Wallenius Wilhelmsen

Sustainability report

2019

From sea

2019

To land

Board of Directors' report — Sustainability reporting

Our strategic approach to sustainability

Wallenius Wilhelmsen is a company of 9 400 people, managing 126 vessels servicing 15 trade routes. We also operate 71 processing centres and 11 marine terminals. Our purpose is sustainable logistics for a world in motion — imagining new, more efficient solutions for the changing world of mobility and transport on land and sea.

As a leading company in a global industry, we are committed to taking purposeful action to promote environmental stewardship, social responsibility and responsible business conduct. We see sustainability as both the most responsible and profitable way to conduct our business. At Wallenius Wilhelmsen, sustainability is more than an important management tool, it is a fundamental driver for our business development and growth.

In taking this approach, we go beyond complying with relevant environmental, social and business ethics regulations. We aim to stay a step ahead of emerging requirements, keeping us ahead of future risks while creating long-term value for our employees, customers, investors and our entire value chain.

The six principles of our Lean:Green sustainability strategy guide how we bring our sustainability vision to life: By striving for what is both economic and sustainable, we will produce the best long-term results for people, profits and the planet.

- Drive progress through initiatives that are both lean and green
- Focus on high impact changes, for both people and the environment
- Engage in regulatory processes and advocate for environmentally sound global outcomes
- Invest in and support Lean:Green technologies, seek partners to find sustainable solutions
- Embrace transparency; be visible and be credible
- Harness sustainability track record and competence to create commercial value

Our governance and management approach

Our Board of Directors has reviewed and approved our Lean:Green sustainability strategy, and annually approves our ESG targets. The Top Executive Team (TET) and the Board of Directors receive monthly and quarterly environmental, social and corporate governance (ESG) performance results, and our annual sustainability performance is integrated into our Annual Report and signed off by our Board of Directors.

Our ESG management approach is integrated and holistic, while maintaining clear lines of responsibility. Sustainability encompasses five corporate functions (see image above). The Vice President of Sustainability is responsible for driving the company's strategic approach to sustainability and reports monthly to members of the TET.

Our reporting approach

We report on 42 Key Performance Indicators (KPIs) which are organised into four priorities, Valuing Diversity & Wellbeing, Being a Trusted Business Partner, Protecting Life Below Sea, and Navigating Towards Zero Emissions, providing strategic direction for all sustainability topics that are material to our company and our value chain. These four priorities also provide the structure for the ESG data included in this report, prepared and disclosed in accordance with the Global Reporting Initiative (GRI) Standards: Core option.

Transparency in our sustainability efforts and performance is essential for cultivating good relationships with our stakeholders and meeting their evolving expectations. To ensure the appropriate focus and relevance of our sustainability work, we conducted a materiality assessment in December 2017 to identify and prioritise the topics and data presented in this report.

During this phase we identified and assessed relevant environmental, social and governance related impacts along the company's value chain. The different sustainability topics were ranked in terms of importance to both Wallenius Wilhelmsen group and our stakeholders, to determine their overall materiality.

Topics that are deemed material (of high importance to both Wallenius Wilhelmsen and its stakeholders) are disclosed in this sustainability report and regularly reviewed by top management.

To promote our vision of transparency, accountability and reporting, Wallenius Wilhelmsen joined the Standards Advisory Group at the Sustainability Accounting Standards Board (SASB) in 2019, and we actively participate in BSR's Clean Cargo initiative and Drive Sustainability, a customer-driven sustainability reporting initiative.

Unless otherwise noted, the scope of this report includes vessels, ocean services and landbased services owned or controlled by the Wallenius Wilhelmsen group, which includes Wallenius Wilhelmsen Ocean, Wallenius Wilhelmsen Solutions, EUKOR and American Roll-on Roll-off Carrier (ARC). Outside the scope of the report are the operations of Keen Transport Inc., a recent acquisition. Wallenius Wilhelmsen's Sustainability Management System and Way of Working dashboard are to be implemented throughout Keen's operations in 2020.

Results of Materiality Assessment

Supporting the UN Sustainable Development Goals

Our sustainability work also contributes to the UN Sustainable Development Goals (SDGs), a set of 17 goals and 169 underlying targets to ensure a sustainable world by 2030. These goals apply to all and encourage governments and the private sector to mobilise efforts and cooperate to end extreme poverty, fight inequality, tackle environmental challenges, and ensure sustainable resource management. At Wallenius Wilhelmsen we are committed to doing our part. This report identifies the six UN SDGs aligned with our sustainability strategy and focus areas.

Priority 1: Valuing our people's wellbeing and diversity

Ensuring health, safety, human rights, individual development and wellbeing.

A globally successful company requires diversity: to succeed, we need people with many different talents who can collaborate across cultures, developing new skills and knowledge along the way. That's why we prioritise our people's health and safety, support their development, and celebrate our diversity. Our focus on inclusion, a vital part of our diversity strategy, helps ensure and strengthen a safe, inclusive and diverse organizational culture.

Wallenius Wilhelmsen has 9 400 employees across the world and we pride ourselves on providing a safe and fulfilling work environment. We also have a responsibility to the men and women working for our suppliers to provide a safe working environment and ensure that there are no violations of human rights in the supply chain.

The crew of Wallenius Wilhelmsen's owned vessels are employed by external ship management companies, and our Marine Operations Team is responsible for ensuring these management companies comply with our policies, including working conditions and quality. Wallenius Wilhelmsen Solutions employs both direct employees and outsourced labour for landbased activities and operations.

We see safety as a key element of our success as an employer and a supplier, and therefore the ultimate responsibility for safety rests with the CEO. Safety at sea is the direct responsibility of the Marine Operations Management Team, while site managers for WW Solutions are responsible for safety and wellbeing.

To foster an environment where people can thrive and succeed, we measure, manage and report on our performance in six material areas: Diversity, Safe operations, Safety on sea and land, Human and labour rights in ship recycling, Training and development, and Working conditions and welfare.

Review of progress in 2019

In late 2019, a Diversity & Inclusion initiative was launched to gather data and perspectives from the organization. With this input, in 2020 the project will define challenges and opportunities for diversity and inclusion; identify objectives and KPI's; and define focus areas and action plans. Gender, absenteeism and occupational disease were also implemented into the company's reporting for safety incidents.

While ocean crew retention slightly dipped, crew satisfaction scores modestly improved in 2019. A common template for crew satisfaction surveys for ship managers was developed and is now in use.

To further extend our commitment to human rights in our supply chain, we have published details on our website of how company-owned vessels have been recycled since 2000.

As part of a company-wide implementation of a new Sustainability Management System in 2020, management will be reviewing all prioritised material topics; setting and validating current KPIs, informed by science-based targets as relevant; reviewing progress against current goals and setting new goals and targets for the short and long term.

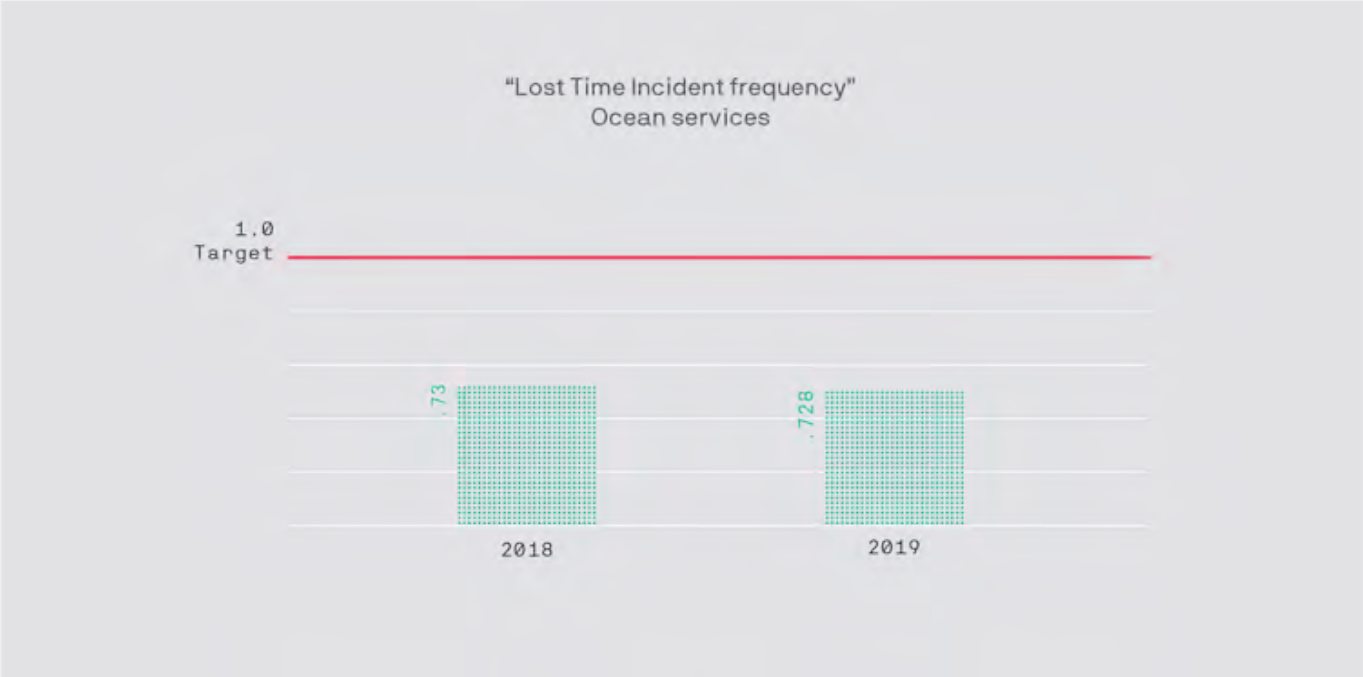
Relevant governance policies and documents

Wallenius Wilhelmsen Ocean Employees Handbook, Wallenius Wilhelmsen Solutions Employee Handbook, Wallenius Wilhelmsen Code of Conduct, Safety Policy, Environmental Policy, and Responsible Vessel Recycling Policy.

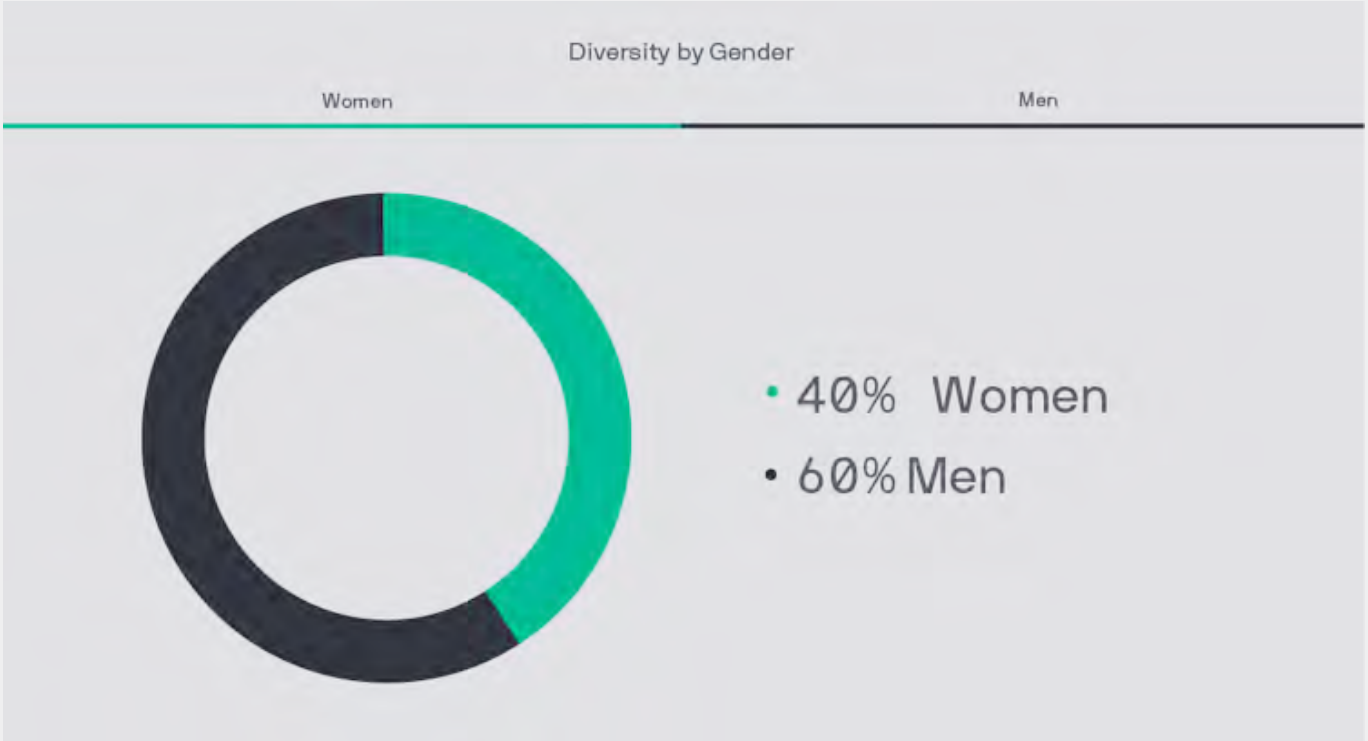
2019 Annual Performance

KPI Description	Unit of Measurement	2019 Data
Gender balance, office workers	Ratio, Male: Female workers	60:40
Lost Time Incident Frequency, ocean services	Number of lost workday incidents per 1,000,000 hours worked	0.728
Lost Time Incident Frequency, landbased services	Number of lost workday incidents per 1,000,000 hours worked	15.79
Fatalities	Number of work-related incidents resulting in death	1
Office workers workers invited to take a Performance Dialogue	Percent	100%
Annual retention rate of ocean crew	Percent	95.30%
Ocean Crew Satisfaction Survey	Numeric score (1-5)	4.5
Absenteeism, land-based services (days away due to illness per hours worked)	Percent	2.58%

Highlights



Lost Time Incident Frequency for ocean services improved in 2019, beating our target of 1.0 for the second consecutive year.




Diversity & well-being, 2019 annual performance data
EMPLOYEES BY REGION
Americas
EMEA
Asia Pacific
1405
2044
5948
1452
1636
6353
1345
973
5179
2019
2018
2017

Priority 2: Being your trusted business partner

Being a trusted business partner is about delivering great results efficiently while conducting business in the right way. Responsible business conduct is the foundation of Wallenius Wilhelmsen's operations and activities. Our ability to deliver as agreed is key to creating value and running a sustainable business. Wallenius Wilhelmsen is committed to fair competition, anti-corruption and anti-bribery through the entire value chain. The company's Code of Conduct is applicable to all employees and suppliers and outlines the top management's commitment to and expectations of sustainable, compliant and responsible business conduct.

As a corporate citizen operating around the globe, we are committed to be a responsible taxpayer and to ensuring compliance with national and local requirements. Corporate tax affairs are the global responsibility of the CFO.

Quality and safe stewardship of cargo and equipment is essential for our success, and we have a zero-tolerance policy for security infractions and theft from any facility within our network. The President of Wallenius Wilhelmsen Solutions has overall responsibility for quality and security at landbased facilities. The Marine Operations Management Team is responsible for quality and security of the company's owned fleet. All company-owned or controlled vessels must follow the Wallenius Wilhelmsen Ship Security Policy, and all ship managers are required to be ISO 14001 certified.

To cultivate and maintain trust in our people and our services, we measure, manage and report on our performance in 10 areas: Compliance, Quality of service, ESG customer management, Tax practices, Security at land-based facilities, Security of vessels, ESG supplier management, Privacy and data security, Green innovation, and Biosecurity.

Review of progress in 2019

Significant progress was made in 2019 developing a bespoke Sustainability Management System to manage the company's environmental, social and governance performance, which will be ISO 140001 certified. The system has already been implemented into the company's Way of Working framework for landbased activities, and company-wide implementation will be complete in early 2020.

The company's ESG Supplier approach was enhanced with a mandatory Responsible Vessel Recycling Policy and by supporting the work of the Ship Recycling Transparency Initiative. In 2020, the company will assess the need for a more robust approach for managing and

monitoring supply chain partners.

As part of the company's One Operation digital transformation, 17 vessels have been connected with data streaming capabilities. The complete streaming system and platform is still being developed. A target of 55 vessels from our owned fleet will be connected by July 2020. Vessel data liberation will significantly enhance fleet optimisation decisions and enable our continued transformation towards a data-driven organisation. Landbased operations continued to digitise processes, and security incidents were added to the global KPI register, replacing a manual process with a digital registration solution.

As part of a company-wide implementation of a new Sustainability Management System in 2020, management will be reviewing all prioritised material topics; setting and validating current KPIs, informed by science-based targets as relevant; reviewing progress against current goals and setting new goals and targets for the short and long term.

Relevant governance policies and documents

Wallenius Wilhelmsen Ocean Employees Handbook, Wallenius Wilhelmsen Solutions Employee Handbook, Wallenius Wilhelmsen Code of Conduct, Safety Policy, Responsible Vessel Recycling Policy.

2019 Annual Performance Data

KPI Description	Unit of Measurement	2019 Data
Average unplanned off-hire across the entire owned fleet	Hours	20.70
Number of significant spills (> 20 litres), ocean services	Number of incidents	1
Cases in which group companies were found in breach of international sanction laws and regulations	Number of incidents	0
Tax incentives or special tax agreements with authorities	Number of agreements	1
Incidents of theft, landbased services	Number of incidents	1
Security breaches onboard company owned vessels	Number of incidents	3
Substantiated breaches of privacy and data security	Number of incidents	4
Orcelle Award finalists	Number of people	12

Highlights

Preventative maintenance enabled us to beat our 2019 target of 24.

Priority 3: Protecting life below water

The ocean is one of the planet's most sustaining resources, one we've been sharing for more than 150 years. To us, protecting life below water means maintaining the ocean's biodiversity and safeguarding the ocean's ecosystems. Since our operations can impact both, we are vigilant in our compliance efforts while embracing innovation to find new solutions that decrease our impacts on life below water.

We have a holistic approach to our impacts, taking responsibility for the full lifecycle of our vessels, from design to recycling. Wallenius Wilhelmsen owned vessels are recycled according to our Responsible Vessel Recycling Policy, and we disclose metrics on vessels recycled in our Annual Report, on our website and also at www.SRTI.org.

The Marine Operations Team has the overall responsibility for ensuring the environmental emergency preparedness of our fleet, in close collaboration with the fleet's various ship management companies who are responsible for response readiness of their respectively managed vessels.

To manage our environmental impacts and continuously improve our environmental performance, we measure, manage and report on our performance in six material areas: Environmental emergency preparedness on land and sea, Environmental issues in ship recycling, Ballast water, Hull fouling, Bio-security and Ship-generated waste.

Review of progress in 2019

During 2019 a new supplier initiative to reduce the amount of packaging waste left onboard ocean vessels was implemented, dramatically reducing total waste from vessels by approximately 20%, due largely to better trash-handling routines and equipment.

WW Ocean had one environmental breach during the year: the M/V Tamesis had an oil spill while at anchor in Lvhuashan Southern Anchorage (China), resulting from a broken hose that formed part of the hydraulic system for the stern ramp, spilling about 100 litres to the sea. The vessel response system worked properly, and a clean-up was successfully completed.

A group Biosecurity Management Plan for the whole fleet was completed 2019, and a review of the plan will be conducted in 2020 based on effectiveness and geographical developments. In 2020, biosecurity KPIs and goals will be set.

All the company-owned fleet was enrolled in Hull Biofouling Management programmes during the year. More efficient hull cleaning has contributed to lower fuel oil consumption; since hull

fouling increases the drag on a ship, biofouling management is an important part of improving energy efficiency and reducing emissions from our ships.

Thirteen vessels were fitted with Ballast Water Treatment Systems (BWTS) in 2019, meaning 15% of the company-owned fleet now has BWTS installed and the remainder of the fleet complies with requirements through ballast water exchange.

The company did not recycle any vessels in 2019, as no company-owned vessels were retired.

As part of a company-wide implementation of a new Sustainability Management System in 2020, management will be reviewing all prioritised material topics; setting and validating current KPIs, informed by science-based targets as relevant; reviewing progress against current goals and setting new goals and targets for the short and long term.

Governance policies and documents

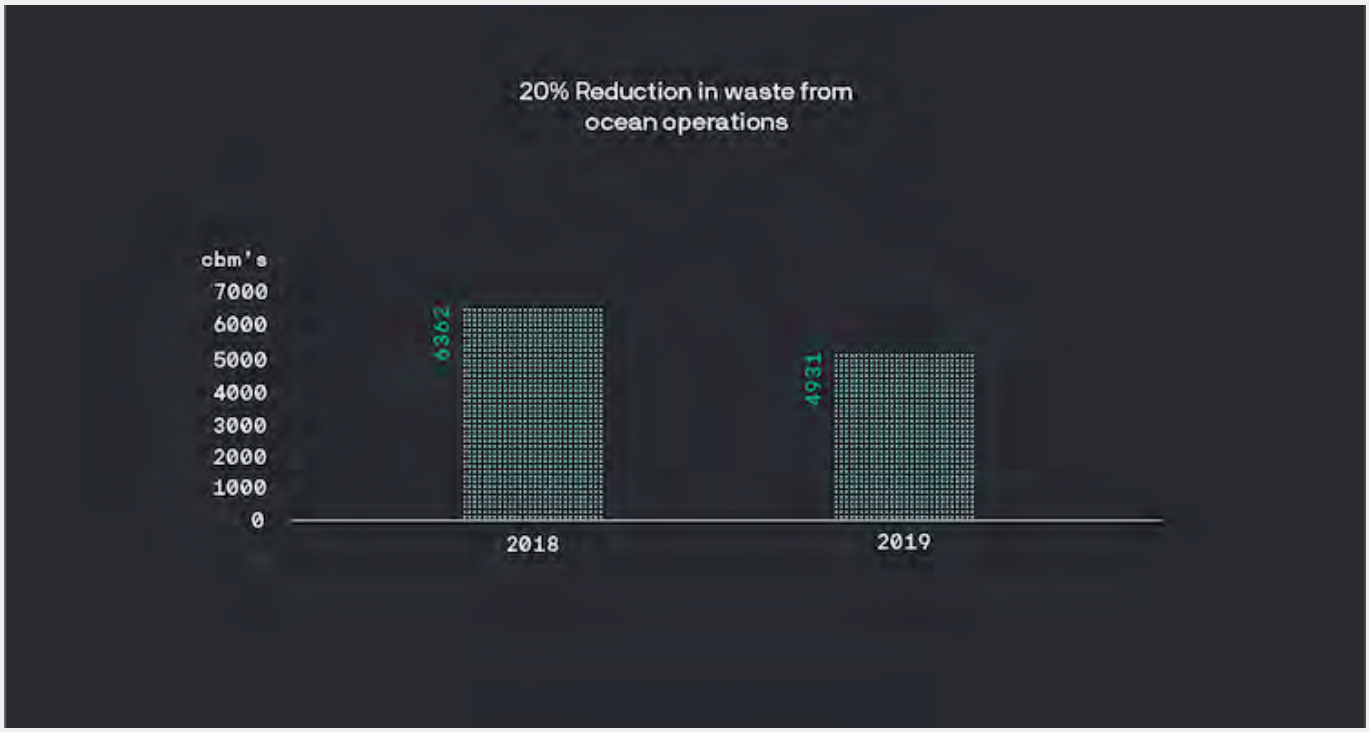
Biofouling Management Policy, Ballast Water Management Policy, Vessel Recycling Policy.

2019 Annual Performance Data

KPI description	Unit of Measurement	2019 Data
Non-compliant environmental emergencies, ocean fleet	Number of incidents	1
Non-compliant environmental breaches (release, spill or discharge) reported to authorities, landbased activities	Number of incidents	1
Number of company-owned vessels recycled	Number of vessels	0
Ballast water systems installed on company-owned vessels	Number of installations	13
Owned fleet enrolled in hull fouling management programmes	Percent enrolled	100%
Average fouling-factor score for ocean fleet	Score, 1-10	3
Cargo-related biosecurity incidents	Number of incidents	Several
Total trash sent to shore reception facilities from owned fleet	Cubic metres	4,931.10
Average amount of landed garbage per vessel	Cubic metres	64.80
Food waste discharged to sea	Cubic metres	388.30
Average amount of food waste discharged to sea, per vessel	Cubic metres	5.10
Water consumption, landbased services	Litres	53,817,587
Waste sent to landfills, generated from landbased services	Tonnes	5,843

Highlights

Vessels in the fleet are scored 1 (good) to 10, considering the type, amount, and coverage of hull fouling. A higher score translates into higher environmental risks and financial costs.



In 2019 we focused on reducing the amount of packaging waste left onboard our vessels, reducing total waste from vessels by approximately 20%.

Priority 4: Navigating towards zero emissions

The world is quickly moving towards a healthier, emissions free future – a challenge we embrace as an opportunity. As the operator of a fleet of approximately 126 RoRo vessels, and terminals and processing centres around the world, Wallenius Wilhelmsen is deeply committed to decarbonising our operations and future-proofing our business. Transforming logistics into a zero emission, carbon-free industry is the challenge of a generation, but it is also our opportunity to redefine sustainable logistics. The company's Lean:Green strategy and our Sustainability Policy guide our efforts and progress towards zero emissions.

Wallenius Wilhelmsen is in the process of assessing the financial impacts of climate-related risks and opportunities in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Physical risks due to harsher weather are considered manageable; regulatory and market risks will likely have the greatest impact on the company's future business operations. The potential costs of reducing Green House Gas (GHG) emissions to meet International Maritime Organization (IMO) reduction targets, combined with the European Union's (EU) increased focus on shipping as reflected in the European Green Deal, pose complex compliance and financial risks for a global player like Wallenius Wilhelmsen. Changes in consumer preferences due to increased climate awareness may bring about new modes of production and logistics that will impact both our land-based activities and our fleet.

In line with the increasing demand for climate-related action and reporting, Wallenius Wilhelmsen is taking a systematic approach to identifying climate-related risk and opportunities, assessing the potential financial implications, and integrating climate considerations into overarching strategic plans. Prioritised actions for 2020 are to stress-test and refine our strategy to better position the company's products and services for a low-carbon economy.

To improve our emissions footprint and help us navigate our fleet and operations towards zero emissions, we measure, manage and report on our performance in four material areas: GHG emissions from ships, Non-GHG air emissions from ships, GHG emissions in land-based operations, and Non-GHG emissions in land-based operations.

Review of progress in 2019

In 2019 we prepared our fleet, our customers, and our organisation for an important milestone in our zero-emission journey: compliance with "IMO 2020", the IMO's new global sulphur fuel

cap designed to dramatically reduce SOx emissions and pollution, effective 1 January 2020. Read details on our rigorous preparation for the new rules. Consistent with our Lean:Green strategy, Wallenius Wilhelmsen founded the Trident Alliance, an industry coalition that actively engaged officialdom throughout the year on effective and transparent enforcement of the new regulations.

This year, Wallenius Wilhelmsen also made strides in carbon emissions performance. The relative CO_2 emissions from the WW Ocean fleet in 2019 was 33 g/tkm, meeting the target we set for an 8% reduction relative to 2017. Total CO_2 from all ocean operations dropped to 4,640,979 tonnes, a reduction of 547,000 tonnes or nearly 11% from the prior year. Reductions in total fuel consumption and emissions were mainly driven by less activity compared with 2018, and improvements in vessel efficiency and performance, including an improved hull fouling programme.

Landbased CO_2 emissions (from fuels consumed) increased slightly, as a result of 10 more land-based facilities reporting and 5% more hours worked in 2019. Existing fuel and power reporting tools were enhanced and now provide emissions KPIs for land-based activities. All fuel and electricity consumption are now reported, converted to CO_2 and displayed in the company's reporting dashboard.

The company joined the Getting to Zero Coalition, an alliance to bring commercially viable, zero-emissions deep sea vessels into the global fleet as early as 2030. We also started ongoing collaborations with Wallenius Marine to develop and operate the first wind-powered deep sea RoRo vessel by 2022, and with Maersk, Copenhagen University and major shippers including BMW Group, to form the LEO Coalition to develop and test Lignin Ethanol Oil for shipping.

As part of a company-wide implementation of a new Sustainability Management System in 2020, management will be reviewing all prioritised material topics; setting and validating current KPIs, informed by science-based targets as relevant; reviewing progress against current goals and setting new goals and targets for the short and long term.

Relevant governance policies and documents

Environmental Policy, Lean:Green Strategy.

2019 annual performance data

KPI Description	Unit of Measurement	2019 Data
Relative CO_2e emissions from ocean services	Grams per ton kilometre	33.00
Total CO_2e emissions from ocean services	Tonnes	4,640,979
Average sulphur content of fuel	Percent	2.05%
Total SOx emissions of fleet under group control	Tonnes	60,989
Relative NOx emissions from owned fleet (as an average of International Air Pollution Prevention certification values)	Grams per kilowatt hours	13.64
Total electrical consumption, landbased services	megawatt hours	16,095
Total CO_2e from electrical consumption, landbased services	Tonnes	6,611
Total CO_2e from liquid and gaseous fuels, landbased services	Tonnes	8,005

Highlights

In 2019 we reduced CO_2e emissions from the Ocean fleet by nearly 11%.

2018

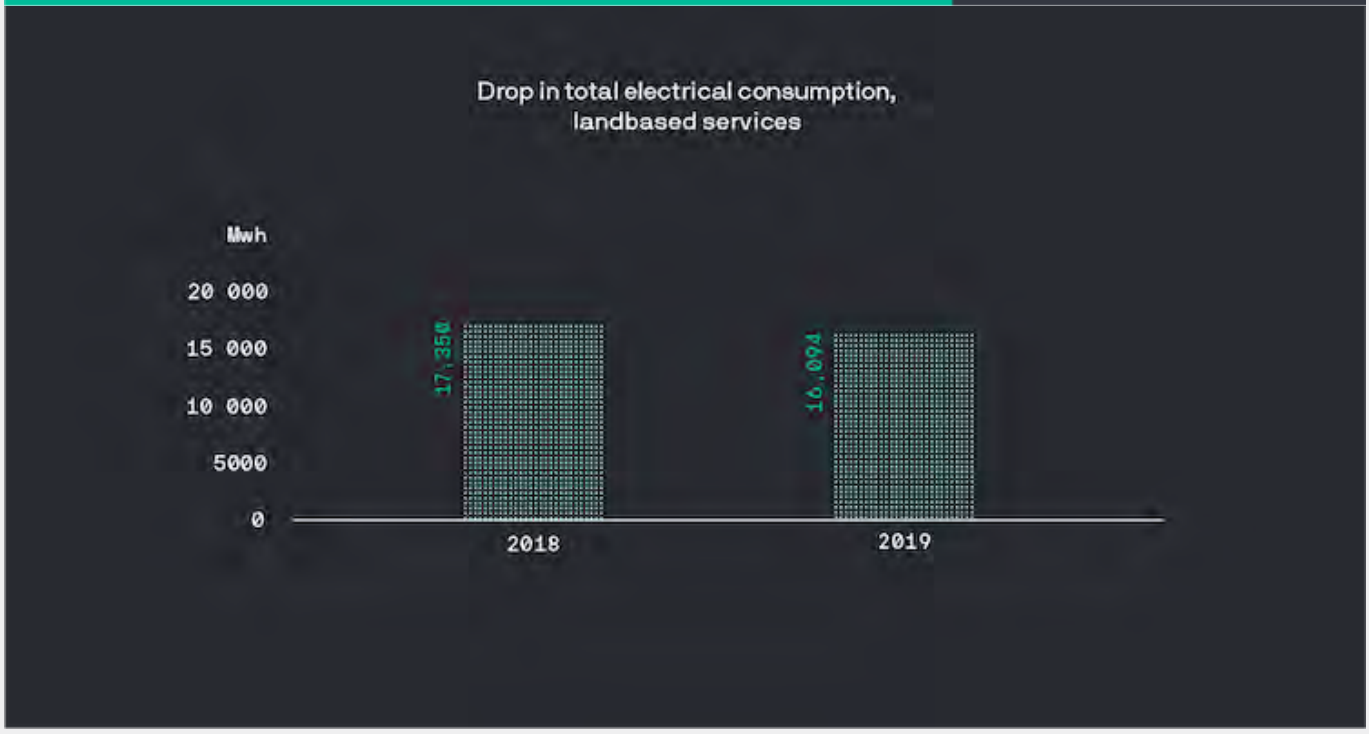
5,188,534

tonnes of CO_2e

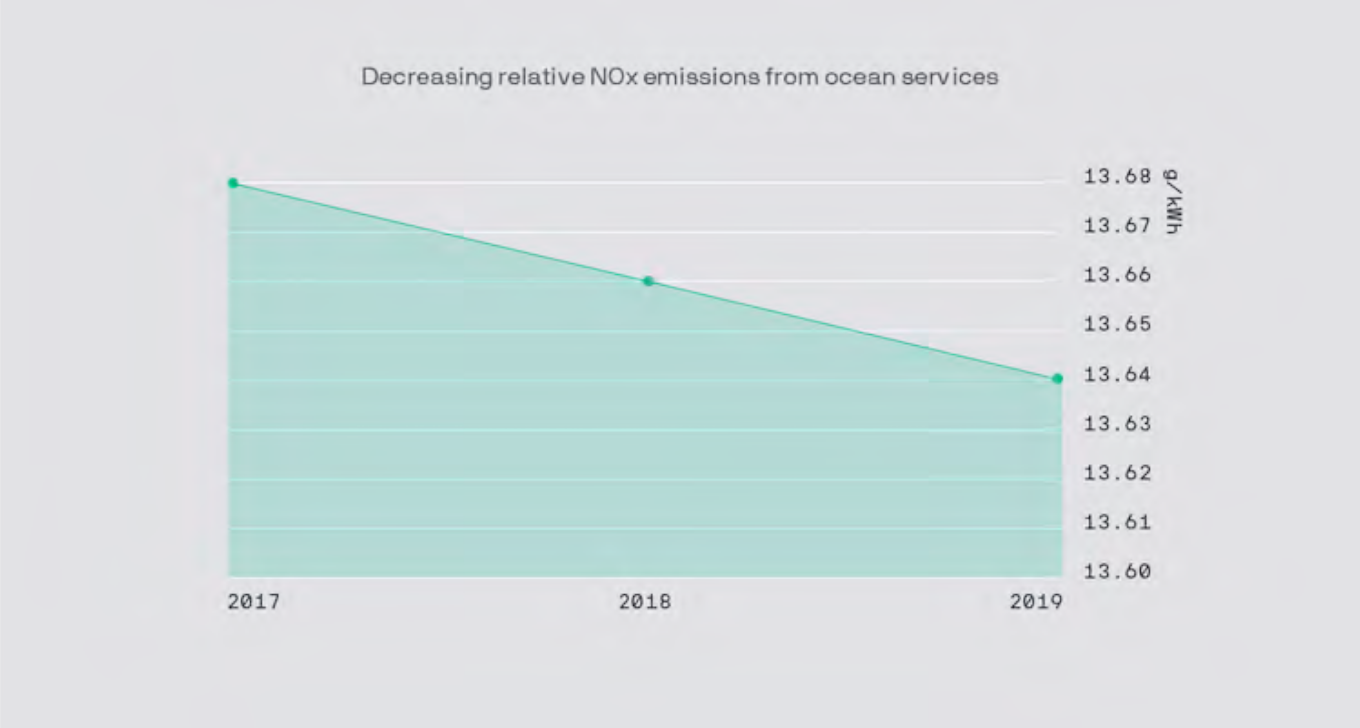
2019

4,640,979

tonnes of CO_2e



3-Year Emission Trends


Decreasing relative NOx emissions from ocean services
13.68
13.67
13.66
13.65
13.64
13.63
13.62
13.61
13.60
g/kWh
2017
2018
2019

GRI index

Wallenius Wilhelmsen GRI Index - 2019

Global Reporting Initiative (GRI) is a independent international standards organisation which has developed the world's most widely used framework for sustainability reporting. The GRI guidelines consist of reporting principles, aspects and indicators that organizations can use to disclose information related to economic, environmental and social performance.

This report has been prepared in accordance with the GRI Standards: Core option.

The table below shows Wallenius Wilhelmsen reporting relative to the GRI Standards guidelines.

GENERAL DISCLOSURES

GRI §	Description	Source (page no.)
Organisational profile		
102-1	Name of the organization	Wallenius Wilhelmsen ASA
102-2	Activities, brands, products, and services	Wallenius Wilhelmsen in brief (p.1)
102-3	Location of headquarters	Strandveien 20, 1366 Lysaker, Norway
102-4	Location of operations	Wallenius Wilhelmsen in brief (p.2-5)
102-5	Ownership and legal form	Wallenius Wilhelmsen in brief (p.10-12) Corporate governance (p.64-87)
102-6	Markets served	Wallenius Wilhelmsen in brief (p.3-5)
102-7	Scale of the organization	Wallenius Wilhelmsen in brief (p.3-7)
102-8	Information on employees and other workers	Sustainability Performance Data, p.61-62
102-9	Supply chain	About us (p. 1-5)
102-10	Significant changes to the organization and its supply chain	Highlights for 2019 (p.19-30)
102-11	Precautionary Principle or approach	Please see Wallenius Wilhelsen's environmental policy where we discuss our approach to tackling environmental challenges and how we take a preacutionary approach
102-12	External initiatives	Clean Cargo initiative, LEO Coalition, Getting to Zero Coalition, Ship Recycling Transparency Initiative, Trident Alliance
102-13	Membership of associations	In addition ot the above: The Ocean Exchange, Norwegian Shipping Association, World Shipping Council, Maritime Anti Corruption Network (MACN), National Association of Waterfront Employers, Norwegian Ship owners Association, Norwegian Sea Law Association, The Association of European Vehicle Logistics (ECG), American Association of Port Authorities, National Freight Transportation Association
Strategy		
102-14	Statement from senior decision-maker	Words from the CEO (p.13-16)
Ethics and integrity		
102-16	Values, principles, standards, and norms of behaviour	Purpose and strategy (p.17-18)
Governance		
102-18	Governance structure	Wallenius Wilhelmsen in brief (p.10-12) Corporate governance (p.64-87)
Stakeholder engagement		
102-40	List of stakeholder groups	Employees, customers, shareholders, investors & financial community, industry peers, ports and port communities
102-41	Collective bargaining agreements	Pension obligations (p.100) Note 17, Employee retirement plans (p.130-132)
102-42	Identifying and selecting stakeholders	Our Reporting Approach (p. 42-43)

102-43	Approach to stakeholder engagement	We carry out regular stakeholder engagement through multiple means including sector specific initiatives and working groups. In 2019, we engaged with customers on sustainability topics through Clean Cargo (a BSR initiative) and Drive Sustainability, as well as one-on-one engagements with targeted customers on vessel recycling and supply chains. We also engaged several shareholders on climate change and ESG topics. However, no specific stakeholder engagement was carried out in 2019 related to our report preparation process.
102-44	Key topics and concerns raised	No specific new topics or concerns were identified related to the sustainability reporting in 2019.
Reporting practice		
102-45	Entities included in the consolidated financial statements	Wallenius Wilhelmsen in brief (p.10) Corporate governance (p.64-87)
102-46	Defining report content and topic Boundaries	Our Reporting Approach (p. 42-43)
102-47	List of material topics	Diversity, Safe operations, Safety on sea and land, Human and labour rights in ship recycling, Training and development, and Working conditions and welfare. Compliance, Quality of service, ESG customer management, Tax practices, Security at land-based facilities, Security of vessels, ESG supplier management, Privacy and data security, Green innovation, and Biosecurity Environmental emergency preparedness on land and sea, Environmental issues in ship recycling, Ballast water, Hull fouling, Bio-security and Ship-generated waste. GHG emissions from ships, Non-GHG air emissions from ships, GHG emissions in land-based operations, and Non-GHG emissions in land-based operations.
102-48	Restatements of information	2018 tonnes of CO2e for fuel sources from landbased activities is restated to 6,902 tonnes, to account for actual consumption figures received after the 2018 Report was issued.
102-49	Changes in reporting	We have consolidated material topics down to the key 4 themes for text with more focus on data based on investor feedback. KPIs and reporting Scope are unchanged
102-50	Reporting period	01.01.19-31.12.19
102-51	Date of most recent report	Annual Report 2018
102-52	Reporting cycle	Yearly
102-53	Contact point for questions regarding the report	Roger Strevens Roger.Strevens@walleniuswilhelmsen.com
102-54	Claims of reporting in accordance with the GRI Standards	GRI Standards Core
102-55	GRI content index	Wallenius Wilhelmsen GRI Index - 2019

MATERIAL TOPICS

WWL topic / § no.	Description	Source (page number)	Omission	Reason for omission	Explanation for omission
Valuing Diversity & Well-being					
GRI 103 - Management approach					
103-1	Explanation of the material topic and its boundary	Valuing Diversity & Well-being (p.45)			
103-2	The management approach and its components	Valuing Diversity & Well-being (p.45)			
103-3	Evaluation of the management approach	Valuing Diversity & Well-being (p.45-46)			
GRI 403 - Occupational health and safety (2016)					
GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Valuing Diversity & Well-being (p.46-47)	We do not report lost day rate or a breakdown of injuries etc. by gender & region	Data not available	We will be potentially be updating our sustainability reporitng next year such that we may transition to the new version of this disclosure
GRI 404 - Training and education					
404-3	Percentage of employees receiving regular performance and career development reviews	Valuing Diversity & Well-being (p46)	We do not currently track the % of employees who take a career development review	Data not available	We will assess if it is possible to track employee reviews in 2019.
Wallenius Wilhelmsen own disclosure- Crew satisfaction					
WALWIL-2	Crew retention rate	Wallenius Wilhelmsen Group Sustainability Performance (p.61-62)			
WALWIL-3	Crew satisfaction results	Diversity & Well being (p.45-46)			
Being your trusted business partner					
GRI 103 - Management approach					
103-1	Explanation of the material topic and its boundary	Being a trusted business partner (49-50)			
103-2	The management approach and its components	Being a trusted business partner (49-50)			
103-3	Evaluation of the management approach	Being a trusted business partner (49-50)			
GRI 306 - Effluents and waste					
306-3	Significant spills	Being a trusted business partner (p.50)			
Wallenius Wilhelmsen own disclosure- Quality of Service					
WALWIL-4	Unplanned off-hire	Being a trusted business partner (p.50-51)			
GRI 419 - Socioeconomic compliance					
419-1	Non-compliance with laws and regulations in the social and economic area (sanction laws and regulations)	Being a trusted business partner (p.50)			
Wallenius Wilhelmsen own disclosure- Tax transparency					
WALWIL-5	Number of tax incentives or special tax agreements with authorities	Being a trusted business partner (p.50)			
Wallenius Wilhelmsen own disclosure-security on land					
WALWIL-6	Security at landbased facilities (theft of units)	Being a trusted business partner (p.50)			
Wallenius Wilhelmsen own disclosure- security at sea					
WALWIL-7	Number of security breaches on vessels owned by WWL	Being a trusted business partner (p.50)			
Wallenius Wilhelmsen own disclosure- data security					
WALWIL-8	Number of substantiated breaches of privacy and data security	Being a trusted business partner (p.50)			
Wallenius Wilhelmsen own disclosure- green innovation					
WALWIL-9	Number of Orcelle Award finalists	Being a trusted business partner (p.50)			
Protecting life below water					
GRI 103 - Management approach					
103-1	Explanation of the material topic and its boundary	Protecting life below water (p.52-54)			

103-2	The management approach and its components	Protecting life below water (p.52-54)			
103-3	Evaluation of the management approach	Protecting life below water (p.52-54)			
GRI 306 - Effluents and waste					
306-2	Waste by type and disposal method	Protecting life below water (p.53)	We do not currently report a breakdown by hazardous versus non-hazardous waste nor waste treatmenet method	Data not available	This is challenging due to the global nature of our operations and variable local waste and recycling practice. We will be reviewing our waste reporting in 2020 and will see if it is possible to report this breakdown in future
306-3	Significant spills	Protecting life below water (p.50)			
Wallenius Wilhelmsen own indicator- ship recycling					
WALWIL-1	Number of ships recycled	Protecting life below water (p.53)			
Wallenius Wilhelmsen own indicator- biosecurity & hull fouling					
WALWIL-10	Number of vessels ballast water systems installed on company owned vessels, new and/or retrofitted	Protecting life below water (p.53)			
WALWIL-11	Number of vessels registered in online hull fouling management platform	Protecting life below water (p.53)			
WALWIL-12	Average hull fouling factor	Protecting life below water (p.53)			
WALWIL-13	Number of biosecurity incidents (BMSB and other invasive species)	Protecting life below water (p.53)			
Wallenius Wilhelmsen own indicator- emergency preparedeness					
	Average number of safety drills per vessel	NA	Figures not currently available	Have not established a system to calculate total Nox emissions	We will calculate this for 2020
GRI 307 - Environmental compliance					
307-1	Non-compliance with environmental laws and regulations	Protecting life below water (p.53)	Currently we do not report total value of fines	Data not available	Currently we do not collect individual data releated to environmnetal fines at a local level. We will explore the feasibility of doing this in 2020.
Wallenius Wilhelmsen own indicator- responsible use of resources					
WALWIL-14	Total amount of garbage landed to shore reception facilities from owned fleet, in cubic metres Average amount of waste per vessel, in cubic metres Food waste discharged to sea, in cubic metres Average amount of food waste discharged to sea, per vessel, in cubic metres	Protecting life below water (p.53)			
WALWIL-16	Waste sent to landfills, generated from land-based services, in tonnes	Protecting life below water (p.53)			
GRI 303 - Water 2016					
303-1	Total volume of water withdrawn by source	Protecting life below water (p.53)			
Navigating towards zero emissions					
GRI 103 - Management approach					
103-1	Explanation of the material topic and its boundary	Navigating towards zero emissions (p.55-57)			
103-2	The management approach and its components	Navigating towards zero emissions (p.55-57)			
103-3	Evaluation of the management approach	Navigating towards zero emissions (p.55-57)			
GRI 305 - Emissions					
305-1	Direct (Scope 1) GHG emissions	Navigating towards zero emissions (p.55-60)			
305-2	Energy indirect (Scope 2) GHG emissions	Navigating towards zero emissions (p.57)	We do not report market based emissions. Not all of our offices are currently included in our reporting	Have not established a system to track purchases of renewable electricity and are still developing our land based greenhouse gas reporting following recent aquisitions	In 2020 we will work to establish a system to collect data on renewable electricity purchases and caluclate market based electricity emissions and widen the scope of our reporting to include offices where relevant
305-5	Reduction of GHG emissions	Navigating towards zero emissions (p.58-59)			
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	Navigating towards zero emissions (p.57)	We do not report total NOx emissions	Have not established a system to calculate total Nox emissions	We will calculate this for 2020

Sustainability Performance Data

KPI & Description	2017	2018	2019
PEOPLE'S WELLBEING and DIVERSITY			
# of employees, by region			
Asia Pacific	1,345	1,452	1,405
EMEA	973	1,636	2,044
America	5,179	6,363	5,948
Total	7,497	9,451	9,397
# production workers by contract type (permanent, temp) by gender			
Regular, permanent, male	n/a	5,285	4,970
Regular, permanent, female	n/a	790	1,330
Regular, total	n/a	6,075	6,300
Contract labour/temp, male	n/a	n/a	525
Contract labour/temp, female	n/a	n/a	140
Contract labour/temp, total	n/a	1,164	665
Total	n/a	7,239	6,965
# of office workers by contract type (perm, temp) by gender			
Regular permanent male	1,169	1,246	1,404
Regular permanent female	846	887	942
Regular permanent total	2,015	2,133	2,346
Contract labour/temp. male	24	36	32
Contract labour/temp, female	34	43	54
Contract labour/temp, total	58	79	86
# of office workers by employment type (FT, PT) by gender			
FT, male	1,191	1,280	1,392
FT, female	858	906	1,008
FT Total	2,049	2,186	2,400
PT, male	2	2	2
PT, female	22	24	30
PT Total	24	26	32
# of employees by employment contract (perm, temp) by region Regular/permanent, APAC	585	1,127	591
Regular/permanent, EMEA	525	1,526	
Regular/permanent, Americas	n/a	4,477	4,365
Contract labour/temp, APAC	34	325	197
Contract labour/temp, EMEA	14	110	0
Contract labour/temp, Americas	0	797	468
Total, APAC	619	1,452	1,405
Total, EMEA	539	1,636	2,044
Total, Americas	n/a	6,363	5,948
Gender balance, office workers, M: F	58:42	58:42	60:40
Lost Time Incident Frequency, ocean services	0.62	0.73	0.73

KPI & Description	2017	2018	2019
Lost Time Incident Frequency, Landbased services	21.7	5.77	15.79
Fatalities related to ocean services	1	1	1
White-collar workers invited to take a Performance Dialogue	n/a	100%	100%
Annual retention rate of ocean crew	98%	98%	95%
Ocean Crew Satisfaction Survey, in %	4.4	4.4	4.5
Absenteeism, Landbased services (days away due to illness per hours worked)	n/a	n/a	0.03
BEING YOUR TRUSTED BUSINESS PARTNER			
Average unplanned off-hire across the entire owned fleet, in hours	16	21.2	20.70
Total number of significant spills from ocean services	1	0	1
# of cases which group companies were found in breach of international sanction laws and regulations	0	0	0
# of tax incentives or special tax agreements with authorities	n/a	0	1
# of incidents of theft, Landbased services	n/a	1	1
# of security breaches on board company owned vessels	5	6	3
# of substantiated breaches of privacy and data security	0	1	4
# of Orcelle Award finalists	5	12	12
PROTECTING LIFE BELOW WATER			
# of non-compliant environmental emergencies, Ocean services	1	0	1
# of non-compliant environmental breeches (release, spill or discharge) reported to authorities, Landbased services	n/a	n/a	1
# of vessels recycled	0	0	0
# of Ballast water systems installed on company-owned vessels	n/a	2	13
% of owned fleet enrolled in hull fouling management programmes	75	100	100
Average fouling-factor score for the owned fleet	4	4	3
# cargo-related biosecurity incidents	n/a	Several	Several
Total amount of garbage landed to shore reception facilities from owned fleet, in cbm's	4,915	6,362	4,931.1
Average amount (of garbage landed to shore reception from owned fleet) per vessel, in cbm's	59.2	76.7	64.8
Food waste discharged to sea, in cbm's	210	440	388.3
Average amount of food waste discharged to sea, per vessel, in cbm's	3.7	5.3	5.1
water consumption from Landbased services, in liters	n/a	n/a	5,3817,587
waste sent to landfills, generated from Landbased services, in tonnes	n/a	n/a	5,843
NAVIGATING TOWARDS ZERO EMISSIONS			
Relative CO^2e emissions from ocean services, g/tkm	35.9	35.52	33.00
Total CO^2e emissions from ocean services, in tonnes	5,171,315	5,188,534	4,640,979
Average sulphur content of fuel, percentage	2.18	2.06	2.06
Total SOx emissions of fleet under group control, in tonnes	72,194	68,480	60,989
Relative NOx emissions from owned fleet (as an average of International Air Pollution Prevention certification values)	13.68	13.66	13.64
Total electrical consumption, Landbased services, in megawatt hours	n/a	17,350.00	16,094.63
Total CO^2e from electric consumption, Landbased services, in tonnes	n/a	n/a	6,611
Total CO^2e from liquid and gaseous fuels, Landbased services, in tonnes	n/a	6,902	8,005

Signatures

Lysaker, 30 March 2020

The Board of Directors of Wallenius Wilhelmsen ASA

Signers:

Name	*Method*	*Date*
Jasienski, Craig	BANKID	2020-03-30 21:20 GMT+2
Kerstin Margareta Alestig Johnson	BANKID	2020-03-30 21:22 GMT+2
Lie, Marianne	BANKID_MOBILE	2020-03-30 21:25 GMT+2
Lars Håkan Larsson	BANKID	2020-03-30 21:29 GMT+2
Wilhelmsen, Thomas	BANKID_MOBILE	2020-03-30 22:33 GMT+2
JONAS KLEBERG	BANKID	2020-03-30 23:37 GMT+2

This document package contains:

- Front page (this page)
- The original document(s)
- The electronic signatures. These are not visible in the document, but are electronically integrated.

This file is sealed with a digital signature. The seal is a guarantee for the authenticity of the document.

Document ID:
54431D70D64B4657841692A71D41F443