



DIANA SHIPPING INC.

ESG REPORT 2021



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Message from Our CEO

At a time when our society and economy are experiencing major challenges - including the persistency of COVID-19, the conflict in Ukraine, inflation pressures, and a possible global economic downturn - it is important that we do not allow near-term events to distract us from our long-term priorities. For Diana Shipping, one of our long-term priorities is to maintain a responsible approach to environmental, social and governance (ESG) issues. We believe that sound ESG policies and practices not only affect the well-being of people, institutions and society, but can benefit our own financial, operational and value creation strategies.

We are proud of the progress that Diana Shipping has made during 2021 across a range of ESG matters. Among our actions in the past year, we conducted a materiality analysis to help us identify the areas over which the Company has the greatest impact, so that we can target our strategies most effectively. Also, we conducted over 250 training seminars, mainly covering environmental, health and safety topics, that were attended by more than 10,600 seafarers.

During 2021 we became a signatory of the "Call to Action for Shipping Decarbonization", an initiative of the "Getting to Zero Coalition", which signifies our commitment to support the decarbonization of shipping. Overall, the Company is working diligently towards achieving those aspects of the United Nations Sustainable Development Goals (SDGs) that are relevant to our operations, and we have documented our progress beginning on page 13 of this Report.

A noteworthy initiative, has been the continued effort to renew our fleet with more efficient vessels, resulting in a reduction in Greenhouse Gas (GHG) emissions. The Company also has been successful in reducing its energy consumption in each of the past two years.

In other areas related to social and governance matters, we remain committed to creating an inclusive organization that welcomes the skills and contributions of people with diverse backgrounds and perspectives. To reduce the Company's vulnerability to cyber threats, we have invested in various systems and have assigned qualified personnel to oversee our cyber security efforts. And we continue to emphasize the obligation of all Diana Shipping employees to abide by the highest legal and ethical standards as embodied in our Code of Ethics.

The above are just a few examples of our recent progress. There is more to be done, of course, and we invite you to review our efforts in full in our ESG Report for 2021, which is prepared in accordance with the Marine Transportation framework established by the Sustainability Accounting Standards Board (SASB).

Our stakeholders can be assured that the Company recognizes the vital importance of maintaining sound ESG policies and practices. We remain committed to the three pillars of our ESG Strategy - environmental stewardship, protecting and developing people, and operational excellence - and we look forward to reporting to you on our future progress.

Sincerely,

Ms. Semiramis Paliou
Director and Chief Executive Officer
Diana Shipping Inc.



ABOUT DIANA SHIPPING

▶ **At a glance**

▶ **Industry associations and initiatives**



At a glance

WE ARE A GLOBAL PROVIDER OF SHIPPING TRANSPORTATION SERVICES, OWNERS OF A MODERN, HIGH-QUALITY FLEET OF DRY BULK CARRIERS.

Diana Shipping Inc. (hereafter "Diana Shipping" or the "Company") is listed on the New York Stock Exchange (NYSE) and Diana Shipping's fleet is managed by the Company's wholly-owned subsidiary Diana Shipping Services S.A. ("DSS") and Diana Wilhelmsen Management Limited ("DWM"), which is a 50/50 joint venture with Wilhelmsen Ship Management.

The Company's vessels are employed primarily on short to medium-term time charters and transport a range of dry bulk cargoes, including such commodities as iron ore, coal, grain and other materials along worldwide shipping routes. As of December 31, 2021 our key points are the following:



49 years
of maritime
experience



17 years
in NYSE



35 vessels
in the water



57.4 million \$
net income



829 people
across sea
& ashore



21.81 mm tons
of cargo carried



1.88mt grains
transported



7.70mt coal
transported



10.74mt iron ore
transported

Industry associations and initiatives

Since 2006, the Company, through Diana Shipping Services S.A., has been an active member of the Hellenic Marine Environment Protection Association ("HELMEPA"), the pioneering voluntary commitment of Greek seafarers and ship owners to safeguard the seas from ship-generated pollution. Diana Shipping is part of HELMEPA's Training Committee, participating on a voluntary basis in various training programs and seminars that HELMEPA offers to its members and seafarers.



The Company's Director and Chief Executive Officer, Ms. Paliou, has served on HELMEPA's Board of Directors since March 2018, and is currently its Chairperson. Furthermore, as of June 2021, Ms Paliou serves as Vice-Chairperson of the International Marine Environment Protection Association (INTERMEPA), a voluntary, non-governmental and non-profit making entity. Also, she has served as member of the Board of Directors of the UK P&I Club since November 2020.

Furthermore, Diana Shipping is a member of the following institutions:

- ▶ International Association of Dry Cargo Shipowners (INTERCARGO)
- ▶ Baltic and International Maritime Council (BIMCO)
- ▶ RightShip
- ▶ Hellenic Mutual War Risk Association (Bermuda) Limited
- ▶ The Britannia Steam Ship Insurance Association Limited
- ▶ The United Kingdom Mutual Steam Ship Assurance Association (Europe) Limited



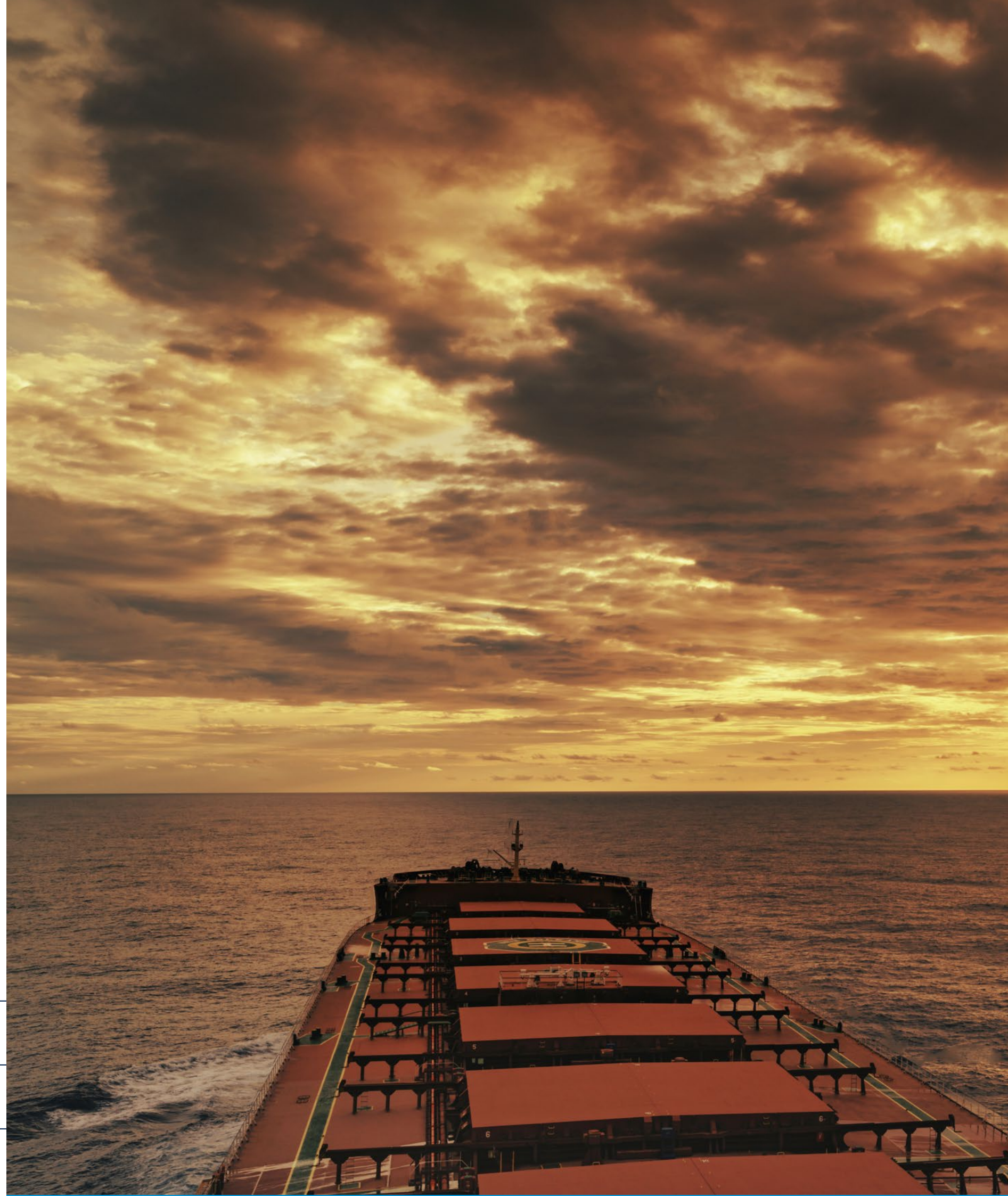
AMVER award certificates for 6 of our vessels

Six of Diana Shipping's vessels were awarded with AMVER award certificates in 2021 for assisting search and rescue coordinators in responding to emergencies at sea, providing in this way a worldwide safety network. More specifically, 3 of the Company's vessels (Maia, Newport News and San Francisco) received the gold award, with the remaining 3 receiving the blue one (Phaidra, Medusa and Electra). Together with another 6,970 vessels worldwide, they achieved at least 128 days on the Amver plot, contributing to 224 lives saved in 2021.

The Amver Awards Program was inaugurated in 1971 to recognize those vessels which regularly participate in the Amver system. The genesis of the Amver system ultimately finds its roots in the RMS TITANIC disaster in 1912 and it represents a ship reporting system that could identify other ships in the area of a ship in distress. Today, over 22,000 ships from hundreds of nations participate in Amver. Over 2,800 lives have been saved by Amver-participating ships since 2000. The success of Amver is directly related to the extraordinary cooperation of ships, companies, SAR authorities, communication service providers and governments in supporting this international humanitarian program to protect life and property at sea.

ESG STRATEGY

- ▶ **Our approach to ESG issues**
- ▶ **Our contribution to the SDGs**



Our approach to ESG issues

As a Marshall Islands company Diana Shipping Inc. is not required to abide by the corporate governance practices followed by U.S. companies under the NYSE listing standards. Nonetheless, as included in our Statement of Significant Differences between the Company’s corporate governance practices and the NYSE corporate governance standards, we believe that our established practices in the area of corporate governance are aligned with the spirit of the NYSE standards.

The United States Securities and Exchange Commission (“SEC”) announcement for the creation of a Climate and ESG Task Force in March 2021, is setting the stage for an increased focus towards ESG matters within the investment community. Diana Shipping is closely monitoring these developments and will seek to meet any emerging regulations as they come forward.

Diana Shipping has established principles and processes to properly manage ESG-related risks in daily operations.

Being highly conscious of the most prominent matters in the shipping industry likely to pose significant risks, such as health and safety, corruption, emissions and spills, apart from complying with all relevant regulation and norms, we have established policies and procedures to properly manage those issues during our daily operations. In addition, we have proceeded with the voluntary adoption of a series of NYSE required practices, such as having a majority of independent directors, establishing audit, compensation, nominating, sustainability and executive committees and adopting a Code of Ethics.

Responsible for managing and safeguarding Diana Shipping’s operations is the Company’s ex-

ecutive management team under the Board of Director’s supervision. Our Chief Executive Officer (CEO) carries the responsibility for executing the Board’s decisions and generally supervises the business and affairs of the Company.

In terms of Diana Shipping’s fleet, it is managed by the Company’s wholly-owned subsidiary Diana Shipping Services S.A. and by Diana Wilhelmsen Management Limited, a 50/50 joint venture with Wilhelmsen Ship Management. Both these companies have their own management systems and adhere to the requirements of the International Safety Management (ISM) Code for the safe management and operation of ships and for pollution prevention. Moreover, their environmental management systems for vessels transporting bulk cargoes have been certified in accordance with ISO 14001.

During 2021, we conducted a materiality analysis which involved the participation of all Company’s departments, as well as external stakeholders. The materiality analysis was conducted in accordance with international standards and aimed at further enhancing our ESG strategy, which will be presented in the Company’s 2022 ESG Report. The main pillars of Diana’s ESG Strategy are the following:



ENVIRONMENTAL STEWARDSHIP
Move towards a low-carbon future and protect the environment



PROTECTING & DEVELOPING PEOPLE
Safeguard health & wellbeing and promote people development



OPERATIONAL EXCELLENCE
Conduct business in an ethical and reliable way

Through the material issues that surfaced following the materiality analysis process, we have identified the ESG areas in which Diana Shipping has the greatest impact on and proceeded to map them against the most relevant Sustainable Development Goals developed by the United Nations, as they form a useful framework for demonstrating our commitment to the ESG principles.

Our contribution to the SDGs

The United Nations Sustainable Development Goals (SDGs) provide a coherent, holistic and integrated framework for addressing the world’s most urgent sustainability challenges and creating a better future for all. Their aim is to ad-





dress the main challenges humanity is facing worldwide, such as poverty, climate change, environmental protection, gender equality, hunger, access to education, etc. Although the primary responsibility for prioritizing and implementing actions in order to meet the SDGs falls on the governments’ shoulders, the process requires businesses and society to also collaborate.





With less than ten years remaining to achieve the UN’s Sustainable Development Goals, Diana Shipping is committed to accelerating its impact across 9 out of the 17 SDGs in total, transparently disclosing its enhanced contribution through the strategy followed and actions performed.



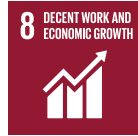
The following table shows how Diana Shipping is contributing to achieving SDG targets:

| ESG issues | Relevant SDGs | SDGs targets | Our actions and contribution |
|-----------------------------------------|---------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>7 AFFORDABLE AND CLEAN ENERGY</p> | 7.3 By 2030, double the global rate of improvement in energy efficiency | <ul style="list-style-type: none"> Reduction of total energy consumption by 12% in 2021. Reduction of heavy fuel oil consumption compared to 2020, representing 58% of the fuel mix. |
| <p>ENVIRONMENTAL STEWARDSHIP</p> | <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> | 9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities | <ul style="list-style-type: none"> Working diligently to meet the criteria set out in the EU Ship Recycling Regulation [1257/2013] and Hong Kong Convention [2009]. The regulations require documentation identifying all potentially hazardous material (HM) onboard a vessel. The majority of DSS Superintendent Engineers are certified as Inventory Hazardous Material (IHM) Experts, after they have successfully completed the Bureau Veritas Marine Training Course “IHM Expert training for EU Ship Recycling Regulation [1257/2013] and Hong Kong Convention [2009]”. We have adopted policies such as the “No incineration at port policy” and the “No plastics incineration policy” to further improve our environmental footprint. |

| ESG issues | Relevant SDGs | SDGs targets | Our actions and contribution |
|-------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  ENVIRONMENTAL STEWARDSHIP |  | 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries | <ul style="list-style-type: none"> The renewal of Diana's Shipping fleet will result in lower CO₂ emissions by increasing fleet efficiency. Reduction of gross global (scope 1) GHG emission by 12%. Achievement of an Average Efficiency Ratio [AER]* of 3.16 in 2021. Reduction of the DSS Fleet average Energy Efficiency Operational Indicator [EEOI] down to 7.02 in 2021. |
| | | 14.2 Sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans | <ul style="list-style-type: none"> 73% of the fleet has ballast water exchange procedures implemented, while 63% has installed ballast water treatment systems. |
| |  | <p>14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution</p> <p>14.c Enhance the conservation and sustainable use of oceans and their resources by implementing international law as reflected in UNCLOS, which provides the legal framework for the conservation and sustainable use of oceans and their resources</p> | <ul style="list-style-type: none"> Establishing routines and management systems to avoid spills All seafarers embarking on vessels managed by DSS and DWM receive mandatory training on their Integrated Management System & Environmental Management System and the MARPOL requirements, which contains specific instructions for the avoidance and proper reporting of spills. Acting responsibly if an incident occurs. By 2023, all vessels are going to have ballast water treatment systems installed. |

| ESG issues | Relevant SDGs | SDGs targets | Our actions and contribution |
|-------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  ENVIRONMENTAL STEWARDSHIP |  | 17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships Data, monitoring and accountability | <ul style="list-style-type: none"> Diana Shipping is an active member of the Hellenic Marine Environment Protection Association ("HELMPEPA"). Diana Shipping became in 2021 a signatory of the "Call to Action for Shipping Decarbonization". Diana Shipping collects and shares vessels' fuel consumption data with its Poseidon Principles signatory partners. Six of Diana Shipping's vessels were awarded in 2021 for voluntary assisting search and rescue coordinators in responding to emergencies at sea through the Amver Awards Program. |
|  OPERATIONAL EXCELLENCE |  | 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services | <ul style="list-style-type: none"> During 2021 we invested a significant amount towards upgrading our vessels' telecoms and the implementation of various IT solutions for our on-shore systems. Recognizing cybercrime as a security threat, we invested in various systems (e.g. antivirus software, firewall security optimization services, vulnerability assessment tool) while having in place designated appropriate shore based and ship-based personnel with responsibility for cyber security for responding to and recovering from cyber security incidents. Additionally, we have established a documented policy and procedures covering cyber security related items. We aim at developing a software system that will allow us to monitor relevant ESG data and associated KPIs for each vessel. |

| ESG issues | Relevant SDGs | SDGs targets | Our actions and contribution |
|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  OPERATIONAL EXCELLENCE |  16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 16.5 Substantially reduce corruption and bribery in all their forms | <ul style="list-style-type: none"> As stated in the Anti-Fraud Policy and Fraud Response Plan, the Company is determined to maintain a culture of honesty and opposition to fraud and corruption, reinforced through the establishment and maintenance of an effective Internal Control system. Diana Shipping's Anti-Fraud Policy outlines the principles it is committed to in relation to preventing, reporting and managing fraud and corruption, including, but not limited to, violations of the U.S. Foreign Corrupt Practices Act of 1977, the U.K. Bribery Act (2010) and the anti-corruption laws of the other countries where Diana Shipping does business. Having zero monetary losses as a result of legal proceedings associated with bribery or corruption, for yet another year. Zero incidents where bribes have been requested. |
|  PROTECTING AND DEVELOPING PEOPLE |  4 QUALITY EDUCATION | 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship | <ul style="list-style-type: none"> In 2021, our seafarers participated to 268 seminars (covering over 34 training topics) with more than 10,600 seafarer participations in total. Since 2020, we have established an important collaboration with Seagull Maritime AS, providing e-learning modules onboard all our vessels. Over 60 modules have been developed to enhance our crew's knowledge about important matters related to the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) and the IMO standards, such as environment, safety and cyber security. In 2021, around 1,270 crew members received training. The system is certified by DNV GL, and our target is that all crew members shall complete and renew relevant training courses every 36 months. Diana Shipping is part of HELMEPA's Training Committee. |

| ESG issues | Relevant SDGs | SDGs targets | Our actions and contribution |
|----------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| |  5 GENDER EQUALITY | 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life | <ul style="list-style-type: none"> Women represent 35% of our onshore staff and 11% of our Board. |
|  PROTECTING AND DEVELOPING PEOPLE |  8 DECENT WORK AND ECONOMIC GROWTH | 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment | <ul style="list-style-type: none"> Our Lost Time Incident Rate (LTIR) was reduced by 42% in 2021. Similarly, the Lost Time Incident Frequency (LTIF) was reduced from 1.21 in 2020, to 0.74 in 2021. No COVID-19 cases were reported onboard. During 2021 we continued to employ a set of proactive corporate measures and guidelines with respect to the pandemic due to COVID-19 and monitored adherence to them, in line with directives from the local authorities. Ensured the right conditions were in place for people to be able to work from home and put in place procedures to manage potential COVID-19 cases in a timely and effective manner. We strictly followed guidance in terms of testing and quarantine requirements upon signing on and off crew/ personnel, while also continued implementing other preventive measures, such as the use of personal protective equipment on board our vessels, availability of rapid covid tests and provision of vaccinations. We provided our crew with additional free communication cards, early embarkation / long stay bonus, while we opted for extra gym equipment and other recreational facilities on board, in an effort to enhance their wellbeing and improve mental health. Diana Shipping is committed to creating an environment in which all individuals are able to make the best of their skills, free from harassment, bullying or discrimination on the basis of sex or sexual orientation, marital or civil partner status, gender reassignment, race (which includes colour, nationality, ethnic or national origin), religion or belief, disability, age and pregnancy or maternity (collectively known as "protected characteristics"). Diversity is largely reflected by the various nationalities among our shipboard personnel The Company's Code of Ethics condemns any violent behaviors, as well as discrimination and harassment. |

*Weighted average

ENVIRONMENTAL STEWARDSHIP

- ▶ Climate change and air emissions
- ▶ Energy mix
- ▶ Spills and releases to the environment
- ▶ Responsible ship recycling
- ▶ Plastics use and management
- ▶ Energy use, water consumption and waste recycling at the Company's premises
- ▶ Partnerships for advancing sustainability



WE ARE COMMITTED TO REDUCING OUR ENVIRONMENTAL FOOTPRINT AND PROTECTING THE ENVIRONMENT THROUGHOUT OUR OPERATIONS.

Climate change and air emissions

Keen to keep abreast of the latest developments of the shipping industry's efforts in tackling climate change, Diana Shipping follows closely the existing regulations and guidelines set by the International Marine Organization (IMO) regarding climate change mitigation and emissions. We therefore endorse IMO's Initial GHG Strategy on the reduction of GHG emissions, which aims to reduce total annual GHG emissions from international shipping by at least half by 2050, compared with their level in 2008, and work towards phasing out GHG emissions from shipping entirely as soon as possible.



We endorse IMO's Initial GHG Strategy on the reduction of GHG emissions.

In this context, at Diana Shipping we are constantly focusing on further reducing our carbon footprint, and we are confident that our efforts in renewing our fleet will result in lower CO₂ emissions by increasing fleet efficiency. We are following the technological developments in the shipping industry closely, and we have a close dialogue with industry actors to ensure that we invest in the best possible solutions for the future.

The Company manages its GHG emissions by abiding to its Environmental Management System (EMS). In particular, it employs Energy Efficiency Management Plans (SEEMP), and uses the European Union's Monitoring, Reporting and Verification

(MRV) regulation as well as the mandatory Fuel Oil Data Collection System (DCS) to keep track of its vessels' emissions. Diana Shipping collects and shares vessels' fuel consumption data with its Poseidon Principles signatory partners.

In addition, Diana Shipping has adopted policies such as the "No incineration at port policy" and the "No plastics incineration policy" to further improve its environmental footprint. Moreover, attention is also given to the provision of adequate and continuous training regarding these issues (e.g. Ship Energy Efficiency Management Plan - SEEMP) to all crew members.

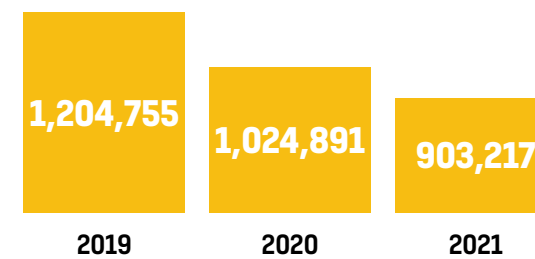
We have adopted policies such as the "No incineration at port policy" and the "No plastics incineration policy" to further improve our environmental footprint.

During 2021 the carbon intensity of our fleet, expressed through the AER (Average Efficiency Ratio) metric, remained 3.16 grammes of CO₂ per ton-nautical mile. The Company continued its active management of the fleet in 2021, in order to maintain a modern and diversified range of vessels. As part of this process, seven vessels namely Coronis, Oceanis, Naias, Sideris GS, Calipso, Protefs and Salt Lake City were sold within 2021, lowering its fleet total to 33 vessels.

Additionally, Scope 1 emissions were further reduced in 2021 by 121,674 tons CO₂-e. This represents a considerable reduction of 12% compared to the amount of CO₂ emitted during 2020 and approximately a 25% reduction compared to 2019.

The reduction is mainly attributed to the fleet's shrinkage over the past two years, whereby older and less efficient vessels have been sold making room for modern and more efficient vessels. However, the reduced sailing speed and increased idle periods due to the pandemic also played a role in this difference.

SCOPE 1 EMISSIONS (t CO₂-e)



Diana Shipping's Scope 1 emissions were further reduced in 2021 by 121,674 tons CO₂-e. This represents a considerable reduction of 12% compared to the amount of CO₂ emitted during 2020 and approximately a 25% reduction compared to 2019.

In addition, 2021 will be the base year for a comparison regarding other air emissions for all vessels managed by Diana Shipping Services S.A., such as sulphur and nitrogen oxides as well as particulate matter (PM). The relevant performance data regarding those emissions are presented in the following table:

Other emissions related to air quality (2021)

| | |
|-------------------------|--------|
| NO _x (in MT) | 17,439 |
| SO _x (in MT) | 2,145 |
| PM (in MT) | 330 |

Energy mix

Guided by an ambition to improve our energy efficiency and lower emissions, we employ several measures towards reducing our fleet's energy consumption. This includes the usage of top-class antifouling paints on five of our vessels (Amphitrite, Polymnia, San Francisco, Seattle, Los Angeles) to efficiently reduce marine growth which would otherwise reduce the ships' speed, leading effectively to an increase in fuel consumption and GHG emissions. On the same direction, the Company arranges regular underwater operations dedicated to hull cleaning and propeller polishing. In addition, supply of chemicals which enhance fuel properties is made as required, with the aim to improve combustion properties and subsequently increase engine performance and save fuel.



We use antifouling paints and perform underwater operations dedicated to hull cleaning and propeller polishing to improve our energy efficiency.

As a result, during 2021, we managed to cut our energy consumption by a total of 1,749,743 GJ which translates to a 12% reduction compared to 2020 and a 25% since 2019. Moreover, the percentage of heavy fuel oil has been reduced even more compared to 2020 levels, representing 58% of the fuel mix.



We managed to cut our energy consumption by 12% compared to 2020.

Spills and releases to the environment

Preventing accidental spills and operational discharges are key in shipping activities, as they may have potential widespread adverse impact on marine life. Our ability to manage these risks is critical to the marine environment, our sector, our customers and our reputation.

Towards this direction, Diana Shipping has established extensive management systems and procedures to prevent and avoid spills and acts responsibly if an incident occurs. All seafarers embarking on vessels managed by DSS and DWM receive mandatory training on our Integrated Management System & Environmental Management System and the MARPOL requirements, which contains specific instructions for the avoidance and proper reporting of spills. During 2021 Diana Shipping experienced one minor spill incident, after grounding on one of its vessels at Cristobal Anchorage during the refloating operation.



All seafarers embarking on vessels managed by DSS and DWM **receive mandatory training on our Integrated Management System & Environmental Management System and the MARPOL requirements.**

On that note, we are also aligned with the International Maritime Organization's (IMO) Ballast Water Management Convention, which forms one of the most important regulatory frameworks helping to prevent the spread of invasive species through ballast water. Although ballast-

ing and de-ballasting water forms a natural part of safe and efficient shipping operations, untreated ballast water poses serious ecological, economic and health risks as the water may transfer organisms between ecosystems. To prevent this from happening, all vessels are required to have ballast water treatment systems installed by 2023 and we are putting all our effort on reaching that target. An interim measure prior to installing a ballast water treatment system is the ballast water exchange procedure.

Throughout 2021, 29 of our vessels used at least once ballast water exchange procedure. By 31 December 2021, 73% of our fleet had ballast water exchange procedures implemented, while 63% have already installed ballast water treatment systems.

By 31 December 2021, 73% of our fleet had ballast water exchange procedures implemented, while 63% had installed ballast water treatment systems.

Responsible ship recycling

Proper ship recycling is important since if vessels at the end of their operational life are not managed responsibly, can cause negative impacts, spanning from environmental damage and severe injuries to workers, to exposure of local communities to unhealthy substances.

In general Diana Shipping's fleet is modern and no vessels have been dismantled recently. Nevertheless, Diana Shipping works diligently to meet the criteria set out in the EU Ship Recycling Regulation (1257/2013) and Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships (2009). The regulations require documentation identifying all potentially hazardous materials (HM) onboard a vessel.



Diana Shipping works diligently to **meet the criteria** set out in the **EU Ship Recycling Regulation (1257/2013)** and **Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships (2009).**

Since the end of 2020, our entire fleet had obtained the Inventory of Hazardous Materials (IHM) documentation and certification, by a Recognized Organization (RO), according to regulations and the majority of our superintendent engineers have been certified as IHM experts having completed the Bureau Veritas Course "IHM Expert Training for EU Ship Recycling".

In order for this procedure to be as precise as possible, we have assigned to a subcontractor the collection and evaluation of the documents required by the suppliers according to the regulations (Suppliers Declaration of Conformity and Material Declarations) for all vessels' purchased items.

Since the end of 2020, our entire fleet had obtained the Inventory of Hazardous Materials (IHM) documentation and certification, by a Recognized Organization (RO), according to regulations and the majority of our superintendent engineers have been certified as IHM experts having completed the Bureau Veritas Course "IHM Expert Training for EU Ship Recycling".

Furthermore, our Company commenced the asbestos removals promptly, assigning them only to asbestos removal specialists, at ports where attendance is feasible, in order not only to meet SOLAS requirements, but also to protect crew on board from coming in contact with asbestos and to work at asbestos free vessels.

Plastics use and management

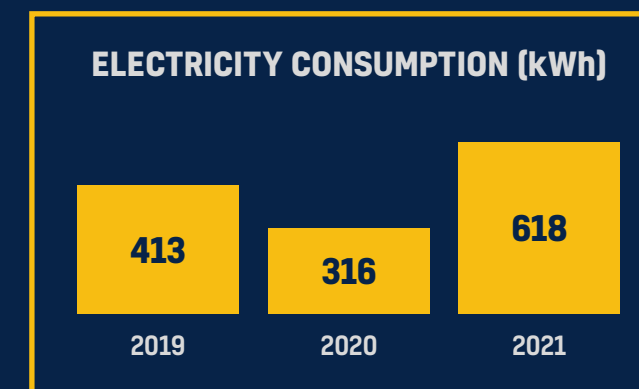
With plastic marine litter becoming increasingly a matter of concern in terms of marine life protection, Diana Shipping has decided to take action by incorporating measures to keep the consumption of plastics to a minimum level. This includes the installation of a reverse osmosis system for clean water production aboard the vessels, reducing the need for plastic water bottles. Additionally, we avoid to the extent possible the use of single use plastics both onboard and ashore by using alternative materials with less environmental impact, such as paper, metals or other materials.



Diana Shipping has installed a **reverse osmosis system for clean water production aboard the vessels, reducing the need for plastic water bottles.**

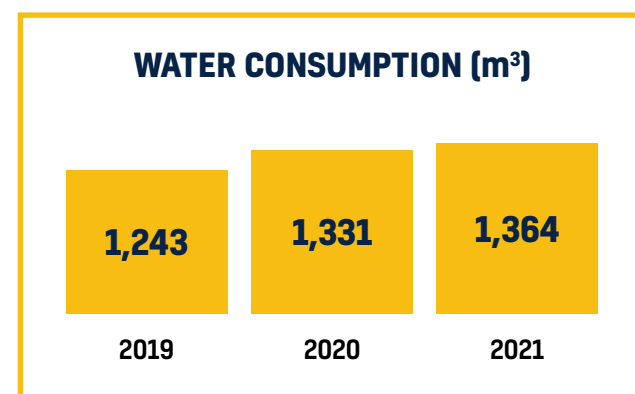
Energy use, water consumption and waste recycling at the Company's premises

As part of its compliance with ISO 14001:2015 DSS monitors its energy and water consumption whilst recycles certain types of waste such as paper, plastics, batteries and others. The progress made during the last three years is illustrated in the graphs that follow.

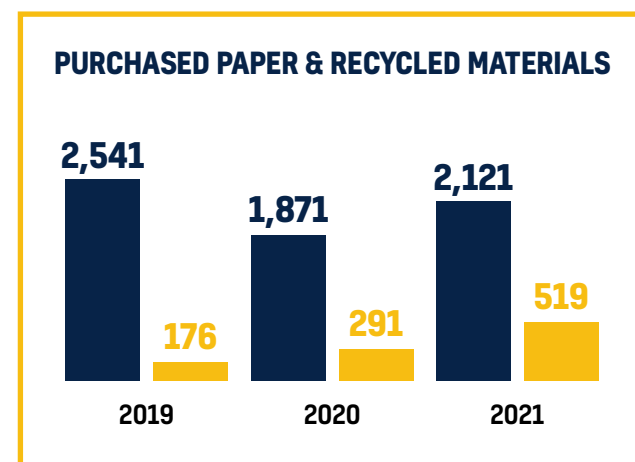


In terms of electricity, consumption increased by 302kWh during 2021 compared to 2020. This is due to the air conditioning (A/C) and ventilation system use 24 hours a day, including weekends, with open doors and windows due to COVID-19 restrictions. Teleworking didn't result in reducing the use of A/C in the Company's premises since there was always attendance by some employees.

As far as the increased water consumption during 2021 is concerned, it resulted due to the warmer weather conditions during summer. Moreover, the small increase in water consumption both during 2020 and 2021 can be attributed to the intensification of cleanliness (hands cleaning, toilets, rails, culinary etc.) due to the pandemic.



In 2021, 2.12 tons of paper and 0.52 tons of batteries, cartridges and small appliances were collected and recycled, presenting an increase by 13% and 73% respectively, compared to the previous year.



■ Purchased paper
■ Batteries, cartridges, small appliances recycled

Partnerships for advancing sustainability

Strategic partnerships are necessary in order to effectively tackle complex environmental or sustainability sectoral issues and leverage collective action.

Diana Shipping is part of "HyShip", an EU funding project, dealing with the design and construction of a new Ro-Ro demonstration vessel running on liquid green hydrogen (LH₂), as well as the establishment of a viable LH₂ supply chain and bunkering platform. The ship will be operated by Norwegian maritime industry group Wilhelmsen and will distribute LH₂ to hydrogen hubs along the Norwegian coast. HyShip will also conduct three replicator studies, including a smaller, 1MW tanker barge for use on inland waterways, a 3MW fast ferry and a scaling-up study on a larger, 20MW energy system for deep-sea vessels using a cape-size bulk carrier as the replicator.



Diana Shipping is part of "HyShip", an EU funding project, dealing with the design and construction of a new Ro-Ro demonstration vessel running on liquid green hydrogen (LH₂), as well as the establishment of a viable LH₂ supply chain and bunkering platform.

Additionally, Diana Shipping is part of "Getting to Zero Coalition", a powerful alliance that embraces more than 150 companies within the maritime, energy, infrastructure and finance sectors that are committed to the decarbonization of deep-sea shipping in line with IMO Strategy. All parties involved will share the findings of their work and experience through workshops in order to approach and, finally, succeed the target with the most technologically, cost-effective and politically feasible path.

Finally, the Company has also provided data to various financial institutions as part of their alignment process with the Poseidon Principles and have provided emission data to our charterers upon request as part of their alignment process with the Sea Cargo Charter.

We are part of "Getting to Zero Coalition", a powerful alliance that embraces more than 150 companies within the maritime, energy, infrastructure and finance sectors that are committed to the decarbonization of deep-sea shipping in line with IMO Strategy.

Diana Shipping has become a signatory of the Call to Action for Shipping Decarbonization

Faithful to its commitment for sustainable development, Diana Shipping joined forces with supporters from all parts of the maritime value chain and signed the Call to Action for Shipping Decarbonization. The Call to Action was developed by a multi-stakeholder task force convened by the Getting to Zero Coalition with members from the entire maritime ecosystem including shipping, chartering, finance, ports, and fuel production. It was delivered to world Governments in November 2021, in advance of COP26.

The signatories are already taking concrete actions to support the decarbonization of shipping by making zero emission vessels and fuels the default choice by 2030. This includes investing in Research, Development & Demonstration (RD&D) and pilot projects, ordering and building zero emission ready vessels, buying zero emission shipping services, investing in the production of net-zero emission fuels, investing in port and bunkering infrastructure, assessing and disclosing the climate alignment of shipping related activities, and much more.

Moreover, they call on governments to establish policy frameworks that make zero emission shipping and fuel production commercially viable, investable, equitable, and inclusive. This translates into delivering a clear, achievable, and equitable implementation plan for decarbonizing international shipping by 2050, supporting industrial scale zero emission shipping projects through national action, as well as delivering policy measures that will make zero emission shipping the default choice by 2030.



PROTECTING AND DEVELOPING PEOPLE

- ▶ Occupational health and safety
- ▶ Building competence
- ▶ Equality and anti-discrimination



OUR EMPLOYEES' HEALTH, SAFETY AND DEVELOPMENT ARE A MATTER OF PRIORITY FOR US AND REPRESENT THE KEY TO OUR SUCCESS.

Occupational health and safety

Diana Shipping places its employees at the heart of its operation and therefore ensures they can flourish in a safe work environment. In addition to supporting and complying with all relevant regulations to safeguard that human and labour rights are followed throughout the Company's value chain, great attention is given into building their competence and providing the necessary opportunities for growth.

For one more year, the COVID-19 pandemic presented many challenges to shipping operations and continued putting our mechanisms to perform our number one task as a shipowner to the test: ensuring the safety and wellbeing of our people. Following on from the "Management of Change" evaluation that we carried out as our initial response to the pandemic, we continued to have as our main aim the maintenance of health and safety risks at an acceptable level, throughout the operation of our fleet on board and ashore at the Company's premises.

In order to safeguard the health of our shore-based employees and ensure business continuity, we continued to employ a set of proactive corporate measures (e.g. teleworking) and guidelines and monitored our adherence to them, in line with directives from the Greek authorities. Overall, we ensured the right conditions were in place for people to be able to work from home and put in place procedures to manage potential COVID-19 cases in a timely and effective manner.

As far as ship crew and shore-based personnel boarding our vessels are concerned, we strictly followed guidance in terms of testing and quarantine requirements upon signing on and off crew/personnel, while also continued implementing other preventive measures, such as the use of personal protective equipment on board our vessels, availability of rapid covid tests and provision of vaccinations. Subsequently, the percentage of onboard personnel increased steadily and all crew joining after July 2021 had been vaccinated. As a result of the measures taken, no COVID-19 cases were reported on board.

As a result of the measures taken, no COVID-19 cases were reported on board.

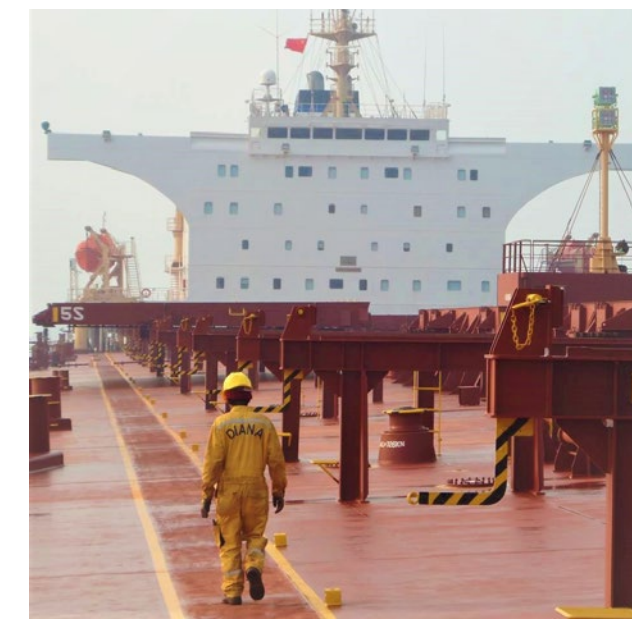
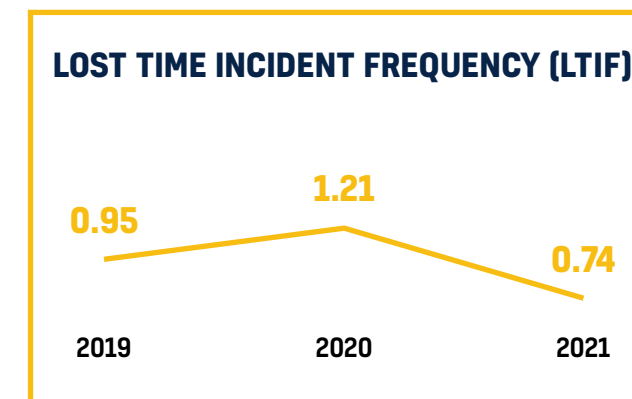
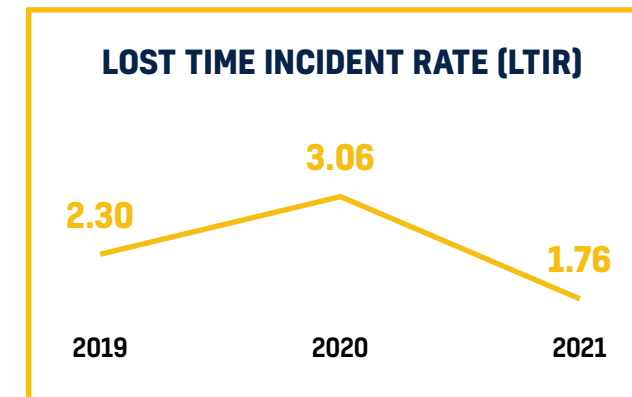
Moreover, we provided our crew with additional free communication cards, early embarkation / long stay bonus, while we opted for extra gym equipment and other recreational facilities on board, in an effort to enhance their wellbeing and improve mental health.

Ensuring the health and safety of our crew and employees is of the utmost importance for us. As a result of our persistent and coordinated efforts our performance this year improved considerably, as we recorded only 3 ship incidents, out of which none was serious. Diana Shipping values transparency and a detailed description of them, including our response are outlined in the Appendix.



No serious ship incidents were recorded during 2021.

Our enhanced performance was also reflected into our improved safety metrics through a 42% reduction in our Lost Time Incident Rate (LTIR), from 3.06 in 2020 to 1.76 for 2021. Similarly, the Lost Time Incident Frequency (LTIF) was reduced from 1.21 in 2020, to 0.74 in 2021.



Building competence

The importance of training and skills development is crucial for success in the maritime world and it extends far beyond shipping itself. The safety and security of life at sea, the protection of the marine environment and the efficient transportation of commodities depend largely on the professionalism and competence of seafarers and shore staff.



Training provided to all personnel includes **both technical and soft skills** and is simultaneously recorded and evaluated to monitor training effectiveness.

Diana Shipping is investing in continuous training and development of both shore and seagoing personnel, ensuring their skills are enhanced to high standards, over and above mandatory and regulatory requirements. As an integral part of our business strategy, we approach training with the target to cover a wide range of skills and topics. DSS, our wholly owned manager, conducts and delivers training at our in-house training center in Athens, ensuring high-quality education for our shore personnel and seafarers. Training provided to all personnel includes both technical and soft skills and is simultaneously recorded and evaluated to monitor training effectiveness.

Our Company is investing in continuous training and development of both shore and seagoing personnel, ensuring their skills are enhanced to high standards, over and above mandatory and regulatory requirements.

The training program organized and provided to seafarers is conducted prior to embarkation and aims to elevate not only the quality of professionalism onboard, but also to create one more connection to our seagoing personnel with the shore staff while they are on land.

Regulatory and company specific webinars and classroom courses are covered and delivered by internal instructors (for subjects such as our Environmental Management System, MARPOL, Cyber Security, Company's Integration Management System) and external providers (for Incident Investigation, Management of Change, Port State Control Inspections). Among others, we address additional non-statutory navigation and technical training with courses using simulators at Class-certified providers, such as HELMEPA for Bridge Resource Management Refresh.



We invest in soft skills training, providing courses on leadership, cultural diversity and mental health.

We also invest in soft skills training, providing courses on leadership, cultural diversity and mental health, to help with the resilience, conduct and tenacity of our seafarers on-board, during challenging times and ever-changing demands of their profession.

Due to COVID-19 restrictions, most training topics during 2021 were delivered online in the form of webinars, contributing to furthering digitalization of Company processes, but also allowing seafarers to complete their required trainings at their best convenience.

During 2021, we organized over 34 training topics through 268 webinars with more than 10,600 seafarer participations in total.

Additionally, since 2020, we have an important collaboration with Seagull Maritime AS, providing e-learning modules onboard all our vessels.

Over 60 modules have been developed to enhance our crew's knowledge about important matters related to the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) and the IMO standards, such as environment, safety and cyber security. 1,271 DSS crew members received training in 2021. The system is certified by DNV GL, and our target is that all crew members shall complete and renew relevant training courses every 36 months.

In 2021, we organized over 34 training topics through 268 webinars with more than 10,600 seafarer participations in total.

To monitor our onshore staff's progress and assist them into realizing their full potential, regular performance and career development reviews take place. Through this process, all employees are provided with the opportunity to assess and discuss their progress, discuss with their line manager on issues of concern and identify areas of improvement and set objectives. During 2021, 91% of DSS onshore staff had a formal annual performance review and career discussion with their line manager, while goals were also set at departmental and individual level, for the next period.

The retention rate for DSS key onshore personnel was 100% during 2021, while the overall turnover rate for onshore staff was 5%.



Equality and anti-discrimination

Diana Shipping is an equal opportunity employer and all staff are assessed only on the basis of their performance at their duties rather than on any diversity characteristic they may attribute. As stated in its Code of Ethics, Diana Shipping is committed to creating an environment in which all individuals are able to make the best of their skills, free from harassment, bullying or discrimination on the basis of sex or sexual orientation, marital or civil partner status, gender reassignment, race (which includes colour, nationality, ethnic or national origin), religion or belief, disability, age and pregnancy or maternity (collectively known as "protected characteristics").

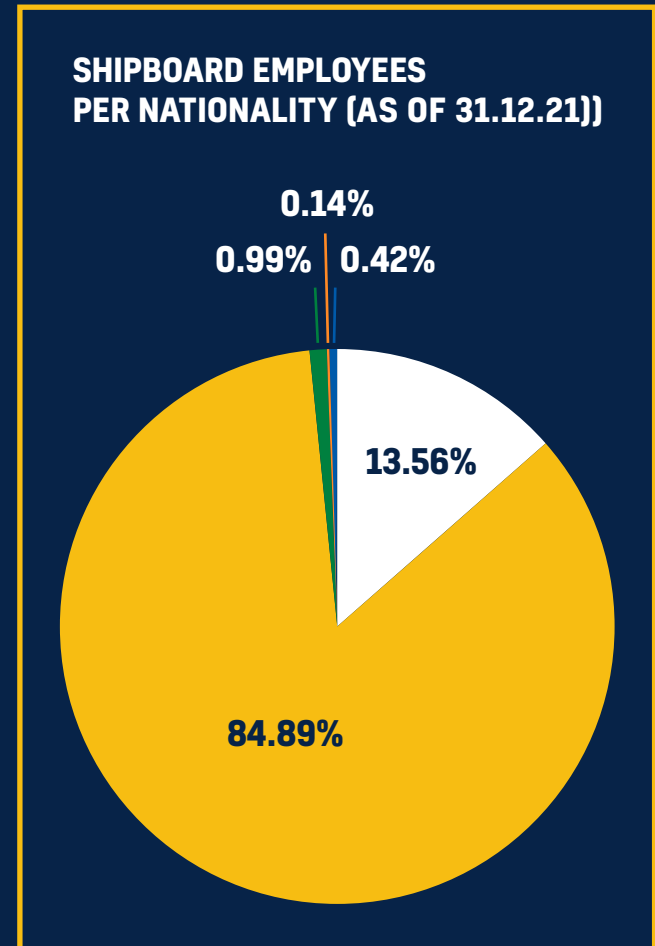
Additionally, in order to ensure that our high standards on employment and human rights are followed throughout our operations, we have established a whistleblower hotline where all our staff members can ask questions, seek guidance on specific situations or report violations.



We have established a whistleblower hotline where all our staff members can ask questions, seek guidance on specific situations or report violations.

Due to the nature of the work involved, women tend to show a lesser interest in joining the shipping industry. As a result, although, women made up 1% out of the 708 shipboard employees in total, this is counterbalanced by the fact that 35% of our onshore staff and 11% of our Board members were women.

Moreover, diversity is largely reflected by the various nationalities among our shipboard personnel.



- Greek
- Philipino
- Ukrainian
- Russian
- Polish

OPERATIONAL EXCELLENCE

- ▶ Our ethical principles
- ▶ Anti-corruption and business ethics
- ▶ Whistleblowing and protection
- ▶ Prevention of insider trading
- ▶ Digitalization and cyber security



CONDUCTING BUSINESS LAWFULLY AND ETHICALLY IS OF THE OUTMOST IMPORTANCE TO US.

Our ethical principles

At Diana Shipping we are committed to operating with integrity and creating an environment where transparency, accountability and compliance are at the core of our business culture and strategy. Conducting business activities with integrity is our fundamental principle that guides us and allows us to operate successfully in today's environment.

Towards this direction, we have developed and implement a Code of Ethics which describes the ethical principles that shape our governance framework. The principles govern the decisions and behavior of the Company's employees, directors, officers and agents. All employees must endeavor to deal honestly, ethically and fairly with the Company's customers, suppliers, competitors and other employees - as stated in our Code of Ethics.

All employees must endeavor to deal honestly, ethically and fairly with the Company's customers, suppliers, competitors and other employees - as stated in our Code of Ethics.

Other governing documents include among others the Anti-Fraud Policy and Fraud Response Plan, Policies and Procedures to Detect and Prevent Insider Trading, as well as the Audit Committee Charter.

All our employees are expected to abide by the highest standards of legal and ethical conduct and in accordance with applicable laws, rules and regulations. We expect that all our business partners demonstrate the same high standards that we keep, in terms of business ethics.

Anti-corruption and business ethics

Combating corruption in all forms is a material issue globally, since it undermines economic and social development. Diana Shipping aims at always being open and accountable business partner, and opposes to any form of fraud and corruption. The Company achieves this through both the development of an appropriate business ethics culture and the establishment and maintenance of an effective system of internal controls.

As outlined in the principles presented in its Anti-Fraud Policy and Fraud Response Plan, Diana Shipping is committed to preventing, reporting and managing fraud and corruption, including, but not limited to, violations of the U.S. Foreign Corrupt Practices Act of 1977, the U.K. Bribery Act (2010) and the anticorruption laws of the other countries where it does business. It is our policy to fully comply with competition laws in all jurisdictions where we operate.



There were no reported cases of corruption or recorded requests for bribes during 2021.

Based on the aforementioned approach we are keen to keep the number of port calls in countries with high corruption risk, as defined in the Transparency International's Corruption Perception Index, as low as possible. This resulted in a considerable decrease in the number of port calls in such jurisdictions from 70 in 2020 to only 38 in 2021. In addition, there were no reported cases of corruption or recorded requests for bribes during 2021.

Whistleblowing and protection

In order to safeguard our immunity against fraudulent or corrupt acts we have included a comprehensive list of them in our Anti-Fraud Policy and Fraud Response Plan. Nonetheless, should an employee find his/herself in any doubt about the seriousness and nature of his/her concerns, advice and guidance can be received from the Internal Auditor or the Audit Committee Chairman.

Generally, the first line of defense against fraud is conducted by the Company's departmental managers. Management is responsible for ensuring that an adequate system of internal controls is established within their area of responsibility and that those controls are properly operated and complied with. Correspondingly, employers are responsible for reporting any suspected fraud, impropriety or other dishonest activity immediately to their manager or through the whistleblower program, and to assist in the investigation of any suspected fraud.

The Company is committed to protecting internal reporting and will do its best to protect an individual's identity when he or she raises a concern and does not want their name to be disclosed. Details about Diana Shipping's Whistleblowing Program are provided under clause xviii. "Ethics Hotline and Whistleblower Program" of the Code of Ethics, available on the Company's website.

Prevention of insider trading

Diana Shipping has developed and follows specific policies and procedures aimed at preventing the misuse of non-public information. Our policy, described in our policies and procedures to Detect and Prevent Insider Trading, is applicable for all of the Company's officers, directors and employees ("insiders"), as well as for any transactions in any form of security involving family members, trusts or corporations directly or indirectly controlled by insiders.

To that extent and as clearly stated in the relevant policy, the Company forbids any insider from trading, either for their own personal account or on behalf of others, while in the possession of material non-public information, or communicating material non-public information to others in violation of the law.

Explanations about the concepts of "insider", the meaning of "material", and the comprehension of "non-public" are given, as they are crucial to avoid even the appearance of impropriety. The policy which also entails practical procedures towards the prevention of insider trading, including reporting and communication routines, is easily accessible through our website.



Digitalization and cyber security

With the maritime sector increasingly adopting digital solutions to perform faster and more efficiently its daily tasks, the requirement for connectivity of vessels with different Information Technology (IT) and Operational Technology (OT) systems is more evident than ever. As a result, the Company invested in upgrading its vessels tele-coms and implemented various IT solutions for its on-shore systems. However, this technological transition exposes shipping companies to new forms of risks that must be properly managed.

Towards this direction, the International Maritime Organization (IMO) has adopted a resolution on Maritime Cyber Risk Management in Safety Management System (SMS). The resolution encourages companies to ensure that cyber risks are appropriately addressed in existing safety management systems (as defined in the ISM Code) no later than the first annual verification of a Company's Document of Compliance after 1 January 2021. Maritime Cyber Risk refers to "a measure of the extent to which a technology asset is threatened by a potential circumstance or event, which may result in shipping-related operational, safety or security failures as a consequence of information or systems being corrupted, lost or compromised."

Acknowledging the presence of cyber threats and vulnerabilities, Diana Shipping has taken actions to identify, assess and respond to potential cyber risks. In this regard, during 2021, the Company invested in various systems (e.g. endpoint security, network security equipment, vulnerability management solution) while appointing appropriate shore based and ship-based personnel with the responsibility for responding to and recovering from cyber security incidents.



Diana Shipping has carried out cyber security risk assessments and has developed a cyber security plan.

Furthermore, we have developed and we are in the process of implementing a documented policy and procedures covering cyber security related items. This policy, which is signed by senior management, includes a commitment to minimizing the impact of cyber security incidents. Moreover, Diana Shipping has carried out cyber security risk assessments and has developed a cyber security plan. The assessment includes, among others, identification of external and internal cyber security threats, identification of onboard IT and OT with communications links and identification of the consequences of a cyber security threat on these systems. Additionally, the managed DSS fleet has been certified with "Cyber managed" notation by the Classification Society- Bureau Veritas.

During 2021, the Company invested in various cyber security systems and infrastructure protection while appointing appropriate shore based and ship-based personnel with the responsibility for responding to and recovering from cyber security incidents.

APPENDIX

▶ **ESG Metrics**

▶ **Assumptions**

▶ **Marine incidents in 2021**

ESG Metrics

| Accounting metric | Unit of measure | Data 2019 | Data 2020 | Data 2021 | SASB code |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|---------------------------|-----------------------------|----------------|--------------|
| GREENHOUSE GAS EMISSIONS | | | | | |
| CO₂ EMISSIONS | | | | | |
| Gross global Scope 1 emissions: Financial control approach | Metric tons CO ₂ -e | 1,204,755 | 1,024,891 | 903,217 | TR-MT-110a.1 |
| Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets | Qualitative description | Page 4 in 2019 ESG report | Page 4-5 in 2020 ESG report | Page 20-21 | TR-MT-110a.2 |
| CARBON INSTENSITY | | | | | |
| Average Efficiency Ratio (AER): weighted average | Grammes of CO ₂ per ton-nautical mile | 3.46 | 3.16 | 3.16 | Additional |
| ENERGY CONSUMED | | | | | |
| Total energy consumed | Gigajoules (GJ) | 16,756,228 | 14,271,844 | 12,522,101 | TR-MT-110a.3 |
| | Percentage (%) | 100 | 100 | 100 | |
| Percentage heavy fuel oil | Gigajoules (GJ) | 15,415,730 | 8,843,778 | 7,263,090 | |
| | Percentage (%) | 92 | 62 | 58 | |
| Percentage renewable | Gigajoules (GJ) | 0 | 0 | 0 | |
| | Percentage (%) | 0 | 0 | 0 | |
| ENERGY EFFICIENCY | | | | | |
| DSS Fleet average Energy Efficiency Operational Indicator (EEOI): simple average | Grammes of CO ₂ per ton-nautical mile | 7.95 | 7.14 | 7.02 | |
| Average Energy Efficiency Design Index (EEDI) for new ships: weighted average | Grammes of CO ₂ per ton-nautical mile | Not applicable | 2.85 | Not applicable | |

| Accounting metric | Unit of measure | Data 2019 | Data 2020 | Data 2021 | SASB code |
|---------------------------------------------------------------------------------------|--------------------------------|---------------|---------------|------------------------|--------------|
| AIR QUALITY | | | | | |
| OTHER EMISSIONS TO AIR * | | | | | |
| NO _x (excluding N ₂ O) | Metric tons [t] | Not available | Not available | 17,439 | TR-MT-160a.1 |
| SO _x | Metric tons [t] | Not available | Not available | 2,145 | |
| Particulate matter | Metric tons [t] | Not available | Not available | 330 | |
| ECOLOGICAL IMPACTS | | | | | |
| MARINE PROTECTED AREAS * | | | | | |
| Shipping duration in marine protected areas or areas of protected conservation status | Number of travel days | Not available | Not available | 2,980 | TR-MT-160a.1 |
| IMPLEMENTED BALLAST WATER | | | | | |
| Exchange | Percentage [%] | 100 | 90 | 73 | TR-MT-160a.2 |
| Treatment | Percentage [%] | 29 | 55 | 63 | |
| SPILLS AND RELEASES TO THE ENVIRONMENT | | | | | |
| Number | Number | 2 | 0 | 1 | TR-MT-160a.2 |
| Aggregate volume | Cubic metres [m ³] | 0.16 | 0 | 0.05 [Lubricating Oil] | |

| Accounting metric | Unit of measure | Data 2019 | Data 2020 | Data 2021 | SASB code |
|------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|-----------|-----------|-----------|-----------------------|
| BUSINESS ETHICS | | | | | |
| CORRUPTION | | | | | |
| Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index | Number | 41 | 70 | 38 | TR-MT-510a.1 |
| Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption | Number (reporting currency) | 0 | 0 | 0 | TR-MT-510a.2 |
| FACILITATION PAYMENTS | | | | | |
| Number of incidents where bribes have been requested | Number | 0 | 0 | 0 | Additional, SDG 16 |
| FINES AND SANCTIONS | | | | | |
| Number of fines | Number | 0 | 0 | 0 | Additional, GRI 419-1 |
| Total monetary value (in reporting currency) | Number (reporting currency) | 0 | 0 | 0 | |
| Non-monetary sanctions for non-compliance with laws and/or regulations | Number | 0 | 0 | 0 | |
| EMPLOYEE HEALTH & SAFETY | | | | | |
| LOST TIME INCIDENT RATE | | | | | |
| Lost time incident rate (LTIR) | Rate | 2.30 | 3.06 | 1.76 | TR-MT-320a.1 |
| Lost time incident frequency (LTIF) | Rate | 0.95 | 1.21 | 0.74 | Additional |

| Accounting metric | Unit of measure | Data 2019 | Data 2020 | Data 2021 | SASB code |
|--------------------------------------------------|-----------------|--------------------------------------------------------------------|--------------------------------------------------------------------|--------------------------------------------------------------------|--------------|
| ACCIDENT & SAFETY MANAGEMENT | | | | | |
| MARINE CASUALTIES | | | | | |
| Incidents | Number | 9 | 4 | 3 | TR-MT-540a.1 |
| Very serious marine casualties | Percentage [%] | 0 | 50 | 0 | |
| CONDITIONS OF CLASS | | | | | |
| Number of Conditions of Class or Recommendations | Number | 18 | 13 | 26 | TR-MT-540a.2 |
| PORT STATE CONTROL | | | | | |
| Deficiencies | Rate | 1.04 | 0.59 | 0.73 | TR-MT-540a.3 |
| Detentions | Number | 2 | 2 | 0 | |
| DIVERSITY | | | | | |
| GENDER AND AGE | | | | | |
| Shipboard employees by gender | Number | Male: 913 Female: 9 | Male: 804 Female: 7 | Male: 698 Female: 10 | Additional |
| | Percentage [%] | Male: 99% Female: 1% | Male: 99% Female: 1% | Male: 99% Female: 1% | |
| Shipboard employees by age group | Number | < 30 years old: 234 30-50 years old: 552 > 50 years old: 136 | < 30 years old: 172 30-50 years old: 491 > 50 years old: 148 | < 30 years old: 152 30-50 years old: 454 > 50 years old: 102 | Additional |
| | Percentage [%] | < 30 years old: 25% 30-50 years old: 60% > 50 years old: 15% | < 30 years old: 21% 30-50 years old: 61% > 50 years old: 18% | < 30 years old: 22% 30-50 years old: 64% > 50 years old: 14% | |

| Accounting metric | Unit of measure | Data 2019 | Data 2020 | Data 2021 | SASB code |
|------------------------------------------------------------------|---------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|-------------|
| DIVERSITY | | | | | |
| GENDER AND AGE | | | | | |
| Onshore employees by gender | Number | Male: 78 Female: 34 | Male: 72 Female: 35 | Male: 79 Female: 42 | Additional |
| | Percentage [%] | Male: 70% Female: 30% | Male: 67% Female: 33% | Male: 65% Female: 35% | |
| Onshore employees by age group | Number | < 30 years old: 6 30-50 years old: 80 > 50 years old: 26 | < 30 years old: 7 30-50 years old: 76 > 50 years old: 24 | < 30 years old: 11 30-50 years old: 83 > 50 years old: 27 | Additional |
| | Percentage [%] | < 30 years old: 6% 30-50 years old: 71% > 50 years old: 23% | < 30 years old: 7% 30-50 years old: 71% > 50 years old: 22% | < 30 years old: 9% 30-50 years old: 69% > 50 years old: 22% | |
| Individuals in the organization's governance bodies by gender | Number | Male: 10 Female: 1 | Male: 8 Female: 1 | Male: 8 Female: 1 | Additional |
| | Percentage [%] | Male: 90% Female: 10% | Male: 89% Female: 11% | Male: 89% Female: 11% | |
| Individuals in the organization's governance bodies by age group | Number | < 30 years old: 0 30-50 years old: 3 > 50 years old: 8 | < 30 years old: 0 30-50 years old: 2 > 50 years old: 7 | < 30 years old: 0 30-50 years old: 1 > 50 years old: 8 | Additional |
| | Percentage [%] | < 30 years old: 0% 30-50 years old: 27% > 50 years old: 73% | < 30 years old: 0% 30-50 years old: 22% > 50 years old: 78% | < 30 years old: 0% 30-50 years old: 11% > 50 years old: 89% | |
| OUR OPERATIONS IN NUMBERS | | | | | |
| Number of shipboard personnel | Number | 922 | 828 | 708 | TR-MT-000.A |
| Total distance travelled by assets | Nautical miles (nm) | 2,840,761 | 2,541,281 | 2,221,484 | TR-MT-000.B |
| Operating days | Days | 15,971 | 14,020 | 13,116 | TR-MT-000.C |
| Deadweight tonnage | Deadweight tons | 5,239,440 | 5,239,440 | 5,001,629 | TR-MT-000.D |
| Number of assets in fleet | Number | 42 | 42 | 40 | TR-MT-000.E |
| Number of vessel port calls | Number | 670 | 653 | 755 | TR-MT-000.F |
| Twenty-foot equivalent unit (TEU) capacity | TEU | Not applicable | Not applicable | Not applicable | TR-MT-000.G |

*Refers to vessels managed by Diana Shipping Services S.A.

Assumptions

The figures are provided as per the end of the financial year (31 December 2021) and have been on the assumptions and estimates outlined below:

| | |
|-------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| CO₂ emissions | Calculations are based on IMO emission factors and fuel consumed, for the reporting period. |
| Average Efficiency Ratio (AER) | Carbon intensity metric estimated based on fuel consumed, distance travelled (nm), and deadweight tonnage (DWT). |
| Energy consumption | Calculations are based on tonnes of oil equivalents (toe), using DEFRA conversion factors to calculate energy consumed in gigajoules (GJ). |
| Energy Efficiency Operational Indicator (EEOI) | The EEOI measures the fuel efficiency of a ship in operation and is estimated based on fuel consumed, cargo carried, and distance travelled (nm). |
| Lost time incident rate (LTIR) | The rate is calculated based on (lost time incidents) / (1,000,000 hours worked), and includes incidents resulting in absence from work beyond the date or shift when it occurred. |
| Marine casualties | The definition of a marine casualty is based on the United Nations International Maritime Organization (IMO)'s Code of International Standards and Recommended Practices for a Safety Investigation into a Marine Casualty or Marine Incident Resolution MSC 255(84), paragraph 2.9, chapter 2 of the General provisions. |
| Conditions of class or Recommendations | The data provided represent the number of Conditions of Class or Recommendations Diana Shipping has received from a Flag Administration or a Recognized Organization (RO) that has been delegated the authority to issue such findings. The scope of disclosure includes all Conditions of Class regardless of whether they resulted in withdrawal, suspension, or invalidation of a vessel's Class certificate. |
| Port state control deficiency rate | Deficiency rate is calculated using the number of deficiencies it received from regional port state control (PSC) divided by total number of port state control inspections. |

Marine incidents in 2021

OCEANIS

The m.v. "Oceanis" while in laden condition carrying a cargo of coal loaded in Mobile, Alabama bound to Dadong, the People's Republic of China via the Suez Canal, was called on for bunkering in Valletta Anchorage-Malta.

On 12/01/2021, during maneuvering to sail from Valletta anchorage No. 4, the M/V "OCEANIS" softly allied with the starboard quarter of m/t "BLUE SKY". The Master reported no injuries or pollution, only scratches of the paint on the side shell.

SEATTLE

While the vessel was at Beilun, China (Ningbo-Zhoushan) anchorage, awaiting berthing at 03:54hrs on 02/01/2021 one fishing boat with name ZHEXIANGYU12007 soft collided with our vessel and left. The position of impact was located in the port side aft part area. Following the inspection which was carried out, the Master reported no injuries or pollution, only scratches of the paint on the side shell.

MAIA

On 16/08/2021 and while the vessel was finishing her bunkering at Cristobal anchorage and upon heaving up her anchor to depart, the Master ordered a starboard turn which due to the limited depth of the anchorage - the turning circle of the vessel was affected and led her close to shallow/unsafe waters. Moreover, a steel wire cable which was laying in seabed, entangled on the ship's propeller restricting the vessel's maneuverability which consequently led to a soft touch bottom. Underwater inspection was carried out where a minor damage in way of her stern tube was assessed.

Satisfactory temporary in water repairs carried out by Class approved specialists. Furthermore, the condition of vessel's hull has been assessed through an underwater class survey and the vessel resumed sailing successfully to her next port of call.



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