



Message from our CEO

We are pleased to share with you our latest ESG (Environmental, Social, and Governance) report, which outlines our company's progress in sustainability and our commitment to responsible business practices. This is the third annual report to be published.

At Euroseas Ltd. we recognize that our actions have an impact on the environment, society, and our stakeholders. This is the reason we are committed to integrating ESG considerations into all aspects of our business.

In this year's report, you will find a comprehensive overview of our ESG performance, including our progress towards achieving our goals, and the challenges we face. We have made significant strides in reducing our carbon footprint, conserving resources, and improving our social impact. We have also implemented policies and programs to enhance our governance and transparency.

Despite the challenges still posed by the COVID-19 pandemic and other socio-political instabilities and economical factors, we have remained steadfast in our ESG commitments, and we are proud of the progress we have made over the past year. However, we recognize that there is still much work to be done, and we remain committed to continuous improvement and transparency.

Looking ahead, we are excited to set new ESG targets and initiatives that align with our long-term vision and support the UN Sustainable Development Goals and the forthcoming regulations. We are confident that by working collaboratively with our stakeholders, we can create a more sustainable and equitable future for all. We remain committed to improving our ESG performance and setting ambitious goals for the future. Our vision is to inspire and engage all our employees both onboard and ashore in our responsibility journey.

Our roadmap includes 9 new building projects with delivery within 2023-2024 and various other initiatives, such as reducing our environmental footprint and energy consumption, improving our social impact and enhancing our governance processes. This year we are happy to also introduce our stakeholders engagement analysis and the materiality matrix that depicts our material topics.

We believe that responsible and sustainable business practices are essential to our long-term success and the well-being of our stakeholders.

If we all work collaboratively along the lines of making our businesses more sustainable, cleaner and more inclusive, we will be contributing towards making this world a better place for the coming generations.



Aristides J. Pittas
Chief Executive Officer
Euroseas Ltd

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Euroseas Ltd was formed on May 5, 2005 under the laws of the Republic of the Marshall Islands to consolidate the ship owning interests of the Pittas family of Athens, Greece, which has been in the shipping business over the past 140 years. Euroseas trades on the NASDAQ Stock Market under the ticker ESEA.

Euroseas Ltd is a global shipping Company providing worldwide seaborne transportation solutions in the containership section and employs its vessels on spot and period charters .

At the time of reporting 31/12/22, the Company owns a fleet of 18 vessels, including 10 Feeder containerships and 8 Intermediate Container carriers. These 18 containerships have a total TEU capacity of 58,871 and an average age of 17.6 years.



- ▶ **10x Feeder:** Avg. Age: 19.5 years – Carrying Capacity: 21.4k TEU
- ▶ **8x Intermediate:** Avg. Age: 15.4 years – Carrying Capacity: 37.5k TEU



Vessel newbuilding projects:
9x Feeder – Carrying total capacity: 22.2k TEU

At the end of 2022 Euroseas agreed to sell one intermediate containership with a carrying capacity of 5.610 TEU which has been included in this analysis, however the 9 new building projects that are in progress have not.

Euroseas' operations are managed by Eurobulk Ltd., an ISO 9001:2015 (quality assurance) and ISO 14001:2015 (environmental assurance) certified ship management Company, which is responsible for the commercial and technical management of the vessels. Eurobulk Ltd ensures that the vessels are run in accordance with Euroseas' standards and as per its established policies and adhere to the requirements of the International Safety Management (ISM) Code for the Safe Operation of Ships and for Pollution Prevention.

Eurobulk Ltd includes all our executives and has infrastructure and personnel dedicated to the management and operation of our ships, as well as the promotion and development of our commercial interests. Consequently, wherever appropriate, Eurobulk Ltd has been included in the scope of this report.*

*For the purpose of this report we will analyze the data collected by our management Company which in some cases may include data from vessels not only under the ownership of Euroseas.

The purpose of our third ESG report is to provide our stakeholders with information on an annual basis and non-financial data on material ESG issues and allow them to compare our current performance to that of previous years.

The Company's vision is to grow for the benefit of its shareholders whilst at the same time committing to a sustainable growth, digital innovation and protection of the environment in line with the nature of the industry and always in compliance with the international regulations in place and even exceeding them where possible. Euroseas' business strategy is focused on providing consistent shareholder returns by carefully selecting the timing and the structure of its investments in containership vessels and by reliably, safely and competitively operating the vessels owned, through its affiliate, Eurobulk Ltd. This continues and always will be our priority.

Representing a continuous ship owning and management history that dates back to the 19th century, Euroseas believes that one of its competitive advantages is its ability to select and operate safely and economically vessels of any age. Euroseas continuously evaluates sale-and-purchase opportunities, as well as long term employment opportunities for its vessels. Euroseas is already expanding in newbuilding projects and plans to expand further its fleet to increase its revenues and make its containership fleet more cost efficient, environmentally friendly and attractive to its customers.

Our aim is to implement an ESG strategy aligned with the IMO's Green House Gas (GHG) emission reduction targets and the UN's Sustainability Development Goals (UN SDG's) ensuring that we function as active supporters by promoting an inclusive, diverse, healthy and safe working environment, both onboard our ships and ashore, and building a responsive, profitable and sustainable business which is governed with consistency, transparency and accountability.

This report covers Euroseas' operations in 2022 and is based on the Sustainability Accounting Standards Board (SASB) standards. Additional criteria have been considered as well, such as the Global Reporting Initiative (GRI), the NASDAQ ESG reporting guidelines and UN' SDGs, in compiling the report content.



Euroseas reports on a wide range of ESG issues since 2020. Our reports are focused on the ESG issues that are the most material to our operations and to our stakeholders.

ESG Priorities

Empowering People

- Adopt a diverse and inclusive workplace that creates equal opportunities for everyone while ensuring human rights protection.

Protecting Environment

- Reduce the impact of our operations to the environment and implement a robust de-carbonization strategy.

Ensuring Health and Safety

- Comply with highest safety standards and regulations to eliminate risk of hazards.

Promoting Good Governance

- Commit from the top and integrate ESG into the Company’s decision-making process.

ESG Governance

- The newly established ESG department is responsible to provide guidance and to support the development of the Company’s ESG strategy, to evaluate and recommend ESG initiatives and practices and to ensure that the Company promotes and integrates environmental, social and governance matters into its strategy and core business operations and stays abreast of risks and opportunities for ESG and climate change related matters.
- Leadership of ESG issues starts with our Top Management and flows across all employees and operations. Our Senior Management has the overall responsibility to oversee ESG matters, and monitor the Company’s performance against its commitments.

ESG Commitments

Environmental commitments:

- Implement the de-carbonization strategy in place and develop a climate transition plan in the following years, to meet industry aspirations for de-carbonization of international shipping.
- Upgrade energy efficiency technologies on board and apply operational improvement measures.
- Upgrade our fleet with more ECO friendly vessels.

Social and governance commitments:

- Minimize the risk of hazards and eliminate workplace accidents.
- Promote inclusion and diversity.
- Enhance employees’ well-being and continuous development.
- Commit to a zero-tolerance approach when it comes to bribery, corruption and any form of harassment or discrimination.
- Maintain and enhance transparency through annual ESG reporting in ESG rating indexes.





Our sustainability focus in 2022 covers all three areas of ESG

MINIMIZING OUR ENVIRONMENTAL IMPACT

- Timely preparation for GHG emissions reduction regulations
- Commitment to transparent reporting of fleet emissions
- Utilize advanced vessel performance systems
- Implement technical and operational measures to improve fleet energy efficiency
- ISO 14001 certified for environmental management

- Utilize company wide performance management processes
- Provide continuous professional development opportunities of employees
- Active involvement in the Community

PROMOTING SAFETY, DIVERSITY, AND EQUITY IN OUR WORKPLACE

- Zero tolerance for human rights violations
- Foster a diverse and inclusive working environment
- Maintain high retention rates for employees both on board and ashore
- Implement programs to enhance the well-being of our workforce
- Prioritize safety and compliance with regulations, PSC and other authorities

CONDUCTING OUR OPERATIONS WITH EFFICIENCY, INTEGRITY, AND TRANSPARENCY

- Strong and independent Board of Directors in place
- Experienced management team with solid track record
- Consistently issue an ESG Report for the third consecutive year
- Implement robust internal controls to manage risks
- Continuous monitor and transparently report on ESG Key Performance Indicators (KPI's)

Number of seaboard
Personnel approx.

704**

Number of operating
days

5,538***

Deadweight tonnage
(weighted)/Average

**693,227 /
40,504 DWT**

Average no. of vessels in
fleet

17.1

Number of port calls

1,056

Total distance travelled
by vessels (nm)

1,119,824

Twenty-foot equivalent
unit capacity/Average

58,871 / 3,271
TEU

*These figures are based on a total number of 18 vessels operated throughout the period from 1 January to 31 December 2022 including 2 vessels bought and 1 signed to be sold during this period. As of 31 December 2022 the total number of vessels was 18.

Figures for TEU and DWT represent the fleet as of 31 December 2022.

**Total pool of seafarers is approx. 1,500

***Excluding operational off-hires

1

CORPORATE GOVERNANCE



- The Board of Directors (BoD) of Euroseas Ltd is committed to its fiduciary responsibility to represent shareholder interests and oversee the management of Eurobulk's business setting high standards for the Company's directors, officers, and employees.
- The corporate governance standards of the New York Stock Exchange (NASDAQ) are different for United States domestic issuers and foreign private issuers. While a number of the NASDAQ corporate governance standards for United States domestic issuers do not apply to Euroseas Ltd as a foreign private issuer, the Company still strives to meet this optional higher standard.
- The procedures and standards adopted by the Board of Directors to fulfill its responsibilities are recorded in the charters of the Board Committees, our policies and in various guideline documents, all of which are available in the Corporate Governance section of the Company's website.
- The Board of Directors has established an Audit Committee, which is summarized below and acts as a whole on matters of Compensation and Nomination:
- Our Audit Committee consists of 3 independent directors and is responsible to represent and assist the Company's BoD in its general oversight of the Company's accounting and financial reporting processes, audits of the financial statements, and internal control and audit functions. More specifically the audit committee is responsible for (a) the preparation, presentation and integrity of the Company's financial statements; (b) accounting and financial reporting principles; (c) the Company's internal controls and procedures designed to promote compliance with accounting standards and applicable laws and regulations; and (d) the performance evaluation of the Company's independent auditors and internal audit function. Another significant role of the Audit Committee is to identify and monitor financial business risks as well as ensure that we fully meet all the disclosure requirements of regulatory authorities.

**The Company promotes transparency and accountability and is committed to conduct business ethically.
We stand by our code of ethics & anti-bribery , our anti-fraud policy and our whistleblower policy.**

An ethical workplace

We have adopted and communicated our code of ethics & anti-bribery policy to our employees, directors, officers and agents. The code covers the following key topics:

- Conflicts of Interest
- Corporate Opportunities
- Related Party Transactions
- Confidentiality and Privacy
- Honest and Fair Dealing
- Protection and Proper Use of Company Assets

- Compliance with Laws, Rules and Regulation
- Securities Trading
- Disclosure
- Procedures Regarding Waivers
- Internal Reporting and Whistleblower policy

Our Board of Directors and executive officers , as of the date of release of this report, are the following:

Bod composition	Role	Committees*
Aristides J. Pittas	Chairman	
Aristides P. Pittas	Vice Chairman	
Anastasios Aslidis	Director	
Panagiotis Kyriakopoulos	Director	Audit committee Chairman
Andreas Papathomas	Director	
Apostolos Tamvakakis	Director	Audit committee
George Taniskidis	Director	Audit committee

Executive Officers	Capacity
Aristides J. Pittas	Chief Executive Officer
Anastasios Aslidis	Chief Financial Officer & Treasurer
Symeon Parios	Chief Administration Officer
Stephania Karmiri	Secretary


Code of ethics

- All of our employees are required to follow our code of ethics & anti-bribery policy and, in case of any suspected violations, they may report to the Chairman of the Audit Committee openly, confidentially, or anonymously – as per our internal reporting and Whistleblower policy.
- During FY2022, no bribery, fraud, or other whistleblowing incidents were recorded; neither were any violations of our ethical principles or anti-corruption policy.
- We recognize that exposure to corruption risks may vary by geography. In 2022, 9 of our port calls were in countries in the 20 lowest rankings of Transparency International's Corruption Perception Index (CPI).

Internal controls

- In order to ensure robust governance practices, disciplined business processes, and high levels of transparency and disclosure, we have developed a rigorous and effective internal control environment. The Company's independent auditing firm is responsible for performing an independent audit of the consolidated financial statements in accordance with generally accepted auditing standards.
- We have also a dedicated Internal Audit team responsible for monitoring and testing our internal procedures to ensure that risk management practices, controls, and overall governance processes are adhered to.
- The Audit Team is tasked with continuously improving our control environment, and ensuring that the quality of our internal controls on financial reporting meets and exceeds compliance requirements under Sarbanes-Oxley (SOX).
- The Internal Audit team reports to the Audit Committee, making recommendations and/or suggesting corrective actions that will assist in accomplishing our business objectives.
- During 2022, a total of **208 internal controls** were tested. **No material weaknesses or deficiencies** were identified.

Risk management:
The key risks associated with
our business are grouped
into the following 5
categories:



External Environment

External Environment risks, arise when there are external factors or influences that could impact our business operations.

Operations

Operations risk, is the risk that our operations are inefficient and/or ineffective in executing our business strategy and/or subject to human error and meeting our customers' needs.

Financial

The risk that cash flows and financial risks are not managed cost-effectively such as to maximize cash availability, etc.

Information Technology

The risk that information technologies used by the Company are not operating as intended, or are compromising the integrity and reliability of data and information, etc.

Fraud

Risks associated with management fraud, employee fraud, illegal and/or unauthorized acts, any or all of which could lead to legal action against us and/or to reputational damage in the market.

Stakeholders engagement

Our stakeholders represent a diverse range of organizations and individuals. We prioritize stakeholder engagement. Their insight informs our decision-making process and ensures the relevance of our overall business strategy to their expectations, concerns and needs.

<p>Customers</p>	<p>Suppliers</p>	<p>Financial Institutions</p>	<p>Seafarers and office employees</p>
<ul style="list-style-type: none"> • Vessel owners • Charterers • Cargo owners 	<ul style="list-style-type: none"> • Manufacturers • Shipyard • Brokers • General suppliers • Port agents 	<ul style="list-style-type: none"> • Banks • Leasing financial institutions • Underwriters • Insurance companies 	<ul style="list-style-type: none"> • Crew on board • Office employees • Manning agent
<p>Shareholders / Investors</p>	<p>Industry organizations</p>	<p>Authorities</p>	<p>Community and Society</p>
<ul style="list-style-type: none"> • Natural persons • Institutional shareholders • Funds / Private Equities 	<ul style="list-style-type: none"> • Classification societies • Recognized organizations • P&I clubs • Insurers • Vetting companies 	<ul style="list-style-type: none"> • Governments • International Maritime Organization (IMO) • Flag administration • Port authorities / coast guards 	<ul style="list-style-type: none"> • Academic institutions • Local communities • NGOs • Media

Stakeholders engagement questionnaire

This year we conducted the first stakeholders engagement assessment to identify environmental, social and governance matters, and to ensure that our operations and overall business strategy aligns with the issues that matter to our stakeholders.

Material ESG issues

Material topics refer to the topics that are of high importance to the business and high importance to stakeholders.



1. Issue identification

- Review issues raised by the leading sustainability standards and initiatives as well as industry – SDGs, SASB, etc.
- Explore business and industry landscape on sustainability.
- Introduce our Company specific issues.
- Group the pool of potentially material sustainability issues into focus areas:

2. Assessment and prioritization

- Assess and prioritize the issues by considering their effects on the business, associated risks and opportunities, and the level of control we have over them..
- Evaluate and rank the issue from the perspective of different stakeholders.
- Obtain input from key stakeholder groups on what they perceive to be the most important issues in relation to our performance through our internal channels
- Use the input to evaluate and inform our prioritization.

3. Validation and alignment

- Review the assessment results and validate that they are aligned with objectives reflecting Euroseas' sustainability/ESG viewpoint.
- Produce the “Materiality matrix”, focus efforts and allocate resources accordingly.



ESG topics for Euroseas and its stakeholders

- Business Conduct, Ethics and compliance
- Company Financial Performance
- Attracting, Developing, Rewarding and retaining employees
- Social Impact
- Climate Change and the Environment
- Trust and Transparency
- Customer satisfaction
- Ensuring high quality services and support in a cost-effective manner
- Sustainable Growth
- Respecting Human rights
- Remuneration and benefits
- Environmental Protection
- Research and innovation in green technologies alternative fuels
- Waste management and recycling
- Energy consumption, monitoring and efficiency
- Regulatory compliance and application
- Partnerships for advancing sustainability
- Diversity , inclusion and belonging
- Gender equality/reducing gender inequalities
- Employee engagement
- Work/ life balance
- Career development and growth
- Affordable quality education/training for all
- Volunteer donating
- Occupational health, safety and security onboard and ashore
- GHG emissions reduction and energy efficiency
- Impact of environmental regulations on fleet profile
- Water pollution prevention, control and compliance with respective regulations
- Vessel's recycling

Our 2022 materiality matrix highlights the Company's core strategic issues

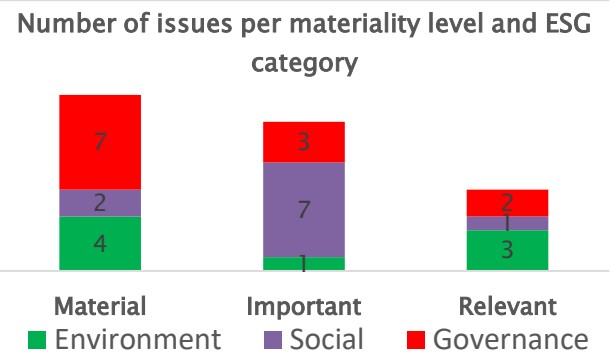
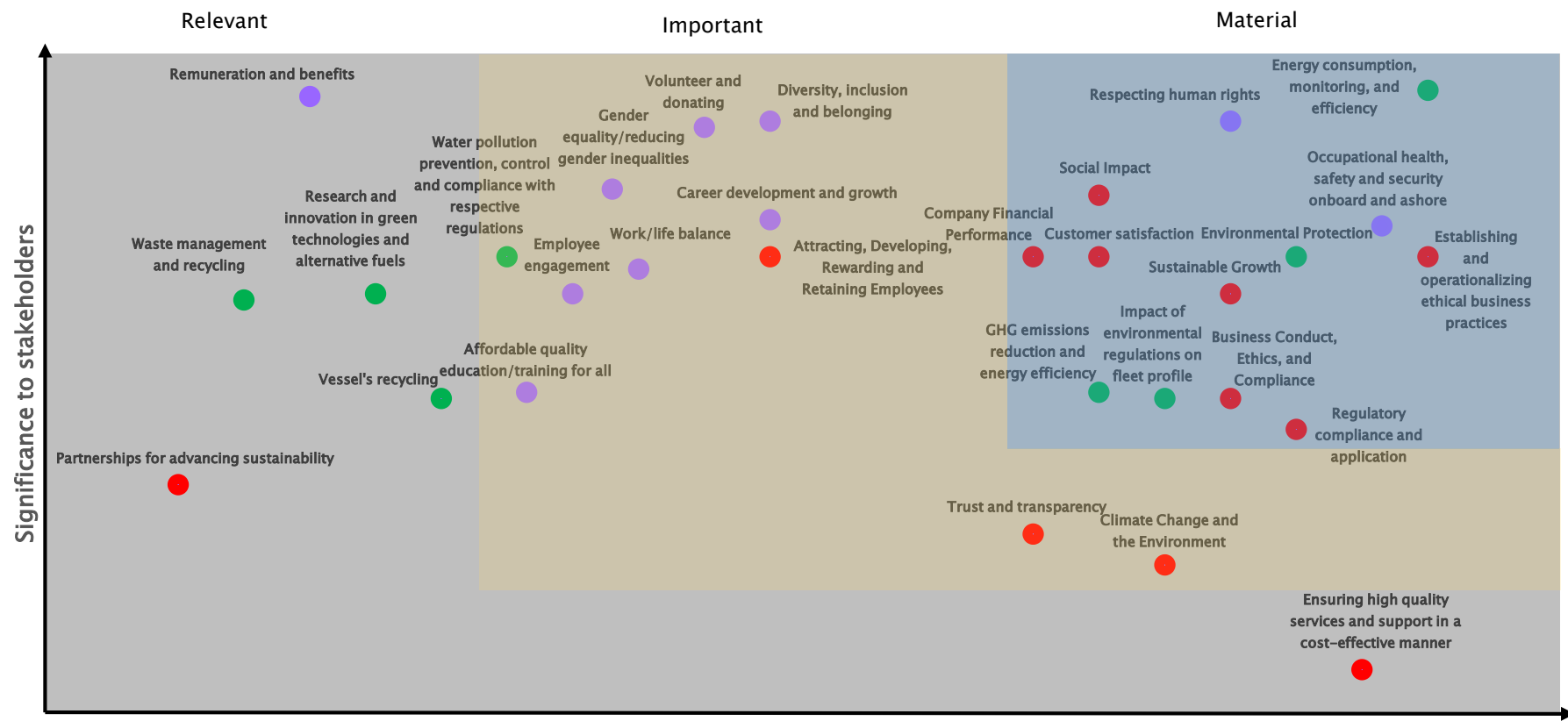
Our first Stakeholder Questionnaire included 30 topics. Based on the results of the analysis, 13 topics were identified as material, 11 as important and 6 as relevant to us and to our stakeholders.

The following topics in the Stakeholder Questionnaire were identified as the top material ones: (1) Energy consumption, monitoring and efficiency, (2) Remuneration and benefits, (3) Respecting human rights and (4) Diversity, inclusion and belonging.

For Euroseas Ltd, the most material topics were the following: (1)Energy consumption, monitoring and efficiency, (2) Establishing and operationalizing ethical business practices, (3) Occupational health, safety and security onboard and ashore and (4) Ensuring high quality services and support in a cost-effective manner.

The results showed that the most important ESG-related topics to us and our stakeholders is establishing is energy consumption, monitoring and efficiency.





2



OPERATIONAL
EXCELLENCE

Safety at work is a basic human right, and working conditions affect our employees directly and their families and the communities in which they live in, indirectly. We care for our people and we aim to meet and exceed compliance requirements in order to provide a safe working environment for all personnel both ashore and onboard our vessels. Our operations promote safety and aim to protect human health, the environment, and property.

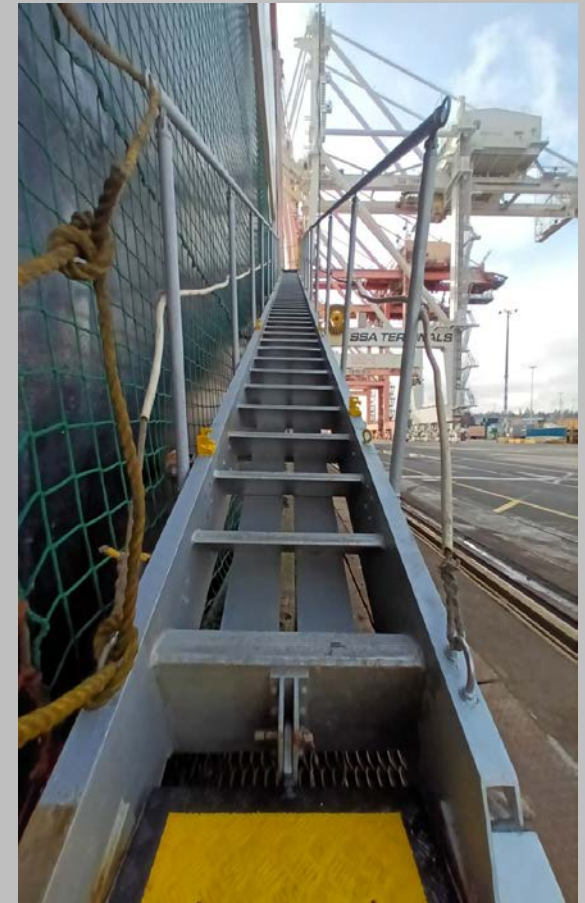
We consider Health and Safety to be an essential value and safeguarding it is our top priority. Alongside our commitment to protect the environment in our daily operations, we are focused on maintaining and promoting a safe, respectful and healthy workplace for all employees. We are certified with the ISO 9001:2015 standards and we try to constantly improve our operational practices. To achieve this, we:

- Comply with all applicable laws and regulations, and apply responsible standards of best practice where laws and regulations do not exist.
- Identify and mitigate risks that potentially affect employees, contractors, or the public.
- Share industry insights about health and hygiene risks with our employees.
- Seek medical services for the treatment of employee occupational illnesses or injuries and for the handling of medical emergencies.
- Implement programs, trainings and appropriate protective measures to control risks.
- Support voluntary health and hygiene promotion campaigns aimed at improving employees' well-being and increasing personal safety.



Our company participates in various Associations such as:

- DNV's Greek National and Technical Committee
- Lloyd's Hellenic Technical Committee
- NKK Greek Technical Committee
- RINA Greek Advisory and Technical Committee
- Union of Greek Ship-Owners
- Verifuel Greek Technical Committee
- Lloyd's Gas as Fuel Working Group
- MARTECMA
- Containers Ship Safety Forum (CSSF)
- BIMCO



The Company's CEO is also Chartered Engineer in the Hellenic Technical Chamber and a member of the Institute of Marine Engineers (UK).

He is also the President of the Athens College Alumni Association and member of the Hellenic Association Education Foundation.

Additionally, he is a member of the HELMEPA BoD and is currently the Association's treasurer.

Type	Description	Total/ Average per vessel 2020	Total/ Average per vessel 2021	Total/ Average per vessel 2022
Internal figures	Onboard drills	1650/96	1408/88	1512/84
	Near misses	578/33	378/24	247/14
	Internal audits	28/1.6	28/1.7	34/1.8
Port State Control (PSC)	Detentions	0	1	0
	Inspections	44/2.6	37/2.3	49/2.7
	Inspections with no defects	28	20	31
	Deficiencies	48/2.8* from which 3 MARPOL and 45 other categories	65/4.6* from which 4 MARPOL and 61 other categories	74/4.3 from which 12 MARPOL and 62 other categories
Classification Society	Conditions of Class	33/1.9	40/2.5	25/1.5

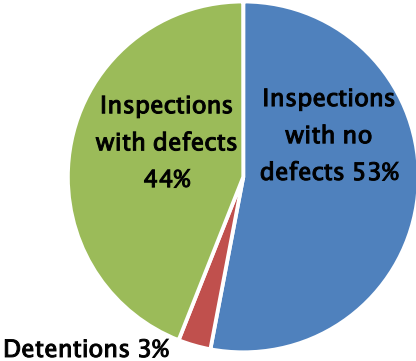


In June 2022, our affiliated management company has been awarded a commendation letter from the Liberian Flag for the vessels' excellent performance in the past two years and the company's commitment to safety aboard the vessels.

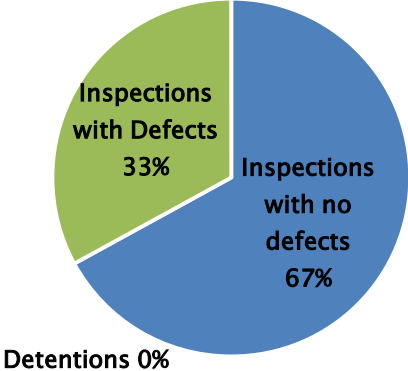


For 2022, the USCG granted the AMVER award to 12 Company's vessels. Our Company's m/v "Good Heart" and "Synergy Antwerp" have received the QUALSHIP21 award for the period July and February 2022-25 respectively and "Synergy Busan" for the period 2021-24.

PSC Inspections 2021



PSC Inspections 2022



* Corrected number from normalized to average

Health and Safety of our people has been our top concern during the COVID19 outbreak. The rapid spread of Coronavirus has had a major impact in the shipping industry. In order to address this critical threat, we designed effective response strategies and procedures, that helped us continue our worldwide operations undisrupted, while also ensuring the safety of our employees. As part of our COVID-19 response we:

- Developed and implemented on board all our vessels a Covid19 Management Plan and continuously alerted and educated our crew on board on safety and health procedures.
- Provided in a timely manner supplies of safety equipment and disinfectants to all ships and offices.
- Introduced a remote work program for our shore employees and implemented COVID-19 prevention policies within our office as per the guidance of the World Health Organization and National authorities.
- Suspended most business travelling of our employees.
- Crew changes were arranged following the enhanced health and safety procedures and measures
- Supplied our vessels in a timely way with the necessary provisions, stores and spares in order not to disrupt their operations.
- Employed local surveyors to perform external vessel audits and introduced processes and systems to carry out internal audits remotely.
- Promoted remote training to ensure continuous education
- Promoted vaccination campaigns and arrange it where possible. As a result all workforce onboard and ashore is vaccinated



A safe environment aboard our ships is of paramount importance for us. Our goal is to manage and eliminate safety risks associated with our activities, and protect the safety of our employees and others involved in our operations, by preventing accidents, injuries, and occupational illnesses.

In order to achieve these goals, and increase safety awareness among all our employees and through our operations, we:

- Comply with all applicable laws and regulations, and apply responsible standards where laws and regulations do not exist.
- Encourage ongoing training to employees throughout the organization
- Evaluate our safety risks and establish appropriate safety measures.
- React promptly, effectively, and with attention to emergencies or accidents resulting from our operations.
- Continuously review and assess our procedures and apply additional measures where deemed necessary.

We invest in our people, policies, and equipment as we try to protect both our people and the environment, meeting our significant goal of zero accidents and spills.

During the reporting period, **one** fatality due to heart complications was recorded. **One marine casualty** which was related to **hull damage** – grounding while **no crew injuries were recorded**.

We aim to further strengthen our safety policies and increase the safety awareness of our employees through training, seminars, campaigns, and team activities in our efforts to minimize safety risks.

Cyber security

We are very concerned of the latest technological advancements' side effects of greater exposure to cyber attacks. In an effort to protect the Company's information and computer systems from possible threats, the Company has developed a cyber security manual and relevant procedures that include protection measures and users' guidelines. In addition, all our vessels are equipped with the latest anti-virus programs and most of our vessels are also installed with a cyber security software (deep instinct). Our plan is to complete the installation in our entire fleet during the next year.

General Data Protection Regulation (GDPR)

The EU GDPR came into force in 2018 and provides the required guidelines for the proper collection, storage, use and process of the individual's personal data within the EU, in an effort to protect the individual's rights and personal data. In this respect we have carried out the required gap analysis and managed to implement the necessary procedures to safeguard the personal data as required by the regulation.

3

ENVIRONMENT



We recognize the global threat that the GHG pose and our responsibility to contribute to de-carbonization. We are committed to protecting our environment and this commitment is reflected in our Environmental Protection, Safety and Quality Policy. We seek to minimize the impacts of our operations on both air quality and the marine environment. To support our policy, we have an Environmental Management System in place, incorporated in our HSEQ manual, to define our objectives, action plans, strategic ambition, and the corresponding deadlines for our work to reduce potential negative impacts.

Euroseas Ltd has been an active member of the Hellenic Marine Environmental protection association (HELMEPA) since 2012 and has registered its vessels in order to support the environmental efforts made by the association and be part of a community which provides training and other benefits for our crew members and our shore based employees. Our CEO is a member of the BoD and is currently the Association's treasurer.

Our affiliated management Company, Eurobulk Ltd is certified with the ISO 14001:2015 which sets the international environmental standard. This certificate is annually verified by Bureau Veritas.

In an effort to reduce our environmental footprint, the company has changed all lamps at the premises to LED and has introduced an automated lighting system.



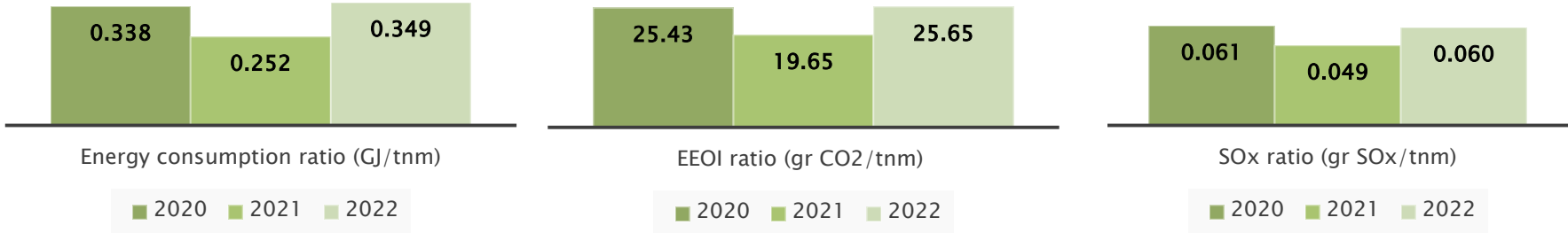
The Company experienced no oil spills during 2022

Euroseas Ltd embraces all efforts to mitigate its footprint on the environmental change and in this regard the following Company’s responses have been summarized:

Regulation	Objective	Euroseas response
Ballast Water Management (BWM)	Sets standards for proper management of ballast water and sediments to prevent the spread of harmful marine species. Entry into force Sept 8 th ,2017.	We implement the requirements and keep valid BWM plans onboard and update BW record books . 15 of our vessels (83.3%) have Ballast water treatment plants (BWTP) installed on-board. In 2023 we expect the installation of 1 additional BWTP and by the end of 2024 the remaining 2 Company’s vessels will have it installed as well.
IMO DCS (Data Collection System)	Mandates the collection of fuel consumption data for ships of 5000 gt or larger as part of the SEEMP. Entry into force March 1 st ,2018 for data collection Jan 1 st 2019.	All the vessels have valid SEEMPs onboard and periodically calculates the EEOI. The Company is in compliance with the regulation and monitors the vessels’ performance and emissions through the pre-verifier (Valibe) and finally the verifier, RINA.
EU MRV (Monitoring, Reporting and Verification)	A regulation requiring the monitoring, reporting and verification of carbon dioxide emissions from ships of more than 5000 GRT operating in EU ports, aiming to minimize it. Entry into force July 1 st ,2015.	The Company is in compliance with the regulation and constantly monitors the vessels’ performance and emissions through the pre-verifier (Valibe) and finally the verifier, RINA.
IMO strategy on reduction of GHG emissions from ships	Targets the reduction in total GHG emissions from international shipping by at least 50% by 2050 compared to 2008 . Entry into force : October 2018	We are committed to meet the IMOs’ 2030 and 2050 targets by working along with our industry peers and stakeholders.
MARPOL annex VI	A regulation intended to reduce the amount of sulfur oxide emissions from ships—either by adopting alternate fuels or installing EGC systems (scrubbers) or by using fuel oil with a sulfur content of no more than 0.50% m/m . Entry to force Jan 1 st ,2020	We have switched to low-sulfur fuels to meet the sulfur emissions limits. Additionally, vessels have already onboard the SEEMP part III in order to comply with the amendments to the MARPOL annex VI which will enter into force on January 2023 and have already started calculating the carbon intensity indicator (CII) of each vessel as well.
Inventory of Hazardous Materials (IHM)	A regulation to control hazardous materials onboard ships for the safe and environmentally sound recycling of ships . Any ship which is 500gt or over regardless of Flag will require a valid and certified IHM onboard if calling at an EU port or anchorage. Entry into force December 31 st ,2020	All vessels have received the approval letter for the IHM plan and completed the on scene survey for certification.

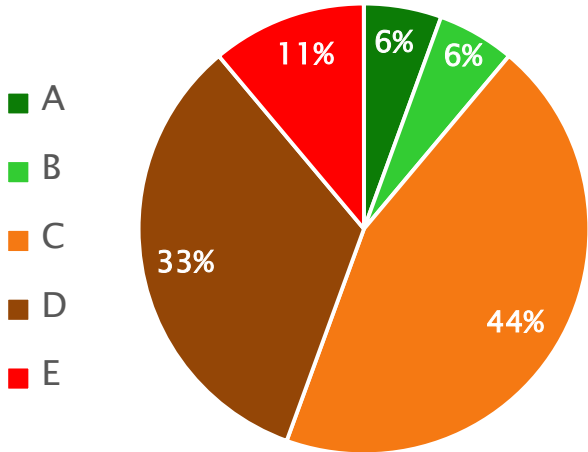


The company increased its Deadweight Tonnage (DWT) by 26.4% in 2022, primarily due to fleet expansion and a 17.8% increase in cargo transportation work (measured in cargo ton miles) compared to 2021. As a result, there was a 17.4% increase in CO₂ emissions; however, at the same time there was also a 9% reduction in carbon intensity. The increase in energy consumption and EEOI ratio was primarily due to the increased cargo (reefers) on 3 of our vessels, North Pacific and North Atlantic voyages during winter months, longer idle time due to congestion at ports and long dry-dock periods on 7 of our vessels out of the 18.



Euroseas is aiming to prepare its vessels and the company ahead of time for the regulations that will soon come into force. In this regard, we have proactively started a cooperation with a consulting company to calculate the EEXI and CII values for our vessels based on the guidelines set by the IMO that were adopted in June 2021 (MEPC 76) and we have completed the implementation process of the new SEEMP part III for our vessels. Further to the above, we have calculated that the majority of our vessels have a C or better CII rating. During 2022, our company has initiated to use biofuels as alternative fuels in order to achieve better carbon footprint and plans to explore investing in energy saving devices and more extensive use of biofuels in the near future.

Fleet's CII rating



Fleet Average CII value	
11.930 grCO ₂ /dwt*nm	Attained CII (Weighted)
10.918 grCO ₂ /dwt*nm	Required CII (Weighted)
11.430 grCO ₂ /dwt*nm	Upper C Limit for CII (Weighted)

In an effort to accurately monitor the fleets' performance and air emissions, we have introduced performance software modules and a specialized team to report and evaluate the effectiveness of such. In addition, 37.5% of the fleet is equipped with digital mass flow meters and 43.7% of our vessels have completed the installation of telemetric equipment for high frequency data collection aiming to better monitoring the fleets' fuel consumption and to grow our digitalization front. This way we have aimed to unlock energy efficiency improvements of at least 10% across our fleet.

We aim to work with reliable and well-qualified suppliers. We are in the process of establishing standard procedures to ensure that our suppliers comply with the International Hazardous Material (IHM) resolutions (which include specifications on chemicals, hazardous materials etc.) and that the materials supplied are in compliance with IMO Resolution MEPC.269(68) and are supported by a Material Declaration Form.

Our fleet of ships operates globally, which means that keeping them properly supplied presents challenges of logistic nature. In order to reduce both our costs and our environmental footprint, we focus on combining supply shipments as much as possible. During the reporting period 89% of supply shipments (from a total of 2.651) were consolidated and supplied on an approximate 3 month basis.



Four of our vessels are Alternative Maritime Power (AMP) fitted thus allowing the vessels to use electrical power from external shore facilities in order to reduce exhaust emissions and noise at port while also saving on fuel consumption. In addition we use silicon paints on the hull of 3 of our vessels in order to improve vessel's efficiency. We are also exploring studies for hull modification and propeller renewal for our less efficient vessels.

The Company periodically holds environmental campaigns onboard its vessels and ashore in order to raise awareness and thus promote an environmental culture and an energy-efficiency focus both onshore and at sea.

The Company sets annual targets, which are monitored on a semi annual basis and include the improvement of environmental performance, energy efficiency, minimization of GHG emissions, discharge and waste and embeds best practices for operational management.

New-building projects

We have signed contracts for the construction of a total of nine Eco design fuel efficient feeder containerships (EEDI phase 3) scheduled to be delivered from the first quarter of 2023 till the fourth quarter of 2024.

These 9 new-buildings have been contracted to Tier III standards thus reducing NOx emissions by 70% vs Tier II ships and will be fitted with AMP. Also, 7 ships out of the 9 will be LNG ready.

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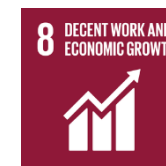
SOCIAL



The quality and commitment of our seafarers are fundamental to the success of our business. Consequently, we consider the safety and development of our crew essential to our operations.

Our Company prioritizes the fair treatment of our employees, providing equal opportunities, assuring a safe working environment and practicing non-discrimination. We have policies in place that ensure that we have no tolerance on these sensible subjects while doing our outmost to ensure compliance. These include the Anti-bullying and Anti-harassment policy, our occupational health and safety policy as well as the training and development policy.

During 2022, we employed 704 seafarers onboard our ships, drawn from a pool of 1,500* professionals.



We communicate regularly with our seafaring personnel, gathering information regarding any concerns or expectations they might have, and providing training opportunities to enhance their capabilities and provide opportunities for career development. We remunerate our crew fairly, and in accordance with their expertise, experience, and the responsibilities of their respective positions.

In order to increase motivation, social inclusion, and improve crew retention we offer additional recreational and wellness opportunities such as gym, pool, karaoke and team activities. We also plan on increasing the recreational internet access onboard.

The average age of our seafarers is **36 years old***, with the majority being **Filipinos**. Other nationalities employed include Ukrainian, Romanian and Greek.

- Our aim is to ensure attractive working conditions for all our employees. Our crew **retention rate was 86%**, and our goal is to increase this rate over time. The average service time onboard was **8.3 months**.
- Seaman wages are above ILO (International Labour Organization) levels.
- We also try to acknowledge hard work at an individual level, promoting seafarers accordingly – **71 promotions*** (average 3.9 per vessel) were carried out within the reported period of all nationalities both officers and ratings.

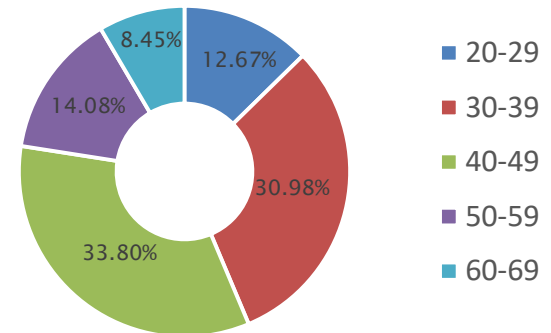
* Data was collected from our manning agencies which also include vessels not owned by Euroseas Ltd.

Our shore-based staff has significant experience and expertise in the shipping industry in general, and in containership owning in particular. The value and commitment of our personnel is critical to the employment and smooth operation of our fleet. The high employee retention rate is an important indicator of employees' satisfaction which is evident by the employees' **average time in the Company which is 10.91 years and is almost steady through the years.**

We aim to promote a work environment encouraging commitment among our staff – with practices cultivating mutual respect, equal opportunities, diversity, empowerment, career-advancement, and fundamental human rights. For the reported period:

- We employed 75 shore-based staff, 100% of whom under full-time contracts
- 43% of all our employees were women; 3 of which are head of departments.
- One woman (25%) is included in the Executives Officers of Euroseas
- The total number of new hires was 9 and we offered 5 internships
- The average retention rate was 93,5%, with 5.3 employees turnover.
- The company appointed an ESG manager to oversee the company's ESG initiatives and reporting as part of the ESG & Compliance Department and a Compliance Manager to oversee the compliance of the Environmental Regulations onboard our vessels.
- We hired a doctor to provide medical services for its employees and a safety technician for the company's building.

Age group of shore based staff



Gender of shore staff



We invest in our people, and we have significantly increased employees' training sessions aiming to support the continuous improvement of their skills and promote further education.



1,047 hours of training were provided to our employees in 2022 (average per employee of 14 hrs), with the following goals:

- ✓ To develop the practical and personal skills of our employees,
- ✓ To inform and educate our employees regarding the latest developments in regulations and industry practices and,
- ✓ To raise the environmental awareness of our employees, with a focus on energy efficiency and the growing regulatory environment.

* Data was collected from our affiliated management Company which also include vessels not owned by Euroseas Ltd.

Social responsibility

The company firmly believes in promoting social matters. Significant funds have been allocated to support our corporate social responsibility. The following actions have occurred throughout 2022:

- Euroseas Ltd has made various donations to “Synenosis”, “Floga”, “Ark of the world”, “The smile of the child”, “Panhellenic club of paraplegic (Anaplasi)” “Frontida association”, “Open Door” and “Hara” among others. Also supports local schools and the Hellenic Coast Guard through donations for specific causes,
- Our Company generally participates in various fundraising athletic competitions providing its own teams formed from its employees. We have participated in the Andros International sailing race , the race for the cure (a non-profit organization supporting awareness for breast cancer) and to the Rowing race organized by Hill Dickinson for charity. These activities, in addition to their social contribution, build stronger bonds among employees which is an important feature of the Company. Unfortunately this year these initiatives were placed on hold due to COVID19 pandemic.
- The Company is committed to keep its employees and its seamen environmentally and socially aware. Our team through Eurobulk Ltd in collaboration with HELMEPA organizes various activities in order to support efforts to keep the local coastlines clean.
- Through our management Company, we have also participated in the “ADOPT A SHIP” program by the NGO “PROJECT CONNECT” initiative allowing young people to connect on line with seafarers on-board in order to become familiar with the profession and the maritime industry.
- The company actively is a member and supports the YES forum of the Navigator shipping consultants with various activities and interviews among others.
- The company has also taken the initiative to financially support a company primarily aiming to collect floating plastic waste in high concentration areas before it sinks or breaks down into micro plastics, and develop innovative collection and reuse solutions of plastic waste in the sea, with as little environmental impact as possible
- The company is also actively supporting A.I. programs and robotics of the National Technical University of Athens in their various efforts.



GREENHOUSE GAS EMISSIONS

CO ₂ emissions	Unit of Measure	Data 2020	Data 2021	Data 2022	SASB Code
Gross global Scope 1 emissions	Metric tons CO ₂ -e ^A	549,839	474,436	557,057	TR-MT-110a.1
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	Page 16	Page 17-20	Page 24-26	TR-MT-110a.2
Energy consumed					
(1) Total energy consumed	Gigajoules (GJ) ^B	7,182	6,090	7,296	TR-MT-110a.3
	Percentage of energy from heavy fuel (%)	86,6%	90%	92.3%	
	Percentage of energy from renewable/low-carbon sources (%)	Not available	Not available	Not available	
EEDI					
Average Energy Efficiency Design Index (EEDI) for new ships	Grams of CO ₂ per ton-nautical mile	Not applicable	Not applicable	Not applicable	TR-MT-110a.4
Fleet average Energy Efficiency Operational Indicator (EEOI):weighted average	Grams of CO ₂ per ton-nautical mile ^C	25.43*	25.27**	25.76	Additional

*corrected from 30.93 to 25.43

**corrected from 19.65 to 25.27

AIR QUALITY

Other emissions to air	Unit of Measure	Data 2020	Data 2021	Data 2022	SASB Code
(1) NO _x (excluding N ₂ O)	Metric tons	Not available	Not available	Not available	TR-MT-120a.1
(2) SO _x	Metric tons	1,295	1,187	1,433	
(3) Particulate matter (PM)	Metric tons	Not available	Not available	Not available	

ECOLOGICAL IMPACT

Marine protected areas	Unit of Measure	Data 2020	Data 2021	Data 2022	SASB Code
Shipping duration in marine protected areas or areas of protected conservation status	Number of travel days ^D	Not available	Not available	Not available	TR-MT-160a.1
Implemented ballast water					
(1) Exchange	Percentage (%)	73.7%	75%	83%	TR-MT-160a.2
(2) Treatment	Percentage (%)	26.3%	25%	17%	
Spills and releases to the environment					
(1) Number	Number	0	0	0	TR-MT-160a.3
(2) Aggregate volume	Cubic metres (m ³)	Not applicable	Not applicable	Not applicable	

EMPLOYEE HEALTH & SAFETY

Lost time incident rate	Unit of Measure	Data 2020	Data 2021	Data 2022	SASB Code
Lost time incident rate (LTIR)	Rate ^E	1.20	1.36	0	TR-MT-320a.1
Lost time incident frequency (LTIF)	Rate	0.93	0.57	0	Additional, GRI 403-9

BUSINESS ETHICS

Corruption index	Unit of Measure	Data 2020	Data 2021	Data 2022	SASB Code
Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Number	3	0	9	TR-MT-510a.1
Corruption					
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Reporting currency	0	0	0	TR-MT-510a.2

ACCIDENT & SAFETY MANAGEMENT

Marine casualties	Unit of Measure	Data 2020	Data 2021	Data 2022	SASB Code
Marine casualties	Number ^F	9	9	2	TR-MT-540a.1
Very serious marine casualties	Percentage (%)	0	11.1%	50%	
Conditions of class					
Number of conditions of class or recommendations	Number ^G	33	40	25	TR-MT-540a.2
Port state control					
(1) Deficiencies	Rate ^H	1.1*	1.8	1.5	TR-MT-540a.3
(2) Detentions	Number	0	1	0	

ADDITIONAL GRI STANDARD

Employment	Section	Page	Code
New employee hires and turnover	Social	29	GRI 401-1
Training and education			
Average hours of training per year per employee	Social	29	GRI 404-1
Diversity and equal opportunities			
Diversity of governance bodies and employees	Social	29	GRI 405-1
General disclosures			
Statement from senior decision maker	Message from our CEO	2	GRI 402-14
Governance structure	Corporate governance	8	GRI 402-18

* corrected from 0.6 to 1.1

- A. **CO₂ emissions:** Calculations are based on IMO emission factors and fuel consumed, for the reporting period. The financial control approach has been applied for Scope 1.
- B. **Energy consumption:** Calculations are based on tonnes of oil equivalents (toe), using DEFRA conversion factors to calculate energy consumed in gigajoules (GJ).
- C. **Energy Efficiency Operational Indicator (EEOI):** The EEOI measures the fuel efficiency of a ship in operation and is estimated based on fuel consumed, cargo carried, and distance travelled (nm).
- D. **Marine protected areas:** Information on duration of our ships in marine protected areas was not available for the reporting period as it requires extensive data mining from records kept on board our vessels.
- E. **Lost time incident rate (LTIR):** The rate is calculated based on (lost time incidents) / (1,000,000 hours worked), and includes incidents resulting in absence from work beyond the date or shift when it occurred.
- F. **Marine casualties:** The definition of a marine casualty is based on the United Nations International Maritime Organization (IMO)'s Code of International Standards and Recommended Practices for a Safety Investigation into a Marine Casualty or Marine Incident Resolution MSC 255(84), paragraph 2.9, chapter 2 of the General provisions.
- G. **Conditions of class:** The data provided represent the number of Conditions of Class or Recommendations Euroseas Ltd has received from a Flag Administration or a Recognized Organization (RO) that has been delegated the authority to issue such findings. The scope of disclosure includes all Conditions of Class regardless of whether they resulted in withdrawal, suspension or invalidation of a vessel's Class certificate.
- H. **Port state control:** Deficiency rate is calculated using the number of deficiencies it received from regional port state control (PSC) divided by total number of port state control inspections.
- I. Reflects the fleet as per 31 December 2022.

Disclaimer:

Information was gathered to the best of our knowledge basis the tools and resources we have in hand. Although we believe that information provided herein is reasonable, no assurance can be given and we expressly disclaim any obligations or undertaking for any discrepancy that may appear. For additional information about the company please refer to www.euroseas.gr

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