



SUSTAINABILITY REPORT 2021

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Introduction

Letter from Our CEO
About the Report
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The world is faced with an unprecedented challenge of climate change and there is growing international consensus that the maritime sector will be instrumental in reducing the global emissions. As global warming continues to rise, the time to take immediate action has arrived. We are aware that the maritime sector is one of the 'hard-to-abate' transport sectors to decarbonize and requires ambitious and committed efforts from all the stakeholders associated with the industry.

At Prime, we recognize our role towards the decarbonization of the maritime industry and have already started taking important initiatives from our end. We are continuously exploring opportunities for building a modern age fleet with plans to include new generation ships, while over the past decade we have implemented a list of design modifications and operational solutions for improving the energy efficiency of our existing fleet. Our company also provides financial support to engineering companies developing innovative solutions for onboard carbon capture and storage. Prime aspires to be one of the leading companies in transporting liquefied carbon dioxide for sequestration or utilization purposes, which is meant to play a significant role in the world's transition to cleaner fuels like Hydrogen and Ammonia. By being one of the largest transporters of Ammonia and supporting projects for the development of dual-fuel engines that can use Ammonia, we are also contributing to the development of cleaner fuels for the low carbon future of the maritime industry.

Sustainability is not just limited to environmental stewardship and decarbonization. Recognizing this fact, we have always given equal importance to all three aspects of ESG in building our corporate strategy and vision.

Building a talented workforce has been one of our top priorities and we constantly invest in the development of our people. Our people have been our greatest asset and we ensure being their employer of choice by creating a safe and attractive work environment. During the Covid-19 pandemic, we provided round-the-clock healthcare services to our employees which has enabled us to effectively combat the pandemic and protect our people. We also made the best possible efforts to provide all the necessary support to our seafarers' families, during the Ukrainian crisis.

We adopt the highest standards for ethics and integrity in conducting all our operations and interacting with our stakeholders. Over the years, our company has developed a robust governance structure which safeguards our operational and financial excellence. Resilience and sustainability are instilled in the culture of our company, and this is evident in our way of doing business. This report further validates our commitment towards ESG excellence and elaborates on the initiatives we have taken in this regard.

“ Prime aspires to be one of the leading companies in transporting liquefied carbon dioxide for sequestration or utilization purposes, which is meant to play a significant role in the world's transition to cleaner fuels like Hydrogen and Ammonia. ”

Letter from Our CEO



Stathis Topouzoglou
Chief Executive Officer

About the Report

Reporting period

The report consists of disclosures for the financial year ended on 31 December 2021 ("FY2021").

Reporting Standard

Global Reporting Initiative (GRI)

Our report has been prepared in accordance with the GRI standards: Core option, which is widely seen as the global best practice for sustainability reporting.

Sustainability Accounting Standards Board (SASB)

We have also applied Marine Transportation reporting standard offered by the SASB to guide our disclosures on sector-specific ESG issues.

Publication Date

This Sustainability Report was published on 31st October 2022.

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GRI 102-45 | 102-46 | 102-50 |
102-51 | 102-52 | 102-53 | 102-54

Purpose and Scope of the Report

Through this sustainability report, Prime Marine aims to showcase its commitment towards sustainable development. Disclosures made in this report reflect the initiatives we are taking towards improving our operations and moving forward on our decarbonization journey.

Prime Marine's vessels navigate worldwide with a headquarter in Athens, Greece. We have manning agencies in Riga and Odessa, as well as crew training centers in Athens and Odessa. This report would cover the ship management activities and the performance of the ships invested-in by our management team in these locations.

This report is a means to communicate our environmental, social and governance (ESG) performance in 2021 to our stakeholders. The main aspects would involve:

- a. our corporate values and commitments
- b. our policies, process and procedures
- c. specific initiatives we have taken under each material topics
- d. our performance data and targets.

We will continue to track our progress in the coming years and intend to continuously enhance the quality of our ESG disclosures and sustainability performance moving forward.

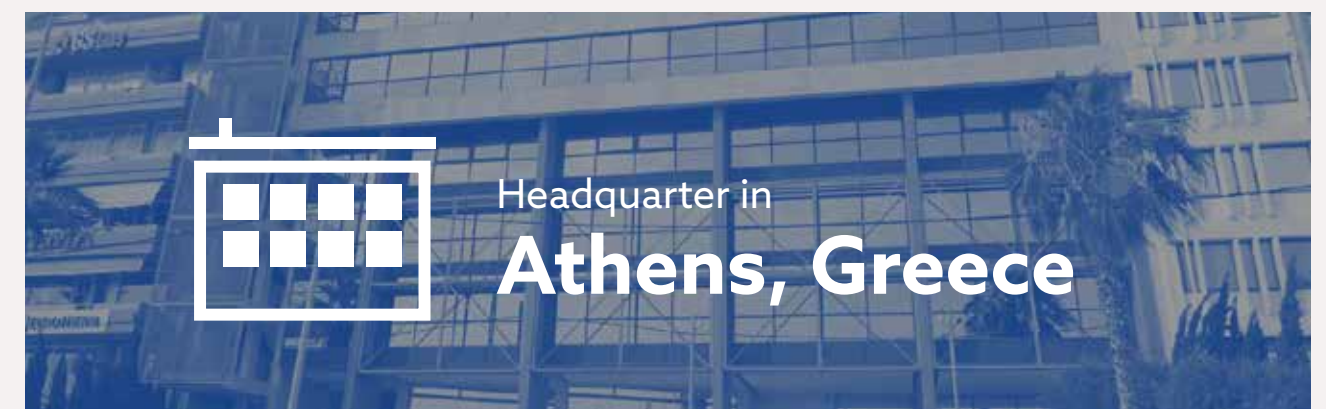
Founded in 1999, Prime Marine is one of the leading **ship management and ship-owning** companies headquartered in Athens, Greece. Since 2013, Prime Marine has reorganized the fleet activities into Prime Tanker Management Inc. and Prime Gas Management Inc. Prime Tanker is managing the fleet of oil and chemical tankers, and Prime Gas is managing the fleet of gas carriers.

⚓ **Prime Tanker** operates one of the largest commercial management platforms for LR1 tankers, controlling a significant share of the global market, and maintains healthy and mutually beneficial business relationships with the majority of national and international oil companies and international commodity traders.

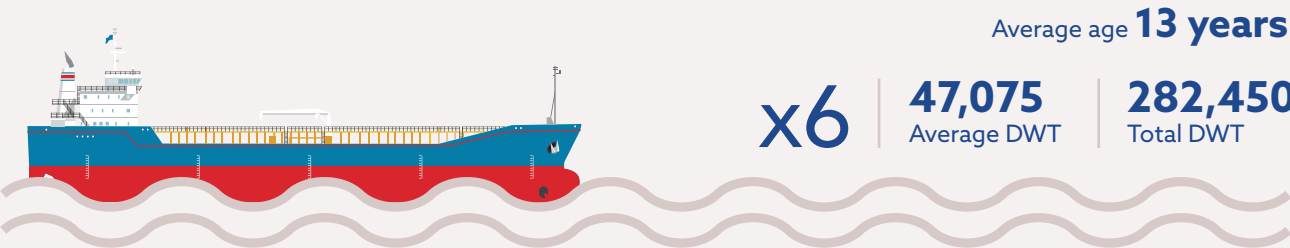
⚓ **Prime Gas** entered the gas sector in 2007 by managing the order of 4 newbuilding mid-sized gas carriers, which, since delivery, are successfully serving a big ammonia shipment contract for one of the largest chemical fertilizer producers, exporting cargoes from Ukraine to Europe and North Africa.

About Prime Marine

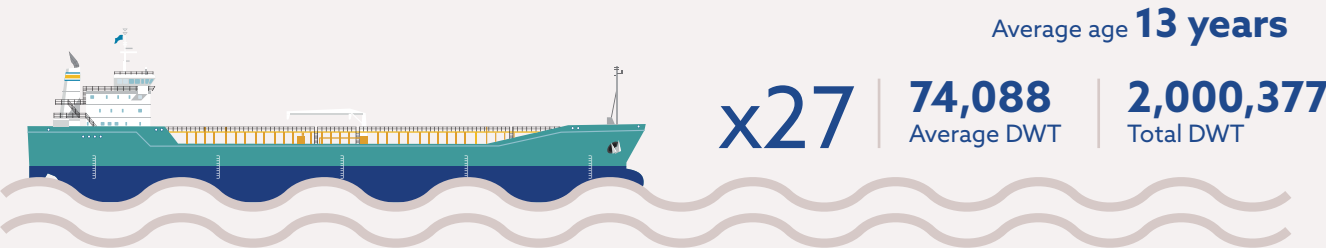
GRI 102-1 | 102-2 | 102-3 | 102-4 | 102-5 |
102-6 | 102-7 | 102-8 | SASB TR-MT-000.A



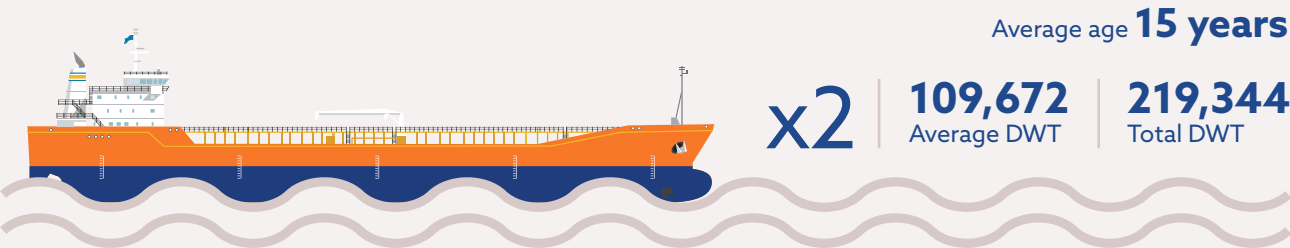
Medium Range Tankers



Long Range 1 (LR1) Tankers



Long Range 2 (LR2) Tankers



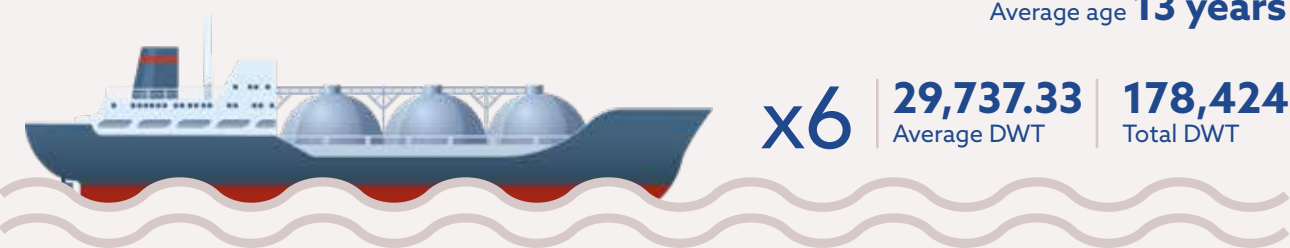
Aframax Tankers



Suezmax Tankers



Gas Carriers

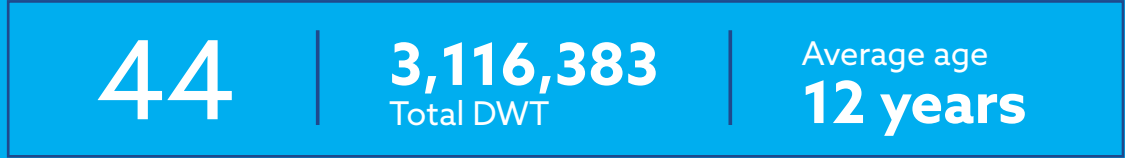


As of Dec 31st, 2021, we have provided comprehensive ship management services for 44** vessels, including commercial, operational and technical management services. Our fleet consists of 38 tankers and 6 gas carriers managed by Prime Tanker and Prime Gas respectively.

Our
Managed Fleet

GRI 102-7 | SASB TR-MT-000.D | TR-MT-000.E

TOTAL



* The fleet information by Dec 31st, 2021
**One of the 44 ships was only commercially managed



Our Services

GRI 102-2



Commercial Management

- ⚓ Team consisting of experienced professionals specialized in the product tanker sector
- ⚓ Handling negotiations and contract fixing
- ⚓ Main target to optimize employment opportunity and enhance customer satisfaction



Newbuildings

- ⚓ Negotiation and signing of shipbuilding contracts and specifications
- ⚓ Design plan approval
- ⚓ Supervision of construction
- ⚓ Guarantee matters follow up

Technical Management

- ⚓ Optimizes vessels' operating efficiency under high safety standards
- ⚓ Proper management by generating and following up suitable procedures, performing audits & inspections and providing technical support to maintenance and repairs
- ⚓ Close collaboration with crewing and training departments for improving shipboard personnel competency and with purchasing department for ensuring continuous supply of spares, stores and provisions



Training

- ⚓ Provides high-quality training programs and seminars to seafarers in our Prime Maritime Assessment & Training Center
- ⚓ Details can be found in the Employee Training, Advancement, and Development Section



Operations

- ⚓ Consists of ex-mariners with proven experience in the industry at sea and ashore
- ⚓ Undertake all day-to-day operations at the highest standard



Our Vision and Mission

Vision Statement

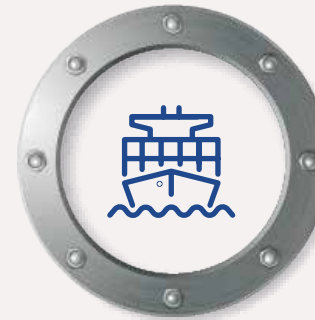


PRIME Management believes that ecologically sound and safe, seaborne trade

- ⚓ Promotes world peace
- ⚓ Supports a unique form of communication between nations
- ⚓ Assists the development of people who strive to improve their standards of living



The Company aims to provide best-in-class Client Service level by delivering high-quality Ship Management Standards through investment in People and Technology.



The Company's Vision is to be a leader in the Ship Management Industry

- ⚓ By creating and sustaining a broad organizational culture rooted in taking care of its Employees, and in sound systems, processes, and procedures
- ⚓ By adopting new technologies, consistent with its strategic goals and its commitment to preventing harm to People and damage to the Environment
- ⚓ By realizing maximum efficiency through superior management



The Company aims at exploiting new horizons and new markets worldwide by forging strategic alliances with new or existing customers.

Mission Statement

Prime Marine is committed to deliver Sea Transport and Ship Management Services of the highest standards which meet or exceed Safety, Environmental, Legal and Customer requirements and to conduct its operations in a manner that protects Human Health, Safety, Environment and Property in carrying, caring and delivering goods around the world.

We strive to achieve the mission by committing to:



Establish, promote, monitor and review Health, Safety, Quality and Environmental (HSQE) Objectives, identify roles and responsibilities while establishing performance criteria that facilitate continual HSQE improvement.



Implement, maintain and communicate Corporate Objectives and Policies to all employees, stakeholders and other interested parties.



Continuously improve the competencies, effectiveness and efficiency of the Seagoing and Shore staff, by implementing the appropriate onboarding, learning and development, performance management, total rewards, wellbeing and diversity-inclusion programs.



Ensure compliance with Mandatory Rules and Regulations and taking into account all applicable Codes, Resolutions and Standards recommended by the IMO, Flag Administration, Classification Societies and Maritime Industry Organizations.



Constantly improve the effectiveness and performance of the Safety Management System (SMS).



Establish safeguards against all identified risks to Life, Health, Property and the Prevention of Pollution and promoting HSQE practices and a safe working environment.



Be prepared for emergencies, in order to mitigate damage to the environment and other losses.

Environmental Stewardship and Industry Participation

GRI 102-12 | 102-13



2007

2015

2016

2017

2018

2019

2020

2021



HELMEPA Membership

Joined HELMEPA, a Greek NGO marine environment protection organization, to show the commitment of green future



Green Angels

Since September 2015, Prime is member of "Green Angels", a Standard Greek Community for Environmental Responsible Business founded by ICAP Group and Greenit Environmental..

GHG Monitoring System

World's 1st ship manager with an ISO-146064-certified GHG emission monitoring system

Environmental Ship Index

1st shipping company globally that received the Assessment letter of a Monitoring Plan for Compliance with Regulation (EU) 2015/757 on the Monitoring, Reporting and Verification (MRV) of CO2 Emissions from Maritime Transport.

GREEN4SEA

GREEN4SEA Tanker Operator Award

Prime Marine received the 2018 GREEN4SEA Tanker Operator Award, sponsored by ABS, for its various initiatives towards GHG emissions reductions

1st US Coast Guard Qualship 21 & E-Zero ship designation

23 vessels of Prime Tanker Management Inc. and Prime Gas Management Inc. have been enrolled to United States Coast Guard Qualship 21 Program.

Carbon Neutral-Certified Office

Prime Marine becomes the world's first ship management company to offset the emissions of its head office.

Getting to Zero Coalition

Prime Marine Becomes a Member of the Getting to Zero Coalition.









We4all

Prime Supports the Non-Profit Organization "we4all" Team and Plants 400 Trees

Stakeholder Engagement

GRI 102-40 | 102-42 |
102-43 | 102-44

To gain insights into our ESG management and incorporate the expectations of our stakeholders, we actively engage with our internal and external stakeholders. We are recognized for our highest operational and safety standards by charterers, oil majors, oil terminals, port authorities, flag administrations and other industry stakeholders. We maintain open communication channels to receive feedback from different groups of individuals as well as inform our long-term sustainability goals and strategies.

Stakeholder	Engagement Approach	Most-Concerned Topics
 Employee	<ul style="list-style-type: none"> Employee Satisfaction Survey Annual Review Management Meetings Training and Seminars 	<ul style="list-style-type: none"> Employment Policy, Benefits and Talent Management Employee Training, Advancement, and Development Employee Health, Safety and Wellbeing Human Rights, Diversity and Inclusion
 Supplier/ Business Partner	<ul style="list-style-type: none"> Feedback Report Periodic Audits Contractor Evaluations 	<ul style="list-style-type: none"> Sustainable Supply Chain Regulatory Compliance, Governance and Ethics Relationship with Business Partners Operational Excellence and Innovation
 Customers	<ul style="list-style-type: none"> Service team communication Regular meetings and calls Customer Feedback Report Industrial and regional conferences 	<ul style="list-style-type: none"> Regulatory Compliance, Governance and Ethics Relationship with Customers Operational Excellence and Innovation Commercial Strategy and Economic Performance
 Community	<ul style="list-style-type: none"> Press release and news Industrial and regional conferences Community activities and engagement 	<ul style="list-style-type: none"> Community Contributions and Engagement Climate Change Strategy and Impact Integrity, Anti-corruption and Anti-bribery Human Rights, Diversity and Inclusion
 Regulators and Authorities	<ul style="list-style-type: none"> Public forums Periodic audits Press release and news Formal meetings 	<ul style="list-style-type: none"> Regulatory Compliance, Governance and Ethics Integrity, Anti-corruption and Anti-bribery Risk Control and Management Compliance with Environmental Regulations and Standards
 Financial Institution	<ul style="list-style-type: none"> Periodic audits Press release and news Formal meetings 	<ul style="list-style-type: none"> Operational Excellence and Innovation Commercial Strategy and Economic Performance Risk Control and Management

Materiality Assessment

GRI 102-46 | 102-47

In 2021, we have enhanced our approach to assess our material topics and continuously review our sustainability priorities based on the assessment.

Identification

We have identified the material ESG topics in the maritime industry by peer benchmarking and literature reviews

Prioritization

We conducted external and internal stakeholder surveys to gather their thoughts on the identified ESG topics and prioritize those they think are crucial to them.

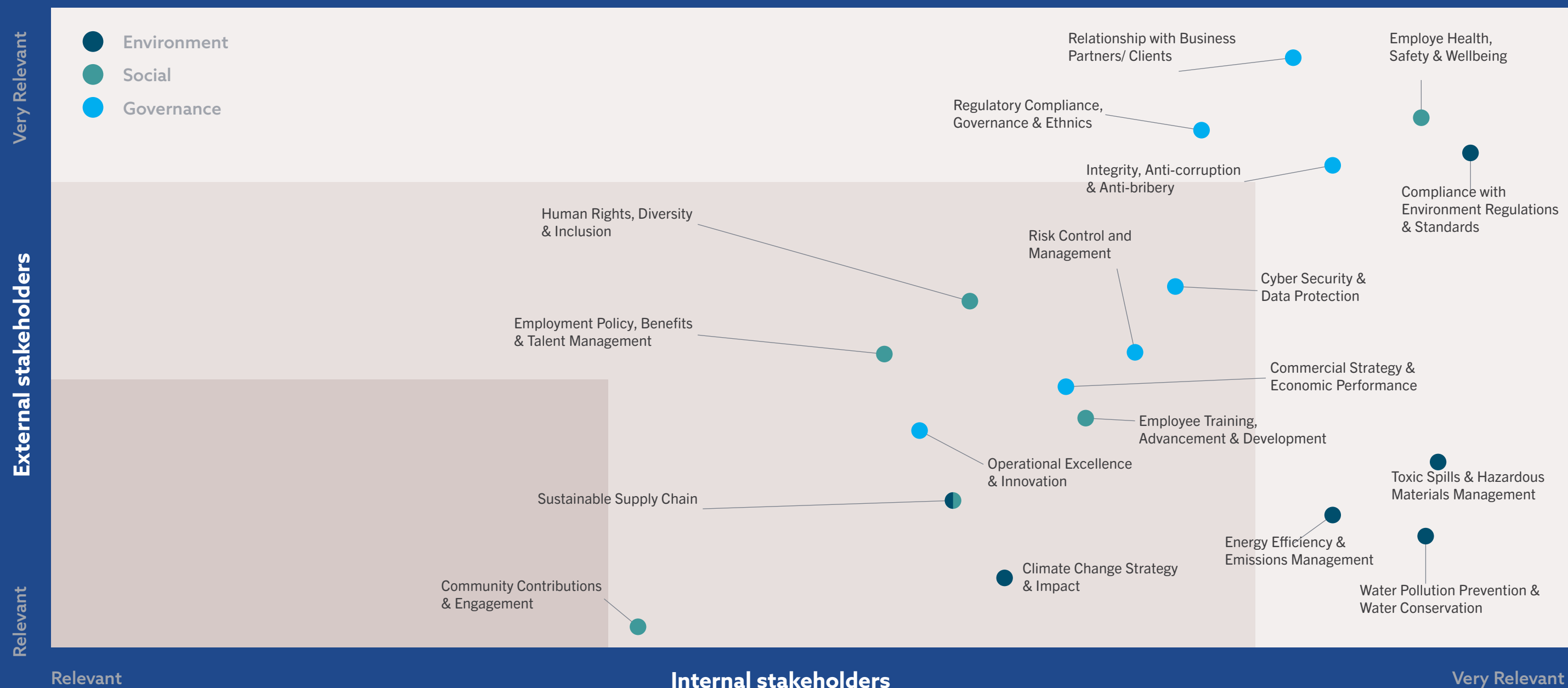
Validation

The results of the materiality assessment were validated by the Management Team of Prime Marine to ensure authenticity

Through the Materiality Assessment, we have identified 18 material topics as shown in our material matrix. The matrix clearly illustrates the opinions and feedback from our external and internal stakeholders on different ESG issues.



Materiality Assessment



Key Observations

Environment

With the increasing importance of decarbonization in the maritime industry, the topic of **compliance with environmental regulations and standards** is identified to be one of the key priorities.

Social

Both the external and internal stakeholders attach great importance to the **health, safety, and well-being of employees**.

Governance

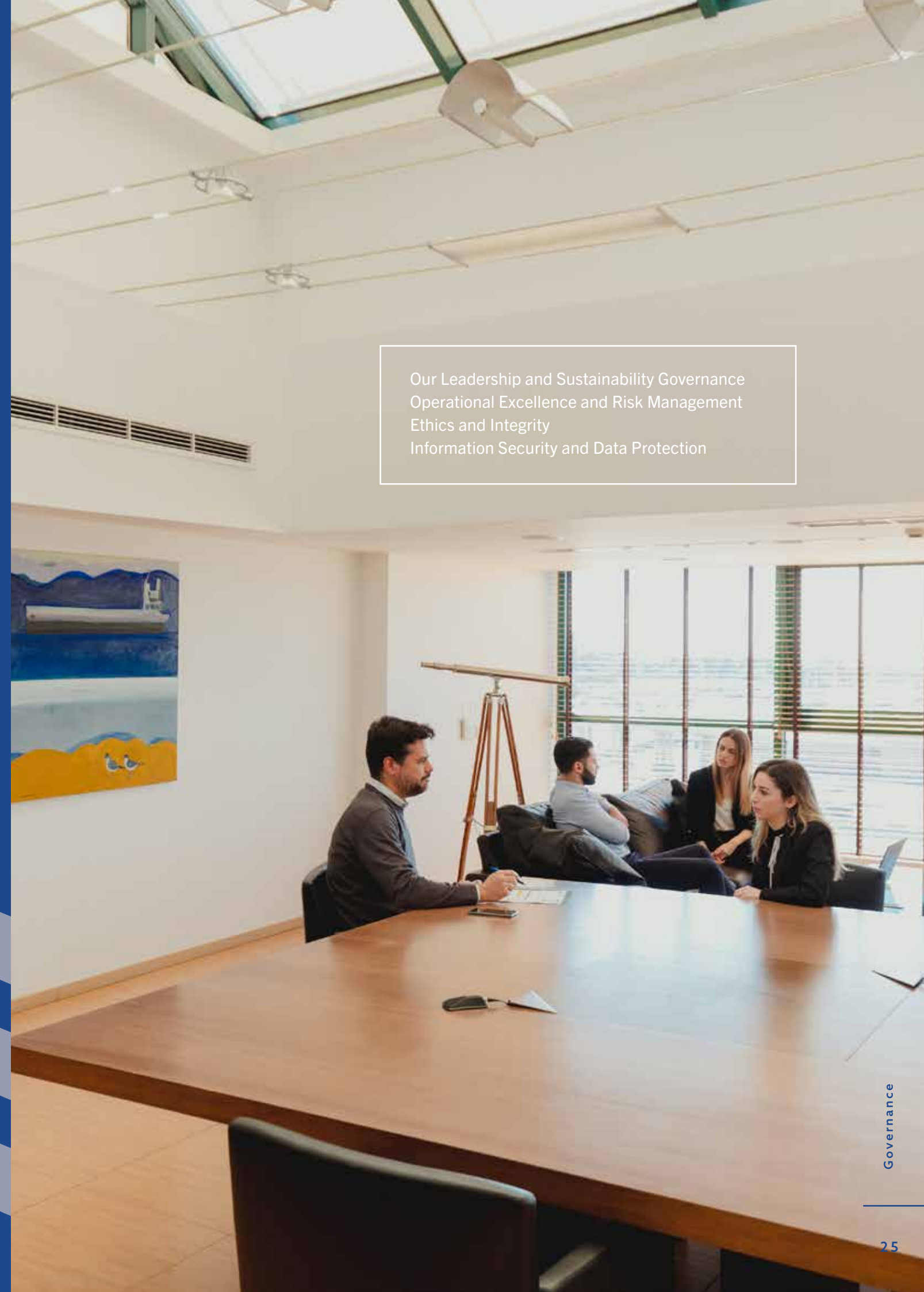
Corporate governance is the key to operational excellence and highly contributes to the success and long-term sustainable development of the company. Both stakeholder groups give high rankings to governance factors like **relationship with business partners/clients and regulatory compliance, governance and ethics**.

We consistently review our performance on each of the material topics and strengthen our management procedures throughout the daily operations to remain a responsible corporate.

This report will present the detailed management approaches and associated initiatives on each of the material topics.

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Governance

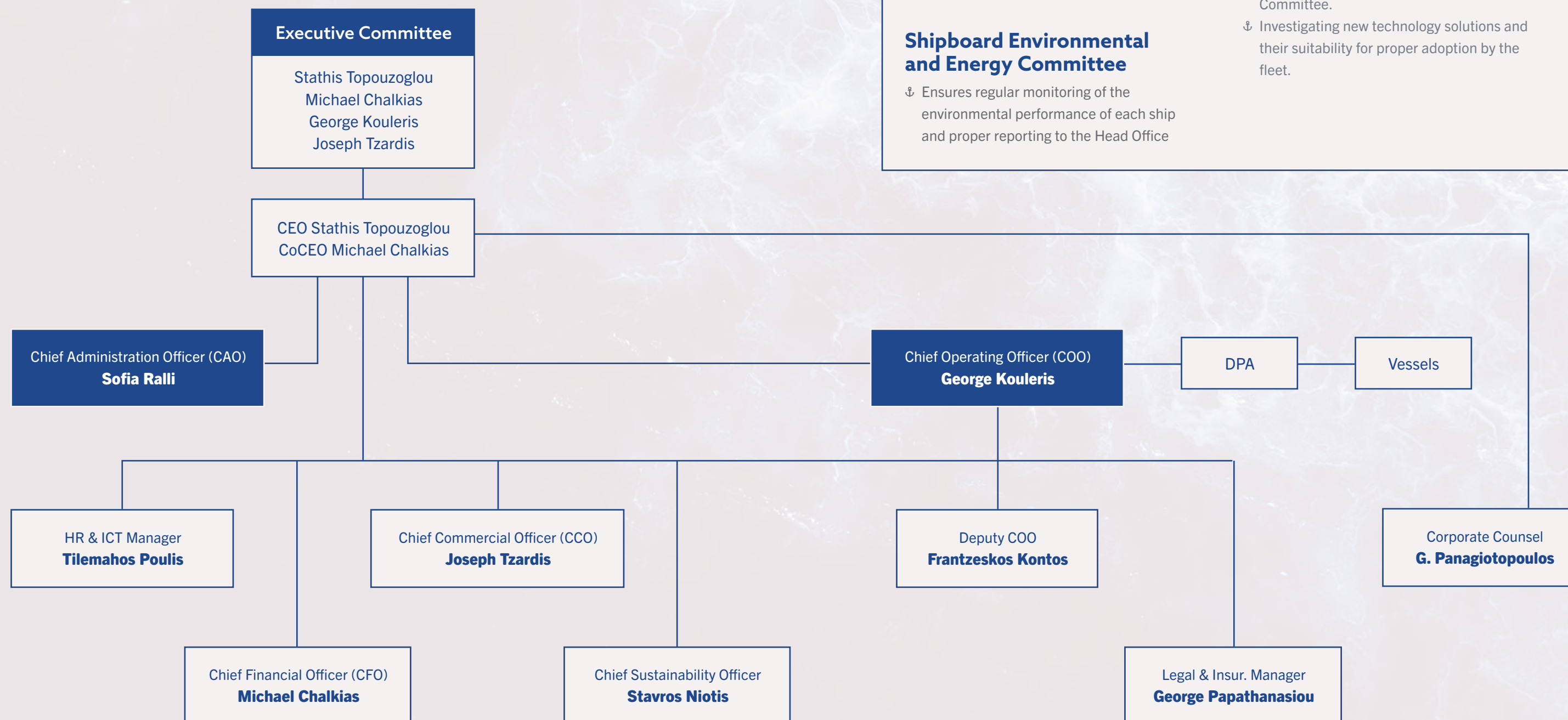


Our Leadership and Sustainability Governance
Operational Excellence and Risk Management
Ethics and Integrity
Information Security and Data Protection

Our Leadership and Sustainability Governance

GRI 102-18

Prime Marine strive to keep sustainability at the core of our operations. We maintain good corporate governance and communicate our sustainability commitment from our top leadership group throughout the organization.



Company Environmental and Energy Committee

- ⚓ Oversees and devises long-term strategies and plans for improving ESG performance, Setting decarbonization targets

Shipboard Environmental and Energy Committee

- ⚓ Ensures regular monitoring of the environmental performance of each ship and proper reporting to the Head Office

Environmental and Energy Performance Department

- ⚓ A dedicated team of experts monitoring ships' energy and environmental performance, performing data analytics and reporting to the Committee.
- ⚓ Investigating new technology solutions and their suitability for proper adoption by the fleet.

Specific KPIs and policies for Environment and Energy Management

Investment in new technologies and devices to reduce fleet emissions



Partnering within industry coalitions which are working towards maritime sector decarbonization and sustainability

Compliance with international regulations and best practices including adoption of ISO standards

Operational Excellence and Risk Management

GRI 102-11

The company strives towards ensuring excellence and upholding highest standards of performance, in executing all our operations.

Each department has set specific Objectives and Key Performance Indicators (KPIs) to monitor performance.

Two key categories:

- ⚓ **Leading KPIs** play an important role in influencing our activities and performance
- ⚓ **Lagging KPIs** more focused on monitoring our regular performance
- ⚓ KPIs updated on a quarterly basis and each year a higher target is set to ensure continuous improvement.

Management closely monitors each department's performance against these KPIs. Periodical reviews and regular upgrade of the ships' Health, Safety, Quality and Environmental systems.

Established a comprehensive policy framework including:

- ⚓ Environment Protection and Energy Efficiency Policy
- ⚓ Quality, Safety and Health Policy
- ⚓ Information Security Policy
- ⚓ Anti-bribery Policy

Prime Marine's Integrated Management System (IMS)

Describes provisions for the safe management of our vessels and personnel.

Outlines controls and measures put in place for pollution prevention.

Our IMS is Certified as per the International Safety Management code, International Ship and Port Facility Security code and the Maritime Labour Convention 2006

Certified by Lloyd's Register in accordance with:

- ⚓ **ISO 9001: 2015** - Safety & Quality performance
- ⚓ **ISO 14001: 2015** - Environment Management
- ⚓ **ISO 45001:2018** - Occupational Health & Safety Management System
- ⚓ **ISO 50001:2018** - Energy Management

Certified by Eurocert in accordance with:

- ⚓ **ISO 14064-1:2018** - GHG emissions and removals

Risk Mitigation and Management

- ⚓ Inputs from our shipboard and shore personnel on regular basis for continuous improvement of our procedures.
- ⚓ Relevant controls included in Enterprise Resource Planning (ERP).



Risk management Committee

Nodal committee consisting of all departmental heads



Regular risk assessment procedures

We have an extensive library consisting of more than 300 types of risks



Hazard matrix

We have developed a comprehensive hazard matrix covering all our operations

Key Elements of our Risk Management System

Ethics and Integrity

GRI 102-16 | 205 (103) | 205-3

As per the culture embedded in our company, all employees ensure to uphold the highest standards of corporate governance and business ethics while executing their duties and responsibilities.

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Cases of Corruption

Incidents of corruption
by business partners

Cases of bribery

Whistle blowing
incidents

- ⚓ Rigorous and comprehensive anti-corruption and anti-bribery policy. Readily available to our employees and external stakeholders via the IMS Manual and Employee Handbook policies
- ⚓ Immediate reporting of any incident related to corruption or bribery to senior management. Systematic procedures for all necessary actions to be taken
- ⚓ Training on anti-corruption and related topics to all personnel as part of their induction and onboarding
- ⚓ Automated processes and procedures to reduce the chances of corruption
- ⚓ CCTV cameras onboard ships for regular surveillance and detecting any suspicious activity
- ⚓ Regular internal and external audits to ensure proper implementation of our policies and procedures

Information Security and Data Protection

GRI 418

We constantly strive towards protecting our staff, customers and other external stakeholders from potential information security incidents.

A risk-based Information Security Management System (ISMS) has been adopted throughout the whole organization's procedures, aiming to maximize the confidentiality, integrity and availability of the company's information and data. Our ISMS successfully passed the first stage of the ISO 27001 certification.



Technology

Installation of latest hardware and software systems to upgrade our capabilities for dealing with potential information security risks



Policy Support

Multiple policies and procedures dealing with information security and data protection have been developed and implemented



Training

Every employee needs to comply with the company's Information Security Management System. Regular training sessions for seafarers, shore personnel and new joiners are organized.



Risk Assessment

A risk-based approach is continuously followed to identify potential information security hazards and then adopt the necessary controls. Penetration testing is performed on a regular basis.

Whistleblower Policy

All Employees and shipboard personnel are protected by the whistle-blowing policy. The policy ensures that the employee confidentiality is maintained to the extent possible, and they are protected against any retaliation. Issues that can be reported under this policy are but not limited to:

- ⚓ Criminal offence
- ⚓ Breach of regulations
- ⚓ Fraudulent activities
- ⚓ Violations of local and international laws
- ⚓ Violations of the Prime Marine's safety policies



Our information security and data protection framework

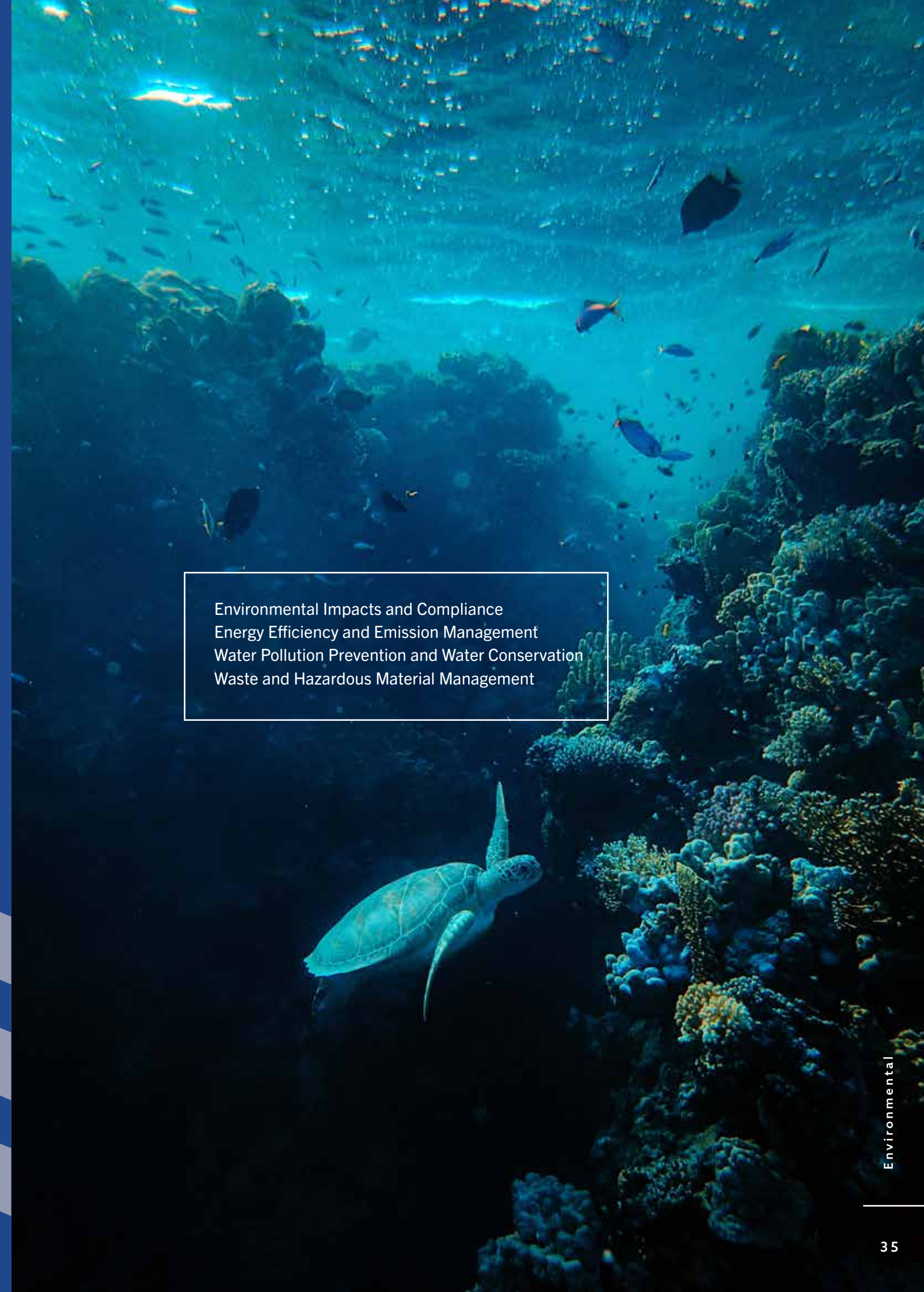
Policies dealing with information security and data protection

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

In 2021, we had NO substantiated complaints regarding breaches of customer privacy and losses of customer data

3

Environmental



Environmental Impacts and Compliance
Energy Efficiency and Emission Management
Water Pollution Prevention and Water Conservation
Waste and Hazardous Material Management

Environmental Impacts and Compliance

GRI 307

As a trusted shipping partner with a globally operating fleet, Prime Marine recognizes its impact to the environment as well as the importance of respecting environmental resources throughout its business operations. Environmental compliance and protection have been strongly integrated into our management and culture.

Our Management Approach

GRI 307 (103) | 307-1

Prime Marine embraces high-standard environmental stewardship to ensure environmental compliance and minimize environmental impacts. We comply with all the international, regional, and local laws and regulations in the environmental aspects. To achieve our high-level goal of zero spills at sea and continuous reduction of emissions/releases to the environment, we establish our Integrated Management System (IMS) based on ISO 14001and 50001 standards and set an Environmental Protection & Energy Efficiency Policy.

Our Ambition

The Company’s aim is to conserve and protect the Environment from marine, atmospheric & other forms of pollution, including office-based waste, and to continuously improve its performance to achieve this aim.

Operating in the shipping industry, we recognize our responsibility to reduce our impacts on different environmental aspects. We have actively identified the environmental aspects of our operational activities and the associated potential impact to better understand and reduce the environmental impacts within our business.

	Environment Aspects	Potential Impacts
Discharge	Waste, garbage and sewage	Contamination to sea and land
	Ballast water	The possibility of aquatic organisms or water-borne pathogens being transported in the ship’s water ballast
	Noise from machinery	Health of crews and local community
Air-emissions	Cargo vapour emissions	Toxic effect on health, climate and plant-life
	Exhaust emissions	Smog, acid rain and the greenhouse effect
	Ozone depleting substances	Global warming and ozone depletion
Cargo	Oil, chemicals, liquified gases, and other noxious liquid substances	Contamination to sea and land
	Dangerous goods	Contamination to sea and land
Material	Antifouling paints	Effect on shell-fish and other aquatic life

0

Non-compliance with environmental laws and regulations

Additionally, we keep tracking the updates and changes of the regulations and requirements from various stakeholders regarding GHG emissions.

Prime Marine strives to make strategic plans and implement practical initiatives to support the IMO GHG Strategy and go beyond compliance. Our pathway to decarbonization will be elaborated in the following section.

Energy Efficiency and Emission Management

GRI 302 | 305

Our Initiatives

GRI 302 (103) | 305 (103)

Prime Marine strives for continuous emission reduction and energy efficiency enhancement. Through several practical environmental programs and initiatives, we have continuously reduced our energy consumption and GHG emission both in our offices and across the fleet. Our programs mainly focus on those four areas:

Upgrade and Maintenance



We keep investigating and installing the most advanced technology on our vessels to increase efficiency. Periodical maintenance ensures compliance and efficient operation.

- ⚓ Conduct hull underwater cleaning and propeller polishing at frequent intervals
- ⚓ Install Engine Performance Monitoring Software and hardware
- ⚓ Install Energy Efficiency Technologies and apply state-of-the-art hull antifouling paints to improve the vessel hydrodynamic and machinery performance

Monitoring



Our dedicated department closely monitors the performance and condition of the vessels in different aspects through an online system, assesses the overall condition and perform any corrective actions if there is deterioration. Our Environmental Monitoring and Evaluation plan sets a clear framework for our monitoring process.

- ⚓ Energy Efficiency Operational Indicator (EEOI)
- ⚓ Efficiency of fuel oil purifiers
- ⚓ Quality of bunkers
- ⚓ Fuel consumption
- ⚓ Sludge Production
- ⚓ Externally audited as part of ISO 14001, ISO 50001 and ISO 14064 certifications

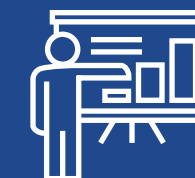
Raising Environmental Awareness



We assign proper training programs to our shore-based personnel and crews regarding energy management and efficiency enhancement

- ⚓ Taking/recording readings from various instruments onboard
- ⚓ Awareness in environmental and energy-related matters
- ⚓ Sulphur Cap Computer-Based Training (CBT)
- ⚓ SEEMP Computer-Based Training (CBT)

Long Term Planning and Engagement



We have comprehensive planning on our energy management to give guidance and instructions on our business operations. We also engage in several external initiatives to show our commitment and contribution to the environment

- ⚓ Company Energy Efficiency Management Plan (CEEMP)
- ⚓ Ship Energy Efficiency Management Plan (SEEMP)
- ⚓ Speed optimization
- ⚓ Ship Implementation Plans
- ⚓ Support Poseidon Principles
- ⚓ Member of the Getting to Zero Coalition
- ⚓ Supporting “we4all” Team and Planting 400 Trees

Our Pathway to Decarbonization

SASB TR-MT-110a. 2

We have created a clear decarbonization roadmap to show our commitment to combating climate change. We have included a set of actions in the roadmap from short-term to long-term to ensure that Prime Marine would meet IMO's 2050 emission reduction target.

2022 Short-term Actions

- ⚓ Energy Audit Pilot Program
- ⚓ Pilot retrofitting of new technology
- ⚓ Establishment of a sustainability committee from the top management
- ⚓ Participate in United Nations Global Compact (UNGC)
- ⚓ Carbon accounting and reporting
- ⚓ Explore more opportunities on RECs and carbon offsets



2023 Mid-term Actions

- ⚓ Install more new technologies to increase energy efficiency on the vessels, such as Variable Frequency Drives (VFDs), LED lighting, etc.
- ⚓ Evaluate alternative fuel options
- ⚓ Set corporate SBTi decarbonization target
- ⚓ Participate in more external initiatives and organizations regarding sustainable and green shipping
- ⚓ Enhance Sustainable Procurement
- ⚓ Analyze climate risks and opportunities



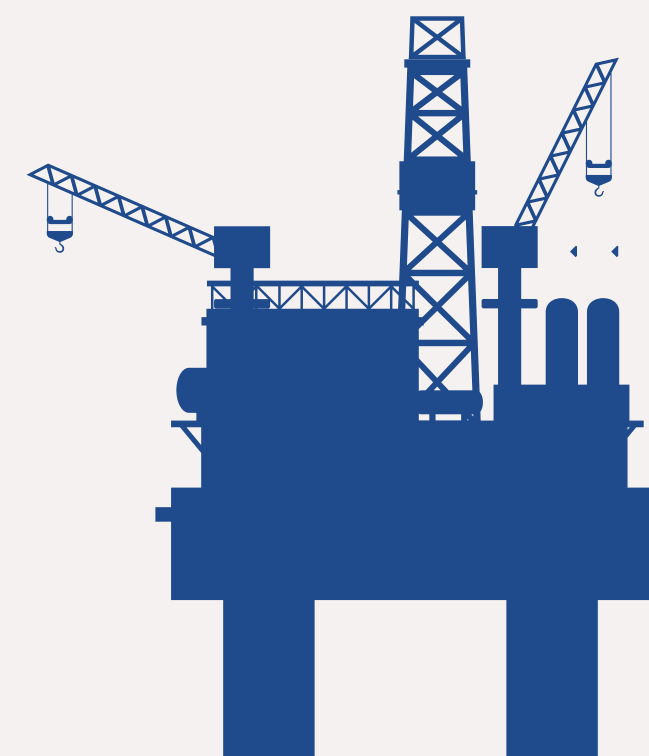
2024 Long-term Actions

- ⚓ Investigate utilization of renewable energy sources
- ⚓ Automatic increase of engine efficiency through testing and tuning
- ⚓ Possible Participation in Green Award and the Clean Shipping Index (CSI)
- ⚓ Establish digital sustainability reporting platform
- ⚓ Investigate ways to offset carbon emission from shore facilities and customers
- ⚓ Report on TCFD



2025 Long-term Actions

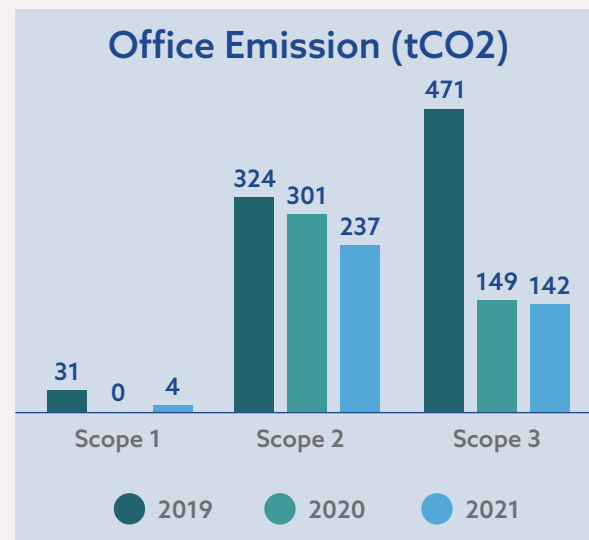
- ⚓ Consider and investigate new technologies for Newbuildings, such as dual-fuel main engines, carbon capture and storage solutions, and more energy-saving solutions
- ⚓ Ensure EEDI Phase III compliance



Our Performance

GRI 305-1 | 305-2 |
305-3 | 305-4 |
305-5 | 305-7 |
SASB TR-MT-110a.1 |
TR-MT-120a.1

Ashore



Total Office Emission
↓ 14.9%

As the first shipping company globally certified by ISO 14064, our headquarter in Greece has become carbon neutral since 2019. Prime Marine offsets all the GHG emissions from its headquarters using the Verified Carbon Standard and 3rd party certification. In 2021, we have offset a total emission of 384 tCO2e.

Fleet CO2 Emissions Reductions

Tanker Fleet

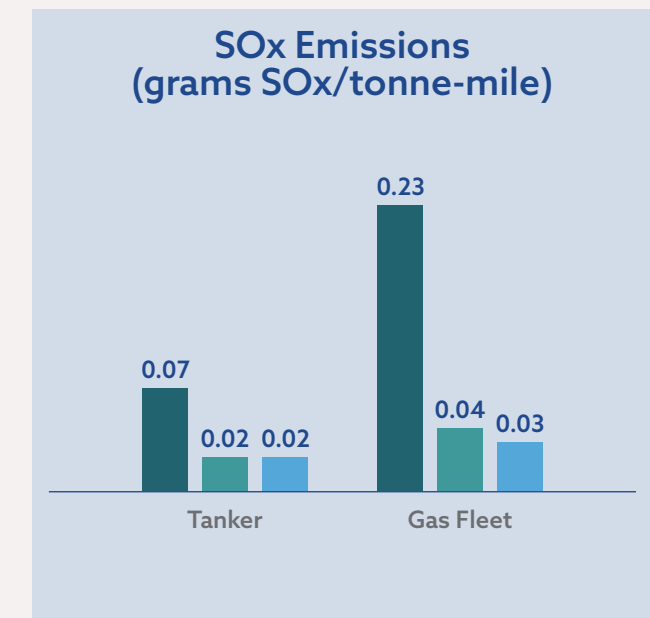
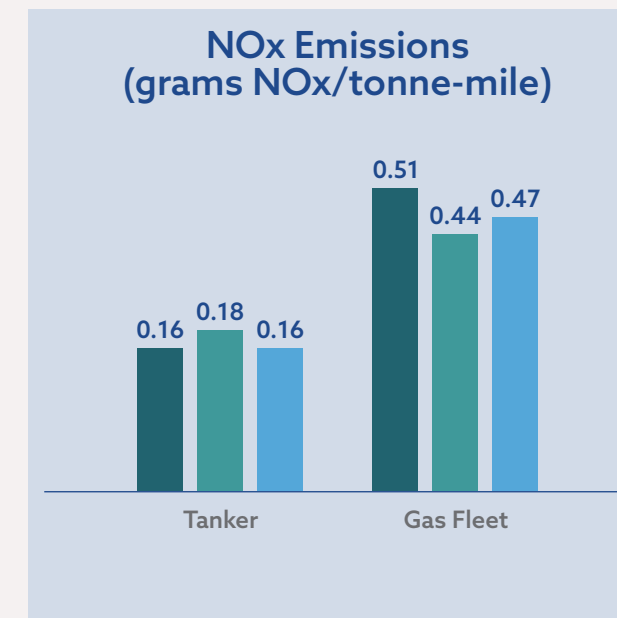
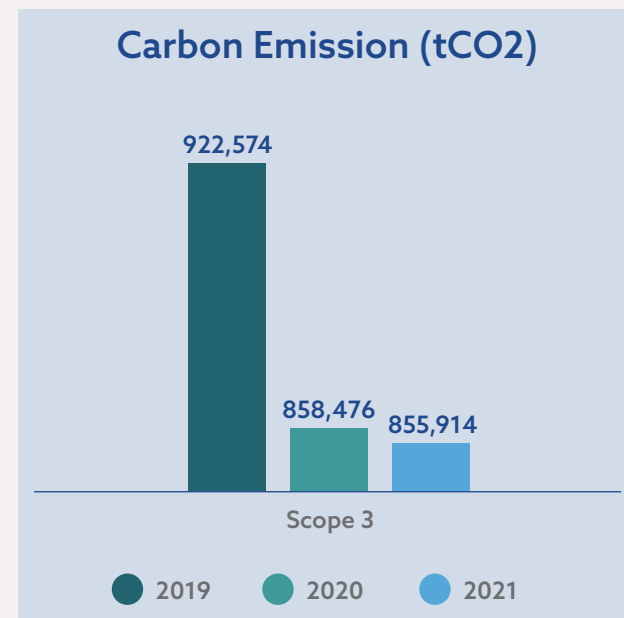
↓ **6.2%** at AER scale ↓ **13.4%** at EEOI scale

Gas Carrier Fleet

↓ **13.3%** at AER scale ↓ **8.2%** at EEOI scale



Fleet



Water Pollution Prevention and Water Conservation

GRI 303 | 304

Prime Marine recognizes its responsibility to protect water sources and promote water conservation as a shipping company. Any accidental spill would cause damage to the marine environment as well as the health of a wide community.

Ballast Water Management

GRI 303 (103) | 303-1 | 303-2 | SASB TR-MT-160a.2

Ballast water management is a critical process during vessel operations. Prime Marine is fully compliant with the IMO Ballast Water Management Convention, which helps prevent the spread and exchange of invasive aquatic species through ships' ballast water. All of our vessels are required to be fitted with a ballast water management system, and we have also established the Ballast Water Management Plans for vessels in accordance with the Guidelines for Ballast Water Management and the Development of Ballast Water Management Plans (G4) resolution MEPC.127 (53).

To ensure comprehensive ballast water management and monitoring during vessel operation, we have established a Cargo and Ballast Handling Simulator to provide effective hand-on practices and training to our crews. We keep improving and updating the simulator in accordance with regulations, technology, as well as feedback from our crews.

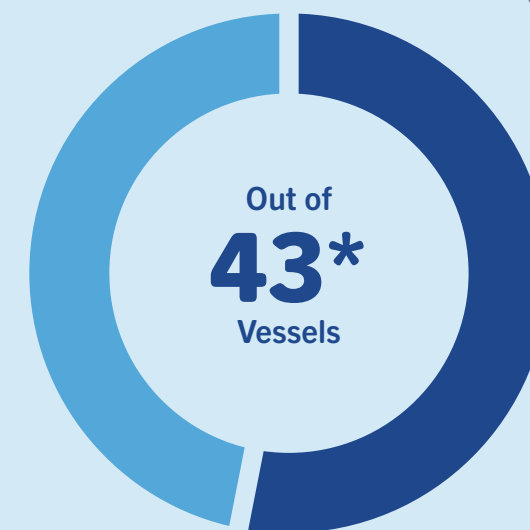


Protecting Marine Ecosystem

SASB TR-MT-160a.3

At Prime Marine, we operate a Policy of Zero Incidents and Zero Spills or releases to the Environment, to the sea and land. We strictly follow all international, regional and local rules regarding accidental spills and release to the environment. A comprehensive investigation and root cause analysis would be carried out if any potential accidents, incidents and near misses imposed any potential environmental impacts. After the causes have been detected, strategies and actions would be created to prevent reoccurrence. Additionally, our technical/ marine-vetting department tracks the incident data from our peers to perform benchmarking analysis. As a result, we keep improving the identified gaps from those exercises and continuously strengthen our accident management procedures.

Ballast water treatment **44%**



56% Ballast water exchange

* One of the 44 ships was only commercially managed, so there are 43 ships that were technically and operationally managed, and the ballast water management system is included within Prime Marine's management scope.

100%



Compliance with IMO Ballast Water Management Convention

ZERO

spills and releases to the environment in 2021

Waste and Hazardous Material Management

GRI 306

Minimizing waste, especially hazardous waste, from our operation is also an effective way to eliminate marine and land pollution. Prime Marine strives to reduce waste generation across our activities and supports a circular economy by encouraging more recycling onboard and at the office.

Hazardous Waste Management

GRI 306 (103) | 306-1 | 306-2

We strictly control and monitor hazardous materials onboard. We maintained a certified Inventory of Potentially Hazardous Materials (IHM) for each vessel to achieve compliance with both the EU Ship Recycling Regulation (EU SRR) and the Hong Kong Convention (HKC) for the Safe and Environmentally Sound Recycling of Ships.



As part of our IMS, we establish a series of policies and procedures to manage and update the hazardous materials on board by monitoring a specific environmental KPI. In 2021, no items or components with potentially hazardous materials has been loaded/supplied on board any of our managed vessels.

Non-hazardous Waste

GRI 306 (103) | 306-1 | 306-2 | 306-3 | 306-4

We are committed that all non-hazardous waste, such as garbage onboard and office-generated waste, will be disposed-off in a safe and responsible manner.

Office

- ⚓ We prohibit single-use plastics and minimize paper printing
- ⚓ We provide full training to employees for the recycling of all the applicable materials

Waste Recycled	Weight (kg)
Paper	2,347.0
Aluminium	11.3
Plastic	22.6
Batteries	13.0

Vessels

- ⚓ Install oil-water separator to ensure non-contamination of wastewater
- ⚓ The best industry available drinking water unit was supplied to the fleet to cease the provision of single-use plastics on board the fleet.

A decrease of **250,000** plastic bottles within 2021



Total Waste Recycled in the Office

2,393.94kg



Total Waste Generation Onboard

2,490.84m³

4

Social



Our People
Safeguarding Human Rights
Employee Benefits and Talent Retention
Employee Training, Advancement and Development
Occupational Health and Safety
Sustainable Supply Chain
Community Contribution and Engagement

Our People

GRI 102-7 | 102-8 | 102-41 |
401-1 | 405(103) | 405-1 |
SASB TR-MT-000.A

Our employees are the cornerstone of our organization, and their contributions are important to every aspect of our operations. To maintain a competitive and satisfied workforce, we prioritize talent acquisition, employee engagement and retention, learning and development, workforce management, and organizational effectiveness. Our office team is based in Athens, and they are all on permanent, full-time contracts, getting all legally required benefits.

100%

of our workforce
is protected by
collective bargaining
agreements

Diversity & leadership independence

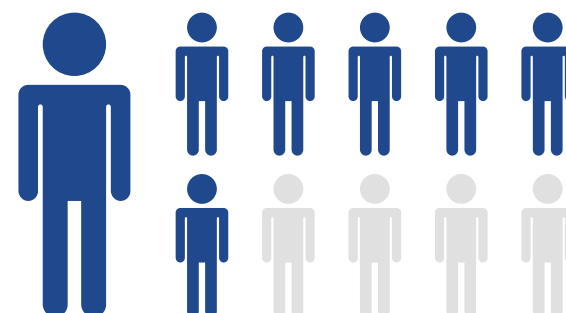
Our policies address the importance of diversity and leadership independence, and these are enforced across all our operations throughout the recruitment and promotion processes.

Our Principals have diverse technological, financial, and business backgrounds. This structure facilitates constructive discussions and brainstorming sessions at the executive level, which bring diverse perspectives into the company's culture.

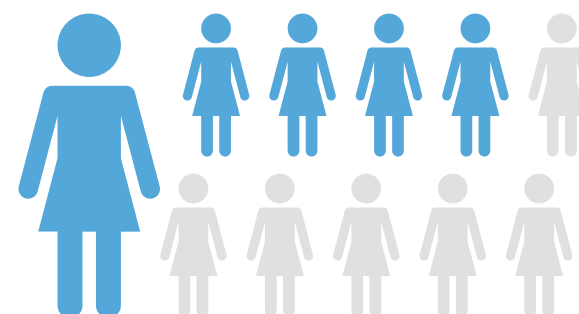
There are currently women steering the organization in essential roles and high strategic management positions. While there are currently no women on our Board of Directors, management is taking this matter very seriously and has plans to appoint women to the board in the near future.

Office Personnel

64% male



36% female



146

Total number of shore personnel

Age Distribution



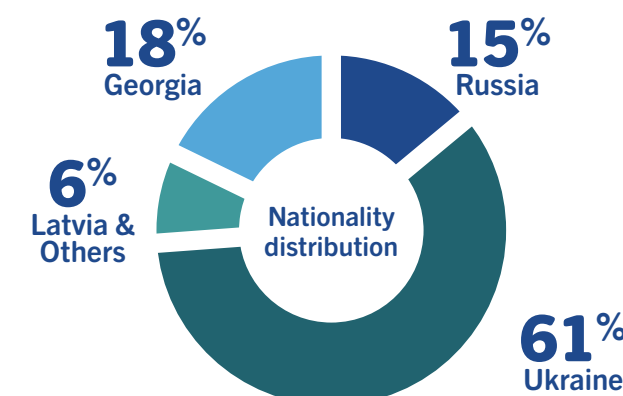
22
new hires

32%
women

36%
<30 years

24%
women in
management
positions

Crew Personnel



866

**Total number of
crew personnel**

Age Distribution



Safeguarding Human Rights

GRI 406(103)
| 406-1 |
412 (103)

At Prime Marine, we are committed to demonstrating and behaving in a manner that is fully respectful to international and human rights, as outlined in the Universal Declaration of Human Rights of the United Nations, the ILO Conventions, the IMO Conventions, and the Maritime Labour Convention of 2006.

We have a zero-tolerance policy when it comes to any sort of harassment, discrimination, or any other behavior that has the potential to be seen as disrespectful, threatening, or humiliating. Prime Marine has established a procedure following the requirements of the MLC that addresses issues such as work-rest hours, entitlement to leave, repatriation, and seafarer compensation for the ship's loss or foundering and lay-up.

Employee Handbook Procedures

Outlines the procedures that our employees can follow to file complaints and have those complaints addressed.



Fair treatment and complaint procedures



Collegial relations and behavior

Diversity in the workplace

Demonstrating Prime Marine's strict 'Respect Towards All' attitude.

States requirements on the proper treatment of colleagues, policies on non-discrimination, sexual harassment, aggressive behavior, indecent language, and others.



Sexual Harassment Policy

- ⚓ Encourages the prompt reporting of incidents to protect employees and third-party personnel from sexual harassment
- ⚓ Anyone in the office or onboard can file a complaint with HR or the Master
- ⚓ For confirmed cases of sexual harassment, disciplinary actions might range from a warning to instant dismissal

Anti-bullying Policy

- ⚓ Fosters a healthy workplace culture in which all staff, onshore and onboard, regardless of status can operate in an environment free from bullying conduct.

KPIs for measuring our performance in protecting human rights

- ⚓ Number of promotions
- ⚓ Average job retention rates
- ⚓ Turnover rates

- ⚓ Crew experience, changes and reasons
- ⚓ Compliance of the recruitment and selection processes with our company policies
- ⚓ Regulatory audits

- ⚓ Number of complaints from crew for welfare items
- ⚓ Crew nationalities
- ⚓ Non-rehire able per rank
- ⚓ Discipline cases

0

Incidents of Discrimination

Cases of Human Rights Abuses and/ or Violations

Employee Benefits and Talent Retention

GRI 401 (103) | 401-2 | 401-3

Our human capital is the driving force that enables us to accomplish our vision and fulfill our promise to provide the highest quality services. Thus, we promote and invest continuously in our employee’s welfare and satisfaction.

Providing Equal Employment Opportunities to All

It is our policy to provide equal employment opportunities to all applicants and Employees and to apply fair and effective recruitment and selection procedures, in order to ensure that the best person in terms of knowledge, skills, experience and attitude is chosen for each position.



High Priority on the Professional Growth of All Employees and Seafarers

To ensure that we provide all the resources and support required for success, we have designed and implemented several learning and development programs, a comprehensive performance evaluation system, and a total rewards system that also provides scholarship opportunities.

Measures to assist employees who are experiencing financial difficulties, such as the provision of loans, in addition to the competitive compensation and benefits are offered to our employees.

Benefits

full-time office personnel



Healthcare

We have a comprehensive private insurance program that enables our people to receive the best private medical care, from complex procedures to routine checkups.



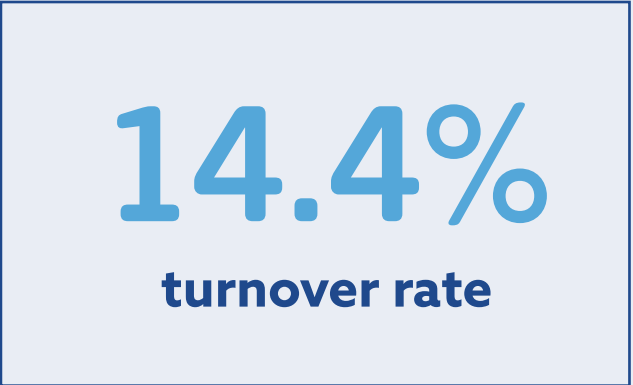
Parental Leave

Three female employees took parental leave in 2021. 67 percent of the employees who took parental leave in 2021 were also retained.



Retirement provision

A provision for retirement is made available to our staff members.



Employee Training, Advancement and Development

GRI 404

We have continuously invested in the training and development of our employees because we believe high-quality employees are the key towards operational excellence and efficient performance. We pay attention to different training needs raised in our people and design training programs to improve their knowledge, skills, attitude and consequently their professional performance.

Career Development

GRI 404 (103) | 404-3

Help Our Employees to Grow and Thrive

We have an annual performance review and a mid-year performance review for our shore-based employees. During this review, the manager engages with the employees and specify the targets for the next year. The mid-year review can amend and track the progress of the target.

We also have an appraisal system for our seafarers, both from vessels' Masters and attending Superintendents, followed by its submission to the crew department. All seafarers have access to their appraisal reports for comments and they need to sign off before submission.



78% of male shore-based employees received performance review

69% of female shore-based employees received performance review

113 Shore-based employees received performance and career development review

Training

GRI 404 (103) | 404-1 | 404-2

Training is an important pillar of the career development process which in turn, is an important factor in sustaining employee engagement.

A dedicated Training department, operating under the supervision of our Training manager, manages and coordinates hard-skill training. In January each year, the department is updating an annual training plan which outlines the training requirement for each position. For ship-borne personnel, we ensure timely training for any new updates regarding the international regulations in the industry, such as ISM ISPS Code, MARPOL, ECDIS, MLC 2006, and etc.

Crew Training

We believe it is important to train our crews to be competent to address new challenges deriving from regulations and technology evolutions. Therefore, we established the PRIME Maritime Assessment & Training Center (PMATC) in our Athens office in April 2011, which is certified by the American Bureau of Shipping and the Marshall Islands Flag Administration. In 2018, we expanded our training facilities establishing the Prime Odessa Training Facility (POTF) in Odessa, Ukraine. The centers are equipped with state-of-the-art simulators, including three Bridge Simulators and an ECDIS Simulator for training of Navigation Officers, an Engine Simulator for Engineer's training and a Cargo Operations Simulator for Deck Officers.

Prime Odessa Training Facility

POTF operates under the Quality Management System (QMS) of PMATC, while both training centers meet the requirements of International Standard ISO 9001:2015.

POTF is housed within the manning agent's premises in order to seamlessly operate the various stages of the recruitment, assessment and training processes, avoiding disruption to the seafarers' shore leave and travel complications.



Acts as a link between the seafarer and Management in a way that innovates and promotes the overall culture



Builds and enhances teamwork spirit through regular communication sharing the Company's commitments



Creates a sense of ownership for seafarers and manning agents alike

Training Programs



Computer Based Training (CBT)

CBT System provides multiple evaluation of seamen's knowledge in a wide number of subjects.



Psychometric Tests

Psychometric tests evaluate all Officers' mental ability to perceive and process information as well as evaluate the correlation between Officers' interests and Company's values.



Training Programs and Seminars

All crew members receive an extensive training program in our training centers for a minimum period of one week. Additionally, they attend Company's Seminars from their home via Webinar sessions conducted in the Company's Training Center, as well as CBT Seminars via online access.

420

Crews received trainings



31.5

Average training hours per crew in 2021



Shore-based Employee Training

The training effort is equally being directed towards the development of shore-based employees by attending in-house and external seminars in order to develop and enhance their skills.

27.3

Average training hours per shore-based employee in 2021



Comprehensive Development

To help our people gain more insights from experts in the industry, external speakers are regularly being invited for in-house seminars mainly from classification societies or other industry experts and institutions.

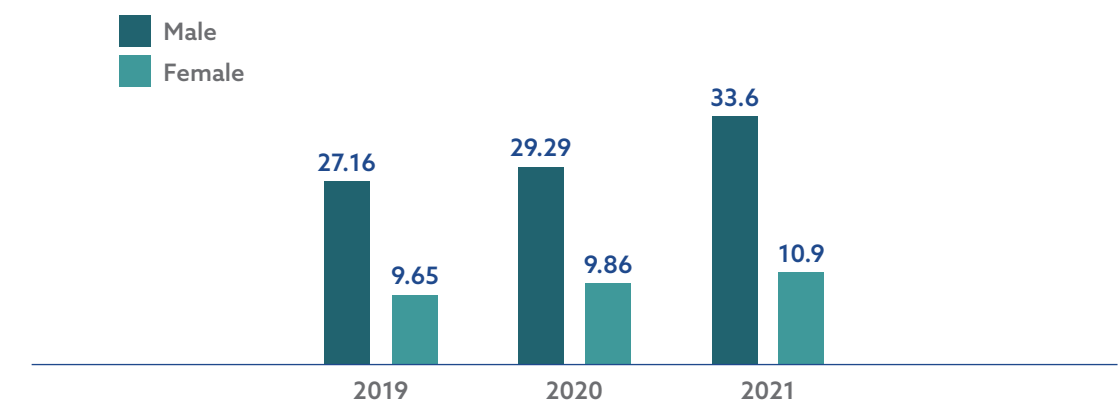
Skills (including interpersonal and intrapersonal), abilities and generally competencies development, have a long-term focus on preparing for future responsibilities while increasing the capacities of employees to perform their current jobs.

Satisfying Different Training Needs

The Human Resources department develops and implements skills, abilities and competencies development programs for the shore employees, as part of the Career management process. Specific training needs for each employee are accessed during the annual and mid-year performance reviews.

Furthermore, Prime Marine offers financial support to employees who want to pursue higher degrees or further education, including MBA, postgraduates, second language, etc.

Average training hours per shore-based employee by gender



Employee Suggestion Policy

Hearing from our employees is the best way to improve. Through our Employee Suggestion Policy, we encourage all our employees to share their thoughts and suggestions, also regarding training and development, with the HR department. Insightful thoughts would be directed to our CEO and Co-CEO for further consideration.

We offer non-monetary awards (time off with pay, certificates of recognition, gifts, memberships, etc.) to employees who share valuable and practical thoughts, and even monetary awards would be offered when appropriate.

Occupational Health and Safety GRI 403

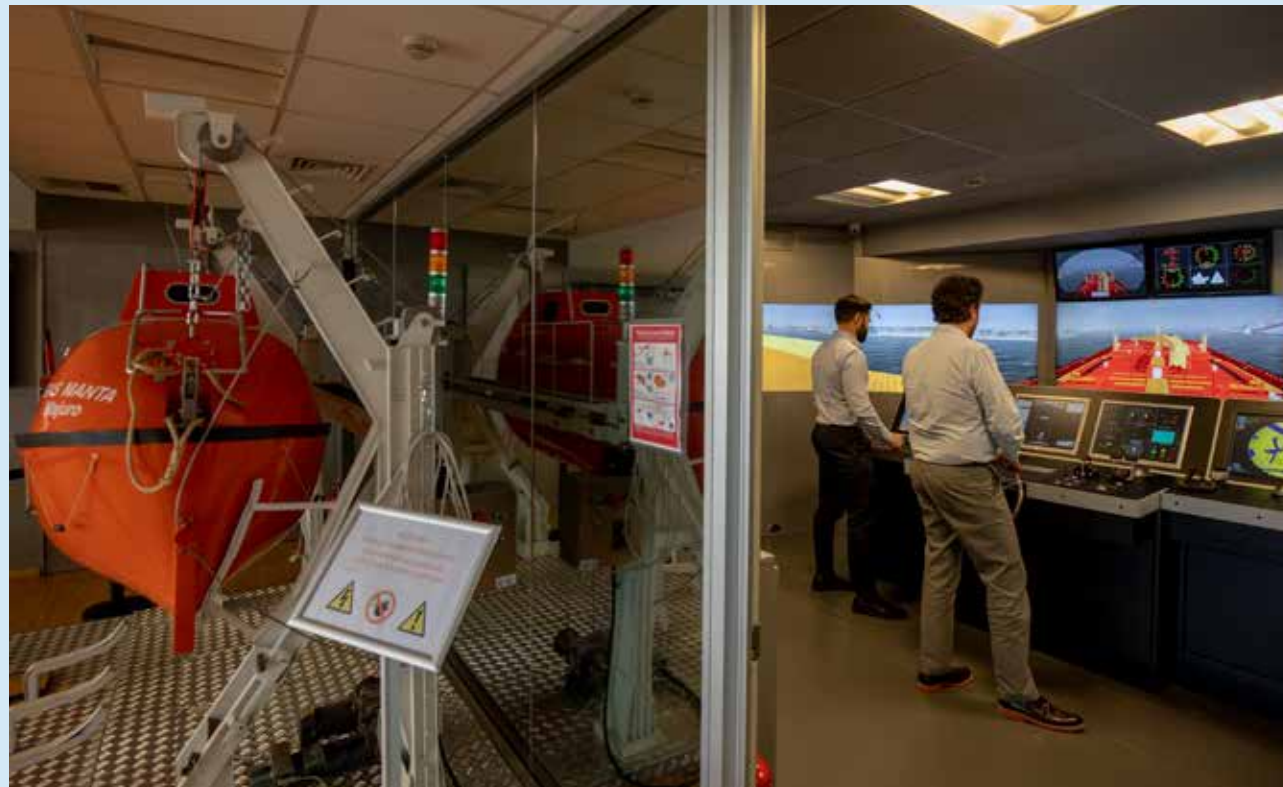
Ensuring occupational health and safety are of paramount importance at Prime Marine. We are responsible to ensure a safe work environment for all employees and protect them from incidents and hazards.

Our Safety Culture GRI 403 (103)

We are fully committed to the good health and safety of all crew members, contractors or the public, to their welfare and well-being and to the safe operation of its ships. We maintain compliance with all applicable international regulations, laws and standards, so as to achieve the high-level goal of Zero Incidents. All employees are expected to take all necessary precautions to protect themselves, their colleagues, the ship, and its cargo, as well as to maintain high standards of service.

Safety Management Systems GRI 403-1 | 403-8

Occupational health and safety is a critical part of our IMS, which establishes safeguards against identified risks, unsafe or potentially unsafe conditions and practices. Our Quality, Health & Safety Policy ensures full compliance with various international safety and quality codes and standards, such as the International Safety Management (ISM) code, ISO 9001, ISO 45001, etc. Both shore-based employees and crews are provided with information about these Standards by means of clear communications, detailed instructions, adequate training and familiarization in all operational fields. All our office workers and all our crew workers are covered by our occupational health and safety management system.



IMS Leadership Authorities

Chief Operating Officer (COO)

Ensures that Management Roles and individual responsibilities are clearly established, assigned, communicated, understood and documented.

Senior Management

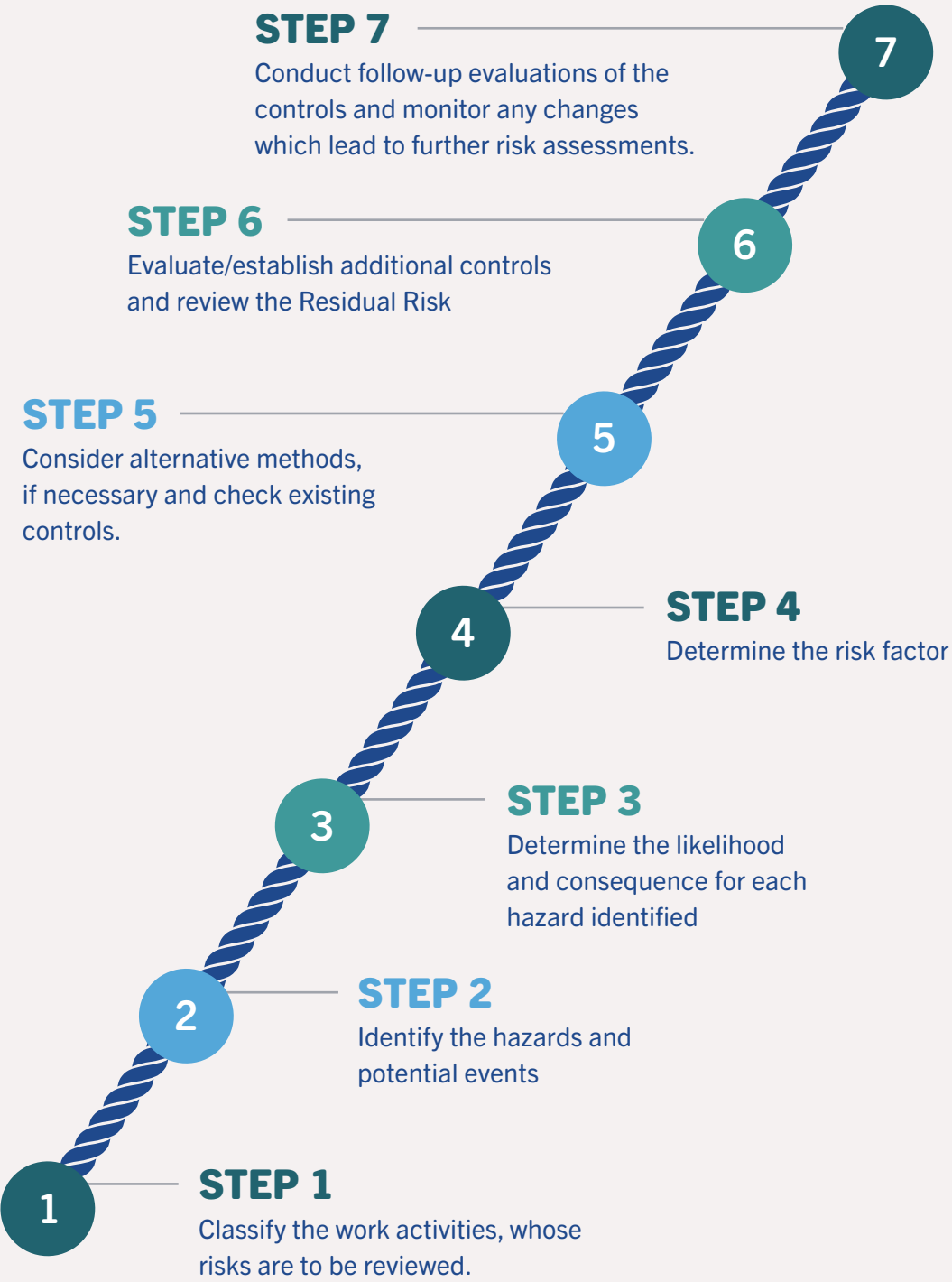
Ensures that Shore and Shipboard Personnel are adequate certified, qualified and experienced to undertake their duties.

Employees

Ensure a comprehensive understanding of what is the expectation and responsibilities inside their scope of work.

Risk Assessment GRI 403-2

Risk Assessments and Management of Change procedures are regularly carried out to identify any hazards in our business operations, and the necessary controls to be implemented proactively to minimize the risks. The request for a Risk Assessment may originate from any crew member and shore-based personnel but it is the responsibility of the Master or Department's Manager to ensure that this is carried out and implemented. The Company's Hazard Register List identifies the necessary controls in order to mitigate occupational health and safety risks. The risk assessment procedure involves identification, documentation, evaluation, and the application of controls, as shown below:



Medical Care Services GRI 403-3



Onboard our vessels, we have an external experienced healthcare provider in place for any medical emergency or incident happening on board. The medical team offers 24/7 medical consultation either by telephone or by email to all our crew members. The team consists of 28 doctors coordinated by our in-house office doctor.



The same service also applies to our employees ashore in the office. We have a 24/7 in-house doctor to be prepared for any urgent medical issue. We offer an annual health check-up to our office employees, as well as a second opinion on medical issues they confront.



All medical information of both crew members and shore-based employees would be kept in the format of a medical e-file, including the medical history and medical incidents, for future consultation.

Employee Consultation and Training GRI 403-4 | 403-5

We believe conducting health and safety training is an effective way to communicate our safety culture to all employees, while we also invite employees to share their thoughts on our health and safety management procedures to ensure continuous improvement.

Health & Safety Training is mandatory for all positions both in the office and on the vessels

- ⚓ The training needs are assessed based on the job responsibilities as well as the current knowledge of an employee
- ⚓ The training aims to ensure that our employees will be familiar with work-related hazards and stay safe under different conditions, (including navigation, emergency response, etc.)
- ⚓ We evaluate the effectiveness of our training activities through testing, performance auditing, monitoring, correlation, etc. The results are assessed during the Management Review Meetings for future improvement.

We value the feedback from our employees

- ⚓ We encourage employees to participate and share their thoughts in the development and implementation of our IMS.
- ⚓ Representatives from both the offices and the vessels are joining various management meetings, such as the Vessels' Safety Committee Meetings, the Company OHS Committee Meetings, the Operational Meetings, and the Management Review Meetings.
- ⚓ On our vessels, the Team Safety Walk is an initiative that encourages people on board to share their feedback and offer improving suggestions regarding current management procedures and specific safety hazards on the vessels.

Performance and Continuous Improvement

GRI 403-9

In 2021

0
Fatality

1.29
LTIR

We carefully record and track our health and safety performance indicators on a regular basis. A comprehensive investigation is carried out for each incident and immediate remediation actions are implemented to prevent the reoccurrence of the accidents, including:

- ⚓ Personal Protection Equipment (PPE) improvement
- ⚓ Safety awareness training
- ⚓ Procedure enhancement

Lessons learned from incidents are fed back into the system in order to improve and update the related Risk Assessments.

To eliminate incidents and achieve better performance year on year, we have adopted a “Continuous Improvement” philosophy throughout the entire organization. All Company personnel are encouraged to come forward with ideas for improving processes, systems, quality, efficiency and working environment. Suggestions for improvement apply to all Company’s Activities that affect services rendered to all interested parties in terms of services, quality and cost.

COVID-19 Actions

GRI 403-6

The outbreak of COVID-19 has significantly impacted our business operation, which brings challenges to the health and safety of our crew members and shore-based employees. Prime Marine has established a COVID management plan to enhance our health management under this special situation and thus minimize the risks of exposure to the pandemic.



Crews

- ⚓ Provide the vessels with COVID-19 personnel protective equipment (face shields, masks, gloves, medical aprons) and medical supplies (disinfectants, temperature measurement devices, rapid tests, etc.)
- ⚓ Increase the awareness of our crews through training, presentations and drills
- ⚓ Require tests to be carried out for anybody visiting the vessel within 24 hours before embarking.



Shore-based Employees

- ⚓ Implement 100% remote working and control the percentage of the employees that will be at the office depending on the situation and how COVID spread in our community
- ⚓ Increase teleconference and reduce in-person meetings
- ⚓ Organize and conduct COVID tests twice per week in the office
- ⚓ Send doctors to the residence of our infected employees and take care of all the treatment

Sustainable Supply Chain

GRI 102-9 | 308

Prime Marine cooperates with all our suppliers to promote sustainable procurement and ultimately achieve long-term sustainability goals throughout the value chain. We continuously bond with different reputable suppliers who are aligned with our visions and values.

Promote Sustainable Procurement GRI 308(103)

As a responsible organization, we expect our suppliers to share the same views and work together with us to extend sustainability practices throughout the supply chain. With that objective in mind, we have included sustainability aspects during the screening and auditing process of our suppliers, including ISO Certifications, energy efficiency, environmental-friendly packaging, corporate social responsibility, etc.

As a step in this direction, we prioritize the suppliers who implement plastic recycling practices to reduce single-plastic usage to minimize the plastic accumulation onboard. Every requisition we send to our suppliers includes a cover letter describing that all packaging shall use recyclable materials. If we receive any plastic packaging materials through our suppliers, we will direct them to recycling facilities to enhance their awareness of adopting environmental-friendly practices.

Supply Chain Overview GRI 102-9

We select and build up a strong network of suppliers, who provide high-quality services and contribute to our business operations. We assess our new suppliers through screening and auditing processes and keep monitoring their performance during our collaboration.

 <h3>Onshore Management Activities Suppliers</h3> <ul style="list-style-type: none"> ⚓ Catering ⚓ Utilities (electricity, water) ⚓ Health (in-house office doctor, healthcare Provision for the home office employees and the on-board seafarers, Covid19 testing) ⚓ Insurance (staff and building) ⚓ IT (hardware and software), ⚓ Subscriptions ⚓ Office supplies providers 	 <h3>Suppliers to the Vessels</h3> <ul style="list-style-type: none"> ⚓ Banks ⚓ Insurers ⚓ Shipyards ⚓ Brokers ⚓ Port agents ⚓ Ship chandlers ⚓ Bunker suppliers ⚓ Flag administrations ⚓ Classification societies ⚓ Certification companies ⚓ Manning agencies
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Improving

We would continue collaborating with our suppliers to strengthen the procurement process with more sustainable practices

Screening

ESG Criteria have been incorporated into the supplier screening process

Auditing

ESG performance is a part of the auditing process of our key suppliers

Selection

We always select reputable suppliers which have awareness of long-term sustainability

Community Contribution and Engagement

GRI 413 (103)

At Prime we consider not only our employees but also their families as 'Our People'. In upholding this principle the company has been actively providing financial support to the beavered families of our employees who have lost their lives.



Being conscious of our responsibility towards the local community welfare, we have been supporting different NGOs by providing financial support in the form of donations. Some of the organisations we support in Greece include Shelter of Love (in Greek), Association of Parents Guardians & Friends Autism People (in Greek), Hospice for Neuro – disability and METAdrasi (in Greek). We have been providing financial support to hospitals and been offering scholarship programs for students.

Prime Supports “we4all” Team and Plants 400 Trees

In 2021, Prime Marine cooperated with the Non-profit Organization “we4all” and contributed to the planting of 400 trees in Greece to help with reforestation. Following the recent wildfires of the previous summer in our country and the loss of thousands of square meters of forests, our efforts are always concentrated to assist in healing the wounds that wildfires caused, improve our company’s environmental impact and, in parallel, turn Earth greener.



We remain focused on the mission to increase our environmental and social awareness. Furthermore and in every occasion we remind our employees ashore and onboard that Earth is our home.

This donation is under the umbrella of the “Main Donator” AXIA Ventures Group who took the initiative.



There is only one planet Earth

5

Appendix



ESG Data Tables - Environmental

Table 1: Office Energy and Emissions

GRI 302-1 | 302-3 | 305-1 | 305-2 | 305-3 | TR-MT-110a.1

		Unit	2021
Scope 1 Emissions	Gross GHG emissions	tCO ₂	4.18
	Voluntary Emission Reductions*	tCO ₂	-4.18
	Total	tCO ₂	0
Scope 2 Emissions	Purchased Electricity	kWh	486,280
	Electricity Intensity per office employees	kWh/person	3,286
	Gross GHG emissions	tCO ₂	236.82
	Voluntary Emission Reductions*	tCO ₂	-236.82
	Total	tCO ₂	0
Scope 3 Emissions**	Gross GHG emissions	tCO ₂	142.48
	Voluntary Emission Reductions*	tCO ₂	-142.48
	Total	tCO ₂	0

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

** Scope 3 Emission here includes emissions from business travels, employee commute, office waste generation, purchased good and services, and capital goods

Table 3: Waste

GRI 306-3, 306-4

		Unit	2021
Waste in the office	Paper purchased	Kilograms	2,010
	Recycled paper	Kilograms	2,347
	Recycled aluminium	Kilograms	11.3
	Recycled plastic	Kilograms	22.6
	Recycled batteries	Kilograms	13.0
Waste on the fleet	Plastic (A)	m ³	1,255.55
	Food Waste Comminuted - Ground (B1)	m ³	160.44
	Food Waste NOT Comminuted - Ground (B2)	m ³	91.52
	Domestic Wastes (C)	m ³	768.15
	Cooking Oil (D)	m ³	9.95
	Incinerator Ash (E)	m ³	31.82
	Operational Wastes (F)	m ³	155.38
	E-Waste (I)	m ³	18.03

Table 2: Fleet Emission

GRI 302-1 | 305-3 | 305-4 | 305-7

		Unit	Tanker Fleet	Gas Fleet	Total
Fuel Consumption	MDO	Tons	26,238	2,828	29,066
	LFO	Tons	13,585	8,667	22,252
	HFO	Tons	207,604	14,815	222,419
	Total	tCO ₂	247,427	26,310	273,737
AER		Grams CO ₂ / tonne-miles	5.15	11.41	/
Scope 3 GHG Emissions		tCO ₂	773,404	82,510	855,914
NOx Emissions	Intensity	Grams / tonne-miles	0.163	0.470	/
	Total	Tons	/	/	13,577
SOx Emissions	Intensity	Grams / tonne-miles	0.022	0.030	/
	Total	Tons	/	/	1,724
PM Emissions	Intensity	Grams / tonne-miles	0.006	0.010	/
	Total	Tons	/	/	477

ESG Data Tables

- Social

Table 1: Employee Details

GRI 102-7 | 102-8 | 401-1

			2021
Shore-based Personnel	By Gender	Men	93
		Women	53
	By Age	<30 years	21
		30 - 50 years	98
		> 50 years	27
	Total		146
Crews	By Gender	Men	866
		Women	0
	By Age	<30 years	157
		30 - 50 years	496
		> 50 years	213
	By Nationality	Brazil	7
		Cote d'Ivoire	1
		El Salvador	3
		Estonia	1
		Georgia	153
		Greece	4
		Latvia	22
		Latvia Alien	8
		Lithuania	1
		Philippines	5
		Russia	134
		Ukraine	527
	Total		866

Shore-based Personnel			2021
New Hires	By Gender	Men	15
		Women	7
	By Age	<30 years	8
		30 - 50 years	13
		> 50 years	1
	Total		22
Turnover	By Gender	Men	17
		Women	4
	By Age	<30 years	3
		30 - 50 years	15
		> 50 years	3
	Total		21
	Annual Turnover Rate		14.4%

Table 2: Parental Leave*

GRI 401-3

	Male	Female	Total
Total number of employees that were entitled to parental leave	5	4	9
Total number of employees that took parental leave	0	3	3
Total number of employees that returned to work in the reporting period after parental leave ended	0	2	2
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	0	2	2
Return to work Rate	N/A	66.7%	66.7%
Retention Rate	N/A	66.7%	66.7%

* Only data of shore-based employees are included

Table 3: Employee Training and Development

GRI 404-1, 404-3

			2021
Average training hours of shore-based personnel (hours/person)	By Gender	Men	26.8
		Women	7.9
	By Level	Senior Management	12.7
		Manager & Deputy Manager	14.9
		Others	28.0
	Total		19.9
Average training hours of crews (hours/person)	By Gender	Men	31.5
		Women	N/A
	By Level	Senior Management	68.6
		Middle Management	42.2
		Ratings	8.7
	Total		31.5

			2021
Percentage of shore-based personnel who received a regular performance and career development review	By Gender	Men	78.6%
		Women	69%
	By Level	Senior Management	22.2%
		Manager & Deputy Manager	76.2%
		Others	82.8%
	Total		77.4%

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102-3	Location of headquarters	About Prime Marine	11
102-4	Location of operations	About Prime Marine	11
102-5	Ownership and legal form	About Prime Marine	10
102-6	Markets served	About Prime Marine	10
102-7	Scale of the organization	About Prime Marine	12
102-8	Information on employees and other workers	About Prime Marine	11
102-9	Supply chain	Sustainable Supply Chain	66-67
102-10	Significant changes to the organization and its supply chain	No Change	N/A
102-11	Precautionary Principle or approaching	Operational Excellence and Risk Management	30-31
102-12	External initiatives	Environmental Stewardship and Industry Participation	18-19
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102-18	Governance structure	Our Leadership and Sustainability Governance	26-27
Ethics and Integrity			
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102-41	Collective bargaining agreements	Our People	50
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102-47	List of material topics	Materiality Assessment	22-23
102-48	Restatements of information	N/A	N/A
102-49	Changes in reporting	N/A	N/A
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103-2	The management approach and its components	In chapters	In Chapters
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GRI 205: Anti-corruption 2016			
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GRI 306: Waste 2020			
103	Management Approach Disclosures	Waste and Hazardous Material Management	46-47
306-1	Waste generation and significant waste-related impacts	Waste and Hazardous Material Management	46-47
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306-4	Waste diverted from disposal	Waste and Hazardous Material Management	46-47
GRI 307: Environmental Compliance 2016			
103	Management Approach Disclosures	Environmental Impacts and Compliance	36-37
307-1	Non-compliance with environmental laws and regulations	Environmental Impacts and Compliance	36-37
GRI 308: Supplier Environmental Assessment 2016			
103	Management Approach Disclosures	Sustainable Supply Chain	66-67
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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits and Talent Retention	54-55
401-3	Parental leave	Employee Benefits and Talent Retention	54-55, 75
GRI 403: Occupational Health and Safety 2018			
103	Management Approach Disclosures	Occupational Health and Safety	60
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403-3	Occupational health services	Occupational Health and Safety	63
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	63
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403-6	Promotion of worker health	Occupational Health and Safety	65
403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety	60
403-9	Work-related injuries	Occupational Health and Safety	64
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103	Management Approach Disclosures	Employee Training, Advancement, and Development	56-59
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GRI 406: Non-discrimination 2016			
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103	Management Approach Disclosures	Safeguarding Human Rights	52-53
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GRI 418: Customer Privacy 2016			
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SASB Content Index

Topic	Accounting metric	Code	Number	Unit of Measure	Section
Greenhouse Gas Emissions	Gross global Scope 1 emissions	TR-MT-110a.1	4.18*	Metric tons (t) CO -e	Energy Efficiency and Emission Management
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	TR-MT-110a.2	N/A	N/A	Energy Efficiency and Emission Management
	(1) Total energy consumed, (2) percentage heavy fuel oil, (3) percentage renewable	TR-MT-110a.3	1. Total Fuel: 261,702.48 2. HFO: 80.84% LFO: 8.77% MGO: 10.39% 3. Renewable: 0.00%	Gigajoules (GJ), Percentage (%)	N/A
	Average Energy Efficiency Design Index (EEDI) for new ships	TR-MT-110a.4	Company does not have an active Newbuilding project.	Grams of CO ₂ per ton-nautical mil	N/A
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) particulate matter (PM10)	TR-MT-120a.1	NOx: 13,577 MT SOx: 1,724 MT PM: 477 MT	Metric tons (t)	Energy Efficiency and Emission Management
Ecological Impacts	Shipping duration in marine protected areas or areas of protected conservation status	TR-MT-160a.1	N/A	Number of travel days	N/A
	Percentage of fleet implementing ballast water (1) exchange and (2) treatment	TR-MT-160a.2	1. 24 of 43** vessels (56.00%) 2. 19 of 43** vessels (44.00%)	Percentage (%)	N/A
	(1) Number and (2) aggregate volume of spills and releases to the environment	TR-MT-160a.3	0	Number, Cubic meters (m ³)	Water Pollution Prevention and Water Conservation
Employee Health & Safety	Lost time incident rate (LTIR)	TR-MT-320a.1	1.29	Rate	Occupational Health and Safety

Topic	Accounting metric	Code	Number	Unit of Measure	Section
Business Ethics	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	TR-MT-510a.1	13	Number	N/A
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	TR-MT-510a.2	0	Reporting currency	N/A
Accident & Safety Management	Number of marine casualties, percentage classified as very serious	TR-MT-540a.1	0	Number, Percentage (%)	N/A
	Number of Conditions of Class or Recommendations	TR-MT-540a.2	9	Number	N/A
	Number of port state control (1) deficiencies and (2) detentions	TR-MT-540a.3	1. 61 inspections 2. 0 detentions	Number	N/A

* Only data of shore-based assets is included. The Scope 1 emission has been offset using the Verified Carbon Standard and 3rd party certification.

Activity metric	Code	Number	Unit of Measure
Number of shipboard employees	TR-MT-000.A	866	Number
Total distance traveled by vessels	TR-MT-000.B	2,185,880	Nautical miles (nm)
Operating days	TR-MT-000.C	7,700	Days
Deadweight tonnage	TR-MT-000.D	3,180,860	Thousand deadweight tons
Number of vessels in total shipping fleet	TR-MT-000.E	44	Number
Number of vessel port calls	TR-MT-000.F	1,550	Number

** One of the 44 ships was only commercially managed, so there are 43 ships that were technically and operationally managed, and the ballast water management system is included within Prime Marine's management scope.

Glossary/ Abbreviations

Abbreviation	Description
AER	Annual Efficiency Ratio
CBT	Computer-based Training
CEEMP	Company Energy Efficiency Management Plan
CSI	Clean Shipping Index
ECDIS	Electronic Chart Display and Information System
EEDI	Energy Efficiency Design Index
EEOI	Energy Efficiency Operational Indicator
ERP	Enterprise Resource Planning
EU SRR	EU Ship Recycling Regulation
GHG	Greenhouse Gases
HELMPA	Hellenic Marine Environment Protection Association
HKC	Hong Kong Convention
HR	Human Resource
HSQE	Health, Safety, Quality and Environment
IHM	Inventory of Hazardous Material
ILO	International Labour Organization
IMO	International Maritime Organization
IMS	Integrated Management System
ISM	International Safety Management
ISMS	Information Security Management System
ISPS	International Ship and Port Facility Security Code
LR	Long Range
MLC	Maritime Labour Convention
MRV	Monitoring, Reporting and Verification
NGO	Non-governmental Organization
PPE	Personal Protective Equipment
SBTi	Science Based Targets initiative
SEC	Shipboard Environmental and Energy Committee
SEEMP	Ship Energy Efficiency Management Plan
SMS	Safety Management System
TCFD	Task Force on Climate-Related Financial Disclosures
UNGC	United Nations Global Compact
VFDs	Variable Frequency Drives

