



## ESG PLAN

## TARGETS FY 2023

### ENVIRONMENTAL

Decarbonisation	Decarbonisation in shipbuilding and management	<ul style="list-style-type: none"> <li>Fratelli Cosulich Ship Management establishment to best control ESG impacts in ship management</li> <li>Action plan and KPIs for levers to be adopted on ship owned/managed</li> </ul>
	Transition towards new fuels	<ul style="list-style-type: none"> <li>Appointment of a Head of New Fuels to accelerate and enhance our role in the transition to alternative fuels</li> <li>ISCC certification for Biofuels</li> </ul>
	Scope 1 and 2 GHG Emissions & Energy efficiency initiatives	<ul style="list-style-type: none"> <li>Appointment of an Energy Manager to implement energy efficiency initiatives</li> <li>Electricity for Italian perimeter fully supplied from renewable sources</li> </ul>
	Supply chain collaboration and Scope 3 reporting	<ul style="list-style-type: none"> <li>Monitoring Emissions coming from bunker tanker vessels</li> </ul>
Resources management	Waste & Water Management	<i>no target for 2023</i>
	Biodiversity - Focus on life under water	<ul style="list-style-type: none"> <li>Feasibility study on buoys field in touristic ports</li> </ul>

### SOCIAL RESPONSIBILITY

Employees development	Talent Attraction & Retention	<ul style="list-style-type: none"> <li>Job posting intercompany</li> <li>Career portal embedded in corporate website and implementation for HR functions abroad</li> <li>Launch of Youth Committee</li> <li>Kick-off exit interviews to collect feedbacks</li> </ul>
	People Development	<ul style="list-style-type: none"> <li>Pilot annual appraisal and evaluation program based on key values and their connected behaviors</li> <li>Evaluation tool assessment to be carried out in some pilot Companies within the Group</li> <li>Internal workshops to define behaviours linked to key values for Executives, Managers and all employees</li> </ul>
Employees responsibility	Health and Safety	<ul style="list-style-type: none"> <li>ISO 22000 in Fratelli Cosulich Comércio e Serviços</li> </ul>
	Welfare	<ul style="list-style-type: none"> <li>Agreement with an online training provider to support employees' physical and mental wellbeing</li> <li>In Brazil extension of Health insurance to employees' family members</li> </ul>
	Diversity, Equity & Inclusion	<ul style="list-style-type: none"> <li>Additional data collection to understand the current status of diversity KPIs;</li> </ul>
Sustainable procurement	Supply Chain Management	<ul style="list-style-type: none"> <li>Pilot Suppliers evaluation based on ESG Criteria</li> </ul>
Clients responsibility	Sustainable services	<i>no target for 2023</i>
	Customer Satisfaction	<i>no target for 2023</i>
Social responsibility	Community support	<ul style="list-style-type: none"> <li>First identification of the impacts of our activities on communities</li> </ul>
	Human Rights Protection	<i>no target for 2023</i>

### GOVERNANCE

Responsible business model and governance	Ethical Business & Transparent Communication to stakeholder	<ul style="list-style-type: none"> <li>Key values sharing with internal and external stakeholders</li> </ul>
	ESG Governance	<ul style="list-style-type: none"> <li>Corporate-wide e-Portal to assess ESG activities and performance</li> <li>Define ESG Committee</li> <li>ESG training and knowledge sharing for affiliated companies</li> </ul>
e-Governance	Pillar of ISO 27001: independence and BI analysis	<ul style="list-style-type: none"> <li>Extend GeneSYS Group Companies' coverage of all four interest areas (IT Infrastructure, Email management, Software Development of tailor-made application, Internal development of Business Intelligence);</li> </ul>

# OUR ESG PLAN