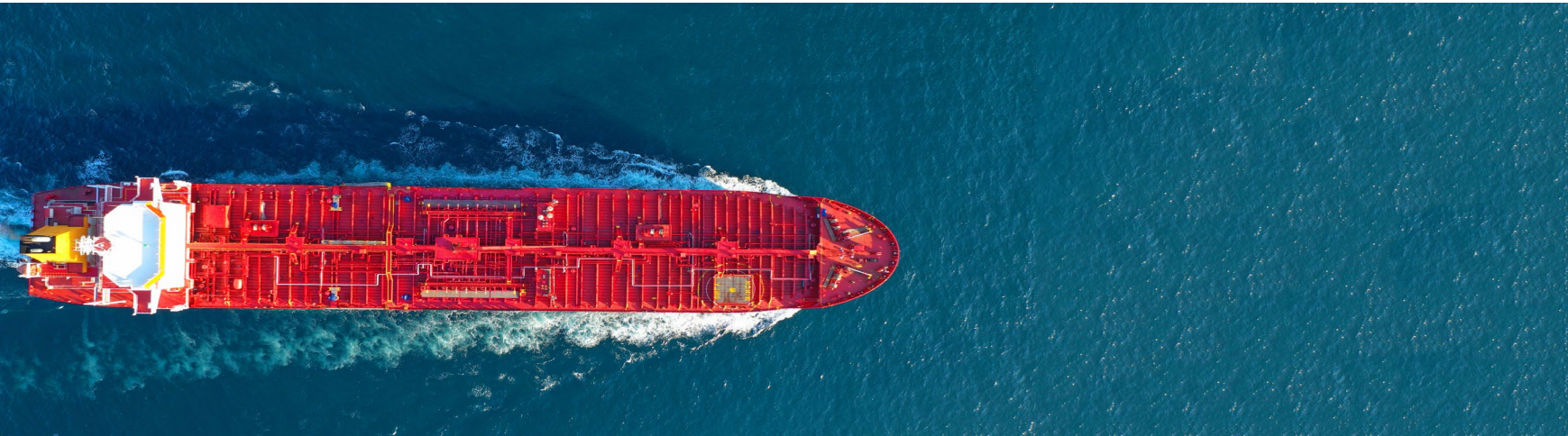
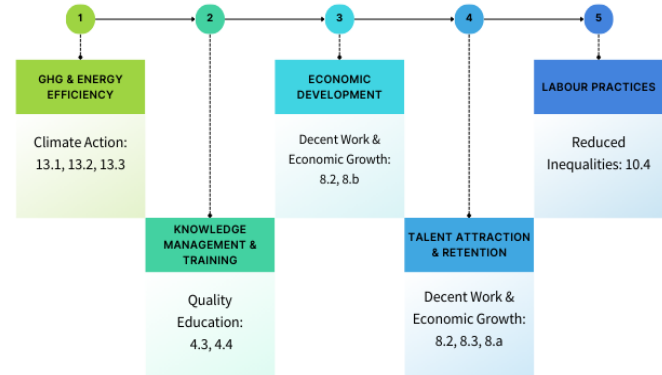
3.5 Materiality Assessment



- | | |
|---|---|
| 1. Air Quality | 9. People & Community |
| 2. GHG & Energy Efficiency | 10. Workplace Health & Safety |
| 3. Water and Wastewater Management | 11. Diversity & Inclusion |
| 4. Waste & Hazardous Materials Management | 12. Knowledge Management & Training |
| 5. Biodiversity & Ecological Impacts | 13. Risk Management & Business Model Resilience |
| 6. Economic Development | 14. Business Ethics |
| 7. Talent Attraction & Retention | 15. Privacy & Data Security |
| 8. Labour Practices | 16. Dialogue, Transparency, and Partnerships |

SUSTAINABLE DEVELOPMENT GOALS

SDG Mapping of Key Material Topics





4. Environment

4 Environment

“ *Hydroussa Navigation Ltd.’s environmental commitment underpins every voyage, guiding how we operate our fleet, manage resources, and reduce our environmental footprint* ”

Protecting the environment is vital for sustaining life and preserving the planet’s natural resources and ecosystems. Recognizing the interdependence between human activity and the environment, Hydroussa Navigation Ltd embraces its responsibility to operate sustainably and minimize environmental impact.

In alignment with our sustainability commitments, we are implementing advanced environmental technologies, adopting clean energy initiatives, and

upgrading our fleet with eco-efficient vessels designed for improved fuel performance.

Through continuous investment in sustainable practices, Hydroussa Navigation Ltd reaffirms its dedication to environmental stewardship and contributes to global efforts to address climate change.



4 Environment





“ *At Hydroussa, environmental management is not a process — it’s a mindset that drives sustainable performance across our fleet.* ”

Environmental Management System

Environmental management is a top priority for Hydroussa Navigation Ltd. We are dedicated to continuously enhancing our environmental performance across all operations through our Environmental Management System (EMS), which is

fully integrated into our broader Safety Management System (SMS).

To ensure the effectiveness of our EMS, Hydroussa Navigation Ltd has implemented the following key measures:

-  Identified relevant stakeholders & developed the scope of EMS
-  Established environmental policy & clearly assigned accountability and responsibility
-  Identified all compliance requirements related to environmental aspects & impacts
-  Set environmental objectives & allocated resources to meet the targets
-  Regularly evaluated environmental performance against policy and targets

4 Environment

Environmental Regulations

Hydroussa Navigation Ltd has established and implemented comprehensive precautionary and control measures to mitigate the environmental impacts arising from its

operations. The company rigorously identifies, monitors, and ensures adherence to all relevant environmental regulations and compliance requirements.

CONTROLS IN PLACE	INTERNATIONAL CONVENTION / REGULATION
DCS (IMO DATA COLLECTION SYSTEM)	MARPOL Annex VI (Fuel Oil Data Collection)
MRV (EU MONITORING, REPORTING, AND VERIFICATION)	Regulation (EU) 2015/757
SEEMP (SHIP ENERGY EFFICIENCY MANAGEMENT PLAN)	MARPOL Annex VI
EEDI (ENERGY EFFICIENCY DESIGN INDEX)	MARPOL Annex VI, Chapter 4
EEXI (ENERGY EFFICIENCY EXISTING SHIP INDEX)	MARPOL Annex VI, Chapter 4
CII (CARBON INTENSITY INDICATOR)	MARPOL Annex VI amendments
NOx MONITORING	MARPOL Annex VI, Regulation 13
SOx MONITORING	MARPOL Annex VI, Regulation 14

4 Environment

CONTROLS IN PLACE	INTERNATIONAL CONVENTION / REGULATION
SOPEP (SHIPBOARD OIL POLLUTION EMERGENCY PLAN)	MARPOL Annex I, Regulation 37
SEWAGE TREATMENT	MARPOL Annex IV
BALLAST WATER MANAGEMENT SYSTEM (BWMS)	Ballast Water Management Convention
GARBAGE MANAGEMENT	MARPOL Annex V - Prevention of Pollution by Garbage from Ships
HULL FOULING	International Convention on the Control of Harmful Anti-fouling Systems on Ships (AFS), 2001
IHM (INVENTORY OF HAZARDOUS MATERIAL)	Regulation (EU) No. 1257/2013 of the European Parliament
REGULATORY SURVEYS (ANNUAL, PERIODICAL, INTERMEDIATE, RENEWAL 5 YEARLY)	IMO and Flag State requirements (SOLAS, LSA, FSS, IGC, MARPOL, ISM, ISPS, COLREG)

4.1

Air quality, GHG and Energy Efficiency

The maritime industry is vital to global trade but faces significant climate challenges from GHG emissions and climate change impacts. While shipping is the most fuel-efficient mode of transport, continuous improvements in energy efficiency are essential. In line with the IMO's GHG strategy, the industry is advancing toward net-zero emissions by mid-century through cleaner fuels, innovative technologies, and enhanced operational efficiency.

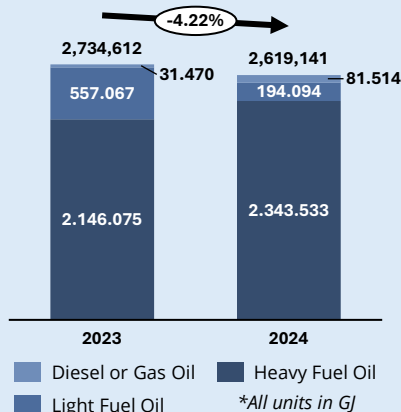
Management Approach

At Hydroussa Navigation Ltd., we acknowledge our responsibility to tackle climate-related challenges. We are committed to implementing robust strategies for managing greenhouse gas (GHG) emissions, including the maintenance of a Ship Energy Efficiency Management Plan (SEEMP). By providing comprehensive employee training and ensuring strict compliance with all relevant legal requirements, we promote a culture of energy efficiency and environmental stewardship throughout our operations.

Energy Consumption

Hydroussa Navigation Ltd is committed to sustainable and efficient maritime operations. The company integrates advanced energy management practices—including hull and propeller maintenance, optimized voyage planning, and engine performance management—to enhance vessel efficiency and reduce carbon intensity.

Through its in-house ERP system, Hydroussa ensures robust monitoring and reporting of environmental and energy performance across the fleet. Leveraging cutting-edge data communication technologies, vessel data is seamlessly transmitted ashore for real-time analysis. In 2024, Hydroussa achieved a reduction in total energy consumption, driven by operational optimization and improved fuel-use efficiency. Overall energy use decreased by approximately 18–20% (in GJ terms) compared to 2023.



Hydroussa Navigation Ltd onboard fuel consumption in the reporting year is shown above. **Around 89.48% of total energy consumption is due to heavy fuel oil consumption.** Light fuel oil & gas oil constitutes 7.41% & 3.11% of total energy consumption respectively.

4.1

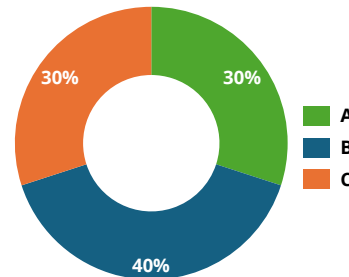
Air quality, GHG and Energy Efficiency

Electricity consumption from office buildings during the reporting year stood at 84,185.25 KWh for Hydroussa Navigation Ltd.

Carbon Intensity Index of Vessels

The Carbon Intensity Indicator (CII) measures a ship's efficiency in transporting goods or passengers, expressed in grams of CO₂ per cargo-carrying capacity and nautical mile. It is calculated annually based on IMO DCS data, and ships receive a rating from A to E. Ships rated D for three consecutive years or E in a single year must develop an approved corrective action plan as part of the SEEMP.

Currently, 30% of Hydroussa Navigation Ltd vessels have "A" rating, with an average AER of 3.513 gCO₂/dwt.nm. No vessels have received "D" or "E" rating.



Energy Efficiency Operational Indicator (EEOI) is a metric that is used to measure how efficiently a ship converts fuel into propulsion and transport. The Energy EEOI measures a ship's operational energy efficiency by calculating fuel consumption per unit of cargo carried. The average EEOI for the reporting period is 8.58 gCO₂/t-nm.

Air quality

Our vessels' air emissions are regulated at multiple levels. Since January 2020, the IMO convention *Prevention of Pollution from Ships* (MARPOL) has enforced a global limit on fuel sulfur content, reducing it from 3.5% to 0.5%.

To comply, our ships use low-sulfur marine gas oil (MGO), low-sulfur fuel oil (LSFO), and heavy fuel oil (HFO) where permitted.

Additionally, MARPOL Annex VI establishes limits on nitrogen oxide (NO_x) emissions. The total NO_x emissions from all vessels during the reporting year amount to 4572 tons.

We are committed to reducing nitrogen oxides (NO_x) and sulphur oxides (SO_x) emissions through various pre-combustion & post-combustion control measures.

Estimated particulate matter emissions (PM_{2.5}) stands at 446.319 t

4.1 Air quality, GHG and Energy Efficiency

Hydroussa Navigation Ltd. remains committed to reducing its environmental footprint and driving continuous improvement across shipboard and shoreside operations. Our net-zero ambition covers both Scope 1 and Scope 2 emissions, and we are progressively working toward quantifying and managing Scope 3 impacts through enhanced supplier engagement and value-chain transparency.

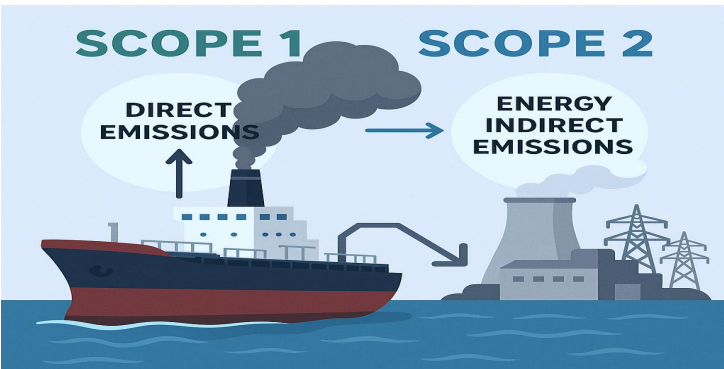
GHG Accounting Framework

We calculate our emissions in line with the GHG Protocol, applying AR5 Global Warming Potential (GWP) factors for CO₂, CH₄, and N₂O.

Scope 1 covers direct emissions from fuel combustion in our vessels and auxiliary systems.

Scope 2 includes indirect emissions from purchased electricity for office facilities and support operations.

GHG EMISSION TYPE	QUANTITY (t CO ₂ e)
GROSS DIRECT (SCOPE 1) GHG EMISSIONS	204,390
GROSS LOCATION-BASED ENERGY INDIRECT (SCOPE 2)	22



4.2 Energy Transition Strategy

As the maritime sector intensifies its response to global climate challenges, Hydroussa Navigation is strengthening its commitment to long-term decarbonization. In partnership with Lloyd's Register, we have developed a comprehensive Energy Transition Strategy that charts a realistic, data-driven pathway to achieving net-zero emissions by 2050.

This strategy evaluates:

- IMO's CO₂ reduction trajectory for 2030, 2040, and 2050,
- The MEPC 78 methodology for CII and CO₂ targets, and
- Hydroussa's fleet-specific operational profile.

The result is a structured decarbonization roadmap that prioritizes near-term action while preparing for future regulatory and technological shifts.

To align with our decarbonization pathway, Hydroussa has adopted a range of energy-saving and performance-enhancing interventions:

Energy Saving Devices (ESDs) Installed:

- 60% of the fleet equipped with rudder bulbs and stator fins, improving fuel flow and propulsion efficiency.
- 20% fitted with flow ducts to

optimize water inflow to propellers.

- Advanced hull coatings: All vessels transitioning to ultra-low-friction anti-fouling paints.
- Regular hull cleaning and propeller polishing to maintain hydrodynamic performance.
- Real-time performance monitoring systems installed across the fleet for data-driven operational decision-making.

Relative to the 2023 baseline, Hydroussa aims to achieve the following reductions:

YEAR	CII REDUCTION TARGET
2028	9%
2030	26%
2040	63%
2050	NET-ZERO

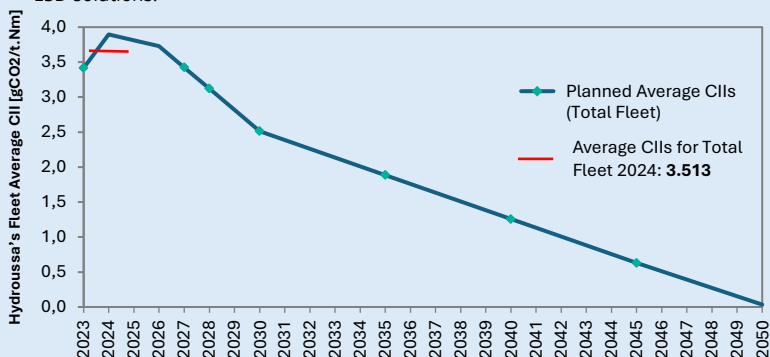
4.2 Energy Transition Strategy

Hydroussa's projected average CII trajectory shows a steady improvement from 2024 onward, with values declining through 2030 and progressing toward near-zero levels by 2050. For the reporting year, Hydroussa's attained operational CII (AER) was 3.5135, providing a clear benchmark for year-on-year performance assessment.

These improvements are supported by fleet-wide efficiency measures, including ultra-low-friction hull coatings installed across all vessels and the ongoing rollout of LED lighting, reducing hydrodynamic resistance, auxiliary power demand and emissions.

Energy Saving Devices (ESDs)

Enhancing fleet efficiency through advanced propulsion and auxiliary technologies, including digital optimization tools and next-generation ESD solutions.



Biofuels

Evaluating drop-in biofuel adoption as a near-term, scalable pathway to reduce lifecycle emissions and strengthen CII performance for the existing fleet.

Alternative Propulsion Systems & Future Fuels

Assessing methanol retrofits, hybridization options, and future-fuel-ready designs for upcoming fleet renewal cycles.

Our energy transition approach is built on adaptability and action. We are implementing what is feasible today while preparing for what becomes possible tomorrow. As regulatory frameworks evolve and new technologies mature, our strategy will continue to align with global best practices and long-term climate goals.

4.3 Water and Wastewater Management

Hydroussa Navigation Ltd. acknowledges that marine transportation can impact the environment through discharges, waterborne emissions, and potential spills, and is deeply committed to minimizing these effects as part of its core sustainability objectives.

Management Approach

The company recognizes responsible water and wastewater management as an essential aspect of its operations. We are dedicated to minimizing water consumption, preventing pollution, and advancing sustainable practices across our value chain.

Fresh Water Consumption

In 2024, total freshwater consumption amounted to 916.492 cubic meters (m³) across all onboard ship operations, while the office building recorded a consumption of 278.37 m³.

Onboard Water Production

Onboard freshwater production reached 41,602.72 m³, surpassing consumption by 24.85%. The surplus—generated through evaporators and/or reverse osmosis (RO) plants using seawater—has substantially reduced dependence on bunkered freshwater. This demonstrates our commitment to efficient freshwater management, particularly valuable in regions where freshwater resources are scarce and

reserved for local communities.

In parallel, the entire fleet has been equipped with advanced onboard filtration systems, designed to serve three key purposes:

- ❑ Enhancing hygiene and crew health by ensuring consistently high-water quality
- ❑ Reducing wastewater generation through more efficient water use
- ❑ Eliminating the need for single-use plastics (SUPs) by enabling safe onboard drinking water systems

Ballast Water Management

We strictly follow ballast water management guidelines to ensure full regulatory compliance. Ballast water, which is seawater taken onboard to stabilize the ship, is treated to eliminate the risk of transferring nonnative and invasive species to other environments when the ship moves between ports.

- ❑ 100% of our entire fleet is equipped with ballast water treatment systems, and regular checks are conducted to ensure ongoing compliance with regulations
- ❑ We have maintained a perfect record with **0 ballast water management violations**

4.4

Waste & Hazardous Materials Management

Wastewater and Solid Waste Disposal at Sea

Hydroussa Navigation Ltd. complies with MARPOL Annex IV regulations governing the discharge of black and grey water. In 2024, there were **zero incidents of uncontrolled waste discharge at sea** ensuring adherence to international waste management standards.

All vessels in the fleet are equipped with advanced sewage treatment plants compliant with required standards. For bilge water management, the company ensures full compliance with MARPOL Annex I by using oil-water separators that limit oil content to below 15 ppm prior to discharge.

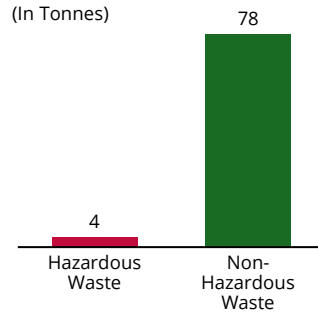
Solid waste disposal on board is carried out in full compliance with MARPOL Annex V requirements.

Management Approach

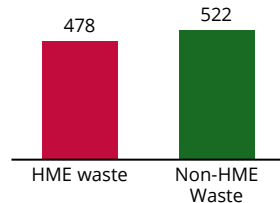
Hydroussa Navigation Ltd. is dedicated to responsible waste and hazardous material management. Through advanced waste-reduction technologies, staff training, and recycling programs, we minimize environmental impact while fully complying with MARPOL 73/78 Annex V to prevent toxic releases and chemical leaks.

Waste Generation & Disposal From Non-shipping Operations

A total of 81.8 tonnes of waste was generated from non-shipping operations, of which 71.9% was recycled. Hazardous waste, including electronics, batteries, toner, and lamps, accounted for 3.8 Mt



Waste Generation From Shipping Operations (m3)



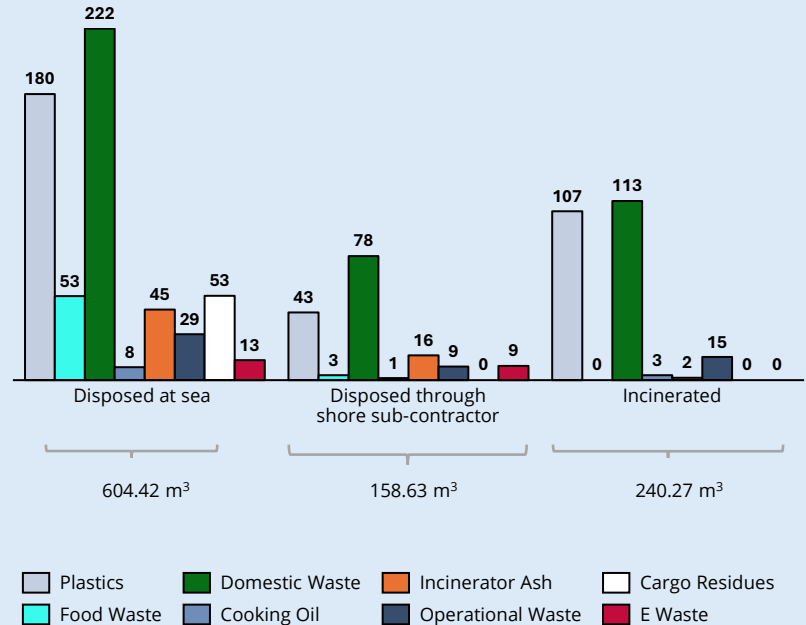
4.4

Waste & Hazardous Materials Management

Waste Generation & Disposal From Shipping Operations

During the reporting year, a total of 1,003.34 m³ of waste was generated from Hydroussa Navigation Ltd.'s shipping operations. Waste streams

included food waste, domestic waste, plastics, operational waste, cooking oil, incinerator ash, e-waste, and non-hazardous cargo residues.



4.4

Waste & Hazardous Materials Management

Garbage Disposal Onboard

Approximately 60% was disposed of at sea, primarily comprising food waste and other permitted waste streams. Around 16% was managed through licensed shore subcontractors, ensuring appropriate treatment, recycling, or disposal at approved reception facilities. About 24% was incinerated onboard, with residues such as incinerator ash subsequently handled in accordance with applicable regulations.

In 2024, Hydroussa achieved Zero Non-Conformance Reports for:

- ❑ Use of spare parts and consumables packed in environmentally harmful packaging

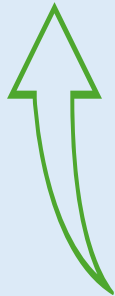
- ❑ Use of incinerators

Reduce, Reuse & Recycle Onshore

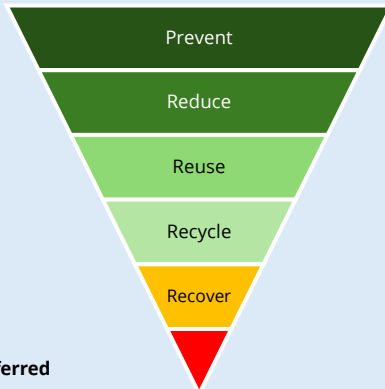
At Hydroussa, we are committed to reducing our environmental footprint across all areas of operation, including our office practices. We encourage a culture of reduce, reuse, and recycle, promoting the efficient use of resources to minimize waste. This includes efforts to reduce paper consumption, reuse office supplies where possible, and recycle materials like paper, plastic, and electronics.



Most Preferred



Least Preferred



Dispose

4.5

Biodiversity & Ecological Impacts

At Hydroussa, we recognize that protecting biodiversity is fundamental to sustainable maritime operations. Our commitment extends beyond regulatory compliance—toward actively contributing to the preservation, restoration, and resilience of ecosystems affected directly or indirectly by our activities.

Management Approach

Hydroussa adopts a proactive and precautionary approach to biodiversity stewardship. Our management framework focuses on:

- ❑ Preventing ecological harm arising from fleet operations
- ❑ Ensuring compliance with international antifouling and biofouling regulations
- ❑ Supporting conservation initiatives that enhance long-term ecosystem health
- ❑ Collaborating with global and local stakeholders to promote environmental awareness and

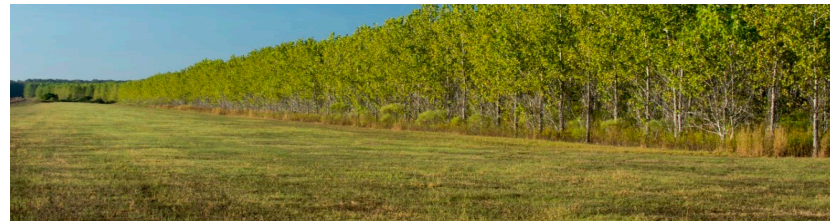
protection

Minimizing Ecological Impact

A core priority for the company is the prevention of non-compliance with antifouling and invasive species regulations. Maintaining high standards in hull maintenance, coating selection, and biofouling management ensures:

- ❑ Reduced transfer of invasive species
- ❑ Lower marine toxicity
- ❑ Improved ecological integrity in coastal and offshore ecosystems

Our ambition remains zero non-conformities, supported by strict internal audits and continuous monitoring. Beyond operational measures, Hydroussa contributes to initiatives that restore ecosystems, promote biodiversity, and enhance natural habitats globally.



4.5

Biodiversity & Ecological Impacts

HELMEPA

Hydroussa Navigation is an active member of HELMEPA (Hellenic Marine Environment Protection Association), Greece's leading marine environmental organization dedicated to safeguarding the seas. Through HELMEPA, we participate in:

- ❑ Coastal and seabed clean-up actions
- ❑ Environmental awareness programs for seafarers and youth
- ❑ Campaigns promoting ocean protection, pollution prevention, and sustainable practices

Paths of Greece – Trail Guardian Initiative

As part of our dedication to preserving natural heritage on land as well, Hydroussa Navigation supports the mission of Paths of Greece Social Cooperative, an organization transforming Greece into a world-class hiking destination through the development and maintenance of more than 2,000 km of trails.

Through the Trail Guardian Program, Hydroussa will contribute to:

- ❑ Restoring and maintaining hiking trails in the Attica region
- ❑ Supporting sustainable travel and ecotourism
- ❑ Promoting environmental awareness within local communities

Arbor Day Foundation Partnership

In continuation of our long-standing environmental commitments across the Group, Hydroussa Navigation supports the Arbor Day Foundation, a global nonprofit dedicated to reforestation and ecosystem restoration.

Through this partnership, Hydroussa contributes to climate resilience and biodiversity enhancement by supporting projects such as:

- ❑ Large-scale native tree planting programs
- ❑ Restoration of degraded forest areas
- ❑ Habitat enhancement for wildlife conservation





5. Social

5.1 Labour Practices



Hydroussa Navigation Ltd promotes an inclusive and respectful workplace founded on ethical labour practices, health and safety standards, and continuous employee development.

Hydroussa Navigation Ltd is committed to maintaining ethical and fair labour practices that uphold the rights and well-being of its employees. The company ensures full compliance with all applicable labour laws and regulations, fostering a workplace culture built on respect, equality, and inclusivity.

Transparent policies promote non-discrimination, equal opportunities, and fair compensation for all employees. Hydroussa encourages open communication through structured feedback mechanisms, ensuring that employees' voices are heard, respected, and valued.

Employee Relations

Hydroussa Navigation Ltd fosters respect and support in the workplace through the following actions:

□ Commitment to a Safe and Dignified Work Environment

Hydroussa Navigation Ltd is dedicated to fostering an inclusive and respectful workplace where all employees are treated with dignity and fairness, upholding a strict zero-tolerance policy towards any

form of violence, harassment, discrimination, or non-compliance with regulations. Consequently, none of the company's operations are considered to have a significant risk of incidents involving child labour or forced labour.

□ Prevention of Harassment and Prohibited Behaviours

The Policy for the Prevention and Treatment of Incidents of Violence and Harassment in the Workplace clearly defines and strictly prohibits all forms of violence, harassment, bullying, and gender-based discrimination. It specifies unacceptable behaviours such as threats, verbal abuse, and offensive remarks to ensure clarity, accountability, and compliance among all employees.

In addition, all security personnel receive comprehensive training on human rights policies, enabling them to understand the appropriate, lawful, and proportional use of force, applied only when necessary and in accordance with legal and ethical standards.

5.1 Labour Practices

□ Employee Rights and Responsibilities:

Employees have the right to a safe and respectful workplace and are encouraged to report any incident of violence or harassment without fear of reprisal. They are also expected to comply with the company's Prevention and Treatment Policy, participate in relevant training sessions, and cooperate during investigations to uphold workplace harmony and mutual trust.

□ Supportive Complaint Mechanism:

A transparent and confidential internal complaints mechanism allows employees to report incidents safely and directly. The Human Resources Department ensures impartial investigations and timely resolutions, reinforcing the company's commitment to fairness and accountability.

□ Protection Against Retaliation:

The company strictly prohibits retaliation or victimisation of employees who report incidents of violence or harassment, reinforcing its commitment to employee well-being and fair treatment.

□ Director and Manager Responsibilities:

Leaders across all levels are responsible for setting the tone of

respect and inclusivity. They are required to handle complaints promptly, model ethical behaviour, and foster a work environment that aligns with the company's values of trust and fairness.

□ Support for Domestic Violence Victims:

Recognising that personal challenges can affect professional life, Hydroussa Navigation Ltd provides support to employees impacted by domestic violence. The company offers protection, flexibility, and assistance to help affected individuals sustain both their employment and well-being.

□ Freedom of Association & Collective Bargaining:

All employees are provided with freedom of association & collective bargaining arrangements as per the National Collective Labour Agreement, Article 25 of Law 27/1975

These actions highlight Hydroussa Navigation Ltd.'s proactive approach to employee relations by focusing on safety, respect, & robust mechanisms for addressing grievances.

5.2

Diversity and Inclusion

Hydroussa Navigation Ltd is committed to cultivating a diverse and inclusive workforce, ensuring equal opportunities and a supportive environment where all employees can thrive.

Hydroussa Navigation Ltd remains deeply committed to advancing diversity, equity, and inclusion across its workforce, recognising these as vital drivers of innovation, collaboration, and long-term success. The company continues to promote equal employment opportunities, fair representation, and a workplace culture that values individuality and mutual respect.

The company's workforce reflects a healthy mix of experience and youth, with active recruitment efforts aimed at sustaining generational diversity both at sea and ashore.

Gender Diversity Campaign

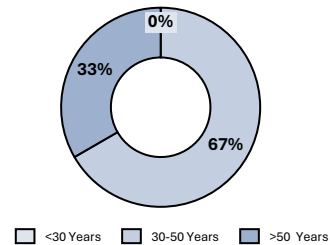
In 2024, all new hires among shore-based employees were female, reinforcing the company's commitment to promoting gender diversity and equal opportunities in recruitment. As of year-end, females represent 51.61% of shore-based staff, while males account for 48.38%, reflecting a balanced and inclusive workforce.



Diversity of Governance Body

The governance body consists of 3 males and 3 females, ensuring equal representation of 50% for each gender. The age distribution of the governance body reflects a balanced mix of experience with four members aged 30-50 and two members above 50.

Governance Body Age Distribution



Inclusive Workforce Practices

Hydroussa Navigation Ltd cultivates a culture of diversity and inclusion, viewing it as a catalyst for innovation and growth within the organisation. The company's recruitment and promotion processes are built on merit, skill, and experience, ensuring there are no gender or nationality-based pay disparities.

5.2

Diversity and Inclusion

NEW HIRES AND TURNOVER	CATEGORY	SHORE SIDE STAFF	SEAFARERS
Employee turnover by age group	<30 years	0	3
	30-50 years	2	24
	>50 years	1	2
New employee hires by age group	<30 years	2	8
	30-50 years	1	10
	>50 years	1	2

Workforce dynamics during the reporting period show that most hiring and turnover occurred within the 30-50 age group, indicating a mature and experienced operational workforce. Employee turnover for the year was highest among seafarers aged 30-50, while new hires were similarly concentrated in this age range, demonstrating stable mid-career mobility within the fleet. Shore-side staff showed limited turnover and hiring, with small movements across all age groups.

AGE GROUP	NUMBER OF SEAFARERS	
	MALE	FEMALE
<30 years	57	0
30-50 years	266	0
>50 years	70	0
Total	393	0

Gender representation at sea reflects broader structural constraints across the maritime sector, where women make up approximately 1 per cent of the global seafaring workforce, according to the IMO-WISTA Women in Maritime Survey 2024. In addition, since all crew members during the reporting period were Filipino nationals, cultural and societal factors further limit the number of women who pursue careers at sea. As a result,

the available pool of qualified female seafarers remains limited, making it challenging to achieve gender balance of female crew onboard, despite our non-discriminatory recruitment practices. In contrast, shore-based roles draw from a wider and more diverse talent pool, supporting higher female representation and a more balanced workforce ashore.

5.2

Diversity and Inclusion

Employees Hired By Region

Hydroussa Navigation Ltd hires employees across the region. This indicates its strategy and ability to attract diverse, qualified employees. It also signifies the organisation's efforts

to implement inclusive recruitment practices. All office staff members are recruited from Europe, while all seafarers are sourced from Philippines.

Employee Benefits

Permanent employees at Hydroussa Navigation Ltd. are provided with comprehensive healthcare and parental leave benefits. Data on parental leave usage highlights the company's commitment to fostering

inclusive workplace policies. Pay scales are determined according to employee category, with no distinctions made based on gender or nationality, ensuring fairness and equity across the workforce.

PARENTAL LEAVE	NO. OF EMPLOYEES	
TOTAL NO. OF EMPLOYEES AVAILING PARENTAL LEAVE	Male	0
	Female	1
TOTAL NO. OF EMPLOYEES DUE TO RETURN TO WORK AFTER PARENTAL LEAVE	Male	0
	Female	1



5.3

Workplace Health and Safety



The company is committed to zero incidents, continuously enhancing health and safety practices to protect employees, contractors, and stakeholders

Hydroussa Navigation Ltd prioritises workplace safety through a comprehensive Occupational Health and Safety Management System (OHSMS) for all vessels, aligned with ISO 45001 standards. The system, which covers all workers without exclusions, undergoes regular internal and external audits. The Company is committed to continuously identifying, eliminating, or managing safety risks associated with its operations.

The Company's Safety Management System (SMS) for ships supports risk assessment, emergency preparedness, accident analysis and reporting, and audit management. Risk assessments evaluate both the likelihood and severity of hazards, with EL 8 (level 8) representing the highest risk severity. Hazards classified as EL 8 are addressed with immediate and robust mitigation strategies to reduce their likelihood and potential impact.

Hydroussa Navigation Ltd employs the Marine Systematic Cause Analysis Technique (M-SCAT) to investigate incidents or near misses thoroughly, ensuring root causes are identified, and management system improvements or controls are implemented to prevent recurrence. In addition, the Company conducts the "BENEFIT" risk analysis, a

sophisticated approach that evaluates potential risks while considering the benefits of proposed actions.

At Hydroussa Navigation Ltd, the Health Hazard Identification tool is an integral part of the Risk Assessment (RA) framework. This tool enables systematic identification of health risks across all operations. It includes mitigating controls such as safe manual handling practices and ergonomic measures to prevent chronic health issues, reinforcing the company's proactive approach to employee well-being and workplace safety.

To further enhance safety and well-being, health alerts are disseminated across the fleet, and regular health campaigns are organised. Educational resources, including well-being podcasts, a digital library, and informational materials, promote awareness and understanding. Team-building activities and stress-reduction initiatives strengthen communication and collaboration, fostering a healthier and safer work environment.

Zero  **fatality as a result of work-related injury or ill-health in the reporting year.**

5.3

Workplace Health and Safety

In 2024, Hydroussa Navigation Ltd recorded no fatalities, work-related injuries, or cases of ill-health among its employees or any other workers operating under the company's control.

Additionally, no incidents of non-compliance with health and safety regulations resulting in fines, penalties, or warnings were reported.

The company remains committed to conducting its operations in a manner

that safeguards employees, partners, customers, and the public, striving to prevent all accidents, injuries, and occupational illnesses through the active participation of every employee.



KPI	2023	2024
NUMBER OF RECORDABLE WORK-RELATED INJURIES	2	0
RATE OF RECORDABLE WORK-RELATED INJURIES*	1.052	0
NO. OF CLOSE CALLS OR NEAR-MISS IDENTIFIED	3	0
LOST TIME INCIDENT RATE	0	0
NO. OF MARINE CASUALTIES	0	0
NO. OF RECOMMENDATIONS RECEIVED FROM A FLAG ADMINISTRATION	0	5
TOTAL NO. OF DEFICIENCIES RECEIVED FROM REGIONAL PORT STATE CONTROL ORGANIZATIONS	17	29
TOTAL NO. OF DETENTIONS RECEIVED FROM REGIONAL PORT STATE CONTROL ORGANIZATIONS	0	0

*Rates have been calculated based on 1,000,000 hours worked

5.3

Workplace Health and Safety

Health and Safety Policy

Hydroussa Navigation Ltd complies with all applicable laws, regulations, and industry standards, applying responsible protocols even in areas where specific legal requirements do not exist.

To foster a safe working environment, the company:

- ❑ Designs and maintains facilities, establishes management systems, provides training and conducts operations in a manner that safeguards people and property;
- ❑ Promotes proactive safety practices by providing comprehensive training, maintaining robust risk assessment protocols, and empowering all personnel with "stop work authority" to address unsafe conditions immediately.
- ❑ Responds promptly and effectively to emergencies in collaboration with industry organizations and authorized government agencies.
- ❑ Incorporates findings from industry research to advance safety knowledge and regularly communicates this to employees and contractors.

The company's health policy underscores its commitment to high standards of onboard health and hygiene. Key initiatives include:

- ❑ Annual medical examinations for employees at recognized medical centres to ensure fitness for duty.
- ❑ Programs to identify, evaluate, and mitigate health and hygiene risks associated with operations, supported by appropriate protective measures and monitoring systems.
- ❑ Voluntary health promotion initiatives aimed at enhancing employee well-being and safety without interfering with personal health responsibilities.
- ❑ Confidentiality is maintained in all health-related matters, ensuring sensitive information is only disclosed when legally required or necessary to enforce public health measures.
- ❑ Regular reviews and evaluations of operations are conducted to assess progress and ensure continuous improvement.
- ❑ Conduct or support R&D activities to extend knowledge about the health and hygiene effects of operations

Through these robust policies and practices, Hydroussa Navigation Ltd demonstrates a steadfast commitment to safeguarding the health, safety, and well-being of all individuals involved in its operations.

5.4 Knowledge Management and Training

“ Empowering people through knowledge — because progress begins with those who never stop learning

Hydroussa Navigation Ltd places strong emphasis on training and development as a cornerstone of its organisational success. The company offers a range of apprenticeships and structured training programs, fostering a culture of continuous learning and professional growth among its crew members. Through these initiatives, Hydroussa aims to enhance employability, build competencies, and create pathways for the next generation of maritime professionals.

Investing in the Future Through Skill Development

Hydroussa Navigation Ltd. offers an exceptional platform to thrive in a competitive maritime industry — providing individuals with the tools, mentorship, and guidance needed to launch their careers and achieve continuous growth.

With a strong focus on operational excellence, a top-tier safety culture, and a close-knit 'family' atmosphere, Hydroussa Navigation Ltd. stands out as one of Greece's leading maritime employers.

The company's commitment to education and development ensures that every seafarer is equipped with

the skills required for success. Through comprehensive training programs and structured career pathways, Hydroussa Navigation Ltd. fosters both personal and professional growth, driving its mission of excellence across all operations.

“Be Your Best” Training Program

At Hydroussa Navigation Ltd., knowledge management and training are integral to fostering a skilled and capable workforce. Demonstrating a strong commitment to employee growth, the company implements targeted training programs that extend beyond mandatory requirements. One such initiative, the “Be Your Best” Training Program, focuses on developing communication skills and teaching effective ways to assert one's needs, leading to improved relationships with colleagues and in personal life. To encourage full participation, Hydroussa provides employees with complete release from work duties during the training, ensuring they can engage fully and derive maximum benefit from the program.

5.4 Knowledge Management and Training

Average Training Hours per year by Employee Category

EMPLOYEE CATEGORY	TOTAL TRAINING HOURS		NO OF EMPLOYEES		AVERAGE TRAINING HOURS	
	2023	2024	2023	2024	2023	2024
SENIOR MANAGEMENT	164	109	9	9	18.22	12.11
KEY PERSONNEL	260	360	9	4	43.33	90
NON KEY PERSONNEL	325	311	15	18	21.66	17.27

Average Training Hours per year by Gender

EMPLOYEE CATEGORY	TOTAL TRAINING HOURS		NO OF EMPLOYEES		AVERAGE TRAINING HOURS	
	2023	2024	2023	2024	2023	2024
FEMALE	302	328	14	16	21.57	20.5
MALE	447	452	16	15	27.93	30.13
TOTAL	749	780	30	31	24.96	25.16

A Training hours remained consistent across the reporting period, with overall learning and development activity showing a slight increase from 2023 to 2024. Senior management, key

personnel, and non-key personnel all continued to receive structured training, with variations in average hours reflecting the differing skill requirements of each group.

5.4 Knowledge Management and Training

Cadet Training Program

Hydroussa Navigation Ltd actively sponsor deck and machinery cadets in collaboration with IMEC – International Maritime Employers Council Ltd., offering a structured training pathway for aspiring maritime professionals. Each year, the company brings in deck and engine cadets to partake in a rigorous training regimen, widely acknowledged as one of the finest in the industry. This program enables cadets to obtain their second officer or third engineer licenses, ensuring they are thoroughly prepared for their careers at sea.

Notably, many of Hydroussa Navigation Ltd.'s senior officers began their careers as cadets with the company, highlighting the organisation's focus on long-term career development and internal talent growth.

Hydroussa Navigation's commitment extends beyond the professional development of its own crew. The company actively supports Merchant Marine Academies and maritime university departments in Greece, offering both financial assistance and hands-on support through open training days and seminars.

Human Factor Training Program

The Human Factor Training Program emphasises understanding how individuals interact with systems, equipment, and their environment to

enhance safety, minimise errors, and optimise performance, especially in high-risk or complex operations.

Management of Change (MOC) Training Program

The Management of Change training programme is designed to equip participants with the knowledge, skills, and strategies required to effectively manage change within an organisation. In today's dynamic business environment, change is constant—whether due to technological advancements, regulatory requirements, organisational restructuring, or operational improvements. This programme ensures that changes are implemented safely, efficiently, and sustainably.

ESG Training Program

The ESG (Environmental, Social, and Governance) training programme is designed to equip employees, management, and stakeholders with the knowledge and skills to integrate sustainability and ethical practices into every aspect of the company's operations. The programme goes beyond theoretical knowledge, focusing on practical applications such as embedding ESG considerations into business planning, operational workflows and procurement. Employees are encouraged to identify opportunities for improvement, implement sustainable initiatives, and track progress toward ESG targets.

5.4 Knowledge Management and Training

Continuous Learning and Development

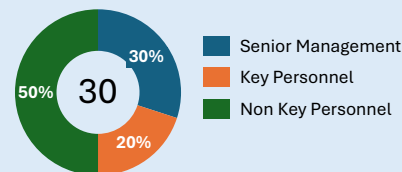
To support ongoing professional development, Hydroussa Navigation Ltd offers a modern training room equipped with computers, internet access, and a projection screen, ensuring all personnel have access to contemporary learning tools.

The company's approach to training and development not only ensures a high standard of operational capability but also reinforces its dedication to creating a supportive and growth-oriented workplace culture.

During the reporting period, 30 employees received regular performance and career development reviews. This includes 9 senior

management employees, 6 key personnel employees & 15 non-key personnel employees, reflecting the company's commitment to fostering growth opportunities for all employees regardless of employee category.

Performance & Career Development Reviews By Employee Category



5.5

People and Community



Hydroussa Navigation Ltd. demonstrates a strong commitment to sustainability, talent development, and community engagement through various educational, environmental, and community-driven initiatives.

At Hydroussa Navigation Ltd., our people are at the heart of everything we do. Our 2024 initiatives reflect our commitment to fostering a supportive, inclusive, and resilient community—both within the company and across the wider maritime sector. We continue to strengthen employee well-being, invest in the professional development of future maritime talent, and cultivate meaningful connections with academic institutions and industry partners.

Hydroussa places strong emphasis on creating a healthy and supportive workplace environment that enables employees to thrive. Our well-being approach recognises the physical, mental, and emotional demands of maritime professions and provides practical resources to address them.

In-House Wellness Services

To support day-to-day wellness, Hydroussa offers:

On-site physiotherapy sessions help employees alleviate physical discomfort, prevent work-related strain, and maintain long-term

mobility.

Weekly fitness training for shore-based staff, led by professional trainers, encourages active lifestyles and fostering team cohesion.

In-house workplace psychology counselling provides a confidential space for employees to discuss personal or work-related concerns, build resilience, and improve overall mental health.

Hellas EAP

Hydroussa continues to offer access to the Hellas Employee Assistance Program (EAP), available 24/7 to all shore staff, seafarers, and their families. The service provides confidential counselling support for:

- ❑ Emotional and psychological challenges
- ❑ Family and relationship concerns
- ❑ Work-related stress
- ❑ Guidance during periods of separation for seafaring families

5.5

People and Community

YES Forum Open Day (March 2024)

In alignment with our commitment to knowledge-sharing and industry collaboration, Hydroussa Navigation hosted a YES Forum Open Day at our premises in March 2024. University students and YES Forum members were given the opportunity to:

- ❑ Gain insights into Hydroussa's operational activities
- ❑ Engage with company professionals
- ❑ Explore career pathways within the maritime sector
- ❑ Understand real-world applications of their academic studies





6.

Governance

6 Governance



Through robust policies, transparent reporting, industry collaboration, and the integration of digital governance tools, Hydroussa Navigation Ltd continues to strengthen its governance practices and demonstrate leadership in responsible maritime operations

Hydroussa Navigation Ltd believes that good corporate governance fosters long-term growth. We actively collaborate with regulators to strengthen corporate governance best practices.

The Hydroussa Code of Conduct reflects the Company's foundational governance values, emphasising:

- Zero tolerance towards corruption, bribery, discrimination, harassment, retaliation, and all forms of unfair treatment.
- Respect for human rights, aligned with the Maritime Labour Convention (MLC), including the fair treatment of seafarers during and after operational incidents.
- Fair labour practices, including equal opportunities, transparent recruitment, and protection against forced labour, unlawful deductions, or unethical crewing practices.
- Protection of seafarers during criminal investigations, including legal support, safeguarding against self-incrimination, continuation of employment, and access to wages, accommodation, and medical care.

Demonstrating its commitment to continuous improvement, Hydroussa adopted the RightShip Welfare Principles in 2024 and integrated them into its Safety Management System (SMS). The Company is also preparing for DRY BMS alignment, with the goal of demonstrating compliance and pursuing external verification such as RightShip's formal audit process in 2026.

Hydroussa strengthens its governance culture through ethics-based training and values development. Individual coaching sessions, led by the in-house occupational psychologist, reinforce integrity, honesty, and trust, with group programmes planned for 2026.

Hydroussa's governance framework is further strengthened by a culture of openness and continuous improvement. The Company shares Crew Welfare Self-Assessment outcomes with stakeholders, updates its assessments annually, enables third-party verification, discloses corrective actions, and participates in industry working groups to promote shared learning. These measures ensure that seafarers can raise concerns without fear of retaliation and are protected by governance policies rooted in fairness, respect, and responsible management.

6.1 Business Ethics

Our approach to business ethics is formalised in our Code of Ethics and Code of Conduct document. This has been formally adopted by the company's top management and applies to all employees, including shore staff and seagoing personnel, setting out the minimum requirements expected of them.

The Code, among other things, requires compliance with all laws applicable to the company or its business, advice avoidance of conflicts of interest, prohibits any kind of offer, gift or bribe in any form direct or indirect, including kickbacks, promotes honesty, good faith and fairness and perhaps most importantly, rules out any kind of harassment, abuse or discrimination. The code aligns with key ILO conventions, safeguarding freedom of association and the right to collective bargaining.

Anti-Corruption & Bribery

Hydroussa Navigation Ltd adopts high ethical standards, with a strict code of ethics policies guiding its interactions with suppliers, customers, industry members, and other stakeholders. Any kind of offer, gift or bribe in any form direct or indirect, including kickbacks is strongly prohibited in all the company's operations and processes. Procurements and all financial transactions are conducted fairly and transparently.

No port calls were reported in countries ranked in the lowest 20 by

Transparency International's Corruption Perception Index in 2024.

0 Incidents of Corruption and Associated Financial Losses

Money Laundering

Any suspected action related to money laundering must be promptly reported to the administration and/or control body of Hydroussa Navigation Ltd. After assessing the available evidence, the administration will, if necessary, suspend the employee involved and make the required notifications in accordance with current regulations.

In fiscal year 2024, no incidents of money laundering were reported to the company's management.

Anti-competitive Behaviour, Anti-trust, and Monopoly Practices

We believe that competition fosters creativity and progress. In line with this, the company strictly prohibits any actions that violate local laws on anti-competitive behaviour, anti-trust regulations, and monopoly practices. During the reporting period, no political contributions have been made by the company financially or in-kind and no legal actions have been filed or concluded against the company for violations related to anti-competitive behaviour, anti-trust laws, or monopoly regulations.

6.2 Privacy and Data Security

Cybersecurity risks have been formally identified, leading to ISO 27001 verification by DNV to strengthen monitoring tools and improve KPI tracking for cyber compliance.

Cybersecurity infrastructure and capacity continue to be enhanced through restricted physical access for authorised personnel and the application of appropriate technical and organisational measures. These measures safeguard the integrity, confidentiality, security, and availability of data.

Onboard operations involve geolocation tracking for safety purposes, and in specific cases, monitoring of computer and mobile

telephone usage is undertaken to maintain security.

Any personal data (name, address, title/position, contact details) sent and/or received in our e-mail or other electronic correspondence is processed in compliance with the General Data Protection Regulation (GDPR) and any other applicable law or regulation.

When the company relies on a third-party data processor to execute processing on its behalf, a suitable supplier who provides adequate security level and measures and undertake reasonable steps to ensure compliance is selected.



No complaints regarding breaches in customer privacy or data loss were made in the reporting period.



6.3 Risk Management and Business Model Resilience

Hydroussa Navigation Ltd.'s risk management strategy reflects a strong commitment to sustainability, aligning with the Sustainable Development Goals (SDGs) and providing a clear vision for addressing contemporary challenges. This commitment is realized through a strategic enterprise risk management (ERM) framework that evaluates risks across the organization. The framework assesses the company's overall risk position and provides a systematic approach to identifying, assessing, and mitigating risks.

“Risk management is continuously enhanced through the adoption of Enterprise Risk Management (ERM), Business Continuity Management (BCM) & Statutory Compliance.”

Risk Management Process

It is the responsibility of Hydroussa's management to ensure that appropriate business continuity objectives are established for critical business activities. The critical business continuity objectives that guide the development of a Business Continuity Plan (BCP) are the Recovery Time Objective (RTO). RTO is the time goal for the restoration and recovery of business functions or resources based on the acceptable down time and acceptable level of performance in case of a disruption of operations. To determine the appropriate business continuity objectives for Hydroussa's business environment, a risk assessment exercise regarding the Company's processes was conducted. The assessment was performed in

accordance with the provisions of ISO/IEC 22301:2012.

The process that was followed to identify and evaluate the risks threatening Hydroussa's business processes is summarized in the following steps :

- i. Determine the business impact for each process
- ii. Determine likelihood for all applicable threats
- iii. Determine risk rating for each threat type
- iv. Discuss and agree preliminary risk assessment results with Hydroussa's Management

The Business Impact Analysis phase of the risk assessment exercise was particularly critical as it was utilised as the guide for correct decision making regarding the development of the BCP.

Identifying critical operations involved analysing the consequences of their unavailability for the Company, focusing on financial, reputational, organizational, customer, and employee impacts. Additionally, recognizing the resources these operations rely on—such as human resources, physical documents, information systems, infrastructure, and data—is essential for establishing the RTO in case of a catastrophic event.

6.3

Risk Management and Business Model Resilience

Business Continuity Management (BCM)

The Business Continuity Plan (BCP) is intended to establish policies, procedures, and an organizational structure for responding to emergencies that are of sufficient magnitude to cause a significant disruption to the Hydroussa's normal operation of all or portions of its business activities. Consequently, the BCP describes the roles and responsibilities of departments, operational groups, and personnel during emergency situations.

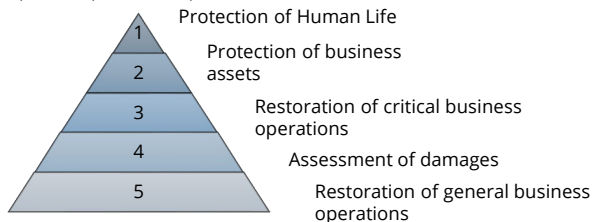
The basic emergency procedures are designed to protect lives and property and at the same time maintain and / or restore critical business operations through effective use of organizational resources and well-defined procedures. Since an emergency may be sudden and without warning, these procedures are designed to be flexible to accommodate contingencies of various types and magnitude. The BCP has been designed to respond to any incident, large or small, natural, accidental, or

deliberate that has the potential to cause major disruption to the organization's operations, goals, or mission.

Incidents that affect the operation of information systems (servers, computer systems), telecommunication systems (voice and data) and the premises that host them are addressed by the Company's Disaster Recovery Plan, which can be invoked as part of the BCP's recovery activities or independently.

In parallel, the Company maintains a robust internal assurance framework. At the office level, annual ISM verification under the Document of Compliance is performed by DNV, while vessel operations undergo annual audits by the Marshall Islands Administration, with fourteen inspections completed in 2024.

Company resources & equipment will be utilized to accomplish the following priorities:



6.4

Dialogue, Transparency & Partnerships

Hydroussa Navigation Ltd recognizes that open communication and strong partnerships are essential to fostering trust and confidence among stakeholders. The company actively engages with a broad range of stakeholders, including NGOs, government authorities, industry bodies, and local communities.

This year, we participated actively in the Intercargo Working Group (Quality

Panel), which focuses on addressing key industry challenges. Through this membership, Hydroussa contributes to strengthening safety standards and promoting transparent reporting of failures and incidents. The panel's work encourages open sharing of safety learnings across the sector, without punitive or retaliatory actions that could discourage the exchange of critical operational insights.

EXTERNAL STAKEHOLDER ORGANIZATION	NAME OF THE MEMBERSHIP PERSONNEL
Association Of Maritime Managers In Information Technology And Communications (AMMITEC)	Dimitris Makris (IT)
Hellenic Forum	Panagiota Chrysanthi (CEO)
Shipowners Association	Athanasios Bastounis (Technical)
Ship Owners (Mutual Insurance Association)	Dimitra Dandolo (Insurance)
MARTECMA (MARine TECHNical Managers Association)	Athanasios Bastounis (Technical)
BIMCO	John Karapiperis (Operations)
DNV National Committee	Panagiota Chrysanthi (CEO)





7. **Appendices**

7.1 ESG Data tables - Environment

TABLE 1: FUEL CONSUMPTION

Vessel Name	Fuel Consumption (ton)		
	Diesel Gas Oil	Light Fuel	Heavy Fuel
ANDROS	435	0	6858
ANNA G.	302	248	5394
ARIANA	248	958	5683
ASTREA	52	0	6454
ATTALIA	170	0	6849
KESARIA	182	1435	4042
MYRA	78	0	6267
PELLA	334	690	5678
TYANA	59	774	5862
YIANNIS N.G.	49	629	4778

7.1 ESG Data tables - Environment

TABLE 2: Shipping Fleet Annual Efficiency Ratio (AER) and Energy Efficiency Operational Indicator (EEOI)

Vessel Name	AER (gCO2/dwt-nm)	EEOI (gCO2/t-nm)	CII
ANDROS	3.876	6.75	C
ANNA G.	3.186	7.65	A
ARIANA	3.49	9.808	B
ASTREA	3.536	8.58	B
ATTALIA	3.562	8.226	B
KESARIA	3.658	9.832	C
MYRA	3.258	8.746	A
PELLA	3.734	9.176	C
TYANA	3.492	9.425	B
YIANNIS N.G.	3.343	7.62	A

7.1 ESG Data tables - Environment

TABLE 3: WASTE CATEGORY

Waste Category	Waste disposed at sea [m3]	Waste disposed through shore subcontractor [m3]	Waste Incinerated [m3]
Plastics	180.381	42.78	106.5
Food Waste	52.896	3.09	0
Domestic Waste	221.691	78.195	113.038
Cooking Oil	8.231	1.288	3.09
Incinerator Ash	44.5655	15.72	1.5
Operational Waste	29.02	8.51	14.568
Cargo Residues	53.27	0	0
E Waste	12.592	8.945	0
Plastics	180.381	42.78	106.5

7.2 ESG Data tables - Social

TABLE 1: Health and Safety Performance (GRI 403: Occupational Health and Safety)

Objective/KPI	Relevant GRI Indicator	Target	Performance	Status
Lost Time Injury Frequency (LTIF) - Crew	GRI 403-9 (Work-related Injuries)	LTIF < 1.5	LTIF: 0	Achieved
Number of fatalities due to work injuries	GRI 403-9 (Work-related Injuries)	Zero (0)	0 fatalities	Achieved
Total Recordable Case Frequency (TRCF) - Crew	GRI 403-9 (Work-related Injuries)	TRCF < 3.0	TRCF: 0	Achieved
LTIF for Subcontractors	GRI 403-9 (Work-related Injuries)	LTIF < 1.5	LTIF: 0	Achieved
Number of permanent disabilities (PPD/PTD)	GRI 403-9 (Work-related Injuries)	Zero (0)	0 disabilities	Achieved
PSC deficiencies (average per inspection)	GRI 403-2 (Incident Investigation)	< 6	Average: 1.21	Achieved
Port State Control Detentions	GRI 403-2 (Incident Investigation)	Zero (0)	0 detentions	Achieved

7.2

ESG Data tables - Social

TABLE 2: Crew Management Performance (GRI 401: Employment & GRI 405: Diversity and Equal Opportunity)

Objective/KPI	Relevant GRI Indicator	Target	Performance	Status
Seafarer Retention Rate	GRI 401-1 (Employee Turnover)	Officers > 80%	88%	Achieved
Ratings Retention Rate	GRI 401-1 (Employee Turnover)	Ratings > 70%	83%	Achieved
Cadet Promotions	GRI 404-2 (Training Programs)	At least 1 annually	17 promotions completed	Achieved
Terminations Due to Health	GRI 401-1 (Employee Turnover)	< 25%	1.55%	Achieved

7.3 GRI Content Index

GRI Indicators and Disclosures	Report Section
GRI 2: General Disclosures	
2-1 Organizational details	2.1, 2.3
2-2 Entities included in the organisation's sustainability reporting	1.1
2-3 Reporting period, frequency and contact point	1.1
2-4 Restatements of information	NA
2-5 External assurance	1.1
2-6 Activities, value chain and other business relationships	2.1, 2.2, 2.3
2-7 Employees	5.2
2-8 Workers who are not employees	Not Reported
2-9 Governance structure and composition	2.3, 3.3
2-10 Nomination and selection of the highest governance body	Not Reported
2-11 Chair of the highest governance body	3.3
2-12 Role of the highest governance body in overseeing the management of impacts	3.3
2-13 Delegation of responsibility for managing impacts	3.3

7.3 GRI Content Index

GRI Indicators and Disclosures	Report Section
2-14 Role of the highest governance body in sustainability reporting	3.3
2-15 Conflicts of interest	6.1
2-16 Communication of critical concerns	5.1
2-17 Collective knowledge of the highest governance body	3.3
2-18 Evaluation of the performance of the highest governance body	Omitted due to confidentiality constraints
2-19 Remuneration policies	
2-20 Process to determine remuneration	
2-21 Annual total compensation ratio	
2-22 Statement on sustainable development strategy	1.2
2-23 Policy commitments	3.1
2-24 Embedding policy commitments	3.1
2-25 Processes to remediate negative impacts	3.4, 6.3
2-26 Mechanisms for seeking advice and raising concerns	5.1
2-27 Compliance with laws and regulations	3.2
2-28 Membership associations	2.1
2-29 Approach to stakeholder engagement	3.4
2-30 Collective bargaining agreements	5.1

7.3 GRI Content Index

GRI Indicators and Disclosures	Report Section
GRI 3: Material Topics	
3-1 Process to determine material topics	3.5
3-2 List of material topics	3.5
3-3 Management of material topics	4.1 – 6.4
GRI 201 : Economic performance	
201-1 Direct economic value generated and distributed	Omitted due to confidentiality constraints
201-2 Financial implications and other risks and opportunities due to climate change	
201-3 Defined benefit plan obligations and other retirement plans	
201-4 Financial assistance received from government	
GRI 202: Market Presence	
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not Reported
202-2 Proportion of senior management hired from the local community	Not Reported
GRI 203: Indirect Economic Impacts	
203-1 Infrastructure investments and services supported	5.5
203-2 Significant indirect economic impacts	5.5
GRI 204: Procurement Practices	
204-1 Proportion of spending on local suppliers	Not Reported
GRI 205: Anti-corruption	
205-1 Operations assessed for risks related to corruption	Not Reported

7.3 GRI Content Index

GRI Indicators and Disclosures	Report Section
205-2 Communication and training about anti-corruption policies and procedures	3.1
205-3 Confirmed incidents of corruption and actions taken	6.1
GRI 206: Anti-competitive Behaviour	
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	6.1
GRI 207: Tax	
207-4 Country-by-country reporting	Not Reported
GRI 301: Materials	
301-1 Materials used by weight or volume	NA
301-2 Recycled input materials used	NA
301-3 Reclaimed products and their packaging materials	NA
GRI 302: Energy	
302-1 Energy consumption within the organization	4.1
302-2 Energy consumption outside of the organization	Not Reported
302-3 Energy intensity	4.1
302-4 Reduction of energy consumption	4.1
302-5 Reductions in energy requirements of products and services	NA

7.3 GRI Content Index

GRI Indicators and Disclosures	Report Section
GRI 303: Water and Effluents	
303-3 Water withdrawal	Not Reported
303-4 Water discharge	Not Reported
303-5 Water consumption	4.3
GRI 304: Biodiversity	
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	NA
304-2 Significant impacts of activities, products and services on biodiversity	4.5
304-3 Habitats protected or restored	NA
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	NA
GRI 305: Emissions	
305-1 Direct (Scope 1) GHG emissions	4.1
305-2 Energy indirect (Scope 2) GHG emissions	4.1
305-3 Other indirect (Scope 3) GHG emissions	Not Reported
305-4 GHG emissions intensity	4.1
305-5 Reduction of GHG emissions	4.1
305-6 Emissions of ozone-depleting substances (ODS)	Not Reported
305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	4.1

7.3 GRI Content Index

GRI Indicators and Disclosures	Report Section
GRI 306: Waste	
306-3 Waste generated	4.4
306-4 Waste diverted from disposal	4.4
306-5 Waste directed to disposal	4.4
GRI 308: Supplier Environmental Assessment	
308-1 New suppliers that were screened using environmental criteria	Not Reported
308-2 Negative environmental impacts in the supply chain and actions taken	Not Reported
GRI 401: Employment	
401-1 New employee hires and employee turnover	5.2
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2
401-3 Parental leave	5.2
GRI 402: Labor/Management Relations	
402-1 Minimum notice periods regarding operational changes	Not Reported
GRI 403: Occupational Health and Safety	
403-8 Workers covered by an occupational health and safety management system	5.3
403-9 Work-related injuries	5.3
403-10 Work-related ill health	5.3
GRI 404: Training and Education	
404-1 Average hours of training per year per employee	5.4

7.3 GRI Content Index

GRI Indicators and Disclosures	Report Section
404-2 Programs for upgrading employee skills and transition assistance programs	5.4
404-3 Percentage of employees receiving regular performance and career development reviews	5.4
GRI 405: Diversity and Equal Opportunity	
405-1 Diversity of governance bodies and employees	5.2
405-2 Ratio of basic salary and remuneration of women to men	Not Reported
GRI 406: Non-discrimination	
406-1 Incidents of discrimination and corrective actions taken	5.2
GRI 407: Freedom of Association and Collective Bargaining	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	5.2
GRI 408: Child Labor	
408-1 Operations and suppliers at significant risk for incidents of child labour	5.1
GRI 409: Forced or Compulsory Labor	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	5.1
GRI 410: Security Practices	
410-1 Security personnel trained in human rights policies or procedures	5.1
GRI 411: Rights of Indigenous Peoples	
411-1 Incidents of violations involving rights of indigenous peoples	NA

7.3 GRI Content Index

GRI Indicators and Disclosures	Report Section
GRI 413: Local Communities	
413-1 Operations with local community engagement, impact assessments, and development programs	5.5
413-2 Operations with significant actual and potential negative impacts on local communities	Not Reported
GRI 414: Supplier Social Assessment	
414-1 New suppliers that were screened using social criteria	Not Reported
414-2 Negative social impacts in the supply chain and actions taken	Not Reported
GRI 415: Public Policy	
415-1 Political contributions	6.1
GRI 416: Customer Health and Safety	
416-1 Assessment of the health and safety impacts of product and service categories	5.3
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	5.3
GRI 417: Marketing and Labelling	
417-1 Requirements for product and service information and labelling	NA
417-2 Incidents of non-compliance concerning product and service information and labelling	
417-3 Incidents of non-compliance concerning marketing communications	
GRI 418: Customer Privacy	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	6.2

7.4 ESG SASB Content Index

Code	Accounting Metric	Report Section
TR-MT-000.A	No. of shipboard employees	2.1
TR-MT-000.B	Total distance travelled by vessels	2.2
TR-MT-000.C	Operating days	2.2
TR-MT-000.D	Deadweight tonnage	2.2
TR-MT-000.E	Number of vessels in total shipping fleet	2.1
TR-MT-000.F	Number of vessel port calls	2.2
TR-MT-000.G	Twenty-foot equivalent unit (TEU) capacity	NA
TR-MT-110a.1	Gross global Scope 1 emissions	4.1
TR-MT-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	4.1
TR-MT-110a.3	(1) Total energy consumed, (2) percentage heavy fuel oil and (3) percentage renewable	4.1
TR-MT-110a.4	Average Energy Efficiency Design Index (EEDI) for new ships	Not Reported
TR-MT-120a.1	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , and (3) particulate matter (PM ₁₀)	4.1

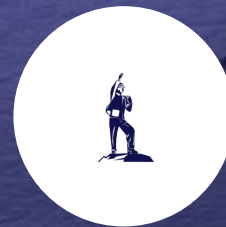
7.4 ESG SASB Content Index

Code	Accounting Metric	Report Section
TR-MT-160a.1	Shipping duration in marine protected areas or areas of protected conservation status	Not Reported
TR-MT-160a.2	Percentage of fleet implementing ballast water (1) exchange and (2) treatment	4.3
TR-MT-160a.3	(1) Number and (2) aggregate volume of spills and releases to the environment	4.3
TR-MT-320a.1	Lost time incident rate (LTIR)	5.3
TR-MT-510a.1	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	6.1
TR-MT-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	6.1
TR-MT-540a.1	(1) Number of marine casualties, (2) percentage classified as very serious	5.3
TR-MT-540a.2	Number of Conditions of Class or Recommendations	5.3
TR-MT-540a.3	Number of port state control (1) deficiencies and (2) detentions	5.3

7.5

Abbreviations

Acronym or Abbreviation	Description
COLREG	Convention on the International Regulations for Preventing Collisions at Sea
DCS (IMO)	Data Collection System
ESD	Energy Saving Device
ESG	Environment Social Governance
FSS Code	International Code for Fire Safety Systems
GHG	Green House Gas
GRI	Global Reporting Initiative
HELMPEPA	Hellenic Marine Environment Protection Association
HFO	Heavy Fuel Oil
IMO	International Maritime Organization
ISM	International Safety Management
ISPS	International Ship and Port Facility Security
KPI	Key Performance Indicator
LFO	Light Fuel Oil
LNG	Liquefied Natural Gas
LSA	Life-Saving Appliance
MARPOL	International Convention for the Prevention of Pollution from Ships
MEPC	Marine Environment Protection Committee
MGO	Marine Gas Oil
PBCF	Propeller Boss Cap Fins
SDG	Sustainable Development Goal
SFOC	Specific fuel oil consumption
SIRE	Ship Inspection Report Programme
SOLAS	Safety of Life at Sea
SSO	Ship Security Officer
TCFD	Task Force on Climate-related Financial Disclosures



Hydroussa Navigation Ltd

Established 2013