



Sustainability Report 23



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Highlights of Sustainability Performance

ENVIRONMENT

7.42% Decrease in AER compared to 2022

2 Methanol Dual-Fuel Vessel orders with capacity to use green methanol

5 New Buildings Vessel Deliveries IMO EEDI Phase 3 NOx Tier III

13 Vessels upgraded environmentally

5, 697mt Biofuel consumption since first supply

SOCIAL

28% women employees (**+2%** increase compared to 2022)

10 annual academic scholarships **€100,000 per year**

5 annual maritime cadets scholarships **€25,000 per year**

GOVERNANCE

0 fines or significant environmental incidents

+2 women in Board of Directors

ACHIEVED GOALS

Occupational health, safety, and wellbeing

Reduce the PSC deficiency/inspection ratio <1.00 in 2023

Attracting and upscaling talent

Maintain annual on board retention rate above 80%

Our interaction with local communities

Increase local community engagement initiatives by 10% compared to 2021.

Maintain scholarship programs granting in total 15 scholarships annually

Business presentation



4 Offices and Headquarters

Monaco Headquarters, Limassol Office, Athens Office, Geneva Office

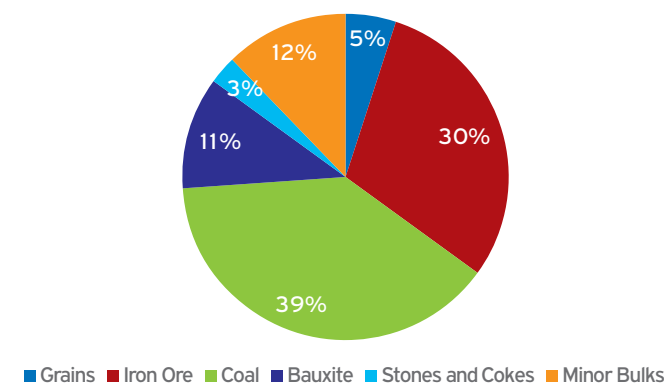
66 years of uninterrupted drybulk shipping experience

1958-2024

Port calls	
2023	2022
809	690
Offshore employees	
2023	2022
948	914
Ashore employees	
2023	2022
154	155
Net Revenue	
2023	2022
\$284 million	\$350 million
Vessels at period end	
2023	2022
46	44
Ownership days	
2023	2022
16,235	15,321

Type of Transported Cargo	Mt
Grains	1,248,077
Iron Ore	7,421,800
Coal	9,684,808
Bauxite	2,758,561
Stones and Cokes	676,952
Minor Bulks	3,128,999

Distribution of Cargo Types Transferred



Letter to stakeholders

GRI 2-22



The year 2023 can be characterized as a year of turbulence with geopolitical aggression in Ukraine and Middle East, disruption of sea trade in the Red Sea and the Suez Canal, efforts to control inflationary pressures within a high interest environment, uncertainty about the global Gross Domestic Product and the world trade. The sentiment in dry-bulk shipping was mixed demonstrating resilience towards the year end and the start of 2024, with expectations driven by the supply-demand equilibrium for the provision of transportation services. However, the year 2024 signals a substantial drift towards the implementation of environmental regulations decided in the past by various decision-making bodies, as vessels now are classified by the International Maritime Organization on the basis of the carbon dioxide emissions as expressed by their Carbon Intensity Index in tones of CO2 per tone-mile, their CO2 emissions are now taxed when they call in European ports through the European Union Emission Trading System, while additional regulations are expected to apply from 2025 onwards in European Union in relation to fuel carbon content FuelEU Maritime Regulation and later probably after 2027 worldwide, through the IMO Global GHG Fuel Standard.

Our decisions taken since 2020 for the gradual renewal of our fleet, through newbuild orders of the most efficient vessel designs complying with IMO EEDI Phase 3 regulation, the environmental upgrade of existing fleet, the sale of older vessels and the replacement with younger second-hand vessels has stabilized the average age of our fleet at about ten years old, while Safe Bulkers does not have vessels in the lowest IMO CII class “E” in relation to their green house gas emissions. In fact, we own 9 IMO Phase 3 vessels, and we expect the following years to take delivery of 8 more.

This is the result of our comprehensive effort on Environment, Social and Governance, which is described in this 2023 Sustainability Report presenting in detail actions in all aspects, including the Environment on which I was referred earlier, the return of a fair share to our Society through scholarships and other initiatives and the continuous upgrading of our governance framework the capstone of which is the formation of an ESG committee at the level of the Board of Directors.

Polys V. Hajioannou
Chief Executive Officer and
Chairman of the Board

About Safe Bulkers

At a glance

Timeline

Our value creation

01



At a glance

GRI 2-1, 2-6



Safe Bulkers Inc. (the “Company” or “Safe Bulkers” or “we”) is an international provider of marine dry-bulk transportation services, primarily transporting grain, coal and iron ore worldwide. We are listed on the New York Stock Exchange (NYSE) and trade under the symbol “SB”.

The headquarters of the Company is located at Apt. D11, Les Acanthes 6, Avenue des Citronniers, MC98000 Monaco. Our operations extend across Greece, Cyprus, Monaco, and Switzerland, where we distribute economic value. Additionally, a significant portion of our seafaring personnel, who are pivotal to our operations, are employed from the Philippines, further contributing to our international economic impact.

Our fleet

As of December 31, 2023, our fleet comprised 46 vessels, including one designated for sale. The fleet, averaging 10.2 years in age, had a total carrying capacity of 4.6 million dead-weight tonnage (dwt). Our diverse fleet included 8 Capesize, 18 Post-Panamax, 10 Kamsarmax, and 10 Panamax vessels. We manage all aspects of vessel operation in-house, encompassing chartering, marine operations, technical maintenance, crewing, including the training and manning of vessels, along with provisions for supplies, and adherence to health, safety, and environmental standards.

Over the past two years, our strategic investments have introduced seven new vessels, all conforming to the International Maritime Organization's latest standards for Energy Efficiency Design Index (EEDI) Phase 3 and Nitrogen Oxides (NOx) Tier III. This expansion underscores our commitment to sustainability and environmental stewardship within the maritime industry.



Newbuilding projects

As of December 31, 2023, we had also committed to fleet expansion with orders for 8 new Kamsarmax vessels, two of which feature methanol dual-fuel capabilities, slated for delivery between January 2024 and the first quarter of 2027. These additions will increase our capacity by an additional 0.7 million dwt.

As of December 31, 2023, our fleet comprised 46 vessels

During 2024 and up to May 17, 2024, the Company expanded its fleet and took delivery of two Japanese Kamsarmax class IMO Phase 3 - NOx Tier III sister newbuilds, namely the Ammoxostos and the Kerynia, and further expanded its orderbook by entering into agreements for the acquisition of two additional newbuild Kamsarmax class vessels, which are scheduled for delivery until the first quarter 2027. These new build vessels are part of our fleet renewal strategy, designed to comply with IMO EEDI - Phase 3 regulation for CO2 emissions and IMO NOx Tier III standards. This initiative represents the Company's primary effort to adapt our fleet to current and upcoming environmental regulations.



Timeline



Our value creation

GRI 2-1, 2-6, 2-28



Business strategy












Safe Bulkers is committed to advancing shareholder value through sustainable practices. Our strategic approach includes a dynamic and balanced chartering strategy that ensures operational efficiency and environmental responsibility. We uphold the highest standards in vessel operation, continually invest in the training of our seafarers, and commit to achieving excellence in all aspects of our operations. This dedication to sustainability is integral to our business model and key to our long-term success.

Our plan is to upgrade and renew our fleet at the forefront of technology while achieving the lowest environmental impact, by being early movers in the new era of global decarbonization. We want to move together with our seafarers, our shore personnel and the local communities within which we operate to produce value for society. In relation to our Company, we aim to maintain strong operational and financial fundamentals, be resilient in low charter markets and able to take advantage of market opportunities.

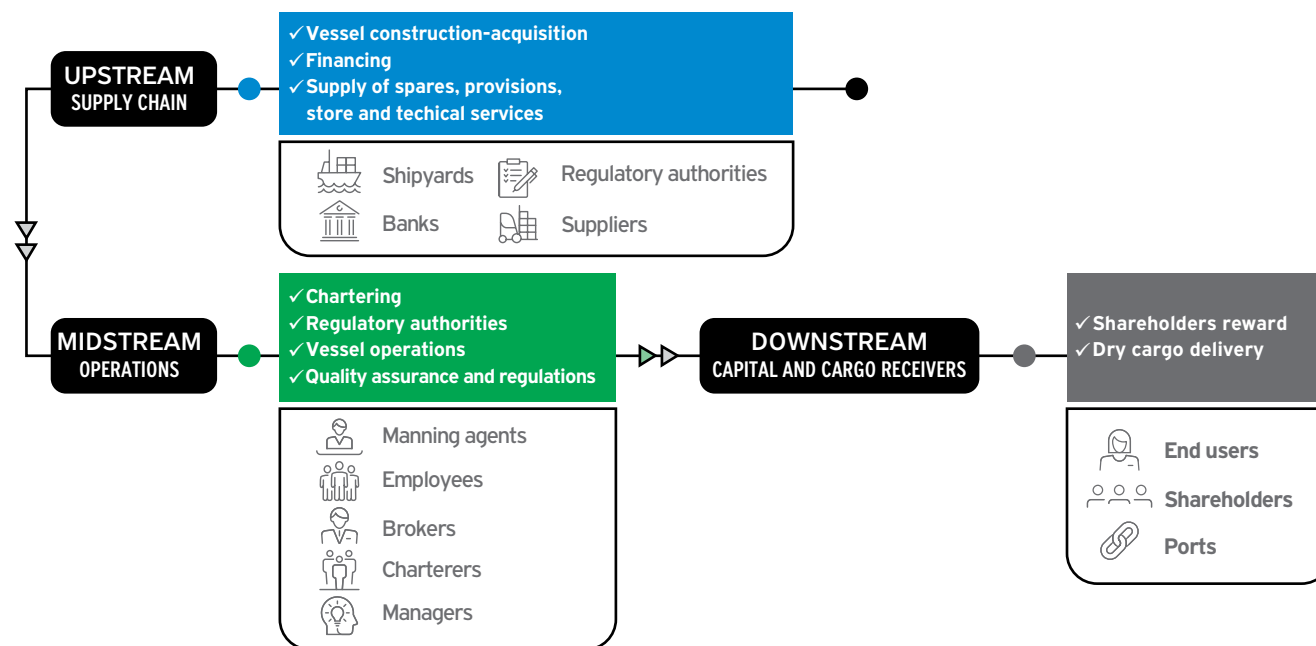
In parallel, we strive to capitalize on our track record and relationships, and propel our corporate governance and transparency, with the aim of empowering our business continuity in the long run.

- ~ Pursue a balanced and adaptive chartering strategy, competing on the basis of environmental performance
- ~ Operate our vessels at the highest standards and achieve operational excellence
- ~ Maintain, upgrade and renew our fleet at the forefront of technology, targeting the lowest environmental impact and the provision of the best service to our clients
- ~ Achieve a strong balance sheet with optimum capital structure
- ~ Maintain a pool of well-trained seafarers and office personnel at highest working standards and well-being
- ~ Establish hands-on, lean management
- ~ Integrate risk assessment and environmental performance to our business strategy
- ~ Capitalize on track record and relationships, and
- ~ Advance our corporate governance and transparency



Input	Value Creation	Output	SDGs
Financial Capital \$792 mill shareholders equity \$1,340 mill total assets	Vision To be one of the most competitive providers of marine dry bulk transportation services in the world and maintain our reputation built over 65 years of conducting business, as one of the most reliable and environmentally resilient pure dry bulk companies.	Financial Capital \$24 mill taxes and fees paid \$134 mill GDP company contribution ¹ to global GDP	
Natural Capital 11,130.47 GJ total energy consumption 857,800 t CO2e total direct emissions 100% of fleet that has implemented ballast water treatment	Mission To constantly exceed our customers' needs by safely and efficiently transporting dry bulk cargo worldwide incorporating Environmental, Social and Governance values.	Natural Capital • 5,184 tCO2 or -0.6% reduction of Scope 1 emissions (compared to 2022) • 2.89 average EEDI for new ships (g CO ₂ /t-mile) • 101 GJ total energy use from renewable sources	     
Human Capital 154 on shore employees 948 ashore seafarers 22% women in BoD 1,150 hrs of training to seafarers	Values Safety comes first We value first and foremost, the safety and health of our seafarers. Build relationships We are a global shipping Company providing worldwide seaborne transportation services in the dry bulk sector, delivering beyond the charterers and financial institutions expectations, to advance our business and create value for our shareholders. We hold true to a legacy of over 60 years with an uninterrupted presence throughout several shipping cycles as a proud successor to a business that first invested in shipping in 1958. Do the right thing We act with integrity, transparency, accountability, and uncompromising honesty, using a solid moral compass. Respect for the environment We are committed to respect and protect the environment for future generations creating a sustainable future for our children. Engage local communities Be part of local communities' development. Get it done We overcome obstacles and find solutions of exceptional execution and precision, rewarding those who deliver great outcomes.	Human Capital 10% new hires 11% on shore turnover rate 28% seafarer turnover rate 100% of employees are covered by a health and safety management system	   
Social Capital €440,000 investments on social actions	Substance over form We focus on substance, using common sense and simplicity, measuring our performance against a tradition of excellence spreading over 60 years. Be humble We plan on a long-term scale inspired by humility and driven by ambition. Elevate others We prefer problem solvers and people who enjoy making their team feel appreciated and valued.	Social Capital 15 scholarships granted to 10 university students and to 5 maritime academy cadets every year	 

¹The GDP company contribution is the gross value added (GVA) which is the value of output less the value of intermediate consumption input (operating income + depreciation).



Activities, value chain and business relationships

Upstream

Vessel construction or acquisition, capital expenditure financing and supply of goods and services for the operation of the vessels worldwide comprise the main activities in the value chain.

The Company places orders for vessel acquisition or construction directly to shipyards in Japan and China and assigns its managers the supervision of construction of new-build vessels. To that purpose, supervision of construction is carried out by officers residing at the premises of shipyards throughout the construction period and until vessel delivery. Orders can be also placed via brokers including established Japanese trading houses. Further to that, the Company acquires secondhand vessels either through brokers or directly from sellers.

The Company utilizes its extensive track record to finance

its newbuild or secondhand acquisitions; in most cases, financing takes place post-delivery which means that the Company has already acquired the vessel utilizing its own capital. The Company prides itself of fostering robust collaborations with esteemed financial institutions and lenders, extending its reach to encompass not only European establishments but also Japanese and Chinese financial institutions and leasing houses. Through these strategic partnerships, the Company ensures a diverse and dynamic network of financial support, facilitating its operations and bolstering its capabilities on a global scale. By engaging with such reputable entities across multiple regions, the Company demonstrates its commitment to leveraging expertise and resources, thereby enhancing its ability to navigate complex markets and seize opportunities for growth and expansion at the right point of the shipping cycle.

A significant part of the value chain consists of our suppliers. Our Company closely cooperates with well-established suppliers to ascertain the constant supply of spare parts stores and provisions as well as technical services at a competitive quality and price.

Midstream

Safe Bulkers, strategically utilizes its fleet of vessels to efficiently transport dry bulk cargo across global waters, ensuring efficient and timely delivery to destinations worldwide. Leveraging its long-term in-house expertise in chartering, the company engages in both period and spot-time charters with reputable counterparties, which encompass some of the largest commodity producers and operators globally. These charter agreements are usually facilitated through brokers with whom Safe Bulkers has enduring relationships over the years, or through respected brokers operating on a global scale.

Furthermore, within our operational framework, our managers actively engage manning agents, employing seafarers predominantly comprised of individuals of Filipino descent. The manning agents serve as intermediaries, facilitating a considerable part of the process of selection under our oversight and ensuring that our standards of competence and professionalism are met. Moreover, the assessment and appraisal of sea officers are conducted internally by our experienced crewing team. This internal evaluation process not only ensures that the most qualified individuals are selected to join us, but also underscores our commitment to maintaining rigorous standards of excellence within our maritime operations.

The entire process is heavily reliant on reputation, built over 65 years of uninterrupted presence in the dry-bulk shipping. The regulatory authorities and classification societies play a very significant role, as they monitor the regulations imposed by IMO, EU, US and other national or international bodies. Optimization of vessel operations and maintenance is crucially implemented by crew members and monitored by office managers. Technical management and quality assurance provides the necessary support for maintaining vessels in good condition and safeguarding vessel operations worldwide while mitigating the risk of accidents, pollution incidents and detentions or deficiencies for improper implementation of rules and regulations.

Downstream

The Company plays a pivotal role in facilitating the transportation of dry bulk commodities to numerous countries across the globe, serving as a vital link in global trade networks. Through its extensive and efficient operations the Company has consistently met the demands of its charterers, contributing significantly to international trade and economic growth. This commitment to excellence has not only solidified our position as a key player in the dry bulk industry but has also translated into tangible benefits for our shareholders. Over the years, we have distributed substantial dividends totaling approximately \$381 million, rewarding investors for their trust and confidence in our Company. Through multiple additional equity offerings, we have successfully raised approximately \$477 million, demonstrating our ability to access additional capital to support fleet expansion initiatives and enhance operational capabilities. This strategic utilization of financial resources underscores the Company's commitment to long-term sustainability and value creation for all stakeholders involved.



Economic value generated and distributed for stakeholders

The year 2023 was a profitable one for our Company, within an unstable geopolitical and financial global environment. The dry-bulk shipping market, despite the volatility, has shown strength towards the year end. In 2023, we have been able to enhance our operations, leading to positive outcomes for the environment, society, and the economy. We were able to accomplish several notable achievements.

Chartering Performance

Our total revenues stood at **\$295.4 million**, Time Charter Equivalent (TCE) of \$16,579 achieved an Earnings Per Share (EPS) of \$0.61.

Liquidity and capital structure

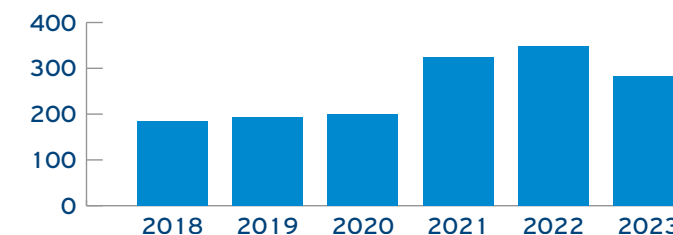
We have emerged stronger with a liquidity capital resource of **\$285.8 million** as of year-end 2023 and a strengthened balance sheet.

Shareholder reward

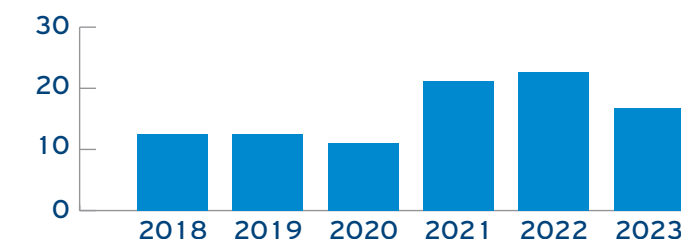
In 2023, we consistently declared a quarterly dividend of **\$0.05 per common share**, demonstrating our commitment to shareholder returns even amidst fluctuating market conditions. The improvement in the shipping market, along with additional revenue generated from our scrubber-fitted vessels, enhanced our chartering performance. The impact of these factors is clearly illustrated in the following table.

Revenues over the last 6 years [\$ m]	
2023	295.4
2022	364.1
2021	343.5
2020	206.0
2019	206.7
2018	201.5

Net Revenues



Time Charter Equivalent Ratio



Green Investments

We acknowledge that environmental conservation is crucial for our survival, not only as a maritime transportation company but also as individuals. In this context, we have embarked on an extensive investment program mainly focused on our fleet renewal program, selling our oldest and less efficient vessels and investing in relatively younger and more efficient second-hand vessels and state-of-the-art newbuild vessels.

Over the past three years, culminating on December 31, 2023, we have sold or contracting to sell 11 older or Chinese-built vessels. These transactions generated proceeds of \$185.0 million and involved vessels with an average age of 14.2 years and a combined deadweight of 0.86 million tons. In their place, we acquired 7 second-hand vessels at a cost of \$187.0 million, featuring a reduced average age of 9.2 years and an increased total deadweight of 0.97 million tons, reflecting our commitment to modernizing and enhancing the efficiency of our fleet.

In 2022, our fleet expansion included the delivery of the M/V Vassos, our first Kamsarmax class newbuild, and the M/V Climate Respect, marking our first Post-Panamax class newbuild. The following year, 2023, we saw further growth with the addition of five new vessels: the Post-Panamax class M/V Climate Ethics and M/V Climate Justice, along with the Kamsarmax class newbuilds M/V Pedhoulas Trader, M/V Morphou, and M/V Rizokarpaso. During 2024 and as of May 17, 2024, we took delivery of two more IMO EEDI Phase 3 - NOx Tier III newbuilds, namely the M/V Ammoxostos and the M/V Kerynia, bringing the total number of IMO EEDI Phase 3 newbuilds to nine. These acquisitions demonstrate our ongoing dedication to fleet renewal and our commitment to operating a more sustainable and efficient fleet.

Leading in Sustainability

Up to December 31, 2023, well ahead of competition, we had strategically ordered from time to time, on aggregate **15 advanced dry-bulk newbuilds** complying with IMO EEDI Phase 3 and NOx-Tier III regulations.

Two of such vessels are methanol dual-fueled vessels, which demonstrate our strategy not only to improve the efficiency of our fleet through fleet renewals and environmental upgrades, but also to invest in new developing technologies involving green fuels in the roadmap towards decarbonization.

The orderbook of 15 vessels consisted of:

12 Kamsarmax vessels

3 Post-Panamax vessels

Until the end of 2023, we had already taken delivery of 7 newbuilds while the remaining order book consists of 8 Kamsarmax vessels, including the innovative methanol dual-fueled ships, with deliveries expanding to January 2027.

As of May 17, 2024 we have taken delivery of two newbuilds and have placed two additional orders, resulting to an aggregate orderbook of 8 newbuilds.

In parallel, we continued a fleet upgrade program, in relation to existing and forthcoming GHG emission regulations, which involves application of low friction paints and installation of energy saving devices, scheduling to having upgraded 27 existing vessels by the end of 2024.

During the year ended December 31, 2023, we completed such environmental upgrades on 13 vessels, namely the MVs Maria, Michalis H, Koulitsa 2, Maritsa, Kanaris, Marina, Andreas K, Aghia Sofia, Pedhoulas Commander, Lake Despina, Eleni, Zoe and Xenia and partially completed environmental upgrades on the MV Agios Spyridonas. Our Fleet Environmental Upgrade Investments, including our investments in newbuilds, as of December 31, 2023, amounted to approximately \$ 406.7 million in aggregate since 2018.



Our fleet environmental upgrade and newbuild Investments, until December 31, 2023 were:

Green investments												
CAPEX invested (m \$)		2023		2022		2021		2020		2019		2018
Newbuilds	\$	184.7	\$	73.9	\$	43.4	\$	8.8		-		-
Fleet environmental upgrades	\$	5.3	\$	3.2	\$	0.4		-		-		-
BWTS	\$	0.2	\$	2.3	\$	2.9	\$	5.5	\$	3.9	\$	3.5
SOx Scrubbers	\$	7.0	\$	6.1	\$	1.3	\$	10.3	\$	39.0	\$	5.0
Total	\$	197.2	\$	85.5	\$	48.0	\$	24.6	\$	42.9	\$	8.5

Our remaining planned fleet environmental upgrade and newbuild Investments, as of December 31, 2023, amounted to \$ 219.8 million, and are presented in the below table:

Green investments									
CAPEX invested		2027		2026		2025		2024	
Newbuilds	\$	27.1	\$	58.8	\$	50.6	\$	80.0	
Fleet environmental upgrades		-		-		-	\$	2.9	
BWTS		-		-		-		-	
SOx Scrubbers		-		-		-	\$	0.4	
Total	\$	27.1	\$	58.8	\$	50.6	\$	83.3	

Commitment

We maintain a vigilant eye on regulatory landscapes, particularly focusing on environmental regulations aimed at facilitating a seamless transition toward a decarbonized future. Our commitment to sustainability is underscored by our proactive engagement in testing various energy-saving technologies and exploring biofuels with reduced carbon content.

Concurrently, we are actively evaluating the viability of alternative zero or lower carbon fuels and carbon capture methodologies, anticipating their potential development by the close of this decade. Embracing a business culture of early adoption, we strive to position ourselves as pioneers in integrating emerging technologies that align with IMO and other regulatory mandates, not only to ensure compliance but also to seize competitive advantages within the maritime industry landscape.



Partnerships

We firmly believe in the power of collaboration and actively engage in cross-industry partnerships and coalitions to drive progress across the Sustainability agenda. By joining forces with diverse stakeholders, we collectively strive to set high standards, foster innovative solutions, and champion common goals. This collaborative approach allows us to make significant contributions towards a more sustainable future.

In our commitment to excellence, we go beyond mere participation and take an active role in shaping the industry landscape. By actively contributing to these partnerships and coalitions, we help define and refine the standards that guide sustainable practices. Through robust discussions, knowledge sharing, and collective action, we work towards creating a positive impact on the environment, society, and the economy. Through recognizing the importance of regulatory frameworks, we actively engage with regulatory bodies by leveraging our memberships in industry associations. By participating in these forums, we contribute our expertise and insights to help shape policies and regulations that promote sustainable practices across our industry.

Thus, we are affiliated with HELMEPA and CYMEPA and we are members of the Clean Shipping Alliance:



HELMEPA

HELMEPA (Hellenic Marine Environment Protection Association) is an association that comprises Greek seafarers and shipowners, and since 1982 has voluntarily committed to safeguarding the seas from ship-generated pollution. HELMEPA primarily aims to achieve environmental consciousness across the maritime community and ensure safe and quality shipping.



CYMEPA (Cyprus Marine Environment Protection Association) a not-for-profit organization registered in 1992 whose principal aim is to encourage and actively assist effective efforts to prevent all forms of pollution of the sea.



Clean Shipping Alliance (CSA) represents a group of leading companies from the commercial shipping and cruise industries that have been leaders in emission control efforts and have made significant investments in research and analysis, funding and committing resources to comply with 2020 fuel requirements through the development and use of Exhaust Gas Cleaning Systems (EGCS). Clean Shipping Alliance's mission is to provide information and data on the environmental performance and benefits of open-loop scrubbers.

Our sustainability approach

Sustainability strategy

Materiality assessment

Stakeholder engagement

02



Sustainability strategy

GRI 2-13, 2-14, 2-23, 2-25

ESG Strategy



Safe Bulkers is poised to fully integrate Sustainability into its processes, with increased emphasis on the environmental aspects of its activities. The Company takes measures to prevent and mitigate potential negative impacts and addresses actual negative impacts, to remediate them based on their severity and likelihood. The Company feels confident that its practices do not have a negative financial impact on the economy and remains mindful of its impacts on the environment – including sea-living organisms and non-living parts – by taking actions such as the installation of ballast water treatment plants in the whole fleet and the retrofitting of exhaust gas cleaning devices on its larger vessels, including all of Capesize class vessels.

In response to growing investor interest in Environmental Social and Governance and environmental regulations, we have been implementing a strategy comprising of fleet renewal and expansion, fleet monitoring and environmental upgrading, and research on future technologies. We are renewing our fleet with new, energy-efficient IMO GHG Phase 3 - NOx Tier III compliant newbuilds and at the same time selling older, less efficient ones.

We implement a vessel real-time monitoring system measuring amongst else fuel consumption and emissions and develop internal procedures to optimize vessels' performance and commerciality leading to environmental upgrading decisions of existing vessels during their dry dockings. Furthermore, we are extensively working to assess developing energy efficiency technologies, identify the potential future alternative fuel (methanol, ammonia, hydrogen) in which we may invest, and develop carbon capture solutions suitable to certain of our vessels through pilot projects.

The Company is also committed to diminishing the negative impact on individuals, communities, vulnerable groups, or society, and has taken steps to address any negative impacts that may arise. As part of its commitment to social responsibility the Company is determined to pay back and contribute to the local societies where it operates, by enhancing the training and development of its employees, establishing scholarship programs to respond to the professional development of the youth, react on emergency needs that may be risen from time to time and provide support to institutions or organizations that provide work for non-profit responding to social needs.

In relation to corporate governance, the Company has established policies that apply to all employees, directors, officers, and agents, irrespectively of their position and role.

Many of our Company's policies and procedures revolve around ESG issues, hence highlighting our commitment to Sustainability and ethical business practices. These include Sanctions Compliance, Anti-Bribery, General Data Protection, Safety and Health Protection, Environmental Policy, Drugs and Alcohol, Corporate Information Security, and Non-Harassment Policy. Additionally, our procedures and guidelines, including the Code of Business Conduct and Ethics and Corporate Disclosure Guidelines, align with ESG principles and regulations. All policies and procedures have been approved by our Board of Directors and are regularly communicated to our employees directly by our President, thus demonstrating our dedication to upholding ESG values throughout our organization. More information on our strategy will be provided in the pertinent chapters, delineating in detail how our efforts transpose into practical initiatives.

Our Company is committed to reducing our environmental impact and increasing Sustainability in our business.

The results of the above-described procedures are that we have placed ESG and sustainability in the center of our corporate strategy and invested significant capital and resources in enhancing the environmental competitiveness of our fleet and of our operations.

Safe Bulkers power in ESG implementation

We are dedicated to integrating ESG principles into every aspect of our operations and remain confident that our efforts will yield significant results.

Fleet renewal program with more efficient vessels, fleet environmental upgrades to include more ships in higher GHG IMO ratings and achieve lower fuel consumption and carbon footprint, pilot programs in the roadmap towards decarbonization, training and scholarship programs and donations to non-for-profit organizations and local communities and continuous upgrade of governance policies and related charters, demonstrate the strength of our implementation. We believe that prioritizing ESG and sustainability will not only benefit the environment but also improve our competitiveness, build trust with investors, and ensure our unobstructed access to capital.

Materiality assessment

GRI 3-1, 3-2



During the 2023 reporting period, we revised our inventory of material impacts from the previous year, aligning with the 2021 Global Reporting Initiative (GRI) standards. Top Management actively engaged in identifying and validating further critical issues, recognizing their benefits and challenges. Safe Bulkers expanded its list of material topics to include Resource Management and Circular Economy. We identified ten topics, considering our company's scope of operations and the potential impacts from our activities, addressing the three pillars of ESG the Environmental, Social, and Governance.

To update these material topics, the Company engaged with its stakeholders once again and performed an external survey to ensure the latest insights were considered. This process involved evaluating both the positive and negative impacts of Safe Bulkers' operations on the environment, society, and economy, while also taking into account its value chain and potential implications for human rights at all stages of its operations.

The methodology of the materiality assessment was based on the following 5 steps.

- ~ Understand the organization's context
- ~ Identify actual and potential impacts
- ~ Assess the significance of impacts
- ~ Prioritize the most significant impacts for reporting
- ~ Engage with relevant stakeholders and experts

The following table presents the material topics identified through the materiality assessment, along with associated sub-topics in sustainability, relevant Sustainable Development Goals (SDGs), and their level of significance to stakeholders.

Material topic	Impact themes				Sustainable Development Goals	Importance to stakeholders
Climate change adaptation, emission, and energy	Climate change mitigation strategies	Emissions	Energy		 	Extremely important
Water and marine resources	Ecosystem protection	Water management			  	Extremely important
Resource Management and Circular Economy	Waste management					Very important
Anti-corruption and business ethics	Anti-corruption					Very important
Managing our supply chain	Supplier social assessment					Important
Responsibility towards our workforce	Employment	Fair wages	Grievance mechanisms	Diversity and equal opportunities	 	Very important
Occupational health, safety and wellbeing	Employee health and safety	Wellbeing			  	Extremely important
Attracting and upscaling talent	Talent	Training			 	Very important
Data security and privacy	Data security					Important
Our interaction with local communities	Cultural capital	Local communities	Economic impact		 	Very important

Stakeholder engagement

GRI 2-29

Addressing the needs and expectations of our stakeholders is of utmost importance to us. Through proactive engagement, we strive to foster open communication channels, listen to diverse perspectives, and address concerns effectively. Our approach to stakeholder engagement involves regular dialogue, consultation, and collaboration to understand stakeholder expectations, needs, and priorities.

We value the insights gained from these interactions, which inform our decision-making processes and help us integrate environmental, social, and governance (ESG) considerations into our business strategy. By engaging with stakeholders, we aim to build trust, enhance transparency, and create shared value for all parties involved, contributing to the long-term sustainability of our operations and the maritime industry.

Safe Bulkers has identified the stakeholder groups that are most critical for its operations and linked them according to their influence and interests. We deliver information depending on the specifics of each stakeholder group, something that is also evident in the table below:

Communication channels	Frequency
Analysts, Consultants & Media	
Financial report and statements	Annually
Forums and discussion groups	Periodically
Direct communication	Periodically
Conferences	Periodically
Website	Periodically
Civil Society (i.e., NGOs, Local Communities, Academia, research institutions, universities, etc.)	
Social media	Periodically
Website	Periodically
Public meetings and consultations	Periodically
Annual report and financial statements	Annually
Forums and discussion groups	Periodically
Sustainability Report	Annually
Customers (i.e., national & international oil companies, traders etc.)	
Customer satisfaction surveys	Annually
Newsletters	Periodically
Social media	Periodically
Website	Periodically
Customer service (in person, customer service support line)	Everyday

SB
LISTED
NYSE



Financial Institutions

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

Industry associations and policy makers

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

Regulators & Government Bodies Authorities

Annual report and financial statements	Annually
Sustainability Report	Annually
Audit reports	Annually
Working groups	Periodically

Seafarers

Employee satisfaction surveys	Annual
Trade union negotiations	When required
Intranet	Continuous
Employee evaluation	Annually
Communication onboard through captains	Continuous
Annual report and financial statements	Annually
Sustainability Report	Annually

Shareholders and investors

Annual report and financial statements	Annually
Sustainability Report	Annually
Annual general meetings	Annually
Extraordinary general meetings	When required

Press releases	Periodically
Shipbrokers and charterers	
Industry networking events	Periodically
Industry associations and forums	Periodically
Newsletters	Periodically
Annual report and financial statements	Annually
Sustainability Report	Annually
Shore employees	
Employee satisfaction surveys	Annual
Trade union negotiations	When required
Intranet	Continuous
Employee evaluation	Annually
Communication onboard through captains	Continuous
Annual report and financial statements	Annually
Sustainability Report	Annually
Suppliers (products & services providers)	
Social media	Periodically
Website	Periodically
Public meetings and consultations	Periodically
Annual report and financial statements	Annually
Forums and discussion groups	Periodically
Sustainability Report	Annually
Peers/Competitors	
Market research	Periodically
Website	When required
Conferences	Periodically



Environment

Climate change adaptation, emissions,
and energy

Water and marine resources

Resource Management and Circular Economy

03



Climate change adaptation, emissions, and energy

Material topic

GRI 3-3, 302-1, 305-1, 404-2

SASB TR-MT-110a.1, TR-MT-110a.3,

TR-MT-110a.4

Environmental regulations

The IMO, the flag states, the European Union, the United States of America and the states that the vessels call in have created the environmental framework within which ships operate. The present focus lies with environmental regulations aiming to reduce GHG emissions from the maritime industry.

Green house gas environmental regulations

The International Maritime Organization:

The IMO has revised its GHG Strategy, strengthening the ambitions for international shipping. The new targets include a 20% reduction by 2030 in total GHG annual emissions based on well-to-wake IMO Life-Cycle guidelines compared to 2008 levels, a 70% reduction by 2040 and the ultimate goal of achieving net-zero emissions by 2050. New regulations are expected to enter into force around mid-2027.

The implementation of the said targets will be facilitated by :

01. Short-term measures, including:

- ~ The introduction of the Energy Efficiency Existing Ship Index (EEXI) starting in 2023, which mandates that existing ships meet similar energy efficiency levels as Phase 2, ie. reduction by 20% compared to the reference year 2008, which is achieved by limiting the maximum continuous main engine power and subsequently the maximum speed that the ship operates with repercussion in ship's commercial operation.

- ~ The Carbon Intensity Indicator (CII) system, effective from 2023, which is a ships' ranking system based on their operational carbon intensity, with specific repercussions for vessels rated "D" or "E" to propose plans for improvements in energy efficiency. Ships rated "E" for one year or "D" for three consecutive years must submit plans for energy efficiency improvements to reach the required Annual Efficiency Ratio (AER) (mean "C" rating)

02. The proposed mid-term measures:

- ~ Global Carbon Levy
- ~ Global Fuel Standard under the new IMO well-to-wake life cycle guidelines, aimed at incentivizing the use of lower-carbon fuels

The European Union:

Aligned with its ambitious "Fit for 55" initiative, the EU aims to reduce net GHG emissions in shipping by at least 55% by 2030. The strategy includes the following measures:

- ~ implementation of the EU ETS starting in 2024. This cap-and-trade system is designed to reduce emissions through a regulated carbon market, penalizing maritime operators for high GHG emissions.
- ~ From 2025, the EU will also introduce Fuel EU Maritime which will impose penalties on vessels based on their GHG fuel intensity to boost the demand for and consistent use of renewable and low-carbon fuels across EU fleets.

Measures: Vessels GHG emissions

EU Emissions Trading System

Global market-based measure

- Addresses: Vessels GHG emissions

Measures: Vessels Operational Efficiency

EEXI regulation

CII regulation

- Addresses: Vessels Operational Efficiency

Measures: Vessels Fuel Intensity

FuelEU Maritime

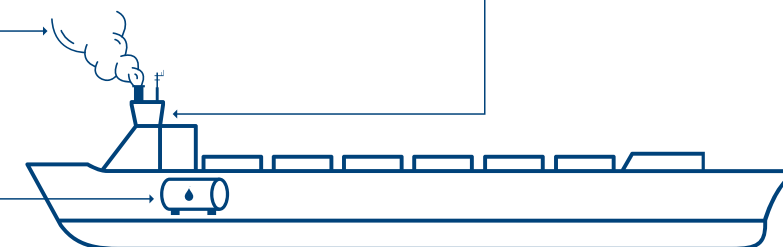
Global GHG fuel standard

- Addresses: Fuel well-to-wake
LCA GHG intensity

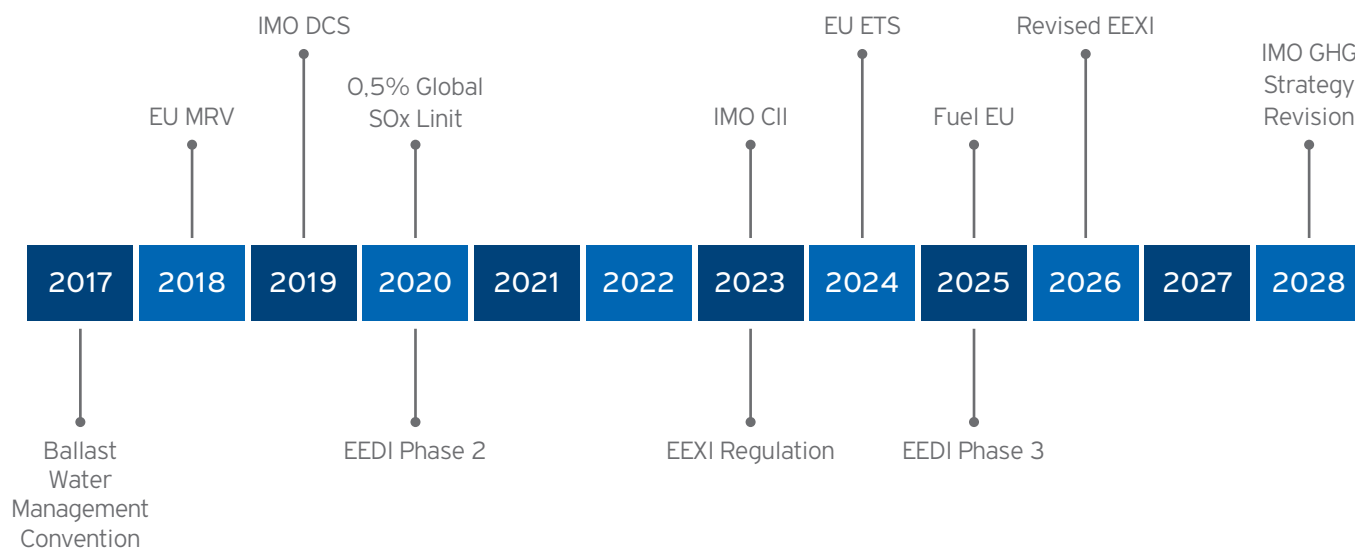
IMO - proposed

EU - adopted

IMO - adopted



A general overview and timeline based on the announced regulations is shown in the following figure. Dates are subject to change based on each regulatory body's announcements. Safe Bulkers is closely monitoring the latest updates regarding environmental regulations in order to remain at the forefront.



Our commitment

For our Company, mitigation of Climate Change impacts is a high priority, thus we are fully committed to contribute to Climate Change mitigation in every aspect of our activities. We are committed to reducing our environmental footprint and promoting sustainable shipping practices. Our initiatives to ensure compliance with the relevant regulations are presented in the following figures.

Our initiatives plan:

FLEET RENEWAL
PROGRAM

IMO EEDI Phase 3 NOx Tier III
New Buildings

- Aggregate orders of 15 new building vessels
- Delivery of 7 new building vessels in the past 2 years
- Selective Catalytic Reduction (SCR) and Exhaust Gas Recirculation (EGR) technologies for NOx emissions reduction

Methanol Dual Fuel
New Buildings

- Order of 2 Methanol Dual Fuel new building vessels
- Investigating Green Methanol as an alternative fuel

Replacement of Existing
Vessels

- Sold 11 old vessels in the past 2 years
- Acquire 7 second-hand younger more efficient vessels

 Air Pollution

- Exhaust Gas Cleaning Systems for SOx emissions reduction



GHG emissions reduction -
Operational Efficiency

- Propulsion Energy saving devices
- Ultra Low Friction Coatings
- Onboard Carbon Capture and Storage
- Wind Propulsion technologies
- Auxiliary Power energy saving systems
- Use of Biofuel
- Data Acquisition System
- Artificial Intelligence monitoring and alerting platform
- Under Water Operations (cleanings etc.)
- Weather Routing
- Advanced communication Systems
- Water Emulsified Fuel systems

EXISTING FLEET
UPGRADE

Sea Environmental Protection

- Ballast Water Management Systems
- Sophisticated Crew training platform
- Air Seal systems for Stern Tube
- Environmentally Acceptable Lubricants (EAL)
- Management of Oily Water discharger

● Adopted ○ Piloted



ESG goals	Progress	Goal beyond regulation
Newbuild orders for fleet renewal: Acquire 3 EEDI Phase 3, NOx Tier III compliant N/Bs in 2024, 2 N/Bs in 2025, 2 N/Bs in 2026 and 1 N/B in 2027.	●●●●○	✓
Upgrade 27 existing fleet vessels in total by the end of 2024.	●●●●○	✓
No vessel classified as "E" according to IMO CII rating	continuous	✓
EGCS installations completion of all Capesizes by 1H2024.	●●●●○	✓
Reduce fleet average fuel GHG intensity by using alternative fuels through ordering of 2 dual-fuel methanol ships and use of biofuels	continuous	✓
Identification of Low GHG intensity fuels (methanol)	continuous	✓

Our impacts

Impact Theme	Material Impact on Sustainable development	
Climate Change mitigation strategies	Safe Bulkers has developed an ESG-related Policy, which serves as a guiding framework for its operations. This Policy ensures that the Company actively contributes to the identification and monitoring of environmental risks, thereby improving its overall management and ensuring responsible practices in relation to environmental aspects.	Actual
	Safe Bulkers has set ambitious goals for 2030 concerning vessel environmental compliance. These goals reflect the Company's commitment to meeting and surpassing regulatory requirements, thus ensuring that its vessels adhere to the highest environmental standards. This way, the Company actively works towards aligning with environmental regulations, ensuring compliance, and promoting responsible practices.	Potential
	Safe Bulkers conducts annual environmental risk assessments to evaluate and identify potential environmental risks associated with its operations, in order to establish Climate Change mitigation strategies. These assessments help the Company understand the environmental impact of its activities and implement appropriate measures to minimize and mitigate those risks. By conducting regular assessments, Safe Bulkers demonstrates its commitment to proactive environmental management and continuous improvement.	Actual
	Safe Bulkers has placed Climate Change goals regarding present and mid-term regulatory frameworks. According to current and upcoming environmental regulations, the Company has adopted 6 goals. The above ensures that the Company has established a clear-cut plan to minimize emission adversities.	Actual
	Safe Bulkers, during 2023, placed an order for two dual-fuel methanol-powered Japanese-design Kamsarmax vessels from a reputable shipyard, underscoring its commitment to sustainability and innovation in its operations.	Actual
	Safe Bulkers is actively exploring and assessing the use of alternative fuels with lower GHG intensity ratings. This commitment is demonstrated through the utilization of biofuel from time to time and the potential utilization of lower GHG intensity methanol (various types), as a result of the recent order of two methanol dual-fuel vessels, underscoring our dedication to innovative and sustainable maritime solutions.	Actual
Emissions	Safe Bulkers has initiated pilot projects for Carbon Capture and Storage (CCS) on board, entailing the capture of CO2 emissions from the ships' exhaust and secure onboard storage until it can be offloaded for permanent sequestration.	Potential
	Safe Bulkers installed scrubber exhaust gas cleaning devices on about 50% of its fleet as a measure to reduce Sulphur Oxide (SOx) emissions, thus ensuring that the Company actively reduces its harmful air emissions. As a result, the company minimizes Sulphur emission to 0.1%, further beyond the global Sulphur limit of 0.5%.	Actual
	Safe Bulkers invested in IMO NOx Tier III newbuild vessels – This investment ensures that the company actively reduces its harmful air pollutant emissions and its GHG footprint.	Actual
	Adoption of Data acquisition system and AI tools to actively monitor vessel emissions to assess and manage their environmental impact. As a result, vessels' performance and routing are done more effectively. These allow the Company to identify instances of increased emissions and develop action plans to effectively reduce them.	Actual
Energy Efficiency	Safe Bulkers has deployed Starlink satellite internet technology across its fleet as part of its sustainability and technological innovation efforts. Starting with 15 vessels in 2023 and expanding to 31 vessels by March 2024, with plans for full fleet implementation by year-end, this marks a significant advancement especially in the facilitation of Data acquisition System.	Actual
	Safe Bulkers is actively engaged in a fleet renewal program. This program involves the increase of energy efficiency of its fleet through the extensive newbuild ordering and the systematic replacement or upgrade of older vessels with new-builds or younger more efficient ones.	Actual
	Safe Bulkers invested in upgrading existing vessels – using advanced energy efficient devices such as hull ducts, and Propeller boss cap fins (PBCF) and ultra-low friction coatings in order to increase vessel's energy efficiency and reduce GHG emissions. As a result of these upgrades, the company does not have any vessel classified to the lowest 'E' class according to the IMO CII categorization.	Actual

The symbol + signifies positive impacts, while the symbol - denotes negative impacts, as identified in the materiality assessment.

Our approach

Environmental strategy

As a Company deeply engaged in the marine transportation industry and cognizant of the ecological consequences of our core pursuits, we are fully committed to safeguarding the environment through our ESG strategy and preventing any form of pollution throughout our operations.

The executive management has assigned the responsibility of formulating the Environmental strategy as part of the broader ESG strategy to the President of the Company, who has established the Environmental Unit comprising of technical and IT top executives responsible to develop strategy and specific actions, internal procedures and controls, in relation to existing and forthcoming environmental regulations compliance.

The Environmental strategy is reviewed by the executive management and all required actions for its implementation are adopted by the Board of Directors. The Board of Directors from time to time is further advised by qualified third party consultants such as classification societies for the recent developments. The main focus of our environmental strategy is to compete with our peers on the basis of improved energy efficiency and reduced carbon footprint.

Environmental policy

Our mission is to conduct our operations with a sense of responsibility towards the environment and the communities we serve. We strive to minimize any negative impact on the environment and maintain a zero-spill record. To achieve this, we will strictly adhere to all relevant regulations and implement industry standards to respond to any environmental incidents that may arise. We work closely with organizations and authorized agencies to achieve our goal. We also prioritize the environmental performance of our employees and provide them with environmental awareness training both onboard and ashore.

The Company evaluates its operations, utilizing robust metrics to gauge progress and ensure alignment with its comprehensive Environmental Policy. Beyond mere assessment, we diligently scrutinize incidents that may occur among our peers, leveraging each occurrence as a learning opportunity to proactively prevent future mishaps in our Company operations. This proactive stance extends to the efficient management of waste and emissions, a crucial aspect of our environmental stewardship.

In our commitment to environmental responsibility, the Company furnishes ample resources to empower both office and ship personnel to uphold the tenets of the Safety Management System (SMS). Moreover, we ensure that third parties engaged in our activities are informed about and take efforts to adhere to our Environmental Policy, thereby fostering a culture of compliance throughout our network.

Central to our ethos is a steadfast zero-tolerance Policy towards any actions or inactions by crew members or employees that contravene environmental laws and regulations. This includes stringent measures against activities such as oil discharge, illegal dumping of waste or sewage at sea, and air pollution resulting from the use of non-compliant fuel in environmentally sensitive areas. We unequivocally reject any behavior that jeopardizes the health of the marine environment.

Operational improvement is ingrained in our approach, with regular reviews of our Environmental Policy to ensure its relevance and efficacy in light of evolving operational scopes and potential environmental impacts. To maintain a pervasive culture of awareness and adherence, the Environmental Policy is not only accessible on all vessels within our fleet but also actively disseminated during frequent onboard meetings with shipboard personnel. Through these concerted efforts, we strive to uphold the highest standards of environmental responsibility across all facets of our operations.

Operational profile

With the aim of continuously improving energy efficiency and reducing energy consumption in the office buildings, our Company is setting up an Environmental Management System (EMS) in accordance with International Organization for Standardization (ISO) ISO 14001 and ISO 50001. We are also utilizing the potential of artificial intelligence techniques to enhance the operational performance of our current fleet. This enables us to find areas for improvement and adopt strategies to reduce fuel usage and emissions, by evaluating data on vessel operations.

We are dedicated to encouraging sustainable shipping methods and minimizing our environmental effects through these activities. Additionally, the Sustainability performance of our fleet for the past three years has been positively impacted by the use of biofuel, maintaining annual fleet consumption of biofuel by at least 2,000 tons since 2021, in accordance with our goal. Moreover, we consumed 5,697 tons of biofuel across six vessels in the past 3 years. Furthermore, by harnessing the utilization of certain tools, we are committed to investing in sustainable technologies that align with our overarching goal of increasing efficiency while utilizing eco-friendly biofuels. While we acknowledge that these actions do have a measurable impact on environmental metrics, we firmly believe in the long-term benefits of this approach. Lastly, by optimizing our vessels' speed, we have the power to enhance our environmental performance and decrease our carbon footprint, all while striving towards long-term Sustainability.

Environmental awareness of office and shipboard personnel

At our Company, we hold a strong commitment to raise awareness and knowledge among our personnel regarding environmental concerns both on and off the vessel. To achieve this goal, we have developed and implemented a comprehensive training program that spans several phases.

In the first phase of our project – which took place in 2021, we facilitated a comprehensive training session for our shore staff, aimed at ensuring their compliance with our Company's environmental policies and procedures. By equipping our personnel with the necessary knowledge and skills, we are able to uphold our internal regulations and maintain our commitment to Sustainability. During 2023 (phase II), we informed our people about important environmental in-

formation and news. The final phase – expanding through 2024, is about organizing an environmental idea annual award (APA Environmental Annual award) among employees and creating an energy-conservation work culture in the office. By this initiative, we strive to motivate our employees to operate responsibly and become creative regarding environmental innovations.

Upgrading of energy efficiency and environmental performance of office spaces

Safe Bulkers is hosted in Greece in office spaces provided by Safety Management Overseas S.A. which was renovated during 2023 and upgraded environmentally to "A" energy class after implementing a series of advanced energy-efficient measures. The renovation included facades, glazing and roof top interventions. In the facade, new curtain walls were installed featuring low energy transmission glazing. Roof top interventions included improvement of insulation and replacement of building elements. Furthermore, installation of solar panels will be assessed as a next step for further environmental improvement.

Upgrading energy efficiency and environmental performance of the fleet

Since 2018, Safe Bulkers has invested in innovations regarding environmental performance in its operations. In order to further enhance our technological capabilities, we have allocated about \$406.7 million towards the upgrading of BWTS, EGCS, Hull Ducts, New Buildings, and ultra-low friction paints (ULFP) by the year 2023 and have committed another \$219.8 million in aggregate, in environmental investments until 2027. To provide a comprehensive overview of our technological investments, we have included a detailed breakdown of our expenditures from 2018 to present, as well as our projected investment plan until 2027.

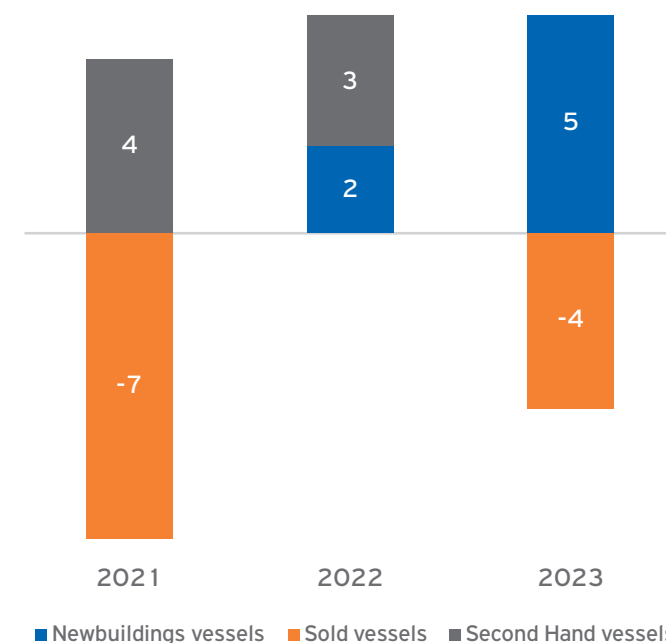


Investment types	2027	2026	2025	2024	2023	2022	2021	2020	2019	2018
BWTS	-	-	-	-	\$0.2 m	\$2.3 m	\$2.9 m	\$5.5 m	\$3.9 m	\$3.5 m
EGCS	-	-	-	\$0.4 m	\$7.0 m	\$6.1 m	\$1.3 m	\$10.3 m	\$39.0 m	\$5.0 m
Hull Duct / PBCF	-	-	-	\$0.5 m	\$2.2m	\$1.6 m	\$0.1 m	-	-	-
New Buildings	\$27.1 m	\$58.8 m	\$50.6 m	\$80.0 m	\$184.7 m	\$73.9 m	\$43.4 m	\$8.8 m	-	-
ULFP	-	-	-	\$2.4m	\$3.1 m	\$1.6 m	\$0.3 m	-	-	-
Total	\$27.1 m	\$58.8 m	\$50.6 m	\$83.3 m	\$197.2 m	\$85.5 m	\$48.0 m	\$24.6 m	\$42.9 m	\$8.5 m

Fleet renewal initiative plan

We acknowledge that environmental conservation is crucial for our survival, not only as a maritime transportation Company but also as individuals. In this context, we have embarked on an extensive investment program mainly focused on our fleet renewal program. This means that we are selling our oldest and less efficient vessels and investing in relatively younger and more efficient second-hand vessels, as well as state-of-the-art newbuild vessels. During the last three years, we sold or contacted to sell 11 older or Chinese built vessels with \$185.0 million proceeds on aggregate, 14.2 years average age and 0.86 million tons deadweight, and replaced them with 7 second-hand vessels with \$187.0 million acquisition cost, 9.2 years average age and 0.97 million tons deadweight, effectively renewing our fleet with younger more efficient vessels and maintaining its average age.

Fleet renewal strategy over the past 3 years

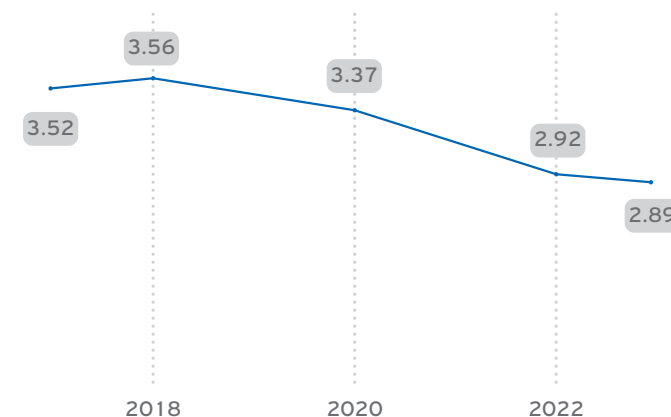


IMO EEDI-Phase 3, NOx Tier III compliant New Buildings design

To ensure that our newbuild vessels meet the highest environmental standards, we have also invested in the latest available technologies and innovations, with a focus on reducing GHG and NOx emissions. We are dedicated to minimizing our environmental impact and advancing sustainable shipping practices, as reflected in our orderbook consisting of cutting-edge ships. In relation to this, all of the newbuild vessels are built to the IMO EEDI-Phase 3, NOx Tier III standard, defining them as the most energy-efficient and low GHG and NOx emissions' vessels currently available of each relative size and type. Fifteen new vessels will be built by the Company as part of its new building program by 2027, with two of those having already been delivered within 2022 and five in 2023.

The successful execution of our new building program and the ongoing renewal of our fleet represent some of the most impactful initiatives undertaken by our company. As a result of more efficient designs and our shift towards relatively larger vessel sizes (Kamsarmax, Post-Panamax) the EEDI of the new vessels delivered under this program is significantly lower compared to the average EEDI of vessels delivered 6-7 years ago. This substantial improvement highlights our commitment to reducing our environmental footprint, increasing our transport efficiency and aligning with global sustainability goals.

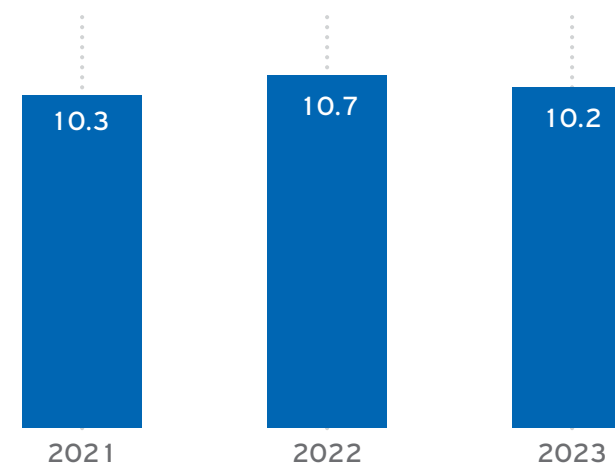
Average of EEDI of Newbuilds by Year



*Average EEDI of newbuilding vessels (all DWTs are included)

Additionally, due to our renewal strategy, the Company's average fleet age is maintained at the same levels as of today and is expected to stabilize until the completion of newbuild program by 2027.

Fleet Average Age by Year





Below we present our new buildings aggregate orders as of December 31, 2023, consisting of the type of vessels and the due date of their delivery:

Vessel	Type	Vessel Delivery
MV Vassos	Kamsarmax 82k	Delivered Q1 2022
MV Climate Respect	Post Panamax 87k	Delivered Q2 2022
MV Climate Ethics	Post Panamax 87k	Delivered Q1 2023
MV Climate Justice	Post Panamax 87k	Delivered Q2 2023
MV Pedhoulas Trader	Kamsarmax 82k	Delivered Q3 2023
MV Morphou	Kamsarmax 82k	Delivered Q4 2023
MV Rizokarpaso	Kamsarmax 82k	Delivered Q4 2023
MV Ammoxostos	Kamsarmax 82k	Q1 2024
MV Kerynia	Kamsarmax 82k	Q1 2024
To be named	Kamsarmax 82k	Q3 2024
To be named	Kamsarmax 82k	Q1 2025
To be named	Kamsarmax 82k	Q2 2025
To be named	Kamsarmax 82k	Q2 2026
To be named	Kamsarmax 82k	Q4 2026
To be named	Kamsarmax 82k	Q1 2027

New building program assessment

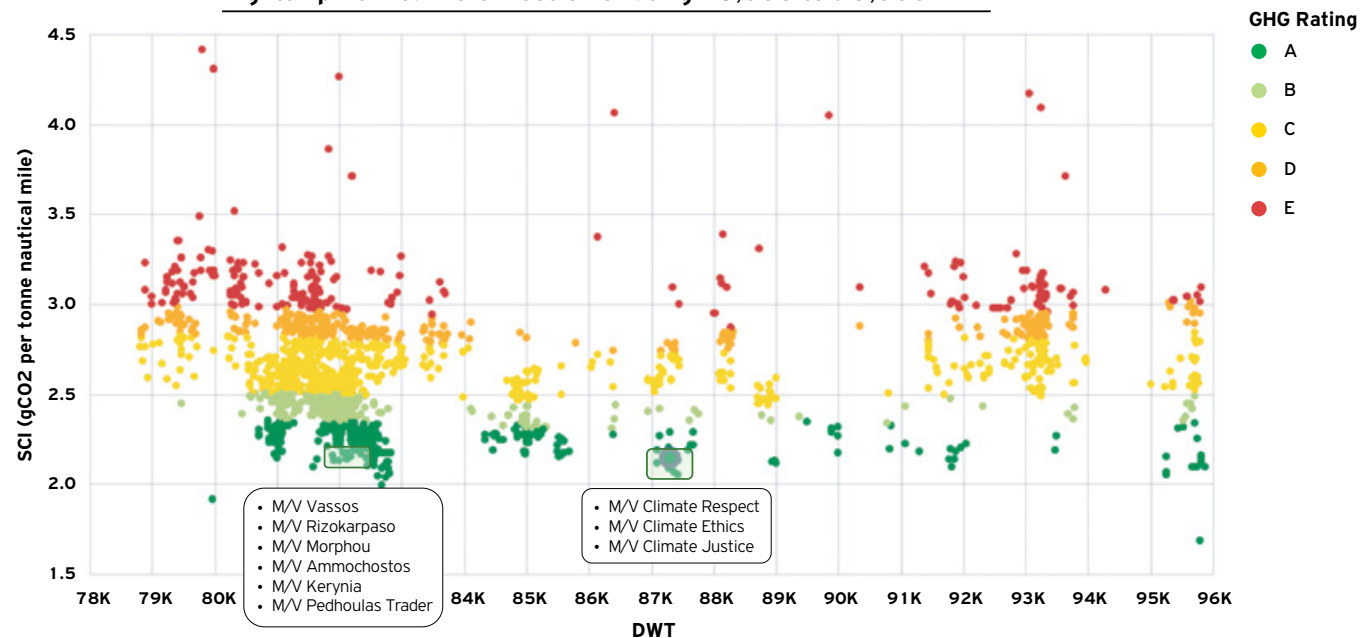
Our newbuild program is assessed by Rightship GHG rating, as well as by AER CII rating implemented by IMO.

Rightship GHG rating

The GHG RightShip rating, developed by RightShip—a global leader in maritime risk management and environmental assessment—evaluates a ship's design efficiency. This rating system uses a five-tier scale from 'E' (least efficient) to 'A' (most efficient). It benchmarks a vessel's environmental impact against similar ships worldwide, offering a clear metric of performance. The rating is underpinned by the Speed Corrected Intensity (SCI) indicator, which correlates closely with the Energy Efficiency Design Index (EEDI) of each vessel, providing a comparative measure of efficiency among peers.

The plot below illustrates the global fleet registered with the RightShip platform, where each dot indicates a vessel's Speed Corrected Intensity (SCI) rating over its DWT. Notably, the nine latest additions to our fleet are positioned at the bottom of the chart. This placement underscores their superior efficiency compared to their peers, showcasing our commitment to integrating more environmentally friendly vessels into our operations.

Rightship Bulk carriers Fleet GHG rating 78,000 to 96,000 DWT



Energy Efficiency Design Index (EEDI)	2023	2022	2021
Newbuilding vessels	2.89	2.92	N/A

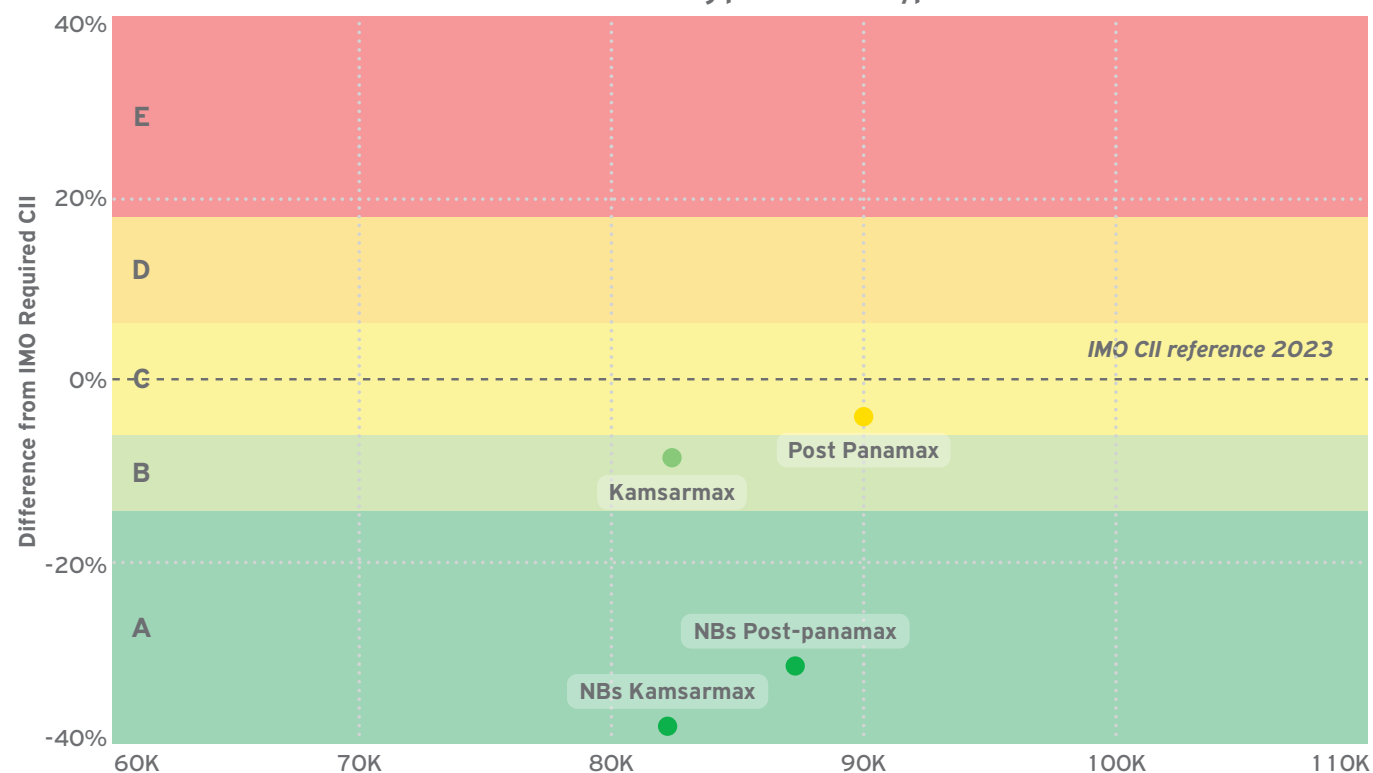
IMO AER CII rating

As stated in detail in the section presenting the Environmental regulations, the IMO categorizes all vessels based on their annual actual CO₂ emissions in five categories based on their CII expressed in gr CO₂/ DWT nm. The plot below highlights the superior performance of our newest vessels by comparing their average CII with the IMO required CII for 2023. The plot includes also the average CII for same DWT of the remaining fleet. The difference in CII for these newbuilds

relative to our existing Kamsarmax and Post-Panamax vessels of similar DWT demonstrates the improvement of new-build designs. This improvement strongly correlates with advancements in the design index of these vessels shown earlier. It is worth noting that the average CII of our existing fleet in the size of Kamsarmax and Post-Panamax is well below the IMO required CII for 2023, in the borderline between “B” and “C” class.



IMO CII rating per Vessel Type





Methanol dual fuel newbuilding vessels

The Company has opted to order two dual-fuel methanol-powered Kamsarmax vessels to mitigate the risk of penalties imposed from 2025 onwards by EU according to Fuel EU regulation and expected to be imposed from 2027 onwards worldwide according to the Global Fuel Standard and Levy which is presently developing by IMO. In terms of energy efficiency and NOx emissions these vessels are IMO EEDI Phase 3, NOx Tier III.

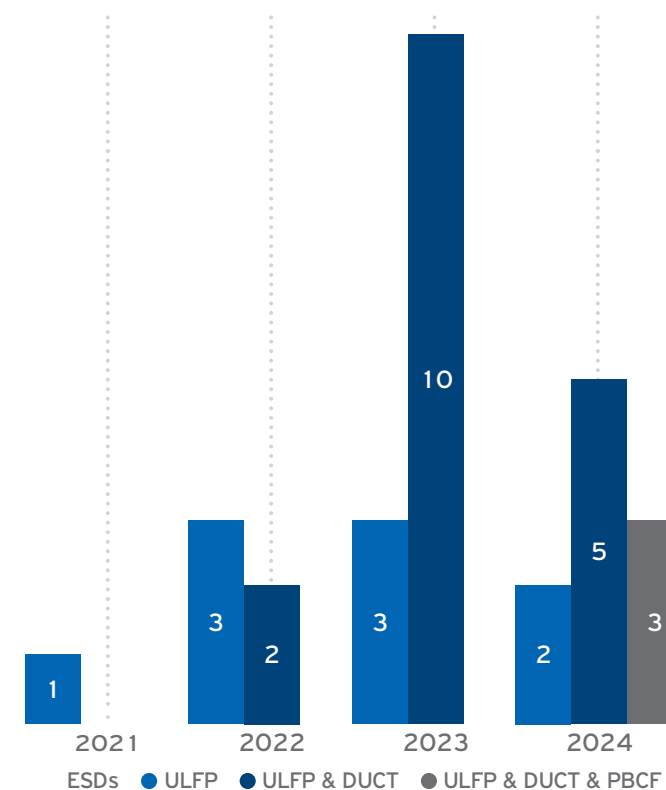
The operation of these two methanol dual fuel vessels when use green methanol, which is a renewable fuel, is expected to reduce our average fleet fuel intensity expressed in gr CO₂/MJ compared to a fleet using only fossil fuels, which is or will be penalized by these EU and IMO regulations in the forthcoming years.

Existing fleet energy saving upgrades

We are continuing our fleet upgrade program, especially in relation to existing GHG emission regulations, involving the application of low friction paints and installation of energy saving devices. Our goal is not to have vessels classified in the lower GHG CII rating as “E” which would trigger the immediate need to submit energy efficiency plans with additional investments. By 2024, we have scheduled to complete in total environmental upgrades in 27 vessels, improving their CII rating. Within 2023, we completed such environmental upgrades on 13 vessels, namely the MVs Maria, Michalis H, Koulitsa 2, Maritsa, Kanaris, Marina, Andreas K, Aghia Sofia, Pedhoulas Commander, Lake Despina, Eleni, Zoe and Xenia and partially completed environmental upgrades on the MV Agios Spyridonas.

The following figure and table present the aggregate historical and planned future installations of energy saving devices as of December 31, 2023:

Energy Saving Devices applications by Year





Energy Saving Device Installation	2024	2023	2022	2021
Hull Duct	19	12	2	-
Ultra Low Friction Paints (ULFP)	26	17	5	1
Propeller Boss Cap Fin (PBCF)	3	-	-	-

As a result of our investments in the existing fleet according to the verified data submitted to Lloyds Register, Safe Bulklers did not have any vessels classified as “E” for 2023, while monitoring and improvement continues.

Our Research & Development (R&D) team diligently monitors and assesses all energy-saving investments using a techno-economic approach, ensuring that technological advancements align with economic viability. Currently, the team is evaluating several innovative solutions at the pilot stage, including shaft power generators, onboard carbon capture and storage systems, air lubrication systems, and wind propulsion technologies. These initiatives represent our proactive steps towards integrating cutting-edge, sustainable technologies into our fleet operations.

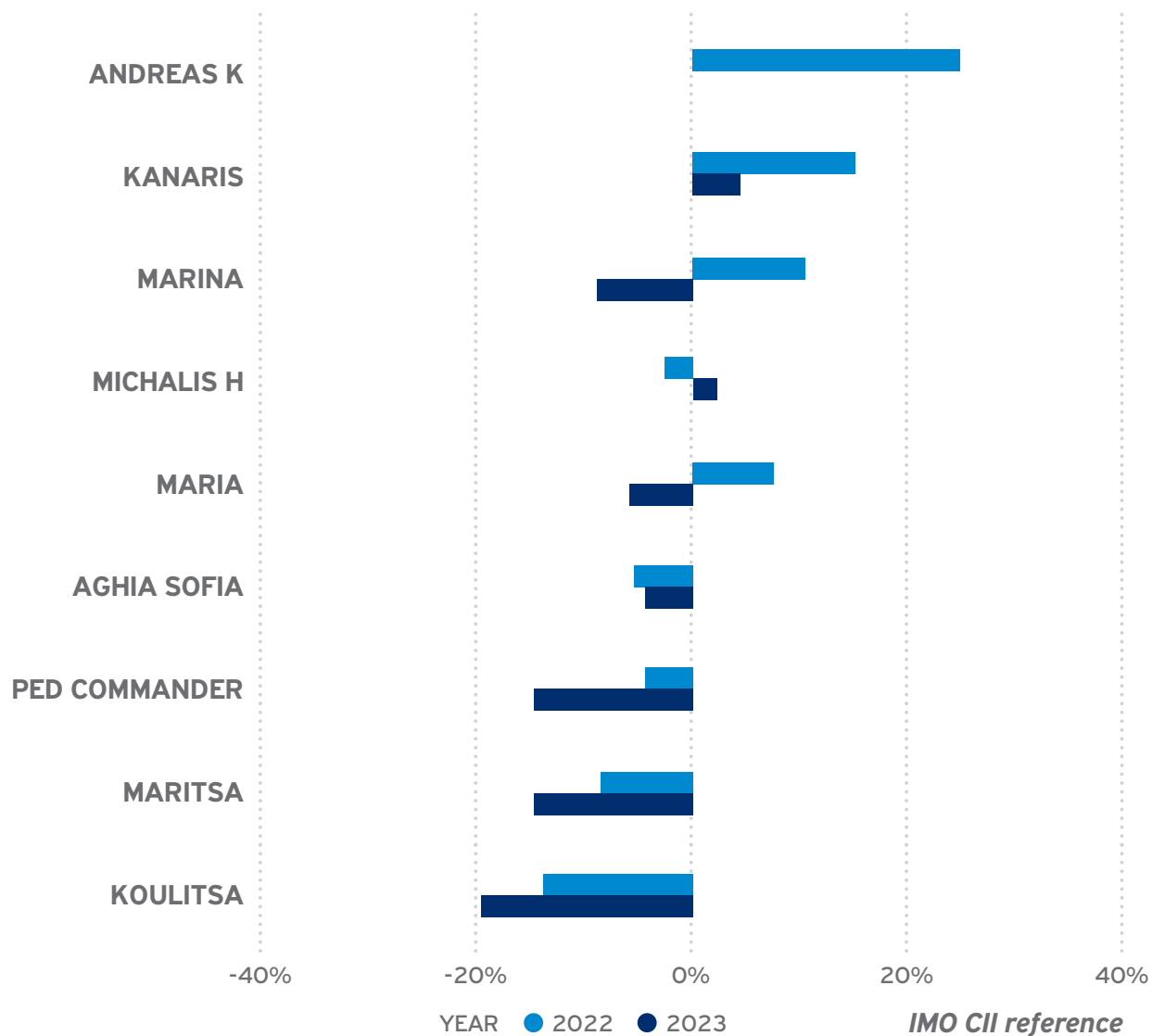
In addition, we are upgrading our office space in Athens by improving their overall energy performance to the rating A+ through intervention in the building envelope and glazing and potential installation of solar panels.

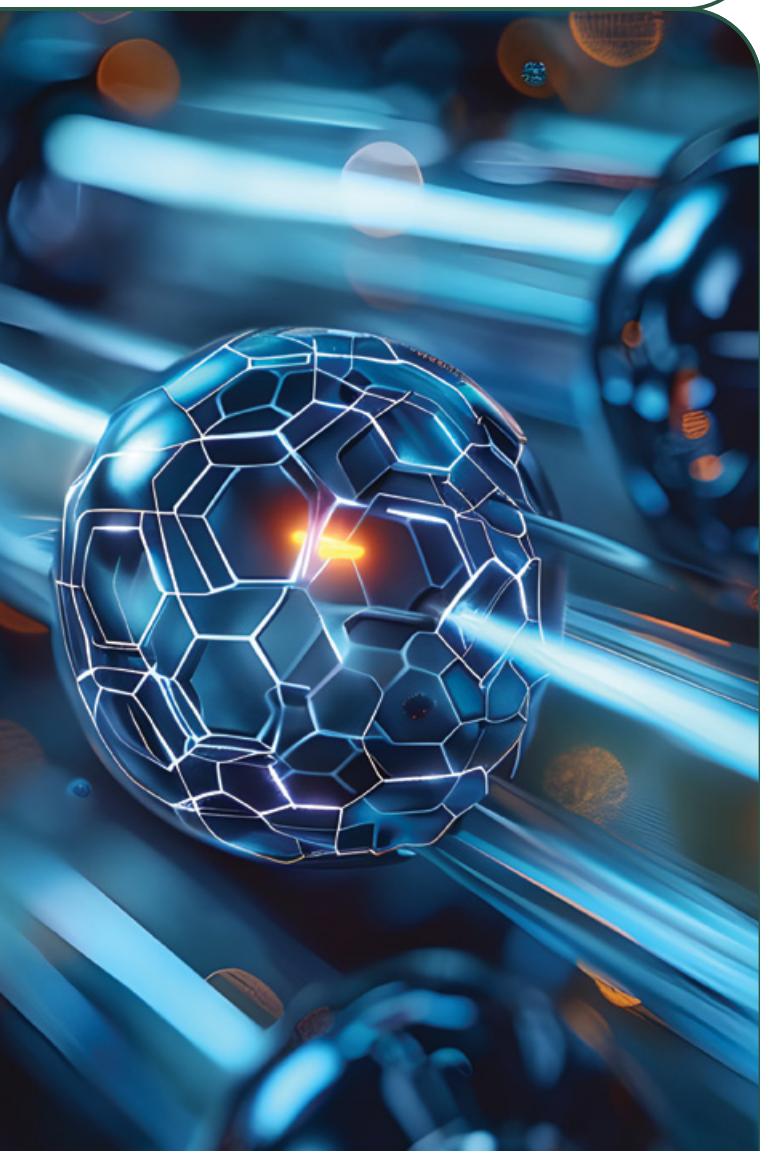
Energy saving devices upgrades assessment

In 2023, we upgraded 13 vessels with relevant ESDs (Ultra Low friction Paints, Hull Ducts, Propeller Boss Cap Fins etc). The effect of the relevant upgrades can be assessed through CII monitoring for a period of at least of 6months. For this reason, it's prudent to evaluate the effect of the said installations taken placed on the first semester of 2023.

The assessment was performed based on IMO Data Collection System (DSC) data as verified by our official verifier Lloyds Register. This assessment is presented in the below graph:

IMO CII difference form Required of Vessels with Energy Saving Devices Application in 2023 vs 2022





Except for the Michalis H and the Aghia Sofia that were acquired as second-hand vessels in 2022 with incomplete 2022 data, all other vessels have shown improved CII performance which demonstrates the suitability of our interventions.

Other environmental upgrades - Exhaust Gas Cleaning System (EGCS)

The level of Sulphur oxide SOx emissions in the shipping industry are closely linked to the sulphur content of the fuel used, as well as the presence of exhaust gas cleaning systems (desulfurization systems) commonly referred to as, scrubbers.

Similarly, the quantity of NOx emissions generated by marine engines depends on the engine technology employed. Marine engines are classified into three Tiers according to

their emissions, namely Tier I, Tier II, and Tier III, with the latter being the most stringent NOx emission regulation currently in force.

Scrubbers play a crucial role in reducing Sox emissions by effectively eliminating sulfur oxides from exhaust gases, converting them into benign sulfates. These discharges are monitored to ensure compliance with the rigorous standards set by the IMO. Scrubbers operate by combining exhaust gas with either fresh or ocean water, and scrubber handling facilities manage sludge, ensuring that any excess sulfur is collected and disposed of responsibly and in an eco-friendly manner. The table below presents the scrubber installations on board our existing vessels (with a pending installation refers for the Capesize class vessel MV Stelios Y).

Environmental devices installation progress	2024	2023	2022	2021	2020	2019
Exhaust Gas Cleaning System (EGCS)	1	4	1	-	6	11

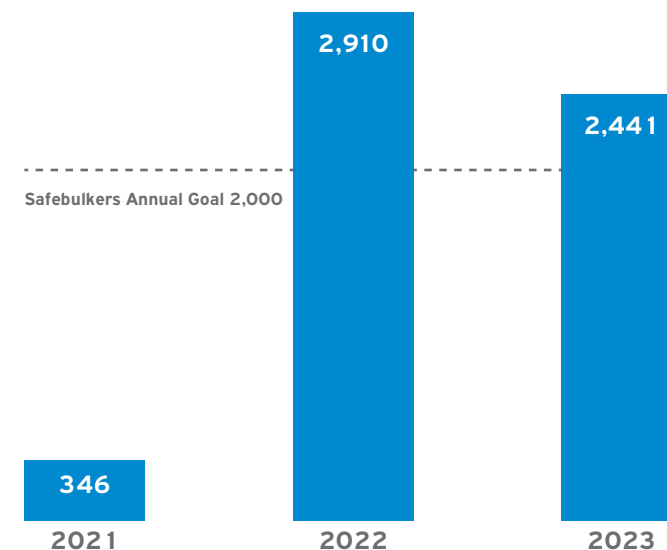
Renewable Fuels - Biofuel

As discussed in the section for newbuild orders the Company has ordered dual-fuel methanol ships targeting to decrease the carbon intensity index of its fleet. However, noting that such fuels are not available and most likely, at least in the initial stage, such vessels will be using heavy fuel oil, Safe Bulkers has assessed the use of Biofuels which are renewable fuels available today. Biofuels are an adequate approach for integrating sustainability within our fleet until 2030, yet it is a process that requires thorough investigation in order to verify economic feasibility and assess the limits of their use. For the past 3 years, we have experienced improvement in the sustainability performance of our fleet, partly attributed to the use of biofuels.

In 2023, the fleet continued the Company's goal of the consumption of more than 2,000 mt Biofuel annually, as shown in the table below:

VESSEL	2021	2022	2023
KYPROS LOYALTY		671	1,047
STELIOS Y		700	999
KYPROS SPIRIT		939	
PED CEDRUS		601	
KYPROS BRAVERY			396
TROODOS OAK	346		
Total	346	2,911	2,442

Total Biofuel consumption by Year





Future environmental upgrades

Onboard carbon capture and storage system

The development and implementation of onboard carbon capture and storage (CCS) technologies are currently at the forefront of strategies to reduce the maritime sector's carbon footprint.

Our company have engaged in the assessment of Carbon Capture and Storage (CCS) onboard which involves capturing CO₂ emissions from the ship's exhaust, compressing it into a liquid form, and then securely storing it onboard until it can be offloaded for permanent sequestration. This process effectively prevents a significant portion of the ship's CO₂ emissions from entering the atmosphere. The key to this technology lies in its integration within the maritime infrastructure, requiring specialized equipment.

The overall efficacy and feasibility of CCS investments heavily depend on the technology's maturity as well as ability for CO₂ sequestration. As CCS technology continues to evolve, its readiness for widespread implementation will be a critical determinant of its value as an investment.

Data Acquisition and analysis System ('DAQ') & Artificial Intelligence monitoring

Real time Digital Data acquisition and analysis plays an important role in implementing our ESG goal for fleet operation optimization.

This is facilitated by the real time assessment of various parameters (operational and technical), which are monitored, with results of recognising vessels' fouling, monitoring weather conditions and forecast and optimize voyage performance, etc.

Furthermore, through the DAQ, several equipment operating parameters are monitored on-line ashore, which facilitates the identification of problems at an early stage, in order to adequately timely respond.

In addition, a sophisticated satellite internet provider was selected, in order to ensure and enhance the system's reliability.

Proactive acts and timely address of potential issues, minimizes the unplanned downtime and delays of vessels.

Emissions profile – CO₂ emissions

Our fleet's emissions profile is assessed by the two regulatory-environmental indicators that measure carbon intensity and energy efficiency. The AER measures a vessel's fuel efficiency over the course of a year, based on the total fuel consumed, distance travelled and vessel's deadweight. Similarly, the Energy Efficiency Operational Index (EEOI) is an analogous measure of a vessel's energy efficiency, which considers the cargo carried instead of deadweight. These indicators provide information on our Company's environmental impact and can help guide efforts to reduce emissions and improve energy efficiency.

All below data are approved and verified by Lloyds Register.



The following table presents selected information as of December 31, 2023:

Fleet emission profile ² (2021-2027)	2023	2022	2021	Variation (2022 vs 2023)
Number of Vessels	46	44	39	4,55%
Average age	10.3	10.7	10.2	-3,74%
Total dwt (t)	4,789,156	4,450,235	3,742,937	+7.6%
Total distance (nm)	2,673,123	2,548,867	2,187,261	+4.81%
Total CO2 Emissions (tn)	857,800	862,984	825,087	-0.60%
Average AER (g CO2/dwt-mile) ³	3.12	3.37 ⁴	3.63 ⁵	-7,42%
Average EEOI (g CO2/t-mile) ³	6.77	6.46	6.97	4,80%

² Number of Vessels and Average age information relate to vessels owned by Safe Bulkera Inc. as at December 31, 2021, 2022 and 2023. Total dwt, Total Distance, Total CO2 Emissions, Average AER and Average EEOI information relate to vessels operated the respective years by Safe Bulkera Inc.

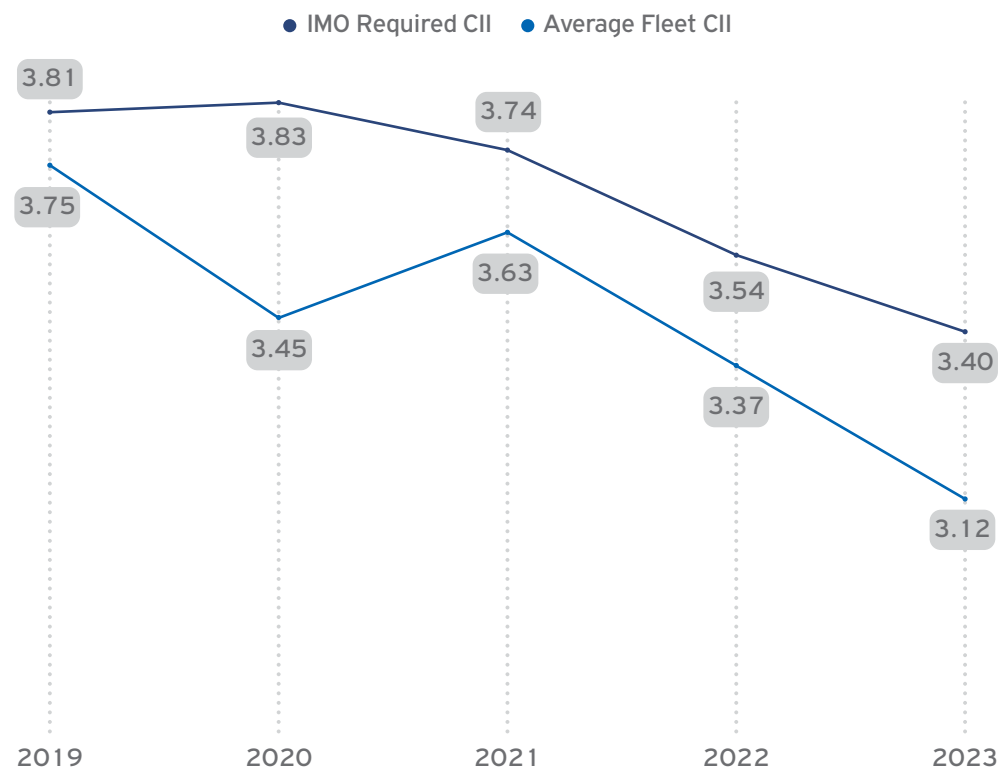
³ Weighted average of AER and EEOI based on transport work

⁴ ESG report 2022: AER=3.32 based on simple averaging

⁵ ESG report 2021: AER=3.53 based on simple averaging

Safe Bulkers has made progress in improving its emissions profile, achieving a -7.42% reduction in AER. This has been achieved by maintaining our carbon footprint unchanged, increasing the fleet's transport work by 8.40% compared to last year. Despite the increase in distance covered by the fleet, average EEOI has been increased due to the trading patterns of the vessels, i.e., the need for longer ballast legs as a result mainly of geopolitical events.

FLEET WEIGHTED AVERAGE CII vs IMO TARGET CII



The figure above presents two curves:

- ~ IMO required CII is the mean CII of the class "C". The IMO required CII for our fleet is calculated as the weighted average CII on the basis of transport work.

- ~ Average Fleet CII is the weighted average AER of our fleet based on the transport work.

Safe Bulkers average annual CII is maintained below the IMO required average CII for the 5th consecutive year since the IMO Data Collecting System came to force in 2019.

We aim to set the standard for compliance with forthcoming international regulations and surpass the required AER levels. The following table presents selected historical and future information as of December 31, 2023:

Fleet emission profile projection (2021-2027)	2027	2026	2025	2024	2023	2022	2021
Vessels	53	52	50	48	46	44	39
Average age	12.5	11.7	11.1	10.6	10.3	10.7	10.2
Average AER (g CO2/dwt-mile)	-	-	-	-	3.12	3.37	3.63
Fleet average variance from CII requirements	-	-	-	-	-8.03%	-4.81%	-2.95%

Whereas fleet size and average age is based on contractual agreements with shipyards and on the assumption that no vessels' sales will take place within the projected period, fleet average AER which is related not only to each specific vessel's size but also on operational and trading patterns is not projected. The Company has a concise plan for environmental upgrades and fleet renewals that would lead to maintaining an improved AER compared to AER requirements in the following years.

Emission profile per vessel type

IMO Carbon Intensity Indicators (CII) are related to a large extent to the size of the vessel, thus a larger vessel has inherently lower CII.

As a result, further analysis per vessel type is required in order to isolate and assess the actual improvements or variations of CO2 emissions from year to year.

- ~ In 2023, Capesize fleet has traveled 26.8% **more** distance in nautical miles and has emitted 21.6% **more** CO2 emissions compared to 2022. This resulted in as **significantly improved** AER in 2023 by -3.8% compared to 2022.
- ~ In 2023, Post-panamax fleet has traveled 6.9% **more** distance in nautical miles emitting 4.2% **less** CO2 emissions compared to 2022. This resulted in as **significantly improved** AER in 2023 by -10.1% compared to 2022.

- ~ In 2023, our Kamsarmax fleet has traveled on 3.9% **less** distance in nautical miles emitting 8.9% **less** CO2 emissions compared to 2022. This resulted in a **significantly improved** AER in 2023 by -5.6% compared to 2022.
- ~ In 2023, our Panamax fleet has traveled 4.7% **less** distance in nautical miles and emitted 6.7% **less** emissions compared to 2022. This resulted in a decrease of AER of -1.9% in 2023 compared to 2022.

Going forward through 2027, the acquisition of our Phase III newbuild vessels on order with advanced designs in relation to energy efficiency, as well as the environmentally upgraded 27 existing vessels achieving lower fuel consumption, is expected to further improve our environmental indicator of AER. This estimation assumes the delivery of all Phase III newbuilds as scheduled, no vessel sale except for the consummation of the sale of our held for sale vessels, and similar operational and trade patterns (speed, cargo, distance, short or long port calls, etc.) as those experienced during 2023.



VESSEL TYPE	QUANTITY	2021	2022	2023	Difference % 2022v2023
Capesize	No. Vessels	5	8	8	0.0%
	Average Age	10.6	11.1	11.9	7.2%
	Total DWT (tn)	898,266	1,436,256	1,436,256	0.0%
	Total Distance (nm)	218,773	420,732	533,566	26.8%
	Total CO2 emissions (tn)	114,004	196,960	239,280	21.6%
	Average EEOI (gr CO2/MT nm)	5.85	4.99	5.65	13.4%
	Average AER (gr CO2/DWT nm)	2.89	2.60	2.50	-3.8%
Post-Panamax	No. Vessels	15	16	18	12.5%
	Average Age	10.9	11.2	10.8	-3.6%
	Total DWT (tn)	1,348,220	1,435,510	1,610,080	12.2%
	Total Distance (nm)	886,254	909,701	972,531	6.9%
	Total CO2 emissions (tn)	313,984	314,620	301,276	-4.2%
	Average EEOI (gr CO2/MT nm)	8.23	7.69	7.50	-2.5%
	Average AER (gr CO2/DWT nm)	3.96	3.86	3.47	-10.1%
Kamsarmax	No. Vessels	7	8	10	25.0%
	Average Age	10.9	10.6	7.4	-30.2%
	Total DWT (tn)	576,045	657,949	822,414	25.0%
	Total Distance (nm)	405,851	485,645	466,819	-3.9%
	Total CO2 emissions (tn)	124,071	140,531	127,997	-8.9%
	Average EEOI (gr CO2/MT nm)	6.47	6.89	7.88	14.4%
	Average AER (gr CO2/DWT nm)	3.72	3.52	3.33	-5.4%
Panamax	No. Vessels	12	12	12	0.0%
	Average Age	9.7	10.7	11.5	7.5%
	Total DWT (tn)	920,406	920,406	920,406	0.0%
	Total Distance (nm)	676,383	732,789	698,496	-4.7%
	Total CO2 emissions (tn)	187,579	201,518	188,515	-6.7%
	Average EEOI (gr CO2/MT nm)	6.52	6.42	6.76	5.6%
	Average AER (gr CO2/DWT nm)	3.62	3.59	3.52	-1.9%
Totals	No. Vessels	39	44	48	9.1%
	Average Age	10.5	10.7	10.4	-2.8%
	Total DWT (tn)	3,742,937	4,450,235	4,789,156	7.6%
	Total Distance (nm)	2,187,261	2,548,867	2,671,412	4.8%
	Total CO2 emissions (tn)	825,078	862,984	857,800	-0.6%
	Average EEOI (gr CO2/MT nm)	6.97	6.46	6.76	4.8%
	Average AER (gr CO2/DWT nm)	3.63	3.37	3.12	-7.4%

Our performance⁷

The EEDI of newbuilds is shown in the table below:

Energy Efficiency Design Index (EEDI)	2023	2022	2021
Average EEDI for new ships (g CO ₂ /t-mile)	2.89	2.92	N/A

The energy use per fuel type is shown in the table below:

Energy use ⁸	2023	2022	2021	2020	Variation to baseline (2023 v 2022)
From fossil fuels					
Diesel (GJ)	933.45	928.81	1,030.18	1,869.13	0.5%
Heavy fuel oil/ low sulfur fuel oil (GJ)	10,096.02	10,155.85	9,641.53	9,533.15	-0.59%
Total energy use from fossil fuels (GJ)	11,029.47	11,084.66	10,671.71	11,402.28	-0.50%
From renewable sources					
Biofuel B30 (GJ) ⁹	101	108	13	N/A	-6.48%
Total energy use from renewable sources (GJ)	101	108	13	N/A	-6.48%

⁷ Baseline year=2020 unless stated otherwise.

⁸ The vessel's energy use mainly refers to vessel propulsion. The sub-users (electricity, heating, cooling, steam) account for less than 8% of the total fuel consumption. Ship Energy Efficiency Management Plan (SEEMP) Part II outlines two methods for calculating fuel consumption: using mass flow meters or relying on ROB & BDNs.

⁹ Baseline year=2022, as by that year there was regular biofuel usage for our ships.

The total energy used is shown in the table below:

Total energy consumption	2023	2022	2021	2020	Variation to baseline
Total fuel consumption (GJ)	11,130.47	11,192.66	10,684.71	11,402.28	-0.56%

The SScope 1 emissions of our Company is shown in the table below:

Emissions	2023	2022	2021	2020	Variation to baseline (2023 v 2022)
Scope 1 emission ¹⁰					
Emissions from diesel (t CO ₂ e)	70,085	69,737	77,348	143,703	0.5%
Emissions from heavy fuel oil/ low sulfur fuel oil (t CO ₂ e)	781,514	786,699	746,859	725,791	-0.66%
Emissions from Biofuel B30 (t CO ₂ e) ¹¹	6,201	6,548	880	N/A	-5.3%
Total direct emissions (t CO ₂ e)	857,800	862,984	825,087	869,494	-0.60%

Type	AER (g CO ₂ /dwt-mile) [1]				EEOI (g CO ₂ /t-mile) [1]			
Year	2023	2022	2021	Difference [2]	2023	2022	2021	Difference [2]
Post Panamax	3.47	3.86	3.96	-10.1%	7.50	7.69	8.23	-2.50%
Panamax	3.52	3.59	3.62	-1.9%	6.78	6.42	6.52	5.63%
Kamsarmax	3.33	3.52	3.72	-5.4%	7.88	6.89	6.47	14.4%
Capesize	2.50	2.60	2.89	-3.8%	5.66	4.99	5.85	-13.24%
Fleet average ¹²	3.12	3.37	3.63	-7.4%	6.76	6.46	6.97	4.6%

[1] Weighted average of AER and EEOI based on transport work.

[2] Difference 2023 data compared to 2022

¹⁰ Total direct emissions include only CO₂ emissions. Emission factors are provided by SEEMP Part II – the calculations are strictly following all global and European regulations. Annual emissions, fuel consumption and transport work data are approved by LR classification society. Electricity produced onboard from fuel is included in the above calculation.

¹¹ Baseline year=2022, as by that year there was regular biofuel usage for our ships.

¹² Fleet average indices depend on fleet composition, due to inherently different CO₂ emissions for various vessel sizes.

Water and marine resources

Material Topic

GRI 3-3, 303-1

SASB TR-MT-160a.2, TR-MT-160a.3

Our commitment

Providing clean water is essential for our crew's well-being and is central to their varied needs while at sea. We are committed to protecting the environment by enforcing strong water management practices. These include reducing water use, preventing pollution, and using water resources sustainably. As guardians of the oceans, we take the responsibility to closely monitor and regulate our water use, setting yearly goals and benchmarks for our entire fleet.

Moreover, our company recognizes the vital importance of ecosystems and remains dedicated to protecting them. The harmful impacts of water pollution, including oil spills and marine litter, threaten marine habitats. Therefore, we are committed to supporting sustainable shipping practices to preserve the natural beauty of our planet for future generations. By embedding environmental preservation into our core values, we strive to maintain a legacy of responsible stewardship.

The installation of a Ballast Water Treatment System is an essential process that aims to prevent the spread of harmful foreign aquatic organisms from one region to another, thus playing a crucial role in limiting their impact on the ecosystem.

ESG goals	Progress	Goal beyond regulation
Maintaining zero oil-spill accidents, thus contributing to ecosystem preservation.	● ● ● ● ○	-
Early Regulation adopter (Complete Fleet installation, certification, and operation of BWTS for the whole fleet by 2023).	● ● ● ● ○	-

Our impacts

Impact theme	Material impacts on sustainable development	
Water management	Safe Bulkers is an early regulation adopter of a BWTS to prevent, minimize and eliminate the risk of introducing harmful aquatic organisms and pathogens from vessel ballast water and associated sediments while protecting vessel safety.	⊕ Actual
Ecosystem protection	Safe Bulkers has maintained zero oil-spill accidents, ensuring that the Company contributes to ecosystem preservation.	⊕ Actual
	Safe Bulkers has implemented a management system specifically designed for the handling of oily water, thus ensuring that the company actively works towards preventing water contamination.	⊕ Actual
	Safe Bulkers is following a series of actions to ensure the sea water protection. Following a Sophisticated Crew training platform and investing in Air Seal systems along with the usage of Environmentally Acceptable Lubricants.	⊕ Actual

The symbol + signifies positive impacts, while the symbol - denotes negative impacts, as identified in the materiality assessment.



Our approach

Ballast Water Treatment System (BWTS)

Ballast Water Treatment Systems are employed in the shipping industry to mitigate the risks associated with ballast water discharges. These systems treat ballast water to remove or deactivate harmful organisms and pathogens, ensuring that discharged ballast water meets the environmental standards set by regulatory bodies. The International Convention for the Control and Management of Ships' Ballast Water and Sediments (BWM Convention) entered into force on 8 September 2017; since then, the Company has reacted promptly and executed a challenging (ballast water treatment system) BWTS installation plan, in order to pre-emptively adopt the Convention for the BWTS. Currently, the Company has completed the installations, and all vessels are equipped with BWTS.

Initiatives beyond compulsory requirements

Oil and Sewage Pollution

The IMO has set the standards for marine pollution (MARPOL) to identify and combat the threat that the shipping industry poses to the marine environment.

Safe Bulkers has implemented a managerial tool to enhance the MARPOL standard requirements by:

- ~ The installation of (Closed-circuit television) CCTV cameras to monitor areas that are high risk for illegal discharge,
- ~ The establishment of a ship-specific tag-sealing system for securing the condition of all discharge means onboard monitoring, and
- ~ The monitoring of special MARPOL reports on a monthly basis.

Environmentally Acceptable Lubricants (EALs)

Safe Bulkers uses EALs for Stern Tube Seal or Air Type Seals on its fleet. On the one hand, EALs are a type of lubricant that is used in conventional stern tube seals to minimize the risk of oil pollution in marine environments. They are designed to be biodegradable, non-toxic, and less harmful to aquatic life than traditional mineral oil-based lubricants. On the other hand,

Air type Seals

Air Type Seals use compressed air to create a barrier between oil and seawater in order to prevent contamination.

EGCS effluent water campaign

The campaign aimed to gather data on the discharges of wash water from EGCS systems in order to evaluate the overall impact of effluents entering the ocean. To achieve this, we have undertaken a sampling campaign since 2019, involving annual sampling for every EGCS-equipped vessel in our fleet. This campaign has been completed successfully in 2022 and has adhered to the regulations set by the Cyprus Flag Authorities and ABS class. The sample analysis was performed by independent laboratories using EPA or ISO methods, yielding satisfactory results.

Implementation of best practices on freshwater

To ensure that our fleet is not using excessive amounts of fresh water, we have adopted a proactive approach. This involves systematically monitoring and tracking the amount of fresh water consumed by each vessel over extended periods of time, through a designated data owner who is responsible for overseeing and evaluating reports on freshwater usage. By implementing this approach, we aim to reduce our overall water consumption and minimize our impact on the environment.

In order to safeguard our natural resources and promote a culture of responsible water management, we have implemented a comprehensive strategy within our fleet. At its core is a proactive stance aimed at curbing excessive consumption of fresh water. This strategy entails meticulous monitoring and tracking of fresh water usage across all fleet vessels, undertaken over prolonged periods. A dedicated data steward has been appointed to spearhead this effort, ensuring diligent oversight and evaluation of freshwater consumption reports.

Through the systematic application of this approach, our objective is not only to curtail overall water usage but also to foster a culture of environmental stewardship within our organization. By reducing our ecological footprint in this manner, we strive to contribute positively to the preservation of our planet's precious water resources for generations to come.

Our performance

Ballast water exchange and treatment	2023	2022	2021
Percentage of fleet that has implemented ballast water treatment (%)	100.00%	97.73%	87.18%

Resource Management and Circular Economy

Material Topic

GRI 3-3



Our commitment

Safe Bulkers is steadfast in its commitment to responsible waste management and sustainable ship recycling practices. We recognize the importance of minimizing our environmental footprint and safeguarding the oceans for future generations. Through rigorous waste reduction strategies and adherence to stringent recycling standards, we ensure that our operations align with the highest environmental principles. By prioritizing the safe disposal of waste materials and the responsible dismantling of vessels at certified recycling facilities, Safe Bulkers strives to set a benchmark for environmental stewardship in the maritime industry.

ESG goals	Progress	Goal beyond regulation
Targeting to equip 100% of vessels in our fleet with water filtration systems, aiming to eliminate at least 200,000 single use plastic bottles on board the fleet minimizing environmental impact.	●●●●○	-

Our impacts

Impact theme	Material impacts on sustainable development	
Circular economy	In the context of circular economy, Safe Bulkers has undertaken fleet renewal measures in recent years, with a notable emphasis on acquiring newbuilds and second-hand vessels and on selling older underperformed vessels, demonstrating a strategic approach to fleet management.	+ Actual
	As part of its Vessel Recycling Policy, Safe Bulkers is committed to environmentally sound ship recycling, adhering strictly to international regulations such as the Hong Kong International Convention and the European Union Ship Recycling Regulation. Its dedication includes maintaining hazardous material inventories, ensuring compliance with standards set to take effect in mid-2025.	+ Actual

The symbol + signifies positive impacts, while the symbol - denotes negative impacts, as identified in the materiality assessment.

Our approach

Responsible waste management

Eliminating single-use plastic on vessels

As part of our environmental strategy, one of our primary targets is to eliminate single-use plastics on board. In this respect, an investment in water systems is ongoing with the aim of installing decentralized water purifiers in most vessels. The water systems turn the onboard processed water into high quality drinking water. Up to now, twenty vessels of our fleet have installed the water systems, which lead to the reduction of plastic bottles. The implementation of water purifiers on board our managed vessels has been met with a highly favorable reaction from crew members, leading to a request to discontinue the supply of bottled water. It is estimated that by the end of Q2 2024, all vessels will be equipped with water filtration systems, meaning that single use plastic bottles will be eliminated on board.

Upon implementing the new environmental strategy, it is estimated that over 200,000 single-use plastic bottles will be eliminated from the fleet. In addition to the crew members on board ships, each employee on land is utilizing specialized stainless steel thermos bottles to refill water. The presence of plastic bottles has been eliminated from our facilities and we are now purchasing biodegradable or reusable products to fulfill our office requirements.

Distributing spare parts

Safe Bulkers has an expanded fleet which requires a significant amount of planned maintenance spare parts. The Company distributes these spare parts through consolidated shipments from five main warehouses located around the world. These shipments are sent to the ships in combined consignments that address ships calling the same port. This process is known as shipment consolidation, and it is done to complete dry dock works with the fewest possible shipments. Scheduled dry-dock-related spares are typically shipped by sea freight to save on costs. By ordering spare

parts in bulk, the Company is able to achieve economies of scale and plan for consolidation. Safe Bulkers also encourages the refurbishing of some spare parts to reduce waste, which has a positive impact on the environment by reducing the number of resources and energy used.

Responsible ship recycling

Safe Bulkers has undertaken fleet renewal measures in recent years, with a notable emphasis on acquiring newbuilds and second-hand vessels and on selling older underperformed vessels, demonstrating a strategic approach to fleet management that enhances operational efficiency and cost-effectiveness. Aligned with our overarching ESG strategy, seamlessly integrated into our operational blueprint, and in recognition of the dynamic regulatory landscape concerning GHG emissions, we have conscientiously pursued our fleet renewal initiative. This endeavor encompasses the divestment of aging vessels and the judicious acquisition of newbuilds and second hand tonnage during opportune market cycles. Over the preceding three years, we have executed the sale or pending sale of 11 vessels, with a cumulative deadweight tonnage of 0.86 million tons, averaging 14.2 years in age.

The aggregate proceeds from these transactions amount to \$185 million. Concurrently, we have purchased 7 second-hand vessels, aggregating a deadweight tonnage of 0.97 million tons, and exhibiting an average age of 9.2 years. The combined gross acquisition cost for these acquisitions is \$187.0 million. This strategic maneuvering ensures the renewal of our fleet with more contemporary and operationally efficient vessels, while preserving a favorable average fleet age profile.

We rigorously follow the European Union Ship Recycling Regulation (EU SRR No 1257/2013), which outlines specific requirements for the recycling of vessels and the management of hazardous materials.



Society

- Employment at Safe Bulkers
- Responsibility towards our workforce
- Occupational health, safety, and wellbeing
- Attracting and upscaling talent
- Data security and privacy
- Our interaction with local communities

04



Employment at Safe Bulkers

GRI 2-7, 2-8



As of December 31, 2023, we employed approximately **948** seafarers serving on board, and **154** people were employed as office personnel on shore. Our managers have the responsibility of overseeing the chartering, technical, supply, operations, accounting and crewing management of our fleet, which includes the recruitment of senior officers and all other crew members for our vessels. The process is managed either directly or by cooperating with crewing agents.

Employees in all region ¹³	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees (#)	111	43	154	115	40	155	109	33	142
Permanent employees (#)	111	43	154	115	40	155	109	33	142
Temporary employees (#)	0	0	0	0	0	0	0	0	0
Non-guaranteed-work-ing-hour employees (#)	0	0	0	0	0	0	0	0	0
Full-time employees (#)	111	43	154	115	40	155	109	33	142
Part-time employees (#)	0	0	0	0	0	0	0	0	0

¹³ Seafarers or governance members are not included in the following table. All numbers are based on the headcount methodology. Employee breakdown by region was not available and was omitted accordingly.

Responsibility towards our workforce

Material topic

GRI 2-30, 3-3, 401-2, 405-1

SASB TR-MT-000a, TR-MT-000c, TR-MT-000d, TR-MT-000e, TR-MT-000f



Our commitment

Investing in our human capital is a priority at Safe Bulkers including both our offshore and onshore employees. We are committed to treating our people with the utmost respect and offering equal opportunities for professional growth and fair compensation based on their expertise, performance and position. We actively work to foster a multicultural workforce, while valuing diversity and also maintaining policies to achieve zero employee grievances through our effective whistleblowing mechanisms and open communication channels.

ESG goals	Progress	Goal beyond regulation
Increase the number of women employees by 5% by 2025 compared to 2019 standards.	●●●●○	✓
Maintain zero employee grievances.	Continuous	✓

Our impacts



Impact theme	Material impacts on sustainable development	
Employment	Safe Bulkers offers salary adjustment compensation to employees who exceed the expectations of their respective job positions based on their performance appraisal, ensuring that employees are recognized and rewarded accordingly.	+ Actual
	The Company contributes to the enhancement of seafarer rights by providing them with collective bargaining agreements that align with international regulations, thus promoting a fair and equitable workspace.	+ Actual
	Policies are communicated to all employees, both onshore and offshore, on an annual or ad hoc basis, thus taking measures to ensure that all employees are informed accordingly about operational changes and Company policies.	+ Actual
	There was no case of crew serving on board more than the requested or the contractual period. The average period served was 8,2 months with standard 8-month contractual periods. In 5% of cases the duration exceeded 10,5 months of service always by mutual agreement with the seafarer.	+ Actual
	The Company has well-defined criteria for selecting crew members and office employees which ensures that the Company strives to establish a more transparent hiring process for its employees.	+ Actual
	The Company ensures effective communication for its onshore and offshore employees, by proactively sharing operational changes.	+ Actual
Fair wages	Safe Bulkers offers competitive wages to its employees, above the minimum requirements set by regulations. As a result, the Company contributes to a higher-than-average quality of life for its employees. In addition, more than \$ 1,1m were paid to our seafarers in 2023 bonuses on top of their contractual wages.	+ Actual
Grievance mechanisms	There have been no reported incidents of employee grievances within the Company, indicating that the Company adheres to employee rights and shows its high level of respect towards them.	+ Actual
Diversity and equal opportunity	The Board of Directors (BoD) incorporates diversity criteria into its remuneration processes as the Company is committed to ensuring that there are no gender pay gaps within the organization.	+ Actual
	Safe Bulkers has taken steps to increase the ratio of women employees within its premises, including the Board of Directors (BoD), and recognizes the importance of gender diversity. The Company is committed to promoting equal opportunities for women in the maritime industry, increasing the representation of women in various roles, and creating a more inclusive and balanced workforce.	+ Actual
	The Company maintained a record of no reported incidents of discrimination and promotes a culture that respects and values individuals regardless of their race, gender, age, ethnicity, or any other characteristic protected by law. By fostering an environment free from discrimination, Safe Bulkers cultivates a positive workplace culture where all employees are treated with fairness, dignity, and respect.	+ Actual
	Embracing a multicultural workforce on its vessels, with seafarers representing three different nationalities: Greece, Cyprus, and the Philippines, the Company promotes a culture that respects and values individuals regardless of their race, gender, age, ethnicity, or any other characteristics protected by law. By fostering an environment free from discrimination, Safe Bulkers cultivates a positive workplace culture where all employees are treated with fairness, dignity, and respect.	+ Actual

The symbol + signifies positive impacts, while the symbol - denotes negative impacts, as identified in the materiality assessment.



Our approach

Our Company is highly dedicated to enhancing the societal impact of our operations, recognizing that our human capital and workforce management practices play a pivotal role in achieving this goal. Within our organizational structure, we have instituted a robust Governance framework, outlined in the relevant section, to instill a culture of ethical excellence.

The Social field, an integral component of our overarching ESG strategy, undergoes review by our executive management, ensuring alignment with our core values and objectives. Recent endeavors include the appointment of two female Directors to our Board, emblematic of our commitment to diversity and inclusion. Moreover, our dedication extends beyond boardroom decisions to the heart of our organization – our employees. We uphold our pledge to furnish them with an enriching and supportive work environment, whether they operate domestically or internationally. Emphasizing the creation of a healthy and inclusive workplace environment, we endeavor to nurture a robust sense of community and fulfillment among our workforce.

Embedded within our corporate culture are principles of mutual respect, trust, accountability, integrity, and teamwork, which form the bedrock of our operations. Merit-based performance is championed, ensuring that each individual's contributions are duly recognized and rewarded. Through these concerted efforts, we strive not only to foster the professional growth and well-being of our employees but also to catalyze positive societal change through our collective endeavors.

We are dedicated to eradicating harassment, discrimination, and bullying, and ensure that all employees are treated fairly and with respect, regardless of their gender, race, religion, sexual orientation, or age.

We perform annual policies revisions and require consenting confirmation by all staff. Collective bargaining agreements cover all officers on board, our vessels and all shore personnel. We have developed a non-discrimination and inclusion culture, protecting our people from unprofessional and human-right-breaching behaviors. In addition, we have identified the importance of communication between the governance bodies and our employees. To ensure that the needs of its employees are met and addressed effectively, the organization has taken proactive steps towards implementing measures and strategies to remain attentive and responsive.

Our main policies to guarantee a responsible working environment include the Code of Ethics (as analyzed earlier), the Safety, Health and Environmental Protection Policy (as will be analyzed later), and the non-Harassment Policy.

Non-Harassment Policy

It is imperative that all members of the Company conduct themselves with utmost respect towards their colleagues, refraining from any form of intimidation or harassment. It is of utmost importance that no individual faces any form of discrimination based on their gender, race, religion, sexual orientation, or age; it is therefore our responsibility to ensure that all seafarers are provided a safe and supportive work environment, free from the scourge of harassment, sexual harassment, or bullying. The Company is dedicated to eliminating harassment, sexual harassment, and bullying from ships and to fostering an environment where every seafarer is valued for the dignity and welfare. Also, the Company actively encourages its seafarers to report incidents in order to combat such behaviors. Our organization has implemented a set of reporting procedures that are executed with the utmost discretion, ensuring that all seafarers can place their trust in the process.

Employment and work-schedules

Safe Bulkers provides an array of comprehensive benefits¹⁴ and enticing job incentives. Our offerings include competitive salary compensation, opportunities for career advancement, robust social security coverage, life insurance, and health insurance. Moreover, we foster a healthy work-life balance through flexible work schedules, ensuring our employees thrive both personally and professionally. Our modern office spaces are equipped with cutting-edge digital tools, and we encourage participation in after-hours sports activities and social events to build camaraderie. Additionally, we invest in our employees' growth with job-specific training and workshops on soft skills. While we encourage timely task completion, we recognize the unique demands of our industry, necessitating constant vigilance and preparedness for unforeseen crises and emergencies aboard our vessels.

Life insurance	Health care	Disability and invalidity coverage
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Grievance mechanisms

Each Company policy has incorporated guidelines and provisions to address possible grievances that may occur within the Company in relation to external factors. The operational effectiveness of these grievance mechanisms is achieved through controls and procedures in place. Safe Bulkers has endorsed the Neptune Declaration on Seafarer Wellbeing and Crew Change in efforts to address the challenges of changes in crew brought upon the maritime sector during the pandemic period.

¹⁴ Benefits such as life insurance, health care and disability and invalidity coverage are applicable to the onshore personnel and refer to private schemes. All shore based and shipboard employees are subject to the Company's Safety Management System per the ISM Code.

Our performance

Governance bodies diversity	2023		2022		2021	
	Number (#)	Rate (%)	Number (#)	Rate (%)	Number (#)	Rate (%)
Governance bodies diversity by gender						
Men in governance bodies	7	78	7	100	7	100
Women in governance bodies	2	22	0	0	0	0
Governance bodies diversity by age						
<30 aged people in governance bodies	1	11	0	0	0	0
30-50 aged people in governance bodies	0	0	0	0	0	0
>50 aged people in governance bodies	8	89	7	100	7	100

Employee diversity	2023		2022		2021	
	Number (#)	Rate (%)	Number (#)	Rate (%)	Number (#)	Rate (%)
Employee diversity by gender						
Men employees	111	72%	115	74%	109	77%
Women employees	43	28%	40	26%	33	23%
Employee diversity by age						
<30 aged employees	33	21%	30	20%	35	25%
30-50 aged employees	91	59%	98	63%	78	55%
>50 aged employees	30	20%	27	17%	29	20%

Fleet Information	2023	2022	2021
Number of shipboard employees	948	914	790
Operating days	15,664	14,767	14,415
Deadweight tonnage (dwt) ¹⁵	4,637,600	4,450,900	3,744,200
Number of vessels in total shipping fleet ¹⁶	46	44	39
Number of vessel port calls	809	690	680

¹⁵ dwt of existing fleet - does not include vessels under construction.

¹⁶ Number of vessels of existing fleet - does not include vessels under construction.

Occupational health, safety, and wellbeing

Material topic

GRI 2-23, 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-7, 403-8, 403-9, 403-10, 404-2
SASB TR-MT-540a.3



Our commitment

We prioritize the occupational health, safety, and overall wellbeing of our workforce, whether they are stationed offshore or onshore. Our unwavering dedication to fostering a culture of improvement is evident in the robust framework of policies and procedures we have implemented for health and safety initiatives. Recognizing the diverse nature of our workforce, we have developed comprehensive training programs that not only emphasize intercultural communication but also underscore the paramount importance of safety and operational efficiency.

These training initiatives are designed to cover specific needs of our employees, ensuring they possess the necessary skills to effectively mitigate any potential safety risks. We firmly grasp the pivotal role that occupational health, safety, and wellbeing play in fortifying the foundation of our business. Therefore, our commitment is to maintain the highest standards across our operations, safeguarding the welfare of our employees and reinforcing our organizational ethos of excellence and responsibility.

ESG goals	Progress	Goal beyond regulation
Train the onboard personnel through specialized certified training platform in 67 topics	continuous	✓
Train the offshore crew on Health, Safety, Social and Environmental (HSSE) risks by 2025.	one off	✓
Improve well-being and mental health by deploying Starlink satellite internet technology across our fleet to enhance crew communication capabilities and welfare	continuous	✓
Maintain zero fatal accidents.	continuous	-



Our impacts

Impact theme	Material impacts on sustainable development	
Employee health and safety	We have implemented a certified management system for the handling of hazardous substances, ensuring that proper protocols safely manage and control the use of hazardous materials throughout the Company's operations. Safe Bulkurs prioritizes workplace safety by actively minimizing the side effects of exposure to hazardous substances that can have negative health effects. Proactive measures are taken to identify and assess potential risks, implementing appropriate controls and safety protocols to mitigate them.	+ Actual
	The Company has implemented a health and safety (H&S) system at its onshore office that ensures that proper measures are in place to identify and mitigate office-related hazards, such as ergonomic issues, fire safety, and general workplace safety.	+ Actual
	In the event of an incident, there is a hotline that directly connects the audit committee and the external legal advisor. This way, the Company takes prompt action to manage any negative consequences resulting from a health and safety incident.	+ Actual
	Safe Bulkurs has a low number of incidents related to health and safety (H&S), while its primary objective is to maintain a record of zero accidents. This reflects the Company's priority to address employee health and safety and enhance the Company's professional reputation on these topics.	+ Actual
	Safe Bulkurs conducts regular assessments of its health and safety (H&S) system every three months, ensuring its effectiveness and identifying areas for improvement, if necessary. The Company proactively identifies potential H&S risks, assesses their severity and likelihood, and implements appropriate measures to minimize or eliminate those risks.	+ Actual
Wellbeing	Safe Bulkurs has established a mental support expert for employees to ensure that the Company safeguards mental health and wellbeing.	+ Actual
	Safe Bulkurs' priority is to prevent overtime in non-emergency cases, to ensure that the Company contributes to the amelioration of its employees' work-life balance.	+ Actual
	Supervisors proceed to vessel audits especially regarding crew relationships, to ensure efficient collaboration in vessels.	+ Actual

The symbol + signifies positive impacts, while the symbol - denotes negative impacts, as identified in the materiality assessment.

Our approach

Within 2024 a new management system for both onboard and onshore operations, will be implemented. This is done to incorporate the most up-to-date regulatory standards, industry-leading methods, and insights gained from audits and inspections conducted across the fleet. Experience sharing is completed to improve the safety culture and practices on board, which will result in the prevention of repeated mistakes. To ensure this, internal audits are conducted both on-board and on shore at least once a year.

Third party inspections take place in accordance with charterer requirements, while port state control inspections are regular throughout the world. We monitor our vessel's performance on a continuous basis based on defined metrics. Regular attendances of the managed fleet take place by qualified and experienced superintendents, whilst teams of equally qualified and experienced shore-based personnel support vessels from Company headquarters. Also, a planned maintenance system is in place, which allows for an efficient monitoring of onboard inspections and maintenance works. A remote monitoring system can provide important information ashore facilitating the acknowledgement and the proactive response to potential problems.

Our offices have a system in place, where a technical safety officer regularly investigates the office premises and installations for safety controls and procedures.

Safety management system

The Company within 2024, is implementing a new Integrated Management System (IMS) to advance its existing management system which is based on International Safety Management Code (ISM Code) and has incorporated the risk assessment guidelines set forth by the code. The safety management system encompasses all on board and on shore operations that facilitate the enforcement of the Company's established protocols. The process used to identify work-related hazards and assess risks on a routine and non-routine basis, is known as the risk assessment. Our Company places great emphasis on maintaining the quality of their processes by conducting both internal and external audits. We constantly monitor and evaluate the Safety Management System (SMS) documentation and daily activities, as well as subjecting ourselves to third-party inspections and person-

nel evaluations. We also have key performance indicators (KPIs) in place that measure the effectiveness of our SMS, which are reviewed annually during dedicated meetings. Additionally, the crew is given the option to anonymously report any near misses they may have encountered.

Workplace hazard identification

The Company has several processes in place to identify and evaluate workplace hazards on board its vessels. These processes are regularly monitored and assessed to ensure their effectiveness, and employee competency is also evaluated. Employees are encouraged to report hazards anonymously without fear of retaliation, and certain policies are developed to allow employees to remove themselves from potentially dangerous situations. In the event of a workplace incident, a defined process is followed to investigate and address the situation. Risk assessments are carried out before any job is started, and policies are communicated regularly to all employees through various channels. Moreover, safety meetings are conducted monthly to cover a range of health and safety topics for all personnel onboard, while feedback provided during SMS reviews is also evaluated during management review meetings.

Occupational health services play a crucial role in identifying and eliminating hazards while minimizing risks. This is achieved through risk assessment and various practices such as work plan meetings and toolbox talks that take place before jobs are initiated. The organization ensures the quality of these services and facilitates workers' access to them through instructions available within the SMS.

Monthly safety meetings are conducted on all vessels, with all personnel participating except for those on duty who are informed of the meeting's contents through relevant minutes. These meetings cover a wide range of issues, including health and safety. To date, there are no formal joint management-worker health and safety committees in place.



H&S training

Training is an essential aspect of safety onboard vessels, and various resources are available to ensure that seafarers are adequately prepared. These resources include mandatory training for each rank and safety-related videos that are accessible on all vessels. Additionally, publications such as the Code of Safe Working Practices and other IMO and International Labor Organization (ILO) publications are available in the onboard library. International Convention for the Safety of Life at Sea (SOLAS) training manuals are also available, and drills and exercise programs are carried out in accordance with SMS. Seafarers can also receive further training from superintendents during onboard visits. Overall, safety training is a critical component of ensuring the well-being of all onboard personnel.

We have deployed a computer-based training initiative through an e-Learning platform designed to cover necessary skills to effectively mitigate potential operational, technical, navigational and safety risks, reinforcing our organizational ethos of excellence, ensuring proper protocols throughout the Company's operations and serving as an additional resource for developing maritime knowledge, seafaring skills and safety awareness.

In 2023, the Company took proactive steps to ensure the safety and well-being of its onshore employees by implementing first aid training programs. Additionally, life-saving defibrillator equipment was procured for both the Athens and Limassol offices. These initiatives equip our staff with essential knowledge and techniques to respond promptly to any life-threatening health emergencies that may occur within company premises. By providing these resources, we prioritize the health and safety of our employees, fostering a secure and supportive work environment.

Starting from November 2022, an improved training program specifically for crew members was rolled out. By the end of 2023, 189 officers on board our fleet had completed enhanced safety training courses offered by the Philippine Merchant Marine Academy. This commitment to training extends to onboard activities, where all crew members have the opportunity to engage in rank-specific Computer-Based Training (CBT) courses to further enhance their knowledge and skills.

Common injuries and hazard minimization

All employees follow the Safety Management System of the Company, which is in accordance with the International Safety Management Code (ISM) Code. The vessels and the Company undergo internal audits each year. Recently, the Company underwent audits for ISM and ISO conducted by auditors who specialize in seafarer safety. The main types of work-related injuries recorded were a leg injury, arm injury, and two head injuries.

The most common types of work-related health issues that affect seafarers are physical events with most cases relating to problems with the musculoskeletal system, gastroesophageal issues, and conditions affecting the lower back. These hazards have been identified by various regulations such as the ISM Code, Maritime Labor Convention (MLC), and flag state regulations. Working onboard is physically demanding, and the conditions and environment can worsen existing health conditions or lead to the development of new ones. To minimize risks and mitigate these hazards, a hierarchy of controls is used, including having seafarers undergo a Pre-Employment Medical Examination (PEME) from accredited clinics, providing necessary and approved Personal Protective Equipment (PPE), scheduling work with fatigue in mind, holding toolbox meetings before dangerous tasks, and seeking tele-medical consultation while underway and promptly referring to a doctor ashore when in port.

Safety, Health and Environmental Protection Policy

Our Company is fully committed to ensuring safety at sea, preventing human injury, illness, or loss of life. To achieve these objectives, we have implemented a Safety, Health, and Environmental Protection Policy, which we consistently follow. We adhere to all relevant rules, regulations, guidelines, standards, and codes in the maritime industry, and we continuously monitor, maintain, and repair our fleet to ensure its safety. We also prioritize the mental and physical health of our employees and provide voluntary programs to enhance their well-being and personal safety. Our fleet is managed within ALARP levels of risk, and we have established safeguards against identified risks. Additionally, we take precautions against infectious diseases, and our employees are fully vaccinated and comply with the precautionary measures recommended by the WHO, EU, CDC, and local authorities.



Drugs and Alcohol Policy

It is the Company's Policy that no employee or crew member serving on a managed ship, in whatever capacity or rank, shall undertake normal assigned duties, operate any equipment, or navigate a vessel whilst impaired by drugs or alcohol. The primary objective of this Policy is to ensure safety both on board vessels and at sea, with a strong emphasis on the health and well-being of all employees and crew members. The Company strictly prohibits the use, possession, distribution, or sale of drugs and illicit substances, without prescription and/or in a manner inconsistent with the prescription or directions of usage.

The Company has a zero-tolerance policy for drug trafficking and will use its best endeavors to deter such criminal actions. If any crew member violates this Policy, they will be terminated from their job. The Company will not hesitate to pursue legal action against any crew member who engages in illegal activities, particularly those related to drug trafficking.

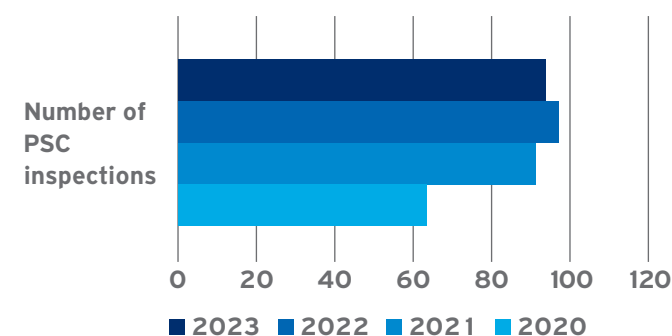
Our performance

Our key performance indicators (KPIs) are designed to assess and measure the achievement of specific objectives over time:

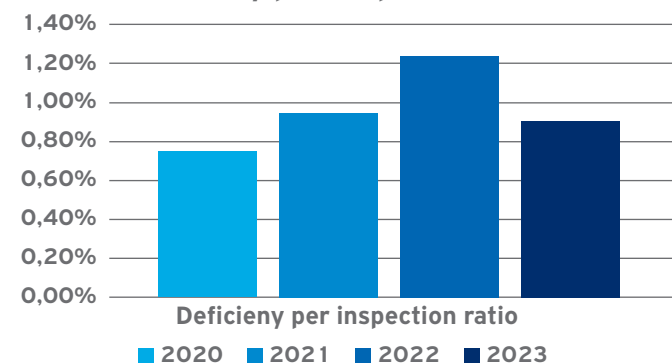
- ~ Zero spills – Zero damage to the environment
- ~ Zero incidents – personal injuries
- ~ Proactive identification of potential hazards and risk management
- ~ Monitoring fleet performance against third-party inspections
- ~ Promote shore/sea staff continuity
- ~ Promote health awareness of shipboard personnel

The volume of port state control (PSC) inspections carried out during the year 2023 was similar to the one of 2022; a total of 94 PSC boardings took place in 2023, whilst 97 were carried out in 2022. Although the number of inspections did not present significant change, the PSC deficiency/ inspection ratio for 2023 dropped to 0.91 (from 1.25 of 2022), which reflects an improvement of PSC performance, compared to last year and the year before that.

Number of PSC inspections year

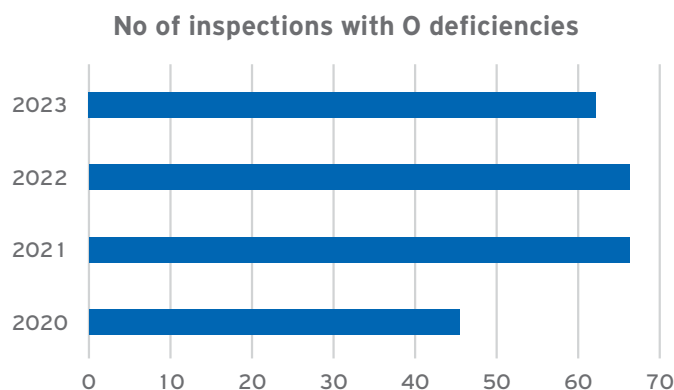


Deficiency per inspection ratio





The number of PSC inspections with zero deficiencies also dropped to 61, in comparison to last year's 65.



The Company is dedicated to consistently maintaining high PSC performance, aiming to keep the deficiency per PSC inspection ratio below 1.00. The decision to hire third-party inspectors for PSC preparations contributed significantly to the enhanced results in 2023. Around 80% of the ships that visited U.S. ports and nearly 99% of those that docked in Australian ports underwent inspections by independent surveyors, in addition to the routine visits by Company Superintendents.

The presence of vessel inspectors is crucial for PSC preparation and also provides a valuable training opportunity for shipboard personnel, which is essential for maintaining high performance.

Furthermore, the deployment of the e-learning program through the Ocean Learning Platform across managed fleet vessels serves as another resource for developing knowledge, skills, and safety awareness, ensuring optimal performance during PSC inspections.

As part of verification of shipboard operations in accordance with regulatory and SMS requirements 48 internal audits were carried out during the year 2023 by Company Superintendents, whilst 26 external audits took place by external Recognized Organizations.

Regarding safety-related data, the Company has maintained a record of zero fatalities during the year under review, consistent with the previous four years. Additionally, six Medical Treatment Cases and four Lost Time Injury cases were recorded in 2023 over a total of 7,953,474 exposure hours. Near Misses are regularly reported by shipboard personnel, averaging about three per month.



For crew members (indirectly employed workers) ¹⁷	2023		2022		2021	
Hours worked	7,953,474		7,430,408		5,738,492	
	Number (#)	Rate	Number (#)	Rate	Number (#)	Rate
Fatalities as a result of work-related injury (FR)	0	0	0	0	0	0
High-consequence work-related injuries (excluding fatalities) (HCIR)	0	0	0	0	0	0
Total recordable work-related injuries (TRIR)	4	0.54	4	0.54	1	0.17

For crew members (indirectly employed workers):	2023	2022 ⁰¹	2021
Fatalities as a result of work-related ill health (#)	0	0	0
Cases of recordable work-related ill health (#)	40	52	30

¹⁷ For the calculation of each rate the following calculation was used: recordable work-related injuries/ hours worked x 1,000,000. A rate based on 1,000,000 hours worked indicates the number of work-related injuries per 500 full-time workers over a one-year timeframe.

Attracting and upscaling talent

Material topic

GRI 3-3, 401-1, 404-2, 404-3



Our commitment

Safe Bulkers is dedicated to cultivating a workforce comprised of the finest talent available, meticulously chosen to align with our job requirements profile. We prioritize the attraction and upscaling of talent through a multifaceted approach that encompasses sound management practices, immersive on-the-job training, and participation in external seminars and workshops. Central to our ethos is a firm commitment to fostering environmental and social consciousness among our employees, underpinned by comprehensive internal training programs designed to educate and nurture their understanding.

Our overarching goal is to continually augment the skills and knowledge base of our incoming recruits, offering them opportunities for career progression within our organization through our robust internal training initiatives. By fostering a culture of growth and development, we endeavor to not only attract top-tier talent but also to retain our valued employees by cultivating a workplace environment characterized by positivity and support. Through these concerted efforts, we aspire to establish Safe Bulkers as an employer of choice, renowned for its unwavering dedication to the professional advancement and personal fulfillment of its workforce.

ESG goals	Progress	Goal beyond regulation
Increase training programs for office employees by 5% by 2025.	●●○○○	✓
Maintain annual on board retention rates above 80%	●●●●○	✓

Our impacts

Impact theme	Material impacts on sustainable development	
Talent	Safe Bulkers has increased the number of employees, both in Greece and Cyprus, thus providing more hiring opportunities for local talent attraction.	+ Actual
Training	The Company provides trainings programs to offshore and onshore employees, thus contributing to their professional skills and development.	+ Actual

The symbol + signifies positive impacts, while the symbol - denotes negative impacts, as identified in the materiality assessment.

Our approach

As a Company committed to sustainability, our objective is to foster employee growth inside our organization and help them reach their full potential by providing them with the necessary training, resources, support, and guidance. To achieve this goal, we have set a corporate priority of investing in our human resources by attracting and retaining the best talent in the industry. Our human resources strategy is centered on implementing various processes and initiatives that enhance the working environment and corporate culture. We are committed to fostering a workplace where

everyone enjoys fair and equal opportunities for job security, education, training, career advancement, pay raises, with personal and professional development.

Recruitment

Aligned with the Company's corporate culture, our recruitment goal is to identify individuals who are highly qualified for each job description position and requirements. In collaboration with our human resource specialist, we accomplish this by following a systematic process of regularly assessing our

organizational chart to ensure that we maintain the optimal number of employees that will meet our present and future business requirements. We efficiently allocate our resources and maintain a well-structured workforce.

Performance appraisal

Our Company employs a fair and structured performance appraisal system that measures both the productivity of our employees and analyzes their ability to complete job duties efficiently and effectively. This evaluation is based on key performance indicators (KPIs) that measure not only job performance (“what they do”), but also managerial competencies and soft skills (“how they do it”). This includes the ability to communicate effectively, collaborate and build strong relationships with colleagues and clients by always displaying a professional manner. Through this appraisal system, we can gain a comprehensive understanding of our employees’ strengths and weaknesses and provide them with necessary support, guidance and training to continually improve and develop their skills. Lastly, the Company evaluates employee performance on an annual basis, and rewards staff with salary adjustments based on performance merit and productivity that exceeds expectations.

Training and development

Our training and development process takes into account the performance evaluations and career development targets of our employees, as well as future business and shipping industry trends. Training sessions are designed to improve both a variety of technical and marine knowledge by placing emphasis on technical training related to vessel operations, systems, new technologies, current maritime developments and sustainability. Thus, with the support of numerous training maritime institutions, we offer technical training adapted to the requirements of each department and specialization.

At the same time we conduct workshops that provide training and development on soft skills and managerial competencies and include specific personal empowerment and human resources topics such as communication, assertiveness, teamwork project management, leadership, conflict resolution, coaching and psychological support. Our employees can suggest specific areas for training and improvements to pursue their professional and personal development. Managers and leaders are responsible for recommending programs that benefit the team and are aligned with the organizational needs.

Transition assistance programs

Safe Bulkers is dedicated to supporting its employees through robust transition assistance programs that facilitate continued employability and effective management of career endings due to retirement or termination. These programs offer a range of services, including counseling, skill development workshops, and retirement planning sessions, designed to help employees navigate the next phase of their lives. By providing these resources, we ensure that our employees are well-prepared for the future and can transition smoothly and confidently, demonstrating the company’s commitment to their long-term success and well-being.

Employee retention rates

At Safe Bulkers, we are committed to fostering a dynamic culture of growth and development. Our goal extends beyond merely attracting top-tier talent; we also prioritize retaining our valued employees. To achieve this, we actively cultivate a workplace environment characterized by positivity, support, and continuous learning. By providing opportunities for professional development, mentorship, and recognition, we aim to create a sense of belonging and fulfillment for our team members. Our annual on board retention rate is a key performance indicator, and we strive to maintain it above 80%. We recognize that retaining talent is essential for organizational stability and long-term success. Therefore, we regularly assess our retention rates and take proactive measures to address any challenges. Whether it’s our shore-based staff or our dedicated seafarers, we are committed to ensuring their satisfaction and growth within our organization.

For a detailed breakdown of our retention rates, both for our seagoing personnel and for our shore employees, please refer to the tables below.



Our performance

New hires	2023		2022		2021	
	Number (#)	Rate ¹⁸	Number (#)	Rate	Number (#)	Rate
New hires by gender						
Male new hires	11	0.07	21	0.14	29	0.20
Female new hires	4	0.03	9	0.06	7	0.05
New hires by age						
<30 aged new hires	4	0.03	7	0.05	19	0.13
30-50 aged new hires	10	0.06	22	0.14	17	0.12
>50 aged new hires	1	0.01	1	0.01	0	0

Turnover shore personnel	2023		2022		2021	
	Number (#)	Rate ¹⁹	Number (#)	Rate	Number (#)	Rate
Turnover by gender						
Male turnover	14	0.09	17	0.11	5	0.04
Female turnover	3	0.02	2	0.01	2	0.01
Turnover by age						
<30 aged turnover	3	0.02	6	0.04	3	0.02
30-50 aged turnover	11	0.07	7	0.05	3	0.02
>50 aged turnover	3	0.02	6	0.04	1	0.01

Turnover seafarers	2023		2022		2021	
	Number (#)	Rate ²⁰	Number (#)	Rate	Number (#)	Rate
Turnover For Officers						
Officers	685	0.22	977	0.19	1,266	0.23

Employees who received evaluation	2023
	Percentage (%)
Men	100%
Women	100%

¹⁸Rate of new hires per total employees at the end of the reporting period.

¹⁹Rate of turnover per total employees at the end of the reporting period.

²⁰Rate of turnover per total employees at the end of the reporting period.

Data security and privacy

Material topic
GRI 3-3, 418-1



Our commitment

In the contemporary maritime landscape dominated by data, safeguarding cybersecurity and ensuring data privacy stand as imperative endeavors; the stakes of neglecting data privacy risks are too high to dismiss. As a Company deeply committed to upholding data integrity, we prioritize comprehensive measures aimed at fortifying our defenses against cyber threats. Central to our approach are annual training sessions designed to equip our workforce with the latest strategies to thwart cyber-attacks and combat phishing attempts effectively. Furthermore, we delineate clear roles and responsibilities throughout the Company, fostering a culture of accountability essential for robust cyber risk management.

In tandem with our proactive stance, we continually refine and enhance our cybersecurity protocols and protective measures, drawing insights from vulnerability assessments and risk evaluations. By aligning our Cyber strategies with recognized vulnerabilities and emerging threats, we bolster our operational resilience against potential breaches. Our dedication to these initiatives underscores our firm commitment to preserving the confidentiality, integrity, and availability of Company data. Through these concerted efforts, we not only safeguard sensitive information but also mitigate the consequences of any potential breaches, thereby safeguarding the trust and confidence of our stakeholders in our data handling practices.

ESG goals	Progress	Goal beyond regulation
Maintain zero cyber-attack incidents.	continuous	✓
Perform a cyber security risk assessment for all our vessels (including a next generation firewall and incident reporting procedure).	one off	✓
Develop a Business Continuity Plan & Disaster Recovery to ensure business continuity, and also minimize and restore the negative impact following a cyber security incident or natural disaster.	continuous	✓
Perform regular and structured awareness and training Cyber Security program both onboard and ashore personnel	continuous	✓

Our impacts

Impact theme	Material impacts on sustainable development	
Data security	Safe Bulkers conducts regular training sessions on phishing, both online and in-person, to educate its employees about the risks associated with online scams and fraudulent activities. Moreover, these sessions raise awareness about phishing techniques, teach employees how to identify and report phishing attempts, and provide best practices for maintaining data security and online safety. By regularly training employees on phishing, Safe Bulkers enhances their ability to recognize and mitigate potential cyber threats, strengthening the overall security posture of the Company and safeguarding sensitive information.	<div>+</div> Actual
	Safe Bulkers has developed a comprehensive policy and internal regulation focused on data security. This policy outlines the Company's commitment to safeguarding sensitive data and protecting it from unauthorized access, breaches, or misuse and actively contributes to consumer and employee data protection by implementing robust measures and protocols. The Company recognizes the importance of safeguarding personal and sensitive information and ensures compliance with applicable data protection laws and regulations.	<div>+</div> Actual

The symbol + signifies positive impacts, while the symbol - denotes negative impacts, as identified in the materiality assessment.

Our approach

General Data Protection Policy (GDPR)

We are dedicated to protecting the confidentiality and privacy of information entrusted to us and comply with Personal Data Privacy legislation as currently in force. We have implemented a comprehensive Data Protection Policy in order to safeguard personal data and privacy. This Policy is designed to educate and inform our shore employees, seafarers, candidates, and third-party individuals about the types of information we may collect, whether directly or through collaboration with external parties. It outlines our protocols for collecting, storing, using, sharing, and securing personal data. In essence, our Policy serves as a guide on how to protect personal information in our possession.

Furthermore, we inform all interested parties about their rights over their personal data such as the right to be informed and right to gain access to the data being processed, the right to erasure or right to be forgotten, right to portability, right not be subject to a decision based solely on automated processing, right to object to the processing of personal data and to rectify the data processed if relevant. As part of these fundamental obligations, we are committed to the appropriate protection and use of personal information/data. Generally, our intent is to collect only the personal information that is provided voluntarily for employment purposes. We recognize and respect the privacy of our applicants, current employees and former employees.

Corporate Information Security Policy

Safe Bulkers has reviewed and updated our current internal security regulations and a comprehensive Corporate Information Security Policy with the cooperation of independent consultants. The Company's dedication to protecting sensitive data from unauthorized access, breaches, and misuse is outlined in this Policy; it is intended to define, develop, document, communicate, train, and govern key IT function activities and key IT systems. Infrastructure protection from operational, cyber, physical access, and other risks is a high priority objective. In order to maintain a proper balance between the risks associated with the operations of a Company and the policies, procedures, and controls in place, regular independent evaluations are conducted. This ensures that the Company's risk management practices remain appropriate and effective.

Cyber Security Policy

In today's digital era, characterized by ever-evolving cyber threats, prioritizing comprehensive cybersecurity measures is essential for ensuring the long-term sustainability and resilience of our company. Recognizing the potential cyber risks associated with maritime operations, we are committed to protecting our people, customers, vessels, cargo, environment, and the seamless continuity of our operations.

To achieve this commitment, we have established a robust cybersecurity framework, drawing on internationally recognized standards such as the National Institute of Standards and Technology (NIST) Cybersecurity Framework, ISO 27001:2013 & ISA 62443. Our cybersecurity initiatives transcend industry regulations, aiming to provide the utmost protection for our stakeholders. Specifically, our company is deeply invested in maintaining an advanced level of cybersecurity readiness to effectively counter emerging threats, all while promoting our environmental and sustainability objectives.

Our Company integrates cybersecurity risk management into our overall risk management strategy. This includes regular risk assessments to identify potential cybersecurity threats and working with external cybersecurity experts. We also oversee cybersecurity risks with third-party service providers. We assess the impact of cybersecurity threats on our business, including our strategic direction, operational performance, and financial stability, using insights from any past cybersecurity incidents.

Safe Bulkers has additionally committed to implementing contingency plans and recovery strategies, improving user awareness and training in cybersecurity, and promptly reporting and investigating any actual or suspected security breaches. These commitments align with the Company's Policy. To support this Policy, various processes such as incident handling, information backup, etc. are in place. This Policy applies to all individuals utilizing the Company's network systems, including employees both onshore and offshore, contractors and guests.

The governance of cybersecurity risks is overseen by our board of directors, with the audit committee dedicated to this area. This group receives regular updates on cybersecurity matters. Management, including specific roles and the audit committee with cybersecurity expertise, handles the

ongoing assessment and management of these risks. Their responsibilities include monitoring cybersecurity threats, managing incidents, and communicating with the board of directors. This approach ensures that we are prepared to identify, assess, and respond to cybersecurity challenges, aligning our risk management with our organizational goals. We have performed Cyber Security Risk Assessments both ashore and onboard our vessels in Operational Technology (OT) and Information Technology and implemented next generation firewall and incident reporting for the majority of the vessels in our fleet, and we are in the process of concluding such implementation for the remaining vessels. Also, we incorporated the cyber risk management system into the Ship Management System for all vessels in our fleet.

Additionally, during the reporting period, penetration tests were planned to conduct within the year by an external team specializing in penetration testing services, to detect any potential vulnerabilities, gaps, and areas needing enhancement within our cybersecurity framework.

In our ongoing commitment to enhancing our Environmental, Social, and Governance (ESG) performance, we are pleased to announce that in 2023, we strategically transitioned to Microsoft Azure. This pivotal move has significantly strengthened our cybersecurity framework and disaster recovery capabilities, enhancing our operational resilience. Azure's robust security features and comprehensive compliance coverage ensure that our data and assets are protected against evolving cyber threats. Furthermore, Azure's advanced disaster recovery solutions improve our ability to maintain continuity and reduce downtime in crisis situations. This transition not only fortifies our infrastructure but also aligns with our sustainability goals by leveraging Azure's energy-efficient data centers, thus reducing our carbon footprint and supporting our broader environmental commitments.

Our performance

There were zero substantiated complaints regarding breaches of personnel privacy and data losses, and zero cyber security incidents.



Our interaction with local communities

Material topic

GRI 3-3, 201-1, 413-1

Our commitment

Our dedication to community investment entails actively involving our employees in diverse voluntary projects, harnessing the strength of unity to aid vulnerable institutions and social demographics. We pledge to generate significant value for our community through an array of initiatives, including scholarship programs and financial assistance for schools.

ESG goals	Progress	Goal beyond regulation
Develop maritime professions culture amongst youth of local communities by maintaining scholarship programs granting in total 15 scholarships annually (10 to university students and 5 maritime academy cadets).	Continuous ●●●●●	✓
Support local communities as response to demanding needs and climate change disasters.	Continuous ●●●●●	✓

Our impacts

Impact theme	Material impacts on sustainable development	
Cultural capital	Safe Bulkers collaborates with local governments to conduct visits to schools and educate students on various themes related to the shipping sector. Through these educational initiatives, the Company aims to raise awareness among students about the importance of the maritime industry, its role in global trade, and the significance of environmental sustainability in shipping. By engaging with students and providing them with valuable insights, Safe Bulkers actively contributes to the development of maritime knowledge and fosters a greater understanding of the sector's impact on the economy and the environment.	<div>+</div> Actual
Local communities	Safe Bulkers has set up a scholarship program for high school graduates and university students who are interested in pursuing university studies related to the broader shipping industry. Such efforts to communicate with local communities are increasing the Company's ability to attract talent from these areas in the future.	<div>+</div> Actual
	The Safe Bulkers Scholarships program for Cypriot University students studying abroad is running for its 3rd year (2021-2022-2023 // (Limassol Oct. 2023). Also, a new program initiated in 2023 regarded the Safe Bulkers Scholarships for Cypriot Cadets in the CYMA - Cyprus Maritime Academy. In total 15 scholarships are granted every year: 10 university students and to 5 maritime academy cadets.	<div>+</div> Actual
	Safe Bulkers communicates with schools to aid students who are facing financial difficulties. Such efforts to provide scholarships and assistance to local students and communicate with local schools demonstrate its contribution to the development of the local community.	<div>+</div> Actual
	Safe Bulkers holds annual events in Manila to meet with local employees, with the utmost goal of increasing its ability to attract talent from these areas in the future.	<div>+</div> Actual
Economic impact	Safe Bulkers has chosen to register its ships under the Cyprus flag, demonstrating its commitment to supporting local taxing laws instead of opting for a low-tax flag, even though vessels flying the Cypriot flag are facing with an illegal Turkish embargo . The Company adheres to the tax regulations and obligations set by local authorities. This decision showcases Safe Bulkers' responsible approach to taxation and its commitment to contributing to the local economy and supporting the jurisdictions in which it operates.	<div>+</div> Actual

The symbol + signifies positive impacts, while the symbol - denotes negative impacts, as identified in the materiality assessment.



Our approach

Safe Bulkers scholarship program

With our goal to further strengthen the Cyprus maritime cluster, the nation's economy, and the general wellbeing of the local society, the scholarship program was launched in 2021, in context to our Corporate social responsibility (CSR) Policy which served as the program's guiding principle in an effort to support local families during the pandemic crisis. Since then, the Company aims to encourage local Cypriot high school graduates and university students who are studying abroad to pursue careers in the maritime sector. In 2022, we offered 10 scholarships to Cypriot citizens and Greek citizens who have settled in Cyprus, either students who have graduated from Cyprus-based educational institutions (Lyceum) or those who are enrolled in studies in Greek, British, or other relevant universities abroad in the fields of naval mechanical engineering, naval architecture, marine engineering and shipping law. The entire program granted €100,000 in total and each scholarship worth €10,000 was given to each participant on the basis of their academic performance and their social/financial background status. The award ceremony with the presence of the Shipping Deputy Minister of the Republic of Cyprus.

After two years of great success and exposure, the program was expanded in 2023 to a variety of new fields of study, such as electrical and electronic engineering, computer engineering and computer science, cyber security and automation. With regards to the academic year 2024-2025 the Annual Scholarship Program will be organised for the 4th straight year and the final 10 candidates will be selected and awarded in a ceremony event scheduled to take place in October 2024.

Further to the above in 2023, Safe Bulkers launched the Annual Cadet Scholarship Program for Students-Cadets in

Cyprus Maritime Academy/Intercollege.

The program consists of five annual scholarships that will be granted to Cypriot or Greek citizens enrolled in the 4-year Nautical Science program at Cyprus Maritime Academy. Each scholarship amounts to €5,000 annually, covering the cost of the tuition fees and living expenses. The scholarships are renewed annually subject to recipients' satisfactory academic progress and successful promotion to the next year. At the same time, the Cyprus Maritime Academy will provide a fixed scholarship amount to all Cadets that are awarded the scholarship by Safe Bulkers, resulting in the full coverage of the tuition fees. When the program reaches its full implementation, the Company will offer scholarships to twenty students in total for the duration of the 4-year program, valued at €100,000 annually.

Furthermore, Safe Bulkers will provide to all students sea-service training onboard its Cyprus-flagged vessels and upon graduation full employment leading to a career as Deck Officers up to Captain Class A and prospective placement as Port Captains or fleet operators in the marine department of its offices.

This scholarship programs aim to enable and encourage young individuals to further advance and enhance their education and pursue a professional career in the maritime industry and strengthen the Cyprus maritime cluster.

Lastly, in 2023, Safe Bulkers initiated a program by engaging with various community groups and institutions related to sponsoring paralympic sport activities, funding youth shelters belonging to the church, offering economic support to schools and students experiencing social / financial constraints and granting donations to councils and volunteer associations.



Climate Change disasters

Safe Bulkers has contributed financial aid for climate change disasters of €105,000 to support flooded areas in Thessaly-Greece, exemplifying a robust commitment to environmental stewardship and social responsibility. The contribution provided immediate relief to affected communities in Greece but also underscores the company's proactive role in addressing the broader impacts of climate change. By allocating funds for disaster response and recovery, the company helps mitigate the socio-economic fallout of climate-related events, fostering resilience and sustainable development. This approach aligns with ESG principles by promoting environmental sustainability, enhancing community welfare, and demonstrating governance that prioritizes long-term value creation over short-term gains. Ultimately, this program reflects a holistic strategy to support global efforts in combating climate change while ensuring the well-being of vulnerable populations.

Annual employee meetings in Manila

Safe Bulkers holds annual events to meet with its local employees in Manila. The company's Christmas party celebration in November 2023 was warmly greeted by our crew. In addition, during three planned visits of our Office Representatives in Manila (Feb 2023, June 2023 and Oct 2023 mini forums took place and attended by more than 200 of our ex and new officers and crew).

Our performance

	2023	2022	2021
Direct economic value generated (\$)			
Revenues ²¹	284,401,000	349,718,000	329,031,000
Direct economic value distributed (\$)			
Operating costs ²²	54,813,000	48,402,000	41,874,000
General and administrative expense ²³	23,118,000	21,227,000	22,082,000
Employee wages and benefits ²⁴	35,033,000	32,384,000	30,591,000
Payments to providers of capital ²⁵	44,371,000	47,296,000	24,891,000
Contribution to the state by country (\$) ²⁶	1,079,000	847,000	679,000
Contribution to the Philippines	999,000	768,000	617,000
Contribution to Greece and Cyprus	65,000	59,000	59,000
Contribution to Monaco	15,000	20,000	3,000
Economic value retained (\$)	127,066,000	200,409,000	209,683,000

²¹ Net Revenues (revenues net of commissions)

²² Operating costs represent the Company's Vessel Operating Expenses of \$89,201,000 for 2023, \$80,211,000 for 2022, and \$72,049,000 for 2021 excluding crew remunerations amounting to \$34,388,000 for 2023, \$31,809,000 for 2022, and \$30,175,000 for 2021, which are disclosed under the caption "Employee wages and benefits".

²³ General and administrative expenses represent the Management fees and the Company's administration expenses of \$23,763,000 for 2023, \$21,802,000 for 2022, and \$22,498,000 for 2021 excluding employee wages of \$645,000 for 2023, \$575,000 for 2022, and \$416,000 for 2021 which are disclosed under the caption "Employee wages and benefits".

²⁴ Employee wages and benefits relate to crew remunerations, and wages of employees directly employed by Safe Bulk Inc. and its subsidiaries. Crew remunerations amounting to \$34,388,000 for 2023, \$31,809,000 for 2022, and \$30,175,000 for 2021 are included in the Vessel Operating Expenses in the Company's consolidated financial statements. Employee wages of \$645,000 for 2023, \$575,000 for 2022, and \$416,000 for 2021 are included in the General and Administrative Expenses in the Company's consolidated financial statements.

²⁵ Payments to providers of capital represent the dividend distributions to the Company's Shareholders amounting to \$30,678,000 for 2023, \$33,626,000 for 2022, and \$11,198,000 for 2021 and loan interest payments amounting to \$13,693,000 for 2023, \$13,670,000 for 2022, and \$13,693,000 for 2021.

²⁶ The contribution to the Philippines amounts is included in the Operating costs and the contribution to Greece /Cyprus and contribution to Monaco amounts are included in the General and administrative expenses.

In 2023, the number of local community support and financial aid initiatives was increased, totaling 440,000 euros. Examples of these initiatives included:

Engagement with local communities²⁷

2023	2022	2021
Safe Bulkers University Scholarships 2023	Safe Bulkers Scholarships 2021-2022	Safe Bulkers Scholarships 2020-2021
Safe Bulkers - CYMA Maritime Academy Cadets Scholarships 2023	Promoting Maritime Studies in Cyprus	HELMEPA membership
Paraolympics CY Committee sponsorship & financial support of Cyprus National team athlete	Sponsorship at woman volleyball team Campaign against drugs	
Lemessos Volleyball Academy sponsorship / Social message against Drugs	HELMEPA & CYMEPA membership	
Linopetra School – yearly donation support to 15 students in financial need	Annual employee meetings in Manila	
Independent Institution for Social Support (Presidency of the Republic of Cyprus)		
Church of Limassol District – donation to the Youth Shelter (“Panton Chara”)		
Donations to local Cypriot councils and volunteer associations		
Helmepe (participation vast majority of fleet vessels) and Cymepe (11% of fleet vessels) for 2023		

²⁷ All initiatives are focused on the local community.



Governance and ethics

Business integrity and accountability

Anti-corruption and business ethics

Managing our supply chain

05



Business integrity and accountability

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-19, 2-20, 2-23, 2-24

Board structure and composition

Safe Bulkers Inc. follows a staggered or classified Board of Directors (BoD) structure. The directors have different overlapping, multi-year terms so that not all the directors' terms expire simultaneously. Directors are elected during the annual shareholder meetings by a majority vote and may serve for three years. There is no provision for cumulative voting.

As of December 31, 2023, the BoD consisted of nine members, five of which are executive and not independent and four of which non-executive and independent, further divided into three classes. The term of Class I, Class II, and Class III directors expires in 2024, 2025 and 2026 respectively. The BoD may change the number of directors to not less than three, nor more than fifteen, by a majority vote.

In 2023, the Board of Directors held four meetings during which all directors were present. The independence of our respective independent directors is aligned with the requirements set by the Corporate Governance rules proposed by the New York Stock Exchange (NYSE) and the Securities Exchange Commission (SEC) of the United States of America (USA).

Appointment of two additional Board Members

As of March 15, 2023, on recommendation of the Corporate Governance, Nominating and Compensation Committee, the Board of Directors of the Company voted to expand the size of the Board from 7 directors to 9 directors and to elect Kristin H. Holth and Marina Hajioannou to fill the new positions. The Board has determined that Ms. Holth is independent for the purposes of the NYSE independence standards and has appointed Ms. Holth to serve on the Corporate Governance, Nominating and Compensation Committee and the Audit Committee.


Ms. Holth previously served as Executive Vice President and Global Head of Ocean Industries for DNB Bank ASA ("DNB"), Norway's largest financial services group and a global leading financial institution within the maritime sector. Ms. Holth has significant experience in capital markets and funding and has held numerous management positions within DNB over the years, including serving as Global Head of Shipping, Offshore & Logistics for four years, and General Manager & Head of DNB Americas for six years. Ms. Holth currently serves on several boards, including Noble Corpora-

tion (NYSE: NE), Maersk Tankers, and HitecVision. Ms. Holth holds a Bachelor of Business Administration degree in international finance from BI Norwegian Business School.

Ms. Hajioannou is working in chartering and operations for Safe Bulkers. She holds a Bachelor Degree in Fine Arts at Chelsea College of Art and Design, UAL and a certificate in shipping from Hellenic Management Center/ICS and a certificate in Financial Accounting from Harvard Business School Online.

These two additional members were added to the BoD thus augmenting its esteemed cohort to a total of nine members, with a proactive step towards gender diversity, as set out below, namely Mrs. Marina Hajioannou, executive and dependent, and Mrs. Kristin Holth, non-executive and independent. Their inclusion not only enriches the gender diversity of the board but also amplifies its reservoir of perspectives and expertise. With Mrs. Hajioannou's acumen adorned with the mantle of executive responsibilities and Mrs. Holth's independent vision and sagacious insight, the Board now stands fortified, navigating the corporate governance with resolute determination. This strategic move reflects a commitment to inclusivity and a recognition of the valuable contributions that women bring to leadership roles, underscoring the importance of promoting gender diversity at all levels of corporate governance and emphasizing the need for diverse perspectives in decision-making processes. By increasing the representation of women on the board, the organization not only aligns with principles of equality but also enhances its ability to innovate and adapt to diverse market dynamics. These appointments signal a forward-thinking approach to governance, fostering an environment where all voices are heard and respected, leveraging the strengths of its diverse leadership team to continue the drive towards sustainable growth and performance.

A long tenure on a Board of Directors fosters deep institutional knowledge, enabling strategic continuity and informed decision-making. Embracing longevity ensures a robust legacy of expertise and stability, positioning the board as a steadfast pillar for long-term success. Our Board of Directors enjoys a long tenure within the firm with an average of 11 years as of December 2013.



Name	Average Tenure (Years)
Polys Hajioannou	15.6
Dr. Loukas Barmparis	15.6
Konstantinos Adamopoulos	15.6
Ioannis Foteinos	14.9
Christos Megalou	7.3
Frank Sica	15.6
Ole Wikborg	15.6
Marina Hajioannou	0.8
Kristin H. Holth	0.8

Polys Hajioannou (executive, dependent)

has been the Chief Executive Officer of Safe Bulk Inc. and Chairman of the Board of Directors since the Company's inception and a member of the Environmental, Social and Governance Committee of Safe Bulk Inc. since November 2023. He is an executive non-independent member of the BoD. His experience of over 30 years starts back in 1987 when he joined Alassia Steamship Co. Ltd. His business drive continued unwaveringly when in 1994 he established Safety Management Overseas S.A. in Piraeus, in 2015 Safe Bulk Management in Limassol and in 2022 Safe Bulk Management Monaco Inc.

Dr. Loukas Barmparis (executive, dependent)

has been the President of Safe Bulk Inc. and Secretary of the Board of Directors since the Company's inception and Chairman of the Environmental, Social and Governance Committee of Safe Bulk Inc. since November 2023. He is an executive non-independent member of the BoD. He has over 30 years of technical, financial and project management experience, 18 of which in the shipping industry.

Konstantinos Adamopoulos (executive, dependent)

has been the Chief Financial Officer of Safe Bulk Inc. and member of the Board of Directors since the Company's inception. He is an executive non-independent member of the BoD. He has over 25 years of shipping finance experience in various financing institutions.

Ioannis Foteinos (executive, dependent)

has been the Chief Operating Officer of Safe Bulk Inc. and member of the Board of Directors since February 2009. He is an executive non-independent member of the BoD. He has over 30 years of shipping and chartering experience.

Marina Hajioannou (executive, dependent)

has been working in the chartering and operations departments of Safe Bulk Inc., since 2021. She holds a bachelor's degree in fine arts at Chelsea College of Art and Design, UAL a certificate in shipping from Hellenic Management Center/ICS and a and a certificate in Financial Accounting from Harvard Business School Online.

Kristin Holth (non-executive, independent)

has been an independent member of the Board of Directors, the Corporate Governance Nominating and Compensation Committee and of the Audit Committee of Safe Bulk Inc. since March 2023 and an independent member of the Environmental, Social and Governance Committee of Safe Bulk Inc. since November 2023. Ms. Holth has over 30 years of shipping finance experience, held numerous management positions within DNB Bank ASA serving as Executive Vice President and Global Head of Ocean Industries and has significant experience in capital markets and funding, serving on several boards of public companies.

Frank Sica (non-executive, independent)

has been an independent member of the Board of Directors, the Corporate Governance Nominating and Compensation Committee, and Chairman of the Audit Committee of Safe Bulk Inc. since the Company's inception and an independent member of the Environmental, Social and Governance Committee of Safe Bulk Inc. since November 2023. Mr. Sica, has vast experience of over 35 years as managing director in a plethora of industries, from real estate, software and commercial airlines to investment funds, private and investment banking.

Ole Wikborg (non-executive, independent)

has been an independent member of the board of directors, the Audit Committee and Chairman of the Corporate Governance, Nominating and Compensation Committee of Safe Bulkers Inc. since the Company's inception and an independent member of the Environmental, Social and Governance Committee of Safe Bulkers Inc. since November 2023. Mr. Wikborg has a vast experience of over 35 years in the marine and shipping industry as a managing director and president for marine insurance companies.

Christos Megalou (non-executive, independent)

has been an independent member of the Board of Directors, the Audit and Corporate Governance, Nominating and Compensation Committee of Safe Bulkers Inc. since 2016 and an independent member of the Environmental, Social and Governance Committee of Safe Bulkers Inc. since November 2023. Mr. Megalou has vast experience of over 35 years in investment banking. He is the Chief Executive Officer in leading banking institutions in Greece and has been managing director in investment banking divisions worldwide.

Conflicts of interest

In 2023, no conflict-of-interest incidents occurred. These conflicts may arise in connection with the chartering, purchase, sale and operation of the vessels in our fleet versus vessels owned or chartered-in by other companies affiliated with our managers or our Chief Executive Officer. Under our Management Agreements our managers will be required to provide us with any chartering opportunities in the dry bulk sector, however they are not prohibited from giving preferential treatment in other areas of their management to vessels that are beneficially owned by related parties. In addition, under our restrictive covenant arrangements with Mr. Hajioannou and certain entities affiliated with him, he and such entities may own, operate or finance a maximum of eight dry bulk vessels on the water at any time or enter into an unlimited number of contracts with shipyards for newbuild dry bulk vessels as part of Mr. Hajioannou's estate or family planning. Any such dry bulk vessels are not required to be managed by either of our managers, and Mr. Hajioannou and his related entities are not required to first provide chartering opportunities to us with respect to such vessels. Additionally, our restrictive covenant arrangements permit Mr. Hajioannou to acquire up to a 35% ownership stake in any minority invested business developed from a permitted acquisition, subject to certain requirements, including a commitment that, unless approved by the majority of our independent directors, no dry bulk vessels owned by such minority invested business will be managed by either of our managers or any other person or entity in which Mr. Hajioannou has an ownership interest.

Conflict resolution mechanisms

Safe Bulkers has established conflict resolution mechanisms through various means, including restrictive covenant agreements between the Company and the CEO, as well as between the Company and the CEO's affiliated companies. Additionally, conflict resolution is addressed through the management agreement between the Company and the managers, specific provisions outlined in the Company's articles of incorporation, and a Committee consisting exclusively of independent directors.

Integrated Management System

In line with our Company's dedication to excellence, we are implementing within 2024 a new Integrated Management System (IMS), replacing the existing one established since the company's inception. Aligned with industry-leading standards such as DryBMS and Rightship RISQ3, our focus on Crew Welfare and SSI Code of Conduct remains unwavering. Through this new IMS, we will enhance operational capabilities while ensuring full compliance with regulations and some of the largest charterers' demands. Our new simplified, user-friendly IMS prioritizes the well-being of our seafarers and drives us towards operational excellence. Through this initiative, we will lease with an external consulting company which will ensure the smooth transition and compliance to the required level of severity. This decision underscores our dedication to maintaining the highest standards while fostering a culture of commitment across our staff and clients. We anticipate the successful implementation of the new IMS to be completed within the calendar year of 2024, marking a significant milestone in our journey towards operational excellence and regulatory compliance.

Committees

Audit Committee

As of December 31, 2023, our Audit Committee consisted of four members; Ole Wikborg, Christos Megalou, Kristin Holth and Frank Sica, as Chairman. All members of the Audit Committee are independent members of the Board of Directors of the Company. The Audit Committee is responsible for the appointment, compensation, retention, and oversight of independent auditors as well as monitoring the performance of the independent accountants, the integrity of financial statements and our compliance with laws and regulations. Moreover, the Audit Committee participates in discussions about the annual and quarterly audited financial statements, earnings press releases, financial information and earnings guidance provided to analysts, and Policies regarding risk assessment and management. Periodic meetings with the management, internal auditors and the independent auditor are held to review audit problems and whether the audit Committee's written charter, internal audit charter, scope of the audit plan and internal audit results are adequate. Finally, the Audit Committee reports regularly to the BoD and

may handle other matters delegated by the BoD from time to time.

Corporate Governance, Nominating and Compensation Committee

The Corporate Governance, Nominating and Compensation Committee's charter sets forth its composition, duties and responsibilities, as well as that of the Board of Directors. The Committee is appointed by the Board, and as of December 31, 2023, consisted of four members namely Christos Megalou, Frank Sica, Kristin Holth and Ole Wikborg, as Chairman, and remains responsible for nominating candidates to fill board vacancies, consistent with criteria approved by the Board of Directors as well as selecting or recommending nominees to the Board for the annual shareholder meeting. All members of the Corporate Governance, Nominating and Compensation Committee are independent members of the Board of Directors of the Company. Furthermore, the Committee determines the Company's long-term incentive plans, including any equity-based plans and grants, develops and recommends to the Board of Directors any applicable corporate governance guidelines, and further oversees the evaluation of the Board and the management. The regular review of the board structure, size and composition, taking diversity into account and other matters delegated to the Committee by the Board of Directors may fall under the Committee's responsibilities from time to time. Moreover, the Committee is responsible for reviewing and approving corporate goals and objectives relevant to the CEO's compensation, as well as recommendations with respect to other executive officers' compensation.

Environmental, Social and Governance Committee

In 2023, Safe Bulkers introduced a dedicated ESG committee within its board structure, reflecting the heightened focus needed for the company's comprehensive ESG strategy. The establishment of the ESG committee is likened to a green thread interwoven throughout the company's operations, enhancing our commitment to environmental care, social responsibility, and governance. The independent committee plays a pivotal role in advocating for stakeholder interests, enhancing transparency, managing ESG risks, and upholding governance standards, thereby building trust and attracting like-minded investors.

As of December 31, 2023, the ESG committee comprises six members: Frank Sica, Ole Wikborg, Christos Megalou, Kristin Holth, Polys Hajioannou, and Dr. Loukas Barmparis, who serves as Chairman. Four of the six committee members are independent directors, ensuring unbiased oversight. The committee's charter details its composition, responsibilities, and duties.

The Committee assesses the company's ESG performance and ensures that the board of directors maintains governance oversight, aligning with the ESG strategy and implementation as detailed in the sustainability report. The responsibilities of the ESG committee include:

- ~ Evaluating and endorsing the ESG guidelines, strategic targets, policies, and objectives developed by the management team and approved by the board;
- ~ Supporting in the development of the company's comprehensive ESG strategic direction;
- ~ Providing the executive management and board of directors with insights on significant ESG trends;
- ~ Reviewing and proposing the approval of an annual ESG report to the board of directors;
- ~ Continuously monitoring the company's ESG performance and ensuring that the board of directors oversees the ESG strategy and its execution based on the established reporting framework and relevant key performance indicators.

The Committee's activities ensure that the company's ESG initiatives are effectively integrated and consistent with the strategic priorities highlighted in our sustainability report.

Policies and procedures

The Board of Directors (BOD), pursuant to its corporate governance obligations, has promulgated a comprehensive set of company Policies to ensure the efficient and lawful operation of the Company's business activities, both internally and externally. These Policies are disseminated annually to all relevant personnel, including employees, directors, officers, and agents, to maintain their awareness of any amendments to existing Policies or the implementation of new ones. This dissemination process is designed to foster full compliance with the Policies by all members of the Company. The Policies are effectuated through the establishment of corresponding procedures, which are subject to periodic review, at a minimum, on a quarterly basis. Furthermore,

the Company provides ad hoc training presentations to the Board regarding sustainability matters to ensure their alignment with evolving sustainability principles and frameworks.

Remuneration Policy

The remuneration Policy of the personnel is formulated through an internal process of evaluating local market efficiencies and levels, considering the availability of personnel that adheres to the criteria required by the Company. There is a yearly evaluation of the onshore and offshore personnel through a Company-wide process. Offshore personnel follow the international regulations (Cyprus CBA and ITF) about the minimum levels of compensation of sea personnel from the Philippines, and Cyprus. The Remuneration Policy for Board level remuneration, which is evaluated by the Corporate Governance, Nominating and Compensation Committees described at the following link (<https://safebulkers.com/corporate-governance/>).

Communication of critical concerns

A Company-wide quarterly risk assessment process is set in place to transmit critical concerns to the senior executives and the Board of Directors, following certain safeguards. The Company does not tolerate harassment or victimization and will take action to protect those who raise a concern in good faith. The Company's whistleblowing program is intended to encourage staff to raise serious concerns within the Company rather than overlooking a problem. Safe Bulkers encourages individuals to identify their names to allegations, but respects confidentiality and will do its best to protect an individual's identity when a concern is raised over disclosure of identity. Moreover, if an allegation is made in good faith but is not confirmed by the investigation, no action will be taken against the originator. Critical concerns include proven frauds or suspected frauds; any criminal offence that has been or might be committed; a legal obligation that is not being met; any malpractice that is being committed by the Company or any of its clients, customers or any other third party; health and safety risks to themselves, other officers or the public at large; any violation of any environmental law or regulation that has been or might have been committed; any person attempting to conceal evidence relating to any of these matters, which come to light either by a member of staff or by persons external to the organization. Inquiries should be emailed to the Company's whistleblower hotline at safebulkershotline@cwt.com.



Risk management framework

Safe Bulkers has implemented a quarterly enterprise risk management program, with mandatory participation from all departments and senior officers who report directly to the executive management team of the Company. This program centers on the systematic identification, reporting, and mitigation of risks using a predefined risk matrix. The matrix is a product of a comprehensive impact assessment that encompasses a broad spectrum of risks, including those related to the environment, technical, operations, chartering, finance, supply, crewing, information technology (including cyber threats), sanctions, fraud, business objectives, incident response, and the overall business strategy.

The executive management team, who report directly to the Board of Directors who convene quarterly, utilizes this prioritized risk assessment to inform the Company's short, medium, and long-term business objectives. In consideration of these identified risks, the Board formulates and adopts the Company's business strategy, encompassing critical areas such as:

- ~ Market penetration and chartering strategies;
- ~ Fleet renewal strategies and planned expansion in light of evolving environmental regulations;
- ~ Commercial and financial stress testing scenarios to assess resilience;
- ~ The Company's Environmental, Social, and Governance (ESG) strategy.

The material risks identified in this program are disclosed in detail within the Company's annual report (Form 20-F). These risks can be broadly categorized as those inherent to the Company's industry and operations, as well as those specific to the securities market and ownership of the Company's common and preferred stock, including the associated tax implications and related risks. The risk assessment results are documented to provide a comprehensive record of objectives, risks, opportunities, incidents, and responses, both at the departmental and fleet level, while also capturing the environmental impact of the Company's operations.

During the Company's annual risk assessment conducted in 2023, consideration was given to operational risks. A primary area of identified exposure pertained to heightened stakeholder expectations concerning ESG factors, with particular emphasis on compliance with greenhouse gas emissions regulations. Furthermore, the Company's ESG strategy formulation incorporated a comprehensive risk assessment encompassing current and anticipated stringent global environmental maritime regulations, ongoing fleet renewal, growth and expansion plans, and the operational and technical aspects of the fleet. Additionally, the assessment recognized and evaluated significant risks such as cybersecurity threats, the impact of global market volatility driven by geopolitical tensions, inflationary pressures, and central bank interest rate fluctuations across global economies. These factors have the potential to exert a material adverse effect on global credit markets and exacerbate the volatility of global economic conditions.

Anti-corruption and business ethics

Material topic

GRI 2-26, 3-3, 205-3

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



Our commitment

Safe Bulkers firmly adheres to a culture of unwavering commitment to robust anti-corruption and anti-bribery protocols, deeply ingrained within the Company's corporate ethos. Our organization remains resolute in its mission to eradicate forms of corruption, bribery, and anti-competitive behaviors across our operations and within the expansive scope of our value chain. Moreover, we continuously seek to fortify our proactive strategies aimed at forestalling the emergence of such malpractices. Thus, we accord equal significance to promptly addressing any reported incidents as they surface and diligently fortifying any regulatory voids that might potentially render us susceptible to such risks.

Our dedication extends beyond compliance with legal standards; it permeates our business conduct, fostering a culture where ethical operations is not just a requirement but an ingrained principle. We recognize that the fight against corruption demands vigilance and dedication, which is why we refine and reinforce our anti-corruption framework. Through robust training initiatives, comprehensive risk assessments, and monitoring mechanisms, we endeavor to create an environment where unethical practices will not thrive.

We actively engage with our ecosystem, promoting transparency, integrity, and accountability as non-negotiable pillars of our collaborative endeavors. By fostering a culture of openness and ethical behavior, we not only mitigate risks but also cultivate trust and resilience within our business.

Furthermore, we understand that combating corruption requires a multifaceted approach, one that goes beyond mere regulatory compliance to address systemic issues and societal norms. Hence, we actively participate in industry forums and initiatives aimed at driving and fostering a culture of integrity across the business landscape. Through these concerted efforts, we aim not only to protect our organization but also to contribute positively to the broader societal fabric, thereby creating a more equitable and sustainable future for all.

Our impacts

Impact theme	Material impacts on sustainable development	
Anti-corruption	Safe Bulkers has maintained a record with no incidents of policy breaches, and this way the Company operates with a strong commitment to ethical practices and strict adherence to regulations. The Company prioritizes compliance with applicable laws, rules, and industry standards to ensure its operations align with ethical principles and legal requirements. By upholding high ethical standards and complying with regulations, Safe Bulkers demonstrates its dedication to responsible and sustainable business practices.	Actual +
	Safe Bulkers has conducted an enhanced annual assessment of its compliance with the Foreign Corrupt Practices Act (FCPA) to identify potential areas of bribery and corruption, and this way the Company proactively evaluates its internal controls and procedures, aiming to prevent and detect any instances of unethical practices. This commitment to FCPA compliance reflects Safe Bulkers' dedication to maintaining integrity, transparency, and ethical business conduct.	Actual +
	Safe Bulkers has a track record with no reported incidents of bribery and this way the Company's commitment to conducting business with integrity and adhering to anti-corruption laws and regulations is evident. By maintaining a strong stance against bribery, Safe Bulkers upholds ethical standards, fosters a transparent business environment, and mitigates risks associated with corruption.	Actual +

The symbol + signifies positive impacts, while the symbol - denotes negative impacts, as identified in the materiality assessment.

Our approach

The Company has established a comprehensive management framework to address corruption, bribery, and anti-competitive behavior, by incorporating a range of policies, procedures, and provisions. Notably, the Company effectively communicates and institutionalizes these values through its Code of Business Conduct and Ethics, ensuring that all employees are aware of and adhere to them. Both the management and Board of Directors are dedicated to fostering a culture of ethical behavior throughout the Company, setting a strong ethical tone at the highest level of leadership, conducting quarterly assessments of compliance and enhanced annual assessments by qualified third parties, leading potentially to amendments of such policies, proactively evaluating its internal controls and procedures.

Code of Business Conduct and Ethics

To foster a business culture centered on honesty, fairness, and ethical conduct, the Company has adopted the code of business conduct and ethics. This code serves as a means to encourage employees to come forward and report any instances of illegal or unethical behavior they may encounter.

Our officer's endeavor to deal honestly, ethically and fairly with customers, suppliers, and competitors, and are urged to maintain the highest degree of confidentiality while complying with the various laws, rules and regulations of the countries and regulatory authorities that affect the Company's business. Our management setting the tone at the top, promotes a culture of zero tolerance towards fraud, unfair advantage, manipulation, concealment, abuse of privileged proprietary and confidential information, misrepresentation of material facts, or any other unfair-dealing practice. All such cases are reported directly to the Audit Committee. The Company consistently advocates for honest conduct and encourages ethical behavior aligned with widely accepted professional standards. Furthermore, the Company strictly prohibits any form of retaliation or reprisal against individuals who make reports in good faith.

Foreign Corrupt Practices Act and Anti-Bribery Policy (FCPA)

The Company's Policy strictly adheres to the requirements of the FCPA and the anti-bribery laws of all jurisdictions in which the Company operates. The Company is committed to the highest possible standards of openness, integrity, and accountability in all its affairs. The Company is determined to maintain a culture of honesty, reinforced through the establishment and maintenance of an effective system of internal controls. In line with that commitment, the Company's FCPA Policy outlines the principles it is committed to, in relation to preventing and reporting fraud and corruption. Since the Company's inception, zero legal and regulatory fines or settlements associated with bribery and corruption have occurred.

Ethics Hotline and Whistleblowing Policy and Response Plan

This Policy outlines the Company's principles, which aim to facilitate the reporting, retention, and treating of alleged incidents related to accounting controls and auditing matters. If any employee becomes aware of concerns during its employment regarding actual or potential criminal offenses committed by the Company, non-compliance with legal obligations, or any malpractice being committed by the Company or its clients, it is required to promptly raise its concerns with the Chairman of the Audit Committee or any other member of the Audit Committee. Likewise, customers or third parties who have concerns about health and safety risks or violations of environmental laws or regulations should follow the same protocol and report their concerns to the appropriate Committee members.

The reported incident is investigated by the Chairman of the Audit Committee using reasonable efforts to protect confidentiality (consistent with the need to conduct an adequate investigation) throughout the process. Direct email access (whistleblowing email) is provided to the Company's Audit Committee and the Company's outside counsel.



INTEGRITY

ETHICS

HONESTY

RESPECT

Port of Calls and Ethics

Our dedication to ethical principles is exemplified by our careful selection of port calls, ensuring we uphold the highest standards of integrity and transparency in our operations. We consciously minimize calls at ports located in countries that rank among the 20 lowest in Transparency International's Corruption Perception Index. This practice reflects our commitment to combating corruption and promoting ethical business conduct globally. By avoiding ports in regions with high corruption risks, we not only protect our own operations from potential unethical practices but also support the broader goal of fostering transparency and accountability in the maritime industry.

Our performance

Compliance	2023
Corruption incidents (number)	0
Bribery incidents related to employees (number)	0
Violation cases concerning the Code of Business Conduct and Ethics (number)	0

Port calls	2023	2022	2021
Number of port calls (#)	0	2	0

Managing our supply chain

Material topic

GRI 3-3



Our commitment

In our pursuit of supply chain sustainability, we engage with suppliers across diverse countries, ports, and geographical regions integral to our business operations. Our primary focus lies in collaborating with suppliers committed to ethical practices and compliance with rigorous social and environmental standards. Our goal is to forge partnerships with suppliers who echo our commitment to fostering a responsible and sustainable supply chain ecosystem.

To realize this vision, we implement a comprehensive green procurement strategy, serving as a blueprint for sourcing practices that prioritize environmental stewardship and social responsibility. Furthermore, we are actively developing an internal framework to systematically assess and select suppliers whose values align closely with our Environmental, Social, and Governance (ESG) priorities. Through these

concerted efforts, we aim to cultivate a supply chain network characterized by transparency, accountability, and resilience in the face of sustainability challenges.

Moreover, our dedication extends beyond mere compliance, as we seek to foster a culture of improvement and innovation throughout our supply chain. By nurturing collaborative relationships with like-minded suppliers, we aspire to catalyze positive change and drive collective progress towards a more sustainable future. Together, we are committed to harnessing the power of supply chain sustainability as a catalyst for transformative impact, both within our organization and across the broader global community.

ESG goals	Progress	Goal beyond regulation
Develop a standardized process for supplier selection based on sustainable procurement principles.	one off	✓
Detect and measure key performance indicators (KPIs) for environmental and social criteria with our supplier base and screen them throughout market research and actual collaboration (with stronger focus on social criteria).	one off	✓

Our impacts

Impact theme	Material impacts on sustainable development	
Supplier social assessment	Safe Bulkers has a preference towards local suppliers, where achievable, which contributes to the economic growth of the local economy.	+ Actual
	Safe Bulkers has developed an ESG-related Policy and ESG risks aiming to identify and monitor social risks and demonstrate its contribution to promoting social responsibility within its operations.	+ Actual
	The supplier selection process of Safe Bulkers considers multiple criteria, however social aspects are not always included. Since the Company plans to but has not yet established a dedicated supplier social assessment, there is a risk that human rights within the value chain may be compromised.	- Potential

The symbol + signifies positive impacts, while the symbol - denotes negative impacts, as identified in the materiality assessment.

Our approach

Safe Bulkers prioritizes the utilization of local suppliers whenever feasible, trusting and supporting both international and local suppliers who have a green policy and are sensitive to environmental issues. We work with national and local suppliers in Greece and Cyprus, evaluating each one's competitiveness based on technical factors such as product superiority, total cost of quotation, product availability, and promptness of delivery. Additional selection criteria include the degree of communication, the caliber of after-sales support, and the terms of payment.

Our supplier selection process also considers environmental and social criteria on an ad hoc basis. We emphasize the significance of our Green Procurement Strategy by incorporating relevant footer texts in our purchase orders. We enforce a ban on suppliers who lack green policy certification or have a history of poor performance in this domain. Additionally, we track our suppliers based on their ISO 14000 and 50000 accreditations to complement our analysis of their activities.

Our overarching objective is to establish a robust supplier selection protocol firmly rooted in the principles of sustainable procurement within our supply chain framework. In aligning with this goal, we seek to meticulously identify and track key performance metrics pertaining to environmental and social considerations among our supplier network.

This process is underpinned by thorough market analysis and hands-on engagement to ensure a comprehensive understanding of supplier practices and capabilities. Furthermore, we are committed to placing increased emphasis on social dimensions, including workplace health and safety standards, fostering diversity, and combating instances of child labor. By prioritizing these aspects, we endeavor to foster a supply chain ecosystem that not only meets our business needs but also upholds ethical and sustainable practices throughout our operations. This holistic approach underscores our dedication to promoting sustainability at every stage of our supply chain management process.

Case study

Green Procurement Strategy

Safe Bulkers is implementing a Green Procurement Strategy in line with ISO 14001, targeting to reduce the environmental impact of its operations. Suppliers in cooperation with Safe Bulkers are evaluated based on environmental criteria. In this respect, vessels are requested to evaluate the performance of the assigned suppliers, including the environmental impact of their operations. The evaluation is done electronically through the ERP system, giving actually constant feedback to the office. We aim to create a responsible supply chain and improve our performance in procurement practices, by mitigating possible adverse impacts occurring in our supply chain.

The Company prioritizes suppliers who utilize packaging materials that can be recycled and have established recycling procedures to manage these materials responsibly and efficiently. As a fundamental principle, we are committed to upholding our environmental standards and enhancing our practices to achieve superior outcomes.



Sustainability Report Appendices

About the Report

GRI Index

SASB Index

06



About the Report

GRI 2-2, 2-3, 2-4, 2-5, 2-14

Scope

Safe Bulkers' Inc., (Safe Bulkers or the Company) is publishing its fourth Sustainability Report. The Company affirms its dedication to sustainable development and Environmental, Social, and Governance (ESG) matters, and publicly discloses its strategies and actions to fulfill its responsibilities and mitigate its environmental, social, and governance impacts. The Sustainability Report covers the calendar year 2023 (1/1/2023 - 31/12/2023) and includes data and information for Safe Bulkers Inc. and its subsidiaries (Safe Bulkers Inc. affiliates, including Safe Bulkers Management Ltd., Safe Bulkers Management Monaco Inc., and Safety Management Overseas S.A.), unless otherwise indicated, and uses quantitative metrics to describe our policies, programs, practices, and performance. The reporting period for the Sustainability Report aligns with our financial reporting period. While the financial report is typically published in mid-March, the sustainability report is released between May and July. This Report aims to illustrate the Company's management of its economic, social, and environmental impacts, offering comprehensive information to its stakeholders.

The 2023 Sustainability Report has been prepared in accordance with the latest Global Reporting Initiative (GRI) Sustainability Reporting Guidelines, specifically "in accordance with the GRI Standards," as well as the Sustainability Accounting Standards Board (SASB) recommendations for Maritime Transport. Additionally, we have included indicators that are materially important to us and our stakeholders. We support the UN Sustainable Development Goals, focusing on areas where we believe we can have the greatest impact.

The calculations for each vessel's Annual Efficiency Ratio (AER) have been verified by Lloyd's Register, which also serves as the verifier for the International Maritime Organization's Data Collection System (DCS). Lloyd's Register's Ship Performance Group has confirmed the Energy Efficiency Operational Indicator (EEOI) calculations for each vessel during the same period. Financial information in this report is also available in the annual report on Form 20-F, which has been audited by third-party auditors.

Restatement of information

In the 2023 Sustainability Report, some impacts have changed slightly compared to the 2022 Report due to the validation of the 2022 impact assessment. Specifically, the identified impacts under the material topic of climate change mitigation strategies have now been moved to the material topic of emissions and energy efficiency. Additionally, the impacts related to employee health, safety, and well-being have been reassessed.

This restatement was necessary to more accurately reflect the relationship between our mitigation strategies and their direct impact on emissions, as well as to ensure a more precise categorization of impacts related to employee health, safety, and well-being. By aligning these impacts under the appropriate material topics, we ensure our reporting is clear and logically structured.

The restated information affects the categorization of impacts within our material topics. This change does not alter any previously reported quantitative data but provides a more accurate context for understanding the effects of our climate change mitigation strategies in relation to emissions and the impacts on employee health, safety, and well-being.

External assurance

The Sustainability Report has not undergone external assurance, although Safe Bulkers remains dedicated to enhancing its sustainability reporting continually.

Contact points

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GRI Index

Statement of use	Safe Bulkera has reported in accordance with the GRI Standards for the period January 1st 2023 until December 31st 2023, on an annual basis.						
GRI 1 used	GRI 1: Foundation 2021						
Applicable GRI Sector Standard(s)	Currently, there is no applicable sector standard for the shipping sector.						
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	PAGE	OMISSION			GRI SECTOR STAND- ARD REF. NO.
				REQUIRE- MENT(S) OMITTED	REASON	EXPLANATION	
General disclosures							
GRI 2: General Disclosures 2021	2-1 Organizational details	About Safe Bulkera At a glance Our value creation	9, 12	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization's sustainability reporting	Sustainability Report Appendices About the Report	96				
	2-3 Reporting period, frequency and contact point	Sustainability Report Appendices About the Report	96				
	2-4 Restatements of information	Sustainability Report Appendices About the Report	96				
	2-5 External assurance	Sustainability Report Appendices About the Report	96				
	2-6 Activities, value chain and other business relationships	About Safe Bulkera At a glance Our value creation	9-11 14-15				
	2-7 Employees	Society Employment at Safe Bulkera	58				
	2-8 Workers who are not employees	Society Employment at Safe Bulkera	58				
	2-9 Governance structure and composition	Governance and ethics Business integrity and accountability	84-88				
	2-10 Nomination and selection of the highest governance body	Governance and ethics Business integrity and accountability	84-88				
	2-11 Chair of the highest governance body	Governance and ethics Business integrity and accountability	84-86				
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance and ethics Business integrity and accountability	87-89				

GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Our sustainability approach Sustainability Strategy Governance and ethics Business integrity and accountability	21-22 88-89			
	2-14 Role of the highest governance body in sustainability reporting	Our sustainability approach Sustainability Strategy Governance and ethics Business integrity and accountability	21-22 88-89 96			
	2-15 Conflicts of interest	Governance and ethics Business integrity and accountability	86			
	2-16 Communication of critical concerns	Governance and ethics Business integrity and accountability	88			
	2-17 Collective knowledge of the highest governance body	Governance and ethics Business integrity and accountability	84-88			
	2-18 Evaluation of the performance of the highest governance body	-	(-)	a,b,c	Not applicable	The evaluation of the performance of the highest governance body is not related to ESG, but to the economic performance of the company
	2-19 Remuneration policies	Governance and ethics Business integrity and accountability	88			
	2-20 Process to determine remuneration	Governance and ethics Business integrity and accountability	88			
	2-21 Annual total compensation ratio	-	(-)	a,b,c	Confidentiality constraints	The company prefers to keep the information confidential and not to disclose it
	2-22 Statement on sustainable development strategy	Letter to stakeholders	7			
	2-23 Policy commitments	Our sustainability approach Sustainability strategy Society Occupational health, safety, and wellbeing Governance and ethics Business integrity and accountability	21-22 66-68 88			
	2-24 Embedding policy commitments	Governance and ethics Business integrity and accountability	88			
	2-25 Processes to remediate negative impacts	Our sustainability approach Sustainability strategy Society Responsibility towards our workforce	21-22			
	2-26 Mechanisms for seeking advice and raising concerns	Governance and ethics Anti-corruption and business ethics	90-92			
	2-27 Compliance with laws and regulations	There have been no incidents of not compliance	(-)			

GRI 2: General Disclosures 2021	2-28 Membership associations	About Safe Bulkers Our value creation People and communities Responsibility towards our workforce	19		
	2-29 Approach to stakeholder engagement	Our sustainability approach Stakeholder engagement	24-26		
	2-30 Collective bargaining agreements	Society Responsibility towards our workforce	61		
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our sustainability approach Materiality assessment	22-23		
	3-2 List of material topics	Our sustainability approach Materiality assessment	22-23		
Anti-corruption and business ethics					
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance and ethics Anti-corruption and business ethics	90-92		
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Governance and ethics Anti-corruption and business ethics	92		
Managing our supply chain					
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance and ethics Managing our supply chain	93-94		
Climate change adaptation, emissions, and energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Environment Climate change adaptation, emissions, and energy	28-49		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environment Climate change adaptation, emissions, and energy	33-51	c,e	Information unavailable/incomplete The Company has not aggregated energy consumption in offices; however it is committed to present this type of information on future reports.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environment Climate change adaptation, emissions, and energy	33-51		
Water and marine resources					
GRI 3: Material Topics 2021	3-3 Management of material topics	Environment Water and marine resources	52-54		
	303-1 Interactions with water as a shared resource	Environment Water and marine resources	52-54		

Resource Management and Circular Economy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Environment Resource Management and Circular Economy	55-56			
Responsibility towards our workforce						
GRI 3: Material Topics 2021	3-3 Management of material topics	Society Responsibility towards our workforce	59-62			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Society Responsibility towards our workforce	61-63			
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Society Responsibility towards our workforce	61-63			
Attracting and upscaling talent						
GRI 3: Material Topics 2021	3-3 Management of material topics	Society Attracting and upscaling talent	71-72			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Society Attracting and upscaling talent	73	a,b (partially)	Information unavailable/incomplete	Information on new hires and turnover by region was not available at the time of the report, however, will be provided in the next reporting period.
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Society Attracting and upscaling talent Occupational health, safety, and wellbeing Environment Climate change adaptation, emissions, and energy	72			
	404-3 Percentage of employees receiving regular performance and career development reviews	Society Attracting and upscaling talent				
Occupational health, safety, and wellbeing						

GRI 3: Material Topics 2021	3-3 Management of material topics	Society Occupational health, safety, and well-being	64-68				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Society Occupational health, safety, and wellbeing	66-68				
	403-2 Hazard identification, risk assessment, and incident investigation	Society Occupational health, safety, and wellbeing	66-68				
	403-3 Occupational health services	Society Occupational health, safety, and wellbeing	66-68				
	403-4 Worker participation, consultation, and communication on occupational health and safety	Society Occupational health, safety, and wellbeing	66-68				
	403-5 Worker training on occupational health and safety	Society Occupational health, safety, and wellbeing	66-68				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Society Occupational health, safety, and wellbeing	66-68				
	403-8 Workers covered by an occupational health and safety management system	Society Occupational health, safety, and wellbeing	66-68	a (ii)	Not applicable	Vessels are subject to annual internal audits. Department heads and all other personnel is audited ad hoc on a sample basis, as decided by auditors	
	403-9 Work-related injuries	Society Occupational health, safety, and wellbeing	68-70				
	403-10 Work-related ill health	Society Occupational health, safety, and wellbeing	68-70				
Our interaction with local communities							
GRI 3: Material Topics 2021	3-3 Management of material topics	Society Our interaction with local communities	78-80				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Society Our interaction with local communities	81				

GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Society Our interaction with local communities	82				
Data security and privacy							
GRI 3: Material Topics 2021	3-3 Management of material topics	Society Data security and privacy	74-76				
GRI 418: Customer Privacy 2016	Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Society Data security and privacy	76				

SASB Index

Sustainability Disclosure Topics & Metrics					
Topic	Code	Accounting Metric	2023	2022	2021
Environment					
Greenhouse Gas Emissions	TR-MT-110a.1	Gross global Scope 1 emissions (t CO ₂ e)	857,800	862,984	825,087
	TR-MT-110a.2	Percentage reduction of Scope 1 emissions compared to base year	-0.60%	4.59%	N/A
	TR-MT-110a.3	(1) Total energy consumed (GJ), (2) percentage of fossil fuels, (3) percentage of renewable fuels	(1) 11,130 (2) 99.1% (3) 0.9%	(1) 11,192.66 (2) 99% (3) 1%	(1) 10,684.71 (2) 99.9% (3) 0.1%
	TR-MT-110a.4	Average Energy Efficiency Design Index (EEDI) for new ships (g CO ₂ /t-mile)	2.89	2.92	N/A
Ecological Impacts	TR-MT-160a.2	Percentage of fleet implementing ballast water (1) exchange and (2) treatment	100%	(2) 97.73%	(2) 87.18%
	TR-MT-160a.3	(1) Number and (2) aggregate volume of spills and releases to the environment (m ³)	(1) 0 (2) 0	(1) 0 (2) 0	(1) N/A (2) N/A
Business Ethics	TR-MT-510a.1	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	(1) 86 (2) 0	(1) 121 (2) 0	(1) 76 (2) 0
	TR-MT-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption (€)	0	0	0
Accident & Safety Management	TR-MT-540a.3	Number of port state control: (1) deficiencies and, (2) detentions	(1) 86 (2) 0	(2) 0	(2) 65
Activity Metrics					
	Code	Activity Metric	2023	2022	2021
	TR-MT-000.A	Number of shipboard employees	948	914	790
	TR-MT-000.C	Operating days	15,664	14,767	14,415
	TR-MT-000.D	Deadweight tonnage	4,637,600	4,450,900	3,744,200
	TR-MT-000.E	Number of vessels in total shipping fleet	46	44	39
	TR-MT-000.F	Number of vessel port calls	809	690	680



ABS	American Bureau of Shipping		Indicator	IMO EEDI Phase 3	Reference to the most recent IMO regulation in relation to EEDI applicable from 2025 onwards	SB	Safe Bulkers
AER	Annual Efficiency Ratio	EEXI	Efficiency Existing Ship Index			SCI	Speed Corrected Intensity
AI	Artificial Intelligence	EGCS	Exhaust Gas Cleaning Systems	IMO NOx Tier III	Reference to IMO most recent regulation in relation to NOX emissions	SDGs	Sustainable Development Goals
ALARP	As Low as Reasonably Practicable	EMS	Environmental Management System	IMS	Integrated Management System	SEC	Securities Exchange Commission
APA	American Planning Association			ISA	International Standards on Auditing	SMS	Safety Management System
BoD	Board of Directors	EPA	Environmental Protection Agency	ISM	International Safety Management Code	SOLAS	Safety of Life at Sea
BWM	Ballast Water Management	EPS	Earnings Per Share			SOx	Sulphur Oxide
BWTS	Ballast Water Treatment System	ERP	Enterprise Resource Planning	ISO	International Organization for Standardization	SRR	Ship Recycling Regulation
CAPEX	Capital Expenditure	ESD	Energy Saving Device	IT	Information Technology	SSI	Sustainable Shipping Initiative
CBA	Collective Bargaining Agreement	ESG	Environmental Social and Governance	ITF	International Transport Workers' Federation	TCE	Time Charter Equivalent
CBT	Computer-Based Training	ETS	Emission Trading System			tCO2e	Tones of Carbon Dioxide Emissions
CCS	Carbon Capture and Storage	EU	European Union	KPIs	Key Performance Indicators	TRIR	Total recordable work-related injuries
CTV	Closed-circuit Television	FCPA	Foreign Corrupt Practices Act	LCD	Liquid-Crystal Display	U.S.	United States
CDC	Centers for Disease Control and Prevention	FR	Fatalities as a Result of Work-Related Injury	LED	Light Emitting Diode	UAL	University of the Arts
CEO	Chief Executive Officer	FuelEU	Fuel European Union Regulation	MARPOL	Marine Pollution	ULFP	Ultra-Low Friction Paints
CII	Carbon Intensity Index	Fit for 55	Set of policy proposals adopted by the EU aiming to reduce GHG emissions by at least 55% by 2030.	MJ	Mega Joule	UN	United Nations
CO2	Carbon Dioxide			MLC	Maritime Labor Convention	USA	United States of America
CO2e	Carbon Dioxide Emissions			MV	Motor Vessel	USD	United States Dollar
CSA	Clean Shipping Alliance			NGO	Non-Governmental Organization	WHO	World Health Organization
CSR	Corporate social responsibility	GDP	Gross Domestic Product	NIST	National Institute of Standards and Technology		
CY	Cyprus	GDPR	General Data Protection Policy				
CYMA	Cyprus Maritime Academy	GFS	Global GHG Fuel Standard	NOx	Nitrogen Oxides		
CYMEPA	Cyprus Marine Environment Protection Association)	GHG	Greenhouse Gas Fuel Standard	NM	Nautical Miles		
		GJ	Giga Joule	NYSE	New York Stock Exchange		
DAQ	Data Acquisition and Analysis System	GRI	Global Reporting Initiative	OT	Operational Technology		
DCS	Data Collection System	GVA	Gross Value Added	PBCF	Propeller Boss Cap Fins		
DNB	Den Norske Bank	HCIR	High-Consequence Work-Related Injuries	PEME	Pre-Employment Medical Examination		
DryBMS	Dry Bulk Management Standard	HELMEPA	Hellenic Marine Environment Protection Association	PPE	Personal Protective Equipment		
DSC	Data Collection System			PSC	Port State Control		
DWT	Deadweight Tonnage	HSSE	Health, Safety, Social and Environmental	RISQ3	Rightship Questionnaire		
EALs	Environmentally Acceptable Lubricants			S.A.	Société Anonyme		
EEDI	Energy Efficiency Design Index	ICS	International Chamber of Shipping	SASB	Standards", and the Sustainability Accounting Standards Board		
EEOI	Energy Efficiency Operational	IMO	International Maritime Organization				

CAUTIONARY NOTE

Certain matters discussed in this report are forward looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including, among other items, all statements concerning plans, objectives, goals, strategies and measures to implement such strategies, growth opportunities, competitive positions, budgets, future events or performance, and underlying assumptions and other statements, which are other than statements of historical facts. The Private Securities Litigation Reform Act of 1995 provides safe harbor provisions for forward- looking statements in order to encourage companies to provide prospective information about their business, which the Company desires to take advantage of and is including this cautionary statement in connection with this safe harbor legislation. Words such as “believe,” “anticipate,” “intends,” “estimate,” “forecast,” “project,” “plan,” “potential,” “may,” “should,” “expect,” “pending” and variations of such words and similar expressions identify forward-looking statements. The forward- looking statements in this report are based upon various assumptions, many of which are based, in turn, upon further assumptions, including without limitation, examination by the Company’s management of historical operating trends, data contained in its records and other data available from third parties. Although the Company believes that these assumptions were reasonable when made, because these assumptions are inherently subject to significant risks, uncertainties and contingencies which are difficult or impossible to predict and are beyond the Company’s control, the Company cannot assure you that it will achieve or accomplish these expectations, beliefs or projections. Investors are cautioned that actual events or results may differ materially from the Company’s expectations, express or im-

plied. In addition to these important factors, other important factors that, in the Company’s view, could cause actual results to differ materially from those discussed in the forward-looking statements include general dry bulk shipping market conditions, fluctuations in charter rates and vessel values; changes in demand in the dry bulk shipping industry; changes in governmental rules and regulations or actions taken by regulatory authorities; general domestic and international political conditions; fluctuations in interest rates and foreign exchange rates; uncertainty in the banking sector and other related market volatility; disruption of shipping routes due to political events; risks associated with vessel construction; potential exposure or loss from investment in derivative instruments; the COVID-19 global pandemic; and the risk factors listed from time to time in the Company’s filings with the Securities and Exchange Commission, including but not limited to its Annual Report on Form 20-F for the year ended December 31, 2023. Please refer to our filings with the Securities and Exchange Commission for a more complete discussion of these and other risks and uncertainties. The information set forth herein refers only as of the date hereof, and the Company disclaims any intention or obligation to update any forward-looking statements contained in this report.

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