



WAH KWONG

SUSTAINABILITY REPORT 2024

About this report

This Sustainability Report provides an overview of our Environmental, Social and Governance (ESG) performance and initiatives during the reporting period. In addition to highlighting the actions taken to integrate sustainability into our operations, it reaffirms our commitment to responsible business practices. To ensure transparency and accountability, we prepared this report in alignment with recognised ESG reporting frameworks and standards. Through this document, we aim to provide our stakeholders with a clear and accessible view of our approach, achievements, and ongoing efforts to create long-term value for people, the planet, and our business.



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Chairman's Address

Hing Chao, Executive Chairman



This year has marked a significant evolution in our organisation and our approach to ESG. We restructured our Group into three business units – shipowning, dry bulk operating, and ship management – each of which contributes to fulfilling and advancing our sustainability principles and targets. Each unit embodies our commitment to integrity, innovation, and responsible stewardship within the maritime industry. We do not approach environmental, social, and governance matters merely as a compliance exercise, but as a reflection of our core beliefs: transparency, ethical conduct, and collaborative progress are vital to securing long-term benefits for our Group, the broader industry, and the environment we share.

Throughout 2024, Wah Kwong continued to demonstrate leadership through proactive, voluntary ESG reporting while aligning its practices with globally recognised frameworks. We have embraced innovation by investing in advanced technologies and sustainable operational strategies that strengthen our commitments to decarbonisation and responsible resource management.

Our role and our responsibility within the maritime supply chain also remain top-of-mind, so that we may achieve a shared vision for a sustainable future, and the partnerships to realise it.

At the heart of our progress lies a profound respect for the people who drive our business forward. We recognise that the future of shipping depends on the talent, energy, and ambition of the next generation. In 2024, we further strengthened our engagement with educational institutions and expanded our cadetship and scholarship programmes, offering young people the training, mentorship, and employment opportunities needed to thrive in our rapidly evolving industry. Our commitments to diversity and inclusion ensure that all voices are heard and valued, and we take pride in nurturing a culture that encourages innovation and personal growth – including engagement with our sustainability principles.

As we look ahead, Wah Kwong remains resolute in its pursuit of excellence and sustainability. Our responsibilities extend beyond our own operations, encompassing the broader supply chain and the communities in which we operate. By working collaboratively with our partners, investing in the development of future leaders, and upholding the principles that define our company, we are building a resilient and forward-looking organisation.

OUR VALUES



Built on trust



Steered by innovation



Driven by passion

Foreword

Jacqueline Chao,
Sustainability Director

My role as Wah Kwong's Sustainability Director gives me the privilege of engaging with all aspects of our Group's business operations, technical innovation and workforce development. This position has evolved over the last three years: from the early stages of our ESG approach, to developing alternative investments reflecting our Group's vision for a sustainable future, to overseeing an increasingly rigorous approach to data collection and reporting.

This role also leads me to develop and oversee our internal and external sustainability initiatives with a growing range of international partners. I am responsible for providing guidance to management committee members and business units, spearheading cross-departmental initiatives, integrating and supervising Group-wide ESG activities – all while ensuring coordination and quality assurance of ESG and sustainability reporting.

During the year, our Sustainability Committee focused on improving ESG reporting methodologies. This notably involved taking a more granular approach to ESG data collection, aligning reporting by business units, technical initiatives for emissions reduction, and social impact in ship management. Discussions ranged from enhancing data collection, to exploring carbon capture, supporting female seafarers, and advancing training and partnerships.

For me, the highlight of the year was our visit to Portugal to witness the progress made by our investment in Gazelle Wind Power. It also gave me an opportunity to witness the extent of supply chain logistics involved in developing large-scale infrastructure projects and understand the impact that sustainability-related initiatives and efforts can have.



At a Glance

as of 31 Dec 2024

Ships & Tonnage



Shipowning

22

Owned
(bulkers + tankers)

8.46 YRS

Average Age of fleet

2,775,968

DWT



VSL Operating

38

Operated & Commercially Managed
(bulkers + tankers)

7.31 YRS

Average Age of fleet

3,305,905

DWT



VSM Ship Management

90

Technically Managed
(mixed, 67% bulkers)

7.48 YRS

Average Age of fleet

8,920,142

DWT

Offices & Onshore Staff

6
LONDON



15
GENOA



79
SHENZHEN



109
HONG KONG

2024 Emissions Metrics

During period 1 Jan 2024 - 31 Dec 2024



Photo Credit: Randy R. Pamplona, 4/E, Eastern Venture



Operational

Business Unit	GHG Emissions	Energy Consumed	NM
Shipowning	515,378 tCO ₂ e	6,758m GJ	1,354,101
VSL (Voyage charter only)	61,460 tCO ₂ e	793m GJ	479,246
VSM	1,755,988 tCO ₂ e	22,861m GJ	5,679,432

Scope 1

Bunker Purchases

Business Unit	Vessels
Shipowning	79,597 tCO ₂ e
VSL	61,460 tCO ₂ e

Scope 2

Office Utilities

Business Unit	Vessels
GROUP	365 tCO ₂ e

Scope 3

Air Travel

Business Unit	Vessels
Shipowning	591 tCO ₂ e
VSL	236 tCO ₂ e

VSM	2,623 tCO ₂ e (2,268 tCO ₂ e relate to crew/ship visits)
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WKMT CII Statistics

Average CII Attained: Bulkers 3.956, Tankers 2.860

CII Outperformance

Sector	% CII dev*	Type	No. ships	%CII dev*
Bulkers	0.47%	Capesize	4	0.95%
		Kamsarmax	2	8.81%
		Ultramax	7	0.71%
		Supramax	2	-9.69%
Tankers	10.93%	VLCC	4	7.26%
		Aframax	3	13.69%

*where %CII dev is the percentage deviation of the ship's attained Carbon Intensity Index (CII) attained from the annual CII compliance target.



Our ESG Approach

As a Group, Wah Kwong holds itself to the highest standards in matters of corporate responsibility. As such, we demonstrate our commitments to transparency, sustainability, and industry leadership through voluntary ESG reporting.

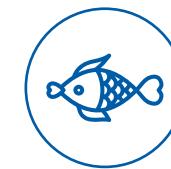
Strong governance is the foundation of our sustainability strategy, ensuring accountability and ethical decision-making in our environmental and social initiatives. We uphold demanding policies and procedures not just to comply with legal and regulatory standards and effectively manage risks, but also to foster a culture of integrity across our organisation. By integrating robust governance into our operations, we aim to build trust with our stakeholders, drive sustainable growth, and ensure our sustainability commitments are consistently implemented.

We also recognise that the well-being of the people and communities we interact with is key to long-term success. We approach social matters by focusing on initiatives with a positive impact – on crew and employee well-being, diversity and inclusion, and community engagement. By supporting meaningful programmes, promoting fair and safe workplace practices, and encouraging active participation in local communities, we strive to create shared value for our organisation and society at large.





Photo Credit: Han Tao, Captain, CSSC Le Havre



Environmental Strategy

Wah Kwong's environmental strategy is based on two pillars:

- reducing the Group's carbon footprint,
- implementing sustainable operations throughout the organisation.

The decarbonisation of the shipping industry is driven by an increasingly demanding regulatory environment. Wherever possible, our goal is not simply to comply, but to exceed relevant targets.

To this end, our Technical Committee carefully and rigorously considers operational measures, from navigational practices to technical interventions, to ensure our fleet – whether existing ships or newbuildings – perform optimally. We also focus on greening our supply chain by supporting the clean production and distribution of energy and fuel, all while collaborating with partners on carbon avoidance/ removal projects.

Beyond our fleet, we are committed to sustainability in our offices, where we continuously strive to minimise our carbon footprint through responsible practice and initiatives. For example, we implement comprehensive recycling programs, have reduced single-use plastics, and promote the use of energy efficient lighting. By embedding these measures into our daily operations, we aim to create a workplace that not only supports our employees' well-being but also reflects our dedication to environmental stewardship and long-term sustainability.



Decarbonising Our Fleet

Our fleet decarbonisation strategy proceeds from compliance with IMO and European Union (EU) regulation.

We operate in accordance with statutory regulations across all relevant jurisdictions, complying with applicable international and national standards governing vessels and operations. Since 2024, the shipping sector has been included in the EU Emission Trading Scheme, requiring the calculation of EUA obligations, the transfer of EUAs to nominated surrender accounts, and the surrender of EUAs from DOC holders' Maritime Operator Holding Accounts (MOHAs) for our own ships and those owned by our clients.

However, our strategy aims higher than compliance thresholds. Our goal is to outperform regulatory requirements by:

- assessing emission projections for the short, medium and long term on a ship-by-ship basis;
- improving the efficiency of our existing fleet via a phased-in implementation plan of operational measures and technical interventions;
- incorporating and/or building in flexibility within our new buildings to enable future ship adaptations to the newest commercially viable, energy efficient technology.





Technical Committee

The Group's Technical Committee is headed by Fleet Director Hare Ram Sah and members of Senior Management. The Committee leads on:

- identifying and implementing decarbonisation and energy saving solutions;
- undertaking joint research and testing with a growing range of industry partners.

The Committee plans and implements energy efficiency measures and retrofits to enhance the CII ratings of vessels owned by the Group and those of its clients. Effective solutions are identified through comprehensive assessments and analyses of:

- Energy Efficiency Design Index (EEDI) for newbuildings,
- Energy Efficiency Existing Ship Index (EEXI) for existing ships,
- ship-by-ship Carbon Intensity Indicator (CII) rating and forecasting.

During 2024, the Committee focused on evaluating SMART systems for vessels, feasibility studies for new technology, and the latest ship-by-ship status of CII ratings. Discussions addressed system functionalities, costs, and strategic recommendations for implementation across the fleet.

The Committee prioritised studies on power take-off (shaft generator) technologies and wind-assisted propulsion systems.

Work also included achieving class notations for new vessels, expanding sensor data use beyond emissions to include safety, and ensuring constant connectivity via StarLink and VSAT.

Together, the Technical and Sustainability Committees lead our efforts to assess and develop new, innovative shipping-related initiatives covering more than standard operational measures and technical interventions. This multidisciplinary collaboration helps us assess the viability of proposals and how such initiatives might be integrated within our business unit workflows.



Photo Credit: Han Tao, Captain, CSSC Le Havre

Operational measures

The Group follows various measures that, collectively, enhance a ship's overall efficiency while reducing its environmental impact. These include:

- Guidance from the IMO's Ship Energy Efficiency Management Plan (SEEMP) tool, which provides best practices for energy efficiency and GHG emissions reduction.
- Constantly monitoring the CII of each ship in our fleet to assess efficiency and compliance with environmental regulation.
- Optimising voyage distances to reduce fuel consumption and emissions. This notably involves: using advanced weather routing software to calculate the most fuel-efficient paths without compromising safe navigation; and, as part of SMART shipping, regularly upgrading autopilot software ensures minimal deviations from the recommended optimised route.
- Reducing drag and thus fuel consumption by ensuring smooth water flow via regular hull cleaning

Technical Interventions

Multiple technical levers can be retrofitted to enhance overall propulsion efficiency and thus reduce emissions, such as rudder bulbs, pre-shrouded vanes, and hub vortex absorbed fins. We take the opportunity presented by dry dock time to install such technologies.

In 2024, we installed retrofits on two ships within the Group's owned fleet. These included energy-saving technologies and significantly less power-intensive onboard LED lights to reduce auxiliary engine fuel consumption.

Cleaner Fuels

While the industry aspires to net-zero or zero-emission fuel for propulsion, the form such fuel will take remains uncertain. In the meantime, transitional fuels, which generate fewer GHGs than conventional fuels, are available.

They include "drop in" fuels requiring no physical engine adjustment, such as biofuels, with minimal impact on maintenance. As a Group, we balance the use of biofuel with its evolving commercial viability.

As of end 2024, our fleet comprises four LNG dual-fuel-ready vessels. In due course we will plan for their actual conversion for LNG fuel use.

Newbuildings

Our aim is to invest in the most sustainable ships possible, balancing safety, environmental, and commercial factors to achieve the best possible EEDI.

As of end 2024, the Group has 10 newbuildings on order, consisting of LNG dual-fuel-ready bulkers and LR2 tankers, as well as LNG dual-fuel LNG carriers.

To ensure optimal operational efficiency, these ships' designs incorporate the latest energy saving technologies and SMART systems available. We aim to achieve independent recognition by securing SMART notations from classification societies.



Shipping Digitalisation Initiatives

Marsoft GreenScreen

In 2024, we enrolled two of our ships in the Marsoft GreenScreen programme. Designed to incentivise shipowners to pursue a maintenance strategy that includes emissions-reducing retrofits beyond “business as usual”, the programme issues Gold Standard verified carbon credits.

These retrofits are installed during dry dock maintenance servicing. Our aim for 2025 is to review all ships due for dry dock during the period, and assess potential energy gains to enroll them into Marsoft GreenScreen. Throughout, we submit operating data as required by the methodology.

Blue Visby Solution

Wah Kwong carried out a digital pilot of the Blue Visby Solution, which highlights the critical role stakeholders can play across the shipping supply chain, and encourages active participation through a benefits sharing mechanism. For instance, optimising traffic by shedding the inefficient practice of high-speed travel followed by waiting at anchor upon arrival in ports can reduce emissions by up to 16%.

In 2024, the pilot project we conducted on CAPE ASIA's route from Zhoushan to Port Hedland demonstrated real potential: reducing ship speed from 12 to 9.5 knots could have saved 57.8 metric tonnes of fuel, reducing Annual Efficiency Ratio (AER) by 0.50 and improving CII rating at the moderate cost of lengthening passage duration by 1.6 days.



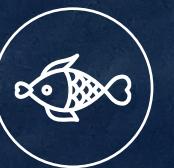


Air Quality and Pollutants

Pursuant to regulations, the entire Group-owned fleet can operate on low-sulphur fuel oil; 50% of the fleet is also equipped with open loop Exhaust Gas Cleaning Systems.

Exhaust Gas Cleaning System	VSM	of which Shipowning
Open	22	11
Closed	0	0
Hybrid	4	0

Pollutants	VSM	of which Shipowning
NOx Tier II	43,221	12,425
NOx Tier III	10,278	2,961
sox	264	77
PM10	16,196	4,721



Ecological Impact

During 2024, we recorded zero aggregate volume of spills and releases to the environment for any hydrocarbons or hazardous substances; and zero time spent in marine protected areas or areas of protected conservation status.

Waste & Environmental Events



3.06

Garbage (m³)



2.48

Paper (reams)



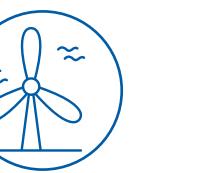
1.59

Toner cartridge (no.)



0

Spills and Releases



Other Environmental Initiatives

The Group has invested in, and actively advises, Gazelle Wind Power as the company develops its floating offshore wind platform technology in order to unlock renewable energy in deep-water seas. Our investment is a natural fit given our expertise in ship manufacturing technology, fabrication, and assembly, as well as port logistics and offshore servicing needs. As such, the direction energy transition eventually takes will be central to our business, both in terms of propulsion and cargo.

In 2024, the Group's cookstove project based in Zimbabwe in association with our local partner Cicada Carbon began yielding carbon credits. In a country where nearly 70% of the population lives without access to grid power, replacing traditional open fires as a cooking method with cookstoves reduces daily wood fuel consumption from approximately 15kg to 4kg. By year end, the project, which aligns with 7 United Nations Sustainability Development Goals, had delivered Gold Standard Verified Emissions Reductions (VER) units equating to 656,464 tCO₂e in avoided emissions.





Social & Human Capital

Wah Kwong prides itself on its approach to staff safety and welfare, centred on providing opportunities for professional and personal development while promoting new industry talent. The Group's community engagement spans university scholarship and cadetship programmes as well as sponsored heritage and local cultural programmes. We uphold fair labour standards to support human rights and ethical sourcing, and continue to raise awareness of sustainability-related issues among our staff, mindful of our corporate and individual responsibilities to address them.





Health & Safety

Wah Kwong upholds the Standards of Training, Certification and Watchkeeping for Seafarers (STCW) and is ISO 9001 and ISO 14001 certified. Technical and marine superintendents conduct regular health, safety, security and environment performance reviews during ship visits. To uphold safe operations, the Group distributes circulars, alerts, and best-practice bulletins, while fleet superintendents and senior managers frequently visit vessels to promote onboard safety. All year long, conferences, workshops, and seminars ensure sea and shore staff are consistently informed about company procedures and systems.





Accident & Safety Management

Wah Kwong recorded 14 incidents during the reporting period, with a Lost Time Injury Frequency (LTIF) of 1.01905 – measured using the Oil Companies International Marine Forum (OCIMF) Marine Injury Reporting Guidelines, which the Group follows as standard practice. In addition to these guidelines, Wah Kwong fully complies with the regulatory requirements set by relevant authorities, including the mandatory reporting of marine incidents to the relevant Marine Department.

Our internal procedures require that all incident reports are submitted by vessel Masters to the appropriate Wah Kwong office – Hong Kong, Shenzhen, or Genoa – based on the vessel's ISM company location. The Health, Safety, Environment & Quality (HSEQ) Department and the Insurance & Claims Department are jointly responsible for recording, monitoring, and following up on all incidents to ensure safety and compliance remain at the forefront of Wah Kwong's operations.





Photo Credit: Quan Jishen, 3/O, CSSC Cape Town



Wellness At Sea

Our Group is deeply committed not just to ensuring the physical safety of its seafarers, but also their mental health. In consultation with the Sailor Society, Wah Kwong developed a comprehensive training and support package on mental health awareness, stress management, active listening, and suicide prevention. In 2024, 104 crew members were trained via this programme.

All crew members receive wellness materials, including the Wah Kwong Mental Health Guide, and can access a 24-hour helpline, which is also extended to on-shore staff. Wah Kwong also supports broader seafaring communities with regular donations to the Mission to Seafarers in Hong Kong and the Asia region. Our shore staff and senior crewing officers attend training sessions on suicide prevention to raise awareness of, and proactively address, this sensitive and complex issue.



Partnerships Advancing Maritime Education

Wah Kwong's commitment to maritime education is reflected in our ongoing partnerships and targeted initiatives dedicated to fostering the next generation of industry professionals. Attracting, engaging, and retaining top talent is central to our long-term success. As such, we work closely with leading educational institutions to ensure curriculum development aligns with emerging trends – especially regarding decarbonisation and other sustainability priorities currently shaping the sector's future. Senior members of our team regularly serve as guest lecturers, while shore-based staff offer hands-on guidance on ship safety, operational best practices, and mentorship for aspiring seafarers. These efforts not only strengthen the capabilities of future maritime leaders but also reinforce our dedication to responsible, forward-looking business practices.





Cadet programme

Wah Kwong is actively involved with cadetship support programmes at Shandong Jiaotong University and Qingdao Harbour Vocational & Technical College. In 2024, 328 students were studying under cadetship programmes across the two institutions. The programme plays a pivotal role in nurturing future maritime talent by providing comprehensive support far beyond the financial. Through scholarships, hands-on internships, and various enrichment activities, the programme motivates cadets to set high academic and personal standards for themselves. It combines theoretical knowledge with real-world maritime experience, fosters a strong sense of responsibility and commitment, and helps ease the transition from university to professional life. Regular lectures, team-building events, and targeted financial support build confidence, reinforce a sense of belonging, and encourage continuous self-improvement. Ultimately, the programme aims to cultivate dedicated talent for the shipping industry and inspire cadets to contribute meaningfully to the industry's future.



Niu Xiaojian

[Majoring in Navigation Technology at Shandong Jiaotong University](#)

I was fortunate enough to receive the corporate scholarship from Wah Kwong, allowing me to focus on my academic pursuits without financial worry. I recognise that this is not just an opportunity for myself, but a responsibility to forge ahead, and use the knowledge I have learned to contribute to the maritime industry and make my own unique contributions to the company.



Li Rongsheng

[2024 Graduate in Marine Engineering from Shandong Jiaotong University under the School-Enterprise Cooperation scheme.](#)

As one of the first graduates of the school-enterprise cooperation program between Shandong Jiaotong University and Wah Kwong, I deeply appreciate the continuous care that the company has taken to invest in my future. During my four years at university, they provided ongoing, rounded support in terms of life, study, and career planning. I am currently interning on the liquefied petroleum gas carrier "GAS QUEST", and feel honoured to start my career here.



Jiang Yongli

[Navigation Technology Major at Shandong Jiaotong University](#)

When I was awarded the First-Class Scholarship by Wah Kwong, I was both surprised and excited. The scholarship injected further motivation into my learning journey and constantly urges me to set higher standards for myself – not only to refine my professional knowledge and skills in navigation, but also to cultivate the sense of responsibility and commitment that a future seaman should possess. This motivation accompanied me until graduation and led me to board the Wah Kwong vessel, CS JINAN, to start an eight-month on-board internship. This experience allowed me to apply what I learned in the classroom to the real maritime environment, integrating theory and practice, and laying a solid foundation for me to officially start my maritime career.



LNG Seedling Programme

In 2024, Wah Kwong and the government of Liaoning province jointly founded the LNG Seedling Programme. This cross-disciplinary collaboration between government, enterprise, and academia focuses on preparing professionals for LNG vessel operations and decarbonisation technologies. Building on Group ties with Dalian Maritime University, China Merchants Energy Shipping LNG, and Liaoning Maritime Safety Administration, the programme combines theoretical coursework with practical applications. Wah Kwong contributes to curriculum development, ensuring alignment with advancements in LNG technology and environmental regulations.

Students attend lectures by specialists from classification societies, shipyards, equipment manufacturers, and smart technology firms. Experiential elements include site visits such as tours to DNV's Shanghai office to discuss vessel classification and safety, as well as to Wah Kwong's Shenzhen office to explore the company's operations and strategy.

Supporting Additional Maritime Initiatives

Wah Kwong continued backing other educational efforts in 2024. The year marked the 10th anniversary of the Group's participation in the Maritime and Aviation Internship Scheme under Hong Kong's Maritime and Aviation Training Fund. Over the decade, 43 interns have been hosted; in 2024, three students joined the Corporate Communications, Legal, and Operations departments. They participated in daily operations and attended educational tours organised by the Maritime and Port Board.

In May 2024, representatives from Human Resources and Corporate Communications conducted interview sessions for prospective interns at Hong Kong Polytechnic University's Department of Logistics and Maritime Studies. This facilitated skills-building for students and discussions among professionals on talent recruitment.



Industry Development & Scholarships at Shenzhen Ocean University and Southern University of Science & Technology

Aligned with our Group's core values and business development strategy, we continue to provide substantive support to marine science and to fostering the next generation of seafarers and industry professionals. Our partnership with Southern University closely aligns with China's national strategy to enhance maritime capabilities, while our support to the new Shenzhen Ocean University will help pioneer advanced training for future-oriented maritime professionals. Construction on Shenzhen Ocean University's new academic facility began in 2024, and the team expects to launch the first phase in 2026. The curriculum focuses on innovation and interdisciplinary approaches, with a special emphasis on engineering and emerging trends such as decarbonisation and digitalisation. Wah Kwong supports the university's goals of promoting marine scientific advancement and cultivating talent in China.

Our financial contribution, in addition to supporting the university's overall development, contributes to the Elite Marine Scholarship, which has provided funding to 32 students since 2022.





Staff Engagement

Raising Awareness

Every employee plays a key role in advancing our sustainability commitments. We aim to create a workplace where ESG awareness, engagement, and accountability are integral to our daily actions and decision-making.

The Group has developed a range of staff engagement activities, which focus on raising awareness of individual impacts on environment and society. These initiatives are implemented across offices, taking cultural differences and working habits into account. The themes addressed include marine environments, nature appreciation, plastic use, food waste reduction, and recycling. These events are designed to offer employees an opportunity to learn and interact across and within teams. Office Events and HR teams curate a schedule of events available to staff. Staff feedback and recommendations regarding these activities are encouraged to help further develop the programme.



Wellness Centre

Wah Kwong's staff Wellness Centre provides an inclusive space for staff to meet and relax with colleagues every month. We offer two zones for onshore staff to engage on a voluntary basis, and both are well attended. Our "Chit-Chat Zone" offers refreshments and a welcoming environment for all employees to mingle across different departments; our "Leisure Zone" offers a range of wellness activities and activity programs, such as Massage, Chinese New Year Market, Tea Appreciation. We welcome suggestions to promote staff ownership for the Centre.



Green Week

We continue to run and expand our successful "Green Week" annual staff engagement programme. The theme for 2024 was "Plastic Free". 85 colleagues from four offices qualified for an annual leave bonus under our Green Credits programme, after completing all four Green behaviour challenges.



Training Developments

We continue to run all mandatory training in line with industry standards and Group policies. We are developing a new series of staff training courses, which will be rolled out in 2025 and include ESG training and reporting as well as a range of professional development and sustainability-related staff engagement events.





Preserving Cultural Heritage

As a longtime sponsor of the Hong Kong Culture Festival since 2015, Wah Kwong's community contributions extend to cultural preservation. In 2024, we supported the Intangible Cultural Heritage Mart (ICH Mart), themed "Transformation: from Past to Present." Partnering with SummerFest@Central for the first time, the event offered free programmes including ICH-themed performances, cultural experiences, interactive games, exhibitions, workshops, and merchant booths. Over two days, it attracted more than 5,500 participants, promoting Hong Kong's intangible heritage to local and overseas visitors.

Furthermore, the Group co-organised and co-curated an exhibition in Taipei, Taiwan titled "The New Silk Road of Martial Studies — A Dialogue between Eastern and Western Martial Arts Literature", featuring collections of historical texts and manuscripts from China and Europe. The exhibition provided a comparative view of the evolution of martial arts and was well-received by researchers and the public.



The exhibition we supported also included the 5th International Martial Studies Conference. Organised by the Hong Kong Culture Festival, Institute of Chinese Martial Studies, and International Guoshu Association, it convened 11 international scholars to discuss historical manuals, cross-cultural developments, and knowledge transmission beyond texts, including oral traditions and digital methods. Local practitioners and enthusiasts joined in discussions.

Wah Kwong also supported the "Might and Magnificence: Ceremonial Arms and Armour Across Cultures" exhibition at City University of Hong Kong, marking its 30th anniversary. Displaying nearly 200 items from various collections, it highlighted

the role of weapons in status and worship across cultures and eras. Hing Chao, Chairperson of the Advisory Committee of the Indra and Harry Banga Gallery, served as exhibition advisor and lender, contributing Japanese and Chinese swords from the Middle Ages and early modern periods. The exhibit incorporated immersive media, algorithms in art, Scanning Electron Microscopy on arms, and Multispectral Imaging on paintings. A private guided tour was arranged for Wah Kwong staff to deepen their engagement.



Our Governance

Wah Kwong's approach to governance prioritises strong board oversight, transparency, and alignment with industry standards, while ensuring the safety of vessel and crew data, and proactive cyber risk management. The Group also upholds strict regulatory compliance and practices regarding anti-corruption, actively contributing to and leading industry initiatives to maintain ethical standards across operations. A clear structure ensures compliance and impact, wherein Business Units report to Management Committees, which are supervised by the Executive Leadership Team, through which the Board oversees operations.

Sustainability Committee

The Group Sustainability Committee meets quarterly, reports on sustainability activities and issues recommendations aligning with our overall Sustainability Strategy. The Committee's aims include integrating "sustainability" as a core Group value, with cross-departmental reporting responsibilities for ESG metrics and initiatives. IMO DCS & EU MRV regulations and compliance reporting provide additional oversight for environmental aspects of responsible activities.





Board & Senior Staff Make Up

Board members

**1**

Women

**7**

Men

8

Total

Senior Management

**7**

Women

**11**

Men

18

Total





Industry Participation

Wah Kwong plays an active role in the industry, with senior management regularly contributing to seminars and panel discussions. In so doing, Wah Kwong encourages wider discussion of important sustainability issues in the shipping industry.

This year Wah Kwong co-founded the Hong Kong Chamber of Shipping (HKCoS) to enhance Hong Kong's status as an international shipping hub with the purpose of promoting sustainable maritime development, strengthening collaboration between Hong Kong and mainland China, fostering education and training, and advocating for government policies that support the maritime sector. Within a short period of time HKCoS has become a leading industry organisation.

Baltic & International Maritime Council

BIMCO
Marine Environment Committee

Bureau Veritas

BV
Chairman of Hong Kong Technical Committee

Class NK

Chairman of Hong Kong Technical Committee

Greater Bay Area Maritime Forums HKSOA

Convenor

Hong Kong Chamber of Shipping

HKCoS
Co-founder and Chairman

Hong Kong Fleet Operations Advisory Committee HKFOAC

Hong Kong Shipowners Association
HKSOA
Founding Member; Executive Committee

Hong Kong Shipowners Association - China Sub-committee

HKSOA
Chairman

Institute of Chartered Shipbrokers HK

ICSHK
Honorary Secretary

Institute of Seatransport

IoS
Honorary President

Institute of Seatransport

IoS
Vice Chairman (Internal Affairs)

INTERTANKO

Corporate Member

Marine Department of the HKSAR Govt

Chairman of Port Welfare Committee

RINA

RINA
Chairman of Asia Decarbonisation Committee

Women's International Shipping & Trading Association

WISTA
Past President; Executive Committee Member of Hong Kong Chapter

Women's International Shipping & Trading Association

WISTA
Corporate Member

Global Maritime Forum

GMF
Member of the Advisory Council

Global Maritime Forum

GMF
Board Director





Diversity, Equity & Inclusion

Wah Kwong is an equal-opportunities employer. We do not discriminate on the basis of age, sex, religion, nationality, ethnicity, disability, marital status or sexual orientation. The Group has a strong history of promoting women in the industry to senior positions, as exemplified by its current CFO and General Counsel/Company Secretary. Wah Kwong employees feature prominently in international groups promoting diversity and inclusion in maritime industries. We believe that diversity adds to our strength and actively participate in the Women's Shipping & Trading Association (WISTA) both in Hong Kong and internationally.

We continue to support increased opportunities for female staff onboard, with our company policy that supports working in pairs and aligning skills to job roles. In addition to greater gender diversity, this is also a pragmatic commercial response to a noted increase in interest among high-performing female students at leading maritime universities in the sector.



Alongside the expansion of our ship management business, we have stepped up our recruiting efforts from the Indian subcontinent and from The Philippines, adding diversity to our existing pool of seafarers.

The Group is accredited under The Hong Kong Council of Social Service ("HKCSS") as a "Caring Company" and is committed to the welfare of its staff. Further information about the "Caring Company" scheme can be found at https://www.caringcompany.org.hk/en_index.php.



Offshore

3,502

Total no. of crew over the year

3,331

No. of crew at year end

5

No. of women at year end

2,744

Average no. of crew over the year

77%

Chinese

23%

SE Asian & Indian Subcont

71%

Aged 20-40

29%

Aged 40-60

85%

Less than 2yrs service



Onshore Employees at year end

94

Women

115

Men

Nationality Region

182

FE Asia

3

SE Asia

4

Indian Subcont

20

Europe



Staff Performance

Our Group conducts annual Employee Performance Appraisals for all staff, with a specific section relating to sustainability. Appraisals list the expected standards upon which both employees and line managers provide comments and rate performance. Annual bonuses and salary reviews take all sections into account.

By improving awareness of ESG topics, our staff are embracing sustainable practices, both personally and in their work, with a sense of pride and positivity.



Whistleblowing

The Group distributes to all employees the Internal Controls and Procedures Manual, which includes the Group's Whistleblowing Policy, and makes it available at all times. The Manual undergoes periodic review and is updated to incorporate the latest best practices. Furthermore, the Company's ISM manual includes a specific section on whistleblowing for crew.



Business Ethics

In 2024, there have been no calls to ports in countries with the 20 lowest rankings in Transparency International's Corruption Perception Index; the Group has recorded no monetary losses as a result of legal proceedings associated with bribery or corruption.

Looking Forward



After the significant changes we made to our Group structure in 2024, and the corresponding development of our ESG platform, we look forward to reporting on our progress in 2025. New initiatives will include introducing our clean energy supply chain business, as well as the impact of our new ESG training and reporting modules currently in development. Aware of the complexity inherent in collating ESG data from diverse, Group-wide systems, we are also prioritising efforts to streamline and automate these processes for higher data quality and integrity going forward. We anticipate these new initiatives will contribute to further raising awareness across the Group, and improvements in our ESG practices and KPI contributions.

The Group's continued strategic focus on sustainability reflects the systemic challenges facing global supply chains in achieving net-zero targets. We look forward to playing our part in uniting stakeholders to develop solutions that challenge conventional products and processes. Our deep involvement and expertise in energy – be it as cargo or as fuel for propulsion – facilitates expanding our knowledge of green energy generation facilities, both in terms of production scale and geography. We are also exploring how to position ourselves to accelerate market innovation and connect regional supply and demand driven by regulatory change and global ambition. We look forward to reporting progress in this significant new space for Wah Kwong's ESG strategy during 2025.

