



## Optima Shipping Services

# ESG REPORT

2023

<https://www.optimaships.com/>

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# Introduction

# LETTER FROM THE CEO

## Dear Valued Stakeholders, Partners, and Clients,

It is with immense pride that we present Optima Shipping Services Group's inaugural Environmental, Social, and Governance (ESG) Report. Although we are a maritime consultancy, the role we play in steering the global shipping industry toward a more sustainable future makes this report both a strategic and necessary milestone for our business.

The shipping industry is at the forefront of the global challenge to reduce carbon emissions, and as advisors to this industry, we have a duty to lead by example. Our ESG report outlines the concrete steps we have taken to guide our clients in navigating this critical transition while setting our own internal governance standards that reflect our commitment to environmental sustainability, social responsibility, and best-in-class corporate governance.

### Decarbonisation and Sustainable Innovation

At Optima Shipping Services, our consultancy is driven by cutting-edge knowledge and an unwavering focus on maritime decarbonisation. We offer comprehensive retrofit solutions that enable existing fleets to adopt energy-efficient technologies and reduce their environmental impact. In addition, we provide strategic advice on alternative fuels for newbuildings and the integration of carbon capture solutions for vessels—technologies that will play a pivotal role in reducing shipping's carbon footprint. Our expertise in writing carbon methodologies and applying them to carbon standards within the voluntary markets allows us to offer unparalleled support to our clients who seek to align their operations with global sustainability frameworks. This positions us as key facilitators in enabling shipping companies to meet both regulatory and voluntary decarbonisation targets while exploring new revenue streams in the form of high quality carbon credits.

### The Importance of Governance in Sustainability

Governance is at the core of our ESG strategy. We understand that as the maritime industry evolves, so too must the frameworks that ensure ethical, transparent, and secure operations. One critical component of this governance is addressing cyber risk. As shipping becomes more technologically advanced, the risk of cyber threats increases. At Optima Shipping Services, we have developed robust strategies to ensure that our clients' operations and data remain protected, reinforcing trust and operational resilience across the board.



By focusing on strong governance, we not only protect the integrity of our clients' businesses but also ensure that broader transition to sustainable practices is transparent, secure, and efficient. This holistic approach to governance is vital to the success of our decarbonisation efforts and is a testament to our commitment to delivering value beyond consultancy.

### Why an ESG Report is Crucial for a Maritime Consultancy

While it might seem unusual for a maritime consultancy to produce an ESG report, we believe that our position as trusted advisors to the shipping industry gives us a unique responsibility. We play a crucial role in shaping the decarbonisation pathways of shipping companies and their fleets. Therefore, it is imperative that we hold ourselves to the highest standards of sustainability and governance, just as we expect our clients to do. This ESG report not only serves as a transparent record of our own sustainability journey but also as a demonstration of our commitment to leading the maritime sector toward a greener and more equitable future. It highlights the innovative solutions and strategic advice that we provide to help our clients comply with regulatory demands, adopt sustainable technologies, and thrive in an increasingly carbon-conscious world.

In conclusion, the publication of our inaugural ESG report is a clear reflection of the values that guide Optima Shipping Services. We remain dedicated to supporting our clients, partners, and stakeholders as they embrace the opportunities and challenges that come with decarbonisation. Together, we will shape the future of shipping, making it more resilient, more sustainable, and ultimately, better for all.

*Thank you for your continued trust in Optima Shipping Services.*

*Sincerely,*  
Dimitrios Koukas  
Group CEO  
Optima Shipping Services Group

# MESSAGE FROM OUR SUSTAINABILITY LEAD

## Dear Stakeholders, Clients, and Partners,

It is with great purpose that we present Optima Shipping Services Group's inaugural ESG Report. As a maritime consultancy, we are not simply advisors—we are agents of change. Our role in guiding the global shipping industry through the complexities of decarbonisation is more important than ever.

The shipping industry is undergoing a profound transformation as it navigates toward decarbonisation, and we at Optima are proud to be at the forefront of this change. As trusted advisors, our role is to offer cutting-edge knowledge and strategic insights that help our clients make informed decisions about their environmental impact and governance practices. This ESG report reflects how we are integrating sustainability into every aspect of our consultancy, from market analysis to the development of innovative decarbonisation strategies. But decarbonisation is only one part of the equation. Robust governance and risk management, including the growing threat of cyber risks, are equally vital. We ensure that our clients adopt sustainable practices securely, efficiently, and transparently.

As a maritime consultancy, producing an ESG report is not just about documenting our own achievements—it is about demonstrating our commitment to the wider industry. We are not passive observers in the journey toward decarbonisation; we are active participants and influencers, shaping the strategies that will guide the shipping industry toward a more sustainable and equitable future. This ESG report serves as a transparent reflection of the values and principles that guide Optima Shipping Services. It underscores our dedication to leading the decarbonisation agenda while setting the highest standards for governance and social responsibility. Our success as a consultancy is measured not just by the results we deliver for our clients but by the positive impact we create for the industry and the planet. We invite you to explore this report and join us in our mission to accelerate the shipping industry's transition to a more sustainable future.

*Sincerely,  
Angelica Kemene  
Head of Market Analysis & Decarbonisation Strategies  
Optima Shipping Services Group*



# The Company



Optima Shipping Services is dedicated to enhancing transparency for all stakeholders, including clients, employees, investors, regulatory bodies, and the wider community. By publishing this report, we aim to provide a comprehensive overview of our ESG initiatives, highlighting both the progress and challenges encountered in our journey toward a more sustainable and responsible future. This report covers our global operations, with a particular focus on our offices in key markets, including Istanbul and Shanghai, and our influence across multiple maritime sectors.

As a global maritime consultancy at the forefront of the shipping industry, Optima Shipping Services recognizes the critical need to align business growth with environmental stewardship, social responsibility, and governance (ESG) principles. This report details our ongoing efforts, accomplishments, and commitments within the ESG framework, reflecting how we integrate these principles into our strategic objectives, daily operations, and market analysis.

The maritime industry is an essential driver of global trade and economic growth, yet it faces immense pressure to reduce its environmental impact, adapt to evolving regulatory landscapes, and address complex social responsibilities. Optima Shipping Services is committed to leading by example, helping the maritime sector navigate these transformative changes while remaining competitive and resilient.

Our ESG strategy focuses on decarbonization, responsible business practices, and positive social impact. We have developed this strategy by closely engaging with industry stakeholders and analyzing global trends, regulatory requirements, and emerging risks. Through rigorous market analysis and decarbonization strategies, Optima Shipping Services strives to empower our clients to make informed, sustainable decisions that contribute to the global transition towards a lower-carbon economy.



# STRATEGY AND COMMITMENT

## Reporting Standards



Optima Shipping Services has produced this ESG report in accordance with recognized global reporting frameworks to ensure transparency, consistency, and credibility in our sustainability disclosures. We adhere to both the **Global Reporting Initiative (GRI) Standards** and the **Sustainability Accounting Standards Board (SASB) Standards**, which are tailored to effectively address the environmental, social, and governance aspects relevant to the maritime industry.



The GRI Standards provide a comprehensive foundation for disclosing our environmental and social impacts in a structured and meaningful way. By adhering to these standards, we strive to offer stakeholders a clear view of our ESG commitments, including our initiatives to reduce carbon emissions, improve energy efficiency, and support community welfare in the regions where we operate.



In addition, the SASB Standards allow us to report on industry-specific sustainability metrics that highlight our focus areas within the maritime sector. These standards help us showcase the relevance and effectiveness of our decarbonization strategies, resource management practices, and governance principles to a broad range of stakeholders.



By aligning with both GRI and SASB standards, Optima Shipping Services is committed to maintaining a high level of accountability and transparency in our sustainability journey, setting a standard for responsible practices within the maritime consultancy sector.



## Our Commitments

Optima Shipping Services is deeply committed to fostering sustainable growth, promoting responsible practices, and contributing to the global transition towards a more environmentally resilient and socially equitable maritime industry. Guided by our core values, we aim to integrate environmental, social, and governance (ESG) considerations across all facets of our operations and client interactions.

### Our commitments focus on three primary pillars

- i. Environmental Stewardship
- ii. Transparent and Ethical Governance
- iii. Social Responsibility and Inclusion

#### i. Environmental Stewardship

Optima Shipping Services is dedicated to reducing our environmental footprint and supporting clients in achieving their decarbonization goals. This commitment includes pursuing sustainable energy practices, minimizing waste, enhancing resource efficiency, and actively engaging in industry collaborations to accelerate carbon reduction across the maritime sector.

As a consulting company, we recognize that a significant portion of our Scope 3 emissions is attributed to business travel, a critical aspect of our work. In response, we are implementing measures to mitigate these emissions by promoting sustainable travel practices, encouraging virtual meetings, and enhancing our remote work capabilities. Additionally, we offer flexible working arrangements to reduce commuting impacts, engaging our employees in these initiatives to foster a culture of environmental responsibility.

## ii. Transparent and Ethical Governance

Integrity and transparency are fundamental to our approach. We uphold robust governance practices, ensuring compliance with regulatory standards, ethical decision-making, and accountability at every level. We remain committed to fostering open communication and enhancing trust with our stakeholders through transparent reporting and responsible business practices.



### iii. Social Responsibility and Inclusion

People are at the heart of our operations, and we strive to create a safe, inclusive, and diverse workplace, fostering a culture of respect, equality, and continuous learning. In addition to supporting our workforce, we are deeply committed to the communities we serve and provide substantial financial and material support to various organizations. Our focus areas in social responsibility include:



#### Community Development and Safety

We invest in initiatives aimed at strengthening local communities, improving public safety, and enhancing the quality of life for individuals in need.



#### Disaster Relief Efforts

In times of crisis, we provide essential support to aid disaster relief operations, helping communities recover and rebuild with resilience and dignity.



#### Educational and Cultural Support

Recognizing the importance of education and cultural heritage, we contribute to programs that provide learning opportunities, promote cultural understanding, and empower individuals to achieve their full potential.



#### Family Support for Employees

Understanding the challenges related to low birth rates, we are committed to supporting our employees in balancing family and work responsibilities. Through family-friendly policies and resources designed to promote family well-being, we create an environment where our employees feel empowered to grow personally and professionally.

Through these efforts, we aim to contribute positively to the well-being of society and our employees, making a tangible impact on the lives of individuals and communities worldwide.

## Strategic Targets

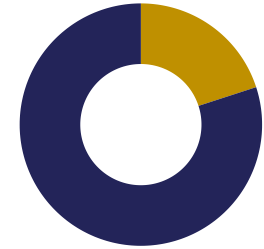
To advance our ESG commitments, we have established strategic targets that drive measurable impact and accountability in our sustainability journey. These targets address our focus on environmental stewardship, social responsibility, and governance.



### Our key strategic targets include

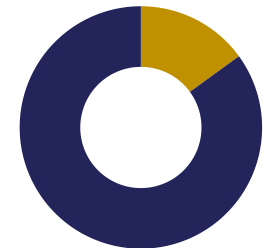
#### Achieve a 20% Reduction in Scope 1 and Scope 2 Carbon Emissions by 2030

We are committed to minimizing our direct carbon footprint through improved energy efficiency, optimized operational practices, and investments in renewable energy where feasible, aligning our efforts with international climate goals.



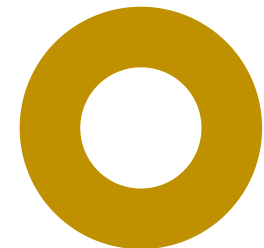
#### Reduce Scope 3 Emissions from Business Travel and Employee Commuting by 15% by 2028

Recognizing that business travel constitutes a significant portion of our Scope 3 emissions, we aim to reduce these impacts by encouraging virtual meetings, adopting sustainable travel practices, and expanding remote work capabilities. We also promote flexible commuting options to further lower our environmental footprint.



#### Empower 100% of Our Clients with Decarbonization Solutions by 2026

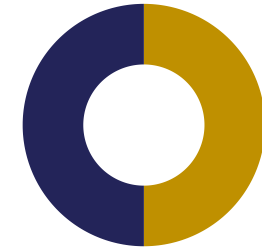
As a consultancy specializing in decarbonization strategies, we aim to equip all clients with actionable pathways to reduce their environmental impact. Through tailored workshops, data-driven insights, and sustainable solutions, we support our clients in making informed decisions toward lower emissions.





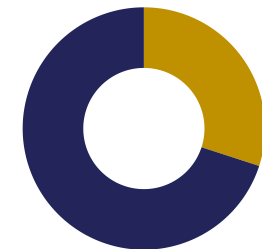
### **Achieve a 50% Reduction in Office Energy Consumption by 2030**

Reflecting our commitment to operational sustainability, we aim to reduce energy consumption across our global offices by half. This will be achieved through energy-efficient upgrades, technology integration, and encouraging sustainable practices among employees.



### **Enhance Diversity and Inclusion by Increasing Female Representation in Leadership Roles to 30% by 2028**

We are committed to fostering a more diverse and inclusive work environment by promoting gender balance at all organizational levels, particularly in leadership. This target underscores our commitment to a workplace where diverse perspectives drive innovation and positive change.



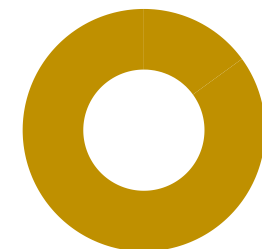
### **Provide Comprehensive Family Support to Employees, Including Policies Promoting Work- Life Balance**

Recognizing the importance of supporting family growth in light of low birth rate challenges, we will implement policies to promote family well-being and flexibility. These efforts enable employees to balance personal and professional responsibilities, fostering a supportive and inclusive workplace.

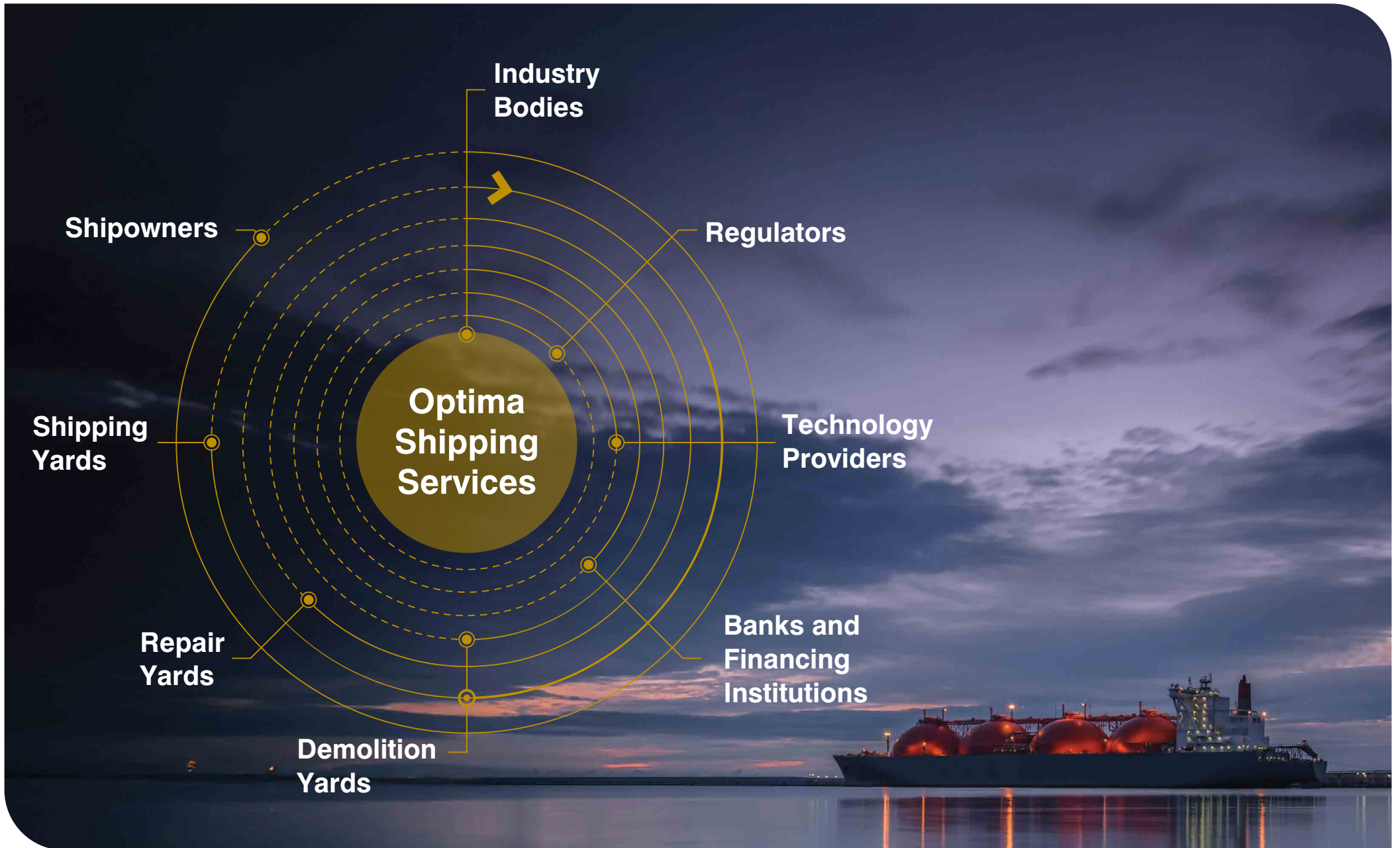


### **Maintain 100% Compliance with Governance Standards Annually**

We target full compliance with international and industry-specific governance standards every year. This includes continuous training, regular audits, and transparent reporting to ensure accountability and trust in our operations.



# Our Stakeholders



## Stakeholder Engagement

At Optima Shipping Services, we prioritize meaningful engagement with our stakeholders, recognizing that collaboration and dialogue are essential for advancing sustainable practices in the maritime sector. Our commitment to stakeholder engagement is met through participation in prestigious global meetings and conferences, where we share insights, discuss emerging industry trends, and contribute to thought leadership on sustainability and decarbonization strategies.



In addition to our involvement in international forums, we regularly organize tailored workshops for our clients across various regions. These workshops are designed to address specific industry challenges, provide updates on regulatory changes, and explore actionable solutions for advancing ESG goals. Through these interactive sessions, we gain valuable insights into the evolving priorities and concerns of our stakeholders.

This approach is how we continuously refine and validate the topics central to our **materiality assessment**. By listening directly to our clients, partners, and industry leaders, we deepen our understanding of the ESG issues that matter most, enabling us to focus our strategies and reporting on the areas of highest impact and relevance.

## Materiality Assessment

Our materiality assessment, guided by both GRI and SASB standards, helps us identify and prioritize the ESG issues that are most critical for Optima Shipping Services Group and to our stakeholders. By analyzing both the impact on our business and the importance to our stakeholders, we ensure that our ESG strategy focuses on areas where we can create the greatest value.

The matrix visually represents the results of this assessment. The following issues emerged as high-priority areas:



**Cyber Risk:** With increasing digitalization, cyber risk is a top concern for both our business and stakeholders, emphasizing the need for robust cybersecurity measures. Compliance with International Regulations: As a maritime consultancy, adhering to international standards and regulations is essential to maintaining credibility and trust.

**Anti-Corruption:** Ethical governance and anti-corruption practices are fundamental to our business integrity and stakeholder confidence.

Other key issues include:



**Health and Safety:** A core focus in our operations and advisory services, ensuring safe working environments is crucial.

**Emissions:** Reducing our emissions through efficiency remains a core focus of our work, although it varies in importance to different stakeholders. However, reducing industry emissions remains a vital challenge for us and it resonates strongly with stakeholders, and our consultancy continues to lead in providing decarbonization strategies.

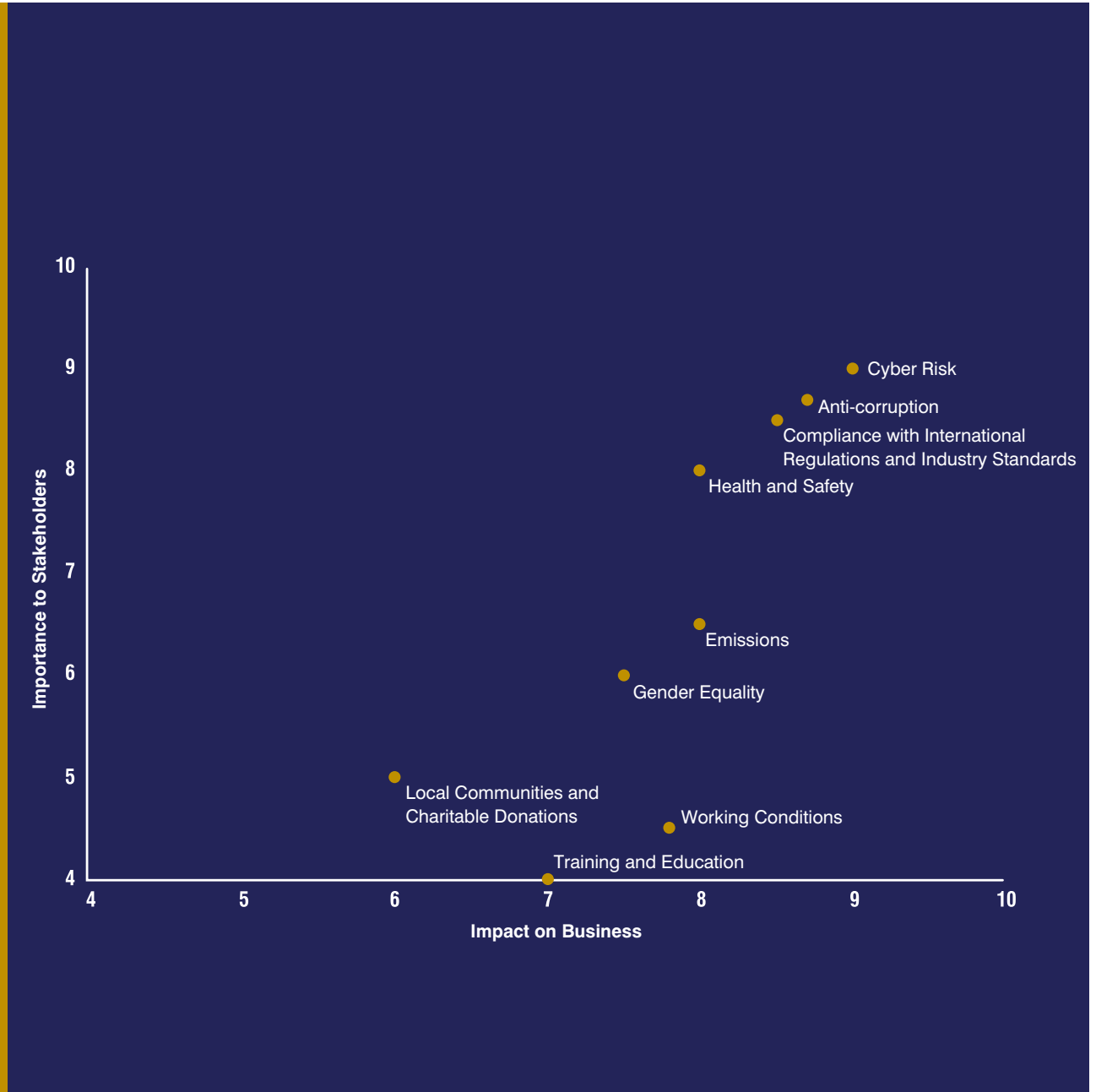
Moderate-priority issues such as Working Conditions, Gender Equality, and Training and Education highlight our ongoing commitment to social responsibility, while important, are ranked lower in terms of immediate business impact but continue to be key to our long-term sustainability goals.

By addressing these material topics, we align our business strategy with stakeholder expectations while driving sustainability and resilience across the maritime sector.



# Material Topics

	Importance to Stakeholder	Impact on Business
Cyber Risk	<b>9</b>	<b>9</b>
Emissions	<b>6.5</b>	<b>8</b>
Compliance with International Regulations and Industry Standards	<b>8.5</b>	<b>8.5</b>
Anti-corruption	<b>8.7</b>	<b>8.7</b>
Training and Education	<b>4</b>	<b>7</b>
Health and Safety	<b>8</b>	<b>8</b>
Gender Equality	<b>6</b>	<b>7.5</b>
Working Conditions	<b>4.5</b>	<b>7.8</b>
Local Communities and Charitable Donations	<b>5</b>	<b>6</b>



# Environmental

# GHG EMISSIONS

2023

Total GHG Emissions

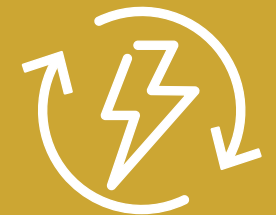
**1 339.2 mtCO<sub>2</sub>-e**

In line with our commitment to transparency and environmental accountability, we have quantified our total greenhouse gas (GHG) emissions for the reporting period. Our emissions totaled **1,339.2 metric tons** of CO<sub>2</sub> equivalent (mtCO<sub>2</sub>-e), encompassing all relevant scopes across our global operations.

Given the nature of our business as a consultancy, a significant portion of our emissions, approximately **1,300.28 mtCO<sub>2</sub>-e**, arises from Scope 3 activities. These emissions are primarily driven by business travel and employee commuting, alongside waste generated at our offices, especially food waste. To mitigate our waste footprint, we will implement recycling bins in all our offices to encourage responsible waste disposal and reduce emissions from food and other waste streams.



Our Scope 2 emissions, which include indirect emissions from purchased electricity used in our offices worldwide, accounted for **38.84 mtCO<sub>2</sub>-e**. We are committed to reducing these emissions by enhancing energy efficiency across our facilities, implementing energy-saving practices, and exploring renewable energy options where feasible.



Our total GHG emissions inventory underscores the importance of addressing both travel and waste management within Scope 3, alongside our Scope 2 electricity use. We remain dedicated to improving our carbon footprint through targeted initiatives that align with international sustainability goals, reflecting our role as a responsible leader in the maritime consultancy sector.

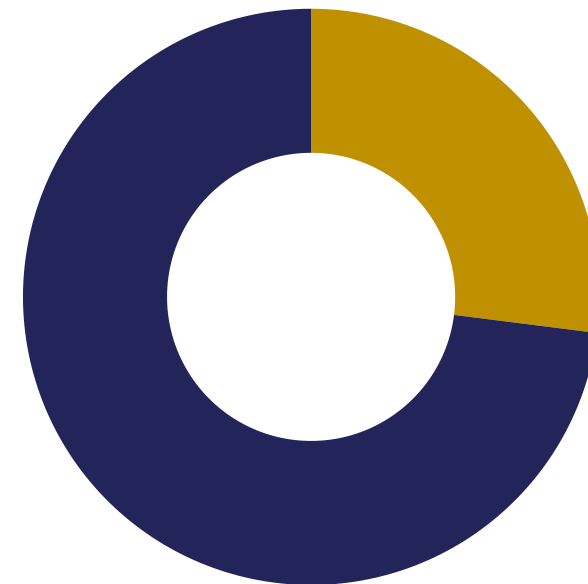
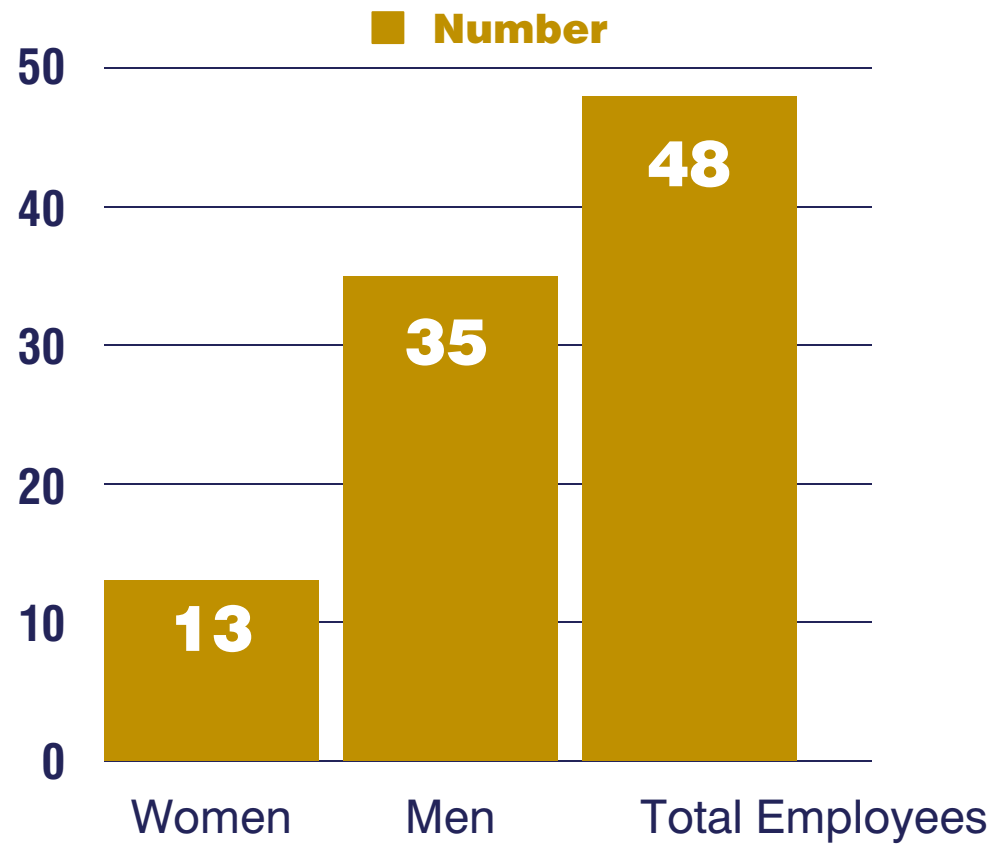


# Social

# GENDER DIVERSITY AND EQUALITY



## Employees by Total and Gender Ratio



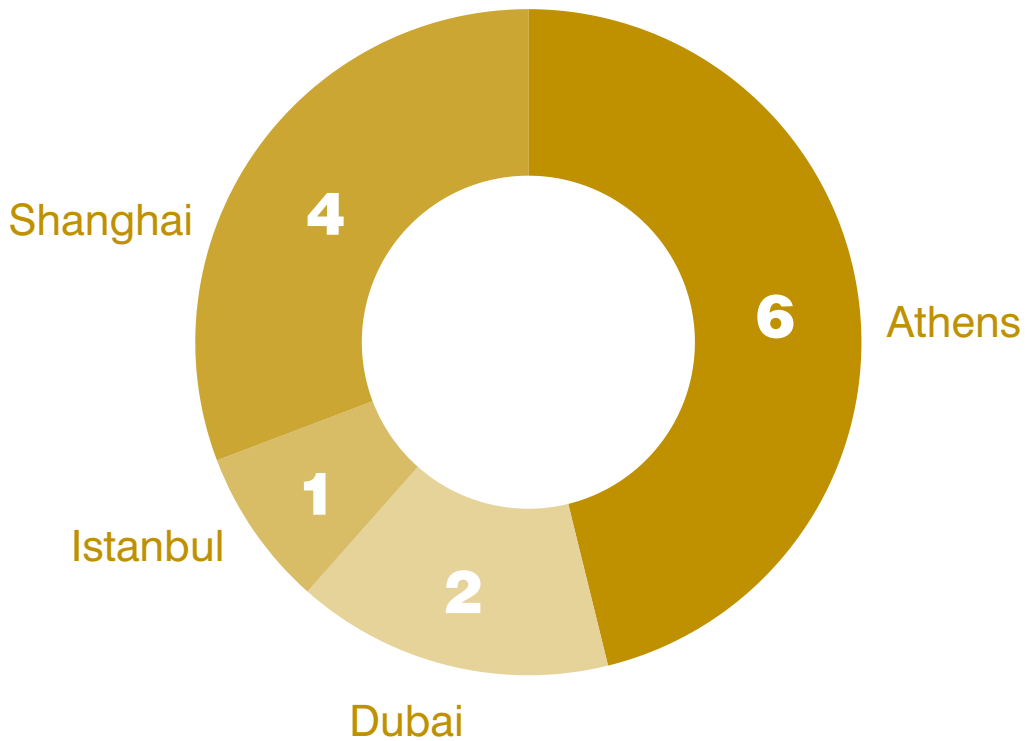
Women **27%**

Men **73%**

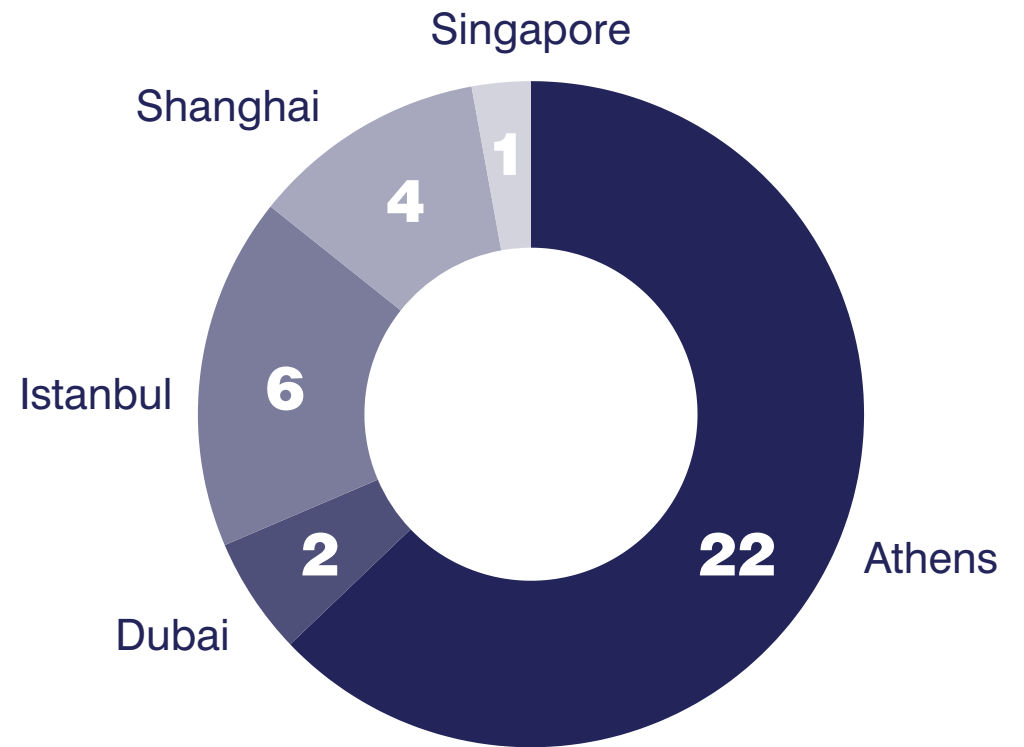


## Employees by Region and Gender Ratio

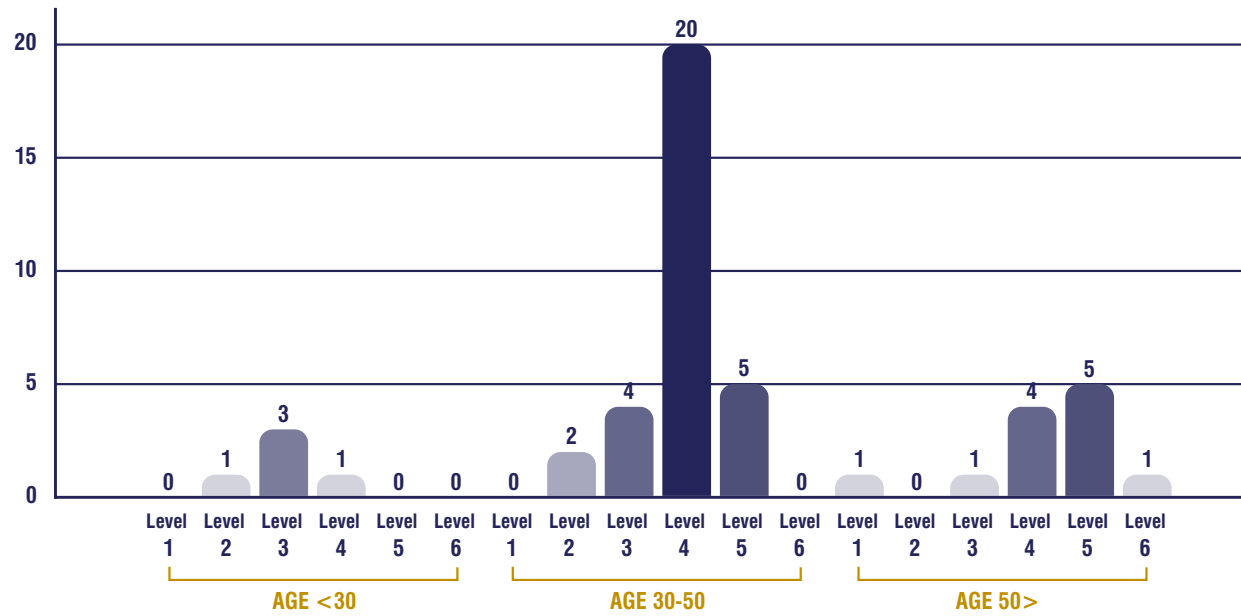
### Women



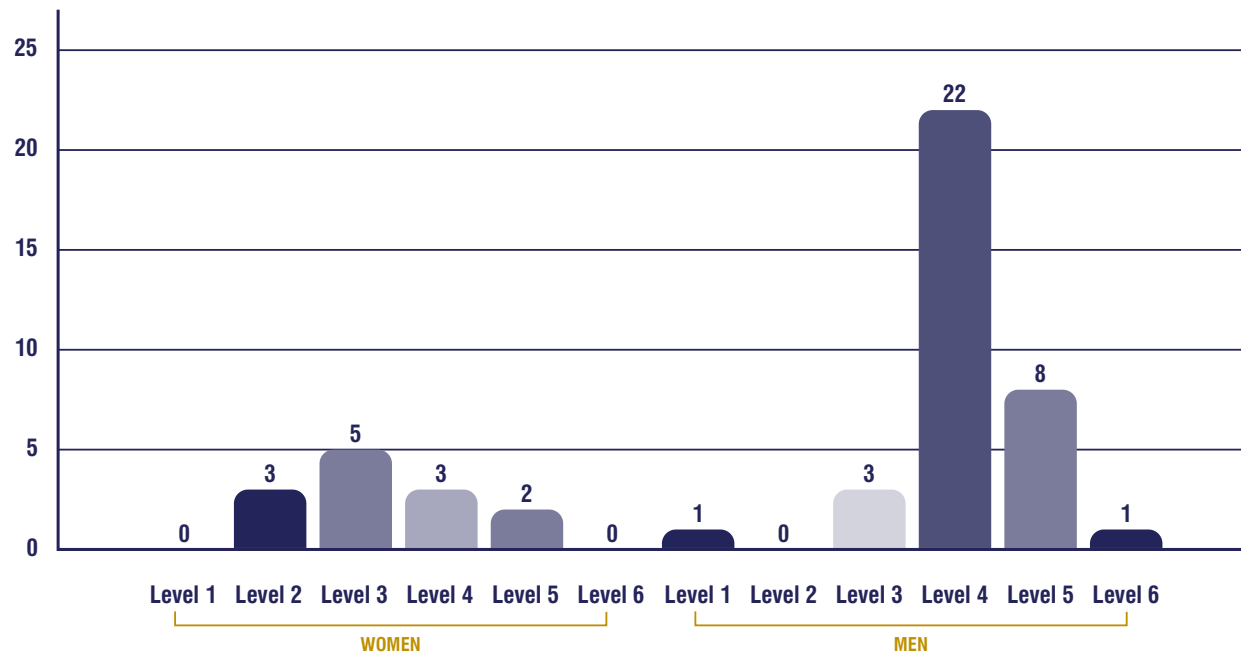
### Men



## Employees by Position Level, Age Group and Gender



## Employees by Position Level and Gender Ratio



## Employee Benefits

At Optima Shipping Services, we are committed to supporting our employees' personal and professional well-being, providing a range of benefits that empower growth, promote work-life balance, and foster a safe, supportive work environment.

**Our benefits include:**



### Lifelong Educational Support

We believe in the value of continuous learning and are dedicated to supporting our employees' professional development at every stage of their careers. Through ongoing education programs, financial assistance for courses, and access to industry seminars, we aim to equip our team with the knowledge and skills needed to excel and adapt in a rapidly evolving industry.



### Family Support and Financial Incentives

Recognizing the importance of family well-being, Optima Shipping Services provides robust family support benefits. We are particularly committed to encouraging family growth by offering a 20,000 financial prize upon the birth of a third child. This support reflects our awareness of the challenges posed by low birth rates in various regions and our dedication to fostering a family-friendly work culture.



### First Aid and Safety Workshops

Employee health and safety are central to our values. To promote a safer workplace and enhance emergency preparedness, we organize regular first aid workshops across our offices. These workshops provide employees with practical skills to handle medical emergencies confidently, ensuring a safe environment for both our staff and visitors.



By offering these comprehensive benefits, Optima Shipping Services aims to create a workplace that not only nurtures professional growth but also supports personal milestones, health, and well-being, enhancing the overall quality of life for our employees.



# HEALTH AND SAFETY



Optima Shipping Services prioritizes the safety and well-being of our employees, especially during site visits and occasional work at various repair and newbuilding yards. Given the inherent risks associated with these industrial environments, we have implemented rigorous safety protocols and training to ensure that our employees are well-prepared and protected.



As a result of these proactive measures, we are proud to report zero work-related injuries across all such visits. This achievement is a testament to our commitment to safety and the effectiveness of our safety training, which covers hazard awareness, personal protective equipment (PPE) usage, and emergency response procedures.



By maintaining a culture of safety and continuously updating our protocols to meet industry standards, we ensure that our team can operate confidently and securely, even in high-risk environments. Optima Shipping Services remains dedicated to preserving this exemplary safety record and upholding the highest standards of workplace health and safety across all our operations.

# Governance

## Corruption Risk



Optima Shipping Services upholds the highest standards of integrity and transparency in all our operations. As part of our commitment to ethical business practices, we maintain a zero-tolerance policy toward corruption and bribery, underpinned by robust compliance protocols that adhere to both local and international regulations.

Our anti-corruption framework includes regular employee training on ethical conduct, thorough due diligence processes, and stringent monitoring of high-risk activities. We actively encourage employees to report any concerns through confidential reporting channels, reinforcing our dedication to ethical accountability.

We are pleased to report that during the reporting period, there were no incidents of corruption within Optima Shipping Services. This outcome reflects the strength of our compliance measures and the integrity of our team. We remain vigilant in our anticorruption efforts, continuously reviewing and enhancing our policies to mitigate any potential risks and ensure the highest level of ethical conduct across our global operations.

## Cyber Risk Governance

Optima Shipping Services prioritizes cybersecurity as a key component of our governance framework, aiming to protect sensitive information, ensure operational continuity, and address evolving cyber threats. Our approach includes strict data protection policies, advanced security technologies, and regular vulnerability assessments to mitigate risks across all operations.



### Employee Training and Incident Response

To bolster our defenses, we conduct regular cybersecurity training, ensuring all employees are prepared to recognize and respond to potential threats. Our incident response plan includes rapid detection, containment, and recovery protocols, regularly tested to ensure readiness and minimal disruption.



### Client Support for Cyber Risk Mitigation

Beyond safeguarding our own systems, we actively support our clients in strengthening their cyber risk management. Through consultations and resources on best practices, we help clients enhance their cybersecurity measures, promoting resilience across the industry.



We are pleased to report no significant cybersecurity incidents within Optima Shipping Services during this period, underscoring the effectiveness of our proactive approach. We remain committed to continuously adapting our cybersecurity practices to meet the demands of a dynamic digital landscape.

## Supply Chain Environmental Assessment



Optima Shipping Services is committed to sustainability not only within our operations but also across our supply chain. We work closely with our partners to assess and reduce environmental impacts, prioritizing those who demonstrate strong environmental practices, particularly in critical areas such as repair and newbuilding yards. We place a preference on collaborating with **green yards**-facilities that adhere to environmentally responsible practices in energy use, emissions control, waste management, and resource efficiency.

By setting clear expectations and selecting suppliers aligned with our sustainability goals, we aim to build a supply chain that supports our commitment to minimizing environmental impact and promoting industry-wide sustainability.

## ESG Governance

Optima Shipping Services is dedicated to embedding environmental, social, and governance (ESG) principles across every aspect of our business. Our ESG governance framework ensures that sustainability and ethical practices are at the core of our decision-making processes and operational standards. This framework is guided by a dedicated ESG Committee that reports directly to senior leadership, ensuring accountability and strategic alignment.



### Roles and Responsibilities

Our ESG Committee is responsible for developing and overseeing ESG policies, setting measurable targets, and regularly reviewing progress. The committee collaborates with departments across the company, ensuring that all teams understand and incorporate ESG considerations into their day-to-day activities.

### Risk Management and Compliance

Optima's approach to ESG governance includes rigorous risk management and compliance practices. We monitor regulatory changes, conduct regular risk assessments, and implement compliance measures to meet or exceed industry standards. These practices help us proactively address environmental, social, and governance risks, ensuring alignment with our long-term sustainability goals.

### Stakeholder Engagement and Transparency

We believe in transparent communication with our stakeholders regarding our ESG performance and progress. Regular reporting and stakeholder engagement initiatives help us refine our ESG strategy and respond effectively to evolving expectations from clients, employees, and partners.

Through this governance structure, Optima Shipping Services remains committed to fostering sustainable growth, ethical practices, and resilience in the face of industry challenges.

# Local Community Engagement

## Contributions to local communities

At Optima Shipping Services, we are deeply committed to supporting local communities and charitable organizations, embodying our core values of corporate responsibility and solidarity. Through our contributions, we aim to foster positive societal impact, both within the maritime industry and beyond, as we strive to make a meaningful difference across various regions and causes.

### 2023 Charitable Contributions and Community Support Efforts

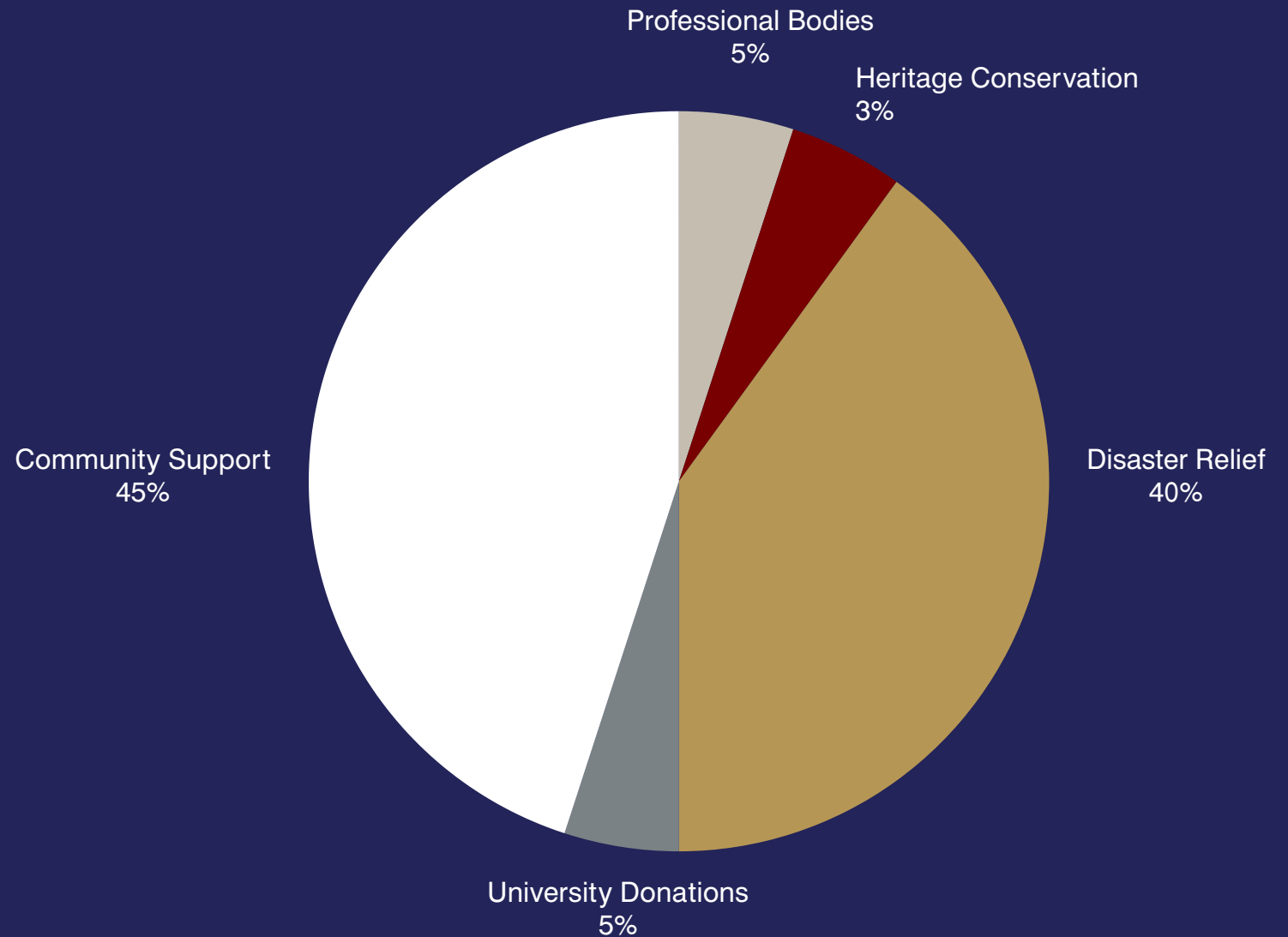
In recent years, Optima Shipping Services has provided substantial financial and material support to various organizations, including contributions to religious institutions, community development projects and support, educational events, and industry-related associations.

## Focus Areas of Our Contributions





Through these initiatives, Optima Shipping Services remains steadfast in our mission to contribute to meaningful causes, strengthening the communities in which we operate and reinforcing the connection between the maritime industry and society at large.





# MEMBERSHIPS

## Our valued memberships

Optima Shipping Services takes pride in being an active member of several esteemed organizations within the maritime and shipbroking communities. Our memberships reflect our commitment to industry excellence, collaboration, and adherence to high standards. These associations provide valuable networking, resources, and regulatory guidance, allowing us to stay at the forefront of maritime innovation and compliance.

Our current memberships include:



**Greek Shipping-Shipbroking Companies Association (GSSCA)**  
Supporting and collaborating with Greek shipping and shipbroking entities.



**BIMCO**  
The largest international shipping association, setting standards and providing guidance on maritime contracts and regulation.



**The Baltic Exchange**  
A world-renowned institution promoting maritime integrity, transparency, and professionalism in the dry cargo, wet cargo, and gas transportation markets.



**Hellenic Shipbrokers Association**  
An association committed to advancing the profession and expertise of shipbrokers within Greece.



**China Newbuilding Price Index (CNPI)**  
Engaging with China's authoritative newbuilding price index to stay informed on current shipbuilding trends, market values, and pricing data.

Our active participation in these organizations ensures that we uphold best practices, contribute to the industry's advancement, and benefit from an extensive network of global maritime professionals. Through these affiliations, Optima Shipping Services remains dedicated to promoting sustainable, innovative, and responsible practices across the shipping sector.

# GRI Content Index

**“Statement of use”**

Optima Shipping Services SA has reported in accordance with the GRI Standards for the period 1/1/2023 - 31/12/2023.

**GRI 1 used**

GRI 1: Foundation 2021

**Applicable GRI Sector Standard(s)**

Not applicable

“GRI STANDARD/ OTHER SOURCE”	“DISCLOSURE”	“LOCATION”	“OMISSION”			“GRI SECTOR STANDARD REF. NO.”
			“REQUIREMENT(S) OMITTED”	“REASON”	“EXPLANATION”	
<b>General disclosures</b>						
“GRI 2: General Disclosures 2021”	2-1 Organizational details: Optima Shipping Services is a Limited Liability Company (LLC) established in Greece pursuant to the law 2775 et al. Our headquarters are located at Ouranou 10, Vouliagmeni 166 71, Athens, Greece. We operate worldwide, and have offices in Athens, Istanbul, Dubai, Shanghai and Singapore.	—				
	2-2 Entities included in the organization’s sustainability reporting: Optima Shipping Services with its facilities in Athens, Istanbul, Dubai, Shanghai and Singapore is the only entity included in this report.	—				
	2-3 Reporting period, frequency and contact point: ESG reporting is conducted annually and aligns with sustainability reporting. For questions related to this report and our ESG efforts, please contact Angelica Kemene, Head of Market Analysis & Decarbonisation Strategies at angelica.kemene@optimaships.com	—				

**“Statement of use”**

**GRI 1 used**

**Applicable GRI Sector Standard(s)**

Optima Shipping Services SA has reported in accordance with the GRI Standards for the period 1/1/2023 - 31/12/2023.

GRI 1: Foundation 2021

Not applicable

“GRI STANDARD/ OTHER SOURCE”	“DISCLOSURE”	“LOCATION”	“REQUIREMENT(S) OMITTED”	“OMISSION”	“EXPLANATION”	“GRI SECTOR STANDARD REF. NO.”
	2-4 Restatements of information. This report does not contain any restatements of information.	-				
	“2-5 External assurance. As this is our inaugural report, we have focused on establishing reliable internal systems for data collection, analysis, and reporting. External assurance has not been sought for this report. However, we understand the importance of independent verification in building trust with stakeholders and ensuring the credibility of our disclosures. As we continue to refine our reporting practices, we plan to evaluate external assurance options for future reports in alignment with global best practices and the expectations of our stakeholders. Our highest governance body and senior executives are committed to overseeing this process and ensuring our sustainability reporting evolves in a transparent and accountable manner.”	-				
	2-6 Activities, value chain and other business relationships	Page 4-7				

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**GRI 1 used**

GRI 1: Foundation 2021

**Applicable GRI Sector Standard(s)**

Not applicable

“GRI STANDARD/ OTHER SOURCE”	“DISCLOSURE”	“LOCATION”	“OMISSION”		“GRI SECTOR STANDARD REF. NO.”
			“REQUIREMENT(S) OMITTED”	“REASON”	
	2-7 Employees. All employees at Optima Shipping Services are permanent, full-time employees. Employee data was compiled in head-count and at the end of the reporting period.	Page 21-23			
	2-8 Workers who are not employees: Optima Shipping Services does not have workers who are not employees.	—			
	2-9 Governance structure and composition	—		Information unavailable/incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.
	2-10 Nomination and selection of the highest governance body	—		Information unavailable/incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.
	2-11 Chair of the highest governance body	—		Information unavailable/incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.
	2-12 Role of the highest governance body in overseeing the management of impacts	—		Information unavailable/incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.

**“Statement of use”**

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**GRI 1 used**

GRI 1: Foundation 2021

**Applicable GRI Sector Standard(s)**

Not applicable

“GRI STANDARD/ OTHER SOURCE”	“DISCLOSURE”	“LOCATION”	“OMISSION”		“GRI SECTOR STANDARD REF. NO.”
			“REQUIREMENT(S) OMITTED”	“REASON”	
	2-13 Delegation of responsibility for managing impacts	—		Information unavailable/incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.
	2-14 Role of the highest governance body in sustainability reporting	—		Information unavailable/incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.
	2-15 Conflicts of interest:	—		Information unavailable/incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.
	2-16 Communication of critical concerns	—		Information unavailable/incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.
	2-17 Collective knowledge of the highest governance body	—		Information unavailable/incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.
	2-18 Evaluation of the performance of the highest governance body	—		Information unavailable/incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.

**“Statement of use”**

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**GRI 1 used**

GRI 1: Foundation 2021

**Applicable GRI Sector Standard(s)**

Not applicable

“GRI STANDARD/ OTHER SOURCE”	“DISCLOSURE”	“LOCATION”	“OMISSION”		“GRI SECTOR STANDARD REF. NO.”
			“REQUIREMENT(S) OMITTED”	“REASON”	
	2-19 Remuneration policies	–		Information unavailable/ incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.
	2-20 Process to determine remuneration	–		Information unavailable/ incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.
	2-21 Annual total compensation ratio	–		Information unavailable/ incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.
	2-22 Statement on sustainable development strategy	Page 4-5			
	2-23 Policy commitments	Page 8-13		Information unavailable/ incomplete	Information is somewhat incomplete.
	2-24 Embedding policy commitments	Page 8-13		Information unavailable/ incomplete	Information is somewhat incomplete.
	2-25 Processes to remediate negative impacts	–		Information unavailable/ incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.
	2-26 Mechanisms for seeking advice and raising concerns	Page 27			

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**GRI 1 used**

GRI 1: Foundation 2021

**Applicable GRI Sector Standard(s)**

Not applicable

“GRI STANDARD/ OTHER SOURCE”	“DISCLOSURE”	“LOCATION”	“OMISSION”			“GRI SECTOR STANDARD REF. NO.”
			“REQUIREMENT(S) OMITTED”	“REASON”	“EXPLANATION”	
	2-27 Compliance with laws and regulations. Significant instances of non-compliance are understood as instances that have led to fines or sanctions.	Page 27				
	2-28 Membership associations	Page 33				
	2-29 Approach to stakeholder engagement	Page 15				
	2-30 Collective bargaining agreements.	—		Information unavailable/incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.	
<b>Material topics</b>						
“GRI 3: Material Topics 2021”	3-1 Process to determine material topics	Page 16				
	3-2 List of material topics	Page 17				
	3-3 Management of material topics	Page 18-33		Information unavailable/incomplete	Information is somewhat incomplete.	
<b>Anti-corruption</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 27				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	—		Information unavailable/incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.	

**“Statement of use”**

Optima Shipping Services SA has reported in accordance with the GRI Standards for the period 1/1/2023 - 31/12/2023.

**GRI 1 used**

GRI 1: Foundation 2021

**Applicable GRI Sector Standard(s)**

Not applicable

“GRI STANDARD/ OTHER SOURCE”	“DISCLOSURE”	“LOCATION”	“REQUIREMENT(S) OMITTED”	“OMISSION”	“EXPLANATION”	“GRI SECTOR STANDARD REF. NO.”
				“REASON”		
	205-2 Communication and training about anti-corruption policies and procedures. All employees at Optima are informed and receive training on our anti-corruption policies. We also seek to actively inform our stakeholders regarding our ethics and business practices ensuring they are aligned with our anti-corruption policies.	Page 27		Information unavailable/ incomplete	Information is somewhat incomplete	
	205-3 Confirmed incidents of corruption and actions taken	Page 27				
<b>Emissions</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 19				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions. 0.08 mtCO <sub>2</sub> -e. Gasses included in the calculations are CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O. Our base year for calculations is 2023, the year we started our ESG-reporting journey. Emission factors, rates and calculation tools used are based on the GHG Protocol.	—				



**“Statement of use”**

Optima Shipping Services SA has reported in accordance with the GRI Standards for the period 1/1/2023 - 31/12/2023.

**GRI 1 used**

GRI 1: Foundation 2021

**Applicable GRI Sector Standard(s)**

Not applicable

“GRI STANDARD/ OTHER SOURCE”	“DISCLOSURE”	“LOCATION”	“OMISSION”		“GRI SECTOR STANDARD REF. NO.”
			“REQUIREMENT(S) OMITTED”	“REASON”	
	305-2 Energy indirect (Scope 2) GHG emissions. Gasses included in the calculations are CO2, CH4 and N2O. Our base year for calculations is 2023, the year we started our ESG-reporting. Emission factors, rates and calculation tools used are based on the GHG Protocol.	Page 19			
	305-3 Other indirect (Scope 3) GHG emissions. Gasses included in the calculations are CO2, CH4 and N2O. Our base year for calculations is 2023, the year we started our ESG-reporting journey. Emission factors, rates and calculation tools used are based on the GHG Protocol.	Page 19			
	305-4 GHG emissions intensity	—		Information unavailable/incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.
	305-5 Reduction of GHG emissions. This is Optima’s first ESG report, making 2023 the baseyear for future comparisons regarding reductions.	—			
	305-6 Emissions of ozone-depleting substances (ODS)	—		Information unavailable/incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.

**“Statement of use”**

Optima Shipping Services SA has reported in accordance with the GRI Standards for the period 1/1/2023 - 31/12/2023.

**GRI 1 used**

GRI 1: Foundation 2021

**Applicable GRI Sector Standard(s)**

Not applicable

“GRI STANDARD/ OTHER SOURCE”	“DISCLOSURE”	“LOCATION”	“OMISSION”			“GRI SECTOR STANDARD REF. NO.”
			“REQUIREMENT(S) OMITTED”	“REASON”	“EXPLANATION”	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions. NOx: 0.41 mt, SOx: 0 mt, PM2.5: 0 mt. Emission factors, rates and calculation tools used are based on the GHG Protocol.	–				
<b>Employment</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 21-25				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover. No new hires for the year 2023.	–		Information unavailable/incomplete	Information is somewhat incomplete.	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees. Benefits are provided equally to all employees.	Page 24		Information unavailable/incomplete	Information is somewhat incomplete.	
	401-3 Parental leave	–		Information unavailable/incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.	
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 25				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system. All workers, activities and workplaces are covered by Optima’s occupational health and safety management system.	Page 25				

**“Statement of use”**

Optima Shipping Services SA has reported in accordance with the GRI Standards for the period 1/1/2023 - 31/12/2023.

**GRI 1 used**

GRI 1: Foundation 2021

**Applicable GRI Sector Standard(s)**

Not applicable

“GRI STANDARD/ OTHER SOURCE”	“DISCLOSURE”	“LOCATION”	“OMISSION”		“GRI SECTOR STANDARD REF. NO.”
			“REQUIREMENT(S) OMITTED”	“REASON”	
	403-2 Hazard identification, risk assessment, and incident investigation	Page 25		Information unavailable/incomplete	Information is somewhat incomplete.
	403-3 Occupational health services	Page 25		Information unavailable/incomplete	Information is somewhat incomplete.
	403-4 Worker participation, consultation, and communication on occupational health and safety	—		Information unavailable/incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.
	403-5 Worker training on occupational health and safety	Page 25		Information unavailable/incomplete	Information is somewhat incomplete.
	403-6 Promotion of worker health	—		Information unavailable/incomplete	Information is somewhat incomplete.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	—			
	403-8 Workers covered by an occupational health and safety management system. 100% of workers are covered by Optima’s occupational health and safety management system.	Page 25		Information unavailable/incomplete	Information is somewhat incomplete.
	403-9 Work-related injuries	Page 25			
	403-10 Work-related ill health	—		Information unavailable/incomplete	Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.

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**GRI 1 used**

GRI 1: Foundation 2021

**Applicable GRI Sector Standard(s)**

Not applicable

“GRI STANDARD/ OTHER SOURCE”	“DISCLOSURE”	“LOCATION”	“OMISSION”			“GRI SECTOR STANDARD REF. NO.”
			“REQUIREMENT(S) OMITTED”	“REASON”	“EXPLANATION”	
<b>Local communities</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31-32		Information unavailable/ incomplete		Information is somewhat incomplete. Local communities is not selected as a material topic however some information on the matter is available and therefore provided.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 31-32		Information unavailable/ incomplete		Information is somewhat incomplete.
	413-2 Operations with significant actual and potential negative impacts on local communities	—		Information unavailable/ incomplete		Optima Shipping Services does not have data to disclose on the matter at this time. We are looking into adding relevant data in future reports.

# SASB Content Index

Disclosure Topic	Unit	Code	Page/Location	Data
Gross global Scope 1 emissions	“Metric tons (t) CO <sub>2</sub> -e”	TR-MT-110a.1	–	0.08 mtCO <sub>2</sub> -e
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a	TR-MT-110a.2	Page 19	n/a
(1) Total energy consumed, (2) percentage heavy fuel oil, (3) percentage renewable	“Gigajoules (GJ), Percentage (%)”	TR-MT-110a.3	–	(1) 294.93 GJ (2) 100% (3) 0%
Average Energy Efficiency Design Index (EEDI) for new ships	“Grams of CO— per ton-nautical mile”	TR-MT-110a.4	n/a	n/a
Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , and (3) particulate matter (PM <sub>10</sub> )	Metric tons (t)	TR-MT-320a.1	–	(1) 0.41 (2) 0 (3) 0
Shipping duration in marine protected areas or areas of protected conservation status	“Number of travel days”	TR-MT-160a.1	–	0
Percentage of fleet implementing ballast water (1) exchange and (2) treatment	Percentage (%)	TR-MT 160a.2	n/a	n/a
(1) Number and (2) aggregate volume of spills and releases to the environment	“Number, Cubic meters (m <sup>3</sup> )”	TR-MT-160a.3	–	0
Lost time incident rate (LTIR)	Percentage (%)	TR-MT-320a.1	n/a	n/a
Number of calls at ports in countries that have the 20 lowest rankings in Transparency International’s Corruption Perception Index	Number	TR-MT-510a.1	n/a	n/a
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	“Reporting currency”	TR-MT-510a.2	Page 27	0

<b>Disclosure Topic</b>	<b>Unit</b>	<b>Code</b>	<b>Page/Location</b>	<b>Data</b>
Number of marine casualties, percentage classified as very serious	“Number, Percentage (%)”	TR-MT-540a.1	n/a	n/a
Number of Conditions of Class or Recommendations	Number	TR-MT-540a.2	n/a	n/a
Number of port state control (1) deficiencies and (2) detentions	Number	TR-MT-540a.3	n/a	n/a
<b>Activity Metric</b>	<b>Unit</b>	<b>Code</b>	<b>Page/Location</b>	<b>Data</b>
Number of shipboard employees	Number	TR-MT-000.A	n/a	n/a
Total distance traveled by vessels	Nautical miles (nm)	TR-MT-000.B	n/a	n/a
Operating days	Days	TR-MT-000.C	n/a	n/a
Deadweight tonnage	Thousand deadweight tons	TR-MT-000.D	n/a	n/a
Number of vessels in total shipping fleet	Number	TR-MT-000.E	n/a	n/a
Number of vessel port calls	Number	TR-MT-000.F	n/a	n/a
Twenty-foot equivalent unit (TEU) capacity	Metric tons	TR-MT-000.G	n/a	n/a



**GREECE | TURKEY | UAE | SINGAPORE | CHINA**