PREVENTION AT SEA

SUSTAINABILITY REPORT 2024

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EXECUTIVE SUMMARY

Prevention at Sea is a maritime compliance firm headquartered in Larnaca, offering innovative maritime software solutions and compliance consultancy services. As a company dedicated to serving the maritime industry since 2013, we recognize the growing importance of sustainability and corporate responsibility. As a result, we are pleased to present our first Environmental, Social and Governance (ESG) report, outlining our commitment to integrating ESG principles into our daily business operations.

As global challenges such as climate change, environmental degradation, and social inequality continue to shape the future of the maritime sector, it is imperative for companies like ours to not only comply with regulatory standards but also to contribute positively to our communities and the environment.

At Prevention at Sea, we are fully committed to ongoing improvement in our ESG practices. As we navigate the ever-evolving maritime industry and the global landscape of sustainability, we understand the importance of staying proactive and responsive to emerging trends, regulatory requirements, and stakeholder expectations.

Reporting Period: The following ESG report covers the period from 1st of January 2024 until 31st of December 2024.

REPORTING STANDARDS

Global Reporting Initiative (GRI) Standards
Our report has been prepared in reference to the GRI standards as our primary framework for reporting on sustainability and social impact.

Sustainability Accounting Standards Board (SASB) Standards for Software & IT Services
We have referenced the SASB Standards for Software & IT Services to ensure our disclosures address the specific ESG factors that are most material to our sector. SASB's industry specific guidelines provide insights into the key areas of risk and opportunity for companies in the technology and IT services industry, helping us track and disclose relevant sustainability metrics.

PUBLICATION DATE
September 30th 2025

CONTACT INFO
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LETTER FROM OUR CEO

PETROS ACHTYPIS
CEO, Prevention at Sea

Dear Stakeholders,

I am pleased to present Prevention at Sea's first Environmental, Social and Governance (ESG) report. This marks an important milestone in our journey towards greater transparency, sustainability and responsible business practices. As we reflect on the rapidly evolving global landscape, we recognize that our role in the maritime compliance services sector extends beyond simply providing innovative software solutions and compliance services. We are also deeply committed to helping our clients comply with maritime regulations, including environmental regulations.

As we reflect on the events of 2024, it is clear that this year has marked a defining chapter in the evolution of the maritime industry. It has been a year shaped by regulatory transformation, technological acceleration, and an unwavering focus on sustainability.

Major milestones such as the release of SIRE 2.0, the official adoption of the Dry Bulk Management Standard (DryBMS), and the enhancement of RISQ through version 3.1 have established a new framework for safety, transparency, and operational excellence. These developments signal a shift towards more structured self-assessment, proactive risk management, and an emphasis on behavioral and performance accountability.

Simultaneously, the maritime community has faced growing pressure to embrace digital transformation and address the urgent need for decarbonization. Guided by the International Maritime Organization's strategic goals, the push toward reducing environmental footprint and adopting green technologies is now more critical than ever.

At Prevention at Sea, we have responded to these challenges with purpose and innovation. We are proud to have taken a leading role in supporting our clients through this transition by delivering smart digital tools, practical compliance solutions, and forward-looking strategies tailored to meet evolving industry needs.

A key pillar of our transformation journey is our MORSE platform. Based on our pioneering work in digital ship logbooks, we have set our vision for MORSE to gradually combine data from logbook entries with port insights, artificial intelligence, digital SMS, real-time enviro compliance and document control capabilities. This unique integration transforms MORSE into a robust, data-driven compliance and decision-making platform. It provides predictive compliance support, simplifies daily operations on board, and assists shore-based teams with strategic oversight. Most importantly, MORSE is designed to bring peace of mind to seafarers while supporting broader environmental goals by improving operational efficiency and minimizing emissions.

In parallel, we have invested in advancing human capital through our immerSEAv platform—an innovative system developed under the Prevention at Sea Group. Our immerSEAv solution assesses the behavioral, safety, and technical competencies of seafarers through dynamic and immersive training environments. It helps companies identify individual strengths and areas for development, enabling more targeted crew training and selection. The platform plays a vital role in shaping the optimal crew synthesis, aligned with the highest standards of safety, performance, and team cohesion.

To further strengthen our governance procedures, since 2023, we have successfully implemented the ISO27001:2013 standard, ensuring the highest standards of information security management and demonstrating our commitment to protecting sensitive data and maintaining trust with our clients and stakeholders. In 2025, we are planning a transition to the newest version of Information Security Management System, ISO27001:2022, to maintain and continuously improve our strict compliance. We are also excited to announce the implementation of the International Standard for Business Continuity Management Systems ISO22301:2019 next year, which will help us better anticipate, prepare for, respond to, and recover from disruptive incidents, enhancing the resilience and reliability of our operations.

This year, Prevention at Sea was honored to be recognized as the unique disruptor in the field of digital ship logbooks and acknowledged as one of the leading Green Maritime Tech companies globally. These distinctions underscore our ongoing commitment to excellence, environmental stewardship, and transformative innovation.

As we move into 2025, our focus remains clear: to support our partners and clients with effective, forward-thinking solutions that drive compliance, enhance safety, and promote sustainability.

We thank you for your continued trust and collaboration, and we look forward to building the future of maritime together.

HISTORY

2013
COMPANY ESTABLISHED
Founded with a vision to enhance safety, compliance, and efficiency, Prevention at Sea delivers smart digital solutions for the maritime industry. The company supports shipping firms in meeting regulatory requirements, improving operations, and promoting a strong safety culture.

2016
HUMAN ELEMENT ASSESSMENT INTRODUCED
Pioneered the integration of behavioural assessment in the maritime sector, focusing on crew competency and safety culture.

2017
INTERNATIONAL RECOGNITION
Won prestigious awards for innovation and safety, affirming the company's forward-thinking approach.

2018
SAFETY MANAGEMENT SYSTEMS (SMS) DEPARTMENT ESTABLISHED
Expanded internal capacity with a dedicated team supporting Company SMS development, simplification, and auditing.

2019
VETTING DEPARTMENT LAUNCHED
Introduced a dedicated vetting services team to support TMSA, SIRE, Rightship compliance.

2021
LAUNCH OF MORSE
Released MORSE, an integrated compliance intelligence platform featuring:
- Digital logbooks
- Compliance and operational benchmarking.

TODAY
COMPLIANCE LEADERSHIP IN MARITIME STRATEGY
- Actively engaged in supporting companies with RISQ 3.1, SIRE 2.0, TMSA, and Dry BMS.
- Recognized as official DNV Dry BMS Trainers.
- Ongoing support to shape maritime strategy and compliance frameworks.

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VISION

To be the leading force in maritime risk prevention - where safety is embraced not just as a requirement, but as a mindset. We envision a maritime world in which every vessel, every decision, and every action are guided by proactive responsibility, ensuring lasting performance and safeguarding the environment.

MISSION

To deliver forward-thinking, operationally grounded solutions that enhance maritime safety, reinforce compliance, support the seafarer, and make life easier. We are committed to making a meaningful contribution to the industry through proactive innovation, unwavering accountability, and a deep understanding of maritime operations.

FOCUS

Operational Relevance
Delivering solutions rooted in real-world maritime experience.
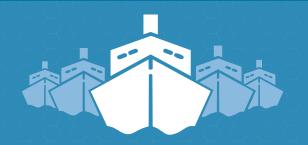
Safety as a Mindset
Embedding prevention into the culture of every organization we partner with.

Compliance & Accountability
Upholding the highest standards from bridge to boardroom.

Client-Centric Innovation
Designing practical tools and guidance that support those at sea.

Sustainable Contribution
Working not to impress, but to improve the industry we serve.

3000+
VESSELS IN OUR CURRENT PORTFOLIO

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OUR VALUES

We make our clients' life easier by helping them in complying with the regulatory framework, best practices, local requirements and maritime industry's standards.

INNOVATION FOR SUSTAINABLE COMPLIANCE

PAS is committed to advancing solutions that simplify compliance, promote environmental responsibility and support crew welfare.

COMMITMENT TO CREW WELFARE

Through innovations like Behavioural Competency VR training, PAS fosters safe working environments and strengthens seafarers' safety awareness and performance.

GOVERNANCE & INTEGRITY

PAS holds ISO 9001 and 27001 certifications, ensuring high standards in quality, data security, and transparency. The company supports shipping companies in building their strategy and safe business profile.

CLIENT-CENTRIC EXCELLENCE

Our mission is to make compliance simple through traditional or digital solutions by helping stakeholders meet international and local requirements.

WHAT WE OFFER

EXTENSIVE MARITIME EXPERIENCE

TOP SOFTWARE DEVELOPMENT TEAM

24/7 SOFTWARE SUPPORT TEAM

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SECTION 02: SUCCESS STORIES

SUCCESS STORIES
STATISTICS

91%
of **vessel operators** confirm PAS auditors effectively **identify deficiencies** using evidence based on regulations and standards.

88%
of **crew members** value PAS auditors' **on-the-spot solutions** for addressing findings.

95%
of **crew members** recommend PAS auditors for providing **training on the job**.

91%
of **vessel operators** express satisfaction with the PAS auditors' performance and reporting quality.

93%
of **crew members** rate the quality of PAS onboard audits as high.

100%
of **vessel operators** report improved vessel performance following PAS audits.

100%
of **pre-vetted vessels** encountered no challenges during **RISQ 3.1** or **SIRE 2.0** inspections.

100%
of **our clients** recommend our software products and maritime services to others.

100%
of **PAS audited vessels** experienced **no PSC issues** for 3–4 months after auditing.

SUCCESS STORIES
CUSTOMER SUPPORT DATA

AVERAGE ASSIGN TIME
6m 18s
▼ *42.39%*

AVERAGE FIRST RESPONSE TIME
6h 18m 50s
▼ *19.73%*

FIRST RESPONSE SLA %
93.89%

AVERAGE RESOLUTION TIME
46.71 Hours

FIRST CONTACT RESOLUTION %
76.12 %

RESOLUTION SLA %
97.99 %
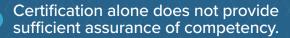
SUCCESS STORIES
IMMERSEAV

IMMERSEAV

HOW DO YOU COMPLY WITH SIRE 2.0 - Q 3.2.8?

"Has the vessel operator implemented a Behavioural Competency Assessment Programme onboard, and is there evidence that assessments are being conducted for navigation, cargo, mooring, and engineering operations by approved assessors?"

ⓘ Certification alone does not provide sufficient assurance of competency.

ⓘ SIRE 2.0 requires ongoing monitoring and verification — not just training records.

immerseav

This is where IMMERSEAV makes the difference. Transforming behavioural competency from a buzzword into measurable performance.

IMMERSEAV is a member of the Green Tech awarded Prevention at Sea Group.

EXPERIENTIAL LEARNING

BEST PRACTICING

BEHAVIOURAL SAFETY COMPETENCY PROFILING

HOW DO WE DO IT?

- We immerse seafarers in realistic, rank-based Virtual Reality missions using portable VR headsets.

- We analyze data on our analytics platform to build seafarer's technical, behavioural, and safety profile.

WHY IT MATTERS?

- Comply with OCIMF expectations & SIRE 2.0 requirements.

- Eliminate personal bias in hiring and promotion.

- Make smarter, safer personnel assignments.

- Identify hidden talents and risks early on.

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In conducting our Materiality Assessment and Value Chain Mapping, we focused on gathering insights exclusively from internal stakeholders -our employees, mostly, our head of departments, as part of our first ESG report. This approach allowed us to assess the issues that are most significant to our organization from those directly involved in our operations. Through internal workshops, interviews and surveys, we identified and prioritized the key environmental, social, governance factors that are critical to our long-term sustainability and success.

We recognize that engaging external stakeholders is also an important aspect of comprehensive ESG strategy, and we plan to expand our stakeholder engagement in future assessments to ensure a more holistic view.

MATERIALITY ASSESSMENT

A Materiality Assessment is a strategic process used by organizations to identify and prioritize the environmental, social and governance (ESG) issues that are most important to both the business and its stakeholders. It helps determine what matters most for long-term success and sustainability reporting.

The Materiality Assessment conducted has helped us identify the sustainability topics that matter most — both in terms of their importance to our stakeholders and their impact on our business.

The results are presented in a materiality matrix, which maps each topic according to two dimensions: how important it is to our stakeholders (Y-axis) and how significant it is to our business (X-axis).

Social and economic topics dominated the top-right area of the matrix — meaning they are highly important to both our stakeholders and to us as a business. These include areas such as, customer privacy and data, diversity and inclusion, market presence, anti-corruption and anti-competitive behavior.

On the environmental side, energy use and the environmental footprint of our hardware infrastructure stood out as important to both stakeholders and the business, highlighting key areas where environmental sustainability aligns with operational impact.

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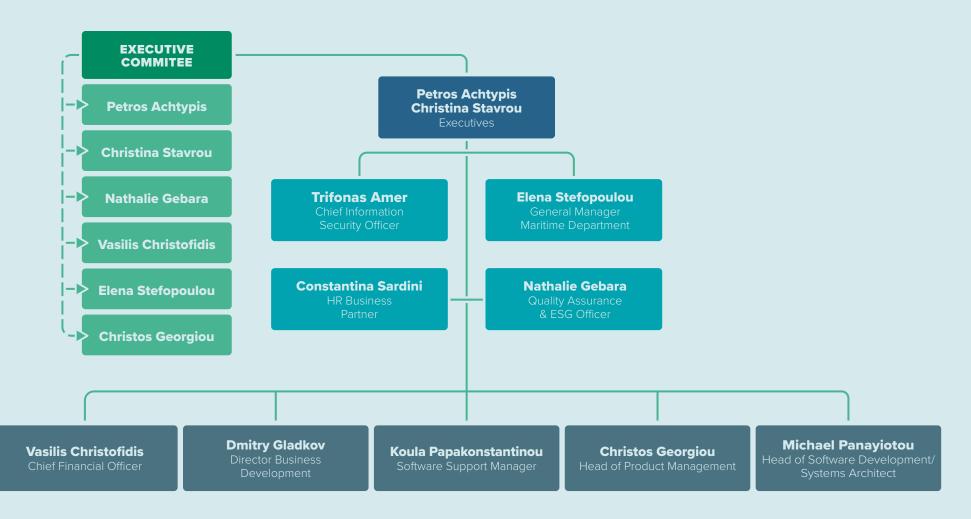
EXECUTIVE COMMITEE

As a maritime compliance firm, we recognize that strong sustainability governance is fundamental to our ESG strategy and our role in supporting regulatory integrity across the maritime sector. Our Board of Directors is actively involved in overseeing our sustainability efforts and recognize the importance of integrating sustainability into our business strategy. The Board approves of our sustainability policies and targets, and regularly evaluates our performance in meeting these objectives, as part of our annual management review meeting.

EXECUTIVE COMMITEE

- Petros Achtypis
- Christina Stavrou
- Nathalie Gebara
- Vasilis Christofidis
- Elena Stefopoulou
- Christos Georgiou

Petros Achtypis
Christina Stavrou
Executives

Trifonas Amer
Chief Information
Security Officer

Elena Stefopoulou
General Manager
Maritime Department

Constantina Sardini
HR Business
Partner

Nathalie Gebara
Quality Assurance
& ESG Officer

Vasilis Christofidis
Chief Financial Officer

Dmitry Gladkov
Director Business
Development

Koula Papakonstantinou
Software Support Manager

Christos Georgiou
Head of Product Management

Michael Panayiotou
Head of Software Development/
Systems Architect

MATERIALITY MATRIX

IMPORTANCE TO STAKEHOLDERS

IMPORTANCE TO BUSINESS

Labels on the matrix:
- Data Privacy & Freedom of Expression
- Data Security
- Customer Privacy
- Non-discrimination
- Anti-corruption
- Managing Systemic Risks from Technology Disruptions
- Diversity and Equal Opportunity
- Market Presence
- Employment
- Responsible & Sustainable Technologies
- Training and Education
- Occupational Health and Safety
- Anti-competitive Behavior
- Intellectual Property Protection & Competitive Behaviour
- Energy
- Recruiting & Managing a Global, Diverse & Skilled Workforce
- Labor/Management Relations
- Customer Health and Safety
- Environmental Footprint of Hardware Infrastructure
- Marketing and Labeling
- Economic Performance
- Procurement Practices
- Supplier Environmental Assessment
- Tax
- Emissions
- Supplier Social Assessment
- Indirect Economic Impacts
- Local Communities
- Waste
- Materials
- Security Practices
- Rights of Indigenous Peoples
- Freedom of Association and Collective Bargaining
- Public Policy

Legend

● ENVIRONMENT
- ● Energy
- ● Environmental Footprint of Hardware Infrastructure

● SOCIAL
- ● Employment
- ● Labor/Management Relations
- ● Occupational Health and Safety
- ● Training and Education
- ● Diversity and Equal Opportunity
- ● Marketing and Labeling
- ● Customer Privacy
- ● Data Security
- ● Data Privacy & Freedom of Expression
- ● Recruiting & Managing a Global, Diverse & Skilled Workforce
- ● Intellectual Property Protection & Competitive Behaviour
- ● Managing Systemic Risks from Technology Disruptions
- ● Responsible & Sustainable Technologies

● GOVERNANCE
- ● Economic Performance
- ● Market Presence
- ● Procurement Practices
- ● Anti-corruption
- ● Anti-competitive Behavior

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OUR CONTRIBUTION TO THE UN SDGs

INTRODUCTION TO THE SDGS

Developed by the United Nations, the SDGs provide a universal framework for addressing global challenges such as poverty, climate change, and inequality.

As part of Prevention at Sea's commitment to sustainable development and responsible business practices, we align our ESG efforts with the United Nations Sustainable Development Goals (SDGs). These goals guide our strategy and help us measure our impact on the environment, society and economy.

SUSTAINABLE DEVELOPMENT GOALS

CLIMATE ACTION & LIFE BELOW WATER
Our Software Solutions and Marine Audits help ship management companies to comply with environmental regulations, in order to make it easier to monitor their GHG emissions and reach their own ESG Goals.

ENERGY MANAGEMENT
Our Energy Saving Policy is in place, reducing energy consumption by up to 80% compared to 2022's energy consumption.

WASTE REDUCTION
We recycle paper, batteries and computer desktops & hardware.

GENDER EQUALITY
Women in Senior & Leadership Positions.

LABOR PRACTICES
Compliance with local labor law.

CORPORATE GOVERNANCE
Clear and defined corporate governance structure.

PRODUCT INNOVATION
We sell Innovative Products and Services, while safeguarding our Intellectual Property Rights.

COMMUNITY ENGAGEMENT
We contribute to our local community through donations and sponsoring events.
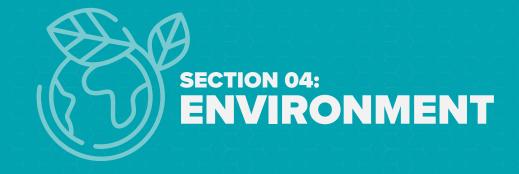
EDUCATION & TRAINING
We invest in our Employees' Training and Development.

GOOD HEALTH AND WELL-BEING
Employee and Customer Health and Safety are always our top priority.

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STARTING 2023, WE SUCCESSFULLY REDUCED THE ELECTRICITY CONSUMPTION AT THE OFFICE BY UP TO 80% DURING THE SUMMER MONTHS.

- Successful implementation of our Energy Saving Policy.
- We recycle paper, batteries, computer hardware.
- We encourage our employees to adopt car-sharing during commute times.

CONSUMPTION (kWh)

Legend: 2022, 2023, 2024

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OUR PEOPLE AND MANAGEMENT PHILOSOPHY

Prevention at Sea Management Philosophy is based on integrity, responsibility, accountability, diligence and mutual respect. Our wishes are to maintain a work environment that fosters on personal and professional growth for all employees. We firmly believe that investing in the well-being and professional development of our people is essential for maintaining a sustainable and thriving organization. We prioritize safety, diversity, and inclusivity in our workforce, fostering an environment that encourages teamwork, innovation and continuous improvement.

As a growing company, we recognize the importance of building a gender-balanced workforce as part of our commitment to social responsibility and long-term sustainability. Over the past year, we have taken practical steps to create a more inclusive workplace, including promoting flexible work arrangements and remote work, as well as encouraging equal opportunities for training and advancement. While our team consists of 36 people, we are proud to report progress in increasing gender diversity, particularly in mid-level and leadership roles. We remain committed to continuous improvement and regularly assess our practices to ensure that we are fostering a fair and supportive environment for all employees.

36 TOTAL EMPLOYEES
20 MALE
16 FEMALE

86%
SENIOR MANAGEMENT HIRED FROM THE COMMUNITY

10 NEW HIRES
5 MALE
5 FEMALE

44%
WOMEN IN OUR OFFICE WORKFORCE

39%
WOMEN IN SENIOR AND MANAGEMENT POSITIONS

During the reporting period January 1st – December 31st (2024), the company identified and recorded zero (0) substantiated incidents of discrimination. We continue to maintain robust mechanisms for reporting, investigating, and addressing any concerns related to discrimination, ensuring a safe and inclusive environment for all employees. We remain committed to proactive monitoring, employee engagement, and continuous improvement to ensure a workplace free from discrimination.

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TALENT MANAGEMENT

People who join Prevention at Sea want to work here because we have created an environment that encourages creativity and achievement. We aim to become a leader in our field of expertise. The mainstay of our strategy is to offer a level of client focus that is superior to that offered by our competitors. To help achieve this objective, we always seek to attract highly motivated individuals that want to work as a team and share in the commitment, responsibility, risk taking and discipline required to achieve our vision. Part of attracting these selected individuals will be to build a culture that promotes both uniqueness and encourages action. While we are realistic in setting goals and expectations, we are also determined in reaching them. The success will in turn enable us to give our employees attractive compensation and innovative benefits and rewards, which are key elements in helping us maintain our leadership position in the marketplace.

TRAINING AND CAREER DEVELOPMENT

As part of our ongoing commitment to employee development and organizational growth, our HR Business Partner develops a comprehensive annual training plan focused on enhancing both professional capabilities and soft skills, following each employee's annual performance review. The plan includes scheduled workshops, one-to-one trainings, and peer-learning sessions designed to strengthen communication, leadership, emotional intelligence, and collaboration across departments. Recognizing the value of soft skills in driving positive workplace culture and effective teamwork, we have prioritized trainings related to client communication, internal communication, giving and receiving feedback, stress management and time management to support personal development and improve overall employee engagement. Feedback from participants is used to refine the program annually, ensuring it remains relevant and aligned with both individual and business goals.

We periodically conduct training sessions subsidized by the government in areas relating to ISO9001 and ISO27001, in order to keep up date with the development of new ways to apply ISO Standards.

Furthermore, we participate in the Incentive Scheme for the Employment of NEETS (targeting employees less than 29 years old), in order to integrate youngsters into the labour market.

8 HOURS
of average hours training provided based on all employees who received trainings.

36/36
employees received performance and career development reviews.

STUDY LEAVES
Up to 5 days of study leaves (subject to conditions) are provided for employees who want to pursue further education, including Bachelor's degrees, Master's degrees, etc.

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EMPLOYEE HEALTH AND WELLBEING

We are strongly committed to equal employment opportunities and treatment and to the benefits that come from a diverse workforce. We recruit, employ, train, compensate and promote without regard to race, religion, belief, colour, citizenship, nationality, age, gender, sexual orientation, marital status, disability or any other arbitrary basis, in accordance with applicable local laws. Appointments, promotions, assignments, training and performance evaluations are based on individual qualifications, experience and merit. Every effort is made for such to be equally available to all qualified applicants and employees.

We believe that the work conditions, wages and benefits that we offer to our people are competitive with those offered by other employers in this industry. We strongly encourage employees who have concerns about work conditions or compensation, to voice these concerns openly and directly to their Head of Department and/or the HR & Administration Department. Our experience has shown that when employees deal openly and directly with managers, the work environment can be excellent, communications can be clear, and attitudes can be positive. We believe that we amply demonstrate our commitment to our People by responding effectively to their concerns.

Our Company implements a Reward System which involves monetary (for example salary increase/bonus) and/or non-monetary benefits as well as corporate benefits to all employees equally.

- Flexible working hours.
- Hybrid Work Scheme 3:2.
- Pension Scheme with 4% of Employer's contributions.
- Time-for-you Day in Summer.
- Parental leave of eligible employees.
- Additional Annual Leave Entitlement for Years of Service.

Five (5) days of any/all balance annual leave days from a calendar year shall be brought forward and taken latest by 31st March of the following calendar year.

- Five (5) Sick Leave days per year.
- Other Special Leaves are granted on a case-by-case basis, such as Bereavement Leaves, Study Leaves and Time-off in Lieu, where applicable.

CONFLICTS OF INTEREST POLICY

Employees have an obligation to conduct business within guidelines and prohibit actual or potential conflicts of interest.

HEALTH & SAFETY TEAM

YEARLY EMERGENCY DRILL & AWARENESS

HEALTH & SAFETY INDUCTION FOR NEW-JOINERS

PPE ALWAYS PROVIDED

EMPLOYEE BENEFITS

We focus on implementing practices that recognise and rewards behaviour, commitment and outstanding performance. We reward employee contributions in various ways.

Prevention at Sea actively engages with communities to make a positive impact beyond our business operations. We remain committed to sponsor and provide donations to organisations that positively contribute to society.

Gold Sponsor of the events supporting **Larnaca 2030: European Capital of Culture Candidate City.**

Sponsor of the **Cyprus Shipping Chamber EMBRaceRelay**, which was held in Limassol, where all net proceeds were donated to the Pancyprian Organization of People with Disabilities.

Silver Sponsor of the **YoungShip 2024** Event, a professional non-profit organisation for young people working within the global maritime industry.

Gold Sponsor of **C.M.C.L Cyprus Marine Club Limited 2024** Events.

Contributor for the construction of **a new football stadium for AEK**, where kids can play and train.

Supporter of the **Nicosia Risk Forum 2024**, where high-ranking policymakers, opinion leaders, practitioners, and researchers are brought together to discuss critical themes related to Civil Protection, Societal Safety, Security, and Climate Change.

Donator for ΠΑΣΥΚΑΦ (PASYKAF), the **Cyprus Association of Cancer Patients and Friends.**

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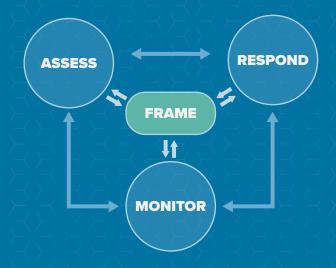
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COMPLIANCE AND RISK MANAGEMENT

Risk assessment is a key component of a holistic, organisation-wide risk management process. Risk management processes include: (i) framing risk; (ii) assessing risk; (iii) responding to risk; and (iv) monitoring risk.

Risk is a function of the likelihood of a threat event's occurrence and potential adverse impact should the event occur.

The risk analysis of one asset or a group of assets aims to identify the risks that they are facing, as well as the magnitude of those risks. The result of this process is to classify the risks according to rational criteria, such as the magnitude of damage when a risk occurs and the likelihood of occurrence. This way the company is able to pick countermeasures and decide mitigative strategies compatible with the value of the assets at risk, and to prioritize the implementation of these countermeasures.

The company has adopted and uses a risk analysis process based on widespread methodologies, international standards and practices, notably **NIST SP 800-30 (Rev.1): "Guide for Conducting Risk Assessments"**

STEPS OF THE IMPLEMENTATION

1 INITIAL IDENTIFICATION OF THE ASSETS AND ANALYSIS IN A 2ND TAXONOMY LEVEL.

2 IDENTIFICATION OF THREATS.

3 ASSESSMENT OF THE LIKELIHOOD OF A THREAT.

4 LIKELIHOOD OF IMPACT.

5 CALCULATION OF THE RISK LEVEL.

6 SELECTION OF COUNTERMEASURES.

ASSESS ↔ RESPOND

FRAME

MONITOR

INITIATING — EXPLOITING

A THREAT SOURCE → A THREAT EVENT → A VULNERABILITY

HAVING

RISK IN THE ORGANISATION ← ADVERSE IMPACT ← LIKELIHOOD OF SUCCESS AND IN SUCH CASE

CREATING — CAUSING

BUSINESS ETHICS

Code of Conduct

Our shared core values of honesty, integrity and respect for people, underpin all the work we do and are the foundation of our principles. Our principles apply to all transactions, large or small, and drive the behavior expected of every employee in the company in the conduct of its business at all times.

We are judged by how we act. We are confident that our reputation will remain intact if we act in accordance with the law and our principles.

We encourage employees to demonstrate leadership, accountability and teamwork and to contribute to the overall success of our company. It is the responsibility of management to lead by example, to ensure that all employees are aware of these principles, and behave in accordance with the spirit of this statement.

We believe in the notion of PREVENTION therefore unpleasant incidents are preventable by mitigating or controlling risks.

- Strict anti-corruption and anti-bribery policy in place. Readily available to all our employees internally via the Employee Handbook.
- Immediate reporting of any incident related to corruption or bribery to Quality Assurance Officer and Senior Management. Systematic procedures are in place for all corrective actions to be taken.
- Anti-corruption and anti-bribery topics are included for all personnel as part of their induction and onboarding process, through one-on-one sessions.
- Regular internal and external audits to ensure proper implementation of our procedures and policies.

ZERO CASES OF CORRUPTION

ZERO CASES OF BRIBERY

ZERO WHISTLE BLOWING INCIDENTS

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INFORMATION SECURITY & DATA PROTECTION

As a provider of digital solutions and custom-based maritime compliance services, the security and integrity of the data we manage, including customer information, are critical to our value proposition and stakeholder trust. Our approach to information security and data privacy is embedded in our governance structure and risk management framework.

We maintain a formal Information Security and Data Protection Policy, aligned with ISO27001 and maritime industry best practices.

The policy outlines our commitment to:

- Ensuring confidentiality, integrity and availability of customer and operational data.
- Preventing unauthorized access or disclosure of sensitive information.
- Upholding regulatory compliance.
  (GDPR, IMO Cybersecurity Guidelines)
- Incorporating privacy-by-design and secure-by-default principles into our software development lifecycle.

This policy is approved by executive leadership and overseen by our Chief Information Security Officer (CISO) and Quality Assurance & ESG Officer.

In 2024, we strengthened our information security posture through the following actions:

- **Zero substantiated complaints** concerning breaches of customer privacy or loss of data.
- Completed **internal and external ISO27001 audit.**
- Implemented multi-layered security controls including SOC services encryption, logging and monitoring policy, remote work policy, incident response plan, regular security awareness training for all staff.
- Penetration Testing.
- Enhanced Data Protection through our Lawyers from Harris Kyriakides.
- Business Continuity Policy in place.
- Risk Management and Assessment according to the NIST methodology.

Prevention at Sea is dedicated to protecting the security of any non-public information we process, as well as protecting the personal data and privacy of any data subject related to us. The Information Security serves the purpose of Secure, Reliable and Uninterrupted service delivery to customers and partners. Click here for **Prevention At Sea Privacy Policy**.

We may use anonymized client data to monitor product performance and usage, enhance and supplement product features, and for other lawful business purposes. We may also use anonymized data to create and distribute reports and materials about our products or services, or to monitor client satisfaction surveys.

As part of our ISO27001 policies, we have established a comprehensive business continuity plan that includes data backup protocols, regular disaster recovery drills, and geographically dispersed data centres (with the EU area) to mitigate risks associated with operational disruptions.

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GRI CONTENT INDEX

Statement of use - Prevention at Sea has reported in reference to the GRI Standards for the period [1st January 2024 – 31st December 2024]. GRI 1 used – GRI 1: Foundation 2021

GENERAL DISCLOSURES			
GRI STANDARD	**DISCLOSURE**	**SECTION**	**PAGE NUMBER**
GRI 2: General Disclosures 2021	2-1 Organizational details	Company Profile	6,7,8
	2-2 Entities included in the organization's sustainability reporting	Company Profile, Executive Summary	4
	2-3 Reporting period, frequency and contact point	Company Profile, Executive Summary	4
	2-4 Restatements of information	N/A	N/A
	2-5 External Assurance	Governance, Business Ethics	27
	2-6 Activities, value chain and other business relationships	Company Profile	4,5,6,7,8
	2-7 Employees	Social	21
	2-8 Workers who are not employees	N/A	N/A
	2-9 Governance structure and composition	Executive Committee	15
	2-10 Nomination and selection of the highest governance body	Executive Committee	15
	2-11 Chair of the highest governance body	Executive Committee	15

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GENERAL DISCLOSURES			
GRI STANDARD	**DISCLOSURE**	**SECTION**	**PAGE NUMBER**
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Executive Committee	15
	2-13 Delegation of responsibility for managing impacts	Executive Committee	15
	2-14 Role of the highest governance body in sustainability reporting	Executive Committee	15
	2-15 Conflicts of interest	Social	23
	2-16 Communication of critical concerns	Social, Employee Health and Wellbeing	23
	2-17 Collective knowledge of the highest governance body	Executive Committee	15
	2-18 Evaluation of the performance of the highest governance body	Social, Training and Career Development	22
	2-19 Remuneration policies	N/A	N/A
	2-20 Process to determine remuneration	N/A	N/A
	2-21 Annual total compensation ratio	N/A	N/A
	2-22 Statement on sustainable development strategy	Letter from our CEO	5
	2-23 Policy commitments	Executive Committee	15
	2-24 Embedding policy commitments	Executive Committee	15

GENERAL DISCLOSURES

GRI STANDARD	DISCLOSURE	SECTION	PAGE NUMBER
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Governance, Compliance and Risk Management	26
	2-26 Mechanisms for seeking advice and raising concerns	Social, Employee Health and Wellbeing	23
	2-27 Compliance with laws and regulations	Company Profile, Our Values Governance, Business Ethics	8,27
	2-28 Membership associations	N/A	N/A
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	14
	2-30 Collective bargaining agreements	N/A	N/A

MATERIAL TOPICS

GRI STANDARD	DISCLOSURE	SECTION	PAGE NUMBER
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder Engagement and Materiality Assessment	14,15
	3-2 List of material topics	Materiality Matrix	16
ECONOMIC PERFORMANCE			
GRI 3: Material Topics 2021	3-3 Management of material topics	Social	22,23
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	Social, Employee Benefits	23
	201-4 Financial assistance received from government	Social, Training and Career Development	22

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MATERIAL TOPICS

GRI STANDARD	DISCLOSURE	SECTION	PAGE NUMBER
MARKET PRESENCE			
GRI 3: Material Topics 2021	3-3 Management of material topics	Social	21
	202-2 Proportion of senior management hired from the local community	Social, Our People and Management Philosophy	21
PROCUREMENT PRACTICES			
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A	N/A
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	N/A	N/A
ANTI-CORRUPTION			
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance	27
GRI 205: Anti-corruption 2016	GRI 205-3 Confirmed incidents of corruption and actions taken	Governance, Business Ethics	27
ANTI-COMPETITIVE BEHAVIOR			
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance	27
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance, Business Ethics (Code of Conduct)	27
ENERGY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Environment	19
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environment, Electricity Consumption	19
	302-4 Reduction of energy consumption	Environment, Electricity Consumption	19

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MATERIAL TOPICS

GRI STANDARD	DISCLOSURE	SECTION	PAGE NUMBER
EMPLOYMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Social	23
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social, Our People and Management Philosophy	23
	401-3 Parental leave	Social, Employee Benefits	23
LABOR/MANAGEMENT RELATIONS			
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A	N/A
GRI 402: Labor/Management	402-1 Minimum notice periods regarding operational changes	N/A	N/A
OCCUPATIONAL HEALTH AND SAFETY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Social	23
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Social, Employee Health and Wellbeing	23
	403-5 Worker training on occupational health and safety	Social, Employee Health and Wellbeing	23
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our Contribution to the UN SDGs Social, Employee Health and Wellbeing	17, 23
TRAINING AND EDUCATION			
GRI 3: Material Topics 2021	3-3 Management of material topics	Social	22
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Social, Training and Career Development	22

	MATERIAL TOPICS		
GRI STANDARD	**DISCLOSURE**	**SECTION**	**PAGE NUMBER**
TRAINING AND EDUCATION			
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Social, Talent Management	22
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Social	21
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Social, Our People and Management Philosophy	21
NON-DISCRIMINATION			
GRI 3: Material Topics 2021	3-3 Management of material topics	Social	21
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Social, Our People and Management Philosophy	21
MARKETING AND LABELLING			
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A	N/A
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service labelling	N/A	N/A
	417-2 Incidents of non-compliance concerning product and service information and labelling	N/A	N/A
	417-3 Incidents of non-compliance concerning marketing communications	N/A	N/A
CUSTOMER PRIVACY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance	28
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance, Information Security and Data Protection	28

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SASB CONTENT INDEX

SASB TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DATA/FIGURE
ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE				
TC-SI-130a.1	(1) Total energy consumed	Quantitative	Gigajoules (GJ)	Prevention at Sea is setting up procedures to calculate the total energy consumed by Hardware Infrastructure – to be disclosed in future reports.
	(2) percentage grid electricity	Quantitative	Percentage (%)	100%
	(3) percentage renewable	Quantitative	Percentage (%)	0
TC-SI-130a.2	(1) Total water withdrawn	Quantitative	Thousand cubic metres (m³)	0
	(2) Total water consumed	Quantitative	Thousand cubic metres (m³)	0
	Percentage of each region with High or Extremely High Baseline Water Stress	Quantitative	Percentage (%)	0
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data centre needs	Qualitative	N/A	Discussions are currently taking place to integrate environmental considerations into strategic planning for data centre needs in the future.
DATA PRIVACY & FREEDOM OF EXPRESSION				
TC-SI-220a.1	Description of policies and practices relating to targeted advertising and user privacy	Qualitative	N/A	Prevention at Sea's privacy policy is shared on our official website: **www.preventionatsea.com**
TC-SI-220a.2	Number of users whose information is used for secondary purposes	Quantitative	Number	0
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	Presentation Currency (Euros)	0
TC-SI-220a.4	(1) Number of law enforcement requests for user information	Quantitative	Number	0
	(2) Number of users whose information was requested	Quantitative	Percentage (%)	0
	(3) Percentage resulting in disclosure	Quantitative	Percentage (%)	0

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SASB TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DATA/FIGURE
DATA PRIVACY & FREEDOM OF EXPRESSION				
TC-SI-220a.5	List of countries where core products or services are subject to government required monitoring, blocking, content filtering, or censoring	Qualitative	N/A	None
DATA SECURITY				
TC-SI-230a.1	(1) Number of data breaches	Quantitative	Number	0
	(2) Percentage that are personal data breaches	Quantitative	Percentage (%)	0
	(3) Number of users affected	Quantitative	Number	0
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Qualitative	N/A	Prevention at Sea is ISO27001 certified since 2023, therefore, information security policies are strictly followed to ensure a high level of compliance.
RECRUITING & MANAGING A GLOBAL, DIVERSE & SKILLED WORKFORCE				
TC-SI-330a.1	Percentage of employees that require a work visa	Quantitative	Percentage (%)	5.6%
TC-SI-330a.2	Employee Engagement as a percentage	Quantitative	Percentage (%)	100%
TC-SI-330a.3	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	Quantitative	Percentage (%)	The percentages for gender diversity are shared in the current report (page 21). The exact numbers of diversity group representation for executive, non-executive and technical employees will be addressed in future reports.
INTELLECTUAL PROPERTY PROTECTION & COMPETITIVE BEHAVIOUR				
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	Quantitative	Presentation Currency (Euros)	0

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MANAGING SYSTEMIC RISKS FROM TECHNOLOGY DISRUPTIONS

TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions (3) total customer downtime	Quantitative	Number (Days)	The exact numbers will be calculated and set in place in future reports.
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Qualitative	N/A	Prevention at Sea identified its business continuity risks and is currently working towards ISO22301 certification (to be acquired in 2025).

ACTIVITY METRICS

CODE	ACCOUNTING METRIC	UNIT OF MEASURE	DATA/FIGURE
TC-SI-000.A	(1) Number of licenses or subscriptions, (2) percentage cloud-based	Number, Percentage (%)	(1) 3146 licenses were provided in 2024 (2) 100% are cloud-based
TC-SI-000.B	(1) Data processing capacity, (2) percentage outsourced	Number, Percentage (%)	The exact number will be disclosed in future reports.
TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced	Petabytes, Percentage (%)	The exact number will be disclosed in future reports.

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