



Dianik Bross

2022 ESG Report



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Our Top Management Message

GRI 2-22

The year 2022 marks Dianik Bross Shipping Corporation's 15th anniversary. Wishing to have a continuous development and find solutions to the emerging challenges of our time, we understand that only through securing a sustainable future we can accomplish our business goals for growth and create value for our people, our customers and all our stakeholders. This disclosure is our first ESG report and covers topics that reflect our integrated sustainability strategy and culture along with our will to act with utter respect and responsibility to the environment, the society, and the marine community.

During the previous 2-years period, the COVID-19 pandemic changed the way we work both at sea and at shore. Inevitably this led us to design new ways of operating our business and to focus on creating effective strategies and response plans to all challenges by taking the appropriate measures, always following the relevant guidelines, recommendations, and instructions. We set our people's health and safety as our highest priority, and we are even more committed to design all the necessary policies towards this goal achievement.

In 2022 major global events affected all sectors of the economy and shipping. The conflict in Ukraine, along with the resulting energy concerns and concurrent inflation, have posed new challenges, with great impacts in the global economy and the marine industry, causing also profound changes that could accelerate developments towards a cleaner secure energy system and a sustainable future. At Dianik Bross we are always committed to the IMO's strategy and guidelines regarding climate change and set decarbonization goals. The challenge of "Net- Zero" emissions by 2050 is, and will be, driving our forces in the future to adopt new technologies and operating practices regarding fuel efficiency.

At Dianik Bross Shipping Corporation, we recognize the importance of having structured governance both as an element of sound operational practice and as a main component of prosperity that creates relationships of trust and cooperation with all stakeholders. In 2022 we have endeavored to evolve our relationships and practices with the charter market, to always promote transparency and availability of information, and to be able to best serve our customers.

Andreas S. Matthaios & Nikos S. Matthaios
Top Management of Dianik Bross
Shipping Corporation S.A.

About this report

GRI 1-3.7, 2-2, 2-3, 2-12, 2-14

This is our first annual Environmental, Social, and Governance (ESG) report. It covers the fiscal year of **2022**, including the efforts and activities of our fleet managers as well. The report focuses on ESG critical issues identified both by us and by our stakeholders through a materiality assessment and communicates our strategy for integrating sustainability into our business development, operation, culture, and vision.

The report is prepared in accordance with the Global Reporting Initiatives (GRI) Standards Core option and the Sustainability Accounting Standards Board (SASB) for Marine transportation.

This report will be released on an **annual** basis.

The management of Dianik Bross is responsible for both the company's ESG strategy design and coordination, as well as for the development of its report.

Support

Dianik's ESG Report 2022 has been compiled with the support of Margetis Maritime Consulting Ltd.

CONTACT DETAILS

Your input is of great help to improve the quality of our report. We welcome any query or suggestion you may have. Our contact details are given below:

Contact person: Sofia Koliadima, Operations Department

Address: 46, Filonos str., 18536 - Piraeus, Greece, tel.: +30 210 41 10 357, e-mail: ops@dianikbross.gr

www.dianikbross.gr



About Dianik Bross

GRI 2-1, GRI 2-2, GRI 2-6

DIANIK BROSS SHIPPING CORP S.A is a Ship Management Company, incorporated in Panama, with its administrative office in Piraeus, Greece. The company provides ship management services, meeting specified or implied requirements of its customers and other interested parties.

Dianik Bross Shipping Corporation S.A. ("Dianik") provides international marine dry bulk transportation services, transporting bulk cargoes, such as grain, urea, steels, iron ore, coal, petcoke, scrap, clinker, etc. The company commenced its operations

in 2007 and has established a solid reputation ever since.

Our company's services include chartering, crewing, operational and technical management of the vessels in a safe, efficient, economic, and profitable manner.

We currently manage and operate two bulkers with a deadweight of 53,000mts and 74,000mts as listed under the section "[Our fleet](#)". Managed vessels perform worldwide trading, excluding sanctioned areas.

Our company at a glance



In 2022

- > **84.000** nautical miles
- > **910.000** metric tones cargo carried

Managed over **16 vessels**

4 new hires

Excellent at sea performance

- 0** Spills to marine environment
- 0** Cargo claims
- 0** Violation of ethical codes
- 0** Injuries
- 0** Bribery or fraud incidents
- 0** Ethical code violations

Company Profile



Our Journey

Starting point

Captain Stefanos Matthaios (1935-2017) **founded Aspida Travel in 1981** and **Dianik in 2007** when the company purchased M/V Molat a vessel built in 1977, of 37k dwt. Since 1963, he acquired an extensive sea-going experience, serving as Master on board various vessels for more than ten years. Later, he moved

to the business marine community, acting as Operation and Crew Manager for Prometheus Shipping and Target Marine for over 20 years. In the late 90's, Capt. Stefanos began also developing his entrepreneurship mentality and skills, having been involved in the ownership / management of two bulk carriers.

Our Fleet Management History

Acquisition dates	Vessel	Release dates
	MOLAT (1977)	
27 th April 2007	ANNA M (1977, 37,836)	2 nd August 2010
6 th June 2008	KIKI P (1977, 28,317)	13 th October 2009
8 th March 2009	KOSTAS N (1982, 35,971)	7 th December 2011
1 st August 2010	DELFINI (1984, 39,345)	15 th July 2012
6 th June 2011	STEEL ANNA (1984, 37,694)	8 th February 2013
17 th August 2013	STEEL VISION (2001, 48,913)	28 th April 2016
11 th February 2014	STELLA T (1997, 48,224)	December 2018
16 th April 2014	STEEL COURAGE (2002, 51,215)	5 th January 2017
1 st May 2015	STEEL HONESTY (2000, 45,578)	1 st February 2018
7 th December 2016	ANNA M (1997, 72,080)	1 st January 2018
13 th October 2017	CAPTAIN STEFANOS (1998, 70,529)	17 th July 2021
7 th February 2018	ANNA M (1997, 42,717)	6 th February 2021
2018	DIMITRIOS T	presently under management
2021	AG. NEKTARIOS	presently under management

Our Fleet

GRI 2-6

All our vessels are fully covered; P&I insurance is placed with the Swedish Club, since 2008 an IG member, while H&M insurance is placed with first class underwriters. Any necessity for additional cover is thoroughly examined and managed on a case-by-case scenario (e.g., war, K&R etc.), de-

pending on our vessels' routes. In 2018 Dianik Bross acquired the management of M/V DIMITRIOS T, a bulk carrier built in 2000, flying the Liberia flag, while in 2021 we acquired the management of M/V AG. NEKTARIOS, a bulk carrier built in 2009, also flying the Liberia flag.

General operational data

Vessels' internal audits	3
PSC Detentions	1, analyzed in page 46
PSC Inspections	4
PSC Inspections with no defects	2
PSC Deficiencies	12 (drop of 20% from year 2021)
Oil Spills	0
Crew Nationalities	4
Ship shore drills	3
Ship drills	160
Ports of call	32

DIMITRIOS T

Flag  Liberia




General information

TYPE: GLESS , SDBC	DRAFT: 13.9
BUILT: DAE DONG SHIPBUILDING CO. LTD, S.KOREA 2000	TPC: 65.70
CLASS: BV	LOA: 225m
FLAG: Liberia	BEAM: 32.28 m
SDWT: 72,917 mt	GRT/NRT: 38,684/24,591
	HO/HA: 7/7

Operational information

Utilization rate (on-hire)	97.5%
Cargo carried (in metric tons)	533,806
Distance travelled (in nautical miles)	34,104
Cargo claims	0
On-board drills	80
Ports of call	16

AG. NEKTARIOS

Flag  Liberia



General information

TYPE: GEARED, SDBC	LOA: 181.50 m
BUILT: DAYANG YANGZHOU 2009	BEAM: 30.50 m
CLASS: BV	GT/NT: 31,117/18,159
FLAG: Liberia	TPC: 56.4
SDWT: 53,446	HO/HA: 5/5
DRAFT: 12.49 m	GEAR: 4 Cranes of 35T, with 13CBM grabs

Operational information

Utilization rate (on-hire)	99.6%
Cargo carried (in metric tons)	270,383
Distance travelled (in nautical miles)	35,166
Cargo claims	0
On-board drills	80
Ports of call	16

Map with trading routes

GRI 2-1

- Orange dots: DIMITRIOS T
- Green dots: AG. NEKTARIOS



Ports of call

DIMITRIOS T	16 in 9 countries
AG. NEKTARIOS	16 in 14 countries

Our Vision & Values

Our Vision

At Dianik Bross Shipping Corporation S.A. ("Dianik") we aim to provide international marine transportation services on the safest, efficient, and most

cost-effective way keeping the highest standards of operational and technical structures.

Our Values

We want to create value for both our company and our clients, and we have built our corporate culture and philosophy on the foundations of:

Reliability: We always act in a way that our customers and the community can find in our cooperation a reliable and credible partner.

Trust & transparency: We want to be trusted and we act with transparent terms, adhering to all condi-

tions and enhancing relationships.

Business excellence: We focus on business excellence, ensuring the highest of standards that additionally are fully complied with the environmental, quality, and legislative regulations.

Respect of human: We respect human rights and beings, having set as our first priority our people safety, wellbeing and health.

Memberships & initiatives | GRI 2-28

Participating in initiatives that promote a sustainable future and best practices to protect the environment

and people can be a major contributory factor to realize both the individual and the collective goals.

Memberships

Helmepa



Intercargo



Ένωση της Χίου



Initiatives

QualShip 21



Amver Reporting System



Certifications

ISO9001



ISO14001



Thinking sustainable



Our ESG approach

GRI 2-22

In recent years, in DIANIK, we tried and succeeded to make sustainability part of our corporate culture and operation. It is embedded in our business strategy and in response to challenges, we design short- and long-term activities, targeting a net zero and sustainable future. We acknowledge that by adopting a sustainable way of corporate performance we can create business opportunities and enhance corporate reputation while simultaneously we will limit risks that can affect and reduce economic value.

We are committed to operating in a responsible manner that creates value for all our stakeholders and for the society as well, always working towards improving our ESG performance.

Trying to reach a sustainable growth, we invest in our people's health, safety, and wellbeing, searching for digital transformation options that could accelerate our operations and adopt tactics policies and rules that have the protection of the environment

as the ultimate target. We design and implement an ESG strategy that meets the IMO's Green House Gas (GHG) emissions reduction targets and regulations, working towards UN's Sustainability Development Goals (UN SDGs) achievement.

We have created a new way of doing business that focuses:

- On mitigating the impact of our operations and our fleet's navigation on climate change.
- On intensifying our efforts to achieve IMO environmental goals and UN SDGs.
- On the fundamental role of the social dimension of work.
- On human respect both ashore and at sea.
- On continuous compliance with regulations.
- On designing correct business tactics that ensure transparency, reliability, trust, responsibility.

Our ESG Priorities

- Protection of the environment (sea, air, and land)
- People's well-being, health, and safety
- Development of strong Management & Governance policies
- Strong and Trusted Relationships with Clients and the Business community





Materiality analysis



Our stakeholders

GRI 2-29



Stakeholders' Relationship

GRI 2-29, GRI 3-1

Stakeholders groups	Topics Framework	Means of communication and frequency	Frequency
Suppliers	<ul style="list-style-type: none"> Our procurement Policies and Procedures Cooperation agreements Sustainable resources Economic value 	<ul style="list-style-type: none"> Meetings Calls and online Emails 	Regularly
Employees	<ul style="list-style-type: none"> Employment Training Skills improvement Environmental and social awareness 	<ul style="list-style-type: none"> Calls Meetings Online platforms Teleconferences Email Events 	Daily
Clients	<ul style="list-style-type: none"> Customer service Responsible information Company's services Projects progress Industry's news Innovations Environmental and social impact New regulations 	<ul style="list-style-type: none"> Meetings Events and conferences Emails Calls and online Newsletters Social media and site Teleconferences Expert advisors and project managers visits 	Regularly
Contractors	<ul style="list-style-type: none"> Climate change and environmental impact Cooperation Innovations and technology ESG and economic trends 	<ul style="list-style-type: none"> Meetings On line Teleconferences Email and calls 	Regularly
Society	<ul style="list-style-type: none"> Communication and support for actions with social impact Volunteer, participation in actions Reply and processing requests 	<ul style="list-style-type: none"> Emails Calls meetings 	Occasionally

Stakeholders groups	Topics Framework	Means of communication and frequency	Frequency
Government and/or regulatory authorities	<ul style="list-style-type: none"> Regulations Compliance issuance 	<ul style="list-style-type: none"> Emails Calls On line Meetings 	Occasionally
Business Community	<ul style="list-style-type: none"> Environmental, social and industry impact Economic environment Changes and new regulations Industry, market local and worldwide trends 	<ul style="list-style-type: none"> Meetings Events Emails and calls Conferences 	Regularly
Academic community	<ul style="list-style-type: none"> Cooperation Training and skills development Internships Environmental changes and impact 	<ul style="list-style-type: none"> Conferences Teleconferences Emails 	Occasionally

Materiality assessment

GRI 3-1

Dianik Bross Shipping Corporation has created this report in accordance with the Global Reporting Initiative (GRI) international organization. Although 2021 Universal Standards are referred and materiality matrix was a requirement on the 2016 version, we concluded that conducting a materiality assessment can act as the basis for current and future performance appraisal and strategy development. Our first materiality survey was carried out during 2022, through which we were able to identify and prioritize a number of material issues, and, based on these, develop our sustainable strategy and policies. The topics reflect the wider impact of DIANIK on the planet and the human, an impact resulting from its financing or operational activity.

Phase 1: Identification of ESG topics

The first phase consisted of actions to identify the ESG topics that reflect the needs and expectations of DIANIK's stakeholders, as well as the wider impacts resulting by the company's activity or operation. Given that this was our first materiality survey, the initial number of issues that were raised was wide. To this end, the internal and external environment of our business model were assessed, taking into consideration, among others, the:

- ESG-related international, EU, and national regulatory context, including maritime environmental IMO regulations and guides.
- ESG-related shipping sector priorities
- ESG cross-sector megatrends and global accords, such as the UN SDGs and the Paris Agreement
- SASB Materiality map

- GRI standards
- DIANIK's ESG strategy

The list was first set for a qualitative internal and external (with stakeholders) assessment during thorough meetings. All topics deal with general and marine issues and are all related to practices relevant to all three pillars - environment, society and governance.

Phase 2: Prioritization of ESG topics

Topics were researched in a quantitative questionnaire-based survey designed by a Margetis Maritime ESG & Sustainability team.

Through the conduction of this survey, we attend to our stakeholders' expectations and interests, we identify and explain our impactful key issues on the environment, the human beings and the economy and we work towards our greater involvement with the SDGs.

Our contacted stakeholders were based on 8 identified groups:

- Suppliers
- Clients
- Employees
- Contractors
- Society
- Government & regulatory authorities
- Business community
- Academic community



Our questionnaire consisted of 20 issues as presented in the Materiality Matrix, which the participants were called to rank regarding their importance. The questionnaire was uploaded to an online survey platform, while the ranking was based on a 10-grade scale where 1 determined the lowest (not at all) and 10 determined the highest.

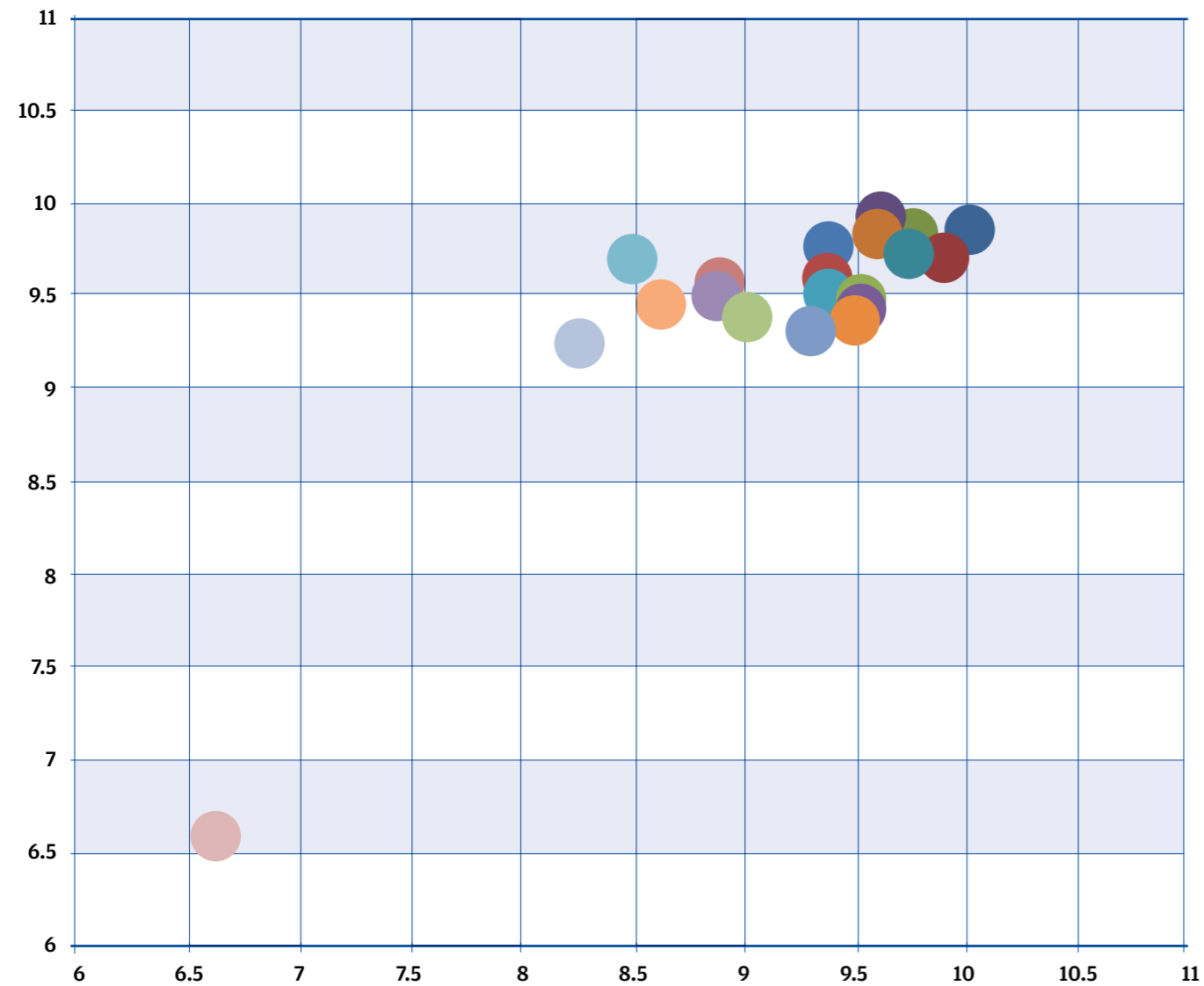
Phase 3: Validation of material ESG topics

Following the results' analysis, we focused on material issues. Stakeholders' materiality perception that influences assessments and decisions is valued **on the vertical axis** and significance prioritization values that reflect DIANIK's wider economic, environmental and social impacts are set **on the horizontal axis**.



Materiality Matrix

GRI 3-2



We checked **20 issues** as part of our sustainable development strategy:

No.	Issues	Colour
1	Ensuring health and safety of crew on board.	Blue
2	Protection & respect of labor and human rights, and diversity.	Red
3	Compliance with environmental regulations.	Green
4	Trusted relationships with clients.	Purple
5	Prevention of water pollution.	Teal
6	Compliance and implementation of laws and regulations.	Orange
7	Ensuring health and safety of office employees.	Blue
8	Clear non-discrimination policies.	Red
9	Employees' physical, emotional & social well-being.	Green
10	Implementation of contractual terms & conditions.	Purple
11	Privacy & Security.	Teal
12	Environmental awareness of crew and office personnel.	Orange
13	Clarity of contractual terms & conditions.	Blue
14	Fair remuneration and benefits for office / crew employees.	Red
15	Continuous training of crew on board and personnel on shore.	Green
16	Development of risk management assessment process.	Purple
17	Gender equality.	Teal
18	Transparency and equality of information for all stakeholders.	Orange
19	Investing in green technologies.	Blue
20	Fully automated / unmanned vessels.	Red

Material Issues

GRI 3-2

Phase 4: Final Prioritization & Impact Analysis

Through re-evaluation, we managed to group and prioritize them, depending on how and at what rate they affect our negative or positive impact on the planet and people.







We are committed to develop plans and actions and drive forces towards the fulfillment of clear and comprehensive goals that will:





1. Enhance our positive impact on the human via Ensuring health and safety of crew on board & office employees.
2. Enhance our positive impact on Human rights through the Protection & respect of labor and human rights, and diversity & Gender equality.
3. Reverse our negative impact on the environment through the Compliance with environmental regulations.
4. Strengthen our impact on the economy through building trusted relationships with clients & Implementation of contractual terms & conditions
5. Reverse our negative impact on the environment through the Prevention of water pollution.
6. Strengthen our impact on the economy through











- the Compliance and implementation of laws and regulations.
7. Enhance our positive impact on Human rights through Clear non-discrimination policies & Fair remuneration and benefits for office/crew employees
 8. Strengthen our impact on the economy and enhance positive impact on people by increasing Employees' physical, emotional & social well-being.
 9. Strengthen our impact on the economy by maintaining strict Privacy & Security guides.
 10. Reverse our negative impact on the environment through Environmental awareness of crew and office personnel.
 11. Strengthen our impact on the economy through Continuous training of crew on board and personnel on shore.
 12. Strengthen our impact on the economy through the Development of a risk management assessment process.
 13. Strengthen our impact on the economy through Transparency and equality of information for all stakeholders. It also affects and secures safety onboard
 14. Reverse our negative impact on the environment through Investing in green technologies.






Description, Boundaries and SDGs Commitment







GRI 3-2, GRI 3-3

Material Issue	Covered areas	Reasons of importance and our impact	SDGs Commitment
Ensuring health and safety of crew on board & office employees GRI 3-3, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, 403-7, GRI 403-9	Practices that ensure safety and health of our people at sea. Regulations and policies regarding accident prevention and health conditions reassurance. Standards and practices addressing safety, welfare, and ensuring health conditions for our office personnel.	It is our highest priority to keep our crew safe and healthy. The ship operation and performance and the completion of each trip depends on our people health and safety and our policies can have a positive - protective impact on them while a poor procedure might increase dangers. Additionally, as long as our people health and safety increase or decrease accordingly our operation performance these issues have an impact on the economy as well. Employees' health and safety are fundamental for a sustainable business. We are committed to maintaining a safe working environment for all our employees and set high health and safety standards policies in order to prevent accidents, take precautions and avoid dangerous situations.	 
Protection and respect of labor and human rights, and diversity & Gender Equality GRI 3-3, GRI 405-1, GRI 406-1	Internal and external Policies and Practices that address human rights, working conditions, and standards, employees' working hours, fair wages along with respect among employees and crew members Equal treatment, and non-discrimination practices related to nationality, age, education and more	These are the issues that affect people and their rights in the most direct way. Our policies should always create an environment that supports, enhance, and preserve human rights and we must drive our efforts toward the ultimate positive impact on humans. We try to have a positive impact on respect for diversity. Additionally, a working environment where people feel equally treated improves sustainable development and the company's prosperity along with Contractors and Clients respect and can increase our impact on the overall economy. Regarding gender equality on board staff, our impact is weak/poor. We plan to drive our efforts towards reverse rates in the following years.	   

Material Issue	Covered areas	Reasons of importance and our impact	SDGs Commitment
Compliance with environmental regulations GRI 3-3, GRI 302-1, GRI 302-3, GRI 304-2, GRI 305-1, GRI 305-4, GRI 306-3	Internal policies, Compliance with authorities' regulations (including ISO and IMO) and standards. Environmental, water and air pollution, materials, energy, chemical and oil spills, etc.	<p>DIANIK is a shipping company and a fuel consumer and as such our operation has a direct effect and negative impact on the environment and climate change, on air, sea water and ecosystem. Operation depends on fully compliance with environmental regulations</p> <p>Only through adoption of authorities' regulations, suggestions and guidelines a sustainable future can be reached and we can decrease our footprint and negative impact. Additionally If not comply our results will be affected either through authorities penalties or through clients mistrust which in respect will negatively affect economy and people.</p>	  
Trusted relationships with our clients & Clarity of contractual terms & conditions GRI 2-6, GRI 3-3	<p>Cooperation under clear and transparent Terms and conditions. Policies and practices for clear and comprehensive client information, total client care, and responsible performance.</p> <p>Operation policies that allow us to be credible regarding our service deliverables. Contract terms clarity and compliance with the agreed conditions.</p>	<p>Trust relationships with customers ensure a long-term sustainable future.</p> <p>Improve reputation and corporate image</p> <p>Increase clientele</p> <p>On the other hand bad relationships, lack of information, and minimal clarity not just lead to poor results but affect our clients' financial performance and the overall economy including people's prosperity and working life. All our efforts should be focused on offering high-quality services that meet customer expectations</p> <p>Clarity of terms, the credibility of deliverables, and adherence to timelines create corporate, enhance reputation, keep customers loyal and satisfied and result in a positive impact on the economy.</p>	

Material Issue	Covered areas	Reasons of importance and our impact	SDGs Commitment
Prevention of water pollution GRI 3-3, GRI 303-5	Environmental impact. Sea anti-pollution guidelines and waste management system	We operate on the sea and even though we have designed and implemented water pollution prevention procedures our impact is still negative although law. We try to keep it at the lowest possible level. We implement and comply with policies and standards on seawater pollution and oil spills. Poor waste management guides have a big negative impact on the environment, and sea ecosystem.	   
Compliance and implementation of laws and regulations GRI 2-27, GRI 2-30, GRI 3-3	Compliance with regulations and laws.	<p>Strong institutions are doing business holding a responsible approach to laws and regulations. We operate with integrity and respect and adopt ethical business practices and corporate governance principles.</p> <p>Our compliance strengthens our position and has a positive impact on our revenues in the long term and the economy as a whole.</p>	
Clear non-discrimination policies & Fair remuneration and benefits for office / crew employees GRI 3-3, GRI 406-1	Equal treatment and non-discrimination practices related to nationality, age, education and more both at sea and on-shore.	All employees and crew members should be treated equally in order to build a trusted and reliable working environment. All employees should enjoy the same working terms and conditions and be treated fairly. Our non-discrimination policies and culture affect human rights, human prosperity and economy.	  
Employees' physical, emotional & social well-being GRI 3-3, GRI 404-2, GRI 405-1	Work and personal/social Life Balance. Take care for employees' emotional balanced and good feelings.	Our company culture and daily operation tactics focus on improving our impact on our people physical and emotional health. Only when employees feel happy having a balance between business and social life their duties will be conducted efficiently. Our policies and culture affect human rights.	 

Material Issue	Covered areas	Reasons of importance and our impact	SDGs Commitment
Privacy & Security GRI 3-3	Resources, appropriate procedures and responsibilities that are set to mitigate any risk throughout all operational activities ashore and onboard;	It is of the highest priorities to implement cyber protection policies and provide a safe working environment for people at sea and on-shore.	
Environmental awareness of crew and office personnel GRI 3-3	Policies and services that will improve and enhance employees' and crews' awareness regarding environmental issues.	We want to develop a positive impact on the environment and the society. It is fundamental to have our people aware regarding climate change and its impacts. They will act responsibly either on their private or business life environment. Risk will be minimized, and guidelines and regulations will be adopted and adapted.	
Continuous training of crew on board and personnel on land GRI 3-3, GRI 404-1, GRI 404-2	Improving, strengthening and expanding qualifications and technical skills. Training and development on new fields of expertise, upskill and skills refine.	Continuous improvement and optimization of skills along with the development of new technical capabilities, enables to the company to implement effectively, and to covers future market requirements. We are always looking for new knowledge and know-how and talented people with the right experience, skills and capacity to achieve sustainable development. Training and knowledge is a key issue for future economic prosperity either for the company and the industry in which we operate.	 
Development of risk management assessment process GRI 3-3	Policies, plans and procedures that provide the possibility to identify in an organized and data-driven manner the possible risks and probabilities and specify the ways to manage and deal with them both in operational areas and in environmental and human factors.	Risk management is inextricably linked to the long-term survival, development and prosper of the company and refers to the identification, assessment and prioritization of risks followed by the cost-effective application of resources to monitor and control the probability of an unfortunate event to happen and minimize its impact or to maximize the impact of related probable opportunities.	

Material Issue	Covered areas	Reasons of importance and our impact	SDGs Commitment
Transparency and equality of information for all stakeholders GRI 3-3	Internal and external stakeholders communication procedures and information policies.	We act towards internal people, both on land and at sea, be properly and fully informed to be able to perform their duties in the best possible way for the company. While travelling accurate and comprehensive information affect crew safety and security as well. At the same time, the company must transparently and reliably inform all external interested parties accordingly. All members of an external party should have the same data level in order to cooperate with the company efficiently and effectively.	 
Investing in green technologies GRI 3-3	Recognition of new technologies in terms of fuel and environmental footprint improvement.	The company wants to investigate, identify and invest on green navigation and fuel technologies that will improve its environmental footprint and reverse/minimize the negative impact of its operation. At the same time it supports other parties initiatives in this direction.	   

We want to create **long-term** and **sustainable value** for all our Social Partners contributing to the Global Sustainable Goals Development and the corresponding national priorities.

ESG
Environment
Social
Governance



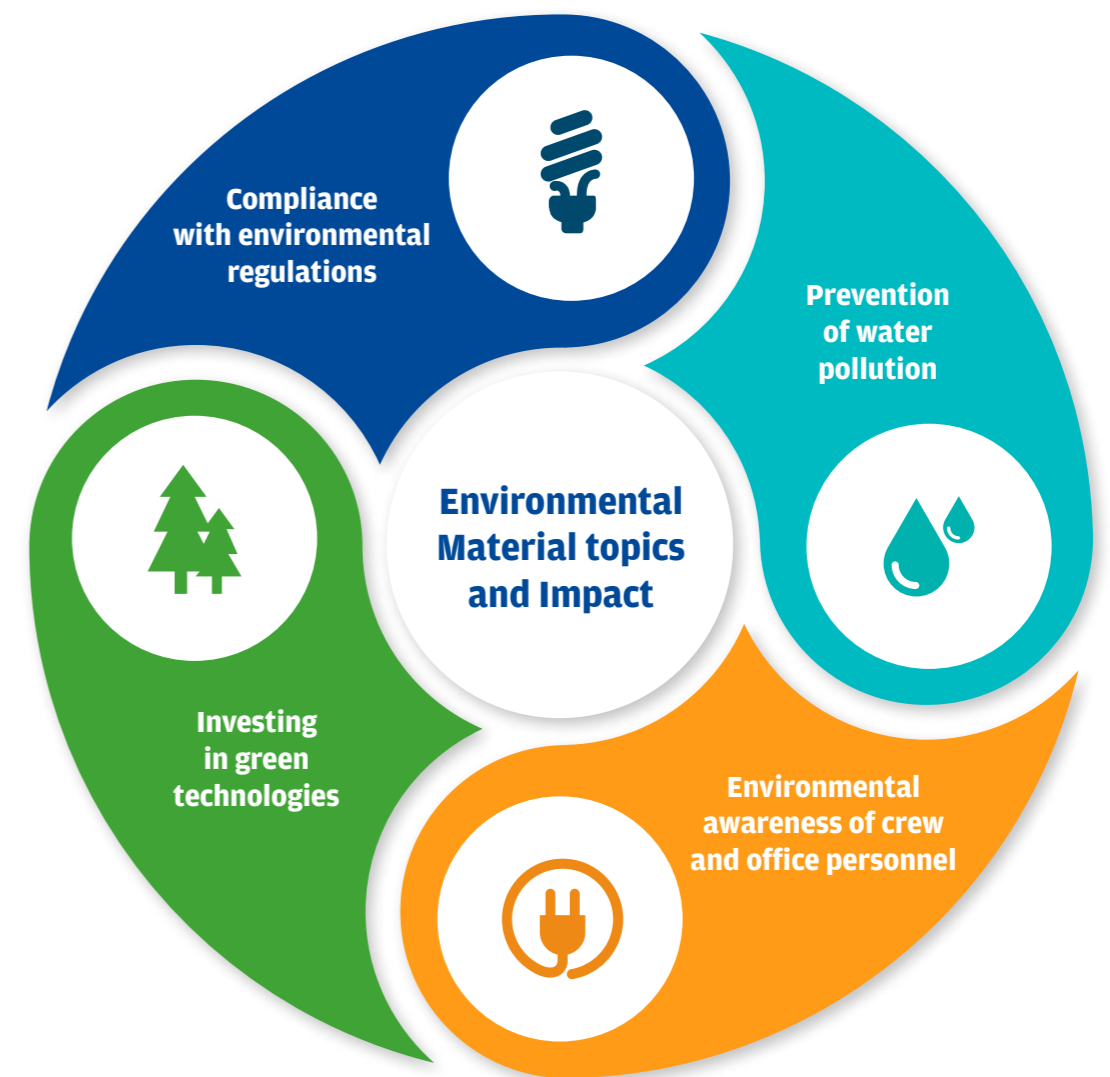
ESG Strategy & Performance



Protecting the environment

GRIs: 3-3, 302-1, 302-2, 302-3, 303-5, 304-2, 305-1, 305-4, 306-3

Managing our **Environmental Material topics** and **Impact** targeting:



Our Environmental strategy

GRIs: 3-3, 302-1, 302-2, 302-3, 303-5, 304-2, 305-1, 305-4, 306-3

For the whole shipping industry as part of the transportation market, the Environment is the fundamental pillar where we build our strategy. We drive efforts to tackle climate change, to protect the sea, the air and the land and reduce environmental risk impact either regarding our office operation or our vessels' navigation.

Offices

We incorporate circular economy processes in all aspects of our operations. In our offices we have designed paper, light bulbs and cartridges recycling procedures. Recognizing the value of personal responsibility and initiative against climate change, we plan and participate in actions that promote and increase our people environmental awareness and participation. In 2022 we have participated as a team in such activities that among others include sponsorships and participation on HELMEPA's actions regarding coastal cleanup.

On board

We have implemented a well-structured Garbage Management plan, a Pollution Prevention System, and a Ballast Water Management System.

The Garbage Management Plan consists of all the required Garbage Disposal Regulations set by international authorities, and it is:

- Assigned to the Environmental Control Officer.
- Implemented by the crew and supervised by the ECO ensuring that regulations regarding garbage disposal are followed, under the master's supervision.

- Consisted additionally of the proper updating of the relevant Garbage Record Book.

The Pollution Prevention system has been designed aiming:

- The enforcement of pollution prevention measures relating to the transfer of oil, including bunkers.
- Ensuring that all adequate anti-pollution measures are in operation, as required by MARPOL, Flag State and Port regulations.
- Liaising with the C/E with regard to stability and stress when bunkering.

The Ballast Water Management System

All ships must implement a ballast water management plan to address ecological, economic, and health problems due to various marine species in ships' ballast water. According to IMO all ships must carry a ballast water record book and are required to carry out ballast water management procedures to a given standard.

Both our vessels are complying in accordance to the Guidelines for approval of ballast water management systems (G8) which have been converted into a mandatory Code for approval of ballast water management systems (BWMS Code), and entered into force in October 2019. Dianik undertook the entire installation of the ballast water system M/V DIMITRIOS T, while M/V AG. NEKTARIOS was purchased with the treatment system already installed.



Environmental policies & Performance

Dianik already implements the specific practices of the new regulations on vessels under management. All available environmental data are presented in the following tables.

We fully commit to release a subsequent report with additional environmental information, which will be available in March 2023, and continue to report on the same manner and disclose all relevant information in all subsequent ESG reports.

Dianik is a fully certified Ship Management Company, compliant with all current international

rules and regulations at sea and with a continual adaptation to any new ratifications thereto. The Company maintains and adheres to a fully updated ISM / ISPS system, Quality standards ISO 9001, and ISO 14001, and certifies its vessels and office via Bureau Veritas.

Environmental responsibility & preservation of ecological balances are important to Dianik. All managed vessels are RightShip inspected, during the last twelve consecutive years, which is a testament to Dianik's commitment to quality and safety.

Dianik also participated in The Port's Green Flag Program, a highly successful one in reducing smog-forming emissions and diesel particulates from ships.

Our consumptions

GRI: 3-3, **302-1**, 302-2, 302-3, **303-5**, 304-2, 305-1, 305-4, 306-2

Monthly average Water Consumption 2022 (m³)



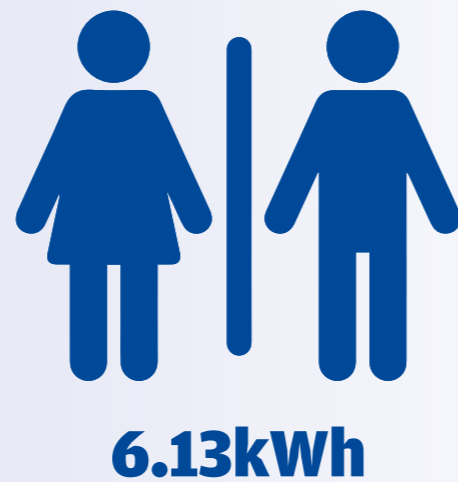
Daily average Water Consumption per person (lt)



Monthly average Energy Consumption 2022 (kWh)



Daily average Energy Consumption per person (kWh)

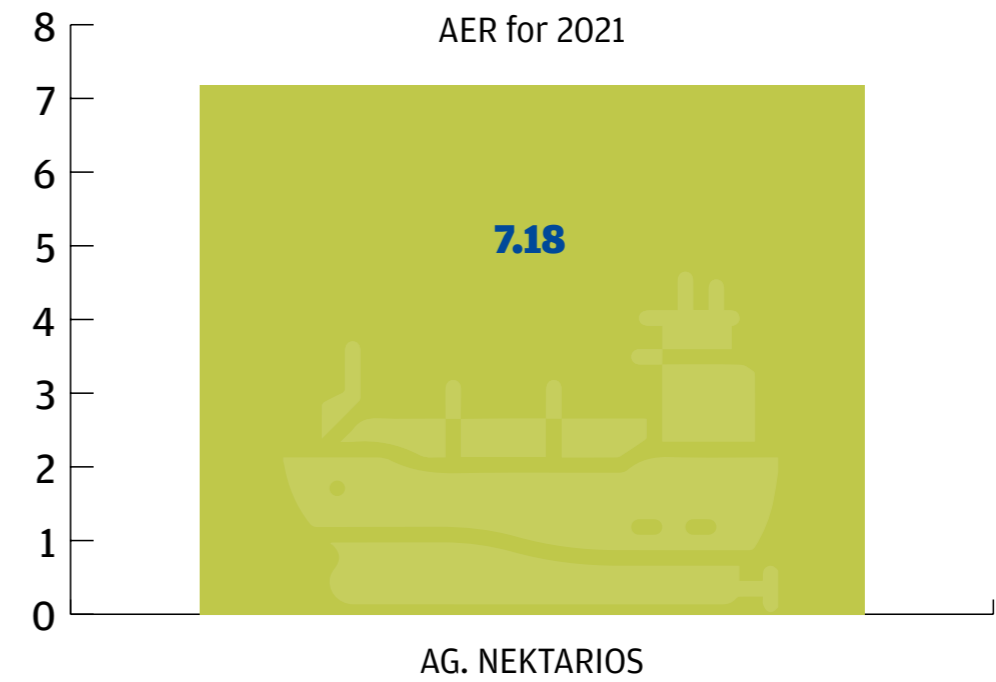


Vessels' Environmental Indexes

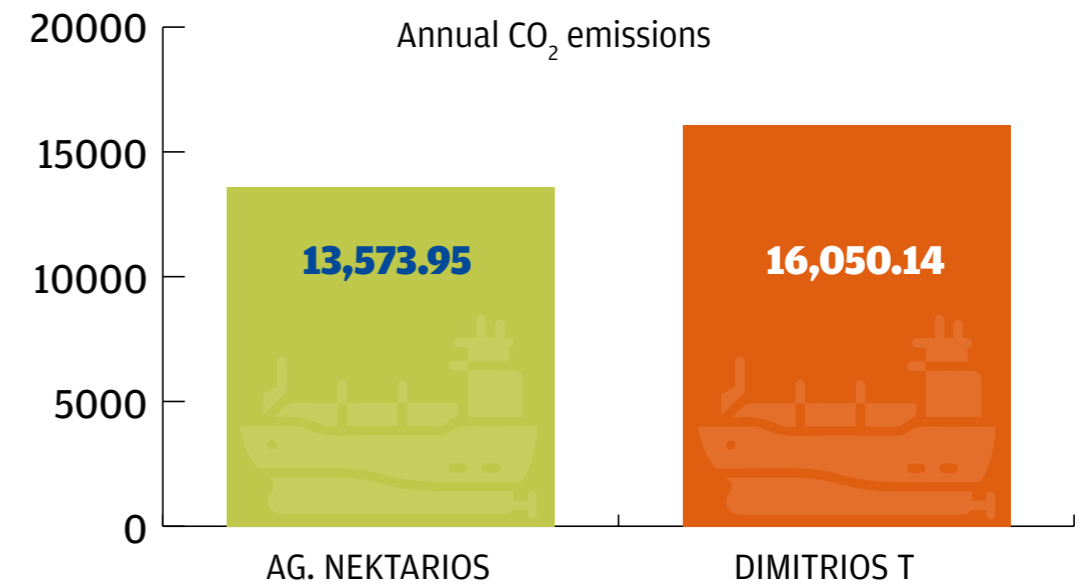
GRI: 3-3, **302-1**, 302-2, **302-3**, 303-5, **304-2**, **305-1**, **305-4**, 306-2

* The entirety of all environmental information for the year 2022 will be available within April 2022, with a subsequent report, upon collection of all the relevant data. In the tables below, we are recording data for year 2021, for our stakeholders' reference point.

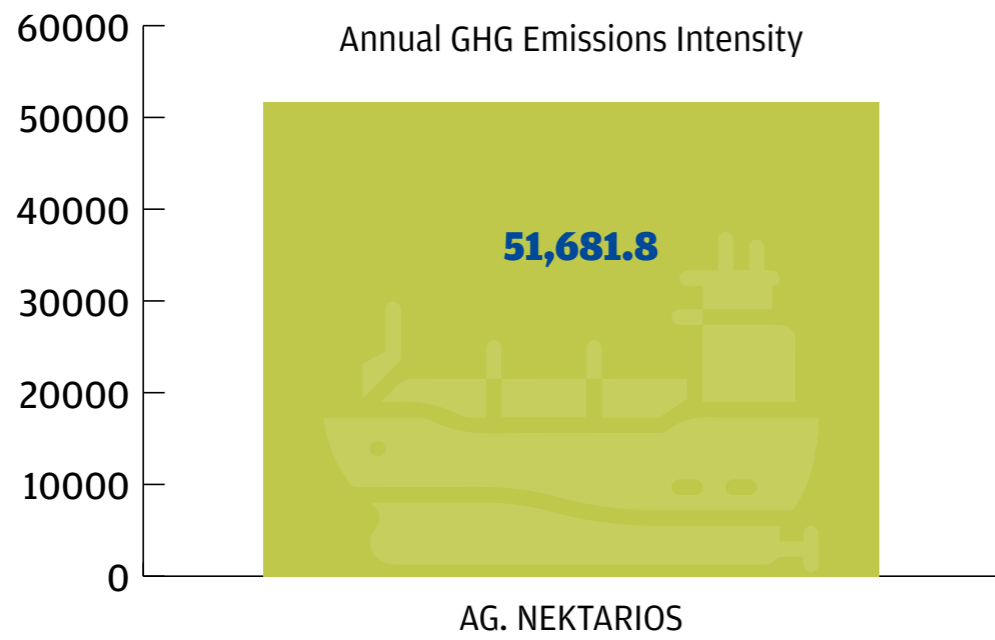
Annual Efficiency Ratio (AER | grCO₂/DWT)



CO₂ emissions for 2021 (tn)

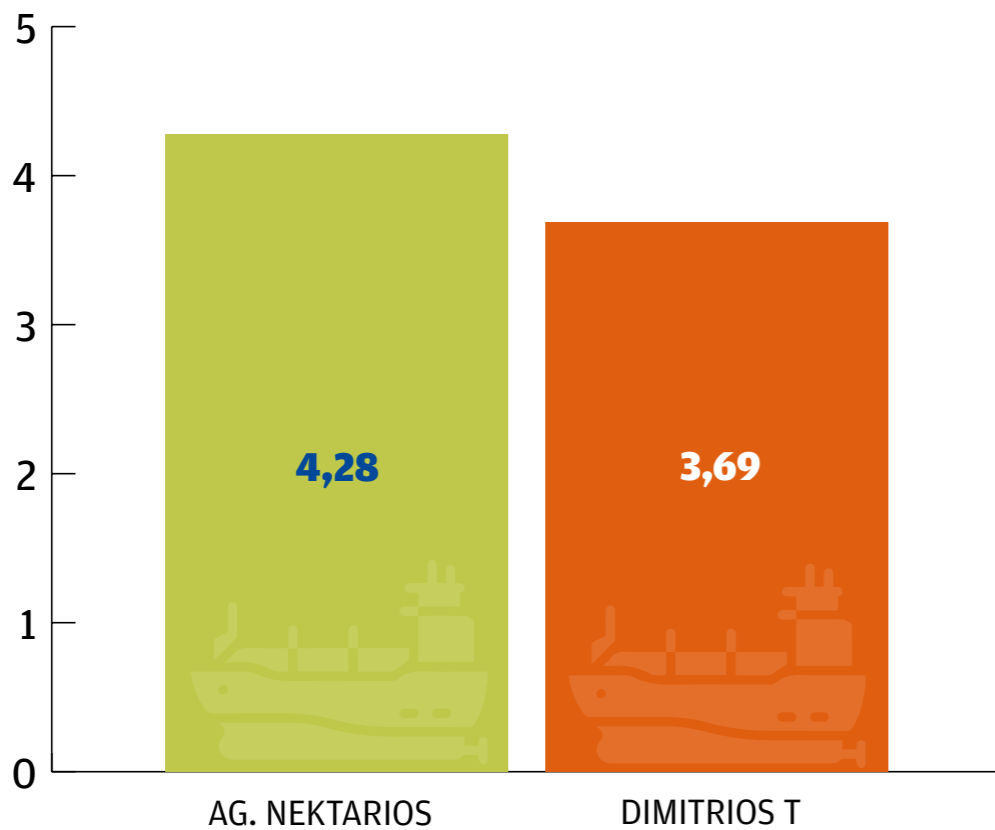


GHG Emissions Intensity for 2021 (gCO₂ / ton-mile)

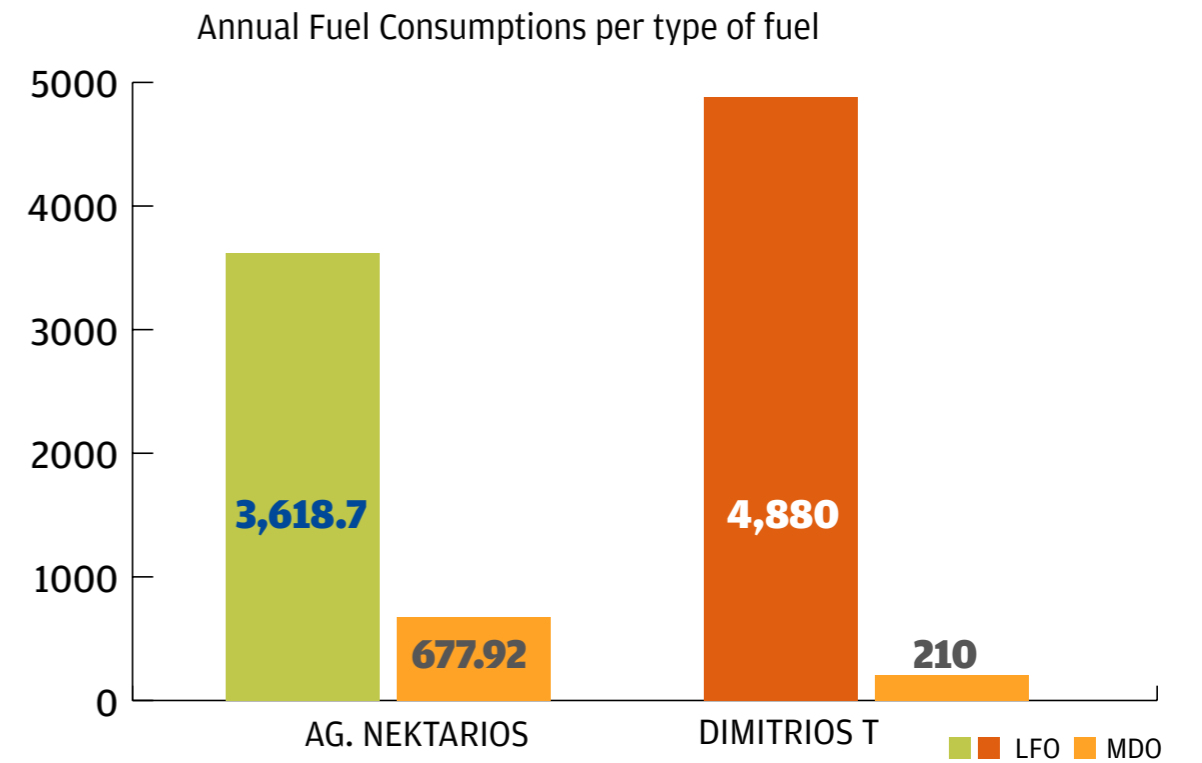


Energy Efficiency Existing Ship Index (EEXI)

From the 1st of January 2023, it is mandatory for all ships to calculate their attained Energy Efficiency Existing Ship Index (EEXI) to measure their energy efficiency and to initiate the collection of data for the reporting of their annual operational carbon intensity indicator (CII) and CII rating.



Fuel Consumptions for 2021 (tn)





Qualship 21

On January 2001, the US Coast Guard implemented an initiative to identify high-quality ships and provide incentives to encourage quality operations. This initiative is called QUALSHIP 21. Dianik Bross is actively engaged with initiatives that enhance the sophistication of its vessels' operations and that add value to the way the company and its fleet function.

Beginning July 1st, 2017, vessels enrolled in the QUALSHIP 21 program may also seek the E-Zero designation if they meet the requirements set forth below. The E-Zero intends to recognize exemplary vessels that have consistently adhered to environmental compliance, while also demonstrating an immense commitment to environmental stewardship. These vessels will receive the E-Zero designation on their QUALSHIP 21 certificate.

As of January 5th 2021, our vessel AG. NEKTARIOS has been awarded the QualShip21 Certificate of Enrollment, showing our commitment and determination to adapt and meliorate, while we are planning on seeking the E-Zero designation for AG. NEKTARIOS, within 2023.

IMO Ballast Water Management

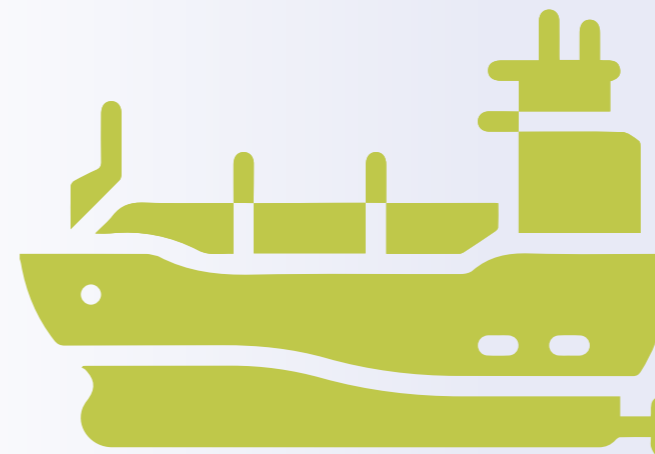
IMO has set standards for proper management of ballast water to prevent marine ecosystem.

A well and adequate established Ballast Water Management system is an important measure to protect marine biodiversity and prevent water pollution.

Both our vessels are complying in accordance to the Guidelines for approval of ballast water management systems (G8) which have been converted into a mandatory Code for approval of ballast water management systems (BWMS Code), and enters into force in October 2019.

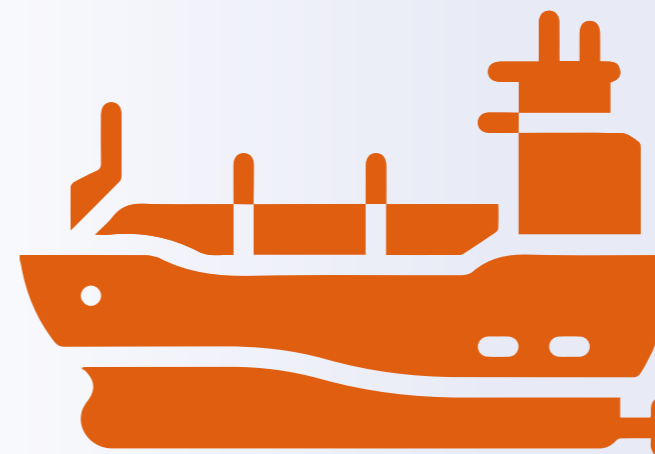
Additionally, an established Waste management system is a part of our environmental approach and strategy and is related both to environmental protection and to our people Health and Safety. We have developed specific procedures regarding waste management, and we are continually monitoring the quantity of garbage generated onboard. The developed Waste Management System complies with the revised MARPOL Convention Annex V (MEPC 62).

Waste Generation for year 2022



AG. NEKTARIOS

19m³



DIMITRIOS T

24m³

Awareness & Contribution

GRI: 3-3, 302-1, 302-2, 303-5, 304-2, 305-1, 305-4, 306-3

At DIANIK we recognize that only if all people as individual entities are fully aware and informed about climate change and the effects it may have on an unsustainable future, will we be able to reverse the risks and improve conditions.

As such during the last years we have designed and implemented activities that are oriented towards environmental awareness. In 2021 and 2022 we have voluntarily participated in Helmepe's (the Hellenic Marine Environment Protection Association) actions for beach cleaning.

Helmepe is the voluntary commitment of Greek seafarers and ship owners to safeguard the seas from ship-generated pollution. DIANIK is an active member of Helmepe since 2019.

In addition, our people participated as a group in reforestation actions carried out in Attica suburbs in the context of tree planting in areas that had been affected by devastating fires in the recent past.

The crew of the vessels under our management is regularly trained and re-trained on new environmental regulations and current practices/policies/procedures. People receive training on our Integrated Management System, Environmental

Management System, and the MARPOL requirements.

In the offices, specific instructions and guidelines regarding energy consumption, water consumption, and paper, cartridges, bulbs, and batteries recycling have been given to our people.

All people have been initially informed and later trained on ISO14001 issues and procedures and they are all aware of the standards that are necessary to be ensured in order for the company to comply with ISO requirements.

Considering the climate change developments and the fact that each company can take actions to diminish its energy consumptions and promote sustainable solutions, Dianik is planning on installing solar panels during 2023, so that our offices can generate their own power, when possible.

In 2022 Dianik joined the corporate Sustainable Aviation Fuel (SAF) program of Air France & KLM, making its flying with them more sustainable. We support, as a Green Partner, the transition from fossil fuel to SAF, a transition that will reduce the carbon footprint from business travel by at least 75%.



Air France aims to incorporate **at least 10% SAF** on all its flights.

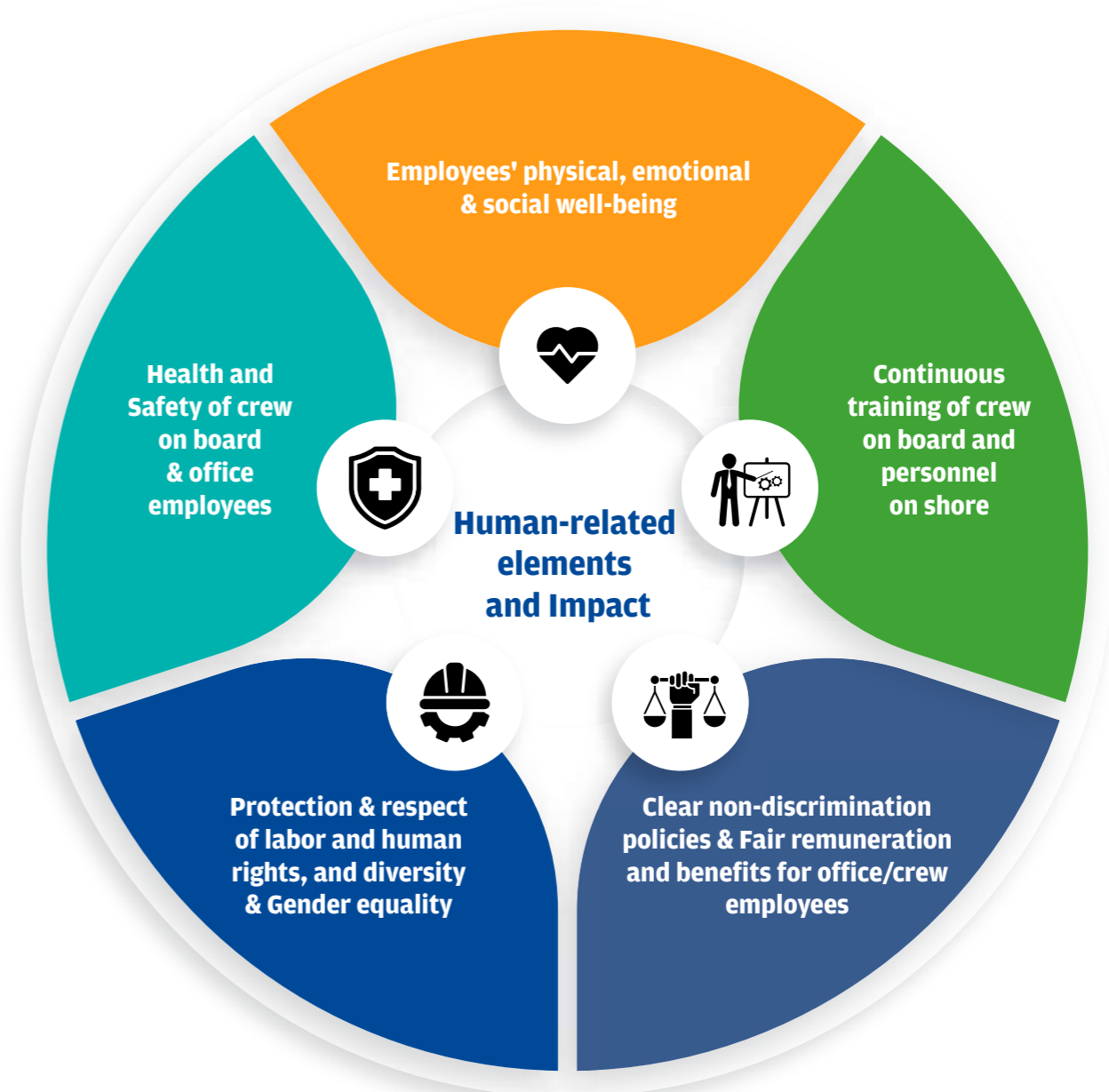


Air France aims to incorporate **at least 63% SAF** on all its flights.

Our Human Capital

GRI: 2.7, 2.8, 2-10, 2-16, 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, 404-1, 404-2, 405-1, 406-1

Managing our **Human-related elements** and **Impact** targeting:



Our Social strategy

GRI: 2.7, 2.8, 2-10, 2-16, 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, 404-1, 404-2, 405-1, 406-1

Through our Social strategy we want to manage our relationship with our people (onshore and ashore), our clients, our suppliers, the community in which we operate and the society in which we live. We implement practices that improve working conditions for our crew taking all the necessary actions and precautions to minimize accidents and maximize safety.

Dianik Bross Shipping Corporation has, since 2007, tried to create and maintain an environment where people ashore can find opportunities to create and excel themselves, while our crews on board can, at the same time, feel inclusive, well-respected and safe. Communication with the upper management is always promoted and welcomed, as trust and development can only be achieved when clear and honest relationships are encouraged and reinforced.

Promoting respect for human rights is the core of our everyday functions, and the principal goal when developing our strategies and optimizing our processes and procedures. Given the global events of the last few years, the need for every business to redefine its approach towards human rights and the way it stands for its people has and will continue to rise the expectations around these matters.

There is no doubt that seafarers provide an admirable and challenging service to the world, often being away from home for a significant period. Dianik Bross Shipping Corporation values and respects the work of its seafarers and tries to always keep their needs and requirements as its top priority. We have clear non-discrimination policies, and specific rules and guides regarding the cultural specificities of the countries our vessels trade in.

It is evident that an efficient cooperation between the ship and shore staff is what keep us going. Our company has created a working environment where

people are challenged to do their best, without neglecting their personal needs and ambitions.

At the end of the reporting period, the figures are as follows:

Numerical Figures

- Our people ashore: **14**
- Full-time employees: **14**
- **70% male 30% female** in headquarters, Greece
- 41% up to 35 years old, 36% from 36 to 50 years old, and 23% from 51 to 70 years old
- **86% retention rate** within the year 2022, with **4 new hires**
- **100% with higher education** backgrounds
- Our people on board: **141 crew members of four nationalities**
- **352 hours of training overall**, with an average of **25 hours per employee**

During 2022, Dianik proceeded with hiring four new people in key positions, while our personnel evaluation and risk analysis processes resulted in reshaping our workforce.

For our office members we consider that a retention rate of 80-85% is considered satisfactory and within the acceptable risk levels of the company human resource management. Should we observe a turnover percentage of 20% or above, we will identify the factors leading to these results and will act, as necessary, to find solutions and best practices to eliminate or diminish according to their impact and significance.

As we value the spirit and energy of the younger generation, we have made it our goal to constantly shape young professionals and promote them to se-

nior positions both in our offices, and also on board the vessels.

We dedicate a significant amount of time to training our crews and creating a trusting and long-term relationship with the company. We want to ensure that our company maintains a satisfying number of people who are loyal, well-trained, and familiarized with our systems. We have succeeded in doing so, according to the following figures, resulting from our analysis in 2022:

- **10%** of our crew members have been on board our vessels more than ten (10) times;
- **29%** have been on board more than six (6) times; and
- **46%** have been on board our vessels more than four (4) times
- **15%** of the crew contracts were terminated either due to political/personal reasons, or following a first or second re-evaluation

It is evident through the years, that partnerships and collaboration between companies offer the optimal results regarding operational procedures and promoting employees' well-being, mindset and health. Dianik aims to successful and beneficial partnerships, and as such, it is currently preparing to authorize Navigator as its representative to undertake the familiarization and training of all our Filipino seafarers on the ISM/ISPS/MLC etc. codes.

Worldwide developments constantly point to the need for companies to keep up with world trends, while also being able to develop new processes and cultivate young professionals to enter the business world and share their ideas and knowledge. At Dianik Bross we cooperate with national universities, and each year we accept on average two interns, with the vision of upskilling them and preparing them to accept and welcome the challenges of the working environment. During 2022, two students completed their internships in our company, while our goal is to maintain this number and accept additional interns during 2023.

Our headquarters in Piraeus accommodate fourteen employees, as of the beginning of 2022. Our turnover percentage for this year is 0%, while three new people joined our team.

Training Program | GRI 404-2

All employees need to be able to define themselves within their working environment. This can be achieved with continuous training and development, among other practices.

In 2022 we completed 122 days of certified training. This can be broken down into two categories:

- Shore personnel
- Crews

We have a clearly defined budget, which we allocate according to our training needs assessment, both for shore and ship personnel. We have constructed a training program that is aligned with our strategic business goals.

Some of the programs' covered training areas are:

- Training on the RightShip Vessel Inspection Questionnaire (RISQ)
- Training on the implementation of management systems
- Training on incident investigation and root cause analysis
- Training on change management and risk assessment/management
- Training regarding workers' rights and relative conventions

Well-being

In Dianik, we act in ways that help us strengthen our bonds and mindsets. In the office, the team schedules gatherings, regularly, also outside working hours, where our people have the chance to communicate their thoughts and ideas even those unrelated to business matters.

On many occasions and trying to connect with the whole family rather than only with the team member (either of the ship or office), we have get-togethers with all family members, while during Christmas we also see that the young members of the families receive their presents as well; for distant and/or remote locations, this is a process carried out through our manning agents around the world. Our cooperation with the manning agent for the Filipino crew is ongoing since the inception of the company.

The crew members manning our vessels are hired on a contractual basis. The average contract duration is around four to five months, with the option of extension. Within this timeframe, we consider that our crew members can reach their optimal performance, avoiding extensive tiredness and other routine-related issues.

Being on board can create moments of discomfort, for various reasons. Through cooperation with the shore and ship teams, we try to identify ways to tone these moments down, as activities outside of their regular duties and responsibilities can help maintain a connection with the world and its developments. It is our aim to try to make their life on board resemble their life at home.

As our people both at sea and at shore are a crucial element for the optimal functionality of our company, we always have in mind to treat them as such and provide them the utmost of our capabilities to ensure their well-being, safety, and health. Our human capital is what allows us to move forward and remain intact at all levels of compliance and operations, and what enables us to move one step further each time.

Health & Safety | GRI 403-1 to 403-3, 403-6

Regarding Health and Safety, we drive our efforts to meet and keep a highest priority “Goal Zero” for eliminating occupational accidents. We enhance the company’s safety culture through stricter safety regulations. As such during 2022 we had no accident either ashore or at sea, while the strict COVID-19 guidelines that we developed even during the first pandemic period, contributed to the optimal management of the crisis and ensuring the health of our people.

Regarding the outbreak COVID-19 management plan, the Company, having considered all available information, has conducted Risk Assessments to identify all needed actions for continuing its normal operation during this period of outbreak. The plan has been compiled based on these Risk Assessments that constitute an integral part of the Company’s procedures on handling the pandemic and its implications. It assisted the Company to maintain its status in the community by adapting standards, as required, and announced by authorities, face and handle to the

best possible extent some of those challenges and responding to this worldwide medical crisis, and ultimately navigate through this uncertain situation. The Plan applies to Company’s shore staff, and all personnel working onboard the managed vessels including charterers, shipyard, agents, visitors, or any third-party personnel, and is continually revised.

During February 2022, a significant number of our crew on board one of our vessels was diagnosed with COVID-19.

Through the implementation of our management plan, we successfully faced the situation, with no casualties or any other severe health issues. Upon thorough assessment of which were the best practices to handle this case, we concluded that partly evacuating the vessel, holding key crew members safe and healthy on board, providing the necessary shore medical assistance/care and proceeding with some unavoidable crew replacements/repatriations, was the optimal combination of actions to go through.

In the company’s headquarters, we have established an emergency response center, aiming to always be prepared and ready to face any difficulty and urgent incident that occurs.

Dianik has also a last-longing cooperation with Ship-Medcare, a company that helps us with any medical issues arising on board our vessels.

Subsequently, we have carried out various drills in our headquarters regarding our employees’ safety, for fire emergencies and earthquakes, while we have also completed an internal course on the provision of first-aid services. We have installed a medical defibrillator in our offices and trained our people to handle health emergencies.

It is our belief that being trained not only in purely technical and business-related matters but also in broader skills can further enhance our people’s confidence and alertness.

Shipboard Safety Organisation | GRI 403.4

The safety and health of personnel must ALWAYS take priority over all other operational considerations. The vessel’s safe operation is dependent upon the observance of safe working practices by all personnel.



In the “Shipboard Safety Organisation”, the company clearly defines and prescribes all the details for maintaining safe working conditions, practices and procedures within the fleet under its management along with its own responsibilities, the responsibilities of the company. Although it primarily addresses the vessel safety organisation, it also describes the responsibilities of the Company and gives details of the Office safety organisation together with the interface between vessels and Office.

Attention is specifically drawn to the UK Department of Transport book “Code of Safe Working Practices” (CSWP). This is a basic document for establishing safe working practices onboard vessels and a copy is available in each vessel’s library. Further Company’s requirements are to be found in relevant sections of the IMS.

Purpose | GRI 403-5

The purpose of this procedure is to ensure that:

- An effective onboard Safety Organization is in place
- The Ship’s Safety Committee meetings are carried out effectively
- Maintenance work is planned and executed in a safe and environmentally friendly manner
- HSQE inspections are carried out regularly and effectively

In relation to the safety of all personnel onboard vessels, including contractors and visitors, it is the responsibility of the Company to ensure that:

- A safe working and living environment is provided and maintained throughout the vessels.
- All plant, machinery, and equipment, whether portable or fixed, meet adequate safety standards and are properly maintained.
- Working practices and procedures are developed and implemented to enable shipboard operations to be carried out safely.
- Personnel are provided with the necessary information, instruction, and training in safe working practices.
- There are adequately trained and experienced supervisors to direct personnel in their duties.
- The operation of the vessels is monitored to ensure continuous compliance with Company's requirements.

Under the Vessel's Safety Program, a Safety Committee and an HSQE Committee have been formed to promote the Company's intention to eliminate incidents and prevent damage to humans, property, and to the environment. Proper training of personnel is mandatory, and all have the opportunity to participate in open regular safety meetings.

In Dianik we always deal with any incidents that arise and immediately rectify all identified deficiencies.

We faced an incident of that kind, on the 13th of July 2022, during a PSC inspection that was carried out on MV Dimitrios T at port of Shidongkou in China.

Following the completion of the inspection two deficiencies regarding the switch of the fire alarm system and the flame failure alarm of the auxiliary boiler were issued. These deficiencies resulted in a one-day detention of our vessel. All crew vessel in cooperation with the shore personnel took all the required actions swiftly and, after a PSC re-inspection, the vessel was released from the detention on the 14th of July 2022. In September 2022 the vessel passed a Paris MOU PSC with 0 deficiencies.

Social values

Zero Tolerance Commitments

Respecting Human Rights

At DIANIK, we are committed to respecting and

protecting human rights and to avoid unintended challenge that may affect employees, suppliers, contractors, customers and other parties directly connected to our business. We encourage our people to treat each other with dignity and respect and we do not tolerate discrimination, bullying, harassment or victimization of any reasons. We established about it procedures aimed at identifying, preventing and mitigating any impact on human rights, as well as procedures to allow for the remediation of any such adverse effects.

Diversity, Equity and Inclusion

We recognize the importance and impact of our activities on social equality for employees, customers and society. We promote a culture of respect to Diversity, Equality and Inclusion, where relevant principles are embedded throughout the day-to-day operation, governance model and related commitments.

We have developed corporate values, relevant policies, definitions, commitments and the approach to integrate regulatory requirements, as well as discretionary initiatives to create an inclusive work environment, responsive to different cultures and groups, where everyone can have a chance to flourish.

Non-discrimination: No Company's employee shall discriminate against another on account of race, age, color, and sex or on account of membership or non-membership in any church, society, labor union, or other organizations or affiliations and permission to exercise such cultural practices will not be unreasonably withheld.

Respect Islamic Nations: In Islamic countries, the display of written material of any kind, including books, magazines, and calendars, which contain pictures of the unclothed or even partially clothed human body, is prohibited whilst the vessel is in national waters. The Master must ensure that all such items are collected from individuals and locked in the bonded store before entering any Islamic country port or anchorage area. Such items must not be in the possession of any individual, including the Master, either in cabins or in recreation/mess rooms. Any violation of these regulations may lead to the arrest of the Master, as well as any individual concerned, and indefinite delay to the vessel.

Acting responsibly for the market

GRIs: 2.6, 2.9, 2-10, 2-11, 2-13, 2-24, 2-27, 2-30, 3-2, 3-3

Managing our **Governance issues** and **Impact** targeting:



Our Governance, Strategy & Performance

GRIs: 2.6, 2.9, 2-10, 2-11, 2-13, 2-24, 2-27, 2-30, 3-2, 3-3

Nowadays transparency, credibility, social responsibility, and accountability are fundamental corporate governance principles that reflect company's values, define the framework for the achievement of business's goals and objectives and formulate operation's policies and activities.

We want to promote those principles and all of our BoD, top management, employees and seafarers are committed to conduct duties ethically. We have set under the Integrated Management system manual, standards and procedures for company's organization, responsibilities and authorities along with code of ethics, anti-bribery, anti-fraud, and whistleblower policies. We clearly define procedures by which our company is operated, managed, and directed and we include in our framework exact rules to monitor our vessels, keep port visit records and measure and guarantee compliance with regulations.

The Company manages Bulk Carriers, under individual "Declaration of the Company" duly endorsed by the Flag State. Original Declarations are kept by the Master on board and by the DPA ashore. Clear and thorough general policies and requirements to be followed by all shipboard and shore personnel during all activities/operations, have been developed and are continuously enhanced since the establishment of Dianik Bross.

Our top management is actively engaged with setting the company's values and purpose and motivating its employees to embrace these and work towards their optimal realization. There is an annual meeting where the managers of each department, along with their teams, collaborate to ensure that they stay on track. Providing adequate resources, clearly defining roles and responsibilities, and monitoring the company's objectives are one of the key regular duties of our managing directors.

The shipping industry is highly complex, competitive, and demanding. Consistent and continuous compliance with existing and new regulations is one of the core elements of a successful business. In cooperation with the Health, Safety, Security and Quality team, the top management of the company aims to be fully aware and updated on the regulatory framework affecting our business and all our stakeholders. One step towards this goal is our commitment to update our SMS with DryBMS requirements during year 2023.

Our professional shore and ship staff are continuously monitored throughout all phases of their voyages to ensure that no commercial disputes arise, and the fleet vessels operate in best efficiency and conformance to Flag Administration and Classification Societies rules and regulations, as well as in strict adherence towards the International Laws and the local ones at the ports of call. Dianik also pays close attention to ships' condition, post state control performance, and aim towards excellence and the application of only the highest quality standards.

All information included in this report is collected by each manager, as defined by their roles and responsibilities, and communicated to the top management for review and final approval. Through this process, we are also enabled to discuss future targets and strategies to be followed.

We aim to be an accountable business partner

Anti-corruption and business ethics: the Company is determined to maintain a culture of honesty and opposition to fraud and corruption, reinforced



through the establishment and maintenance of an effective system in Internal Control.

Whistleblowing and protection: Our departmental managers are the first line of defence against fraud. Management is to ensure that an adequate system of internal controls is established within their area of responsibility and that those controls are properly operated and complied with. Employers are responsible for reporting any suspected fraud.

Prevention of insider trading: Dianik has instituted procedures to prevent the misuse of non-public information.

Integrated Management System

We have implemented a new manual as per Right-Ship standards, which constitutes an important part of our IMS, MLC documentation procedures, and DMLC part ii. This includes the code of conduct & crew welfare for reinforcing compliance with the MLC and other relevant maritime conventions and goes beyond by focusing on valuing seafarers and their human rights. Through our Integrated Management System Manual we have set procedures and guidelines regarding:

Our Vessels Port Performance: Each time a vessel reach a port an appraisal is conducted that assist us to evaluate how well we meet the requirements of our customers. The relative questionnaire covers topics like ship's operation and performance, port legislation compliance, communication promptness, staff's cooperation and appearance.

Charterer's cooperation: We ask Charterers to evaluate our performance via a feedback report. They evaluate our consistency, the level of cooperation both with the crew and office employees, the level of our response to requests, suggestions and complaints, our efficiency to achieve environmental friendly operations and establish safe and efficient operational practices.

Customer's satisfaction: An appraisal form is distributed to our customers in order to rate our efficiency regarding Engagement of duly qualified Officers and Crew, obtaining discipline and Operational Efficiency on the ship, our accessibility and time of response, our contribution to performing of adequate and time- scheduled maintenance, dry-docking, repair etc. processes, our contribution to performing effective negotiations and scheduling with Authorities, Class Society, P&I Clubs, etc.

Responsible for the market and our clients

Dianik Bross Shipping Corporation S.A. has determined and maintains the infrastructure needed to provide ship management services that meet the specified or implied requirements of the Customers and other interested parties.

The Company's organization consists of highly skilled and experienced Managers, Masters, Engineers and vessel's Officers as well as specialists in the fields of safety management system, commercial management, vessel finance, law, personnel management and insurance. The responsibilities, authorities and inter-relationship of the personnel who manages, performs and verifies work affecting HSQE are clearly defined and described in the company's manuals, while every department within which our personnel is operating is depicted through the company's and vessel's organizational chart. Vertical lines in this chart signify hierarchical seniority between high and low positions, while horizontal lines denote communication and collaboration between two or more positions.

Ensuring that the working conditions on board and in the office are safe and correct is a key responsibility of the Department Heads and cannot be delegated to others. The Department Heads and Superintendents systematically monitor the effectiveness of the verification and inspection activities taking place in their work groups, including the initiation, and tracking of the completion of any necessary improvements.

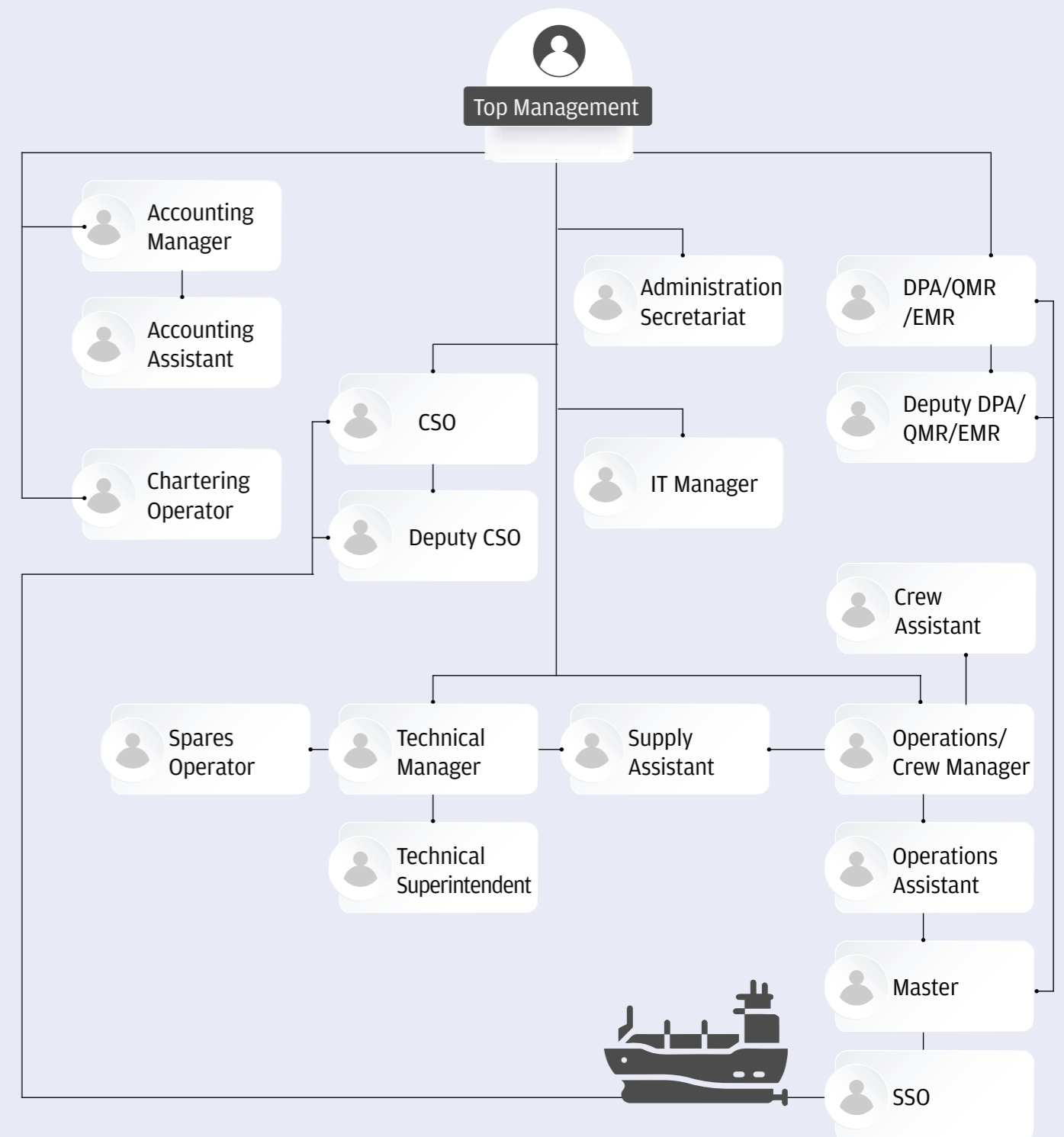
The integrated manual and procedures combine the requirements of ISO 9001 and ISO 14001:2015 as a framework to create a single, auditable integrated management system which reduces duplication and the potential for nonconformances during certification audits.

The integrated manual and procedures allow you to concentrate on effective implementation rather than dealing with the structure of document design and combining multiple requirements. The ISO 9001 and ISO 14001 integrated templates include the integrated manual and procedures, 46 forms and reports, 7 internal audit checklists, process maps, turtle diagrams and more!

It is the Management's responsibility to ensure that personnel assigned to the various positions have the requisite experience and knowledge to carry out their designated function within the IMS.

Corporate Structure

GRI: 2.6, 2.9, 2-10, 2-11, 2-13, 2-24, 2-27, 2-30, 3-2, 3-3



Vessel Organization

For any vessel under its management the company has developed a vessel organization structure providing for each title position a full description of the role's objectives, the required qualifications, and the responsibilities among the following list accordingly: General, HSQE management, Cargo & Stability, Maintenance, Garbage management, Pollution Prevention, Navigation, Medical, Personnel, Purchase, Dry-docking repairs, Safety & Hygiene and more

Purpose

To assign the overall responsibilities on the application of the IMS to each position within the onboard organisational structure.

Procedure

The lines of command onboard each managed vessel and the hierarchy structure of the Deck, Engine and Catering departments, for all ranks serving onboard, is outlined in the following organisation chart. The vessel's Department Heads are:

Chief Engineer → **Engine department**

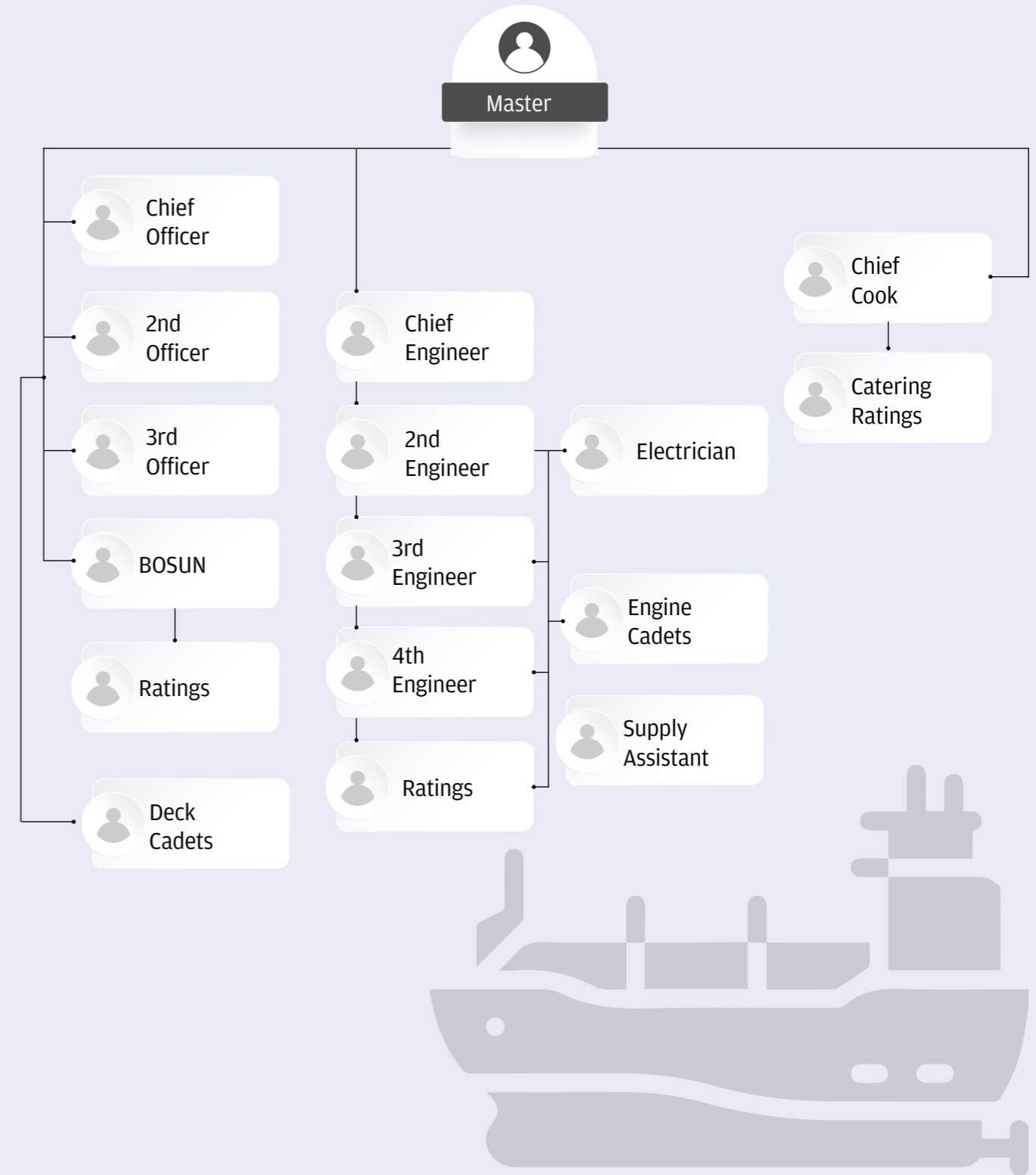
Chief Officer → **Deck department**

Chief Cook → **Catering department**

The Department Heads are responsible to the Master for the administration, supervision, safe and economical operation of their department. They must keep the Master fully informed with regard to departmental activities, equipment conditions and staff's conduct. The paramount objective is that all activities are carried out in compliance with the IMS policies and procedures.

Onboard Organisation Chart

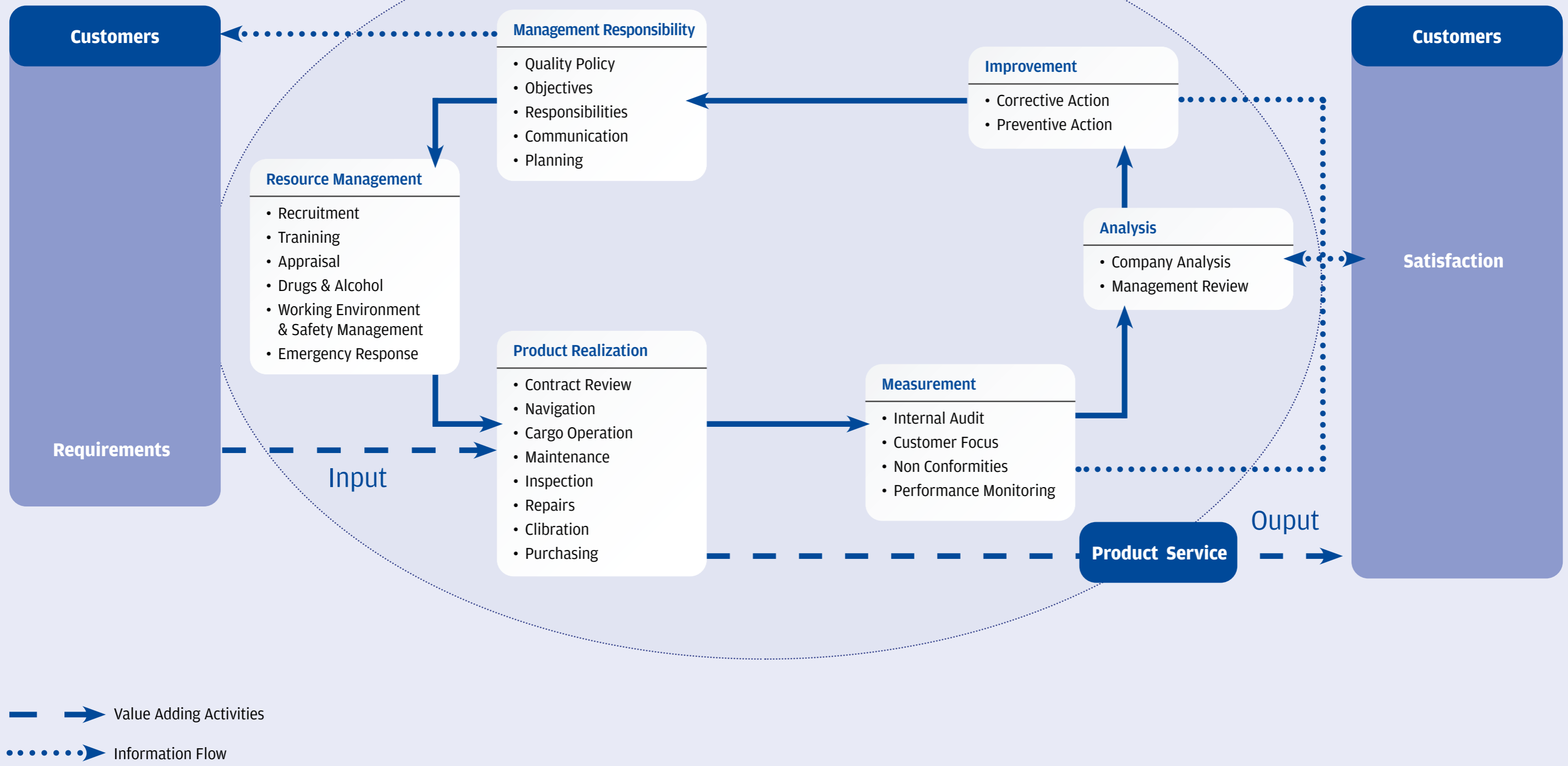
An onboard organization chart clearly describes the lines of reference and a General Responsibilities and Job descriptions book describes responsibilities and duties for personnel on board that preserve a safe and reliable operation environment for the vessels.



Our Customers Satisfaction Cycle

GRI: 2.6, 2.9, 2-10, 2-11, 2-13, 2-24, 2-27, 2-30, 3-2, 3-3

Our aim is to fulfill our customers' expectations, building long-term relationships through close cooperation and engagement.

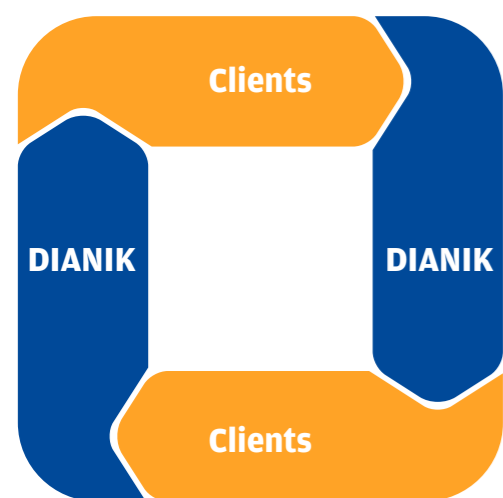


Communication Principles with our clients

Our clients and contractors are the core of our business, is the reason for our existence. It is fundamental to build trusty, reliable and credible business routes with them. Upon any contract the customer receives a complete and comprehensive list of relevant terms, conditions, timeline, and costs. Long experience and high level of expertise, along

with the insistence to provide high-quality services, guarantee comprehensive, integrated service, and ongoing development of relations of trust with customers and associates. All necessary procedures have been designed, developed, and included in our ISO 9001 policy book that reflects ultimate standards of high-quality performance and customer service.

Communication and interaction from A to Z



For 2023 we plan to launch a customer satisfaction survey to identify aspects for improvement, to un-

derstand our strong points, and to dig into clients' future perspectives.

Compliance with and implementation of laws & regulations

GRIs: 2-13, 2-27, 2-29, 3-2, 3-3, 417-1

During 2022, zero non-compliance instances were recorded regarding our internal operations and provision of services.

The basic principle of the company is the respect and compliance with the applicable laws, provisions and regulations and the responsibility of all employees to be aware on any issue, related to their work and duties.

Our operation offices are in Greece. The legislative framework demands for absolute respect for Human Rights and is consistent with the requirements of the 1998 Declaration of the International Labour Organisation (ILO) on Fundamental Principles and Rights at Work. Related references are included in both the Constitution and the labor law. The Greek legal provisions include conventions concerning the protection of freedom of association and the right to collective bargaining.

Shipping companies operate in many countries and under diverse legal and regulatory frameworks. On-board operations comply with flag regulations and legislative employment rules.

Privacy and security

- **Articles for Publication:** The Company's employees must not publish any article concerning the activities, personnel, or material of the Company or give any interview, statement or speech without prior written approval from the Company.
- **Confidential Information:** In order for the Company's and vessels' operations to be conducted in an ethical and efficient manner, it is important that confidential information relating to those operations is not released to persons who are not entitled to receive it. The Masters, Officers, and shore staff must ensure that they do not divulge confidential information relating to either the Company or vessels' operation to non-Company personnel unless authorized to do so by the Company. Efficient vessel and cargo operation require that certain information is passed to terminal personnel, harbor and local

Authorities, cargo surveyors, vessel inspectors, Class surveyors, etc. However, such information must be strictly limited to that required for a specific operation. The release of any information to contractors, other than that of a purely technical nature, should be withheld subject to approval being granted by the Company.

The company in accordance with the relevant national legislation and the European Union General Regulation 2016/679 (General Data Protection Regulation / GDPR) implements a specific privacy policy which is posted on the company website so that it is accessible to everyone.

Cyber Security

During 2022, we organized extensive training sessions on cybersecurity topics for our employees. At the same time, we have started



and during 2023 we will intensify and institutionalize regular evaluation and control of the software and hardware systems. A full record of equipment and assets will be made along with control of a good operation. We plan to start an IT and Cyber Security risk evaluation and assessment and run an intensive audit followed by a penetration test to discover our weaknesses. The process will first apply to the office operations and extend to the vessels where an audit procedure for Safety, Operation, Navigation, and Maintenance will be implemented.

Our goal is to develop an integrated Cyber Security management system and Continuity plan.

Part of our files have already been digitalized and uploaded to shared folders (cloud servers) with the vessels. Our target for 2023 is to digitalize all our data and files.

Appendix

Dianik Bross Corporation S.A. has reported in accordance with the GRI Standards for the period covered from January 2022 to December 2022.

GRI 1-3.8

GRI Content Index (GRI 1 used: Foundation 2021)

GRI Standard	Disclosure	Reference	Location
GRI 2: General Disclosures 2021			
2-1	Organizational details	About Dianik Bross, Map with trading routes	Pages 7 & 12
2-2	Entities included in the organization's sustainability reporting	About this report	Page 5, 7
2-3	Reporting period, frequency and contact point	About this report	Page 5, 64
2-4	Restatements of information	There are no restatements in the present report, as it is the first released	-
2-5	External assurance	The present sustainability report has not been externally assured	-
2-6	Activities, value chain, and other business relationships	About Dianik Bross, Our Customers Satisfaction Cycle	Pages 7 & 54
2-7	Employees	Our Social strategy	Page 42
2-8	Workers who are not employees	Our Social strategy, Well-being	Pages 42 & 43 to 44
2-9	Governance structure and composition	Corporate structure, Vessel organization, Onboard Organization Chart	Pages 51 to 53
2-10	Nomination and selection of the highest governance body	Our Social strategy (committees processes), Integrated Management System	Pages 44, 49 & 51 Company's IMS
2-11	Chair of the highest governance body	Our Top Management Message, Corporate structure	Pages 4 & 51
2-12	Role of the highest governance body in overseeing the management of impacts	About this report	Page 5

GRI Standard	Disclosure	Reference	Location
2-13	Delegation of responsibility for managing impacts	Shipboard Safety Organization, Our Governance, Strategy & Performance	Pages 44-45 & 48
2-14	Role of the highest governance body in sustainability reporting	About this report	Page 5
2-15	Conflicts of interest	No conflicts of interest to be noted	
2-16	Communication of critical concerns	Our Social strategy	Page 42
2-17	Collective knowledge of the highest governance body	Action under consideration for year 2023	
2-18	Evaluation of the performance of the highest governance body	Not Applicable for the highest governance body	
2-19	Remuneration policies	Top Management Assessment	
2-20	Process to determine remuneration	Top Management Assessment	
2-21	Annual total compensation ratio	Not Applicable	
2-22	Statement on sustainable development strategy	Our Top Management Message, Our ESG approach	Pages 4 & 15
2-23	Policy commitments	Environmental policies & Performance, Integrated Management System	Page 33 Company's IMS & Environmental Management System
2-24	Embedding policy commitments	Environmental policies and performance, Health & Safety, Shipboard Safety Organization, Integrated Management System	Pages 33, 44 & 45, 49 Company's IMS & Environmental Management System
2-25	Process to remediate negative impacts	Action under consideration for year 2023	
2-26	Mechanisms for seeking advice and raising concerns	Action under consideration for year 2023	
2-27	Compliance with laws and regulations	Compliance with and implementation of laws & regulations	Pages 14, 27 & 57
2-28	Membership associations	Memberships and initiatives	Page 13, https://www.dianikbross.gr/news-en

GRI Standard	Disclosure	Reference	Location
2-29	Approach to stakeholder engagement	Our stakeholders Stakeholders' Relationship	Pages 17 to 19
2-30	Collective bargaining agreements	Compliance with and implementation of laws & regulations	Pages 14 & 57
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Materiality assessment	Page 20, 21
3-2	List of material topics	Materiality Matrix, Material Issues	Pages 22 to 24
3-3	Management of material topics	Description, Impact and SDGs Commitment	Pages 25 to 29
Material Issues			
Compliance with Environmental regulations			
3-3	Management of material topic	Description, Impact & SDGs Commitment, Our Environmental strategy	Pages 29, 32 to 33 & 36
302-1	Energy consumption within the organization	Our consumptions	Pages 34
302-2	Energy consumption outside of the organization	Incomplete data. Relevant disclosure to be documented in subsequent environmental-related report	
302-3	Energy intensity	Vessel's Environmental Indexes	Pages 35 to 37
304-2	Significant impacts of activities, products, and services on biodiversity	The Ballast Water Management System, IMO Ballast Water Management System	Pages 32 & 38
305-1	Direct (Scope 1) GHG emissions	Vessel's Environmental Indexes	Pages 35 to 37
305-4	GHG emissions intensity	Vessel's Environmental Indexes	Page 36
306-3	Waste generated	Waste Generation for year 2022	Page 39
Prevention of water pollution			
3-3	Management of material topic	Description, Impact and SDGs Commitment, The Ballast Water Management System	Page 29 & 32

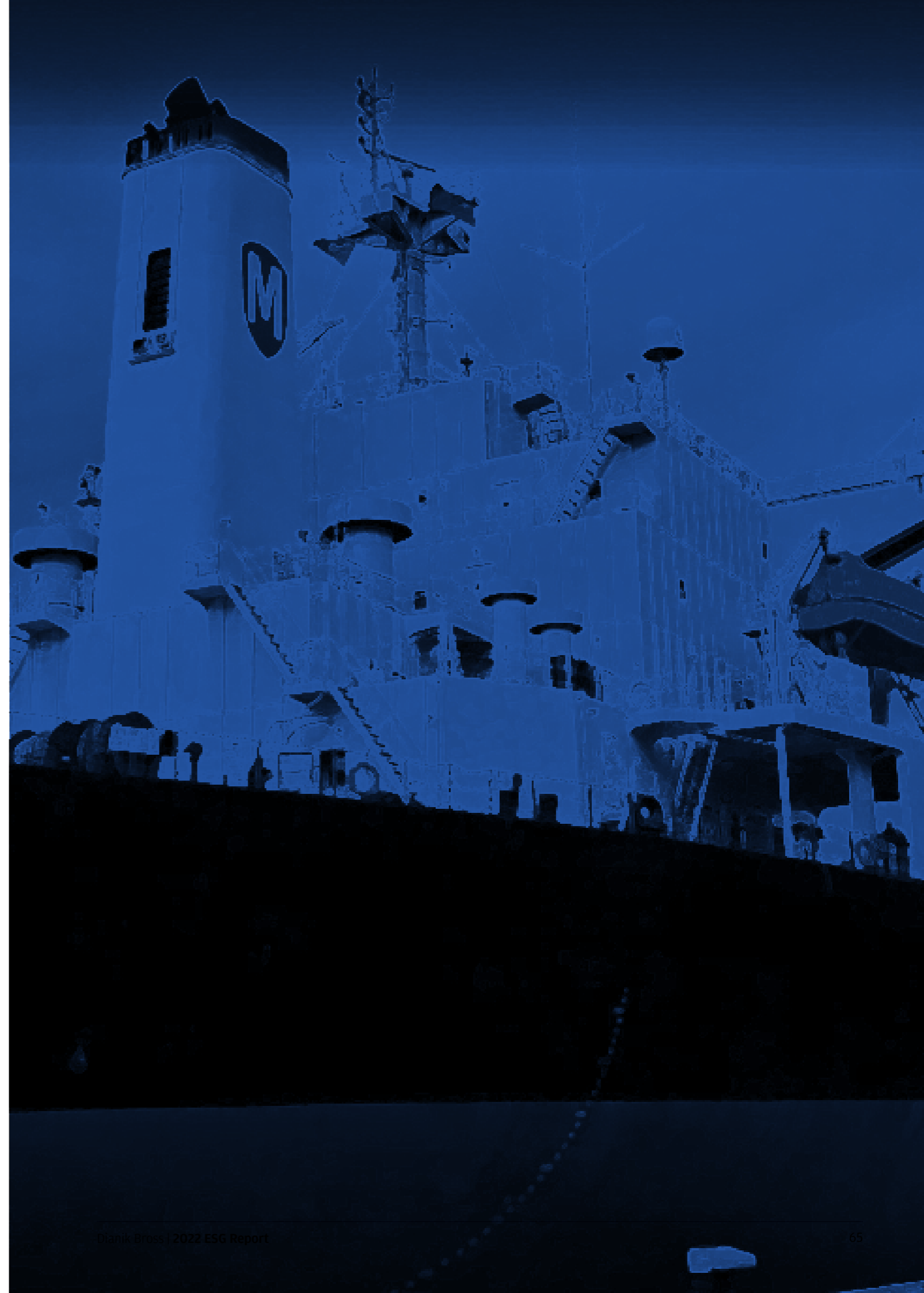
GRI Standard	Disclosure	Reference	Location
303-5	Water consumption	Our consumptions (in office)	Page 34
Environmental Awareness of crew and office personnel			
3-3	Management of material topic	Description, Impact & SDGs Commitment, Our Environmental strategy	Pages 29 & 32 to 33
Investing in green technologies			
3-3	Management of material topic	Description, Impact and SDGs Commitment	Page 29
Ensuring health and safety of crew on board & office employees			
3-3	Management of material topic	Description, Impact and SDGs Commitment	Page 25
403-1	Occupational health & safety management system	Health & Safety	Page 44
403-2	Hazard identification, risk assessment and incident investigation	Health & Safety, Our Governance, Strategy & Performance	Pages 44 and 48 to 50
403-3	Occupational health services	Health & Safety, Privacy and Security	Pages 44 & 57
403-4	Worker participation, consultation and communication on occupational health and safety	Shipboard Safety Organization	Pages 44 to 45
403-5	Worker training on occupational health and safety	Purpose	Pages 45 to 46
403-6	Promotion of worker health	Health & Safety	Page 44
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health & Safety	Page 44
403-9	Work-related injuries	Our company at a glance	Page 7
Protection of labor/employees' rights and respect for diversity & Gender equality			
3-3	Management of material topic	Description, Impact and SDGs Commitment	Page 25

GRI Standard	Disclosure	Reference	Location
405-1	Diversity of governance bodies and employees	Our social strategy	Page 42
406-1	Incidents of discrimination and corrective actions taken		zero incidents of discrimination
Employees' physical, emotional & social well-being			
3-3	Management of material topic	Description, Impact and SDGs Commitment, Well-being	Pages 27, 43 to 44
404-2	Programs for upgrading employee skills and transition assistance programs	Training Program	Page 43
405-1	Diversity of governance bodies and employees	Our Social strategy	Pages 42 to 43
Clear non-discrimination policies & fair remuneration and benefits			
3-3	Management of material topic	Description, Impact and SDGs Commitment, Socail values	Pages 27 & 46
406-1	Incidents of discrimination and corrective actions taken		zero incidents of discrimination
Continuous training of crew on board and personnel on shore			
3-3	Management of material topic	Description, Impact and SDGs Commitment, Cyber Security	Page 57
404-1	Average hours of training per year per employee	Our Social strategy	Page 42
404-2	Programs for upgrading employee skills and transition assistance programs	Training Program	Page 43
Building trusted relationships & contractual			
2-6	Activities, value chain and other business relationships	About Dianik Bross, Our Customers Satisfaction Cycle	Pages 7 & 54
3-3	Management of material topics	Description, Impact and SDGs Commitment, Responsible for the market and our clients, Communication Principles with our clients	Pages 26, 50 & 56

GRI Standard	Disclosure	Reference	Location
Development of a risk management process			
3-3	Management of material topics	Description, Impact and SDGs Commitment, Integrated Management System, Responsible for the market and our clients	Pages 28 & 49 to 50
Transparency and equality of information for all stakeholders			
3-3	Management of material topic	Description, Impact and SDGs Commitment, Responsible for the market and our clients	Pages 29 & 50
Privacy and security			
3-3	Management of material topic	Description, Impact and SDGs Commitment, Privacy & Security, Cyber security	Pages 28 & 57
Compliance with Laws & Regulations			
2-27	Compliance with laws and regulations	Our Social Strategy	Pages 14, 27 & 57
3-3	Management of material topics	Description, Impact and SDGs Commitment	Page 57

SASB Index

Topic	Disclosure Topic	Code	Page
GHG emission	Gross Global Scope 1 emissions	TR-MT-110a.1.	Pages 35, 36
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	TR-MT-110a.2.	Relevant data will be presented in our subsequent environmental report early May 2023
	(1) Total energy consumed, (2) percentage heavy fuel oil, (3) percentage renewable	TR-MT-110a.3.	Pages 34, 37 Relevant data will be presented in our subsequent environmental report early May 2023
	Average Energy Efficiency Design Index (EEDI) for new ships	TR-MT-110a.4.	Relevant data will be presented in our subsequent environmental report early May 2023
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, and (3) particulate matter (PM10)	TR-MT-120a.1.	Relevant data will be presented in our subsequent environmental report early May 2023
Ecological Impacts	Shipping duration in marine protected areas or areas of protected conservation status	TR-MT-160a.1.	zero duration
	Percentage of fleet implementing ballast water (1) exchange and (2) treatment	TR-MT-160a.2.	100% Page 32
	(1) Number and (2) aggregate volume of spills and releases to the environment	TR-MT-160a.3.	Page 7
Employee Health & Safety	Lost time incident rate (LTIR)	TR-MT-320a.1.	Page 7
Business Ethics	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	TR-MT-510a.1.	Page 12
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	TR-MT-510a.2.	0
Accident & Safety Management	Number of marine casualties, percentage classified as very serious	TR-MT-540a.1.	0
	Number of Conditions of Class or Recommendations	TR-MT-540a.2.	0
	Number of Port State Control (1) deficiencies and (2) detentions	TR-MT-540a.3.	Page 46



46 Filonos Str., Piraeus 185 35
Tel: +30 210 411 0357
Fax: +30 210 422 2491

www.dianikbross.gr



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