

Since 1857

FRATELLI COSULICH GROUP ESG PLAN





* as reported in Annual Report 2022

	ESG COMMITTEE OWNER	WHAT WE HAVE FURTHER ACHIEVED IN FY 2023	ESG TARGETS FY 2024
management t control ESG impacts for levers to be ed/managed	Ship Managers →	 Fratelli Cosulich Shipmanagement established with overall control on activities such as manning, techincal management First order of a methanol dual-fueled bunker tanker Shipmanagement Integrated Management System (IMS) certification in (ISO 9001, ISO 14001, ISO 29001, and ISO 45001) 	 KPIs, targets and timeline to improve environmental performance of Singapore Barges Definition with RINA of criteria for assessment of environmental performance for ships given in charter Both LNG bunker tankers in full operation Additional order of a methanol dual-fueled bunker tanker
Fuels to accelerate in the transition to Biofules	Head of New Fuels →	 ISCC Certification for our subsidaries in Italy, Hong Kong and Singapore First biofuel delivery (Hapag Lloyd) Physical Supplies of biofuels in "hubs" (Genoa, Hong kong) MoU with Chinese yard for an Ammonia Bunker tanker RINA Approval-in-Principle (AiP) for the design of ammonia bunker tanker Partecipation in GCMD Ammonia bunkering pilot safety study 	→ ISCC certification extended to other Bunker office worldwide (Monaco, USA, Unipessoal, and Middle East)
gy Manager to ficiency initiatives perimeter fully supplied ces	Energy and IT Manager →	 Energy efficieny initiatives on our facilities Energy data collection process improvements with AI technology 	 Assessment of foreign susbidiaries to evaluate switch to renewable electricity for the full perimeter Further efficiency improvements initiatives in some offices/warehouses in Italy Fratelli Cosulich Singapore ISO 14001 First introduction of electric vehicles in the company's fleet to substitute old ones
oming from bunker $ ightarrow$	→ ESG Team ESG Focal Points	First scope 3 calculation (Categories 1,3,8,11 in 2023)	 Scope 3 calculation extension to further categories Improvement in reporting of scope 3 emissions from freight forwarding activities Adoption of HVO for part of Lorma's truck fleet ETS allowances management for customers
÷	ESG Team ESG Focal Points →	Waste data collection	Action plan to improve waste disposal in all subsidiaries premises (including training on new policies, supply of waste sorting bins, water dispensers etc)
÷	ESG Team Ship Managers ESG Focal Points	Disclosure of Sox, NOx and PM emissions	Reduction of air pollutants produced within or supply chain thanks to the adoption of HVO for part of the truck fleet and functioning of LNG barges







	ESG COMMITTEE OWNER	WHAT WE HAVE FURTHER ACHIEVED IN FY 2023	ESG TARGETS FY 2024
pany ded in FC Website and ns abroad nmittee vs to collect feedbacks	→ HR Manager →	Empowering Minds - development of an academy for attracting and retaining young talents	 Development and kick-off of the Empowering Minds Youth Commitee: Development of Topic- based Working Groups Training program for managers to enhance attraction and retention of talents
and evaluation y values and their sment to be carried out nies within the Group o define behaviours or Executives, ployees	→ HR Manager →		 Deployment of employee evaluation tool Comprehensive training program and adoption of e-learning platform Training on Compliance and Code of Ethics Training for managers on feedback and setting goals Training on soft skills, languages and for specific job roles
osulich	→ Health and Safety Manager	 Full assessment of Italian Subsidiaries Companies to ensure compliance with all H&S best practises Implementation of an H&S Management tool to best monitor activities within the italian perimeter Shipmanagement certifications ISO45001 	 Training for Directors and Middle Managers on specific HS Responsibility Implementation of improvement actions subsequent to 2023 assessment
lline training provider physical and mental Health insurance to mbers	ESG Team HR Manager →		 Data collection and monitoring on utilisation of welfare insurance Mapping of Welfare needs amongst employees Extension of insurance coverage for Italian employees
on to understand the cy KPIs;	ESG Team HR Manager →		 → Analysis of data collected on parental leave; incidents of discrimination and corrective actions taken; Diversity of governance bodies and employees; Ratio of basic salary and remuneration
n based on ESG Criteria	ESG Team ESG Focal Points		 Mapping Marine Energy suppliers to define a pilot program to assess sustainability performance
	ESG Team ESG Focal Points		\rightarrow No target for 2024
e impacts of our	ESG Team ESG Focal Points		→ 2023 target still ongoing
	ESG Team ESG Focal Points		\rightarrow No target for 2024



ESG ESG ESG **SUB-AREA** TOPIC TARGETS FY 2023 * ESG Plan Key values sharing with Ethical Business stakeholders & Transparent Communication to stakeholder Responsible **Business Model** • Corporate-wide e-Por and Governance activities and perform Responsible → • ESG Commitee Governance • ESG training and know E S G affiliated companies Extend Genesys Group four interest areas (IT Ir **ESG AREA** → management, Software → e-Governance e-Governance made application, Interr Governance Business Intelligence)



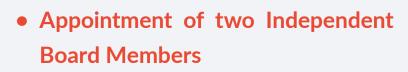
ADDITIONAL COMMENTS

• Definition of governance rules for Cosulich family

Throughout its 165-year history, the business has always been managed by family members, and common rules have been passed down from generation to generation, ensuring that the Company's long-term success remains the guiding principle. All family members involved and working in the Group over the years have been guided by common values and rules, which have now been written on a shared document for the first time since Fratelli Cosulich's founding.

* as reported in annual report 2022 and achieved in 2023

 ch internal and external ESG Team Corporate Code of Ethics aligned with key values Group Finance → values Whistleblowing system Sustainability policy implementation 	
 by by the state of the state of	
 b coverage of all nfrastructure, Email b Energy and c Development of tailor- c Training on cybersecurity c Training on cybersecurity 	



As a preview of our Plan, we anticipate that the Fratelli Cosulich Board of Directors will appoint two additional independent Board Members in H2 2024 to ensure external expertise on the Group's strategy to help sustain future developments. The two independent members are highly esteemed professionals with extensive operational and financial experience.



