

Sustainability Investor Presentation

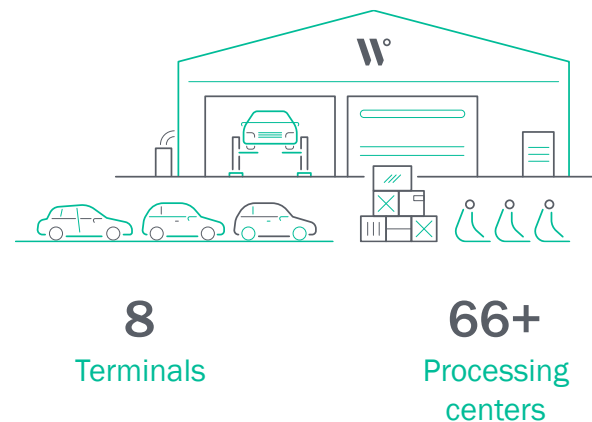
18 January 2023



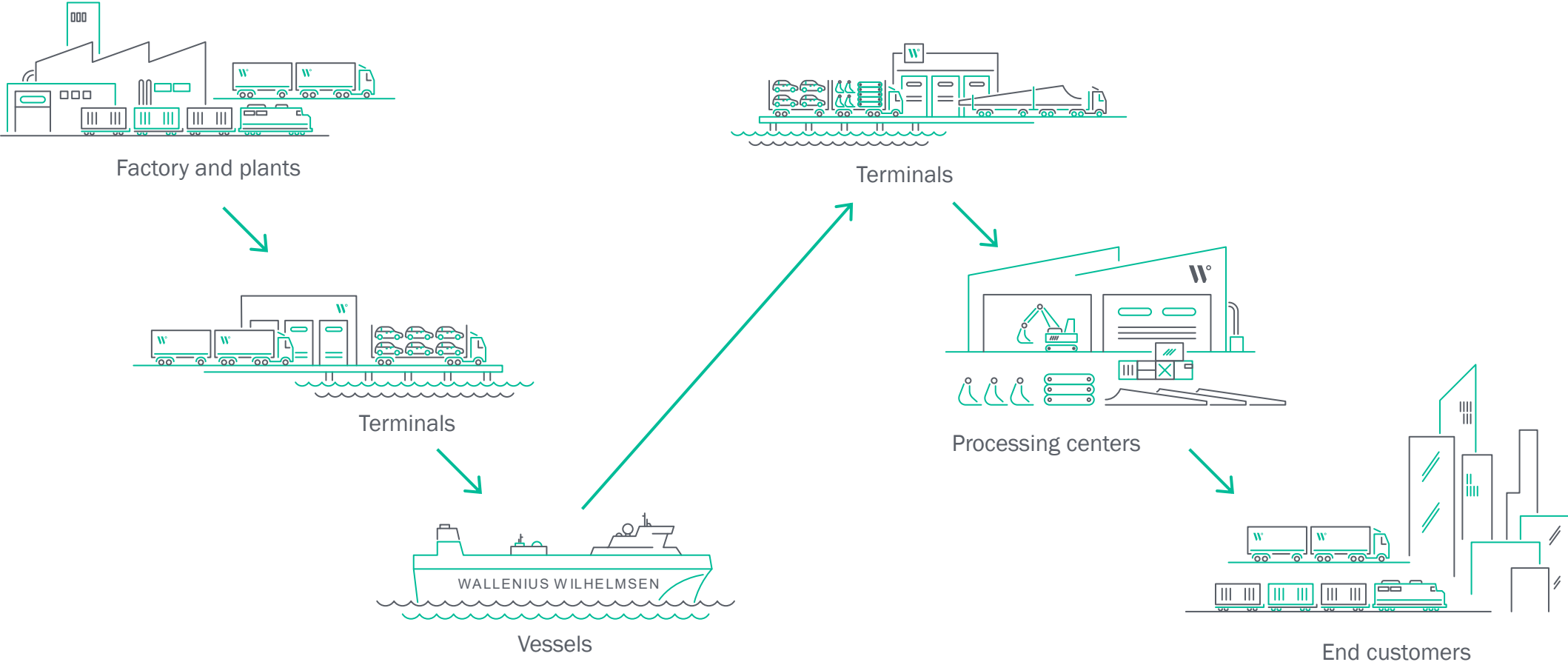
A logistics provider built on a strong history



- 2017 merger of companies with >150-year history
- Listed on Oslo Stock Exchange (ticker: WAWI) with a market cap of USD 4.1 bn*
- Wilh. Wilhelmsen Holding ASA and Wallenius Lines AB largest shareholders with around 38% each
- Strong balance sheet with USD 8.4bn assets**



Our business

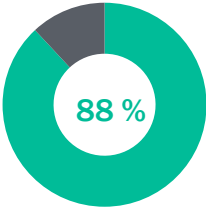


We deliver services through our three business segments

Shipping services



Share of EBITDA*



USD 1180m

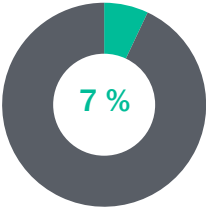
Highlights:

- Worldwide deep-sea transportation network
- Main customers manufacturers of auto, high&heavy, breakbulk
- ~119 vessels in fleet

Logistics services



Share of EBITDA*



USD 94m

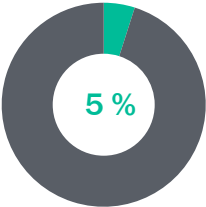
Highlights:

- Terminals: 8 controlled + 3 with shared ownership
- Inland distribution networks
- Vehicle and equipment processing centers
- Same customers as Shipping

Government services



Share of EBITDA*



USD 66m

Highlights:

- RoRo shipping cargo, breakbulk, vehicles
- Logistics services incl. stevedoring
- Primary customer US government
- Fleet of 9 US flag vessels

W° *Approximate share of group EBITDA L12M (Q4'21 – Q3'22). Prior Covid-19, Logistics revenue share of EBITDA was approx. 15%

We have a comprehensive approach to sustainability covering four pillars

Principles of Governance

Transparent, with strong ethical business conduct



People

Safe & inclusive workplace where human rights are respected



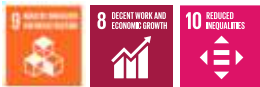
Planet

Decarbonize and reduce our environmental impact



Prosperity

Solving the biggest challenges while creating new opportunities



Our target is to cut carbon intensity with 27.5% from 2019 to 2030

Carbon intensity target

We reduced fleet carbon intensity from 2008 to 2019 by:

33.6 %

Reduce fleet carbon intensity from 2019 to 2030 by:

27.5 %



Carbon ambition milestones

2023

All new equipment at terminals and yards to be zero-emissions

2025

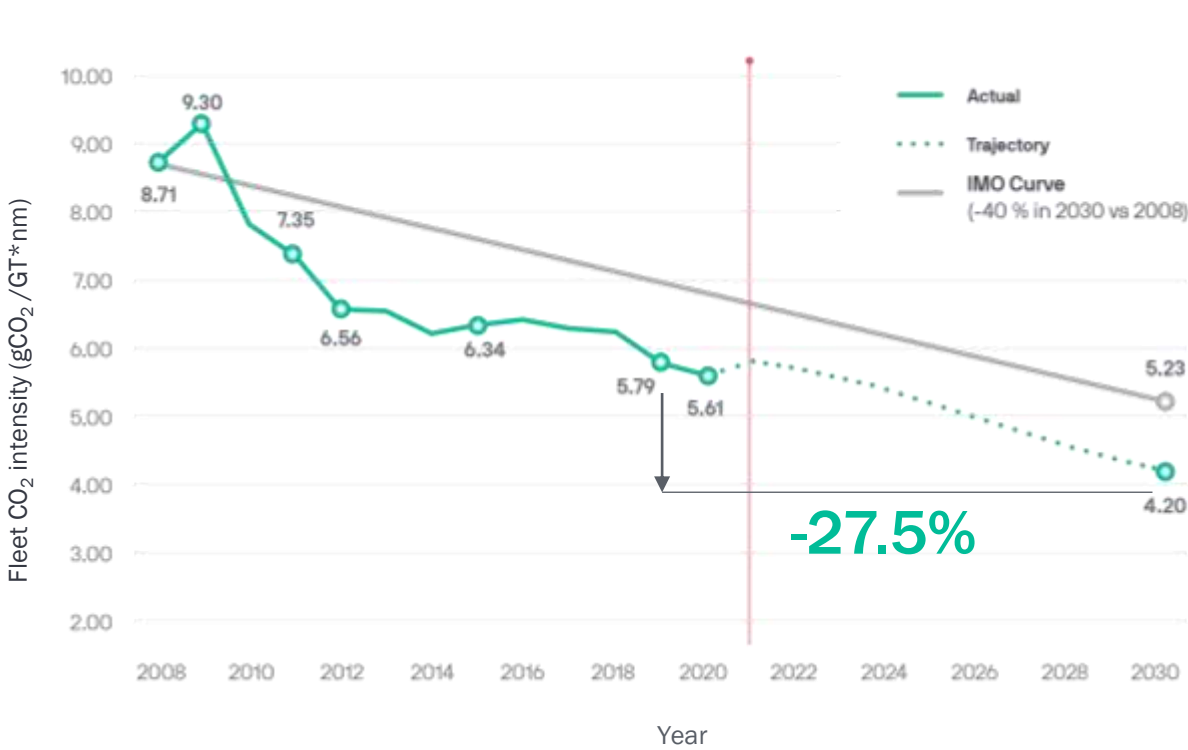
All owned vessels equipped for zero-emission at berth

2050




All our energy will be low-carbon sources

We are working to reach our target through technical upgrades, operational improvements and asset replacement

An ambitious carbon intensity target* 2019-2030



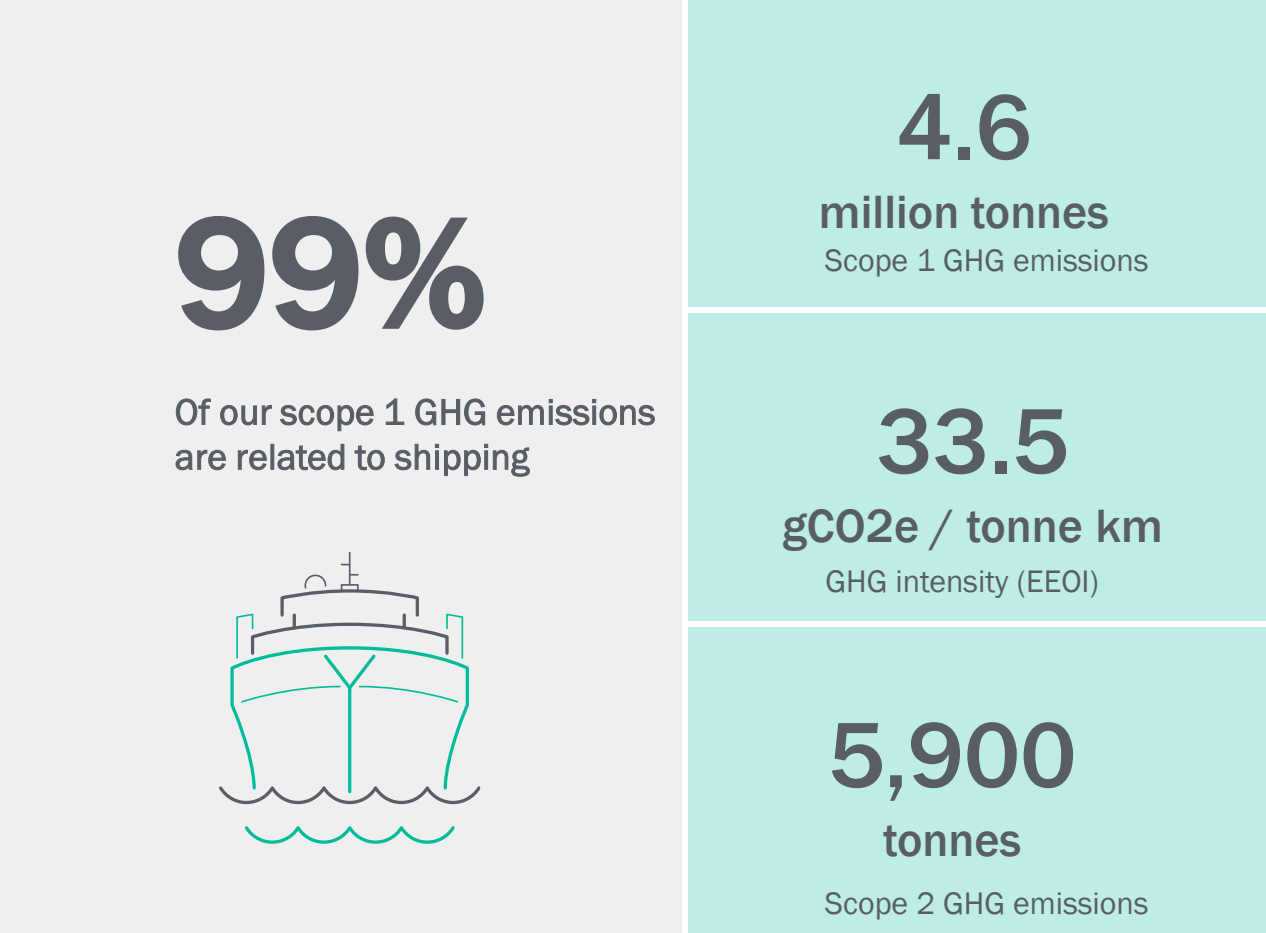
Initiatives to reach our target

 Technical upgrades	 Operational improvements	 Asset replacement
Hull & Propulsion	Ballast and Engine Optimization	Newbuildings & New Long-Term Charters
Machinery & Systems	Emission & Energy Management	Orcelle Wind
	Planning & Network Optimization	
	Low Carbon Fuels	

W° *Measured by CII (cgDist), CO₂ only

99% of our GHG emissions relates to fuel consumption in shipping

- All GHG emissions are calculated using the Greenhouse Gas Protocol
 - We measure our Carbon intensity using two measures from IMO, EEOI (Energy Efficiency Operational Indicator) and CII* (Carbon Intensity Indicator)
- In 2022 we will struggle to meet our carbon intensity target,
 - Port congestion and overall market situation have necessitated increased sailing speeds which increases fuel consumption and subsequent carbon emissions
 - We remain committed to our 2030 target
 - In 2023 we will continue rolling out initiatives aimed at improving the energy efficiency of our vessels, this includes voyage optimization and technical upgrades of selected vessels

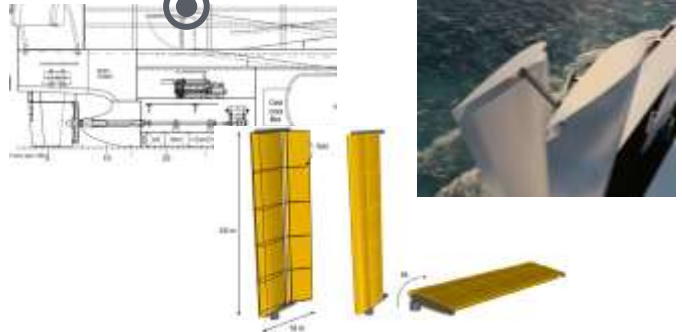
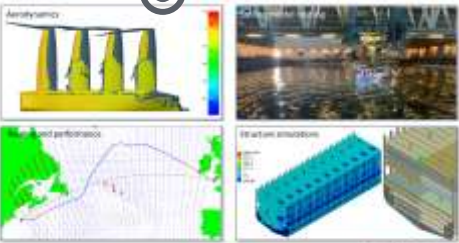


2021 numbers

W° *Measured by cgDist, CO₂ only

Orcelle Wind - pushing technical boundaries and emission reductions at scale

- Ambition to have the first vessels ready before 2030
- Offer the possibility of reducing CO2 emissions by as much as 90% compared to how we operate today



The first global shipping company to adopt a fully AI-based approach to voyage optimization, targeting 10% fuel savings

- Announced partnership with DeepSea Technologies in Q3
- Data-driven voyage optimization (e.g., speed and route)
 - Advanced AI models combining vessel model, sensor data and weather forecasts
 - Real-time decision support to ship and shore organization
 - 7% fuel savings achieved during trial on several vessels
 - Targeting 10% fuel savings when fully adopted
- Roll out to 65 vessels by Q1 2023, and the rest to follow



Wallenius Wilhelmsen claims a shipping first in AI

Wallenius Wilhelmsen expects to cut consumption by 10% after turning to voyage optimisation completely based on artificial intelligence

7 September 2022 7:15 GMT *UPDATED 12 September 2022 13:37 GMT*

By **Bob Rust**  in **Oslo**

The Orcelle terminal in Zeebrugge - fully powered by wind

Zeebrugge expansion – with sustainability in mind

- ✓ 2 (+3) Windmills (supplying energy for entire site)
- ✓ Metal prefab buildings instead of concrete
- ✓ Heat pump for heating of workshops
- ✓ Solar panels for electricity
- ✓ Water recycling for car wash
- ✓ Electrical service vehicles
- ✓ Filtration of rainwater
- ✓ Shore power at berth

- The expansion of the Zeebrugge Port will double our footprint and will include three new berthing and approximately 50 hectares
- Phase I of the project is complete
- Phase II of the project is expected to complete in 2027
- This expansion will support an expected rise in global manufacturing volumes as well as the increasing requirements of OEMs for vehicle processing services



In 2022 we issued USD 950m in sustainability-linked debt – underlining our commitment to the carbon intensity target

- Our Sustainability-linked financing framework defines the KPI and annual interim targets to which we link our debt pricing
- The pricing will be adjusted depending on whether we reach the target* or not
- Second opinion on our Sustainability-linked Financing Framework is provided by Cicero, and DNV verifies our fleet average Carbon Intensity Indicator (CII)
- In 2022 we issued USD 950m in sustainability-linked debt



CO₂



VERIFICATION STATEMENT

Statement no: 2022-0114 Valid from: January 28, 2022 Valid to: Current methodology revision

Wallenius Wilhelmsen ASA VERIFICATION OF FLEET AVERAGE CII (cgDist) for 2019 and 2020

Scope and objectives
DNV Marine Advisory Services AS (hereafter referred to as "DNV") was commissioned by Wallenius Wilhelmsen ASA (hereafter referred to as "Wallenius Wilhelmsen") to verify Wallenius Wilhelmsen's submitted fleet average CII (cgDist) for 2019 and 2020, the latter KPI of their Sustainability-Linked Financing Framework. This includes a verification of the calculation methodology of CII (cgDist) of the Contracted Fleet in gCO₂/per GT (actual) for 2019 and 2020, as well as to verify fleet average (cgDist) and a review of the verified 2019 CII data used as input for the calculations. Our methodology to achieve this is described under "Work Undertaken".

Responsibilities of the Management of Wallenius Wilhelmsen and DNV
The management of Wallenius Wilhelmsen has provided the information and data used by DNV during the delivery of this service. In our work we have relied on the information and the facts presented to us by Wallenius Wilhelmsen. DNV is not responsible for any aspect of the information and the facts referred to in this opinion and cannot be held liable if inaccuracies, findings, opinions, or conclusions are incorrect. Thus, DNV shall not be held liable if any of the information or data provided by Wallenius Wilhelmsen management and used as a basis for the assessment were not correct or complete. The calculations are based on the data provided to "2019 & 2020 Wallen DCS & CII_24.01.2022.xlsx".
The verification was conducted between January 28 and January 28, 2022, during which Wallenius Wilhelmsen provided us CII (cgDist) calculations for 2019 & 2020 Wallen DCS & CII_24.01.2022.xlsx.



Wallenius Wilhelmsen ASA Sustainability-Linked Financing Framework Second Opinion

11 January 2022

Wallenius Wilhelmsen ("WW") is a provider of integrated vehicle logistics services, active in Europe and in Asia, Norway and based on the main base in Sweden. The company operates in the industries of sea, truck, rolling equipment and aviation.

WW has a clear strategy to place their vessels during the fuel and fuel-based logistic operations. This includes an extensive reduction target for the shipping services' emissions (KPI of target 1 and 2) across the other 15 years from fuel-based logistic services. The company is implementing the HES recommendations and several in physical and emissions (KPI) in 2021. WW also seeks to strengthen its climate risk management and carbon intensity analysis in 2022, including physical risk assessment of fuel-based assets and supply chain.

A study of climate was assigned to WW's emissions challenge under the climate risk of WW's target, focusing on the fleet's current emissions on fuel-based logistic services (KPI) and the main emissions of heavy electric vehicles (BEVs) and ports for renewable energy generation. Light to heavy vessels (KPI) present in fuel-based logistic and services. But emissions (KPI) from air-sea-rail are high in climate risk analysis as fuel-based production and distribution. Remaining emissions received a full-scale (KPI), following stage with medium to medium-high climate risk.

WW's KPI covers the fleet's total CO₂ emissions (KPI) and average carbon intensity, using the 15-year historical baseline (KPI) as measured by gCO₂/per GT (actual) per year (KPI) as historical, strategically significant, and tracked by carbon and emissions methodology. Emissions should be set as KPI (KPI) and include WW's fuel-based emissions or target 1 and target 2 (KPI) emissions as well as emissions (KPI) from air-sea-rail and other (KPI) emissions (KPI) from physical (KPI) and emissions (KPI) from air-sea-rail.

WW's sustainability performance target (KPI) is within the 15% to 20% range (KPI) relative to the 2019 baseline (KPI) and aligns with the Paris Agreement's target goal, but only when following WW's internal reduction in a 2020-2022 baseline. The KPI's emission intensity (KPI) target (KPI) strategy to reduce the KPI is realistic and depends on different goals from operational improvements. It also needs holding over 15% fuel-based and new ships powered by fuel and other emissions (KPI) fuel.

Although the KPI's target can be identified as an air-sea-rail fleet, this emission can be linked as long as each fuel-based emissions (KPI) is included in the KPI. This factor across the KPI is additional to new performance in reducing new individual emissions, as well as aligned with the carbon management with the average annual emissions (KPI) of the 2020 target.

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*Measured by CII (cgDist), CO₂ only

We are working for a responsible value-chain

- Anchored in our Code of Conduct and a broad set of policies, including Supplier Code of Conduct and our sustainable procurement policy
- Human Rights Due Diligence approach in line with OECD guidelines and UN Guiding Principles on Business and Human Rights
- Assess risks scenarios and identify mitigating actions:
 - Working conditions during pandemic
 - Stowaways on vessels
 - Migrants in distress picked up at sea
 - Labor conditions at Shipyards
 - Drugs trafficking
 - Discrimination
- AlertLine monitored by 3rd party



Visit our [web page](#) to access:

- Supplier Code of Conduct
- Sustainable procurement policy
- Vessel Recycling policy
- Human Rights Policy

Communicate how negative influence is being handled

Monitor implementation and results



Identify and assess negative influence arising from business operations, supply chain and business networks

5 Offer or cooperate on grievance when appropriate

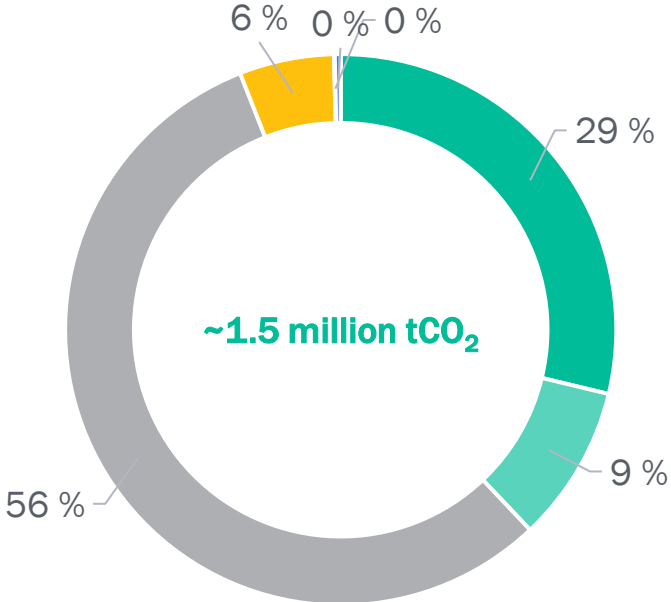
Identify actions stop, mitigate or reduce the mapped negative influence

Source: OECD Due Diligence Guidance for Responsible business conduct

We monitor and disclose our scope 3 CO₂ emissions

- We have disclosed our Scope 3 emissions to CDP since 2020
- Hybrid approach* to estimating scope 3, including spend, purchased goods (e.g. tonne fuel) and reported emissions from vendor
- Upstream emissions from Fuel and Energy (well-to-tank) and Purchase of Goods and Services are responsible for ~85% of our total scope 3 emissions
- We are continuously working to enhance the quality of our scope 3 reporting and to replace selected estimated emissions with actual emissions reported by vendors

Scope 3 Emissions 2021 (tCO₂)



- Purchased goods and services
- Fuel & Energy related activities
- Waste
- Capital goods
- Upstream transportation and distribution
- Business travel

We are assessing our exposure to climate-related financial risk

- We started our TCFD journey with our 2020 Annual Report, making disclosures partially covering 8 of 11 TCFD recommended disclosures
- These preliminary disclosures were enhanced and improved with our first CDP reporting in April 2021
- In 2021 we also identified company specific climate risks and opportunities
- In 2022 we:
 - Further developed and prioritized our Climate R&O register
 - Performed a physical risk assessment on key ports and terminals according to IPCC's RCP 2.6 (below 2°C) and RCP 8.5 (Up to 4.8 °C)
 - Began to use scenario analysis to test the resiliency of our business model
- In 2023 we will complete the scenario analysis and start to quantify our climate-related financial risks



Supporting ocean health and understanding

Preserving Biodiversity

- Industry leader in **hull-fouling management** thru collaboration with innovators to develop new techniques for hull monitoring and cleaning
- Pioneered measures for **cargo-borne invasive species** prevention and treatment
- Installed IMO 'D2' discharge standard compliant **ballast water** management systems across owned fleet



Minimizing waste

- Longstanding leader on **responsible vessel recycling**, co-founder of Ship Recycling Transparency Initiative, **SRTI**
- Co-founder of the '**Show me the Plastic**' initiative to reduce packaging left onboard
- First carrier to partner in port waste **reception facility transparency initiative**
- Partner in developing of **mooring rope recycling initiative**
- Multi-year supporter of **World Ocean Day** with numerous related beach clean-ups
- Owned vessels equipped with **segregated waste compactors** for better recycling



Protecting Cetaceans

- Gold Award recipient in 2020 **Blue Skies Blue Whales** programme
- Successfully pushed ECDIS suppliers to add VSR areas to **electronic charts** as standard
- **New route course** implemented for all vessels further south of Sri Lanka to **avoid blue whale breeding areas**
- Seek to adhere to all **Voluntary Speed Reduction** measures

[Link](#)



Supporting Research

- First carrier to join **Woods Hole Oceanographic Institute's** Science Research on Commercial Ships, alias '**Science RoCS**' initiative.
- Deploying free-drifting and vessel mounted instruments to monitor the vast and open ocean.

[Link](#)



APPENDIX

Investors demand transparency on issuers' sustainability issues and targets

Certain high yield investors have developed a list of 21 questions which we answer in the next slides

ESG questionnaire: General industry	
<p>Please list the industry's three biggest sustainability (ESG) related challenges and briefly describe the process for identifying these challenges</p>	<ul style="list-style-type: none"> • Tackling the climate crisis and reducing GHG emissions in line with the Paris Agreement is the defining challenge and opportunity of the shipping industry. • Responsible vessel construction and end of life dismantling. The former includes the use of materials with a lower environmental impact while the latter necessitates responsible processing where human rights are respected and high standards of safety and employee welfare are maintained. • Transition to renewable energy and full scale adoption of zero emission vehicles for our logistics services, i.e. distribution and handling of rolling cargo. This will eliminate climate gasses and local criteria emissions. • The identification of these priority industry challenges stem from our materiality analysis. The challenges listed are those of greatest importance to the company and its stakeholders.
<p>Does the company have a Science Based Target, report to the CDP or engage in any similar sustainability initiatives?</p>	<p>In 2021 we committed to setting a science-based target.</p> <p>We reported to CDP for the first time in 2021 and received a C grade. Link.</p> <p>In 2021 we signed the UN Global Compact.</p>
<p>Have you conducted any preliminary assessments of your company in relation to the EU Taxonomy? If so, what was the outcome?</p>	<p>We have assessed our eligibility of CAPEX, OPEX and Revenue as required for 2021 reporting. We will assess alignment with the EU taxonomy during 2022 and report on the outcome in annual report for 2022 at the latest.</p>

21 ESG questions: Environment (1/2)

ESG questionnaire: Environment

<p>Please list the firm's three primary risks related to climate change and if any, the firm's climate related opportunities</p>	<p>Risks</p> <ul style="list-style-type: none"> • Transitioning to low emitting propulsion technologies with uncertain long-term viability. • Lock-in emitting fuels that become less competitive during ships' lifetime. • Increased costs to ensure compliance with emerging regional and international climate regulations. <p>Opportunities</p> <ul style="list-style-type: none"> • A progressive approach to decarbonization will strengthen our position as an employer of choice and facilitate attracting and retaining talent. • Decarbonization will strengthen our competitive position amongst existing and new customers.
<p>Does the firm anticipate any climate related investments, and if so to what extent?</p>	<ul style="list-style-type: none"> • Yes, we anticipate climate related investments for both our ocean fleet and land-based assets: For the ocean fleet, this involves operational improvements and technical upgrades of existing vessels and particularly acquisition of new vessels with lower carbon emissions. <p>For our land-based assets, we have committed to all new equipment being zero-emissions from 2023 and we are continuously working on sourcing electricity from renewable/sustainable sources.</p>
<p>Circular Economy: how are purchases and waste managed? If the firm rely on any scarce resources, please describe what efforts are made to mitigate the risk of those resources becoming scarcer in the future, e.g. recycling, reusing substitutes or improved resource efficiency?</p>	<ul style="list-style-type: none"> • All of our waste is delivered to and managed by reputable waste management services. Our vessel unloads waste in the harbours where it will be responsible managed. As stated in our environmental policy, we strive to keep waste to a minimum through continuous focus on the management of resources and responsible recycling. • We recycle our vessels in line with our Responsible Vessel Recycling policy and we are a founding members of the Ship Recycling Transparency Initiative.
<p>Please disclose your Scope 1, 2 & 3 GHG emissions. If not available, do you have a time plan for when to start reporting?</p>	<p>2021 - GHG emissions Scope 1 – 4 591 612 tonnes Scope 2 – 7 236 tonnes (does not include offices) Scope 3 – ~1 500 000 tonnes</p> <p>For more information refer to the Sustainability section in our Annual report</p>
<p>Have you set a target to become carbon neutral? If so, how have you defined carbon neutrality?</p>	<p>We have not yet set a target to become carbon neutral. However, we have committed to reduce our CO₂e intensity* by 27.5%** by 2030 (base-year 2019) and to source all energy from low carbon sources by 2050.</p> <p>*gCO₂e/t*km **Please note that our corporate CO₂e intensity target should not be confused with the KPI and SPT as described in WaWi's Sustainability Linked Framework. Our corporate intensity target is wider in scope and as such includes CO₂-equivalent emissions on a Well-to-wake basis, including Short-term Time Chartered vessels. The CO₂e intensity is calculated per tonne * km.</p>

21 ESG questions: Environment (2/2)

ESG questionnaire: Environment

Transition related risks (for example changed customer preferences or legislation):
 Do you anticipate any risks or opportunities due to the transition to a carbon neutral society? Is there any risk of the firm's offer being negatively affected? If yes, how has the firm positioned itself to handle that risk?

In addition to the identified climate risks listed on the previous page, we anticipate increased focus from investors, lenders, and insurance companies regarding our climate impact. This may result in increased cost of capital and insurance. On the other hand, we may experience increased access to capital and better rates following continuous high focus on reducing GHG emissions and sustainable business conduct.

Also, changes in consumer awareness and preferences may incentivize production closer to end markets to reduce emissions or value chain complexity, thus reducing the need for deep sea shipping and related work.

99% of our CO₂e emissions and our financially material climate risks are related to shipping. To address this risk, we have set an ambitious carbon intensity reduction target (gCO₂e/t*km) of 27.5% by 2030, compared to 2019. We are also currently assessing our fleet strategy to ensure a competitive and future proof fleet.

Please list the firm's (1-2) primary means of making a positive environmental impact or minimising negative environmental impact . Please list the corresponding most relevant UN Sustainable Development Goals. What proportion of sales can be directly linked to selected UN SDGs?

- GHG emissions – UN SDG 13 Climate change:
 - Introduce technical upgrades (hull & propulsion, machinery & systems, asset replacement)
 - Operational improvements (Low carbon fuels, emissions energy management, planning and network optimization)
 - Asset replacement (future proof new-buildings and new long-term charters)

- Biodiversity – UN SDG 15 Life below water:
 - Biofouling management (Hull cleaning, propeller polishing, underwater inspections dry-docking)
 - Invasive species –(Ballast water management systems, including treatment)
 - Cetacean preservation

21 ESG questions: Social

ESG questionnaire: Social

Does the firm have a history of accidents? If so, how have these been managed? Are there any preventive measures, such as policies?

- Wallenius Wilhelmsen track all incidents, including first aid, medical treatment, lost time injuries and quality incidents. Any fatalities, lost time injuries and frequency are reported in our annual report.

Our approach to health and safety are stated in our separate policies for Shipping and Logistics.

- In 2021 we unfortunately experienced 1 work-related fatality (contractors) due to a driving accident.
- Our Lost Time Incident Frequency (LTIF), per million man-hours:
 - Logistics – 14.96 in 2021, up from 13.94 in 2020,
 - Shipping - 0.88 in 2021, down from 0.99 in 2020.

If applicable, please state your targets for gender and cultural equality and indicate the relative split of men/women at every level of the firm, particularly the Board of Directors and management team

Diversity & inclusion – 2021

- Gender balance total: 75% male, 25% female
- Gender balance production workers: 82% male, 18% female
- Gender balance office workers: 61% male, 39% female
- Board of directors: The board of directors has 6 members of which 50% are women.
- Top Executive Team: Has 4 members, 100% male
- Gender balance office workers in senior roles (male:female) 79% : 21%
- We target to change gender diversity of office workers in senior roles (M:F) to 65% : 35% by 2030.

Does the company conduct any other community engagement activities aside from those directly connected to the business?

We encourage our employees and local offices to be a positive force in their local communities. As such Wallenius Wilhelmsen and our employees are involved in numerous activities and charitable events world-wide. Some examples below:

- Financial contribution to the humanitarian and recovery efforts following the typhoon Rai, Philippines in 2021
- Local offices and production sites participates in annual local beach and river clean-up events in relation to World Ocean Day, Global
- Donation of food and other necessities due to tropical storms Amanda and Cristobal, El Salvador
- Food drives for local food pantries, USA
- Rutherford Works – Formalize work-based learning programs for High School juniors and seniors, USA
- Financial donation to help St Martin Diocesan Home for children pay for general repairs of the building and refurbishment of furniture, South Africa
- Donation to the Red Cross in Ukraine

How often does the firm conduct audits of its suppliers, and how often do you discover incidents not compliant with your code of conduct?

In 2021 we published our [Sustainability Supplier Code](#).

The Code is applicable to all suppliers, subcontractors, agents, and other business partners of Wallenius Wilhelmsen. The supplier Code includes, but is not limited to, human and labor rights, equal opportunity and diversity in employment, harassment, health, safety and environment, compensation and anti-corruption. We are currently developing our supplier management approach. In 2021 we issued the supplier Code to 25 key suppliers and received 96% acknowledgment.

Wallenius Wilhelmsen has yet to establish a supplier audit program but will conduct a risk assessment of our supply chain in 2022. As per our [procurement policy](#), we are committed to prioritize suppliers who have sustainable and ethical practices within their respective organizations and who drive such practices throughout their own supply chain.

21 ESG questions: Governance (1/2)

ESG questionnaire: Governance

<p>Do all staff members receive continuing education on anti-corruption? Is there an external whistle-blower function? Are there any ongoing or historical incidents involving corruption, cartels or any other unethical business conduct? Have any preventive measures been taken?</p>	<ul style="list-style-type: none"> • At Wallenius Wilhelmsen we strive to work in an atmosphere of openness and responsible and ethical business conduct. • Our Code of Conduct is available publicly and is part of our onboarding procedures, training program and confirmed annually. During 2021, our annual code of conduct training involved e-learning for our IT-enabled employees and extensive workshops were conducted for employees without PC. Senior management, BoD and other relevant staff receive regular training on business ethics and anti-corruption • We want to hear any concerns about how we operate and do business. The Alert line is a confidential service that can be accessed from any location and is hosted by an independent third-party. Concerns may be made anonymously and can include Health, Environment and Safety breaches to fraud, corrupt activities, conflicts of interest, working environment issues, bullying and harassment. • Wallenius Wilhelmsen has been part of anti-trust investigations in several jurisdictions since 2012. In 2021, we paid USD 149m customer settlements and jurisdictional fines. At this time there are no further jurisdictional investigations ongoing. • When the investigations into the car carrying industry begun, Wallenius Wilhelmsen immediately took action to strengthen the organization, policies, processes, and training to ensure full compliance with competition law. These actions include: <ul style="list-style-type: none"> • The appointment of a Global Compliance Officer to oversee and manage regulatory compliance issues • Reinforced training on our Competition Compliance Policy that outlines and reiterates the group requirements for compliant industry communication and documentation • The introduction of a global Alert line to encourage reporting of any noncompliant behavior.
<p>Please state the firm's business tax residence (i.e. where the firm pays tax) and explain why that specific tax residence was chosen</p>	<p>Wallenius Wilhelmsen ASA's head office is located in Norway and as such is also the company's tax residency.</p>
<p>How many independent members sits on the Board of Directors?</p>	<p>5 of 6 board members are independent</p>
<p>Please state if and to what extent, the company has transactions with related parties</p>	<p>To some degree, e.g., with our ship management companies; Wallenius Marine and Wilhelmsen Ship management. For more information refer to the note on 'Related party transactions' in our Annual report.</p>

21 ESG questions: Governance (2/2)

ESG questionnaire: Governance

Which KPIs dictate the remuneration to management (are sustainability and diversity goals included)?

Wallenius Wilhelmsen's remuneration policy covers all employees and is developed to ensure the Company attracts and retains competent employees. The board determines the Group CEO's remuneration and establishes the framework for adjustments for other employees.

The company has adopted two new incentive programs that went into effect 2021. Senior Managers and higher at all sites around the world are eligible for a Global Incentive Plan that will incentivize and reward sustainability (20% of this bonus is tied to ESG performance). Executive Equity Compensation is also provided to further incentivize the company's sustainability performance and objectives: 20% of this equity compensation will be tied to ESG performance.

KPIs include CO2 intensity reduction targets, Health & Safety performance and Diversity, Equity and Inclusion.

Describe the company's process for monitoring and reporting ESG issues and performance to senior management/the Board. In your response please confirm what KPIs are monitored (if any) and how frequently reporting is undertaken

The foundation of our overall ESG risk approach is a materiality assessment, conducted periodically to engage stakeholders in identifying which ESG topics are material to our business and value chain. We systematically track ESG objectives and KPIs, and data is collected and reported quarterly to the company's top management.

The Board of Directors review the company's Long-term Strategy, Annual Sustainability Reporting, and ESG objectives, metrics and targets annually. The executive Team and BoD receive regular reports on ESG performance from the Chief Sustainability Officer.

Have you signed a Union agreement?

Many of our employees are members of a relevant union. We have Collective Bargaining agreements in place in several areas, including USA and the Americas where most of our production workers are employed. For instance, we have Labor Agreements for different sites within the U.S. and Canada. These Agreements are not collective but rather separate Agreements for different sites within North America. 335, or 18%, of our 1 885 US production workers are represented by a union.

As stated in our Code of Conduct we cooperate with employee representatives with the aim to achieve balance between the interests of the company and those of the employee.