

ALMITANKERS
ESG REPORT
2025



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Message from the CEO



As we reflect on 2025, the global shipping industry continues to navigate a period of profound transformation. Geopolitical instability, evolving trade patterns, regulatory complexity, cyber risks, supply chain disruptions, and the accelerating energy transition have all reshaped the operating environment for tanker shipping companies worldwide.

Against this backdrop, our Company remained focused on what matters most: operating safely, responsibly, and sustainably while delivering reliable transportation services to our customers and maintaining the trust of our stakeholders.

The past year presented significant challenges for the tanker sector. Volatility in energy markets, continued regional conflicts affecting key trade routes, increasing environmental regulations, and growing expectations from charterers, financiers, and society at large, demanded resilience and adaptability. At the same time, the industry faced mounting pressure to decarbonise while ensuring global energy security - a balance that remains both essential and complex.

In response, we continued to strengthen our Environmental, Social, and Governance strategy across all areas of our operations.

Environmental responsibility remains central to our long-term vision. During 2025, we advanced initiatives aimed at improving fleet efficiency, reducing emissions intensity, optimising voyage performance, and enhancing environmental compliance throughout our operations. We continued investing in digitalisation, energy efficiency measures, and operational best practices that support the International Maritime Organization's decarbonisation objectives and the broader transition toward a lower-carbon future.

Equally important is our commitment to our people. The wellbeing, safety, and development of our seafarers and shore-based personnel remain our highest priority. In a demanding and fast-changing environment, our employees demonstrated professionalism, dedication, and resilience. Their contribution is the foundation of our success, and we remain committed to fostering a culture built on safety, inclusion, continuous learning, and respect.

Strong governance continues to underpin our business. We maintain high standards of ethics, transparency, compliance, and risk management across our organisation. In an increasingly complex regulatory and geopolitical environment, robust governance is essential not only for business continuity, but also for maintaining the confidence of investors, customers, employees, and partners.

Looking ahead, we recognise that sustainability is not a destination, but an ongoing journey. The shipping industry will continue to evolve rapidly, and the path toward decarbonisation will require collaboration, innovation, and pragmatic solutions across the entire maritime value chain.

We remain committed to conducting our business responsibly, supporting global trade and energy transportation safely and efficiently, and creating long-term value for all stakeholders.

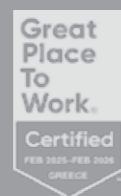
I would like to sincerely thank our employees, seafarers, customers, shareholders, and business partners for their continued trust and support.

Together, we will continue navigating the challenges ahead with resilience, responsibility, and confidence.

We welcome your feedback,

Captain Stylianos Dimouleas
Chief Executive Officer

INVESTORS IN PEOPLE™
We invest in people **Gold**
INVESTORS IN PEOPLE™
We invest in wellbeing **Standard**





1

About Us





a. Vision, Mission, Values, Purpose

Vision

Our vision is to be the preferred partner of Oil Majors and traders for their marine transportation requirements based on our excellent operational record, and therefore ensure the profitability of our fleet and our long-term sustainability.

Mission

We focus on working with Oil Majors and reputable, credit-worthy traders who control cargoes, co-operate according to our risk management standards, and recognise and appreciate our superior service and vessel quality.

We achieve this by offering top quality, reliable, cost-effective, safe and efficient services to our customers and stakeholders by:

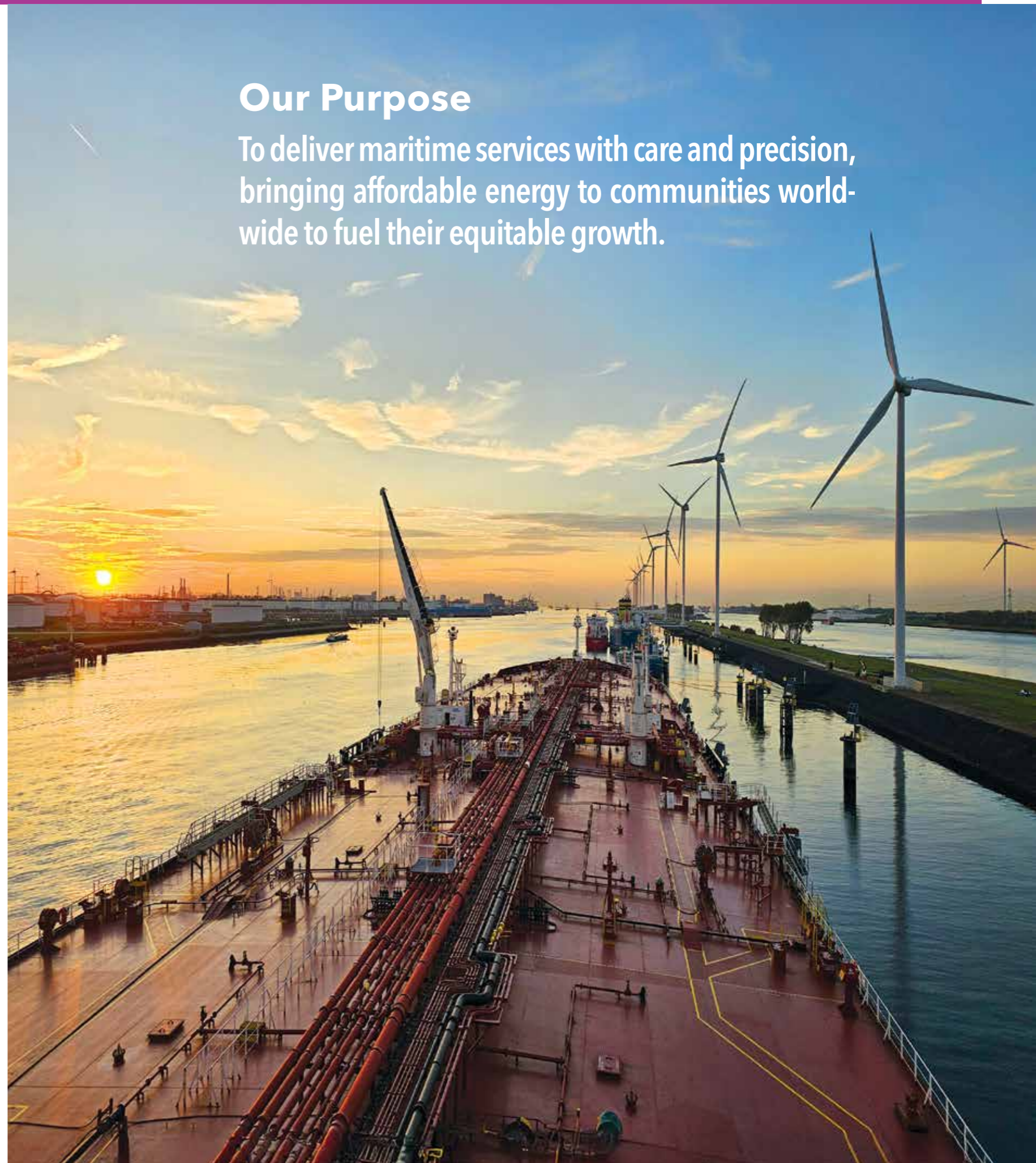
- Employing a family of qualified, motivated and competent people, both ashore and aboard, investing in their training and lifelong development. We will recognise and reward high-performers and people who adhere to our values.
- Running and maintaining our vessels to the highest operational and safety standards by continuously improving our management system and applying shipping industry best practices.
- Acting as responsible global citizens by working towards the elimination of incidents and accidents in order to protect life, the environment and property.
- Designing the elements of our success and sharing our collective knowledge and experience, encouraging innovation at all levels.

Our Values

Operational Integrity, Transparency, Accountability, Teamwork, Respect, Professional Conduct, Quality, Diligence, Customer Centricity

Our Purpose

To deliver maritime services with care and precision, bringing affordable energy to communities worldwide to fuel their equitable growth.





b. History & Timeline

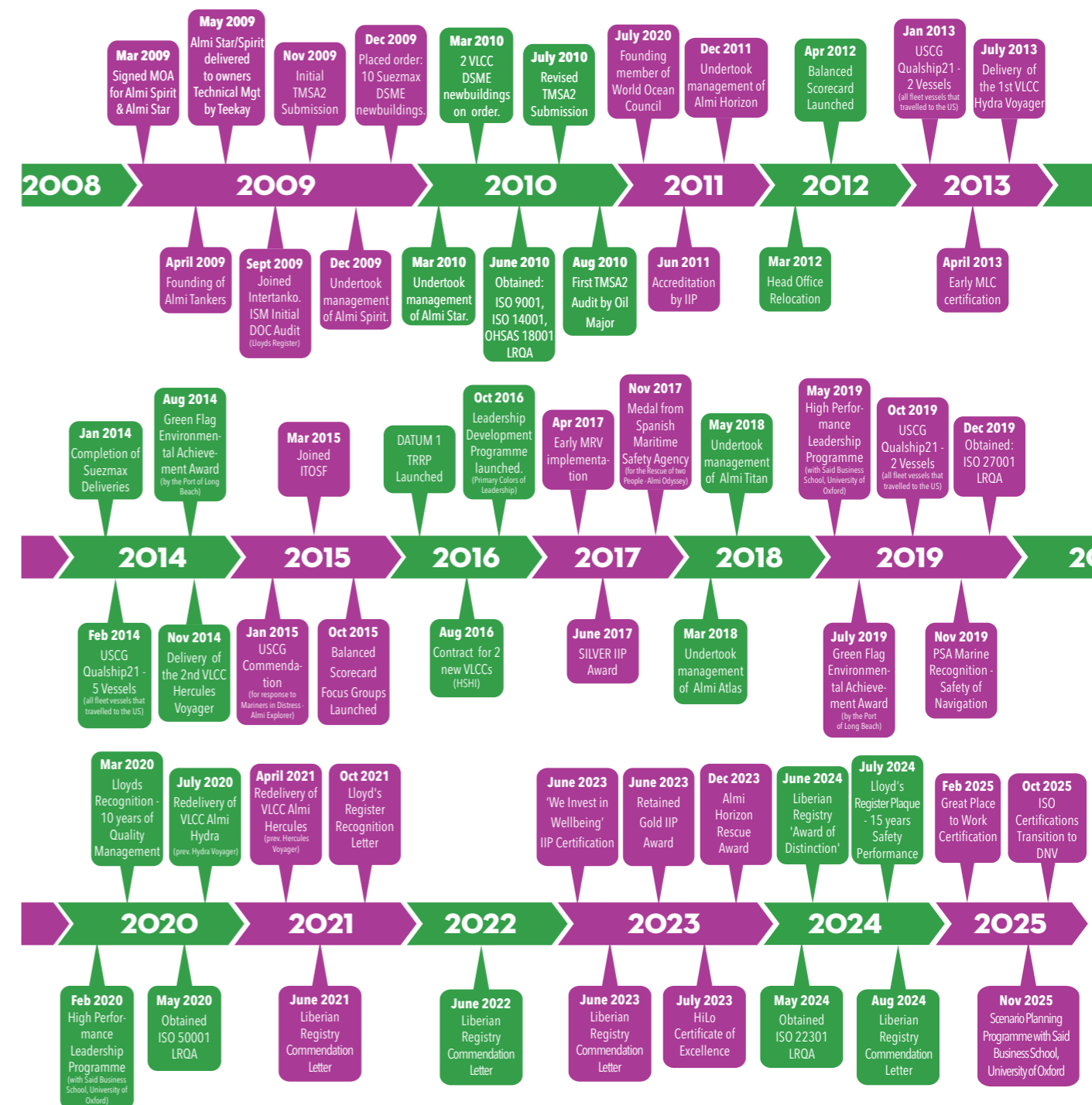
Almi Tankers was founded in 2009 and has its Head Office in Egaleo, Athens. The company initially took over the management of two LR2 vessels, the Almi Spirit in 2009 and the Almi Star in 2010.

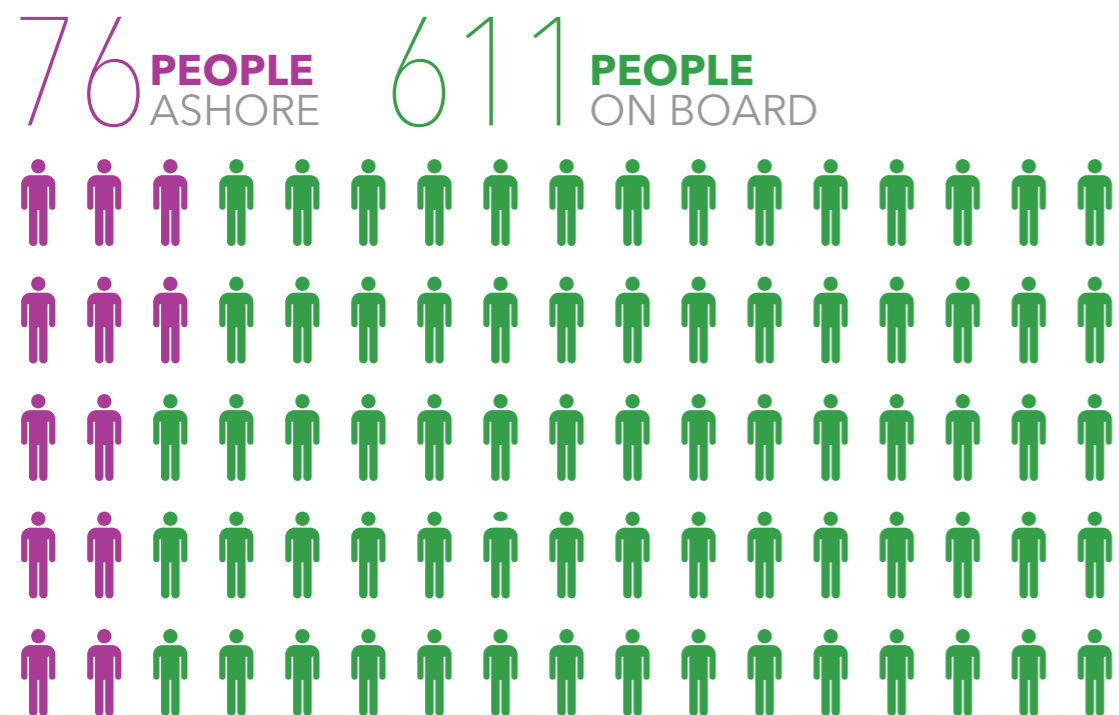
Soon after the company's creation, Almi Tankers deployed its plans for fleet expansion. Between 2011 and early 2014, it took delivery of the Almi Horizon, the Almi Galaxy, the Almi Globe, the Almi Sky, the Almi Sun, the Almi Explorer, the Almi Odyssey, the Almi Navigator and the Almi Voyager, nine 158,000 dwt Suezmax tankers, as well as the Almi Hydra (previously Hydra Voyager) and Almi Hercules (previously Hercules Voyager), two 320,000 dwt VLCCs, all DSME newbuildings designed with the latest regulations and industry requirements in mind.

In 2018 Almi Tankers took delivery of two 315,000 dwt VLCCs, the Almi Titan and the Almi Atlas. These were built at Hyundai Samho Heavy Industries. Both vessels were designed in accordance with the latest regulations and industry requirements in order to satisfy customer needs and special emphasis was placed on an environmentally friendly design. The vessels are among the most eco-friendly and energy efficient ships worldwide exceeding the latest environmental protection standards.

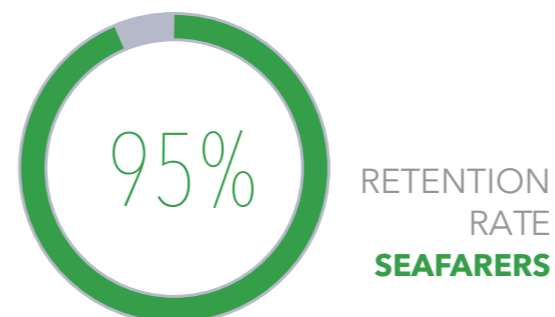
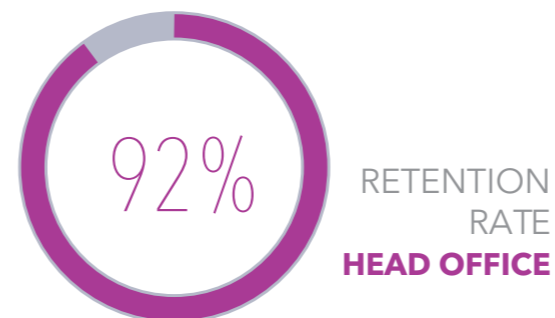
A tanker management company needs to be totally trusted to deliver a reliable service that is safe, environmentally responsible and punctual. This is why Almi Tankers has adopted the value of operational integrity as its guiding principle. Operational integrity means reliability, responsibility and trustworthiness. It is an ethos that is expected of all members of the team at all levels. Since June 2010, Almi Tankers has been certified for compliance with ISO 45001 (prev. OHSAS 18001), ISO 14001 and ISO 9001 standards, which mark out companies dedicated to excellence in relation to health and safety, the environment and quality.

In 2011, Almi Tankers also gained recognition according to the Investors in People (IIP) Standard, which demonstrates commitment to growth and to improving business performance through the development and recognition of people at all levels. This recognition was renewed first in 2014, then in June 2017 (Silver Level), then in October 2020 (Gold Level) and again in June 2023 (retained Gold Level) following re-assessments by IIP International. In December 2019, Almi Tankers was one of the first shipping companies to obtain an ISO 27001 certification and in May 2020, the company obtained yet another certification, the ISO 50001, both certifications were issued by Lloyd's Register. In June 2023 Almi Tankers obtained the IIP 'We Invest in Wellbeing' certification and in May 2024, the ISO 22301 on Business Continuity certified by LRQA. In December 2024 the process for the 'Great Place to Work' certification commenced and was successfully completed in February 2025. Both Almi Tankers "Head Office" and Almi Tankers "On Board" are certified as "Great Place to Work", recognising Almi Tankers as the first shipping company in Greece to obtain this certification for its seafarers onboard. In October 2025, ALMI Tankers successfully transitioned its ISO certifications from LRQA to DNV, ensuring continued compliance with international standards under a new certification authority.





- 96%: Great Place to work statement
- 87%: Engagement Average Engagement (measures the degree to which people are tuned into their work, give more of themselves and their talents than is required, and act as owners of the business)



c. Our People

We are qualified, experienced professionals, both ashore and at sea, with a growth mindset who, aside from possessing the required technical competencies and necessary skills to effectively execute procedures, are also committed to our corporate culture of operational integrity. We have the essential leadership and managerial skills to efficiently manage and motivate our people by demonstrating high levels of teamwork, professionalism and commitment to our values and the requirements of the tanker industry.

Although Almi Tankers is a relatively new organisation, our shore staff draws from considerable experience, gained from a combined total of over 387 years of cumulative experience. Our team combines young and motivated individuals allowing the organisation to look at tasks in a fresh and innovative way while at the same time drawing on the more experienced team members. In the spirit of continuous improvement and to better satisfy our customers' needs and the fleet's requirements, our team has progressively expanded, taking on individuals that share our vision and values.

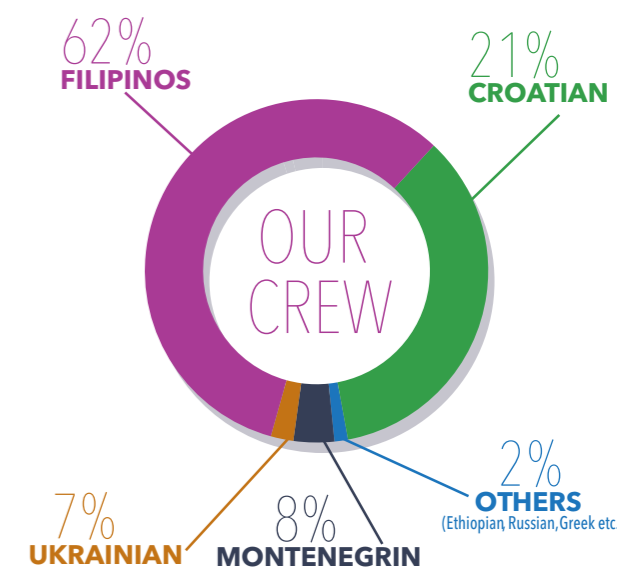
Without experienced, high-quality seafarers working aboard its vessels, a tanker management company cannot function effectively. We value our seafarers highly and appreciate how crucial they are to the success of our activities.

EXPERIENCE IN RANK

Masters	6.0	years on average
Chief Engineers	5.6	years on average

KEY PERSONNEL HEAD OFFICE

387 **years of cumulative EXPERIENCE**





d. Our Fleet

Modern fleet built in world class shipyards

All Vessels Fitted with Energy Saving Devices



Almi Horizon 2011



Almi Galaxy 2012



Almi Globe 2012



Almi Sky 2012



Almi Sun 2013



Almi Explorer 2013



Almi Odyssey 2013



Almi Navigator 2013



Almi Voyager 2014



Almi Hydra 2013



Almi Hercules 2014



Almi Atlas 2018



Almi Titan 2018

9x
SUEZMAX
Built with BWT System
3 Fitted with SOx Scrubbers

4x
VLCC
4 Built with BWT System
2 Built with SOx Scrubbers
1 Retrofitted with SOx Scrubber (January 2025)
2 Built with Tier III Green Type Engine

NAUTICAL MILES TRAVELLED PER ANNUM

4 VLCCs
300,939 nm

9 Suezmaxes
633,028 nm

150M
Estimate of Barrels transported annually

FLEET CAPACITY in DWT
2,688,948

Global Port Calls



Vessels complying with Codes, Conventions, Initiatives, Standards:

- ✓ **ISM Code**
International Safety Management Code for the Safe Operation of Ships and for Pollution Prevention
- ✓ **ISPS Code**
International Ship and Port Facility Security
- ✓ **MARPOL**
Prevention of Pollution from Ships
- ✓ **IMDG Code**
International Maritime Dangerous Goods Code
- ✓ **SOLAS**
Safety of Life at Sea
- ✓ **EU MRV**
Monitoring, reporting and verification of CO2 emissions
- ✓ **UK MRV**
Monitoring, reporting and verification of CO2 emissions
- ✓ **EU ETS**
European Union Emissions Trading System
- ✓ **MLC**
Maritime Labour Convention
- ✓ **STCW**
Standards of Training, Certification, and Watchkeeping
- ✓ **COSWP**
Code of Safe Working Practices
- ✓ **MARS**
Mariners' Alerting and Reporting Scheme
- ✓ **QUALSHIP 21**
Identifies high-quality vessels and rewards them for their commitment to safety and quality
- ✓ **GREEN FLAG**
Voluntary vessel speed reduction programme Port of Long Beach
- ✓ **IMO DCS**
Monitoring, reporting and verification of CO2 emissions
- ✓ **FUEL EU MARITIME**
Aims at reducing on board greenhouse gas (GHG) emissions by 2050

Almi Tankers S.A. ISO Certifications:

- ISO 9001**
Quality Management System
- ISO 14001**
Environmental Management System
- ISO 27001**
Information Security Management
- ISO 45001**
Occupational Health and Safety
- ISO 50001**
Energy Management System
- ISO 22301**
Business Continuity Management (BCM)



A Snapshot of our Commercial Management

Almi Tankers chartering activities incorporate ESG principles and contribute as much as possible to sustainable shipping practices. We have established an iron-clad reputation as a reliable, environmentally-friendly, safe operator of modern and well-maintained vessels. Our modern fleet, which comprises of 4 VLCC and 9 Suezmax vessels, allows us to efficiently serve the needs of our customers worldwide.

We focus on working with Oil Majors and reputable traders, and our strategy of employing a portion of our fleet on long term time charters with fixed rate or profit-sharing agreements has resulted in high utilisation rates for our vessels.

Our fleet employment profile for 2025 was as follows:

- **Vessels: 13**
- **Spot trading: 5 to 8 Vessels**
- **Long term time charters: 6 to 10 Vessels**

Fleet Utilisation

The utilisation rate for our vessels in the spot market was at an average of 99.35% and our spot presence with 5-8 vessels allowed us to take advantage of shorter term market spikes in 2025.

Throughout 2025, 6-10 vessels from our fleet were on Time Charter (TC) with four top tier Oil Majors. Our TC fleet utilisation rate stood at 99.63% for the year.

Trading Patterns

Our fleet primarily transported crude oil (74%), with the remaining 26% consisting of fuel oil. The majority of our loading operations took place on the Arabian Gulf (53.5%) and Africa Atlantic Coast (19.6%) followed by smaller volumes from Brazil (9.3%), the Mediterranean (4.7%) and other regional load areas.

In terms of discharge locations, Singapore/Malaysia (23.3%) and West Coast India (16.3%) were the dominant destinations, highlighting strong trade flows into key refining and demand centers. Additional discharge areas included the Arabian Gulf (11.6%), East Coast India (9.3%), and several smaller markets such as Baltic (7.0%), Indonesia, Vietnam, and the Philippines (each 4.7%).

Our fleet was strategically positioned across major trading regions, with 84% of deployments occurring East of Suez, 15% in Europe/West Africa. This distribution ensured that we remained well-aligned with global demand centers while maintaining flexibility to adapt to shifting market conditions.

Voyage Efficiency



Our triangulation efficiency of 51% highlighted our strong voyage planning and ability to minimise unnecessary ballast legs. By maintaining a well-balanced trading pattern, we continued to optimise fleet deployment and capitalise on market opportunities. Our ability to reposition vessels effectively kept us flexible and well-placed to adapt to shifts in demand, ensuring that we remained competitive in a volatile market.

We operated with few local voyages, focusing mostly on long-haul trades that maximized cargo movements across key regions.

With an average of 5.5 idle days including technical off hires - which makes the actual number substantially less, we ensured our vessels were strategically positioned for their next employment while maintaining operational flexibility and improving upon the previous year significantly. Our fleet recorded 18.7 ballast days on average, again improving on our previous performance, reflecting our ability to navigate global trade flows and optimize our positioning.

These operational metrics collectively highlighted our fleet's dynamic deployment and ability to respond to market conditions effectively.

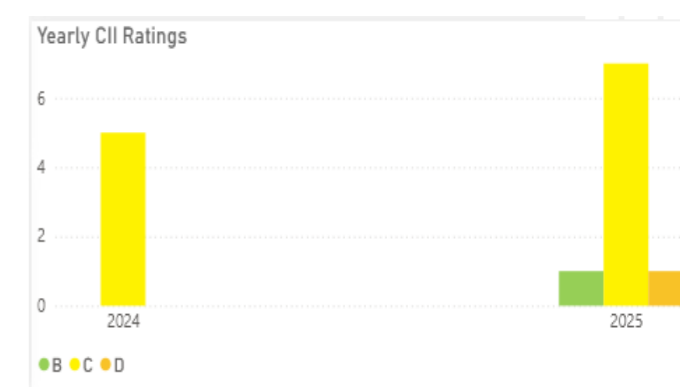
Environmental Performance

Our spot fleet continued to perform efficiently through 2024, with a spot fleet size of 7 vessels and an average fleet age of 12 years. The majority of our vessels are Suezmax, with a smaller presence in the VLCC segment, ensuring versatility in meeting market demands.

CII Carbon Intensity Indicator		Year	Avg. CII	YoY % Δ	
Avg. YTD	3.47	2025	3.10	-11.8%	
Avg. Target	3.15	2024	3.31	-6.3%	
g-CO ₂ /capacity mile					
AER Annual Efficiency Ratio		Year	Avg. AER	Alignment	YoY % Δ
Avg. YTD	3.78	2025	3.11	11.7%	-5.5%
Avg. Target	2.68	2024	3.29	15.6%	
g-CO ₂ /dwt mile					
EEOI Energy Efficiency Operational Indicator		Year	Avg. EEOI	Alignment	YoY % Δ
Avg. YTD	76.74	2025	67.66	109.7%	
Avg. Target	(Blank)	2024	32.36		
g-CO ₂ /capacity mile					

From an environmental perspective, our Carbon Intensity Indicator (CII) had an average value of 3.10 for 2025, against the industry target of 3.15 g-CO₂/capacity mile. Similarly, our Annual Efficiency Ratio (AER) improved by 5.5%, reflecting our commitment to operating a more fuel-efficient fleet.

Our fleet maintained a balanced CII rating distribution, with most vessels rated C showing strong alignment with environmental regulations.



These results highlighted our ongoing commitment to environmental responsibility while maintaining an efficient and competitive fleet. With continuous improvements in fuel consumption and emissions reduction through the adoption of the latest technologies, we remain well-positioned to adapt to evolving regulatory standards and market expectations.



Throughout the year Almi Tankers made every effort to engage with charterers to discuss and promote sustainable shipping practices and provided full transparency into the environmental performance of the company's vessels, including key metrics such as fuel consumption, emissions intensity, and every other relevant issue. Our efforts to reduce our environmental impact are evident.

Almi Tankers continually demonstrates its commitment to sustainable business practices and takes its role in advancing environmental and social responsibility within the tanker industry very seriously.



e. Our Head Office

Almi Tankers' Head Office provides a friendly and technologically advanced working environment, with top-of-the line training facilities and all the necessary resources to invest in the development of people ensuring they reach their full potential, thus recognising their importance to the past, present and future of the Company.

The Company is housed in a modern building completed in 2012, of 11500 square meters and includes Almi Tankers' open plan offices as well as:

- **Auditorium (200 seats)**
- **Innovation Room**
- **13 Meeting Rooms**
- **2 Fully equipped Emergency Team Rooms and Cabins**
- **2 PC Classrooms**
- **Library**
- **ISO 22000 Certified Refectory**
- **ISO 18788 Certified Security Team**
- **Gym & Green Space**
- **Outdoor area with a garden and a Calisthenics Station**
- **2 Levels of Underground Parking**
- **Biological Treatment of sewage water**
- **2 Emergency Generators and UPS**
- **A/C Filters**
- **UV Lamps, Ionisers**
- **Emergency Lighting**
- **PPE & Pharmacy**
- **Full Alarm System**
- **Fire Detection System, Fire Stations, Automatic Extinguisher System**
- **CCTV, Entrance cameras**
- **CO Detector in underground Car Park**
- **Public Announcement (PA) System**
- **Access Control**





f. Sustainability is at the heart of what we do

Almi Tankers S.A. is an oil tanker management company providing world-class services transporting energy to the world. Almi Tankers always aims to exceed all safety, environmental and quality requirements set by relevant regulatory organisations and clients. We strive for excellence in these fields, believing that oil tankers can be operated in such a way that a goal of zero spills and zero accidents can be both realistic and achievable. We also adopt industry best practices and share our experience with other companies for the overall benefit of the shipping industry.

As such we actively support the following UN Sustainable Development Goals:



THE GLOBAL GOALS For Sustainable Development



In 1987, the United Nations Brundtland Commission defined sustainability as “meeting the needs of the present without compromising the ability of future generations to meet their own needs.”

Sustainable development requires an integrated approach that takes into consideration environmental concerns along with economic development.

The Sustainable Development Goals form the framework for improving the lives of populations around the world and mitigating the hazardous man-made effects of climate change.

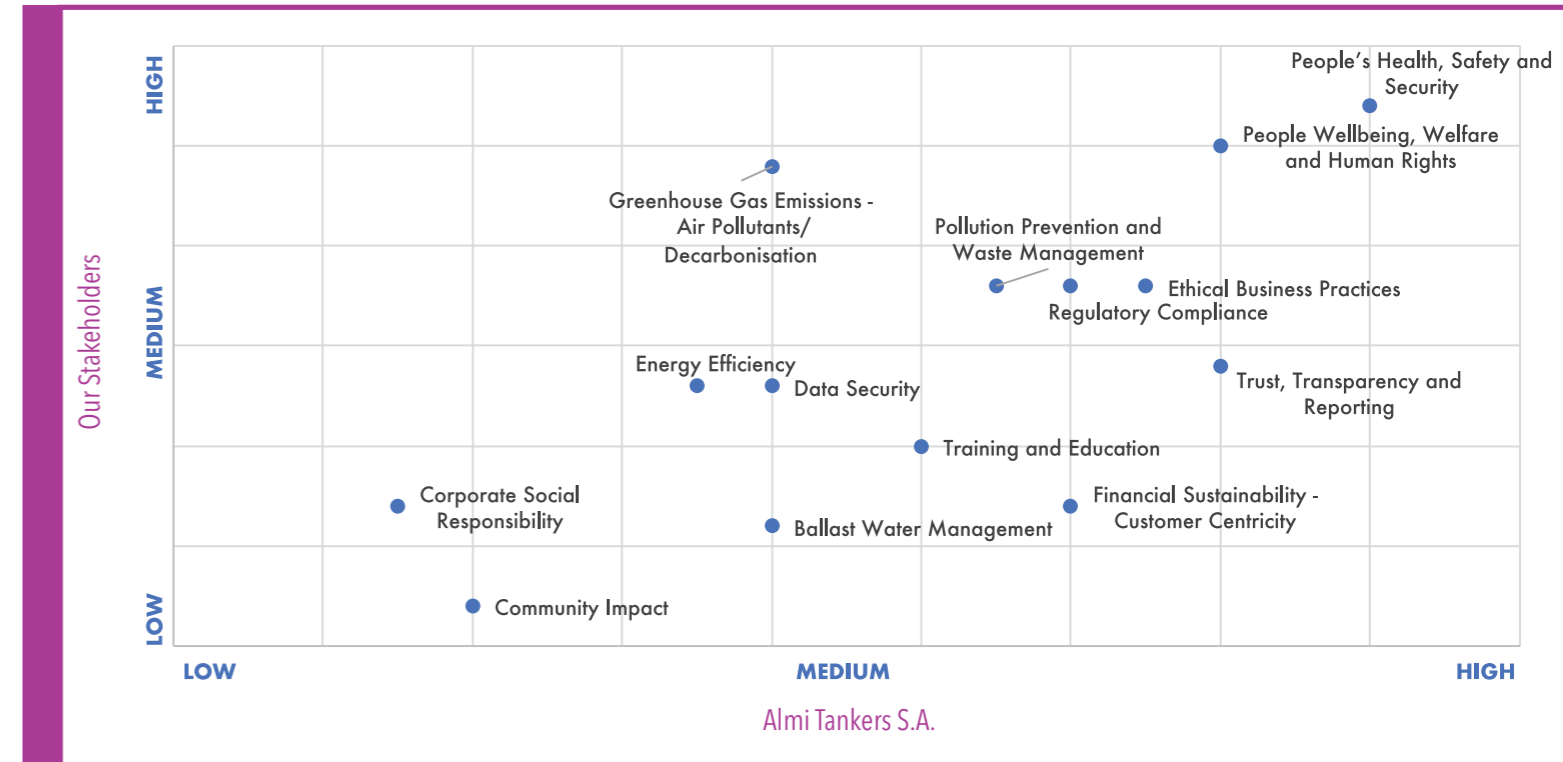


Materiality Assessment

Our first ESG Report was released in Q2 2023 for the calendar year 2022. The current report refers to the calendar year 2025. The report uses the Sustainability Accounting Standards Board (SASB) metrics as well as the Intertanko guidelines. In the end of 2023 we conducted our first formal materiality assessment to ensure that we prioritise the issues with the biggest impact on the Company, our stakeholders and the environment. The Materiality topics were selected and a relevant letter was drafted and circulated internally as well as to external stakeholders including Charterers, Classification Societies, Banks, Flag Administrations, Suppliers and other business partners.

Our **Materiality Map** summarises the outcome of our materiality analysis. It illustrates the degree of significance to our stakeholders of our relevant Environmental, Social, and Governance topics versus our internal impact assessment. As such the top five topics identified as material are as follows:

- **People’s Health, Safety and Security**
- **People Wellbeing, Welfare and Human Rights**
- **Ethical Business Practices**
- **Regulatory Compliance**
- **Pollution Prevention and Waste Management**



2

Environment





INDUSTRY, INNOVATION & INFRASTRUCTURE

Leading with new technologies on board our vessels:

- One of the first companies investing in Eco / Low emissions Electronic Engines since 2011
- First VLCCs with G-Type Long Stroke low emissions engines since 2013
- First VLCCs with TIER III Compliance (Main and Aux. engines, adopting 'EGR/SCR' technologies) and SOx Scrubbers in 2018
- First VLCCs fitted with an EGC system (SOx scrubber) since 2018
- Water Ballast Treatment System (WBTS) in operation since 2011
- New USCG- approved WBTS Retrofitted on all Suezmax vessels
- New Bridge equipment:
 - **CLASS NOTATION " NAUT-OC" assigned related to bridge design concept**
- Investing in premium Antifoulings at the Newbuilding stage as well as during drydocks. Nano Acrylate Technology (NAT) and Silyl Acrylate as a minimum standard
- Latest/modern VSAT Satellite Communications on board
- All Vessels equipped with energy saving devices:
 - **Propeller Duct, Rudder Bulb, Propeller Boss Cap Fins (PBCF),**
 - **Variable Frequency Drive (VFD) on Main electric Consumers**
- ALMI Voyager was painted with an improved paint scheme - one coat of advanced silyl polymer hydrolysis A/F and a final with an Ultra low friction special silyl methacrylate polymer hydrolysis antifouling. Its propeller will be painted with Silicone elastomer foul release coating.
- Route Control function ACE : Advanced Control for Ecology on board two VLCCs
- Latest autopilot system from TOKYO KEIKI on board two VLCCs
- Weather Routing One Ocean LR Navigation
- Records are available to demonstrate the use of various monitoring systems such as Vibration Monitoring and Thermal Mapping.
- The entire fleet is fitted with Linked Ship/Shore Emergency Shut Down (ESD) systems as an additional standard safety feature whereby all cargo transfer pumps are stopped when an ESD is activated on the ship or terminal.



CLIMATE ACTION

Proactively adopting mechanisms to minimise environmental impact:

As an oil tanker operator, Almi Tankers has a significant responsibility for safeguarding the environment that we will not shy away from. Not only do we comply with all relevant legislation but we adhere to the **ISO 14001** Environmental Management System standard, to consistently and continuously improve our performance. In addition, we employ a variety of environmentally friendly practices such as optimised energy use, reduction of the consumption of natural resources, selection of environmentally friendly materials and technologies, waste reduction and recycling; thus, minimising the impact of our operations on marine life and the environment. During 2025 one (1) vessel was audited by LRQA.

In May 2020 Almi Tankers was certified with **ISO 50001** which is designed to support organisations in all sectors providing a practical way to improve energy use, through the development of an energy management system (EnMS). The certification is for organisations committed to addressing their impact, conserving resources and improving the bottom line through efficient energy management. To that end, we aim to conduct Energy Audits on board all fleet vessels over a period of two years. During 2025 one vessel was audited by LRQA.

Almi Tankers stands ready to respond quickly and effectively to environmental incidents through our emergency response systems and in co-operation with industry organisations and government agencies.

Stricter Environmental Policies than Legislation

All water washings from slops as well as food waste delivered to Reception Facilities.





CLIMATE ACTION

EU MRV ready - Monitoring Review & Verification Plans (MRV) Plans - Europe: The objective of the MRV Regulation is to develop a better understanding of fuel consumption and CO2 emissions from shipping activities within the EU which could then be used to shape and inform any future GHG monitoring or reduction initiatives. Incorporated in our day-to-day performance monitoring.

UK MRV ready: The type of vessels within scope of the UK MRV regime and type of emissions data for collection are the same as those under the EU MRV regime.

IMO-DCS IMO Data Collection System - Global: In October 2016, MEPC 70 adopted, by resolution MEPC.278(70), the IMO (DCS), consisting of requirements for ships to record and report their fuel oil consumption with a view to inform further IMO measures to reduce GHG emissions from ships.

Volatile Organic Compound (VOC) Management Plan: The purpose of the Volatile Organic Compound (VOC) management plan is to ensure that the operation of a tanker, to which regulation 15 of MARPOL Annex V applies, prevents or minimises VOC emissions to the extent possible.

SEEMP I & II Compliance

SEEMP II: In December 2025 SEEMP Part II of all vessels were revised in order to be aligned with MARPOL Annex VI Regulation 26 and the MEPC Resolution 395(82) as amended by MEPC.401(83).

SEEMP III for Compliance under "CII" requirements: From 1 January 2023, ships of 5,000 GT (Gross Tonnage) and above must have on board a verified Ship Energy Efficiency Management Plan, or SEEMP Part III, to document how the vessel plans to achieve its Carbon Intensity Indicator (CII) targets. The CII is a rating system for ships that the International Maritime Organization (IMO) developed. This was a mandatory measure under MARPOL Annex VI, which came into force in 2023 and Almi Tankers fleet vessels are in compliance. The plan must include a description of how the vessel will operate and maintain its fuel efficiency throughout the year in line with its overall objective of reducing CO2 emissions and meeting its CO2 reduction commitments. SEEMP Part III documentation is in addition to SEEMP Part I and SEEMP Part II. Fully compliant under latest "EEXI" requirements. All four (4) VLCCs have already been approved by Classification Societies to be in full compliance with "EEXI", considering their existing design / performance and no further "measures" are required. In December 2025 SEEMP Part III of all vessel were revised in order to be aligned with MARPOL Annex VI Regulation 26 and the MEPC Resolution 395(82) as amended by MEPC.401(83).

IMO DCS Certification

International Air Pollution Prevention Certificate (IAPP Certificate)

IMO Energy Efficiency Design Index (EEDI)

IMO Energy Efficiency Operational Indicator (EEOI)

EU ETS (Emissions Trading System): The EU ETS (Emissions Trading System) is a key tool being applied within the EU to reduce GHG emissions across the region. It is a cap-and-trade system where a limit is put on how many GHG emissions are permitted to be released into the atmosphere from industries. Incorporated in our day-to-day performance monitoring.

FuelEU Maritime: Introduced by the European Union (EU), this regulation (Regulation (EU) 2023/1805) aims to drastically reduce onboard greenhouse gas (GHG) emissions by 2050 and forms a substantive part of the EU's Fit For 55 package to reduce GHG emissions from shipping. It also gives ship operators and fuel producers legal certainty by increasing the demand for renewable and low-carbon fuels. Incorporated in our day-to-day performance monitoring.

Ship Recycling: Almi Tankers S.A. meets the **Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships, 2009**, as well as **Annex I and II of the EU Ship Recycling Regulation No 1257/2013 (SRR)**, during the ship's operational cycle. The Inventory of Hazardous Materials (IHM) has been developed according to the Convention and the Guidelines. The IHM Inventory consists of Hazardous Materials or components which as initially issued are approved by the Class for each vessel (IMSM 16.13).



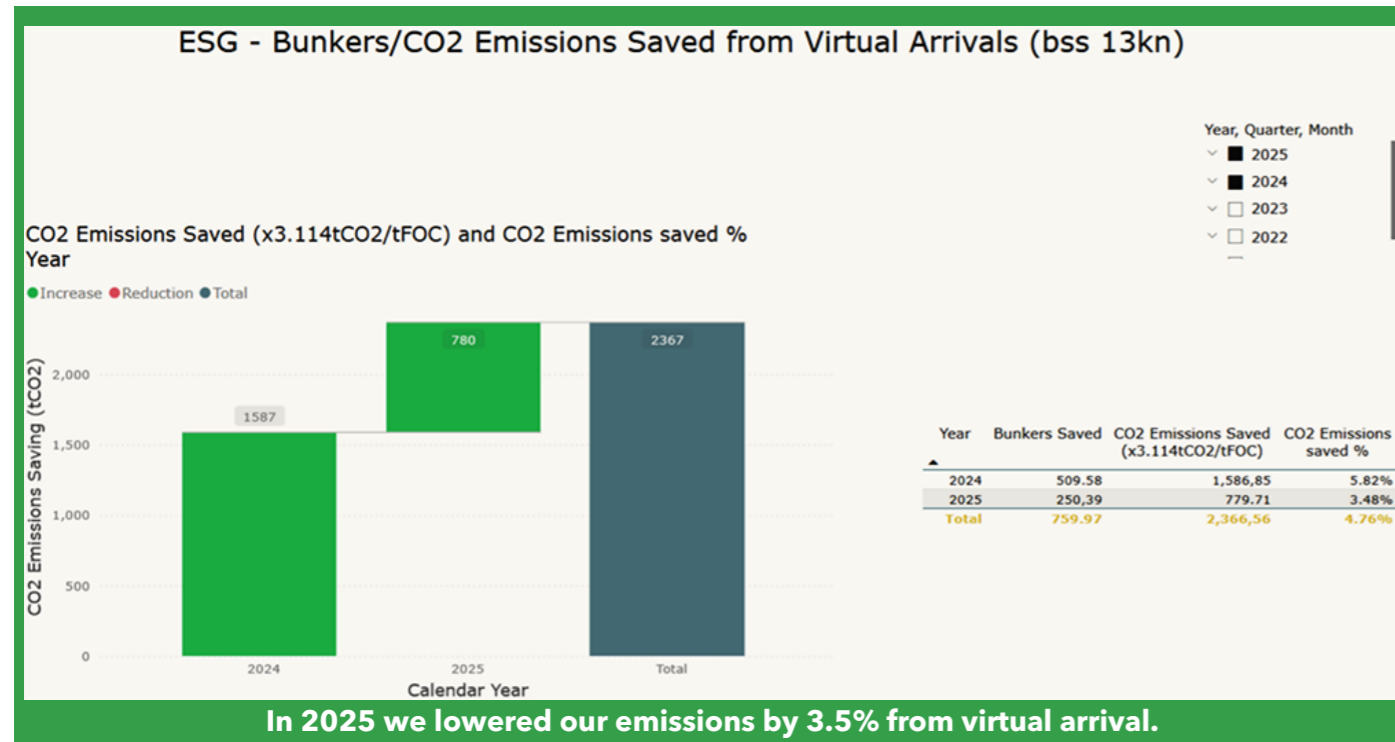
- **Energy saving devices installed at the Newbuilding stage, such as Propeller Duct, Rudder Bulb, PBCF (Propeller Boss Cap Fins), VFD (Variable Frequency Drive) on Main electric Consumers**
- **One VLCC SOx Scrubber Retrofit in 2025**
- **First VLCCs in the water with Sox Scrubbers - Maker Alfa Laval (Almi Atlas / Almi Titan) in 2018**
- **Three (3) Suezmaxes with Sox Scrubber retrofit in 2020**
- **Hull and Propeller Condition Management:** inspection and cleaning at least once a year and based on condition. Use of robotic cleaning technology where available.
- **Exhaust Gas Economiser Condition:** The efficiency of an exhaust gas economiser (EGE) is improved by enhancing its cleanliness. It is critical during normal sea-going conditions, to avoid the start-up of the Oil-Fired Boiler to satisfy the steam demand.
- **Cargo Heating Optimisation:** Various parameters such as daily air/sea temperatures, weather, cargo temperatures, steam pressures, return condensate temperature, actual against estimated consumptions and temperatures are taken into consideration and the heating plan is reviewed and revised appropriately throughout the voyage.
- **On Board Energy Audit:** An on board energy audit is an independent survey and assessment of the overall energy consumption and efficiency of each considerable energy consumer.
- **M/E Performance Monitoring:** M/E combustion pressures are monitored & maintained within the normal ranges and comparison is made versus the final sea trial report. It is generally accepted that increasing the maximum pressure level by an average of 1 bar decreases fuel-oil consumption by approximately 0.20-0.25 g/kWh. This gives a potential reduction in fuel-oil consumption of up to 3 g/kWh. Similarly, there is an expected reduction of 0.5- 1.0 g/kWh for engines already in operation that have been adjusted (manually) to within the Everlence (MAN Diesel)-recommended operation limits.
- **Fuel Oil Bunker Analysis:** Systematic fuel sampling, analysis and quality assessment are necessary in order to avoid damage and poor machinery performance. Lloyds Register Fuel Oil Bunker Analysis Service (FOBAS), our trusted partners in this field.
- **Lighting and LED light installation.** All Suezmax fleet pump room lights have been replaced with LED types resulting in 31% of energy consumption savings compared to the previous configuration. All vessels are fitted with LED Lights in the Engine room and Pump room, estimated CO2 reduction 65.7 tons per vessel per year.
- **Propulsion Energy Saving Devices:** All vessels are equipped with such devices aiming to obtain a conservative estimation of the involved power benefit at the scantling draught and design speed which is about 5 to 8%.
- **Recycling Policies for plastic, paper, light bulbs, batteries, medicine etc.**
- **Waste Disposal Units**
- **Garbage Compactor**
- **Certified Incinerator**



CLIMATE ACTION

- Using an Artificial Intelligence platform to optimise trading decisions with respect to carbon intensity, based on AI technologies and patented data fusion and forecasting models
- Use of virtual arrival / slow steaming

Emissions' reduction results following the implementation of Virtual Arrival and slow steaming for our spot market trading was significant. Below are the 2024 & 2025 results:



Our focus can also be seen in our IMSM Chapters:

- IMSM Ch 7.6 PROTECTION OF THE ENVIRONMENT
- IMSM Ch 20 ENVIRONMENTAL MANAGEMENT PLANNING
- IMSM Ch 23 ENERGY MANAGEMENT SYSTEM
- BIOFOULING MANAGEMENT PLAN
- GARBAGE MANAGEMENT PLAN
- VOC MANAGEMENT PLAN
- ENVIRONMENTAL ASPECTS
- MONITORING OF THE ENVIRONMENTAL PERFORMANCE
- ENVIRONMENTAL & ENERGY PERFORMANCE MANAGEMENT REVIEW MEETING SUBMISSION
- RULES AND REGULATIONS
- ENVIRONMENTAL & ENERGY OBJECTIVES
- PLANNED MAINTENANCE SYSTEM
- OTHER ENVIRONMENTAL & ENERGY RELATED PLANS AND POLICIES
- HSSQE & En PROGRAMMES
- ENVIRONMENTAL PROGRAMMES ARE DEVELOPED DEPENDING ON THE COMPANY'S ENVIRONMENTAL OBJECTIVES AND ARE INTEGRATED IN THE HSSQE & EN PROGRAMMES

Almi Tankers adopts the Danaos Financial Document Controller/Protocol to print less!

The Financial Document Controller module automates the procedure of protocol registration assigning a unique protocol number to any incoming invoice or other official document. It also stores the scanned image of the physical document. The new document record is forwarded to each department of the company according to a predetermined workflow instead of printing and distributing copies.



Danaos Protocol has improved overall efficiency, saved time as well as thousands of copies of printed paper.

At Head Office

In addition to the above, the overall culture at the Head Office promotes the protection of the environment by adopting KPIs for paper, water and electricity consumption as well as recycling stations for paper, plastic, batteries, bottle caps and small appliances. In an effort to minimise the use of plastic bottles, water coolers have been installed on all floors and reusable thermos bottles have been supplied to all staff. Motion sensors have been added to the On/Off light switches as well as the water faucets.

We invest in bespoke software to digitise internal processes. Since 2018, over 21,000 forms have not been printed due to the digitisation of form submission, acknowledgment, review and archiving.

Recycling Education

Caring for the environment starts with each one of us and our small, daily habits. For this reason, on Friday, September 26, 2025, a recycling education session was held, full of useful advice and practical tips to help us all make a difference. It concerns us all!

What we learned:

- Which materials can be recycled and which cannot.
- How we can reduce our environmental footprint both at work and at home.
- Small changes with a big impact.





CLIMATE ACTION

- Comprehensive procedures for **cargo, ballast and tank cleaning** are in place for all vessel types within the fleet in Chapter 7.5 of the Company's Safety Management System (SMS). Procedures for **bunkering operations** are in place for all vessel types within the fleet in Chapter 7.4 of the SMS.
- Almi Tankers drafted and adheres to an **Environmental Management Policy** since its establishment in 2009. Since 2010, Almi Tankers has also been certified according to the ISO 14001 Standard based on which an Environmental Management Plan is maintained.
- All sources of marine and atmospheric emissions attributable to company and vessel activities have been systematically identified. In line with the ISO 14001 certification a table of the **Company's Environmental Aspects and Impacts** is being maintained since 2010.
- Almi Tankers has developed procedures to ensure that marine and atmospheric emissions are maintained within permitted levels. In particular, for those over which there is direct control and have a significant impact on the environment, actions are taken for their continual reduction.
- Almi Tankers' **Environmental Management Plan** includes procedures for fuel management in order to ensure compliance with all applicable regulations as well as for the entire fuel management cycle (purchasing to consumption and emissions outcome).
- Almi Tankers maintains a **matrix of environmental aspects** and impacts since 2010 when the ISO 14001 accreditation was obtained. This matrix is reviewed and its content evaluated annually.
- **Emission reduction actions** are set in the Company's HSSQE & En programmes depending on each aspect's environmental impact and the extent of control Almi Tankers has over the relevant operation.
- Vessels built under the supervision of Almi Tankers are **complying with IMO's Green Passport concept**.
- For journeys of employees of ALMI TANKERS S.A. the CO2 emissions resulting from the combustion of jet fuel have been offset with Sustainable Aviation Fuel (SAF) on flights operated by the following Lufthansa Group Airlines: Austrian Airlines, Brussels Airlines, Lufthansa and SWISS. Almi Tankers has been recognised for helping towards a more sustainable future via redeeming PartnerPlusBenefit points for the purchase of SAF and awarded an **Emission Mitigation Certificate by Compensaid and the Lufthansa Group**. Almi Tankers is also a partner of the **Bluebiz Program (AF/KLM/Delta Airlines)**.





CLIMATE ACTION

- Weather and Routing Optimisation** - We have identified tools that could help us assess a voyage with regards to the Carbon Intensity Indicator (CII) as well as predict our CII for the next three years. We have installed on board four of our vessels a Weather and Routing Optimisation software, in order to:
 - achieve our long-term decarbonisation targets by introducing a new decision-making tool.
 - monitor in real time our decarbonisation performance as well as the future trends of our performance.
 - reduce our operating costs by reducing fuel consumption without compromising the safety of navigation or the agreed Charter Party.
 - improve our decision-making process, with regards to the long-distance voyage and ultimately the safety of the passage planning by introducing the weather routing/optimisation.
- Vessel Performance Model** - We have been setting up, testing and improving a Vessel Performance model, based on the data of Danaos telegrams, with the assistance of a Business Intelligence tool - Power BI. We had to include in the Danaos Telegrams a few new fields, such as Instructed Speed, EGCS use, Blowers use, During Bad Weather, During Speed Up, During Controlled Speed. Some other fields also had to be incorporated in order to be prepared for the new environmental regulations and reporting currently in effect, with Carbon Intensity Indicators (CII) of the vessels being the most important. This tool includes functions such as:
 - Brief Daily Summary** - The Operator can check the main consumption attributes in one screen.
 - Voyage Consumptions** - This report monitors the Voyage Performance of each Vessel (i.e. Danaos Telegrams vs Warranted TCP Consumptions).
 - TC Description Tool** - We now can calculate the average Vessel / Fleet consumptions by speed, consumptions by kW, kW by Speed and Speed by kW and any other metric we can imagine since the data is now accessible and readable, by applying the desired filters. This way we are able to monitor the progress of average fuel consumptions of all Vessels and always have an updated TC Description available.
 - CII Report** - The Operator can check the status of the CII rating of each Vessel in one screen.
 - CII Voyage Projection** - The Operator can check the effect of an intended voyage on the Vessel's CII for the running period.
 - CII - Future Year Projection** - The Operator can project a Vessel's future year CII based on previous trading patterns.

Total savings for the year 2025: USD 462,228.48

- Almi Atlas, 12 mt of Fuel and 12 hours corresponding to 13,428.33
- Almi Explorer, 313 mt of Fuel and 48 hours corresponding to USD 19,721.44
- Almi Galaxy, 212 mt of Fuel and 313 hours corresponding to USD 150,344.19
- Almi Globe, 16 mt of Fuel and 37 hours corresponding to USD 11,989.45
- Almi Horizon, 75 mt of Fuel and 177 hours corresponding to USD 56,459.88
- Almi Navigator, 33 mt of Fuel and 185 hours corresponding to USD 38,311.42
- Almi Sky, 82 mt of Fuel and 132 hours corresponding to USD 62,430.21
- Almi Sun 35 mt of Fuel and 47 hours corresponding to USD 24,200.32
- Almi Titan, 59 mt of Fuel and 213 hours corresponding to USD 56,898.55
- Almi Voyager, 24 mt of Fuel and 133 hours corresponding to USD 28,444.70



LIFE BELOW WATER

Helping Conserve our Oceans

We support and have been recognised by the following organisations:

World Ocean Council

Almi Tankers is a founding member of the World Ocean Council which is a global, cross-sectoral ocean industry leadership alliance committed to "Corporate Ocean Responsibility", developed by and for the private sector, with a unique and multi-sectoral approach to address cross-cutting issues affecting ocean sustainable development, science and stewardship of the seas.

The WOC believes that responsible and coordinated Ocean Business Community efforts are essential to a healthy and productive global ocean and its sustainable use, development and stewardship by a responsible Ocean Business Community. To this end, the WOC engages and brings together leaders from the various ocean industries, including shipping, oil and gas, fisheries, aquaculture, tourism, renewable energy (wind, wave, tidal), ports, dredging, cables, as well as the maritime legal, financial and insurance communities, and others to collaborate on responsible use of the seas. <https://www.oceancouncil.org>

HELMEPA

Helmepa is the Hellenic Marine Environment Protection Association; a pioneering voluntary commitment of Greek seafarers and ship owners to safeguard the seas from ship-generated pollution, undertaken in Piraeus, on June 4, 1982. <https://helmepa.gr>

Qualship 21

Vessels under the management of Almi Tankers have been recognised by the United States Coast Guard for meeting the requirements of their Quality Shipping in the 21st Century programme, also known as Qualship 21, which identifies high-quality vessels and rewards them for their commitment to safety and quality. The U.S. Coast Guard implemented this initiative on January 1, 2001. The vessels were eligible until the Liberian flag was deemed ineligible for the USCG's Qualship 21 (QS21) program for the period starting July 1, 2025, through June 30, 2026.

Green Flag - Three times awarded

The Port's Green Flag Program is a voluntary vessel speed reduction programme that rewards vessel operators for slowing down to 12 knots or less within 40 nautical miles (nm) of Point Fermin (near the entrance to the Harbor). Because the ships emit less when they travel more slowly, the programme has been highly successful in reducing smog-forming emissions and diesel particulates from ships. Vessels that dock at the Port of Long Beach can also earn the coveted Green Flag environmental achievement award for extraordinary compliance with the programme for a 12-month period. The speed of every vessel in the speed reduction zone is measured and recorded by the Marine Exchange of Southern California. The programme prevents more than 1,000 tons a year of air pollution.

Protecting Marine Biodiversity:

Investing in Water Ballast Treatment Systems

- The entire fleet since the Newbuilding stage back in 2010 has been equipped with Water Ballast Treatment Systems (WBTS) well in advance of regulation enforcement.
- WBTS Retrofit project completed, upgrading all our Suezmaxes with the latest design - by Hyundai, employing Side Stream Electrolysis.

NOAA Fisheries Compliance

National Oceanic and Atmosphere Administration

Ballast Water Management Plan (BWMP) in place

The Ballast Water Management Plan is the plan for the handling or treating of ballast water on board a vessel to minimise the transfer of harmful organisms or pathogens in the vessel's ballast water and sediment.



Bio-fouling Management Plan (BMP) in place

The scope of this plan is to minimise the Transfer of Invasive Aquatic Species and provide relevant guidance. The plan is developed in line with IMO MEPC and USA Requirements. In August 2025 the plans were revised in accordance with IMO MEPC.378(80)

Garbage Management Manual (GMP) in place

Garbage on ships means all kind of victual, domestic and operational waste excluding fish and parts thereof, food waste, generated during the normal operations of the ship and liable to be disposed of continuously or periodically except those substances which are listed in other Annexes of MARPOL convention.

Shipboard Oil Pollution Emergency Plan (SOPEP)

All ships above 400 GT must carry an oil prevention plan as per the norms and guidelines laid down by the International Maritime Organization under the MEPC (Marine Environmental Protection Committee) Act. The Gross Tonnage requirement for an oil tanker, according to SOPEP, is lower at 150 GT as oil itself is a kind of cargo which doubles the risk of oil pollution.

Vessel Response Plan (VRP) USCG in place

A vessel response plan (VRP) is a document that outlines what the vessel will do in the case of an offshore spill.

Vessel General Permit (VGP) in place

The Vessel General Permit (VGP) applies to discharges incidental to the normal operation of all non-recreational, non-military vessels of 79 feet or greater in length which discharge in waters of the United States.

Electronic Oil Record Book in use

It is the record of all oil or sludge transfers and discharges within the vessel. Almi Tankers entered into a new contract for installing the Electronic Oil Record book Software (eORB) which is certified under MARPOL 73/78 Annex I Reg. 17 & 36, IMO MEPC.1/Circ. 736/Rev. 2 and IMO Res. MEPC 312(74) and various Class Societies. Following a comprehensive period of familiarisation and setting up of the eORB on board our fleet vessels, the pilot stage of eORB Part I was completed on 31.12.2024 with great success.

Hull Anti-fouling Coating in place

Compliance with IMO's International Convention on the Control of Harmful Anti-fouling Systems on Ships.



3

Social





GOOD HEALTH & WELLBEING

Promoting Good Health & Wellbeing



We are first and foremost a community of people. We care about our people and we take care of the little things every day, since day one. We want our people to experience Physical, Psychological and Social Wellbeing. What do we mean by that?

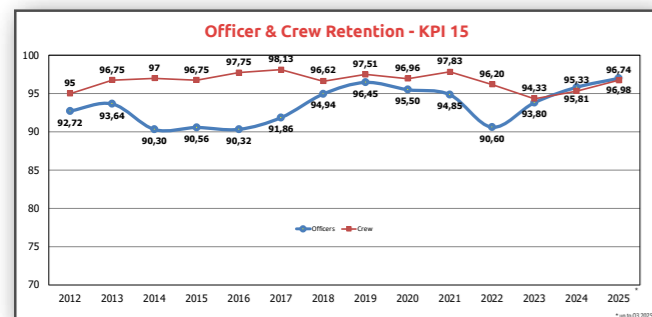
1. Physical Wellbeing: To encourage our people to improve their physical health by offering opportunities & promoting the benefits of a healthy lifestyle.

2. Psychological Wellbeing: We have policies and initiatives in place to support a positive experience in the working environment.

3. Social Wellbeing: We live our Values & Behaviours and we support an inclusive "One Team" spirit by encouraging collaboration and interaction between people and teams to strengthen relationships.

INVESTORS IN PEOPLE™ We invest in wellbeing

In June 2023, Almi Tankers obtained the 'We Invest in Wellbeing' Standard accreditation, following a first assessment with Investors in People International (IIP). This framework provides the company with a robust structure in our effort to nurture a culture of wellbeing. Captain Stylianos Dimouleas, CEO, shared: "We have considered the wellbeing of our people as a cornerstone of our 'We care about our People' culture since 2010, when we also launched our 'Total Crew Welfare' campaign. Working with IIP has given us an essential framework to build upon and develop our wellbeing strategy even further. We are extremely proud of this accreditation as it is a very important milestone and I want to congratulate all of our people for this achievement!"



Ashore

- **Life & Health Insurance** programme for team members and their families
- **Hybrid Model of Work** (Office and remote)
- **Work-Life Balance**
- **In-house Nutritionist and Gym Instructor**
- Breakfast with **fresh fruits and nuts** & a **'Fit for Life' lunch** menu provided for free
- **High Quality Facilities** and LRQA ISO 22000 Certified Refectory at the premises
- **Gym & Calisthenics installation**
- **Green Space**
- **Open plan offices** breaking silos, keeping the team together
- **Collective Participation** & inter-departmental communication, through cross-departmental projects, Focus Group meetings etc. We nurture a transparent and open form of communication welcoming employees' suggestions and a bottom up approach.
- **Dedicated project teams** such as the Health & Safety Committee, We invest in Wellbeing Team, Total Reward & Recognition Programme Team addressing/discussing relevant issues.
- **Investment in Learning & Development** in both technical expertise and soft skills, Library of Resources available with a wide range of books, journals and DVDs, as well as executive training online platforms including Harvard Manage Mentor.
- **Annual and mid-Year Performance Development review processes, annual Operational & Strategic Awards**
- Regular Employee voice through **Annual Engagement Surveys** and Motivation Campaign Questionnaires.
- Corporate, CSR and team-building **events and activities**
- **Online Communities** enhancing communication: Intranet, Alminet, Social Media (FB, LinkedIn)
- **Organisation of informative sessions with specialist doctors to raise awareness on various health issues.**

On Board

- **Additional / increased pre-employment check-ups**
- **Use of third party professional food & catering contractors to monitor quality** and ensure seafarer satisfaction - Food allowance per person, increased at frequent intervals (with quarterly catering editorials communicated to the fleet).
- **Long term contract with leading remote on board Health Services provider, International SOS, for support on all medical issues as well as Mental Health.** The "Emotional Support" service provides all crew members with 24/7 assistance in 60 languages and counselling on any emotional or psychological issues.
- KPI 11, "Illnesses vs Repatriations Illnesses" & Annual Medical Trends Analysis which guide the themes of our Health Campaigns / Health Letters. In co-operation with International SOS we monitor trends and KPIs to offer comprehensive support for every crew member as well as making our pre-employment checks more robust.
- **Total Crew Welfare Campaign**
- **Annual Investment in Welfare** (including updated on board library, DVDs, games, PlayStation, karaoke, musical instruments, on board basketball courts, free access to daily news of various countries worldwide, crew mess rooms decorative posters etc.)
- Virtual Meetings / Visits on board, including well-being and teambuilding in the agenda
- Crew pool online Community communication enhancement through the corporate Intranet and "Alminet", our online crew community platform
- Use of Social Media, FB and LinkedIn Company page
- Use and promotion of in-house designed tools for informal communication of all seafarers with the ALMI office (Alminet) & "CREW ZONE" Group on Facebook
- Special events celebrated on board (e.g. Birthday, Christmas/Easter celebrations, karaoke/movie nights)
- "We Invest in Wellbeing" preparation underway for accreditation by Investors in People (IIP) by the end of 2025
- Health Letters / Health Campaigns
- **Annual Crew Satisfaction Survey - Actions & Follow up**
- **Crew Fora - Voice of Almi / Seminars / Webinars**
- Regular internet allowance increases and **Starlink installation on board all fleet vessels**, to facilitate seafarers' communication with their families
- **Private Health Insurance for the seafarers & their families**
- Gym / Basketball Court
- Compassionate Leaves for Officers and crew
- Appreciation Gifts / Christmas Giveaways for seafarers and their families
- Christmas Party in the Philippines for the seafarers and their families (theme party, competitions with prizes & giveaways covered by the Company)

Giving Back to the Community

Corporate Social Responsibility

Since the establishment of Almi Tankers, the company has been active in Corporate Social Responsibility. Since day one, the company has been supporting people in need, environmental actions, health initiatives and contributions to projects on infrastructure. **Almi Tankers is a founding member of the World Ocean Council, a longstanding member of Helmepea and a loyal supporter of Synenosis (the Greek Shipowners' Social Welfare Company). Among other organisations, it has supported: Symplefsi, MDA Hellas, The Sea Cleaners Project, local community schools and more.**

Synerosis - Greek Shipowners' Social Welfare Company

Almi Tankers has supported Synerosis with over 1 million euros. The shipping community has traditionally helped the country with small and large scale social welfare projects at all times. In this spirit Synerosis was created, a collective platform of the maritime community for the development of social support and responsible initiatives that contribute to the country. The entity Synerosis aims to 'support' Greek society overall and undertake social and solidarity initiatives that will improve the living standard of vulnerable social groups, support organisations and institutions related to shipping, implement public interest social projects, provide humanitarian aid and manage emergency conditions. Almi Tankers joined the initiative by 'Synerosis', the Greek Shipowners' Social Welfare Company to collect 50 million euros to support the region of Thessaly after the devastating storm "Daniel" in September 2023.

HELMPEA

Almi Tankers is a long standing member of Helmepea, the Hellenic Marine Environment Protection Association which pioneered the voluntary commitment of Greek seafarers and shipowners to safeguard the seas from ship-generated pollution, undertaken in Piraeus, on June 4, 1982. Under the motto "To Save the Seas", we have consistently been supporting their efforts to date. Almi Tankers took part in the Helmepea Mega Beach Joint Cleanup on 17.11.2023.



Almi Tankers is a founding member of the World Ocean Council (WOC)

WOC - The Global "Blue Economy" Business and Investment Organization: Bringing together industry leaders in ocean sustainable development, stewardship and science. Advancing ocean business leadership, collaboration and action on the Sustainable Development Goals. Building the global ocean business and investment community and engaging with other ocean stakeholders.

At Head Office

Almi Tankers fosters a culture of giving and has over the years organised several initiatives, such as: piggy banks supporting charities, clothes' donations, food banks for the local communities, volunteer work, beach cleanings, Bazaars and more. Additionally, to celebrate Christmas while supporting our local community and people in need, the team purchased seasonal cards from "Agkalia" and shared them among colleagues, exchanging anonymous wishes for the new year.

To celebrate this year's **Children's International Day** on 11.12.2025, the HR team organized a volunteer action in cooperation with 4 Child Protection Units in various locations in Athens. Volunteers visited the Unit of their choice in groups and handed over their individual donations.

The Units included:

- **SOS children's village in Vari**
- **Hadjikyriakeio Foundation in Piraeus**
- **Attica Child Protection Unit "H Mitera" in Ilion**
- **Child Protection Unit "Agios Andreas" in Alimos.**



20 people participated in the action and 8 more members contributed with additional donations.

Almi Tankers donates computer units to Kindergarten

The 2nd Kindergarten of Nikaia, Piraeus, Greece, commented: "We thank you for your valuable sponsorship through the donation of two complete computer units, as well as for your technicians, who, with professionalism and willingness, took care of the prompt installation of the equipment."



Almi Tankers renovates High School Auditorium



In 2024 Almi Tankers S.A. supported the 5th High School of Egaleo in Athens, Greece by funding the renovation of their Auditorium with a completely new audiovisual equipment. The Head Teacher of the School shared with us the following statement: "We would like to express our sincere thanks and gratitude to you on behalf of our school community - students, parents, teachers - and myself personally - for your generous support to our children, in the effort made by all of us to meet their daily educational needs. Your assistance in the difficult work we are doing is invaluable."



Almi Tankers supports Lyceum Team in Global STEM Racing Competition

The Nexus team of Xylokastro General Lyceum successfully completed its participation in the global STEM Racing competition (formerly F1 in Schools), which took place in Singapore from September 23 to October 3, 2025.

"We would like to express our sincere gratitude for the financial support you provided us. Your contribution was crucial in enabling us to represent our school and our country in a high-level competition full of experiences, challenges, and innovation.

Beyond the competitive aspect, our stay in Singapore was an unforgettable experience, as we visited points of interest such as the Botanical Gardens, the aquarium, and the impressive Marina Bay, gaining a deeper understanding of the city's culture. Our participation continues our school's tradition of excellence in the competition, as three previous teams have also achieved distinctions at the global level, serving as a source of inspiration for all of us. We sincerely thank you for standing by our side and helping make this journey possible."



Almi Tankers Supports Book "Towards the Sea..." Donation To Schools

Following the approval and official introduction of the Shipping course in Greek schools starting in September 2025, the course is part of the Skills Development Program and has been approved by the Institute of Educational Policy, following a proposal by the YES FORUM in collaboration with Microsoft. This milestone is the result of a collective and long-term effort that is already bearing fruit, as several schools within and outside Athens have expressed interest in including it in their curriculum. For 6th Grade (Primary School): the course is titled "Traveling Towards the Sea: Exploring Ships, the Seas, and the Opportunities of the Future!" For 9th Grade (Junior High School): the course is titled "YES to Greek Shipping: Opportunities, Skills, and Prospects for the New Generation." Almi Tankers donated 2000 euros to support this initiative.



Drydockers Regatta

Almi team members took part in the Greek Drydockers Regatta on 10-11 May 2025, sailing from Alimos to Poros and Aegina, and in collaboration with local authorities and Helmepe, organised a beach clean-up activity on May 11, 2025.



Tree-planting initiative, Saturday, November 29, 2025

In collaboration with the environmental organization we4all, Almi contributed to the restoration of an area in need, while collectively conveying a strong message of care, responsibility, and respect for the natural environment.



Almi Tankers donated 500 euros to the Hellenic Association of Women with Breast Cancer "Alma Zois"

The Hellenic Association of Women with Breast Cancer "Alma Zois" is a non-profit organisation founded in 1988 by breast cancer survivors with one vision: a world without deaths because of breast cancer. Its uniqueness lies in the fact that all the members, volunteers and members of the Board are breast cancer survivors. In the years of its operation, Alma Zois is now an Organisation of more than 2000 members and also has a great force of educated volunteers, helping hundreds of women in Greece. Alma Zois has a Social Service, Psychological Service, Patients' legal advisor, PR and Communications department and a secretariat.

The basic pillars of the organisation are:

- Breast Cancer Awareness and information for breast cancer prevention and early diagnosis
- Peer support
- Patients empowerment and psychosocial support



On July 2, members of the team had the chance to donate blood at the Head Office premises with a designated team from the 'Aghia Sofia Paidon' Hospital.





PARTNERSHIPS FOR THE GOALS

Strengthening Global Partnerships for Sustainable Development:

(in alphabetical order)

Amver Awards

AMVER, or Automated Mutual-Assistance Vessel Rescue is a worldwide voluntary reporting system sponsored by the United States Coast Guard. It is a computer-based global ship-reporting system used worldwide by search and rescue authorities to arrange for assistance to persons in distress at sea.

DNV - Det Norske Veritas

DNV is a leading global provider of accredited management systems certification. Through their Risk Based Certification™ approach, they assess our management system’s compliance with international standards and how well it supports areas most critical to our business success and resilience.

Helmeqa (see page 40)

HiLo

The HiLo Maritime Risk Management, standing for 'High Impact Low Frequency', is a non-profit joint industry initiative, whose aim is to prevent accidents through the application of a predictive mathematical model, a first in the shipping industry!

International Maritime Organization Data Collection System (IMO DCS) - Worldwide Intertanko

INTERTANKO (the International Association of Independent Tanker Owners) is a trade association that has served as the voice for independent tanker owners since 1970, representing the interests of its Members at national, regional and international levels. The organisation champions an industry dedicated to supporting global energy networks by delivering safe, efficient and environmentally sound transport services.

Maritime industry’s leading risk reduction initiative: MARS

The Nautical Institute thanked Almi Tankers for the third time in four years for its continued participation in the international and confidential Mariners’ Alerting and Reporting Scheme (MARS). MARS is a free searchable database containing reports of accidents and near misses stretching back over a quarter of a century. Funded through the support of the Institute’s Nautical Affiliate partners, it is one of the maritime industry’s leading risk reduction initiatives and is helping to make life safer for seafarers everywhere.

Poseidon Principles

The Poseidon Principles provide a framework for integrating climate considerations into bank lending decisions to promote international shipping’s decarbonization.

PSA Marine

Almi Tankers was recognised by PSA Marine, a leading towage and pilotage services provider operating in Singapore, for our support towards navigational safety during our vessels’ transit of the Straits of Malacca and Singapore (SOMS). This is yet another action undertaken by the Company in its commitment and continuous efforts towards achieving consistency in safety excellence and completing the trajectory to establishing a zero incidents regime.

World Ocean Council (WOC) (see page 41)

We are proud to maintain strong ties with prestigious universities and share our collective knowledge and experience as stated in our mission. Since 2017, our founding Director has been teaching an elective course on ‘Shipping Company Management’ as part of the MSc in Shipping, Trade and Finance degree of the Costas Grammenos Centre of Bayes Business School, City St. George’s, University of London. In 2023, our CEO started teaching a core course on ‘Shipping Operations’ as part of the MSc in Shipping Management at the University of Piraeus.

Carefully Selecting our Partners

One of our objectives is to evaluate, assess and audit our suppliers regarding the Quality and Environmental standards under which they operate. We have procedures in our IMSM in accordance with ISO 9001.

Approved New Vendor Forms up to 31.12.2025	1420
Vendors' Audits (form A-006) 2009-2025	126
Port calls with vendors' evaluations 01.10.2014-31.12.2025	500
Vendors' Evaluations frequency 01.10.2014-31.12.2025	1719
Vendors' Evaluated (total) 01.10.2014-31.12.2025	363
Vendors' scores Vessels' average 01.10.2014-31.12.2025	4.08/5
Vendors' scores Office average 01.10.2014-31.12.2025	4.01/5
Vendors' scores combined average 01.10.2014-31.12.2025	4.06/5

Several of our suppliers/partners have their own ‘Supplier’s Code of Conduct’ demonstrating from their end a high level of commitment to proper conduct and values as well as high standards.





4

Governance



Our People are at the Core of Everything we do

The Values that define our Strategy and Operations

We are a company with a winning corporate culture based on integrity, good networking across the globe, and long-lasting relationships with our partners, providing high quality services. We value transparency in all aspects of our operations, from Head Office to vessels, something that is proven by our willingness to hear and respect opinions and ideas from our people at all levels, encouraging innovation and continuous improvement. **Almi's Values and Behaviours are at the very heart of our Company. They underpin everything we do and represent what we stand for and what we value.** Each of our values below has a definition as well as examples of dos and don'ts, the list is not extensive. The behaviours explaining each of our values are a direct result of collective participation and collaboration from the whole of the Head Office team.

- **Operational Integrity**
- **Transparency**
- **Quality**
- **Diligence**
- **Professional Conduct**
- **Respect**
- **Teamwork**
- **Accountability**
- **Customer Centricity**

ALMI'S VALUES & BEHAVIOURS

<p>OPERATIONAL INTEGRITY</p> <p>Committed to the highest operational standards, we understand that our 'Integrated Management System' may bring us the best quality services. Transparency in all aspects of our operations, from Head Office to vessels, something that is proven by our willingness to hear and respect opinions and ideas from our people at all levels, encouraging innovation and continuous improvement.</p> <p>• Always maintain and share to vessel industry standards by consistently following and improving our procedures.</p> <p>• Avoid communication that could damage what has been achieved, even in case of additional cost, without letting clients to make an informed decision. When the client doesn't understand it properly.</p> <p>• Take responsibility for my actions and I'm not afraid to admit mistakes.</p> <p>• Don't stop yourself if I believe they are not very useful, instead suggest an improvement.</p> <p>• Don't stop my communication in decision making without communicating with clients.</p> <p>• Don't cover up problems or faults.</p>	<p>TRANSPARENCY</p> <p>Each of our values and behaviours are explained by the availability of full information requested for stakeholders, competitors, and customer decision making.</p> <p>• I am completely honest and open during '360' feedback, I am available, communicative quickly (e.g. I have a problem with a colleague, I report to the person directly going through my hierarchy in respect).</p> <p>• I am open to feedback, seeking and implementing and make an improvement effort.</p> <p>• Don't take and/or manipulate information.</p> <p>• Don't hide mistakes, omissions and problems or ignore facts, e.g. to cover up and/or blame and avoid responsibility.</p>	<p>QUALITY</p> <p>The standard of something or measured against other things, of a similar kind, the degree of excellence of something.</p> <p>• I deliver work of high standard, within deadline or at least on time.</p> <p>• I work with well established and verified suppliers and services.</p> <p>• I consider other parties (internal or external) impact in order to be more complete, while maintaining compliance with industry requirements and all applicable regulations.</p> <p>• I pay attention to detail and aim for 'best practice' (I always deliver a 'What If?' to cover my initial plan fail).</p> <p>• I don't ignore or neglect my responsibilities.</p> <p>• I don't allow time pressure and/or difficulties to lead to the delivery of substandard results. I don't let the client or stakeholders on the way from meeting my responsibilities.</p>
<p>PROFESSIONAL CONDUCT</p> <p>Professional conduct involves ethics, morals and standards of behaviour in a workplace.</p> <p>• I don't avoid responsibilities.</p> <p>• I don't show disrespect to my colleagues.</p> <p>• I respect and provide feedback by sharing information, knowledge and experience.</p> <p>• I believe in fair play and pay with everyone, keeping each person's merit.</p> <p>• I am aware of my own and others' intelligence, using my creativity and applying it to my responsibilities.</p> <p>• I always bring with me the necessary information to understand and follow consistently.</p> <p>• I don't make decisions based on personal interest and I don't let that affect the company's interests.</p>	<p>RESPECT</p> <p>Showing due regard for the feelings, wishes and rights of others.</p> <p>• I listen to my colleagues' ideas and proposals without prejudice and regardless of their position in the company.</p> <p>• I don't speak about someone who is not present and avoid backbiting.</p> <p>• I don't interrupt my colleagues.</p> <p>• I respectfully keep my own beliefs but when working in the open space.</p> <p>• I don't behave in a rude and arrogant manner.</p> <p>• I don't highlight the mistakes of others for my benefit.</p> <p>• I don't encourage anyone to change their behaviour based on my own benefit.</p>	<p>TEAMWORK</p> <p>The ability of a group of people to work well together, increasing efficiency, effectiveness and collaboration.</p> <p>• I communicate in a constructive and respectful way, I don't let my emotions get in the way of my responsibilities.</p> <p>• I am willing to sacrifice personal gain for the benefit of the team.</p> <p>• I am ready to stand by my colleagues when needed.</p> <p>• I motivate team members by following their ideas.</p> <p>• I don't create a competitive environment that could affect the team's performance without proper justification.</p> <p>• I don't leave on 'I'll call you' excuses.</p> <p>• I don't avoid sharing information.</p>
<p>DILIGENCE</p> <p>The quality of working carefully and with a lot of effort.</p> <p>• I care to finish my job well, by planning, organising and putting effort into my projects. People can count on me knowing that I'll do things properly and well.</p> <p>• I respect and maintain my records to be full and easily and being updated to requests.</p> <p>• I am always up to date regarding the vessel's status, with all the relevant information, including the crew's status. I always verify the data I submit. In case of incident I do not ignore my responsibility.</p> <p>• I don't leave out any possible aspect of the task or work when I am asked to do it.</p> <p>• I don't procrastinate or do unnecessary work, which could undermine my colleagues' work.</p> <p>• I don't fight back upon requests.</p>	<p>CUSTOMER CENTRICITY</p> <p>Putting our customers' expectations and their satisfaction at the core of our activities. We aim to consistently understand, meet, anticipate and exceed internal and external customer needs, to create a bond of trust, a competitive advantage and long-term relationships, as well as create value and a positive impact. Our core value of customer centricity is the foundation of our operational integrity. We have always been working towards this goal.</p> <p>• I consistently understand the needs of my customers, by listening to their feedback, using the client's feedback.</p> <p>• I don't assume, I am open to listening to, asking for and considering internal customer feedback.</p> <p>• I report and consistently meet deadlines set by our customers/competitors.</p> <p>• I approach all requests with a positive attitude and without prejudice.</p> <p>• I always stand by my colleagues whenever something goes wrong, towards identifying a possible solution together.</p> <p>• I respond to a professional request as well as a feedback for a request request, providing and organizing all tasks.</p>	<p>ACCOUNTABILITY</p> <p>An assurance that an individual or an organisation will be evaluated on their performance or behaviour related to something for which they are responsible.</p> <p>• I take full responsibility of my tasks and mistakes, take ownership and avoid excuses.</p> <p>• I don't refuse to communicate my mistakes with honesty.</p> <p>• When leading a group I stand by my colleagues when things go wrong.</p> <p>• I don't cover up problems and mistakes.</p> <p>• I don't give excuses.</p> <p>• I don't pass on responsibilities and tasks I don't want to carry out to a colleague.</p>

ALMI TANKERS S.A.

We hold Management Review Meetings on a quarterly basis, an Annual Strategy Review Meeting, an Annual Engagement Survey and an Annual Motivation Survey. Finally, our Performance Development Review, which is our appraisal system, is conducted twice a year and includes a self-assessment, personal development plans, and an opportunity for bottom-up feedback to one's Manager.

I have had the privilege of working with Almi Tankers since they started their Investors in People journey in 2011 and achieved the Standard. I have watched this organisation grow and flourish across the years from that starting point until they achieved Gold level accreditation in 2020, and now progressing to add Wellbeing accreditation to their portfolio.

The leadership team has a level of care for their people in the office and on board that is rarely seen in this industry. The understanding of the wellbeing of the in-house team and in particular the safety of the crew during Covid was of utmost importance in their minds. In addition to caring for the people, leadership have a focus on the environment and how to best minimise a negative impact on the environment, a challenge at best for the sector but sustainability is a key part of what the organisation stands for. They are quite rightly very proud of their achievements.

You might ask what has changed between achieving the IIP Standard in 2011 and achieving Gold in 2020, and I could respond, what hasn't. The leadership team have always been tremendous advocates of the framework and in 2011 had all the policies and practices in place to support people engagement and understanding of success. By 2020, they had progressed through continuous improvement and leaders inspire and motivate people to make decisions and be part of the strategic planning process. The organisation is comprised of different generations and the opinions and ideas of everyone is equally invited and welcomed. People love working for Almi Tankers and truly believe they make a difference and this way of working is well embedded in the fabric of the organisation.

Gill Brown, Investors in People Practitioner

Almi Tankers is the first and only organisation in Greece to hold both IIP accreditations.

Investors in People (IIP) - Gold

In 2011, Almi Tankers gained recognition according to the Investors in People (IIP) Standard, which demonstrates commitment to growth and to improving business performance through the development and recognition of people at all levels. This recognition was renewed first in 2014, then in June 2017 (Silver Level), then in October 2020 (Gold Level) and then in June 2023 (Gold Level) following re-assessments by IIP International.

Investors in People was founded in 1991. They are a Community Interest Company leading the drive for better leadership and better workplaces.



IIP - A journey of continuous improvement

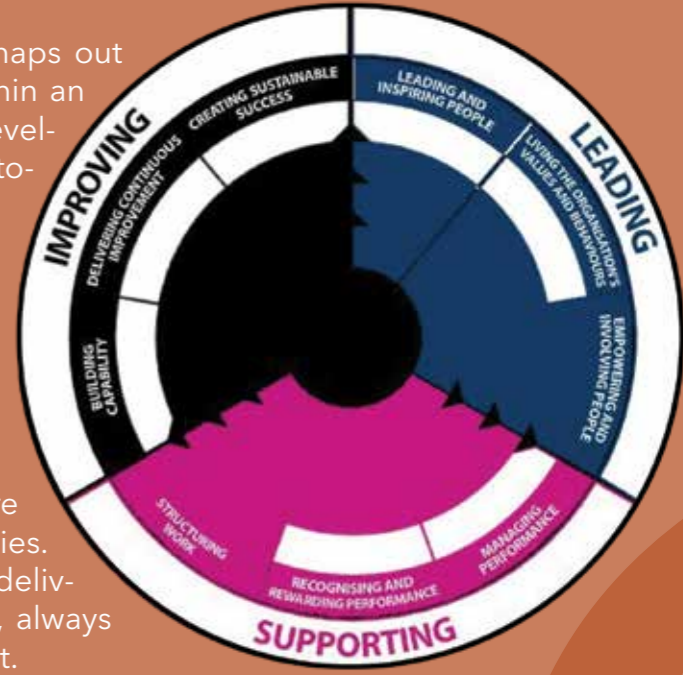
The four-stage performance model creates a roadmap for continuous improvement against the Standard's framework. This approach is based on extensive research into the concepts of performance and change management and sets out the criteria for different levels of accreditation; Accredited; Silver; Gold and Platinum.

Progression through the model maps out how practices are embedded within an organisation, starting at the "Developed" stage and progressing towards "High Performing".

1. **Developed**
2. **Established**
3. **Advanced**
4. **High Performing**

The principles and practices are fully integrated with wider activities. Employees take responsibility for delivering consistently positive results, always with an eye on future improvement.

Almi Tankers as a Gold Level holder of the Investors in People Standard has achieved the 'Advanced' level for all nine indicators and 'High-Performing' for two indicators. The Company aims to achieve the Platinum Level with all nine indicators as 'High Performing'.



The Balanced Scorecard Strategy Execution Tool

The Balanced Scorecard (BSC) is a Strategy planning and execution management tool that helps organisations:

- Communicate what they are trying to accomplish
- Align day-to-day work with the Company's strategy
- Measure and monitor progress towards strategic targets
- Prioritise projects

The Balanced Scorecard framework looks at the organisation from four different perspectives. These perspectives, or Pillars as we call them at Almi Tankers, focus on a different aspect of the company creating a balanced view of the organisation; namely, our People, Internal Processes, Charterer Satisfaction, Financial Sustainability & Shipowner Satisfaction.

One of the most powerful elements in the BSC methodology is the use of strategy mapping. A strategy map is a simple graphic that shows a logical, cause-and-effect relationship between strategic objectives (shown as ovals on the map).

In simple words, by investing in the development of our people, they become more productive and effective, in turn they are able to improve our internal processes and as a result we provide higher quality services to our charterers strengthen our brand name and ensure the sustainability of our business and the satisfaction of the shipowners.

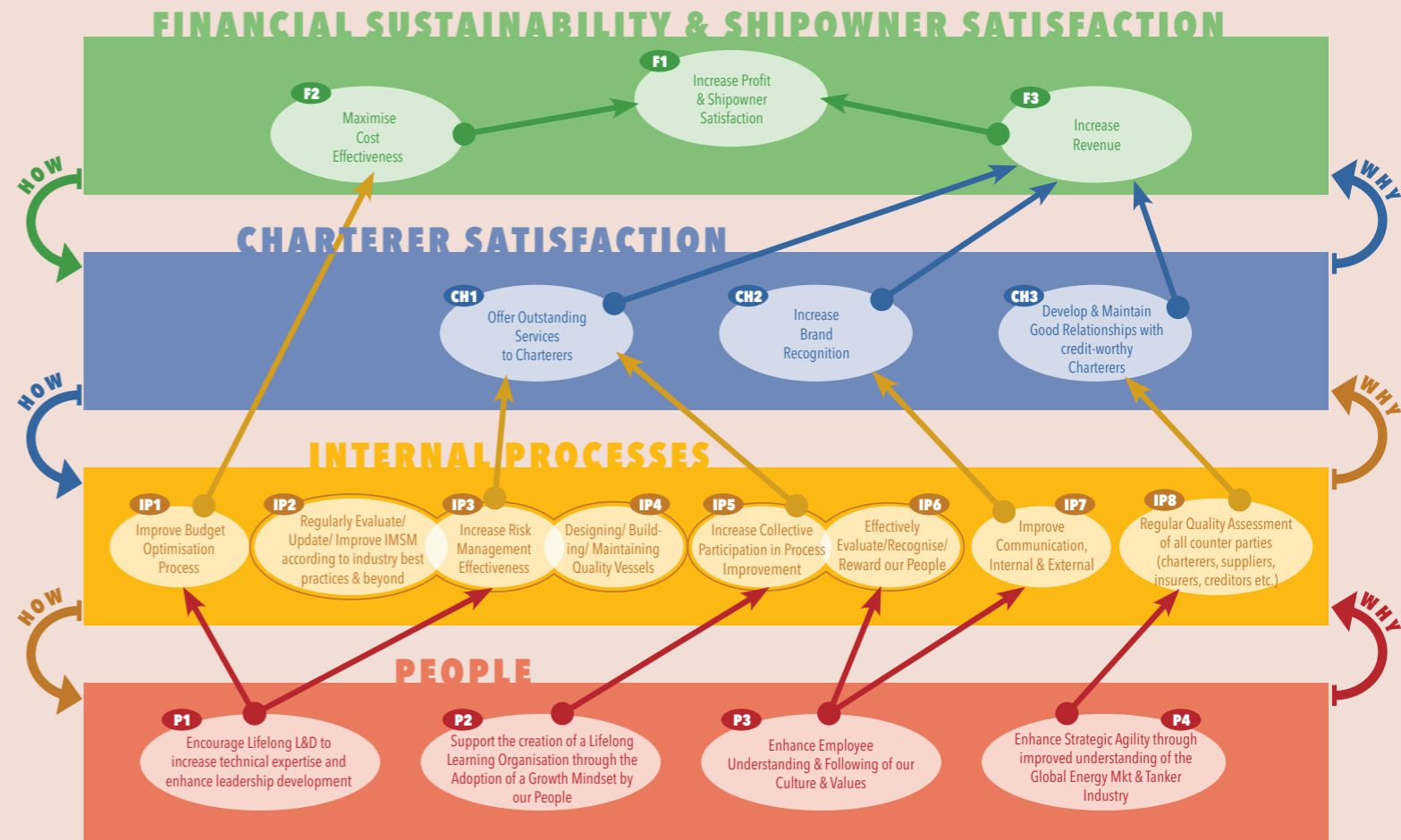
In 2015, 4 Focus Groups were launched, one for each Strategic Pillar of the Balanced Scorecard: People, Internal Processes, Charterer Satisfaction, Financial Sustainability & Shipowner Satisfaction. The Focus Groups are an opportunity for the participants to think outside the box, to see the bigger picture and interact with colleagues outside their usual line of work.



Almi Tankers Strategy Map

We invest in the development of our people, they become more productive and effective, in turn they are able to improve our internal processes and as a result we provide higher quality services to our charterers, strengthen our brand name and ensure the sustainability of our business and the satisfaction of the shipowners.

Dedicated BSC Software - Spider Impact - to monitor Departmental Strategic Objectives set annually



Values:

Operational Integrity, Transparency, Accountability, Teamwork, Respect, Professional Conduct, Quality, Diligence, Customer Centricity

Strategic Themes:

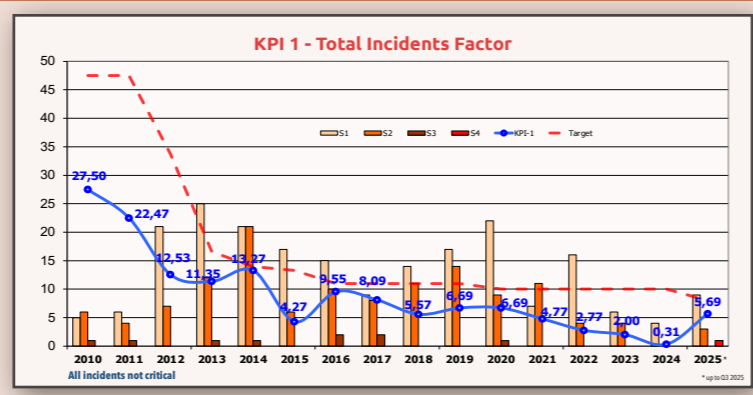
- committed to operational integrity
- winning by investing in people
- advancing through innovation

Safety is our Top priority and Guides all of our Operations

Almi Tankers S.A. is an oil tanker management company committed to providing a world-class service that always aims to exceed, all safety, environmental and quality requirements set by relevant regulatory organisations and our clients.

We are committed to a goal of zero accidents and zero spills and we believe there is no accident we cannot avoid. We also adopt industry best practices and share our experience with other companies for the overall benefit of the shipping industry. A tanker management company needs to be trusted implicitly to deliver a reliable service that is safe, environmentally responsible and timely. This is why operational integrity is at the absolute heart of everything we do. Operational integrity is a guiding principle that encompasses reliability, responsibility, and trustworthiness. It is a phrase easy to quote but much harder to live up to. However, at Almi Tankers we are devoted to our responsibilities towards our clients, the environment, and our people.

KPI 1 gives us an overall impression of our performance in relation to Health, Safety, Quality and the Environment. The figure for KPI 1 is generated by adding up the total number of incidents across the fleet and dividing the result by the number of vessels under the company's management. All categories of incidents are included in this calculation (excluding near misses and minor illnesses). The incidents are weighted according to their severity (S1-S4, with S4 being the most serious), in order for the KPI to accurately represent the vessels' Health/Safety/Quality/Environmental (HSQE) performance numerically as an index.



STRATEGIC SAFETY ASSURANCE MAP 2020 - 2025

Almi's route to completing the trajectory to zero spills and zero accidents and achieving consistency in safety excellence.

As stated in our Mission, Safety is at the forefront of everything we do, reflecting our commitment to operational integrity-

During 2025 the Strategic Safety Assurance Map was under review in order to update and create the map for 2026-2030.

- "Running and maintaining our vessels to the highest operational and safety standards by continuously improving our management system and applying shipping industry best practices."
- "Acting as responsible global citizens by working towards the elimination of incidents and accidents in order to protect life, the environment and property."

A list of all the safety related actions and processes the Company has in place to ensure the Safety of our people. The idea was first discussed in 2019 at the Internal Processes Focus Group: There should be a single place, a single document, that has all the safety related measures/actions/processes. However, this should not be 'in the air', it should be linked to the Company's Strategy Map and the four Strategic Pillars (People, Internal Processes, Charterer Satisfaction, Financial Sustainability & Shipowner Satisfaction). So, we involved all the Departments in order to list all safety related actions/processes in place and categorise them according to which Company Objective they support the most. Going a step further this information is then inputted into the Balanced Scorecard Software with metrics so that it can be monitored and updated regularly.





Our Safety Performance at a Glance

Port State Control (PSC) Inspections since 2009

- 93%** Flawless Inspections out of 234
PSC observation ratio : 0.11
- 94%** Flawless USCG Inspections
USCG observation ratio 0.09
- 93%** Flawless Paris MOU Inspections
Paris MOU observation ratio 0.09

Comparison - Industry Benchmarking (source: Intertanko PSC Annual Report 2024)

- Tanker Industry Deficiency per Inspection Ratio **2.28**
- Intertanko Members Deficiency per Inspection Ratio **1.57**

ZERO Port State Control Detentions

Last updated: Q1 2026 (Figures Q4 2025)

Safety Management System

External ISM, ISPS, MLC Inspections by Lloyd's Register

Exemplary results for over 15 years for both Head Office and fleetwide

- 99% Flawless External ISM, ISPS, MLC Inspections on board our vessels
- 100% Flawless Head Office Inspections
- External Inspections Observations Ratio: 0.01

Vetting Inspections

- 3.93 Average Observations per Inspection in 2025. (SIRE 2.0)
- 4.18 Average Observations per Inspection since launching SIRE 2.0 inspection protocol

Last updated: Q4 2025

- 77% of the fleet (10 out of 13 vessels) have an average of four (4) or fewer observations per vetting inspection.
- The remaining 23% of the fleet records an average of approximately 5.2 observations per vetting inspection.
- Approx. 77% of the fleet recorded at least one positive finding across vetting inspections.
- Over half of the fleet (7 of 13 vessels) maintain observation averages below 3.67.

For the period since SIRE 2.0 Protocol 02.09.2024 - 31.12.2025

- Approx. 84.6% (11 out of 13) vessels record an average of 4.75 or fewer observations per vetting inspection.
- Approx. 54% of the fleet maintains an average of less than 4.0 observations per vetting inspection.
- Approx. 92% of the fleet achieved at least one positive finding across vetting inspections.

- 38% of the fleet have zero (0) observations in the ship's life - 5 Vessels
- 2 Years flawless USCG Results (2024-2025) fleetwide
- 2 Years Flawless Paris MoU Results (2024-2025) on the Suezmax fleet
- 3 Years Flawless Paris MoU Results (2019-2021) fleetwide
- 2 Vessels have Flawless PSC Inspections in the last 11 years

KPI 5l - PSC Observation Ratio per Vessel's Life



Within 2025 we celebrated:

- All vessels have ZERO PSC Detentions since their delivery.
- 2 vessels achieved a 13-year zero observation flawless PSC performance since their delivery: Almi Odyssey - Almi Navigator
- 2 vessels achieved an 8-year zero observation flawless PSC performance since their delivery: Almi Atlas - Almi Navigator
- 1 vessel achieved a 5-year zero observation flawless PSC performance since their delivery: Almi Hercules

In 2024 Lloyd's Register presented Almi Tankers with a Commendation Plaque for 15 years of Consistent Exceptional Safety Performance

On July 16, 2024, Almi Tankers was presented with a plaque from Lloyd's Register (LR) to celebrate 15 years of consistent exceptional safety performance. LR's Elina Papageorgiou and Christos Doikas presented Almi Tankers' S.A. CEO Captain Stylianos Dimouleas with the plaque and also shared an article on "How Almi Tankers' comprehensive, from top-to-bottom, approach to safety is driving outstanding safety records, retaining competent crew and ensuring that the company meets and succeeds its targets, customers' and stakeholders' expectations."



LR's Elina Papageorgiou and Christos Doikas present Almi Tankers CEO Captain Stylianos Dimouleas with a plaque to celebrate 15 years of consistent exceptional safety performance

Our CEO, Captain Stylianos Dimouleas, shared with the team: "I am deeply honoured and privileged to inform you that yesterday, 16th of July 2024, Lloyd's Register visited our offices and presented us with the above plaque of commendation. It is a great recognition of our efforts for all these years. This achievement belongs to all of us. To our people aboard working under very harsh conditions, away from their families for many months, without any breaks and....countless more demanding challenges and difficulties. To our people ashore, working relentlessly with care and determination to create the conditions for success and assist everyone aboard to stay safe and deliver an outstanding performance as a team. I am so grateful for everything you have achieved. I thank you all from the bottom of my heart. Proud to serve our team. I am confident that we will continue to thrive as One Team."

Almi Tankers became a Case Study in 2024:

<https://www.lr.org/en/knowledge/insights-articles/keying-into-performance-metrics/>

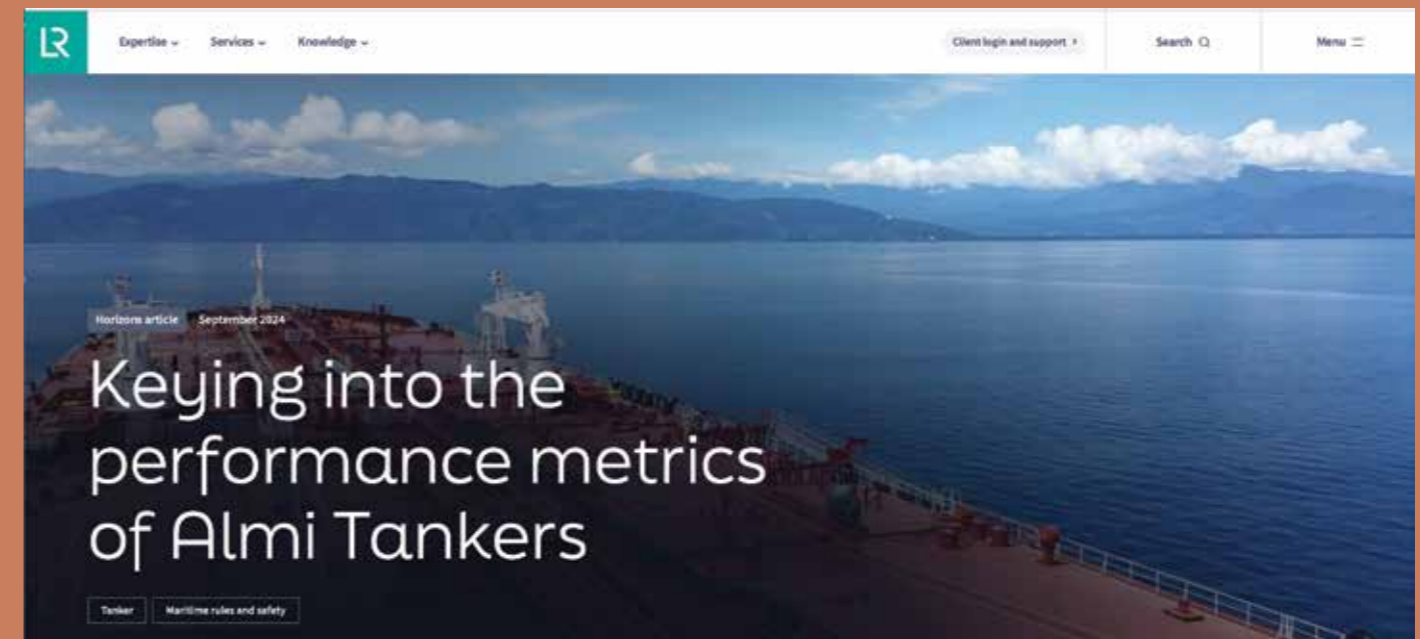
How Almi Tankers' comprehensive from top-to-bottom approach to safety is driving outstanding safety records, retaining competent crew and ensuring that the company meets and succeeds its targets, customers' and stakeholders' expectations.

Greece-based shipowner and tanker operator Almi Tankers has much to celebrate this year, as it marks its fifteenth birthday and its commitment to safety during this time is acknowledged. Established in 2009, safety has always been central to Almi Tankers' business model and whilst its fleet has expanded over the years, Almi Tankers has managed to maintain an outstanding safety record.

There have been no navigational incidents on any Almi Tankers vessels in the last six years. CEO Captain Stylianos Dimouleas attributes this success to the

company's keen focus on proactively managing risks as a way to increase safety. Amongst others, it has invested heavily in two key programmes to assess and identify all risks within its operations.

"Simulation was always in our training plan for Masters," said Captain Dimouleas, who pointed out that some simulation training is mandatory in order to achieve a Master's licence. "But we wanted to take it one step further and integrate ongoing simulation training across our crew to support their development skills as mariners, which in turn reduces risk for us as a



company," he explained.

Since 2018, Almi Tankers has been working with the Maritime Institute of Technology and Graduate Studies in the US. It offers a Navigation Skills Assessment Program (NSAP), which assesses a mariner's performance during a series of simulated tasks and compares the results against a vast bank of historical data gathered from the global network of maritime companies, including some of the most reputable, that use this advanced simulation assessment programme. All of Almi Tankers' 27 Masters have completed the first four navigation simulated scenarios offered by NSAP, with 70% completing the fifth scenario. Since then, the company has also rolled the respective programme out to Chief Officers and Junior Officers, with around 78% (approximately 80 people) having also completed the first three simulation scenarios for their ranks.

He sees the return on investment as the zero number navigational incidents that Almi Tankers' crews have achieved in recent years, but also in the continuously improving results of its people and against the benchmark of the industry companies using the programme.

Meanwhile, Almi Tankers has designed and developed a cargo handling simulation course, which was rolled out by NSAP and which the majority of its crew – from Masters to Junior Officers – has completed.

Almi Tankers' crew either perform at the same level in an assessment theme, or in most cases, significantly higher, than the global average of those undergo the courses.

Captain Dimouleas spent 16 years at sea before moving to shore-based roles and so knows first-hand how precious shore-time is for crew. "At first Masters who attended the simulation courses were reticent," he ex-

plained. "They had to travel, often internationally, to get to the training centre, which took time away from their loved ones and friends. They were also nervous that it would expose their lack of knowledge or skills or undermine their experience," he explained. "But when they worked through the scenarios, they realised that it gave them new skills, especially to deal with extreme or dangerous situations and gave them confidence that they could manage a wider range of complex scenarios if they came about in real life. We used it as a learning tool rather than only an assessment"

The data that gathered through NSAP enables Almi Tankers to identify and implement ongoing safety improvements, he noted.

Taking the HiLo approach

The success of the simulation programmes has also been acknowledged by HiLo, a risk management platform that helps ship operators proactively prevent incidents and accidents. It assesses companies' operational data to understand where operators are most exposed to risk and compares company performance against anonymised data from 2500 vessels to a 98% level of accuracy.

Using data going back over four years, HiLo confirmed that Almi Tankers was found to have around 25% fewer high impact incidents than other tankers in the HiLo database. The company was found to perform exceedingly well especially in navigation, operating with vastly less risk in collisions, allisions, and groundings.

Further, research comparing Almi Tankers' data with the HiLo database supports the benefits of a hu-



man-centred approach to operations, that take into account emotions, expectations, assumptions and cultural frameworks. It revealed that major maritime incidents are not caused by a single person, decision or event, but a series of contributing factors.

Captain Dimouleas certainly puts people first. He points to the company’s “Investors in People”, an accreditation programme that the company has engaged with since 2011, achieving ‘Gold’ status in 2020. Last year, the company was also awarded the “We invest in Wellbeing” Standard by Investors in People International.

Almi Tankers’ 95% seafarer retention rate is testament to the company’s commitment to crew training and wellbeing. “All of these activities feed into the overall success of the company, which we benchmark through our quarterly Key Performance Indicators (KPIs), that are transparently shared on our website.” To add to its successes, in May 2024 Almi Tankers received accreditation for the sixth in a series of ISO standards, all of which were awarded by LRQA, previously owned by LR. “We are one of the few shipping companies to have achieved accreditation according to so many ISO standards. Our goal is to embrace a holistic approach towards our purpose and long term vision,” pointed out Captain Dimouleas. “LRQA and Lloyd’s Register has helped us so much over the years,” he said. “We have really been on a journey together. LR’s guidance on how to maximise safety in our operations has helped us grow into the respected and quality tonnage provider we are today,” he asserted.

“Our team aboard and ashore felt so proud and deeply honoured that this collective effort was also recognised by Lloyd’s Register, who on the 16th July honoured our consistent exceptional performance for 15 years of operation regarding Port State Control and Safety Management results.”

“Our promise is to keep learning and continue working harder towards an incident free industry.”

In October 2021, **Lloyd’s Register issued a Letter of Appreciation in recognition of its outstanding port state inspection performance** in both the United States Coast Guard (USCG) and European and North Atlantic (Paris MOU) inspection regimes.

Almi Tankers 2025 Safety Performance in Numbers

Safety performance is measured by the number of safety related incidents that occurred in any given period.

In 2025, there has been one (1) Lost Time Injury (LTI) and one (1) Restricted Workday Case (RWC) as defined by the Marine Injury Reporting Guidelines (OCIMF, 1997).

VESSEL	LTI COUNTER
ALMI SKY	4829
ALMI SUN	4712
ALMI EXPLORER	4692
ALMI GALAXY	4396
ALMI VOYAGER	3588
ALMI ODYSSEY	3077
ALMI ATLAS	2850
ALMI TITAN	2649
ALMI HERCULES	1735
ALMI GLOBE	1324
ALMI HYDRA	911
ALMI HORIZON	815
ALMI NAVIGATOR	156

To obtain a better depiction of our safety performance, however, we need to widen our scope. Of the thirteen (13) vessels in the ALMI TANKERS S.A. fleet:

Ten (10) have been operating without an LTI for the last three (3) years,

Eight (8) have been operating without an LTI for at least seven (7) years, and

Four (4) vessels have been operating without an LTI for more than twelve (12) years.

Five (5) have been operating without an LTI since their delivery (M/T ALMI HERCULES, M/T ALMI ATLAS, M/T ALMI SUN, M/T ALMI SKY and M/T ALMI EXPLORER).

Of these, it is worth pointing out the fact that M/T



ALMI SKY was delivered to us in 2012 and M/T ALMI SUN & M/T ALMI EXPLORER were delivered in 2013 and have been operating under our management without a single LTI incident since.

In order to achieve a result with such consistency you need more than good luck. You also need to have a team of safety-conscious, well-trained and culturally aligned professionals each taking the organisation’s safety performance personally and striving for it everyday. These professionals need to be supported by a Management team that is fully committed to safety to the same degree and provides all the required training, resources and alignment as well as fostering the culture within which this safety performance can and will invariably be delivered.

The level of safety is also measured by the Authorities of the ports our vessels call through the Port State Control (PSC) inspections. In fact, these inspections are carried out by the Authorities with the sole purpose of ascertaining the safety levels of each vessel, free from any commercial influence. It is worth pointing out the fact that out of our thirteen (13) vessels, **M/T ALMI ODYSSEY and M/T ALMI NAVIGATOR have never received a single PSC observation since their delivery in 2013.** Special mention should be made to the fact that out of two-hundred and thirteen (213) inspections carried out on board the fleet vessels since 2009, the beginning of our journey, we have maintained a 94% rate of flawless inspections i.e. inspections without any finding. **Needless to say, none of our vessels has ever been detained in any port.**

By maintaining our commitment to our **Strategy**, designing and following our **processes** and nurturing and evolving our **Culture**, we have been able to forge the strong **pillars** necessary for delivering the level of safety results as seen in year 2025 and at the same time pave the way for facing the challenges that await.



Almi Tankers Receives ‘Award of Distinction’ from Liberian Flag

In June 2024, Almi Tankers was given an Award of Distinction by the Republic of Liberia in recognition of operational performance.

Almi Tankers Commendation Letters from the Liberian Registry

Almi Tankers has received Commendation Letters on behalf of the Liberian Registry in June 2021, June 2022, June 2023 and August 2024 as a thank you to the whole team for its commitment to safety aboard all Almi Tankers fleet vessels.



Our Annual Safety Forums 2025

Annual Safety Forum – Croatia | 30 September

This year's Annual Safety Forum, which was held in Rijeka on September 30, brought together colleagues from both ashore and aboard to reflect on this past year's achievements, challenges and ongoing efforts towards continuous improvement.

Special focus was placed on crew welfare and the importance of creating an open environment where seafarers feel empowered to speak their minds. One of the Forum's highlights was an interactive case study involving a real-life operational scenario, where participants were invited to walk through the decision-making process. This exercise sparked valuable dialogue, reinforcing how collaborative thinking and clear communication lead to better outcomes.

Key topics included: safety performance, crew welfare and operational excellence with open discussions encouraging collaboration and shared learning. The Forum concluded with a renewed commitment to teamwork, transparency and support for our crew, who form the foundation of everything we do!

In addition to the in-person gathering, we also held a virtual session with three of our fleet's vessels - Horizon, Titan, and Galaxy - and our CEO at the Athens Head Office enabling their crews to share valuable insights and thoughts from onboard. This hybrid approach underscored our commitment to inclusion and maintaining a strong connection between sea and shore.

There were sixty-six (66) participants, with representatives from Head Office from the Operations, HR, Technical, DPA/Marine and Crew Departments, as well as the Manning Agents in Croatia.



Annual Safety Forum – Manila | 26 November

On 4th November 2025, Almi Tankers hosted its Annual Safety Forum in Manila, bringing together more than one hundred seafarers to connect and engage.

The forum focused on open communication and the 'play & learn' philosophy, encouraging participants to engage creatively while sharing ideas.

A virtual session was also held with our Athens Head Office, featuring the participation of our CEO, CTO, DPA & Marine Assurance Director, and Crew Manager.

We extend our sincere thanks to all participants for their valuable contributions and look forward to continuing our shared journey.



ANNUAL CREW FORUM

www.almitankers.gr

ZERO SPILLS, ZERO FATALITIES, ZERO DISABILITIES

Our Safety Policy sets the goal of Zero (0) accidents aboard the fleet vessels. Such a strong commitment requires operational excellence on board and ashore which can only be achieved if we apply a model of continuous improvement. Therefore, we always **plan, do and review** our operations measuring their efficiency and effectiveness. Finally, we apply as necessary the corrective and preventive actions to achieve the long-term aspiration of Zero (0) accidents.

As a matter of fact, we plan all our on board activities periodically and the planning is verified/modified on a daily basis considering the prevailing conditions and demands. The preparation and close monitoring of the Work Lists aims at identifying all work-related hazards and applying the necessary safety measures to minimise and/or eliminate any risk.

After the detailed planning of each and every work (planned or unplanned) on board the vessel, the work is carried out. It is worth highlighting the fact that the planned and unplanned activities are always supervised/monitored in order to ensure that the safety-related measures are properly applied when the jobs on board the vessel are being carried out.

The effectiveness, in terms of safety, of the above two steps is monitored/evaluated through established Key Performance Indicators (KPIs). In particular, the industry has established a KPI which is called Lost Time Injury (LTI). The LTI records all injuries resulting in an individual being unable to perform all normally assigned work functions for even a single day and above.

During 2025 we have achieved a high performance of only one (1) LTI in our entire fleet, coming from a year with even higher performance of zero (0) LTIs in 2024. Having had several years free of any LTIs (such as 2019, 2020 and 2024), we know this can be achieved with hard work and commitment to our goals. In addition, four (4) of our fleet vessels have now passed the twelve (12) year mark without any LTI incidents occurring on board.

The analysis of our LTIs shows that:

- **77%** of our fleet operates without an LTI incident for more than 3 years;
- **61%** of our fleet operates without an LTI for 7 years;
- **38%** of our fleet have never experienced any LTI since their delivery;
- **31%** of our fleet has not experienced an LTI for more than 12 years;
- **Year 2019, 2020 and year 2024 were free of any LTI.**

There are a number of ways for measuring/monitoring our safety performance including among others the Lost Time Injury Frequency (LTIF). This is the number of Lost Time Injuries per unit exposure hours. The most common unit in respect of LTIF is one million-man hours (LTIF = LTIs x 1,000,000 Exposure Hours).

Over the last ten (10) years, we maintain an average LTIF of 0.37 while the industry average (INTERTANKO statistics) is 0.54, and in the last three (3) years we maintain an average LTIF of 0.34 while the industry average is at 0.42. The reduction in the frequency of incidents over the last decade as well as the fact that we consistently perform better than the industry average reflects our commitment to continual improvement and the goal of operating an incident-free fleet.

Quarterly monitoring of the established KPIs results in setting the corrective and preventive actions enabling us to improve our safety performance towards the goal of zero (0) accidents. Corrective and preventive actions are also set each and every time that we receive a near miss (NM) and/or behavioural based (BBS) report and when an investigation of an incident is concluded. In order to improve ourselves, all the lessons worth sharing from the analysis of the near misses, behavioural based reports and the incidents are circulated to the fleet in the form of a "Monthly near misses summary", "Incident circulations", a "Monthly safety package" and other means. In addition, we share our experience with industry bodies such as INTERTANKO, OCIMF, MAIB, the NAUTICAL INSTITUTE and industry fora, contributing to the industry's collective mission of completing the trajectory towards the establishment of a zero incidents regime.

A step further was our decision in 2019 to enrol the company in an industry initiative under the name of HiLo (high impact, low frequency events).

The algorithm of the HiLo software is fed with all our safety data and focuses on identifying minor events that could have direct consequences on the safe operation of the vessel. Accordingly, the system displays the reported, the calculated/foreseen and the actual events for a certain period. As long as the actual events are less than the calculated/foreseen, it means that the corrective and preventive actions were the appropriate to reach our goal towards zero incidents.



According to HiLo statistics, Almi Tankers has avoided twenty-six (26) injuries and twenty-seven (27) incidents and saved \$2.31 million in cost in 2025.

Almi Tankers awarded a Certificate of Excellence from HiLo in 2023

According to HiLo data Almi Tankers avoided 30 injuries and saved \$2,355,000 in costs in 2023. In July 2023, Almi Tankers was awarded a Certificate of Excellence 'for being a trendsetter and industry leader in sharing data for effective risk analysis and empowering the organisation to proactively mitigate risks for its fleet and seafarers.' HiLo's industry-first, world-leading decision support system saves lives at sea. Its purpose is to identify and eliminate issues on the vessels that could lead to maritime disasters. Over 55 companies with 3,500 vessels share their data with HiLo in return for life-saving insights. HiLo specialises in Maritime safety, Risk analysis and Innovative technology and they collect and analyse data from many sources including incident management systems, audits and equipment. (<https://www.hilomrm.com/>) In the 4 years that Almi Tankers has been a part of HiLo and having been benchmarked against the whole tanker and crude fleet, Almi Tankers has been found to have: • With regards to navigation risk, for collisions, allisions, and grounding UDE risk and associated LE, 'Almi Tankers operates with a vastly lesser risk than the rest of the tanker fleet. Whilst the UDE and LE risk of the tanker and crude fleet continues to rise very slowly, Almi's continues to reduce slowly.' • approximately 25% less UDE (Undesired Events) • approximately 25-30% less LE recorded (Leading Events) Other risks, e.g. Accident during personnel transfer, LOCP steam in the Engine Room, Ill health & Criminal/security risks etc. the comparison to the rest of the tanker and crude fleet shows Almi Tankers carrying approximately 1/3 of the risk the main fleet has.

A Learning Journey on “Social Psychology of Risk” enhancing Risk Maturity



Almi Tankers has identified that the traditional and bureaucratic methodology for Risk Management has limitations in that it does not sufficiently account for the human factor. In view of this limitation, and in order to ensure that Risk Management is done in the most effective way, our Head Office arranged for a **team of key personnel and managers to attend the foundation course for “Social Psychology of Risk (SPOR)”** in January 2023. **A group of “ambassadors” of the SPOR program was selected to attend a training regarding the Risk Management tool of this approach, called i-Cue** in April 2023*. A second group of people was selected to follow with the same training in September 2023. The first seeds of the implementation on board the fleet vessels were planted in the Officers’ Safety Forum held in Rijeka in October 2023. **During 2024, the first group carried on their practical sessions and completed the advanced Cultural and Risk Intelligence Workshop with the purpose of guiding the organisation towards a more mature approach to Risk Management. In total 25 people (2023 and 2024), mainly coming from Marine, Technical, HSQE, Operations, HR and IT Departments have been engaged in mapping stories using the iCue methodology.**

**A conversational approach to learning and sensemaking from events iCue is a visual framework for understanding and visualising how human beings make decisions. The word iCue is not accidental but rather comes from the criticality of understanding the many ‘cues’ people give us in conversation if we have developed skills in effective listening and open questioning. The idea of being intelligent about these ‘cues’ is central to the iCue Engagement Process.*

“High Performance Leadership”

A tailor-made seminar on ‘High Performance Leadership’ was delivered in-house on 30 & 31.05.2019 and 09 & 10.07.2019 by the Said Business School, University of Oxford team in order to enhance leadership skills encouraging an empowering culture. 29 delegates, almost half of the Head Office team participated in the programme. **The Almi Tankers High Performance Leadership Programme is live on Oxford Said Business School’s website as a custom executive education case study:**



<https://www.sbs.ox.ac.uk/programmes/executive-education/bespoke-business-solutions/customised-business-solutions/case-studies-and-insights/almi-tankers-leadership-programme>



“Scenario Planning”



A 4-day programme, collaboratively designed and developed with the University based on the Oxford approach to Scenario Planning, was delivered from November 17 to 20, to 34 team members across all levels of the organisation.

The team worked on three live cases addressing major, known and unknown plausible futures and challenges.

Our CEO, Captain Stylianos Dimouleas commented: “Almi Tankers operates in a TUNA (Turbulent, Uncertain, Novel, Ambiguous) global environment, during a period of profound and accelerating transformation. The maritime sector is being reshaped by the global push toward decarbonisation, rapid technological innovation, changing workforce expectations and geopolitical fragmentation. These forces are not isolated, they interact in ways that create both new risks and new strategic opportunities. The programme assisted in creating real scenarios on how to cope with plausible futures and remain competitive, compliant and resilient through intertwined pressures of making the green transition, workforce transformation, and geopolitical tensions and uncertainties toward 2050. We were truly privileged to work with two extraordinary Professors, Dr. Cynthia Selin and Dr. Cho Khong, who made that possible. We wholeheartedly thank them for this unique experience as well as Rob Walters and Said Business School.”



Committed to Operational Integrity - Recognised by International Standards

- ISO 9001
- ISO 14001
- ISO 45001
- ISO 27001
- ISO 50001
- ISO 22301



We are proud to report that Almi Tankers has had ZERO Port State Control Detentions since its establishment in 2009.

Almi Horizon’s Master and Crew were presented with the ‘Special Rescue Award’ by the USCG and the International Propeller Club during the Amver Awards 2023 on December 15. **Almi Horizon was recognised and celebrated for the rescue operation** that took place 80 nautical miles southwest of Punta Abreojos, Mexico, on January 26, 2023.

Addressing the Global Challenge of Digital Security

In December 2019 Almi Tankers was one of the first shipping companies in Greece to be certified according to the ISO 27001 standard by Lloyd's Register which is intended to manage information security. Implementing such an information security management system ensures there are processes and controls in place to protect all information assets whether internal or external, and manage the threats posed from cyber-attacks. In 2024 Almi Tankers was certified with the latest version of the ISO 27001 standard (2022) helping us enhance our security framework. During 2025 the standard migrated to DNV and renewed for 3 more years. We also modified the processes and procedures of the company accordingly to comply with the NIS2 European Union Directive related to Cyber Security. Your data are safe with us.

Our approach to Cyber Security:

- We have established a Cyber Security Policy. Information and systems identified as vulnerable to cyber-attacks are protected from a loss of confidentiality, integrity, and availability and all regulatory and legislative requirements are met.
- Our Information Security Officer is responsible for the information security, advice, and guidance on Cyber Security Policy implementation.
- Our procedures, which are designed based on the ISO 27001 Standard, support our policy, including incident handling, information backup, system access, virus controls, passwords, and encryption processes.
- A Cyber Security Risk Management review is performed on an annual basis.
- Our Managers are familiar with the Policy and are directly responsible for implementing it within their Departments.
- Our employees and crew members are also familiar with the Policy and responsible for adhering with the Company's Cyber Security Policy.
- All breaches of information security, actual or suspected, are immediately reported and investigated based on these procedures and two Cyber Security Drills are performed on an annual basis.
- Our Disaster Recovery plan has been designed based on identified requirements and needs for continuity of our operations in case of threats and risk conditions. With the certification of ISO 22301 this process has become more structured and effective.
- The Disaster Recovery site is tested at least four times a year to ensure its smooth operation.
- The RTO (Recovery Time Objective) and RPO (Recovery Point Objective) of our Disaster Recovery plan in case of emergency is less than an hour.

ZERO Cyber security breaches in 2021 - 2025

ZERO data breaches in 2021 - 2025

ZERO Observations related to Cyber Security during 199 SIRE Vetting Inspections in 2021 - 2025

We apply specific measures to mitigate all threats on board and ashore:

- Cyber Security Awareness Campaigns
- An annual phishing simulation campaign is performed
- Penetration Test and Vulnerability Assessment are performed on our systems ashore
- Penetration Test and Vulnerability Assessment are performed on at least 4 vessels per year
- A Security Operation Center is monitoring the logs of our systems ashore and on board

In 2025, we had no complaints concerning breaches of privacy and losses of data.

In 2024 Almi Tankers Obtained the ISO 22301 Certification in a TUNA (turbulent, uncertain, novel, ambiguous) world

Almi Tankers was proud to announce that it obtained the ISO 22301 Certification by Lloyd's Register. ISO 22301 is the international standard for Business Continuity Management Systems (BCMS). It provides a framework for organisations to plan, establish, implement, operate, monitor, review, maintain, and continually improve a documented Management System to protect against, and reduce the likelihood of disruption of the organisation's operation due to unexpected calamities or incidents.

The CEO, Cpt. Stylianos Dimouleas, thanked and congratulated the team for this success:

"This prestigious certification demonstrates our commitment to maintaining the highest standards of operational resilience and ensuring that our services remain uninterrupted even in the face of unexpected challenges and disruptions.

Our journey towards ISO 22301 certification reflects our active progress and dedication to continuous improvement. It is a significant milestone that complements our existing certifications in Environmental Management (ISO 14001), Quality Management (ISO 9001), Energy Management (ISO 50001), Information Security Management (ISO 27001), and Occupational Health and Safety Management (ISO 45001).

Each of these certifications underlines our holistic approach to delivering exceptional services while prioritising safety, health, environmental protection, sustainability, quality, security, energy efficiency and the well-being of our employees and stakeholders. **Achieving the ISO 22301 certification is a testament to our robust risk management practices and our ability to ensure business continuity with the four R's tenet: Respond, Recover, Resume and Restore, which is crucial in the dynamic and VUCA* world in which the shipping industry operates.**

I would like to extend my heartfelt gratitude to our dedicated team, whose constant effort and commitment have made this achievement possible. Their hard work ensures that we not only meet but exceed the expectations of our clients and partners.

As we celebrate this accomplishment, we are excited about the future and look forward to continuing to set industry standards in operational excellence and resilience."

* Volatile, Uncertain, Complex, Ambiguous

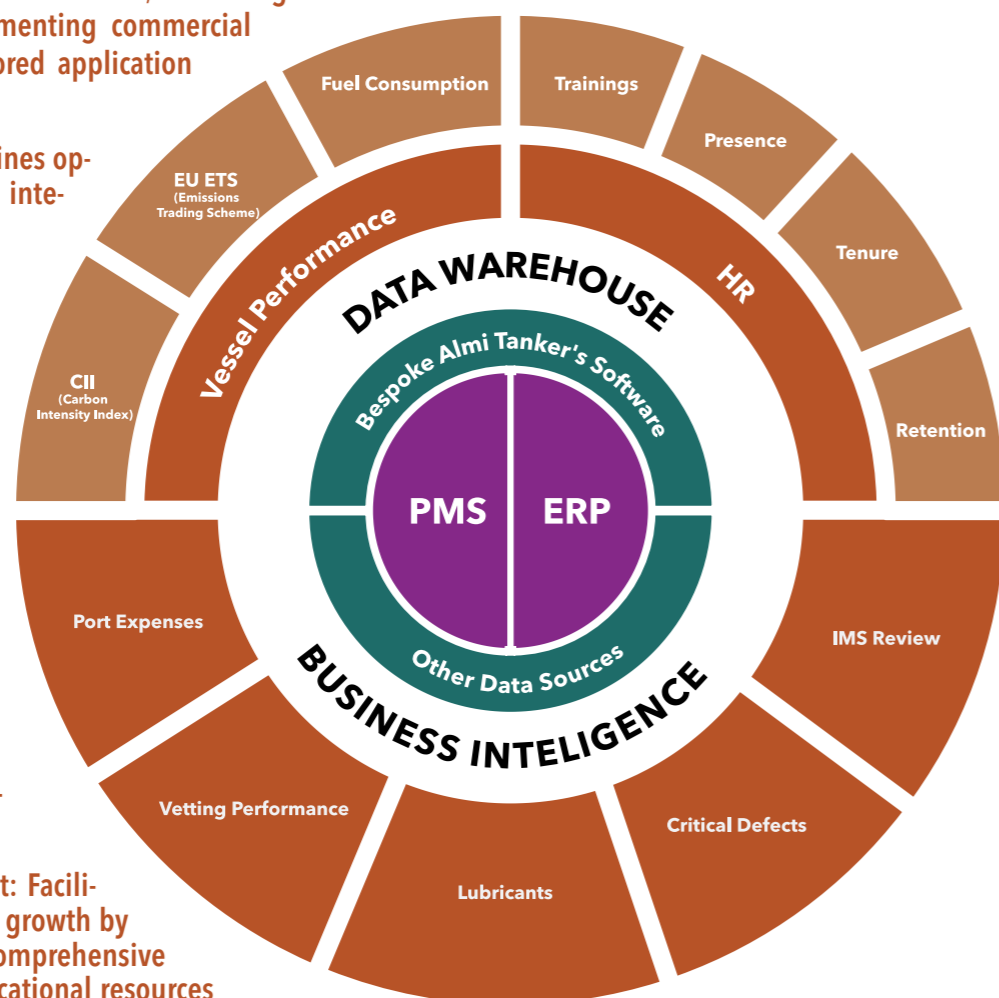


Software Development and Digital Transformation

Since 2016 we have been committed to digital transformation. In 2019 we enhanced our efforts by establishing the Software Development and Research (SDR) Department. Its role is to ensure the quality of existing software solutions while continuing to develop new ones in a sustainable manner, **enhancing our processes by seamlessly augmenting commercial shipping software with a tailored application suite** - see infographic below.

Almi Tankers' software streamlines operations and offers a series of integrated functions:

- **Collaboration and Accessibility:** Enables near real-time collaboration and ensures continuous access to information for both shore-based personnel and those on board 24/7.
- **Health and Work-life Balance:** Empowers employees with tools to manage and seamlessly request leave, supporting a healthy work-life balance with options for work-from-home arrangements.
- **Learning and Development:** Facilitates ongoing professional growth by providing easy access to a comprehensive library of high-quality educational resources and streamlining administrative processes to allow more time for learning.
- **Productivity and Security:** Reduces administrative workload, enhancing productivity. Our robust digital workflows and data validation prevent errors, maintain data integrity, and ensure system transparency with comprehensive audit logs.



Harnessing Data-Driven Insights for Proactive Safety Measures and Incident Prevention

With Safety and Risk Management remaining our top priority, we fuel decision-makers with comprehensive insights. Our reports cover vessel performance, emissions monitoring, safety oversight, and more.

Over 19.5 GB of data processed and 14 million records analysed

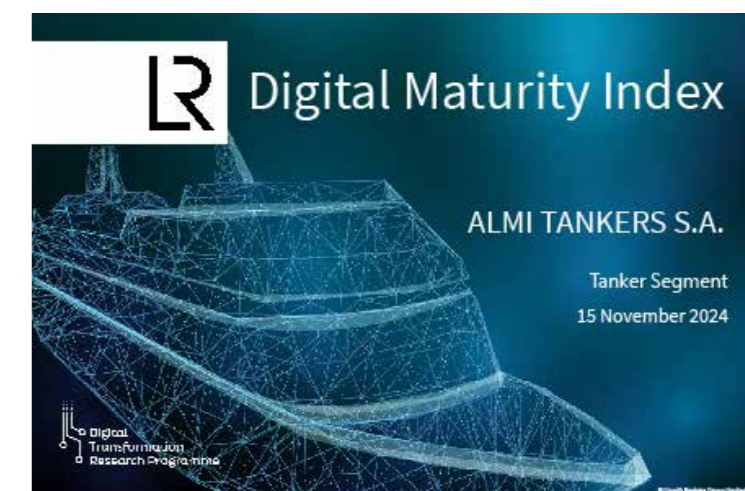
We actively share our experience and insights with partners, leveraging advanced AI and Big Data Analysis techniques to prevent incidents and accidents, ensuring the safety of our operations and those around us.

Our business intelligence solution supports decision-makers with:

- Vessel Performance monitoring · Carbon Intensity Indicator (CII) monitoring · EU Emissions Trading System monitoring · Lubricant Oil Consumptions monitoring · Critical Defects monitoring · IMS Reviewing · Vetting and Inspections monitoring · Learning and Development Activity impact and Satisfaction monitoring.

Almi Tankers completes Digital Maturity Index with Lloyd's Register (LR)

In Q4 2024 Almi Tankers completed LR's Digital Maturity Index (DMI) questionnaire. The report was shared with the company and Almi's Maturity Level was identified as 'Mature' (the 4 levels being: Foundational, Emerging, Mature and Visionary). As more data is gathered from the 'tanker segment', the industry average will better reflect broader trends and LR can re-export our report to include the updated average, allowing comparison with the evolving benchmark. Our CEO, Captain Stylianos Dimouleas communicated: 'It goes without saying that in co-operation with LR we will review the results and the findings and we will keep investing and take actions for improvement.'



The Digital Maturity Index is a pioneering tool designed specifically for the maritime industry to assess digital maturity and transformation. It helps maritime businesses understand their position in the digital journey by comparing their efforts with industry competitors and peers. Unique for its use of real maritime cases, this free web-based assessment offers invaluable benchmarking insights, allowing companies to gauge the competitiveness of their digital transformation strategies.

<https://www.lr.org/en/knowledge/research/digital-transformation-research-programme/#:~:text=The%20Digital%20Maturity%20Index%20is,with%20industry%20competitors%20and%20peers.>

Screenshot of the initial benchmarking below. In 2025, an additional survey ran with more companies and Almi Tankers remains above the benchmark.

Ship Operator:	ALMI TANKERS S.A.
Segment:	Tanker
Digital Maturity Index (DMI):	2.7
Industry Average DMI:	2.3

Your Maturity Level

Foundational | Emerging | **Mature** | Visionary

Summary

At this level, the ship operator has formulated and socialized its digital strategy and a roadmap. The company has adopted both basic and auxiliary enablers integrating, via several use cases, into its operations and is using them to drive efficiency, safety, and profitability.

Main Enabler	Your score	Industry Average*
Cloud Computing and Storage	2.5	3.5
Connectivity	4.0	3.6
Culture and training	3.2	2.4
Cyber security	3.8	3.1
Digital Strategy - Commitment	2.4	2.2
Digitisation - Standardisation	3.5	3.6

Use Cases: Digital Technology Adoption Score		
Automation	Analytics	IOT
2.3	2.5	1.7
Digital Twin	Augmented/Virtual Reality	Blockchain
1.7	1.4	1.1

Factors determining Maturity level

Have a strategy?	Formulated and thoroughly socialised
Have a roadmap?	Formulated but lightly socialised
Main Enabler Score	3.2
Auxiliary Enabler Score	1.8

*As more data is gathered, the average will become more robust and reflective of wider industry trends.

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GENDER EQUALITY

Ending all Forms of Discrimination:

Equal opportunity employer

38% of our Head Office Team members are female

33% of the Company's functions are led by women

48% of the Head office female team members have progressed via vertical or lateral career development while 28% have been promoted to enhanced responsibility roles.

43% of the Head office male team members have progressed via vertical or lateral career development while 32% have been promoted to enhanced responsibility roles.

1% of our Head Office Team members are Baby Boomers, 50% are Generation X, 39% are Millennials and 9% are Generation Z.



PEACE, JUSTICE AND STRONG INSTITUTIONS

Building effective, accountable and inclusive institutions at all levels

- In 2025, one port call in one of the countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index.
- Zero monetary losses as a result of legal proceedings associated with bribery or corruption.
- Internal inspections are compared with external on a quarterly basis. Decisions made based on the comparison are documented in the Minutes of the quarterly Management Review.
- A robust defect reporting system is in place.
- Incident Reporting, Investigation and Analysis: TMSA Element 8 - Almi Tankers has achieved the highest level.
- According to the Great Place to Work Survey 94% of the Head Office say "Management is honest and ethical in its business practices"



DECENT WORK AND ECONOMIC GROWTH

Promoting Decent Work for All

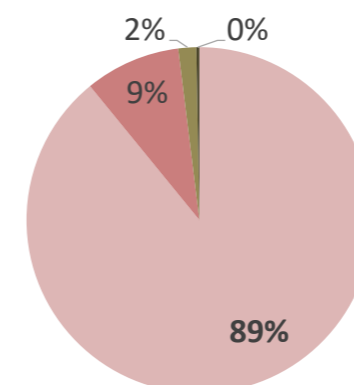
- **Life & Health Insurance** for Team Members and their families
- **Policy against workplace violence and harassment**
- **Zero Complaints for harassment, bullying, bribery**
- Enforcing **Non-discrimination Policies**
- Communicating our **Code of Ethics** and our **Charter of Values & Behaviours**
- **Whistleblower Policy** in place
- **Complaints procedure** in place
- **Disciplinary process** in place
- **Regular salary reviews and increases beyond statutory standards** both on board and ashore
- Promotions and **Professional Growth Opportunities**
- Regular Audits by **Investors in People International**
- **Workforce Engagement Surveys including Diversity, Equity, Inclusion (DEI) and Human Rights questions**
- Flexible and **Hybrid Working Environment for the Head Office** (remote and physical presence)
- A broad range of **incentives and benefits**



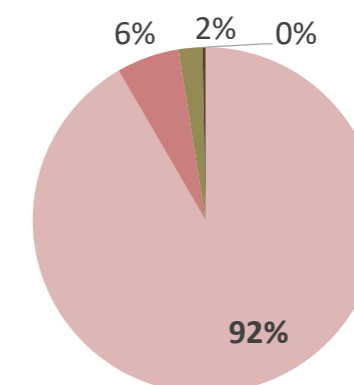
Sample of Satisfaction: 2023 Annual Crew Involvement Survey Extract

This internal survey was replaced in 2024 with the 'Great Place to Work' - details in the following pages.

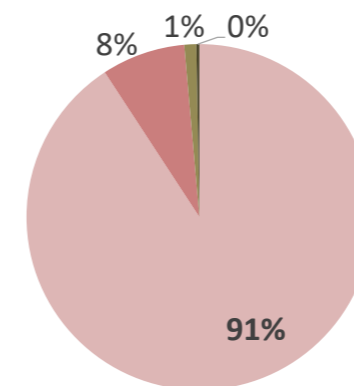
There are fair opportunities in the workplace regardless of race, colour, gender, religion, etc.



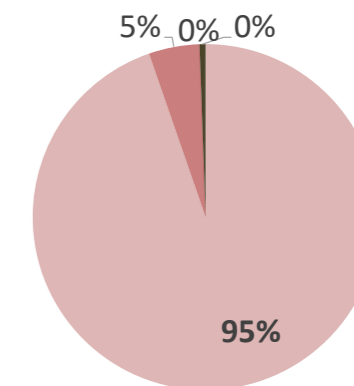
You think that Almi Tankers cares about you as a person.



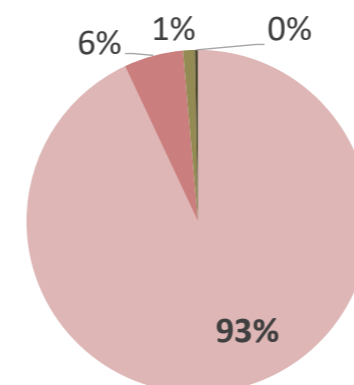
You feel respected as a member of the Almi Tankers' team.



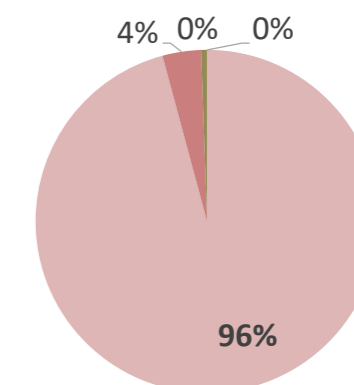
Head Office support is always available when you need it and in a timely manner.



You feel free to report any complaints or suggestions for improvement to the Head Office.



You think that safety is treated as a value and not as an obligation on board our vessels.



8 DECENT WORK AND ECONOMIC GROWTH

DECENT WORK AND ECONOMIC GROWTH



In 2025 Almi Tankers S.A. obtained the 'Great Place To Work' Certification for both 'On Board' and 'Head Office'. Almi Tankers was the first shipping company in Greece and the only one in 2025 to have obtained this certification for its seafarers 'On Board'.

The Great Place to Work Certification is an official recognition earned by real-time feedback of employees regarding their company culture. Investing in our people is investing in our future. By fostering a culture of continuous learning, we empower our employees to achieve their full potential and drive innovation.

Captain Stylianos Dimouleas commented:

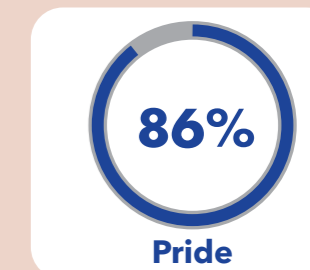
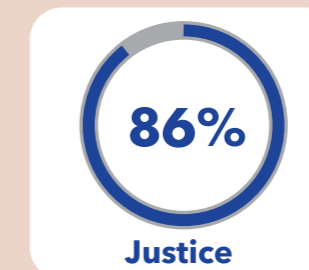
'We would like to thank our team members for their participation! We are honored and grateful that approximately 500 people, which account for over 70% of crew on board and over 90% of employees ashore, worldwide, felt engaged to participate. This certification is based entirely on what you said about your experience working at Almi Tankers!'

Overall - Top Statements

(for both the H.O. and the vessels - 2025 results)



On Board - 72% of Seafarers Responded



Head Office - 97% Responded





QUALITY EDUCATION

Helping our People Grow - Ashore

The skills, knowledge and capabilities of our people are central to the Company's success. That is why Almi Tankers is fully committed to developing a culture of continuous learning. People's capabilities are actively managed and developed allowing them to realise their full potential. Almi Tankers is committed to encouraging, supporting, arranging and delivering learning and development activities for all personnel in line with the Company's objectives. The Company recognises and is genuinely committed to providing employees with equal opportunities to develop their skills and capabilities.

People are actively involved in the identification of their learning, training and development needs and take ownership of their own development. **Almi Tankers creates personal development plans tailored to individual needs** incorporating a powerful combination of technical expertise skill-building programmes as well as soft skill and leadership development activities. We cooperate closely with top universities and well-established learning and development providers around the world in order to guarantee a career enhancing experience. We realise that it is of paramount importance to support our leaders and focus on improving their leadership capabilities. We have been teaching our management team how to manage people and lead. Good management and experienced and capable people with a growth mindset are the keys to sustainable success.

We recognise the need for flexibility, and respect the fact that people have changing needs over the course of their careers. We create opportunities for our people to obtain interesting and challenging roles. Many of our people have been promoted within the company or have changed roles as agreed according to their Personal Development Plan over the past years.

- **Performance Development Reviews (PDR) twice per year**
- **Leadership Feedback Form for bottom-up feedback to Managers and Team Leaders**
- **Regular Review of Job Descriptions by all Head Office Personnel to ensure accountability and foster a sense of ownership over their responsibilities**
- **Individual Performance Plans in place / Opportunities to request ad-hoc trainings and sponsoring diplomas.**

Learning and Development in numbers

Over 2 million USD Invested in L&D (2009-2025)
Average Amount Invested per Year 124,367 USD (2009-2025)
Average Number of Training Hours per Year 3,224 hours (2011-2025)
Percentage of Work Hours Invested in Training per Year 2.72% (2011-2025)
Average Training Hours Invested in Technical Skills per Year 2,167 hours (2011-2025)
Average Training Hours Invested in Soft Skills per Year 716 hours (2011-2025)
Percentage of Employees Attending at least one L&D Activity per Year 98.29% (2011-2025)
The Company's investment in learning and development counts more than 48,300 hours since 2011

We Invest in Knowledge

- 92% of our Head Office Team have a Higher Education degree
- 45% of our Head Office Team have a Postgraduate degree
- 30% of our Head Office Team are accredited with an International Higher Education degree
- Almi Tankers S.A. has supported 25% of our Head Office Team to obtain a Higher Education Degree (incl. Executive diplomas, Professional qualifications and International certificates).
- 49% attended the High Performance Leadership Programme by Oxford Said Business School (Source: <https://www.sbs.ox.ac.uk/programmes/executive-education/bespoke-business-solutions/customised-business-solutions/case-studies-and-insights/almi-tankers-leadership-programme>)
- 39% attended the Scenarios Planning training by Oxford Said Business School.
- Other key learning and development activities such as Management & Coaching Workshops in co-operation with leading educational & training institutions: the Rotman School of Management, Oxford's Said Business School, Kommunikationslotzen, Palladium Kaplan-Norton, Coaching Bedarf, Consensis, Novellus etc.

Initiatives

- Collective Participation in decision making via Structured Dialogue events e.g. Voice of Almi, One Team Gathering
- "We Care about our People"
- Personnel Induction
- "We Invest in Wellbeing"
- Motivation Campaign
- Annual Engagement Surveys
- 'Thank you for your Loyalty' scheme
- "Give your colleagues a chance to shine": Crowd-sourced Recognition Awards
- Horizontal opportunities to grow such as leading the weekly Focus Group meetings and expressing interest in joining another Department or a project of another team.

Furthering our Collaboration with the Nautical Institute



In 2025, the Nautical Institute shared a story on LinkedIn about Almi Tankers:

"Last week also featured a visit to meet with senior colleagues at Almi Tankers S.A. Great to further our discussions on how **The Nautical Institute** works with the team delivering tailored training solutions to their senior staff. Such investment in their seafaring community aids retention, motivation and engagement as well an enhancing the personal and professional skills of all those attending the programmes. Thanks to all at Almi Tankers S.A. for the trust you have put in our Professional Development team at the The Nautical Institute Academy. Really good to catch up first-hand with Iosif Voutsinos and colleagues. Thanks too for being Nautical Affiliates, supporting our safety reporting schemes."



QUALITY EDUCATION

Helping our People Grow - On Board

In our efforts to achieve the tanker industry goal of completing the trajectory to zero incidents, and Safety being our top priority, we aim to continuously develop our people. We offer high quality trainings in accordance with our Mission to invest in the training and lifelong development of our people.

Learning and Development indicative numbers

Over 6 million USD in L&D on board since 2009

Over 12,600 training days since 2009

Average 845 training days per year

Both external and internal trainings, over 88,500 Computer Based Trainings (CBT)

We Invest in Knowledge

- All seafarers undergo training, at approved training centers, based on our Training Matrix
- Pre-Joining Assessment Tests
- ISOs, ECDIS, MRM, ERM, Risk Assessment, Incident Investigation, Ship Handling – Bridge Simulator, Basic Welding and many others
- Computer-Based-Trainings. Navigational Skills Assessment Program (NSAP Ocean 1-2-3-4-5 for all our Masters, Ocean Operational Level for our Junior Officers). The vision of the Navigation Skills Assessment Program (NSAP)[®] is to reduce catastrophic maritime incidents by addressing mariner competency and knowledge and use of technology.
- “Stress & Coping for Seafarers” - A training related to the mental health & wellbeing on board. Includes a theoretical introduction on stress and coping with stress focusing on seafarers, different coping strategies, advantages/disadvantages, examples.
- Shore-based Full Liquid Cargo Handling Simulator Course and Assessment for Oil Tankers. All Deck Officers attend a specific shore-based simulator course covering routine and emergency cargo operations (refresher course every 5 years).
- Ship Handling and COLREG Assessment for Masters. This course is designed to promote the knowledge regarding the manoeuvring and handling of different sizes of large vessels in confined waters, harbours, and under various conditions. Realistic situation environments including visual scene, bridge instruments, engine control equipment, communication facilities and use of tugboats, followed by the application of COLREG Training with the assessment.
- Freefall Lifeboat Operation and Maintenance. Improving their knowledge regarding the preventive maintenance and the correct use of Freefall Lifeboats including launching appliances.
- Ballast Water Treatment System. BWTS Training assists on board Deck and Engine Officers to become familiar with new installed BWTS system (HiBallast) in terms of understanding the main operating principles of the system and basic characteristics/components as well as enhancing their troubleshooting knowledge and maintenance performance.
- Leadership and Management in the Maritime Domain course by the Nautical Institute. The scope of this course for our Masters is to understand Leadership, Motivating and Improving Performance, Leading and Motivating a Team, Understanding Organisational Culture, and Achieving Effectiveness.
- Dedicated training to the members of the Galley Department; cuisine-specific menus, food safety & hygiene etc.
- Dedicated Training to the Deck ratings, Safe Mooring Operations etc.
- Occupational Profile Tests for Officers

Training Sessions*

- Navigation Skills Assessment Program (NSAP)
 - OCEAN 1, 2, 3, 4, 5, 6 for Masters
 - Operational level 1-2-3 for Junior Deck Officers
- ECDIS - Type Specific Training
- Leadership and Management in the Maritime Domain course for Masters
- Liquid Cargo Handling Simulator Course & Assessment
- Bridge Team Management (BTM)
- Incident Investigation & Root Cause Analysis
- Seagull CBT E-learning & Videos
- Maritime Resource Management (MRM Swedish Club)
- Ship Handling - Bridge Simulator
- Ship Handling – Bridge Simulator for VLCC
- Safe Mooring Course for Deck ratings
- On board Training - UK P&I Club videos
- Freefall Lifeboat Operation & Maintenance
- Engine Room Management with Simulator
- Ballast Water Treatment
- Chemical Products Use on Board
- Seafarers' Mental Health & Well-being
- Damage Stability, Damage Control Training
- Behavioral Competency Assessment (BCA, by the Nautical Institute) for the Masters and Chief Engineers
- Behavioral Competency Assessment (with Simulator) for the Senior Officers
- Advanced Fire Fighting Course
- Enclosed Space Entry Course
- Risk Assessment Generic & Specific
- MAN ME-C
- NERIS Software
- Eastern European Cuisine Training
- Food Safety and Hygiene

...and more

- ✓ Long-term Employment Bonus for our Officers
- ✓ Competitive rejoining bonus for our Officers / Ratings
- ✓ Salary wage scale above the applicable CBA
- ✓ Health care insurance programme for our Filipino seafarers
- ✓ Promotions
- ✓ Flexible rotation plan
- ✓ Senior Management Visits on board
- ✓ Annual Safety and Navigation Forums

**this list is indicative, it does not include all of our trainings*

Training on Mental Health

In Q3 2025, in collaboration with our Manning Agents in Croatia and the Philippines, we organised the first training sessions for our Officers conducted by the **Nautical Institute**.

“Seafarer Mental Health and Crew Wellbeing”

This course is an instructor-led workshop with interactive sessions and practical tasks and aims to help participants to:

- Understand why mental health matters for seafarers.
- Identify what good and poor mental health looks like and how the workplace affects it.
- Learn about the mental health continuum and how to assess and signpost 'red flags'.
- Develop a toolkit for identifying and managing mental health crises.
- Evaluate the workplace for high-risk scenarios that can affect mental health.

Additionally, we organised for our ratings in Manila a ‘**Mental Health Awareness**’ training with **Compass Training Centre**.





Appendices



Almi Tankers S.A. - SASB Sustainability Accounting Standards Board

Topic	Accounting Metric	Unit	2023	2024	2025
Greenhouse Gas Emissions	GHG Emissions - CO2	metric tons	497,392	483,171	538,524
	GHG Emissions - (CO2 Index) EEOI Overall	grams CO2/mt mile	6.85	8.07	6.54
	GHG Emissions - EEOI Laden passage	grams CO2/mt mile	3.94	4.47	3.70
	Total Energy Consumed	Gigajoules (GJ)	6,462,328	6,269,759	6,978,634
	Weighted Average CII(AER) - All Fleet	grams CO2/dwt mile	2.88	2.90	2.95
	Median CII(AER) - Suezmax Fleet	grams CO2/dwt mile	3.31	3.37	3.41
	Median CII(AER) - VLCC Fleet	grams CO2/dwt mile	1.90	1.84	1.92
	Total Bunkers Consumed	metric tons	158,795	154,431	172,338
	Total Fuel Oil Consumed	metric tons	137,534	138,559	155,089
	Heavy Fuel Oil* Consumed	metric tons	111,941	116,621	147,533
	Light Fuel Oil* Consumed	metric tons	25,593	21,938	7,556
	Diesel/Gas Oil* Consumed	metric tons	21,261	15,872	17,249
	Percentage Total Fuel Oil	Percentage	87%	90%	90%
	Percentage Heavy Fuel Oil	Percentage	70%	76%	86%
	Percentage Light Fuel Oil	Percentage	16%	14%	4%
	Percentage Diesel/Gas Oil	Percentage	13%	10%	10%
Percentage Renewable Fuel	Percentage	0%	0%	0%	
Average EEDI for new ships	Grams CO2 per tonnaul mile	No new vessels added in 2023	No new vessels added in 2024	No new vessels added in 2025	
Air Quality	Nitrogen Oxide (NOx) emissions	Metric tons	9,012	8,629	9,838
	Sulfur Oxide (SOx) emissions	Metric tons	1,137	1,079	1,239
Marine Ecological Impacts	Fleet Implementing Ballast Treatment	Percentage	100%	100%	100%
	Number of spills (over 1 barrel)	Number	0	0	0
	Total volume of spills (over 1 barrel)	Cubic Meters	0	0	0
	Duration in Marine Protected Environments	Number	0	0	0

Topic	Accounting Metric	Unit	2023	2024	2025
Safety	Lost Time Injury Frequency (LTIF)	Rate	0.68	0	0.34
	Marine Incidents	Number	0	0	0
	Incidents Classified as very serious	Percentage	0	0	0
	Conditions of Class	Number	0	0	0
	Port State Control Deficiencies	Number	3	3	6 <small>(4 TOKYO MOU)</small>
	Port State Control Detentions	Number	0	0	0
Business Ethics	Port calls in 20 lowest ranking countries in Corruption Perception Index	Number	1	1	1
	Monetary losses as a result of legal proceedings associated with bribery or corruption	\$US	0	0	0
Activity Metrics	Sea Staff	Number	600	626	611
	Vessels Managed by Almi Tankers	Number	13	13	13
	Deadweight Tonnage	Thousand DWT	2,689	2,689	2,689
	Total Distance Travelled by Vessels	Nautical miles	865,473	816,113	933,967
	Operating Days	Percentage	99.72%	99.73%	99.18%
	Vessel Port Calls	Number	112 (Load) / 121 (Dis-charge)	113 (Load) / 114 (Dis-charge)	116 (Load) / 119 (Dis-charge)

*As per MEPC.308(73) Annex 5

Almi Tankers S.A. - ISO Certifications

Reference Number	Standard Title	Topic Areas	Relevant SASB Indicators and Metrics
9001	Quality Management	Increased Efficiency;	Determined by Auditor or Assessor
		International Recognition;	
		Factual approach to Decision Making;	
		Better Supplier Relationships;	
		Improved Customer Satisfaction;	
		Greater Employee Morale	
14001	Environmental Management Systems	Identifying the legal requirements relevant to your organisation;	CO2 emissions
		Defining the scope of the required EMS system;	SOx emissions
		Establishing and implementing your EMS procedures and processes and training your staff;	NOx emissions
		Evaluating your performance and keeping records of this;	Environmental KPIs, Spills or spill-related incidents
		Performing internal audit and a management review;	Plastic water bottles (SUP)
		Taking corrective action;	Plastic garbage waste (m3)
		Certification audits	% of Fleet with BWMS
			Crew training for environmental awareness
			Suppliers' evaluation
			CO2 saved by delivering spare parts & equipment via sea instead of air Forwarding consolidation ratio
27001	Information Security Management	Cyber security incidents;	Return On Security Investment (ROSI)
		Cyber security training	Information Security Management System (ISMS)
45001	Health and Safety Management Standard	Section 1: Scope;	Number of injuries classified as serious;
		Section 2: Normative References;	Lost Time Injury Frequency (LTIF);
		Section 3: Terms and Definitions;	Near Misses;
		Section 4: Context of the Organisation;	Crew training for environmental awareness
		Section 5: Leadership and Worker Participation;	
		Section 6: Planning;	
		Section 7: Support;	
		Section 8: Operation;	
		Section 9: Performance Evaluation;	
		Section 10: Improvement	
50001	Energy Management Systems	Develop a policy for more efficient use of energy	EEOI;
		Establish and Review Annually the Energy Baseline	
		Performing internal audit and energy review	Energy Audits On Board Vessels (All Vessels in a Period of Two (2) Years)
		Fix targets and objectives to meet that policy	EEDI; ENPIs
		Gather data to better understand and make decisions concerning energy use	CII (AER)
		Measure the results obtained	Energy Consumption; SEEMP I, II & III
		Review the effectiveness of the policy management	Fuel Consumption;
		Continually improve energy	Crew training for energy management awareness

Reference Number	Standard Title	Topic Areas	Relevant SASB Indicators and Metrics
22301	Quality Management	Understanding the organization's needs and the necessity for establishing business continuity policies and objectives;	BUSINESS CONTINUITY MANAGEMENT SYSTEM(BCMS)
		Operating and maintaining processes, capabilities and response structures for ensuring the organization will survive disruptions;	BCMS Objectives
		Monitoring and reviewing the performance and effectiveness of the BCMS;	
		Continual improvement based on qualitative and quantitative measures.	

2025 HSSQE & En Programmes

Ref	Title	Responsible	KPIs
Pr - 01	On board Undesired Incidents Control	HSQE	1, 2, 19a, 19b, 19c
Pr - 02	On board Injuries Control	DPA	3 & 4
Pr - 03	Port State Control Performance	MARINE	5a, 5b, 5c, 5d, 5e, 5f, 5g, 5h, 5i, 5j, 5k, 5l, 6a & 6b
Pr - 04	Vetting Performance (VIQ - 7)	HSQE	7, 7a, 7b, 7c, 7d, 7e, 7f, 7g, 7h, 7i, & 7j, 7a, 7s, 7e, 7g, 7i, 7j, 7k, 7l, 7m, 7n, 7o, 7p, 7q, 7r, 7s, 7t, 7u
Pr - 04-1	Vetting Performance (SIRE 2.0)	HSQE	S2, 7a, 7b, 7c1, 7c2, 7c3, 7c4, 7c5, 7c6, 7c7, 7c8, 7c9, 7c10, 7c11, 7d, 7e, 7f, 7g, 7h, 7i, 7j, 7k, 7l, 7m, 7n, 7o, 7p, 7q, 7r, 7s, 7t, 7u
Pr - 05	Attendances on board	CEO, HSQE, MARINE, DPA, TECH	8a, 8b, 8c, 8d, 8e,
Pr - 06	Maintenance Programming & Fleet Technical Reliability	TECH	9a, 9a critical, 9b, 9c, 9d, 9e, 9f, 9g, 9h, 9i, 9j
Pr - 07	We invest in Well-being	HR	10a, 10b, 10c, 10d, 10e
Pr - 08	On board Health Monitoring	CREW, HSQE	11, 11a
Pr - 09	Energy Efficient Sailing & Air Emission Control	OPS, TECH, HSQE & En	12a(i), 12a(ii), 12b(i), 12b(ii), 12c(i), 12c(ii), 12d(i), 12d(ii), 12e, 12f, 12g, 12h, 12i, 12j, 21, 22, 23, 24, 25
Pr - 10	H.O. Learning and Development	HR	13a, 13b, 13c
Pr - 11	H.O. Personnel Retention Rate	HR	14a, 14b
Pr - 12	Seagoing Personnel Retention	CREW	15
Pr - 13	H.O. consumption of Natural resources	HSQE	16a, 16b, 16c, 16d, 16e, 16f, 16g
Pr - 14	Fleet availability	OPS	17a & 17b
Pr - 15	Vessel Waste Monitoring & Suppliers' environmental awareness	HSQE	18a, 18b, 18c
Pr - 16	Advanced Environmental Enhancements	OPS-TECH	20
Pr-17	Fuel Management	TECH	TBD
Pr-18	Information Security Management	IT	26a, 26b, 26c, 26d, 26e, 26f
Pr-19	Environmental Performances	HSQE	27a
Pr-20	Security Management	SECURITY	28a, 28b, 28c
Pr-21	Seafarers' Learning and Development	CREW	29a, 29b, 29c, 29d, 30a, 30b, 30c, 30d

Almi Tankers S.A. - KPIs

KPI #	Pr. #	Title	Target
KPI 1	1	Total Incidents Factor	≤ 10
KPI 2	1	Critical Incidents Factor	0
KPI 3	2	LTIF (Lost Time Injuries Factor) INTERTANKO average	≤ 0,40
KPI 4	2	TRCF (Total Recordable Cases Factor)	≤ 0,90
KPI 5a	3	Flawless Port State Control Performance 36-month rolling)	≥ 90%
KPI 5b	3	Flawless Port State Control Performance (since 2009)	≥ 90%
KPI 5c	3	Flawless USCG Port State Control Performance (36-month rolling)	≥ 90%
KPI 5d	3	Flawless USCG Port State Control Performance (since 2009)	≥ 90%
KPI 5e	3	Flawless PARIS MOU Port State Control Performance (36-month rolling)	≥ 90%
KPI 5f	3	Flawless PARIS MOU Port State Control Performance (since 2009)	≥ 90%
KPI 5g	3	Vessels with Flawless Port State Control Performance (36-month rolling)	≥ 69%
KPI 5h	3	Vessels with Flawless Port State Control Performance (since 2009)	≥ 38%
KPI 5i	3	PSC Observations Risk Rating/HIGH	≤5%
KPI 5j	3	PSC Observations Risk Rating/MEDIUM	≤25%
KPI 5k	3	PSC Observations Risk Rating/LOW	≥ 75%
KPI 5l	3	Average PSC Observations per Vessel (since 2009)	≤ 0,32
KPI 6a	3	Port State Control Detentions (36-month rolling)	0
KPI 6b	3	Port State Control Detentions (since 2009)	0
KPI S2-7a	4-Jan	Average Number of Observations with PIFs	≤7
KPI S2-7a1	4-Jan	Average Number of Observations without PIFs	≤5
KPI S2-7b	4-Jan	Average Observations per Oil Major - All Oil Majors	≤7
KPI S2-7c2	4-Jan	VIQ Chapter 2 Observations	≤2
KPI S2-7c3	4-Jan	VIQ Chapter 3 Observations	≤1
KPI S2-7c4	4-Jan	VIQ Chapter 4 Observations	≤2
KPI S2-7c5	4-Jan	VIQ Chapter 5 Observations	≤3
KPI S2-7c6	4-Jan	VIQ Chapter 6 Observations	≤1
KPI S2-7c7	4-Jan	VIQ Chapter 7 Observations	≤1
KPI S2-7c8	4-Jan	VIQ Chapter 8 Observations	≤2
KPI S2-7c9	4-Jan	VIQ Chapter 9 Observations	≤2
KPI S2-7c10	4-Jan	VIQ Chapter 10 Observations	≤2
KPI S2-7c11	4-Jan	VIQ Chapter 11 Observations	≤2
KPI S2-7e	4-Jan	Average Hardware (HW) Observations per Inspection - All Chapters	≤2
KPI S2-7f	4-Jan	Average Procedures (PR) Observations per Inspection - All Chapters	≤3
KPI S2-7g	4-Jan	Average Human Factor (HF) Observations per Inspection - All Chapters	≤5
KPI S2-7h	4-Jan	Average Observations per Inspection-Subject of Concern(SOC) - HW	≤2
KPI S2-7i	4-Jan	Average Observations per Inspection-Subject of Concern(SOC) - PR	≤3
KPI S2-7j	4-Jan	Average Observations per Inspection-Subject of Concern(SOC) - HF	≤5
KPI S2-7k	4-Jan	Average Observations per Inspection Subject of Concern (SOC)- Photos (PC)	≤0.25
KPI S2-7l	4-Jan	Average Observations per Inspection Nature of Concern (NOC) - (HW)	≤2
KPI S2-7m	4-Jan	Average Observations per Inspection Nature of Concern (NOC) - (PR)	≤3
KPI S2-7n	4-Jan	Average Observations per Inspection Nature of Concern (NOC) - (HF)	≤5
KPI S2-7o	4-Jan	Average Observations per Inspection Nature of Concern (NOC) - (PC)	≤0.5
KPI S2-7p	4-Jan	Top 20 Repeated Observations/Questions (Absolute Number)	7
KPI S2-7q	4-Jan	Vetting Observations Final Risk Rating / HIGH	≤5%
KPI S2-7r	4-Jan	Vetting Observations Final Risk Rating / MEDIUM	≤10%
KPI S2-7s	4-Jan	Vetting Observations Final Risk Rating / LOW	≤15%
KPI S2-7t	4-Jan	Vetting Observations Final Risk Rating / VERY LOW	≥70%
KPI s2-7u	4-Jan	KPI-S2 7u Vetting Screenings Response Time	≤300 min
KPI 8a	5	CEO Visits	4
KPI 8b	5	Senior Management Visits	12
KPI 8c	5	Fleet's Management Visits Proportion	85%
KPI 8d	5	Fleet's % with at least one Sailing Navigational Assessment	100%
KPI 8e	5	Fleet's Sailing Visits Proportion	100%
KPI 9a	6	Year to date Overdue Maintenance Works Performance	≤ 4 % (stretch ≤ 3,5)

KPI #	Pr. #	Title	Target
PI 9a Critical	6	Critical overdue maintenance works performance	Monitor
KPI 9b	6	Critical equipment breakdown	≤ 0,5
KPI 9c	6	Unplanned stoppages	≤ 0,02
KPI 9d	6	Loss of manoeuvrability	≤ 0,16
KPI 9e	6	Blackout occurrences	≤ 0,24
KPI 9f	6	Completed Unplanned Jobs Factor	TBA
KPI 9g	6	Results of Routine LO Analysis	TBA
KPI 9h	6	Unplanned Maintenance (UM) Jobs per Vessel	Record keeping
KPI 9i	6	Defect Jobs per Vessel	Record Keeping
KPI 9j	6	Main Engine Cylinder Oil Lubrication Control	TBA
KPI 10a	7	Workdays Lost Rate Head Office	≤ 1,18%
KPI 10b	7	Participation Ratio in Dietary visits	TBA
KPI 10c	7	Participation Ratio in Gym group sessions	TBA
KPI 10d	7	Overall score of Annual Engagement Survey	≥ 4%
KPI 10e	7	Number of social events scheduled annually	≥ 3
KPI 11	8	Illness Repatriations Fleet	≤ 1,5%
KPI 11a	8	Potable Water Analysis (Annually)	≥ 80%
KPI 12a(i)	9	CO2 emissions (Suezmax)	≤ 45.000MT
KPI 12a(ii)	9	CO2 emissions (VLCC)	≤ 55.000MT
KPI 12b(i)	9	NOx emissions (Suezmax)	≤ 750MT
KPI 12b(ii)	9	NOx emissions (VLCC)	≤ 1.400MT
KPI 12c(i)	9	SOx emissions (Suezmax)	≤ 60MT
KPI 12c(ii)	9	SOx emissions (VLCC)	≤ 75MT
KPI 12d(i)	9	EEOI Overall (CO2 Index)	≤ 7,50
KPI 12d(ii)	9	EEOI Laden Passage	≤ 6
KPI 12e	9	Laden Fleet Performance	≤ 3,64
KPI 12f	9	Ballast Fleet Performance	≤ 3,00
KPI 12g	9	Cargo Tank Heating Management (EEPI3)	≥1,04
KPI 12h	9	Low Load/ Slow Steaming Operation (EEPI4)	≤0,97
KPI 12i	9	Economical Speed/ Virtual Arrival (EEPI5)	≤0,98
KPI 13a	10	Annual L&D plan follow up (Annual)	≥ 70%
KPI 13b	10	% of ad hoc LD requests received / completed per quarter	TBN
KPI 13c	10	Annual ratio of hours invested in LD activities	≥ 2%
KPI 14a	11	Key Personnel Retention Rate	≥ 80%
KPI 14b	11	H.O. Personnel Retention Rate	≥ 85%
KPI 15a	12	Officers Retention Fleet	≥ 88%
KPI 15b	12	Ratings Retention Fleet	≥ 88%
KPI 16a	13	Paper Consumption Head Office	≤1,60
KPI16b	13	Electricity Consumption Head Office	≤ 5100
KPI 16c	13	Water Consumption Head Office	≤ 12
KPI 16d	13	Quantity (kgs) of batteries recycled	≥ 40
KPI 16e	13	Quantity of lamps (pcs) used / Lamps recycled	≥100
KPI 16f	13	Quantity (kgs) of paper recycled	≥300
KPI 16g	13	Quantity of PC-Peripherals (kgs) recycled	≥150
KPI 17a	14	Vessel Employment Time Charters	≥ 99.0%
KPI 17b	14	Vessel Employment Voyage Charters	≥ 92%
KPI 18a	15	Garbage Index Fleet	≤ 2,42
KPI 18b	15	Bilges quantity generated within the fleet	Monitor
KPI 18c	15	Sludge generated within the fleet	Monitor
KPI 19a	1	Near miss ratio (24month rolling)	≥120
KPI19b	1	Near miss- BBS ratio (24month rolling)	≥250
KPI19c	1	Number of Good & Bad Practices identified, reported and circulated to the fleet	≥26
KPI 21	9	U/W Inspections Planning	≥90%
KPI 22	9	ECO Speed Voyages	Monitor

Almi Tankers S.A. - KPIs

KPI #	Pr. #	Title	Target
KPI 23	9	Propeller polishing	≥90%
KPI-24	9	Percentage of SOx Scrubber-equipped vessels	≥38%
KPI 25	9	Volatile Organic Compound (VOC) emissions	≤500mt
KPI 26a	18	Information Security Incident Reporting	≥90%
KPI 26b	18	Information Security Training	≥65%
KPI 26c	18	Total Availability	≥99%
KPI 26d	18	Number of repeated findings	≤ 2
KPI 26e	18	Uncovered Vulnerabilities	≤2
KPI 26f	18	Phishing Assessment Results	≤10%
KPI 27a	19	Environmental Deficiencies per Environmental Inspection	≤0,50
KPI 28a	20	Number of Security Incidents	0
KPI 28b	20	Quality Assessment of Security Dept. from internal clients (Vessels) related to Security services	TBA
KPI 28c	20	Security Observations per ISPS External Audit/Inspection	≤0,50
KPI 29a	21	Hard Skills for Masters Plan follow up	≥ 1,50
KPI 29b	21	Hard Skills for Chief Officers Plan follow up	≥ 1,50
KPI 29c	21	Hard Skills for Junior Deck Officers Plan follow up	≥ 1,20
KPI 29d	21	Hard Skills for Chief Engineers Plan follow up	≥ 1,00
KPI 29e	21	Hard Skills for Engine Officers Plan follow up	≥ 0,50
KPI 30a	21	Soft Skills for Masters Plan follow up	≥ 0,25
KPI 30b	21	Soft Skills for Chief Officers Plan follow up	≥ 0,25
KPI 30c	21	Soft Skills for Junior Deck Officers Plan follow up	≥ 0,25
KPI 30d	21	Soft Skills for Chief Engineers Plan follow up	≥ 0,25

Almi Tankers S.A. - TMSA Level - OCIMF 2025



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