



ESG: ANOTHER MILE

FIGURES AT 31 DECEMBER 2022



• “We are aware that sustainability can’t be approached as a mere requirement of compliance, but rather as a moral and ethical obligation that inspires how we conduct our business.”

• “We are confident that the professionalism of our people, innovation and research will enable us to meet forthcoming challenges successfully.”


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
- ⚓ Ethics and reliability
- ⚓ Focus on the environmental and safety
- ⚓ Professional excellence
- ⚓ Passion and commitment
- ⚓ Team building and multi-culturalism



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 **36 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 **42 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 2022



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



d'AMICO ROUTE TOWARDS SUSTAINABILITY

The **Global Agenda for Sustainable Development is a plan of action** for people, 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*.

* Figures at 31/12/2022



**SUSTAINABLE
DEVELOPMENT GOALS**

SDGs intercepted by the Group's priorities and actions



d'Amico's sustainability topics

- ENVIRONMENTAL**
 - 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
- SOCIAL**
 - 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
- GOVERNANCE**
 - 13 Business ethics and Integrated management system for ongoing improvement
 - 14 Value generated and distributed
 - 15 Sustainable supply chain

Environmental



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THE FIVE PILLARS OF OUR DECARBONISATION STRATEGY

We have set **five** pillars to guide, implement and develop our **environmental strategy**, focusing on both technical and managerial aspects



PILLARS

5

Fleet efficiency

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

Digitalization projects

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

Main engine derating

In the short-term, the Group's technical department is also committed to the deployment of solutions such as Main engine derating, by installing an Overridable Power Limit.

Alternative fuel projects

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

Carbon capture and storage on board

The Group is studying post combustion technologies available on the market to reduce the fleet's CO₂ footprint.

d'Amico's Sustainability Topics

Vessel energy efficiency

We continue to implement all available technologies for the reduction of our fleet's energy consumption

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

Through **continuous maintenance** of its vessels and the **adoption of the latest technologies available**, d'Amico guarantees the maximum efficiency of its fleet and operations.



86%

of "Eco" vessel. The fuel consumption of an "Eco" vessel is -5 tons/day compared to a conventional one at same speed

-11.0%

Improvement in the AER (Annual Efficiency Ratio) of d'Amico's fleet since 2019

-16.2%

Improvement in the carbon intensity indicators (Energy Efficiency Design Index and Energy Efficiency Existing Ships Index) of d'Amico's Dry Cargo fleet since 2019

-7.1%

Improvement in the carbon intensity indicators (Energy Efficiency Design Index and Energy Efficiency Existing Ships Index) of d'Amico's Product Tanker fleet since 2019

-2.8%

Improvement in the EEOI (Energy Efficiency Operational Index) of d'Amico total fleet, since 2020

d'Amico's Sustainability Topics

Atmospheric emissions and climate change

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

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

Decarbonisation represents one of the **most challenging topics for the shipping industry**.



-1.5%

Reduction of CO₂ emissions per transport unit since 2020*

-2.9%

Reduction of NO_x emissions per transport unit since 2020*

-1.3%

Reduction of bunker consumption per transport unit since 2020*

97.7%

Percentage of Low Sulphur bunker fuel out of the total bunker fuel consumed*

*for both dry and tankers vessels

d'Amico's Sustainability Topics

Innovation: fleet efficiency and safety

Decarbonisation and digitalization are 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** in the shipping industry.

All of d'Amico's vessels are equipped with highly advanced technologies to reduce their environmental impact, improve efficiency and energy savings and reduce consumption and emissions. **Digitalization**, one of the sustainability pillars of the Group's decarbonisation strategy, is a key tool to achieve these goals.

We pay great attention to the **maintenance** and the **monitoring** of our vessels to guarantee high performance.



89% of d'Amico's fleet is compliant with EEXI (Energy Efficiency Design Index for Existing Ships)

44% of the fleet applies an Electronic Logbook onboard, which allows to carry out remotely part of the vessel inspections

5.9 years* Average age of the Dry Cargo fleet (vs industry average: **10.8 years**)

7.6 years* Average age of the Product Tanker fleet (vs industry average: **12.8 years**)

0.999 fleet reliability index (considering the maximum target of **1**)

*Figures not including the container vessel

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 **International Maritime Organization (IMO) Convention's** requirements but, above all, to ensure the **prevention of any possible adverse impact on the marine ecosystem**. In this respect, a dedicated **Ballast Water Treatment System** has been installed **on all vessels**.

Furthermore, specific contingency measures are in place to prevent and respond to any failure or improper operation of the vessels' equipments.



All vessels

are equipped with a Ballast Water Treatment System

Zero accidents and spills

in the last three years

All vessels

are equipped with an integrated Bilge Treatment System, an Oil Discharge Monitoring Equipment, a sewage treatment plant with a holding retention tank and a grey water tank

d'Amico's Sustainability Topics

Ship recycling, waste reduction and recycling material

We implement specific policies and processes to reduce the production of waste and promote recycling

The Group's environmental policy implements complementary techniques to achieve **concrete results in waste management** by promoting reduction, reuse and recycling of waste, both onboard and onshore.

Concerning **ship recycling**, as foreseen by the IMO, d'Amico has completed hazardous material inventories on board all its fleet to guarantee safety for both people and the environment.



9,256 m³

Total waste produced onboard

205.7 m³/vessel

Waste produced per vessel

Hazardous material
inventories available

Providing a complete map
of all materials on board all vessels

d'Amico's Sustainability Topics

Consumption of water and energy in offices

We collect environmental, health and safety data in our offices to define improvement objectives and monitor performance

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

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



2,014 m³

Water supplied from the public mains in the Rome office

1,856 kWh

Consumption of electricity per employee in the Group's sites

63.8%

The sustainable mobility rate for commuting to work among all d'Amico offices

Social



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d'Amico's Sustainability Topics

Training and development

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

d'Amico highly values both **professional and human development** of its people, **encouraging growth** in terms of roles and responsibilities. Through its **training programmes**, it ensures the updating and growth of new skills.

The Group registers **strong retention rates** for both onshore and seagoing personnel.



20.9 Total per capita training hours provided to seagoing personnel

11.8 Total per capita training hours provided to onshore personnel

82.4% Retention rate for seagoing personnel

92.2% Retention rate for onshore personnel

230,000 USD
Invested in training activities

d'Amico's Sustainability Topics

Multicultural approach

We value multicultural integration at all levels of the organisation, both in the offices and onboard

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 improve the organisational culture and reduce conflict in the workplace.



19 Different nationalities within seagoing personnel

23 Different nationalities within onshore personnel

No Reporting
Received in relation to discriminatory acts

d'Amico's Sustainability Topics

Well-being

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

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

On board its vessels, the Group has developed a well-being programme focused on **mental health** prevention and support.



89.4% of seagoing personnel with open-ended contracts

97.1% of onshore personnel with open-ended contracts

All employees

Are provided with health care. Most welfare services are guaranteed to all d'Amico's people

930 seafarers

Took part in Project Apollo to carry out research to alleviate stress on the workplace

d'Amico's Sustainability Topics

Occupational health and safety

The health and safety of our workers is paramount 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.), which provides **medical assistance** via radio to seafarers on ships with no doctor on board, 24/7 and free of charge.



All employees

Are covered by the health and safety management system

ISO 45001

Obtained by the Group in relation to health and safety

1 Injury in the last three years

d'Amico's Sustainability Topics

High quality of services

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

Thanks to its global presence - with **offices in 12 countries on 4 continents** - and to 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 organised to collect **feedback** on the quality of the services offered and increase satisfaction.



360° and 24/7

In house client services guaranteed worldwide

35.0%

of complaints related to previous years resolved

3

Complaints received during 2022

d'Amico's Sustainability Topics

Promoting public attention towards sustainability topics

We are committed to social responsibility towards environmental, cultural and solidarity-related issues

d'Amico promotes several projects, such as the Student Naval Architect Awards and Connecticut Maritime Association (CMA) Essay Contest, supporting and cooperating with several **universities, nautical institutes and technical and vocational institutes**.

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



13 Leading roles in international organisations and associations

122,000 €

Membership fees for INTERTANKO, INTERCARGO, CONFITARMA and other associations

219,000 €

Disbursed as donations and sponsorships

Governance



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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 for our stakeholders

d'Amico believes in the importance of conducting business and professional negotiations with **integrity and transparency**. The Integrated Management System is the result of a **corporate choice** to 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.



ESG Department

Established in 2022 to position d'Amico's commitment to sustainability more strongly at the heart of the Group's corporate governance

No reports

Received regarding unlawful and unethical behaviour

Zero tolerance approach

With respect to the anti-corruption policy implemented by the Group

5 certifications

obtained by the Group's companies: International Safety Management Code, ISO 9001, ISO 14001, ISO 45001, ISO 50001

d'Amico's Sustainability Topics

Value generated and distributed

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

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



1,091.4 mln €

Total economic value generated by the Group,
+43.0% since 2021

66.6%

of the total value distributed to stakeholder

d'Amico's Sustainability Topics

Sustainable supply chain

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

d'Amico has taken measures to ensure that the products and services supplied to the Group comply with quality, safety and respect for the environment. **Suppliers are selected** on the basis of their reliability, quality, price, delivery times, as well as the holding of **quality and environmental certifications**.



Obligation

For suppliers to comply with d'Amico's policies and regulations

493.7 mln €

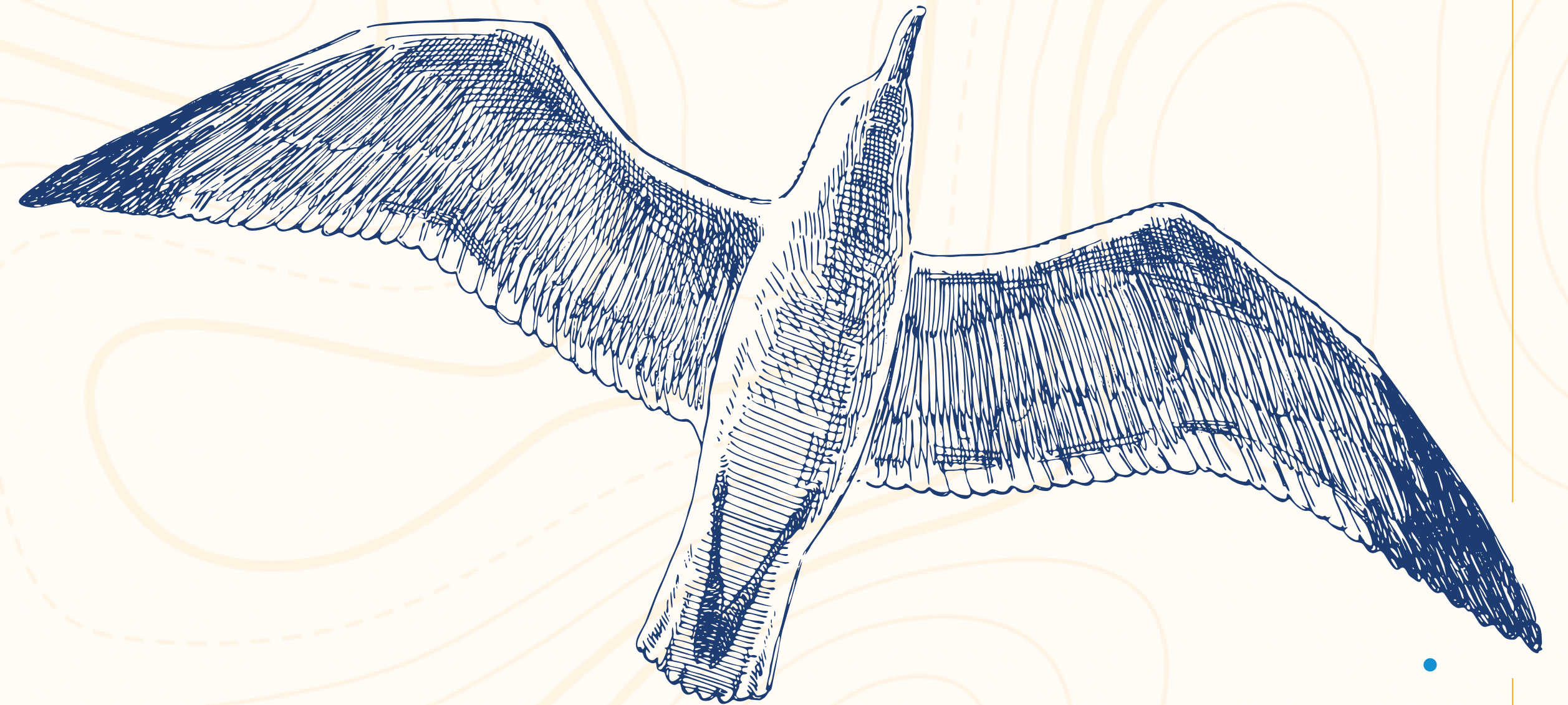
Economic value distributed to suppliers

91.0%

Supplies for operative costs out of the total

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:
every mile counts!



Credits & Contacts

Graphic project and coordination:

Havas Pr Milan

Project advisor:

Refe - Sustainable Development Strategies

For more info about d'Amico Group sustainability:

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