



SUSTAINABILITY REPORT
2023





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LETTER TO OUR STAKEHOLDERS › GRI 2-22

Dear Stakeholders,

It is with great pleasure that I introduce Castor Ships' inaugural Sustainability Report for the year 2023. This report outlines our performance on Environmental, Social, and Governance (ESG) issues as we strive to uphold responsibility and sustainability within the shipping industry.

Despite a year marked by significant challenges, including major conflicts in Ukraine and the Middle East, climate change-related events, and a plethora of new environmental regulations, Castor Ships has successfully executed its strategic plans. We have strengthened our business model while remaining steadfast in our commitment to all our stakeholders. With new regulations driving decarbonization and increased customer demand for sustainable practices, we are dedicated to minimizing our environmental impact and paving the way for a sustainable future.

2023 was a productive and successful year for Castor Ships. We made significant strides towards our strategic goals, broadening our range of products and services for customers and firmly embracing ESG practices. These efforts have allowed us to reduce our environmental footprint by optimizing fuel efficiency and implementing sustainable practices.

By providing customized solutions to our customers, we have established a solid foundation for future business expansion. Our primary objective is to closely monitor vessel performance in terms of speed, fuel usage, and emissions using key performance indicators (KPIs) for the Carbon Intensity Indicator (CII) and the Energy Efficiency Operational Indicator (EEOI) aiming to ensure. This ensures environmental sustainability. In terms of Health, Safety, Quality, and Environment (HSQE), we are committed to providing our services safely, with zero incidents, injuries, and zero environmental pollution.

We are continually enhancing our sustainability efforts across the Company by monitoring our ESG performance. Mitigating the environmental impact of our operations is a strategic goal and a cornerstone of our future success. We are closely observing market developments to potentially upgrade the operation of our managed fleet with alternative fuel and biofuel options. Additionally, we are investing in eco-friendly technologies to enhance vessel performance, achieve our objectives, and maintain high efficiency and lower emissions. These strategic goals are aligned with international and national environmental regulations, as well as the International Maritime Organization's (IMO) strategy.

Ensuring the well-being and safety of our employees is one of our top priorities. We are committed to supporting our ship officers and seafarers by providing access to top-tier professional development opportunities, including specialized shipping training programs. Moreover, through our active participation in various community initiatives, we demonstrate our dedication to giving back to society. We have also incorporated ESG factors into our risk assessment and operational decision-making processes to enhance our resilience.

Looking ahead, Castor Ships will outline its sustainability strategy, reconfirming our strategic direction as a provider of quality services and secondly ensuring our commitment to serving all stakeholders, generating sustainable value, and maintaining a positive impact on local communities. Regardless of the challenges we may face in 2024 and beyond, our strong values and strategic direction, alongside a high-performing organization, will ensure our enduring progress.

Petros Panagiotidis
Principal of Castor Ships S.A.



ABOUT CASTOR SHIPS S.A. › GRI 2-1, 2-6

Castor Ships S.A. (“the Company”, or “Castor Ships”, or “we”) is a technical and commercial ship management company established in Greece in 2020. We operate a diverse fleet of vessels overseeing the execution of voyage instructions, ensuring that vessels follow safe and efficient routes, and supervising secure loading and unloading operations. Additionally, we provide full technical management, bunkering services arrange for agents at ports and handle services related to the invoicing of charterers.

The Company is located at 10 Seneka Str., Kifisia, 145 64 Athens, Greece. As of December 31st, 2023, our managed fleet consisted of 17 vessels, including 9 bulk carriers, 4 LPGs, 2 container vessels and 2 oil tankers.

VISION

Our vision is to be a leader in the ship management industry by promoting the following:

- Business excellence
- Safety onboard and ashore
- Growing our fleet management and technical services
- Protecting the Marine Environment
- Utilizing new technologies and maximizing efficiency through a high-quality operating platform and people
- Making the Company the first choice as a trusted partner for customers, employees, and investors

MISSION

Our mission is to set high standards for the safe and environmentally friendly sea transportation of goods in safe and technically advanced ships that meet or exceed the customers’ expectations and to conduct our operations in a tolerable risk working environment, through a commitment to continuous improvement of safety, human health & wellbeing, the protection of the environment, achieving of optimal utilization and improving the quality of the services we provide.





VALUES

The Company's operations are based on the following core values:

- ✓ **Safety**
- ✓ **Energy efficiency and emissions reduction**
- ✓ **Business excellence**
- ✓ **Customer focus**
- ✓ **Teamwork**
- ✓ **Care for people**
- ✓ **Integrity**
- ✓ **Reliability**

Our business model and value creation

Our primary business objective is to run the vessels under our management in an efficient and safe manner, grow the number of vessels we manage, while following the objectives of the Company as set out under our mission, vision, values and business strategy. We aim to realize our business objectives through maintaining and enhancing our capacity to meet rigorous industry and regulatory safety standards.

We focus on optimizing fleet utilization by addressing technical, safety and environmental concerns across the vessels under our management and remaining steadfast in upholding and advancing our superior standards of customer service and support. Through the diligent implementation of these strategies, we aim to strengthen our position within the ship management industry, while consistently delivering value to our stakeholders.

Our Company's business model revolves around offering comprehensive ship management services certified as per ISO 9001 and 14001 standards with a strong emphasis on safety, efficiency and environmental sustainability.

The core components of the business model include:



TECHNICAL MANAGEMENT

Providing a full range of technical management services, including preventive maintenance programs for hulls, machinery, systems, and equipment to ensure safe and reliable vessel operation, meeting industry standards while maximizing fleet availability and minimizing repair costs.



HEALTH, SAFETY, QUALITY, AND ENVIRONMENT (HSQE) MANAGEMENT

Striving for zero injuries, zero incidents, zero pollution and fostering a strong safety culture based on corporate values, attitudes and competencies. This includes monitoring HSQE performance through KPIs related to accidents, third-party inspections, industry standards and charterers feedback.



OPERATIONS MANAGEMENT

Overseeing vessel operations, including monitoring voyage instructions, optimizing routes, ensuring safe loading and discharging operations and managing bunkering services and port agent assignments.



PROCUREMENT

Offering effective and efficient procurement services, supplying vessels timely and at a low cost through an Enterprise Resource Planning (ERP) system and maintaining long-term relationships with selected partners and major charterers.



PERFORMANCE

Monitoring and improving vessel performance in terms of speed, fuel consumption, and emissions through the use of key performance indicators (KPIs) related to Carbon Intensity Indicator (CII) and Energy Efficiency Operational Indicator (EEOI) to promote environmental sustainability.



LEGAL AND FINANCIAL SERVICES

Providing high quality legal support through partnerships with leading law firms, offering expert advice and assistance in ship finance through relationships with global financial institutions and leveraging extensive shipping experience and a strong global network within the international shipping and finance community.

Our competitive advantage lies in the fact that we are a newly established financially robust ship management company with experienced personnel drawn from Top Tier companies, focusing on operational excellence, cost effective operation and implementing the highest safety standards.

Our fleet and operations

In terms of our managed fleet, Castor Ships manages and operates a mixed fleet of vessels, monitoring the implementation of voyage instructions, the safe and optimum route of the vessels and the safe loading and discharging operations.

We continuously monitor the speed, fuel consumption and emissions related performance of the vessels through the CII and EEOI KPIs to ensure environmental sustainability and continuously improve the performance of the vessels by applying technical and operational measures.



9 BULK CARRIERS



4 LPG CARRIERS



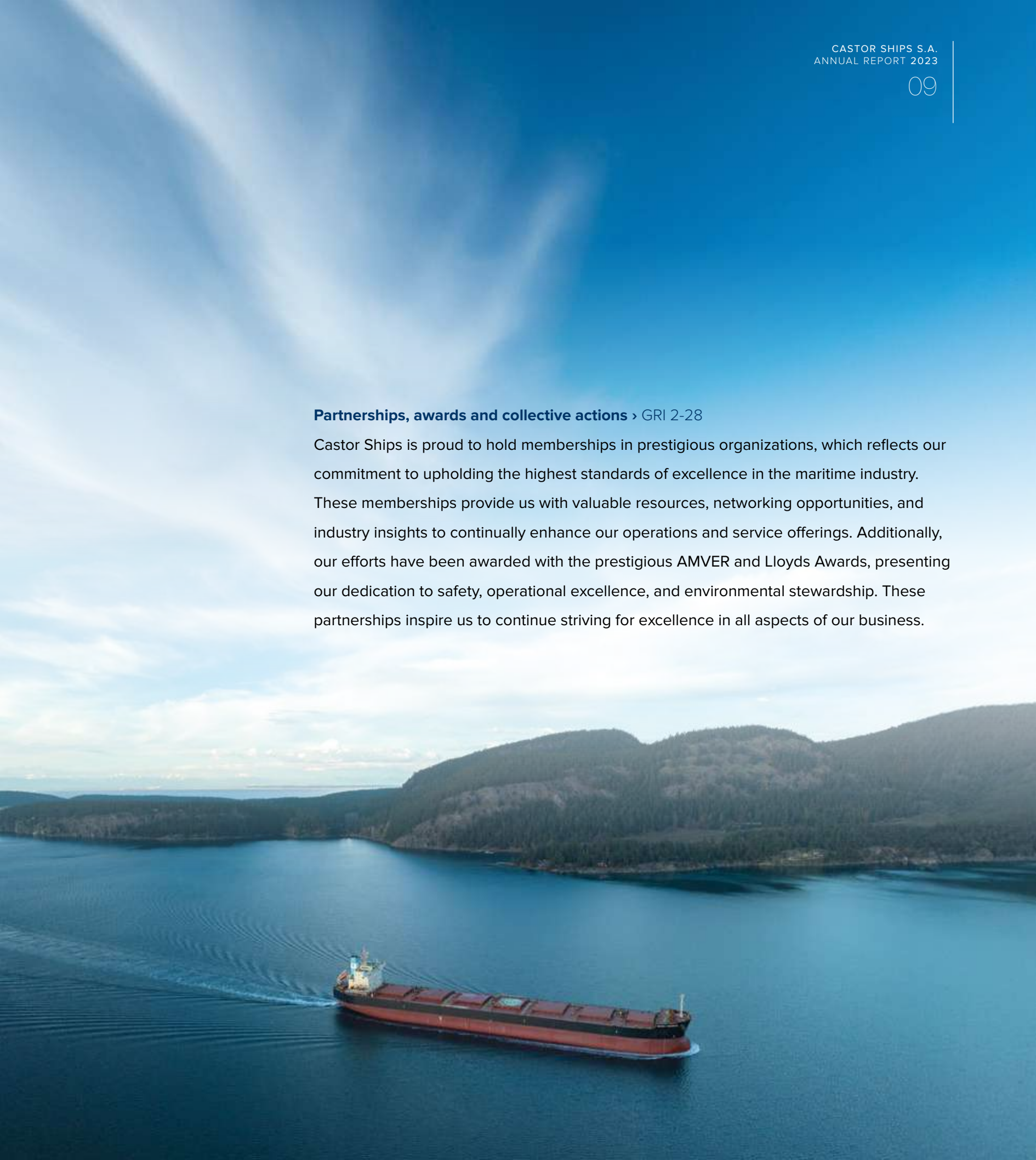
2 OIL TANKERS



2 CONTAINER VESSELS

Partnerships, awards and collective actions › GRI 2-28

Castor Ships is proud to hold memberships in prestigious organizations, which reflects our commitment to upholding the highest standards of excellence in the maritime industry. These memberships provide us with valuable resources, networking opportunities, and industry insights to continually enhance our operations and service offerings. Additionally, our efforts have been awarded with the prestigious AMVER and Lloyds Awards, presenting our dedication to safety, operational excellence, and environmental stewardship. These partnerships inspire us to continue striving for excellence in all aspects of our business.



Memberships

INTERTANKO

Castor Ships is a member of the International Association of the Independent Tanker Owners since December 2022.

BIMCO

BIMCO's mission is to be at the forefront of global developments in shipping, providing expert knowledge and practical advice to safeguard and add value to our members' businesses. Castor Ships has been a member of BIMCO since March 2023.

QUALSHIP 21

The initiative taken by US COST GUARD to identify high-quality ships and provide incentives to encourage quality operations. The certification was provided to Castor Ships in January 2024.

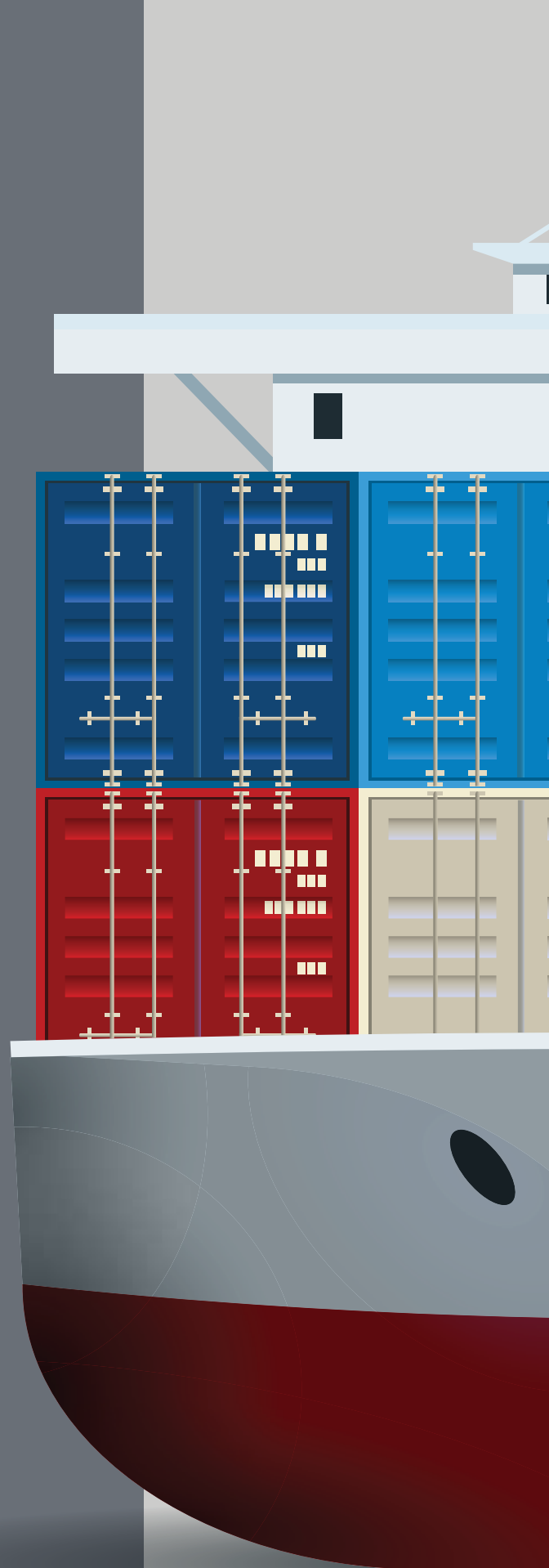
Awards

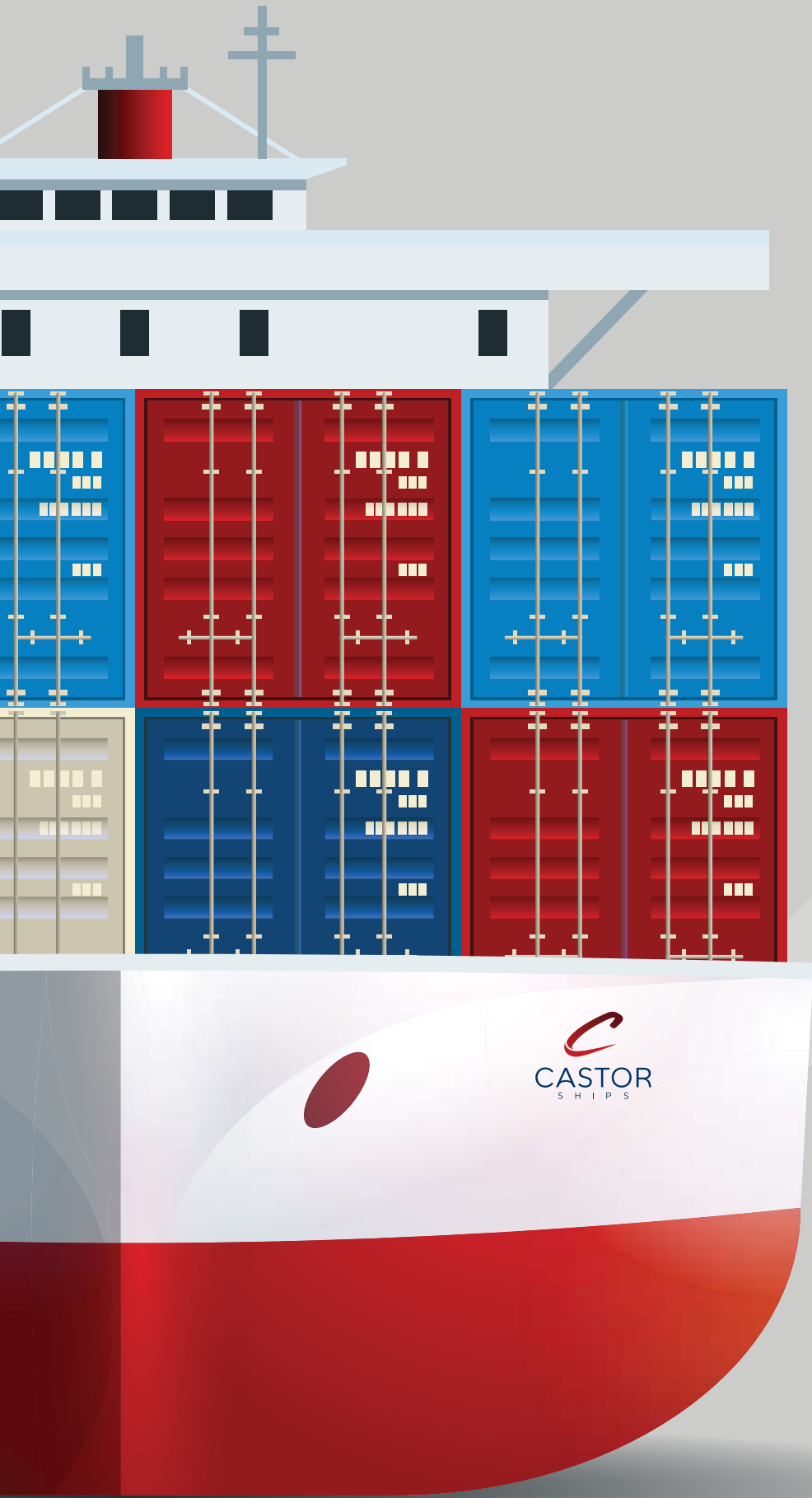
AMVER Award

The Automated Mutual Assistance Vessel Rescue System (AMVER) is a unique technological system developed by the USCG, it is a maritime mutual assistance organization that provides important aid to the development and coordination of Search and Rescue (SAR) efforts in many areas of the world. Castor participates in this system since June 2023.

Lloyds Award

Lloyds is an event that awards companies or personnel for distinguished activities. The award was given to Castor Ships in December 2023.

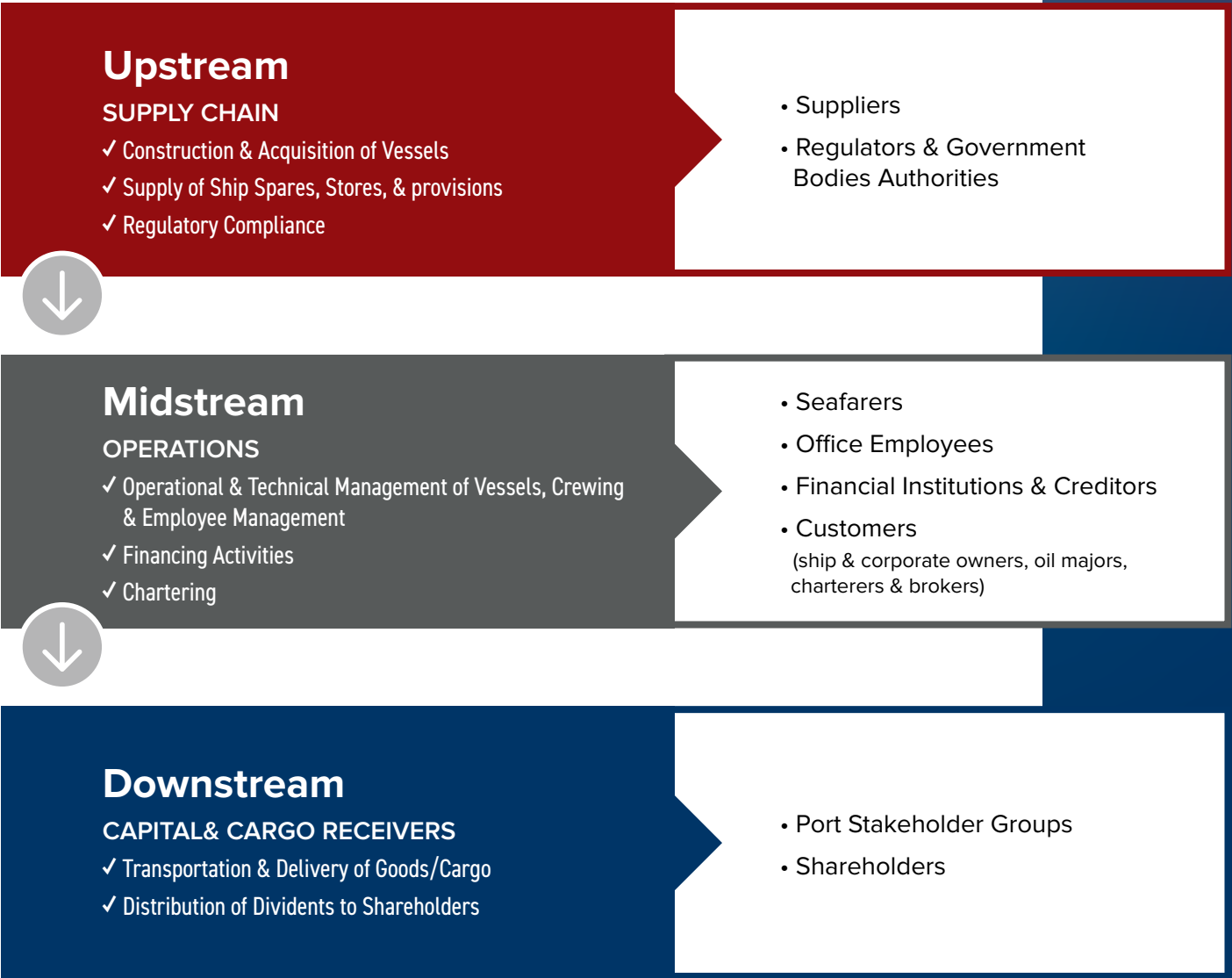




Activities, value chain and other business relationships › GRI 2-6

Castor Ships value chain encompasses all the activities and processes involved in delivering value to its customers, stakeholders and shareholders.

CASTOR SHIPS VALUE CHAIN



UPSTREAM

The primary activities within the Company's value chain involve supervising the construction of new building vessels, operating vessels, supplying stores and spare parts necessary for vessel operations and ensuring regulatory compliance. Vessel management and the supervision of the construction of new building orders that are placed directly with shipyards globally are assigned to the Company by the owners. A considerable part of the value chain includes the collaboration with established suppliers to ensure a consistent and timely provision of spare parts, stores, provisions and technical services at competitive prices without compromising quality. Notably, regulatory authorities and classification societies play a crucial role, monitoring regulations set forth by organizations such as IMO, EU, US and other national or international bodies.

MIDSTREAM

Castor Ships crew members and office managers play a vital role in optimizing vessel operations and maintenance, thereby minimizing risks such as accidents, pollution incidents, and detentions or deficiencies due to non-compliance with regulations. Additionally, the Company facilitates on behalf of the vessel owners financing for new build or secondhand acquisitions, while maintaining and developing strong relationships with global financial institutions. Through chartering agreements, the Company places the owners' vessels under period- or spot-time charters with reputable counterparties, including some of the world's largest and most reputable commodity producers and operators.

DOWNSTREAM

Castor Ships uses its vessels to deliver cargo and goods around the world, offering services to its customers with effective and efficient procurement and supplying the vessels timely and at a low cost. The successful and efficient operations and the achievement of the Company's mission will result in the growth of the number of vessels under its management and will benefit all its stakeholders.

OUR APPROACH TO SUSTAINABILITY

Sustainability Strategy › GRI 2-14, 2-23, 2-24

Our sustainability strategy is based on three key pillars, which are closely linked to the Company's material topics, impacts and objectives. Through the materiality assessment process, Castor Ships has defined these pillars and remains committed to continuously adapting and enhancing its sustainability approach in the years ahead.



01

ENVIRONMENTAL
RESPONSIBILITY

Strategic Focus:
Minimize our environmental
footprint through innovative
practices and responsible
operations.

Linked material topics:

- Climate change
- Water pollution
- Circular economy



02

EMPLOYEE RIGHTS
AND WELL-BEING

Strategic Focus:
Foster a Supportive, In-
clusive and Dynamic work
environment where every
employee can thrive, grow,
and contribute to our shared
success.

Linked material topics:

- Diversity and equal
opportunities
- Employee training and
development
- Employee health
and safety



03

ETHICAL CONDUCT
AND TRANSPARENCY

Strategic Focus:
Minimize our environmental
footprint through innovative
practices and responsible
operations.

Linked material topics:

- Climate change
- Water pollution
- Circular economy



The strategic pillars and material topics of the Company are summarized and validated by the Management Board during management review meetings. The achievement objectives and targets resulting from the sustainability strategy is clearly defined in the annual objectives and targets of the Company, which are recorded in the minutes of the management review meetings. Additionally, during monthly Management Board meetings senior executives discuss, monitor and control the Company's sustainability performance. If any deviations are identified, root cause analysis investigations are conducted, and corrective actions are decided upon if necessary. Each senior executive, responsible for specific targets of the sustainability strategy presents the performance of their relative target to the rest members of the Management Board, explaining any deviations and proposing corrective and preventive actions for review and approval.

According to Castor Ships' Sustainability Policy, the Company puts sustainability at the heart of its business strategy through our operations and the services we provide. The Company's sustainability principles include the following:

01. A society for our future:

- ✓ **Inspiring the Next Generation:** Encouraging and empowering young talent ensures continuity and fresh perspectives.
- ✓ **Investing in Communities:** Supporting local communities fosters positive relationships and contributes to social well-being.
- ✓ **Developing Sustainability Competencies:** Building skills and knowledge related to sustainability strengthens the organization.
- ✓ **Creating a Healthy & Safe Workplace:** Prioritizing employee well-being enhances productivity and morale.

02. An environment with a future:

- ✓ **Low Carbon Economy:** Reducing carbon emissions and gradual transitioning to alternative energy sources aligns with global environmental goals.
- ✓ **Resource Efficiency:** Using resources efficiently minimizes energy consumption and environmental impact.
- ✓ **Preventing Pollution:** Implementing international conventions for avoiding pollution and taking measures proactively to prevent pollution, safeguard ecosystems and protect the environment.
- ✓ **Protecting Ecosystems:** Biodiversity conservation and ecosystem protection are vital for a sustainable future.

03. A responsible business of the future:

- ✓ **Promoting Sustainable Economic Growth:** Balancing profit with social and environmental responsibility ensures long-term success.
- ✓ **Strong Governance and Ethos:** Ethical leadership and transparent governance build trust and accountability.
- ✓ **Local Community Responsibility:** Supporting local communities while considering future generations' needs is essential.

During the Annual Management Review Meeting all Company's policies are reviewed for their adequacy and effectiveness and are widely distributed both in the office and onboard. The policies become procedures for the Company's day-to-day operations and a familiarization process is held for all employees. The Company's personnel visiting the vessel is responsible for promoting awareness and compliance of seafarers with the Company's policies. By embedding these principles into their policies, Castor Ships demonstrates a commitment to responsible business practices and a positive impact on society and the environment while creating long-term value for our stakeholders. The Company's policies are approved by the top management and communicated through Castor Ships' website (<https://www.castorships.com/policies/>).



Materiality assessment › GRI 3-1, 3-2

Castor Ships has implemented the appropriate measures to ensure its reporting adheres to the Global Reporting Initiative (GRI) standards for 2021, including the identification of its material topics. This process entailed a thorough assessment of the material issues to both internal and external stakeholders¹, as well as those with a significant impact (positive and negative) on the environment, society and governance.

The materiality assessment was conducted following a **five-step** methodology:



¹ The engagement of the Company's stakeholders in the materiality assessment and the importance of each material topic for the stakeholder groups will be presented in the next Sustainability Report.

Castor Ships has followed a comprehensive approach to understanding its environmental, social and economic impacts, as per following steps:

01

Identification of External Impacts:

The Company assessed its operations and value chain to pinpoint external impacts that are critical to its business success. These impacts span environmental, social, and economic dimensions.

02

Workshops and Discussions:

The responsible team facilitated workshops and discussions involving management and key departments. This collaborative effort allowed them to explore activities and initiatives affecting the environment, society, and the economy across the entire value chain.

03

Detailed Impact List:

As a result of these discussions, the team compiled a detailed list of impacts. These were categorized based on ESG-related sub-topics, providing a comprehensive view of the Company's influence.

04

Severity and Occurrence Evaluation:

Collaborative meetings across departments assessed the severity and occurrence of each impact. Factors considered included scale, scope, reversibility, and likelihood.

05

Material Sustainability Topics:




















Significant impacts were further categorized into material sustainability topics. These topics were prioritized based on internal assessments and subjected to specific thresholds to determine their significance.

06

Alignment with SDGs:

The material topics as presented in the table below identified through this process were associated with relevant sub-topics (impact themes) in sustainability, associated with the Sustainable Development Goals (SDGs)².

² The Sustainable Development Goals (SDGs) are a set of 17 global goals established by the United Nations in 2015 as part of the 2030 Agenda for Sustainable Development. These goals are designed to address a wide range of social, economic, and environmental challenges facing the world. The SDGs provide a framework for countries, businesses, and civil society to work collaboratively towards a more sustainable and equitable future.

MATERIAL TOPIC	IMPACT THEMES		SUSTAINABLE DEVELOPMENT GOALS
Climate Change	Climate change mitigation	Energy	 
Water pollution	Pollution of water		 
Circular economy	Waste	Resources inflows, including resource use	  
Diversity and equal opportunities	Diversity		 
Employee training and development	Training and skills development		  
Employee health and safety	Health and safety		 
Data privacy and security	Privacy		 
Anti-corruption and anti-bribery	Corruption and bribery		 
Compliance	Compliance with IMO & other Maritime International requirements		

Stakeholder engagement › GRI 2-29

Meeting the needs and expectations of our stakeholders remains a top priority for us. We proactively establish open lines of communication, actively listen to diverse viewpoints and effectively address concerns. Our approach to engaging stakeholders involves consistent dialogue, consultation and collaboration to meet their expectations, requirements and priorities. The insights gathered from these interactions are highly valued, shaping our decision-making process and integrating Environmental, Social, and Governance (ESG) factors into our business strategy. Through stakeholder engagement, we aim to foster trust, transparency and mutual value for all parties involved, thereby contributing to the long-term sustainability of both our operations and the shipping sector.

Castor Ships has identified key stakeholder groups critical to its operations and has organized them based on their influence and interests. We tailor our communication efforts to meet the specific needs of each stakeholder group, as illustrated in the table below.

COMMUNICATION CHANNELS	FREQUENCY
EMPLOYEES (i.e., shore/office employees, employee families)	
Intranet	Continuous
Employee evaluation	Annually

Seafarers

Industry networking events	Periodically
Communication channels with seafarers (officers and ratings), including evaluation, training, onboard visits	Continuous

SUPPLIERS

(i.e., shipyards, service providers including repair and maintenance, product suppliers, store and spare parts, provision suppliers)

Website	Periodically
Industry networking events	Periodically
Forums and discussion groups	Periodically
Sustainability Report	Annually

PORT STAKEHOLDER GROUPS (i.e., authorities, workers, agents, terminals, port authorities, pilots, tugboat)

Industry networking events and forums	Periodically
Sustainability Report	Annually
Website	Periodically

CUSTOMERS

(i.e., ship & corporate owners, oil majors, charterers & brokers)

Customer satisfaction surveys	Annually
Newsletters	Periodically
Social media	Periodically
Website, conferences, official periodical meetings	Periodically
Customer service (in person, customer service support line)	Everyday



COMMUNICATION CHANNELS	FREQUENCY
SHAREHOLDERS	
Annual report and financial statements	Annually
Sustainability Report	Annually
General Shareholder Meetings	Annually
Extraordinary General Meetings	When required
Press releases	Periodically

FINANCIAL INSTITUTIONS & CREDITORS

Annual report and financial statements	Annually
Sustainability Report	Annually
Forums and discussion groups	Periodically

INSURANCE/P&I CLUBS

Conferences	Periodically
Industry networking events	Periodically
Forums and discussion groups	Periodically
Sustainability Report	Annually

INDUSTRY ORGANIZATIONS & LABOR UNIONS

Industry networking events and forums	Annually
Public meetings and consultations	Periodically
Sustainability Report	Annually
Corporate publications	Periodically
Social media	Periodically
Website	Periodically
Working groups	Periodically

COMMUNICATION CHANNELS	FREQUENCY
REGULATORS & GOVERNMENT BODIES AUTHORITIES (i.e., government, regulatory authorities, port authorities, classification societies) & policy makers (i.e., International Maritime Organization)	
Annual report and financial statements	Annually
Sustainability Report	Annually
Audit & inspection reports	Annually
Working groups, forums, conferences	Periodically

LOCAL COMMUNITIES

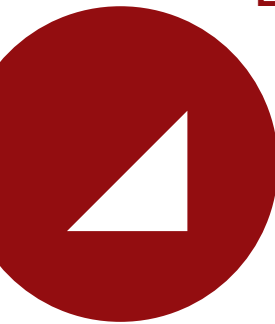
Social media	Periodically
Website	Periodically
Public meetings and consultations	Periodically
Sustainability Report	Annually

CIVIL SOCIETY

(i.e., media, academic institutions, universities, NGOs)

Social media	Periodically
Website	Periodically
Public meetings and consultations	Periodically
Annual report and financial statements	Annually
Forums and discussion groups	Periodically
Sustainability Report	Annually

ENVIRONMENT



Castor Ships acknowledges the significant impact our operations have on the environment, and we are committed to conducting our business in an environmentally responsible manner. Our mission is to integrate environmental sustainability into every aspect of our operations, ensuring that we not only meet but exceed regulatory requirements and industry standards. We are dedicated to protecting the environment, conserving natural resources and promoting sustainable practices across our Company.



HIGHLIGHTS

5.69

gCO₂/ton-nm
Energy Efficiency
Existing Ship Index (EEXI)

100%

Implemented ballast
water treatment

7.88

gCO₂/ton-nm
Average Efficiency Ratio (AER)

0

Zero spills and releases
to the environment



CONTENTS

- I. Climate change mitigation and energy efficiency
- II. Water and marine resources
- III. Waste management and ship recycling



Climate change mitigation and energy efficiency

Material Topic > GRI 3-3, 302-1, 305-1



SASB TR-MT-110a.1, TR-MT-110a.2, TR-MT-110a.3, TR-MT-110a.4, TR-MT-120a.1

Our commitment

Castor Ships is committed to environmental protection, emission reduction, and effective management of environmental concerns, while addressing the matters, processes and other activities, which affect the significant energy consumption both ashore and onboard the vessels. Castor Ships is dedicated to environmental protection, emission reduction, and effective management of environmental concerns. We proactively address products, processes, and other activities that impact substantial energy consumption both ashore and onboard our vessels. We proactively address products, processes, and other activities that impact substantial energy consumption both ashore and onboard our vessels.



Our impacts

SUSTAINABILITY SUB-TOPICS	MATERIAL IMPACTS ON SUSTAINABLE DEVELOPMENT	
ENERGY	Having an environmental policy in place, as well obtaining the ISO 14001:2015 certification positively impacts the environment by promoting sustainable practices, reducing resource consumption and ensuring continual improvement.	<div></div> <div>Actual and Potential</div>
	By working together to monitor, report, and verify emissions under the EU MRV, EU ETS and IMO DCS the Company and charterers can identify opportunities for emission reductions throughout the supply chain. This collaboration contributes to Sustainable Development Goals by mitigating climate change impacts and promoting environmental sustainability.	<div></div> <div>Actual and Potential</div>
	Improving energy efficiency and reducing carbon intensity are aligned with Castor Ships' efforts to lower greenhouse gas emissions from maritime operations. The continuous improvement in environmental performance supports the transition towards more sustainable shipping practices and promotes the reduction of carbon emissions within the maritime industry.	<div></div> <div>Potential</div>
	By actively working to lower its emissions in compliance with the IMO DCS and EU ETS initiative, as well as FuelEU Maritime Initiative in the near future, the Company contributes to mitigating climate change and reducing its environmental footprint. Implementing emission reduction measures helps the Company achieve tangible reductions in greenhouse gas emissions, which is crucial for supporting global efforts to limit global warming.	<div></div> <div>Actual and Potential</div>
	By identifying the optimum routes, reducing unnecessary detours, and optimizing speed, trim and engine performance, the Company can achieve substantial fuel and energy savings. Implementing energy-efficient technologies play a vital role in reducing fossil fuel consumption and emissions.	<div></div> <div>Actual and Potential</div>
	Scope 3 emissions contribute substantially to global GHG emissions, leading to climate change. These environmental changes can degrade ecosystems, reduce biodiversity, and disrupt natural habitats. Monitoring these emissions is critical for achieving global sustainability goals, mitigating climate change, and ensuring equitable development for all stakeholders. This requires efforts from Castor Ships with suppliers and terminals to measure, record, and reduce Scope 3 emissions across the value chain.	<div></div> <div>Actual and Potential</div>
	The use of ShaPoli technology helps to meet the energy efficiency level requirements of the Company's vessels by contributing to mitigating climate change impacts and complying with the applicable regulations. Low-friction paints improve fuel and energy efficiency, supporting global efforts to achieve energy reduction targets. Their use therefore contributes to more sustainable and efficient maritime operations, while reducing the environmental impact of vessel activities.	<div></div> <div>Actual</div>
	The Company's planning to use biofuels (B-30) in one or more of its managed vessels in 2024 is an opportunity to reduce its reliance on fossil fuel resources and transition towards more sustainable energy sources. Increasing the adoption of biofuels in the maritime sector is crucial for achieving renewable energy targets. In addition, the Company is working closely with its charterers to secure the availability of biofuels to most of the vessels that operates.	<div></div> <div>Actual and Potential</div>
	By adopting operational and technical measures such as route and trim optimization or installation of ESD in the vessels managed by the Company, reduces energy consumption and the Company can achieve significant energy savings.	<div></div> <div>Actual</div>



Our approach

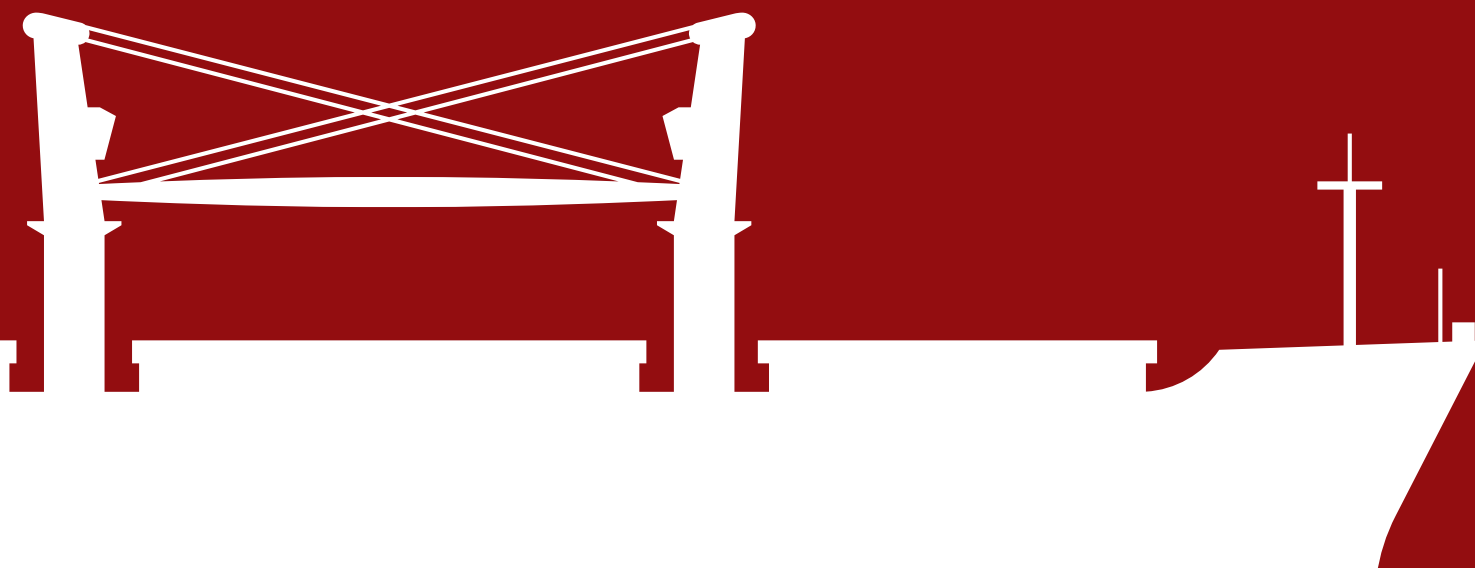
Environmental Management System

Castor Ships aims to improve the environmental performance of its fleet. We have established an Environmental Management System (EMS), in accordance with ISO 14001:2015 covering all perceptible environmental factors within the Company's operations. The EMS is part of the Company's Integrated Management System (CIMS) ensuring that our ships comply with all applicable environmental requirements under International, Flag and Port State laws as well as voluntary undertakings, such

as industry best practices. All our vessels adhere to high standards of environmentally friendly design standards and comply with MARPOL and other applicable regulations. Castor Ships diligently manages shipboard waste and sea discharge, monitors emissions to air, and handles land disposals. To further reinforce its commitment to continually improving its environmental performance, the Company has instituted an Environmental Policy aimed at minimizing our operational impact and striving for emissions reduction.

Energy Management System

Castor Ships has implemented an Energy Management System (EnMS), in accordance with ISO 50001:2018. The EnMS focuses on the measurement, documentation, reporting design and procurement practices for equipment, systems, processes, and personnel that contribute to the continuous improvement of energy performance. The EnMS applies solely to the shipboard operations and the variables affecting shipboard energy performance that the Company can monitor and influence. The Company has also introduced an



Energy Efficiency Policy to establish and maintain a Ship Energy Efficiency Management Plan (SEEMP), enhance energy efficiency, set and maintain time-specific, measurable targets and utilize design optimization, performance monitoring and best practices for operational management. Moreover, the Energy Efficiency Policy strengthens Castor Ships' dedication to implementing practices and investing in clean energy technology, while ensuring compliance with all relevant legal requirements regarding ship energy efficiency management.

The Chief Technical and Operations Officer (CTOO) of Castor Ships holds the responsibility of delegating and communicating roles within the Company. This includes appointing an Energy Management Representative (EnMR) and an Energy Management Team and ensuring the provision of resources essential for establishing, implementing, maintaining, and enhancing the EnMS and resultant energy performance. The EnMR is responsible for the monitoring of energy performance and reporting to the top management, while en-

suring that the planning of energy management activities supports the Energy Efficiency Policy, in line with ISO 5001:2018 requirements. The Energy Management Team, including the CTOO, Operations Manager, Purchasing Manager, and Technical Manager, meets quarterly to support the EnMR by engaging the entire Company in planning, implementing, and monitoring energy performance improvements.

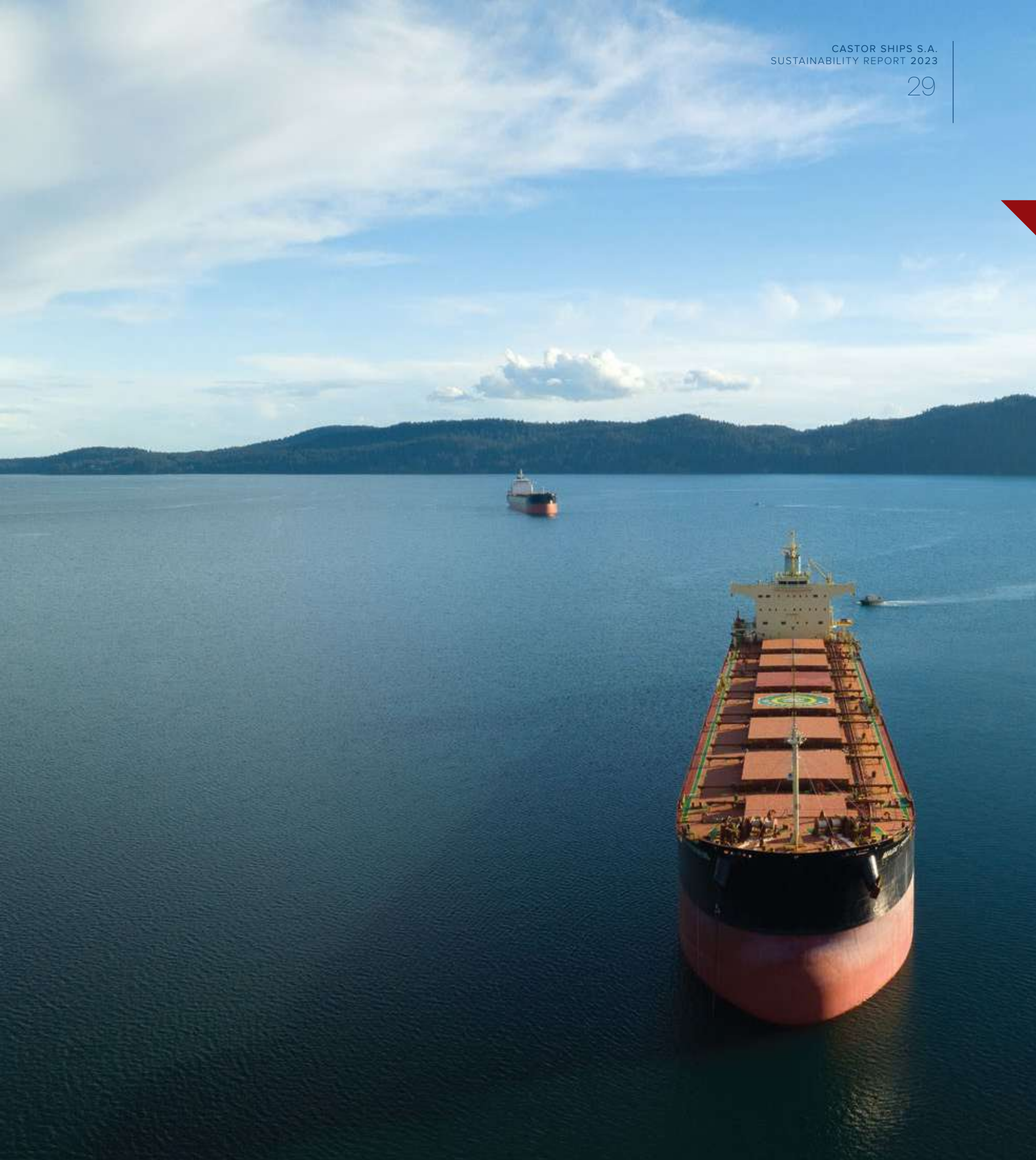
The Company has identified Energy Performance Indicators (EnPIs) to monitor and measure shipboard energy performance, providing quantitative values to assess and compare energy management effectiveness and improvements across the fleet.

ENERGY CONSUMPTION BY TYPE OF USE	UNIT	2023
Total electric consumption	MJ	190,000
Total vessel energy consumption	GJ	213,039
Total energy consumption	GJ	213,229

Castor Ships has further implemented low-friction paint coatings on its vessels aimed to enhance the energy efficiency of its fleet by reducing the resistance encountered by the vessels as they move through water, thereby improving their carbon footprint.

EFFICIENCY RATIOS	UNIT	2023
Average Efficiency Ratio (AER)	gCO ₂ /ton-mil	7.88
Energy Efficiency Existing Ship Index (EEXI)	gCO ₂ /ton-nm	5.69
Total energy consumption	GJ	213,229

The EEXI (Energy Efficiency Existing Ship Index) is an obligatory metric used to evaluate the energy efficiency performance of the Company's vessels, according to the IMO requirements. By implementing the EEXI index, Castor Ships' vessels minimize fuel consumption and reduce emissions, thereby contributing to environmental sustainability and operational efficiency. The installation of ShaPoli technology on the Company's vessels represents our approach to improving energy efficiency, for vessels that do not meet the required EEXI index standards. ShaPoli technology works by restricting the output power of the propeller shaft, thereby optimizing the propulsion system's performance in a different speed to operate more efficiently.



Emissions

The Fuel EU Maritime is coming into force on January 1st, 2025 and applies to all vessels with a gross tonnage above 5,000GT trading between EU ports. This regulation requires the replacement of fossil fuel gradually with alternative fuels. Castor Ships is planning to make use of Biofuel B-30 for some of its vessels, which will reduce the total emissions emitted by its fleet and will potentially remove the requirement for paying any related penalties required by the regulation. A Fuel EU study has been initiated in coordination with ABS class to predict the performance and relative cost of Castor Ships' managed fleet until 2050.



VESSEL FOSSIL FUEL ENERGY CONSUMED		
VESSEL FUEL CONSUMPTION	UNIT	2023
Vessel HFO consumption	GJ	165,727
	%	54.44
Vessel DO consumption	GJ	47,311.6
VESSEL FUEL FROM RENEWABLE SOURCES		
Vessel biofuel mix consumption	GJ	0
	%	0

Castor Ships has implemented a voyage optimization strategy using the ShipWatch platform to monitor the fuel consumptions, the voyage optimization of its ships aiming at mitigating emissions from its fleet. By identifying the most efficient routes, optimizing speed and engine performance the Company achieves substantial fuel savings and reduces harmful air pollutants emitted, such as NOx and SOx.

SCOPE 1 EMISSIONS		
EMISSIONS ³	UNIT	2023
Emissions from HFO	t CO ₂ e	15,169.04
Emissions from MDO	t CO ₂ e	4,289.63
Emissions from biofuel mix	t CO ₂ e	N/A
Total Scope 1 emissions	t CO ₂ e	16,457.57
AIR EMISSIONS	UNIT	2023
NO _x	t	0
SO _x	t	51.09
Particulate Matter	t	0.52

The NOx, SOx and CO₂ emissions are regulated by stringent legal requirements, as per the relevant IMO regulations. To support these efforts the technical assistant reviews the implementation of monitoring plan and gathers all required data for the calculation of CO₂ emissions per vessel and verify their accuracy. Moreover, the Company records the Scope 1 emissions generated from its vessels and the data are extracted from the ShipWatch platform for each completed voyage.

³ The baseline year for calculating the Company's emissions is 2023.



Water and marine resources

Material Topic > GRI 3-3
SASB TR-MT-160a.1, TR-MT-160a.2, TR-MT-160a.3

Our commitment

Castor Ships is committed to mitigating water pollution and protecting marine resources by implementing practices and policies to minimize the environmental impact of its operations on marine ecosystems actively contributing to the conservation of marine biodiversity.

Our impacts

SUSTAINABILITY SUB-TOPICS	MATERIAL IMPACTS ON SUSTAINABLE DEVELOPMENT	
POLLUTION OF WATER	Minimizing the need for abrasive cleaning methods and reducing the use of biocides and toxic chemicals in antifouling used for hull maintenance of our vessels leads to less pollution of marine ecosystems and reduces the impact on aquatic life, contributing to environmental protection and ecosystem preservation.	<div><div></div><div>Actual and Potential</div></div>
	Enforcing a zero-spill policy reduces pollution risks, avoiding costly cleanups and environmental damage. By preventing incidents like oil spills and chemical leaks, the Company safeguards marine ecosystems, water quality. Safeguarding marine biodiversity necessitates effective ballast water management. Enforced since September 8, 2017, the IMO BWM Convention mandates strict monitoring and control of ballast water for all internationally trading vessels. The Company has also installed approved BWTS in all vessels recognizing the significance of ballast water treatment in safeguarding marine biodiversity.	<div><div></div><div>Actual</div></div>

Our approach

Prevention of water pollution

Castor Ships' Zero-Spill Policy exemplifies our unwavering commitment to environmental protection by striving to prevent accidental releases of pollutants, such as oil, chemicals, and hazardous materials, into the marine environment. To date our fleet has maintained an impeccable record with zero incidents of loss of containment (i.e., spills physically entering the water). Our commitment extends to comprehensive training for key shore staff and ship personnel, aligning with our environmental procedures and targets. These practices are openly shared and discussed in seafarers' forums and webinars.

The HSQE Manager keeps appropriate statistical records of the number and type of accidents that might have occurred onboard fleet vessels, such as oil spills and containment loss in a quantity more than 1 barrel. Relevant analysis of the causes and the applicable corrective and preventive actions undertaken are produced on a quarterly basis with the aim of such cases to be eliminated and maintained at zero level. The results of this analysis and trends identified are reported in line with the quarterly management review meetings.

Castor Ships handles oily mixtures in the engine room (sludge and oily bilge water) and the cargo space areas, according to Annex I of MARPOL and comply with the requirements for discharge within and outside special areas, according to Annex I of MARPOL. The Company also uses Oil Water Separator (OWS) to reduce the oily bilge water volume and discharges water at less than 15 ppm into the sea. Every Company tanker visiting US waters has a U.S Coast Guard (USCG) approved vessels response plan (VRP) and complies with the VRP, when in US waters.





MARINE POLLUTION	UNIT	2023
Shipping duration in marine protected areas or areas of protected conservation status	Number of travel days	47
Implemented ballast water exchange	%	100
Implemented ballast water treatment	%	100
Spills and releases to the environment	#	0
Spills and releases to the environment	m ³	0

The Company's objectives and KPIs on water and marine issues are directly aligned with Castor Ships' commitments and standards. They are reviewed and monitored on an ongoing basis.

Ballast Water Treatment

The International Maritime Organization (IMO) enforces regulations for ballast water treatment through the Ballast Water Management (BWM) Convention. Castor Ships actively adheres to these regulations by implementing a comprehensive ballast water treatment policy. Our vessels undergo regular effectiveness testing every six months. Additionally, we create individual Water Ballast Management Plans (WBMPs) for each ship, ensuring proper ballasting and de-ballasting procedures in accordance with national and international requirements. Our commitment extends to meticulously following written pre-plans prepared by the Chief Officer (C/O) and approved by the Master during ballast operations.

Oil Water Separator (OWS)

An Oil Water Separator (OWS) is a crucial equipment on vessels, designed to remove oil and other contaminants from bilge water before it is discharged overboard. At Castor Ships, our technical department, diligently monitors and reports the OWS running hours on a monthly basis, following the Company's established procedures. The Technical Superintendent collates, reviews, and analyzes data related to OWS running hours and the quantity of water discharged. This analysis aims to identify any underperformance or negative trends. We conduct these assessments monthly and present the findings during quarterly management review meetings. The Technical Superintendent plays an important role in monitoring fleet vessel performance and evaluates the provided data and analysis to propose additional instructions as necessary.







Waste management and ship recycling

Material Topic › GRI 3-3

Our commitment

Castor Ships is committed to responsible waste handling during its operations, proper and safe disposal of hazardous materials and ensuring environmentally sound recycling practices at the end of the ships’ life cycle.

Our impacts

SUSTAINABILITY SUB-TOPICS	MATERIAL IMPACTS ON SUSTAINABLE DEVELOPMENT	
WASTE	Recycling discarded vessels according to the Company’s recycling policy allows for the recovery and reuse of valuable materials such as steel, aluminum, copper, and other metals. Furthermore, proper disposal of vessels ensures that hazardous materials, such as asbestos and lead-based paints, are safely managed, preventing contamination of soil and water sources impacting positively sustainable development.	 Actual and Potential
RESOURCES INFLOWS, INCLUDING RESOURCE USE	Assessing suppliers based on the recyclability of their products encourages the use of materials and manufacturing processes that minimize environmental impact and promote resource efficiency. Furthermore, ensuring that suppliers’ products are asbestos-free reduces the risk of environmental contamination and protect human health. These practices help build a more sustainable supply chain and support the Company’s long-term environmental and social responsibility objectives.	 Actual

Our approach

Waste management

Castor Ships has established a specific Garbage Management Plan (GMP) to provide procedures for handling ship-generated garbage, including collection, processing, storage, disposal ashore and use of the relevant equipment onboard. The plan describes the C/O responsibilities (Environmental Control Officer – ECO) as the person in charge of the plan execution and the proper disposal of garbage. Every Company ship receives records for the handling of garbages in the Garbage Record Book (GRB) in the Form specified in Appendix II of MARPOL Annex V.

Incineration is strictly prohibited for the following substances:

- Cargo residues of substances subject to MARPOL Annexes I, II, and III.
- Cargo residues of crude oil and oil-like substance cargoes, chemicals substances included in Chapter 17 of the IBC Code presenting an environmental pollution threat according to Annex II, and harmful substances identified as marine pollutants in the IMDG Code.
- PCBs, which are mainly liquid substances used as coolants and lubricants in electrical apparatuses like transformers.
- Garbage as per Annex V of MARPOL when containing more than traces of heavy metals.

Incineration is only allowed in class-approved Incinerators especially built for the waste types intended for incineration.



Furthermore, Castor Ships performs recycling of paper, aluminum, batteries, glass, and composting within its offices, and plans to extend these initiatives to its onboard vessels. The Company has also installed evaporators and dispensers on its vessels converting seawater to potable freshwater, thus eliminating the need for single-use plastic bottles and reducing plastic waste.

Ship recycling

Castor Ships implements a Ship Recycling Policy as part of its Environmental Policy significantly contributing to sustainable development. By responsibly managing the disposal of decommissioned vessels, the Company minimizes the environmental harm from hazardous materials and promotes resource conservation. This approach helps preserve ecosystems, reduces pollution, and promotes the efficient use of resources. The development and maintenance of the Inventory of Hazardous Materials (IHM) aims to:

- Provide information on the nature, location, and approximate quantity of hazardous materials in the ship's structural elements and its equipment.
- Enable ship recyclers to plan decontamination activities.
- Ensure the safe and environmentally-sound decommissioning of the ship's hazardous materials for final disposal and recycling.

The IHM accompanies the ship throughout its operating life, illustrating any changes to its particulars or the identity, location and quantity of such hazardous materials.



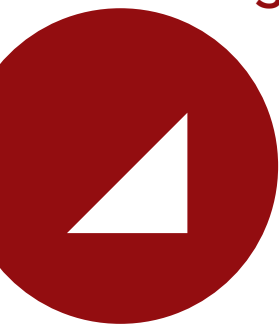
Resource inflow management

Castor Ships assesses its suppliers, according to ISO 9001:2015 standards and risk assessments to ensure the recyclability and use of materials from its suppliers. This helps the Company minimize its environmental impacts and promote resource efficiency. Furthermore, part of the assessment is to ensure that the suppliers' products are asbestos-free to reduce any risks of environmental contamination.

To reinforce Castor Ships' commitment to environmental protection and ecosystem preservation, the Company uses anti-fouling coatings on its vessels that comply with the MEPC.331(76) resolution and contain fewer chemicals compared to traditional antifouling solutions. These coatings are free of Cybutryne and organotin compounds, which are harmful biocides, ensuring a more environmentally friendly approach to preventing biofouling.

The Company's objectives and KPIs on waste management are based on the Company's commitments and standards. They are reviewed and the progress is monitored on a regular basis.

SOCIETY



At Castor Ships, we are committed to making a positive impact on society through responsible and ethical practices, by prioritizing the well-being of our employees and providing a safe, healthy, and supportive work environment. Additionally, we promote a diverse and inclusive workplace where everyone is treated with respect and dignity. Our dedication extends to continuous improvement in our social responsibility efforts by regularly assessing our impact and seeking ways to enhance our contribution to society.



HIGHLIGHTS

11

Total Office New Hires

0

Total Recordable
Work-Related Injuries (TRIR)

45%

Office Female Employees



CONTENTS

- I. Responsibility towards our workforce
- I. Occupational health, safety and wellbeing
- III. Training and skills development
- IV. Diversity, equity and inclusion
- V. Our interaction with local communities



Responsibility towards our workforce

GRI 2-7, 401-1
SASB TR-MT-000a

Employment

Castor Ships promotes career development and employee satisfaction through a robust Employment Policy. The Company ensures a safe and healthy working environment and has established a program to enhance familiarization and knowledge for future duties and responsibilities. Structured appraisal and promotion procedures are in place to monitor performance and facilitate advancement to higher ranks. Castor Ships also implements Service Employment Agreements that comply with statutory and administrative rules providing continuous training to enhance employees' skills, knowledge and awareness throughout their careers.



Recruitment is conducted based on objectively set criteria and requirements, ensuring fairness and transparency. Castor Ships provides health protection, medical care, welfare, and social security to seafarers in accordance with MLC 2006 and applicable regulations. Additionally, a shore assignment scheme supports career mobility, while the construction of ships managed by the Company adheres to the latest rules and regulations while considering the adoption of innovative technologies. The Company operates within a Management System aligned with ISO management systems 9001/14001/50001/45001 and the highest industry standards, fostering a just culture within the organization. The Company also encourages the continual professional development of personnel aiming to fill vacant positions in the fleet from existing seafarers if possible.

All Company shore employees are covered by collective bargaining agreements according to the national legislation. In addition, all seafarers are covered by collective bargaining agreements according to International Transport Workers' Federation (ITF) and IBM agreements and contracts.





	Men	Women	Total
CASTOR SHIPS' PEOPLE 2023			
Total employees (full-time employees ⁴) (#)	18	15	33
Office employees (permanent employees ⁵) (#)	18	15	33
Shipboard employees (#)	50	-	50

The Company's recruitment process is designed to promote non-discrimination and eliminate gender and age biases, ensuring that all candidates are evaluated based on their skills, qualifications, and potential contributions to the Company. This approach not only supports a diverse workforce but also ensures that Castor Ships' benefits from a wide range of perspectives and experiences.

	Number (#)	Percentage (%)	Rate ³
OFFICE NEW HIRES 2023			
New hires by age			
<30 aged new hires	1	9	0.03
30-50 aged new hires	9	82	0.27
>50 aged new hires	1	9	0.03

⁴ The Company has no part-time employees, ⁵ The Company has no temporary employees.

	Number (#)	Percentage (%)	Rate ⁶
OFFICE NEW HIRES 2023			
New hires by gender			
Male new hires	6	55	0.18
Female new hires	9	82	0.27
Total new hires	1	9	0.03
	Number (#)	Percentage (%)	Rate ⁷
OFFICE TURNOVER 2023			
Turnover by age			
<30 aged turnover	1	17	0.3
30-50 aged turnover	4	66	0.12
>50 aged turnover	1	17	0.3
Employees turnover by gender			
Male turnover	3	50	0.09
Female turnover	3	50	0.09
Total turnover	6	100	0.18
	Number (#)	Percentage (%)	Rate ⁸
SEAFARER NEW HIRES 2023			
New hires by age			
<30 aged new hires	12	9	0.04
30-50 aged new hires	27	74	0.34
>50 aged new hires	11	17	0.08
New hires by gender			
Male new hires	50	100	0.46
Female new hires	0	0	0
Total new hires	23	100	0.46
	Number (#)	Percentage (%)	Rate ⁹
SEAFARER TURNOVER 2023			
Turnover by age			
<30 aged turnover	0	0	0
30-50 aged turnover	6	100	0.12
>50 aged turnover	0	0	0
EMPLOYEES TURNOVER BY GENDER 2023			
Male turnover	6	100	0.12
Female turnover	0	0	0
Total turnover	6	100	0.12

⁶ Rate of new hires over the total employee number, ⁷ Rate of new hires over the total employee number,

⁸ Rate of new hires over the total employee number, ⁹ Rate of new hires over the total employee number.

Development and retention

A primary objective is to promote sea personnel continuity with an emphasis on retaining and developing individuals in key roles, thereby improving the retention rate of seafarers. To achieve this, the Company identifies and evaluates the reasons for employee turnover and provides proposals to the top management to address these issues. During the annual Management Review Meeting (MRMM), salary schemes, rewards and career development opportunities are reconsidered based on the evaluation results. This ensures that compensation and development plans are aligned with employee needs and market standards.

Additionally, lessons learned from the debriefing of the top four officers are analyzed annually in MRMM. This analysis helps the Company to identify areas for improvement and develop strategies to enhance retention and competency levels. Through these targeted initiatives, Castor Ships demonstrates its commitment to the professional growth and development of its workforce, fostering a culture of continuous learning and improvement.



Human Factors Policy

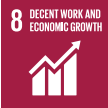
Castor Ships is dedicated to minimizing human error, optimizing performance, and promoting safe and efficient operations through its Human Factors Policy. This policy enhances the understanding of human factors (HFs) and their management, recognizing the critical link between HFs and safety performance.

A holistic approach guides the creation of a safe, healthy, and sustainable work environment that meets human needs. Personnel safety, health, and well-being take precedence in the design and management of work systems and operations. The Company ensures alignment between organizational and personnel goals to minimize risk and supports continuous evaluation, learning, and sustainability. Individual differences and organizational contingencies are carefully considered in work system design, leveraging collective knowledge and full participation in problem-solving.



The policy empowers employees to proactively address safety issues and encourages continuous improvement. A two-way engagement with personnel involves leaders gathering feedback, discussing values, and addressing concerns. Specialists are engaged and personnel are trained in technical, task, behavioral, cognitive, and workload assessments to minimize performance risks. The impact of company culture and activities on human performance is assessed, leading to design changes that enhance outcomes. All human factors plans, activities, and results are meticulously documented to ensure accountability and drive continuous improvement.

Through these comprehensive policies, Castor Ships demonstrates an unwavering commitment to employee well-being, development, and fair treatment, fostering a supportive and progressive working environment.



Occupational health, safety and wellbeing

Material Topic > GRI 3-3 , 403-1, 403-2, 403-3, 403-4, 403-5, 403-7, 403-9
SASB TR-MT-320a.1, TR-MT-540a.1, TR-MT-540a.2, TR-MT-540a.3

Our commitment

Castor Ships is committed to fostering a work environment that prioritizes the health, safety and well-being of our employees both office and seafarers. We recognize that a safe and supportive workplace is essential not only for the well-being of our team members but also for the overall success and sustainability of our operations.

Our impacts

SUSTAINABILITY SUB-TOPICS	MATERIAL IMPACTS ON SUSTAINABLE DEVELOPMENT	
HEALTH AND SAFETY	The health and safety trainings and benefits have a positive impact on sustainable development by promoting employee safety and well-being, while reducing risk of accidents or incidents. This can also help the Company to reduce the risk of legal or reputational risks associated with medical emergencies.	<div><div></div><div>Actual and Potential</div></div>

Our approach

Health and safety

Castor Ships’ commitment is demonstrated through a variety of comprehensive initiatives aimed at enhancing the overall quality of life for its workforce. Through its Safety Policy, Castor Ships takes all reasonable precautions and measures during the operation of managed ships, to ensure safety at sea, prevention of human injury or loss of life, and avoid property damage.

The Company is dedicated to monitoring and continuously reducing health hazards and incidents. This is achieved through enhanced inspections designed to identify health hazards. The results of these inspections, along with

pertinent health data, are recorded, reviewed, followed up on, and reported to all involved personnel to ensure transparency and accountability. Additionally, Castor Ships conducts health campaigns including the protection against various diseases, training sessions, and open forums addressing various topics such as exposure to health hazards, proper use of personal protective equipment (PPE), food hygiene, nutrition. These initiatives aim to educate and empower employees to take proactive steps in safeguarding their health.

	Number (#)	Percentage (%)
WORK-RELATED INJURIES FOR SEAFARERS 2023		
Fatalities as a result of work-related injury	0	0
High-consequence work-related injuries (excluding fatalities) (HCIR) ¹⁰	0	0
Total recordable work-related injuries (TRIR)	0	0
Number of marine casualties, percentage classified as very serious	0	0
Number of Conditions of Class or Recommendations	0	
Number of port state control deficiencies and detentions	0	

	Number (#)	Percentage (%)
PARENTAL LEAVE 2023		
	Male	Female
Employees entitled to parental leave (#)	1	0
Employees who took parental leave (#)	1	0
Employees back to work after parental leave (#)	1	0
Employees back to work after parental leave, and continued to be employed 12 months after returning (#)	1	0
Return to work rate	100%	0
Retention rate	100%	0

Castor Ships prioritizes health, hygiene, and the welfare of its crew through its Health and Hygiene Policy. The Company ensures that all employees work under safe and hygienic conditions, with a proactive approach to identifying and mitigating potential health risks onboard vessels. By continually enhancing health risk assessments, Castor Ships promptly addresses any possible hazards, maintaining a safe working environment for all seagoing personnel.

The Company’s objectives and KPIs on health and safety issues are in alignment with Castor Ships’ overall commitment and standards. Regular monitoring ensures progress toward achieving these goals.

Enhanced maternity & paternity cover

Castor Ships exceeds legal requirements by providing enhanced maternity and paternity cover. This initiative supports employees during critical life stages, ensuring they have the necessary time and resources to care for their families without compromising their career progression. By providing extended leave and additional benefits, Castor Ships fosters a family-friendly workplace culture that values and supports parenthood.

¹⁰ Considers as HCIR the LTI indicator (Lost Time injuries), which is calculated as follows: Sum of fatalities, permanent total disabilities, permanent or partial disabilities, lost workday cases.

Mental Health Policy

Castor Ships is committed to ensuring that all personnel work under conditions that minimize mental health risk factors. To safeguard the mental well-being of employees, the Company not only complies with applicable legislation and regulations but also adheres to relevant guidelines and establishes standards where legal frameworks are lacking.

Castor Ships proactively identifies and evaluates mental health risks associated with its operations, recognizing their potential impact on employees, crews, contractors, and the public. The Company implements programs and protective measures to mitigate these risks, including effective monitoring of personnel. Additionally, Castor Ships provides essential mental health services for prevention, support, treatment of mental illnesses, and crisis management.





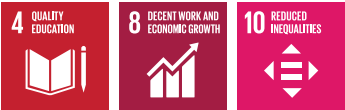
Well-being and benefits to employees

Castor Ships offers extensive health and dental insurance benefits to all shore employees, ensuring they have access to necessary medical and dental services. This initiative aims to provide peace of mind and financial security, allowing full-time employees to focus on their work without the burden of healthcare-related stress.

- Life insurance
- Health care
- Disability and invalidity coverage
- Dental insurance
- Full payment during sickness (1-3 days – over and above the Greek legislation)
- Annual discretionary bonus
- Daily lunch benefit

Recognizing the vital role of nutrition in employee wellbeing, Castor Ships provides lunch through a catering company that offers a diverse and balanced menu. This program ensures that employees have access to nutritious meals, promoting their physical health and maintaining energy levels throughout the workday.

In addition to health, nutrition and family support, Castor Ships is dedicated to promoting a healthy work-life balance. This is achieved through flexible working arrangements and various wellbeing programs designed to reduce stress and enhance overall employee satisfaction. By recognizing the importance of a balanced lifestyle, the Company ensures that its employees remain engaged, productive, and motivated. Through these targeted initiatives, Castor Ships not only complies with legal requirements but also demonstrates a profound commitment to the wellbeing of its employees, creating a supportive and thriving workplace for all.



Training and skills development

Material Topic > GRI 3-3, 404-3

Our commitment

Castor Ships is committed to the continuous development of its employees through comprehensive training programs designed to enhance both soft and hard skills. This ensures that employees are well-equipped to meet the evolving demands of the industry and contribute effectively to the Company's success.

Our impacts

SUSTAINABILITY SUB-TOPICS	MATERIAL IMPACTS ON SUSTAINABLE DEVELOPMENT	
TRAINING AND SKILLS DEVELOPMENT	The implementation of employee development programs plays a crucial role in advancing sustainable development by promoting economic growth, social equity, and long-term resilience. The programs provide the foundation for individuals and organizations to make informed decisions and take effective actions towards a sustainable future. This can also help the Company attract and retain talent, which can lead to innovative solutions and better business outcomes.	<div> Actual and Potential</div>

Our approach

Castor Ships is dedicated to ensuring that its personnel are adequately qualified, trained and competent to perform the various tasks connected with the services offered by the Company. This commitment is reflected in a structured approach to training and skills development, aimed at retaining and developing employees, particularly those in key roles. The Company guarantees that personnel assigned to various tasks are sufficient in number and appropriately qualified, trained, and competent according to its Training Policy, adhering to national and international requirements for manning ships and ensuring that the records of sea-staff are available for verification.

The Company implements a variety of training programs aimed at fostering employee development, by establishing and operating a robust Competency Management System for the continual improvement of personnel's technical and soft skills. These programs cover a wide range of skills, from technical competencies to interpersonal abilities, ensuring a well-rounded approach to professional growth. Appraisal records are meticulously completed to identify areas where additional training may be needed, allowing the Company to provide targeted development opportunities that address specific needs.

In addition to the general training programs, Castor Ships offers specific training sessions for new joiners depending on the type of vessel, they deal with, as part of their onboarding process. These sessions, managed by the Crew department, cover essential information and skills that new employees need to integrate smoothly into the Company. This targeted onboarding training ensures that new hires are adequately prepared and supported as they transition into their roles.

Office employee training programs for 2023

- ISM Internal Auditor Certified Training
- BENEFIT Training
- CIMS Training
- Labour Law (October 2023 new clauses) Training
- Chartering Training

As part of the HR induction procedure, Castor Ships provides International Safety Management (ISM) training for all employees. This training is essential for maintaining high safety standards and ensuring compliance with international regulations. By integrating ISM training into the induction process, the Company ensures that all employees are well-versed in critical safety protocols from the outset of their employment.



Training evaluation and assessment

To ensure the effectiveness of its training programs, Castor Ships provides evaluation forms to all employees. These forms are used to assess the impact of training on employees' performance and overall work effectiveness. Feedback collected through these evaluations helps the Company refine and improve its training initiatives, ensuring they remain relevant and beneficial.

	Number (#)	Percentage (%)
EVALUATION OF PERFORMANCE 2023		
Employees who received evaluation by employee type		
Office employees	27	82
Employees who received evaluation per gender		
Male employees	17	52
Female employees	10	30

Through the Human Factors Policy, Castor Ships commits to two-way engagement with the personnel by:

- i. Gathering opinions and feedback from frontline personnel.
- ii. Discussing company and leadership values, expectations, and standards.
- iii. Encouraging personnel to speak up about concerns.
- iv. Requiring from leaders to make themselves available to the workforce through walkabouts and discussions, with the aim of understanding what makes work difficult.
- v. Respecting and acting on concerns of more junior team members.

Furthermore, the Company leverages collective, trans-disciplinary knowledge and encourages full participation of personnel. This approach is used for designing systems, detecting problems and creating solutions related to human factors in work systems and operations.




Diversity, equity and inclusion

Material Topic › GRI 3-3, 405-1

Our commitment

Castor Ships is committed to fostering a diverse, equitable, and inclusive workplace, reflected through several strategic initiatives designed to promote equal opportunities and create an inclusive environment for all employees.

Our impacts

SUSTAINABILITY SUB-TOPICS	MATERIAL IMPACTS ON SUSTAINABLE DEVELOPMENT	
DIVERSITY	When recruitment processes are free from gender and age biases, individuals have equal opportunities to pursue employment based on their abilities and potential. This promotes fairness and social justice, contributing to a more equitable society. By embracing these values, the Company can cultivate a more resilient and socially responsible workforce, driving positive change both within their own operations and in the broader community.	 Potential
	The Company's diversity policy has a positive impact on sustainable development by promoting equal opportunities, reducing discrimination, and fostering an inclusive and respectful workplace culture.	 Potential



Our approach


Castor Ships is dedicated to maintaining a workplace free from discrimination, harassment, violence, or retaliation through its **Zero Tolerance Policy**. The Company ensures a safe working environment by monitoring risky situations and focusing on the protection of minorities and vulnerable groups. Progressive disciplinary actions, including dismissal, are initiated against those involved in misconduct. Specific protections are enhanced for women employees to ensure their safety and wellbeing. Additionally, the Company strictly prohibits the falsification of logged work/rest hours to maintain integrity and compliance.

	Percentage (%)
OFFICE EMPLOYEE DIVERSITY 2023	
Employee diversity by gender	
Male employees	55
Female employees	45
Employee diversity by age	
<30 aged employees	9
30-50 aged employees	76
>50 aged employees	15
OFFICE EMPLOYEE DIVERSITY 2023	
Seafarer diversity by gender	
Male seafarers	100
Female seafarers	0
Seafarer diversity by age	
<30 aged seafarers	24
30-50 aged seafarers	54
>50 aged seafarers	22

Furthermore, Castor Ships is committed to a workplace characterized by open communication regarding its business practices according to the **Open Reporting Policy** that has been adopted to:

- i. encourage disclosure and investigation of improprieties before they can disrupt the business or operations of the Company or lead to serious loss and,
- ii. provide an avenue for its employees to raise concerns without fear of retaliation for reports made in good faith.


Employees are encouraged to always take all appropriate action to stop any known misconduct by fellow employees or other Company personnel and address their concerns via an email with their immediate supervisor, manager or other appropriate point of contact within the organization or the Open Reporting Hotline at dpa@castorships.com for ship personnel and hr@castorships.com for shore personnel. Then, the Company's representative decides on a way of resolving the concern quickly and effectively. Upon receipt of a report, the Management Board assesses the report, and an investigation immediately begins. Top Executives always maintain an 'open door practice' to address individuals' complaints for resolution internally whenever possible.



This policy addresses concerns related to issues of public interest, including, but not limited to the following:

- Criminal offense
- Non-compliance with legislation or Company's procedures
- Dishonesty, either verbal or written, including intentional inaccurate maintenance of official logbooks or records
- Malpractice or unethical conduct
- Financial or non-financial misadministration or malpractice or impropriety or fraud
- Safety or security risk or hazardous condition that may impact the life or health of individuals
- Miscarriages of justice
- Deliberate concealment of any of the above




The background of the page features a silhouette of a worker on a ship's deck. The worker is positioned on the left, leaning over a railing. To the right, there is a large industrial valve with a handwheel. The scene is set against a bright blue sky, and the ship's structure is visible in the foreground. The overall image has a professional and industrial feel.

The Company does not permit any negative or adverse actions to be taken against any employee or other individual because that person has made a report in good faith about any of the policies, rules or regulations even if such report proves to be mistaken. More specifically, the Company does not discharge, demote, suspend, threaten, harass or in any manner discriminate against any employee in the terms and conditions of employment because of any lawful act done by the employee with respect to good faith reporting of complaint(s). Any act of alleged retaliation should be reported immediately and promptly investigated and resolved.

Human Rights Policy

Castor Ships conducts its business consistently with the United Nations (UN) Guiding Principles on Business and Human Rights, the 10 principles of the UN Global Compact, the International Bill of Human Rights, ILO Declaration on Fundamentals Principles and Rights at Work, the regional applicable laws and MLC. In order to safeguard welfare and human rights, the Company:

- ✓ **Ensures a safe and healthy environment:**
Provides a safe, physically and mentally healthy for all personnel.
- ✓ **Fosters an inclusive working culture:** Promotes an inclusive working culture by facilitating teamwork, respect, and fair treatment among all shore and seagoing personnel.
- ✓ **Offers equal opportunities:**
Promotes equal opportunities and treats all personnel with care, respect, and dignity, without discrimination based on any protected characteristic (such as age, civil status, color, culture, descent, disability, gender, language, maternity/paternity, national or ethnic origin, political opinion, pregnancy, race, religion, sexual orientation, etc.).
- ✓ **Supports open communication:**
Encourages open communication both onshore and onboard to improve morale and working relationships for everyone.
- ✓ **Provides clear guidelines:**
Communicates guidelines and “Dos and Don’ts” to facilitate optimal social relations among personnel, based on principles of fairness, diversity, respect, and dignity.



The main objective is the respect of human rights of the communities that our business impacts, protecting the rights of both office employees and seafarers during any criminal investigations following accidents, including their rights to avoid self-incrimination, to fair treatment, and to payment of wages, subsistence, accommodation and medical care.

Harassment & Bullying Policy

This policy addresses concerns related to vindictive, humiliating, and degrading behavior, including but not limited to:

Harassment

- **Offensive Material:**
Displaying or circulating offensive material.
- **Inappropriate Language:**
Using offensive language, mockery, or making sexist, racist, homophobic jokes or remarks, and rude gestures.
- **Embarrassing Comments:**
Making comments about a person's physical appearance or character that cause embarrassment or distress.
- **Malicious Rumors:**
Spreading malicious rumors, insulting someone, or engaging in intrusive/persistent questioning about personal information.
- **Unwanted Communications:**
Making or sending unwanted, suggestive, hostile, or personally intrusive comments via different communication channels such as, calls, text messages, emails, social media etc.



Bullying

- **Threats or Abuse:**
Engaging in verbal or physical threats or abuse, including shouting or swearing, whether in public or private, and making derogatory or stereotyped statements.
- **Personal Insults:**
Issuing personal insults.
- **Threatening Remarks:**
Making threats or inappropriate comments about career prospects, job security, or performance appraisals.
- **Cyberbullying:**
Involving inappropriate suggestive and unwanted remarks, graphics, or abusive emails, social media posts, and text messages.

Castor Ships strongly encourages all employees to report any incident, including those affecting others, immediately. Complaints can be made without fear of retaliation, provided they are not vexatious or malicious. The Company treats all harassment and bullying complaints seriously and confidentially. For reporting a complaint or incident, employees can contact the Senior Officers on board or the Crew Manager / DPA / Head of HR ashore as the first point of reference.



Our interaction with local communities

GRI 413-1

Castor Ships operates in a socially responsible manner, ensuring the safety of people and the environment and respecting the following principles:

- Accountability for the organization's impacts on society and the environment.
- Transparency in the organization's decisions and activities that have an impact on society and the environment.
- Ethical behavior at all times.
- Respect, consideration, and responsiveness toward the Company's stakeholders' and employees' interests.
- Respect for international norms of behavior, while adhering to the principle of respect for the rule of law.
- Respect for human rights and recognition of both their importance and universality.

In view of the importance of shipping in the Greek community and in line of the above principles Castor is taking an active role to assist the most vulnerable in our society. In addition, we view the improvement of the education and skills of the marine based personnel of paramount importance for Greece. To that end, Castor Ships has made donations to SOS Children's Village, Flood victims of Thessaly and University of the Aegean.

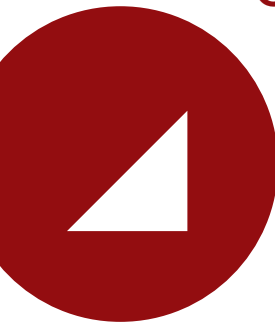
Social Responsibility Policy

To address social responsibility effectively, Castor Ships focuses on several core subjects. These include organizational governance, where robust structures and practices support social responsibility; human rights, ensuring they are upheld and promoted in all operations and interactions; labor practices, implementing fair and equitable standards to protect and support employees; and the environment, committing to sustainability and minimizing negative impacts on the ecosystem.

Through this comprehensive Social Responsibility Policy, Castor Ships demonstrates its dedication to being a responsible and ethical member of the global community, fostering positive interactions and contributions to the local communities where it operates.



GOVERNANCE



At Castor Ships, we believe that strong corporate governance is the cornerstone of sustainable business success. Our commitment to corporate governance includes integrity, transparency and accountability in all aspects of our operations. We strive to uphold the highest standards of corporate governance to ensure that we deliver long-term value to our shareholders, employees, customers and the communities in which we operate.

HIGHLIGHTS



Conflicts of Interest



Confirmed Corruption Incidents



Cybersecurity Training & Awareness



CONTENTS

- I. Corporate Governance
- I. Business ethics and integrity
- III. Anti-corruption and anti-bribery
- IV. Data security and privacy

Corporate Governance

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-15, 2-16, 2-17, 2-18, 2-19, 2-25

Organizational structure

Castor Ships is guided by a leadership team known as the ‘Management Board’. This board is responsible for defining the strategic direction, overseeing operations, managing finances, addressing risks, ensuring legal and regulatory compliance, maintaining stakeholder relations, managing human resources, and upholding corporate governance. The board works under the guidance of the following executives:

<div>PRINCIPAL OF CASTOR SHIPS</div> <div>Petros Panagiotidis</div>	<div>CHIEF FINANCIAL OFFICER (CFO)</div> <div>Ioannis Lazaridis</div>	<div>CHIEF TECHNICAL OPERATIONS OFFICER (CTOO)</div> <div>Konstantinos Vlachos</div>
<div>CHIEF COMMERCIAL OFFICER (CCO)</div> <div>George Bachos</div>	<div>HEAD OF LEGAL</div> <div>Efstratios Kalantzis</div>	<div>HEAD OF HR</div> <div>Meropi Fotiadou</div>



The Management Board of Castor Ships is the governing body of the Company chaired by its Principal, with its members comprising of the CFO, the CTOO, the CCO, the Head of Legal and the Head of HR. The key duties and responsibilities of the Management Board (MB) are related to the overall management and strategic direction of the Company. There are not any conflicts of interest within the Principal's role in the Company.

Regular meetings are held for the Management Board to discuss all open issues related to technical, finance, commercial, legal, regulatory, environmental matters and human resources. Additionally, during quarterly management review meetings, the Company's executives evaluate and monitor its commitments regarding health and safety, environmental standards, and operational excellence along with the relevant objectives, targets, and KPIs affecting operational expenditures (OpEx), the environment, and personnel. The nomination and selection process in participating in the highest governance body members and its Committees is carefully based on the expertise of each senior executive and the respective role within the Company, as well as the qualifications of the high-caliber candidates, according to knowledge, ethical standards, professional background, and relevant experience.

The Committee of the Annual Management Review meeting is responsible for setting and approving the Company's sustainability strategy and the relevant goals related to environmental, energy and health and safety issues. This Committee is chaired by the Chief Technical Operations Officer (CTOO) and all the Company's managers, including the Operations, Health, Safety, Quality and Environment (HSQE), Technical, Crew and Purchasing Manager. The final approval is given by the Management Board.

POLICIES AND PROCEDURES

As part of its corporate governance regime, Castor Ships has established several company policies and procedures to facilitate the effective and safe operation of business both onboard and onshore.



The Company's approach towards the impacts on the external environment is defined in its environmental programs and aspects that Castor Ships is required to develop according to the ISO 14001 standard. Castor Ships has established and developed a procedure for employees to propose changes to the management system, which is reviewed by the HSQE Manager and approved by CTOO, with final reviews and approvals made during the annual Management Review meeting. A management of change always is accompanied by a risk assessment showing any impacts that might come up with the proposed MoC, which are then presented during the quarterly Management Review meetings for evaluation and solution proposal. Moreover, during the annual Management Review meeting, Castor Ships summarizes the material topics of the Company and presents the achievement of the Company's targets, as well as the overall strategy and significant effects on the Company.



Remuneration Policy

The remuneration policy is proposed by each department executive and approved by the principal of the Company. Performance bonuses are awarded based on employee evaluations, which consider overall performance, including sustainability related targets. The remuneration process is held by the Human Resources department.

Conflicts of interest

The Company conducts thorough screening of all third parties before on-boarding them or engaging in any transactions with them to avoid conflicts of interest. Castor Ships' stakeholders are also informed of any potential conflicts of interest, to the extent they need to be aware of the reason they are not selected.

Communication of critical concerns

Weekly meetings are conducted to give employees and executives the opportunity to voice any critical concerns they may have. The meetings are of one-to-one nature to emphasize the importance of any concerns. So far, the critical concerns that have been communicated were in regard to the decarbonization strategy and the implementation of Fuel EU.

Security Policy

According to the Company's Risk Assessment and Management Policy, Castor Ships establishes appropriate safeguards to manage the risks by preventing or minimizing the impact of potential accidents, personal accidents, hazardous situations, cyber incidents, near misses and complaints. The Company assesses all identified risks, including cyber risks and implements controls of the hazards to manage the risks within tolerable levels.

Additionally, Castor Ships' Security Policy provides security procedures and practices for the ships operations to protect the security of ports and the wider community and establishes safeguards to reduce the risk to the crew, passengers, and port personnel onboard. The objective of the policy is to improve the security skills and awareness of all employees.

In a conflict between commercial interests and the aims of the Security Policy, the Master:

- Actively promotes security awareness among all employees.
- Considers the decisions of the international shipping community.
- Schedules in advance, as far as possible, the voyage, the cargo handling, and all ship operations to foresee possible dangers and takes the necessary precautions.

In the event of an attack on the ship or hijack attempt, preserving the lives of the ship's personnel has priority over any other considerations.



Business ethics and integrity

Material Topic > GRI 3-3

Our commitment

Castor Ships is committed to ethical behavior and integrity as fundamental to our operations and essential for building trust and sustaining long-term success. The Company adheres to all mandatory and recommended International Maritime Organization (IMO) requirements for all vessels, as well as to USA and EU requirements, demonstrating a strong commitment to maritime health and safety, regulatory compliance and environmental sustainability.

Our impacts

SUSTAINABILITY SUB-TOPICS	MATERIAL IMPACTS ON SUSTAINABLE DEVELOPMENT	
COMPLIANCE	The recognized classification societies ensure that vessels comply with international requirements set by the International Maritime Organization. By enforcing international regulations and initiatives, promoting cleaner technologies, and fostering a culture of environmental and social responsibility, the Company significantly contributes to achieving the SDGs related to marine conservation and environmental protection. By ensuring that ships are built, equipped, and operated to high standards, and that seafarers are well-trained and treated fairly, the Company helps to create a safer, healthier, and more sustainable maritime environment.	<div> Actual and Potential</div>

Our approach

Code of Ethics and Code of Conduct

At Castor Ships, we uphold a strong commitment to honesty, integrity, and ethical behavior. Our Code of Ethics and Code of Conduct serve as guiding principles for everyone associated with our organization, including employees, contractors, suppliers, and other partners. These codes ensure that we maintain the highest standards of behavior across all aspects of our operations.

Our codes are rooted in the following core beliefs and values:

- 1. Honesty and Integrity:** We act transparently, truthfully, and with integrity in all our interactions.
- 2. Respect and Fairness:** We treat each other, our partners, and the environment with respect and fairness.
- 3. Confidentiality:**

We safeguard sensitive information and maintain confidentiality, except where it conflicts with company policies or is already publicly available.

All personnel associated with Castor Ships are expected to adhere to the following principles and rules:

1. Zero Tolerance for Harassment and Abuse:

- Employees must never engage in harassment, abuse, discrimination, or any form of harmful behavior.
- We foster a respectful and inclusive work environment.

2. Safety First:

- Employees must promptly report any identified unsafe acts or events that could impact health, safety, the environment, or property.
- Safety is our top priority.

3. Impartiality and Good Faith:

- Employees perform their duties impartially, without bias, and act in good faith.
- Fairness guides our decisions.

4. Confidentiality of Information:

- All information related to our operations, projects, or work is treated as confidential, unless it conflicts with company policies or is already known to third parties.
- We protect sensitive data.

5. Legal Compliance and Age Requirements:

- Employees, contractors, and partners must comply with applicable state laws regarding working age and youth employment.
- We operate within legal boundaries.

6. Addressing Forced Labor and Human Trafficking:

- Castor Ships actively evaluates and mitigates business risks related to forced labor and human trafficking.
- We verify suppliers' compliance with anti-slavery and human trafficking laws and promote awareness among employees.

By adhering to these principles, we ensure that Castor Ships remains a unified and responsible organization, guided by unwavering values. Together, we create a safe, ethical, and sustainable maritime industry. The Company's objectives and KPIs on business ethics and integrity are aligned with the Company's overall commitments and standards. Their progress is continuously monitored.



Compliance with the IMO requirements

Castor Ships complies with all applicable laws and mandatory rules and regulations considering the applicable codes, guidelines and standards imposed or recommended by the International Maritime Organization (IMO), EU, USCG, flag administrations, class societies and industry organizations.

Ensuring the Company's compliance with international, regional and local requirements involves:

- Regular audits and inspections of vessels, by RO on behalf of Flag administration.
- Training and certification of seafarers, as per STCW requirement and industry recommendations.
- Implementation of safety management systems.
- Keeping abreast of changes and updates in regulations.
- Collaborating with classification societies and other regulatory bodies.

Castor Ships adheres to the MARPOL convention by implementing stringent measures to prevent pollution from our ships. This includes the management of oil, sewage, garbage and harmful substances. We are also committed to reducing our greenhouse gas emissions in line with the IMO's strategy on reducing GHG emissions from our ships. We are dedicated to preventing the spread of invasive aquatic species through ballast water by regularly monitoring and managing ballast water discharge to protect marine ecosystems. Our vessels are equipped with state-of-the-art ballast water treatment systems that comply with the Ballast Water Management (BWM) Convention.

The Company follows the Maritime Labour Convention (MLC), which sets minimum working and living standards for all seafarers working on ships flying the flags of ratifying countries, covering conditions of employment, accommodation, recreational facilities, food and catering, health protection, medical care, welfare, and social security protection. Additionally, Castor Ships complies with the International Ship and Port Facility Security (ISPS) Code, a comprehensive set of measures to enhance the security of ships and port facilities. The Code prescribes responsibilities to governments, shipping companies, shipboard personnel, and port/facility personnel to detect and assess security threats and take preventive measures.





Anti-corruption and anti-bribery


Material Topic > GRI 3-3

SASB TR-MT-510a.1, TR-MT-510a.2

Our commitment

Castor Ships is committed to maintaining rigorous anti-corruption and anti-bribery policies and eradicating any instances of corruption, bribery, or anti-competitive behavior within our operations and across our entire value chain. As such, we prioritize both addressing reported cases as they arise and proactively closing any policy gaps that could potentially expose the Company to these risks.

Our impacts

SUSTAINABILITY SUB-TOPICS	MATERIAL IMPACTS ON SUSTAINABLE DEVELOPMENT	
CORRUPTION AND BRIBERY	An anti-corruption policy sets clear expectations for ethical behavior and integrity within the organization. The Company encourages employees to address their concerns with their immediate supervisor, manager or other appropriate point of contact within the Company. Furthermore, management maintains an “open door policy” to address individuals’ complaints for immediate resolution. By prohibiting corrupt practices such as bribery and fraud, the Company fosters a culture of honesty, transparency, and accountability. The Company's commitment to maintaining a corruption-free environment reinforces ethical standards and integrity within the organization.	<div>Actual and Potential</div>

Our approach

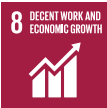
Castor Ships strictly forbids any form of offers, gifts, or bribes, whether direct or indirect, including kickbacks, in all operations. Moreover, the Company prohibits using alternative routes or channels to provide or receive improper benefits from agents, contractors, suppliers, employees, or government officials. Regarding Anti-Money Laundering and Combating Terrorist Financing, Castor Ships has a very strict sanctions policy in line with the

latest OFAC, OFSI, AMSA, DFAT, EU, Paris PSC MoU¹¹ requirements and complies with all applicable laws, regulations, and industry recommendations. Castor Ships regularly reviews information on current and prospective business partners and customers to ensure that entities and individuals on the OFAC (USA), UN, and EU sanctions lists are identified, and no business is conducted with them.

KPIS RELATED TO CORRUPTION AND BRIBERY	2023
Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	0
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	0
Confirmed corruption incidents	0
Employees dismissed for corruption	0
Terminated partners because of corruption	0
Public legal cases of corruption against the company or an employee	0
Legal actions for anti-competitive behavior, anti-trust and monopoly legislation	0

Addressing corruption requires a multi-faceted approach involving legal, institutional, and societal measures. By implementing anti-bribery and corruption programs, including training and compliance mechanisms, Castor Ships builds a more just and equitable culture aiming to promote transparency, accountability and integrity.

¹¹ OFAC: Office of Foreign Assets Control, OFSI: Office of Financial Sanctions Implementation, AMSA: Australian Maritime Safety Authority, DFAT: Department of Foreign Affairs and Trade, EU: European Union, Paris PSC MoU: Paris Memorandum of Understanding on Port State Control.



Data security and privacy

Material Topic > GRI 3-3

Our commitment

Castor Ships is committed to ensuring management of security and cyber security threats, security of people, property and information systems, as well as cyber risk management across its organization. Thus, we adhere to the highest standards of data protection and implement robust measures to ensure the confidentiality, integrity and availability of all data we handle.

Our impacts

SUSTAINABILITY SUB-TOPICS	MATERIAL IMPACTS ON SUSTAINABLE DEVELOPMENT	
PRIVACY	By setting contingency plans, hiring third party security experts and implementing advanced data privacy programs, the Company promotes data privacy and trust, reduces risks, ensures compliance and legal resilience and enhances stakeholder engagement. By prioritizing data protection and privacy, Castor Ships contributes to a more sustainable and resilient digital ecosystem that respects individuals' rights and supports ethical business practices.	 Actual and Potential
	In today's era of digitalization, where cyber threats evolve in different ways, implementing a well-structured Cybersecurity Policy in line with ISO 27001 standard, and IMO/IACS guidelines safeguards assets, personnel, vessels, cargo, environment and the continuity in our business operations against cyber threats contributing to a more secure, resilient and sustainable maritime industry.	 Actual and Potential
	Castor Ships has developed a robust risk management system and set rigorous internal control measures. In this way the Company promotes risk mitigation, resource efficiency, technological innovation assessment and ensures regulatory compliance. Leveraging cloud services promotes sustainable development by supporting remote work practices that enhance work-life balance and improving security and resilience.	 Actual and Potential

Our approach

At Castor Ships, we prioritize data security and privacy across all our operations. Our comprehensive Cybersecurity Policy, supported by various initiatives, ensures that sensitive information remains secure and protected against cyber threats.



Cybersecurity training and awareness

We conduct mandatory cybersecurity training seminars for all employees involved with our vessels. These seminars educate employees about the latest cybersecurity policies and procedures, emphasizing best practices for data protection. Ongoing awareness campaigns keep our workforce informed and vigilant regarding potential cyber threats.

Contingency planning and threat management

Castor Ships has robust contingency plans in place to handle cybersecurity threats swiftly and effectively. Whether it's phishing emails or security breaches, our coordinated response mitigates potential damage. Preparedness for a range of cyber threats enhances our resilience and ensures secure operations.

Third-party security expertise

We engage third-party security experts for penetration testing and cybersecurity procedure reviews. External oversight helps identify vulnerabilities and ensures the latest security practices are applied both in offices and on vessels. These experts provide invaluable insights, contributing to continuous improvement.

Advanced cloud security and remote work provisions

Castor Ships leverages the advanced Microsoft 365 package, which includes risk prediction and handling features. Our cloud security efforts support secure remote work for employees, offering robust protections against unauthorized access. Multi-factor Authentication (MFA) further secures our files, restricting access to authorized personnel.

GDPR compliance and ISO 27001 implementation

Committed to data privacy, we comply with the General Data Protection Regulation (GDPR) by actively reinforcing and expanding the Company's existing practices. Pursuing ISO 27001:2022 certification demonstrates our commitment to information security, cybersecurity, and privacy protection. These comprehensive measures safeguard our data and the privacy of our employees, clients, and partners, reinforcing our reputation as a secure and reliable organization.

SUSTAINABILITY REPORT APPENDICES

ABOUT THE REPORT

Sustainability Strategy › GRI 2-2, 2-3, 2-4, 2-5

COMMITMENT TO SUSTAINABILITY AND ESG MATTERS



- Castor Ships proudly presents its inaugural Sustainability Report, spanning January 1st to December 31st, 2023.
- The Company is deeply committed to sustainable development, environmental responsibility, and transparent governance.

QUANTITATIVE METRICS AND INITIATIVES



- The report dives into comprehensive data, revealing Castor Ships' policies, programs, and practices.
- Key Performance Indicators (KPIs) illuminate the Company's performance on sustainability and ESG issues.

MANAGING IMPACTS RESPONSIBLY



- Castor Ships takes a holistic approach, managing environmental, social, and economic impacts.
- Transparency is key: stakeholders receive accountable, transparent information.

GLOBAL ALIGNMENT



- The report adheres to the latest Global Reporting Initiative (GRI) Standards and SASB guidelines for Maritime Transportation.
- Castor Ships actively supports the UN Sustainable Development Goals (SDGs).

BOARD-APPROVED AND RELEVANT



- The management board has reviewed and approved the report.
- All information is directly relevant to Castor Ships S.A.

EXTERNAL ASSURANCE

The Sustainability Report has not undergone external assurance, although Castor Ships remains dedicated to gradually enhancing its sustainability reporting and will consider external assurance in the future.

Contact point

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Konstantinos Vlachos

Role:

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Officer

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GRI Index

STATEMENT OF USE		Castor Ships S.A. has reported in accordance with the GRI Standards for the period January 1st, 2023, until December 31st, 2023, on an annual basis.				
GRI 1 USED		GRI 1: Foundation 2021				
APPLICABLE GRI SECTOR STANDARD(S)		Currently, there is no applicable sector standard for the shipping sector.				
GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD
			REQUIREMENTS OMITTED	REASON	EXPLANATION	
GENERAL DISCLOSURES						
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational details	About Castor Ships S.A.	A dark gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization's sustainability reporting	Sustainability Report Appendices About The Report				
	2-3 Reporting period, frequency, and contact point	Sustainability Report Appendices About The Report				
	2-4 Restatements of information	Sustainability Report Appendices About The Report				
	2-5 External assurance	Sustainability Report Appendices About The Report				
	2-6 Activities, value chain and other business relationships	About Castor Ships S.A. Our Fleet And Operations Activities, Value Chain And Other Business Relationships				
	2-7 Employees	Society Responsibility towards our workforce				
	2-8 Workers who are not employees	—	all	Not applicable	Castor Ships does not employ workers who are not employees.	

GRI Index

GENERAL DISCLOSURES				
GRI 2: GENERAL DISCLO- SURES 2021	2-9 Governance structure and composition	Governance Corporate Governance		
	2-10 Nomination and selection of the highest governance body	Governance Corporate Governance		
	2-11 Chair of the highest governance body	Governance Corporate Governance		
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Corporate Governance		
	2-13 Delegation of responsibility for managing impacts	Governance Corporate Governance		
	2-14 Role of the highest governance body in sustainability reporting	Our approach to sustainability Sustainability strategy		
	2-15 Conflicts of interest	Governance Corporate Governance		
	2-16 Communication of critical concerns	Governance Corporate Governance		
	2-17 Collective knowledge of the highest governance body	Governance Corporate Governance		
	2-18 Evaluation of the performance of the highest governance body	Governance Corporate Governance		

GRI Index

GENERAL DISCLOSURES						
GRI 2: GENERAL DIS- CLOSURES 2021	2-19 Remuneration policies	Governance Corporate Governance				
	2-20 Process to determine remuneration	—	all	Confidentiality constraints	For reasons of confidentiality, Castor Ships would not report on this indicator but will consider including this ratio on future reports.	
	2-21 Annual total compensation ratio	—	all	Confidentiality constraints	For reasons of confidentiality, Castor Ships would not report on this indicator but will consider including this ratio on future reports.	
	2-22 Statement on sustainable development strategy	Letter to our stakeholders				
	2-23 Policy commitments	Our approach to sustainability Sustainability strategy				
	2-24 Embedding policy commitments	Our approach to sustainability Sustainability strategy				
	2-25 Processes to remediate negative impacts	Governance Corporate Governance				
	2-26 Mechanisms for seeking advice and raising concerns	Society Diversity, equity, and inclusion				
	2-27 Compliance with laws and regulations	—	all	Not applicable	There were zero instances of monetary and non-monetary sanctions during the reporting period.	
	2-28 Membership associations	About Castor Ships S.A. Partnerships, awards, and collective actions				
	2-29 Approach to stakeholder engagement	Our approach to sustainability Stakeholder engagement				
	2-30 Collective bargaining agreements	Society Responsibility towards our workforce				

GRI Index

MATERIAL TOPICS				
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	Our approach to sustainability Materiality assessment		
	3-2 List of material topics	Our approach to sustainability Materiality assessment		
CLIMATE CHANGE MITIGATION AND ENERGY EFFICIENCY				
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Environment Climate change mitigation and energy efficiency		
GRI 302: ENERGY 2016	302-1 Energy consump- tion within the organization	Environment Climate change mitigation and energy efficiency		
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	Environment Climate change mitigation and energy efficiency		
WATER AND MARINE RESOURCES				
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Environment Water and marine resources		
WASTE MANAGEMENT AND SHIP RECYCLING				
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Environment Waste management and ship recycling		
RESPONSIBILITY TOWARDS OUR WORKFORCE (NON-MATERIAL)				
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	Society Responsibility to- wards or workforce		

GRI Index

OCCUPATIONAL HEALTH, SAFETY AND WELLBEING				
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Society Occupational health, safety, and wellbeing		
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	Society Occupational health, safety, and wellbeing		
	403-2 Hazard identification, risk assessment, and incident investigation	Society Occupational health, safety, and wellbeing		
	403-3 Occupational health services	Society Occupational health, safety, and wellbeing		
	403-4 Worker participa- tion, consultation, and communica- tion on occupa- tional health and safety	Society Occupational health, safety, and wellbeing		
	403-5 Worker training on occupational health and safety	Society Occupational health, safety, and wellbeing		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by busi- ness relationships tionships	Society Occupational health, safety, and wellbeing		
	403-9 Work-related injuries	Society Responsibility to- wards or workforce		

GRI Index

TRAINING AND SKILLS DEVELOPMENT				
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Society Training and skills development		
GRI 404: TRAINING AND EDUCATION 2016	404-3 Percentage of employees receiving regular performance and career develop- ment reviews	Society Training and skills development		
DIVERSITY, EQUITY, AND INCLUSION				
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Society Diversity, equity, and inclusion		
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	Society Diversity, equity, and inclusion		
BUSINESS ETHICS AND INTEGRITY				
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Governance Business ethics and integrity		
ANTI-CORRUPTION AND ANTI-BRIBERY				
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Governance Anti-corruption and anti-bribery		
GRI 205: ANTI- CORRUPTION 2016	205-3 Confirmed incidents of corruption and actions taken	Governance Anti-corruption and anti-bribery		
DATA SECURITY AND PRIVACY				
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Governance Data security and privacy		

SASB Index

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS				
TOPIC	CODE	ACCOUNTING METRIC	UNIT OF MEASURE	METRIC 2023
GREENHOUSE GAS EMISSIONS	TR-MT-110a.1	Gross global Scope 1 emissions	Metric tons (t) CO ₂ e	16,457.57
	TR-MT-110a.2	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	N/A	Please refer to section “Climate change mitigation and energy efficiency”
	TR-MT-110a.3	(1) Total energy consumed, (2) percentage heavy fuel oil, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	(1) 213,039 GJ, (2) 54.44%, (3) 0%
	TR-MT-110a.4	Average Efficiency Ratio (AER) Energy Efficiency Existing Ship Index (EEXI)	Grams of CO ₂ per ton-nautical mile	N/A 5.69
AIR QUALITY	TR-MT-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N ₂ O), (2) SOx, and (3) particulate matter (PM ₁₀)	Metric tons (t)	(1) 0 (2) 51.09 (3) 0.52
ECOLOGICAL IMPACTS	TR-MT-160a.1	Shipping duration in marine protected areas or areas of protected conservation status	Number of travel days	47
	TR-MT-160a.2	Percentage of fleet implementing ballast water (1) exchange and (2) treatment	Percentage (%)	100%
	TR-MT-160a.3	(1) Number and (2) aggregate volume of spills and releases to the environment	Number, Cubic meters (m ³)	0

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SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS				
TOPIC	CODE	ACCOUNTING METRIC	UNIT OF MEASURE	METRIC 2023
EMPLOYEE HEALTH & SAFETY	TR-MT-320a.1	Lost time incident rate (LTIR)	Rate	0
ACCIDENT & SAFETY MANAGEMENT	TR-MT-540a.1	Number of marine casualties, percentage classified as very serious ¹	Number, Percentage (%)	0
	TR-MT-540a.2	Number of port state control (1) deficiencies and (2) detentions	Number	0
	TR-MT-540a.3	Average Efficiency Ratio (AER) Energy Efficiency Existing Ship Index (EEXI)	Number	0
BUSINESS ETHICS	TR-MT-510a.1	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Number	0
	TR-MT-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption ²	Reporting currency	0

ACTIVITY METRICS

CODE	ACCOUNTING METRIC	UNIT OF MEASURE	METRIC 2023
TR-MT-000.A	Number of shipboard employees ¹²	Number	28
TR-MT-000.B	Total distance traveled by vessels	Nautical miles (nm)	26,189
TR-MT-000.C	Operating days	Days	207
TR-MT-000.D	Deadweight tonnage	Deadweight tons	37,620
TR-MT-000.E	Number of vessels in total shipping fleet	Number	1
TR-MT-000.F	Number of vessel port calls	Number	16
TR-MT-000.G	Twenty-foot equivalent unit (TEU) capacity	TEU	0

¹² As of 2023 this number reflects all shipboard employees who had at least one day of service on board during the reporting period.

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