

## The oceans are our business and we see opportunities ahead

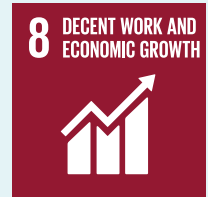
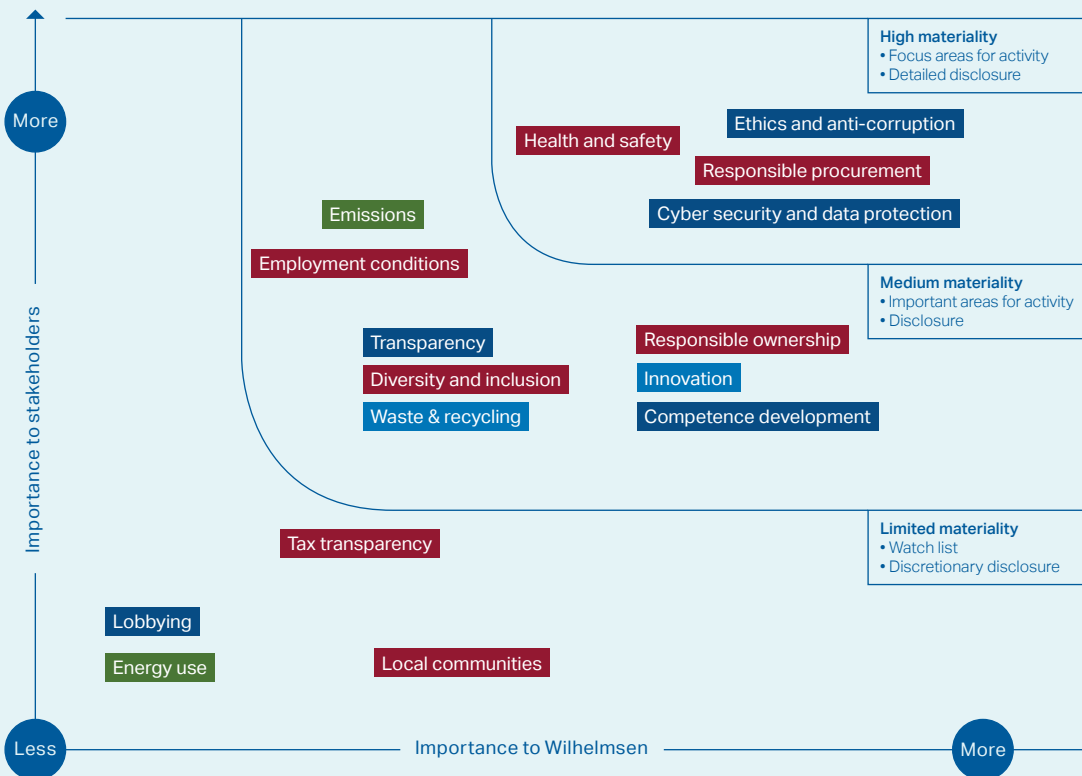
- 1 We operate in markets exposed to the world economic growth and general geopolitical environments. We know that our current business models are challenged by multiple factors including rapid technology development, changing customer and supplier behaviour, new competitors, and a changing workforce.
- 2 Our operating environment offers a vast number of opportunities which we intend on capturing in a sustainable way by being agile, innovative, and disrupting ourselves. We are committed to contributing to the Sustainable Development Goals and we can make a significant impact in our field of operations on land and at sea.
- 3 2018 was a solid and exciting year and we see some significant leaps ahead with the support of technology just around the corner. The level of engagement amongst our employees working in this dynamic environment and the attention we place on providing safe and healthy working conditions are high. Our portfolio of innovations and partnerships are growing and will help us take on the future.
- 4 We enable sustainable global trade and thrive on the opportunities in front of us.

## Sustainability achievements 2018

- 1 Defined four high impact sustainability focus areas where the group will intensify efforts
- 2 Positive 72 point score and 89% completion rate in employee engagement survey
- 3 Lost time injury (LTI) frequency rate on vessels and onshore within targets
- 4 Established world's first autonomous shipping company with partners
- 5 Appropriate risk reduction methods and tools implemented for cyber security
- 6 Implementation of policy and practises to address EU General Data Protection Regulation (GDPR)

Find more on [wilhelmsen.com/sustainability2018](http://wilhelmsen.com/sustainability2018)

# Materiality assessment 2018



Colour code: alignment with the Sustainable Development Goals

## Focus 2019

### Health and safety

- 1 Continuous improvement of health and safety management systems
- 2 Increase employee competence in health and safety behaviour

### Ethics and anti-corruption

- 1 Improve identification and follow up of compliance deviations
- 2 Increase employee competence in responsible business practice with rollout of new business standard programme and awareness of whistleblowing channel
- 3 Optimise organisational resources internally to improve experience sharing and knowledge transfer

### Responsible procurement

- 1 Improve supplier selection and assessment process
- 2 Improve supplier engagement in responsible practices through risk-based audits
- 3 Optimise organisational resources internally to improve experience sharing and knowledge transfer

### Cyber security

- 1 Implement a cyber security framework with continuous assessment of the group's cyber maturity
- 2 Increase employee competence in cyber security and data protection risk prevention behaviour
- 3 Strengthen operational measures in cyber security