



SUSTAINABILITY REPORT 2022

in accordance with
**Global Reporting Initiative
Sustainability Standards**

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Paolo Visco, Managing Director

LETTER TO THE STAKEHOLDERS

Dear reader,

this year the Scafi Group has decided to get involved and start a sustainability project.

The project is called **Scafi Blue**, blue like the sky and the sea of our beautiful ports that surround the environment in which we drive our business and in which we live our life. **Scafi Blue** is the project with which we intend to contribute to a more sustainable world, creating workplaces that respect our environment and our community.

By pursuing this goal we want to:

- use natural resources more effectively in order to reduce waste and emissions, protect ecosystems and use cleaner and more renewable energy sources;
- embrace a production process that aims to improve human well-being and reduce environmental risks;
- support socially responsible policies, by ensuring that each person can be fulfilled in his work and in the value they create;
- enhance our corporate value, improving the work environment for all the employee.

With **Scafi Blue** we want to share our awareness of the issue of sustainability, in all its forms, starting to implement concrete actions to be drivers of the change.

There are 5 sustainability issues on which we have decided to focus our actions. I want to emphasize that this is a shared and common project that sees everyone participating. We as a company have made some proposals but we are open to any idea and suggestion. Only together we can bring about successful change.

For this first year, the Scafi Blue project will involve our fully owned European companies Scafi Società di Navigazione, Rimorchiatori Riuniti Spezzini and Carmelo Noli and the company Jadranski Pomorski Servis. Our ambition for the next years is to extend the project to the whole Scafi Group.

This is an opportunity for all of us to grow and participate, an opportunity to give our precious contribution to do better in the company and outside, not only for us but also for future generations. Let's not waste it.

Paolo Visco
Managing Director

METHODOLOGICAL NOTE

This Sustainability Report has been prepared in accordance with the Global Reporting Initiative Sustainability GRI Standards.

The general principles applied in preparing the report are those established by the GRI Standards: relevance, inclusiveness, sustainability context, completeness, balance between positive and negative aspects, comparability, accuracy, timeliness, reliability, clarity.

The performance indicators selected are those indicated by the reporting standards adopted, representative of the specific areas of sustainability analyzed and consistent with the activity carried out by the SCAFI GROUP and the impacts produced by it.

The reporting scope of qualitative and quantitative data and information includes the three companies in Italy, Scafi, Rimorchiatori Riuniti Spezzini and Carmelo Noli, and the Croatian company Jadranski Pomorski Servis.

The report consists of six parts:

- 1) The first describes the organization, its mission, history and governance structure
- 2) The second sets out the group's business model, the external context and the economic value generated
- 3) The third part describes in detail the organisation's commitment to sustainability, the investments made, the main stakeholders, the result of the materiality analysis and the objectives for 2023
- 4) Part four provides details of the organisation's performance in Environmental dimensions
- 5) Part five provides details of the organisation's performance in the Social dimensions
- 6) Part six provides details of the organisation's performance in the Governance dimensions

A Final Appendix contains references to the GRI Standards, Glossary, Contacts and publication details.

CHAPTER 1

THE SCAFI GROUP



ABOUT US

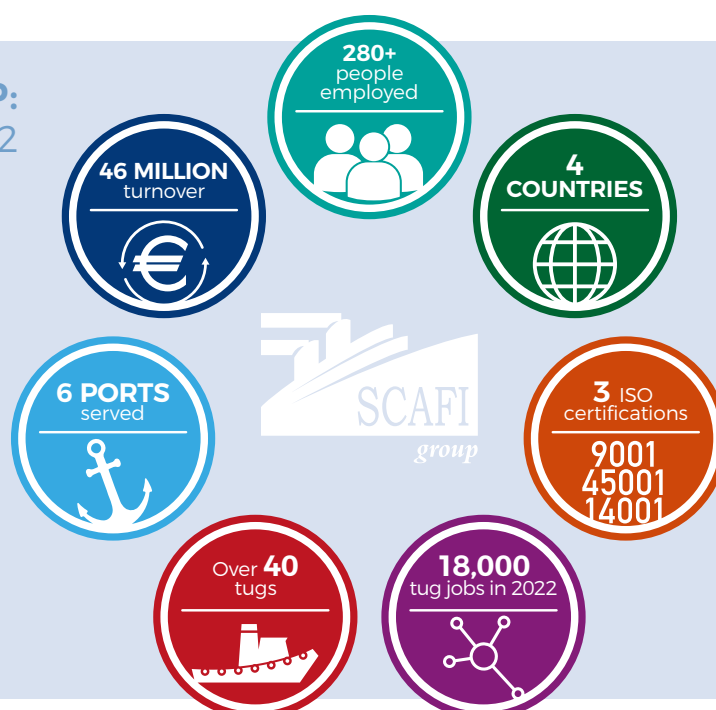
The **Scafi Group** is an established international family company, whose core business is to provide harbour towage, salvage and rescue services, ensuring, through its operating companies, a safe mooring for all the ships calling at the ports and areas where we operate.

Since its inception, the group has always pursued excellence in all its activities: the commitment, innovation and passion of all the people who work there are the strengths that allow the group to stand out and continue to provide a high-quality service in a demanding and crucial sector characterised by ever-larger ships and waterways where maneuverability is increasingly limited.

The Scafi Group is today present in Italy, in the ports of La Spezia (with the society Rimorchiatori Riuniti Spezzini), Savona and Vado Ligure (Carmelo Noli), in Croatia, in the ports of Rijeka and Zadar (Jadranski pomorski servis d.o.o.), in Greece, in the ports of Piraeus and Thessaloniki (Vernicos Scafi), and in Morocco, in the new port of Safi (Safirem).

The Group, which manages a total fleet of more than 40 owned tugs, is characterised by a team of dedicated and motivated people who, together with the more than two hundred seafarers, represent its true strength.

SCAFI GROUP: SUMMARY 2022



WHERE WE ARE



SCAFI SOCIETÀ DI NAVIGAZIONE SPA

Scafi is the holding company of the group, and is shareholder of all the other companies.

It has its registered office in Naples and its operating office in La Spezia. One of its main functions is to ensure that the daughter companies adopt common standards developed on the basis of identified best practices, collaborate for continuous improvement, using the same management and IT structure, while respecting local needs; and to develop the potential of all the people working in the group, creating all possible synergies and collaborations, operating in the 4 countries with over 40 tugs.

Scafi is also involved in the development of activities both in the harbour towage sector and in other sectors that are synergic to the latter, particularly in the countries where it already operates, through participation in tenders and/or by evaluating the purchase of third-party companies.



RIMORCHIATORI RIUNITI SPEZZINI SRL

Rimorchiatori Riuniti Spezzini - Imprese marittime e salvataggi S.r.l. is the company providing towage in the port of La Spezia. Founded in 1955 following the union of six shipowners who each provided their own tugs, the company has always guaranteed the safety of navigation in port waters.

Thanks to constant management investment and a fully-owned fleet of six tugs, Rimorchiatori Riuniti Spezzini offers high standards of service in the beautiful Gulf of Poets, which over the years has established itself as a strategic container port of international significance with over 1 million TEU.

The Port of La Spezia is the second gateway container port in Italy, it also hosts a strategic LNG terminal operated by SNAM, one of the most important shipbuilding site of Fincantieri and an important military base.

Today, the port of La Spezia is one of the most active merchant ports in the Mediterranean and one of the strategic nodes within the central trans-European transport network.



CARMELO NOLI SRL

Carmelo Noli S.r.l. is the company that has been guaranteeing the safety of port navigation in the ports of Savona and Vado Ligure since 1919. With over 100 years of experience behind it, and thanks to its policies of investment and innovation, the company has always ensured the ships that call at the two ports high standards of service through its own fleet of five tugs, and its own dedicated personnel who represent the company's strength.

The port of Savona is today one of the European capitals of the cruise sector, a node in the central trans-European transport network, and an important raw materials supply point for industries in Italy.

Thanks to recent investments, the port of Vado Ligure is now an important



Container Terminal in which APM Terminals and Cosco Shipping Port are partners. The two ports together boost one of the strongest development trends in recent years.



JADRANSKI POMORSKI SERVIS D.O.O.

Jadranski pomorski servis d.o.o. offers towage and salvage services in the North Adriatic since 1956, first as part of the state-owned Luka Rijeka company and since 1989 as a private Croatian company. With a fleet of 10 tugboats, a crane, and a barge, it offers harbour towage and other services to vessels in the ports of Rijeka and Zadar, the Omišalj and Bakar oil terminals, the Plomin and Raša terminals, and the new LNG terminal Omišalj-Njivice.

The company is also involved in the "Viktor Lenac", "3.maj" and "Kraljevica" shipyards and in offshore towing. Port of Rijeka is the biggest port in the Republic of Croatia and is a core port in the Trans-European Transport Network (TEN-T) Mediterranean Corridor and its inclusion in the Baltic-Adriatic Corridor is underway.



SAFIREM

SAFIREM is the shipping company that has been selected from the Moroccan National Port Agency (ANP) to provide the harbour towage service in the New Port of Safi. Safirem, with a fleet of 3 ASD tugs, offers since 2020 a high level of service, through a young and professional team, guaranteeing safe mooring to all ships calling at the port.

Currently the port hosts the terminal for the strategic Safiec power plant, and is developing additional capacity soon also for the phosphate traffic handled by OCP.



VERNICOS-SCAFI

The Vernicos Group is one of the oldest existing maritime companies in Greece and eastern Mediterranean. In the first half of 2019, a new partnership has been established between Vernicos and the Italian Scafi Società di Navigazione S.p.A, giving birth to Vernicos-Scafi Tug & Salvage.

Today, Vernicos-Scafi offers towage services to vessels calling at the Port of Piraeus and the ports of Ikonio, Perama, Eleusis, HELPE Eleusis, HELPE Aspropyrgos, the Pachi/Megara facilities, HELPE Thessaloniki and the LNG terminal in Revithoussa.

The company also provides services to the ports of Lavrion and Mykonos and carries out salvage, pollution control, fire-fighting and wreck removal activities.

In the port of Piraeus, Vernicos-Scafi operates within the Med-Tugs consortium, which is the main towage operator of this port, that has become one of the busiest in the Mediterranean over the years.

MISSION

Wherever we operate, we are at the service of the port.

Our core mission is to provide harbor towage and ensure safe berthing to all vessels calling our ports.

VISION

We pursue excellence in all our activities. We believe that commitment and passion of all people working in our group will lead us to keep giving a high-quality service in a demanding sector where competition is always growing.

VALUES

- Respect
- Integrity
- Safety
- Reliability
- Teamwork

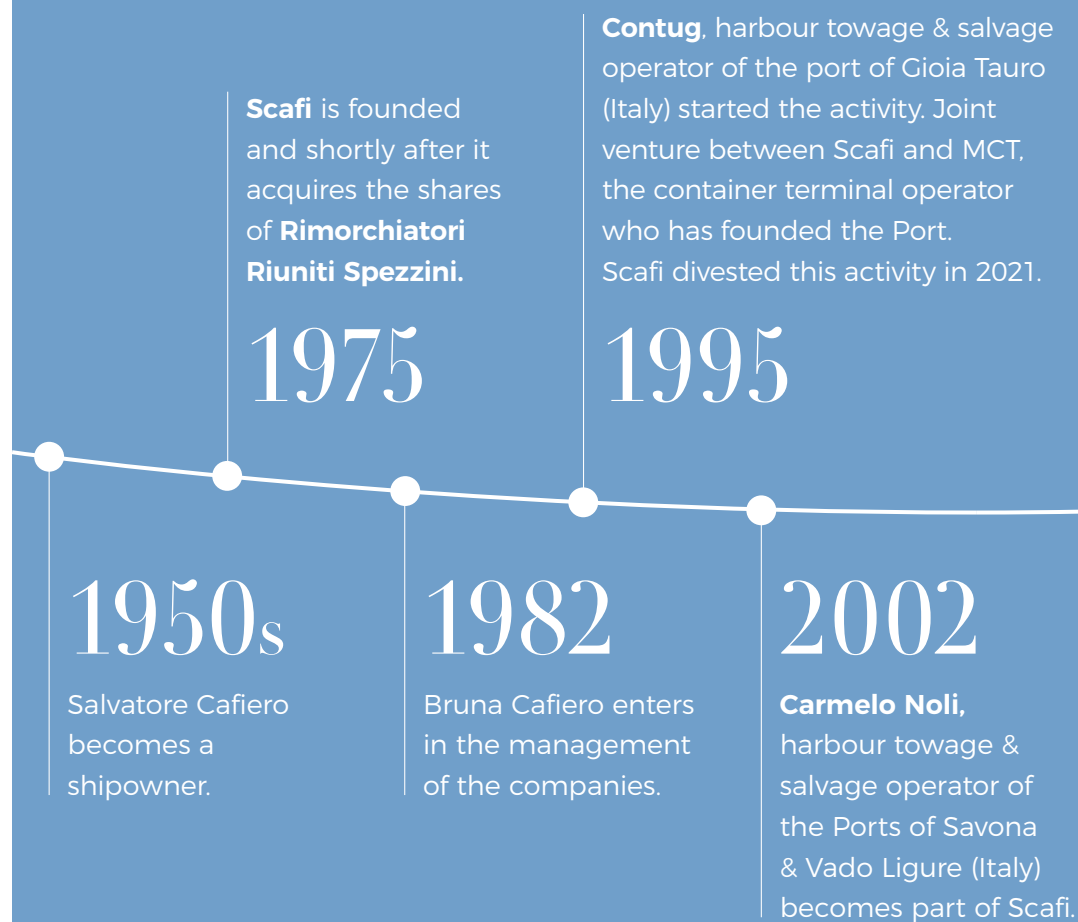


OUR HISTORY

The history of the **Scafi Group** began in the 1950s when **Salvatore Cafiero**, after whom it was named, firstly become a shipowner. The Cafiero family, originally from Meta di Sorrento, a small town of ship-owners and sailors located in the Bay of Naples, which has always been a central hub in the world of shipping,



One holding, six companies

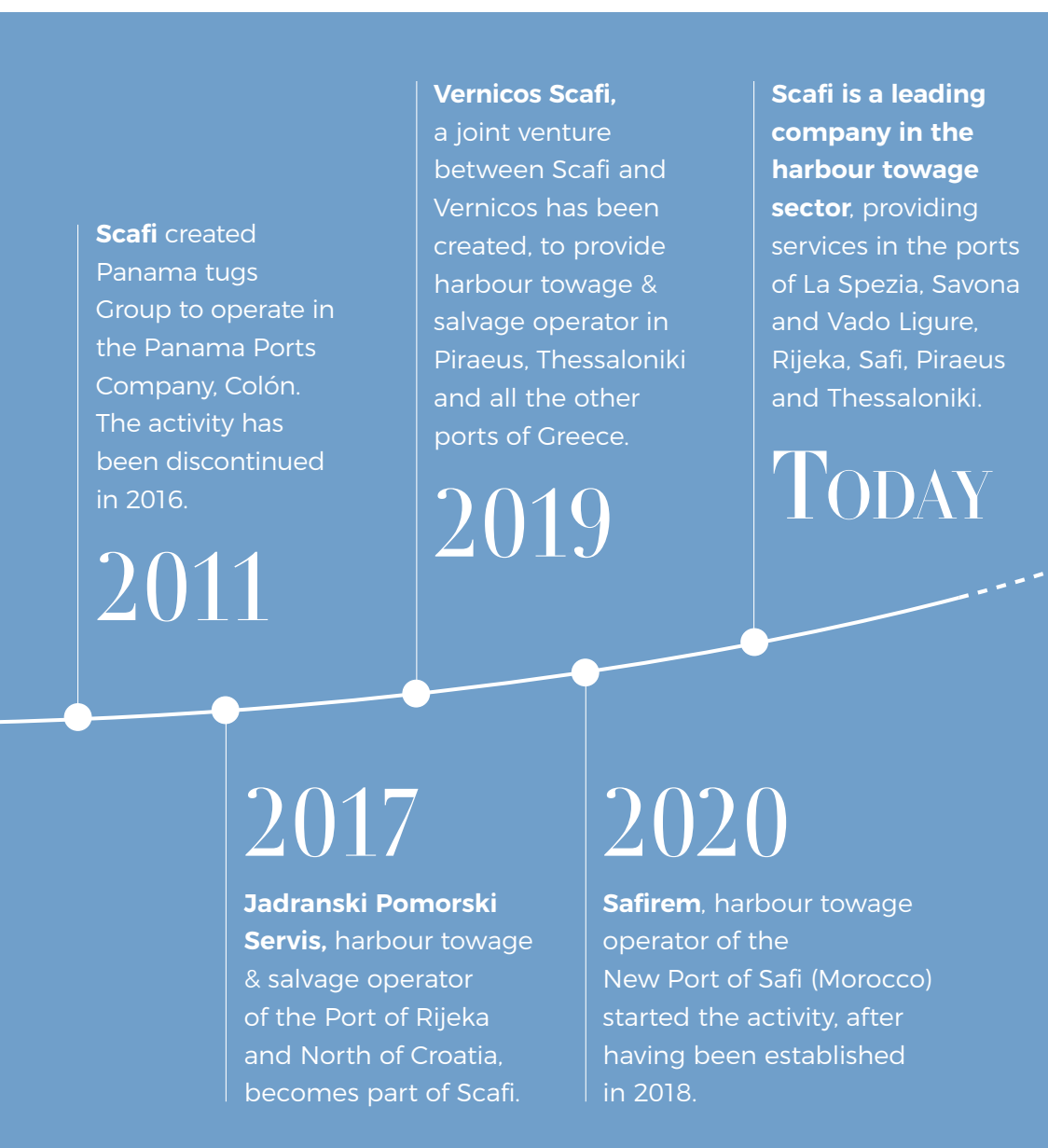


has experience in the maritime sector dating back to the 17th century, when Pietro Antonio Cafiero set up a charitable fund for the release of sailors captured by pirates.

Since then, the Cafiero family has continued to successfully invest in the shipping industry. Scafi continued to be managed by Salvatore Cafiero until his death in 1982, after which his daughter Bruna entered the management.

The company under the management of Bruna Cafiero went in just a few years from being a local shipowning company specialising in harbour towage services to a strong international group, a leader in the Mediterranean maritime sector.

Today, the Scafi Group's activities continue to be managed by Bruna Cafiero, Chairman of the Board, her husband Franco Visco and her son Paolo Visco.



CORPORATE GOVERNANCE

Below is a summary mapping of the group and its corporate structure (limited to the companies included in the scope of this Report):

- **SCAFI SOCIETÀ DI NAVIGAZIONE SPA:** holding company of the group (hereinafter also SCAFI).
- **RIMORCHIATORI RIUNITI SPEZZINI SRL:** 100% owned subsidiary of SCAFI (hereinafter also RRS).
- **CARMELO NOLI SRL:** 100% owned subsidiary of SCAFI.
- **JPS DOO:** 100% owned subsidiary of SCAFI.
- In addition to **SAFIREM:** 100% owned subsidiary of SCAFI and
- **VERNICOS-SCAFI:** 50% owned by SCAFI.

SCAFI SOCIETÀ DI NAVIGAZIONE SPA

- | | |
|--------------------------------|-------------------|
| • Bruna Cafiero | Chair |
| • Franco Visco | Managing Director |
| • Umberto Masucci | Board Director |
| • Paolo Visco | Board Director |
| • Roberto Cappabianca | Board Director |
| • Gian Luca Agostinelli | General Manager |

RIMORCHIATORI RIUNITI SPEZZINI SRL

- | | |
|--------------------------------|-------------------|
| • Franco Visco | Chair |
| • Paolo Visco | Managing Director |
| • Umberto Masucci | Board Director |
| • Gian Luca Agostinelli | Managing Director |
| • Simone D'Angelo | Director |

CARMELO NOLI SRL

- | | |
|--------------------------------|-------------------|
| • Franco Visco | Chair |
| • Paolo Visco | Managing Director |
| • Umberto Masucci | Board Director |
| • Gian Luca Agostinelli | Managing Director |
| • Simone D'Angelo | Director |

JADRANSKI POMORSKI SERVIS D.O.O.

- | | |
|--------------------------------|-------------------|
| • Paolo Visco | Managing Director |
| • Nedjeljko Kapetanovic | Director |

The governance model adopted by the Group conforms to the principles of transparency, balance and separation between policy, management and control activities.

The **Scafi Group** has always had a particular attention to sustainability and the interests of its stakeholders. At the beginning of 2022, the Sustainability Department was established to oversee sustainability-relevant issues such as environment, social and governance.

The Group's commitment to sustainability is also pursued through the support of important external initiatives, aimed at raising awareness of internal stakeholders and public opinion on particular socio-environmental issues.



OUR PEOPLE

For the **Scafi Group**, people are the most important resource and a crucial competitive factor in facing present and future challenges and in achieving the company's ambitious goals.

In 2022, despite the continuing global health emergency and economic uncertainty caused by international supply chain difficulties, the Group has shown courage and solidity, increasing its workforce compared to 2021.

As of today, in fact, the Group in Italy and Croatia can count on a team of over 150 people who, with dedication and passion, continue every day on a path of growth aimed at the Group's success. Staff divided by classification, gender, average age and seniority (data as at 12/31/2022):

CLASSIFICATION	MEN N.	WOMEN N.	TOTAL N.
Senior managers	5	0	5
Manager	6	3	9
Employees	16	21	37
Seafarers	126	0	126
TOTALE	153	24	177

CLASSIFICATION	AGE N.						TOTAL
	18-30	31-40	41-50	51-60	61-70	71-80	
Senior managers	-	1	2	2	-	-	5
Manager	-	1	7	1	-	-	9
Employees	2	9	12	11	3	-	37
Seafarers	7	19	37	51	12	-	126
TOTALE	9	30	58	65	15	0	177
%	5,1	16,9	32,8	36,7	8,5	0,0	

TURNOVER	Hirings (n.)	37
	Resignations / Dismissals (n.)	37

Below is a comparison of the average pay of men and women of the same classification (i.e. Middle Managers and Clerical Staff, levels in which both men and women are employed, while among Executives - Workers - Seamen only men or only women are employed):

	Managers	Employees
average / M €	± 54 K	± 30 K
average / F €	± 47 K	± 26 K
diff. F/M %	-11,7	-14,8
Average M / average F	1,1	1,2



PERFORMANCE 2022

ENVIRONMENTAL	
EMISSIONS (tCO₂) / TOTAL BUNKER CONSUMPTION	7.220,6

Measured in TOE. Equivalent tons of CO₂ emitted (= kg of diesel consumed x 3.6/1000) (3.6 is the coefficient to be applied to diesel)

ENERGY CONSUMPTION	16,5 (TOE office)
	2.323,8 (TOE bunker)

DANGEROUS WASTE (t)	12.470
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BUNKER CONSUMPTION DETAIL BY COMPANY

RRS 2022	Total consumption (Kg)	579.148
	Hours worked	4.695
	Consumption Kg/h	124

C. NOLI 2022	Total consumption (Kg)	624.932
	Hours worked	4.228
	Consumption Kg/h	148

JPS 2022	Total consumption (Kg)	1.083.690,42
	Hours worked	8.514
	Consumption Kg/h	128

SOCIAL	
NUMBER OF EMPLOYEES (units at 31.12)	177

TRAINING HOURS PROVIDED	1.920 total of training hours
	60 activities

Number of people trained and total hours/over total employees

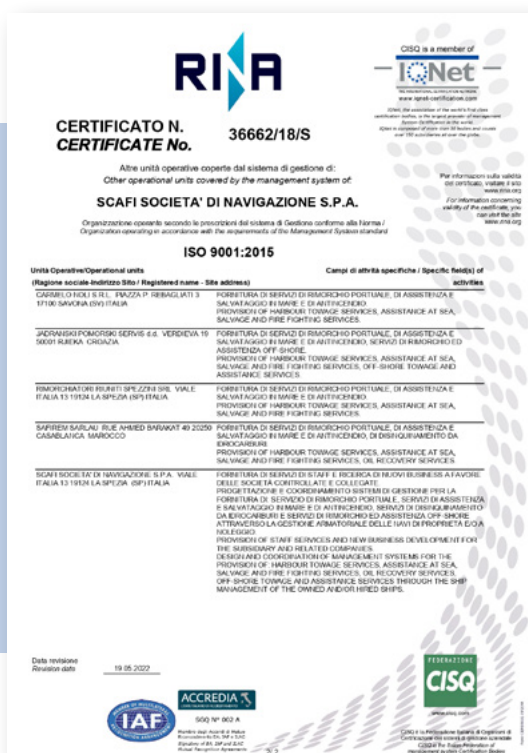
CERTIFICATIONS

The Scafi Group has implemented an Integrated Quality, Environment and Safety Management System (QSHE), compliant with UNI EN ISO 9001:2015, UNI EN ISO 14001:2015 and UNI ISO 45001:2018 standards, which has been certified by the accredited certification body RINA.

The Group's commitment to pursuing its objectives of sustainable development and the creation of value for its stakeholders is made explicit in the Integrated Quality, Health and Safety and Environment Policy, extended to all Group sites. It declares the decision to adopt a QSHE Management System aligned with ISO 9001, ISO 45001 and ISO 14001 standards respectively, integrated into the organisation's business processes and implemented with a risk-based thinking and continuously improved local approach.

The Policy defines the general framework for the strategic objectives that the Company intends to pursue.

The Integrated Quality, Health and Safety and Environmental Policy is available at each company location.



CERTIFICATO N. EMS-7195/S
CERTIFICATE No.

IN CERTIFICA CHE IL SISTEMA DI GESTIONE AMBIENTALE È
IT IS HEREBY CERTIFIED THAT THE ENVIRONMENTAL MANAGEMENT SYSTEM OF

SCAFI SOCIETA' DI NAVIGAZIONE S.P.A.
VIA MELISURGO 4 80135 Napoli (NA) ITALIA
NELLE SEGUENTI UNITA OPERATIVE / IN THE FOLLOWING OPERATIONAL UNITS

VIA MELISURGO 4 80135 Napoli (NA) ITALIA

È UNITA OPERATIVE INDICATE NELLE PAGINE SUCCESSIVE / ARE OPERATIONAL UNITS IN THE FOLLOWING PAGES
È CONFORME ALLA NORMA / IS CONFORME WITH THE STANDARD

ISO 14001:2015
PER I SEGUENTI CAMPI DI ATTIVITA' / FOR THE FOLLOWING FIELDS OF ACTIVITIES

FORNITURA DI SERVIZI DI STAFF E RICERCA DI NUOVI BUSINESS A FAVORE DELLE SOCIETA' CONTROLLATE E COLLEGATE. PROGETTAZIONE E COORDINAMENTO SISTEMI DI GESTIONE PER LA FORNITURA ED EROGAZIONE DI SERVIZI DI RIMOCCO PORTUALE, SERVIZI DI ASSISTENZA E SALVATAGGIO IN MARE E DI ANTINCENDIO, SERVIZI DI ENRICHIMENTO DA DISCARICARE E SERVIZI DI RIMOCCO ED ASSISTENZA OFF-SHORE. LOCAZIONE DEI SERVIZI DI RIMOCCO PORTUALE, DI ASSISTENZA E SALVATAGGIO IN MARE, DI ANTINCENDIO ED ASSISTENZA OFF-SHORE. ATTRAVERSO LA GESTIONE AMBITORALE DELLE NAVI DI PROPRIETA' O A NOLEGGIO.

PROVISION OF STAFF SERVICES AND NEW BUSINESS DEVELOPMENT FOR THE SUBSIDIARY AND RELATED COMPANIES DESIGN AND COORDINATION OF MANAGEMENT SYSTEMS FOR THE PROVISION AND DELIVERY OF HARBOUR TOWAGE SERVICES, ASSISTANCE AT SEA, SALVAGE AND FIRE FIGHTING SERVICES, OFF-SHORE TOWAGE AND ASSISTANCE SERVICES, PROVISION OF HARBOUR TOWAGE SERVICES, ASSISTANCE AND RESCUE AT SEA AND FIRE-FIGHTING AND OFF-SHORE ASSISTANCE THROUGH THE SHIP MANAGEMENT OF THE OWNED AND/OR CHARTERED SHIPS.

La validità del presente certificato è subordinata a verifiche periodiche annuali / The validity of this certificate is subject to annual verification checks. The validity of the certificate is subject to annual verification checks. The validity of the certificate is subject to annual verification checks. The validity of the certificate is subject to annual verification checks.

Prima emissione / First issue: 25.05.2018
Data scadenza / Expiry date: 24.05.2024
Data revisione / Revision date: 19.05.2022

Jacopo Fariando
Genex & Milan Management
System Certification, Italy

SCAFI SOCIETA' DI NAVIGAZIONE S.p.A.
VIA CORNELI 17 - 35100 Carpi (MO) Italy
CISQ The Italian Federation of Management System Certification Bodies

IAF **ACCREDIA** **CISQ**

CERTIFICATO N. EMS-7195/S
CERTIFICATE No.

Altre unità operative coperte dal sistema di gestione di:
Other operational units covered by the management system of:

SCAFI SOCIETA' DI NAVIGAZIONE S.P.A.
Organizzazione operante secondo le prescrizioni del sistema di Gestione conforme alla Norma /
Organisation operating in accordance with the prescriptions of the Management System standard

ISO 14001:2015

Unità Operative/Operational units (Ragione sociale-Indirizzo Sito / Registered name - Site address)	Campi di attività specifiche / Specific fields of activities
CARLO DI NOLI S.R.L. PIAZZA P. RENGLIANTI 3 17100 SAVONA (SV) ITALIA	FORNITURA DI SERVIZI DI RIMOCCO PORTUALE, DI ASSISTENZA E SALVATAGGIO IN MARE E DI ANTINCENDIO. PROVIDERS OF HARBOUR TOWAGE SERVICES, ASSISTANCE AT SEA, SALVAGE AND FIRE FIGHTING SERVICES.
JACOVASSO POMOROSI SERVIZI S.R.L. VERDELLA 19 50001 RUEKA (CR) ITALIA	FORNITURA DI SERVIZI DI RIMOCCO PORTUALE, DI ASSISTENZA E SALVATAGGIO IN MARE E DI ANTINCENDIO. SERVIZI DI RIMOCCO ED ASSISTENZA OFF-SHORE. PROVIDERS OF HARBOUR TOWAGE SERVICES, ASSISTANCE AT SEA, SALVAGE AND FIRE FIGHTING SERVICES, OFF-SHORE TOWAGE AND ASSISTANCE SERVICES.
IMMOBILIARITA' RIUNITI SPEZZA S.R.L. VIALE ITALIA 13 19124 LA SPEZIA (SP) ITALIA	FORNITURA DI SERVIZI DI RIMOCCO PORTUALE, DI ASSISTENZA E SALVATAGGIO IN MARE E DI ANTINCENDIO. PROVIDERS OF HARBOUR TOWAGE SERVICES, ASSISTANCE AT SEA, SALVAGE AND FIRE FIGHTING SERVICES.
SUPREEM SARLAW RUE AHMED SARAWAT #9 20200 CASABLANCA MAROCCO	FORNITURA DI SERVIZI DI RIMOCCO PORTUALE, DI ASSISTENZA E SALVATAGGIO IN MARE E DI ANTINCENDIO. DI DISINQUINAMENTO DA DISCARICARE. PROVIDERS OF HARBOUR TOWAGE SERVICES, ASSISTANCE AT SEA, SALVAGE AND FIRE FIGHTING SERVICES, OFF-SHORE TOWAGE AND ASSISTANCE SERVICES.
SCAFI SOCIETA' DI NAVIGAZIONE S.P.A. VIALE ITALIA 13 19124 LA SPEZIA (SP) ITALIA	FORNITURA DI SERVIZI DI STAFF E RICERCA DI NUOVI BUSINESS A FAVORE DELLE SOCIETA' CONTROLLATE E COLLEGATE. PROGETTAZIONE E COORDINAMENTO SISTEMI DI GESTIONE PER LA FORNITURA ED EROGAZIONE DI SERVIZI DI RIMOCCO PORTUALE, SERVIZI DI ASSISTENZA E SALVATAGGIO IN MARE E DI ANTINCENDIO, SERVIZI DI ENRICHIMENTO DA DISCARICARE E SERVIZI DI RIMOCCO ED ASSISTENZA OFF-SHORE. ATTRAVERSO LA GESTIONE AMBITORALE DELLE NAVI DI PROPRIETA' O A NOLEGGIO.

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Jacopo Fariando
Genex & Milan Management
System Certification, Italy

SCAFI SOCIETA' DI NAVIGAZIONE S.p.A.
VIA CORNELI 17 - 35100 Carpi (MO) Italy
CISQ The Italian Federation of Management System Certification Bodies

IAF **ACCREDIA** **CISQ**

CERTIFICATO N. OHS-3325
CERTIFICATE No.

IN CERTIFICA CHE IL SISTEMA DI GESTIONE DELLA SICUREZZA E DELLA SALUTE SUL LUOGO DI LAVORO È
IT IS HEREBY CERTIFIED THAT THE OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM OF

SCAFI SOCIETA' DI NAVIGAZIONE S.P.A.
VIA MELISURGO 4 80135 Napoli (NA) ITALIA
NELLE SEGUENTI UNITA OPERATIVE / IN THE FOLLOWING OPERATIONAL UNITS

VIA MELISURGO 4 80135 Napoli (NA) ITALIA

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È CONFORME ALLA NORMA / IS CONFORME WITH THE STANDARD

ISO 45001:2018
PER I SEGUENTI CAMPI DI ATTIVITA' / FOR THE FOLLOWING FIELDS OF ACTIVITIES

FORNITURA DI SERVIZI DI STAFF E RICERCA DI NUOVI BUSINESS A FAVORE DELLE SOCIETA' CONTROLLATE E COLLEGATE. PROGETTAZIONE E COORDINAMENTO SISTEMI DI GESTIONE PER LA FORNITURA ED EROGAZIONE DI SERVIZI DI RIMOCCO PORTUALE, SERVIZI DI ASSISTENZA E SALVATAGGIO IN MARE E DI ANTINCENDIO, SERVIZI DI ENRICHIMENTO DA DISCARICARE E SERVIZI DI RIMOCCO ED ASSISTENZA OFF-SHORE. LOCAZIONE DEI SERVIZI DI RIMOCCO PORTUALE, DI ASSISTENZA E SALVATAGGIO IN MARE, DI ANTINCENDIO ED ASSISTENZA OFF-SHORE. ATTRAVERSO LA GESTIONE AMBITORALE DELLE NAVI DI PROPRIETA' O A NOLEGGIO.

PROVISION OF STAFF SERVICES AND NEW BUSINESS DEVELOPMENT FOR THE SUBSIDIARY AND RELATED COMPANIES DESIGN AND COORDINATION OF MANAGEMENT SYSTEMS FOR THE PROVISION AND DELIVERY OF HARBOUR TOWAGE SERVICES, ASSISTANCE AT SEA, SALVAGE AND FIRE FIGHTING SERVICES, OFF-SHORE TOWAGE AND ASSISTANCE SERVICES, PROVISION OF HARBOUR TOWAGE SERVICES, ASSISTANCE AND RESCUE AT SEA AND FIRE-FIGHTING AND OFF-SHORE ASSISTANCE THROUGH THE SHIP MANAGEMENT OF THE OWNED AND/OR CHARTERED SHIPS.

La validità del presente certificato è subordinata a verifiche periodiche annuali / The validity of this certificate is subject to annual verification checks. The validity of the certificate is subject to annual verification checks. The validity of the certificate is subject to annual verification checks. The validity of the certificate is subject to annual verification checks.

Prima emissione / First issue: 25.05.2018
Data scadenza / Expiry date: 24.05.2024
Data revisione / Revision date: 19.05.2022

Jacopo Fariando
Genex & Milan Management
System Certification, Italy

SCAFI SOCIETA' DI NAVIGAZIONE S.p.A.
VIA CORNELI 17 - 35100 Carpi (MO) Italy
CISQ The Italian Federation of Management System Certification Bodies

IAF **ACCREDIA** **CISQ**

CERTIFICATO N. OHS-3325
CERTIFICATE No.

Altre unità operative coperte dal sistema di gestione di:
Other operational units covered by the management system of:

SCAFI SOCIETA' DI NAVIGAZIONE S.P.A.
Organizzazione operante secondo le prescrizioni del sistema di Gestione conforme alla Norma /
Organisation operating in accordance with the prescriptions of the Management System standard

ISO 45001:2018

Unità Operative/Operational units (Ragione sociale-Indirizzo Sito / Registered name - Site address)	Campi di attività specifiche / Specific fields of activities
CARLO DI NOLI S.R.L. PIAZZA P. RENGLIANTI 3 17100 SAVONA (SV) ITALIA	FORNITURA DI SERVIZI DI RIMOCCO PORTUALE, DI ASSISTENZA E SALVATAGGIO IN MARE E DI ANTINCENDIO. PROVIDERS OF HARBOUR TOWAGE SERVICES, ASSISTANCE AT SEA, SALVAGE AND FIRE FIGHTING SERVICES.
JACOVASSO POMOROSI SERVIZI S.R.L. VERDELLA 19 50001 RUEKA (CR) ITALIA	FORNITURA DI SERVIZI DI RIMOCCO PORTUALE, DI ASSISTENZA E SALVATAGGIO IN MARE E DI ANTINCENDIO. SERVIZI DI RIMOCCO ED ASSISTENZA OFF-SHORE. PROVIDERS OF HARBOUR TOWAGE SERVICES, ASSISTANCE AT SEA, SALVAGE AND FIRE FIGHTING SERVICES, OFF-SHORE TOWAGE AND ASSISTANCE SERVICES.
IMMOBILIARITA' RIUNITI SPEZZA S.R.L. VIALE ITALIA 13 19124 LA SPEZIA (SP) ITALIA	FORNITURA DI SERVIZI DI RIMOCCO PORTUALE, DI ASSISTENZA E SALVATAGGIO IN MARE E DI ANTINCENDIO. PROVIDERS OF HARBOUR TOWAGE SERVICES, ASSISTANCE AT SEA, SALVAGE AND FIRE FIGHTING SERVICES.
SUPREEM SARLAW RUE AHMED SARAWAT #9 20200 CASABLANCA MAROCCO	FORNITURA DI SERVIZI DI RIMOCCO PORTUALE, DI ASSISTENZA E SALVATAGGIO IN MARE E DI ANTINCENDIO. DI DISINQUINAMENTO DA DISCARICARE. PROVIDERS OF HARBOUR TOWAGE SERVICES, ASSISTANCE AT SEA, SALVAGE AND FIRE FIGHTING SERVICES, OFF-SHORE TOWAGE AND ASSISTANCE SERVICES.
SCAFI SOCIETA' DI NAVIGAZIONE S.P.A. VIALE ITALIA 13 19124 LA SPEZIA (SP) ITALIA	FORNITURA DI SERVIZI DI STAFF E RICERCA DI NUOVI BUSINESS A FAVORE DELLE SOCIETA' CONTROLLATE E COLLEGATE. PROGETTAZIONE E COORDINAMENTO SISTEMI DI GESTIONE PER LA FORNITURA ED EROGAZIONE DI SERVIZI DI RIMOCCO PORTUALE, SERVIZI DI ASSISTENZA E SALVATAGGIO IN MARE E DI ANTINCENDIO, SERVIZI DI ENRICHIMENTO DA DISCARICARE E SERVIZI DI RIMOCCO ED ASSISTENZA OFF-SHORE. ATTRAVERSO LA GESTIONE AMBITORALE DELLE NAVI DI PROPRIETA' O A NOLEGGIO.

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IAF **ACCREDIA** **CISQ**

QUALITY, HEALTH AND SAFETY AND ENVIRONMENT POLICY



SCAFI GROUP POLICY

SCAFI SOCIETÀ DI NAVIGAZIONE SPA is a reality that operates in the shipping industry in Italy and that for several years has consolidated, through control and participation in other companies, a specific experience and know-how in the field of port towage, deep-sea towage, maritime salvage, and port services or maritime transport in general. The Company has always been careful and determined to constantly monitor and improve where possible the quality of the provided services, with a special attention to preserve health and safety at work as well as to limit its impact on the environment.

The Management of SCAFI SOCIETÀ DI NAVIGAZIONE SPA has therefore decided to implement in all the companies it controls, or connected to it, an Integrated Quality, Environmental and Occupational Health and Safety Management System, in accordance with UNI EN ISO 9001:2015, UNI EN ISO 14001:2015 and UNI EN ISO 45001:2018 standards.

The following companies adhere to this system:

- Carmelo Noli Srl;
- Jadranski Pomorski Servis d.d.;
- Rimorchiatori Riuniti Spezzini - Imprese Marittime e Salvataggi Srl;
- Safrem Sarlau;
- Scafi Società di Navigazione Spa.

The system is integrated:

- Vertically: the holding company defines general objectives and strategies for the individual companies committed to pursuing them by adapting them to the local context;
- Horizontally: the management of the quality of the services offered and the environmental and health and safety performance are united in a single organic management tool. Any improvement initiative taken by an individual company in the group can therefore naturally be extended to all the other companies in the group.

This approach allows the group to improve the organization of its business processes, to comply with all requirements, and to enhance the image of the group as a whole and simultaneously of each individual company included in it.

In particular, the Management has set the following strategic objectives that will provide a reference for the overall assessment of the System:

- To comply in all ports in which the individual companies operate with the requirements set by the competent authorities within the framework of Concessions, Regulations and Ordinances related to the towing service;
- To comply with all requirements, both mandatory and non-mandatory, identified within the perimeter of the company's initiatives, possibly adapted to the context in which it operates and to other stakeholders;

SCAFI - Società di Navigazione S.p.A.
 Cap. Soc. 3.000.000.000 - Partita IVA 0300902015 - Codice Fiscale 03009020150 - Tel. N.º. 800 - C.C.I.A.A. N.º. 303779
 Sede Legale: 80133 Napoli, Via Molise, 1 - Tel. +39 081 5505130 - Fax. +39 081 5505134
 Sede Amministrativa: 19126, La Spezia - Viale Italia, 10 - Tel. +39 0187 734902 - Fax +39 0187 70090
 www.scafi.it - info@scafi.it



- To provide services in accordance with the expectations of customers and other stakeholders, collaborating in the growth of the Ports in cooperation with the Authorities, the other technical-nautical services and all customers;
- To protect the environment, to prevent pollution and to control and minimize environmental impacts;
- To control and minimize risks for the health and safety of its employees, contractors and anyone working at the company's premises;
- To minimize the number of occupational injuries and illnesses;
- To continuously improve the System performance;
- To verify the compliance with the NO ALCOHOL, NO DRUGS policy for all the employees through a program of periodic health checks;
- To look for suppliers of products and services that allow us to progressively reduce the environmental impact of our business processes by adopting an *ad hoc* policy;
- To create homogeneous procedures and structures at group level, in order to make the most of the synergies linked to the sharing of experience and professionalism.

All personnel are invited to actively participate in the functioning and continuous improvement of the system, and to report any discrepancy with the above objectives to the email adv@scafi.it.

La Spezia, 24/08/2021

Company name	Managing Director	Signature
Carmelo Noli Srl	Paolo Visco	
Jadranski Pomorski Servis d.d.	Paolo Visco	
Rimorchiatori Riuniti Spezzini - Imprese Marittime e Salvataggi Srl	Paolo Visco	
Safrem Sarlau	Paolo Visco	
Scafi Società di Navigazione Spa	Franco Visco	

CHAPTER 2

BUSINESS MODEL



FIELD OF ACTIVITY

The Scafi Group is a shipping group specialised in towage, maritime salvage and related activities.

BUSINESS MODEL AND MARKET

The group's companies operate, according to current regulations, in a competitive market sector, with some differences between countries. The towage service in Italy is entrusted in an exclusive concession for a period of several years by the Maritime Authority to the winner of a public tender.

In addition, to comply with the mandatory regulations of the towing market, the group has chosen for years to adopt an integrated Quality-Environment-Safety management system that complies with the requirements of the ISO standards.

This precisely to reaffirm its desire to apply a homogeneous management model across the group's various companies and to guarantee a quality of service of the highest standards.

LOCAL EXTERNAL CONTEXT

Each company in the group is embedded in a local and social context with its own characteristics, unique realities of fundamental importance for successful business management.

The concept that the Scafi Group recognizes as an added value is to make the management of the organization a direct expression of the country in which it operates, through local management. The principle that the Scafi Group pursues is to be flexible, and to interpret its international scope while always respecting the context in which it operates, maintaining a clear "local" identity.

The Group's companies are located in territories with a strong maritime vocation. Each of them is attentive to and actively participates in social initiatives organised in the port and city areas of reference. Our commitment is always focused on respecting and bringing the community closer to the service we offer.

For its external communication the Group manages a LinkedIn page for each company, on which articles about initiatives, personnel searches and general communications are published. In all the countries in which the Scafi Group is present integrity represents a significant value.

Through the internal policies of each company, respect for the local external context is ensured also through support to local associations and organisations.

OUR SERVICES

The Scafi Group's commitment is to offer its services according to the highest quality standards.

Safety, reliability and teamwork are core values that characterise our commitment to the ports in which we operate.

Services:

- **Towage,**
- **Assistance and salvage services provided in port areas and terminals**
- **Deep-sea towage services**
- **Fire-fighting assistance service**
- **Oil recovery services ("Rec-Oil")**
- **Charter of tugs, cranes and pontoons**



ASSORIMORCHIATORI



CONFINDUSTRIA



CONFITARMA

Confederazione Italiana Armatori

ASSORIMORCHIATORI

CONFINDUSTRIA

CONFITARMA

EUROPEAN TUGOWNER'S
ASSOCIATION

INTERNATIONAL
SALVAGE UNION

SIGTTO

INTERNATIONAL
PROPELLER CLUB



INTERNATIONAL
SALVAGE UNION



The INTERNATIONAL
PROPELLER CLUBS

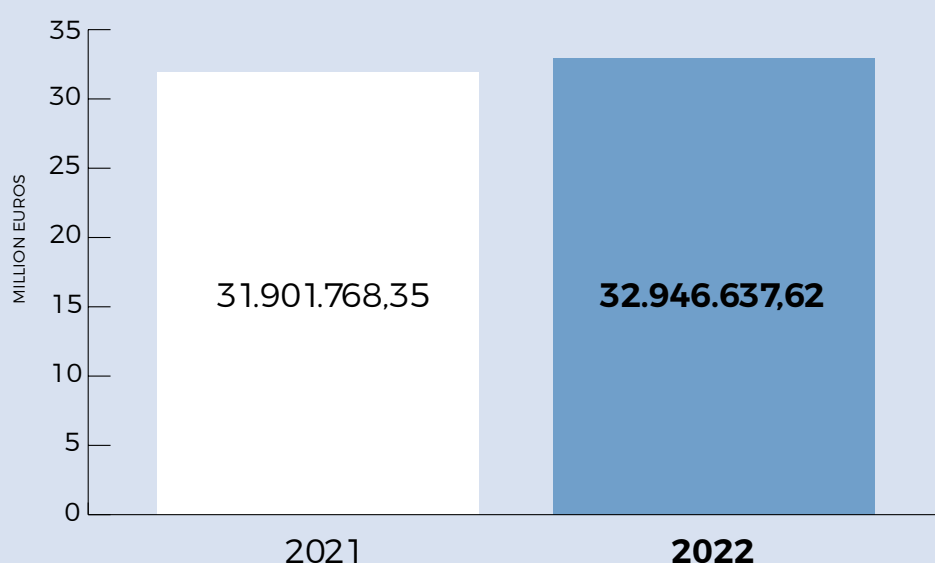
THE ECONOMIC VALUE GENERATED AND DISTRIBUTED

Economic value generated and distributed represents a company's ability to create wealth and distribute it among its stakeholders. This value provides a basic indication of how the Scafi Group has created wealth for its stakeholders, highlighting the economic effects produced by business management on the main categories.

The Scafi Group works to ensure that the wealth generated by its companies is distributed and maintained in every territory in which it operates.

The Group generated an economic value of 32.946.637,62 € (31.901.768,35 € in 2021). In particular, 9.440.918,25 € was distributed to employees, 14.293.460,19 € to suppliers for operating costs. The retained economic value relates to the difference between the economic value generated and distributed, includes the impacts related to the application of IFRS 2 and IFRS 16 and does not include depreciation of tangible and intangible assets, provisions and deferred taxation.

SCAFI GROUP: ECONOMIC VALUE GENERATED 2022 VS. 2021



Euro	SCAFI	RRS	C. NOLI	JPS
ECONOMIC VALUE GENERATED				
INCOME				
2021	2.983.393,00	9.440.619,00	8.525.392,35	10.952.364,00
2022	2.250.604,00	9.489.839,33	8.306.379,29	12.899.158,00
ECONOMIC VALUE DISTRIBUTED				
SUPPLIERS - OPERATING COSTS				
2021	891.878,00	3.333.155,53	3.251.891,90	8.274.480,00
2022	1.008.436,00	2.449.470,46	2.397.091,73	8.438.462,00
EMPLOYEE WAGES AND BENEFITS				
2021	963.484,00	3.163.811,98	2.555.950,58	2.309.711,00
2022	923.981,00	3.193.245,37	2.667.282,88	2.656.409,00
PAYMENTS TO PUBLIC ADMINISTRATIONS (TAXES)				
2021	723.014,00	125.426,12	30.880,03	493.690,00
2022	947.486,00	840.593,76	710.156,24	814.419,00
INVESTMENT IN THE COMMUNITY				
2021	5.000	6.000	3.498	27.282
2022	8.500	4.300	1.520	28.478



CHAPTER 3

THE SCAFI GROUP FOR SUSTAINABILITY



OUR COMMITMENT

The Scafi Group's approach to sustainable development is based on the application of various criteria such as GRI Standards, UN targets and Environmental, Social and Governance (ESG) criteria.

The driving force behind the Group's sustainable development programme is its commitment to the **Sustainable Development Goals (SDGs)**, an integral part of the **United Nations 2030 Agenda** and a reference for building a strategy based on sustainability.

The United Nations signed the 2030 Agenda for Sustainable Development with the governments of its 193 member countries in 2015. This is an action programme for people, planet and prosperity that incorporates 17 Sustainable Development Goals.

We have selected 5 of the 17 UN Goals on which we would like to focus our work, i.e. the macro-areas from which we can start to study, with the help of our internal and external stakeholders, the different activities in terms of economic, social and environmental sustainability to be undertaken.

This is the more detailed list of the 17 Sustainable Development Goals (SDGs) and the 169 targets that substantiate them, approved by the United Nations for the next 15 years:



GOAL 1: OVERCOMING POVERTY

Ending all forms of poverty in the world.



GOAL 2: END HUNGER

End hunger, achieve food security, improve nutrition and promote sustainable agriculture.



GOAL 3: HEALTH AND WELL-BEING

Ensuring health and well-being for all and for all ages.



GOAL 4: QUALITY EDUCATION

Ensuring quality, equitable and inclusive education and promoting lifelong learning opportunities for all.



GOAL 5: GENDER EQUALITY

Achieving gender equality and empowerment (greater strength, self-esteem and awareness) of all women and girls.



GOAL 6: CLEAN WATER AND SANITATION

Ensuring the availability and sustainable management of water and sanitation for all.



GOAL 7: CLEAN AND AFFORDABLE ENERGY

Ensuring access to affordable, reliable, sustainable and modern energy systems for all.



GOAL 8: DECENT WORK AND ECONOMIC GROWTH

Promoting lasting, inclusive and sustainable economic growth, full and productive employment and decent work for all.



GOAL 9: BUSINESS, INNOVATION AND INFRASTRUCTURE

Building a resilient infrastructure and promoting innovation and fair, responsible and sustainable industrialization.



GOAL 10: REDUCING INEQUALITIES

Reducing inequality within and between nations.



GOAL 11: SUSTAINABLE CITIES AND COMMUNITIES

Making cities and human settlements inclusive, safe, durable and sustainable.



GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensuring sustainable patterns of production and consumption.



GOAL 13: FIGHT AGAINST CLIMATE CHANGE

Take urgent measures to combat climate change and its consequences.



GOAL 14: LIFE UNDERWATER

Conservation and sustainable use of the oceans, seas and marine resources for sustainable development.



GOAL 15: LIFE ON EARTH

Protect, restore and promote sustainable use of the earth's ecosystem, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt the loss of biological diversity.



GOAL 16: PEACE, JUSTICE AND STRONG INSTITUTIONS

Promoting peaceful and more inclusive societies for sustainable development; providing access to justice for all and creating efficient, accountable and inclusive bodies at all levels.



GOAL 17: PARTNERSHIP FOR OBJECTIVES

Strengthening the means of implementation and renewing the Global Partnership for Sustainable Development.

Starting this year, the Scafi Group is committed to developing its own sustainable development strategy, which is based on the implementation of four main steps:

1. Defining the commitment to sustainability
2. Stakeholder engagement
3. Materiality analysis
4. Strategy Development

The context analysis and stakeholder engagement activities carried out for the purpose of the materiality analysis allowed the company to focus on the internationally recognised challenges of the United Nations 2030 Agenda and **select five of the 17 Sustainable Development Goals on which the Scafi Group has the greatest impact**, in order to align them with the company's sustainability goals.

In particular, the Group has identified **SDGs 3, 7, 8, 12 and 14** on which the company's commitments are based. These goals guide the daily actions of the Group which, annually, plans its impact objectives, the actions that enable their progressive realisation and the principles for assessing the impact generated.



OUR STAKEHOLDERS

Engagement and discussion with stakeholders (stakeholder engagement) is a central phase of the materiality analysis, in order to integrate their needs and expectations into the decision-making process and seize opportunities arising from instances of change.

The Scafi Group's system of relations with its stakeholders provides for diversified tools and channels of communication for the different categories, based on their level of interdependence and influence on the organisation.



STAKEHOLDER	ENGAGEMENT ACTIVITIES (PROJECTS, INITIATIVES, REPORTS)
SHAREHOLDERS	Shareholders' Meeting - Board of Directors - submission of a questionnaire
BANKS AND INVESTORS	Shareholders' meetings - Investor relations activities - Analysis of investment policies and investment policies and evaluation criteria in the ESG area, relating the indications contained therein to relevant issues for the Scafi Group - Periodic meetings and events - Press releases - Administration of a questionnaire
EMPLOYEES	Constant dialogue with management - Informal and institutional meetings - Specific survey with assessment of relevant issues involving all Group employees (administration of a questionnaire) - Training meetings and events - Company welfare initiatives - Company intranet - Performance appraisal process
TRADE UNIONS - WORKERS' REPRESENTATIVES	Periodic meetings and round tables with trade union representatives - Periodic consultation meetings with Workers' Safety Representatives
SUPPLIERS, BUSINESS PARTNERS AND AGENTS, CONSULTANTS	Survey submitted to major suppliers following a specific communication and engagement activity (administration of a questionnaire) - Definition and sharing of standards - Business meetings and visits to the company and suppliers - Qualification or compliance audits - Communication portals - Evaluation tools and questionnaires
CUSTOMERS	Survey administered to major customers following a specific communication and engagement activity (administration of a questionnaire) - Sales meetings and company visits - Social media - Other dedicated communication channels (customer portals with ratings and score cards) - Performance evaluation tools and questionnaires - Audits and inspections
PUBLIC ADMINISTRATION	National and local public bodies - National and local authorities - Control and regulatory bodies: meetings / sending and exchange of communications for fulfillment or specific requests - Survey administered to the main bodies involved following a specific communication and engagement activity (submission of a questionnaire)
COMMUNITY AND TERRITORY	Meetings with local community representatives - Company visits - Survey administered to the main economic actors in the area following a specific communication and engagement activity (submission of a questionnaire)
MEDIA	Dissemination of press releases - social media - submission of a questionnaire

MATERIALITY ANALYSIS

The reporting of the Sustainability Report, according to the GRI Standards approach, focuses on material issues. Material issues, as defined by the GRI Standards, are those aspects that reflect significant economic, environmental and social impacts of a company and/or substantially influence stakeholder assessments and decisions.

The materiality analysis process consisted of the following steps:

- 1) Stakeholders mapping.
- 2) Stakeholders engagement: submission of questionnaires (one internal addressed to employees and one addressed to external stakeholders) to detect stakeholders' perception of the Group's commitment to sustainability and, in general, stakeholder awareness of the issue.
- 3) Validation of materiality issues and priority level by top management.

To show how aware of how fundamental a role the supply chain plays, the Group has decided, in an initial engagement phase, to communicate its sustainability strategy to stakeholders and requesting an assessment of the importance of material issues.

Through the materiality process, it was possible to identify the 'material' issues that are actually relevant for the Group, which then carried out a specific survey addressed to internal workers and external stakeholders through the administration of a questionnaire.

The material issues identified are fundamental to the drafting of the company's 'sustainable path' and the creation of shared values.

The results led to the construction of the matrix below.



THE MATERIALITY MATRIX

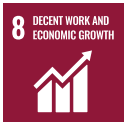
The graphic shows the 'materiality matrix' generated by the Analysis:

RELEVANT THEMES						
SCAFI GROUP	3 GOOD HEALTH AND WELL-BEING 	7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	14 LIFE BELOW WATER 	GENERAL THEMES
EXTERNAL STAKEHOLDERS	PROMOTION OF HEALTHY LIFESTYLE. SPORT EVENTS	ENERGY SAVING. REDUCTION IN DIESEL CONSUMPTION. USE OF RENEWABLE RESOURCES	HEALTH & SAFETY. PROTECTION OF WOMEN ON MATERNITY LEAVE. BETTER BALANCE BETWEEN WORK AND PRIVATE LIFE. REWARDING VIRTUOUS BEHAVIOR	MODERNIZATION OF STRUCTURES, PLANTS AND VEHICLES (MORE ECOLOGICAL). REDUCTION OF WASTE, PLASTIC, PAPER. SEPARATE WASTE COLLECTION. REDUCTION OF WATER CONSUMPTION	SEA PROTECTION. MARINE POLLUTION PREVENTION	INCREASED USE OF TABLETS AND SMARTPHONES. INVOLVEMENT, COMMUNICATION, AWARENESS, SUPPORT AND PARTICIPATION WITH ASSOCIATIONS (E.G. ENVIRONMENTAL PROTECTION)
INTERNAL STAKEHOLDERS	–	ENERGY POLICY	HEALTH AND SAFETY IN THE WORKPLACE AND RISK MANAGEMENT	PREVENTION OF ENVIRONMENTAL IMPACTS AND CLIMATE CHANGE. INNOVATION, TECHNOLOGICAL IMPROVEMENT. SUSTAINABLE INVESTMENTS	MARINE POLLUTION PREVENTION	STAFF TRAINING. ABILITY TO ATTRACT NEW TALENT. CREATING A DYNAMIC ENVIRONMENT

The analysis confirmed the priority levels identified by the Group and on which the corporate outlook and objectives are based. To these are added further specific themes (in any case relevant to the former) relevant above all to internal stakeholders and concerning staff involvement, communication, awareness and participation, support and collaboration with associations, training and career development and participation in charitable initiatives.

In particular, the assessment confirmed the relevance for the company and stakeholders of a safe working environment, ethical business management, policies to prevent environmental impacts (particularly on the sea) and energy saving.

The material topics thus identified are developed in the reporting with increasing level of detail according to relevance and have a close correlation with the commitment to the SDGs, representing the framework in which the corporate commitment to sustainability is developed.

THEME MATERIAL	IMPACTS, MOTIVATIONS AND RELEVANCE OF THE TOPIC	SDGs CONNECTED
Governance	<i>Ethics, integrity and compliance</i>	
	The Scafi Group and its stakeholders consider regulatory compliance and integrity in business management as fundamental to value generation in the short, medium and long term	
Social	<i>Occupational Health and Safety, Training Management and People Development, Territorial Development, Diversity and Equal Opportunities</i>	
	The Scafi Group pursues its business development objectives by paying the utmost attention to workers' health and safety. In order to create safe working environments, it systematically assesses the dangers and risks associated with its activities and those of all those involved and implements consequent measures. This approach is a guarantee of continuity in business relations and reliability also for its partners, customers and suppliers. The acquisition of the necessary professional skills and the growth of people are a fundamental requirement for the achievement of company results. The Scafi Group applies specific management models to implement training processes, also recognised by its stakeholders. The responsibility and the will to carry out tangible actions to promote sustainable development in the reference territory in which it operates is rooted in the Scafi Group's business model. The Scafi Group intends to pursue its objectives in full compliance with the principles of inclusion and non-discrimination. In all the Group's offices, in the production contexts and in all company areas, integration between people coming from different cultures and geographical areas is encouraged and enhanced as an element of mutual growth and enrichment.	
Environment	<i>Effective and efficient energy management and emission reduction, responsible use of resources and waste management, protection of the aquatic environment</i>	
	Efficiency in the consumption of energy and resources, and the consequent reduction of emissions to mitigate the impact of climate change, underpin the Scafi Group's operating model. This commitment is also reflected in purchasing policies, targets set and supply chain assessment systems. In conducting its business processes, the Scafi Group implements upstream and downstream measures aimed at reducing the use of resources (raw materials and waste production) and consequent impacts. In addition to integrating sustainability criteria into the raw material and energy procurement process, the Scafi Group proposes and develops solutions with a positive environmental impact downstream in the value chain in the direction of energy efficiency, reduced consumption of substances, reduced waste generation and reduced marine pollution.	  

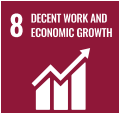
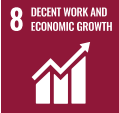
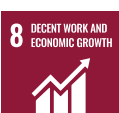
Supply chain	Sustainability and supply chain responsibility
The Scafi Group considers the sharing of the company's strategic priorities with suppliers as fundamental, as a key factor for the affirmation of its business model. To this end, a gradual but constant action of engagement of the supply chain is implemented, promoting the development of its performance in a manner consistent with the Group's mission.	  
Economical	Value generation and distribution
Economic sustainability and financial equilibrium are essential conditions to ensure an adequate distribution of the economic value generated in favour of all stakeholders.	
Services	Quality and safety of the service provided
The services provided by the Scafi Group are carried out taking into account the factors of quality and safety, in the offices, on board the vessels and in any other context. The Scafi Group intends to provide safe and reliable services, capable of achieving full customer satisfaction, guaranteeing its reputation and in full compliance with health and safety and the environment.	    

Table 1 in the Appendix shows, for each material theme, the connection with the indicators (GRI Standards) used for reporting.

To this end, a Plan of Objectives has been identified for the year 2023 that will be subject to periodic monitoring through the measurement of specific KPIs (see the chapter "OUR COMMITMENT 2023").

SUSTAINABLE INVESTMENTS 2022

The Scafi Group is committed to a path of continuous improvement in performance and value creation for stakeholders with a view to sustainability, a prerequisite for meeting the challenges of the future.

Confirming its willingness to integrate the principles that inspire the actions of the United Nations into its business management, the Group adheres to initiatives aimed at spreading a 'culture of sustainability' and pertaining to the protection of the territory, sea and port issues, artistic and landscape heritage, and the promotion of scientific, cultural and educational projects.

In 2022, a total of 27 initiatives had an impact on *environment, social e governance*.



OUR COMMITMENT 2023

ESC	MAIN GOAL	ACTIVITIES	KPI	RELATED SDGs
S	Awareness activities	Create articles about health and wellness in the SCAFI Group newsletter	Create at least 4 newsletters per year which include 1 article related to the topic health and wellness	
S	Promoting workers health	Welfare activities Sustainable Christmas presents 2023 Healthy snacks in the office	Implement all three activities	
S	More work-life balance	Flexible working hours Smart working	Implement all activities	
S	Team building events	Team building events in the nature	Organize at least 2 events	
E	Energy efficiency	Implement awareness tools Replacing bulb lamp with LED technology	Reduce electricity consumption by at least 5-10 %	
E	Reduce fuel consumption	Implement awareness tools	Reduce Kg/h fuel consumption (compared to year 2022)	
S	Scafi Group Academy	Implement awareness tools	Number of people trained and total hours/ over total employees	

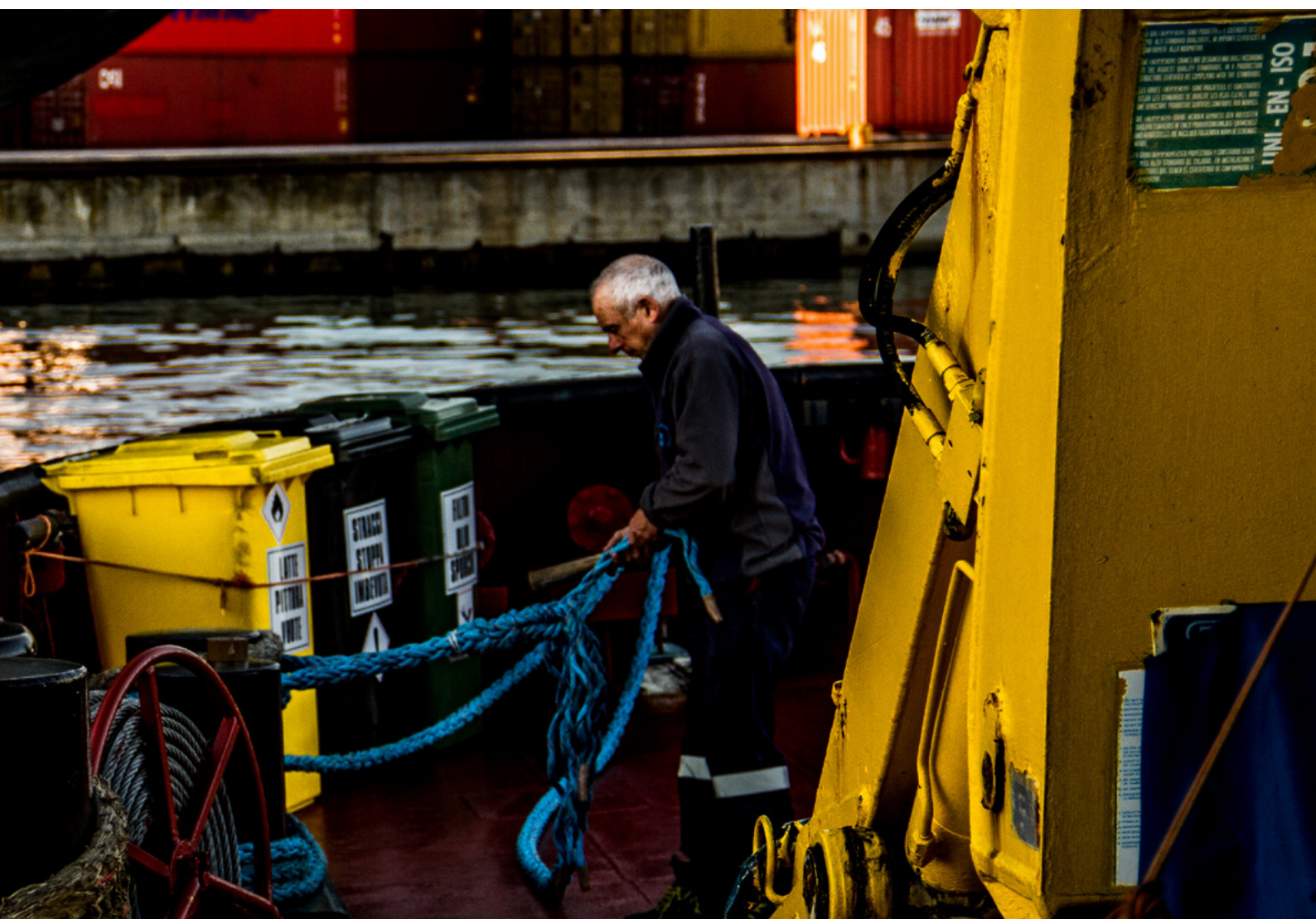
ESG	MAIN GOAL	ACTIVITIES	KPI	RELATED SDGs
E	Reduce printer and paper use	Implement awareness tools	Reduce paper use by 10-15 % per year	
E	Separate waste in the office and onboard	Implement awareness tools	100% of waste separated	
E	Collaborate with the associations committed to environmental protection	Organize annual seminar/event on marine environmental protection	Organize at least one annual seminar/event	



In declining its commitment to the SDGs, the Scafi Group has chosen the path of progressive integration of programmes and actions within its business model, applying criteria based on sustainability in its strategic choices and operations.

The Scafi Group periodically assesses the consistency of its business model with respect to the SDGs, analysing its specific targets in the light of its strategy, values and the characteristics of its products and processes. This analysis makes it possible to identify concrete projects and actions in terms of sustainability.

Commitment to the SDGs, and in particular those considered priorities, does not stop at a level of principle but is translated into concrete actions and projects that are defined, monitored and evaluated annually in relation to effectiveness and use of resources. These initiatives invest all areas of corporate life and produce impacts at the level of processes, products, applications, management systems, technologies and facilities. Actions are developed in a medium to long-term framework but are targeted annually with clear and measurable objectives.



CHAPTER 4

ENVIRONMENT



ENVIRONMENT

The desire and commitment to combine economic growth with environmental sustainability is an integral part of the strategies of all Group companies. The Integrated Quality, Health and Safety and Environmental Policy expresses the commitment to environmental protection, pollution prevention, and the control and minimisation of environmental impacts.

The Scafi Group has implemented an Environmental Management System according to the ISO 14001:2015 standard, applied to all Group sites and integrated with the Quality and Safety Management Systems. The Management System fosters a process of continuous improvement of environmental performance, based on the annual definition of objectives on key indicators consistent with strategic targets and a programme of actions aimed at achieving them, with a clear allocation of resources, responsibilities and timeframes.

This is complemented by systematic monitoring activities through advanced data collection systems and analytical dashboards in order to assess trends and implement timely corrective actions in case of deviations from targets. The QHSE and Sustainability functions also organise periodic audits at all Group sites to verify compliance with applicable mandatory requirements, the correct application of reference procedures and, ultimately, the effectiveness of the system.

During the financial year 2021, the Company was not involved in any episodes of environmental damage, nor was it sanctioned for any environmental offences.

In 2020, Carmelo Noli and RRS entered into a sustainable development S-Loan financing contract. It stipulates that the company will commit to introducing a Green Procurement Policy from 2020 onward that includes purchasing transportation and energy supplies. It also requires the introduction of training programmes for all workers on sustainability issues, aimed at promoting good sustainability practices in the workplace and in private life.

In 2021, more than 50 hours of training were provided to workers on these topics, and in 2022 the training on environmental and social sustainability issues was continued.

CLIMATE CHANGE: ENERGY AND EMISSIONS

GOVERNANCE

The Scafi Group's overall governance system is described in Chapter 3 (Governance - Corporate Governance) to which reference is made. Responsibility for the implementation of climate change strategies, policies and actions lies with the QSHE function, whose role includes interacting and liaising with other internal functions on sustainability initiatives, as well as reporting periodically on their progress to the Management. SCAFI's QSHE (environmental management) function provides assistance and advice to all group companies on environmental issues (waste management, legal compliance). The reference policy is represented by the Quality, Health and Safety and Environmental Policy and the main operational management tool is the Integrated Management System, which uses tools and methodologies necessary to translate strategy into operation.

STRATEGIES

Ongoing climate change has the potential to generate significant impacts in the sectors in which the Group operates. In general terms, these impacts, also influenced by regulatory changes, may affect, for example, the technological evolution of vessels.

At the same time, the energy transition process represents an opportunity for the Scafi Group to strengthen its competitive position within the shipping industry. These opportunities are related to the ability to respond to current trends, such as:

- a) reduction of energy consumption;
- b) reduction in the withdrawal of natural resources;
- c) progressive shift from the use of vehicles powered by fossil fuels to vehicles powered (also in hybrid form) by electricity;
- d) development of technologies for generating energy from renewable sources.

The main lines along which the Group has decided to focus in order to oppose to the climate change are:

- a) energy efficiency measures: among the possible actions that will be assessed are the switch to LED or OLED lighting in the office and at the edge, the installation of inverters to improve the use of electricity from the ground and the adoption of software to improve energy/environmental efficiency through a maintenance plan (PMS type);
- b) reduction of greenhouse gas emissions by limiting the use of air condi-

tioning;

- c) technological innovation solutions with positive effects in terms of consumption and use of natural resources
- d) promotion of travel by renewable energy vehicles (preferring the use of trains over cars, preferring the use of electric cars, providing bicycles for short journeys (e.g. office-to-bank)
- e) Purchasing rechargeable electronic devices and limiting the use of disposable batteries.

The objective is to set medium to long term emission reduction targets, consistent with the commitment to SDGs No. 7.

The Group's current climate change reporting system is summarized below:

a) Energy consumption: electricity and fuel consumption - GRI 302-1 (Energy);

b) Emissions - GRI 305 (Emissions).

ENERGY CONSUMPTION (GRI 302-1 ENERGY)

Energy consumption is attributable to the use of fuel for the vehicles and the use of electricity (docks and offices).

Below is a summary of the specific HSE indicators for energy consumption for the year 2022:

Office electricity consumption KWh Periodic consumption reported on bills	66.000
Consumption toe electricity office Total Kwh consumed * 0.25/1000	16,5
Pier electricity consumption KWh Periodic consumption reported on bills	550.000
Consumption toe electricity pier Total Kwh consumed * 0.25/1000	137,5
Toe pier consumption Total Kg consumed * 1.017/1000	2.323,8

In line with the previous chapters, the Scafi Group is committed to a continuous improvement of energy efficiency levels in its processes.

Energy performance is constantly monitored against defined targets with data collected at the individual company level and subsequently aggregated to support decision-making.

EMISSIONS (GRI 305 – EMISSIONS)

According to the GHG Protocol, an organization's emissions fall into three areas:

Scope 1: direct emissions from sources owned or controlled by the organization (direct emissions GHG - GRI 305 Emissions)

This includes 'direct' emissions, related to the company's own or controlled activities: in technical terms, these are the emissions generated by activities within the company's 'organizational boundaries', in its core business.

These are, for example, the emissions associated with the use of fossil fuels to power company vehicles or to fuel boilers for space heating or production: however, the leakage of refrigerant gases (also greenhouse gases) used in cooling systems, or process emissions,...etc. are also part of Scope 1

For Group companies, these are therefore **CO₂ emissions from fuel consumption, heating, cooling.**

Scope 2 – indirect emissions caused by electricity and heat purchased and consumed by the organization (indirect emissions GHG- GRI 305 Emissions)

These are indirect emissions due to the production of electricity, steam or heat (e.g. district heating) produced by third parties and in places other than those of use, but nevertheless the responsibility of the company as end user.

For Group companies, these are therefore the **CO₂ emissions from electricity consumption.**

Scope 3: other indirect emissions from sources neither owned nor controlled by the organisation.

For Group companies, these are therefore CO₂ emissions from the purchase of raw materials, waste production and disposal, use of vehicles for business trips (excluding company fleet).

The Scafi Group pays particular attention to greenhouse gas emissions generated by its business processes, either directly (GHG Scope 1) or indirectly (GHG Scope 2, GHG Scope 3).

In order to prevent and reduce the generation of emissions, the Group is committed to favouring the consumption of energy from renewable sources and to improving plant efficiency.

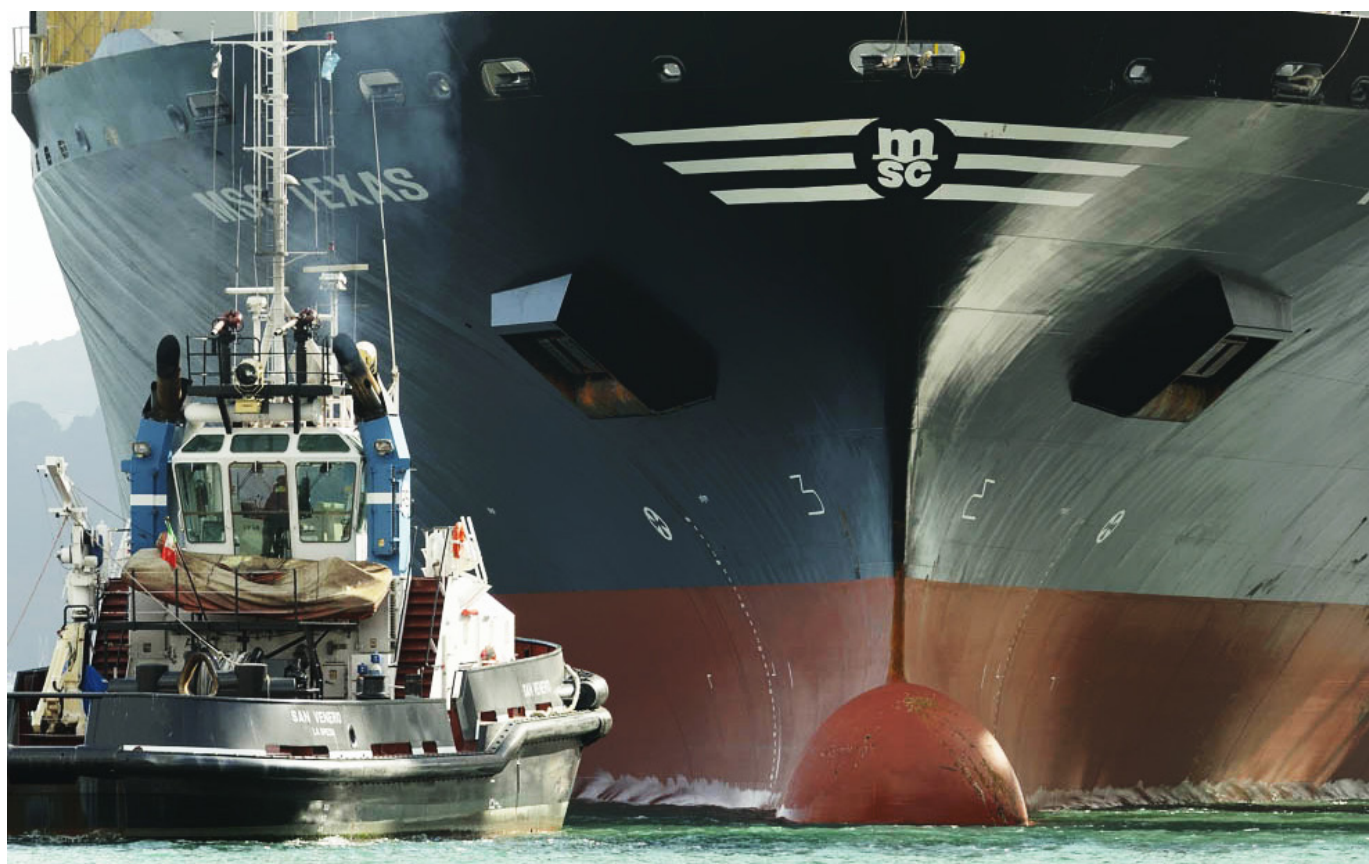
Below is a summary of the specific HSE indicators for emissions for the year 2022:

Emission Teq CO₂ Bunker Total Kg consumed * 3.16/1000	7.220,6
Emission Teq CO₂ Electricity Pier Total Kwh consumed * 0,531/1000	292,05
Emission Teq CO₂ Electricity Office Total Kwh consumed * 0,531/1000	35,046

EXTENSION OF THE MONITORING PERIMETER (SCOPE 3)

Starting from 2023, the Group will complete the monitoring of Scope 1 parameters with the reporting of indicators on emissions from fuels (vehicles), heating (natural gas) and refrigerant gases (air conditioning systems). In addition, the scope of monitoring Scope 3 emissions will be extended to determine which activities contribute significantly to indirect emissions (e.g. travels, work transfers and waste management) and calculate their impact.

The aim will be to identify possible areas of intervention to reduce the Group's carbon footprint.



THE MANAGEMENT OF WATER RESOURCES

At the offices of the Group companies, the water is used for civil purposes and comes from the municipal aqueduct, both for the offices (supply of services, the kitchen, and the heating system) and for the tugs and quay operational areas (supply of services and kitchen). All sites monitor the trend of the water supply index on a monthly basis.

Below is a summary of the specific HSE indicators for water consumption for the year 2022:

WATER CONSUMPTION OFFICE (mc) Periodic consumption reported in bills	758
WATER CONSUMPTION PIER (mc) Periodic consumption reported in bills	2.000

With regard to water discharges, almost all of the discharges are destined for the sewers to which the sites are connected.

Only a small part of the wastewater is destined for surface water bodies.

The tugs use a wastewater treatment system (grey water and black water on board) that complies with the regulations applicable on board.



WASTE PRODUCTION AND MANAGEMENT

The Scafi Group manages the waste generated by its operations with a targeted approach:

- a) full compliance with the national or community regulatory framework;
- b) the reduction of the quantities generated, with a particular focus on hazardous waste;
- c) the increase in recycling percentage.

Management is supported by a monitoring system implemented for all sites, which makes it possible to verify progress and evaluate the areas of intervention with the greatest impact in terms of environmental and economic impact.

Waste transport and final treatment are carried out in compliance with the national directives of each site in which the Group operates, through authorized disposal service providers in accordance with local legislation. Periodically, both centrally and at the site, the Group monitors the validity status of the relative authorizations.

Below is a summary of the waste produced in 2022 divided into the "hazardous" and "non-hazardous" categories and in consideration of the final destination ("recycling" or "disposal"), according to the wording provided by the relevant EU legislation:

TYPE OF WASTE (Kg)	2021		2022	
	disposal	recycling	disposal	recycling
Hazardous	20.800	17.850	9.010	3.460
TOTAL HAZARDOUS	38.650		12.470	
Non hazardous	-	8.360	-	5.685
TOTAL NON HAZARDOUS	8.360		5.685	
TOTAL WASTE PRODUCED	47.010		18.155	

There are no particular anomalies, accidents, or non-conformities to report on waste management.

The analysis of the destination and treatment of the waste generated at the group's sites shows that 50,37% of the waste produced was managed in 2022 through recycling operations, while the remaining 49,63% has been disposed.





CHAPTER 5

SOCIAL



THE HUMAN CAPITAL

The Scafi Group adopts a style of people management based on the valorization of experience, where each collaborator is a proactive actor who puts himself on the line with energy, cultivates self-entrepreneurship and responsibility for his own activities, transforming ideas into concrete actions.

The Group promotes the development of people both through training that transforms into competence and through the fair recognition of results, individual and team merits, which transform into personal and professional growth.

In applying these principles, the Group undertakes to guarantee respect for the rights of its collaborators, promoting an open and inclusive work environment in which people can best express their abilities, tackling professional challenges with enthusiasm in order to achieve corporate objectives.

The Group pursues the objective of guaranteeing **well-being, collaboration, equal opportunities, and the best balance between private and working life**, through open management, whenever possible, of all requests for part-time work by employees, access to work flexibility systems in the event of maternity/paternity leave.

The Group also undertakes to promote a **corporate** environment by creating a **culture** capable of attracting and enhancing the best talent by developing people's skills and the ability to work together, with the aim of contributing to individual and organizational growth. And by offering opportunities that match with personal and professional needs of each one.

The Scafi Group guarantees the **physical and moral integrity** of its employees and collaborators, working conditions that respect individual dignity and **safe and healthy workplaces**. In the management of relations involving hierarchical relationships, the Group ensures that authority is exercised **fairly and correctly**, avoiding any abuse and implementing procedures aimed at preventing behavior harmful to the dignity and autonomy of people in order to safeguard their value in work organization choices.

DIVERSITY, INCLUSION, EQUAL OPPORTUNITIES, AND HUMAN RIGHTS

The Scafi Group, at all levels, undertakes to respect freedom and human rights in its daily activities and to be a proactive agent of change in order to contribute to overcoming any form of direct and indirect discrimination and non-tolerance, based on gender, age, sexual orientation, disability, nationality, political opinion, and religions.

In accordance with the Group's commitment to sustainable development declared in its missions and policies, the approach to people management based on inclusion and openness.

In all offices, integration between people from different cultures and geographical areas is encouraged and valued as an element of mutual growth and enrichment, through the creation of multiple perspectives and a work environment open to the expression of one's ideas and contributions.

In line with its value of **Honesty and Transparency**, the Group undertakes to guarantee correctness and fairness in professional relationships, ensuring that for all aspects of the employment relationship, such as hiring, training, remuneration, promotions, transfers, and the termination of the relationship itself, employees are treated fairly in order to enhance their ability to meet the requirements of the job.

Furthermore, the Group, committed to fight any form of violation of **human rights**, recognizing the importance of **repressing any form of labour exploitation and modern slavery**, does not employ any form of forced labour, compulsory labour, or child labour and requires its own suppliers to adhere to the same principles.

For this reason, the Scafi Group, through the Board of directors, guarantees the protection of the identity of whistle-blowers who report events that do not comply with company regulations, thus protecting people against any form of discrimination, direct or indirect, or retaliation connected to any complaints made

No cases and/or episodes of discrimination have occurred in Group companies in recent years.

The Scafi Group, faithful to the principle of guaranteeing **equal opportunities** for all people, adopts remuneration policies that are based on the principle of fairness and wage balance, promoting an open constructive dialogue also with all the workers.

Globally, achieving gender equality and the empowerment of all women and girls is one of the 17 Sustainable Development Goals that states have committed to achieving by 2030.

To this end, the Group plans to include among the relevant topics for the year 2023 also the UN objective n. 5 "Gender equality" for which it identified the specific objective of recruiting at least one female seafarer among its crew, further increasing the number in the future.



THE STRATEGIC ROLE OF TRAINING

For the Scafi Group, the training of its people is considered a value and a factor of competitiveness, playing a strategic role within the organization. The compulsory training courses are integrated with those for professional growth, involving all phases of the employee's working life and accentuating the development of transversal skills.

The training strategy of the Scafi Group stems from a process of **defining the needs** of the entire company staff and takes the form of various **training plans**, shared with the Management.

In fact, starting from joining the Company, each employee is included in a training program that touches on different topics and training categories:

- a) Safety & compliance** - Upon hiring, all employees receive adequate training on safety issues in the workplace and the environment and on the organizational procedures that the Company adopts and constantly adapts to current regulations, in compliance with the mandatory legislation applicable at national level;
- b) Job-specific training** - for each person who joins the company, a training project based on an on-the-job training concept is designed.

Below is a summary of the training activities carried out in the Group in 2022:

TRAINING 2022	tot
No. of internal activities	20
No. of external activities	40
No. of activities in total	60
Total hours seamen	220
Total hours administr. + str. Oper	1.700
Total hours	1.920

The data relating to the training commitment show a considerable effort and attention to training by the Group.

Significant data demonstrate the Group's interest in the topics of training, personal development, technical skills, and professionalism.

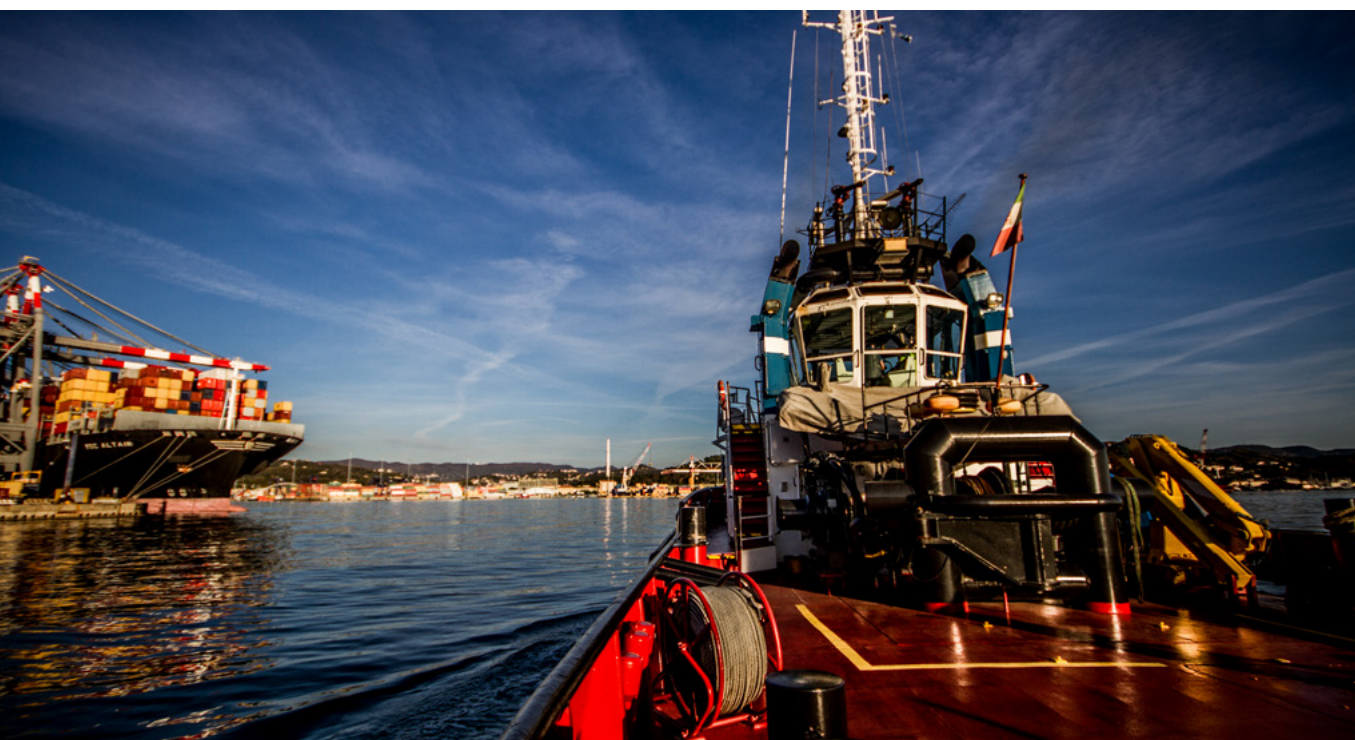
TRAINING PLANS

The training plans are designed to respond to the natural process of acquiring individual skills, including both theory and practice e.g. courses for updating or learning professional skills, new technologies, methods, and in general whatever is necessary to adjust the level of preparation for the evolution of one's work activity, and the dimension of being: the personal qualities of people, indispensable for directing one's professional skills towards the achievement of the expected strategic corporate objectives.

The training plan, complete with objectives, methods of implementation, contents, participants, and all other information regarding any external funding sources and type of teaching, is drawn up after:

- 1) the definition of the knowledge and skills necessary to fulfil the role given within the organization;
- 2) a careful mapping of the training needs of the staff;
- 3) an analysis of compulsory training needed by law.

The effectiveness of the training is measured through a final learning test and a satisfaction questionnaire, any corrective action is defined in the event that the participants have not reached the expected level or in case of negative feedback of the course.



HEALTH AND SAFETY AT WORK

HEALTH AND SAFETY POLICY ON THE WORKPLACE

The sustainable development strategy of the Scafi Group and the achievement of the related objectives are based on its people; therefore, the protection of their health and the safety of the workplace are essential factors in carrying out any activity.

The Scafi Group has therefore decided to address worker health and safety issues with a systematic approach and by implementing a **Health and Safety Management System** compliant with the **ISO 45001:2018** standard, aimed at preventing accidents and occupational diseases and based on risk management in decision-making processes.

The management system, certified by RINA, is extended to all Group offices and involves all workers who work for the Group.

The rationale behind this management model is the identification and prioritization of risks as a driver for planning and executing actions. Risk assessment does not only concern the dangers arising from specific work activities but also extends to the characteristics of the context and its evolution over time, such as changes in the regulatory framework or environmental factors.

The effectiveness of the actions is constantly monitored through the analysis of performance indicators and periodic audits carried out both by the production staff and by the central body, in order to detect any deviations and implement timely corrective actions.

The following are some performance indicators on safety relating to 2022:

NUMBER OF ACCIDENTS	
No. of accidents seamen	13
No. of near miss seamen	25
No. of accidents shore structure (Operations and Technical Department)	1
No. of near miss shore structure	2
No. of accidents administr.	1
No. near miss administr.	1

INJURY INDEX	
No. of injury seamen	5
Days of injury seamen	41
No. of injury shore structure	1
Days of injury shore structure	54
No. of injury administr.	0
Days of injury administr.	0
Index freq seamen	24,96
Index grav seamen	0,19
Index freq shore structure	57,87
Index grav shore structure	3,125
Index freq administr.	0
Index grav administr.	0
ACCIDENTS MANAGEMENT	
Time between opening and closing of incidents	16
Time between opening and closing of near miss	45
ON BOARD SAFETY INSPECTIONS	
No. of inspections	23
Remark in inspections	57
Remark per inspection	2,5
Average remark closing time	82,6
OFFICE SAFETY INSPECTIONS	
No. of inspections	15
Remark in inspections	6
Remark per inspection	0,4
Average remark closing time	68,1
SAFETY MEETING	
Safety meeting held	12

In the event of an accident, analysis procedures based on a structured problem-solving methodology are systematically activated, aimed at removing the root cause preventing the event to not repeat itself.

Likewise, the possibility of extending the identified corrective solution to other areas or production sites is also assessed. The same approach also applies to

near misses, i.e. situations in which the negative event occurred without however producing any effect (accident or accident).

The high safety standards with which the employees operate are also applied to all those who access the Group's premises for various reasons.

THE INJURIES

Overall, during 2022, no deaths or injuries with serious consequences were recorded. The total number of recordable injuries was 6 events among workers, compared to almost 400,000 total hours of work.

PROFESSIONAL DISEASES

During 2022, no cases of professional diseases involving employees or other workers were recorded on the basis of the information received to date.

In agreement with national laws, health surveillance is activated in each group company based on the main health risks identified in the risk assessment and entrusted to an occupational doctor accredited to carry out this activity.

The substantial alignment of health risks between the various group companies makes it possible to implement very similar sanitary protocols between the various companies, always with a view to promoting best practices within the group.



THE DEVELOPMENT OF THE COMMUNITY

In line with the United Nations Sustainable Development Goals for 2030, the Scafi Group's commitment concerns the planet, but also the local community. In fact, for the Group, the context in which the Company operates and the communities that is part of it are resources to be preserved, to grow, and enhance, in terms of economic, social, and cultural development. For this reason, a series of support and partnership programs and activities are undertaken in the artistic and landscape fields, to support innovation, education, environmental sustainability, and the creation of value for ourselves and for future generations.

Scafi is careful to and actively participates in social initiatives organized in ports and cities, both of an international and international nature.

Rimorchiatori Riuniti Spezzini has a strong bond with the local area also due to the fact that for years the tugboats were moored on Molo Italia, a public promenade area, constituting a "typical" element of the city fabric. Furthermore, the company annually organizes days in which, with respect to the safety rules, citizens of all ages can access the tugboats, thus bringing the community closer to our work and our reality. The proximity to the territory is also expressed through the collaboration and implementation of initiatives in collaboration with technical institutes and schools in the area.

Carmelo Noli is equally rooted in the territory in which it operates, also considering that it was founded in 1919 and has been part of the history of the city of Savona for over 100 years. As with the other companies in the Scafi Group, Carmelo Noli also organizes visits on board and participates in local initiatives, as well as collaborating with technical institutes in the area.

Jadranski Pomorski Servis annually organizes and supports related activities and events that have an impact on its local community. The company also boasts a solid partnership with the local maritime university to introduce young students to the work of port towage and related activities.

INNOVATION AND SUSTAINABILITY OF SERVICES: VALUE FOR CLIENTS

Through continuous research into new applicable technologies and innovation processes, the Scafi Group responds and combines multiple needs based on the growing demands from the market: developing services with ever higher performance in terms of quality, improving safety levels and reliability, constantly reducing its environmental impact.

Main action undertaken are:

- 1) Constant updating of training:** training courses on mandatory and voluntary legislation, on management systems, and for increasing technical skills
- 2) Optimization of corporate information systems**
- 3) Participation in HSE initiatives**
- 4) Energy efficiency measures:** transition to LED lighting, the installation of inverters to improve the use of electricity from the ground and the adoption of software to improve energy/environmental efficiency through a maintenance plan.
- 5) Continuous monitoring of energy consumption:** monitoring through indicators related to fuel and electricity consumption (TOE (Tons of oil equivalent) CO₂ emissions, TEQ CO₂)
- 6) Waste management:** careful and timely management of both storage, and book keeping
- 7) Monitoring of accidents and injuries:** accident rates are always very low for all group companies
- 8) Search for solutions with a lower impact on the environment and on the health and safety of users:** through the search for eco-friendly solutions, means, and alternatives;

During the phases of the services performed, the Scafi Group guarantees compliance with all mandatory national and international standards applicable in the various reference markets, and with contractual requirements, also involving the supply chain.

The Scafi Group constantly verifies the performance and quality levels of the services with respect to the pre-established targets, by monitoring specific performance indicators and process audits inside and outside its sites.

Customer satisfaction is monitored by consulting the portals and any type of communication received, in order to promptly manage any deviations or signs of performance deviation. Any non-conformities detected internally or reported by customers are taken care of, prioritized through criteria based

on the assessment of potential impacts, and tackled with problem-solving methodologies aimed at definitively eliminating the causes of the problem and extending the solutions also to other potentially affected products.

These methodologies and procedures are an integral part of the **Quality Management System**, developed according to the **ISO 9001:2015 standard**, extended globally, and certified by accredited bodies.





CHAPTER 6

GOVERNANCE



RESPONSIBLE BUSINESS MANAGEMENT

THE PRINCIPLES OF ORGANISATIONAL MODEL

The Scafi Group places the culture of integrity, ethical conduct, corporate responsibility, and compliance at the heart of business management.

Anti-corruption policy - The anti-corruption policy, applicable to all Group offices and companies, was developed in compliance with the principles of the anti-corruption laws of all the countries in which the Scafi Group carries out its business and operates.

Whistleblowing - As required by the indications of the European Directive 2019/1937 on whistleblowing, the information flows for the management of reports forwarded to the SB are regulated and the factors that may hinder or discourage recourse to reporting are removed.

Training interventions are periodically carried out, also using digital platforms, to promote the dissemination and implementation of the Policy, together with the awareness of the strategic value of data and the impact of behaviours.

INTEGRATED MANAGEMENT SYSTEM

Over the years SCAFI has progressively built an integrated management system, which defines a common guideline for all group companies.

The main features of this organizational model are:

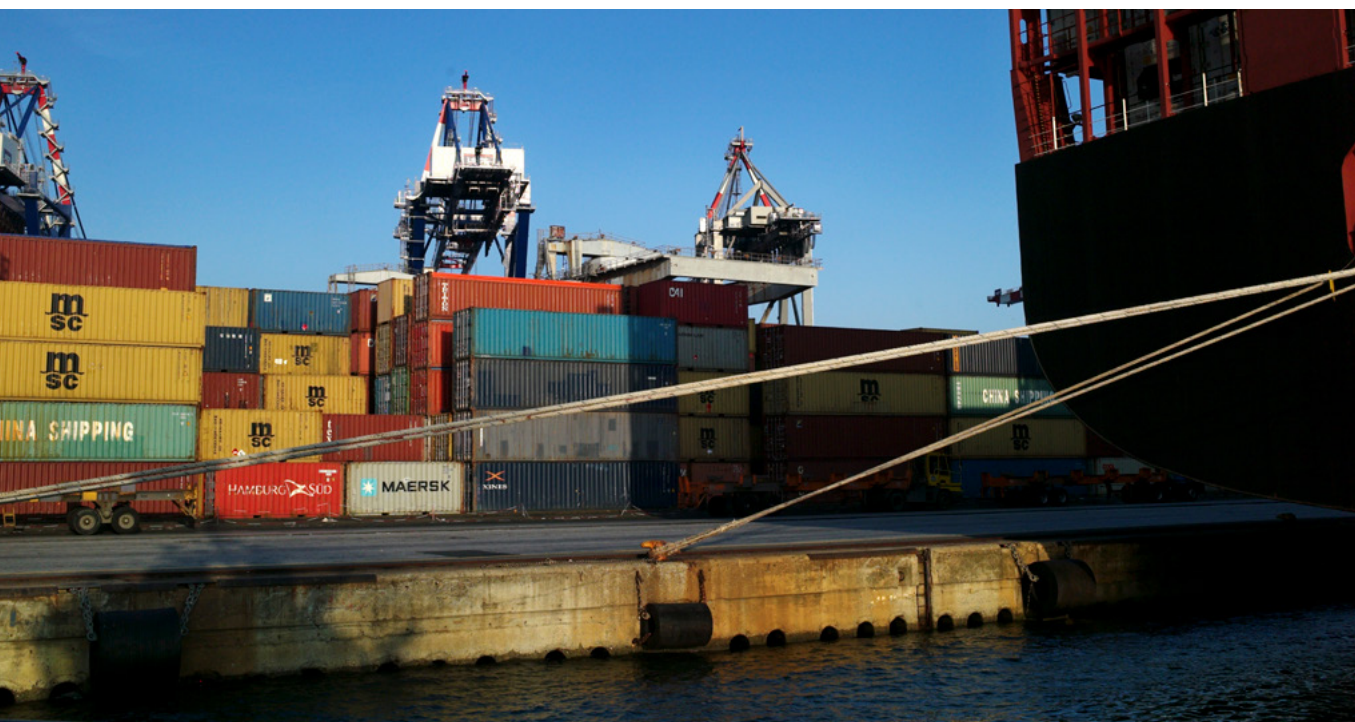
- a) Identification of the activities and processes of the holding company and the individual operating companies;
- b) Disseminating best practices by adopting one standardised organizational chart applicable to all the operating companies of the group, with duties as homogeneous as possible between the various companies;
- c) Identification of "group" managerial figures, who manage the processes in charge of the holding company and who act as "staff consultants" for the operating companies, to better exploit group synergies and guarantee unified management;
- d) Identification of a control and reporting system to be applied to all companies, for "non-centralized" processes;
- e) Local vocation: each individual company, depending on its specific context, may have changed with respect to the "standard" guidelines, provided they are duly motivated and harmonized in the system;
- f) International focus: identification of the various types of documents, of the language in use for each company of the group. Initially, the documents

produced and managed by the holding company will be in Italian and English (e.g.: manual, context, and process analysis), while the documents that require local interaction will be in the communication language used in the various companies (Italian for Italian companies, English/Croatian for JPS, French/Arabic for SAFIREM and greek for Venicos-Scafi); documents of an operational nature will only be produced in the local language.

The procedures, operational tools, methodologies, and actions for the management of Quality, Health and Safety, and the Environment merge into the Integrated Management System, placing risk management and the rationalization and simplification of processes at the basis of its model.

In 2018, the process of integrating privacy and cybersecurity management was launched. In particular, by evolving the previous privacy governance model, built to respond to EU Regulation 2016/679 known as GDPR, and the consequent Legislative Decree 101/2018, the Group has harmonized the procedures governing the protection of personal data in the management model common to the other areas of compliance.

The Group is committed to further increasing the effectiveness of its management system, implementing actions aimed at improving the results. With regard to performance, the QSHE and Sustainability function not only identify the most suitable indicators on the basis of the company processes and the organizational model but, annually, on the basis of the results obtained in the previous year and the overall strategies, they define the specific quantitative targets to be reached. Therefore, each Company defines an improvement plan which includes objectives, resources, and responsibilities, the progress of which is monitored in detail during the year.



RISK MANAGEMENT

According to chapter 6.1 of ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, the organisation must undertake an assessment of the threats and opportunities for improvement that apply to the business processes, in order to determine which risks (or which potential benefits) may jeopardise (or facilitate) the achievement of the objectives defined in the corporate policy, i.e. the effective functioning of the integrated management system. This analysis is therefore closely linked to the mapping of the system's processes.

Accordingly, the Group draws up and periodically updates a 'general' risk analysis for the group (most recently in rev. 4 of 07.06.22), while a 'specific' analysis is then produced for the individual operations.

PROCEDURE FOR THE IDENTIFICATION AND ASSESSMENT OF RISKS AND OPPORTUNITIES

As part of the QSHE Management System, a risk management analysis is periodically conducted in relation to the type of activities carried out and the factors of the internal and external context, such as elements that can influence the Group's ESG performance, the maintenance of regulatory compliance on the subject and the achievement of the related improvement objectives.

The last assessment carried out in the year 2022 established the risks and opportunities associated with the main contextual factors:

- a) **Purchases** (e.g. supply not compliant with requirements, a discrepancy between order and invoice, etc...)
- b) **Operational management** (e.g. failure to include vessels in the plan, unavailability of the personnel necessary to perform the planned services, maneuvering accidents, etc...)
- c) **Technical management** (e.g. expired certificates, lack of planning, maneuvering accidents, etc...)
- d) **Land infrastructure management** (e.g. expired certificates, data loss, external attacks, loss of connectivity, etc...)
- e) **Administration management** (e.g. errors in issuing invoices, delays in collections, errors in registering invoices, delays in paying suppliers, etc...)
- f) **Staff Management** (e.g. lack of clarity in defining responsibilities, personnel unprepared or inadequate for a certain role, potential conflicts of interest between functional roles and security roles, outdated training courses, discontented/demotivated personnel, conflicts with RSA, etc...)
- g) **Management QSHE** (e.g. failure or ineffective execution of the review, failure

to disseminate the Policy, failure to identify improvement objectives, Planning inconsistent with system risks, failure to implement the audit results, failure to manage non-conformities, failure to verify legislative compliance, incorrect assessment of risks and opportunities, personnel unprepared for emergency management, failure to report dangerous situations, PPE inconsistent with DVRs, expired or worn PPE, etc...)

- h) Management** (e.g. unavailability of the service, unsuitable tugs for the service, errors in the tender procedure, failure to acknowledge the complaint in the company, failure to manage non-conformities, loss of data, unauthorized disclosure of information, errors in the financial economic assessment, attacks from outside, theft of personal data, incorrect assessment or failure to update the risk assessment, etc...)

for all of these, appropriate mitigation and control measures have consequently been identified within the Management System.



COMPLIANCE WITH THE RULES

The Scafi Group considers the culture of integrity and compliance a fundamental factor for solid and lasting success. In the belief that compliance is not just an obligation to be met, but an opportunity to create sustainable value, compliance management has been fully integrated into the culture of the organization and into the behaviours and conduct of the people who work for it.

The result of this approach is the creation of an effective corporate compliance management system that allows you to proactively manage the obligations and deadlines related to mandatory and contractual requirements, applicable regulations, and organizational standards. In this way, it is possible to reduce the risks of sanctions and business continuity, as well as to demonstrate compliance, and therefore good governance and transparency, to all stakeholders.

COMPLIANCE CONTROL SYSTEM

The Scafi Group has developed management tools to analyse compliance obligations by anticipating critical issues, monitoring the execution of obligations and evaluating performance.

To make the commitment to compliance obligations effective, it uses a management system for the fulfilment required by all applicable laws and regulations regarding the environment and safety in the workplace, with particular reference to the provisions contained in Italy, in Legislative Decree 152/2006 (Environmental Law) and Legislative Decree 81/2008 (Occupational Safety Law) and in Croatia, in the provisions of the Environmental Protection Act (Official Gazette 80/13, 153/13, 78/15, 12/18, 118/18) and in the Occupational Health and Safety Act (Official Gazette 71/14, 118/14, 154/14, 94/18, 96/18). This tool also allows us to monitor the news and updates of the applicable regulatory framework and incorporate them into the system. The group also makes use of qualified sources and updates newsletters on other compliance issues (privacy, 231, Safety, Environment).

The results of performance monitoring and compliance verification are analyzed during the Management Review and addressed for all offices and for all company processes in the respective areas of compliance (quality, environment, health and safety, privacy, 231 offenses).

COMPLIANCE WITH ENVIRONMENTAL OBLIGATIONS

In the reporting period, no events occurred that gave rise to sanctions and/or disputes for non-compliance with environmental laws, regulations, rulebooks. Similarly, at the date of this report, there are no environmental disputes.

COMPLIANCE WITH LAWS AND REGULATIONS IN THE SOCIAL AND ECONOMIC AREA

In the reporting period, there were no significant cases of violations of laws and/or regulations relating to provisions of an economic and social nature which led to significant fines or non-monetary sanctions.

HUMAN RIGHTS

Respect for human rights in the conduct of business, in all areas in which the Group operates, is a central element of the system of principles of conduct and values adopted by the Group.

The Scafi Group guarantees the physical and moral integrity of its collaborators, working conditions that respect individual dignity and safe and healthy workplaces. Therefore, requests or threats aimed at inducing people to act against the law or to adopt behaviours harmful to the beliefs and moral and personal preferences of each are not tolerated. Furthermore, no form of forced labour, compulsory labour or child labour is permitted, recognizing the primary importance of the protection of minors and the repression of any form of labour exploitation.

No cases and/or incidents of human rights violations have occurred in Group companies.

RESPECT FOR COMPETITION

During the reporting periods, there was no episode and/or opening of proceedings or legal actions against the Group relating to violation of free competition, monopolistic practices, antitrust.

HEALTH AND SAFETY AT WORK

During the reporting period, no episode and/or opening of a proceeding or legal action occurred against any of the Group companies regarding the impacts on health and safety in the workplace. There are no other proceedings in this regard.

CUSTOMER PRIVACY

As of the draft date of this document, there have been no substantiated complaints regarding violations of customer privacy and loss of customer data.

NON-COMPLIANCE

During 2022, there were n. 62 NC out of which n. 10 NC-A opened by Internal Audit; all of them are closed, except for 2 whose corrective actions have been scheduled for the first months of 2023.

TAX TRANSPARENCY

THE TAX APPROACH OF THE SCAFI GROUP

The Group operates through companies based in Italy, Croatia, and Morocco. As a multinational group, Scafi contributes to the economies of the various countries in which it operates.

The economic contribution in the various countries where the Group is present is also expressed at a tax level and is broken down into various types of taxes, which can be grouped into the following categories:

- a) income tax, the tax on corporate profits;
- b) property taxes, levies on property, sale or rental of immovable property;
- c) taxes on employment, including taxes collected and paid to the tax authorities on behalf of employees;
- d) indirect taxes collected on turnover and production and consumption of goods and services, such as VAT, customs duties, etc.;
- e) local taxes.

The Scafi Group undertakes to act in all its entities with honesty and integrity in all tax matters and with a transparent and sustainable long-term tax approach. The Group is committed to complying with the legislation in all jurisdictions in which it operates, working closely with the tax authorities, tax advisers, and auditors to ensure the payment of the taxes owed.

It should be noted that the Scafi Group is not currently subject to the discipline of the so-called country-by-country reporting referred to in Article 1, paragraphs 145 and 146, of the law of 28 December 2015, n. 208 and Directive 2016/881/EU of the Council of 25 May 2016 amending Directive 2011/16/EU, as well as the related implementing provisions.

TAX PLANNING

The Scafi Group guarantees that the Group's taxation complies with tax regulations with an approach consistent with international accounting standards. No tax planning strategies are pursued and no artificial schemes without economic substance are used to achieve tax savings. Domestic or cross-border behaviors and operations that result in purely artificial constructions, which do not reflect economic reality and from which it is reasonable to expect undue tax advantages, are not implemented.

Intercompany relationships are regulated, for tax purposes, on the basis of the arm's length principle, as defined within the OECD (Model Tax Convention

and Transfer Pricing Guidelines), pursuing the aim of aligning, as correctly as possible, the conditions and transfer prices with the places of value creation within the Group.

TAX MANAGEMENT AND RELATIONS WITH THE AUTHORITIES

Reasonable and well-founded tax interpretations and choices are made in determining the tax treatment of a particular transaction or activity. In light of the size and complexity of the Group's business, risks may arise in relation to the interpretation of local tax laws. These risks are identified and analyzed internally and with the support of tax advisors.

The Scafi Group guarantees transparency and correctness in relations with the tax authorities, aiming to build and maintain open and constructive relations with all the competent tax authorities and to resolve any dispute in a collaborative spirit. In cases of particular uncertainty about the tax treatment applicable to relevant issues, tools are used to know in advance the position of the competent tax authority.



INVESTMENT

FINANCIAL AND INSURANCE SYSTEM

The Board of Directors of the various companies, in the context of corporate management, determines any financing needs, but historically at the group level, it has been chosen to make little recourse to financial leverage, preferring self-financing where possible.

From an insurance point of view, however, activity in the maritime sector provides that each unit of the fleet is covered both from the point of view of damage to third parties (P&I insurance) and from the point of view of damage suffered by the fleet ("Hull and Machinery"). In any case, here too the company has no decision-making levers, but limits itself to following the provisions of current legislation, preferably by choosing a strategic supplier who follows the entire fleet of the group.

RESEARCH AND DEVELOPMENT

We are always attentive to technological developments and innovations that can enable us to improve the safety of our tugboats, the crews that operate them, and also to adopt more efficient means that help promote the use of alternative and greener energy sources. We constantly participate in trade fairs and stay updated through specific meetings with all the major players and suppliers in the industry, in order to understand, if possible, anticipate the opportunities that arise thanks to the rapid technological development.

Tugboats, by their nature, are vessels that have a long lifespan, even beyond 20 years, so choices need to be carefully considered. In Italy, the characteristics of the vehicles to be used are determined by the Maritime Authority. In our case, the possibility of replacing concession tugboats with units equipped with propulsion systems resulting in lower emissions may be considered, especially in support of ecological transition and the reduction of emissions in the port environment. This replacement can also be favored even in derogation from the procedures related to the replacement of tugboats with traditional fuels.

In the other countries where we operate, we also engage the relevant authorities to consider and assess the introduction of vehicles with increasingly updated technical and structural characteristics. In our field, for example, in Croatia, over the last 5 years, we have introduced at least 5 ASD (azimuth stern drive) tugboats equipped with two azimuth thrusters capable of generating omnidirectional propulsive force in a 360° range. These vehicles, considered the most technologically advanced, have all replaced tugboats with traditional propulsion systems that are less safe, slower in supporting maneuvers, and less efficient.

We have a strong partnership approach with Damen, the leading Dutch company in tugboat construction, always at the forefront of the technologies they use. We have built over 20 tugboats in collaboration with Damen, including the first ASD tugboat used in Italy. Simultaneously, considering that the Turkish shipbuilding industry (Sanmar, Medmarine, Bogazici, to name a few shipyards from which we have purchased tugboats) has also become a market leader in recent years, we encourage our partners to identify increasingly innovative and environmentally friendly solutions. While it may be considered a future possibility, even our company may one day equip itself with electric or at least hybrid tugboats in some ports.

In addition to the development of tugboats, we are attentive to and promote the introduction of new computer systems that help us predict issues with our vehicles. For instance, we have been testing new cables, such as those made from Dyneema, a synthetic fiber that has replaced the more traditional steel cables.

APPENDIX



GRI STANDARDS INDEXES

GRI STANDARDS	DISCLOSURE	Cap.
GRI 102: General Disclosures 2016	102-1 Name of the organization	1
GRI 102: General Disclosures 2016	102-2 Activities, brands, products, and services	1-2
GRI 102: General Disclosures 2016	102-3 Location of headquarters	1
GRI 102: General Disclosures 2016	102-4 Location of operations	1
GRI 102: General Disclosures 2016	102-5 Ownership and legal form	1
GRI 102: General Disclosures 2016	102-6 Markets served	1-2
GRI 102: General Disclosures 2016	102-7 Scale of the organization	1
GRI 102: General Disclosures 2016	102-8 Information on employees and other workers	1
GRI 102: General Disclosures 2016	102-13 Membership of associations	1
GRI 102: General Disclosures 2016	102-14 Statement from senior decision-maker	Letter to Stakeholders
GRI 102: General Disclosures 2016	102-15 Key impacts, risks, and opportunities	6
GRI 102: General Disclosures 2016	102-16 Values, principles, standards, and norms of behavior	3
GRI 102: General Disclosures 2016	102-18 Governance structure	1-6
GRI 102: General Disclosures 2016	102-23 Chair of the highest governance body	1
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GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	3
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	6
GRI 302: Energy 2016	302-1 Energy consumption within the organization	4
GRI 302: Energy 2016	302-3 Energy intensity	4

GRI STANDARDS	DISCLOSURE	Cap.
GRI 303: Water and Effluents 2018	303-5 Water consumption	4
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GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	4
GRI 305: Emissions 2016	305-4 GHG emissions intensity	4
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GRI 306: Waste 2020	306-3 Waste generated	4
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	1
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	1
GRI 401: Employment 2016		
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	5
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	5
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	1
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	1
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	1
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	5
GRI 413: Local Communities 2016	413-2 Operations with local community engagement, impact assessments, and development programs	3
GRI 417: Marketing and Labeling 2016	417-3 Incidents of non-compliance concerning marketing communications	6
GRI 203: Indirect Economic Impact 2016	203-1 Infrastructure investments and services supported	3 - 6
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	6
GRI 419: Socioeconomic Compliance 2016	419-1 Social non-compliance with relevant and economic laws and regulations	6

GLOSSARY

ACCIDENTS AT WORK OR OCCUPATIONAL DISEASES

Negative health impacts from exposure to workplace hazards.

ACCOUNTABILITY

An organisation is 'accountable' if it periodically reports and transparently communicates to stakeholders what has been done in the course of its activities. The resulting transparency, sharing and ability to deliver enables all stakeholders to establish the reputation the company deserves and consequently decide whether to trust it in the future.

BASIC SALARY

Minimum fixed amount paid to an employee for performing his or her assigned duties excluding any additional remuneration such as overtime pay or bonuses.

BENEFIT

Direct benefit provided in the form of a financial contribution, health care paid for by the organisation or reimbursement of expenses incurred by the employee.

Note: Severance pay above the legal minimum, unemployment benefit, additional benefit in the event of an accident, survivor's pension and entitlement to additional paid leave may all be considered benefits.

CARBON DIOXIDE (CO₂) EQUIVALENT

A measure used to compare emissions of various types of greenhouse gases (GHG) according to their Global Warming Potential (GWP).

Note: The CO₂ equivalent of a gas is determined by multiplying the tonnes of the gas by the related GWP.

CORPORATE GOVERNANCE

Set of rules at all levels (laws, regulations, etc.) governing the management of the company itself. Corporate governance also includes the relations between the various stakeholders and the objectives of the company. The main stakeholders are the shareholders, the management and the board of directors. The term corporate governance is often used to highlight the characteristics of the structure and functioning of a company's governing and supervisory bodies, their interrelationships and their relationship with the representative bodies of shareholders and management structure.

(Source: Transparency of information and management fairness: contents and context conditions, in AA.VV., Scritti di economia aziendale in memoria di Raffaele D'Oriano, Tomo I, Cedam, Padova)

CORRUPTION

Abuse of power for private or personal gain, which may be instigated by individuals or organisations.

Note: In the GRI Standards, bribery includes practices such as abuse of office, bribery, fraud, extortion, collusion and money laundering. It also includes the offer or receipt of any gift, loan, commission, reward or other benefit to or from any person as an inducement to engage in any unlawful or illegal action or breach of trust in the conduct of company business. This may include goods in cash or in kind such as free goods, gifts and holidays, or special personal favours provided for the purpose of improper advantage or to exert moral pressure to receive such advantage.

DIRECT EMISSIONS OF GHG (SCOPE 1)

GHG emissions from sources owned or controlled by an organisation.

Note 1: A GHG source is any physical unit or process that releases greenhouse gases into the atmosphere.

Note 2: Direct GHG emissions (Scope 1) may include CO₂ emissions from fuel consumption.

DISCRIMINATION

Act and consequences of unfair treatment of an individual through the imposition of unequal burdens or denial of benefits, contrary to the treatment of each individual impartially on the basis of individual merit.

Note: Discrimination may also include harassment, defined as a series of unwanted or reasonably known unwelcome comments or actions towards the person to whom they are directed.

EMPLOYEE

A person who enters into an employment relationship with an organisation, according to national legislation or its implementation.

EMPLOYEE TURNOVER

Employees who leave the organization voluntarily or as a result of dismissal, retirement or death during service.

ENERGY EFFICIENCY

As part of the energy management policies initiated in recent years and underway for the coming years, aimed at pursuing actions to rationalise, contain and optimise energy consumption, Snam has further strengthened its activities aimed at energy savings and the use of renewable energy.

GREEN HOUSE GASES (GHG)

Gas that contributes to the greenhouse effect by absorbing infrared radiation.

- Eliminate the hazard/risk
 - Replace the hazard/risk with less hazardous processes, activities, materials or equipment
 - Control the hazard/risk at the source, through the use of technical control solutions or organizational measures
 - Minimize the hazard/risk through the design of safe systems of work, including administrative control measures
 - Where residual hazards/risks cannot be controlled through collective measures, provide appropriate personal protective equipment including suitable clothing-at no cost-and take measures to ensure its use and maintenance.
-

GRI (GLOBAL REPORTING INITIATIVE)

Independent international association whose mission is the development and global dissemination of Sustainability Reporting Guidelines, the latest version of which is called "Sustainability Reporting Guidelines" version 3.0. These guidelines report the principles and indicators that organizations can use to measure and publish data about their economic, social and environmental performance.

IMPACT

In the GRI Standards, unless otherwise specified, "impact" refers to the effect an organization has on the economy, the environment, and/or society, which in turn may indicate its contribution (positive or negative) to sustainable development.

Note 1: In the GRI Standards, the term "impact" can refer to positive, negative, actual, potential, direct, indirect, short-term, long-term, intentional or unintentional consequences.

Note 2: Impacts on the economy, environment, and/or society can also be related to consequences for the organization itself. For example, an impact on the economy, environment, and/or society may lead to consequences for the organization's business model, reputation, or ability to achieve its goals.

INDICATORS

An indicator is a quantitative or qualitative variable that simply detects and describes "phenomena" even complex and difficult to represent. This measurement activity is used to define strategic objectives to implement a Sustainability plan; it allows monitoring the efforts made to achieve the objectives; finally, it allows evaluating the results obtained and comparing them over time. Indicators can be simple indicators and compound indicators (resulting from the combination of two or more simple indicators).

INDIRECT GHG EMISSIONS FROM ENERGY CONSUMPTION (SCOPE 2)

GHG emissions resulting from the generation of purchased or acquired electricity, heating, cooling and steam consumed by an organisation.

INDIRECT GHG EMISSIONS FROM ENERGY CONSUMPTION (SCOPE 3)

Indirect GHG emissions from sources neither owned nor controlled by the organisation.

INFRASTRUCTURES

Series of facilities built primarily to provide a service or good for public use, rather than for a commercial purpose, and from which an organization does not aim to gain any direct economic benefit.

MATERIAL THEME

Theme that reflects the organization's significant economic, environmental, and social impact or that profoundly influences stakeholder assessments and decisions.

Note 1: For more information on how to identify a material theme, see the Principles for Defining Report Content in GRI 101: Reporting Principles.

Note 2: To prepare a report in accordance with the GRI Standards, an organization is required to provide information on its material themes.

Note 3: Material themes may include, but are not limited to, themes covered by the GRI Standards in the 200, 300 and 400 series.

MINOR (JUVENILE)

Person under the age of 15 or who has not yet completed compulsory education, whichever is greater.

Note 1: There may be exceptions in some countries where economies and educational infrastructure are not sufficiently developed and a minimum age of 14 is considered. Such countries are specified by the ILO (International Labor Organization) in response to a special request from the country in question and after consultation with organizations representing employers and employees.

Note 2: ILO Minimum Age Convention C-138, 1973 refers to both child labor and young workers.

MISSION

The mission (mission) of an enterprise, or more generally of any organization, is its ultimate purpose, the very justification for its existence, and at the same time what distinguishes it from all others. The mission establishes fundamental aims and purposes that the enterprise intends to pursue and the consequences it intends to generate through its activities; it is the *raison d'être* of the activities undertaken by the organization.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Set of interrelated or interacting elements useful in defining an occupational health and safety policy and objectives and how to achieve those objectives.

Note: This definition is based on the International Labour Organization (ILO) document, Guidelines on Occupational Health and Safety Management Systems, ILO-OSH 2001 of 2001.

REDUCTION OF ENERGY CONSUMPTION

Amount of energy no longer used or needed to carry out the same processes or activities.

Note: Reduction in energy consumption does not include general reduction in energy consumption related to reduction in production capacity or outsourcing of business activities.

REDUCTION OF GREENHOUSE GAS EMISSIONS (GHG)

Containment of GHG emissions or increased removal or accumulation of GHG from the atmosphere based on baseline emissions.

Note: Primary effects will lead to GHG emission reductions as well as some secondary effects. Total GHG reductions from an initiative are quantified as the sum of the associated primary effects and any significant secondary effects (which may result in offsetting reductions or increases in GHG emissions).

REPORTING PERIOD

Specific time frame covered by the information being reported.

Note: Unless otherwise indicated, the GRI Standards require information pertaining to the reporting period selected by the organization.

RETRIBUTION

Base salary plus additional amounts paid to an employee.

Note: Examples of additional amounts paid to an employee may include those based on years of service, bonuses such as cash and equity securities such as stocks and shares, benefits, overtime, time owed, and any additional allowance (allowance) such as travel expenses, room and board, and childcare.

SCOPE (SCOPE) OF GHG EMISSIONS

Classification of operational boundaries where GHG emissions take place.

Note 1: Scope classifies whether GHG emissions are produced by one organization or whether they are produced by other related organizations, such as electricity suppliers or logistics companies.

Note 2: There are three Scope classifications: Scope 1, Scope 2, and Scope 3.

Note 3: The Scope classification is derived from the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) document, "GHG Protocol Corporate Accounting and Reporting Standard," revised edition, 2004.

SECTOR

Subdivision of an economy, society or sphere of activity, defined on the basis of certain common characteristics.

Note: Sector types may include classifications such as public or private sector and specific categories such as education, technology or financial sector.

SENIOR MANAGER

Senior management member of an organization that includes a CEO (chief executive officer) and individuals who report directly to the CEO or highest governing body.

Note: Each organization defines from among those involved in corporate management who the senior managers are.

SERVICE

Action by an organization to satisfy a demand or need.

STAKEHOLDER

Entity or individual who can reasonably be expected to be significantly affected by the organization's activities, products, and services or whose actions can reasonably be expected to affect the organization's ability to successfully implement its strategies and achieve its objectives.

Note 1: Stakeholders include collective or individual bodies whose rights, according to law or international conventions, provide them with the ability to present legitimate claims to the organization.

Note 2: Stakeholders may include people directly involved with the organization (such as employees and shareholders), and people who have different relationships with the organization (such as other collaborators other than employees, suppliers, vulnerable groups, local communities, NGOs or other civil society organizations, as examples).

STAKEHOLDER ENGAGEMENT

The overall process through which the company's stakeholders are identified, analyzed, consulted. Effective and strategically aligned stakeholder engagement can:

- lead to more equitable and sustainable social development by giving those who have the right to be heard the opportunity to be involved in decision-making processes;
- enable better risk management and enhance reputation;
- take into account the totality of resources (knowledge, people, economic and technological availability) to solve problems and achieve goals that cannot be pursued by individual organizations;
- enable in-depth understanding of the environment in which the enterprise operates, including market developments and identification of new strategic opportunities;
- enable enterprises to learn from stakeholders, achieving results in products and process improvements;
- inform, educate, and influence stakeholders and the external environment to improve their decision-making processes and actions that impact the enterprise and society;
- building trust between an enterprise and its stakeholders.

(Fonte: Il Manuale dello Stakeholder Engagement - VOLUME 2: IL MANUALE PER IL PROFESSIONISTA DELLO STAKEHOLDER ENGAGEMENT -AccountAbility, United Nations Environment Programme, Stakeholder Research Associates - Ottobre 2005)

SUPPLIER

Organization or person who provides a product or service used in the organization's supply chain.

Note 1: A supplier is also characterized by a genuine direct or indirect business relationship with the organization.

Note 2: Examples of suppliers may include but are not limited to:

- *Affiliates or licensees: persons or organizations that obtain a license or concession from the organization. Concessions and licenses enable specific business activities such as the production and sale of a product.*
- *Contractors: persons or organizations that work on-site or off-site on behalf of an organization. A contractor may directly employ its own workers or engage sub-contractors or outside contractors.*
- *Outside contractors: persons or organizations that work for an organization, contractor, or sub-contractor.*
- *Consultants: persons or organizations that provide expert advice and services on a legally recognized business and professional basis. Consultants are legally recognized as self-employed or as employees of another organization.*

SUPPLY CHAIN

Set of activities or entities that provide products or services to an organisation. Local community, people or groups of people who live and/or work in an area that is affected economically, socially or environmentally (positively or negatively) by an organisation's activities.

Note: The local community may include people who live close to the organisation's headquarters, and people who live far from it but are nevertheless affected by its activities.

SUSTAINABILITY REPORT

It is inspired by the Triple Bottom Line approach and therefore takes into account economic sustainability (ability to generate income, profit and employment), social sustainability (ability to ensure fairly distributed welfare and growth and ability to respect human and workers' rights) and environmental sustainability (ability to safeguard natural resources and the ecosystem's ability to absorb and tolerate impacts)

(Source: CSR-SC Project, Ministry of Welfare)

SUSTAINABILITY REPORTING

Sustainability reporting as promoted by the GRI Standards is a corporate practice of publicly reporting its economic, environmental and/or social impacts and thus its contributions - positive or negative - towards the goal of sustainable development.

SUSTAINABLE DEVELOPMENT/SUSTAINABILITY

Development that is able to meet the needs of the present generation without compromising the ability of future generations to meet their own needs.

Note 1: Sustainable development includes three dimensions: economic, environmental and social.

Note 2: Sustainable development refers to broader environmental and social interests, rather than the interests of specific organizations.

Note 3: In the GRI Standards, the terms "sustainability" and "sustainable development" are used interchangeably.

THEME

Economic, environmental or social theme.

Note 1: In the GRI Standards, themes are grouped according to the three dimensions of sustainable development: economic, environmental and social dimensions.

Note 2: To prepare a report in accordance with the GRI Standards, an organization will need to provide information on its material themes.

VALUE CHAIN

The value chain of an organisation comprises the activities that convert inputs into outputs by adding value. It includes entities with which the organisation has a direct or indirect business relationship (a) to which they provide products or services that contribute to the organisation's products and services, or (b) receive products or services from the organisation.

Note 1: This definition is based on the United Nations (UN) document, The Corporate Responsibility to Respect Human Rights: An Interpretive Guide of 2012.

Note 2: The value chain covers the full range of upstream and downstream activities of an organisation, encompassing the entire life cycle of a product or service, from its conception to its end use.

WATER CONSUMPTION

Sum of all water that has been withdrawn and incorporated into products, used in crops or generated as waste, evaporated, transpired or consumed by humans or livestock, or which has been polluted to the point of becoming unusable by other users and which is therefore not re-emitted into surface water, groundwater, seawater, or supplied to third parties during the reporting period.

Note 1: Water consumption includes water that has been stored during the reporting period for use or disposal in a subsequent reporting period.

Note 2: This definition is based on CDP's document, CDP Water Security Reporting Guidance of 2018.

WATER DISCHARGES

Wastewater, treated or untreated, that is discharged.

Note: This definition is taken from AWS (Alliance for Water Stewardship), AWS International Water Stewardship Standard, Version 1.0, 2014.

WORKER

Person who performs work.

Note 1: The term "workers" includes, but is not limited to, employees.

Note 2: Other examples of workers may include interns, interns, freelancers, and people who work for organizations other than the organization, such as suppliers.

Note 3: In the context of the GRI Standards, in some cases it is specified whether a specific subset of workers should be used.



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DESIGN AND LAYOUT

ADW srl, Vado Ligure (SV)

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