GENPRO
MARITIME &
COMMERCIAL
PROCUREMENT

GenPro Sustainability Report 2025



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01 About This Report

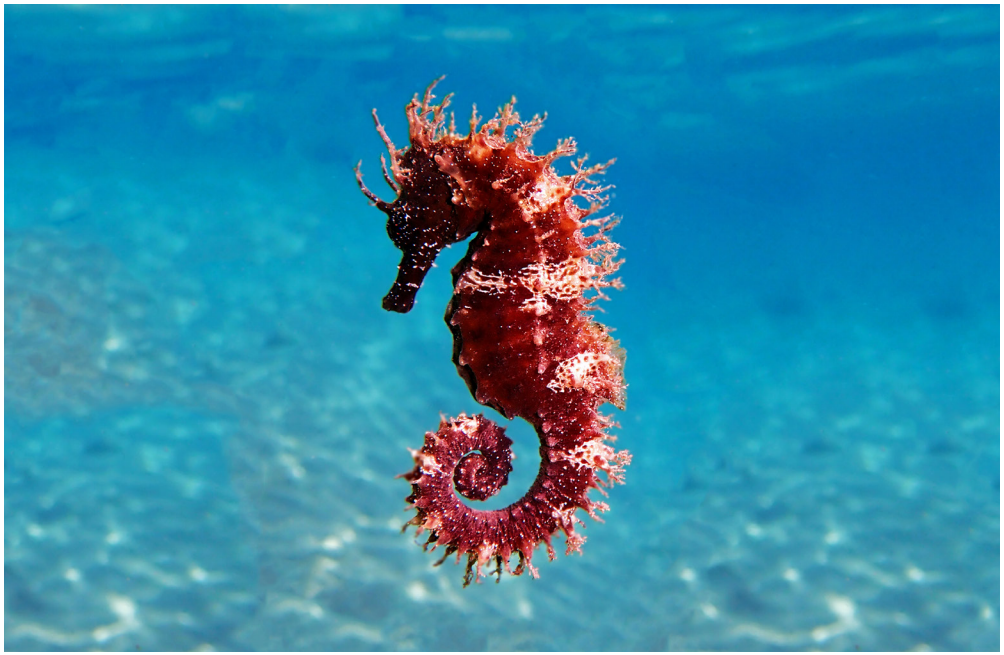
GP General Procurement Company Limited (GENPRO) presents this Sustainability Report for the financial year ending 31 December, 2025. The report covers all operational activities across GENPRO's offices in Cyprus, Singapore, and India.

This report has been prepared with reference to the **Global Reporting Initiative (GRI)** Standards and the **European Sustainability Reporting Standards (ESRS).**

This "hybrid" approach allows GENPRO to align with emerging European reporting practices while maintaining internationally recognised ESG transparency and integrating sustainability into its operations under the "Procurement with Purpose" philosophy.

During the reporting period, we conducted a Double Materiality Assessment for the second time since 2022 to identify any new sustainability matters that are material from both an impact perspective, referring to GENPRO's impacts on the environment and society, and a financial perspective, referring to sustainability-related risks and opportunities that may affect the company's financial position and future performance. The "Impact, Risk and Opportunity (IRO) Assessment" incorporated insights from internal and external stakeholders. The identified material topics determine the structure and content of this report and guide the monitoring of related key performance indicators (KPIs) and targets.

This report is intended to provide stakeholders with decision-useful information regarding GENPRO's sustainability impacts, risks, opportunities and governance approach, while supporting the continuous development of ESG management practices.



About Our Front Cover

The Mediterranean seahorse (Hippocampus hippocampus) was chosen for our cover to highlight the vulnerability of coastal ecosystems. Classified as Near Threatened in the Mediterranean by the International Union for Conservation of Nature (IUCN), it is declining due to the loss and degradation of seagrass meadows, lagoons and other sheltered habitats, driven by coastal development, tourism pressure and declining water quality. Additional threats include accidental capture in trawl and dredge fisheries, disturbance from marine activities, and habitat fragmentation. Closely tied to healthy nearshore environments, it serves as an indicator of ecosystem condition. Protecting this species helps sustain biodiversity.

02 Letter from the Managing Directors

Dear Valued Stakeholders,

We are pleased to present GENPRO's 2025 ESG update, outlining our sustainability efforts and progress during the 2025 reporting period.

The global environment continues to evolve rapidly. Economic uncertainty, geopolitical developments and increasing regulatory expectations continue to shape the maritime sector. In such a dynamic context, sustainability is not only a compliance requirement, but a responsibility that guides how organisations operate and make decisions.

At GENPRO, we believe procurement has the power to drive positive change. The decisions we make, the suppliers we engage with and the standards we promote influence practices across the maritime industry. This means embedding sustainability into our operations and business relationships.

Throughout 2025, we continued strengthening the integration of ESG principles within our procurement activities. We enhanced sustainability due diligence across our supplier network, further developed our risk management practices to reflect evolving ESG expectations and continued promoting transparency and responsible conduct across our partnerships.

This report reflects these efforts. It has been prepared in accordance with the updated Global Reporting Initiative (GRI) Universal Standards and in alignment with the Voluntary Sustainability Reporting Standard for SMEs (VSME). By following this hybrid reporting approach, GENPRO aims to align with emerging European sustainability reporting practices while maintaining internationally recognised ESG transparency, so we continue to integrate sustainability considerations into our operations.

As a maritime procurement organisation, our influence extends through the suppliers and partners we collaborate with. By working closely with our stakeholders, we aim to encourage responsible sourcing practices, promote improved environmental performance and contribute to a more resilient maritime supply chain.

Looking ahead, our commitment remains clear. We will continue advancing procurement with purpose





by strengthening partnerships, encouraging responsible innovation and ensuring that sustainability remains an integral part of our decision-making.

We would like to thank the GENPRO team for their dedication and professionalism, as well as our stakeholders for their continued trust and collaboration. Together, we are contributing to a more responsible and sustainable future for the whole maritime industry.

Sincerely,

Clara Chan, Managing Director
Charis Michael, Managing Director
GP General Procurement Company Limited

03 Group's Key Highlights

100%
of suppliers are vetted against environmental and social criteria

84%
of suppliers are certified to ISO 9001:2015

44%
of GENPRO suppliers are reducing plastic packaging

40%
female representation on the Board of Directors

52%
of suppliers were audited physically and virtually against ESG criteria

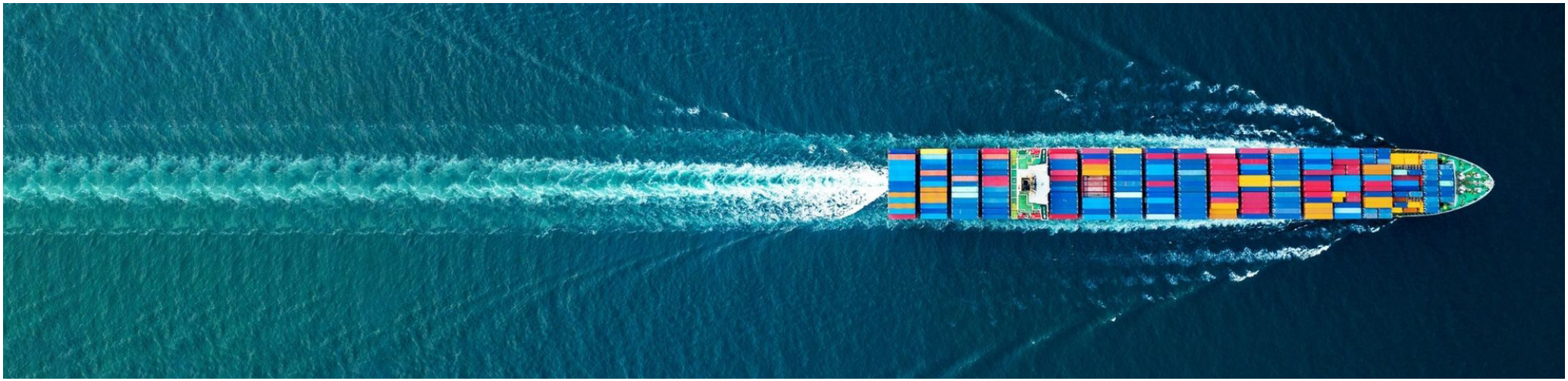
47%
of suppliers are certified to ISO 45001:2018

53%
of ship chandlers are certified to ISO 22000:2018

58%
of suppliers are certified to ISO 14001:2015

4%
improvement in supplier audit performance

100%
of suppliers met GENPRO's Anti-Corruption and Business Conduct standards



04 About GenPro

History

Founded in 2018, GP General Procurement Company Limited (GENPRO) is an independent maritime and commercial procurement company operating through hubs in Cyprus, India and Singapore. The company was established by its shareholders, Bernhard Schulte Shipmanagement (BSM) and Columbia Shipmanagement (CSM), combining operational expertise and global presence to support procurement activities across the maritime sector.



04 About GenPro

Services & Business Model

GENPRO provides centralised procurement services through a global supplier network. The company negotiates and manages framework supply agreements on behalf of its members, enabling standardised purchasing conditions, operational efficiency and contract oversight across different operating regions.

GENPRO's revenue model is based on supplier participation within the procurement network. Suppliers pay fees for procurement facilitation and supplier administration services. These include onboarding, due diligence, contracting and registration. They also include monitoring performance, supporting compliance with contractual conditions and managing suppliers on an ongoing basis.

The company maintains a structured directory of contracted suppliers supporting a wide range of vessel segments, including tankers, bulk carriers, gas carriers, offshore vessels, cruise and passenger vessels and container vessels. This structure allows members to access pre-approved suppliers under standardised terms, while enabling suppliers to operate within a single procurement platform.

As of 2025, GENPRO maintained agreements with more than 356 suppliers across 20 procurement categories within the maritime sector. The supplier network is periodically reviewed to maintain service quality, contractual compliance and operational suitability.

During the reporting period, GENPRO continued developing supplier monitoring processes, including sustainability-related evaluation criteria, to improve supplier performance oversight and support the integration of ESG considerations within procurement activities.



04 About GenPro

Our Vision

GENPRO aims to be the BEST independent procurement company by delivering high-quality services to its members while continuously striving for operational excellence through:

B – Building

Building a relevant, competitive, and comprehensive global repository of supply contracts to support efficient procurement processes for members.

E – Ensuring

Ensuring honest and transparent dealings at all times and promoting fair competition among suppliers and service providers.

S – Strengthening

Strengthening and maintaining long-term partnerships through innovative and tailored procurement solutions that create mutual value.

T – Trust

Fostering relationships based on transparency, reliability, and trust between GENPRO, its members, suppliers, and other partners.



Our Mission

GENPRO aims to leverage the best practices and collective strengths of its members by coordinating and commercialising the procurement of maritime products and services.

Through this approach, the company seeks to enhance efficiency and effectiveness in procurement processes while contributing to improved vessel operating expenditure (OPEX) performance for its members. By utilising collective purchasing power, GENPRO is able to secure volume-related discounts and deliver measurable value to vessel owners through transparent and auditable procurement practices.

04 About GenPro

Our Values

Respect

GENPRO promotes a culture of respect towards colleagues, members, suppliers, and business partners. The company is committed to responsible business conduct, environmental awareness, and contributing positively to the communities in which it operates.

Accountability

GENPRO takes responsibility for its actions and decisions and promotes transparency and reliability in its operations. Accountability is embedded in the company's governance and operational processes to ensure responsible decision-making.

Teamwork

Collaboration and knowledge sharing are central to GENPRO's operations. The company encourages teamwork and mutual support to achieve shared objectives and strengthen organisational performance.

Trust

GENPRO seeks to build and maintain trust through transparent communication, ethical conduct, and consistent delivery of services.

Passion

GENPRO is committed to delivering high-quality procurement services by understanding the needs of its members and continuously striving to improve service quality and operational performance.



04 About GenPro

Sector Developments

In 2025, the maritime sector continued to operate in a complex global environment shaped by geopolitical tensions, evolving regulatory requirements, and the ongoing transition toward lower-carbon shipping. These developments impacted procurement strategies, operations, and supply chain management across the industry, particularly in sourcing maritime equipment and services.

Geopolitical instability remained a key factor affecting maritime operations and procurement activities with ongoing tensions in regions such as the Black Sea and the Middle East continuing to disrupt established trade routes and increase operational risks. Security concerns in the Red Sea led many shipping companies to continue rerouting vessels around the Cape of Good Hope, resulting in longer voyage distances, higher fuel consumption, and increased operational costs, which also affected procurement planning and vessel operating expenditures.

The international sanctions environment also remained complex throughout 2025. Sanctions related to Russia continued to restrict access to certain commodities and maritime services, including limitations on the transportation and insurance of Russian oil above the G7 price cap. Increased scrutiny of so-called “dark fleet” vessels, often associated with AIS signal manipulation and opaque ownership structures, further highlighted the importance of sanctions screening, supplier verification, and compliance monitoring within maritime procurement activities.

Environmental regulation continued to reshape the sector. The inclusion of maritime transport in the European Union Emissions Trading System (EU ETS) progressed in 2025, requiring shipping companies to surrender allowances covering 70% of verified CO_2 emissions generated during the year. In parallel, the FuelEU Maritime Regulation, which entered into application on 1 January 2025, introduced limits on the greenhouse gas intensity of energy used on board ships calling at EU ports.

In response to tightening climate regulations and increasing stakeholder expectations, shipping companies continued exploring alternative fuels and energy-efficiency technologies. LNG, biofuels and methanol gained further attention as transitional fuel options, while energy-efficiency measures such as advanced hull coatings, propeller optimisation technologies, and digital voyage optimisation tools continued to support reductions in fuel consumption and emissions.

At the same time, digitalisation continued to influence maritime supply chain management. Shipping companies increasingly adopted digital procurement platforms and data-driven logistics planning tools to improve operational efficiency, supplier coordination, and supply chain transparency.

Against this backdrop, maritime procurement organisations strengthened supply chain resilience by expanding supplier networks, enhancing due diligence procedures, and integrating ESG considerations into procurement practices. As geopolitical, regulatory, and environmental pressures continue to reshape the maritime sector, maintaining flexible and resilient procurement strategies remains essential for ensuring continuity of supply and supporting more sustainable maritime operations.



04 About GenPro

Key Strategic Investments

Our business strategy is guided by a commitment to continuous improvement, innovation, and responsible business practices. Throughout 2025, GENPRO implemented strategic initiatives aimed at strengthening operational capabilities, advancing digital transformation, and supporting long-term value creation for the organisation and its stakeholders.

Below we highlight key strategic investments made during the year:

Acquisition of the SeaConnect digital procurement platform

In 2025, GENPRO acquired SeaConnect, a supplier-facing procurement platform, as part of its strategy to strengthen digital procurement capabilities within the maritime sector. The platform will be fully owned and operated by GENPRO and integrated into the company's OPTIMA digital ecosystem, providing members with an optional end-to-end procurement platform. The integration will enhance supplier connectivity, improve data ownership and transparency, and support the development of future digital functionalities such as invoice verification, sustainability reporting, and AI-supported procurement decision-making.





05 Our Approach to Managing our Priorities

Our Sustainability Governance

Sustainability governance is integrated into GENPRO's business strategy, ensuring ESG considerations are embedded across all operations. The Board of Directors holds ultimate responsibility for overseeing ESG impacts, ensuring alignment with corporate objectives and stakeholder interests, and reviewing the company's sustainability performance through monthly reports presented by the Compliance & Sustainability Department. This department, led by a Compliance and Sustainability Manager, monitors sustainability initiatives, tracks key performance indicators (KPIs), and ensures compliance with relevant regulations.

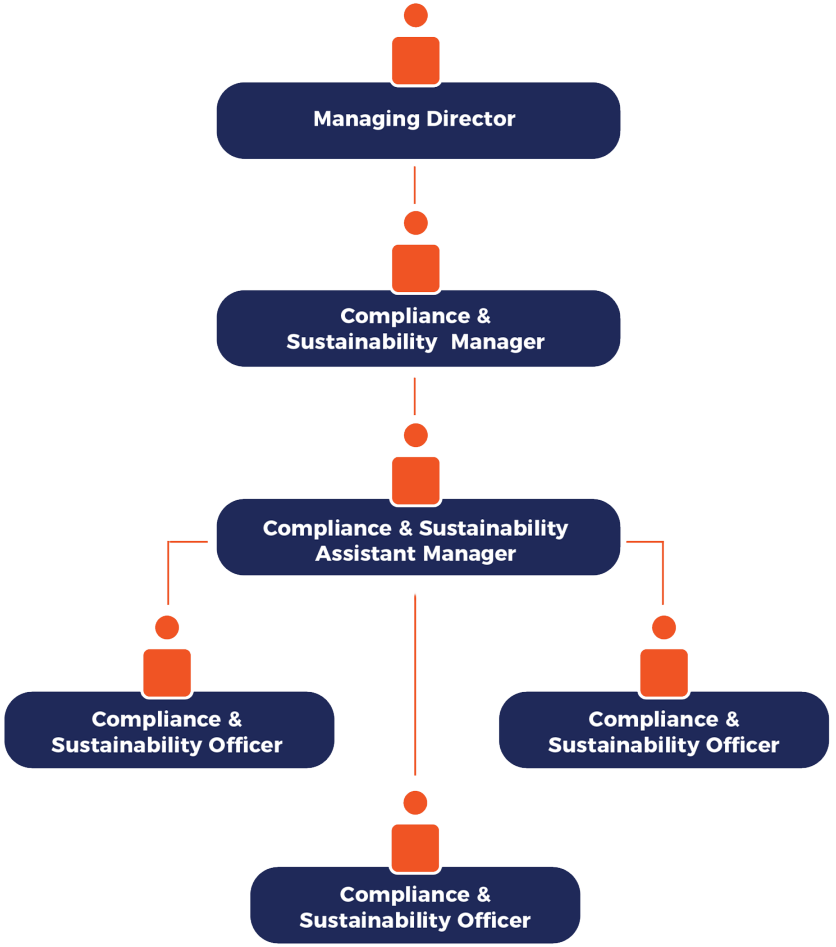
GENPRO engages stakeholders through a structured governance framework, including employees, suppliers, and clients, to identify material sustainability risks and opportunities, which are assessed through our Double Materiality Assessment. This process informs the company's strategy and guides the integration of sustainability within procurement activities, aiming to enhance environmental performance, improve transparency, and foster long-term value creation. Through continuous improvement and transparent reporting, GENPRO ensures that sustainability remains a core component of our business model, contributing to responsible procurement practices and the sustainable development of the maritime sector.



Team Structure:

Compliance & Sustainability Department

The relevant members are presented below:



05 Our Approach to Managing our Priorities

Stakeholder Engagement

GENPRO recognises that the importance of maintaining open and transparent communication with stakeholders is essential for understanding expectations, managing impacts and strengthening long-term business relationships. The company defines stakeholders as individuals or groups that are affected by GENPRO's activities or that can influence the company's ability to successfully implement its strategy and deliver services.

GENPRO's key stakeholders include employees, members and clients, suppliers and business partners, regulatory authorities, and the wider maritime community. Through its operations, GENPRO maintains regular communication with these groups through a variety of channels, including direct engagement with suppliers and members, internal communication with employees, contractual and operational collaboration with partners, and compliance interactions with regulatory authorities.

As part of GENPRO's Due Diligence process and the Double Materiality Analysis (DMA) conducted in 2025, GENPRO actively engaged stakeholders to better understand their views regarding environmental, social and governance (ESG) topics relevant to the company's activities. In August 2025, an online survey was shared among stakeholders to gather feedback on the sustainability topics that stakeholders consider most important in relation to both the impacts of GENPRO's activities on society and the environment, and the potential risks and opportunities that sustainability issues may present to the company.

The feedback received through this process provided valuable insights that supported the identification and evaluation of GENPRO's sustainability impacts, risks and opportunities (IROs). Stakeholder responses were analysed and incorporated into the double materiality analysis process, ensuring GENPRO's sustainability priorities reflect both internal business considerations and external stakeholder expectations.

Identifying, Communicating and Understanding Our Stakeholders

GENPRO actively engages with a diverse range of stakeholders - shareholders, members, suppliers and employees - ensuring their insights shape our sustainability journey. Through channels such as bulletins, panel discussions and surveys, we stay connected, adapt to evolving expectations and drive meaningful progress. Our commitment goes beyond dialogue - it's about turning stakeholder insights into action.





05 Our Approach to Managing our Priorities

Double Materiality Analysis (DMA)

In 2025, GENPRO conducted a Double Materiality Assessment (DMA) to identify the environmental, social and governance (ESG) topics that are most relevant to the company's operations, stakeholders and long-term strategy.

The assessment considered both:

Impact materiality:
How GENPRO's activities affect the environment and society

Financial materiality:
How sustainability-related issues may affect the company's financial performance, resilience and long-term value creation.

The DMA began with the mapping of GENPRO's value chain, covering upstream and downstream activities associated with the company's procurement services. This process allowed the sustainability team to identify where impacts, risks and opportunities may occur within the business model.

Following the value chain analysis, GENPRO identified a list of Impacts, Risks and Opportunities (IROs) related to its operations and value chain. These IROs were categorised according to the sustainability topics outlined in Appendix B of the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME), ensuring a structured approach to the assessment. To further support the robustness of the process, GENPRO also considered relevant sector-specific references, including applicable Sustainability Accounting Standards Board (SASB) standards and selected industry sustainability reports, to benchmark identified topics against recognised market practices and sector expectations.

Each IRO was assessed using a scoring methodology aligned with ESRS guidance.

Based on this process, the following areas were identified as the most material sustainability topics for GENPRO:

- Climate Change
- Workers in the Value Chain
- Own Workforce
- Business Conduct

These topics reflect the areas where GENPRO's activities may have the most significant impacts on the environment and society, as well as where sustainability issues may present the most significant risks or opportunities for the company.

The detailed results of the assessment, including the full list of identified IROs, are presented in the Double Materiality Assessment documentation and supporting appendices (VSME framework appendix B).

The detailed Impacts, Risks and Opportunities (IROs) associated with each material topic, together with the company's approach and actions to address them, are presented in the relevant sections of this report.

Introduction and Scope
GENPRO has been preparing sustainability reporting with reference to the GRI Standards for several years and, in FY2025, is preparing a Sustainability Statement aligned with the VSME (Voluntary Sustainability Reporting Standard for non listed SMEs) framework.

To support this, GENPRO undertook ESG capacity building in January 2025 and updated its materiality assessment by mapping the value chain, identifying Impacts, Risks, and Opportunities (IROs), engaging stakeholders, and compiling a final list of material issues for strategy alignment.

Completion of this Double Materiality Assessment (DMA) positions GENPRO to update its ESG Strategy in line with the most significant issues and stakeholder expectations.

05 Our Approach to Managing our Priorities

Understanding Double Materiality
The DMA assesses materiality from two complementary perspectives to support focused disclosures and meaningful reporting:

Impact materiality focuses on the company's actual and potential positive/ negative impacts on environmental, social and governance topics

Financial materiality focuses on how sustainability-related risks and opportunities may affect performance, cash flows, or access to capital.

Double Materiality Assessment Process
GENPRO's 2025 DMA followed a structured, multi-step methodology aligned with ESRS implementation guidance and the VSME framework. The process is outlined below.

Value Chain Mapping
GENPRO defined the full range of activities, resources, and relationships across its business model covering upstream and downstream processes to understand where value is created, where impacts occur, and where risks and opportunities arise.

The DMA began with a clear definition of the assessment boundaries, including the operational scope, stakeholder groups, and time horizons (short, medium, and long-term).

Assessment of Impacts, Risks, and Opportunities
Using the value chain as a foundation, GENPRO identified a comprehensive set of ESG-related Impacts, Risks, and Opportunities (IROs) relevant to the short, medium, and long-term.

These IROs were classified using the VSME framework and aligned with recognised sustainability categories.

Stakeholder Engagement
GENPRO conducted a structured stakeholder survey in August 2025, targeting groups that influence or are impacted by its business activities. Stakeholders provided both qualitative context and quantitative prioritisation of sustainability issues.

This engagement captured stakeholder views on:

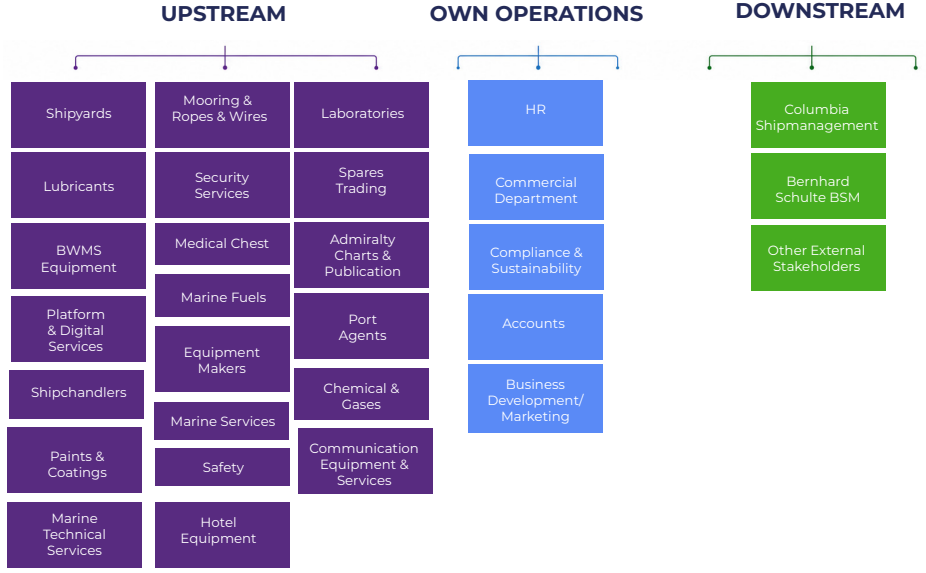
- GENPRO's impacts on society and the environment
- Sustainability factors that may affect GENPRO's business performance
- Responses were analysed and integrated into the IRO list, ensuring the materiality outcomes reflected stakeholder expectations and real world concerns.

Benchmarking
To ensure consistency with broader industry expectations, GENPRO performed a benchmarking exercise referencing:

- SASB maritime sector standards
- Sustainability reports from procurement and maritime industry peers

This step helped identify additional IROs relevant to the maritime procurement context and validated the completeness of GENPRO's assessment.

GENPRO'S Value Chain



05 Our Approach to Managing our Priorities

Statement of Materiality

GENPRO confirms that the 2025 Double Materiality Assessment:

- Reflects the company's most significant impacts on people, the environment, and good governance
- Identifies the sustainability issues most likely to affect GENPRO's financial performance
- Aligns with stakeholder expectations and industry standards
- Provides a strong foundation for GENPRO's sustainability strategy and reporting
- The outcomes will inform GENPRO's 2026–2036 ESG Strategy, guide resource allocation, and shape ESG KPIs and internal reporting processes.

GENPRO remains committed to conducting regular reassessments to ensure continued alignment with regulatory requirements, business needs, and stakeholder priorities.

Sustainability Strategy

GENPRO's sustainability strategy is guided by the outcomes of the Double Materiality Analysis and focuses on the environmental, social and governance topics identified as most relevant to the company's operations, value chain and stakeholders.

The strategy will integrate sustainability considerations into GENPRO's business model, due diligence process and relationships with suppliers, members and employees. By embedding responsible business practices across its operations and value chain, GENPRO seeks to strengthen transparency, improve environmental performance and support sustainable and ethical procurement within the maritime sector.

Key priorities of the strategy include strengthening ESG screening and monitoring of suppliers, contributing to climate change mitigation through the promotion of sustainable products and operational improvements, investing in workforce development, improving transparency and labour conditions within the value chain, and reinforcing strong governance and ethical business conduct. Through these focus areas, GENPRO aims to enhance its ESG performance, improve stakeholder trust and contribute to the long-term sustainability of the maritime procurement ecosystem.

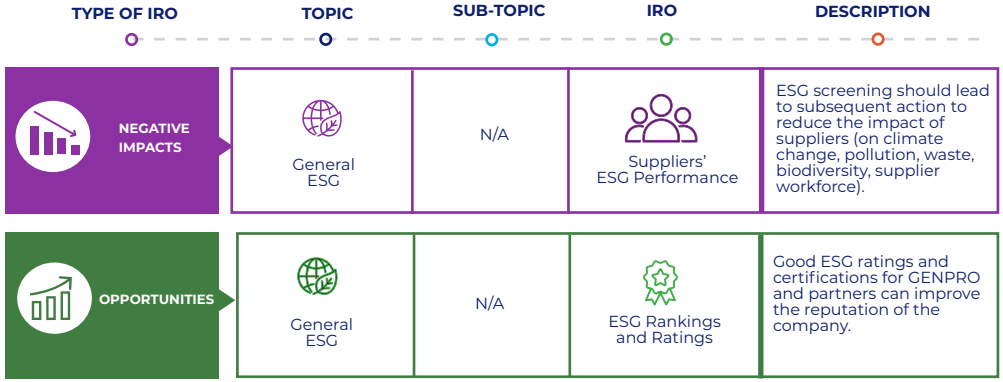
The company's performance, actions and targets related to each material topic are presented in the following sections of this report.



06 Our Performance

General ESG Performance

IRO DESCRIPTION



Strategic Action Plan (Including Targets)

To strengthen ESG rankings and ratings, GENPRO is enhancing its supplier ESG management framework through policy updates, improved due diligence practices, supplier engagement, and internal environmental management practices.

As part of this process, the company plans to update its ESG-related Policies and formalise its sustainability strategy. These updates are expected to be completed within 2026. In addition, suppliers scoring low in the ESG assessment process are subject to corrective action measures, including potential contract termination where improvements are not achieved. The ESG Strategy presented in this 2025 ESG Report also provides a clearer structure for ESG governance and supplier performance monitoring.

To increase accountability within the supply chain, the company will request emissions data from suppliers for transparency and verification purposes, starting with key supplier categories and key products and services. Progress will be monitored annually from 2026 across the short (1 year), medium (5 year) and long-term (10 year) targets.

Supplier capacity building will be supported through enhanced annual sustainability webinars, helping suppliers better understand GENPRO's ESG expectations and evolving market requirements. In parallel, additional training and targeted support will be provided to help suppliers improve their ESG performance scores, with a short-term target of a 5% increase within one year, and a medium-term target of a 10% increase within five years.

Stakeholder engagement will remain an important part of the supplier ESG framework. GENPRO will continue conducting the quarterly GENPRO Sustainability Think Tank meetings and one-to-one discussions with its members to review supplier ESG performance and gather feedback to enhance suppliers' monitoring and improvement, while updating the supplier audit protocols. The company aims to achieve 100% participation in these one-to-one meetings from 2026. In addition, suppliers will continue participating in physical and virtual audits at least once every two years.

To improve GENPRO's own environmental footprint and further strengthen ESG ratings, the company has also initiated preparation to obtain ISO 14001 certification for all its offices as a long-term target over the next 10 years. Achieving certification will support a more structured approach to environmental management, resource efficiency, and continuous improvement across operations.

Metrics

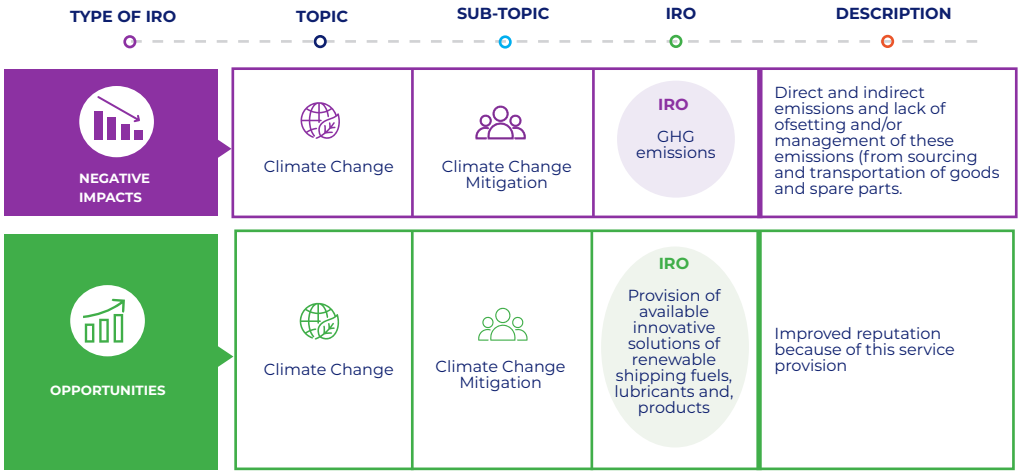
Supplier ESG Screening	2025
Percentage of new suppliers screened using environmental criteria	100%
Percentage of new suppliers screened using social criteria	100%

06 Our Performance

Environment

Climate Change

IRO DESCRIPTION



Strategic Action Plan (Including Targets)

To reduce GHG emissions associated with operations, the company plans the installation of photovoltaic (PV) systems or the purchase of renewable energy, with the objective of achieving 30% renewable energy use by 2030. In parallel, GENPRO has procedures in place to obtain ISO 14001 certification as a long-term target over the next 10 years, strengthening its environmental management system and supporting the systematic monitoring and reduction of its environmental impacts.

Employee awareness and behavioural change will also contribute to emissions reduction. As a short-term priority over the next year, GENPRO will organise an office awareness campaign and employee training on emission reduction, with at least one training session organised annually as part of a “Green Day” initiative.

To address indirect emissions, the company will implement a structured capacity-building programme for its contracted suppliers, focusing on developing their ability to calculate, report, and progressively reduce their emissions. Starting in 2026, the company will expand this initiative across the short, medium, and long-term (1–5–10 years), with annual progress monitored.

With respect to GHG emissions related to business travel, the company will aim to reduce travel emissions by decreasing the frequency of physical supplier audit cycles, where appropriate, based on the criticality and maturity level of suppliers. In addition, sustainability criteria will be integrated into decision-making on business travel, with the objective of achieving a 30% reduction in business travel-related GHG emissions by 2030, forming part of its long-term (10-year) climate objective, and in line with recognised climate frameworks such as the Science Based Targets initiative (SBTi) and the EU Fit for 55 package.

In addition to emissions reduction actions, the company is also leveraging the opportunity to promote innovative solutions related to renewable shipping fuels, lubricants and sustainable products. To support this strategy as a short-term objective within the next year, the company will conduct market research on new and existing suppliers offering relevant innovative solutions, with the objective of presenting the best available solutions to its members. Furthermore, the company will promote innovative services and solutions through marketing and awareness campaigns, including the creation of a dedicated section on the company’s website highlighting new, more sustainable, solutions available to members.

06 Our Performance

GHG Emissions

In 2025, GENPRO strengthened its greenhouse gas (GHG) emissions reporting by expanding Scope 3 coverage and applying a robust, standardised calculation methodology. The company recorded no Scope 1 emissions, as it does not operate combustion assets or company owned vehicles. Therefore its emissions footprint remains limited to Scope 2 and Scope 3 sources.

Scope 2 emissions arise from purchased electricity across office locations, while Scope 3 emissions capture indirect impacts from business activities. In 2025, GENPRO formally included business travel emissions, alongside employee commuting and waste, to provide a more complete representation of its indirect footprint.

All emissions were calculated using DEFRA emission factors, ensuring consistency, transparency, and alignment with the GHG Protocol Corporate and Scope 3 Standards.

Scope 2- Energy Consumption by Location (2025)

Scope 2 emissions represent indirect greenhouse gas emissions resulting from the consumption of purchased electricity across GENPRO's office locations. In 2025, GENPRO's operations in Cyprus, India, and Singapore consumed a combined 27,612.88 kWh of electricity, resulting in total Scope 2 emissions of 18.43 tCO_2e. Energy consumption patterns varied by location, reflecting differences in office size, operational intensity, and regional energy profiles.

Scope 3

Scope 3 emissions represent indirect greenhouse gas (GHG) emissions arising from activities across GENPRO's value chain that are not included in Scope 1 or Scope 2. In line with GENPRO's phased approach to Scope 3 accounting, 2025 marks a significant enhancement in reporting, with the formal inclusion of Business Travel (Category 6) alongside previously reported Waste Generated in Operations (Category 5) and Employee Commuting (Category 7).

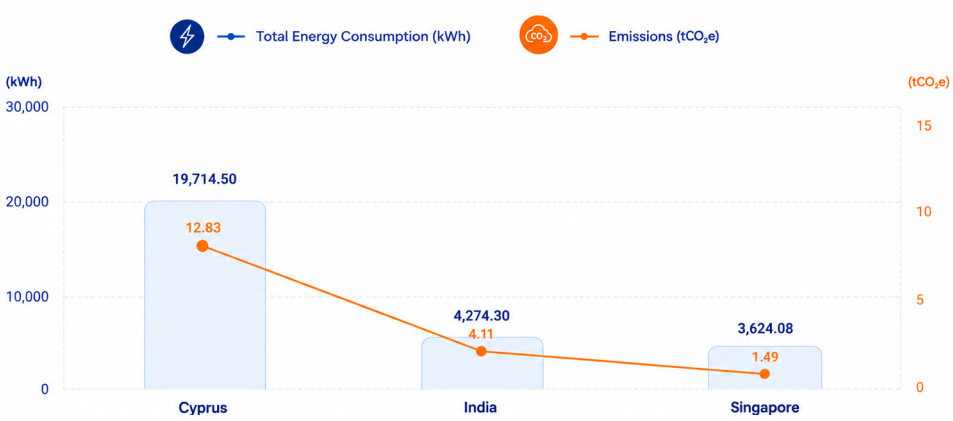
For the calculation of Scope 3 emissions related to waste generation, employee commuting, and business travel, GENPRO utilised emission factors values from the DEFRA and the India GHG Program.

Metrics

Scope 2 - Energy Consumption by Location (2025)

Location	Energy Consumption per capital (kWh)	Total Energy Consumption (kWh)	Emissions (tCO_2e)
Cyprus	896.11	19,714.50	12.83
India	474.92	4,274.30	4.11
Singapore	906.02	3,624.08	1.49
Total	2,277.05	27,612.88	18.43

Scope 2

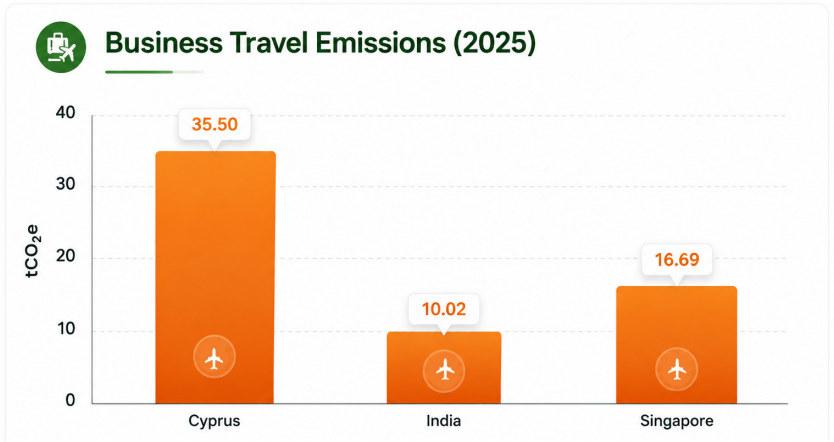


06 Our Performance

Business Travel by Location (2025)

The introduction of a Business Travel emissions category in 2025 covering air, road, rail/other travel, and hotel stays, provides a clearer view of GENPRO's indirect emissions profile and reinforces the organisation's commitment to improving transparency, data coverage, and alignment with the GHG Protocol Corporate Value Chain (Scope 3) Standard.

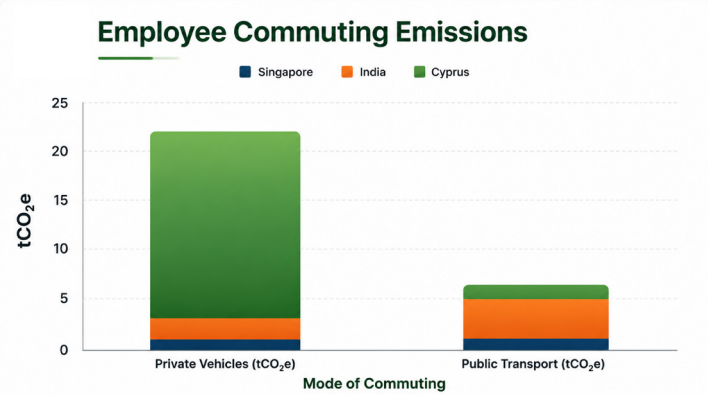
Business Travel	Unit	
	$kgCO_2e$	tCO_2e
Cyprus	35,496.60	35.50
India	10,023.76	10.02
Singapore	16,686.25	16.69
Total	62,206.61	62.21



Employee Commuting by Location and Transport type (2025)

In 2025, employee commuting emissions totalled 28.16 tCO_2e, with clear regional differences. Monitoring employee commuting emissions provides important insight into the regional transport patterns across GENPRO's operations. Cyprus accounted for the largest share, mainly from private vehicle use due to limited public transport options. India recorded higher emissions from public transport, while Singapore reported the lowest commuting footprint, reflecting strong public transport usage. These results highlight the importance of adopting region specific approaches when addressing commuting emissions. GENPRO promotes awareness of sustainable commuting options where viable.

Location	Private Vehicles (tCO_2e)	Public Transport (tCO_2e)	Total Commuting Emissions (tCO_2e)	Average Emissions per employee (tCO_2e)
Cyprus	19.15	1.21	20.36	0.93
India	2.32	4.68	7.00	0.77
Singapore	-	0.80	0.80	0.20
Total	21.47	6.69	28.16	0.80

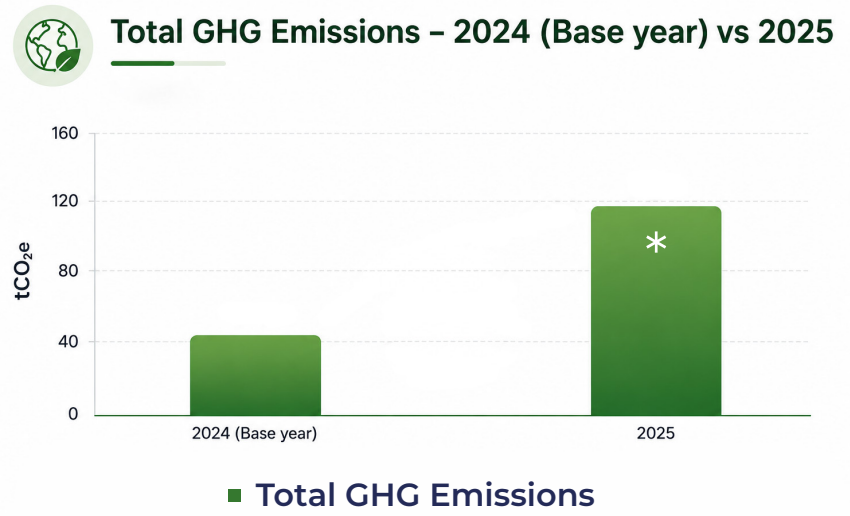


06 Our Performance

Greenhouse Gas (GHG) Emissions Comparison with Base Year

2024 has been established as GENPRO's base year for GHG emissions reporting, providing a reference point for tracking performance over time. Compared to the base year, total GHG emissions increased in 2025, primarily due to the expanded Scope 3 reporting boundary, which now includes Business Travel emissions for the first time. While Scope 2 emissions increased in line with higher energy consumption across office locations, the most significant year-on-year change reflects improved data coverage and transparency rather than a proportional rise in operational activity.

Comparison with base year		
GHG Emissions	**2024 (Base year)**	**2025**
Scope 1	-	-
Scope 2		
Energy Consumption per capita (kWh)	4,296.70	7,033.69
Total Energy Consumption (kWh)	31,456.20	46,639.41
Total Scope 2 Emissions (tco2e)	19.92	26.27
Scope 3	1,052.00	
Waste Generated in Operations	N/A	1,111.00
Business Travel	27.51	62.21
Employee Commuting	28.56	28.16
Total Scope 3 Emissions	48.48	91.48
Total GHG Emissions		117.75



* This now includes Business Travel emissions for the first time, hence the increase.

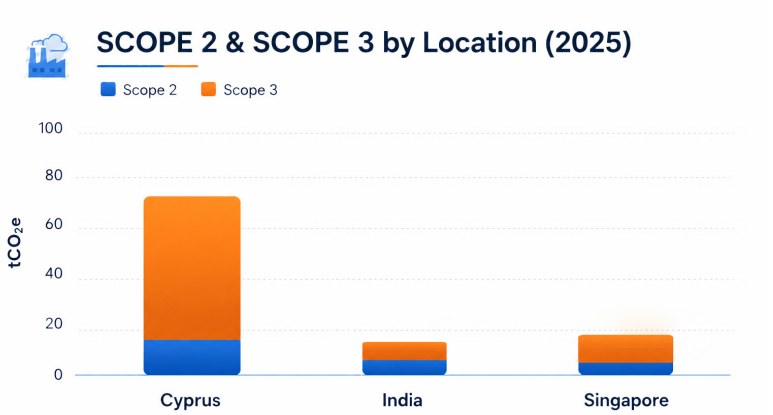


06 Our Performance

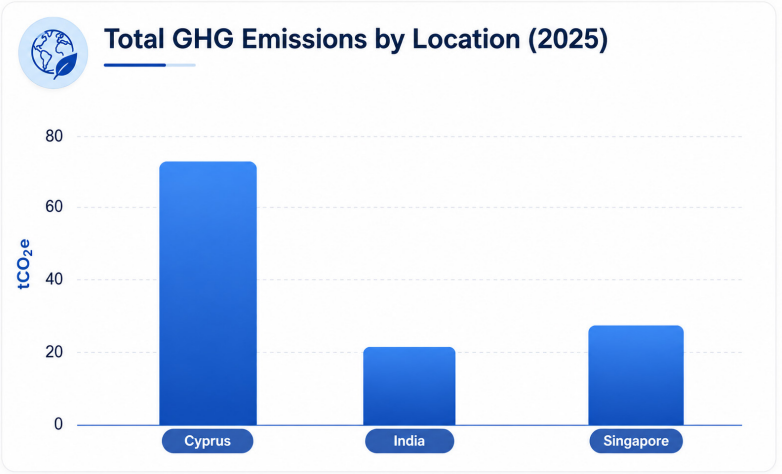
Greenhouse Gas (GHG) Emissions by Location (2025)

The table below presents GENPRO's 2025 GHG emissions by location, covering operations in Cyprus, India, and Singapore. Scope 1 emissions fall outside GENPRO's operational boundary, and emissions arise solely from purchased electricity (Scope 2) and indirect activities such as business travel, employee commuting, and waste generation (Scope 3).

Location wise			
GHG Emissions	**Cyprus**	**India**	**Singapore**
Scope 1	-	-	-
Scope 2			
Energy Consumption per capita (kWh)	896.11	474.92	906.02
Total Energy Consumption (kWh)	19,714.50	4,274.30	3,624.08
Total Scope 2 Emissions (tco2e)	12.83	4.11	1.49
Scope 3			
Waste Generated in Operations	1.11	-	-
Business Travel	35.50	10.02	16.69
Employee Commuting	20.36	7.00	0.80
Total Scope 3 Emissions	56.97	17.02	17.49
Total GHG Emissions	69.80	21.13	26.82



Total Emissions



Locations

06 Our Performance

Additional Metrics (in line with the VSME framework)

Waste Generation (2025)

GENPRO's waste-generated emissions arise from routine office operations, including general waste disposal, paper use, and recyclable packaging materials such as plastic, metal and drink cartons. These waste streams reflect day-to-day administrative activities and are managed through established segregation and disposal practices to minimise environmental impact.

* The disclosed data presented on the right relates to the Cyprus office; per capita calculated for Cyprus office:

2025			
	Total (kg)	Per capita (kg)	Emissions (tCO^2e)
PMD	**103.00**	**4.68**	**0.01**
Paper	**291.00**	**13.23**	**0.04**
General Waste	**2,365.00**	**107.50**	**1.06**
Total Waste	**2,759.00**	**125.41**	**1.11**



06 Our Performance

Social

Own Workforce

IRO DESCRIPTION

TYPE OF IRO	TOPIC	SUB-TOPIC	IRO	DESCRIPTION
OPPORTUNITIES	Own Workforce	Equal treatment and opportunities for all	Investing in own workforce skills	Investing in talent development, digital skills, and cross functional capabilities enhances GENPRO's service delivery, adaptability,and innovation capacity. A well supported, engaged workforce translates to higher quality support for members, better supplier relationships, and improved strategic execution

Strategic Action Plan (Including Targets)

To support the development of its workforce skills, the company promotes continuous learning and capacity building through regular training initiatives. These activities strengthen employee skills, improve collaboration, and support sustainability in daily operations.

As a short-term priority within the next year, GENPRO plans to further enhance team-building activities and professional development training to strengthen collaboration, communication and overall workforce knowledge and skills. Progress will be monitored on a continuous basis, with a target of organising at least one training session per year.

In addition, as a part of its short-term people development objectives, the company plans to implement ESG-related training to enhance employees' understanding of sustainability topics and support the implementation of the company's ESG strategy. This training will also be conducted at least once per year, ensuring that employees continuously develop the skills required to contribute to the company's sustainability objectives.

To support workforce retention and respond to the identified risk of high employee turnover, GENPRO will also review employee feedback and take appropriate action following exit interviews. This will help the company identify improvement areas, strengthen employee engagement, and enhance the overall working environment over time.

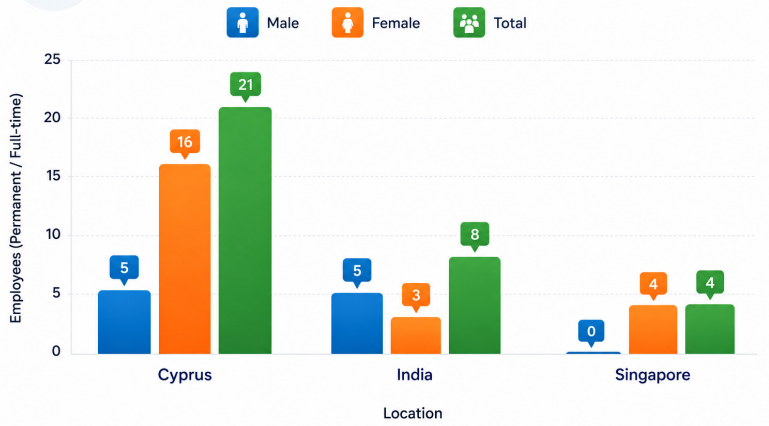
WORKFORCE DISTRIBUTION

by Location, Employment Type and Gender (2025)

LOCATION	EMPLOYEES (HEADCOUNT)				PERMANENT EMPLOYEES				FULL-TIME EMPLOYEES			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Cyprus	5	16	0	21	5	16	0	21	5	16	0	21
India	5	3	0	8	5	3	0	8	5	3	0	8
Singapore	0	4	0	4	0	4	0	4	0	4	0	4
TOTAL	10	23	0	33	10	23	0	33	10	23	0	33

WORKFORCE DISTRIBUTION

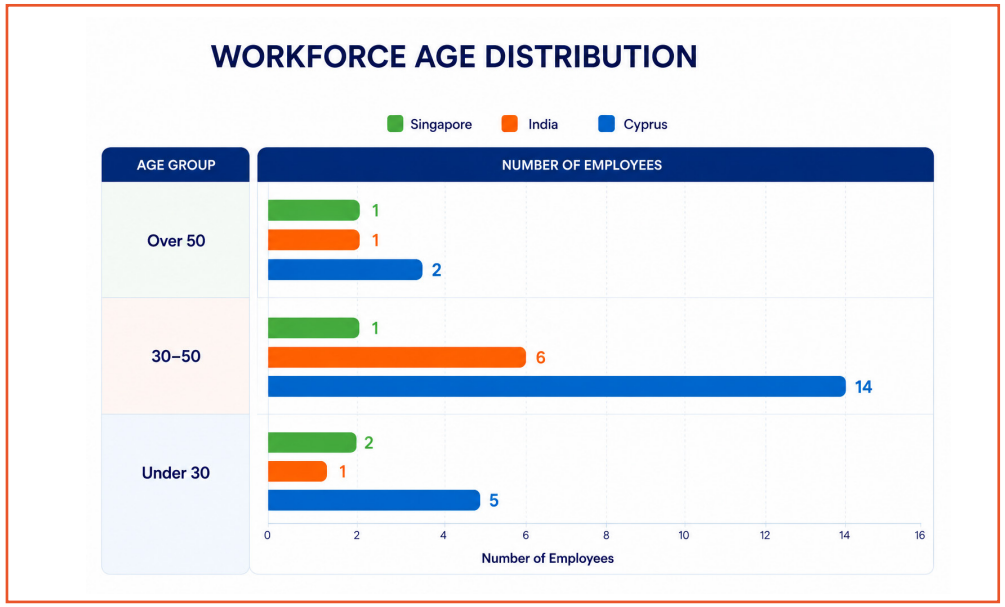
Number of Permanent / Full-time Employees by Gender and Location



06 Our Performance

Workforce Age Distribution by Location (2025)

AGE GROUP	CYPRUS	INDIA	SINGAPORE
Under 30	5	1	2
30–50	14	6	1
Over 50	2	1	1
TOTAL	21	8	4



Employee Hires, Turnover and Parental Leave Indicators (2025)

INDICATOR	2025
New employees hired	10
Employees leaving the organisation	7
Employee turnover rate (%)	22.50%
Employees taking parental leave	0
Employees returning after parental leave	1



06 Our Performance

Health & Safety Performance Indicators (2025)

KPI	2025
Total hours worked	60,849
Number of work-related accidents	0
Employee working hours lost	0
Injury rate	0
Number of occupational diseases	0
Occupational disease rate (ODR)	0
Lost day rate (LDR)	0
Total absentee days lost (due to work-related injury or ill health)	0
Absentee rate (AR)	0
Number of fatalities from injuries	0
Fatality rate (from injuries)	0

Workforce Diversity and Employment Structure Indicators (2025)

WORKFORCE INDICATOR	2025
Number of male employees at management level	5
Number of female employees at management level	5
Female-to-male ratio at management level	1:1
Self-employed workers working exclusively for the undertaking	0
Temporary workers provided by employment agencies	0

06 Our Performance

Respecting Human Rights

GENPRO is committed to safeguarding the fundamental human rights of all individuals involved in our operations, as outlined in the UN International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. These principles are integral to our values and inform our approach to creating a workplace that upholds dignity, fairness, equality, respect and independence. This commitment extends to all areas of our operations, ensuring human rights are respected across all activities.

Modern Slavery & Forced Labour

GENPRO has a zero-tolerance policy towards modern slavery and forced or compulsory labour. We are committed to eliminating all forms of modern slavery, including human trafficking, forced labour, servitude and descent-based slavery. Our Modern Slavery & Anti-Exploitation Policy explicitly prohibits engaging with any entity that supports or enables such practices. The policy ensures that no employee is required to pay for employment or mobilisation, reflecting our dedication to ethical business practices. By adhering to international human rights standards, we affirm our commitment to human dignity and justice in all aspects of our operations.

Child Labour Protection

GENPRO enforces a strict Child Protection Policy, ensuring compliance with both international and local regulations concerning child labour. We prohibit any form of child labour ensuring that no suppliers engage in exploitative practices involving children.

Fair labour conditions are a non-negotiable requirement for all suppliers in our network, and we actively ensure that these conditions are met. This policy strengthens our commitment to ethical business practices and the protection of children's rights within our supply chain.

Equal & Fair Employment

GENPRO's Equal & Fair Employment Policy ensures that all employment decisions are based solely on qualifications, experience, competence and performance, without regard to gender, race, age, nationality, or any other characteristic. This policy promotes equal opportunities for all employees, aligning with the principles of fairness and equality in the workplace. It reflects our commitment to eliminating discrimination and ensuring that all individuals are treated with respect and dignity in accordance with internationally recognised human rights standards.

Zero Tolerance Policy

GENPRO upholds a Zero Tolerance Policy that protects employees, job applicants, customers, members, and anyone associated with the company from acts such as bullying, harassment, exploitation and offensive materials. This policy ensures that all individuals are treated with respect, fostering a work environment that is free from discrimination and unethical behaviour. Violations of this policy are met with serious consequences, including disciplinary actions, to ensure that our commitment to maintaining a respectful and inclusive workplace is upheld.



06 Our Performance

Community Engagement Activities

Supporting Families

During Easter 2025, the GENPRO Cyprus team partnered with the Cyprus Red Cross to prepare Easter boxes filled with essential groceries, offering valuable support to families in need. We also organised a toy collection for the Cyprus Red Cross to further assist its community outreach efforts.







International Day of Charity - Back to School

The GENPRO Cyprus team continued its annual **back to school** initiative, donating school supplies and uniforms to five children in need. Partnering once more with a local radio station, the team reinforced its commitment to education and community engagement.

Tree Plantation and Books Donation

The GENPRO India team participated in a community engagement initiative in Jawhar village near Palghar, Mumbai, in collaboration with Bernhard Schulte Shipmanagement. The initiative focused on tree planting to support environmental sustainability and book donations to promote education, reinforcing GENPRO's commitment to responsible social impact and community development.



06 Our Performance

SPAVO Clothing Drive

In September, we continued our annual clothing drive efforts, donating clothes to the women's shelter run by the Association for the Prevention and Handling of Violence in the Family (SPAVO) in Cyprus. This initiative supports women and children seeking safety from domestic violence.

Supporting Local Biodiversity Through Beehive Adoption

In 2025, GENPRO adopted a beehive through the "Adopt a Hive" programme by Oros Machaira, a Cyprus-based initiative actively supporting bee conservation and broader environmental sustainability efforts.



Community Beachfront Cleanup

To mark International Volunteer Day 2025, GENPRO Cyprus and its families partnered with Limassol Municipality to clean up a local beachfront. The team came together to support coastal protection and promote environmental responsibility.



06 Our Performance

Workers in the Value Chain

IRO DESCRIPTION

TYPE OF IRO	TOPIC	SUB-TOPIC	IRO	DESCRIPTION
OPPORTUNITIES	Workers in the Value Chain	General	Improved transparency and labour conditions	Improving auditing/screening criteria – Improving labour conditions and promoting supplier transparency in the value chain allows GENPRO to drive responsible sourcing and social compliance. By doing so, GENPRO can position itself as a procurement partner that reduces social risk exposure for clients, while also attracting reputable, ethical suppliers.

Strategic Action Plan (Including Targets)

To improve transparency within the entire value chain and labour conditions within the supplier network, the company has strengthened its supplier audit framework by categorising the audit process into separate ESG pillars, including a dedicated Sustainability (Environmental, Social, and Governance) score for suppliers. As a short-term priority within the next year, this assessment will be conducted annually with the objective of covering 100% of suppliers in a two-year cycle.

Based on the Sustainability Score, the company will continue implementing targeted improvement initiatives. Suppliers scoring below the threshold set are required to implement targeted corrective action plans. GENPRO plans to achieve this target also within the next year to ensure that all suppliers below this threshold enter an improvement plan, with immediate improvement targets.

To further build on the resilience of its value chain, the company will continue sharing dedicated social sustainability information with clients through the annual members' report. Continuing in 2026 as a short-term target, GENPRO will provide annual updates on supplier social performance and progress made. These actions aim to strengthen accountability, improve labour conditions across the supply chain and increase transparency for stakeholders.

To further strengthen value chain resilience, suppliers that consistently fail to meet minimum expectations or demonstrate insufficient progress may be subject to further corrective measures, including potential termination of contract where necessary.

Cybersecurity

(Business Conduct reference - covered under this topic)

IRO DESCRIPTION

TYPE OF IRO	TOPIC	SUB-TOPIC	IRO	DESCRIPTION
NEGATIVE IMPACTS	Workers in Value Chain	Other work related (Privacy)	Value chain Safety – Cybersecurity	Inefficient procedures can lead to loss of personal data of value chain actors.
RISKS	Business Conduct	General	Cybersecurity	Cyber-attacks or breaches can cause loss of information risking the cyber-safety of the value chain (U&D), potentially leading to legal action.

Strategic Action Plan (Including Targets)

GENPRO recognises cybersecurity as an important part of responsible business conduct and business resilience. As the company increasingly relies on digital systems and works closely with clients, suppliers, and other partners, strong cybersecurity practices are essential to protect confidential information, personal data and day-to-day operations.

To manage this risk, GENPRO has set a medium-term target to strengthen its internal procedures and work towards ISO 27001 certification within the next five years. Achieving this certification will help enhance information security controls, improve risk management processes, and demonstrate the company's commitment to internationally recognised standards.

At the same time, GENPRO has developed an incident response plan in

06 Our Performance

line with the NIS2 Directive in cooperation with its external IT department. This includes clear procedures for identifying, reporting, responding to, and recovering from cyber incidents, while regularly reviewing mitigation measures in line with ISO 27001 principles.

Through these actions, GENPRO aims to strengthen cyber resilience, reduce potential disruption, and help protect the security and privacy of its value chain partners.

Governance

Business Conduct

IRO DESCRIPTION

TYPE OF IRO	TOPIC	SUB-TOPIC	IRO	DESCRIPTION
OPPORTUNITIES	Business Conduct	General	Strong, transparent and ethical business conduct	Strong, transparent, and ethical business conduct is a cornerstone of building trust in procurement. GENPRO's ability to demonstrate robust compliance processes, fair tendering, and anti-corruption standards positions it as a reliable and professional partner to shipowners, managers, and suppliers. This builds long-term client loyalty and enhances GENPRO's credibility in competitive tenders and new market entries.

Strategic Action Plan (Including Targets)

To promote responsible and ethical business conduct, the company is strengthening its governance and due diligence processes through improved compliance frameworks and digitalisation of operational procedures.

As a short-term priority starting in 2026, GENPRO will review and revise all contractual terms and conditions in line with ISO 37001:2025 standards. This review will be carried out annually to support stronger anti-bribery controls, fair business practices and ongoing compliance improvements.

In addition, GENPRO plans to implement the full automation of benchmarking and price comparison processes via the Optima platform to minimise human error and enhance transparency and fairness in its procurement practices. The company has set a medium-term target over the next five years for 80% of price comparisons to be performed automatically by the system.

Customer Privacy and Data Protection Incidents (2025)

CUSTOMER PRIVACY AND DATA PROTECTION	2025
Substantiated complaints concerning breaches of customer privacy — external parties	0
Substantiated complaints concerning breaches of customer privacy — regulatory bodies	0
Identified leaks, thefts, or losses of customer data	0

06 Our Performance

Local Procurement Performance (2025)

LOCAL PROCUREMENT	2025
Percentage of procurement budget spent on local suppliers	96%

Corruption and Bribery

IRO DESCRIPTION

TYPE OF IRO	TOPIC	SUB-TOPIC	IRO	DESCRIPTION
POSITIVE IMPACTS	Business Conduct	Corruption and bribery	Anti-corruption training	Providing training based on the anti-bribery and anti-corruption policy to our partners, improving responsible business conduct in the industry
RISKS	Business Conduct	Corruption and bribery	Non-compliance with regulation	Risk of non-compliance or inconsistent anti-bribery enforcement across all jurisdictions can lead to penalties and reputational costs – impacting client trust which can directly impact contract renewals and long-term member retention
RISKS	Business Conduct	Corruption and bribery	Bribery/ Facilitation	Reputational risk created through potential bribery during business activities, renewal discussions, unofficial payments to expedite processes/approval (including government representatives) or due to absence of dual approvals or conflict declaration mechanisms
RISKS	Business Conduct	Corruption and bribery	Conflict of interest	Reputational risk for company because of employee making decisions influenced by personal relationships or undisclosed interests
OPPORTUNITIES	Business Conduct	Corruption and bribery	Anti-bribery Management Systems	Acquiring ISO 37001:2025 certification can improve reputation

Strategic Action Plan (Including Targets)

GENPRO promotes ethical conduct and integrity across its operations and value chain through annual anti-corruption awareness and training activities. As a short-term priority within the next year, the company will continue sharing relevant policies and its Code of Conduct with stakeholders at least once per year to strengthen awareness of anti-corruption principles and expected standards of behaviour. GENPRO also contributes to international NGOs and industry associations by sharing knowledge and resources through workshops and collaborative initiatives, supporting sustainability across the maritime supply chain ecosystem.

Risks related to non-compliance with regulations are managed through training, awareness-raising and adherence to anti-bribery procedures across operations and the value chain. Over the next year, GENPRO aims to achieve 100% engagement with suppliers and members and 100% employee participation in annual training programmes. Where incidents occur, the company follows ISO 37001:2025 non-conformity procedures, with a short-term target starting from 2026 to ensure that 100% of compliance incidents are addressed annually. Potential high-risk areas across the value chain are also identified and mitigated through precautionary measures, with the objective of maintaining zero incidents.

Risks associated with bribery and facilitation payments are mitigated through measures that reduce potential misconduct scenarios and ensure transparent interactions with suppliers, in line with ISO 37001 requirements. Through these actions, GENPRO aims to maintain zero incidents in the short, medium and long-term.

The prevention of conflicts of interest is supported through governance procedures requiring employees and partners to sign anti-bribery, anti-corruption and conflict-of-interest declarations, along with the GENPRO Code of Conduct, upon hiring or onboarding. Compliance is subject to annual verification as a short-term recurring target, while annual employee training aligned with ISO 37001 requirements is intended to ensure 100% employee participation each year.

GENPRO is also aligning its management system with ISO 37001:2025 standards. The company's short-term target (1 year) is to achieve certification and successfully pass annual maintenance audits. Over the medium-term (5 years), GENPRO aims to achieve re-certification at the end of the three-year certification cycle, while over the long-term (10 years) the company seeks to maintain certification status and ensure zero corruption-related

06 Our Performance

incidents across its operations. In 2025, GENPRO recorded zero incidents of corruption, zero legal actions for anti-competitive behaviour, and no fines or sanctions related to bribery or corruption.

Gender Diversity Within the Governance Bodies (2025)

GOVERNANCE BODIES	MALE	FEMALE
Advisory Board	4	0
Board of Directors	3	2
Management	5	5

Non-Compliance Incidents and Regulatory Breaches (2025)

Non-compliance Incidents	2025
Non-compliance with regulations and/or voluntary codes concerning product and service information and labelling	0
Non-compliance with regulations resulting in a fine or penalty	0
Non-compliance with regulations resulting in a warning	0
Non-compliance with voluntary standards which involved GENPRO's terms & conditions (incidents of non-compliance in which the organisation was determined not to be at fault excluded)	0
Non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship	0

Responsible Communication

GENPRO is committed to ensuring transparency and honesty in all communication with our members, suppliers and stakeholders. We provide clear and accurate information regarding our services, including pricing, terms, conditions and obligations. This approach enables stakeholders to make informed decisions, supporting a responsible business environment.

A well-established process for grievance handling and dispute resolution is in place. Complaints are documented using whistleblowing forms, ensuring proper tracking and resolution. Regular evaluations of member satisfaction are conducted and feedback is used to continuously enhance our services. The following policies are incorporated within the Management System:

- **Communication Policy:**

  This policy outlines the procedures for effective communication, ensuring both internal and external communications are consistent with the Integrated Management System

- **Social Media Policy:**

  This policy provides employees with clear instructions on responsible social media use for corporate purposes, and is provided to all new employees upon joining the company

- **Whistleblowing Policy:**

  This policy establishes a secure and confidential process for reporting concerns or suspected misconduct, ensuring that employees and external stakeholders can raise issues without fear of retaliation and in alignment with the company's integrity and compliance framework.

07 Membership & Roles

1. WISTA Cyprus – GENPRO MD, **Vice President.**
2. International Shipsuppliers & Services Association (ISSA) **- Honorary Member.**
3. Let's Make Cyprus Green – **Member.**
4. YoungShip – **Employee membership.**
5. Cyprus Shipping Chamber - **Member.**
6. CYMEPA Cyprus Marine Environment Protection Association **Member.**





08 GRI/VSME CONTENT INDEX

STATEMENT OF USE	GenPro has reported with reference to the GRI Standards and the VSME Comprehensive Module for the period January 2025 to December 2025
GRI & VSME Standard used	GRI 1: Foundation 2021 & VSME Comprehensive Module
Applicable GRI Sector Standard(s)	None

GRI/VSME STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GENERAL DISCLOSURES						
GRI 2: GENERAL DISCLOSURES 2021/ VSME	2-1 Organisational details/ B1 Basis for preparation	"About GENPRO" p.6	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 organisation's sustainability reporting /B1 Basis for preparation	"About this report" p.3				
	2-3 Reporting period, frequency and contact point / B1 Basis for preparation	"About this report" p.3 , "Feedback" p. 48				
	2-4 Restatements of information	N/A				
	2-5 External assurance	N/A				
	2-6 Activities, value chain and other business relationships/ C1 Business Model & Strategy	"Services & Business Model" p.7 , "Value Chain" p. 9	2-6d	Not applicable	There are no significant changes to report	

08 GRI/VSME CONTENT INDEX

GRI/VSME STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GENERAL DISCLOSURES						
GRI 2: GENERAL DISCLOSURES 2021/ VSME	2-7 Employees/ VSME B8-10 & C5-7	"Social / Own Workforce" p. 24	2-7-b-iii, 2-7-d, 2-7e	Not applicable	GENPRO does not employ non-guaranteed hour employees. There is no contextual information needed as the numbers were collected via head count. There are no significant fluctuations in the number of employees to report	
	2-8 Workers who are not employees	N/A	2-8	Not applicable	GENPRO does not employ workers who are not employees	
	2-9 Governance structure and composition/ C9 Gender diversity ratio in the governance body	"Our Approach to Managing our Priorities / Our Sustainability Governance" p.12, "Social/ Own Workforce/ Metrics" p. 24	2-9-c	Not applicable	Apart from women, GENPRO does not currently monitor the participation of other underepresented groups within its highest governance body. The company will proceed with identifying any relevant underepresented groups and disclose their participation in the coming years.	
	2-10 Nomination and selection of the highest governance body	N/A		Not applicable	This information is not required according to the VSME Standards	
	2-11 Chair of the highest governance body	N/A		Not applicable	This information is not required according to the VSME Standards	
	2-12 Role of the highest governance body in overseeing the management of impacts	"Our Sustainability Governance" p. 12				
	2-13 Delegation of responsibility for managing impacts	"Our Sustainability Governance" p.12				

08 GRI/VSME CONTENT INDEX

GRI/VSME STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GENERAL DISCLOSURES						
GRI 2: GENERAL DISCLOSURES 2021/ VSME	2-14 Role of the highest governance body in sustainability reporting	"Our Sustainability Governance" p.12				
	2-15 Conflicts of interest	"Governance / Business Conduct/ Corruption & Bribery" p. 31-32				
	2-16 Communication of critical concerns	"Additional Narrative/ Responsible Communication/ Whistleblowing Policy", p.33				
	2-17 Collective knowledge of the highest governance body	N/A		Not applicable	This information is not required according to the VSME Standards	
	2-18 Evaluation of the performance of the highest governance body	N/A	2-18	Not applicable	This information is not required according to the VSME Standards	
	2-19 Remuneration policies	N/A	2-19	Confidentiality constraints	This information is not required according to the VSME Standards	
	2-20 Process to determine remuneration	N/A	2-20	Confidentiality constraints	This information is not required according to the VSME Standards	
	2-21 Annual total compensation ratio	N/A	2-21	Confidentiality constraints	This information is not required according to the VSME Standards	
	2-22 Statement on sustainable development strategy, B2, C2	"Letter from the Managing Directors" p.4 "Strategic Action Plan (including Targets)" p.30				

08 GRI/VSME CONTENT INDEX

GRI/VSME STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GENERAL DISCLOSURES						
GRI 2: GENERAL DISCLOSURES 2021/ VSME	2-23 Policy commitments, B2, C2	"Strategic Action Plan (including Targets) p.30, Additional Narrative/ Respecting Human Rights/ Modern Slavery & Forced Labour" p.27, "Child Labour Protection" p. p.27,, "Equal & Fair Employment" p.27, "Zero tolerance Policy" p.27, "Corruption & Bribery" p.32 "Responsible Communication" p.33	2-23c			
	2-24 Embedding policy commitments B2, C2	"Strategic Action Plan (including Targets) p.30, Additional Narrative/ Respecting Human Rights/ Modern Slavery & Forced Labour" p.27, "Child Labour Protection" p. p.27,, "Equal & Fair Employment" p.27, "Zero tolerance Policy" p.27, "Corruption & Bribery" p.32 "Responsible Communication" p.33				
	2-25 Processes to remediate negative impacts	Strategic Action Plan (including Targets) p.30				
	2-26 Mechanisms for seeking advice and raising concerns	"Additional Narrative/ Responsible Communication/ Whistleblowing Policy", p. 33				
	2-27 Compliance with laws and regulations, B11, C9	"Our Performance / Governance / Regulatory Compliance" p. 31				

08 GRI/VSME CONTENT INDEX

GRI/VSME STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GENERAL DISCLOSURES						
GRI 2: GENERAL DISCLOSURES 2021/ VSME	2-28 Membership associations	"Memberships & Roles" p. 34				
	2-29 Approach to stakeholder engagement	"Stakeholder Engagement" p. 13				
	2-30 Collective bargaining agreements	N/A	2-30	Not applicable	GENPRO's employees are not covered by collective bargaining agreements	
MATERIAL TOPICS						
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	"Double Materiality Analysis (DMA)" p.14				
	3-2 List of material topics	"Double Materiality Analysis (DMA)" p.14				
PROCUREMENT PRACTICES						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Our performance/ Governance/ Business Conduct/ Additional Metrics/ Strategic Action Plan (including Targets) p.30				
GRI 204: PROCUREMENT PRACTICES 2016	204-1 Proportion of spending on local suppliers	"Governance / Business Conduct/ Local Procurement Performance" p. 31				

08 GRI/VSME CONTENT INDEX

GRI/VSME STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
ANTI-CORRUPTION						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics, B11	Our performance/ Governance/ Business Conduct/ Corruption and Bribery/ Strategic Action Plan (including Targets) p.30				
GRI 205: ANTI-CORRUPTION 2016, VSME B11	205-1 Operations assessed for risks related to corruption, B11	"Governance/ Business Conduct/ Corruption and Bribery" p.30				
	205-2 Communication and training about anti-corruption policies and procedures	"Our performance/ Governance/ Business Conduct/ Corruption and Bribery" p.30				
	205-3 Confirmed incidents of corruption and actions taken, B11 Convictions and fines for corruption and bribery	Governance/ Business Conduct/ Corruption and Bribery" p.30	Fully reported – No incidents recorded			
ANTI-COMPETITIVE BEHAVIOR						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Our performance/ Governance/ Business Conduct/ Corruption and Bribery/ Strategic Action Plan (including Targets) p.30				
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A	206-1b	Not applicable	There are no outcomes. decisions or judgements of legal actions to disclose	

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GRI/VSME STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
ENERGY						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics, C3	Our Performance, Environment/ Climate Change/ Strategic Action Plan (including Targets) p.30				
GRI 302: ENERGY 2016, VSME B3, C3, C4	302-1 Energy consumption within the organisation, B3	Our Performance, Environment/ Climate Change/ Metrics p.17	302-1a, 302-1b	Not applicable	The organisation has no direct consumption of fuels of any kind	
	302-2 Energy consumption outside of the organization, B3	Our Performance, Environment/ Climate Change/ Metrics p.17				
	302-3 Energy intensity	N/A				
	302-4 Reduction of energy consumption	N/A	302-4	Not applicable	Relocation of offices making metrics not comparable	
	302-5 Reductions in energy requirements of products and services	N/A	302-5	Not applicable	Relocation of offices making metrics not comparable	
EMISSIONS						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics, C3	Our Performance, Environment/ Climate Change/ Strategic Action Plan (including Targets) p.30				
GRI 305: EMISSIONS 2016, VSME B3, C3, C4	305-1 Direct (Scope 1) GHG emissions B3	Our Performance, Environment/ Climate Change/ Metrics p.17	305-1	Not applicable	The organisation has no direct emissions	
	305-2 Energy indirect (Scope 2) GHG emissions	Our Performance, Environment/ Climate Change/ Metrics p.17				

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GRI/VSME STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 305: EMISSIONS 2016, VSME B3, C3, C4	305-3 Other indirect (Scope 3) GHG emissions, B3	Our Performance, Environment/ Climate Change/ Metrics p.17				
	305-4 GHG emissions intensity	N/A				
	305-5 Reduction of GHG emissions	Our Performance, Environment/ Climate Change/ Metrics p.17				
	305-6 Emissions of ozone-depleting substances (ODS)	N/A	305-6	Not applicable	The organisation does not directly use ozone depleting substances. Refrigerants and other ODS will be monitored in the coming years	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A	305-7	Not applicable	The organisations does not perform any activities that produce NOx and SOx	
WASTE						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics, C2	"Our Performance / Environment / Additional Metrics/ Waste " p.17				
GRI 306: WASTE 2020, VSME B7	306-1 Waste generation and significant waste-related impacts	"Our Performance / Environment / Additional Metrics/ Waste " p.17				
	306-3 Waste generated, B7	"Our Performance / Environment / Additional Metrics/ Waste " p.17				
	306-4 Waste diverted from disposal	"Our Performance / Environment / Additional Metrics/ Waste " p.17			This information is not required according to the VSME Standards	
	306-5 Waste directed to disposal	"Our Performance / Environment / Additional Metrics/ Waste " p.17				

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GRI/VSME STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
SUPPLIER ENVIRONMENTAL ASSESSMENT						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	"Our Performance / General ESG Performance/ Strategic Action Plan" p. 30				
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1 New suppliers that were screened using environmental criteria	"Our Performance / General ESG Performance/ Supplier ESG Screening table" p. 17				
	308-2 Negative environmental impacts in the supply chain and actions taken	"Our Performance / General ESG Performance/ IRO Description" p. 17				
EMPLOYMENT						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Social/ Own Workforce/ Strategic Action Plan" p.24				
GRI 401: EMPLOYMENT 2016, VSME B8, C5-7	401-1 New employee hires and employee turnover	Social/ Own Workforce/ Metrics" p.24.				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	N/A				
	401-3 Parental leave	Social/ Own Workforce/ Metrics" p.24				

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GRI/VSME STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
OCCUPATIONAL HEALTH AND SAFETY						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	N/A			Not material	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018, VSME B9	403-1 Occupational health and safety management system	N/A			Not material	
	403-2 Hazard identification, risk assessment, and incident investigation	N/A			Not material	
	403-3 Occupational health services	N/A			Not material	
	403-4 Worker participation, consultation, and communication on occupational health and safety	N/A			Not material	
	403-5 Worker training on occupational health and safety	N/A			Not material	
	403-6 Promotion of worker health	N/A			Not material	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	N/A			Not material	
	403-8 Workers covered by an occupational health and safety management system	N/A			Not material	

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GRI/VSME STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
OCCUPATIONAL HEALTH AND SAFETY						
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018, VSME B9	403-9 Work-related injuries, B9	Social/ Own Workforce/ Metrics" p.24				
	403-10 Work-related ill health, B9	Social/ Own Workforce/ Metrics" p.24.				
DIVERSITY AND EQUAL OPPORTUNITY						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Social/ Own Workforce/ Strategic Action Plan" p.24.				
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016, VSME C9	405-1 Diversity of governance bodies and employees, B8, C9	Social/ Own Workforce/ Metrics" p.24				
	405-2 Ratio of basic salary and remuneration of women to men	N/A	405-2	Confidentiality constraints	GENPRO is a private company with financial disclosure constraints	
NON-DISCRIMINATION						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Social/ Own Workforce/ Additional Narrative/ Equal & Fair Employment" p.25				
GRI 406: NON-DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	N/A				
CHILD LABOR						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics, C6	Social/ Own Workforce/ Additional Narrative/ Child Labour Protection" p.27				
GRI 408: CHILD LABOR 2016, VSME C6	408-1 Operations and suppliers at significant risk for incidents of child labor	N/A		Not applicable	Not material	

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GRI/VSME STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
FORCED OR COMPULSORY LABOR						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics, C6	Social/ Own Workforce/ Additional Narrative/ Modern Slavery & Forced Labour" p.27				
GRI 409: FORCED OR COMPULSORY LABOR 2016, VSME C6	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	N/A			Not material	
LOCAL COMMUNITIES						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Social/ Own Workforce/ Additional Narrative/ Community Engagement Activities" p.24				
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social/ Own Workforce/ Additional Narrative/ Community Engagement Activities" p.24				
	413-2 Operations with significant actual and potential negative impacts on local communities	N/A				
SUPPLIER SOCIAL ASSESSMENT						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	"Our Performance / General ESG Performance/ Strategic Action Plan" p.17				
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1 New suppliers that were screened using social criteria	"Our Performance / General ESG Performance/ Supplier ESG Screening table" p. 17				

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GRI/VSME STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
SUPPLIER SOCIAL ASSESSMENT						
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-2 Negative social impacts in the supply chain and actions taken	"Our Performance / General ESG Performance/ IRO Description" p. 17				
MARKETING AND LABELING						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	"Additional Narrative/ Responsible Communication", p.33				
GRI 417: MARKETING AND LABELING 2016	417-1 Requirements for product and service information and labeling	N/A	417-1	Not applicable	GENPRO ensures that all its suppliers comply with its own ESG requirements	
	417-2 Incidents of non-compliance concerning product and service information and labeling	N/A				
	417-3 Incidents of non-compliance concerning marketing communications	"Governance, Business Conduct, Metrics", p.30				
CUSTOMER PRIVACY						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	"Our Performance / Governance / Business Conduct/ Strategic Action Plan (including Targets)" p. 30				
GRI 418: CUSTOMER PRIVACY 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	"Our Performance / Governance / Business Conduct/ Metrics" p. 30				

Your Feedback Matters

Dear Reader,

Thank you for your interest in GENPRO's sustainability initiatives. We hope this report has provided useful insight into our ongoing efforts and progress. Your feedback is important to us as we continue to strengthen our approach to sustainability. We welcome your thoughts and comments at **marketing@gen-pro.com.** Together, we aim to support a more transparent and responsible maritime industry.

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