



KC MARITIME SUSTAINABILITY REPORT 2025

Our Journey Toward Sustainability



May 2026

About This Report



This sustainability report provides a thorough overview of KC Maritime(KCM) and its operations for the period from 1st January to 31st December 2025. Any data referenced reflect the situation as of 31st December 2025, unless otherwise noted.

Developed in alignment with internationally recognized frameworks, this report follows the Sustainability Accounting Standards Board (SASB)

standards to provide detailed insights into how our company addresses material sustainability issues relevant to our industry.

Our initiatives are further guided by the United Nations Sustainable Development Goals (UNSDGs), reflecting our commitment to supporting global sustainability priorities.

This report highlights our progress and achievements in 2025 as we continue to integrate sustainable practices into our operations, reinforcing our commitment to building a resilient and sustainable organization. It represents not only our annual disclosure but also a key milestone in our ongoing sustainability journey.

We welcome feedback on any aspect of this report. For inquiries or comments, please contact our Technical Department at: technical@kcmaritime.com.



3	Executive Chairman Message
4	About KCM
5	Our 2024 Operations at a Glance
6	Our Sustainability Strategy
7	Our Sustainability Focus Areas
8-13	Environmental Responsibility
14-18	Social Responsibility
19-21	Governance
22	Sustainability Policy
23-24	Policies for Our Fleet

Contents

Executive Chairman's Message



Gautam S. Chellaram

Executive Chairman and CEO

ESG, for us, has never been a slogan on a wall or a box to tick in an annual report. It is simply how we show up every single day- the decision to reduce emissions even when no one is watching. It is our commitment to keep our seafarers safe, supported, and heard. It is our discipline to maintain zero spills, year after year, because we believe the oceans we sail are not ours to harm. These are not policies imposed, they are our values we have chosen to live by.

Over the past few years, I have watched our fleet not only meet but consistently exceed the IMO's decarbonisation trajectory toward net-zero emissions. That is not a small thing. In an industry as complex and demanding as ours, reducing greenhouse gas emissions while maintaining operational excellence requires extraordinary effort from every member of our team -at sea and ashore. I am immensely grateful to each one of them.

What moves me most, however, is not the environmental data. It is the human story behind it. When I see that 96.4% of our seafarers report being satisfied in their roles, when I learn that 96.8% choose to stay with us, and when I see 99.5% policy compliance across our fleet, I do not see statistics. I see people who feel valued. I see officers and crew who trust the organisation they work for, who believe in the training they receive, and who feel safe enough to speak up. That kind of culture cannot be manufactured overnight. It is built slowly, through consistency, through honesty, and through a genuine belief that our people are our greatest asset. That belief has never wavered at KC Maritime. Looking ahead, I am energised by what lies before us. We are actively building a purpose-built, lower carbon fleet, acquiring vessels with advanced hull designs and highly efficient machinery that align with the IMO's long-term decarbonisation strategies. This is not merely a commercial decision but a statement of intent. It is our way of saying that KC Maritime intends to be part of the solution, not a bystander to change. This report is our honest account of that journey -the progress we have made, the challenges we continue to face, and the future we are working toward. We share it openly because transparency is not just good governance; it is the foundation of trust.



About KCM

KC Maritime is a founding signatory of the Global Maritime Forum's decarbonization initiative, reflecting its strong commitment to sustainability and regulatory compliance.

The company consistently exceeds International Maritime Organization (IMO) standards ahead of deadlines, including early adoption of Energy Saving Devices and compliance with IMO 2020 low sulphur fuel requirements without operational downtime.

By actively assessing Energy Efficiency Existing Ship Index (EEXI) and Carbon Intensity Indicator (CII) profiles, KC Maritime is well-positioned to meet future greenhouse gas reduction targets. These efforts underscore its leadership in driving an environmentally responsible maritime industry

Our 2025 Operations at a Glance

571

Shipboard Employees
[TR-MT-000.A]

723K

Total Miles Travelled
[TR-MT-000.B]

4,701

Operating Days
[TR-MT-000.C]

891K

Deadweight Tonnage
[TR-MT-000.D]

13*

Vessels in Fleet
[TR-MT-000.E]

298

Port Calls
[TR-MT-000.F]

10.2

Average Age of Fleet
As on 31 Dec 2025

Our Sustainability Strategy



By focusing on these key areas, we aim to set a benchmark in sustainable shipping, balancing operational efficiency with environmental responsibility.

01

Vision and Commitment

Leading the shipping industry towards a sustainable future through environmental stewardship, social responsibility, and economic resilience.

02

Decarbonization Initiatives

Investing in energy-efficient vessels, exploring alternative fuels, installing energy saving devices and implementing route optimization to minimize fuel consumption.

03

Regulatory Compliance

Actively exceeding all IMO and national requirements, staying ahead of regulations to ensure environmental responsibility.

04

Stakeholder Collaboration

Engaging crew, customers, suppliers, and communities on sustainability initiatives that foster environmental and social well-being.

05

Technological Innovation

Embracing smart shipping solutions, data analytics for fuel efficiency, and innovative vessel designs.

06

Long-Term Sustainability Goals

Our long-term goals include achieving net-zero emissions by [target year] and increasing the proportion of renewable energy used in our operations. We are dedicated to creating a sustainable shipping model for future generations.

07

Continuous Improvement

We recognize that sustainability is an ongoing journey. We regularly review and refine our strategies, ensuring they align with the latest best practices and technological advancements in the shipping industry.

Our Sustainability Focus Areas



Good Health and Well-being

KC Maritime strives to ensure workers are both safe and have good well being. Throughout the year there have been zero fatalities or casualties and worker have had access to mental health services at all times.



Responsible Consumption and Production

Improved fleet energy efficiency through new technologies.



Life Below Water

Zero marine spills maintained throughout the year.



Industry, Innovation and Infrastructure

Significant investment in R&D for new technologies.



Climate Action

KC Maritime targets absolute alignment with the decarbonisation targets set by the IMO of net-zero GHG reduction by or around 2050.



Partnerships for the Goals

Engagement in industry initiatives to align with standards and ensure employee safety.

Environmental Responsibility

Environment

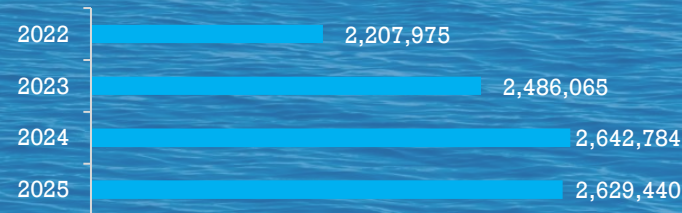
Gross Global Scope 1 Emissions (tCO₂-e)



Scope 1 Emissions Overview

Emissions slightly rose to 211,826 metric tons CO₂-e in 2025 after a decline in 2023, signalling fleet expansion

Total Energy Consumed (GJ)



Energy Consumption Variability

Energy usage in 2025 remains as 2.6 million GJ.

Carbon Intensity Indicator

~50% of
owned vessels have attained top-tier CII ratings (A or B)

Sulphur Oxides (SO_x) Intensity (Grams SO_x per tonne-mile)



SO_x Intensity Overview

Commitment to meeting MARPOL regulation with regard to fuel oil sulphur content as amended from time to time.

Nitrogen Oxides (NO_x) Intensity (Grams NO_x per tonne-mile)



NO_x Intensity Overview

Continuous improvement in NO_x intensity.

Particulate Matter (PM) Intensity (Grams PM per tonne-mile)



PM Intensity Overview

Stable improvement compared to 2022.

CO2 Emission Reduction



Efficiency Metrics Overview

Fleet efficiency is measured by indices like AER, indicating environmental performance of shipping operations.

Recent Performance Improvements

From 2022 to 2025, AER values improved, reflecting reduced CO₂ emissions and enhanced fuel efficiency. In 2025, AER remained consistent with 2024 levels, indicating that the efficiency gains achieved in the prior years were sustained, with no further significant operational or technical changes impacting performance.

Long Term Target

Net Zero carbon emission in 2050.

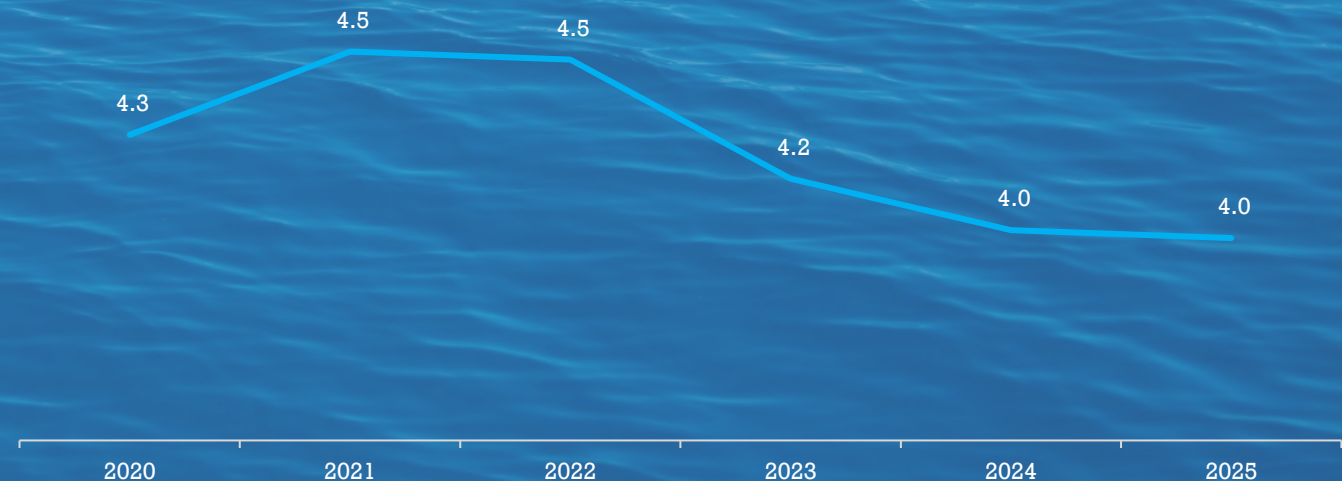
Historical Trend for Average AER*

Average AER (Grams of CO₂ per ton-nautical mile)

CO₂ Emission Reduction Savings From Energy Efficiency Measures and Technologies

7.0% from 2020

Based on emissions from consumed marine fossil fuels



*AER (Annual Efficiency Ratio) is grams of CO₂ emitted per dwt-mile

Decarbonization Roadmap



KC Maritime has partnered with American Bureau of Shipping (ABS) to create a sustainable roadmap towards decarbonization of our fleet, ensuring we meet and exceed targets set by IMO and National Authorities.

Our collaboration with ABS analyzed technical features and operational characteristics of each vessel type. The comprehensive study examined retrofitted energy-saving devices, operational changes, and biofuels. A techno-economic analysis evaluated feasibility considering capital expenditures, technology compatibility, and EU Emissions Trading System costs.

Key Achievements

- ✓ Established Maritime Operator's Holding Accounts (MOHA) for EU compliance, as part of the EU's "Fit for 55" initiatives
- ✓ Achieving Fuel EU complete compliance in the 1st reporting period (2025)
- ✓ Achieving zero spills to protect the marine environment, maintaining a clean record as a top priority
- ✓ Installation of Energy Saving Devices
- ✓ Deployed Fleet Optimisation Solution (FOS)
- ✓ Surrendered all EUAs to the Registry by 30th March
- ✓ Alternative fuel usage in the fleet
- ✓ 25% of the vessel did not have EUA exposure even though they did EU voyage or positive compliance balance achieved due to biofuel usage



Target: 17% reduction in carbon intensity from 2023 baseline by 2030

Energy-Saving Technologies



Propeller Boss Cap Fins (PBCF)

70% of fleet equipped

Improves propeller efficiency by weakening hub vortex, reducing fuel consumption by up to 5%. Reduces underwater noise by 3-6 decibels.



Mewis Duct

54% of fleet equipped

Enhances hydrodynamic efficiency by optimizing propeller inflow, reducing propulsion power and CO2 emissions. Critical for meeting EEDI, EEXI, and CII standards.

Total Amount Invested
US\$ 7million

Protecting Marine Biodiversity



High Performance Anti-fouling Paint

100% of fleet used

Controls biocides release, providing effective protection against marine fouling while minimizing environmental impact. Significant fuel savings about 3-4%

Shipping Duration in Marine Protected Areas or Areas of Protected Conservation Status



Look Overhead- 2024 Vision



NET ZERO

Sustainability Goals

KC Maritime aims to achieve net zero carbon emissions by 2030 as part of its long-term sustainability commitments.

Strategy and Best Practices

The company continuously refines strategies and adopts best practices to align with evolving industry standards and technology.

Future Initiatives

Initiatives focus on decarbonization, energy efficiency, and active stakeholder engagement for a sustainable future.

Leadership in Maritime Sustainability

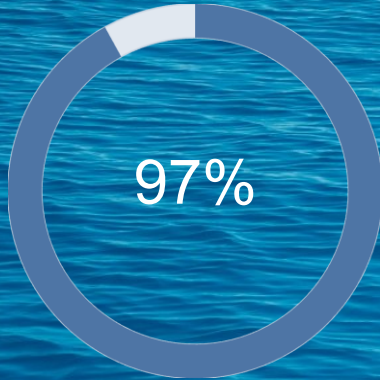
KC Maritime leads in resilient and sustainable shipping models, addressing future challenges and opportunities effectively.



Our ambitious target demonstrates unwavering commitment to environmental leadership and sustainable maritime operations.

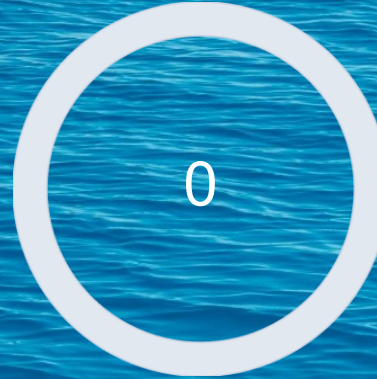
Social Responsibility

Social



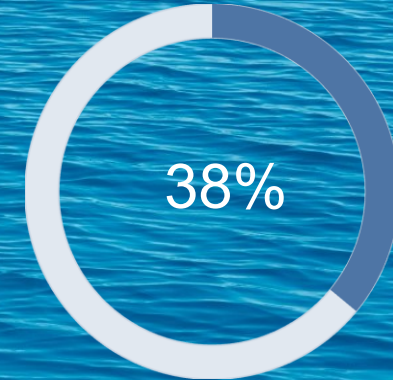
Seafarer Retention Rate

Industry-leading retention demonstrates our commitment to crew welfare



Loss Time Incident Rate

Zero fatalities, casualties, and spills in 2025



Women in Senior Management

Up from **38%** in 2025, targeting further increases by 2026

Safety Record

0 Fatalities
0 Casualties
0 Spills



At KC Maritime, we prioritize safety and effectiveness by investing in health and safety programs. Our goal is **zero fatalities and injuries**, successfully achieved in 2024 with an **LTIR of 0.00**. We conducted team-building exercises attended by senior management to boost communication, collaboration, and trust.

Crew Welfare & Development



WE Care App

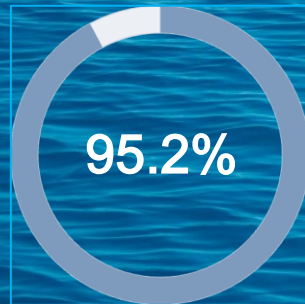
Our Seafarers Feedback Rating (SFR) system allows crew to evaluate their experiences monthly on a scale of 1-5. When ratings are between 1-4, seafarers provide detailed comments on specific topics. This invaluable tool helps us recognize areas for enhancement and develop new strategies.



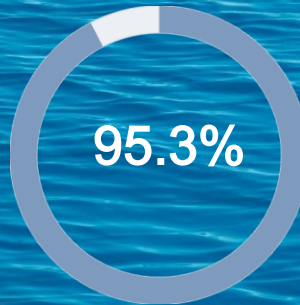
People's Development

Training is an integral part of the sustainable development of maritime transportation. Again, working with partners that share this view is integral to our ongoing strategy. All employees access world-leading training resources. For seafarers, training goes well beyond mandatory STCW requirements, covering technical vessel operations, health and safety, and leadership development.

KC Maritime SFR 2025: Excellence Across All Metrics



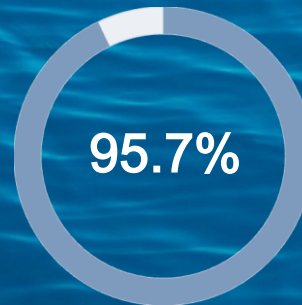
Work Environment
Positive workplace culture and safe conditions



Well-being & Engagement
Strong focus on crew health and involvement



Policy Compliance
Outstanding adherence to standards and procedures



Support from Shore
Excellent communication and assistance from land-based teams

Overall **96%**
Approval Rating

Total **1,935**
Participation

Social Public Welfare

**Total Amount
Donated
US\$ 426k**

In 2025, KC Maritime (KCM) continued to demonstrate its commitment to social responsibility and community engagement through meaningful charitable contributions across a diverse range of causes. Our giving focused on supporting maritime welfare, education, emergency relief, and broader community development initiatives, reflecting our values of care, responsibility, and sustainable impact. Through these efforts, KCM aims to contribute positively to the communities in which we operate while supporting initiatives that promote wellbeing, inclusion, and long-term societal resilience.



Sailors' Society (2025 TCS London Marathon)

Supporting a global maritime charity dedicated to seafarer welfare, this contribution was raised through participation in the TCS London Marathon. The initiative helps fund mental health programmes, crisis response services and welfare support for seafarers and their families worldwide.

2025 Adventure Race Japan

This sponsorship supported an international endurance and team-based sporting event that promotes resilience, teamwork and community engagement. Participation reflects KCM's encouragement of active lifestyles and cross-border community involvement.

Hong Kong Shark Foundation

Contributed to a local non-profit focused on marine conservation, education and advocacy. The Foundation works to protect shark populations and promote sustainable marine ecosystems, aligning with broader environmental awareness initiatives.

Hong Kong Red Cross (Tai Po Fire)

Provided immediate humanitarian assistance following the Tai Po fire incident. Funds supported emergency relief efforts, including temporary shelter, essential supplies and

recovery assistance for affected individuals and families.

LRF Charitable Foundation

A significant contribution channelled through LRF Charitable Foundation to support a network of local organisations addressing key social needs:

- **Hong Kong Breast Cancer Foundation:** advancing early detection, treatment access and public awareness of women's health
- **Hong Kong Down Syndrome Association:** providing education, vocational training and advocacy for individuals with disabilities
- **Impact Hong Kong:** delivering programmes aimed at homelessness support, social inclusion and community reintegration

University & Education Support

KCM also supported academic and university-related initiatives, reinforcing our commitment to education, talent development and knowledge sharing within the maritime and broader professional community. These contributions aim to encourage future industry professionals and strengthen collaboration between academia and industry

Community Development & Partnerships



Captain's Table Initiative

Supporting Young Persons Network (HK) pitch challenge for startups in decarbonization, crew welfare, and innovative technology. KC Maritime serves as sponsor, jury member, and technical advisor.

HK Maritime Week

Supporting Hong Kong Maritime Week 2025 to promote Hong Kong as a leading international maritime centre under the theme "Navigating to a Greener Future," featuring industry conferences, seminars, and public engagement activities with global and local participation.

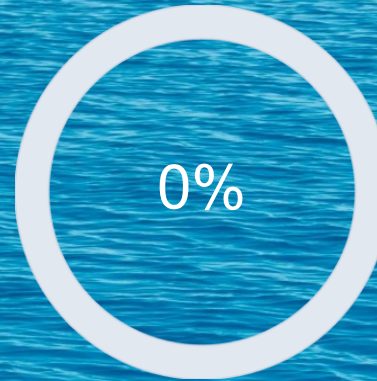
Our Partnership

Our partnerships with leading maritime organizations strengthen our sustainability efforts and amplify our positive impact on communities worldwide.



Governance

Governance



% of No. of port call in countries that have the 20 lowest rankings in Corruption Perception Index (CPI)



Losses form legal proceedings associated with bribery or corruption

At KC Maritime, robust systems and processes are fundamental to achieving operational excellence and reflect our core values of transparency, accountability, and integrity. Sustainability considerations are embedded within our risk management framework, with regular assessments conducted to identify and address key risks and opportunities while maintaining high operational standards. As a lean, mid-sized organization, we benefit from streamlined communication channels, supported by a dedicated senior management group that oversees sustainability

initiatives and monitors operational risks.

We maintain a strong commitment to ethical business practices, enforcing a zero-tolerance approach to bribery, corruption, and money laundering, which are detrimental to fair competition and corporate reputation. Regulatory compliance is a priority, and we work closely with partners who align with our sustainability objectives. All suppliers are expected to comply with the IMPA Act and its Code of Conduct. In addition, we ensure that our crew management

partners support initiatives that promote equality, as well as health and safety standards across the industry.

Our governance framework includes an advisory Board of Directors that provides strategic guidance on key matters, supported by quarterly reporting to ensure appropriate oversight. The Board comprises Non-Executive and Independent Directors with diverse expertise, enabling effective and balanced guidance to management.

Data Privacy and Cybersecurity

KCM recognizes that the rapid digital transformation of the maritime sector has outpaced the development of data privacy and protection regulations, increasing exposure to risks such as data breaches and cyberattacks. In response, the company has identified Data Privacy and Cybersecurity as a key business priority.

To address these risks, KCM has established robust policies and conducts regular risk assessments to strengthen its information security framework. The company also actively promotes employee awareness on the importance of protecting confidential information through ongoing training and communication.

KCM places strong emphasis on safeguarding personal data collected from customers and business partners, ensuring compliance with applicable data protection laws and regulations. Its

Data Protection and Privacy Policy clearly defines procedures for data collection, use, sharing, and storage, as well as outlining individuals' access rights and available channels for lodging complaints.



Sustainability Policy

1. Introduction

KC Maritime Hong Kong Ltd is committed to conducting its business operations in a responsible, sustainable, and socially conscious manner. This sustainability policy outlines our commitment to integrating considerations of our SDGs into our business practices.

2. Emission Reduction

We will strive to minimise our environmental impact by reducing emissions from our fleet, adopting fuel-saving solutions, and energy-efficient practices.

3. Fuel Efficiency

We will endeavour for fuel-efficient vessel operations, optimising routes, and implementing measures to reduce fuel consumption.

4. Waste Management

We will aim for responsible waste management practices, including recycling, reducing waste generation, and complying with applicable waste disposal regulations.

5. Environmental Compliance

We will adhere to all relevant environmental laws, regulations, and guidelines issued by the relevant flag states and the IMO.

6. Health and Safety

We prioritise the health and safety of our employees, contractors, and stakeholders, providing a safe working environment and promoting a safety-first culture.

7. Workforce Diversity and Inclusion

We are committed to fostering a diverse and inclusive workforce, providing equal opportunities and promoting a workplace that values different perspectives and backgrounds.

8. Human Rights

We respect and uphold human rights, ensuring fair treatment, non-discrimination, and ethical employment practices throughout our operations.

9. Community Engagement

Emphasizing on “Giving Back to the Society”, we created a CSR policy, laying down social causes on which KC Maritime will focus.

10. Corporate Governance

We maintain a robust corporate governance framework, ensuring transparency, accountability, and responsible decision-making at all levels of our organisation.

11. Ethical Conduct

We operate with the highest ethical standards, promoting integrity, honesty, and fair business practices in all our interactions.

12. Anti-Corruption

We have zero tolerance for corruption and bribery, adhering to applicable anti-corruption laws and regulations.

13. Data Privacy

We protect the privacy and confidentiality of personal and corporate data, complying with data protection regulations.

14. Reporting and Monitoring

14.1 Reporting

We will report on our performance in the above areas, disclosing relevant metrics. The metrics shall be shared as per SASB Standards.

14.2 Continuous Improvement

We are committed to continuous improvement, regularly reviewing and updating our policies, practices, and targets to align with emerging regulations and best practices.

15. Compliance

We will ensure compliance with the relevant laws, regulations, relevant flag states and the IMO concerning environmental, social, and governance aspects of our business operations.

Policies for our Fleet

1. Code of Ethics and Code of Conduct

The Codes encompass various requirements, including the obligation to comply with all relevant laws pertaining to the company and its operations. It advises against engaging in conflicts of interest, and prohibits the acceptance of improper payments, as well as payments or gifts to government officials. The Codes promote fair dealings and strictly forbid insider trading. They also provide guidance on retaining specific documents as mandated. Importantly, the Codes explicitly prohibit any form of retaliation, reprisal, or adverse action against employees who report suspected violations, issues, or concerns arising from the Codes. Our Code of Ethics, on which all employees are trained, stipulates the company's position regarding diversity, equality, and inclusion. Any form of harassment in the workplace is met with zero tolerance and grievance mechanisms are made freely available.

The Codes reflect the Company's core principles and dedication to honesty, integrity, professionalism, and fairness. Their purpose is to foster a shared understanding of strong and transparent values, as well as upholding the utmost standards of conduct. The Company has a zero- tolerance policy towards any involvement or concealment of behaviours that could be perceived as harassment, intimidation, bullying, racism, or discrimination.

2. Safety Policy

The Company is fully committed to implementing safe procedures in ship operations and ensuring a secure working environment to prevent any harm to individuals, loss of life, and damage to property. Its main goal is to achieve a flawless safety record by consistently improving its protocols. Safety management objectives include assessing all identified risks to ships, personnel, and the environment and implementing appropriate measures to mitigate them. Additionally, the Company strives to continuously enhance the safety management skills of both onshore and onboard personnel.

3. Anti-Bribery & Anti-Facilitation Payment Compliance

The Company strictly prohibits all forms of bribery or corruption, regardless of jurisdiction. It maintains a zero-tolerance policy against any Employee, regardless of their position, who engages in or attempts any act of bribery or corruption. KC Maritime has implemented thorough internal accounting and recordkeeping procedures that effectively identify and prevent improper payments, ensuring ongoing compliance. These procedures include requirements for significant expenditures, such as reasonable assurance of proper authorisation, accompanying detailed information, and accurate recording in accordance with relevant accounting standards. Both internal and external auditors regularly review these expenditures. Our Company adheres to stringent regulations regarding anti-bribery, money laundering, and corruption. Any form of direct or indirect offers, gifts, or bribes, including kickbacks, is strictly prohibited in all company operations. Moreover, the Company explicitly forbids the use of alternative routes or channels for providing or receiving improper benefits from agents, contractors, suppliers, or employees of any party, including government officials. Procurements are conducted in a fair and transparent manner.

4. Health and Safety

The Company employs a multi-programme approach to enhance the Health and Safety program for ensuring the seafarers' physical and mental wellbeing. Be Safe+, Go Home Safe, Safety News Flash, Concentrated Campaigns, along with Wellness programmes like ASSET are implemented throughout the fleet of vessels. The value-added training ashore is provided at the state of the art facility to build up necessary skills beyond the basic competence. The Shore support in Medical and Mental health is available 24/7.

•Be Safe+ is behaviour-based safety program utilised to engage the ship's staff in making safety observations and learning from it. Through this program, ship staff is encouraged to identify safe practices for appreciating the crew and reinforcing the

safety culture onboard. The program also assists ship staff in identifying unsafe practices or lapses and learning from day- to-day normal activities to prevent those lapses and possible injuries.

•The Go Home Safe programme is our safety campaign derived from analysis of incidents. Top identified areas of concern and causes are targeted through these safety campaigns for raising safety awareness in those specific areas with an aim to improve the safety performance of the fleet and having an injury- free environment onboard.

•Safety News Flash are used to alert all vessels in the fleet, preferably within 48 hours, with initial findings regarding a high-loss potential incident or major incident, or important learnings from industry news for verifying onboard that such practices do not exist onboard. Thereafter, lessons learned from the incident is shared with all vessels once incident investigation findings are concluded.

• Concentrated Campaigns are done on focus areas identified from industry statistics or company statistics requiring proactive control measures on all vessels in the fleet. Some examples of such focus areas could be based on top identified PSC deficiencies in specific MOU or in company-managed vessels; top identified causes from high loss potential incidents etc. Such concentrated campaigns help us prevent or minimise adverse outcomes from external inspections or vessel's operational performance.

• ASSET (Anglo-Eastern Staff Satisfaction & Engagement Team) consists of HR staff who form part of the Wellbeing & Engagement (WE) team ashore, to run various engagement campaigns with Seafarers and their families. Asset sends regular bulletins onboard and can be contacted at asset@angloeastern.com.



5. Drug & Alcohol Policy

Any form of illicit drug on board our vessels is strictly prohibited, with the exception of prescribed medications. Misuse of legally obtained drugs is also not tolerated. The policy explicitly states that no seafarer, regardless of rank, is allowed to navigate the vessel or operate its equipment while under the influence of drugs or alcohol, or in any situation where impairment may pose a risk.

6. Cyber Security Policy

The Company is dedicated to actively monitoring and enhancing employees' understanding of potential threats and prioritising security training. Employees are trained on essential strategies to prevent and address security threats. To reinforce this commitment, the Company has implemented various procedures such as incident handling, information backup, system access controls, antivirus measures, password protocols, and encryption methods.

7. Data Protection Policy

All information concerning the Company's operations is treated as confidential, in accordance with applicable laws and without conflicting with the Company's safety and environmental policies. Moreover, we strictly collect personal information on a voluntary basis, acknowledging and respecting the privacy of our applicants, current employees, and former employees. Safeguarding the confidentiality and privacy of entrusted information is our priority, and we adhere to personal data privacy legislation.

We ensure that our shore employees, seafarers, candidates, and third parties are informed about the types of information we may collect, as well as the methods of collection, storage, usage, sharing, and protection. Furthermore, we educate all parties involved about their rights regarding their personal data. Our commitment lies in the responsible protection and

appropriate utilisation of personal information/data. Specifically, we aim to gather only the necessary personal information voluntarily provided by seafarers for employment purposes, while demonstrating utmost respect for the privacy of our applicants, current employees, and former employees

8. Social Media Policy

This policy helps seafarers make responsible decisions about using social media. It prohibits discriminatory remarks, harassment, and threats of violence in their posts. It also provides guidelines for using the internet and posting online more wisely. Social media is important for communicating with family and friends, sharing information, and entertainment. The Company has guidelines and a checklist to help seafarers and office personnel use social media responsibly as employees. It can bring families closer even when at sea and improve life onboard when used carefully.

9. Equality and Diversity

We are dedicated to promoting equal opportunity, regardless of age, gender, race, sexual orientation, marital status, disability, or religion. Additionally, KC Maritime is fully committed to fostering a culture that is free from harassment, bullying, victimisation, and discrimination. It is our expectation that all colleagues and clients are treated with utmost respect and dignity.

10. Compliance Training

The Policy aims to ensure that all employees, officers, directors, and affiliated management companies are well-informed about economic sanctions laws and regulations. It offers guidance to prevent any intentional or unintentional violation of sanctions. Strict adherence to the Policy is mandatory, regardless of one's location, residency, citizenship, or nationality. The company maintains a strict expectation of complete compliance with all

relevant laws, rules, and regulations at all times. It is imperative for all employees, officers, and directors of the Company to promptly report any possible, suspected, or confirmed violation of applicable laws or the Company's Policy to the Financial Director who shall be the Chief Compliance Officer (CCO). In the event of any suspicion or potential violation of applicable laws, rules, regulations, or company policies, timely reporting to the shoreside office is required. To ensure a safe reporting environment, the company has established various confidential channels for crew members to raise their concerns anonymously, without any fear of retaliation.

11. Whistleblowing Policy

Open reporting without any apprehension of adverse consequences from the company is encouraged for reports or inquiries submitted in a timely and sincere manner. Our Code of Ethics and Code of Conduct policies provide clear instructions and channels for reporting concerns, whether anonymously or with identifying information. Employees and crew members have access to dedicated email addresses and an open reporting hotline. These reporting channels are continuously monitored, and all received reports are thoroughly investigated. The outcomes of these investigations are appropriately shared with the reporting individuals

Disclaimer

In this report, the Company may make forward-looking statements or provide forward-looking information. All statements other than statements of historical facts should be considered forward-looking statements. Although such statements reflect the Company's current expectations, these statements are not guarantees of future performance, but involve risks, uncertainties, and assumptions which are difficult to predict.

This report is informed by metrics defined by the Sustainability Accounting Standards Board's (SASB) MARINE TRANSPORTATION: Sustainability Accounting Standard Sustainable Industry Classification System® (SICS®) TR-MT Prepared by the Sustainability Accounting Standards Board (October 2018), as well as taking into account relevant disclosure metrics set out by "Reporting for Signatories, United Nations: Principles for Responsible Investing (PRI) 2020."
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All information is assumed to be correct at time of publication.

Some metrics have been calculated through engineering calculations. Copyright © 2026 KC Maritime.

