



2021

SUSTAINABILITY
REPORT

Contents

United Nations Sustainable Development Goals (SDGs)	3	6.5 Compliance with EU MRV and IMO DCS	57
01 Letter from our ceo	4	6.6 Washwater Analysis Campaign	58
02 About us	6	6.7 Pollution Prevention, Beyond Compulsory requirements	59
2.1 The first EEDI- Phase 3, Tier III vessel delivery	10	07 Our people	60
2.2 Our Values, Vision, Mission and Strategies	11	7.1 Our seafarers	61
2.3 Navigating through time – 60+ years in dry bulk shipping	15	7.2 Crew changes amidst the pandemic	63
03 Responsible	17	7.3 Endorsement of the Neptune Declaration	64
3.1 Summary of Company Policies	21	7.4 Improving ship to shore communication	65
3.2 Strong Internal Controls	34	7.5 Training program for our seafarers	66
3.3 Alignment with UN SDGs	36	7.6 Our shore-based personnel	67
04 Achieving sustainable economic growth	37	7.7 Investing in our People	68
05 Operational Excellence	42	7.8 Safe Bulklers scholarship program	69
5.1 Constantly improved records on Health and Safety	43	7.9 Response to COVID-19 pandemic	70
5.2 Optimization of our procurement processes -		7.10 Environmental Awareness & Actions of Office Personnel	72
Green Procurement Strategy	46	08 Safe Bulklers towards 2030	74
06 The Environment	47	8.1 Fleet Renewal and Newbuilding Program	75
6.1 Our Initiatives	48	8.2 Upgrading our fleet	76
6.2 Emissions profile	50	8.3 Digitalization	77
6.3 Investing in Energy Saving Devices	53	09 Reporting standards, legal information and cautionary note	79
6.4 Our Success Stories	54	Contact Information	83



United Nations Sustainable Development Goals (SDGs)

SAFE BULKERS INC.

Addressing the United Nations SDGs

In 2015, the United Nations Member States adopted 17 Sustainable Development Goals (SDGs) to achieve significant progress on global economic, social and environmental challenges, including climate change and environmental degradation, by 2030. While Safe Bulkers Inc. supports all of the SDGs, we mainly contribute to six of them, which we believe are most relevant to our industry. Additional information can be found in the content index of the 2021 Sustainability Report.

Explore how Safe Bulkers Inc. contributes.

01

LETTER FROM OUR CEO





Looking back on the past challenging years, I am so proud of what our Company and our people have collectively accomplished both in times of crises and in periods of favourable shipping markets, and the continued steps we have taken on accelerating progress towards a more sustainable and inclusive company.

Throughout this period of uncertainty and disruption, Safe Bulkers Inc. has led with a tireless focus on doing all the things we should be doing to continue to deliver to all our stakeholders, maintaining a healthy and competitive company with strong economic growth and sustainable development. Our company's foundational strength and operational resilience, alongside the tremendous character and commitment of our team in these difficult and complex times amongst the pandemic, the geopolitical tensions and the increasing risks of global recession in an inflationary environment, enabled us to successfully address the challenges of our time and deliver exceptional results in 2021.

Reducing the environmental impact of our businesses and operations has long been a strategic priority for our Company and integral part for our long-standing success. Ahead of the increasingly stringent environmental regulations which include the IMO greenhouse gas emissions (GHG) reduction targets for international shipping by at least 50% by 2050 compared to 2008 levels, we are executing a comprehensive fleet renewal program, ordering the most advanced vessels complying with EEDI-Phase 3, NOx -Tier III regulations, investing in greener technologies for upgrading our vessels' performance and assessing alternative fuels and use of biofuels.

Ultimately, at Safe Bulkers Inc., we recognize that we are only as strong as our people and communities. Building on six decades of experience, we continue to integrate and elevate our sustainable efforts across the company and continuously improve our Environment, Social and Governance (ESG) performance. While we do our best to make a positive and lasting impact where we live and work, we are also working toward providing more access to opportunities, especially for young people, having introduced in 2021, an annual scholarship program for maritime and shipping law studies.

As we look forward, we know that, no matter the challenge, we remain relentlessly focused on our commitment to serve all our stakeholders, generate long-term value and contribute to the communities in which we live and do our business. In this context, I invite you to read our 2021 ESG Report and be informed about our work and performance on ESG matters that are critical to build a successful, enduring company.

Polys V. Hajioannou

02

ABOUT US



Safe Bulkers Inc. (the “Company” or “Safe Bulkers”) is an international provider of marine dry-bulk transportation services, transporting primarily grain, coal and iron ore, worldwide. We are listed on the New York Stock Exchange and trade under the symbol “SB”. As of December 31st 2021, our fleet comprised 39 vessels, with an average age of 10.3 years and an aggregate carrying capacity of 3.7 million DWT. The Company has also ordered nine newbuild vessels to be delivered from May 2022 until first quarter of 2024, consisting of six Kamsarmax and 3 Post-Panamax with aggregate carrying capacity of 0.8 million dwt. The newbuild vessels have been ordered in the context of our fleet renewal strategy, complying with EEDI - Phase 3 in relation to CO2 emissions and Tier III in relation to NOX emissions and represent our Company’s main initiative to adapt our fleet to the new and forthcoming environmental regulations.



USD 329 mil.
Net revenue in 2021



3.7 mil.
tonnes DWT



24 mil. tonnes
of cargo carried in 2021



4 offices
in 4 countries



10.3
Average fleet age



15%
fleet growth since 2015



680
ports called in 2021



>2.4 mil. miles
covered in 2021



916
shore and sea based employees



SB
Listed on NYSE



39
vessels

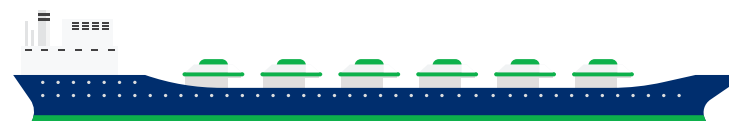
As of December 31st 2021, we owned
**5 Capesize, 15 Post-Panamax, 7 Kamsarmax
and 12 Panamax class vessels.**

We are responsible for the day-to-day operation of our vessels, including chartering, marine operations, technical maintenance, crewing (manning of our vessels and training of our seafarers), supplies (provisions and spares), health and safety, and operational and environmental performance.

Table 1: Our fleet as of December 31, 2021



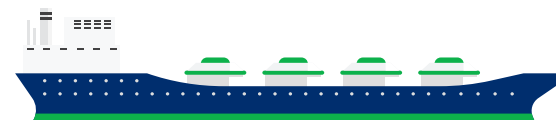
5 Capesize



15 Post-Panamax



7 Kamsarmax

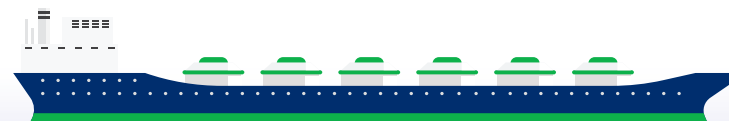


12 Panamax

Orderbook



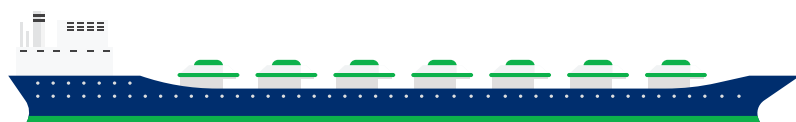
6 Kamsarmax



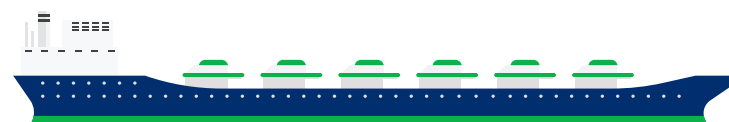
3 Post-Panamax

As of **May 31, 2022**, the Company has taken **delivery of the first newbuild Phase 3 - Tier III Kamsarmax class vessel**, has **acquired two second hand Cape size class vessels** expanding our presence in the **Cape size market to 7 vessels** and has further ordered **two additional Phase 3 - Tier III Kamsarmax newbuilds** bringing the total number of **Phase 3 - Tier III** newbuilds to be delivered to us from 2022 until beginning of 2025 to eleven vessels. Our fleet as of May 31, 2022 is shown in Table 2.

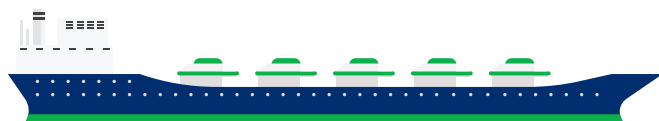
Table 2: Our fleet as of May 31, 2022



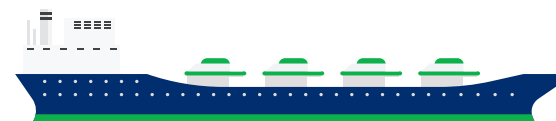
7 Capesize



15 Post-Panamax



8 Kamsarmax

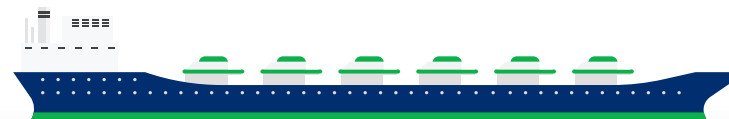


12 Panamax

Orderbook



7 Kamsarmax



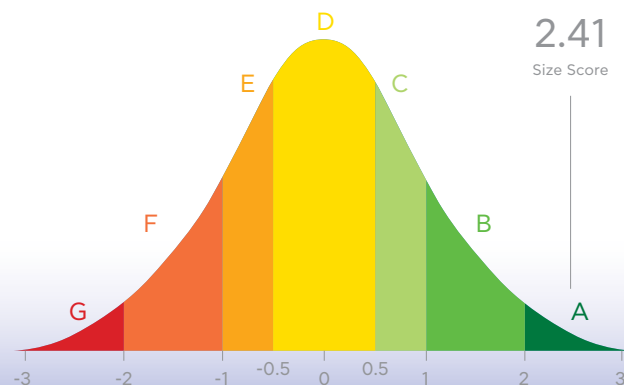
3 Post-Panamax

2.1 The first EEDI- Phase 3, Tier III vessel delivery

In May 2022, we welcomed the first vessel of our extensive newbuilding program, M/V Vassos. The ship was built in a top-quality Japanese yard, complies with the EEDI-Phase 3 regulation three years prior to its enforcement and the IMO NOx Tier III regulation. The fuel efficiency of this vessel, which also entails an excellent environmental performance, is reflected to its charter party description:

- Ballast Condition: Total consumption of 14 tons/day at a speed of 12 knots
- Laden Condition: Total consumption of 14 tons/day at a speed of 11 knots

The outstanding environmental performance of M/V Vassos is also reflected on her Rightship GHG Size Score. RightShip is the world's biggest third party maritime due diligence organisation, providing expertise in global safety, sustainability and social responsibility practices. Rightship score is derived by comparing the vessel to other bulk carriers in the range of plus or minus 10% of its DWT. M/V Vassos achieved a size score of 2.41, or A rating.





2.2 Our Values, Vision, Mission and Strategies

Core values

● Safety comes first:

We value first and foremost, the safety and health of our seafarers.

● Build relationships:

We are a global shipping company providing worldwide seaborne transportation services in the dry bulk sector delivering beyond the shipyards, charterers and financial institutions expectations, to advance our business and create value for our shareholders. We hold true to a legacy with an uninterrupted presence throughout several shipping cycles over 60 years as a proud successor to a business that first invested in shipping in 1958.

● Do the right thing:

We act with integrity, transparency, accountability and uncompromising honesty, using a solid moral compass.

● Get it done:

We overcome obstacles and find solutions of exceptional execution and precision, rewarding those who deliver great outcomes.

● Substance over form:

We focus on substance, using common sense and simplicity, measuring our performance against a tradition of excellence spreading over 60 years.

● Be humble:

We plan on a long-term scale inspired by humility and driven by ambition.

● Elevate others:

We like problem solvers and people who enjoy making their team feel appreciated and valued.

Our vision

To become one of the most competitive providers of marine dry bulk transportation services in the world consistently improving our environmental performance through focused investments and maintain our reputation built over 60 years of conducting business as one of the most reliable and responsible, pure dry bulk companies.

Our mission

To exceed our customer needs by safely and efficiently transporting dry bulk cargoes worldwide being constantly in the forefront of environmental developments and investments.



Our Strategies

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

Our strategies are designed
to create value for our shareholders

2.3 Navigating through time – 60+ years in dry bulk shipping

Being a successor to a company first established in 1958, we hold true to our legacy with a successful and uninterrupted presence in shipping throughout multiple shipping cycles.



First investment in shipping by the Vassos Hajionannou family

1958

Establishment of Alassia Steamship Company Ltd.

1965

Acquisition of M/V Stalo, built 1968 in Sweden.

1972

Order of first two newbuilding vessels

1993

Establishment of our management company Safety Management Overseas S.A

1994

Safe Bulkers Inc. listing on NYSE, trading under the symbol 'SB'

2008

Ordering 11 ECO design ships

2013

Establishment of our management company, Safe Bulkers Management Ltd. in Cyprus

2015

EGCS and BWTS retrofit projects

2019 - 2020

Ordering of 2 EEDI Phase 3 newbuilding vessels

2020

Ordering of 7 EEDI Phase 3 newbuilding vessels

2021

Establishment of our management company Safe Bulkers Management Monaco Inc.
Delivery of the first Japanese EEDI Phase 3 vessel
Ordering of 2 EEDI Phase 3 vessels

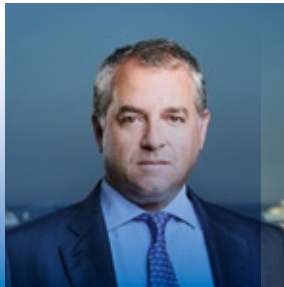
2022

03

RESPONSIBLE GOVERNANCE

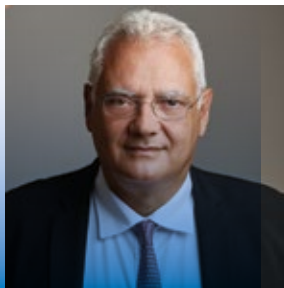


Our senior management team, led by Polys Hajioannou, is composed of seven corporate officers with a cumulative **maritime experience of more than 120 years.**



Polys Hajioannou

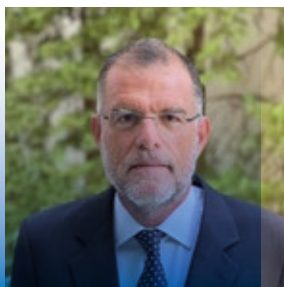
has been the Chief Executive Officer of Safe Bulkiers Inc. and Chairman of the Board of Directors since the Company's inception. His experience of over 30 years starts back in 1987 when he joined Alassia Steamship Co. Ltd. His business drive continued unwaveringly when in 1994 he established Safety Management Overseas S.A. in Piraeus, in 2015 Safe Bulkiers Management Ltd. in Limassol and in 2022 Safe Bulkiers Management Monaco Inc.



Dr. Loukas Barmparis

has been the President of Safe Bulkers Inc. member and Secretary of the Board of Directors since the Company's inception.

He has over 30 years of technical, financial and project management experience, 15 of which in the shipping industry.



Konstantinos Adamopoulos

has been the Chief Financial Officer of Safe Bulkers Inc. and member of the Board of Directors since the Company's inception.

He has over 25 years of shipping finance experience in various financing institutions.



Frank Sica

has been a member of the Board of Directors, the Corporate Governance Nominating and Compensation Committee, and Chairman of the Audit Committee of Safe Bulkers Inc., since the Company's inception.

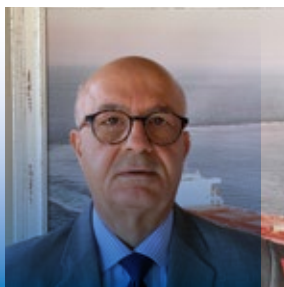
Mr. Sica, has a vast experience of over 35 years as managing director in a plethora of industries, from real estate, software and commercial airlines to investment funds, private and investment banking.



Ole Wikborg

has been a member of the board of directors, the Audit Committee and Chairman of the Corporate Governance, Nominating and Compensation Committee of Safe Bulkers Inc., since the Company's inception.

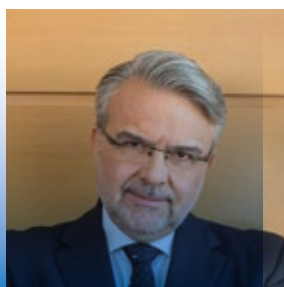
Mr Wikborg has a vast experience of over 35 years in the marine and shipping industry as a managing director and president for marine insurance companies.



Ioannis Foteinos

has been the Chief Operating Officer of Safe Bulkers Inc. and member of the Board of Directors since February 2009.

He has over 30 years of shipping and chartering experience.



Christos Megalou

has been a member of the Board of Directors, the Audit and Corporate Governance, Nominating and Compensation Committee of Safe Bulkers Inc., since 2016. Mr. Megalou, has a vast experience of over 35 years in investment banking.

He is chief executive officer in leading banking institutions in Greece and has been managing director in investment banking divisions worldwide.

3.1 Summary of Company Policies

In the context of Social Responsibility and Corporate Governance, the Board of Directors of Safe Bulkers, Inc. has adopted Company policies, presented below in brief, for all of the Company's employees, directors, officers and agents.



Code of Business Conduct and Ethics

In order for the Company to promote a business culture of honesty, fairness and ethical behaviour and to encourage employees to report evidence of illegal or unethical behaviour, the Company has adopted the Code of Business Conduct and Ethics. Safe Bulkers' officers endeavour to deal honestly, ethically and fairly with the Company's customers, suppliers, competitors and are urged to maintain the highest degree of confidentiality complying with the various laws, rules and regulations of the countries and regulatory authorities that affect the Company's business. Our Management setting the tone at the top promotes a culture of zero tolerance towards fraud, unfair advantage, manipulation, concealment, abuse of privileged proprietary and confidential information, misrepresentation of material facts, or any other unfair-dealing practice. All such cases are reported directly to the independent Audit Committee of the Company. The Company at every instance promotes honest conduct that is free from fraud or deception and ethical conduct conforming to accepted professional standards of conduct and does not retaliate or allow any form of retaliation for reports made.



Ethics Hotline and Whistleblowing Policy and Response Plan

This policy outlines the Company principles with respect to receiving and retaining information about, and treating alleged incidents involving the company regarding accounting, internal accounting controls or auditing matters and details procedures for officers to report incidents involving the company regarding accounting, internal accounting controls or auditing matters and describes actions to be taken by the company.

If officers have any concerns during their employment that:

- (a) any criminal offence has been or might be committed;
- (b) a legal obligation is not being met by the Company or that any malpractice is being committed by Company or any of its clients, customers or any other third party;
- (c) there are health and safety risks to themselves, other officers or the public at large;
- (d) any violation of any environmental law or regulation has been or might have been committed; or
- (e) any person is attempting to conceal evidence relating to any of these matters,

then the officer should raise their concern immediately with the Chairman of the Audit Committee or any other member of the Audit Committee and sent an email to the Company's Whistleblower Hotline at safebulkshotline@cwt.com.

The Chairman of the Audit Committee will notify the President of the Company of the concerns raised. The Chairman of the Audit Committee who will respond to the officer following full consideration of the matters, will ensure that all information given to him by the officer shall remain private. The matter raised will be treated as highly confidential and every effort will be made to keep the identity of the officer confidential. However, in order to fully investigate the matter and/or take action, it may become necessary in the course of events to reveal the identity of the officer raising the concern. The matter raised will be investigated as soon as possible, and the officer raising the concern will be informed of the outcome of the investigation and any action that is proposed will be

taken to deal with it. If the officer has any documentary evidence that supports their concern, this should be provided to the Chairman of the Audit Committee at the time the concern is raised. Any officer who raises a concern in good faith in accordance with this policy will in no respect be treated any differently or more detrimentally than any other officer and will not be victimised or penalised in any way for raising their concern. As a result of the investigation, if it appears to the Company that there has been a disciplinary offence committed by any person, appropriate action may be taken by the Company to address this.

Safeguards

2.1 Harassment or Victimisation – The Company recognizes that the decision to report a concern can be a difficult one to make, not least because of the fear of reprisal from those responsible for the malpractice. The Company will not tolerate harassment or victimisation and will take action to protect those who raise a concern in good faith.

2.2 Confidentiality – The Company will do its best to protect an individual's identity when he or she raises a concern and does not want their name to be disclosed. It must be appreciated, however, that the investigation process may reveal the source of the information and a statement by the individual may be required as part of the evidence.

2.3 Anonymous Allegations – This policy encourages individuals to put their names to allegations. Concerns expressed anonymously are much less powerful, but they will be considered at the discretion of the Company. In exercising this discretion, the factors to be taken into account would include: the seriousness of the issues raised; the credibility of the concern; and the likelihood of confirming the allegation from attributable sources.

2.4 Untrue Allegations – If an allegation is made in good faith, but it is not confirmed by the investigation, no action will be taken against the originator. If, however, individuals make malicious or vexatious allegations, action may be considered against the individual making the allegation.

Facilitation

3.1 The Company's Whistle-blowing Program is intended to encourage and enable staff to raise serious concerns within the Company rather than overlooking a problem due to fear of harassment and victimisation.

3.2 The Whistle-blowing Program is available to all officers on the Company's intranet and is addressed both to Safety Management Overseas S.A, Safe Bulkers Management Monaco Inc., and Safe Bulkers Management Ltd., (the "Managers") and Safe Bulkers Inc. personnel.

3.3 Incidents will be logged in the Ethics Hotline, Whistle blowing and Fraud Register, which is maintained by the Chairman of the Audit Committee. The Register records details of the allegations made, investigations carried out and the respective conclusions made.



Disciplinary / Legal Action

Proven frauds or suspected frauds; any criminal offence that has been or might be committed; a legal obligation is not being met by the Company or any malpractice is being committed by Company or any of its clients, customers or any other third party; health and safety risks to themselves, other officers or the public at large; any violation of any environmental law or regulation has been or might have been committed; any person attempting to conceal evidence relating to any of these matters, which come to light, whether penetrated by a member of staff or by persons external to the organisation, should be referred to the appropriate authorities, internally or externally, at the earliest possible opportunity.

The Company will also address any inquiries about whether a situation violates any applicable law, rule, regulation or Company policy or to report possible misconduct related to or involving the Company. Submissions to the Whistleblower Hotline will be accessible only to the members of the Company's Audit Committee and the Company's external counsel. Any such inquiry or complaint may be submitted anonymously, however, it will not be possible to obtain follow-up details necessary to investigate the matter, and any employee of the Company who makes any such submission in good faith may do so without fear of dismissal or retaliation of any kind.

Each inquiry or complaint sent to the Whistleblower Hotline will be reviewed by the Company's Audit Committee and the Audit Committee will develop a strategy for the investigation of such inquiry or complaint and, if necessary, the implementation of any corrective action. In conducting any review or investigation, the Audit Committee will use reasonable efforts to protect the confidentiality of the complaint, consistent with the need to conduct an adequate investigation.

This Policy applies to all employees, directors, officers, agents and crew on board vessels, of Safe Bulkers Inc., its subsidiaries and to all employees, directors, officers, agents of Safe Bulkers Management Ltd., Safe Bulkers Management Monaco Inc., and of Safety Management Overseas S.A.



Foreign Corrupt Practices Act and Anti-Bribery Policy

The Foreign Corrupt Practices Act of 1977 (FCPA) is a United States federal law known primarily for two of its main provisions, one that concerns bribery of foreign officials, and another that addresses accounting transparency requirements under the Securities Exchange Act of 1934. The FCPA makes it unlawful to bribe foreign government officials to obtain or retain business. We strictly adhere to the requirements of the FCPA and the anti-bribery laws of all jurisdictions in which the Company conducts its business. The Company is committed to the highest possible standards of openness, probity, and accountability in all its affairs through the creation of the appropriate “tone at the top.” It is determined to maintain a culture of honesty and opposition to fraud and corruption, reinforced through the establishment and maintenance of an effective system of internal controls. In line with that commitment, the Company’s FCPA Policy outlines the principles it is committed to in relation to preventing and reporting fraud and corruption.

We had zero legal and regulatory fines and settlements associated with bribery and corruption in 2021, or any year before that.



Safety, Health Protection Policy

We promote Safety at Sea, Health, Prevention of Human Injury, Illness or Loss of Life and avoidance of damage to the Environment, in particular to the Marine Environment and to Property.

The Company's objectives regarding Safety Management are:

- To provide for Safe Practices in ship Operation and a safe working environment.
- To prevent damage to the ship, her cargo and the environment.
- To assess all identified risks to its ships, personnel and the environment and establish appropriate safeguards.
- To prevent loss of human life and personal injury or illness.
- To continuously improve Safety Management skills of personnel ashore and aboard ships, including preparing for emergencies related both to Safety & Environmental Protection.

In order to effectively implement its Safety, Health & Environment Protection Policy the Company

- Consistently follows all national and international rules and regulations governing the Marine Industry.
- Takes into account applicable guidelines, standards, codes and publications, which are issued by maritime organisations and are directed towards creating a safe and pollution free environment.
- Continuously monitors all safety aspects of the managed fleet.
- Frequently inspects the managed fleet and carries out necessary maintenance and repairs.
- Continuously improves its management system by taking corrective & preventive action for identified problem areas.
- Provides adequate resources to effectively implement this management system.
- Has developed and implements a management system which is "Safety & Pollution Prevention" oriented.
- Communicates knowledge about health and hygiene risks to individuals in potential risk or organisations and the scientific community.

- Has developed a specific Environmental policy.
- Has developed a specific Drugs and Alcohol policy.
- Provides voluntary health and hygiene promotion programs designed to enhance employees' well being and personal safety. These programs should supplement, but not interfere with, the responsibility of employees over their own health care.
- Has carried out a generic Risk Assessment to its basic operations and practices and has established safeguards against identified risks
- Endeavours to operate managed ships within ALARP ("as low as reasonably practicable") levels of risk.
- Operates shore offices and managed ships with all employees being fully vaccinated against COVID-19 or other infectious diseases that may arise and complying with the precautionary measures provided by the World Health Organization (WHO), the European Union (EU) and the local authorities worldwide.

All Company employees, shore based and sea going are responsible for implementing the company's Safety, Health & Environment Protection Policy. We regularly review our Safety, Health protection policy in order to assure it remains consistent with our strategic goals and best practices.



Environmental Policy

Company is involved in the marine transportation industry, and recognizes the impact on the environment of its main operations and is therefore committed to the protection of the environment and the prevention of all forms of pollution whilst carrying out its activities.

Company shall identify all aspects of its operations, both ashore and onboard, which have an impact on the environment and shall prepare operational guidelines to ensure that the impact of each aspect does not threaten the environment, either locally or globally.

It is the Company's goal to conduct its business in a manner that balances environmental and economic needs of the communities in which it operates.

Our Goal is to achieve ZERO spills at sea through continuous improvement

In order to achieve this goal, the Company will:

- comply with all applicable environmental laws, rules, regulations and requirements and apply responsible standards where laws, rules, regulations and requirements do not exist;
- respond quickly and effectively to environmental incidents from operations, in co operation with industry organisations and authorised government agencies;
- show concern and respect for the environment, emphasising every employee's responsibility in environmental performance and implementing appropriate operating practices;
- ensure that appropriate training is provided for all personnel, in order to enhance environmental awareness, is provided for all personnel both onboard and ashore;
- undertake appropriate reviews and evaluations of its operations to measure progress and to ensure compliance with this policy;
- evaluate industry's incidents and accidents and utilise them as case studies in order to prevent future occurrence;
- manage its business with the goal of preventing environmental incidents and

controlling emissions and wastes to below harmful levels, as far as practicable;

• design, operate and maintain its ships and offices to this end;

• be against any incentive or bonus programs based on minimising operational costs associated with the operation, maintenance and repair of machinery space systems, equipment and components ;

• provide all necessary resources to enable the office and vessels personnel to perform their duties with respect to Safety Management System implementation;

• ensure that all third parties involved with Company's activities are familiar and comply with this Environmental Policy, when providing their services to the Company;

• be committed to continuous improvement in environmental performance;

• be committed to pollution prevention that emphasises source reduction, including the funding and human resources necessary to effectively maintain and repair the systems, equipment, and components found in machinery spaces of vessels; and

• be committed to continuous reduction of environmental risks.

The company has a zero tolerance environmental policy for actions or omissions by crew and employees, in relation to implementation of environmental laws and regulations which include:

• DISCHARGE OF OIL,

• ILLEGAL DISCHARGE OF GARBAGE, OR SEWAGE AT SEA,

• AIR POLLUTION (E.G NON COMPLIANT FUEL TO ENVIRONMENTAL RESTRICTED AREAS, ETC).

• ANY OTHER ACTION LEADING TO ADVERSE ENVIRONMENTAL IMPACT.

Strict implementation of this environmental policy is obligatory.

Personnel violating the environmental policy will be dismissed.

We regularly review our environmental policy, ensuring that it is up to date with our operation's scale and potential environmental impacts. Our environmental policy is made public on-board all our vessels in an effort to increase the environmental awareness of our crew.

Drugs and Alcohol policy

No employee serving on a managed ship, in whatever capacity or rank, shall undertake normal assigned duties, or operate any equipment, or navigate a vessel whilst impaired by drugs or alcohol or whilst there is any risk of impairment. In the interest of safety on board and at sea and for the benefit of the health and welfare of all crew members, the following rules shall rigidly apply:

- The Company runs free alcohol vessel operations.
- The use, possession, distribution, or sale of illicit drugs and substances, such as Marijuana, Cocaine, Cannabinoids, Amphetamines, Phencyclidine, Opiates, etc., and the misuse of legitimate drugs, is strictly prohibited.
- Drug trafficking and smuggling is a criminal offence.

The Company has a zero tolerance policy for drug trafficking and will use its best endeavours to deter such criminal actions.

Strict adherence with the Company's Drug and Alcohol Policy is mandatory for all crew members. Breach of this Policy will result to the dismissal of the crew member.

The Company will take legal actions against any crew member who breaks the law, especially for drug trafficking.



Corporate Information Security Policy

The purpose of this policy is to formulate, develop, document, train and communicate policies, procedures, control mechanisms and standards governing key IT function activities and protection of key IT systems and infrastructure from operational, cyber, physical access and other risks. Periodic independent review of such policy, procedures, and controls is performed to assure such policy remains commensurate with risks involved in the Company's operations.

Corporate Disclosure Guidelines

General Statement of Policy

The purpose of this Policy is to provide timely, transparent, consistent and credible information to the investing public in conformity with legal and regulatory requirements. These disclosure guidelines set forth the Company's intentions regarding how employees, officers, directors, agents and affiliates of the Company ("Covered Persons") may communicate with outside parties, particularly securities market professionals and those who may own or trade in our stock.

This Policy covers all required disclosures on a broadly disseminated basis as required by the rules and regulations of the U.S. Securities and Exchange Commission (the "SEC"), the New York Stock Exchange (the "NYSE")-listed company disclosure requirements, and any laws that the Company may be subject to.

This policy is not intended to limit the ability of Covered Persons to engage in normal business contacts with customers, suppliers, financing sources or others with which the Company does business, or to prevent the disclosure of information that is relevant to those relations. It may, however, have the effect of limiting other communications with such persons. In certain cases, it may be necessary to disclose material nonpublic information to such persons, in which case the recipient should agree to maintain the confidentiality of the information.

There may be circumstances where it is appropriate to make exceptions to the guidelines set out below. Such exceptions are expected to be limited and will only be made by the Chief Executive Officer or President after appropriate consultation.

Whom and What Disclosures These Guidelines Cover

These guidelines apply to all Covered Persons. They cover disclosures in SEC-filed documents, statements made in the Company's annual and quarterly reports, news and earnings releases, communications between the Company and analysts, investors and the news media, senior management speeches and presentations and information contained on the Company's website.

Nothing in these guidelines should be construed as prohibiting any Covered Person from complying with any applicable laws and regulations.

Selective Disclosure

Selective disclosure is the disclosure of material, nonpublic information to any individual or group prior to the broad public dissemination of that information. It is our policy to disclose material information about the Company publicly and not selectively.

Material information is any information that a reasonable investor would likely consider important in a decision to buy, hold or sell the securities of the Company — in short, any information which could reasonably affect the price, either favorably or unfavorably, of the securities of the Company.

Material, nonpublic information is any material information that has not already been disclosed generally to the public. Information about the Company that is not yet in general circulation should be considered nonpublic. Such information may be material. All information that a Covered Person learns about the Company or its business plans in connection with his/her employment is potentially "insider" information until publicly disclosed.

These guidelines prohibit Covered Persons from discussing material, nonpublic Company matters or developments with anyone outside the Company (including family members, relatives and friends), except as permitted by these guidelines.

If a Covered Person determines that material, nonpublic information has been disclosed by someone other than an Authorized Spokesperson (as defined below), that person should contact the Chief Executive Officer immediately.

Authorized Spokespersons and Their Responsibilities

Those authorized by these guidelines to speak to investors, analysts or the news media on behalf of the Company are the Chief Executive Officer, the President, the Chief Operating Officer, and the Chief Financial Officer (the "Authorized Spokespersons"). The Authorized Spokespersons may from time to time designate other Covered Persons to speak on behalf of the Company or to respond to specific inquiries from the investment community or the media.

Instruction to Covered Persons Who Are Not Authorized Spokespersons

Covered Persons, other than those authorized to speak on behalf of the Company, should not respond, under any circumstances, to inquiries from the investment community or the media unless specifically authorized to do so by an Authorized Spokesperson. Also, Covered Persons should not discuss the Company, its products and services, competitors, industries or any other matter or rumour related to the Company or its business in any public forum including internet chat rooms. This is necessary to ensure consistent disclosure and to prevent selective disclosure.

Covered Persons who are not Authorized Spokespersons and who receive either direct or indirect inquiries from investors, analysts or the news media must refer all such inquiries to an Authorized Spokesperson.

Policy on News Releases

A news release may be issued on certain new material developments, unless the Chief Executive Officer (i) determines that such developments should remain confidential, (ii) institutes appropriate controls over that insider information and (iii) ensures that insider trading on such information is prohibited.

Any new material information that is intended to be discussed or presented in any meeting or conversation with analysts or investors will normally be preceded by the issuance of a broadly disseminated news release. If new material information is unintentionally disclosed in a meeting or discussion with a member or members of the investment community, the Company will promptly issue a news release containing that information.

The Company in its normal course of business enters into new charter agreements, credit facilities or similar debt obligation agreements and contracts for the acquisition or sale of vessels. The Company will generally disclose information regarding such events in connection with its quarterly and annual earnings releases, but may do so by separate press release if it is determined, in consultation with the Company's outside legal counsel, that issuing a separate press release would provide helpful information to the public while maintaining the confidentiality of competitively sensitive information.

Conduct of Conference Calls

The Company intends to make a practice of holding publicly accessible conference calls to discuss its quarterly financial results and may hold other conference calls to discuss material events or transactions. Normally, with regularly scheduled conference calls, the Company will issue a news release in advance announcing the date and time of the call and explaining how to access the call. The conference calls may or may not allow questions from those dialing in.

Investor Meetings

From time to time, the Company may respond to analyst and investor inquiries in the form of phone conversations, one-on-one meetings

with management and meetings with groups of analysts and investors. The purpose of these meetings is to allow investors to gain a better understanding of the Company, as well as to give analysts and investors the opportunity to personally meet and assess management. The Company's policy is not to disclose material, nonpublic information selectively in these meetings. The Company also participates in a number of either Company-hosted or analyst-hosted conferences and other meetings, as schedules permit. In the case of conferences or Company-hosted presentations, every effort will be made to announce publicly that the presentation will be held and to avoid any selective disclosure of material information provided during the presentation.

Responding to Rumours

The Company's spokespersons will respond consistently to rumors by saying, "It is our policy not to comment on market rumors or speculation." In the event the NYSE requests the Company to make a definitive public statement in response to a market rumor that is causing significant volatility in the stock, the Chief Executive Officer will consider whether to make an exception to these guidelines.

Handling Projections That Are Identified as Forward-Looking

The Company will, from time to time, provide forward-looking information to enable the investment community to better evaluate the Company and its prospects for performance. Future forecast information may or may not include revenue projections, pricing and profit margin information, or significant new business developments. When making such forward-looking statements, the Company will use the safe harbor as prescribed in the 1995 Private Securities Litigation Reform Act.

A forward-looking statement made in the Company's written disclosures will be accompanied with meaningful cautionary language that warns investors that there is a risk the statement could change materially. In the case of oral forward-looking statements, the Company will refer to the risk factors enumerated in other publicly available written documents.

Providing Earnings Guidance to Analysts and Investors

The Company is not required to provide earnings guidance to analysts and investors. If the Company elects to do so, the following guidelines will apply. The Company will attempt to provide in its earnings release a reasonable range of earnings estimates and underlying assumptions for the forthcoming year. It is the Company's policy to update the range of estimates should it become likely that the range will change materially. That update will usually be done in a widely disseminated news release. The Company may confirm its earlier guidance during the quarter so long as it has not changed materially. However, as the quarter progresses, once the Company has a clearer picture of the financial or business related results for the quarter, it will no longer comment on its previous earnings guidance without first issuing a news release providing an update for the quarter.

The Company will not comment on an analyst estimates in relation to the Company's range of estimates except to refer the analyst to the Company's prior public disclosures.

The Company may also provide other forms of guidance to aid analysts and investors in making their own estimates or in making an investment decision. Such guidance may include:

- Qualitative statements about market conditions;
 - Trend information that may affect the business of the Company;
 - Industry-specific information;
 - Qualitative statements about high-level measures such as revenues and results of operations, provided that this information has previously been included in the Company's public disclosures;
 - Estimates or forecasts of factors that may drive earnings without describing all factors that might be in the Company's internal financial forecasts; and
 - Qualitative information on business measures or assumptions,
- provided always that the foregoing is subject to the Company's policy regarding selective disclosure of material information.

Quiet Period

The Company will observe a quiet period commencing as soon as quarterly or year-end earnings are known or reasonably determinable by senior management and continuing until the earnings are publicly released. During the quiet period, though it is preferable to avoid investor meetings, the Company may choose to participate in investor phone calls, meetings or conferences, but will limit the scope of disclosure to information that the Company has previously disclosed to the public, non-material information and generally known company or industry-related information. The Company will not discuss current operations or results of the business.

Analyst and Investor Access to Information and Management

The Company will not deny an analyst or investor access to Company information or management on the basis of a negative recommendation on the Company's stock or a decision to sell the Company's stock.

Distributing Analysts' Report

The Company will not distribute analysts' reports to the investing public.

Amendments

The Company may from time to time and without notification make amendments to these guidelines.

Covered Persons

This Policy applies to all employees, directors, officers, agents and crew on board vessels, of Safe Bulkers Inc., its subsidiaries and to all employees, directors, officers, agents of Safe Bulkers Management Ltd., Safe Bulkers Management Monaco Inc., and of Safety Management Overseas S.A.

General Data Protection Policy, (GDPR)

We are dedicated to protecting the confidentiality and privacy of information entrusted to us and comply with Personal Data Privacy legislation as currently in force. To that end we have adopted a Data Protection Policy for Privacy and Protections of Personal Data describing and informing our shore employees and seafarers, candidates and third parties what information we may collect directly or by cooperation with any third party, how to protect, how we collect, store, use, share and protect the information/personal data that we obtain. Furthermore, we inform all interested parties about their rights over their personal data such as the right to be informed and right to gain access to the data being processed, the right to erasure or right to be forgotten, right to portability, right not be subject to a decision based solely on automated processing, right to object to the processing of personal data and to rectify the data processed if relevant. As part of this fundamental obligation, we are committed to the appropriate protection and use of personal information/data. Generally, our intent is to collect only the personal information that is provided voluntarily by Seafarers for employment purposes. We recognize and respect the privacy of our applicants, current employees and former employees.

SANCTIONS COMPLIANCE POLICY

The purpose of the Policy is to:

- Explain the Company's commitment to compliance with U.S. economic sanctions and the related requirements and obligations of all employees, officers, directors, and third parties acting on the Company's behalf;
- Describe the U.S. economic sanctions risks that the Company faces;
- Provide an overview of S. economic sanctions and related penalties;
- Explain the record-keeping requirements related U.S. economic sanctions compliance; and
- Identify reporting procedures for potential or actual violations of law or this Policy.

The Policy is designed to familiarise all employees, officers, and directors, as well as its affiliated management companies with economic sanctions laws and regulations and provides guidance to ensure that you do not knowingly or unknowingly violate sanctions. Strict compliance with the Policy is required regardless of location, residency, citizenship or nationality.

Safe Bulkers takes very seriously all allegations of illegal or unethical conduct, including any violation of U.S. sanctions. All Company employees, officers, and directors must immediately report any potential, suspected, or actual violation of applicable law or its Policy to the CCO, including any suspected or actual violation of U.S. sanctions laws by the Company or any of its employees, officers, directors, Managers, agents or other third party business partners acting on the Company's behalf.

If, for any reason, an employee feels uncomfortable reporting sanctions-related concerns to the CCO, the employee shall address their concerns directly to the President of the Company, or to the Company's Whistleblower hotline at safebulkershottline@cwtt.com. Submissions to the Whistleblower Hotline may be submitted anonymously and will be accessible only to the Company's Audit Committee and outside counsel.

The Audit Committee, CCO and/or designees are responsible for investigating, or overseeing the investigation of, any information or allegations concerning possible violations of U.S. economic sanctions or its Policy. The Audit Committee and/or CCO will have authority to retain and consult with outside legal counsel to assist in carrying out their duties.



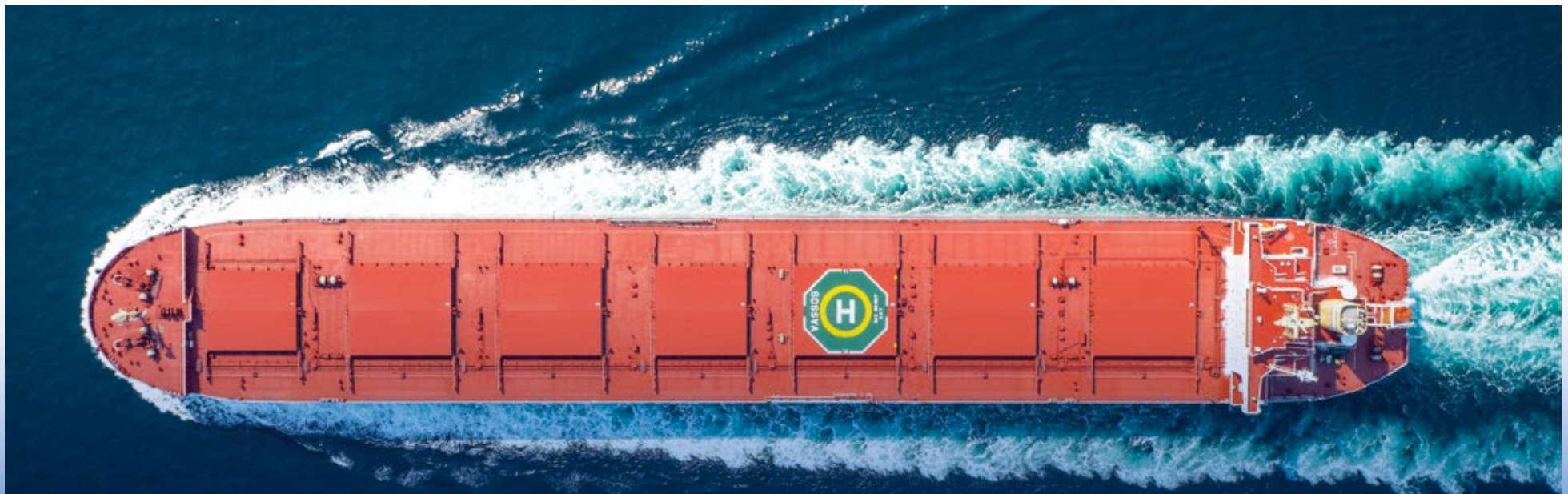
Social Media Policy

Social media is an essential tool for communicating with our family and friends. Social media platforms and many others are fantastic for keeping in touch, sharing information and general entertainment. The Company has come up with a few guidelines and a social media checklist to provide helpful and practical advice for its seafarers and office personnel when operating on the internet as an identifiable employee of the Company. Social media is an innovation available to seafarers. It can close the distance between ship and shore and bring their family into their cabin and if used carefully and sensibly, it can enhance the quality of life on board.

Non-Harassment Policy

We are committed to the elimination of harassment and bullying and to ensuring a working environment in which everyone is respected. In order to tackle harassment and bullying, the Company actively encourages its seafarers to bring incidents, including those that affect others, to its attention without delay, adopting reporting procedures conducted in absolute confidentiality, in which all seafarers should have confidence.

No Company employee shall harass or bully another Company employee. All have the right to work without suffering harassment and bullying. For the dignity and well-being of all, the Company is committed to the elimination of harassment and bullying in vessels and ashore and to ensuring a working environment in which everyone is respected. Harassment and bullying are examples of conduct that is unwanted and can have detrimental impacts, including stress, lack of motivation, reduced work performance, absence from duties and resignations.



3.2 Strong Internal Controls

Risk Management

Our risks are identified in detail in our Annual Report in Form 20F and consist of risks inherent to our industry and business, risks in relation to our stock and tax risks.

We assess operational risks on a quarterly basis adopting necessary risk mitigation measures to ensure uninterrupted operation of our business activities.

Our philosophy is that mistakes are not a sign of weakness but an opportunity for constant improvement. The most important operational risks that our Company faced during 2021 are listed below:

01.

Increasing expectations from stakeholders with respect to our Environmental, Social and Governance ("ESG") performance and Environmental compliance in relation to greenhouse gas ("GHG") emissions.

02.

Fleet renewal and planned fleet growth risks including certain operational and technical risks of our fleet.

03.

COVID-19 related risks (crew changes, supplies)

04.

Cyber security

Securities Exchange Commission Rules and Regulations - Sarbanes-Oxley Act of 2002

We adhere to the highest accounting and reporting standards complying with the reporting requirements of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), the Securities Act of 1933, as amended, and the other rules and regulations of the SEC, including the Sarbanes-Oxley Act of 2002. Compliance with certain corporate governance requirements and financial reporting obligations, such as the systems and processes evaluation and testing of our internal control over financial reporting, which allow management to report on the effectiveness of our internal control over financial reporting, as required by Section 404 of Sarbanes-Oxley Act of 2002, is time consuming for our management and increases legal and compliance costs.

Disclosure controls and Procedures

Our Management evaluates the effectiveness of the design and operation of our disclosure controls and procedures, as defined in Rules 13a-15(e) and 15d-15(e) under the Exchange Act constantly throughout the year and report on an annual basis.

In making its assessment of our internal control over financial reporting on an annual basis, management is using the criteria set forth in Internal Control—Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission of 2013 (“COSO”).

Management concluded that, as of December 31st, 2021, our internal control over financial reporting was effective. Deloitte Certified Public Accountants S.A. (“Deloitte”), our independent registered public accounting firm, has audited the financial statements and our internal control over financial reporting and has issued an attestation report on the effectiveness of our internal control over financial reporting as of December 31st, 2021.

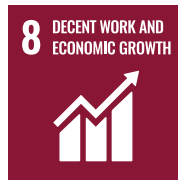


3.3 Alignment with UN SDGs

In 2015, the United Nations adopted a number of Sustainable Development Goals (SDGs), which provide the pathway for a more sustainable future. These goals address the most critical challenges of our time, such as eradicating poverty, creating equal access to education, preserving the environment and stopping climate change. While we support all of the SDGs, we are mainly focused on six of them, which we believe are the most relevant to our business and for which we could potentially contribute:



We give great significance to the training and education of our on-board and on-shore employees. In this context, we have created a modern training program for our seafarers in safety-related items and announced a scholarship program which has been further expanded.



We provide stable employment and health insurance to over 900 seafarers and on-shore employees.



We cultivate innovation by operating one of the most modern fleets. We invest in new technologies, energy efficiency devices and performance monitoring systems.



We contribute to climate action by investing in SOx and NOx abatement technologies. Also, with our extensive fleet renewal program, we reduce the carbon footprint of our vessels.



We have invested in water ballast treatment systems and carried out an extensive water analysis campaign to assess the quality of EGCS washwater discharges at sea.



We are affiliated with HELMEPA and CYMEPA, the voluntary association of Greek & Cypriot seafarers and ship owners to safeguard the seas from ship-generated pollution. We are also members of the Clean Shipping Alliance, whose mission is to provide information and data on the environmental performance and benefits of open-loop scrubbers.

04

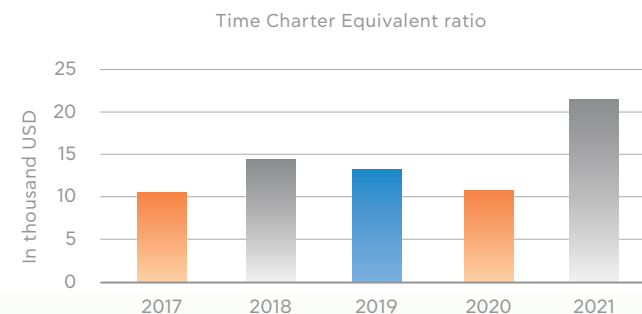
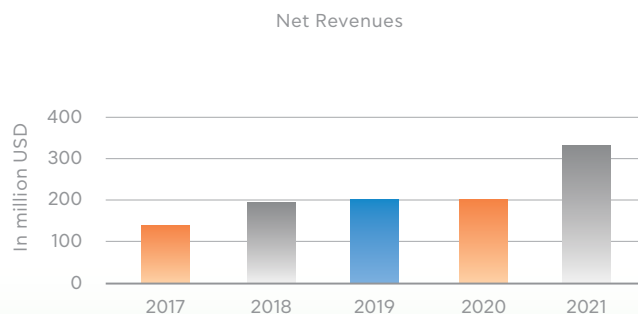
ACHIEVING SUSTAINABLE ECONOMIC GROWTH





2021 was a very good year for our Company. We managed to complete our strategic targets:

- **Deleverage:** reducing our debt by \$256 million, from \$611.7 million to \$355.7 million.
- **Fleet renewal:** During 2021 and up to March 31, 2022 sold 7 older and less efficient vessels with \$109.8 million proceeds on aggregate, 14.3 years average age and 0.55 million tonnes deadweight and replaced them with 5 second-hand vessels with \$125.3 million acquisition cost, 8.8 years average age and 0.61 million tonnes deadweight.
- **Environmental investment newbuild program:** Timely ahead of competition placed orders for 9 Japanese IMO GHG -EEDI Phase 3, NOx-Tier III, dry-bulk newbuilds with prompt deliveries from May 2022 to the first quarter of 2024. The first Kamsarmax class newbuild, M/V Vassos, was delivered in May 2022.
- **Chartering Performance:** Our total revenues were significantly improved at \$329 million, TCE of \$21,752 achieved an EPS of \$1.44,
- **Liquidity and capital structure:** We have emerged stronger with a liquidity capital resources of \$296 million as of year-end 2021 and a strengthened balance sheet.
- **Shareholders reward:** re-initiated our dividend by declaring a \$0.05 dividend per common share.



The improved shipping market and the additional revenues earned by our scrubber fitted vessels allowed us to have a significantly improved chartering performance.

Our revenues over the last six years are shown in the table below.

Table 1:

Revenues over the last 7 years

	2015	2016	2017	2018	2019	2020	2021
Revenues [mill. USD]	132.4	114.0	154.0	201.5	206.7	206.0	343.5



USD 21,752
TCE rate in 2021



USD 4,830
Daily OPEX in 2021



USD 343.5 mil
Revenues in 2021



Green Investments

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

In particular, during 2021 and up to March 31, 2022 we have sold 7 older or Chinese built vessels with \$109.8 million proceeds on aggregate, 14.3 years average age and 0.55 million tonnes deadweight and replaced them with 5 second-hand vessels with \$125.3 million acquisition cost, 8.8 years average age and 0.61 million tonnes deadweight.

At the same time **well ahead of peer competition, as of December 31, 2022 we have placed orders for 9 Japanese IMO GHG-EEDI Phase 3, NOx-Tier III, dry-bulk newbuilds, comprised of 6 Kamsarmax and 3 Post-Panamax vessels with prompt deliveries from May 2022 to the first quarter of 2024.** The first Kamsarmax class newbuild, M/V Vassos, was delivered in May 2022. Our orderbook as of May 31, 2022 consisted of 7 Kamsarmax and 3 Post-Panamax vessels scheduled to be delivered between 2022 and January 2025.



In parallel, we are pursuing a fleet upgrade program during dry-dockings, in the amount of \$2.2 million for 2022, which involves environmental investments including application of low friction paints and installation of energy saving devices. During 2022 we expect such upgrades to be implemented in the following vessels: M/V Efrossini, M/V Pelopidas, M/V Pedhoulas Rose, M/V Venus Horizon, M/V Katerina and M/V Sophia.

Furthermore, we continued our existing programs for: i) Ballast Water Treatment Systems (BWTS) and ii) the voluntary installation of Sulphur Oxides (SOx) Exhaust Gas Cleaning Systems (EGCS), known as scrubbers in three Capesize vessels.

Our Fleet Environmental Upgrade Investments, as of December 31st 2021, amounted to USD 71.3 million and our investments in newbuilds as of December 31, 2021 amounted to USD 52.2 million.

Table 2:

Green investments

CAPEX Invested (mil. USD)	2018	2019	2020	2021	Total
Newbuilds (IMO GHG-EEDI Phase 3, NOx-Tier III)			8.8	43.4	52.2
Fleet environmental upgrades					
BWTS	3.5	4.1	6.1	2.9	16.6
SOx Scrubbers	5.0	38.8	9.7	1.2	54.7
Total	8.5	42.9	24.6	47.5	123.5

05

**OPERATIONAL
EXCELLENCE**





5.1 Constantly improved records on Health and Safety

The Company is committed to continuous improvement in all aspects of its operations. When it comes to health, safety and environmental protection, a comprehensive Safety Management System (SMS) is in place that works along with an ISO approved Environmental and Energy Efficiency Management System (EnMS).

- SMS and EnMS are regularly updated and enhanced in order to address new regulations and requirements, as well as industry best practices and experience gained.
- Both systems are annually audited by Recognized Organisations and accreditation bodies.
- An important aspect of continuous improvement is monitoring of vessel's performance through defined metrics which are analysed during regular management review meetings.
- Monitoring of performance entails attendances of the vessels of the managed fleet.
- Ship visits are regularly carried out by experienced Marine and Technical Superintendents, conversant with the requirements of the ISM and ISPS Codes and Maritime Labour Convention.
- At least one internal audit is carried out annually onboard each vessel by qualified and certified internal auditors.
- External surveyors are contracted to carry out inspections on behalf of the Company in cases of travel restrictions.
- Remote auditing techniques are employed in order to monitor compliance with specific requirements, whilst vessels' reports submitted in accordance with SMS requirements are monitored by shore based personnel.
- An electronic Planned Maintenance System is in place, enabling proper monitoring and follow up of inspections and maintenance works progress.

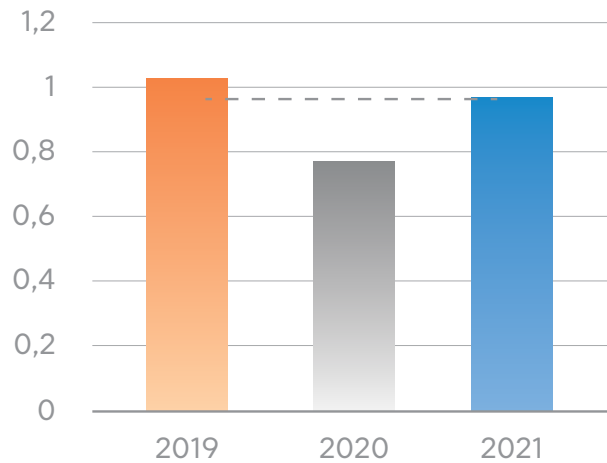


Operational excellence in numbers

- In the past 3 years, we have maintained on average a **PSC deficiency per inspection ratio below 1**.
- In 2021, **PSC deficiency/inspection ratio was 0.95**, despite the increase on the number of inspections in 2021.
- The **PSC inspections in year 2021 increased by 44%** compared to year 2020 (2021 / 91 inspections vs. 2020 / 63 inspections).
- Inspections with **zero deficiencies remained on the same level** compared to 2020 (equal to **71%** of the total PSC inspections).
- **Zero fatalities over the last 4 years**.
- In 2021 we recorded **5 Medical Treatment Cases** and **1 Lost Time Injury** in a total of **6 million hours of exposure**.
- **Near misses** (sequence of events that might have resulted in injury, environmental damage or negative business impact) are reported on a monthly basis : at least three near misses are reported per vessel per month, aiming to the continuous improvement of vessel and crew performance as well as safety management system procedures and instructions.



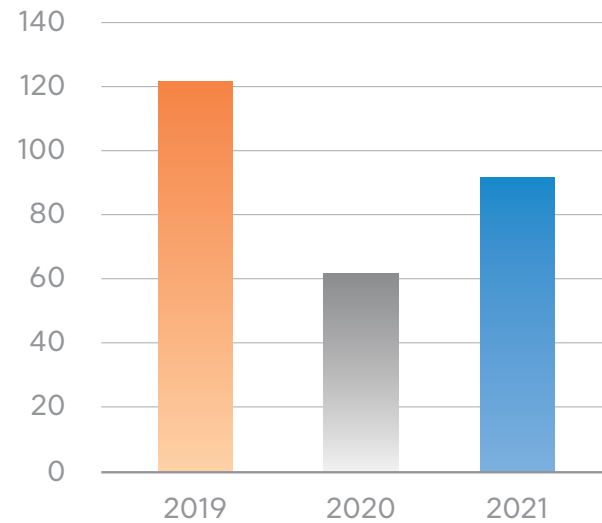
Average PSC deficiency / inspection ratio



0.95

Deficiency/ Inspection
Ratio year 2021

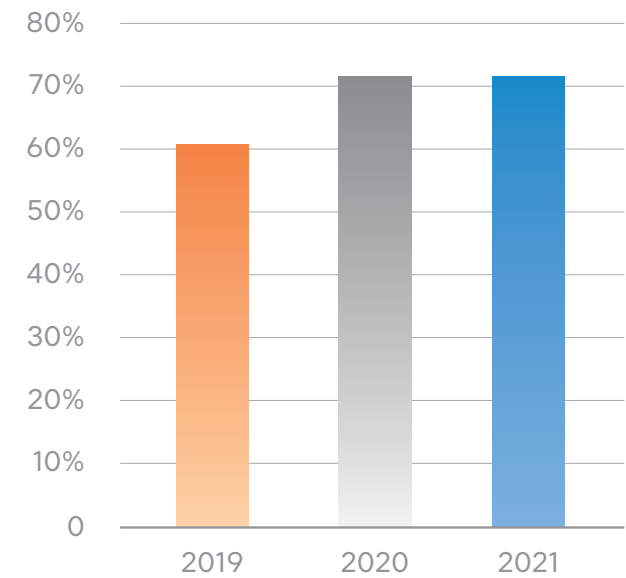
Annual inspections (No.)



+44%

No. of inspections year
on year

Inspections with zero Deficiencies



stable

In percentage of inspections
with zero deficiencies year on
year

5.2 Optimization of our procurement processes - Green Procurement Strategy

Safe Bulkers is implementing a Green Procurement Strategy in line with ISO 14001, targeting to reduce the environmental impact from its operations.

In relation to spare parts the Company consolidates shipments from five main warehouses around the globe. Spares are then distributed to the vessels by combined shipments, which include spare parts of several vessels calling at the same port. Consolidation is considered an effective sustainable procurement process that reduces environmental impact and decreases transportation expenses. By adopting this practice, multiple consignments are avoided. Moreover, bulk ordering of spare parts leads to significant discounts and facilitates shipment consolidation.

In addition, Safe Bulkers promotes reconditioning of certain spare parts as a means of reducing wastes, resulting in a positive impact on the environment in terms of materials and energy used.

Safe Bulkers avoids the use of single plastic products during procurement, promoting at the same time biodegradable materials for vessels' needs. Employees involved in the purchasing, sourcing and contracting activities are committed to raise awareness amongst assigned vendors. The main objective is the gradual reduction of plastics onboard. Engaged suppliers are expected to apply environmentally friendly practices, including minimization of packaging material and reduction of plastic where alternate options are available.

Furthermore, in compliance with Company's Garbage Plan as per MARPOL VI a waste recycling program is being undertaken throughout the fleet. The Company promotes the use of equipment and practices that minimize waste generation and encourages recycling initiatives. All shipboard personnel are encouraged to apply recycling practices to their day-to-day activities by using scrap paper and re-using containers and boxes for other purposes.



Efficient Procurement process



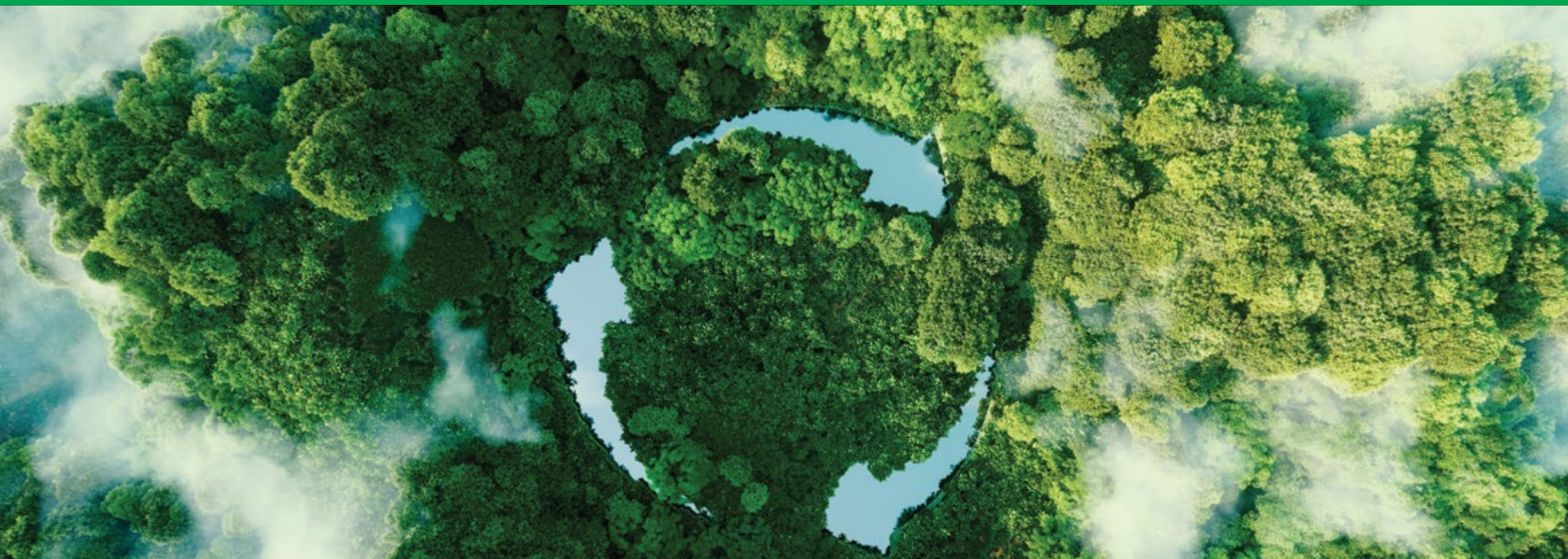
Bulk orders of spare parts



Utilization of seaborne transportation

06

THE ENVIRONMENT





6.1 Our Initiatives

The Decarbonization of the shipping industry has received great prominence since the Paris Agreement came into effect in 2016.

The Paris Agreement's central aim is to strengthen the global response to the threat of climate change, by keeping a global temperature rise this century well below 2 degrees Celsius, i.e. above pre-industrial levels and to further pursue efforts to limit this temperature increase to 1.5 degrees Celsius.

To reach these ambitious goals, appropriate mobilisation and provision of financial resources, a new technology framework and enhanced capacity-building is to be put in place, thus supporting actions by the developing and the most vulnerable countries, in line with their own national objectives.

Our main concern is to minimise our Carbon footprint and place the foundations for the transition to the Decarbonisation era. The main task was to analyse and assess our fleet's carbon footprint compared to the industry standards. We established an assessment plan to track and analyse the trend of carbon emissions over the past 3 years, under variable conditions (e.g. weather, market, long port stays, etc.). The feedback of the assessment plan was utilised to develop and implement short, medium and long-term strategies:

Our short term strategy (on going on annual basis), aims to improve our existing fleet carbon-footprint and consists of:

- An extensive fleet renewal program aiming to replace our less competitive vessels with younger, more efficient ones.
- Modernising our fleet through the use of energy saving measures and equipment such as low friction paints, wake equalising ducts and upgrading of main engine components.
- Voyage optimization through digital monitoring.

Our medium term strategy (2022-2025) is focussed:

- A large-scale new-building program through which 11 EEDI-Phase 3 newbuilding vessels will be delivered until 2025. The first vessel of this series was delivered in May 2022.

Our long term Strategy (2025 onwards) includes:

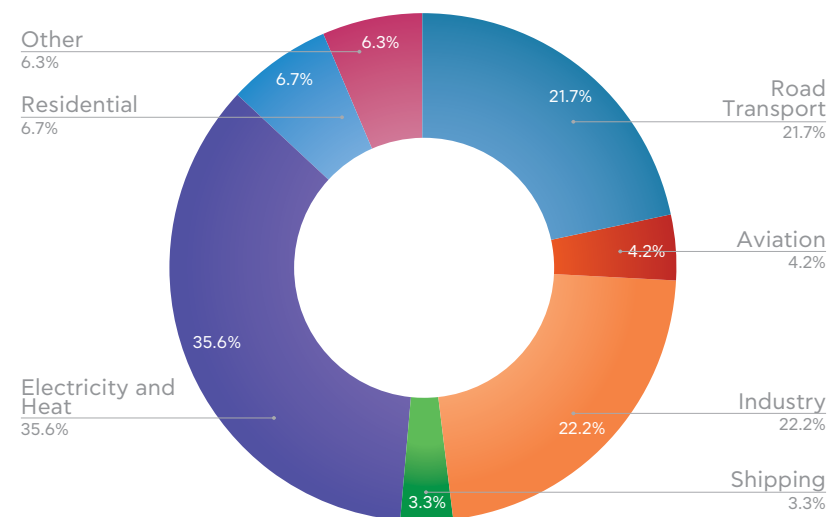
- Testing and potential adoption of alternative fuels. We have carried out extended trials on various biofuel blends with satisfactory results and are investigating the potential use of other alternative fuels.

Table:

Use of biofuel as of May 20, 2022

Vessel name	Type of Biofuel	Quantity consumed (tons)	CO ₂ reduction (tons CO ₂ eq)
TROODOS OAK	B-20	346	176.3
KYPROS SPIRIT	B-30	339	248
PEDHOULAS CEDRUS	B-30	600	521.5
STELIOS Y	B-30	699	602.0
TOTAL		1984	1547.8

CO2 emissions by Sector



100.000 Commercial Vessels in Operation



6.2 Emissions profile

CO2 Emissions

Carbon Intensity Index (CII), a measure that has been adopted by IMO to evaluate the carbon footprint from vessels' operations, is expressed by either the Energy Efficiency Operational Indicator (EEOI) or by Annual Efficiency Ratio (AER). Both EEOI and AER are expressed as CO2 emissions divided by transport work (g CO2/ton mile). CO2 is calculated based on fuel's carbon content. Transport work is calculated as distance travelled in miles multiplied by the actual cargo transported for EEOI in tons, or by the carrying cargo capacity for AER, i.e vessel's deadweight tons (DWT). It should be underlined that the EEOI produces a more accurate measure of the vessel's actual carbon intensity, while the AER produces a standardised performance indicator as per the ship's DWT.

The past year was the first post-COVID-19 year, during which the rapid increase in demand for most goods resulted to significant increase in trade, vessels' speeds and disruption of global supply chains. The Company has sold several older vessels which are gradually been replaced, resulting to an overall reduction of average number of vessels owned, transport work, fuel emissions and fuel consumption during 2021. The supply chain bottlenecks and restrictions resulted in extended idle days by 10,5% due to prolonged anchorage times, which together with the decreased average dwt has increased our fleet's average Annual Efficiency Ratio (AER, IMO DCS method) by 4,8%. However, on the basis of actual transported cargo as expressed by the EEOI, our fleet demonstrates an improved average performance of 4,5 % compared to 2020. In 2021 the total emitted CO2 emissions were reduced by 5,1%, while the accomplished transport work remained stable. AER calculations per vessel for the years 2020 and 2021 have been approved by Lloyd's Register (IMO DCS verifier). EEOI calculations per vessel for the years 2020 and 2021 have been verified by Lloyd's Register's Ship Performance Group (SPG).

Our fleet highlights in term of Energy Efficiency and Carbon Intensity in 2021

↓ **0.7%**
in transport work
(tn nm)

↓ **5.1%**
CO2 emissions

↓ **4.9%**
Fuel Consumption

825,000
tonnes of CO2 emitted

10.84TJ
energy consumed

Our Carbon Intensity Indices CII

↓ **4.5%**
in EEOI (gr/tn nm)

↑ **4.8%**
in AER (gr/tn nm)

Segmentation of EEOI per vessel class

Our improved environmental performance in terms of EEOI is also reflected when we examine the EEOI per vessel class. The average EEOI was improved for two with a third one being stable out of the four vessel classes under our ownership. The most notable improvement was observed for our Kamsarmax vessels, where the average EEOI was reduced by 19.3%. Capesize class was the only segment where our performance was impaired, mainly due to a more than one year anchorage stay for one of our Capes blocked in China due to Australian coal ban.



Segmentation of EEOI per vessel size

	Capesize	Kamsarmax	Post-Panamax	Panamax
2020	5,25	8.03	8.21	7.35
2021	5,85	6.47	8.23	6.52
Difference	11,4%	-19.3%	0.3%	-11.3%

SOx emissions

Sulphur oxide emissions are solely dependent on the type of fuel used and the use of scrubbers. As of December 31, 2021, we owned 17 vessels equipped with scrubbers in a fleet of 39 vessels, following the sale of three scrubber fitted vessels during 2021. As of December 31, 2020 we owned 20 vessels equipped with scrubbers in a fleet of 42 vessels. The reduction of scrubber fitted vessels corresponds to an increased SOx emission by 15% during 2021. Reduced fleet SOx emissions are expected the following two years, in parallel to the scheduled retrofit of scrubbers in six of our Capesize class vessels.

NOx Emissions

Nitrogen Oxides (NOx) emissions produced by marine engines are dependent on engine technology. Engines are categorised in three Tiers, in relation to the level of their emissions, Tier I, Tier II and Tier III; Tier III corresponding to the stringest NOx emissions regulation at present. As of now, most of our vessels are equipped with Tier I and Tier II engines and as of May 2022 we operate one Tier III vessel. All Company's orderbook is Tier III compliant with abatement technologies such as EGR or SCR, achieving a 75% NOx reduction compared to Tier I. Reduced fleet NOx emissions are expected the following two years, in parallel to the delivery schedule of our newbuilds.



6.3 Investing in Energy Saving Devices

As the effects of global warming and climate change become more evident, investing in new technologies in the shipping industry becomes imperative. Safe Bulkers owns and operates a number of modern, eco-friendly bulk carriers, with energy efficiency features such as:

- Hydrodynamically optimized hull forms and propellers
- Energy-saving devices such as the rudder bulb fins and the wake equalizing ducts, thrust fins, propeller boss cap fins etc.
- Electronically controlled, fuel-efficient two-stroke diesel engines.
- Sensors for continuous monitoring of the condition of machinery
- Exhaust Gas Cleaning Systems which drastically reduce SOX emissions.

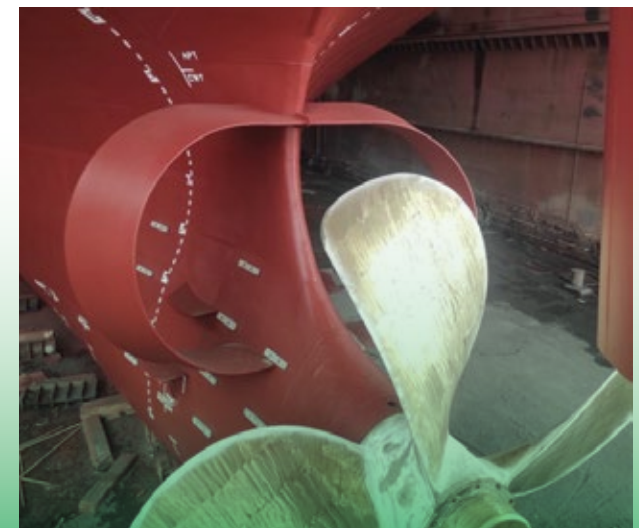
We apply Low Friction paints to our vessels that undergo their scheduled drydock and retrofit them with wake equalising ducts. We are also upgrading main engine components to achieve reduced fuel oil consumption and decreased emissions. Investing in new technologies is also reflected to our extensive new-building program. All our newbuilding vessels will be equipped with hydrodynamic energy efficiency devices as well as NOx abatement technologies such as Selective Catalytic Reduction (SCR) and Exhaust Gas Recirculation (EGR) systems.



Rudder Bulb Fin on M/V TROODOS SUN



Duct and propeller boss cap fin on our newly acquired vessel M/VKOUKITSA 2



Propeller duct on M/V Pelopidas

6.4 Our Success Stories

The case of M/V VENUS HISTORY : Achieving Fuel Savings of 2 tons per day

We are installing a Data Acquisition Systems in most of our ships which provide early warning for potential deterioration of a vessel's environmental performance. An excellent example is the application of such system in is M/V VENUS HISTORY in which, decreased environmental performance was detected a few months before her scheduled drydock. Utilizing and analyzing a live stream of data, we took the decision to drydock her earlier and apply the latest technology low friction paints.



Data
Collection



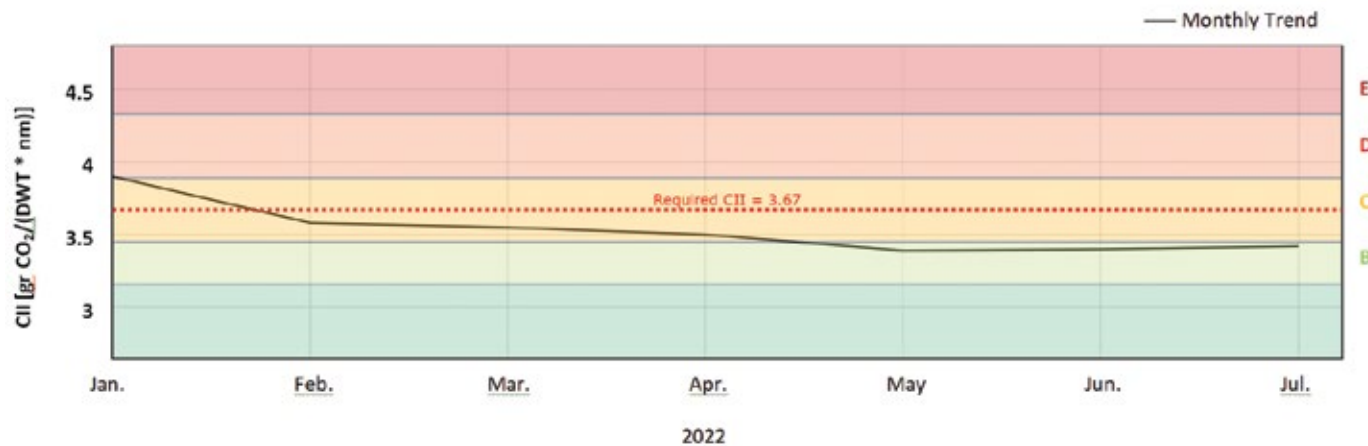
Application of low
friction paints



Performance
evaluation

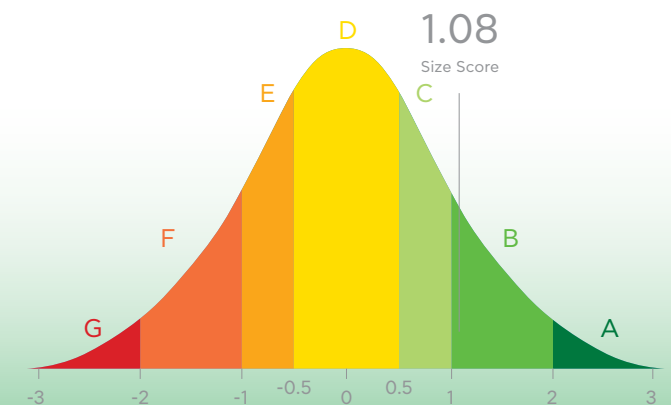


Power gain
of ~10%



The above measures were verified in sea trials which showed a power gain of 10% and improved the vessel's AER by 15% over the last six months.

The improved energy performance is also reflected on the Rightship GHG rating. RightShip is the world's biggest third party maritime due diligence organisation, providing expertise in global safety, sustainability and social responsibility practices. Rightship score is derived by comparing the vessel to other bulk carriers in the range of plus or minus 10% of its DWT. Venus History Rightship GHG rating was improved to B+ from D.



M/V VASSOS : Welcoming our Ultra-Efficient New Building vessel

In May 2022, we welcomed the first vessel of our extensive newbuilding program, M/V Vassos. The ship was built in a top-quality Japanese yard, complies with the EEDI-Phase III regulation three years prior to its enforcement and the IMO NOx Tier III regulation achieving ultra-low Nitrogen Oxide emissions. The fuel efficiency of this vessel, which also entails an excellent environmental performance, is reflected to its charter party description:

- Ballast Condition: Total consumption of 14 tons/day at a speed of 12 knots
- Laden Condition: Total consumption of 14 tons/day at a speed of 11 knots

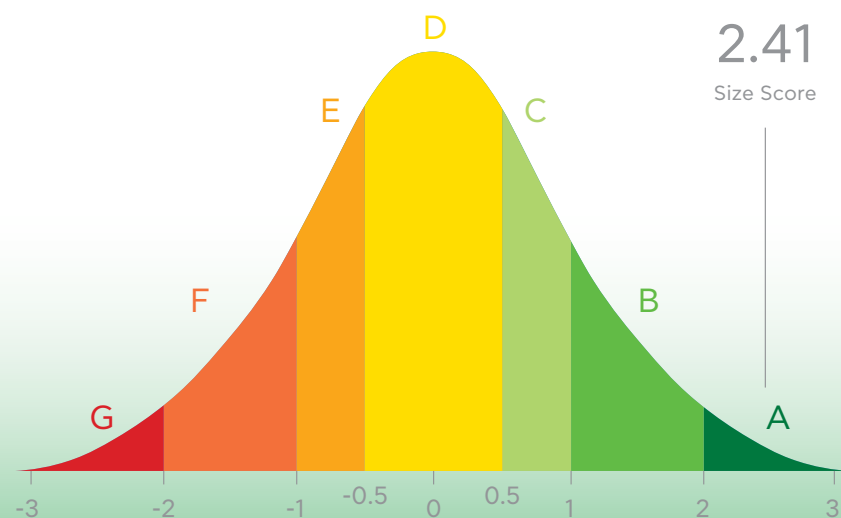
The outstanding environmental performance of M/V Vassos is also reflected on her Rightship GHG Size Score, achieving a size score of 2.41, or A rating.



Sea Trials of M/V VASSOS



Delivery ceremony of M/V VASSOS



6.5 Compliance with EU MRV and IMO DCS

We comply with the IMO DCS and the EU MRV regulations. We monitor our consumption emission footprint through a standardised, strict and structured process to ensure consistency and accuracy in our reporting. In addition, our vessels sailing from and to EU ports are subject to third-party verification by an accredited verifier.



6.6 Washwater Analysis Campaign

Safe Bulkers has been conducting a comprehensive sampling campaign since 2019, to obtain data on the washwater discharges from EGCSs. The campaign consists of annual sampling for each EGCS fitted vessel and will be completed within 2022. Analyses were carried out by independent laboratories, using EPA or ISO methods and the results were very satisfactory. Results are summarised in the table below:

Table 3:
Washwater campaign analysis results

Parameter	Limit	Average Value	Minimum	Maximum
Acidity (pH)	Min. 2,7	3,84	2,87	5,94
PAH (mg/L)	Max. 50	0,835	<0.1	7
Nitrates (mg/L)	Max. 45*	2,05	<0.1	14,4
Turbidity (FNU)	Max. 25	5,06	1	21,2

6.7 Pollution Prevention, Beyond Compulsory requirements

The company goes one step further to prevent illegal discharges to marine environment.

- We have installed CCTV cameras, monitoring certain areas
- We have established ship-specific tag-sealing system monitored by our on-shore personnel and inspected during ship visits.
- Our engineers conduct environmental audits during ship visits and seminars on frequent basis.
- Maintain a rigorous on-board environmental training program.

07

OUR PEOPLE



7.1 Our seafarers

Our overall approach is in tandem with the “Seafarers’ On Board - Best Practice Charter” as articulated by “The Sustainable Shipping Initiative Ltd” (SSI), where the philosophy to go above and beyond the standard provisions of MLC (Part B) is in the core of the company. Our steadily increasing adaptation of the 17-point Charter demonstrates our strategic actions to support our key workforce. Also, in progress is our self-assessment on the “Seafarers’ Rights - Code of Conduct” as detailed by major shareholders and Global Institutions which will further improve our system of approach to all aspects of our seafarers’ employment.

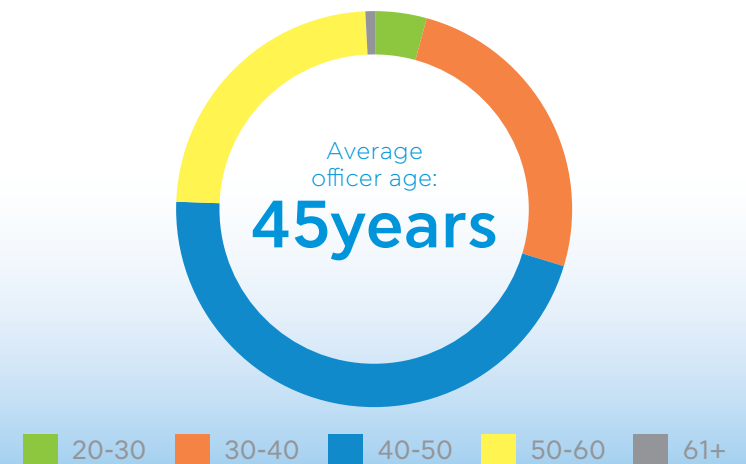
Our pool of sea personnel consists of +1400 seafarers, about 900 of whom currently serve on-board our vessels. We manage the manning of our fleet in close cooperation with long-established manning agents, which assists us in the recruitment of highly skilled professionals. We employ crew from three (3) different countries and 92% of our seafarers come from the Philippines. Our goal is to maintain a young yet adequately experienced crew. In 2021, the average officer age was 45 years. We strive to keep high retention rates and reward our seafarers with competitive salaries related to their performance and their repeated service with us.

In 2021 the crew salaries, bonuses and social security expenses amounted to approximately USD 31 mil.

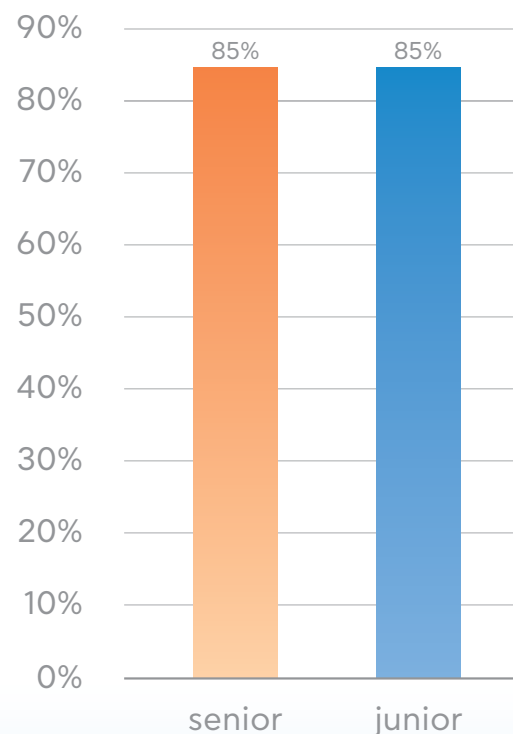
Seafarers’ Nationality distribution



Age distribution



Officer retention rate



85%

Retention rate of Senior and Junior officers in 2021 vs. 75% in 2020

Working on-board involves intense physical labor, sometimes under extreme weather conditions, limited recreational activities and living in confined space. The latter became much more intense during the COVID-19 pandemic. At the same time, seafarers are the backbone of proper and safe operation and maintenance of our ships. We are devoted to supporting the physical and mental well-being of our seafarers. To this end, we have equipped our vessels with Wi-Fi connection, gym equipment and other recreational facilities. We have also established a private insurance scheme for our officers. Moreover, since the pandemic outbreak, we have adopted a remote medical assistance consultation service that provides our seafarers in need with medical advice and diagnosis.

45 years

Average age of our officers

USD 31mil.

In crew remunerations

+1400

Pool of seafarers

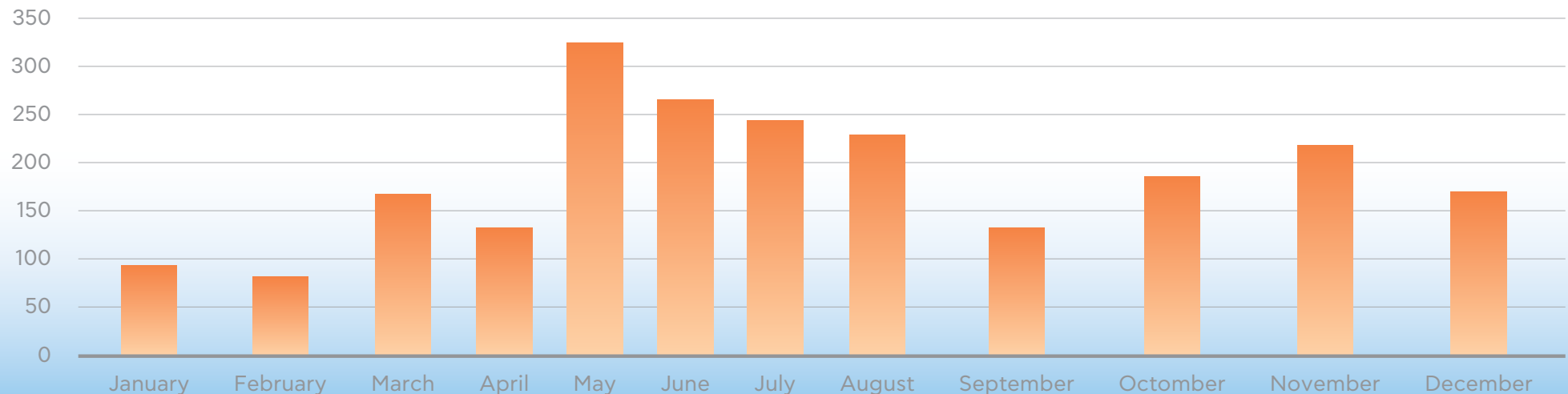
We invest in our human capital and do our best to maintain high retention rates. We try to reemploy seafarers at sisterships to maximize their performance and minimize their familiarization period. In 2021, the junior and senior officer retention rate was 85%. Moreover, seafarers' career development is embedded in our culture, resulting in more than 20 promotions to senior officer ranks within the past two years.

7.2 Crew changes amidst the pandemic

The COVID-19 pandemic had a substantial impact on almost every aspect of our operations, with crew changes being the most affected. Crew change restrictions at most ports resulted in prolonged serving periods. To support our crew in coping with the challenging 2020 and 2021 conditions, we adopted several counter-measures:

- **Twenty-four (24) deviations** to Manila Bay (Philippines) and Vung-Tau (Vietnam) were carried out for crew changes at our expense.
- **On-demand one-to-one remote medical consultation** service at our expense.
- Crew's internet and telephone allowance to ease communication with their families.

Number of Crew Changes in 2021



7.3 Endorsement of the Neptune Declaration

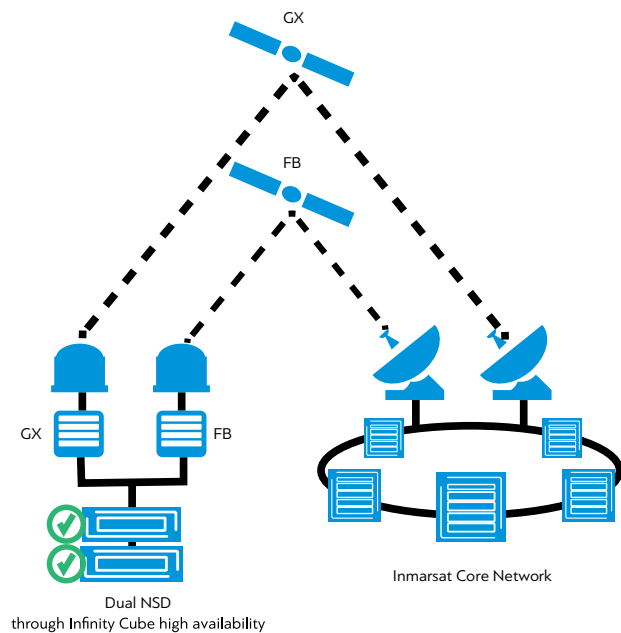
Safe Bulkers endorsed the Neptune Declaration on Seafarer Wellbeing and Crew Changes to address the unprecedented crew change challenges instigated by the pandemic. The Neptune Declaration's main objectives are:

- Recognize seafarers as key workers and give them priority access to COVID-19 vaccinations
- Implement high-standard health protocols
- Increase collaboration between ship operators and charterers to facilitate crew changes
- Ensure airline connectivity between key maritime hubs for seafarers



We have a shared responsibility to resolve the crew change crisis. Join us.

The Neptune Declaration
on Seafarer Wellbeing and Crew Change



7.4 Improving ship to shore communication

Fast and reliable ship-to-shore communication is essential both for efficient monitoring of our vessels as well as for our crew's recreation and communication needs. Considering the day-to-day needs of our crew for internet access, both for recreation and communication (access to social media, video calls etc.), we have invested in a High-Bandwidth, High-availability marine communication system. This non-standard satellite communication system provides ultimate reliability through a dual satellite constellation, using Ka-band with unlimited L-band backup, ensuring seamless global mobility. The total investment cost for upgrading satellite communications amounted to USD **770,000 yearly**.

7.5 Training program for our seafarers

We invest in the development of our people and maintain a continuous training program. Prior to their embarkation, extensive familiarisation meetings are carried out where the Company's policies are presented and thoroughly communicated. Moreover, we carry out advanced safety training courses, including:

- Fire prevention and firefighting drills
- Lifeboat drills
- Enclosed space drills
- MARPOL requirements and consequences in case of deviations/violations



7.6 Our shore-based personnel

Facts and figures:

- The management of our vessels is overseen by about 140 employees located mainly in Greece and Cyprus and employed by our Management Companies.
- This corresponds to about 3.6 employees/managed vessel.
- We promote a diversified working environment, maintaining in 2021 a female to male ratio of 30% compared to 2020.
- The operation of our vessels is constantly monitored and supported by an onshore team of skillful employees. We remain devoted to creating and maintaining a positive working environment of equal opportunities where our employees can perform to the best of their abilities and grow.

40%

of superintendents have sea-going experience

95%

of our employees have attended higher education

40.5 years

average age of our employees





7.7 Investing in our People

As a sustainable business, we invest in our human capital by providing the structure, tools and training to attract, guide and retain our people to grow within our company. We respect human rights, the provision of fair and equal opportunities for all regarding job security, education, career advancement, rewards, personal and professional growth

Working Environment: We focus in building a sustainable, healthy and friendly corporate working environment that will promote a sense of belonging and satisfaction to our employees, enhance a workplace free of discrimination and provide safe working conditions

Recruitment process: Our objective is to select candidates that best fit with our company's culture and values, on the basic principles of mutual respect, trust, accountability, work ethic and performance merit.

Performance appraisals: We use a Performance Appraisal System, which includes:

- (a) KPIs - job objectives: "what we do"
- (b) KPIs - behaviours/soft skills: "how" we do what we do.

Training & Development: It's tailored to our peoples' performance assessment and career path development and adapts to the future business & shipping industry trends.

We focus on:

- (a) technical training related to vessels operations, systems, new technologies, up-to-date maritime developments, renewable energy and sustainability
- (b) managerial competences, such as communication skills, assertiveness, teamwork, emotional Intelligence (EQ), coaching & conflict management

Employee satisfaction and rewards: We provide several benefits and rewards in order to satisfy and retain our people, including: salary compensation, promotions, social security, life and health insurance, working schedule flexibility for a balance between professional and private life, modern office premises, access to digital tools / gadgets, afterwork sports and social gatherings, on the job technical training and soft skills workshops.

7.8 Safe Bulkers scholarship program

1. As part of the Safe Bulkers' **Corporate Social Responsibility Policy**, we launched in 2021 our **annual scholarship programme** aimed at encouraging and supporting the young men and women in Cyprus who wish to study in maritime fields abroad (Naval Mechanical Engineering / Naval Architecture & Marine Engineering / Shipping Law).
2. It consisted of **five scholarships of an amount of 10,000 Euro each** that were granted to Cypriot and Greek students, based on their academic merit and financial status, attending studies at universities in Greece and the United Kingdom.
3. The five successful students that were selected amongst a total of 35 applicants were honoured during an **awarding ceremony that took place in Safe Bulkers Tower in Limassol, in October 2021 with the esteemed presence of the Shipping Deputy Minister, Mr. Vassilios Demetriades and Safe Bulkers, Inc. CEO, Mr. Polys V. Hajioannou.**
4. Having achieved great success, the **programme is being expanded in 2022, by granting ten scholarships of an amount of 10,000 Euro each / per student.** In this way, we anticipate to further enlarge the country's maritime cluster and strengthen Cyprus' economy and society's overall well being.



7.9 Response to COVID-19 pandemic

Facts and measures on board

- Active on board vaccination program sponsored by the Republic of Cyprus
- Estimated 74% of crew members have been vaccinated by the end of 2021
- 656 out of 892 crew on board crew were vaccinated on board
- We introduced and enhanced safety policies to perform the necessary crew changes
- We provided all our vessels with face masks, gloves and disinfectants.
- We continuously alerted and educated our on-board personnel on safety and health protocols.



Facts and measures ashore

As of May 31, 2022, vaccination rate amounted to 100% in both Cyprus and Athens offices.

Prevention Measures at Company's premises: To prevent the infection of COVID-19 in workplaces, the Company has adopted the below practices:

1. As from August 1st 2021, the office premises have been characterised as **"Covid Free Space"** and signs have been evidently placed in all office space areas to fully protect the office work personnel and all those who visit the company vessels in order to secure the protection of crew on board.

A. For our personnel:

- weekly PCR/Rapid COVID tests to our office personnel
- physical distancing, glass protection per workspace, provision of surgical face masks and antiseptic materials.

B.To buildings and systems:

- regular cleaning and disinfection, enhanced maintenance of ventilation systems
- Use teleconference & other means of electronic communication (e.g. Skype – WEBEX etc.)
- Company's Business Continuity Plan activated during lockdowns and operations continued without disruption.



7.10 Environmental Awareness & Actions of Office Personnel

Our company is implementing an **Environmental Management System (EMS) in accordance with ISO 14001 and an Energy Management System (EnMS) in accordance with ISO 50001**, supported with several environmental / energy efficiency programs with the objective of continually increasing energy efficiency and minimising energy waste in the office premises.

Moreover, Safe Bulkers is implementing a Green Procurement Strategy in line with ISO 14001, targeting to reduce the environmental impact from its operations.

Facts & figures:

In 2021 our Company resumed full office operations. There were no lockdowns and remote operations in comparison to 2020 and as a result the energy, paper and fresh water consumption increased compared to previous year, as follows:

- Paper Consumption: **increased on average by est. 20%**
- Energy consumption: **increased on average by est. 55%**
- Fresh Water consumption: **increased on average by est. 50%**



In context with ISO 14001 and ISO 50001, our company's commitment and main priority is the implementation of both an Environmental and Energy Management System that aims to achieve energy efficient operations and a cleaner and safer environment.

During the period January - December 2021 (Phase I: due date 31/12/2021), the following practices have been implemented:

- **A. Increase of Environmental Awareness of Office /** Shipboard personnel: Training of shore personnel
- **B. Reduction of Paper and Batteries Consumption in Office:** Monitor paper and battery consumption in office
- **C. Implementation of best practices on Fresh Water & Energy consumption:** Monitor the quantity of Fresh Water purchased



08

SAFE BULKERS TOWARDS 2030



8.1 Fleet Renewal and Newbuilding Program

We acknowledge that environmental conservation is crucial for our survival not only as a shipping company but also as individuals. In this context, we have embarked on an extensive ecological investment program mainly focused on our fleet renewal program, selling our older and less efficient vessels and investing in more modern and efficient second-hand vessels and state-of-the-art Japanese built newbuilding vessels.

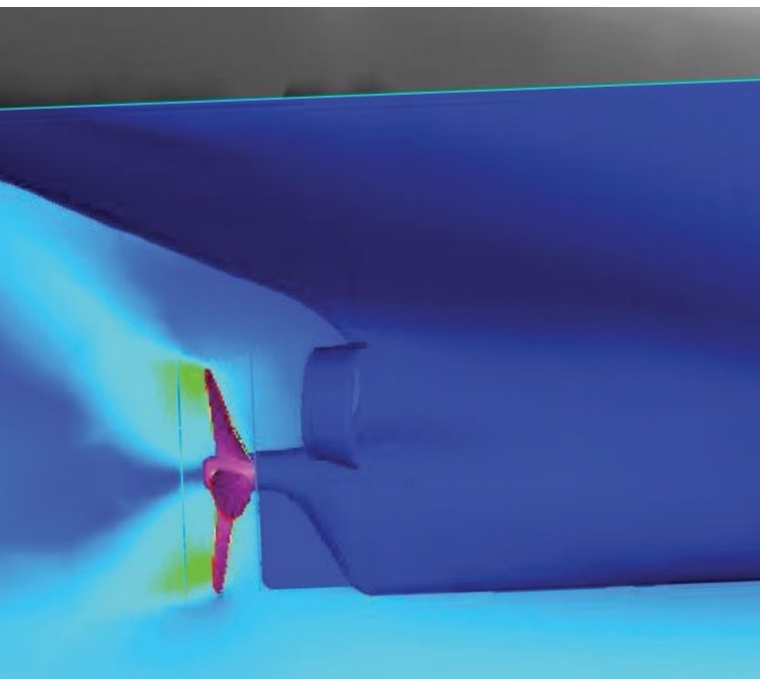
In Particular, during 2021 and up to March 31, 2022, we sold 7 vessels of 14.3 years average age and replaced them with 5 second-hand vessels of 8.8 years average age.

At the same time well ahead of peer competition, we have placed orders for 9 Japanese IMO EEDI Phase-3, NOx-Tier III, dry-bulk newbuilds, comprised of 6 Kamsarmax and 3 Post-Panamax vessels with prompt deliveries until the first quarter of 2024. The first Kamsarmax class newbuild, M/V Vassos, was delivered in May 2022. As of May 31, 2022 we have placed in China two additional orders for Kamsarmax class vessels, with the same technological characteristics. Our orderbook as of May 31, 2022 consists of 6 Kamsarmax and 3 Post-Panamax vessels scheduled to be delivered between 2022 and early 2025.

These vessels will have hydrodynamically optimised hull forms and will be equipped with energy saving devices to meet the requirements of EEDI, Phase 3. Moreover, they will be IMO NOX Tier III compliant, equipped with NOx abatement technologies such as Selective Catalytic Reduction (SCR) or Exhaust Gas Recirculation (EGR).

As of December 31, 2021, the aggregate remaining capital expenditure requirements for the acquisition of the 9 newbuilds, amounted to \$240.0 million, relating to the purchase consideration of the newbuilds.





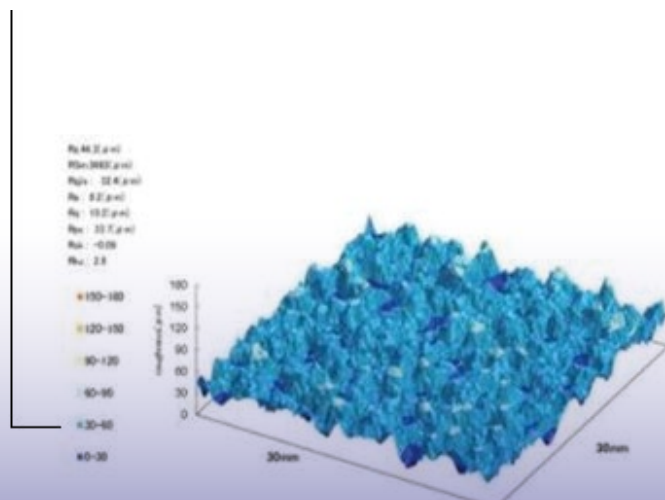
8.2 Upgrading our fleet

In parallel, we are concluding in 2022 our program for retrofit of Ballast Water Treatment Systems (BWTS) for the remaining vessels in our fleet. In addition, we have ordered six scrubbers for our Capes of which the two expected to be installed this year.

We are pursuing a vessel upgrade program during dry-dockings, in the amount of \$2.2 million for 2022, which involves environmental upgrades including application of low friction paints and installation of energy saving devices.

Further to our fleet renewal program, we continue to assess potential retrofits that could upgrade our existing fleet in terms of fuel efficiency. To this end, we cooperate with key industry players to carry out assessment studies and decide which technology is best suited to our vessels. Some of the technologies we are evaluating are:

- Alternative fuels (experimented with B-20 and B-30 biofuel at 3 of our vessels with good results).
- Ultra low friction antifouling coatings (applied to all our vessels during the scheduled drydock).
- Installing Wake equalising ducts
- Wind assisted propulsion
- Propeller boss cap fins
- Main Engine upgrades
- Cold ironing
- Measures to reduce the electrical load consumption onboard through LED lights and Variable frequency drives in pumps.
- Voyage performance optimization (through advanced monitoring through real time data).



8.3 Digitalization

Our need for a more sustainable fleet drives our strategy towards the digital world. We leverage the existing digital solutions to enhance our transition towards digitalization. Digitalization is the bridge that connects our company with our visionary sustainable future. Our mission is to treat data as an intangible yet significant asset of our company. The ongoing project of the installation of a data acquisition and monitoring system allows us to enter the digital era.

Our objectives are:

- Real time assessment and optimization of our vessels' environmental performance
- Live monitoring of vessels' technical / operational performance
- Preventive maintenance of machineries onboard
- Optimization of fuel consumption and reduction in GHG emissions

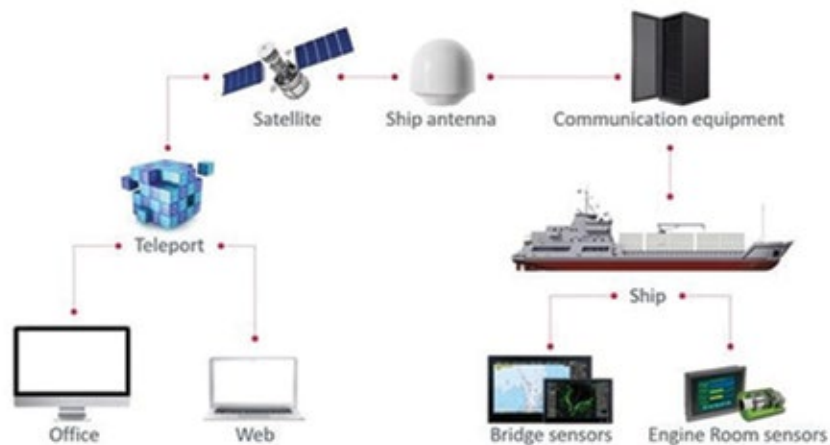
Data streams from sensors and output data from machineries onboard enable live monitoring and data storage. Both contribute to our technical and operational decision making and control.

The adoption of digitalization secures our efficient and sustainable future. We have only just embarked to a long and sustainable digital journey.



Recognizing the significance of digitalization in Sustainability, we are in the process of installing an advanced data acquisition and analysis system in our ships. Real time data such as vessel speed, consumption and important machinery parameters are reported. Our in-house engineering team analyses the reported data to diagnose potential problems and prevent machinery failures that could prove disruptive for our operations.

Using this real time data we can also assess and to the extent possible optimize the environmental performance of our vessels, through close monitoring of each vessel's Annual Efficiency Ratio (AER).



09

REPORTING STANDARDS, LEGAL INFORMATION AND CAUTIONARY NOTE



Reporting standards

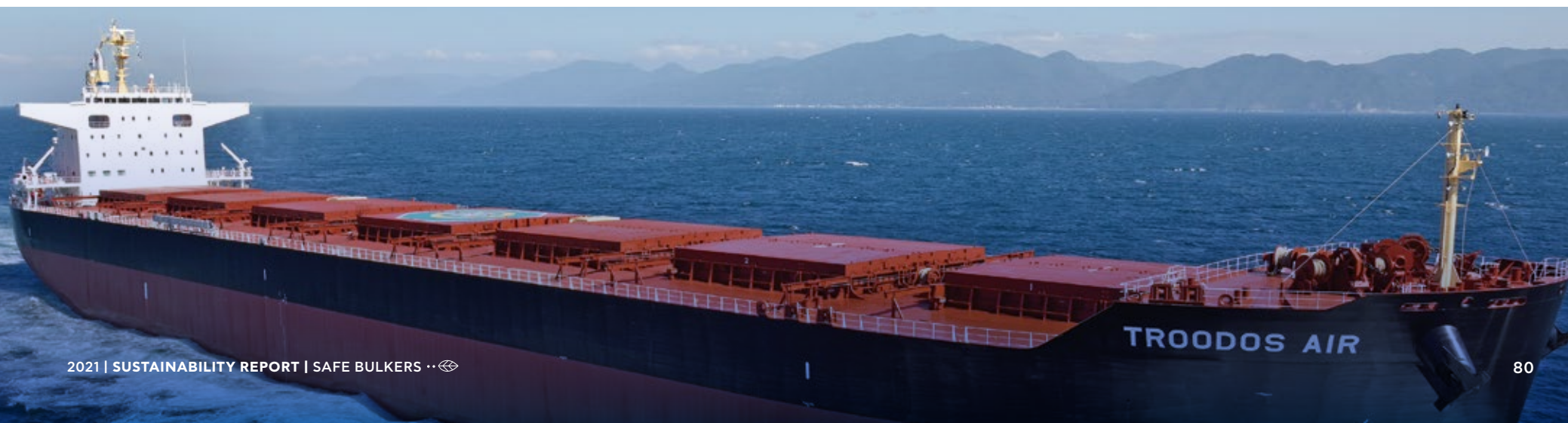
We have adopted the Sustainability Accounting Standards Board (SASB) recommendation for Maritime Transport, alongside additional indicators that are materially important to us and our stakeholders. We also support the UN Sustainable Development Goals and have focused on areas which we believe have the greatest impact. In this content the U.N. Sustainable Development Goals and the Sustainability Accounting Standards Board (SASB) have been mapped in order to help stakeholders easily access our key sustainability data.

Legal information

This report concerns Safe Bulkers's activity for the period starting January 1, 2021 to December 31, 2021, unless otherwise indicated, and uses quantitative metrics to describe our policies, programs, practices and performance. Note that many of the standards and metrics used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees. Financial information is reported in U.S. dollars.

Cautionary note

Safe Bulkers Inc., has affiliates, including Safe Bulkers Management Ltd., Safe Bulkers Management Monaco Inc., and Safety Management Overseas S.A. For convenience and simplicity, those terms (and terms such as corporation, company, our, we and its) are sometimes used as abbreviated references to specific affiliates or affiliate groups. Safe Bulkers Inc., is a publicly traded company. The New York Stock Exchange is the exchange on which Safe Bulkers Inc., common stock (symbol SB) is traded.



Certain matters discussed in this report are forward looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including, among other items, all statements concerning plans, objectives, goals, strategies and measures to implement such strategies, growth opportunities, competitive positions, budgets, future events or performance, and underlying assumptions and other statements, which are other than statements of historical facts. The Private Securities Litigation Reform Act of 1995 provides safe harbor provisions for forward-looking statements in order to encourage companies to provide prospective information about their business, which the Company desires to take advantage of and is including this cautionary statement in connection with this safe harbor legislation. Words such as “believe,” “anticipate,” “intends,” “estimate,” “forecast,” “project,” “plan,” “potential,” “may,” “should,” “expect,” “pending” and variations of such words and similar expressions identify forward-looking statements. The forward-looking statements in this report are based upon various assumptions, many of which are based, in turn, upon further assumptions, including without limitation, examination by the Company’s management of historical operating trends, data contained in its records and other data available from third parties. Although the Company believes that these assumptions were reasonable when made, because these assumptions are inherently subject to significant risks, uncertainties and contingencies which are difficult or impossible to predict and are beyond the Company’s control, the Company cannot assure you that it will achieve or accomplish these expectations, beliefs or projections. Investors are cautioned that actual events or results may differ materially from the Company’s expectations, express or implied. In addition to these important factors, other important factors that, in the Company’s view, could cause actual results to differ materially from those discussed in the forward-looking statements include general dry bulk shipping market conditions, fluctuations in charter rates and vessel values; changes in demand in the dry bulk shipping industry; changes in governmental rules and regulations or actions taken by regulatory authorities; general domestic and international political conditions; fluctuations in interest rates and foreign exchange rates; disruption of shipping routes due to political events; risks associated with vessel construction; potential exposure or loss from investment in derivative instruments; the COVID-19 global pandemic; and the risk factors listed from time to time in the Company’s filings with the Securities and Exchange Commission, including but not limited to its Annual Report on Form 20-F for the year ended December 31, 2021.

Please refer to our filings with the Securities and Exchange Commission for a more complete discussion of these and other risks and uncertainties. The information set forth herein refers only as of the date hereof, and the Company disclaims any intention or obligation to update any forward looking statements contained in this report.

Appendix A: Sustainability Accounting Standards Board (SASB) marine transportation material issues

Category	Disclosure Topic	Code	Page Reference
GHG Emissions	Global Scope 1 emissions	TR-301-01	50, 52
	Description of long-term and short-term strategy or plan to manage Scope 1 emissions, emission reduction targets and an analysis of performance against those targets	TR-301-02	49
	Total energy consumed, percentage from HFO, percentage from renewables	TR-301-03	50
	Energy Efficiency Design Index for new ships	TR-301-05	10
Air Quality	Air emissions for the following pollutants : NOX, SOX, and particulate matter (PM)	TR-301-04	52
Ecological Impacts	Shipping duration in marine protected areas and areas of protected conservation status	TR-301-06	N/A
	Percentage of fleet implementing ballast water exchange and ballast water treatment	TR-301-07	76
	Number and aggregate volume of spills and releases to the environment	TR-301-08	N/A
Employee health and safety	Lost time injury rate	TR-301-12	44
Business Ethics	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption percentage Index	TR-301-09	N/A
	Amount of legal and regulatory fines and settlements associated with bribery and corruption	TR-301-10	29
Accident and safety management	Number of serious marine incidents	TR-301-11	44
	Number of condition of class or recommendation	TR-301-13	N/A
	Number of port-state control deficiencies and detentions	TR-301-14	45

Contact Information

Dr. Loukas Barmparis **President**

Safe Bulkiers, Inc.
e-mail: directors@safebulkiers.com
Tel: +30 2 111 888 400 | +357 25 887 200

Investor Relations / Media Contact:

Nicolas Bornozis **President**

Capital Link, Inc.
230 Park Avenue, Suite 1536
New York, N.Y. 10169
Tel.: (212) 661-7566
Fax: (212) 661-7526
E-Mail: safebulkiers@capitallink.com

Principal Executive office Safe Bulkiers, Inc.

Apt. D11, Les Acanthes
6, Avenue des Citronniers
MC98000, Monaco

Management Company in Cyprus **Safe Bulkiers Management LTD.**

71 Agias Fylaxeos & Arch. Makariou III
Safe Bulkiers Tower
Limassol 3087, Cyprus

Management Company in Greece **Safety Management Overseas S.A.**

30-32 Karamanli Avenue, Voula 166 73,
Athens, Greece

Management Company in Monaco **Safe Bulkiers Management Monaco Inc.**

Apt. D11, Les Acanthes
6, Avenue des Citronniers
MC98000, Monaco



safebulkers.com