



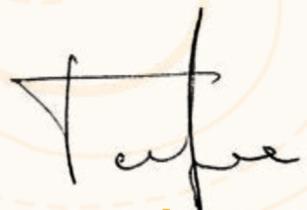
ESG JOURNEY

FIGURED AT 31 DECEMBER 2021



- “Environmental impact and decarbonisation represent clear and strong drivers that must continue to steer our efforts and policies”

“Doing our very best to enable our people to achieve their full professional and personal potential; placing them in a position to effectively implement every possible future change”



PAOLO d'AMICO



CESARE d'AMICO

FROM OVER 70 YEARS SHIPPING IS OUR MISSION

The d'Amico Group, founded in 1952, is a **leading global shipping company** focusing its business mainly in the Dry Cargo and Product Tankers sectors and providing auxiliary maritime services. Its offices are located in the most important maritime hubs. **Respect and protection of the environment**, focus on customer care, and the professional excellence of its employees are the basis of its mission and the principles underlying its strategy.

MISSION

INNOVATION,
TRUST, CARE

To offer our clients services of excellence through the professionalism of our people, and a modern fleet, guaranteeing reliability and high standards of safety and protection of the environment.



VISION

TO BE THE WORLDWIDE
LEADER

With passion and constant respect for the environment, to ensure our Partners have an exclusive competitive advantage and to offer our People an extraordinary working experience.



&

OUR VALUES

- ⚓ Long-term vision
- ⚓ Reliability
- ⚓ Focus on environment and safety
- ⚓ Professional excellence
- ⚓ Multicultural team
- ⚓ Social responsibility
- ⚓ Identification, Passion and Commitment



BUSINESS AREAS

Product Tankers

The Product Tankers fleet comprises vessels with double hulls that are primarily employed in shipping refined petroleum products, chemical products and vegetable oils. It provides maritime shipping services on a global scale to the major oil companies and trading firms, either directly or through partnerships. The fleet consists of **37 product tankers***. d'Amico International Shipping S.A. (DIS) is the division of the d'Amico Group operating in the product tankers sector. It has been listed on the Milan Stock Exchange in the STAR segment since 2007.

Dry Cargo

The Dry Cargo business unit operates a core fleet of **44 vessels***, owned and long-term Time Charter. It provides shipping services on a global scale, transporting bulk grain, coal, ore, fertilisers, cement and petcoke, as well as steel products, steel pipes and timber for leading market operators.

Maritime Services

The Group provides **ship management services and bunkering services through sister companies**. These services are carried out not only for d'Amico's fleet, but also for third-party clients.

* As of 31 December 2021



d'AMICO IN THE WORLD

The Group operates
in all leading maritime
trade areas in Italy and abroad.



LEGEND:

- d'Amico Group Main Offices
- d'Amico Group presence

— Anchor icon —

d'AMICO ROUTE TOWARDS SUSTAINABILITY

The **Global Agenda for Sustainable Development is a plan of action** for people, the planet and prosperity, with the goal to guide the world over the next decade. It contains 17 goals (SDGs), divided into 169 targets to be reached by 2030.

In line with the vision expressed by the 2030 Agenda, **the Group believes that its strong commitment to making a true contribution** to the sustainable development of businesses and the economy is crucial.

The drivers of our sustainability route

The **SDGs intercepted** by the Group's priorities and actions and **the most relevant topics for corporate and business sustainability** are presented below and are then reported in the document, through some indicators selected from the Group's Sustainability Report*.



SUSTAINABLE DEVELOPMENT GOALS

* Figures at 31/12/2021



SDGs intercepted by the Group's priorities and actions



d'Amico's sustainability topics

- 1 Vessel energy efficiency
- 2 Atmospheric emissions and climate change
- 3 Innovation: fleet efficiency and safety
- 4 Protection of marine biodiversity
- 5 Ship recycling and Waste reduction and material recycling
- 6 Consumption of water and energy in offices
- 7 Training and development
- 8 Multicultural approach
- 9 Well-being
- 10 Occupational health and safety
- 11 High quality of services
- 12 Promoting public attention towards social, cultural and environmental topics
- 13 Value generated and distributed
- 14 Business ethics and Integrated management system for ongoing improvement
- 15 Sustainable supply chain

Environmental



[BACK TO THE TOPIC LIST](#)

THE FOUR PILLARS OF OUR DECARBONISATION STRATEGY

d'Amico has set four pillars to guide, implement and develop its environmental strategy, focusing on both technical and managerial aspects.

Fleet efficiency

d'Amico is working on implementing different measures in order to improve propulsion, propeller, hull and electric load efficiency

Main Engine derating

While studying the medium and long-term strategy for decarbonisation, the Group technical department is committed to the deployment of short-term solutions, in particular main engine derating by installing overridable power limit

Alternative fuel projects

The d'Amico Group has already started working on the evolution of biodiesel and biofuel blends, following the central pathway of biofuel from renewable feedstock as a potential low-carbon fuel of the future

Digitalization projects

The Group is working on several fleet innovation and digitalisation projects to improve vessels' performance, reduce energy consumption and real-time monitoring of the Carbon Intensity Indicator (CII)

d'Amico's Sustainability Topics

Vessel energy efficiency

We continue to implement all possible technologies to reduce the energy consumption of our own fleet

Shipping is the most efficient and with lowest environmental impact form of transport. Thanks to the "Eco" vessels designed with the aim of optimising emissions and consumptions, lower than in the previous generation of conventional ships, the sector aims at becoming even more sustainable.

d'Amico, through **continuous maintenance** of its vessels and the **development of the latest technologies available**, is able to guarantee the maximum efficiency of its fleet and its operations.



79% The percentage of "Eco" vessels

-4.0% Reduction of the AER of d'Amico fleet since 2019

0.867 tons Of fuel consumption per nautical mile for dry cargo vessels

-5 tons/day The consumption for an "Eco" vessel compared to a conventional one

0.964 tons Fuel consumption per nautical mile for product tankers vessels

d'Amico's Sustainability Topics

Atmospheric emissions and climate change

Fighting climate change and raising awareness on GHG emissions are among of our priorities

d'Amico is committed in **improving energy performance** and **reducing atmospheric shipping's emission** as an important part of its business. One of the pillars of its strategy is research and testing of **alternative fuels**.

Decarbonization represents one of the most challenging topic of the shipping industry.



-7.4%

Reduction in NOx emissions per nautical mile since 2019



-7.5%

Reduction in CO₂ emissions per nautical mile since 2019

-7%

Reduction of bunker consumption per nautical mile (2021 vs 2019)

97.5%

Low-sulphur bunker fuel, from 19.3% in 2019

d'Amico's Sustainability Topics



Innovation: fleet efficiency and safety

Decarbonisation and digitalisation will be the main drivers that will guide our strategy in the coming years

The Group's "Eco" fleet is among the youngest and most technologically advanced of the shipping industry.

All of the Group vessels are equipped with highly **advanced technologies** to reduce their environmental impact, improve efficiency and energy savings and a reduce consumption and emissions. One of the main methods to achieve these goals is the digitization, one of the sustainability pillars of the Group to reach the decarbonization.

77% Of fleet compliant with EEXI - calculated at 83% of MCR limited

49% Of fleet applies an electronic logbook onboard

7.1 years
Average age of the product tanker fleet, lower than the market average age

d'Amico's Sustainability Topics

Protection of marine biodiversity

Safety at sea, preventing accidents and environmental damage must always be our top priorities

d'Amico has drawn up and is implementing plans, records and procedures **not only to meet the IMO Convention's requirements** but, above all, to ensure prevention of every possible form of pollution from its vessels. In this respect, a dedicated **ballast water treatment system** has already been installed in **more than 95% of the own ships**.

Furthermore, specific contingency measures are in place to prevent and respond to any failure and improper operation of these systems.



95% d'Amico vessels have a ballast water treatment system

0 Oil spills in 2021

BIOFOULING MANAGEMENT

Through a consolidated hull inspection and cleaning programme

d'Amico's Sustainability Topics

Ship recycling, waste reduction and material recycling



6,475 mc

Of total waste on board, **-3.4%** since 2019

137.76 mc/vessel

The total waste per vessels

HAZARDOUS MATERIAL INVENTORIES

Available providing a complete map of all materials on board

d'Amico implements specific processes and policy to reduce the production of waste and promote their recycling

The Group environmental policy implements complementary techniques to **achieve concrete results in the waste management** by promoting reduction, reuse and recycling of waste both on board and on shore.

Concerning **ship's recycling**, as forseen by the International Maritime Organisation, d'Amico has completed hazardous material inventories on board its fleet, providing a complete map of all materials to guarantee health and safety of people and the environment.

d'Amico's Sustainability Topics

Consumption of water and energy in offices

d'Amico started to collect environmental, health and safety data in its offices to define improvement objectives and monitor its performance

d'Amico is working to reduce water and electricity consumption in all the offices. The Group has also launched several projects aimed at promoting awareness on the responsible use of plastic and on benefits of separate collection.

d'Amico monitors the transport modality used by its employees to reach their offices and **encourages the use of shared mobility, public transport, walking and cycling.**



1,923 m³

Water supplied from the public mains in Rome and Singapore offices, **-12.8%** since 2019

2,390 kWh

Per employee the consumption of electricity in the Group sites, **-11.9%** since 2019

62.3%

The sustainable mobility rate for commuting to work, **+2.3%** since 2020

Social



[BACK TO THE TOPIC LIST](#)

d'Amico's Sustainability Topics

Training and development

Our People are the most important asset on which we build our competitive advantage.

The Company assigns great importance both to **professional and human development of its people** and to **encouraging growth** both in terms of roles and responsibilities. Through its **training programmes**, it ensures the updating and growth of new skills. The Group has **very good rate** for both onshore and onboard.



21.0% Total per capita training hours provided to seagoing personnel

17.2% For onshore personnel

89.0% Retention rate for onshore personnel

84.9% For seagoing personnel

99% Of expected performance assessment evaluation received

d'Amico's Sustainability Topics

Multicultural approach

In d'Amico multicultural integration is a value at all levels of the organisation, both in the offices and on board

Multiculturalism embodies **equal opportunities, diversity and inclusion policies**. A diverse workplace gives a company a competitive advantage, especially for an international business. Multiculturalism demonstrates **tolerance, respect and acceptance** which improves the Company's culture and reduces conflict within the workplace.



17 Different nationalities within the crew members

24 Different nationalities within the onshore personnel

NO REPORTING
Received in relation to discriminatory acts

d'Amico's Sustainability Topics

Well-being

People's well-being affects the energy levels in the Company and has an impact on organisational welfare and on results

d'Amico carries out several initiatives to increase the **well-being of its staff and their families**. The objective is to create a working environment where every employee can operate at a high level, guaranteeing work-life balance programme.

d'Amico has developed on board its vessels a well-being programme for its crews with the objective to: **generate awareness** about mental health issues; **provide training** to ship staff so that they have the necessary tools to understand the various factors governing the state of mind; **support crew mental health**, when required, through external service providers; **promote positive mental health** and reduce stigma; **build resilience** through regular training; **promote leadership skills** to support well-being; have a **robust support structure** in the company to assist seafarers; **monitor the progress** and opportunities of improvement through feedback received.



97.7%

Percentage of onshore employees with open-ended contracts

86.2%

For the seafarers

100%

Employees with health care. Welfare services are guaranteed to the entire company population

LAUNCHED

A company's well-being programme for the seafarers

d'Amico's Sustainability Topics



Occupational health and safety

The health and safety of workers is an importance key for d'Amico Group and must be ensured at all times

The Group has implemented a certified occupational health and safety management system compliant with the ISO 45001 standard. The policy is distributed to all personnel working under d'Amico's control so that they have knowledge of their individual duties when managing health and safety issues.

d'Amico Group is a partner and supporter of the **International Radio Medical Centre (C.I.R.M.)**. C.I.R.M. provides medical assistance via radio to seafarers on ships with no doctor on board. From its base in Rome, it provides continuous medical services 24/7 and free of charge.

0 Injuries in the last three years

ISO 45001

Obtained by the Group related to health and safety

70,000 PATIENTS

Assisted by International Radio Medical Centre (C.I.R.M.)

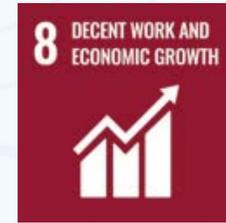
d'Amico's Sustainability Topics

High quality of services

Offering our clients excellent services, guaranteeing the highest standards of quality and efficiency

Thanks to its global presence - with **offices in 10 countries on 4 continents** - the employment of highly qualified personnel, appropriate equipment and onboard inspections, d'Amico provides its customers **with a wide range of different services**.

The Group uses **different channels and tools to verify customers' satisfaction**, also through direct meetings organized by the sales office in order to collect annually feedback on the quality of the services offered. d'Amico detects the needs and requirements of its customers and communicates them to all the departments responsible for the service, which strive to achieve the objectives and increase customer satisfaction.



5 Complaints received during 2021, **-50%** since 2020

33.3% Resolved complaints relating to previous years

24/7 Assistance guaranteed worldwide

d'Amico's Sustainability Topics

Promoting public attention towards sustainability topics

d'Amico Group is committed to social responsibility towards environmental, cultural and solidarity-related issues

d'Amico promotes several projects such as the **Student Naval Architect Awards**, the CMA essay context and supports and cooperates with several universities, nautical institutes and technical and vocational institutes.

The company supports **charitable activities like the Children's Emergency Fund of Save the Children**, and art and culture associations like **FAI**. The Group believes in the **protection of the marine environment** supporting Associations and NGOs committed to these issues.



13 Leading roles in international organizations and associations

166,000 €

Membership fees for CONFITARMA, INTERTANKO, INTERCARGO and other associations

100,000 €

Disbursed as donations and sponsorships

Governance

d'AMICO

MEDI SERAPO



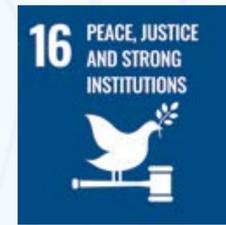
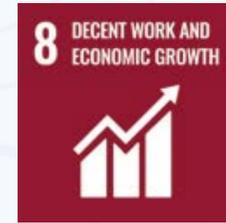
[BACK TO THE TOPIC LIST](#)

d'Amico's Sustainability Topics

Value generated and distributed

Our goal is to contribute for the sustainable success of our Group in generating value for our stakeholders

The d'Amico Group recognizes the importance of a **balanced distribution of the value generated** by its activities **to its stakeholders**. By analysing the value generated and distributed, the d'Amico Group highlights the flow of economic resources to its employees, its suppliers of goods, services and capital, the Public Administration, and the communities in which it operates.



763.3 mln €

Total value generated, **+25.4%** since 2020

71%

The economic value distributed to stakeholders

90.9 mln €

Economic value distributed to employees

d'Amico's Sustainability Topics

Business ethics and Integrated management system

Our sustainable business model pursues the goal of creating value and generating a positive impact with our stakeholders

The Company believes in the importance of conduct business and professional negotiations with **integrity and transparency**. Integrated Management System is the result of a **corporate choice** focus on the quality of services, occupational health and safety, energy efficiency, environmental protection and corporate social responsibility, through the adoption of international standards and certifications.



NO REPORTS

Received regarding unlawful and unethical behaviour

ZERO TOLERANCE

And anti-corruption policy implemented by the company

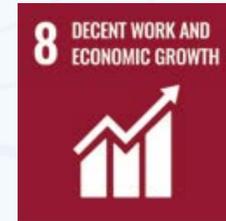
6 Certifications owned by the Group's companies

d'Amico's Sustainability Topics

Sustainable supply chain

Suppliers also play an important role in our sustainability route. They commit to accept and comply with our rules, procedures, ethical and behavioural principles

d'Amico Group has taken measures to ensure that products and services comply with quality, safety and respect for the environment. The suppliers are **selected on the basis of their reliability, quality, price, delivery times and history** and they have to comply other criteria related **certifications**.



373.4 mln €

The economic value distributed to suppliers

88.5%

The supplies for operative costs

OBLIGATION

For suppliers to comply with company's policies and regulations

- This is our concrete and measurable contribution to the achievement of the UN Agenda, with the aim of making our business increasingly sustainable.

One step at time, one ship ahead:
we stay on course!



Credits & Contacts

Graphic project and coordination:

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Refe - Sustainable Development Strategies

For more info about d'Amico Group sustainability:

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