ENVIRONMENTAL POLICY

Purpose

D-Marin is committed to conducting its business responsibly and sustainably, minimizing environmental impacts and contributing to the protection of marine and coastal ecosystems. This Policy sets out the principles by which environmental matters are managed across all company operations and provides a framework for establishing environmental objectives. It supports the protection of the environment, pollution prevention, climate action, resource efficiency, biodiversity protection, fulfilment of compliance obligations, and continual improvement of environmental performance.

Scope

This Policy applies to all D-Marin Group companies, sites, and activities, and to all employees, contractors, suppliers, subsidiaries, partners, and third parties working on behalf of the company across its global operations. Environmental aspects associated with activities, products and services that D-Marin can control or influence are managed considering a life cycle perspective, where relevant.

Commitments & Targets

- Protect the environment, including prevention of pollution, sustainable use of resources, climate change mitigation and adaptation, and protection of biodiversity and ecosystems, as relevant to D-Marin activities and environmental context.
- Fulfil applicable compliance obligations, including legal, regulatory and other environmental requirements to which D-Marin subscribes, with local legal requirements prevailing where stricter.
- Continually improve the Environmental Management System and environmental performance, including through monitoring, measurement, evaluation and appropriate improvement actions.
- Expand renewable energy use across marinas and deliver year-on-year improvements in energy efficiency.
- Assess and progressively reduce Scope 3 greenhouse gas emissions, with focus on supply-chain and customer-related impacts.
    - **TARGET:** Achieve a 42% reduction in greenhouse gas emissions (Scope 1 & 2) by 2030, against a 2021 baseline, in alignment with the target established under the Science Based Targets initiative (SBTi).
- Reduce waste generation, increase recycling and waste diversion, and promote initiatives for waste removal from the sea and marina areas.
    - **TARGET:** Achieve a Group-wide waste diversion rate (non-hazardous) of at least 35% by 2030 (Baseline year 2025), supported by improved waste measurement and segregation.
- Optimize freshwater use and implement water-saving technologies to protect local resources.
- Safeguard marine and coastal ecosystems through pollution prevention and enhancement of biodiversity conservation initiatives.
- Manage, store, handle, and dispose of chemicals and other potentially hazardous materials responsibly, with measures to prevent releases to the marine and coastal environment.
- Maintain readily available oil-emergency preparedness and spill-response equipment at all D-Marin marinas, appropriate to their operations, to support prompt containment and response in the event of an oil spill.

  - **TARGET:** Ensure at least 90% of marina employees complete chemical and oil spill prevention and response training by the end of 2028 (Baseline year: 2025).
- Integrate environmental and social responsibility criteria into supplier selection and contracts, and encourage suppliers and contractors to adopt environmentally responsible practices supporting D-Marin's sustainability goals.
- Monitor and measure environmental performance and progress against established targets to support continual improvement.
- Raise awareness and actively engage employees, customers, suppliers, contractors, and other interested parties in support of D-Marin's environmental commitments.

Roles & Responsibilities

- The Group Head of Sustainability and H&S is the Policy Owner and is responsible for maintaining this Policy, ensuring it remains current, compliant with applicable legal and regulatory requirements, and aligned with D-Marin's Environmental Management System and sustainability approach. The Policy Owner is also responsible for coordinating periodic reviews and recommending updates for approval by top management.
- Top management has ultimate accountability for environmental performance and leadership, ensures this Policy is compatible with D-Marin strategic direction, and ensures adequate resources are provided to effectively implement and maintain the Environmental Management System and this Policy.
- Regional Directors and Managers are responsible for implementing this Policy within their areas, ensuring applicable environmental controls, procedures, monitoring, training, and operational practices are effectively applied.
- Employees are responsible for following applicable environmental procedures, using resources responsibly, preventing pollution, correctly segregating waste, and promptly reporting environmental incidents, spills, or unsafe environmental conditions.
- Contractors and suppliers are required to comply with applicable environmental regulations, site rules, contractual environmental requirements, and relevant D-Marin procedures.

Communication & Review

This Policy is communicated to all employees and is made available to relevant interested parties. Employees and relevant stakeholders are encouraged to support its implementation and continual improvement. Environmental performance and progress against defined targets are monitored and reviewed through D-Marin's sustainability and environmental management governance processes. This Policy shall be reviewed at least every two years or following significant legal, operational, organizational, environmental, or contextual change.

Document History

Version	Date	Changes	Approved by
1.0	January 2022	Original document	BOD
1.1	September 2025	Across the document – Environmental Commitments and Targets were enhanced based on current environmental strategy and initiatives	BOD
1.2	September 2026	Environmental commitments and targets updated, including waste diversion, biodiversity, materials & chemicals, and oil spill preparedness.	COO / CFCO

Approval

POLICY OWNER	Group Head of Sustainability and H&S
APPROVED BY	Group Chief Operations Officer (COO) - Andrea de Santis
APPROVED BY	Group Chief Finance and Compliance Officer (CFCO) - Corinne Reynaud