

DIS' ESG



d'Amico
INTERNATIONAL SHIPPING S.A.



DIS' PURPOSE and VALUES.

Long-term vision, Family tradition and Innovation

Inspired by the values of our family, we build our business with a long-term view, focusing on innovative solutions and adequate risk management.

Business Ethics

Our sustainable business model pursues the goal of creating value and generating a positive impact on the communities we work with. Integrity, transparency and an open dialogue are the foundations of our relations with stakeholders.



Strong commitment to Sustainability

Respect for the environment is a priority. Safeguarding the planet and a strong focus on future generations guide our investment choices, without compromises. At all times, we take care of our seas and promote a sustainable lifestyle for our people.

People Care

We believe in the value of diversity and promote a multi-cultural, inclusive and motivating work environment where our people are part of a unique team. We offer our people an 'employee experience' that allows them to develop their skills, and to nurture their talent for their professional and personal fulfilment, while taking care of their well-being.

Our purpose is connecting the world by sea, our responsibility is to create economic and social value, respecting the environment and guaranteeing reliable and transparent relationships for our stakeholders



DIS' ESG Key figures.

GOVERNANCE RESPONSIBILITY	2023
Cases of corruption, bribery or anti-competitive behavior	-
Instances for which fines were incurred	-
ENVIRONMENTAL RESPONSIBILITY (owned and bareboat vessels)¹	2023
EEXI Compliant ships (as at year-end)	100.0%
EEDI - Pre-EEDI (%) (as at year-end)	20.7%
EEDI - Phase 1 ships (%) (as at year-end)	0.0%
EEDI - Phase 2 ships (%) (as at year-end)	62.1%
EEDI - Phase 3 ships (%) (as at year-end)	17.2%
EEDI/EEXI (g CO2/dwt tonne* miles)	(0.4%) from 2022
IMO classed fleet % (as at year-end)	82.1%
Fleet age (years)	8.7
Fleet certified for the use of Biofuel blends up to B30 (%) (as at ye	21%
Fleet with installed water ballast treatment system (%) (owned (a	100%
EEOI (g CO2/tonne* miles)	(2.1%) from 2022
CO2 emissions per nautical mile (tCO2/ Nautical Mile)	+4.7% from 2022
SOx emissions per nautical mile	+5.7% from 2022
Total waste per vessel (m3/vessels)	+4.8% from 2022
Accident and spills	-
Number of marine casualties	-
Fresh water used	+3.9% from 2022
SOCIAL RESPONSIBILITY	2023
Onshore personnel (as at year-end)	25
Seagoing personnel (as at year-end)	626
Seagoing personnel (overall during the year)	1,270
Nationalities within the personnel	18
% of female employees onshore	40.0%
Expenses on training for onshore and seagoing personnel (US\$)	+206.1% from 2022
Work-related injuries	-

1. Excluding M/T Bright Future since it is bareboat chartered-out.





DIS' ESG – Environment and Safety

DIS seeks to be an industry leader on environmental and safety issues:

- Among the first fleets worldwide compliant with Monitoring Reporting and Verification criteria for CO2 emissions.
- Since 2011 DIS has a fleet performance monitoring department to optimize vessel efficiency.
- Health and safety goal reached on board: 0 injuries in 2023.
- Environmental goal reached: 0 accidents and spills in 2023.
- Digitalization of onboard record books.
- Implementation of condition based maintenance, enabling it to achieve the highest level required by the TMSA 3.
- Environmental certification ISO 14001.
- Energy efficiency certification ISO 50001.
- Occupational Health and Safety certification ISO 45001.
- Quality certification ISO 9001.



- First in Italy to obtain the prestigious RINA Best 4 Plus: compliance certification for main maritime standards in force.
- Selection of suppliers according to quality and environmental certifications.
- Approved by the main oil-majors for long-term period contracts, of up to 5 years.
- Participation with leading roles in international organizations, such as INTERTANKO.
- US\$ 755 million invested between 2012 and 2019 in 22 newbuilding Eco product tanker vessels (10 MRs, 6 Handys, 6 LR1s) all delivered between Q1'14 and Q4'19.
- 79% of DIS' owned and bareboat fleet is 'ECO' (industry average: 36%), as at December 31, 2023.

Member of CISQ Federation



CERTIFIED MANAGEMENT SYSTEM

ISO 9001 - ISO 14001
ISO 45001 - ISO 50001



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DIS' ESG – Environmental KPIs.

EEDI compliance (owned and bareboat) – at year-end	Pre-EEDI	Phase 1	Phase 2	Phase 3			
EEDI compliant ships (%)	20.7%	0.0%	62.1%	17.2%			
EEXI compliance (owned and bareboat) - at year-end	2021	2022	2023				
EEXI compliant ships (%)	70.0%	89.3%	100.0%				
Fleet certified for the use of Biofuel blends up to B30 (%)	21.0%	21.0%	21.0%				
CO2 Emissions (owned and bareboat)	2021	2022	2023	Var 2023/22	Var 2023/21		
CO2 Emission Scope 1 [tCO2]	473,174.1	479,286.3	471,697.8	-1.6%	-0.3%		
CO2 per nautical mile [tCO2/ Nautical Mile]	0.30279	0.31248	0.32702	4.7%	8.0%		
CO2 per transport unit [tCO2/tons]	0.03697	0.03932	0.03361	-14.5%	-9.1%		
Scope 1 emission (owned and bareboat)	2021	2022	2023	Var 2023/22	Var 2023/21		
Carbon dioxide [tCO2]	473,174.1	479,286.3	471,697.8	-1.6%	-0.3%		
Nitrous oxide [tN2O]	23.9	24.2	23.9	-1.5%	-0.1%		
Methane [tCH4]	9.1	9.2	9.0	-1.6%	-0.2%		
Carbon dioxide equivalent [tCO2e]	479,969.6	486,178.3	478,486.1	-1.6%	-0.3%		
SOx emissions (owned and bareboat)	2021	2022	2023	Var 2023/22	Var 2023/21		
SOx Emission Scope 1 [tSOx]	1,379.0	1,314.0	1,305.5	-0.6%	-5.3%		
SOx per nautical mile [tSOx/ Nautical Mile]	0.00088	0.00086	0.00091	5.7%	2.6%		
SOx per transport unit [tSOx/tons]	0.000108	0.000108	0.000093	-13.7%	-13.7%		
NOx emissions (owned and bareboat)	2021	2022	2023	Var 2023/22	Var 2023/21		
NOx Emission Scope 1 [tNOx]	8,614.4	8,729.2	8,593.2	-1.6%	-0.2%		
NOx per nautical mile [tNOx/ Nautical Mile]	0.00551	0.00569	0.00596	4.7%	8.1%		
NOx per transport unit [tNOx/tons]	0.00067	0.00072	0.00061	-14.5%	-9.0%		
Carbon intensity (owned and bareboat)	2019	2020	2021	2022	2023	Var 2023/22	Var 2023/21
AER [g CO2/dwt tonne*miles]	6.74	6.44	6.16	6.38	6.73	5.5%	9.3%
EEDI/EEXI [g CO2/dwt tonne*miles]	4.96	4.96	4.7	4.61	4.59	-0.4%	-2.3%
EEOI [g CO2/tonne*miles]	n.a.	15.72	15.29	16.23	15.89	-2.1%	3.9%

DIS' fleet modernisation and constant focus on efficient fuel management has led to a significant improvement in CO2 emissions in 2022 and 2023.





DIS' ESG – Corporate Governance

DIS is listed on the most demanding segment of the Milan stock exchange (the Star), and has therefore adopted a first-class corporate governance framework:

- Incorporated in Luxembourg, it is organized and governed in compliance with Luxembourg laws
- Listed on the STAR segment of the Italian Stock Exchange (Euronext Milan) since 2007 and compliant with the principles and recommendations of the Borsa Italiana Corporate Governance Code
- DIS' high corporate governance standards include:
 - Internal committees entirely composed by independent directors with a major influence on the Board of Directors' decisions.
 - Constantly updated Code of Ethics and Organizational and Control Model;
 - Regulation of important and significant transactions and of transactions with related parties
 - Regulation of the Board of Directors
 - Regulation of Shareholders' meetings
 - Nomination and Remuneration Committee regulation
 - Control and Risk Committee regulation
 - Supervisory Committee regulation
 - Internal Dealing Code
 - Internal regulation governing inside information and the set-up of a list of persons who have access to insider information
 - General Remuneration Policy
 - Internal Control Guidelines
 - Internal Auditor Mandate
 - Organizational Management and Control Model pursuant to Decree 231
 - Code of Ethics
 - Privacy regulation
 - Diversity policy
 - Assignment of Powers and Delegations Regulation
 - Whistleblowing policy and respective procedure
 - Sanctions Policy.
 - Long-term incentive based remuneration scheme;

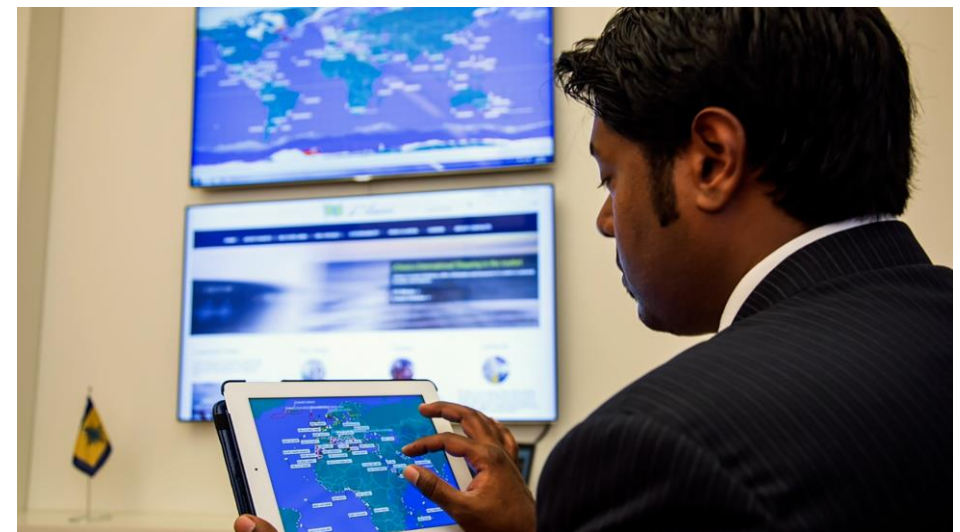




DIS' ESG – Social responsibility

DIS seeks a diverse and inclusive work environment, where teamwork is highly valued. The high levels of employee satisfaction result in high retention rates.

- 25 onshore personnel as at 31 December 2023;
- 626 seagoing personnel as at 31 December 2023;
- 100% retention rate for onshore personnel in 2023;
- 95% retention rate for seagoing personnel in 2023;
- Cultural diversity in workforce with 18 nationalities represented (onshore and seagoing) as at the end of 2023;
- Balanced gender mix with women representing 40.0% of our onshore employees as at the end of 2023;
- 15.2 average hours of training for onshore personnel and 18.8 average hours for seagoing personnel in 2023.





UN'S SUSTAINABLE DEVELOPMENT GOALS.

DIS' Sustainability Topics	Sustainable Development Goals	DIS' Sustainability Topics	Sustainable Development Goals	DIS' Sustainability Topics	Sustainable Development Goals
Vessel energy efficiency	 	Integrated management system for ongoing improvement	 	Ship recycling	
Innovation: Fleet efficiency and safety		Occupational health and safety		Stakeholder engagement	 
High quality of services	 	People care	 	Waste reduction and material recycling	
Business ethics	 	Value generated and distributed		Multicultural approach	 
Protection of marine biodiversity		Personnel training and development		Promoting public attention towards social, cultural and environmental topics	 
Atmospheric emissions and climate change	 	Sustainable supply chain		Consumption of water and energy in offices	 


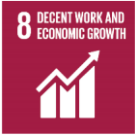

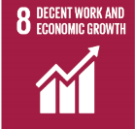






SUSTAINABLE DEVELOPMENT GOALS

Our approach to sustainability starts with the United Nations Sustainable Development Goals. By aligning with these goals DIS has joined the movement towards a more peaceful and prosperous planet.







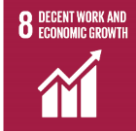




UN'S SUSTAINABLE DEVELOPMENT GOALS.

DIS' Sustainability Topics	Sustainable Development Goals	Activity performed by DIS
Vessel energy efficiency	 	<ul style="list-style-type: none"> • Renewal of the fleet with "Eco" vessels, in line with IMO directives, thanks to the implementation of innovative technologies.
Innovation: Fleet efficiency and safety		<ul style="list-style-type: none"> • Projects aimed at improving vessel performance from an environmental viewpoint and in terms of onboard safety and efficiency.
High quality of services	 	<ul style="list-style-type: none"> • Highest attention to the service offered, through qualified and updated staff, appropriate equipment, on-board inspections, process control and effective internal communications; • Customer engagement through: direct communications, complaints and reports, internal ship reports and feedback on service quality.
Business ethics	 	<ul style="list-style-type: none"> • Compliance with laws and regulations; • Honesty, fairness and transparency in everyday actions, avoiding situations of conflict of interest and unfairness towards competitors; • Respect for personal data and confidential information; • Respect for the dignity of individuals; • Respect for the environment and the community.
Protection of marine biodiversity		<ul style="list-style-type: none"> • Minimum impact of activities on environmental integrity at all times and in all places; • Ongoing prevention of every possible form of pollution, with a zero pollution goal.
Atmospheric emissions and climate change	 	<ul style="list-style-type: none"> • Activities to raise awareness on climate change issues in personnel and the community; • Implementation of activities seeking to reduce damages to individuals caused by water and air pollution.





UN'S SUSTAINABLE DEVELOPMENT GOALS.

DIS' Sustainability Topics	Sustainable Development Goals	Activity performed by DIS
Integrated management system for ongoing improvement	 	<ul style="list-style-type: none"> • Transparent statement of policies governing operations on board managed ships - in order to ensure safety and efficiency - and of the methods to respond to unscheduled events; • Identification of a basic reference for all the management documents needed for checking the Group's daily activities.
Occupational health and safety		<ul style="list-style-type: none"> • Protecting the health and well-being of employees by reducing occupational risks from exposure to hazards; • Preventing hazardous actions, injuries, illnesses, accidents to personnel, material and environmental damage; • Improving the safety of all employees by developing first of all an internal culture of safety.
People care	 	<ul style="list-style-type: none"> • Application of adequate remuneration and economic benefits for personnel, also to ensure adequate social protection.
Personnel training and development		<ul style="list-style-type: none"> • Adequate training for all personnel, allowing them to carry out their job better and increase their skills and abilities, without distinction of sex or ethnicity.
Sustainable supply chain		<ul style="list-style-type: none"> • Accurate supplier assessment and selection, also based on energy performance and including possible performance of inspections and controls; • Collection of full and clear details on purchase orders and on responsibilities.





UN'S SUSTAINABLE DEVELOPMENT GOALS.

DIS' Sustainability Topics	Sustainable Development Goals	Activity performed by DIS
Ship recycling		<ul style="list-style-type: none"> Preparation of hazardous material inventories on all new buildings and on the existing fleet.
Stakeholder engagement		<ul style="list-style-type: none"> Stakeholder mapping and detection of needs and expectations of each category and of related actions.
Waste reduction and material recycling		<ul style="list-style-type: none"> Plastic-free project in the Group's offices; Separate waste collection in all d'Amico offices.
Multicultural approach		<ul style="list-style-type: none"> Cultural integration in DIS' offices and onboard all ships.
Promoting public attention towards social, cultural and environmental topics		<ul style="list-style-type: none"> Training activities in support of solidarity initiatives and cultural initiatives.
Consumption of water and energy in offices		<ul style="list-style-type: none"> Reducing travel between offices and increasing use of video conference and conference call systems.

