



# ESG Governance

ESRS 2 GOV-1; GOV-2; GOV-4

The effective integration of sustainability within d'Amico's business operations mandates the embedding of a sustainability-centric culture and the enhancement of awareness on related issues. It is crucial to define clear, measurable objectives and to delineate precise roles and responsibilities to ensure accountability, transparency, and effectiveness in achieving the goals of our ESG strategy. This approach must align with the expectations and needs of all stakeholders.

To this end, d'Amico Group is progressively structuring its governance frameworks to better manage sustainability. Key internal actors and bodies tasked with the oversight and management of ESG-related initiatives include the ESG Department, the Steering Group, and the ESG Working Group, which involves Top Management from various departments.

The **ESG Department**, established as a Group function in 2022, works to:

- support Top Management in the definition of the sustainability strategy and related targets;
- coordinate and support the projects developed within individual departments to build an environment that fosters an integrated vision of sustainability across the Group;
- promote environmental, social and governance activities and projects in all departments;

- draft the Sustainability Report each year, with the aim of spreading knowledge, information and awareness on the subject;
- regularly inform the Board of Directors about on-going activities.

Established in 2023, the **Steering Group** consists of:

- Head of ESG Department
- Chief Financial Officer (CFO) of the two business units (Dry Cargo and Product Tankers)
- Head of HSQE Department (Health, Safety, Quality, Environment)
- Head of Human Resources Department
- Head of Technical Department
- d'Amico International Shipping S.A. (DIS) Internal Audit Manager.

The functions and responsibilities of the Steering Group include: conducting preliminary mapping of IROs, which encompasses the mapping and analysis of the value chain; coordinating workshops with various departments to identify and evaluate the final IROs longlist; validating the panel of external stakeholders to be involved in assessing the completeness of the identified IROs; participating in internal materiality questionnaires; pre-validating the list of material IROs.

The **ESG Working Group**, formed by the Heads of Department, is involved in several workshops throughout the year, including training sessions on double materiality assessment and the value chain. In 2024, the Working Group included representatives from nine departments: Chartering, Legal Affairs, ESG, Finance, HSQE (Health, Safety, Quality and Environment), Operations, Purchasing, HR and Technical. Department heads are responsible for overseeing and implementing ESG policies and initiatives and are actively involved in defining the Group's sustainability strategy, as well as coordinating the collection and monitoring of ESG KPIs for sustainability reporting.

All sustainability-related business processes remain under the close supervision of the **ESG Department**, which coordinates initiatives and provides the CFO and Board of Directors with assurance that the Group complies with ESG standards in all aspects.

