INTEGRATED MANAGEMENT SYSTEM:

SIRIUS MARITIME maintains and continuously improves an Integrated Management System within the scope of Ship Management, providing comprehensive services for ships and yachts, including Maintenance, Crew Management, Safety Compliance, and Operational Support.

The Company is committed to meeting the requirements of ISO standards to ensure Quality, Safety, and Environmental sustainability in all our operations in accordance with the standards ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO/ IEC 27001:2022 respectively.

MAIN OBJECTIVES:

- Prevent non-conformities at all operational stages
- Meet and exceed customer expectations through continuous improvement
- Optimize costs while maintaining high-quality standards and reducing incidents of non-conformities
- Ensure compliance with legal and regulatory requirements related to product safety, environmental protection, and occupational health
- Improve environmental performance through structured monitoring and analysis of sustainability indicators
- Foster transparency and strengthen relations with authorities and stakeholders
- Minimize environmental, health, and safety complaints, incidents, and accidents
- Enhance workplace safety through training, risk management, and emergency preparedness
- Continuously improve information security risk assessment and compliance measures
- Protect business continuity by minimizing the impact of information security breaches

SAFETY & HEALTH:

- Providing a safe and healthy working environment for all employees in compliance with ISO 45001:2018
- Aiming for accident-free operations
- Preventing human injury, loss of life and avoiding damage to property
- Assessing all risks to the vessel, personnel and the environment and establishing appropriate safeguards
- Preparing to respond to any kind of emergency

ENVIRONMENTAL PROTECTION:

- Preserving and protecting natural resources and preventing any kind of pollution
- Reducing the impact resulting from its activities on the environment
- Controlling and improving energy use, consumption, and environmental performance by ensuring sustainability
- Ensuring compliance with ISO 14001:2015 standards for Environmental Management Systems and legal and regulatory requirements

PERSONNEL:

- Employing qualified, experienced, and medically fit personnel
- Developing and upgrading personnel qualification and skills
- Enforcing disciplinary action and/or dismissing any employee who breaches the Company's Policies and/or procedures, as well as the applicable rules and regulations, or fails to report any violation of them

DRUGS & ALCOHOL:

- Strictly prohibiting employees from carrying out duties whilst impaired by alcohol or any illegal or non-prescribed drug
- Distribution and possession non-prescribed drugs or alcohol is strictly prohibited

INFORMATION SECURITY:

- Ensuring security for personnel, vessels and office locations as required by applicable rules and regulations
- Using best endeavours for cyber security and cyber safety
- Ensuring compliance with ISO/IEC 27001:2022 standards for Information Security Management Systems

ANTI HARASSMENT:

- Maintaining a workplace free of harassment with a 'zero-tolerance' policy
- Encouraging immediate reporting and ensuring thorough investigation of any harassment claims

OPEN REPORTING:

- Ensuring and promoting a free and anonymous reporting by all employees on any concerns or issues of non-compliance with rules & regulations or the Company's Policies
- Investigating and following up any concerns submitted via the open reporting
- Prohibiting any retaliation against employees who report non-compliance

ANTI-BRIBERY:

- Preventing, detecting, and reporting bribery
- Maintaining a 'zero-tolerance' stance towards any form of bribery

CODE OF ETHICS:

- Ensuring ethical conduct in business practice
- Promoting honesty, integrity, and fairness in business
- Protecting all employees and the Company from illegal or damaging actions by individuals, either knowingly or unknowingly

Signed by the Top Management, Svilen Vodenicharov, CEO

SIRIUS MARITIME GROUP IMO No.6353351

SIRIUS MARITIME LTD
15 January 2026

This Policy Statement is approved by the Company's Top Management and is applicable to all Company's employees, ashore and onboard ships. The Company is committed to communicating this Policy Statement to all employees, to any contractors working with or on behalf of the Company and to the public. The Company is further committed to providing all necessary resources for the implementation of this policy towards compliance of the Company's Management System. This Policy Statement is subject to annual review by the Top Management for continued suitability.

Bureau Veritas Certification

SIRIUS MARITIME LLC

109 Knyaz Boris I Blvd., fl. 1, apt. 1, 9000, Varna, Bulgaria

Bureau Veritas Certification Holding SAS - UK Branch certifies that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the management system standards detailed below

ISO 9001:2015

Scope of certification

Crew recruitment and ship management of seagoing vessels and yachts.

Original cycle start date:	**22-05-2025**
Expiry date of previous cycle:	**NA**
Certification / Recertification Audit date:	**08-05-2025**
Certification / Recertification cycle start date:	**22-05-2025**
Subject to the continued satisfactory operation of the organisation's Management System, this certificate expires on:	**21-05-2028**

Certificate No.: **BG004457** Version: **1** Issue date: **22-05-2025**

UKAS MANAGEMENT SYSTEMS
0008

Signed on behalf of BVCH SAS UK Branch

Certification Body Address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom

Local Office: 81A, Bulgaria Blvd., 1404 Sofia, Bulgaria

Further clarifications regarding the scope and validity of this certificate, and the applicability of the management system requirements, please call: +359 (2) 983 60 00

Bureau Veritas Certification

SIRIUS MARITIME LLC

109 Knyaz Boris I Blvd., fl. 1, apt. 1, 9000, Varna, Bulgaria

Bureau Veritas Certification Holding SAS - UK Branch certifies that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the management system standards detailed below

ISO 14001:2015

Scope of certification

Crew recruitment and ship management of seagoing vessels and yachts.

Original cycle start date:	**22-05-2025**
Expiry date of previous cycle:	**NA**
Certification / Recertification Audit date:	**08-05-2025**
Certification / Recertification cycle start date:	**22-05-2025**
Subject to the continued satisfactory operation of the organisation's Management System, this certificate expires on:	**21-05-2028**

Certificate No.: **BG004459** Version: **1** Issue date: **22-05-2025**

UKAS MANAGEMENT SYSTEMS
0008

Signed on behalf of BVCH SAS UK Branch

Certification Body Address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom

Local Office: 81A, Bulgaria Blvd., 1404 Sofia, Bulgaria

Further clarifications regarding the scope and validity of this certificate, and the applicability of the management system requirements, please call: +359 (2) 983 60 00

SIRIUS MARITIME LLC

109 Knyaz Boris I Blvd., fl. 1, apt. 1, 9000, Varna, Bulgaria

Bureau Veritas Certification Holding SAS - UK Branch certifies that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the management system standards detailed below

ISO 45001:2018

Scope of certification

Crew recruitment and ship management of seagoing vessels and yachts.

Original cycle start date:	**22-05-2025**
Expiry date of previous cycle:	**NA**
Certification / Recertification Audit date:	**08-05-2025**
Certification / Recertification cycle start date:	**22-05-2025**
Subject to the continued satisfactory operation of the organisation's Management System, this certificate expires on:	**21-05-2028**

Certificate No.: **BG004461** Version: **1** Issue date: **22-05-2025**

UKAS MANAGEMENT SYSTEMS
0008

Signed on behalf of BVCH SAS UK Branch

Certification Body Address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom

Local Office: 81A, Bulgaria Blvd., 1404 Sofia, Bulgaria

Further clarifications regarding the scope and validity of this certificate, and the applicability of the management system requirements, please call: +359 (2) 983 60 00

Bureau Veritas Certification

Certificate

Awarded to

SIRIUS MARITIME LLC

109 KnyazBoris I Blvd.,fl.1,apt.1,9000,Varna,Bulgaria

BUREAU VERITAS CERTIFICATION CZ, s.r.o. certifies that the Information Security Management System of the above organisation has been audited and found to be in accordance with the requirements of the management system standard detailed below:

Standard

ISO/IEC 27001:2022

Scope of supply

Information security management system applied to
crew recruitment and ship management of seagoing vessels and yachts.
in the scope of valid Statement of Applicability, v. 01/16.01.2025

Original Approval date:	**09-05-2025**
Expiry date of previous cycle:	**NA**
Certification / Recertification Cycle Start Date:	**09-05-2025**
Certification / Recertification Cycle End Date:	**08-05-2028**
Subject to the continued satisfactory operation of the organisation's Management System, this certificate is valid until:	**08-05-2028**

To check this certificate validity please call: +359 (2) 983 60 00

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.

Version: **1**, Issue Date: **09-05-2025**

Certificate Number: **CZE - 2500150**

MANAGING OFFICE:BUREAUVERITAS CERTIFICATION CZ, s.r.o., Olbrachtova 1, 140 02 Prague 4, Czech Republic
ISSUING OFFICE ADDRESS: BUREAU VERITAS CERTIFICATION CZ, s.r.o., Olbrachtova 1, 140 02 Prague 4, Czech Republic

Bureau Veritas Certification