danaos
SHIPPING CO LTD

ESG Working Team (ESGWT)

	ESGWT Structure	Areas of interest	Company Rank	Responsibilities	BOD & Management: Business, Operational, Climate Related and Emerging Risks	BOD & Management: Climate change opportunities	BOD & Management: Scenarios Analysis	BOD & Management: ESG Goals Setting	ESG principles: ESG-Environmental & Energy	ESG principles: ESG-Social	ESG principles: ESG-Governance	ESG principles: Final ESG report's preparation	Reporting mechanisms: CDP-reporting	Reporting mechanisms: CSA-reporting	Reporting mechanisms: Examination of new reporting mechanisms & initiatives
Head	ESGWT Head	Executive oversight & ESG strategy	COO	Identifies and reviews key ESG and emerging risks. Coordinates the Company's ESG activities and supports its sustainability objectives.	●	●	●	●	▲	▲	▲	▲	▲	▲	▲
Head	ESGWT leader	Team's coordination	R&D Director	Co-ordinates the committee, monitor replies to stake holders about ESG issues, reports to COO and participates in ESG goals setting	●	●	●	●	▲	▲	▲	▲	●	●	●
Core Team	ESG (E) Responsible	Energy & Environment	R&D Director	Is responsible for Energy & Environmental issues. Emissions reporting & initiatives	●	▲	▲	▲	●		▲	▲	▲	●	▲
Core Team	ESG (S) Responsible	HR & Training Planning	HR&TR Director	Is responsible for HR and development of necessary training, in order to cover ESG issues and enhance culture to both shore and ship staff	●			▲		●		▲		●	▲
Core Team	ESG (G) Responsible	Governance	Internal Audit Director	Reports to BOD through Danaos Corporation Business Risk Assessment. Is also responsible to follow up governance issues	●	▲	▲	▲			●	▲	▲	●	▲
Core Team	CSR Responsible	Corporate Social Responsibility	Dpty HR Manager Culture & Engagement	Is responsible for CSR issues, social impact and activities	●			▲		●		▲		▲	▲
Observers	Member	Procurement	Supplies Manager	Is involved with suppliers' assessment and procurement's compliance with ESG principles				▲	▲	▲	▲	▲		▲	
Observers	Member	Safety & Compliance	DPA	Is responsible for company's policies implementation and their alignment with ESG principles	▲			▲	▲	▲	▲	▲			
Observers	Member	Operations	Operations Director	Is involved with operations' adaptation to new ESG requirements and company's policies	▲			▲	▲	▲	▲	▲			
Observers	Member	SQE	SQE Director	Is involved with safety onboard, and crew welfare alignment with ESG principles	▲			▲	▲	▲	▲	▲			
Observers	Member	Training	Training Manager	Is involved with ESG training onboard					▲	▲	▲	▲			
Observers	Member	Crew	Crew Director	Is involved with crewing ESG related issues	▲			▲		▲	▲	▲		▲	
Observers	Member	Technical	Technical Director	Is involved with ship's optimization and vessels' tuning, to meet environmental and performance targets	▲			▲	▲	▲	▲	▲			
Associated Teams:															
	CDP & CSA reporting	CDP & CSA	R&D Research Engineer	Is responsible for the proper analysis and follow up of CDP reporting	●	●	●		▲			▲	●	▲	●

	Timeframe	
ESGWT meeting periodicity	Quarterly	
Reporting to COO periodicity	Quarterly	
Reporting to BOD periodicity	Annually	Together with Danaos Business Risk Assessment report submission

● Full involvement ▲ Partial-occasional involvement **Core team:** Team members participate in all meetings **Observers:** They participate when called, and need to be involved