

Going Green: We take it personally for Sustainability
Sustainability Report 2024



Orient Overseas (International) Limited

(Incorporated in Bermuda with members' limited liability)
Stock code: 0316.HK



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**Sustainability
Yearbook Member**

**Corporate Sustainability
Assessment 2024**

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**Hang Seng Corporate
Sustainability Index
Series Member 2024-2025**

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This report can be downloaded from our website at:
<https://www.ooilgroup.com/corporate/environmentalprotection>

This Sustainability Report has been translated into Chinese. If there is any inconsistency or ambiguity between the English version and the Chinese version, the English version shall prevail.

此中文版可持續發展報告為英文版本譯本，如中、英文兩個版本有任何抵觸或不相符之處，應以英文版本為準。

Our Reporting Approach

This compilation is the corporate Sustainability Report by Orient Overseas (International) Limited (“OOIL”), which manifests our continual commitment to sustainability, transparency and accountability.

Reporting Scope

This report covers the significant environmental, economic and social aspects of the business arising from the principal activities of OOIL and its subsidiaries (the “Group”) during the reporting period between 1st January 2024 to 31st December 2024. It also reports on the key sustainability strategies, objectives, management approaches and initiatives taken by the Group to improve our performance in sustainability, transparency, and accountability.

This report would not have been possible without engaging our stakeholders. Throughout our sustainability journey, we have been constantly engaging with various stakeholders to collect important feedback on improving our sustainability performance and address their needs and expectations in this report. For more details, please refer to our Stakeholder Engagement section.

Reporting Standards

To continue with our commitment in aligning with international sustainability guidelines and principles, this report is prepared with reference to the Global Reporting Initiative (GRI) Sustainability Reporting Standards and based on the reporting principles of materiality, quantitative, consistency and balance, which have been set out in the Environmental, Social and Governance (ESG) Reporting Guide on The Stock Exchange of Hong Kong Limited, Appendix C2 of Main Board Listing Rules. This report also refers to the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to disclose how the Group manages climate-related risks and opportunities.

Report Assurance

This report has been assured by the independent business assurance service provider, LRQA, with respect to the extent of its coverage and information provided with reference to our adopted reporting standards. In doing so, this demonstrates our commitment to high standards in governance, credibility and transparency. The independent assurance statement is presented on page 77 of this report.

Date of Issue April 2025

Group Companies





*"Sustainable Development Strategy is
A Key Driver of Our Business Success."*

Chairman's Message

In the increasingly complex global economic and social landscape of 2024, Orient Overseas (International) Limited ("OOIL") remained committed to its strategic goal of sustainable development, which continues to be a key driver of our business success. We are committed to reducing our carbon footprint, upholding corporate social responsibility and steadfastly fostering the healthy and balanced growth of our fleet. We proactively implement measures to address various uncertainties in the ever-changing global environment, striving for a green shipping future.

This year, we took a significant step by establishing the Sustainability Committee, reinforcing the Group's dedication to ESG values. Supported by our existing cross-departmental ESG Working Team, the Sustainability Committee is responsible for formulating sustainability-related strategies, targets, and management approaches, as well as regularly reviewing the performance and effectiveness of the Group's sustainability frameworks.

The role of shipping industry in combating climate change and protecting marine biodiversity remained a central topic at the 29th United Nations Climate Change Conference of the Parties (COP29).

Key discussions focused on accelerating the adoption of zero-emission fuels and addressing biofouling to prevent the spread of invasive species and reduce emissions. These efforts align with the latest IMO Strategy on Reduction of GHG Emissions from Ships, which aims for net zero emissions by 2050. The Stock Exchange of Hong Kong has concluded its consultation on enhancing climate-related disclosure requirements based on International Sustainability Standards Board (ISSB) Standards. Additionally, the implementation of FuelEU Maritime, effective from 1st January 2025, will facilitate the use of renewable and low-carbon fuels in maritime transport within the European Union (EU). While the rapidly evolving regulatory landscape may pose challenges for the container shipping industry, it also presents significant opportunities for our decarbonisation journey. OOCL will continue to explore new opportunities in energy conservation, emission reduction, green energy and the application of other green technologies. We are confident in further strengthening our sustainable development foundation without compromising our business success.

OOCL adheres its consistent "Take It Personally" spirit and is dedicated to enhancing customer

satisfaction. By improving shipping efficiency and implementing higher quality cost management, we provide end-to-end solutions that meet our customers' sustainable development needs. In 2024, despite the challenges posed by the Red Sea event, terminal congestion, and shortages of vessels and containers, we have successfully achieved significant milestones and growth in our business. The geopolitical uncertainties in the Red Sea have continued to disrupt the Suez Canal, hugely impacting the shipping industry throughout 2024. Like other major carriers, we have to take alternative routes between Asia and Europe, resulting in increased transit times and sailing distances to bypass this critical maritime trade route. These events have inevitably impacted our operations. However, we remain focused on the safety of our crews and cargo, taking all necessary measures to build service resilience and reliability to ensure the best outcomes for our customers.

As part of our commitment to delivering green and high-quality shipping solutions, we are proud to launch the OOCL Biofuel Product this year. This initiative enables our customers to decarbonise their shipments by replacing fossil fuels with biofuel. They will also receive a third-party verified Green Certificate, serving as credible proof of their

commitment. Carbon emission saving calculation and allocation are tracked by blockchain technology, ensuring traceable and immutable records. Furthermore, we continue to contribute to the promotion of sustainable marine fuel in shipping. We successfully arranged and completed our first B24 marine biofuel bunkering operation in the Port of Hong Kong during the year.

OOCL has also integrated artificial intelligence (AI) tools into various aspects of our operational strategy. Our Global Vessel Voyage Monitoring Centre (GVVMC) continued to leverage AI simulations to innovate prediction models of its Robo-advisor Solution, enabling better berth visibility and bunker optimisation. In addition, we are focusing on enhancing Empty Repositioning Optimisation using AI to integrate real-time shipping routes, empty inventory, export demand, and other factors to propose empty repositioning routes for optimal cost and efficiency. Our advancements in digital transformation are essential for strategising our marine operations in a dynamic business environment, ensuring we stay ahead in the decarbonisation efforts.

The Group always cherishes its employees as part of its greatest asset. We are dedicated to fostering a healthy and positive working culture that promotes equity, open dialogue, and recognition through well-defined policies and proactive engagement. Last year, the OOCL Annual Party returned with the theme of R.I.S.E. UP, encapsulating our commitment to excellence through Resilience, Innovation, Synergy, and Efficiency. Additionally, one of our key objectives is to provide a decent and inclusive working environment where our employees can thrive and grow with the Company. The International Executive Development Program has resumed, inspiring and empowering our business leaders from various regions. Alongside other development initiatives like Rides on Board (ROB) Training and the WeLearn training platform,

our employees gain a clear understanding of the Company’s direction and strategy while advancing their professional development.

Cyber Security remains a top priority in our business operations. We have continued to implement robust cyber security protocols, adhering to internationally recognised industry standards. Regular Cyber Security Awareness Refresher Courses play an important role in updating our employees’ knowledge of the latest cyber threats. Together with our Big Data Security Analytics initiative, these efforts ensure the protection of our IT systems, applications, and network infrastructure, while safeguarding the data of our customers, employees, and business partners.

Being a responsible corporate citizen to the community is always our goal. We are consistently dedicated to contributing to various community missions, including environmental conservation, youth education, community services to people in need and the promotion of arts and culture. In 2024, our worldwide colleagues continued to initiate and support a variety of charitable programmes, including fundraising and volunteering. We believe that our community plays a crucial role in our Group’s success and will maintain Community Responsibility as one of our Core Values.

2024 was a fruitful year with great achievements. I am incredibly proud to share that our efforts in sustainable development have also been widely recognised. OOIL was honoured to be selected into Sustainability Yearbook 2024 (China Edition) and ranked as the “Top 1% S&P Global CSA Score (Chinese Corporate)” in the industry for two consecutive years. With our outstanding performance in corporate sustainability practices and disclosures, we are included in multiple ESG indices, namely Hang Seng Corporate Sustainability Index, Dow Jones Sustainability Asia/Pacific Index,

and FTSE4Good Developed Index. Furthermore, we won Distinction Award (Large Organization Category) of the Hong Kong Sustainability Award 2024 organised by The Hong Kong Management Association (HKMA).

In 2025, the industry will continue to face the uncertainty of geopolitical changes. OOCL will adhere to its high-quality sustainable development strategy and meet customers’ needs for supply chain resilience and reliability by providing flexible and customised end-to-end supply chain services. We are sincerely willing to work with all parties to build a sustainable shipping future and jointly cope with challenges and opportunities in an uncertain environment.

Wan Min
Chairman
April 2024

Board Statement

The Board of Directors of the Company (the “Board”) established the Sustainability Committee to oversee the sustainability issues of the Group and reinforce the Group’s dedication to Environmental, Social and Governance (ESG) values, while the ESG Working Team is coordinated by Corporate Sustainability Affairs Team of Corporate Strategy Development Department. With the support of our cross-departmental ESG Working Team, the key responsibilities of the Sustainability Committee include to formulate strategies, targets and management approach on sustainability of the Group, to review regularly the effectiveness of the Group’s sustainability frameworks, performance and progress on achieving the sustainability targets, and to ensure compliance with the sustainability requirements applicable to the Group.

A series of environmental (including climate-related) policies and targets have been in place to meet the ESG reporting requirements by The Stock Exchange of Hong Kong. The target aspects cover reduction in direct and indirect Greenhouse Gas (GHG) emission intensities, onshore and vessel general waste intensities, vessel hazardous waste intensity, and onshore and vessel freshwater consumption intensities. The achievement status of these targets is reviewed by the OOCL Executive Committee annually to ensure that our headquarters, global regional offices, and vessels are at a satisfactory pace to achieve the respective targets. Upon review, the Key Performance Indicators (KPIs) in 2024 are in progress towards these targets. With the collective effort from the Sustainability Committee, the ESG Working Team and functional departments, this ESG reporting mechanism allows the respective Committees and the Board to be informed and reported on how the key ESG-related issues are being managed and overseen in a structural and systematic approach.

The Stock Exchange of Hong Kong has published conclusions to its consultation paper on the enhancement of climate-related disclosures on the enhancement of climate-related disclosures under its ESG framework to further align the existing sustainability reporting standard with the International Sustainability Standards Board (ISSB) Adoption Guide. We are fully aware of the new climate-related disclosure requirements and are well-prepared for compliance needs in the 2025 Sustainability Report.

Since the establishment of the Internal Control Enhancement Process of ESG Management, we have been following and implementing the key controls to mitigate the potential legal and compliance risks, business risks, financial risks, reputational risks, as well as internal control failures brought to the Group by inadvertent acts. The Internal Control Enhancement Process of ESG Management is intended to optimise process activities and improve the comprehensive efficiency of the ESG management process through reducing invalid and repeated operations.

The Group continued to strive for more sustainable operations by ordering methanol-compatible 24,000 TEU container vessels, providing customers with green shipping solutions by replacing fossil fuels with biofuels, optimising green IT solutions, reviewing the Group’s GHG emissions along our value chain, and so on. In particular, the delivery of newly built 24,188 TEU container vessels and the success of the biofuel usage provide us with certainty to the improvement of our cost-effectiveness and market competitiveness, which gives us increased clarity over the next steps in our decarbonisation journey. Throughout 2024, we received valuable recognition of OOIL’s outstanding performance in terms of ESG practices and disclosure. We are glad to have been included in the Dow Jones Sustainability Asia/Pacific Index, the FTSE4Good Index Series, and the Hang Seng Corporate Sustainability Index. In addition, we were ranked as being in the “Top 1% S&P Global ESG Score (Chinese Corporate)” in the industry again and were awarded the Distinction Award (Large Organization Category) of the Hong Kong Sustainability Award 2024 by the Hong Kong Management Association, recognising our outstanding sustainability performance.

To ensure data integrity, we achieved a limited level of assurance by LRQA for the data published in the Sustainability Report using the Global Reporting Initiative (GRI) principles. Upon the external audit, no material issue regarding the stakeholder inclusivity, materiality, responsiveness and reliability was identified in the data of the Sustainability Report.

OOCL is committed to conducting our business with high standard and based upon ethical best practices and principles. To uphold the corporate compliance standards in this ever-changing business environment, a series of six courses of OOCL Corporate Compliance Training was implemented. Code of Conduct e-Learning, mandatory for all our employees, was launched to refresh our colleagues’ knowledge on areas such as compliance with legal standards, anti-bribery and anti-corruption, anti-harassment, and personal data protection. A Sanction Compliance Training was arranged to equip our employees and Third-Party Agents with necessary compliance knowledge. Global employees from OOCL are also required to declare any possible conflict of interest annually.

In response to anticipated initiatives and regulations that aim at decarbonising the shipping industry, such as FuelEU Maritime, the Group moderates its operation strategy to respond to these emerging climate-related challenges and promote green shipping. In the meantime, we carefully consider the volatile and geopolitical situations of Red Sea which has caused disruption of the global network. To prioritise the safety of our seafarers, vessels and customers’ cargo, active contingency measures are in place to build service resilience and minimise the impacts to our customers.

Our Business

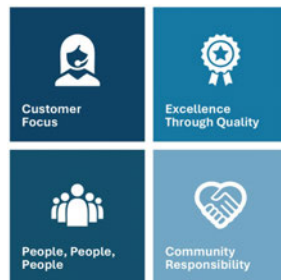
Headquartered in Hong Kong, China, OOIL is a company with total revenues in excess of US\$10.7 billion and has principal business activities in container transport and logistics services. OOIL is listed on The Stock Exchange of Hong Kong and has over 430 offices in approximately 90 countries / regions.

Our Philosophy

Mission Statement

To be the best and most innovative international container transport and logistics service provider; providing a Vital Link to world trade and creating value for our customers, employees, shareholders and partners.

Core Values



Segment Information

The principal activities of the Group are container transport and logistics services. Container transport and logistics services include global containerised shipping services in major trade lanes, covering Trans-Pacific, Australasia, Trans-Atlantic, Asia-Europe, Intra-Europe and Intra-Asia, Latin America, Mediterranean-West Africa, Asia-Africa Trades, and integrated services over the management and control of effective storage and flow of goods.

Business Description



Liner Services

OOCL is well respected in the industry with a reputation for providing customer-focused solutions, quality services and continual innovation. It is also an industry leader in the latest technologies to enhance global supply chains. OOCL's modern fleet includes some of the youngest, largest, fuel efficient, and environmentally-friendly vessels carrying cargo on hundreds of trade routes around the world, providing a vital link in Global Trade.



Logistics Services

OOCL Logistics' dedicated and experienced professionals focus on serving customers with global sourcing and supply-chain-management needs, creating value through innovative end-to-end international logistics programmes. It is also a leader in providing sophisticated transportation, warehousing and distribution services in the Mainland China, offering professional and efficient 3PL and 4PL solutions.



Digital Transformation Services

IQAX Limited (IQAX) is a global information technology company that develops intelligent solutions on strong digital foundations of blockchain, the Internet of Things (IoT), big data, and artificial intelligence (AI) to drive the industry forward, facilitate access to a broad range of data, and respond almost instantaneously to supply chain disruptions.

Approach to Sustainability

The Group is committed to incorporating sustainability into our business operations. We have been proactively developing and managing our Environmental, Social and Governance profile through building trust with our stakeholders. With the formulation of our Sustainability Strategy, various sustainable development goals and objectives have been established in tackling global environmental and social challenges that we are facing today. Looking ahead, we will continue exploring new sustainable development opportunities to create long-term value for our stakeholders.

Corporate Governance

The Group believes that the success of our Company is built on the commitment to a high level of ethical and professional Code of Conduct. The Group is committed to honesty, integrity and fairness in everything it does, and expects all employees to know and adhere to the standards. Our customers judge our Company not only by the quality of the products and services we provide, but also by the professional conduct and business ethics of our employees.

Governance Framework

The Board of Directors of the Company (the “Board”) and the management of the Company are committed to maintaining high standards of corporate governance. The Company considers that effective corporate governance makes an important contribution to corporate success and to the enhancement of shareholder value. The Company has adopted its own corporate governance code (the “CG Code”), which in addition to applying the principles as set out in the Corporate Governance Code (the “SEHK Code”) contained in Appendix C1 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”), also incorporates and conforms to local and international best practices. The CG Code sets out the corporate governance principles applied by the Company and its subsidiaries (the “Group”) and is constantly reviewed to ensure transparency, accountability and independence. Throughout the year 2024, the Company complied with the SEHK Code.

The Board currently comprises of three Executive, four Non-Executive Directors and five Independent Non-Executive Directors. More information can be found in our 2024 Annual Report, under the Corporate Governance Report section.

The Group’s ESG Structure

Sustainability is one of the key elements in the Group’s business development. The Group continues to improve its ESG framework during operations to ensure that sustainable development is fully taken into consideration during strategy formulation and decision-making. We have further improved our ESG framework and established the Board as the highest governance unit for sustainable development work, responsible for leadership and oversight, and obtaining different ESG support from respective Committees.

The Executive Committee, is responsible for reviewing the Group’s sustainability performance, including the progress made against the ESG-related goals and targets, which considers and reports to the Board on sustainability issues that are material to the Group’s business, and the recommendations of the Sustainability Committee.

Sustainability Committee, is responsible for formulating the Group’s strategies, targets and management approach on sustainability, which reviews regularly the Group’s sustainability performance, progress on achieving the relevant targets and the effectiveness of the sustainability frameworks, ensuring compliance with the applicable sustainability requirements. Sustainability Committee monitors and reports to the Board or relevant Board committees (as appropriate) on current and emerging sustainability-related issues considered material to the Group’s business. Sustainability Committee Meetings are held at least twice a year to keep the Board updated on the Group’s ESG developments and performance. The Sustainability Committee is authorised to seek external independent professional advice where appropriate and to ensure the involvement of outsiders with relevant experience and expertise when the Committee considers it necessary to perform its duties. More information of Sustainability Committee can be found in our 2024 Annual Report, under the Corporate Governance Report section.

Risk Committee is responsible for assessing sustainability risks of the Group. Compliance Committee is responsible for reviewing the compliance of the disclosure in Sustainability Report pursuant to the applicable Hong Kong Listing Rules. The OOCL Executive Committee comprises members of the top management team and is led by the Chief Executive Officer, which is delegated to oversee the progress and agenda of all key ESG issues, strategy

reporting principles, boundaries prior to reporting to the Sustainability Committee. The Committee is responsible for reviewing ESG targets and changes in key ESG items before discussion and endorsement by the Sustainability Committee as well as assessing and managing sustainability issues at a strategic level. It also addresses associated risks and opportunities that would help improve or raise the company's overall performance. ESG Working Team is coordinated by Corporate Sustainability Affairs (CSA) Team of Corporate Strategy Development Department. The team is comprised of a representative from each functional department to effectively coordinate ESG-related work, propose ESG agenda and report key ESG issues. CSA Team is responsible to manage the implementation of the Group's climate change strategy and monitor progress on the decarbonisation roadmap and establish a corporate ESG-related disclosure framework. Functional Departments implement the ESG policies of the Group to facilitate sustainable business operations and report the key sustainability issues and development.

This ESG structure allows the respective Committees and the Board be reported on how the key ESG-related issues are being managed and overseen in a structural and systematic approach.



Safety, Security and Environment (SSE) Protection Management

To better oversee and manage the implementation of our policies on environment and biodiversity, occupational health and safety, security and supply chain ESG issues, OOCL has established a Corporate Safety, Security and Environment Protection (SSE) Steering Committee at the corporate level and a Regional SSE Committee for each region. The Corporate SSE Steering Committee's role is to set direction and policies for SSE and ensure the proper execution of related corporate directives and policies in all corporate departments and regions. Respective Corporate Functional heads of the committees will work out the directions and policies for review and endorsement by the Corporate SSE Steering Committee in order to ensure compliance of the concerned functional areas in each corporate region.

The Steering Committee is chaired by a designated representative titled Global Safety, Security and Environmental Protection Officer (GSSEO), who takes a proactive role in overseeing and supporting all relevant legal and regulatory requirements for environment and health & safety. The GSSEO would advise the Corporate Steering and Regional Committees of the latest regulatory, market and competitive developments, and report on the key issues and latest SSE development in the Group. The GSSEO also coordinates SSE policies and implementation efforts with the relevant Corporate Functional Departments and Regions, as well as report to the Steering Committee members on key issues and latest SSE developments in the Group in a timely manner. This ensures the proper execution of our SSE policy in all corporate departments, regions and vendors.

Risk Culture

The Group is dedicated to upholding a risk-intelligent culture and emphasising the importance of quality service, customers and employees. We aim to embed risk awareness and a control mindset into our corporate culture by providing training to all employees. To achieve continuous improvement in our risk management practices, the Group re-assesses risk appetite and corresponding quantitative risk tolerance limits on a regular basis in the context of the Group’s prevailing capital structure and business models and has established procedures to ensure the effective implementation of risk responses. Our process allows functional units identify and report material risk events through established channels so that the right information can be communicated at the right time to the right people.

Risk Management Framework

The Group has set up and integrated risk management framework with a “three lines of defence” model as a precautionary approach to identify, evaluate and manage major and significant risks, including climate-related and ESG-related risks, that may bring material impact on the Group’s business. The Group’s Enterprise Risk Management is a group-wide, integrated framework for managing risks for the Group and consists of assessment of the likelihood and magnitude of the impact of identified potential risk events. These events are identified and prioritised according to their influence and impact on the Group’s strategies, objectives and ability to achieve objectives. This framework helps the Group to achieve business objectives and manage unexpected business volatility and to create value. Under the model, corporate functional units act as the first line of defence, LRM Risk Unit act as the second line of defence with Internal Audit Department being the third line of defence. The Group monitors risks using a principal risk dashboard and a functional risk dashboard. Principal risks refer to major risks whose potential consequences are significant at a group level, for instance, ESG risks and cyber security issues. Functional risks refer major risks of an operational nature, capable of being quantified in the form of key risk indicators and monitored regularly at the level of functional units.

On behalf of the Board, the Risk Committee sets the strategic direction for multi-disciplinary risk management, which covers operational, climate change mitigation, health & safety, human rights, anti-corruptions, and other business and ESG issues. These specific risks are owned, identified, proceeded and assessed by the company-wide functional units. The precautionary and mitigating responses proposed by functional units are checked, measured and monitored by LRM Risk Unit through the functional risk dashboard. Key risks identified are reviewed regularly by the Group’s management. The effectiveness of the risk management system is assessed by the Internal Audit Department. The Board conducts review on the effectiveness and adequacy of the risk management and internal control systems by reviewing the work performed by the Risk Committee and Audit Committee annually.

Operational Risk Assessment - The purpose of the Operational Risk Management guidance is to align with the OOCL Executive Committee directive to implement an Operational Risk Management process and report operational risks. By integrating Operational Risk Management into our daily business activities, we can prevent and minimise harm to people, loss to business, damage to environment, disruption of operations and loss of assets that may arise from our operations. Operational Risk Management shall be implemented company-wide and reports back on a quarterly basis through the SSE Committee. All functional departments and regions are to be accountable for identifying, assessing, controlling, reviewing and reporting operational risk areas that fall under their respective functional and regional scope. While an incident summary is one source where risks can be identified, this directive encourages a fresh look at our operations to identify new risks while managing existing ones.

Our Policies

Anti-Corruption - In the interest of adhering to the highest ethical standards, the Group has a formulated Code of Conduct which serves as a guideline to ensure compliance with all local, national and international legal standards and to preclude offences under local, national and international laws, any breaches of confidentiality, non-disclosure requirements or intellectual property rights and any conflicts of interest, acts of bribery, corruption or political contribution and any other areas of deemed misconduct. Our Management takes oversight and implementation of our policies against bribery and corruption very seriously. The Group’s Code of Conduct has a chapter on “Bribery and Corruption” which provides a clear and comprehensive guidance on how to conduct business in an ethical, fair and legal manner. The Company will regard any violation of this policy as a serious matter and it will result in disciplinary action, including employment termination, that is consistent with relevant and applicable laws. Regional and function-specific training on anti-corruption and anti-bribery policies are offered to our employees. In addition, comprehensive procedures are in place to address, identify, manage and control risks that may contain elements of corruption and bribery, with an impact on the business of the Group. These procedures are covered in the Group’s “Whistle Blower Policy”.

We conduct a mandatory vendor assessment for all new intermediaries including vendors, suppliers, agents, and contractors to confirm their compliance to our Code of Conduct. This assessment serves as a channel to communicate with our intermediaries regarding our company policy. Once operations along our value chain are identified to be at high risk for corruption, comprehensive anti-corruption procedures would be applied to address the issue, which may come in forms of all kinds of bribe, misconduct, and facilitation payment. It allows us to take immediate actions if any corruption and bribery risks are identified. OOCL is a member of the Maritime Anti-Corruption Network (MACN), working together to eliminate all forms of maritime corruption and foster fair trade practices. Following the MACN Anti-Corruption Principles, we avoid all kinds of bribe, facilitation payment, and corruption by adopting shared methodologies, framework, risk assessment tools, training, and campaign, helping our employees and third parties to strengthen the anti-corruption approach. Not only do we work with MACN, but our Company also engages with different industry members, local governments and civil societies to reinforce and promote the culture of integrity through collective action.

Our current approach is considered to be effective and sufficient. During the reporting period, we were not aware of any reported cases of corruption within the Group and we ensure that all our practices are in full compliance with relevant laws and regulations. We will continue monitoring and reviewing our policies and practices to maintain “zero corruption”. We constantly monitor and evaluate the need to launch comprehensive anti-corruption risk assessments for our existing and new global offices, business partners, vendors, suppliers and agencies.

Whistle-Blowing Framework – The Group’s “Whistle Blower Policy” is one of our formalised procedures through which employees can anonymously file reports or register concerns and help govern the reporting and thorough investigation of allegations of suspected improper activities. Concerns regarding accounting, internal accounting controls and auditing matters can be reported by employees to the Audit Committee without fear of dismissal or retaliation. The Audit Committee will review each complaint, the investigations and the follow-up actions, including disciplinary actions, by management on substantiated cases. This framework helps ensure that the Group complies with all the applicable laws and regulations, accounting standards, accounting controls and audit practices.

Extortion, Fraud, Money Laundering & Other Related Crimes – The guidepolicy of Code of Conduct requires all employees to comply with any laws, rules and regulations that are aimed at preventing, detecting and remedying economic crime and, in particular, fraud, extortion, money laundering and other related crimes. Employees must not engage criminal activities nor choose to ignore them. We ensure that all our business practices and operations are in full compliance with relevant laws and regulations and during the reporting year, no such crimes have been discovered.

Sanctions Compliance Policy – Sanctions are national and international rules and regulations which regulate or prohibit activities with or in certain countries, with certain persons or entities and in respect of certain goods and services. The international nature of OOCL’s activities means that its activities will be affected by sanctions and it is very important that all employees of OOCL understand fully the need to comply with such rules and regulations on sanctions.

To reinforce OOCL’s commitment to sanction compliance, the Board of Directors of OOCL has endorsed the Sanctions Compliance Policy which sets out the Policy and procedures put in place to ensure that all employees of OOCL are and remain committed to ensuring compliance with it.

Tax Transparency – Tax contribution and tax compliance are fundamental responsibilities of the Group in order to support the sustainable development of societies in which we operate. Management sees integrity in compliance and reporting in each jurisdiction as the primary tax strategy of the Group. The corporate tax team oversees local tax payments and performs periodic reviews of local tax expenses, budgets, and forecasts to ensure a responsible and fair amount of tax is paid in all operating countries or regions.

As part of the Audit Committee’s review of the Group’s financial information, and of its oversights of the Group’s internal control and financial reporting system, the Audit Committee discusses the Group’s tax position, including related tax risks, with the Group’s management and auditors during each Audit Committee meeting. The Audit Committee also reports to the Board on the adequacy of any tax provisions and on the sufficiency of the tax-related staffing resources of the Group.

Corporate Compliance Training – OOCL upholds the corporate compliance standards in an ever-changing business environment. It is important for us to refresh our knowledge and understanding as the laws and regulations are constantly evolving. We launched a series of online training courses on OOCL Corporate Compliance Training, which covers Code of Conduct, Sanction Compliance Training, Cyber Security Awareness, Warehouse Risk Management, SSE Awareness, and Competition Compliance Programme. The series covers OOCL employees in respect of various training objectives and requirements. To ensure and align the understanding and expectation of our business representatives to the relevant compliance requirements and the Company’s standard, some of the courses were extended to our Third-Party Agents who work on our behalf.

Inspection Policy on Dangerous Goods (DG) Containers – To increase the safety of our employees, customers’ cargo and properties on shore and at sea when carrying DG containers, the SSE Steering Committee has decided to apply an inspection policy on DG containers. The inspection programme will raise awareness of cargo safety amongst shippers, contribute to safer cargo transport and reduce risk and costs arising from DG incidents.

Business Recovery and Continuity Process – To maintain business process and ensure business integrity during periods when the Company’s system applications or offices cannot be accessed due to exceptional events such as natural disasters, Business Continuity Plans (BCP) are in place for all regions in which we operate. Each local BCP is customised according to the possible natural disasters or severe incidences that might happen in the area. All local BCPs are reviewed periodically and updated upon external changes that could create huge impact on our office.

Safety, Quality and Environment Management System – OOCL was the first container shipping line in the world to have achieved the Safety, Quality and Environmental (SQE) Management System certification in 2002. The certification consolidates the International Safety Management (ISM) Code, ISO 9001 and ISO 14001 requirements.

Corporate Safety, Security and Environment (SSE) Policy

OOCL goes the extra mile to make safety and security a top priority in our business operations, onshore and at sea, including people, cargo, ships and facilities. We maintain the highest safety and security standards and recognise that businesses must take responsibility for their industries’ effects on the environment so OOCL proactively demonstrates our concern for the environment at every level of our organisation.

OOCL is committed to:

- Applying industry best practices, and going above and beyond compliance with relevant rules and regulations on Safety ^[1], Security ^[2] and Environment ^[3]
- Establishing and improving safety, security and environment objectives and targets
- Proactively promoting an Onboard Safety Culture and engaging in the highest levels of training
- Participating fully in the prevention and suppression of security threats against supply chain operations under our control and carrying out risk assessment on a continuous basis
- Using resources ^[4] efficiently and applying innovative voluntary measures to minimise the impacts on the environment and natural resources
- Regularly communicating our SSE Policy to all staff and business partners throughout the supply chain
- Continually re-assessing and upgrading our SSE commitments
- Serving our stakeholders by assessing their needs and providing information
- Taking every precaution to avoid any health & safety risks in business activities and services to employees, business partners and communities
- Identifying, evaluating and mitigating climate-related issues and risks in our business operations

OOCL evaluates opportunities for working with responsible business partners to achieve our sustainable procurement objectives at every level of the supply chain. We also strive to ensure that our commercial relationships are formed with partners that share our values on safety, security and environmental care and sustainable business practices.

[1] “Safety” includes but is not limited to the providing of a safe working environment to protect employees from occupational hazards.
[2] “Security” includes but is not limited to the preventive measures to ensure security onshore and onboard, as well as cyber security.
[3] “Environment” includes but is not limited to air and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous waste, biodiversity and climate-related issues.
[4] “Resources” include but are not limited to energy, water and other raw materials.

Guidelines for Safety, Security & Environmental Care (SSE) Incident Reporting

Incidents that threaten life, cargo and property may occur in our business operations. Through SSE Incident Reporting, we can capture incident trends and lessons learnt so we can prevent the same from happening in other regions and in the future. All incidents related to safety, security and/or environment should be reported according to the escalation matrix in our Corporate Emergency Response Plan (CERP). Types of reportable incidents include:

- Fatalities
- Staff work injuries, incurring lost workday(s)
- Truck / feeder / rail / land facility accidents with injuries
- Fire accidents causing property damage
- Security threats and breaches
- Environmental pollution / contamination to water and to land
- Cargo / container accidents which cause or threaten to cause injuries, security breaches, pollution and serious property damage

Shipboard Safety, Quality and Environmental (SQE) Monitoring and Reporting

According to our certified SQE Management System, it is required all of our vessels to implement and maintain the Shipboard Safety, Quality and Environmental Monitoring and Reporting. Our SQE Coordinator is responsible for monitoring of vessel safety and environment protection. Upon receipt of all Master's Reviews from vessels the SQE Coordinator shall carry out a study of the Reviews. The SQE Coordinator also has to instigate necessary follow-up actions and report such actions and recommendations to the Fleet Management Department in headquarters.

We believe that our strategies and approaches to sustainable development drive a long-term value creation for our business and stakeholders. As stated in OOCL’s Safety, Security and Environment (SSE) Policy and Sustainable Procurement Policy, we are committed to maintaining high environmental standards throughout our whole supply chain and at different stages of business operations, covering vendor/supplier management, delivered services to customers, newly deployed projects and facilities, transportation/logistics processes and management of generated waste. These policies are primarily focused on addressing the risks and opportunities in our business and incorporate the economic, environmental and social approaches to sustainability into our decision-making process.

External Recognition

Hang Seng Corporate Sustainability Index – OOIL has been listed as a constituent stock on the Hang Seng Corporate Sustainability Index ("HSSUS") and Hang Seng Corporate Sustainability Benchmark Index ("HSSUSB"). The HSSUS consists of the 30 Hong Kong-listed companies which have the best performance in corporate sustainability, and is an index listed under the Hang Seng Corporate Sustainability Index Series. OOIL has also been included in other climate-related Hang Seng Index (HSI) indices, namely: Hang Seng ESG 50 Index, HSI ESG Enhanced Index, HSI ESG Enhanced Select Index and Hang Seng Climate Change 1.5°C Target Index. Among them, the Hang Seng ESG 50 Index includes the top 50 mid- and large-cap Hong Kong-listed companies that perform best in ESG. These inclusions recognise the company's consistent commitments to enhance the integration of international principles into its corporate operations and business activities.

FTSE4Good Index Series – OOIL has been included in the FTSE4Good Index Series. Created by the global index and data provider FTSE Russell, the FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong ESG practices. The FTSE4Good indices are used by a wide variety of market participants to create and assess responsible investment funds and other products. FTSE Russell evaluations are based on performance in areas such as Corporate Governance, Health & Safety, Anti-Corruption and Climate Change. Businesses included in the FTSE4Good Index Series meet a variety of environmental, social and governance criteria.

Dow Jones Sustainability Indices – OOIL was continuously selected by Dow Jones Sustainability Indices (DJSI) to become a constituent of Dow Jones Sustainability Asia/Pacific Index (DJSI Asia/Pacific) in December 2024. DJSI Asia/Pacific was designed to measure the performance of Asia-Pacific sustainability leaders and consists of the top performers in their regions. As one of the world's largest integrated container transportation and logistics services providers, OOIL has consistently taken a leadership role in advancing sustainability, through implementing numerous initiatives to address environmental and business challenges.



Hang Seng Corporate
Sustainability Index
Series Member 2024-2025



FTSE4Good

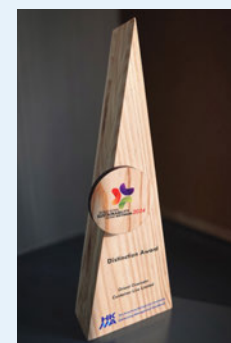
S&P Global's Sustainability Yearbook (China Edition) 2024

OOIL was listed in S&P Global's Sustainability Yearbook (China Edition) 2024, and ranked as being in the "Top 1% S&P Global ESG Score (Chinese Corporate)" in its industry again. The 129 outstanding companies listed in the Yearbook were selected from around 1,700 Chinese companies from various industries. Inclusion in the S&P Global's Sustainability Yearbook (China Edition) 2024 is clear and valuable recognition of OOIL's outstanding performance in environmental, social, and governance practices and in ESG disclosures. The Group will continue to take a leadership role in advancing sustainability and to place ESG at the core of the Group's value.



Hong Kong Sustainability Award 2024

OOIL won Distinction Award (Large Organization Category) of the Hong Kong Sustainability Award 2024 organised by The Hong Kong Management Association (HKMA). The Hong Kong Sustainability Award aims to promote the importance of sustainability and to provide a platform for organisations to benchmark best practices of sustainability. By recognising organisations which have demonstrated outstanding sustainability practices in economic, social and environmental aspects, while achieving good business and organisational performance, the award programme also advocates cross-sector sharing of best practices and inspires organisations to entrench sustainability within their operations and culture.



Sustainability Strategy

As we continue to build on our efforts and accomplishments on environmental management the development of this Sustainability Report highlights our desire to move towards a more integrated approach to sustainable development. Developing our Sustainability Strategy has been an important step to further integrate sustainability considerations into our business decision-making process.

This Strategy is driven by our corporate philosophy and we feel that there is a need to further enhance our initiatives and bring our approaches to environmental management, economic development and social responsibility together into a more coherent structure, under the umbrella of sustainable development.

In the process of defining what sustainability means to the Company, it significantly helped steer how we set our plans and goals for the future. The result is the formulation of some key sustainable development priorities to initiate while setting targets and plans for each department in the Company to embrace and execute. Going forward, the development of our Strategy will continue to be refined according to the views of our stakeholders and objectives of the Company.



Stakeholder Engagement

We place a high priority on stakeholder engagement and recognise that it is fundamental to understanding the impact our business has on the communities in which we operate as well as the potential issues that may affect us. So reaching out to our stakeholders is imperative to achieving our business and sustainability objectives and we take every effort to gather their concerns and incorporate their views in our sustainable development strategies. The stakeholder engagement exercise provides us with a strong foundation to develop various management approaches on our material issues.



Academic Institutions

Research collaboration, sponsorships and scholarships

Business Partners

Participate in industry forums and conferences

Customers

Customer feedback handling system

Employees

People development programs and daily communication

Local Communities

Staff volunteering and community involvement

NGOs

Dialogue through industry associations, donations

Professional & Industry Bodies

Guest speakers and formulate industry best practices

Regulators & Authorities

Ongoing dialogue and information disclosures

Shareholders & Investors

Shareholder committee meetings and information disclosures

Employees

People development programs and daily communication

Our Stakeholder Engagement Practices

To achieve long term success and sustainability, we are committed to building and maintaining lasting relationships with our key stakeholders across global operations and value chain. Under our stakeholder engagement principles, impacts on stakeholders are discussed and studied to ensure perspectives of relevant stakeholders are considered and evaluated. We establish strong communication channels to engage with as wide a variety of stakeholders as possible in order to gather their feedback towards our materiality assessment. Upon completion of stakeholder engagement process and materiality analysis, the board-level Sustainability Committee oversees and endorses the results and develops business strategies aligning with stakeholder expectations.

Aligning with our stakeholder engagement principles, respective engagement programmes have been deployed to identify and prioritise stakeholders based on their interest, influence and impacts on our business activities. Considering these three factors, we have identified and engaged more than 2,000 stakeholders from 10 key groups through various channels. Our key stakeholder groups include academic institutions, business partners, customers, employees, local communities, non-governmental organisations, professional & industry bodies, regulators & authorities, shareholders & investors, and suppliers & vendors.

In addition to these key stakeholders, minority groups could also be included in the identification process through corresponding non-governmental organisations. Although these groups represent a small portion of the community, their needs and concerns should be respected and taken into account when formulating corporate strategies. This also echoes the Group's commitment to building an inclusive business environment with equal opportunities and anti-discrimination.

Our Stakeholder Engagement Channels

A great variety of communication channels are adopted to engage with our key stakeholder groups and understand their satisfaction with our services. Regional management is also actively involved in communicating the importance of the stakeholder engagement process to our key global and local stakeholders as well as understanding their views on our stakeholder engagement strategy. Regular dialogues and meetings are considered as effective approach to help the company stay up to date on the latest market and industry trends and collectively identify and address emerging concerns for our stakeholders.

Local stakeholder maps and profiles are both important tools for implementing effective participation. We make sure all key stakeholder groups are engaged via the communication channel(s) suitable for their natures, usual activities, and levels of expertise. Furthermore, the company has a grievance handling process that includes both internal and external stakeholders. If necessary, external stakeholders can also express their grievances through our stakeholder engagement exercise, while internal stakeholders can raise any concerns securely under the guidepolicy of Grievance Handling Process. All matters will be tracked and handled confidentially in a fair, timely and uniform manner.

Once every two years, both our internal and external stakeholders are invited to participate in an online survey which required them to rank the significance of various sustainability topics related to our business. The online survey consists of definitions of all topic choices available as one of the capacity building measures that facilitate all invited stakeholders to have the same interpretation of the survey. The stakeholder engagement process is reviewed and designed in a user-friendly manner to ensure effective participation of our stakeholders and avoid external factors that may affect engagement outcomes. The results are collected, consolidated, and communicated through a materiality assessment. Our approach clearly demonstrates our efforts in engaging stakeholders through different channels and shows the level of commitment we have to the communities to ensure that their concerns are properly accounted for.

Materiality Assessment

The process of stakeholder engagement is central to materiality assessment and serves as a channel for us to engage with our stakeholders. With the sound and effective Enterprise Risk Management system, we are able to integrate the identified material issues into our risk culture and form a holistic view on the issues that our stakeholders are concerned about. From our stakeholder engagement exercise, material issues were identified by different stakeholders and were categorised into environmental, social, governance, as well as information technology & security aspects. Topics are presented on the materiality matrix based on the principle of double materiality and these topics are mapped according to the two dimensions of “significance to business” and “importance to stakeholders”.

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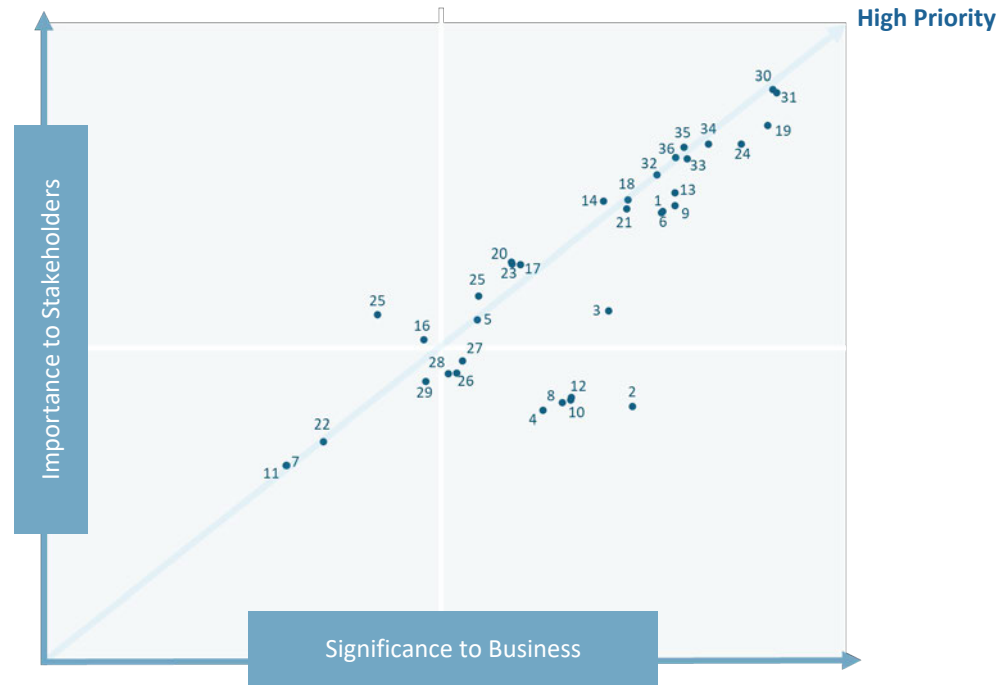
PARTNERSHIPS
FOR THE GOALS

SDG 17 – Strengthen the means of implementation and revitalise the global partnership for sustainable development

As such, we will continue to strengthen our collaboration with various stakeholders and industry organisations. **In Progress**



Materiality Matrix



| | | | | | | | |
|---|---|----|--|----|---|----|--|
| 1 | Compliance | 10 | Operational risk assessment | 19 | Marine plastic | 28 | Diversity & equal opportunities |
| 2 | Anti-competitive behaviour | 11 | Tax transparency | 20 | Waste management | 29 | Freedom of association & collective bargaining |
| 3 | Prevention of bribery & corruption | 12 | Customer feedback | 21 | Vessel lifecycle assessment & recycling | 30 | Occupational health & safety |
| 4 | Political contribution | 13 | Biodiversity & conservation | 22 | Collaboration & engagement | 31 | Emergency response |
| 5 | Sustainable procurement | 14 | Energy | 23 | Green investment | 32 | IT innovation |
| 6 | Contraband management and anti-smuggling of sea cargo | 15 | Climate change mitigation & adaptation | 24 | Green Product | 33 | Maritime security & piracy |
| 7 | Data transparency | 16 | Emissions | 25 | Community investment | 34 | Cyber security |
| 8 | Grievance handling | 17 | Material use | 26 | Employee development & retention | 35 | Customer privacy |
| 9 | Dangerous goods | 18 | Water & effluents | 27 | Human & labour rights | 36 | Intellectual property rights |

Responses to Materiality Assessment Results

Identifying the material issues is certainly an important step in our sustainability journey. To show our commitment to incorporating our stakeholders' views in our sustainable development strategies, we defined the associated boundary and impact of the material issues by referencing to the GRI standards as well as in alignment to our management approach to them in this report.

The benefits of stakeholder engagement and materiality assessment on an ongoing basis are tremendous for our business. It helps us identify the key issues that we should address and prioritise towards the shaping of our corporate sustainable development strategies. Lessons learnt from global and local engagement can help us better align our strategies and practices with the latest market trend. Over the years, we engaged with a wide spectrum of stakeholders through a variety of effective pathways and successful communication channels to respond and tackle various ESG related issues. We will continue to reinforce our stakeholder engagement process and communications with different stakeholders regarding our sustainable development initiatives in order to better understand their views and meet their expectations.

Responding to Key Stakeholders' Concerns

- Identifying and evaluating climate-related issues and risks in our business operations to set out the possible strategic actions with reference to the Recommendation of the Task Force on Climate-related Financial Disclosures
- Exploring and adopting cleaner fuel alternatives (such as biofuel, methanol or ammonia) to offer green shipping options for customers, replacing traditional fossil fuels and reducing our carbon footprint of shipping
- Adopting high energy efficient vessels, equipment and machineries
- Participating in the Voluntary Speed Reduction Program to significantly reduce carbon emissions
- Sharing of our GHG[#] emissions data in a credible and transparent manner
- Offering the OOCL Carbon Calculator for customers to estimate the carbon footprint in their supply chains
- Monitoring of responsible sourcing practices from our vendors and suppliers
- Enhancing environmental performance indicators for all global business units
- Collaborating with industry bodies and environment-focused organisations on responsible business practices
- Studying feasible initiatives and technologies in our operations to address climate change and protect biodiversity
- Working with the environmental-focus organisations to improve the emission calculation methodologies
- Employing the external checker to verify the major sustainability data disclosure
- Arousing customer awareness of GHG Scope 3 emissions from their upstream activities
- Enhancing corporate Environmental, Social and Governance reporting framework and its disclosure
- Supporting industry best practices to curb the trade of at-risk, endangered and protected species
- Supporting observatory and meteorological organisations engaged in marine climatology and climate change studies
- Applying a sound information security management system and adopting cyber security best practices to ensure that customers' personal privacy data are collected, used and protected legally
- Enhancing Company's IT systems, applications, network infrastructure to prevent any form of severe cyber security incidents that could cause disruption to customers, employees and business partners
- Supporting regional sustainability initiatives and leveraging collective efforts with local stakeholders to address climate-related challenges
- Identify emerging ESG risks in the short term to stay informed about rising trends and develop long-term strategies to manage corresponding risks

[#] The emissions of six main greenhouse gases (GHG) are addressed by the United Nations Framework Convention on Climate Change (UNFCCC), namely carbon dioxide (CO₂); methane (CH₄); nitrous oxide (N₂O); hydrofluorocarbons (HFCs); perfluorocarbons (PFCs); and sulphur hexafluoride (SF₆); also include a seventh greenhouse gas - nitrogen trifluoride (NF₃) from the GHG Protocol Corporate Standard.



| Key Issues | Vessels | Warehouses | Offices | Truckings |
|------------------------|---------|------------|---------|-----------|
| Air quality | ○ | × | × | ○ |
| Carbon emissions | ○ | × | × | ○ |
| Carbon footprint | ○ | ○ | ○ | ○ |
| Energy use | ○ | ○ | ○ | ○ |
| Renewable energy | ○ | ○ | ○ | ○ |
| Energy efficiency | ○ | ○ | ○ | ○ |
| Hazardous waste | ○ | ○ | × | × |
| Marine biodiversity | ○ | × | × | × |
| Noise impact | ○ | × | × | ○ |
| Waste | ○ | ○ | ○ | × |
| Water consumption | ○ | ○ | ○ | × |
| Dangerous goods | ○ | ○ | × | ○ |
| Health and safety | ○ | ○ | ○ | ○ |
| Security | ○ | ○ | ○ | ○ |
| Customer issues | × | × | ○ | × |
| Human resources | ○ | ○ | ○ | ○ |
| Procurement | × | ○ | ○ | × |
| Regulatory compliance | ○ | ○ | ○ | ○ |
| Academic collaboration | × | × | ○ | × |
| Charity partnerships | × | × | ○ | × |
| Community investment | × | × | ○ | × |
| Research partnership | ○ | × | ○ | × |

Key Issues from Operations

Engaging with a diverse group of stakeholders over the years has helped us identify the social and environmental impact that are relevant to our business. The diagram illustrates the various sustainability issues from different operational components in our business.

Environmental Issue – The most significant impact from our operations is in the consumption of non-renewable fossil fuels that generate air pollutant and GHG emissions. Efforts to restrain the impact on air quality and climate change have been focused on improving our vessels and facilities. Handling of dangerous goods is also another major environmental concern. The environmental impact from our on-shore activities are derived from emissions produced by our trucking and machinery operations, consumption of large volume of water, and hazardous chemicals from our maintenance works.

The Business – As a leading integrated international transportation and logistics company, our business strategy incorporates concerns from our customers, employees and suppliers. Our business success is dependent on our commitment and response to address the concerns and interests of key stakeholders.

Safety, Security and Health – Safety, security and health issues have always been of paramount importance and a first priority at our Company. We link our approach to quality and contingency planning. We employ a number of guidelines, procedures and precautionary measures to focus on safe operations both on shore and at sea, preventing any possible threats to security that are associated with transport operations.

The Community – We contribute extensively to the development of communities around the world. We help develop and maintain a sense of communal identity through various activities such as partnering with a variety of charities and Non-Governmental Organisations (NGOs) around the world, sponsoring academic projects, and supporting employee volunteering initiatives.



Value Chain

To achieve sustainable development and better manage the ESG risks throughout the whole value chain, we actively engage and closely collaborate with our business partners and customers. We also strive to maintain our operational agility and move quickly to adopt to any changes in the global supply chain, thereby enabling us to ensure customers are well-served with the best selection and most competitive suite of services.

Key Relationships with Customers and Suppliers

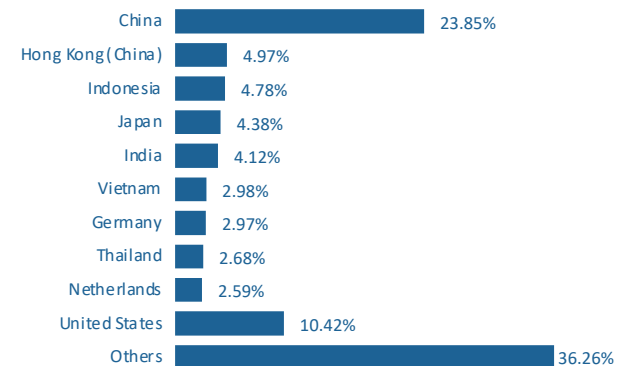
“Customer focus” is one of the core values of the Group. We believe in long-term, mutually beneficial relationships with our customers and strive to help create value for our customers through collaboration to enhance customer competitiveness. This is achieved by seeing things from the customer’s perspective, trying to understand their business and anticipate their requirements. All employees are trained to be proactive in meeting customers’ expectations and responding with a sense of urgency.

“We Take It Personally” is not just a slogan at OOCL, but also an attitude that all employees are encouraged to adopt in dealing with our customers. Each year we recognise hundreds of employees around the world for displaying initiative and going beyond the call of duty to meet our customers’ needs.

It is the Group’s policy to maintain a diversified customer base across all geographical regions and trade lanes. A Key Risk Indicator (KRI) of customer concentration is included in the functional risk dashboards for the Group’s liner business which are being monitored on a quarterly basis. Different tolerance limits for the KRI are set for regions, trades and the organisation as a whole. As at the end of 2024, OOCL had approximately 33,148 active customers and the customer concentration was at an acceptable level.

In the Group’s relationship with suppliers, we put special emphasis on the supplier selection process in which both quantitative and qualitative factors are considered objectively, independently and openly, according to the Group’s highest ethical standards. Pricing is not the Group’s primary consideration; instead, the Group focuses on the suppliers’ quality service, safety and ethical standards. “Excellence through quality” is another core value of the Group. While we endeavour to provide the best quality service to our customers by setting high standards for ourselves, we demand the same high standards from our suppliers. It is also the Group’s policy to maintain a diversified supplier base across all geographical regions.

Countries/Regions of The Group's Suppliers



The Group developed supplier management KRIs to monitor supplier concentration in different regions and poor supplier service. Investigating the concentration of each supplier also helps us identify critical suppliers. Cases of supplier service failure were shared among employees to alert them to the importance of communicating our expectations to the suppliers and taking the right remedial mitigating actions. As at the end of 2024, OOCL had approximately 19,242 active suppliers and the supplier concentration was at an acceptable level.

Approximately 6.2% and 16.0% of the Group’s total expenditure on purchases of goods and services for the year are attributable to the largest supplier and five largest suppliers respectively.

Managing Our Vendors and Suppliers – To achieve our sustainable procurement objectives at every level of the supply chain, an assessment of existing and new vendors, suppliers, agents, and contractors must be completed to confirm their compliance to our ESG standards through the OOCL Vendor ESG Assessment Platform. If deemed necessary, we would conduct audits in vendors’ facilities. As minimum thresholds and prerequisites to be eligible as our suppliers, companies must comply with all applicable environmental, health & safety regulations and our Code of Conduct. If any failure to meet our minimum ESG requirements is identified without a timely corrective plan in place, involved suppliers, vendors, agents and contractors would not be considered for contracts and existing contracts can be terminated immediately (depending on severity).

The assessment of vendors must be completed to confirm their compliance to our Code of Conduct and policies, which covers the scope of Environment, Social, Health & Safety, Governance, and Information Security & Privacy. This assessment is designed to provide us with a better understanding of how our vendors manage these aspects and risks to give insights into procurement and contractual decision-making, as well as to identify potential sustainability risks in our supply chain, cumulatively more than 70% of invited vendors and suppliers have participated in

the ESG vendor assessment. Once their service and compliance are confirmed, we would monitor, review and work with our vendors, suppliers and business partners to ensure compliance levels are maintained. Customary performance and monitoring of the industry are implemented.

We also put emphasis on vendor and supplier diversity. We review the business nature of our potential vendors and suppliers in order to develop a more diverse portfolio and source from the most suitable and responsible parties. Our supplier selection process considers sector-specific risks and the four major aspects of our terms and conditions, namely environmental, social, governance and business ethics.

Sustainable Procurement – In exploring areas to promote environmentally friendly procurement when selecting vendors and suppliers, we have set up the Sustainable Procurement Policy to guide our colleagues in monitoring the procurement specifications and their deliveries. To prevent potential conflicts with our ESG requirements and ensure effective compliance, we will review our procurement practices with suppliers where necessary.



Sustainable Procurement Policy

We are dedicated to promoting sustainable and responsible practices and our Corporate Sustainable Procurement Policy has been implemented in every aspect of our business and at every stage of the supply chain to manage and assess environmental and social risks.

OOCL is committed to:

- Reducing harmful pollutants and emissions
- Promoting greater environmental sustainability at every stage in the supply chain by conserving resources
- Promoting awareness among our suppliers of our expectations with regard to Safety, Quality and Environmental Protection
- Promoting ethical sourcing practices
- Contributing back to our community

Our Code of Conduct (Summary)

OOCL is committed to honesty, integrity and fairness in its business conduct and organisation management. OOCL also maintains the highest standards of professional ethics and integrity in dealing with its customers, vendors and partners.

Highlights of OOCL’s Code of Conduct:

- 1. Legal Compliance
 - Comply with all applicable laws and regulations in the countries in which the Company operates.
- 2. Prohibition of Bribery and Corruption
 - Do not accept or offer gifts of material value, entertainment, or other gratuities of worth from or to business partners, in exchange for business opportunities or any privilege that can raise doubts as to objectivity and fairness of business decisions. Such offers include, but not limited to, cash, gifts, business opportunities or contracts, travel, entertainment and other expenses. Anyone aware of or suspect a violation must report to the competent authorities in the Company.
- 3. Political Contribution
 - We do not make any offer, payment or gift of material value, or promise of such, directly or indirectly, to any government or public official, political party or its representatives, candidate for political or governmental office.
- 4. Managing Conflict of Interest
 - Staff must declare and report any conflict of interest, directly or indirectly, that may impact fair business dealings and objective decisions. Where such conflicts exist by circumstances, alternative arrangements must be made to ensure fairness and objectivity.
- 5. Adherence to high ethical standards by respecting rights and dignity of all persons with whom we deal. Specifically we respect the provisions of the UN Universal Declaration of Human Rights and the Conventions of the International Labour Organization in regard to:
 - Elimination of all forms of forced, compulsory and child labour
 - Freedom of employment & association
 - Respect for the individual and elimination of discrimination through embracement of diversity in workplace
 - Safe and healthy working conditions
 - Payment of living wages and regular employment entitlements
 - Non-excessive working hours
- 6. Assurance of non-disclosure of the Company’s business, customers and financial information and no misappropriation of our tangible or intellectual property.
- 7. Commitment to OOCL’s Safety, Security and Environment (SSE) Policy.
- 8. Competition
 - Conduct business activities in compliance with applicable competition laws and regulations of respective countries and tradelanes. Such activities include, but not limited to, communication, negotiation and documentation with customers, suppliers and competitors of the Company.

Customer Identity Verification – OOCL is committed to enhancing shipment security and customer relations. Our booking acceptance policy and the Customer Profile (CPF) verification guidelines are the foundation to providing a clear accountability of each functional unit in verifying the validity of each customer and its legal identity against sanction lists, including those under the United States (US) and European Union (EU). In addition, a procedure has been developed to oversee the status of the CPF records and to switch them into an inactive status when they are not being utilised within two years. In order to ensure the entire supply chain is well controlled and managed, we are continuously refining our policy and workflows.

Customers Feedback Handling – In line with our Customer Focus core value, we treasure all feedback from our customers. To facilitate the collection of customer feedback, we have added a “Customers Feedback” page on our corporate website at www.oocl.com. Besides, our artificial intelligence (AI) -powered customer service ambassador Fin is already on board our FreightSmart platform. Fin acts as a chatbot around the clock, providing instant online assistance to our customers' enquiries. Customers can use the “Ask Fin” button to share their feedback on our services and enjoy a more personalised experience at any time.

The purpose of this process is to ensure feedback from customers will be handled in an organised and timely manner so that appropriate action can be taken to address their concerns. Feedback may generally fall into two main categories; namely appreciation and complaints. Complaints may be service-related or on our Code of Conduct. Proper records on handling customer feedback must be maintained to enable us to learn from experience. Customary complaints are received and dealt with. Through diversified channels such as regular meetings, business visits and tradeshow every year, the Company has been reaching out customers to understand their expectations while satisfaction survey can be adopted where applicable, to understand customers' needs and improve our service quality. In 2024, we received in total 268 complaints in relation to our service and all complaints were handled with appropriate actions in a timely manner.

Fair Competition – We support fair competition with the objective of ensuring prudent and just practices across our value chain, and we consistently strive to tackle anti-competitive behaviour. Competition law compliance is an integral part of business for all corporations operating in the global market place. Under the vigilance of our Competition Compliance Committee and the Competition Compliance Working Team, a comprehensive Competition Compliance Policy is in place together with appropriate programme, guidelines and mandatory training to ensure that all our practices are in full compliance with competition laws.

During the reporting period, we were not aware of any of our suppliers being assessed as having a material negative impact.



Dangerous Goods

Transportation – Due to its hazardous nature, Dangerous Goods (DG) shipments are regulated under stringent rules and regulation throughout the entire transportation process. Vessel owners, container liners, port authorities, international organisations, and other related entities in the supply chain, all set various requirements concerning safe transport of DG. Information and knowledge need to be shared and a large amount of documents and certificates need to be granted and delivered among different parties. The best way of improving safety at sea is by developing international regulations, as well as treaties adopted by the International Maritime Organization (IMO).

Our Service – In the major regions we serve, all have specific handling procedures and approval process for DG applications. A shipper or customer's DG cargo will be checked for its content accuracy and any legal requirements concerning its transport will be taken into account. In addition, OOCL ensures the relevant stowage and segregation requirements of dangerous goods are met. This helps provide additional safety to the cargo, vessel, crew, cargo handlers and the overall environment. OOCL's DG teams are also available to discuss and provide advice to our customers on all issues relating to different international and domestic regulations.

DGSmart – OOCL's Dangerous Goods System has a functioning application for managing real transactions, known as "DGSmart", which covers all parties involved in the DG transportation process, including carriers, forwarders, manufacturers, port authorities, and DG / chemical experts. Each party provides certain information and performs functions that are shared, followed up, and cross-checked further down the processing chain. DGSmart also links all the process involved in the whole DG transportation; our technical standard for data processing is regarded as consummate.

Security

We are committed to maintaining our vigilance to prevent any potential threats to security. Security measures, plans and standards are all in place and audited at every level of our organisation. We take every precaution to provide the highest levels of security for our customers and employees.

In a world where cargo security are becoming more complex in the international trading community, OOCL is strongly committed to the security of our operations against possible compromise and to the maintenance of the highest level of compliance in security related areas.

Corporate Security Policy

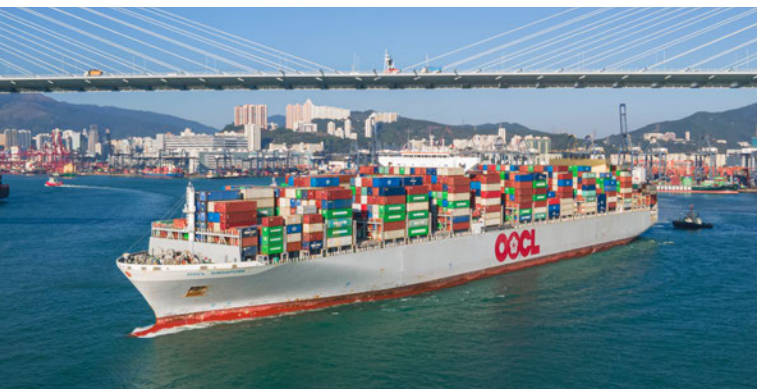
We have to ensure the safety and integrity of all our shore and sea employees, ships, customers' cargo and our port facilities. We are committed to preventing cargo bookings, transportation and logistics service for commodity which are prohibited by law, concerning security, public health, environment and international obligations. In this regard, we are obliged to offer our utmost cooperation to the Authorities including the Governments of all States in their fight against any act that will impinge on maritime or cargo security. Such acts may include, but not limited to, the following:

- Terrorist attacking a port facility
- Hijacking of ship
- Bomb threat
- Piracy
- Sabotage
- Shipping of weapons or agents of mass destruction
- Drug smuggling
- Stowaway / human smuggling
- Contraband smuggling
- Tampering with documentation / container / cargo
- Cargo Pilferage

Security Code – From our offices to ports, warehouses, shore facilities and onboard our vessels, we work with the authorities to ensure that every measure is in place to maintain the highest commercial and operational security standards as possible at all times, while all employees are educated and regularly updated through security training.

International Ship and Port Facility Security Code – OOCL complies with the International Ship and Port Facility Security Code (ISPS Code) to ensure security threats are detected and assessed and preventive measures are in place on our vessels and at our port facilities. A designated officer on each ship and at each port facility reports to the Company Security Officer who oversees the security plans, drills and training. With this in place, all our vessels continue to have an exemplary record containing zero breaches of security and clean detention records.

Container Security Initiative – OOCL is also committed to other international initiatives, rules and regulations such as the Container Security Initiative (CSI) and 24-Hour Advance Manifest Rule. We also actively engage various governments and authorities worldwide in their efforts against any act that would impinge upon maritime or cargo security.

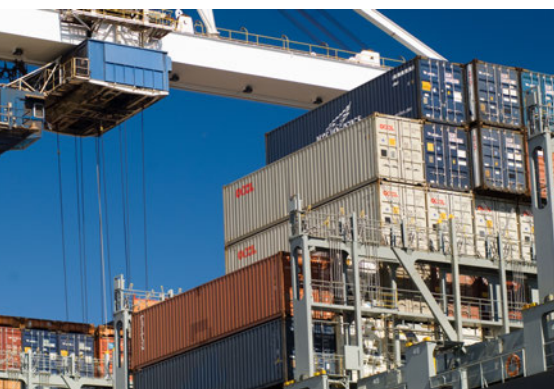


Partners in Protection – Our Company has been certified as a “Partners in Protection” (PIP) carrier by the Canada Border Services Agency (CBSA) Partners in Protection. It is a voluntary programme established by the CBSA for companies which assist to enhance border security, combat organised crime and terrorism, detect and prevent contraband smuggling, and increase the awareness of issues to secure the flow of goods and travellers across the US-Canadian border.

Customs-Trade Partnership Against Terrorism – Our Corporate Security Policy and internal guidelines fully satisfy the US Customs-Trade Partnership Against Terrorism (C-TPAT) initiative. We regularly conduct internal security checks to identify, evaluate, and prevent any security threats. Our security profile has been validated by the US Customs and Border Protection Agency through on-site checks of our Group's offices and facilities including warehouses, depots and vessels. According to our Corporate Security Plan, a verification process is applied to our logistics contractors to periodically review their processes and facilities based on our risk and security standards so as to secure compliance with C-TPAT security criteria.

Authorised Economic Operator – Similar to the C-TPAT, the EU Authorised Economic Operator (AEO) is a voluntary-based public-private partnership where participants who fully meet AEO requirements, such as customs compliance, appropriate record-keeping, financial solvency and, where relevant, security and safety standards, can apply for AEO certification. Since 2011, our EU-based and UK companies and offices have secured and maintained AEO certification.

Verified Gross Mass (VGM) requirements under the Safety of Life at Sea (SOLAS) Convention – To improve safety in the supply chain, the IMO has made amendments to the Safety of Life at Sea (SOLAS) convention indicating that all shippers must comply with mandatory container weight verification requirements, or Verified Gross Mass (VGM). A container without a VGM is not allowed to load onto the vessel. The shipper is responsible for the potential regulatory penalties and all costs associated to the exception handling of the containers without the VGM.



Natural Capital

We recognise that businesses must take responsibility for their industry's effects on the environment. Our Company is dedicated to meeting the needs of the present without compromising those of the future. We consistently encourage sustainable economic development through measures of innovative environmental care and a solid management approach.

13 CLIMATE ACTION



SDG 13 – Take urgent action to combat climate change and its impacts

SDG 14 – Conserve and sustainably use the oceans, seas and marine resources

14 LIFE BELOW WATER



Climate-related Risk Management

OOCL realises the urgency and importance to decarbonise shipping and develop greener fuels. In addition to OOCL's consistent efforts in improving energy efficiency in our operations over the years, we have invested in dual fuel green vessels and have been proactively exploring the development of cleaner alternative fuel, especially green methanol, to achieve the goal of Net Zero by 2050. Moving forward, we will continue to fully support all efforts driving the industry towards a greener future. OOCL is committed to reducing air emissions from our vessels and fully supports the latest IMO Strategy on Reduction of GHG Emissions from Ships. To align with IMO's ambitions and in line with the Paris Agreement as the latest international agreement, we have also introduced indicative checkpoints (compared to 2008) to reach net-zero GHG emissions from international shipping by 2050:

- By 2030, reduce the total annual GHG emissions by at least 20%, striving for 30%
- By 2040, reduce the total annual GHG emissions by at least 70%, striving for 80%

Given the scientific backup for potential climate change impacts and more stringent climate-related regulations and market initiatives expected to come, we refer to the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to shed light on our governance, strategies, risk management, metrics and targets regarding climate-related risks and opportunities.

Climate Scenario Analysis – The Fourth IMO Greenhouse Gas Study was published to serve as an industry-specific reference to climate scenarios with various emissions projections. The transport work demand and emissions projections made in the study are based on both long-term socio-economic scenarios and energy scenarios.

The study adopted the shared socio-economic pathways (SSPs) and representative concentration pathways (RCPs) developed by the Intergovernmental Panel on Climate Change (IPCC), as well as the long-term baseline projections developed by the Organisation for Economic Co-operation and Development (OECD) for constructing different climate scenarios. One of the scenarios in the study combines RCP2.6 and the OECD baseline by assuming a relatively modest economic growth and an energy scenario for non-shipping sectors would limit the temperature increase to under 2°C by the end of this century. The following changes between 2018 and 2050 are projected by IMO for the container shipping industry: increase in emissions by 20% to 70%, increase in transport work by 70% to 140% and improvement in operational efficiency by around 30% due to an increase in sizes of ships and compliance with the EEDI regulation.

Also, the analysis can be refined to identify the impacts and business implications by considering the following SSPs: “SSP1-2.6 (<2°C)”, “SSP2-4.5 (2-3°C)” and “SSP3-7.0 (3-4°C)”. The global climate projections reported in IPCC AR6 are covered, namely temperature, precipitation, mean sea level, extreme weather events, ice and snow as well as tropical cyclones. Referring to the results and information of the climate scenario analysis, we have conducted our own climate assessments to gauge the resilience of our operations against the physical and transition risks brought by climate change.



Climate-related Risks, Opportunities and Financial Implications – A climate risk assessment has been integrated into the group-level risk management processes. The assessment was conducted with reference to the adopted RCPs, SSPs and different emission scenarios. The integrated risk management model includes processes for identifying and prioritising risk events, assessing their impact, managing responses, controlling activities, and monitoring. This model demonstrates how key corporate risks can be effectively managed. In addition, the nature, likelihood and magnitude of the effects of related risks are taken into account, and climate risk assessments are conducted in conjunction with input from various departments. The likelihood and impact of risks are considered as factors in identifying, evaluating, monitoring, and prioritising material climate-related physical and transition risks and opportunities at different stages of our value chain, covering our fleet, office and logistics operations, activities from our upstream (e.g., terminal operators) as well as downstream (e.g., warehousing and last mile delivery). During the reporting period, there were no significant changes to the Group's climate-related risk management processes.

Physical risks refer to the impacts attributed to climate change, for instance, how business operations and activities are affected by acute extreme weather events and chronic shifts in climate patterns. Transition risks refer to the impacts brought about by the policy, legal, technology, and market changes entailed in the transition to a lower-carbon economy. The time horizons of the identified risks are consistent with the useful life of our main tangible assets, vessels, and is referenced to national and international policies. 'Short-term' impact refers to the potential effects of related risks and opportunities within one year. 'Medium-term' impact covers a duration of up to five years, while 'long-term' impact pertains to effects lasting more than five years. To reasonably understand the financial impacts of climate change, the company analyses the current and anticipated financial effect of climate risks and opportunities in the short, medium or long term under various scenarios based on its business model and management of operations across the value chain:

| Impacts | Financial Implications (Current / Anticipated) |
|---|---|
| Acute physical risk – Increasing frequency and intensity of extreme weather events e.g., cyclones and floods (Short to long term) | |
| <ul style="list-style-type: none"> - Disruption of onshore operations including offices, warehouses, depots and trucking - Rerouting by vessels and increase in bunker consumption - Cargo loss and container damage - Speed-up of wear and tear, thus repair and maintenance - Deterred port operations, delay in cargo loading and other crucial tasks when vessels are berthed | <ul style="list-style-type: none"> - Increased operating expenses (OPEX) from increased bunker consumption, delayed operations, repair and maintenance, purchase of advanced weather routing system, increased management fees and increased insurance premiums - Reduced revenue due to cargo loss - Loss of assets |
| Chronic physical risk – Increased GHG emissions leading to global warming and changes in precipitation patterns leading to increased frequency and severity of droughts (Short to long term) | |
| <ul style="list-style-type: none"> - More energy required by air conditioning systems and reefer to maintain normal operations - Slot reservations cutting due to canal volume limitations by port or canal authorities and the low water levels of rivers - Surcharges imposed by canal authorities to maintain thoroughfares' levels - Rerouting by vessels and prolonged turnaround time increase bunker consumption - Reduction in cargo load to prevent grounding | <ul style="list-style-type: none"> - Increased OPEX from surcharges, tariffs and energy consumption - Reduced revenue due to reduced cargo load |
| Policy and legal risk (Short to medium term) | |
| <ul style="list-style-type: none"> - More stringent decarbonisation and energy efficiency regulations - Imposition of carbon pricing regulations such as carbon tax and market-based mechanisms like cap and trade - Enhanced compliance requirements for sustainability reporting, environmental data collection and carbon emissions disclosure by various regulatory institutions | <ul style="list-style-type: none"> - Increased OPEX for compliance purposes - Increased capital expenditure (CAPEX) for investment in more energy efficient vessels and equipment - Reduction in asset value and original investment returns from stranded assets |

| Impacts | Financial Implications (Current / Anticipated) |
|--|--|
| Technology risk (Medium to long term) | |
| <ul style="list-style-type: none"> - Technology breakthrough required for the industry to transit to low-carbon operations, including alternative low-emitting fuels with high availability, reliability, compatibility with vessels and presence of the corresponding bunkering facilities - Substitution of existing vessels or their equipment with lower emissions options | <ul style="list-style-type: none"> - Increased CAPEX for investment in more energy efficient vessels and equipment |
| Market risk (Short to medium term) | |
| <ul style="list-style-type: none"> - Change in customer preference and reduced demand for services from shipping companies with higher GHG emissions intensities - Price and supply instability of reliable alternative fuels - Uncertainty about the compatibility of green fuel related equipment | <ul style="list-style-type: none"> - Reduced revenue if the reduction trend of GHG emissions intensity could not meet customers' expectations - Increased OPEX and CAPEX for alternative fuels and related equipment |
| Reputational risk (Short to medium term) | |
| <ul style="list-style-type: none"> - Customer demand for shipping decarbonisation, manifested through both individual pledges for net zero emissions throughout customers' supply chains and collective call-to-action initiatives - Increased requirements for sustainable development disclosure by the capital market - Heightened attention from core customers on the company's environmental performance and disclosure | <ul style="list-style-type: none"> - Reduced revenue if the reduction trend of GHG emissions intensity could not meet customers' expectations - Impact on company ESG ratings and stock price performance |

Metrics and Targets – Based on the risks and potential impacts identified, it is reasonable to conclude that GHG emissions are one of the most material climate-related issues for the Group. Relevant KPIs, including Scope 1 and Scope 2 emissions are adopted to assess our exposure to climate-related risks and opportunities. Meanwhile, we are constantly reviewing the need to expand our current coverage of Scope 3 emissions to better understand climate-related risks and opportunities along our value chain. For figures of the Group's GHG emissions, please refer to Appendix I: Performance Data Summary in this report. Reduction targets of Scope 1 and Scope 2 emissions intensities are discussed in later part of the chapter Natural Capital.

Case Study – Panama Canal Drought

Panama experienced more frequent drought conditions and falling water levels due to extreme climate conditions in recent years. Panama Canal Authority decided to limit the volume of canal transits and adjust the tariff in the Panama Canal. Shipping companies were exposed to increased operating expenses caused by port congestions, route changes and prolonged turnaround time. OOCL undertook different feasible plans to mitigate this emerging risk and maintain the high quality of our services.

Climate Change Adaptation - In response to the challenges posed by adverse weather conditions due to climate change, the Company subscribed to a weather routing service for our vessels and adjusted its vessel schedules during the reporting year. The total cost for this service amounted to approximately US\$ 256,000. Considering the continuous expansion of our fleet and the potential increment of subscription costs under various scenarios, it is anticipated that annual subscription expenditures will increase by approximately 55% in the mid-term and 130% in the long-term. Due to tropical cyclone-related impacts in the Asia-Pacific, vessel schedule adjustments resulted in an approximate increase of 0.464% in bunkering consumption. In addition, considering the changes in national and international policies and regulations driven by climate change, as well as the new demand for green products and low-carbon routes, the company's fleet has begun to use green fuel. During the reporting year, the relevant expenditure accounted for about 5.57% of the annual bunker cost. Due to the growing market demand, green fuel consumption is expected to gradually increase in future reporting years.

Responses to Extreme Weather – One of the significant climate-related risks identified is the potential for extreme weather in sea and coastal areas, which could disrupt our operations and damage assets. Such climate-related physical risks are considered cross-cutting risks, which have been integrated into and managed under our operational risk management framework, alongside relevant climate change adaptation and mitigation practices. In addition to taking preventive and response actions in accordance with established safety management procedures, OOCL's Fleet Management Department also provides meteorological navigation services to the fleet to ensure that vessels can obtain the latest weather and sea conditions information as well as safe navigation advice in a timely manner. This protects the marine environment and ensures the safety and efficient operation of crews, cargo and vessels. OOCL Logistics developed an Emergency Management Guidance Procedure for its warehousing business, which clearly defines the prevention and control measures and responsibilities of each warehouse, depot, and site in extreme weather conditions to reduce the potential impact on employees, on-site contractor, operation, and property. We also added procedures for managing vehicles and loaded containers and provided clearer operational guidance for on-site staff to

enhance risk awareness and implement prevention and control measures. Meanwhile, we pay close attention to weather forecasts and typhoon and flood prevention information, closely follow the dynamic changes in the geographical trends and time nodes of possible meteorological disaster risks. Relevant units that may be involved are also required to make advance preparations. Emergency drills are regularly organised, ensuring efficient and orderly response to emergency situations. This aims to keep relevant personnel, facilities and processes on standby at all times.

Climate-related Opportunities – Despite the exposure to physical and transition risks at different stages, climate change and the transition towards a lower carbon economy also create opportunities for us to optimise and adapt our operations and strengthen our business. To achieve our climate-related goals, a climate-related transition plan is already in place, incorporating both our mitigation and adaptation efforts. This could improve our operating efficiency, reduce OPEX, build up competitive edge, and generate revenues by serving customers with higher expectations on the sustainability performance of their business partners along supply chains.

We will explore any new mitigation and adaptation measures and closely review the resilience of our strategies against the projected changes suggested by the climate scenarios. Considering the climate scenarios, some questions regarding transition risks to be digested could be whether our GHG emissions reduction could help us avoid substantial expenses from possible mandatory carbon pricing initiatives, or whether our fleet's energy efficiency will suffice to satisfy the increase in transport work demand while still meeting the more stringent decarbonisation requirements expected to come.

The evolving demand for green shipping options presents a foreseeable opportunity to enhance our service quality and competitiveness in the market, while also supporting our customers' Scope 3 emissions reduction goals. Besides, through the ongoing vessel retrofit programme, it is expected that the energy efficiency of each participating vessel will be enhanced by 8% per year. This improvement provides an opportunity to accelerate our transition towards lower carbon shipping and reduce operating expenses through bunker savings.

Climate Change Mitigation and Adaptation – The Company has been paying efforts to mitigate and adapt to the potential impacts of the identified physical and transition risks. Climate change mitigation refers to efforts to reduce or prevent GHG emissions from the first place. The practices of anticipating the adverse effects of climate change and taking appropriate action to prevent or minimise the damage they can bring, are usually described as climate change adaptation. The following mitigation and/or adaptation measures are already in place, therefore they cover our current and future operations.

| Measure | Mitigation | Adaptation |
|---|------------|------------|
| Conduct emergency drills and trainings under different extreme weather scenarios to enhance the emergency response capabilities of employees and sea staff | | ✓ |
| Purchase weather-routing systems for safer and shorter routes | | ✓ |
| Enhance Global Vessel Voyage Monitoring Centre (GVVMC) and Robo-advisor Solution to optimise berth visibility and minimise bunker consumption | ✓ | ✓ |
| Improve the installation rate and utilisation rate of Alternative Maritime Power System | ✓ | ✓ |
| Order and launch containership newbuilds which are compatible with more sustainable fuel types and have energy efficiency going beyond the current requirements | ✓ | |
| Explore the adoption of marine biofuel via trial voyage | ✓ | ✓ |
| Conduct equipment retrofit in existing owned vessels | ✓ | |
| Regular vessel maintenance and cleaning | ✓ | ✓ |
| Engage with employees from diverse expertise, customers, industry peers and other stakeholders regarding decarbonisation roadmap and strategies, including the development of cleaner alternative fuel | ✓ | |
| Strive for transparency of sustainability and climate disclosure, including GHG emissions along our value chain, thus offering insights into sustainability and decarbonisation strategies and respond their related concerns | ✓ | ✓ |
| Ensure the maturity of business continuity plans and remote “in-office” operations to prepare for disrupted office operations by extreme weather events | | ✓ |
| Consider purchasing carbon credit to further offset emissions as a possible option to neutralise residual emissions (if applicable) | ✓ | |
| Offer green shipping options for customers to reduce GHG emissions from marine transportation by replacing fossil fuel with biofuel | ✓ | |

The details of the mitigation and adaptation measures are outlined in the remaining parts of this report.

Decarbonisation and Managing Harmful Emissions

We believe that by taking a proactive role in caring for the environment, we can help reduce the consumption of natural resources, minimise our discharges, wastes, GHG emissions, as well as other pollutants regulated under national laws and regulations, such as sulphur oxides (SO_x), nitrogen oxides (NO_x) and other particulate matters (PM), to make the world a better place to live for ourselves and future generations. We encourage and expect the highest discipline and professional conduct from our employees, crew and vendors to take responsibility for their actions and comply with their environmental obligations.

GHG emissions are widely associated to its effect on global warming and climate change which are major challenges that affect everyone. Although climate change presents challenging obstacles, we also recognise and acknowledge that there are business opportunities for innovation. Over the years, we have made use of our knowledge and experience to create greener services to improve energy efficiency beyond our own operations. We have also developed short, medium, and long-term green strategies and sustainable development goals to smoothen our pathway in turning climate-related risks into business opportunities. Our decarbonisation pathway also considers Hong Kong's Climate Action Plan 2050, which sets out the vision of "Zero-carbon Emissions · Liveable City · Sustainability Development" and outlines the strategies and targets for combating climate change and achieving carbon neutrality.



Optimum Trim and Minimum Ballast – One way to reduce fuel consumption is to maintain optimum trim and minimise the use of ballast. An optimum trim is the balance of cargo on board a vessel and if the load is too heavy at one end, the imbalance can result in more fuel being used to sail. Hence, we devise and implement sophisticated cargo loading plans to achieve the optimum trim. Moreover, the minimal use of ballast water can also help achieve a lighter vessel load and better trim of vessel draughts by good stowage, thereby consuming less fuel.

Regular Hull Maintenance and Cleaning – Marine growths, such as barnacles, molluscs and algae, can weigh a vessel down which in turn lead to more fuel consumption. We carry out regular maintenance on our ships to keep the hull completely clean and free of such growths.

New Environmentally Friendly Technology Designs

– We believe that clean technology will make an important contribution to environmental protection, such as reducing the level of GHG emissions. OOCL works hand-in-hand with shipyards and naval architects to implement new environmentally friendly technology designs on our vessels.

Weather-routing Systems for Safer and Shorter Routes

– We invest in sophisticated weather routing systems to avoid bad weather and to take the shortest route possible to our destinations. If a vessel hits a storm or a typhoon, naturally it will be slowed down – perhaps from involuntary speed resistance from high winds, or voluntary slowdown to avoid damage to the vessel – and as a result the vessel will tend to burn more fuel and be less efficient. With these systems, the Captain can avoid bad weather areas by planning the best routes possible.

During the reporting period, no non-compliances in relation to air and GHG emissions, discharges into and on land, and the generation of hazardous and non-hazardous wastes violations were found.

Using Low Sulphur Fuel – OOCL is fully compliant to the EU, North America and IMO mandated requirements of using 0.1% or lower sulphur content fuel in all SO_x Emission Control Areas (SECA).

We are also compliant to the requirements of using 0.1% sulphur content fuel when our vessels are berthed at designated EU ports. Also, we strictly comply with the Air Pollution Control (Ocean Going Vessels) (Fuel at Berth) Regulation, which is the first in Asia, mandating fuel switching at berth where vessels over 500 gross tonnage must switch to using 0.5% or lower sulphur fuel in the auxiliary engine(s), generator(s) and boiler(s) when berthing at the Hong Kong port. This regulation paves the way for the establishment of an Emissions Control Area (ECA) in Asia, a more sustainable and long-term solution to effective and lasting air quality improvements in sync with international best practices.

OOCL vessels also ensure that the sulphur content of our fuel is well below the IMO prescribed standard of 0.5% when sailing in the high seas with the adoption of both cleaner fuel and scrubber technology.

Initiatives to Reduce Nitrogen Oxides – All our vessels have been installed with environmentally friendly NO_x-controlled propulsive engines while advanced slide fuel injection valves are also being adopted to help reduce NO_x emissions by 30%.

Cold Ironing (Alternative Maritime Power) – All of OOCL's new buildings currently under construction are installed with Alternative Maritime Power (AMP) Systems, also known as “Cold Ironing”, which allows the vessels to use shore-supplied electricity instead of burning fuel when at berth. The use of AMP technology can lead to a significant reduction in NO_x, SO_x, and PM emissions per vessel call and improve the air quality of the communities nearby.

Advance Low-Carbon Shipping with Biofuel

OOCL and partners joined hands to advance low-carbon shipping, opting for cleaner fuel to reduce supply chain emissions. With this newly launched biofuel product, a Green Certificate is issued to our partners as credible certification of the carbon emissions saved by using biofuel. The process is verified and powered by Global Shipping Business Network (GSBN), a non-profit blockchain consortium. Carbon emission saving calculation and allocation are tracked by blockchain, with traceable and immutable record. OOCL employs the Well-to-Wake approach to comprehensively measure the lifecycle carbon emissions, from fuel production to its consumption in ship operation. Collaborating with partners on low-carbon shipping marks a significant milestone in our environmental and sustainability journey, enabling both OOCL and our partners to advance in decarbonisation.

First B24 Marine Biofuel Bunkering Operation in the Port of Hong Kong

Following the successful biofuel pilot experience, OOCL expanded its first biofuel bunkering operation in the Port of Hong Kong. The supply of ISCC-EU certified B24 biofuel to OOCL's vessel in this inaugural operation highlights OOCL's commitment to reducing carbon emissions.



IMO & EU Regulations – All ships are mandated by the IMO regulations to calculate their attained Energy Efficiency Existing Ship Index (EEXI) to measure their energy efficiency, and to initiate data collection for reporting their annual operational carbon intensity indicator (CII) and CII rating. Carbon intensity links the GHG emissions to the amount of cargo carried over distance travelled.

FuelEU Maritime and the EU Emissions Trading System (EU ETS) are important EU initiatives aimed at reducing GHG emissions. Starting from 2025, FuelEU Maritime mandates annual GHG intensity reductions for in-scope vessels and promotes the use of shore power. Besides, the EU ETS, a cap-and-trade system, requires specific industries, including maritime transport, to monitor, report, and trade emissions allowances.

OOCL is exploring various possible solutions to fulfill IMO and EU requirements, such as adopting alternative fuels to decarbonise our fleet, adjusting product proforma, and optimising technical structures to enhance vessel efficiency. Even with more stringent environmental regulations expected in the foreseeable future, we will still be able to provide reliable and regular network to customers.

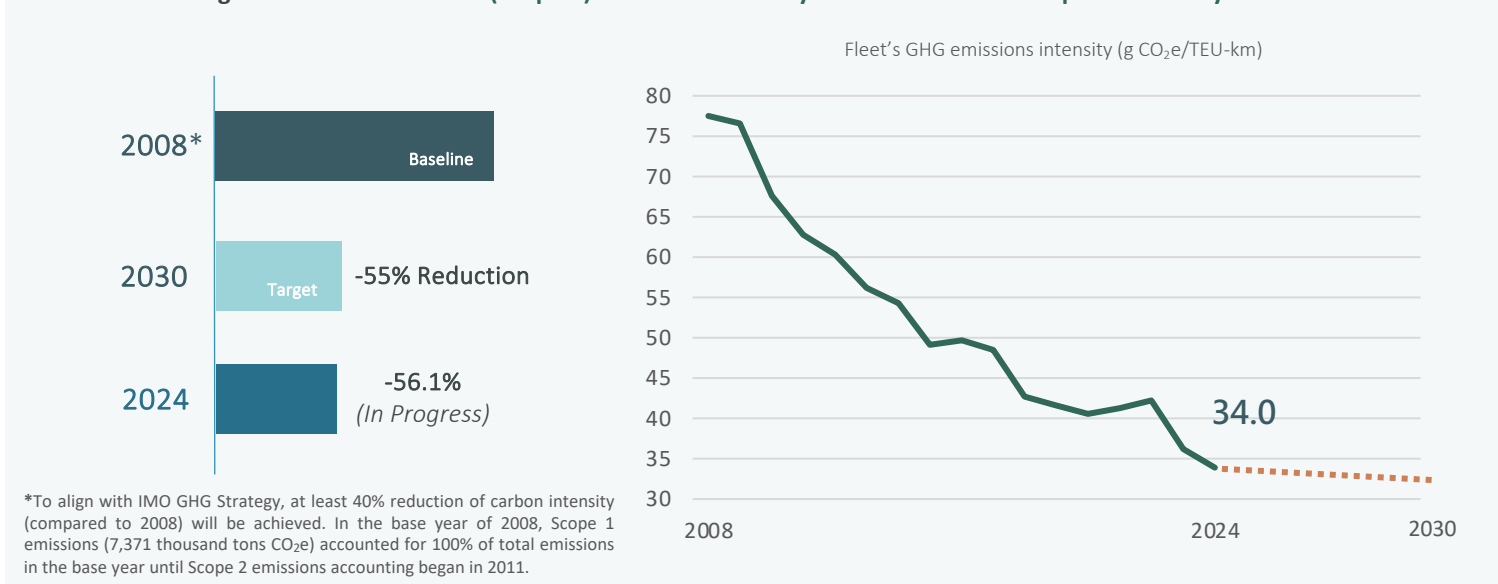
Ship Energy Efficiency Management – OOCL is enhancing ship energy efficiency design and upgrading existing vessels to accelerate the transition to a green and low-carbon fleet. For new building, we have developed energy efficiency

improvement design plans and introduced advanced energy-saving and emission-reduction technologies to ensure that the Energy Efficiency Design Index (EEDI) of our ships meets the requirements of the IMO EEDI Phase III.

The Ship Energy Efficiency Management Plan (SEEMP) is an operational measure that establishes a mechanism to improve the energy of a ship in a cost-effective manner. Applied in all our vessels, the SEEMP provides an approach to manage ship and fleet efficiency performance over time using the Energy Efficiency Operational Indicator (EEOI) as a monitoring tool. The development of the SEEMP incorporates best practices for fuel efficient ship operation. The EEOI enables the measurement of a ship's fuel efficiency and to gauge the effect of any changes in operation, such as improved voyage planning and introducing new technical measures. The SEEMP encourages ship owners and operators like us to consider new technologies and practices when seeking to optimise the performance of a ship.

Carbon Intensity from Vessel Operations – In addition to the adoption of clean technology in our operations, the best way to reduce emissions in the shipping industry is to save fuel and we have been focusing on our bunker saving programmes for many years to achieve our targets. With the efforts over the years, OOCL has reduced its average shipping carbon emissions by more than 56% since 2008. In addition to reducing our emissions, we are able to help our customers achieve a lower carbon footprint in their supply chains.

Target Review - Direct GHG (Scope 1) emissions intensity & Marine fuel consumption intensity reduction



Respect for Biodiversity and Marine Environment

We are committed to respecting aquatic biodiversity. We comply with mandatory requirements and join voluntary programmes to minimise the impacts of our operations on marine biodiversity, especially on critical biodiversity, if the impacts are unavoidable due to our business nature. Upon conducting biodiversity impact assessments of our vessel operations, both impact-related and dependency-related biodiversity risks have been considered and it is concluded that the marine environment is exposed to potential risks associated with ballast water, oil spillage, marine plastic and marine waste. A set of corresponding mitigation plans have been developed to prevent, reduce and compensate the identified biodiversity risk.

Collaborating with external parties such as NGOs like WWF, port authorities, and local communities is one main way to live up with our commitment and not only generate No Net Loss (NNL) impacts, but even Net Positive Impact (NPI) on biodiversity. Throughout our operations across our value chain, we are committed to avoiding damage to sites with important biodiversity. While our impact of onshore operations on biodiversity may seem negligible compared to the vessel operations, we engage in conservation activities for biodiversity on land when seemed suitable. To adhere our environmental policy, we are committed to no-deforestation and strive to involve key parties of our value chain in our initiatives. In addition, our Group proactively takes part in ecosystem restoration project such as tree planting and replanting of coral and mangrove. The following environmental measures are some of our management approaches and control measures.

OOCL Containers – Today OOCL only uses CFC-free refrigerants for all of our refrigerated (reefer) containers. OOCL’s newest reefer containers have one of the lowest power consumption in the industry. All our containers have been applied with waterborne paint and we also introduced the use of eco-friendly bamboo floors or Oriented Strand Board (OSB) instead of the traditional hardwood ones. All raw materials used to manufacture OSB products are 100% Forestry Stewardship Council (FSC) certified.

Using Non-Toxic Hull Paint – OOCL always uses environmentally friendly and non-toxic hull paint on our vessels to help protect marine life. All our ships have been painted with tributyltin free (TBT-free) paint that are also both tin and copper-free. OOCL is constantly striving to improve the marine environment by implementing a policy for all newbuildings to use silicone-based foul-release paint.

Onboard Waste Management – At sea, we apply the onboard waste management system and deploy appropriate waste handling facilities to meets our reduction objective. Our vessels are equipped with incinerator, food dispenser and garbage compactor, which are in accordance with the MARPOL Convention requirements. At port, we dispose non-hazardous and general wastes to facilities that are authorised by the local authorities.

We continuously monitor and reduce the amount of sludge being generated by each vessel by using specialised equipment, such as homogenisers and oil purifiers, to minimise the development of sludge. We also take every effort to ensure hazardous wastes are handled accordingly and comply with local and international laws and regulations where they may apply. All hazardous wastes generated onboard are collected and treated by facilities that are authorised by the port authorities.

Stop Shipping Shark, Whale, Dolphin, Their Related Products and Hunting Trophies – OOCL is committed to our policy that bookings for whale, shark, dolphin, their related products and hunting trophies will not be accepted. These policies show our commitment in supporting the global effort to curb the trade of at-risk, endangered and protected species.

Marine Plastic Management – We are committed to complying with the existing and forthcoming regulatory framework on marine plastic management, and adopt best practices in preventing marine plastic leaking and entering the oceans through ship-based activities to minimise harmful effects on marine life, biodiversity, as well as human health. The action plan supports IMO’s commitment to meeting the targets set in the SDG 14 on the oceans.

Ballast Water Management – All container ships discharge ballast water, which can contain organisms that are harmful to the environment. A policy is in place to prohibit ballast water exchange at ports and restrict ballast water exchange only in the open sea.

IMO adopted the International Convention for the Control and Management of Ships' Ballast Water and Sediment (BWM Convention) to prevent and eliminate the risk in the introduction and dispersal of invasive species into habitats where they do not belong. In addition to the introduction of treatment standards over the coming years, the convention specifies a set of criteria for the treatment process to make sure at least 99.9% of all living organisms carried in ballast water are killed or removed before being discharged.

Most of our owned vessels have Ballast Water Treatment Systems (BWTS) of the D-2 standard installed, while the remaining owned vessels will undergo retrofit before the due date of their International Oil Pollution Prevention (IOPP) Certificates. OOCL's newbuilds will also be equipped with BWTS approved by the IMO and the United States Coast Guard (USCG) to effectively treat ballast water before discharging. To help lessen the harm to the marine environment, OOCL has been actively exploring different kinds of technologies to effectively treat ballast water that is in line with our environmental policy. The electrolysis BWTS we currently use on vessels are equipped with different treatment technologies, including filtration, electrolysis or electro-catalysis, and neutralisation.

Enhancing Cetacean Habitat and Observation (ECHO) Program – OOCL has been continuously participating in the Enhancing Cetacean Habitat and Observation (ECHO) Program to study how to reduce the cumulative effects of shipping on at-risk whales throughout the southern coast of British Columbia in Canada. During the period of this Program, our vessels voluntarily sailed at slower speeds in the research region. OOCL's commitment and contribution to this Program was an important part of our sustainability work in addressing the "SDG 14: Life Below Water" component of marine life protection and conservation.

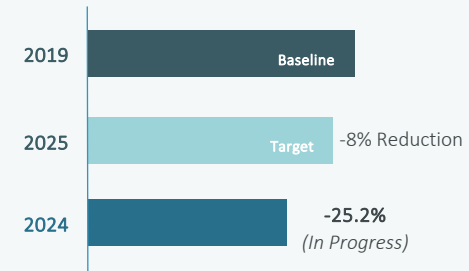
Protecting Blue Whales & Blue Skies Vessel Speed Reduction Program – OOCL continued to participate in 2024 Protecting Blue Whales and Blue Skies - a Vessel Speed Reduction (VSR) programme, covering the San Francisco Bay and Southern California regions, which are also areas included in the World Shipping Council Whale Chart. It aims to reduce air pollution, fatal ship strikes on whales, and underwater noise, as well as to improve air quality and human health outcomes. OOCL proudly achieved the top performance tier – Sapphire level, with more than 90% of total distance traveled at 10 knots or less within the designated VSR Zones during the evaluation period.

SDG 14 – Conserve and sustainably use the oceans, seas and marine resources

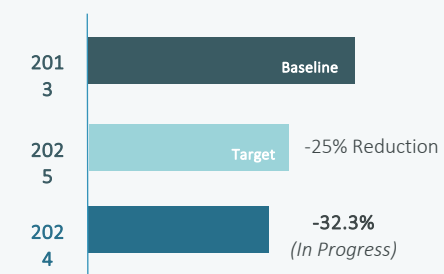


Target Review

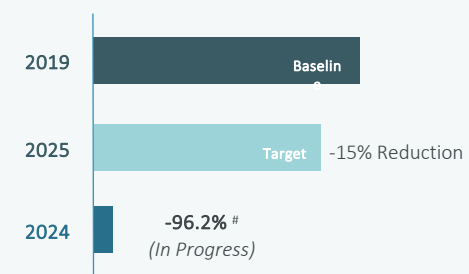
Enhance offshore water efficiency by reducing freshwater consumption intensity



Offshore general waste intensity reduction



Offshore hazardous waste intensity reduction



#The sharp reduction is due to the irregular nature of hazardous waste disposal by vessels.

The Environment and Natural Resources

Our policy encourages us to help minimise potential impacts of operational activities on the environment and the natural resources through innovative environmental care measures. We are committed to environmental measures that respect aquatic biodiversity and natural environment. OOCL continually invests in environmentally friendly equipment such as ballast water treatment systems, and uses sustainable materials, such as non-toxic paint, bio-degradable stern tube oil and bamboo flooring, to help protect marine environment and forests.

Use of Resources

Our Group has set out policies to use resources efficiently, including energy, water and other raw materials. Our Group actively minimises the consumption of electricity, fuel and other raw materials in vessels, warehouses and offices. We continue focusing on green investment which includes fuel-efficient vessels, and eco-friendly machineries and equipment. Each regional office of our Group has their own local recycling initiatives. In order to meet onboard water efficiency objective, our vessels utilise onboard desalination plant to convert seawater into potable water so as to reduce freshwater consumption. By doing so, we believe this reinforces our commitment to customers that we offer them the best service quality with the least impact on our planet.

Sustainable Ship Recycling – Vessels are one of the most important assets for OOCL. Upon the end of their operational lives, which usually last for 20 to 30 years, vessels are dismantled and have their materials recycled or disposed of. As vessels may contain environmentally hazardous substances, the ship recycling process could impose threats on the environment, workers’ health, and their safety if it is conducted without proper procedures.

The two major regulations addressing the topic of ship recycling are IMO Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships (HKC) and the European Union Ship Recycling Regulation (EU-SRR), which has entered into force. Both regulations require each applicable ship to maintain an inventory of hazardous materials (IHM) to provide ship-specific information on the actual hazardous materials present on board, their locations and approximate quantities. As an IHM includes the details of a vessel’s hazardous materials, it helps reduce the health, safety and environmental risks where the ships are being recycled.

Part of OOCL’s business strategies involves operating a modern fleet. Our vessels are sold and delivered long before reaching their end-of-life. To ensure sustainable ship recycling by our vessel buyers, most of our owned vessels have been maintaining a valid and certified IHM onboard. Each of the IHM was issued with a Statement of Compliance for EU-SRR and/or a Statement of Voluntary Compliance for HKC. All OOCL’s coming new building vessels will conform to both HKC and EU-SRR with certificates issued by Classification Societies upon delivery.

Following our Sustainable Ship Recycling Policy, we adopt the concepts of Life Cycle Assessment (LCA) in the strategic planning stage to minimise the environmental impacts when our vessels are being decommissioned. Other than relevant law and regulation compliance, when we sell our owned vessels for further trading, we provide buyers with approved IHM and encourage buyers to ensure and/or conduct responsible recycling.

Voluntary Speed Reduction Programmes – OOCL adopted the voluntary speed reduction programme at the Port of Long Beach and the Port of Los Angeles to help reduce emissions when sailing into port. We are committed to slowing down the speed when vessel approaches or departs the Port in the speed reduction zone. Reduced vessel speed results in less fuel being used and therefore less smog-forming emissions, GHG and diesel particulates from vessels being released near the coastline.

Emission Monitor – To proactively measure the emission performance and achieve a sustainable environment, Emission Monitor is designed to instantly consolidate the emission information and closely monitor the emission performance of our vessels and end-to-end shipment operation to ensure compliance with CII and progress towards decarbonisation.

To support our customers in measuring the environmental performance of their shipments and achieving their sustainability goals and decarbonisation targets, the monitor has been extended to serve our customers with visibility on real-time calculation of carbon emission for all confirmed bookings.



OOCL Carbon Calculator – OOCL remains committed to helping our customers achieve the lowest possible carbon footprint with their end-to-end supply chain. With OOCL's Carbon Calculator, customers have the ability to measure carbon emissions for every single shipment, anytime and anywhere.

The online calculator is based on certain assumptions, including the data entered into the tool and OOCL's vessel fleet carbon dioxide equivalent (CO₂e) emissions data, using Clean Cargo Methods. Our customers can also access emission calculations for both dry and reefer containers, tailored to the nature of their cargo.

The processes of data collection, research methodology and emission calculation methodology have been verified by LRQA. The options of Tank-to-Wake (TTW) and Well-to-Wake (WTW) emissions are also available within tool, assuming 100% vessel capacity utilisation.

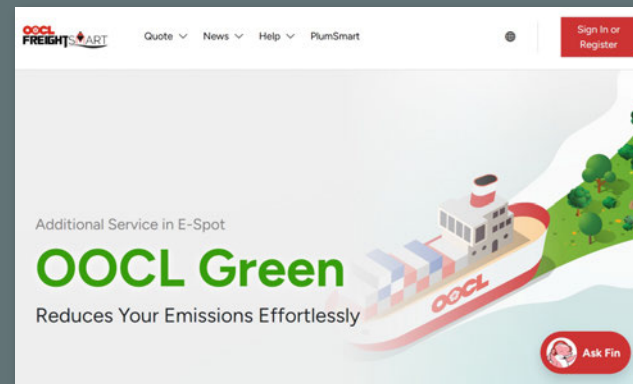
OOCL Sustainability Data Collection e-Platform –The OOCL Sustainability Data Collection e-Platform is a comprehensive tool that collects, consolidates, monitor and verifies our environmental-related KPIs (e.g., energy consumption, water consumption, waste disposal, material purchases and recycling). The data covers the Group's activities of our vessels and global offices.

The platform is used for internal assessment to analyse the hotspots and performance of our energy consumption, water consumption and waste disposal on a monthly basis. Through regular analysis, opportunities can be identified to further enhance our environmental performance of the above areas across our global operations. Where applicable, appropriate follow-up actions and improvement measures could be taken.

To ensure data accuracy and completeness, submitted KPIs are accompanied by supporting documentation, which is subject to internal checks and third-party assurance as part of our annual sustainability disclosure verification process.

OOCL Green – A Solution to Offset GHG Emissions

In line with our commitment to sustainability, the OOCL Green service has been officially launched on the FreightSmart platform. This new add-on service is available for FreightSmart E-Spot bookings and represents our proactive vision to actively collaborate with our customers to achieve decarbonisation in their logistics chain. Regardless of the fuel our vessel uses, the Mass Balance Concept allows our customers to opt in for OOCL Green for any available shipments, not just those using vessels powered by biofuel. OOCL Green aims to offset GHG emissions from container transport through ISCC-certified biofuel on OOCL sailings. By leveraging advanced technology, the FreightSmart platform solution simplifies the entire process for our customers, from subscribing to the service to effortlessly accessing the emission-saving certificate.



Robo-advisor Solution

Leveraging GVVMC’s foundation and AI simulations, the Robo-advisor solution provides berth visibility and bunker optimisation to support our marine operations’ decision-making. To strengthen the contribution to the emission reduction journey, the solution delivered a multi-approach fuel simulator tool to facilitate the promotion of efficient and effective biofuel adoption. The tool continues to evolve to cater to the diversified emission specifications of biofuel supply. Besides, its digitised insight also extends to promote the use of greener shore power energy starting from the planning stage.

As the green compliance agenda extended, the digital tool plays a key role in managing compliance with every regulatory detail of the CII reduction targets and the EU ETS. Following the regulation details announced by the EU, IMO, and local authorities, the Robo-advisor emission tracking module swiftly incorporated the new rules, proactively predicting and alerting the potential compliance risk. This enabled the marine operations team to respond quickly and adjust their emission control strategies to move towards the carbon-neutral target short-, mid-, and long-term reduction approaches.

For example, we have consistently delivered additional features to support compliance monitoring and strategic carrier service planning. In the enhanced CII Monitoring Dashboard, powered by GVVMC live vessel tracking capability, our system actively corroborates compliance-related filings, promoting efficient collaboration between vessel operators and owners to ensure regulatory filing accuracy. The CII grade prediction assists business units in identifying potential incompliance risks within the OOCL fleet and identifying opportunities for better performance in CII and fuel consumption. Besides, our ETS Monitoring Dashboard allows concerned business units to monitor both attained and predicted emission quantities, enabling accurate strategic planning for European Union Allowance (EUA) procurement, ETS surcharge setting, and service loop changes, while maintaining our competitiveness in the market.

Innovative Operations Management

By advancing innovative information technology, we further enhance the management level of vessel bunker consumption. OOCL applies a vessel bunker monitoring system to achieve efficient management. Based on the data provided by the monitoring system, the company implements comprehensive management of budget control, operational monitoring, and post-bunker cost analysis. Additionally, by combining bunker model and prediction methodologies, effective bunker management is given through the utilisation of AI technology.

Global Vessel Voyage Monitoring Centre (GVVMC) – To enhance fuel saving and improve fleet performance, AIS signals are utilised to monitor vessels activities through GVVMC, which operates around the clock tracking the movements of more than 17,000 vessels, the status of over 1,200 container ports and 1,800 container terminals. The GVVMC monitors real-time vessel movements to identify vessel exceptions, such as speed and route deviation, for marine operations users to respond to business disruptions immediately and plan for recovery. Through big data analytics and machine learning, GVVMC correlates sailing schedules, historical sailing patterns and weather data to develop models to project vessel’s estimated time of arrival at future ports. This serves as important data to increase customer satisfaction and improve collaboration with business partners upon schedule discrepancies.

GVVMC reinforced zone monitoring at key water channels to provide real-time traffic situations, from delays, vessel deployment, and capacity dynamics, to support operation and business units in adjusting their remedy strategies, avoiding unnecessary fuel consumption in stabilising shipping services. Also, GVVMC leveraged weather forecasts to foresee substantial delays and impacts on services, dispatching alerts for advancing port call re-arrangements to minimise disruptions and maintain service integrity.

Beyond new sailing routes, the rise of port strikes brought in additional fuel consumption and fluctuation. By deepening the fuel modeling, core and associated data were revisited, analysis in fuel performance was intensified. Advanced AI algorithms were used to establish new fuel model methodologies. This resulted in much better-fitted predictions to support precise schedule planning activities to cope with compliance, worsening global weather, and geopolitical challenges.

Group Offices – Our focus is to create and maintain a “paperless office” environment by eliminating the use of faxes and unnecessary paper documents. As a business which has traditionally relied on paper documentation with customers, such as bills of lading and invoices, we have successfully taken innovative measures to effectively reduce our paper consumption.

We have implemented a “reduce, reuse and recycle” campaign in all our offices around the world, encouraging employees to switch off computers after work, powering off copiers and lights after use, and to install energy-saving office equipment, such as energy-efficient lighting systems. In exploring areas where we can reduce the use of natural resources, we adopt the mixed source Forestry Stewardship Council (FSC) certified paper for our publications, such as corporate calendars, corporate brochures and reports.

Office IT Equipment Disposal Management – OOCL applies IT Equipment Hardware and Software Disposal Guidelines for handling Waste from Electrical and Electronic Equipment (WEEE). Prior to disposal of IT equipment, requests need to be submitted with detailed business justification. Upon approval, offices should follow disposal priority order based on our Asset Disposal Guideline.

Trading and donation to charity organisations are prioritised while disposal as garbage is least preferred. In case of disposal as garbage, OOCL offices must ensure that the IT equipment are disposed in an environmentally responsible way, by appointing vendors that are authorised by local government to perform computer or electronic devices related recycling business. All responsible colleagues must also comply with our Data Migration and Data Disposal Policy to prevent company data leakage.

Going Green by Harnessing Solar Energy – A total of 814 solar panels were installed at our Levington office in the United Kingdom to leverage on green energy sources. By harnessing the power of the sun in a solar photovoltaic (PV) array, it can provide about 50% of the office’s annual electricity consumption, thereby reducing approximately 123,000 kilograms of carbon emissions each year. The expected life of the solar array is around 40 years, which means this green initiative can continue contributing to OOCL’s green credentials for many years to come.

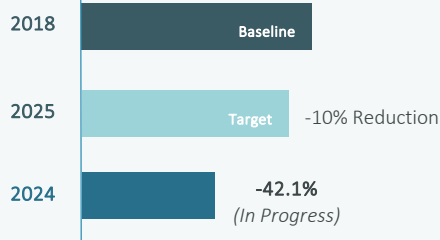


SDG 14 – Conserve and sustainably use the oceans, seas and marine resources

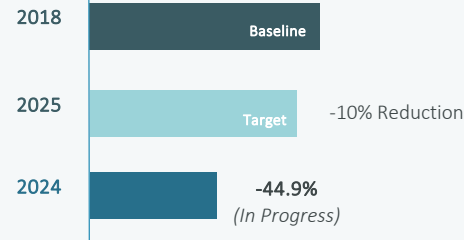
Participate and initiate over 100 marine life protection and conservation courses, activities, and programmes by 2030, with every Region where OOCL has presence to have been involved in initiative related to Life below Water. **In Progress**

Target Review[#]

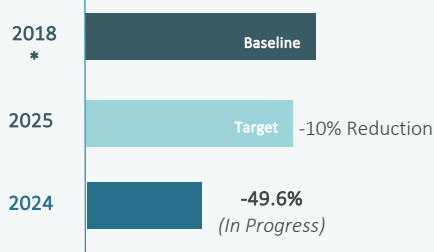
Electricity consumption intensity reduction



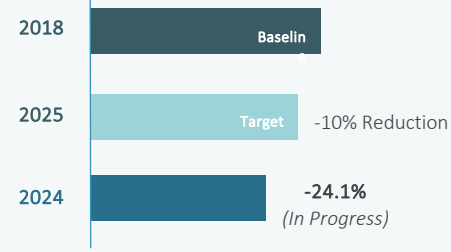
Enhance onshore water efficiency by reducing freshwater consumption intensity



Indirect GHG (Scope 2) emissions intensity reduction



Onshore general waste intensity reduction



[#]These targets, which are applicable to liner activities, are reviewed and approved through our ESG reporting mechanism.

*In the base year of 2018, Scope 2 emissions (13,874 tons CO₂e) accounted for 0.288% of total GHG emissions in the base year.



Green Week


With Community Responsibility one of our core values, OOCL is committed to preserving the environment and giving back to our community. Since 2008, a week in July has been designated as Green Week to promote the Company’s sustainability initiatives across regions.

The annual Green Week in July 2024 encouraged our global offices and colleagues to organise in-person or online activities in support of environmental protection and sustainable living. SDG Goal 14 – Life Below Water was selected as the theme of Green Week 2024. Though a series of activities, in addition to the usual topics such as 4Rs (Reduce, Recycle, Reuse and Repair) and low carbon lifestyle, our colleagues promoted the conservation and sustainable use of the oceans, seas and marine resources, as well as the importance of clean and accessible drinking water. Here are some of the meaningful initiatives organised by our offices and colleagues worldwide:

Headquarters

This year’s Green Week in Hong Kong began with an eco-friendly meal, promoting vegetarian diets and plant-based meats for a healthier, sustainable lifestyle.

A webinar on marine waste issues was organised to inform colleagues of marine waste issues. They also created self-sustaining aquariums, adding green vitality to our workspace. Colleagues also enjoyed a tour of the Ocean Discovery Park and learned about how to respect and protect our ocean and the creatures that inhabit it.




Cambodia

To prevent river pollution, our Cambodia office donated trash bins near the riverside and organised a riverbank cleaning activity, inviting our colleagues and their family members to protect the river collectively. Our colleagues also visited a pumping station and water treatment plant to learn about how water purification confirms the safety of tap water.

Moreover, a water well was built for a local primary school, providing a clean and safe water source for the students and the community.

China



The “Blue Haven Initiative in Community” at Southern Software Park, engaging participants from numerous companies, including local kindergarten children. Activities featured a giant 25-metre water-saving painting, showcasing creativity and collaboration. Our colleagues, their families, and company vendors participated in exploration and protection at Mangzhou Wetland, Zhuhai. The learning tours and lake cleanup provided insights into the importance of wetlands in maintaining ecological balance and supporting biodiversity. In interactive sessions, participants summarised their learning of wetland conservation and discussed ways to contribute to environmental protection in their daily lives.

Indonesia



Our Indonesia office held a series of green activities at a local university, including tree planting, lake cleaning, and fish seeding, to engage colleagues and their families in sustainability education. Our colleagues collaborated with building management to install modified biopore pipes in our office building for effective rainwater management, supporting land preservation and preventing flooding during the rainy season. To encourage water conservation at home, biopore infiltration kits were also distributed to colleagues.

Malaysia

Participants from our Malaysia office visited an aquarium to gain more understanding of various marine species and their habitats. At the Turtle Conservation Centre, they also learned about threats to turtles, including plastic pollution. Besides, our colleagues conducted a mangrove river cleanup, collecting waste, and visited a mussel farm to better understand their ecological impact.



Pakistan



Our colleagues and their families collected seaside trash, transforming it into artistic masterpieces. To ensure accessible clean water in the community, OOCL Pakistan donated a water hand pump to ease water scarcity issues and installed a solar-powered water boring system in a village. Our Green Week Organising Committee in Pakistan also launched a social media campaign to promote water conservation, installed rain barrels at a school, and created a rain garden from an underutilised area. Additionally, they visited a shore to observe the impacts of waste disposal on the environment and further raise awareness of protecting the ecosystem.

North America

Across our North America offices, numerous activities, such as litter cleanup, sharing information and recipes to inspire sustainable meals, a tour to a local water and wastewater utility, workshops creating art from recycled materials and a session on container terminal sustainability, were organised to promote the importance of water conservation. To encourage a sustainable lifestyle among our workspace, a subject expert was invited to discuss environmental operations and their Net Zero Strategy in a live meeting.

Moreover, our Costa Rica office supported the first local water fund and purchased supplies and equipment for field monitoring to help in monitoring biodiversity in the forest areas and surrounding landscapes.



Awards and Recognition

OOCL is proud and honoured to receive recognition and awards for our commitment and efforts to corporate sustainability each year and we highlight some of our achievements in 2024.

Sustainability Disclosure Verification – OOCL has been taking a leadership role in building our ESG profile to tackle a wider spectrum of environmental challenges we face across the industry. Verified by LRQA, OOCL adopted the internationally recognised and accepted Clean Cargo verification standard to certify the transparency, accuracy, completeness, consistency and relevance of disclosure on GHG emissions of OOCL vessels.

Throughout the independent verification process, we prepared all the proper documentation and records showing the effective management and internal controls for collecting and reporting of the required data to meet the standards. We are pleased that not a single discrepancy, misstatement and nonconformity was identified.

In addition to our work related to vessel emissions, OOIL achieved a limited level of assurance by LRQA for the data published in this Sustainability Report using the Global Reporting Initiative (GRI) principles. The independent assurance statement can be found in this Report.

Hong Kong Green Organisation Certification (HKGOC) – The HKGOC aims to benchmark the performance of “green” organisations to encourage them to sustain their various environmental best practices. It also presents organisations with the opportunity to demonstrate their commitment to improve different aspects of their environmental performance. In appreciation of our efforts towards environmental protection, OOCL was given the status of “Hong Kong Green Organisation” by the Environmental Campaign Committee (ECC) from being a winner in the Hong Kong Awards for Environmental Excellence (HKAEE).

Green Flag Award – Since its launch, OOCL has been an outstanding voluntary participant in the Port of Long Beach’s Green Flag Program by complying to sail at slower speeds within 40 nautical miles of the coastline. To acknowledge OOCL for our commitment to reducing harmful emissions, we received a Green Flag Award from the Port of Long Beach in 2024, a recognition that we have received every year since 2005. OOCL continue our efforts in cutting air pollutants such as smog-forming NO_x, diesel particulate matters and GHG emissions.

2024 Asian Freight, Logistics and Supply Chain Award - Best Green Shipping Line – OOCL received the “2024 Asian Freight, Logistics and Supply Chain (AFLAS) Awards - Best Green Shipping Line” trophy at the ceremony held on 25th June 2024 in Shanghai. The Best Green Shipping Line award pays tribute to the liner company that outperformed its peers in several areas, such as compliance with environmental standards and investment in green initiatives. Receiving this award demonstrates market's recognition of OOCL's environmental initiatives, including bunker saving programs, artificial intelligence technology to enhance operational efficiency, and investments in environmentally friendly and dual-fuel vessels.



Participation in Environment-focused Organisations

To leverage collective efforts in tackling climate related challenges, we have established a mechanism and procedure to participate in different related memberships and working groups. We are a member of a few environment-focused organisations to actively address and demonstrate the support to issues of environmental protection and mitigating climate change. Under these platforms and channels, we exchange ideas with other stakeholders on climate issues such as Paris Agreement and call for support and action from the policy makers.

Within these organisations, we liaise and negotiate with other members and different parties to produce consensus approaches on climate change mitigation and other environmental issues. We try to ensure the directions of these consensus approaches align with our Company's direction. In case of misalignment, they should be more ambitious than our directions, as a motivation for us to improve continuously.

World Shipping Council – The World Shipping Council (WSC) provides a platform for the liner shipping members to voice out and collaborate on actionable solutions for some of the world's most challenging transportation issues such as those that relate to the environment. As a member company, we strive to promote and develop sound environmental solutions through the development of sustainable new international public policies and regulations to reduce air emissions and mitigate climate change. The WSC routinely works with a broad range of stakeholders from the public and private sectors to advance together in such areas.

As a WSC member, reference to the identified six critical pathways to zero-carbon shipping can help achieve the decarbonisation targets. The pathways include "Global Carbon Price", "New Building Standards", "Fuel Life Cycle", "Fuel Supply Development", "Green Corridors", and "R&D Investment".

Clean Cargo and Global Logistics Emissions Council under Smart Freight Centre

– Smart Freight Centre (SFC) is an international non-profit organisation focused on reducing GHG emissions from freight transportation. Its goal is to guide the global logistics industry, through collaboration with global partners, towards the reduction of the industry's GHG emissions by one billion tons by 2030 and to reach zero emissions by 2050. Being a member in SFC can access and contribute to several industry-oriented programs, including Global Logistics Emissions Council (GLEC), Clean Cargo, and other decarbonisation initiatives. OOCL is proud to be a member of Clean Cargo and GLEC under SFC.

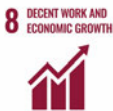
Clean Cargo is a collaborative partnership between ocean container carriers, freight forwarders, and cargo owners, aiming to generate high quality, decision-useful containership GHG emissions performance data for members and to serve as a forum for container transportation decarbonisation best practice sharing amongst members. The Clean Cargo methods are consistent with the GLEC Framework. Clean Cargo and GLEC members work together to provide multinationals and their suppliers with a harmonised, efficient and transparent way to calculate and report logistics emissions.

OOCL was a member of the Clean Cargo Working Group (CCWG) from 2003. Following Clean Cargo's transition into SFC, we support SFC's goal to guide the global logistics industry to reach zero emissions by 2050 or earlier, consistent with a 1.5°C future.

Business Environment Council – The Business Environment Council (BEC) is a non-profit organisation promoting corporate social and environmental responsibility. Members share their responsible business practices which balance economic, social and environmental interests.

Human Capital

The Group understands that the highest standards of business ethics begin with the treatment of its employees. As a successful corporation, the Group appreciates that its success, growth and performance are attributable to the skills, dedication and teamwork of its employees. It regards people as its greatest asset and takes good care of them. In line with the Group’s values, we manage to invest in our people and support our employees to achieve their full potential. Our people’s success is the Group’s success.



SDG 8 – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

We are committed to ensuring decent working conditions and equal opportunities at the workplace and eliminating all kinds of human and labour rights issues.

In Progress

Employee Profile

We employ over 11,000 full-time employees around the world where the majority of them are hired locally and around 98% of the employment are on a regular basis.

Staff Retention – The Group is a stable organisation with a good staff retention rate. As we respect, invest in, and recognise our people, we have proactive strategies in place to attract and retain employees through various programmes to enhance job satisfaction and sense of belonging. In 2024, the total and voluntary turnover rates for employees across our global organisation were maintained below 10%.

Long Service Awards – In recognition of our staff’s hard work and dedication to the Group, we celebrated with more than 1,000 Long Service Award recipients from our offices across the world in 2024. The Long Service Awards were presented in the three categories of 25-year, 10-year, and 5-year services to express appreciation for our staff’s commitment, loyalty and contribution.

Professional Development

Corporate Culture – People, People, People and Take It Personally spirit – We believe our success is tied to the success of our people. People are our greatest asset and this is reflected in our first core value of “People, People, People.” This shapes our learning culture, and guides us to respect, invest in, and recognise our people.

One key aspect of our culture is the Take it Personally (TIP) spirit, with which OOCL prides itself on going beyond normal job responsibilities to serve our customers both internally and externally. To recognise and appreciate our staff who embody the TIP spirit, we have established Global Recognition Awards. This programme is internal in nature and designed to acknowledge employees who take personal ownership and go the extra mile in their roles.



Supportive Learning Culture – By upholding a supportive learning culture and recognising the TIP spirit in our employees, we craft an environment that enables continuous growth and exceptional service. Every employee is entitled to equal training and development opportunities.

InfoNet – InfoNet is the Company's one-stop shop for news, knowledge and information to our global employees. It is a learner-centric platform for dissemination of company news and business updates while providing employees with a tool to share knowledge, exchange views and formulate ideas. The InfoNet was revamped to enhance users' experience and migrated to the Office 365 platform.

WeLearn – WeLearn platform is OOCL's centralised repository for learning. This is a one-stop-shop where our employees can access an online library with learning materials covering a wide array of knowledge about our business, industry, and soft skills.

OOCL Wiki – OOCL Wiki is an internal platform that hosts and shares information and knowledge about the Group and our industry. All our employees are encouraged to create, edit and facilitate discussions. To date, we have created more than 16,000 Wiki pages.

These platforms have enabled us support accelerated learning by providing us with the means to leverage resources, ideas and hence solutions.

Success Management System (SMS) – OOCL has implemented the Success Management System (SMS), which serves as annual appraisal process to assesses employees' performance according to OOCL's definitive scale. The scale provides a fair and standardised mechanism to clearly define performance indicators and the corresponding SMS ratings across our organisation globally.

People Development – To groom our people in support of both our business growth and their professional development, we provide them with extensive opportunities to realise their potential through both job assignments and various training and development programmes. This is facilitated by the supportive orientation programme to comprehensive on-the-job people development offerings. This enables effective operation through recruitment and promotion from within.

As part of our new hire orientation programme, we provide easy access to information on our intranet and customised training materials about the Company and business for our global new hires to

learn about our corporate culture and the workplace. In addition, we organise face-to-face induction activities such as visits to terminals and our vessels to enhance shipping and business knowledge.

Advocating that our employees take the initiative to learn, we endeavour to provide an environment to support people development, be it through job rotation or assignments whereby employees can learn effectively on the job.

With the help of a well-established internal training platform, we enforce compliance knowledge and office productivity training, including industry fundamental knowledge courses and rides on board. Apart from functional knowledge training, we also provide soft-skill curriculums and self-paced learning courseware to suit different development needs.

To hone future talents, we offer a 36-month Management Trainee Program, and a 24-month Graduate Trainee Program (specifically for IT talents) in the Hong Kong headquarters to graduates from leading universities who have good academic results, as well as fast-track development opportunities for employees with potential.

The Group is an equal opportunity employer with a clearly defined policy covering areas such as treating all employees with fairness and dignity, promoting the corporate culture of encouraging open and frank communication throughout the organisation, investing in its employees and caring for their hopes and aspirations through people-development programmes and education, as well as recognising their efforts and achievements.

Talent Development – International Executive Development Program (IEDP) – For our executives worldwide, we run an International Executive Development Program (IEDP) designed for three levels of talents to assist them to progress into leadership roles. This unique global programme invites potential staff across regions to our Hong Kong headquarters for a 3- to 10-day training. Conducted mostly by our internal trainers, the IEDP offers comprehensive development opportunities and valuable knowledge, ranging from business-related outlooks, updates on the Company’s directions and development, to leadership skills to help these potential leaders thrive.

We believe it is essential to contribute to the skills development and capacity building of young people. The internship programme in our Hong Kong headquarters equips young people with valuable pre-job experience, where they can gain insights into the industry and our Company. Supplying internship opportunities that foster growth and job skills allows us to attract aspiring individuals who are eager to contribute their talents to the success of our Company.

World of Welcome (WOW) Package for New Hires – Living up to our core values – People, People, People, OOCL respects, recognises and invests our colleagues. A simplified yet comprehensive World of Welcome (WOW) package was launched to give the new hires a brief introduction of OOCL and its business. A page named New Hire Welcome Kit was also built as a handy guide with links to useful information. These initiatives help the new hires settle in comfortably and quickly and make them feel welcome to the OOCL family.

Environmental Awareness and Training – All OOCL senior officers on ships are professionally trained to acknowledge the importance of environmental protection and abide to the Company’s policy and procedures, such as the Ballast Management Plan, Garbage Management Plan Shipboard Marine Pollution Emergency Plan and Ship Energy Efficiency

Management Plan, to protect the environment. Subsequently, all other OOCL crew members are then trained by their senior officers. Besides, all OOCL employees undertake basic training on environmental awareness through learning the Company’s core values within the first few weeks on the job. This mandatory employee induction training is delivered through the Company’s ePeopleSmart learning platform.

Through these trainings, our sea staff and employees are equipped with knowledge on how to enhance energy efficiency, reduce unnecessary water usage and avoid waste disposal.

OOCL Logistics ESG Training Sessions Strengthened Colleagues’ Awareness of Customer Concerns – As customer focus on environmental, social and governance (ESG) topics increases, our sales team needs to be equipped with more relevant knowledge to address the growing number of customer inquiries.

In line with our Group’s direction and strict ESG standards, OOCL Logistics organised a sharing session about green fuel to enhance our sales staff’s understanding on the Group’s initiatives on GHG reduction in March 2024. After the trainings, participated colleagues had gained new perspectives on ESG and been able to address related enquiries from our customers generally.

Staff Movement – Transfer / Reassignment – The framework for Staff Movement is established to facilitate effective human resources deployment, supporting achievement of business objectives and employee development. There are many opportunities available for career growth at OOCL. We may, in the interest of staff career development and the operational needs of the Company, assign them to different positions, or transfer them to different departments or Group companies, either on a temporary or permanent basis. When such opportunities become available, we will consider their career goals and provide career counseling at their request. In addition, they may take advantage of career opportunities by applying for open positions within the Company. Position openings will be posted through our Internal Recruitment Bulletin.

Employee Engagement Survey – In order to measure OOCL’s performance in employee engagement and boosting of staff morale and sense of pride with the company, we have been conducting employee engagement surveys in which all OOCL staff are to be engaged on a quarterly basis. The survey results are monitored periodically and shared with the management team to identify areas for improvement and action items with the objective of making OOCL a better place to work at.

Award for Company Recruiting the Most Hong Kong Sea-going Cadets from Hong Kong Marine Department

OOCL was honoured to receive the “Award for Company Recruiting the Most Hong Kong Sea-going Cadets in 2023” at the “2024 Joint Luncheon cum Award Presentation Ceremony”, co-organised by The Marine Department and the Hong Kong Shipowners Association. This award recognised our commitment to nurturing talent for the maritime industry.



Human & Labour Rights

Human and Labour Rights are an important element to our Corporate HR Guidepolicies in which it serves as a guideline to ensure compliance with all local, national and international legal standards. In particular, we respect the provisions of the Declaration, Compact and Principles from the United Nations in respect to human and labour rights[#] and the Conventions of the International Labour Organization. We have taken actions with regards to:

- Elimination of all forms of forced, compulsory and child labour
- Freedom of employment & association
- Respect for the individual and elimination of discrimination
- Safe and healthy working conditions
- Payment of living wages and regular employment entitlements
- Non-excessive working hours
- Prevention of human trafficking
- Promotion of equal remuneration
- Respect for the right of collective bargaining

Other chapters, such as, “Code of Conduct”, “Equal Opportunity in Employment”, “Prohibition of Harassment” and “Grievance Handling Process” are also incorporated in the Corporate HR Guidepolicies and communicated to our employees through new-hire orientation, training and Group’s intranet.

We invited various stakeholder groups to complete a stakeholder engagement survey to access all possible human and labour rights issues in our business activities. The results showed that the risk and impact from this assessment area were relatively not significant in our stakeholders’ perspective. Please refer to the Materiality Matrix for more details.

We have not received any reports on non-compliance, violations or grievance related to human and labour rights issues in the reporting year. In our approach to protecting the right of our people, we periodically monitor and review our employment practices to safeguard the best interests of our people. Meanwhile, our employees or employee representatives can anonymously report any human and labour rights issues to the company management through a formal grievance handling process. It allows us to investigate the findings of the reported incidents, and to perform remedial actions following the reported incidents in a timely manner. These mechanisms help us ensure that we continue to be in full compliance with the related laws and regulations in order to maintain ‘zero incidents’. We constantly monitor and assess if there are any human and labour rights impact or risk to any of our existing, new and/or potential operations or projects. If a risk has been identified, the Operational Risk Management process will be implemented company-wide for risk mitigation. The Operational Risk Management process is reported on a quarterly basis through the SSE Committee.

Human & labour rights on board are regulated by mandatory regulations of IMO, Administration and Safety, Quality and Environmental (SQE) Management System. Moreover, relevant significant changes in regulatory requirements or major concerns would be addressed by SSE Committee. In terms of day-to-day vessel operations, Ship Masters are responsible to manage and oversee these issues to ensure respect of human & labour rights.

[#] **For example:** The UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights from The UN Global Compact.

Modern Slavery Act Transparency Statement – Modern slavery is defined as “slavery, servitude, and forced or compulsory labour” as well as “human trafficking”. We are absolutely committed to ensuring that modern slavery in any form has no place in our business and supply chain through active participation in the Group’s global policies, many of which are relevant to modern slavery and human rights. We expect our suppliers and contractors to operate fair and ethical workplaces and practices, where workers are treated with dignity and respect, and the standards of human rights are upheld.

Our Modern Slavery Act Transparency Statement endorses the United Nations Guiding Principles on Business and Human Rights and supports the principles contained within the International Bill of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

Policy for Anti-Harassment – A chapter of the Global HR Policies & Guidelines is designated to define harassment and formulate the Company’s zero-tolerance policies on prohibition of harassment in the workplace. As the summary of the Policy:

- In the event that any sort of ethical, racial, religious, or sexual harassment, or similarly abusive verbal or physical conduct creates an intimidating, hostile or offensive work environment, the Company urges employees to contact their supervisor or the Regional Human Resources Department
- The colleagues’ supervisor or the Regional Human Resources Department will serve as an escalation channel and the reported incidents will be handled with the highest possible degree of confidentiality
- If the Company determines that harassment has occurred, disciplinary action against the harassers, up to and including dismissal, will follow

Equal Opportunity and Anti-discrimination – We are committed to equal opportunity in recruitment and employment. The Group would like to encourage and retain the diversity of employees in all the locations it operates to offer local employees fair promotion opportunities and benefit from the diversity of thought. It is the Group’s policy not to discriminate against any employee or applicant for recruitment and employment on the grounds of nationality, race, colour, religion, creed, age, sex, disability, pregnancy, childbirth and related marital status, sexual orientation, veteran status and any other category as guided by local laws and regulations. We have also taken action to manage and improve workforce diversity and avoid various discrimination. We strive for maintaining such gender balance among our workforce. In case of redundancy, voluntary or involuntary, the Group has established proper procedures so as to ensure that there is no discrimination and to remove any effects which could be disproportionate and unjustifiable.

Board Diversity – Apart from the general workforce diversity, Board diversity and inclusiveness are highly valued in the Group. Having a Board with diverse background and skills is crucial for developing business resiliency, sustainability and long-term corporate strategies. Recognising the vitality of diversity for the Board, the Company has been adopting a Board Diversity Policy. Guided by the Board Diversity Policy, the selection of candidates by the Nomination Committee will be based on a range of perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, industry experience, skills, knowledge and length of service. More details regarding our Board diversity can be found in Appendix I: Performance Data Summary.

Human Rights Due Diligence for Seafarers – Human Rights Due Diligence (HRDD) plays a crucial role in our recruitment and crew engagement processes to identify and mitigate human rights risks while supporting the standards outlined in the International Labour Organization's Maritime Labour Convention, 2006 (MLC, 2006). The MLC, 2006 mandates that all ratifying members protect the rights of seafarers, including the right to freedom of association, the right to collective bargaining, and the provision of decent working and living conditions on board vessels. Additionally, it requires access to onboard medical care, food, and catering services. The convention also calls for the elimination of all forms of forced labour, child labour, and discrimination in employment and occupation.

As proof of compliance with the MLC, 2006, all our vessels operating on international voyages carry Maritime Labour Certificates and Declaration of Maritime Labour Compliance (DMLC). Other than the focus areas above, during the recruitment and crew engagement process, our regular HRDD ensures equal opportunity for candidates and equal remuneration for respective ranks of crews, which also helps us to review and identify the potential issues and risks from existing and new activities where applicable. Candidates are well informed of their rights, as well as potential remuneration, benefits, roles and responsibilities should they become part of the crew.

Equal Remuneration, Fringes Benefits and Compensation – Our employee salary and benefits are maintained at competitive levels. All employees are paid fairly and equitably in terms of total remuneration based on the principles of internal equity with reference to job sizes and accountabilities, and external competitiveness with reference to comparable companies in the industry. Employees are rewarded on a performance related basis within the general policy and framework on the Group’s salary and bonus schemes which are regularly reviewed. For promotion, the Group assesses all possible candidates and ensures that nobody with potential has been overlooked.

Human and labour rights, safe and healthy working conditions and non-excessive working hours are provided. Under the guidepolicy of “Employment Terms and Conditions”, benefits and compensation includes but are not limited to: Rest Periods, Holidays and Leave Entitlement, and Contribution Scheme. Other welfare and benefits include medical insurance and pension funds to ensure our employees are well taken care of. During the reporting period, we are not aware of any incidents of human rights violations, discrimination and labour rights issues. The Group fully complies with relevant standards, rules and regulations on compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare.

Grievance Handling Process – The guidepolicy of Grievance Handling Process is in place to define and formulate the framework for handling grievances raised by employees and ensure that all such matters can be resolved in a fair, consistent and expeditious manner and in strict confidence. Any complaint or grievances will be promptly and thoroughly investigated by the immediate supervisor or Corporate Human Resources or any other person as appointed by the Company. The investigation will be communicated with relevant employees through channels deemed appropriate by the Company determines that a complaint is founded or grievance has occurred, appropriate relief for the employee bringing the complaint or grievance and appropriate disciplinary action against the source of complaint or grievance will follow. Complaint or grievance matters can be extremely sensitive and as such, all communications such as interviews and witness statements will be kept confidential.

The Company will strive to ensure that there will be no retaliation or adverse action taken against the employee who raised the complaint or grievance by providing information in confidence. The Corporate Human Resources is actively involved in the consultation and resolution process to ensure a proper settlement.

In line with the Company's core value on People, People, People, which takes into consideration of equal opportunity, respect and dignity of all employees in a supportive environment, this guidepolicy is to define and formulate the framework for handling workplace grievances raised by employees to ensure that all such matters can be resolved in a fair, consistent and expeditious manner and in strict confidence.

As a defined escalation process, any complaint or grievance over inequitable treatment, procedural unfairness and infringement of Human and Labour Rights including any form of harassment and discrimination (linked to Code of Conduct) in the workplace will be promptly and thoroughly investigated by the immediate supervisor or Regional HRA Department, or any other person as appointed by the Company if independent investigation and/or arbitration is necessary and appropriate. If required or deemed necessary, further trainings will be provided to supervisors on how to handle colleagues' reports of workplace harassment. The result of such an investigation and/or arbitration will be communicated through channels deemed as appropriate by the Company to the employee. If employees feel particularly vulnerable, grievances can be lodged anonymously.

Not only do we handle grievance internally, our grievance handling process also applies to external stakeholders. Through the stakeholder engagement exercise, we can handle any grievance issues that may arise from the community. We invite our stakeholders to complete a survey annually to review whether our business activities play a vital role to the communities where we operate. The survey explicitly covers human rights issues and all the data we collect are kept confidential and anonymous. In addition, the general public can offer us feedback and comments regarding our business activities through our corporate website.

Code of Conduct – In the interest of adhering to the highest ethical standards on an ongoing basis, the Group has a formulated Code of Conduct which serves as a guideline to ensure compliance with all local, national and international legal standards and to preclude offences under local, national and international laws, any breaches of confidentiality, non-disclosure requirements or intellectual property rights and any conflicts of interest, acts of bribery, corruption or political contribution and any other areas of deemed misconduct.

To ensure effective implementation of our code of conduct, the Group's policy assigns appropriate responsibilities and reporting lines to employees. We have set up procedures to identify, manage and control risks that may have an impact on the business of the Group. The Group's "Whistle Blower Policy" is one of our formalised procedures through which employees can anonymously file reports or register concerns and helps govern the reporting and thorough investigation of allegations of suspected improper activities.

Disciplinary Action – The guidepolicy of Disciplinary Action defines and formulates a system of progressive disciplinary actions on instances of non-compliance by employees who have repeatedly failed to meet conditions of employment. Our policy ensures that when administering disciplinary actions, there is strict observance and adherence to established procedures so as to maintain fairness and consideration and to minimise any potential disruption to our operation. All employees should observe standards of job performance and professional conduct as specified in Code of Conduct, Employee Handbook, Personal Data Protection and Privacy, Anti-Harassment Policy, Equal Opportunity and Anti-Discrimination Policy and other local Human Resources policies. For first time offenders, the Company will endeavour to provide employees with necessary guidance and opportunity for correction. However, if the employee fails to improve, he/she may be subject to disciplinary action and in cases of serious misconduct, be subject to summary dismissal.



Occupational Health & Safety

We never compromise on workplace safety. Our Corporate Safety, Security & Environmental Care (SSE) Policy underpins our commitment that, so far as is reasonably practicable, our operations are executed in a safe working environment to avoid any occupational hazards, health & safety risks to the employees and stakeholders including our contractors. Maintaining a zero rate of accidents and injuries are our primary safety objective.

We frequently carry out comprehensive risk and hazardous assessments for reefer and dangerous cargo. Prior to loading, dangerous goods are systematically sampled and inspected to ensure that they are correctly packed and properly stored. Strict onboard checking systems have also been implemented for other sensitive cargo. Special drills for ship safety and anti-pollution measures are periodically conducted both onboard a vessel and at office locations. Occupational Health & Safety is being pursued through establishing and prioritising action plans. The SSE Steering Committee meets on a quarterly basis to discuss and evaluate the Company's performance in health risk mitigation and monitor the progress against the target of zero accident rate.

Our Zero Tolerance Approach – The Health & Safety of our people is a high priority and remains a key focus for the Group as we take a zero-tolerance approach to work-related injuries and ensure full compliance with the required health & safety laws and regulations at all locations of operations. We believe that Zero Tolerance is a fundamental sustainability objective.

Emergency Response – A Corporate Emergency Response Policy is in place to ensure emergency events and crisis situations are handled timely and appropriately. Under this policy, Emergency Response Teams (ERT) are formed in each Region, reporting to the Corporate Emergency Response Team (CERT), and ultimately to the OOCL Executive Committee where needed. In the event of a serious incident, the Regional Emergency Response Team (RERT) should first become involved in taking integrated actions in response to the immediate situations. If the situation becomes more serious, the RERT will escalate the case to CERT. A standardised formation of ERTs means clear communication lines can be quickly established for an efficient crisis response mechanism.

Ship and Shore Safety, Security and Environmental (SSE) Emergency Drill – To ensure our staff's competence of and familiarity with the corporate emergency response procedures, it is our company policy to carry out a special safety and security emergency drill both onboard and ashore once a year. Every year a chosen vessel would act in accordance with the script received. The actual emergency drill begins when the headquarters is notified about the incident the vessel is experiencing. Members of the CERT and ERT will gather to provide prompt advices, such as on handling emergency situations, cargo checking, insurance claims, and media queries to the vessel. After the drill, a mock press conference will take place with colleagues posing as reporters and asking questions about the accident and OOCL's responses. The regular safety and security emergency drills ensure the competence of our corporate emergency response system.

OOCL and its 77 vessels in 2024 have successfully completed the emergency drill programme, with a total of 3,031 drills carried out throughout the year, including 16 types emergency drills for safety and security on board and one type joint ship-to-shore drill.



During the reporting period, we are not aware of any incidents of health & safety standard violations. There were no work-related fatalities occurred in each of the past three years including the reporting year within the Group. No lost-time injury and fatality occurred among our contractors providing vessel-related services.

Safety Training – In terms of our onshore staff, the Global SSE Awareness Refresher Course highlights the importance and instructions of active preventive measures for repetitive strain injury. In addition to the IMO’s mandatory safety training, we also offer additional safety programmes for our sea staff to raise awareness and reduce operational health & safety incidents. which is in line with one of our core values, “People, People, People”. One of our ongoing programmes is the Onboard Mentoring Program, which helps train newly recruited or promoted sea staff and cadets on safe and efficient performance. The Master, Chief Officer, Chief Engineer and Second Engineer would closely “mentor” them for a specific period of time with continuous appraisal reports.

An Onboard Safety Culture is constantly being promoted and all crew members are kept up-to-date on safety measures and initiatives through various training and re-education systems. OOCL offers a web-based training programme and is designed for individual self-study with the purpose of upgrading safety awareness. The course is accredited by recognised organisations and an examination is given at the end of each module.

Crew members are expected to apply the knowledge acquired within the context of their ship’s operation after the course is completed. For over 10 years we have conducted the Bridge and Engine Resource Management Courses for OOCL officers and engineers. These courses were conducted at the OOCL Maritime Academy (formerly called the Zhoushan Orient International Seaman Training Center) in China. All OOCL sea staff, including ship masters, officers and engineers, would be sent for mandatory training and re-education courses every four years on a rotational basis.

To promote safety and quality training for future seafarers, OOCL also sends our experienced technical staff, ship masters and chief engineers to conduct presentations on topics such as safety, security, shipboard communication skills, and our in-house SQE System (Ship Safety / Security, Quality and Environment System) to students at the Zhejiang International Maritime College in China.

International Maritime Dangerous Goods Code Refresher Training – The International Maritime Dangerous Goods (IMDG) Code is the regulatory framework regarding all aspects of handling dangerous goods and marine pollutants in sea transport. Training for shore-side staff involved in dangerous goods transport by sea is mandatory. In compliance with these requirements and to ensure staff safety, OOCL has been providing regular IMDG refresher training. The content of the training will be revamped regularly in order to keep our staff alert of the IMDG updates.

Preventive Measures of Infectious Disease – Our guidepolicy of preventive measures of infectious disease is in place to provide guidance to Regions in ensuring that consistent preventive measures of infectious disease are in place for all employees and in all offices. It defines infectious disease and outbreak; proposes action to prevent infectious disease, and provides guidance in personnel, hygiene and environmental hygiene, as well as proper actions to prevent and control global health issues in case of suspected or confirmed infectious disease. In addition, subject to the situation, the Company may provide with preventive vaccination programme in the office / Region where there is an outbreak. Each region shall use the colour-coded alert system and principles to work out and adopt its own contingency plan according to the local situation. The contingency plan should be regularly updated to ensure its validity. Priority is to ensure health, safety and business continuity.

Outstanding Performance Award from Hong Kong Marine Department

OOCL was delighted to receive the “Outstanding Performance Award in Port State Control Inspection for the year of 2023” from the Hong Kong Marine Department. The award recognises Hong Kong flag ships that have performed outstandingly in port state control inspections, paying tribute to shipping and ship management companies for their excellent work in maintaining fleet quality and their contribution in upholding the reputation of the Hong Kong flag.



Safety Review

In addition to carrying out regular occupational health & safety trainings to raise awareness and reduce operational health & safety incidents, internal inspection, external audits and comprehensive risk and hazardous assessments for any existing, new and/or potential operations or projects, one of the most important adoptions to help maintain a zero rate of accidents and injuries is that we have “No Blame Policy” in place to encourage our sea staff to report incident of any scale to us. Rather than focusing on blame, this policy helps us perform monitoring and investigations that focus on identifying real and fixable root causes in case of any incidents or injuries. It allows us to disclose the investigations and findings of the reported incidents in a timely manner, and to perform actions following the reported incidents.

Qualship 21 Certificates – OOCL vessels have been recognised for our exceptional safety and environmental standards under Qualship 21. Our vessels were recognised as Qualship 21 participants for their high standard of excellence; marking the most OOCL vessels ever certified under the programme to date. Some of our vessels also received the E-Zero designation on their Qualship 21 certificate, which is an additional programme to recognise exemplary vessels that have consistently adhered to environmental compliance. We are particularly proud of the fact that according to the United States Coast Guard, only a small percentage of the foreign-flagged ships that operate in the United States have qualified for this initiative.

Piracy

Piracy was common across the Middle East region and with occurrences in the southern end of the Red Sea, Gulf of Aden, Arabian Sea and down into the Indian Ocean, stretching from the Somali coastline all the way across to within close proximity of the Indian coast. To combat the increasing threat of maritime piracy, OOCL applies anti-piracy measures by adopting best practice guidelines and establishing close communication with staff onboard.

Anti-piracy Measures – OOCL follows anti-piracy measures before our vessels enter the High Risk Area (HRA). One of the key measures is to maintain a 24-hour, 360-degree counter-piracy visual and radar watch and to assign additional watch-keepers at the bridge and on the deck while transiting through the HRA to watch out for suspected pirate crafts. OOCL has also adopted the Industry Best Management Practices to avoid, deter or delay pirate attacks.

We cooperate with navy forces and relevant anti-piracy organisations to exchange information on safety and security measures, piracy policies and procedures. Close communication is also kept between the vessels and our Fleet Management Department office which has a 24-hour emergency hotline and is always on standby in case of any emergency.

AMVER Certificate for Dedication to Lifesaving at Sea – OOCL was awarded with a Certificate of Merit from United States Coast Guard (USCG) in recognition of its outstanding dedication to the Automated Mutual-assistance Vessel Rescue System in support of lifesaving on the world's ocean in the year. AMVER is a global ship reporting system used worldwide by search and rescue authorities to arrange for assistance to people in distress at sea. By supporting this voluntary system, OOCL’s vessels contribute to the rescue efforts in case of an emergency at sea and practice cooperation and mutual assistance among seafarers.

With the growing concern over the piracy issue in the Gulf of Guinea, and in response to increasing attacks in the Niger Delta, a taskforce of stakeholders from across the shipping industry drafted the Gulf of Guinea Declaration on the Suppression of Piracy.

OOCL has joined maritime industry organisations (including flag state administrations, ship owners, charterers, and shipping associations) in signing the declaration, demanding that no seafarer should face the grave risks of kidnapping and violence when transporting cargo in the Gulf of Guinea.



Case Study – Red Sea Crisis

Attacks caused by geopolitical tensions in the Red Sea region have brought huge disruptions and security risks to Asia-Europe trade lanes. To protect seafarers and cargo, carriers must reroute further away instead of the Suez Canal, resulting in longer voyages and increased shipping emissions. We will keep monitoring the latest situations of this emerging risk and explore various preventive measures for our shipping services, such as transshipment arrangements.

Work-life Balance (Health Wellness)

We have many different clubs that cover a broad range of recreation and special interest areas and they are formed with the aim of promoting work-life balance for all colleagues who can gather together for various activities after work. Colleagues can take these great opportunities to meet others in the Company who share the same interests.

The recreation club, for instance, organises cooking & baking classes, Modelling Clay Decorative Plate Workshop, calligraphy workshop, wine appreciation workshop, DIY ukulele workshop, champagne glass etching, cloth bag pad-printing, 3D latte art & etching, environmentally friendly leather crafting, laser war game, pottery class, DIY storm glass workshop, DIY preserved Rose Lamp, drum class, DIY jam class, VR experience, glass coffee cup etching workshop, DIY Decoupage shoes, aroma stone workshop, flower letter light workshop, DIY thumb piano, Moss Bonsai Workshop, Christmas Pine Décor Workshop, and different activities that allow colleagues to relax and learn after work. For some particular clubs that are more popular among colleagues, they would gather more often to have regular activities and even organise for sports competitions too!

These clubs not only help our colleagues attain better work-life balance, but they also make the workplace more fun and bring about the employee's sense of belonging to the Company. In addition, colleagues joining these clubs can build their leadership and organisational skills through arranging different activities.

Flexible Working Arrangements – OOCL has set up virtual offices in several locations like the US, Germany and the Mainland China. The virtual office set-up enables employees to work from home and offers flexibility for customer-facing employees who need to travel constantly. For Regions where flexible working is a statutory obligation of employers, the Company has formulated and implemented a policy in accordance with the law. For example, in the UK, employees can request for flexible working arrangements e.g., flexible start and finish times or working from home to suit their needs.

We conduct various approaches to promote public health and hygiene in our work environment. This includes organising various health talks for the staff to learn how to prevent the outbreak of an infectious disease that could have a devastating impact on our operations.

Series of Staff Engagement Activities Organised in Headquarters – The Recreation Club was established with the aim of promoting work-life balance for all colleagues who can gather to join various activities after work. The Club organised a series of employee engagement activities, including interest classes, wellness activities, and family events, to foster employee bonding and creating a fun and healthy work environment.

In these classes, the participants got to learn about arts and crafts and worked on their own DIY items. Through organising fun and engaging interest classes, the Recreation Club manages to offer good opportunities for our colleagues to relax after work.

Healthy Work Environment

Health Square – Health Square promotes the need for a healthy lifestyle to our colleagues through various channels. Prevention is better than cure so we promote health awareness and workplace stress management by organising health talks and classes for all colleagues. Our Health Square programme organises a series of health classes, such as Wellness Yoga, “Tai Chi”, “Wing Chun”, Boxing Aerobics, “Qi Gong”, “Ba Duan Jin”, Acupuncture Points Pain Relief Massage and Lymph Exercise, Jazz Dance, Sport Climbing, Kickboxing, Pilates, Running, Boxing, First-Aid Course, Archery, Zumba, Aerial Yoga, Bounce Fit, Taekwondo, Stretching class, Self-massage, Floor Curling Class and Funky Dance, Sport Climbing, Running Class and Pickleball Class to promote a healthy lifestyle to our colleagues. Our aim is to arouse their awareness of staying healthy and develop an interest in doing different forms of exercise.



Health and Well-Being

OOCL Indonesia Supported Blood Donation – Our colleagues from OOCL Indonesia voluntarily supported a blood donation event on 18th January 2024. This blood donor drive is a quarterly event jointly organised by the building management and the Indonesian Red Cross Society. It helped promote healthy living, foster community engagement, and most importantly, save lives.

Indonesia Office Integrated Sports into Employee Wellness Programs – OOCL Indonesia integrated sports into their employee wellness and engagement programs. After a day of work, colleagues from OOCL Jakarta teams gathered for a dynamic two-hour badminton session every Tuesday, while a two-hour indoor soccer session was held every Thursday night. These sports sessions after work not only invigorated bodies and relieve stress, but also allowed colleagues to forge connections over shared interests.

OOCL Philippines Delivered First Aid and Cardiopulmonary Resuscitation (CPR) Training – From 20th - 23rd May 2024, OOCL Philippines organised a first aid training session for colleagues from different offices. The training session was conducted by the Philippine Red Cross to equip participants with first aid and Cardiopulmonary Resuscitation (CPR) knowledge and skills. The attendees were taught basic first aid processes, basic life support, and CPR to be ready to help others in need. After the four-day training, the participants passed written and practical tests to get certified as first aiders successfully.



Sports and Leisure

Thailand Office Organised Badminton Tournament – In view of our colleagues' regular badminton exercises after work and during weekends, our Thailand offices organised a friendly badminton tournament on 16th March 2024. It aimed to strengthen relationships among colleagues across departments and locations, promote physical activity and raise awareness for a healthy lifestyle.

OOCL Germany Colleagues Took Part in a Run Organised by Terminal Partner – On 1st May 2024, OOCL Germany had the pleasure of participating in a running event at the container terminal in Hamburg, organised by one of our terminal partners. The activity was unique as it was only possible on a bank holiday and with no terminals operating. Our colleagues took this rare opportunity to experience the terminal from a different perspective and to network with other people from the shipping industry.

Japan Office Participated in Softball Tournament – On 30th June 2024, OOCL Japan participated in a Softball Championship event in Tokyo, which aimed at promoting a healthy lifestyle, fostering friendships, and enhancing teamwork. All team members felt a sense of unity through the practice and games.

Team Building and Staff Engagement

Indonesia Office Celebrated Creativity and Diversity at Art and Culture Showcase 2024

OOCL Indonesia held the Art and Culture Showcase 2024 on 16th February 2024, for all employees. The event featured Indonesian traditional “Saman Dance,” handcrafts such as knitting and embroidery, singing, music, and poetry reading. It served as a creative outlet for self-expression and stress relief, which bring positive impact on mental and emotional wellbeing of each employee.



OOCL Pakistan Engaged in Team Building with "AI Exploration" Theme

On 8th June 2024, OOCL Pakistan organised a workshop introducing Artificial Intelligence (AI) and strengthen team bonds. During the AI session conducted by a renowned Pakistani broadcaster, our colleagues discovered its impact on their daily routines and its potential to simplify tasks. Following the AI session, colleagues participated in a series of mind and physical games in a fun and competitive way, which showcased the power of teamwork and the unique strengths of each member.

OOCL Singapore Delivered Workshops to Empower Self-Expression

On 3rd June and 26th June 2024, OOCL Singapore hosted a workshop for our colleagues focusing on authentic self-expression and effective communication. Conducted in two separate two-hour sessions, this workshop aimed to empower colleagues to break the barrier of unappreciated work through improved communication skills. It helped foster a culture of appreciation and recognition by equipping employees with valuable tools to express themselves effectively.



Connecting Colleagues: Team-Building Events by China Offices

To foster deeper connections and a sense of unity among colleagues, OOCL China and OOCL Logistics China organised a series of dynamic team-building activities to bring everyone closer together. In November 2024, a team-building activity titled “Together, We Shine Brighter” took place at Laoshan Scenic Area, with more than 100 employees participating and showcasing the spirit of teamwork. Later on, an eight-kilometre autumn hike was held at Shanghai Guangfulin Country Park for our colleagues and their families to enjoy the natural beauty and cultural charm along the way.

Intellectual Capital

As an industry leader in the use of information technology, we aspire to provide the most innovative international container transport and logistics services in the business. In our strategies and management in driving digital transformation, we are committed to enhancing operational efficiency, bringing innovative solutions to our customers, and developing green IT solutions for our business. All this contributes to our competitive position as well as our service quality hallmark, which are widely recognised by customers and peers in the industry.

Sustaining Growth by Innovation

Newbuilding Orders by OOCL – OOCL placed newbuilding orders for 12 container vessels with a nominal capacity of 24,188 TEU, and 10 container vessels with a nominal capacity of 16,828 TEU each. 24,188 TEU vessel deliveries have been completed, while the 16,828 TEU vessels are set to be delivered gradually in 2024 and 2025. These new buildings are part of our ongoing programme to introduce large, modern, and fuel-efficient vessels to further strengthen our fleet competitiveness as well as fleet rebalancing by increasing the proportion of the ships we own in the core fleet.

Furthermore, these new vessels will help bring economies of scale to OOCL’s unit cost structure and enable the company to continue to play an influential role in offering more competitive and best-in-class services to customers. We are pleased to say that the latest engine technology, intelligent ship performance monitoring system and other state-of-the-art equipment will be used to achieve further digitalisation, greater operational efficiency and reduce carbon emissions, which is consistently in line with our work and commitment to corporate sustainability and environmental protection. These

vessels are expected to achieve an Energy Efficiency Design Index (EEDI) value that is at least 52% better than the EEDI baseline requirement by the IMO.

OOCL Ordered Seven 24,000 TEU Methanol-Compatible Container Vessels – OOCL ordered seven methanol-compatible 24,000 TEU container vessels with expected delivery starting from the third quarter of 2026. The green fuel technologies, such as methanol dual fuel engines, would be applied on these new vessels and constitute a significant milestone in our decarbonisation journey.



13

CLIMATE ACTION

SDG 13 – Take urgent action to combat climate change and its impacts

Introduce efficient and environmentally friendly vessels.

In Progress



OOCL Welcomed its First 16,828 TEU Container Vessel “OOCL Bauhinia” – OOCL Bauhinia is one of the largest ships capable of navigating the new locks of the Panama Canal, providing notable flexibility in vessel deployment. Representing the next generation of NeoPanamax container ships, it not only complies with the latest environmental regulatory requirements, but also sets new benchmarks in areas such as environmental design, energy efficiency, digital intelligence, safety, and onboard comfort by incorporating the latest technological innovations and intelligent solutions. With the new ship in operation, OOCL aims to enhance shipping efficiency, reduce carbon emissions, so as to contribute to sustainable development.

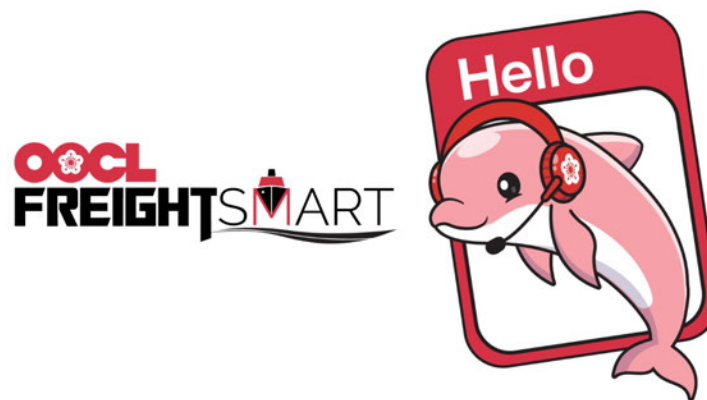
FreightSmart – FreightSmart is an online platform providing instant quotation as well as booking with space and equipment protection from OOCL. Customers are able to quote, order and book with OOCL anywhere, anytime online. The highlights of FreightSmart include product variety, instant order-placing, and space and equipment protection. Broad selection of Global Trade Routes for the available service loops are on shelf with high visibility on FreightSmart. On the platform, customers can get real-time price quotations anytime simply with a few clicks. Once an order is placed, FreightSmart will secure the rates, ocean freight rate and all standard Origin and Ocean Surcharges, while space will be immediately reserved for customer.

FreightSmart PlumSmart Loyalty Programme – PlumSmart – a loyalty programme that offers premium discounts and benefits to our valuable FreightSmart customers was rolled out. The PlumSmart programme is divided into two dimensions – Platform Level and Sailing Level – to provide comprehensive benefits based on customers’ support in each quarter. The more a customer orders, the more offers the customer can receive for their next booking. Platform Level represents a customer’s overall support to FreightSmart by measuring their overall volume on the platform. PlumSmart awards customers different sailing levels according to their support per trade lane on FreightSmart. Different discounts are offered to users according to their sailing levels in each Trade.

To ensure space availability for more FreightSmart customers in peak seasons, FreightSmart occasionally imposes limits on selected voyages or trade lanes. In addition to the distinctive discounts, customers with a higher sailing level can also enjoy a higher maximum purchase limit to cater for their business needs.

FreightSmart Ambassador, Fin – Fin is the FreightSmart virtual ambassador on our website and social media, welcoming our customers with intelligence, care and teamwork. The chosen design for Fin represents the Chinese White Dolphin, a protected species that inhabits the coastal waters of southern China near our Hong Kong headquarters. As a customer-centric organisation, we seek to demonstrate the same helpfulness deliver a friendly and welcoming experience to our customers that dolphins show to their podmates.

E-Trucking on FreightSmart – OOCL Logistics helps clients simplify and streamline supply chain management, reduce logistics costs, and improve efficiency. With the support from OOCL’s advanced online platform FreightSmart, E-Trucking, a digital platform, presents a complete suite of trucking solutions that integrate and enhance the connectivity between multiple nodes in the supply chain network. E-Trucking strives to serve both international and domestic customers in the world’s fastest-growing markets to secure cargo space digitally and conveniently. E-Trucking eliminates back-and-forth emails, places bookings directly and provides multiple routing options at transparent rates anytime simply with a few clicks.



Global Shipping Business Network (GSBN) – The Global Shipping Business Network is an independent, not-for-profit technology consortium to build a blockchain-enabled operating system to redefine global trade. The platform facilitates trusted collaboration between market participants, as well as enabling greater efficiencies and resilience. It also aims to expand the global trade ecosystem by creating bridges to new market participants including banks, fintech companies and other consortia. GSBN supports the development of technology-driven innovation as the sector makes the leap to digital.

The consortium was first founded by eight leading ocean carriers and terminal operators, including OOCL, in the global shipping industry. IQAX was officially commissioned by the GSBN to develop, enhance, and operate the blockchain platform, which will enable real-time data sharing among authorised parties using blockchain technology for more transparent end-to-end supply chain visibility. As a trusted partner, IQAX works with GSBN and its future members to develop standards and functionalities to seamlessly connect stakeholders in the global shipping and trading ecosystem while ensuring data integrity, security and service excellence are maintained.



Information Security

The Company’s information security and cyber security risks, which are grouped under IT risk as registered on the functional risk dashboard. These risks are safeguarded by the Information Services Department, which is led by Chief Information Officer, a member of the executive committee of OOCL, to oversee a full spectrum of IT-related and cyber security strategies of the Group. IT security risks have been identified as material issues. We adopt a zero-tolerance approach to all types of severe cyber security incidents to protect all our business activities from being suspended or disrupted due to relevant risks to secure and drive our long-term values. Significant risk events identified under our cyber security strategy would be incorporated into the Group’s risk register for the review of management, the Risk Committee and the Board as necessary. We did not experience any breaches of information security, such as receiving complaints concerning breaches of customer privacy, or other cyber security incidents over the past three years.

Security Threat Monitor Center – The Security Threat Monitor Center (STMC) offers continuous, round-the-clock monitoring of the company’s security posture. It specialises in detecting security threats, providing timely responses, and remediating potential security risks. The autonomous Security Operation Center (SOC) platform integrates Large Language Model based AI Agents to enhance and streamline cybersecurity operations. These operations include alert triage, augmented threat intelligence investigation, incident summarisation, automated remediation, and report generation. There are multiple dashboards monitoring the global cyber security threat, including a global map showing the real-time network connectivity status and offices with security threats detected and being mitigated. The overall cyber security posture and risk score measure the current corporate cyber security posture. Real-time attack sources/destinations, attack types and counts provide additional insight in case need to drill down to a particular security threat.

Defence in Depth – Multi-layered security, including physical security, network firewall, intrusion prevention, network access control, network detection & response, micro-segmentation, web application firewall, database firewall, anti-DDoS, data encryption, anti-phishing and anti-malware email gateway, endpoint detection and response, deception technology, privilege access and secret management, secures the Company’s IT assets comprehensively. This strategy uses multiple diverse controls to maintain a resilient security posture.

Information Security Management System Certification – OOCL was successfully upgraded to latest ISO/IEC 27001 edition, ISO/IEC 27001:2022 standard, in 2024 that puts more focus on managing and improving processes within an organisation's Information Security Management System (ISMS) and meets the high corporate IT security management, planning and control standards. The ISO 27001 Information Security Certification is an internationally-recognised code of practice for the management and protection of information security and recognises that our data centre is professionally secured to world-class standards. The importance of information security is to ensure that timely and accurate information is available when delivering products and services while at the same time, preventing and minimising security incidents.

The certification covers the primary production Data Centre, also extends to secondary Data Centres for "Research and Development" and "Disaster Recovery" services, as well as to our Bimodal Innovation Center for both "Production" and "Research and Development" purposes. The latest ISO/IEC 27001 standard keeps the last edition's all the Information Security objectives and controls and extends to Cybersecurity and Privacy Protection. These new controls include Threat Intelligence, Information Security for Use of Cloud Services, ICT Readiness for Business Continuity, Physical Security Monitoring, Configuration Management, Information Deletion, Data Masking, Data Leakage Prevention, Monitoring Activities, and Web Filtering.

Besides, IQAX also continues compliance to ISO 27001 certification with scope expansion from two of its leading products, IQAX Trackit and IQAX Velocity, to all IQAX Apps. The certification provides a stamp of approval for the safety and security of IQAX's solutions. This has underscored the alignment of IQAX's products with best practices and the most up-to-date security measures to keep data safe and private for users. The certification provides assurance of the increased reliability and security of systems and information, engenders confidence among customers and business partners, strengthens the resilience of the business, aligns IQAX with the requirements of customers, and allows for improved management processes and better integration with corporate risk strategies.

Maritime Cyber Risk Management – To comply with IMO's requirement about maritime cyber security, we have incorporated a Cyber Risk Management Plan into our SQE Management System to support safe and secure shipping. This Plan will also be reviewed regularly for continuous improvement to safeguard shipping from current and emerging cyber threats and vulnerabilities.

Personal Data Protection and Privacy – Embedded in the group-wide compliance management, our Personal Data Protection and Privacy Policy outlines how personal data of employees should be processed in compliance with the General Data Protection Regulation ("GDPR") and other applicable data protection law relevant in those jurisdictions where personal data of individuals is processed. The data protection obligations for employees when handling vendors' and customers' personal data are also provided in the policy. In the event of a suspected personal data breach, each employee must inform the Local Privacy Officer in the Regional Office immediately to further contact the Privacy Compliance Team. The Privacy Compliance Team will escalate this to the Group Privacy Officer, who shall take all appropriate measures.

Implementation of Office Data Protection Framework – To further strengthen our risk awareness and data protection, the Company launched an Office Data Protection Framework (ODPF). All business documents and emails are classified into four categories based on their level of sensitivity, namely Secret, Confidential, Restricted and Public, to enhance data privacy and cyber security in daily operations.

Mobile Threat Defense Solution in Company and Personal Devices – As part of our plan to enhance cyber security, the Company implemented a Mobile Threat Defense (MTD) solution to strengthen data security and reduce the risk to cyber-attacks on mobile devices. The solution has been implemented in all Company-owned mobile devices and personal devices used for accessing sensitive business information.

Anti-Spoofing Email Policy – To combat email spoofing, the Company has implemented several security measures including Sender Policy Framework (SPF), DomainKeys Identified Mail (DKIM), and Domain-based Message Authentication, Reporting & Conformance (DMARC). SPF and DKIM are in place to verify email senders, while DMARC helps recipients reject phishing emails. These email security measures could ensure our company remains as a trusted email sender and assist our customers in combating the phishing email messages.

IT Recovery Plan – A business continuity plan is established to address cyberattacks. It outlines the process and procedures to restore critical IT infrastructure and business applications in the event of a cyberattack. This recovery plan is thoroughly drilled and tested at least once annually.

Escalation Process for Information Security – In the event an employee notices something suspicious, the employee can escalate the case to our 24/7 Global IT Infrastructure and Security Center. For each case, the Center will perform investigation, risk assessment and severity classification. If it is confirmed as a security risk, the Center will perform risk containment, remediation and escalation to subject matter experts to remediate the risk if necessary. Management would be notified if there is any major impact to the business.

Cyber Security Awareness Training – Traditionally, antivirus and malware detection software would provide a boost to our computer security by helping our computers stay away from being “infected”. But as the development of the Internet is becoming more sophisticated than ever, signature-based virus / malware detection tools alone are no longer sufficient today.

This is because the “Advanced Persistent Threat”, a set of stealthy and continuous computer hacking processes often orchestrated by attackers targeting a specific entity by taking advantage of security loopholes, is growing. APT has been observed to target organisations and/or nations for business, financial and/or political motives. “Corporate Security Breaches”, “Email Spoofing”, “Spear Phishing” and “Social Media Fraud” are some of the common types of cyber attacks.

A user awareness training program has been developed to increase employees' knowledge and awareness of cybersecurity. This includes an annual cybersecurity awareness training with a mandatory test for all employees and a phishing email testing

exercise. This worldwide cybersecurity awareness training program reflects our commitment to IT security and best practices to protect company and customer information.

A Cyber Security Awareness Refresher course was launched in April 2024 for our global staff. The course was designed to help users at all levels to refresh their understanding and awareness of cyber security. The refresher course emphasised phishing email identification and security best practices in office document protection.

Phishing Email Awareness Exercise – Phishing emails are a significant cyberattack vector, making it crucial for OOCL staff to learn how to prevent these attacks and handle suspicious emails. OOCL has initiated an awareness exercise focused on phishing emails. Emails designed to mimic those from hackers were sent out to staff to evaluate their susceptibility to phishing and to assess our organisation’s vulnerability to actual attacks. Our staff are regularly educated and updated with the latest phishing tactics through multiple phishing email tests conducted annually.

Vulnerability Assessment & Simulated Cyberattack – Regular vulnerability assessments are conducted to identify potential security risks for early mitigation. Additionally, penetration testing and simulated cyberattacks are performed by a third-party security service provider with appropriate certification at least once a year. The purpose of penetration testing is to uncover any potential security weaknesses or misconfigurations in applications, systems, and network infrastructure that could pose a security risk. The simulated

cyberattack, on the other hand, serves as a practical test of our cyber security defences, assessing their ability to detect and prevent penetration attempts. These regular assessments are crucial in mitigating potential security risks and ensuring the robustness of our security posture and the integrity of our digital assets.

Global Online Sessions: Office Intelligence AI Technologies – To satisfy our colleagues' eagerness to learn and adopt AI in their day-to-day work to enhance work productivity and collaboration efficiency, a series of online sessions were arranged and launched globally in 2024, featuring various topics, namely Intelligent AI Office Assistant, Intelligent Documents Processing, Intelligent Chatbot for Internal Knowledge Sharing and AI Power Office Solution. The Company has also formed “Office Intelligence AI Solutions” community to foster an inclusive and comprehensive platform for sharing and discussing innovative AI solutions in daily operations.



Building Trusting Customer Relationships

Data Privacy and Intellectual Property Rights – We have attained the ISO 27001 Information Security Certification and evaluated our information security management system to protect our customer and business data privacy from cyber risks. Our Privacy and Security Statement sets out how we collect, use, store and protect the personal data and information. We ensure our business activities comply with EU General Data Protection Regulation (GDPR) and other applicable data protection law relevant in those jurisdictions when we process personal data of individuals. All personal data are strictly encrypted and only accessible by authorised personnel within the Company.

The Group's Code of Conduct ensures intellectual property rights are observed and protected. This policy assures that the Company's business and customer information are well protected and that there is no misappropriation of our intellectual property.

Commitment to Product and Service Responsibility – The Company is committed to honesty, integrity and fairness in everything it does. We support fair trade and operation practices; and ensure that our advertising, marketing and communications materials are appropriate, updated and in compliance with government regulations and industry best practices; and provide an appropriated and updated. Our guide policy on advertising is defined and formulated according to a framework to ensure that all advertising projects and related matters are in line with our fair trade and operation practice as well as in compliance with applicable government regulations and industry best practices.

We are also committed to adhering to the principles set out in our Safety, Security and Environment (SSE) Policy which outlines our operating principles that employees can follow to maintain high standards of health & safety in the workplace in order to avoid any associated risks to the Company's business activities.

We strictly comply with the requirements of relevant laws and regulations related to the product and services we provide to our stakeholders. Taking a zero-tolerance approach for all these areas, the Group is not aware of any material noncompliance with relevant laws and regulations on health & safety, advertising, information security, cyber security and privacy matters related to products and services provided during the reporting period. So there was no any redress action undertaken. Recall of products sold/shipped data, as well as its quality assurance process and recall procedures are not applicable to our industry as we do not manufacture or sell any physical products.



Social and Relationship Capital

We embrace Community Responsibility as one of our Core Values. These values are our underlying beliefs and the foundation of our corporate ethos, shared by every member of the Group. Our core values provide us with a yardstick by which we measure and make our judgments and decisions. Managing our social and relationship capital is a key to success in running our business.

We believe that our community contributes greatly to our Group’s success. We have policies on community investment and community engagement as we try to understand the needs and interests of the communities where our Group operates and to adjust our activities accordingly. Our frameworks strictly forbid any forms of unethical and illegal offering and clearly defines the scope for charitable contributions and sponsorship. In addition to our environmental contribution, we also give back to the community in other three focus areas, namely Education of Youth, Community in-Need, and Promotion of Arts and Culture, which all link to our business strategy.

Education

We believe it is essential to contribute to the skills development and capacity building of young people.

Internship Programme – Internship is one of the opportunities offered to undergraduate and postgraduate students of Maritime, Logistics and Information Technology. Other than recruiting from universities, we also encourage employees’ children to apply for our internships. Through the internship programme, We offer various business development projects to enable summer interns to gain experience in their field of study and broaden their global perspectives.

OOCL Internships Around the World – Education of Youth is one of the few important community outreach initiatives of OOCL. We offer students unique opportunities to learn and practice in the areas of container transportation, logistics and related information technologies. These opportunities are offered to undergraduate and postgraduate Maritime, Logistics and Information Technology students in the form of internship, mentorship, sponsorship, or personal development programmes. OOCL regional offices around the globe open their doors to offer internships to deserving students for the summer months, which offer them the opportunity to work with us and learn more about our industry.

Management Trainee Program – We also offer Management Trainee Program to candidates with outstanding qualifications from leading universities. The three-year Management Trainee Program is a structured development programme, which aims at growing and nurturing future business leaders. Through taking up different on-the-job training in various departments, trainees will gain a better understanding and valuable hands-on exposure of our key operations. Our high-performing management trainees are given the chance to fast track their careers to management positions across a broad range of business areas.



SDG 17 – Strengthen the means of implementation and revitalise the global partnership for sustainable development

As such, we will continue to strengthen our collaboration with various stakeholders and industry organisations.

In Progress

Graduate Training Scheme – We have always been recognised as a pioneer in information technology development for the liner and logistics industry and investing in a tremendous amount of resources on training young IT talents to further boost their professional development.

We continue to contribute to the local community through academic engagements. We have been certified as a Hong Kong Institution of Engineers (HKIE) Scheme “A” Company in 2009 and since then, we have been running HKIE Fresh Graduates Trainee programmes to provide young talents with a nourishing ground to become seasoned IT professionals through a structured training module.

OOCL IT Academy – The OOCL IT Academy (ITA) was established with the aim of strengthening and ultimately grooming our IT talent pool in a more structured way. The idea behind the OOCL IT Academy was to provide intensive boot camp-style training for all our newly-hired IT graduates. The training would encompass technical know-how, process, and hands-on experience as well as knowledge sharing on OOCL culture. The training helps to motivate them to continue their learning journey throughout their career in the Company. With the academy set up and running, the plan is for all future IT graduates to complete the boot camp before they begin working at the Company.

A two-year training is provided to strengthen and groom our IT talent pool in a more structured way. To date, there have been 12 successful ITA batches. The trainees received training on IT technology, business knowledge, agile practice and professional skills. Currently, there are 67 trainees still under the training system.

In July 2024, 110 trainees participated in a three-day AI model application development practical course. Through training, they learned the principles of AI agents and how to better apply them practically in work scenarios. In addition, in December 2024, a four-week training course of Agile Full stack has been conducted for 2024 ITA trainees. Our trainees successfully completed the boot-camp training and enhanced their professional technical skills.



AI-Empowered Software Development Workshop – To explore AI applications across our operations, an AI-Empowered Software Development Workshop was held in our Zhuhai office, with 30 colleagues from Hong Kong and Zhuhai participating in the two-day event. The workshop featured theoretical explanation, case studies, interactive discussion, Q&A, and in-depth exchanges with experienced external AI experts. Participants gained valuable insights into industry best practices, broadened their perspectives on utilising AI, and enhanced their skills.



Germany's Apprenticeship Programme

Inspired by Germany's renowned dual education system, the OOCL Germany Apprenticeship Programme has been successfully running for nearly 30 years since its launch. This programme allows apprentices to rotate through various departments over a training period of approximately three years. To date, more than 120 apprentices have earned their degrees as Shipping Merchants through our apprenticeship programme, with four of them even achieving the prestigious accolade of 'Best in Germany' in their vocational occupation. This mutually beneficial programme not only helps us build a sustainable talent pipeline but also provides graduates with valuable, comprehensive training and work experience.

Collaboration with Academics Institutions

OOCL Maritime Academy – OOCL collaborated with the Zhoushan Municipal Government to construct the Zhejiang International Maritime College (ZIMC) in China, the first of its kind in the country. Today, to be in line with our continual commitment to the education of young people, and to help provide training to our crew members, a renewed collaborative agreement was reached with the ZIMC that lead to the construction of a training base on the college's campus.

With the mission to promote maritime education and supporting the role that Chinese seafarers play in the world's maritime transportation and logistics industry, OOCL Maritime Academy and the International Seaman Training Center was unveiled in Zhoushan, Zhejiang Province, China. This training facility called the OOCL Maritime Academy (OMA) was constructed for international seafarers and is used to train crew members and recruit talented young cadets by providing them with opportunities to work onboard our vessels. This also includes training and exposure for the ZIMC teachers and faculty through workshops and seminars conducted by key members of our experienced fleet management team and other senior sea officers.

OOCL has established an own-operated training centre in collaboration with a maritime college. This partnership greatly helps promote the important role that China plays in the global maritime arena – with the aim to strengthen safety, security, and environmental protection practices as well as encouraging Chinese students to join the maritime and shipping industry.



Community-in-need

Being an integral part of the community, we are a caring company that actively considers the needs of the people in our society. Our main focus is on underprivileged children and other similar groups in the community. Through our commitment to children's right, we ensure that children's childhood, potential, and dignity will not be deprived under any circumstances. All our employees from every office around the world are encouraged to give something back to the communities in which they live through charitable activities such as fundraising and volunteering their time and efforts to helping others in need. In 2024, we contributed 8,320 hours to community and volunteering events.

Disaster Relief – In our guidepolicy of “Community Responsibility” for disaster relief, the Group may initiate joint relief efforts in conjunction with relevant regional offices of the Group. Employees may also raise funds for local charities on their own where the Group may consider providing further financial support. In-kind donations such as operational equipment and office equipment may be considered for designated charity organisations and schools to the benefit of the community. On certain disaster relief or general charity occasions, container transportation service might be provided by the Group.

OOCL Vital Link – OOCL Hong Kong formed an official volunteer team, called the OOCL Vital Link. Since its establishment, numerous charitable events are organised every year, including fund-raising, donation, environmental protection and servicing events. A Charity Credit Program was launched to show our appreciation for our colleagues' active participation in public service initiatives, community outreach and volunteerism.



Community Service - Headquarters

Hong Kong Red Cross' Fundraising Campaign – OOCL Logistics proudly continued its support to the Hong Kong Red Cross (HKRC) annual fundraising “Pass-it-On Campaign” in 2024. Succeeding with the theme of “Love Knows No Boundaries”, features a collaboration between the HKRC and a local beloved brand to spread goodwill and demonstrate the power of love in uniting people. As a logistics partner for many years, OOCL Logistics was pleased to continue its providence of expertise in supply chain management and logistics solutions to HKRC for this meaningful charity event.

Chinese New Year Paper Art Lamp DIY Workshop – To show our care and love for our community in need, Vital Link partnered with Hong Kong Association for Specific Learning Disabilities to organise a Chinese New Year Paper Art Lamp DIY Workshop for children with specific learning disabilities. We paired our volunteers with the children to handmade a paper art lamp to celebrate the Chinese New Year.

Elderly Visit – Our Hong Kong office partnered with the NGO Power of Love to organise home visits to the elderly in need. Volunteers paid individual home visits to senior citizens in need in the community. The elderly beamed with happy smiles seeing our visitors and receiving the gifts. And the volunteers took the chance to care for the seniors and talked with them about their daily life. This visit provided a chance to positively impact the elderly's life through companionship and support.

Rabbit Shelter Visit – Apart from serving people in need, Vital Link also recognised the importance of animal welfare and thus collaborated with Tolobunny to organise a visit to their rabbit shelter to clean up the environment for the abandoned and stray rabbits and to take care of them.

Bowling Fun Day for the Deafblind – Vital Link collaborated with the Hong Kong Society for the Blind to organise a Bowling Fun Day for the Deafblind in November 2024. This initiative sought to enhance understanding of the obstacles encountered by individuals living with deaf blindness through interactive activities.

Blood Donation – To provide fresh blood products for treatments of patients with chronic diseases or in need of surgery because of illness or accident, the generosity of blood donors is crucial. Our colleagues participated in the Blood Donation organised in the office to save lives.

Mooncake Donation – To reduce food waste during the Mid-Autumn Festival, Vital Link held a donation campaign to gather surplus mooncakes and traditional festive bakery products for re-distribution to underprivileged families through a local NGO. Thanks to our colleagues' support, mooncakes with assorted flavours were successfully passed on to those in need.

DIY Hand Cream Donation – As winter approaches and dry weather sets in, moisturising hand cream becomes crucial for keeping our skin protected and healthy, especially for the elderly. In this donation, colleagues learnt to make hand cream with natural ingredients. With our colleagues' efforts, more than 100 tubes of hand cream were made and donated to the Hong Kong Federation of Youth Groups for elderly people living alone during the elderly visit.

Dialogues in the Dark – To better prepare for engaging with the deafblind community in the Bowling Fun Day for the Deafblind, Vital Link conducted a Dialogues in the Dark for our volunteers. This experience brought our volunteers into complete darkness, navigating simulated daily environments with a cane and exploring the unseen, offering a different perspective.



Community Service – Global Offices

Zhuhai Colleagues Volunteered for Community – In 2024, our Zhuhai colleagues participated in various volunteer services, such as clean-up activities in parks, beaches and communities around the city, volunteering for public service organisations, visiting Deaf Children's Language Rehabilitation Center, donating books and dolls to needy groups of children, care for underprivileged groups and so on. These volunteer activities aim to raise awareness of nature conservation and social services, bringing a positive impact on the environment, while also promoting recycling practices and showing care for the underprivileged.

Vietnam Office Contributed Necessities to the Visually Impaired – On 5th January 2024, OOCL Vietnam contributed essential supplies to meet the needs of a local school, including oil, sugar, milk, rice, desks, chairs, etc. The school dedicates to serving visually impaired students and provides care and education to more than 200 children from Ho Chi Minh City and other provinces. Additionally, our staff helped deliver lunch boxes and beverage to students, adding a touch of joy to their day.

Tianjin Office Volunteered for National Tree-Planting Day – Colleagues from our Tianjin office took part in the city's National Tree-Planting Day on 20th March 2024, to support China's afforestation efforts. This initiative was a response to the national campaign and a step towards enhancing the local environment. Our colleagues from Tianjin office planted white wax trees along a green belt by digging into the earth, carefully nurturing the saplings, and ensuring each tree was sufficiently watered.

Shanghai Office Volunteered for a Parent-Child Fun Sports Event on Children's Day – On 1st June 2024, Shanghai office volunteered for a Parent-child Fun Sports Event organised by a local public welfare organisation, to provide a

pleasant and harmonious activity for children and families in need. Our colleagues were responsible for assisting in the smooth operation of the games and providing stamping services for the children. Additionally, we prepared a set of stationery gift boxes for this event. Children and parents eagerly participated in the activities, including brick stepping, jump rope, puzzle solving, pitch-pot and other recreational games.

Guangzhou Office Spread Comfort through Home Visits – In July 2024, our Guangzhou office collaborated with a local charity to conduct a volunteer home visit service activity. Titled "Building a Safe and Harmonious Community," this initiative focused on sharing knowledge about chronic disease prevention and healthcare with the target group. Our colleagues were divided into groups, visiting the underprivileged elderly or disabled households in the community. They distributed essential supplies, such as electric fans and mosquito repellents, to help the families cope with the summer heat. The volunteers also shared personal hygiene awareness and information about dengue fever prevention.

United Kingdom Colleagues Participated in Charity Football Tournament – On 13th July 2024, colleagues from OOCL United Kingdom demonstrated their commitment to community and charity by participating in a Charity Football Tournament. It aimed to raise funds for a local children's hospital, which provides care for seriously ill children with rare and complex conditions. Our colleagues played with a spirit of camaraderie and a shared goal of supporting a worthy cause. The tournament was a success, raising a significant amount of donation for the hospital.



Promotion of Arts and Culture

We believe that exposure to different cultures can enrich people's lives. By supporting and sponsoring the performing arts, we aim to stimulate the public's interest and appreciation of the cultural treasures from around the world.

Sponsorship of Rolex Shanghai Masters – In 2024, OOCL sponsored the Rolex Shanghai Masters tournament, one of the world's premier tennis events. Held at Qi Zhong Stadium in Shanghai, China, the tournament took place from 30th September to 13th October 2024. Notably, it is the only major tennis tournament staged outside North America and Europe. As the official sponsor of the tournament within the Products & Services Categories, we were delighted to support this event and enhanced our visibility in this prestigious setting.

Sponsorship of World Squash Federation (WSF) World Squash Team Championships – As part of our commitment to supporting sports and community initiatives, OOCL was honoured to be the exclusive shipping partner for the WSF World Squash Team Championships 2024, which took place from 9th to 15th December 2024, at the Hong Kong Football Club marking a significant milestone as it was hosted in Hong Kong for the first time in its history.

Others

Hong Kong Voluntary Observing Ships Scheme – Under the Voluntary Observing Ships Scheme by the Hong Kong Observatory (HKO), our ship officers would make regular weather observations and report the conditions to the HKO for analysis. These observations can provide vital information about the weather conditions at sea and are particularly important for the timely preparation of warnings of hazardous weather to highly populated areas.

Awards and Recognition

15 Years Plus Caring Company Logo – We have been recognised by the Hong Kong Council of Social Services (HKCSS) for our years of contributions to caring for our community. We were awarded with the “15 Years Plus Caring Company” status by the HKCSS and it is given to companies that have demonstrated a caring spirit with the aim to cultivating good corporate citizenship and strategic partnership among the business, public and social service sectors.



Recognition from the Hong Kong Observatory – Up to 31st December 2024, a total of 57 OOCL vessels participated in the Hong Kong Voluntary Observing Ship (HKVOS) programme organised by the Hong Kong Observatory (HKO). The programme aims to gather important marine climatology data to identify prevailing weather conditions for preparing forecasts and warnings to the maritime community.

To recognise our outstanding efforts to help improve maritime safety in the year, at the HKO annual meeting on 12th December 2024, the HKO presented “Diamond Award” to our vessel OOCL New Zealand, “Platinum Award” to vessels OOCL Indonesia and OOCL Asia and “Gold Award” to vessels OOCL Korea, OOCL Hamburg, OOCL Miami, OOCL London, OOCL Dalian, OOCL Canada, OOCL California, OOCL Germany, OOCL Utah and OOCL Nagoya. In addition, five of our vessels, OOCL Charleston, OOCL Busan, OOCL Norfolk, OOCL Jakarta and OOCL Nagoya, had been presented the certificate of appreciation for their assistance in deploying five drifting buoys in the South China Sea (SCS) and the Western North Pacific (WNP) to enhance ocean observations for tropical cyclone monitoring.

Sustainable Development Goals

To continue with our commitment in meeting and exceeding international standards on all our Sustainable Development Goals and objectives, we have introduced new targets to help us better benchmark and manage our performance.

As ethical business behaviour and corporate sustainability are becoming increasingly more important, many companies are taking a closer look at themselves to openly communicate and measure their business values and impact on the environment and communities in which they operate.

We are committed to maintaining safe and secure business operations for a sustainable future. To continue with our commitment in meeting and exceeding international standards on all our sustainability goals and objectives, we have introduced new targets to help us better benchmark our performance.

The United Nations (UN) has adopted a set of bold new Global Goals that charts sustainable development for the people and planet by 2030 as a universal, integrated and transformative vision to make our world more prosperous, inclusive, sustainable and resilient.

The Group supports the Sustainable Development Goals (SDGs) set out by the UN and we are committed to taking action and formulating the relevant SDGs to contribute to tackling global environmental and social challenges we face across industries while building on our ESG profile and recognition as an industry leader on sustainability initiatives.

Mapping of the United Nations Sustainable Development Goals (UNSDGs) against Stakeholders' Expectations

Following our previous stakeholder engagement and materiality assessment, four UNSDGs have been selected as most important to our stakeholders, namely Decent Work and Economic Growth, Climate Action, Life Below Water and Partnerships for the Goals. The results provided good insights and serves as a strong foundation for us to formulate our long-term sustainability targets and objectives. Moving forward, we will continue to grow our business responsibly with the help of these directions in our sustainability efforts and join hands with every stakeholder to contribute to sustainable development.



Targets Review

We established programmes or action plans to monitor and ensure our sustainability targets are met. Objectives and Targets aim for continual improvement in sustainability agenda or for minimising the relevant impact. Targets are therefore quantified wherever possible to measure our achievements. During the reporting period, there were no significant revisions to the targets.

The Environment

Progress in 2024

| | |
|---|---|
| No breach of any environmental rules and regulations. | ✓ |
| Targets to avoid and reduce the following environmental impacts and resources [#] <ul style="list-style-type: none"> - Direct (Scope 1) GHG emissions and marine fuel consumption intensities - Indirect (Scope 2) GHG emissions and electricity consumption intensities - Onshore and offshore general waste intensities - Offshore hazardous waste intensity - Onshore and offshore freshwater consumption intensities [#] These targets, which are applicable to liner activities, are reviewed and approved through our ESG reporting mechanism. The quantitative progress can be referred in the Natural Capital chapter. | O |
| Enhance our Sustainability Assurance and Reporting by engaging independent checker to assure our sustainability data integrity. | ✓ |

Our People

| | |
|---|---|
| Give all staff members access to various internal communication channels based on their job nature and requirements such that our employees can submit feedback, contribute ideas and share knowledge across our global offices for effective teamwork. | ✓ |
|---|---|

Health & Safety

| | |
|---|---|
| <ul style="list-style-type: none"> - Zero occurrence of major maritime accident. - Participate in at least two safety programmes. - No severe or fatal crew injury cases. - Ensure our existing training materials and procedures are up-to-date. - Regularly review and deliver updates of any international safety standards and regulations to every crew member. | ✓ |
|---|---|

The Community

| | |
|---|---|
| Maintain an average of two hours volunteering service per full time employee count. | O |
|---|---|

Security

| | |
|---|---|
| <ul style="list-style-type: none"> - Maintain our compliance with C-TPAT, AEO and related security programmes at all times. - Constantly and meticulously follow any updates regarding security issues. - No severe cyber security incidents that could cause significant harm to our operations and services. | ✓ |
|---|---|

✓ Achieved O In Progress

Appendix I: Performance Data Summary

We gather a wide variety of measurable data to help monitor and evaluate our sustainability performance and identify any critical areas for improvement. Consistent methodologies had been adopted to allow for meaningful comparisons of our sustainability data over time.ⁱ

| GRI Reference | Performance Indicators | Unit | Scale | 2023 | 2024 |
|------------------|---|------------|----------|-----------|-----------|
| GRI 301-1 | Materials Consumption | | | | |
| | Paper | Metric Ton | Actual | 54.8 | 56.3 |
| | Cardboard Box | Metric Ton | Actual | 124.0 | 123.4 |
| | Printer Cartridge | # | Actual | 3,863 | 4,795 |
| | Battery | # | Actual | 15,520 | 25,380 |
| | Marine Lubricant | Litre | Thousand | 12,034.4 | 16,317.9 |
| | Marine Paint | Litre | Thousand | 583.9 | 585.2 |
| | Stretch Film / Stretch Wrap | kg | Actual | 8,113 | 7,888 |
| | Refilled Refrigerant ~ R134a | kg | Actual | 9,230.8 | 10,436.0 |
| | Refilled Refrigerant ~ R404a | kg | Actual | 17,465.2 | 15,909.0 |
| | Refilled Refrigerant ~ R407c | kg | Actual | 6,979.3 | 6,043.3 |
| | Refilled Refrigerant ~ R449a | kg | Actual | 45.0 | 135.0 |
| | Refilled Refrigerant ~ R452a | kg | Actual | 105.3 | 86.0 |
| GRI 301-2 | Recycling | | | | |
| | Paper | Metric Ton | Actual | 72.5 | 59.9 |
| | Oil Sludge | Metric Ton | Actual | 23,750 | 25,351 |
| | Plastic | kg | Actual | 3,707 | 1,658 |
| | Printer Cartridge | # | Actual | 509 | 592 |
| | Battery | # | Actual | 1,463 | 970 |
| GRI 302-1, 302-2 | Energy Consumption | | | | |
| | Electricity ⁱⁱ | MWh | Actual | 21,691.02 | 22,194.41 |
| | Shore Power ⁱⁱⁱ | MWh | Actual | 18,972.79 | 16,731.18 |
| | Renewable Energy ~ Solar Energy ^{iv} | kWh | Actual | 195,932 | 165,453 |
| | Natural Gas | Thermal | Actual | 17,315 | 15,245 |
| | Marine Fuels | Metric Ton | Thousand | 1,933.81 | 2,143.15 |
| | Diesel ^v | Litre | Thousand | 669.53 | 750.56 |
| | Gasoline | Litre | Thousand | 158.87 | 157.14 |
| | Liquefied Petroleum Gas (LPG) | kg | Actual | 5,902.50 | 4,995.00 |
| | Ethyne | kg | Actual | 1,710 | 1,923 |

| GRI Reference | Performance Indicators | Unit | Scale | 2023 | 2024 |
|-------------------------|--|----------------------------------|------------|----------|-----------|
| GRI 302-3 | Energy Intensity | | | | |
| | Electricity Intensity | kWh/TEU ^{vi} | Actual | 2.96 | 2.92 |
| | Natural Gas Intensity | Thermal/TEU | Thousandth | 2.36 | 2.01 |
| | Marine Fuels Intensity | g/TEU-km ^{vii} | Actual | 11.64 | 10.9 |
| GRI 303-4, 303-5 | Water Consumption, Reuse and Discharge | | | | |
| | Fresh Water | Metric Ton | Thousand | 164.78 | 142.68 |
| | Water Intensity | Metric Ton/TEU | Actual | 0.022 | 0.019 |
| | Seawater Desalination | Metric Ton | Thousand | 164.78 | 163.54 |
| | Seawater for Ballast Exchange | Metric Ton | Thousand | 588.01 | 458.90 |
| | Water Discharge ^{viii} | Metric Ton | Thousand | 164.78 | 142.68 |
| GRI 305-1, 305-2, 305-3 | GHG Emissions ^{ix} | | | | |
| | Carbon Dioxide (CO ₂) - Direct | Metric Ton | Thousand | 6,173.50 | 6,808.91 |
| | Methane (CH ₄) - Direct | MtCO ₂ e ^x | Thousand | 2.51 | 2.81 |
| | Nitrous Oxide (N ₂ O) - Direct | MtCO ₂ e | Thousand | 101.70 | 111.08 |
| | Total Scope 1 | MtCO ₂ e | Thousand | 6,277.70 | 6,922.80 |
| | GHG - Electricity Use | MtCO ₂ e | Thousand | 12.20 | 11.34 |
| | GHG - Shore Power | MtCO ₂ e | Thousand | 8.60 | 6.44 |
| | Total Scope 2 ^{xi} | MtCO ₂ e | Thousand | 20.80 | 17.84 |
| | Total Scope 3 ^{xii} | MtCO ₂ e | Thousand | 2,688.83 | 7,159.87 |
| | Total GHG Emissions of the Group ^{xiii} | MtCO ₂ e | Thousand | 8,987.32 | 14,100.51 |
| GRI 305-4 | GHG Emissions Intensity | | | | |
| | GHG Intensity - Fuel Use | g CO ₂ e/TEU-km | Actual | 36.2 | 34.0 |
| | GHG Intensity - Electricity Use | g CO ₂ e/TEU | Actual | 1,661.99 | 1,500.58 |
| GRI 305-5 | Reduction of GHG Emissions | | | | |
| | Export Solar Energy to Local Electricity Grid | kWh | Actual | 85,351 | 65,310 |

| GRI Reference | Performance Indicators | Unit | Scale | 2023 | 2024 |
|---------------------|--|-------------------|------------|--------|--------|
| GRI 305-7 | Other Air Emissions | | | | |
| | Sulphur Oxides (SO _x) | Metric Ton | Thousand | 17.20 | 19.28 |
| | Nitrogen Oxides (NO _x) | Metric Ton | Thousand | 113.08 | 131.95 |
| | Particulate Matter (PM) | Metric Ton | Thousand | 3.78 | 6.06 |
| | Non-Methane Volatile Organic Compounds (NMVOCs) | Metric Ton | Thousand | 4.69 | 5.46 |
| | Carbon Monoxide (CO) | Metric Ton | Thousand | 4.89 | 5.54 |
| GRI 306-3, 306-5 | Wastes | | | | |
| | General Wastes - Disposal | Metre Cube | Actual | 15,652 | 16,644 |
| | General Wastes - Incineration | Metre Cube | Actual | 1,014 | 1,037 |
| | Hazardous Wastes ^{xiv} | Metre Cube | Actual | 18.7 | 35.0 |
| | General Waste Intensity – Onshore | Metre Cube/TEU | Thousandth | 1.74 | 1.76 |
| | General Waste Intensity – Vessels | Metre Cube/TEU | Thousandth | 0.39 | 0.43 |
| | Hazardous Waste Intensity | Metre Cube/TEU | Thousandth | 0.0025 | 0.0046 |
| - | Spills | | | | |
| | No. of Spills | # | Actual | 0 | 0 |
| | Toxic Waste Spilled | Metric Ton | Actual | 0 | 0 |
| GRI 2-27 | Environmental Incidents | | | | |
| | Cases of Environmental Incidents | # | Actual | 0 | 0 |
| | - Cost of Fines, Penalties or Settlements | # | Actual | 0 | 0 |
| GRI 2-7, 2-8, 403-9 | Health & Safety | | | | |
| | No. of Employees - Shore Staff | FTE ^{xv} | Actual | 8,724 | 8,553 |
| | No. of Employees - Sea Staff | FTE | Actual | 2,723 | 2,670 |
| | No. of Employee - Consolidated Group Total | FTE | Actual | 11,447 | 11,223 |
| | No. of Fatalities - Consolidated Group Total | # | Actual | 0 | 0 |
| | No. of Cases with the Actual Lost-time Injury ^{xvi} - Shore Staff | # | Actual | 12 | 9 |
| | Lost-time Injury Rate ^{xvii} - Shore Staff | # | Actual | 0.138 | 0.105 |
| | Lost Day due to Injury - Shore Staff | Day | Actual | 427.5 | 386.5 |
| | No. of Cases with the Actual Lost-time Injury - Sea Staff | # | Actual | 0 | 0 |
| | Lost-time Injury Rate - Sea Staff | # | Actual | 0 | 0 |
| | Lost Day due to Injury - Sea Staff | Day | Actual | 0 | 0 |
| | No. of Cases with Injury - Contractors ^{xviii} | # | Actual | 7 | 4 |
| | No. of Cases with the Actual Lost-time Injury - Contractors | # | Actual | 0 | 0 |

| GRI Reference | Performance Indicators | Unit | Scale | 2023 | 2024 |
|---------------|-----------------------------------|------|--------|-------|-------|
| GRI 2-7 | Workforce by Area | | | | |
| | Mainland China | % | Actual | 47.3 | 47.9 |
| | Hong Kong, China | % | Actual | 13.8 | 14.3 |
| | North America | % | Actual | 6.8 | 6.9 |
| | Europe | % | Actual | 7.2 | 7.8 |
| | Others | % | Actual | 24.9 | 23.1 |
| GRI 405-1 | Breakdown of Workforce (Onshore) | | | | |
| | By Gender | | | | |
| | Women in Workforce ^{xix} | % | Actual | 54.70 | 54.76 |
| | Men in Workforce | % | Actual | 45.30 | 45.24 |
| | By Age Group | | | | |
| | Under 30 Years Old | % | Actual | 30.62 | 28.22 |
| | 30-39 Years Old | % | Actual | 32.41 | 33.00 |
| | 40-49 Years Old | % | Actual | 24.09 | 25.13 |
| | 50 Years Old and Above | % | Actual | 12.88 | 13.65 |
| GRI 405-1 | Breakdown of Directors | | | | |
| | By Gender | | | | |
| | Women | # | Actual | 2 | 2 |
| | Men | # | Actual | 10 | 10 |
| | By Age Group | | | | |
| | Under 50 Years Old | # | Actual | 1 | 1 |
| | 50 Years Old and Above | # | Actual | 11 | 11 |
| GRI 405-1 | Nationality Mix of Seafarers | | | | |
| | Mainland China | % | Actual | 66.9 | 69.9 |
| | Hong Kong, China | % | Actual | 2.1 | 1.6 |
| | Europe | % | Actual | 3.9 | 2.3 |
| | Malaysia | % | Actual | 2.9 | 3.3 |
| | Philippines | % | Actual | 22.3 | 20.2 |
| | Singapore | % | Actual | 0.4 | 0.4 |
| | Others | % | Actual | 1.5 | 2.3 |

| GRI Reference | Performance Indicators | Unit | Scale | 2023 | 2024 |
|---------------|-------------------------------|------|--------|-------|-------|
| GRI 2-7 | Employment Type | | | | |
| | Regular | % | Actual | 97.61 | 97.69 |
| | Contract & Temporary | % | Actual | 2.39 | 2.31 |
| GRI 401-1 | New Employee Hires | | | | |
| | By Gender | | | | |
| | Women | # | Actual | 348 | 359 |
| | Men | # | Actual | 418 | 276 |
| | By Age Group | | | | |
| | 30 Years Old and Below | # | Actual | 509 | 423 |
| | 31-49 Years Old | # | Actual | 227 | 195 |
| | 50 Years Old and Above | # | Actual | 29 | 17 |
| GRI 401-1 | Employee Turnover (Voluntary) | | | | |
| | Shore Staff | % | Actual | 6.2 | 6.6 |
| | Sea Staff | % | Actual | 5.4 | 5.1 |
| | Consolidated Group Total | % | Actual | 6.1 | 6.2 |
| | By Area | | | | |
| | Mainland China | % | Actual | 3.8 | 3.0 |
| | Hong Kong, China | % | Actual | 10.1 | 7.8 |
| | North America | % | Actual | 4.5 | 8.1 |
| | Europe | % | Actual | 8.5 | 13.9 |
| | Others | % | Actual | 9.0 | 10.6 |
| | By Gender | | | | |
| | Women | % | Actual | 5.8 | 6.6 |
| | Men | % | Actual | 6.9 | 6.7 |
| | By Age Group | | | | |
| | Under 30 Years Old | % | Actual | 10.3 | 10.7 |
| | 30-39 Years Old | % | Actual | 6.1 | 6.6 |
| | 40-49 Years Old | % | Actual | 3.3 | 3.9 |
| | 50 Years Old and Above | % | Actual | 2.6 | 2.8 |

| GRI Reference | Performance Indicators | Unit | Scale | 2023 | 2024 |
|---------------|---|------|--------|--------|--------|
| GRI 403-5 | Seafarer Trainings - Occupational Health and Safety | | | | |
| | Health and Safety Training Coverage ^{xx} | % | Actual | 100.00 | 100.00 |
| | Health and Safety Training - Average Training Hours | # | Hour | 91.5 | 105.0 |
| GRI 404-1 | Trainings | | | | |
| | Employees Trained by Employee Category | | | | |
| | Executive | % | Actual | 100.00 | 96.39 |
| | Managerial | % | Actual | 99.15 | 98.49 |
| | General Staff | % | Actual | 98.32 | 98.65 |
| | Employee Trained by Gender | | | | |
| | Male | % | Actual | 98.05 | 98.50 |
| | Female | % | Actual | 98.63 | 98.73 |
| | Average Training Hours by Employee Category | | | | |
| | Executive | # | Hour | 5.32 | 7.06 |
| | Managerial | # | Hour | 6.36 | 10.34 |
| | General Staff | # | Hour | 6.74 | 8.01 |
| | Average Training Hours by Gender | | | | |
| | Male | # | Hour | 6.65 | 7.83 |
| | Female | # | Hour | 6.76 | 8.30 |
| GRI 404-2 | Trainings | | | | |
| | Online Courses or Exams at ePeopleSmart Enrolled | # | Actual | 37,131 | 50,572 |
| | Code of Conduct Training (<i>participation rate</i>) ^{xxi} | % | Actual | - | 99.10 |
| | Competition Compliance Training (<i>participation rate</i>) | % | Actual | 99.70 | 99.60 |
| | Cyber Security Awareness Training (<i>participation rate</i>) | % | Actual | 99.85 | 99.60 |
| | Sanction Compliance Training (<i>participation rate</i>) | % | Actual | 98.75 | 99.60 |
| | Global SSE Awareness Refresher Course (<i>participation rate</i>) ^{xxii} | % | Actual | - | 99.30 |
| | Warehouse Risk Management Training (<i>participation rate</i>) | % | Actual | 91.53 | 79.87 |
| | Sexual & Workplace Harassment Training (<i>participation rate</i>) ^{xxiii} | % | Actual | 100.00 | 100.00 |
| GRI 406-1 | Human & Labour Rights | | | | |
| | Incidents of Discrimination & Labour Rights Issues ^{xxiv} | # | Actual | 0 | 0 |
| | - Actions Taken in Response to Incidents | # | Actual | 0 | 0 |
| | Incidents of Human Rights Violations ^{xxv} | # | Actual | 0 | 0 |
| | - Actions Taken in Response to Incidents | # | Actual | 0 | 0 |

| GRI Reference | Performance Indicators | Unit | Scale | 2023 | 2024 |
|------------------|--|------|----------|-----------|------------|
| GRI 2-30 | Labour / Management Relation | | | | |
| | Collective Bargaining Agreements (CBA) ^{xxvi} | % | Actual | 100.00 | 100.00 |
| GRI 407-1 | Freedom of Association | | | | |
| | Independent Trade Unions ^{xxvii} | % | Actual | 100.00 | 100.00 |
| GRI 205-3 | Corruption | | | | |
| | Declaration of Possible Conflict of Interest | % | Actual | 86.14 | 97.00 |
| | Communication of Anti-corruption Policy to Employees ^{xxviii} | % | Actual | 100.00 | 100.00 |
| | Incidents of Corruption ^{xxix} | # | Actual | 0 | 0 |
| | - Actions Taken in Response to Incidents | # | Actual | 0 | 0 |
| | - Cost of Fines, Penalties or Settlements | # | Actual | 0 | 0 |
| GRI 415-1 | Public Policy | | | | |
| | Political Contributions Made ^{xxx} | US\$ | Actual | 0 | 0 |
| GRI 201-1 | Economic Performance | | | | |
| | Revenue | US\$ | Thousand | 8,343,857 | 10,701,943 |
| | Liner Volume | TEU | Million | 7.34 | 7.60 |
| - | Community Investment | | | | |
| | Community and Voluntary Activity Participants | # | Actual | 1,667 | 2,809 |
| | Community and Voluntary Servicing Hours | # | Hour | 7,911 | 8,320 |
| - | Management Systems | | | | |
| | Percentage of Owned Vessels with SQE Certification ^{xxxi} | % | Actual | 100.00 | 100.00 |

Notes:

- i. Data in Appendix I covers operational boundary of business and operating activities from the global offices, warehouses, data centres, depots and our fleet from business entities of which the Group has 100% ownership. Activities of container transport and logistics are covered and account for more than 99.8% of the Group's total revenue (In 2024, container transport and logistics contributed US\$ 10,679 million of total revenue of US\$ 10,702 million). Our consolidation approach is primarily based on the operational control, taking into account access to operational data and full ownership of all ESG aspects (including GHG emissions) which can be directly influenced and managed. Some companies under the Group are omitted from the Sustainability Report either due to a low percentage of ownership or insignificant size of the companies. There were no significant changes to measurement approach, inputs and assumptions during the reporting period.
- ii. Our electricity consumption covers business activities from global offices, warehouses and depots, where applicable. In the reporting year, our Zhuhai office consumed 1,500,000 kWh of electricity sourced from hydro-electric power.
- iii. Shore power refers to the alternative maritime power purchased and consumed by the vessels operated by OOCL.
- iv. Solar energy was harnessed in the Company's solar panel installation project in the United Kingdom.
- v. In the reporting year, biofuels accounted for 1.11% of onshore fuel consumption.
- vi. TEU stands for Twenty-Foot Equivalent Unit.
- vii. TEU-km stands for nominal TEU kilometre.
- viii. Water discharge is assumed to be equivalent to the consumed potable water. All effluent from offices are discharged into the public sewer. Wastewater generated onboard vessels are either treated and discharged to the open sea or being collected by facilities that are authorised by the port authority. All wastewater discharge methods comply with IMO, the local wastewater discharge laws, and adhere to World Health Organization (WHO) standards.
- ix. All GHG Scopes 1 & 2 emissions data are collected, consolidated, and verified on our OOCL Sustainability Data Collection e-Platform. The data covers all the electricity and fuel consumption from our vessels, global offices, and warehouses. The data referenced and processed with appropriate carbon GHG emission factors from IMO, GLEC Framework, International Energy Agency (IEA) and GHG Protocol Corporate and Reporting Standard and its cross-sector tools, as well as related Global Warming Potential (GWP) values obtained from The Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6). The applicable GWP values are: 1 for CO₂, 27.9 for CH₄, and 273 for N₂O respectively.

- x. Metric ton of carbon dioxide equivalent denoted as “MtCO₂e”.
- xi. Our indirect GHG (Scope 2) emissions are associated with the electricity consumption from business activities of our global offices, warehouses and depots, as well as shore power used by our vessels when at berth. The location-based method is adopted with grid-average emission factor data obtained from the International Energy Agency (IEA).
- xii. The Group completed the mapping of our major of Scope 3 from relevant upstream or downstream activities along value chain and expanded its inventory-taking of Scope 3 emissions by referencing the GHG Protocol’s Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Category 1 – Purchased Goods and Services (1,855 MtCO₂e) covers the GHG emissions from the procured marine paints. Category 2 – Capital Goods (108,286 MtCO₂e) covers the GHG emissions from the procured containers and the ship building and assembly process of newly delivered vessels at shipyards. Category 3 – Fuel-and-Energy-related Activities (1,204,709 MtCO₂e) covers the well-to-tank emissions of the marine fuels consumed. Category 4 – Upstream Transportation and Distribution (4,620,735 MtCO₂e) covers GHG emissions associated with handling and/or shipping of OOCL’s shipments or empty container repositioning by terminal operators and intermodal. Category 5 – Waste Generated in Operations (1,961 MtCO₂e) covers the GHG emissions from the disposal of general waste by onshore operations and by vessels at shore. Category 6 – Business Travel (1,959 MtCO₂e) covers GHG emissions from our employees’ air travel and accommodations during business travel. Category 7 – Employee Commuting (1,004 MtCO₂e) covers GHG emissions from air travel by our sea staff. Category 13 – Downstream Leased Assets (1,209,461 MtCO₂e) covers GHG emissions from marine fuel consumptions of our chartered-out vessels, terminal equipment leased and office building subleased to other entity. Category 15 – Investments (9,900 MtCO₂e) covers GHG emissions associated with terminal operating activities of associated companies. The remaining categories are excluded as (1) they are not applicable to the Group’s business activities, (2) they are expected to be insignificant within the Group’s GHG emissions profile, (3) the Group has limited potential to influence GHG reductions for these categories, or (4) limited ability to collect complete, accurate, and consistent data at this stage. The Group’s value chain emissions profile is subject to review and updates. Therefore, there is a significant increase in both Scope 3 emissions and the Group’s total GHG emissions.
- xiii. Emissions of hydrofluorocarbons (HFCs), sulphur hexafluoride (SF₆), perfluorocarbons (PFCs) and nitrogen trifluoride (NF₃) are considered negligible and are not quantified.
- xiv. The generation of hazardous wastes comes from our vessel fleet.
- xv. Headcount is in terms of Full Time Equivalent (FTE).
- xvi. Lost-time Injury means the result in the lost time of a minimum of one day.
- xvii. Lost-time Injury Rate represents the number of Lost-time Injuries per 100 employees per year.

- xviii. We keep record of our contractors’ injury cases to take appropriate follow-up actions. During the reporting period, eight cases of contractor injuries related to vessel-operations were recorded and none of them caused lost time of a minimum of one day. We are not aware of any contractors’ injury cases occurred in our office areas.
- xix. The share of women in all management positions, including junior, middle, and top management is 36.4%. Meanwhile, women account for 36.2% and 37.5% of our workforce in junior and top management positions respectively. Within revenue-generating functions (including Marketing, Sales, and Trades functions), women account of 34.7% of the management positions. The share of women working in STEM-related position i.e. functions related to information technology is 43.3%.
- xx. Safety trainings include, but not limited to security awareness, risk assessment & management, stress management, safe work practice, emergency response & rescue, maritime wellbeing, fire preventing & firefighting, hygiene and safe handling of chemicals and paints.
- xxi. The biennial Code of Conduct Training is mandatory for our directors and staff, covering topics such as compliance with legal standards, anti-bribery and anti-corruption, anti-harassment, and personal data protection.
- xxii. The Global SSE Awareness Refresher Course is conducted biennially.
- xxiii. It is only applicable to North America Liner staff.
- xxiv. Labour issues covers child labour, forced labour, working hours, wage, etc.
- xxv. Human rights represents workforce diversity, equal opportunities, discrimination, etc.
- xxvi. Percentage of crews covered by Collective Bargaining Agreements (CBA).
- xxvii. Percentage of crew members represented by independent trade unions. As part of the Collective Bargaining Agreement, all seafarers of OOCL shall be members of at least one of the undersigned Union and OOCL pays invoiced Union fees for our crew members’ membership for the Hong Kong Seafarers’ Coordination Committee for each owned vessel. We acknowledge the right of seafarers to participate in union activities and to be anti-union discrimination as per ILO Conventions Nos. 87 and 98.
- xxviii. The updated Code of Conduct with anti-bribery policy is available in an accessible format at our intranet through Office 365 Portal for employees.
- xxix. This also covers the incidents of conflicts of interest.
- xxx. No contribution to political campaigns, political organisations, lobbyists or lobbying organisations, trade associations and other tax-exempt groups were made.
- xxxi. The general management principles embodied by the ISM Code, ISO 9001, ISO 14001 and OHSAS 18001 have been incorporated in SQE certification requirement. We comply with the Safety, Quality & Environmental requirement of industry-recognised guide for marine health, safety, quality, environmental and energy management. External audit is performed annually for the SQE certification.

Appendix II : Independent Assurance Statement



LRQA Independent Assurance Statement Relating to Orient Overseas (International) Limited’s Sustainability Report 2024 for the Year 2024

This Assurance Statement has been prepared for Orient Overseas (International) Limited in accordance with our contract but is intended for the readers of this Report.

Terms of Engagement

LRQA Limited – Hong Kong Branch (“LRQA”) was commissioned by Orient Overseas (International) Limited (“the Company” or “OOIL”) to provide independent assurance on its ‘Sustainability Report 2024’ (“the Report”) – environmental, social responsibility and health & safety data for the year 2024 (from 1st January 2024 to 31st December 2024) against the assurance criteria below to a limited level of assurance and at the materiality of the professional judgement of the verifier using ISAE 3000 and Global Reporting Initiative (GRI) Principles.

Our assurance engagement covered OOIL’s operations and activities in the Company with its group companies and specifically the following requirements:

- Verifying conformance with the Company’s reporting methodologies;
- Evaluating the accuracy and reliability of data and information for only the selected indicators addressed in Appendix I: Performance Data Summary of the “OOIL Sustainability Report 2024”; and
- Evaluating if the sustainability performance disclosures have been presented with reference to the criteria set out in the GRI Standards and HKEx Environmental, Social and Governance Reporting Guide (“ESG Guide”).

Our assurance engagement excluded the data and information of OOIL’s suppliers, contractors and any third parties mentioned in the Report.

LRQA’s responsibility is only to OOIL. LRQA disclaims any liability or responsibility to others as explained in the end footnote. OOIL’s responsibility is for collecting, aggregating, analysing and presenting all the data and information within the Report and for maintaining effective internal controls over the systems from which the Report is derived. Ultimately, the Report has been approved by, and remains the responsibility of the Company.

LRQA’s Opinion

Based on LRQA’s approach, nothing has come to our attention that would cause us to believe that the Company has not, in all material respects:

- Met the requirements above; and
- Disclosed accurate and reliable performance data and information summarised in the Appendix I of the Report.

The opinion expressed is formed on the basis of a limited level of assurance and at the materiality of the professional judgement of the verifier.

Note: The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LRQA’s standards, competence and independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021-1 Conformity assessment – Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

LRQA, its affiliates and subsidiaries, and their respective officers, employees or agents are, individually and collectively, referred to in this clause as ‘LRQA’. LRQA assumes no responsibility and shall not be liable to any person for any loss, damage or expense caused by reliance on the information or advice in this document or howsoever provided, unless that person has signed a contract with the relevant LRQA entity for the provision of this information or advice and in that case any responsibility or liability is exclusively on the terms and conditions set out in that contract.

The English version of this Assurance Statement is the only valid version. LRQA assumes no responsibility for versions translated into other languages.

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LRQA’s Approach

LRQA’s assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Auditing the company’s data management systems to confirm that there were no significant errors, omissions or misstatements in the Report;
- Reviewing the application of the reporting principles in the preparation of the Report, the effectiveness of data handling procedures, instructions and systems, including those for internal verification;
- Visiting OOCL’s headquarters, sampled OOCL’s and IQAX’s offices and OOCL Logistics’ warehouses from regional operations, followed by interviewing with the key people responsible for compiling the data and drafting the Report;
- Sampling datasets and tracing activity data back to aggregated levels;
- Verifying and validating the historical data and records of Greenhouse Gases (Scope 1, Scope 2, and Scope 3) and air emissions / energy and biofuel consumption / solar energy generation / water consumption / waste disposal / use of resources / Code of Conduct / stakeholder engagement and materiality assessment / fatality and injury (employees and contractors) / cyber security and privacy practices / social responsibility, as well as climate-related target setting and progress of the reporting year.

LRQA’s Observations

Further observations and findings concerning reporting principles in the Report preparation, made during the assurance engagement, are:

- **Stakeholder inclusivity:**
We are not aware that any key stakeholder groups have been excluded from OOIL’s stakeholder engagement process. OOIL has incorporated stakeholders’ concerns into the management approach and decision-making processes in order to develop a well-structured engagement approach and response to sustainability issues.
- **Materiality:**
We are not aware of any material issues concerning OOIL’s sustainability performance that have been excluded from the Report. OOIL has established criteria for determining which sustainability factor is material, and these material issues have been prioritised and influenced OOIL’s disclosures.
- **Responsiveness:**
We are not aware of any findings in related to OOIL’s internal and external communication beyond the expected time, and not adequate responding mechanism to communicate with various key stakeholder groups.
- **Reliability:**
We are not aware of any issues, affecting the reliability of OOIL’s the well-defined data management system, internal information management and internal control.
- **Consistency:**
We are not aware that OOIL has not reported performance indicators in consistent scope, definition, reporting approach and methodology.
- **Balance:**
We are not aware of any biased evidence such as selections, omissions, and presentation formats, concerning OOIL’s sustainability performance.
- **Quantitative:**
We are not aware that OOIL has not disclosed measurable and comparable sustainability performance indicators based on GRI Reporting Principles and HKEx ESG Guide.

Signed

William TSUI

Dated: 8th April 2025

LRQA Lead Verifier
On behalf of LRQA Limited
Suite 1401, 14/F, Dorset House, Taikoo Place, 979 King’s Road, Quarry Bay, Hong Kong
LRQA reference: HKG6037379

Appendix III : GRI Standards Content Index

| GRI Reference | Description | References and Remarks |
|---|---|--|
| GRI 2: General Disclosures 2021 | | |
| The organization and its reporting practices | | |
| 2-1 | Organizational details | Our Reporting Approach; Our Business |
| 2-2 | Entities included in the organization's sustainability reporting | Our Reporting Approach |
| 2-3 | Reporting period, frequency and contact point | Our Reporting Approach |
| 2-4 | Restatements of information | Not applicable |
| 2-5 | External assurance | Our Reporting Approach; Independent Assurance Statement |
| Activities and workers | | |
| 2-6 | Activities, value chain and other business relationships | Our Business; Value Chain |
| 2-7 | Employees | Performance Data Summary |
| 2-8 | Workers who are not employees | Performance Data Summary |
| Governance | | |
| 2-9 | Governance structure and composition | Approach to Sustainability; <i>Refer to Annual Report 2024 – Corporate Governance Report</i> |
| 2-10 | Nomination and selection of the highest governance body | Approach to Sustainability |
| 2-11 | Chair of the highest governance body | Approach to Sustainability |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | Approach to Sustainability; Performance Data Summary; <i>Refer to Annual Report 2024 – Corporate Governance Report</i> |
| 2-13 | Delegation of responsibility for managing impacts | Approach to Sustainability |
| 2-14 | Role of the highest governance body in sustainability reporting | Approach to Sustainability |
| 2-15 | Conflicts of interest | Approach to Sustainability |
| 2-16 | Communication of critical comments | Approach to Sustainability; Performance Data Summary |
| 2-17 | Collective knowledge of the highest governance body | Approach to Sustainability |
| 2-18 | Evaluation of the performance of the highest governance body | Approach to Sustainability |

| GRI Reference | Description | References and Remarks |
|---|---|--|
| 2-19 | Remuneration policies | Human Capital; <i>Refer to Annual Report 2024 – Corporate Governance Report</i> |
| 2-20 | Process to determine remuneration | Human Capital; <i>Refer to Annual Report 2024 – Corporate Governance Report</i> |
| 2-21 | Annual total compensation ratio | <i>Refer to Annual Report 2024 – Corporate Governance Report</i> |
| Strategy, policies and practices | | |
| 2-22 | Statement on sustainable development strategy | Chairman’s Message; Board Statement |
| 2-23 | Policy commitments | Approach to Sustainability |
| 2-24 | Embedding policy commitments | Approach to Sustainability |
| 2-25 | Processes to remediate negative impacts | Human Capital |
| 2-26 | Mechanisms for seeking advice and raising concerns | Human Capital |
| 2-27 | Compliance with laws and regulations | Performance Data Summary |
| 2-28 | Membership associations | Approach to Sustainability; Natural Capital |
| Stakeholder engagement | | |
| 2-29 | Approach to stakeholder engagement | Stakeholder Engagement |
| 2-30 | Collective bargaining agreements | Performance Data Summary |
| GRI 3: Material Topics 2021 | | |
| 3-1 | Process to determine material topics | Stakeholder Engagement |
| 3-2 | List of material topics | Stakeholder Engagement |
| 3-3 | Management of material topics | Stakeholder Engagement |
| Economic Topics | | |
| GRI 201: Economic Performance 2016 | | |
| 201-1 | Direct economic value generated and distributed | Our Business; Performance Data Summary; <i>Refer to Annual Report 2024 for details</i> |
| GRI 205: Anti-corruption 2016 | | |
| 205-3 | Confirmed incidents of corruption and actions taken | Approach to Sustainability; Performance Data Summary |

| GRI Reference | Description | References and Remarks |
|--|---|---|
| GRI 207: Tax 2019 | | |
| 207-1 | Approach to tax | Refer to Annual Report 2024 for details |
| Environmental Topics | | |
| GRI 301: Materials 2016 | | |
| 301-1 | Materials used by weight or volume | Performance Data Summary |
| 301-2 | Recycled input materials used | Performance Data Summary |
| GRI 302: Energy 2016 | | |
| 302-1 | Energy consumption within the organisation | Performance Data Summary |
| 302-2 | Energy consumption outside of the organisation | Performance Data Summary |
| 302-3 | Energy intensity | Performance Data Summary |
| GRI 303: Water and Effluents 2018 | | |
| 303-1 | Interactions with water as a shared resource | Natural Capital; Performance Data Summary |
| 303-4 | Water discharge | Performance Data Summary |
| 303-5 | Water consumption | Performance Data Summary |
| GRI 305: Emissions 2016 | | |
| 305-1 | Direct (Scope 1) GHG emissions | Performance Data Summary |
| 305-2 | Energy indirect (Scope 2) GHG emissions | Performance Data Summary |
| 305-3 | Other indirect (Scope 3) GHG emissions | Performance Data Summary |
| 305-4 | GHG emissions intensity | Performance Data Summary |
| 305-5 | Reduction of GHG emissions | Performance Data Summary |
| 305-7 | Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions | Performance Data Summary |
| GRI 306: Waste 2020 | | |
| 306-1 | Waste generation and significant waste-related impacts | Natural Capital |
| 306-2 | Management of significant waste-related impacts | Natural Capital |
| 306-3 | Waste generated | Performance Data Summary |
| 306-5 | Waste directed to disposal | Performance Data Summary |

| GRI Reference | Description | References and Remarks |
|--|---|---|
| Social Topics | | |
| GRI 401: Employment 2016 | | |
| 401-1 | New employee hires and employee turnover | Performance Data Summary |
| GRI 403: Occupational Health and Safety 2018 | | |
| 403-2 | Hazard identification, risk assessment, and incident investigation | Approach to Sustainability; Human Capital; Performance Data Summary |
| 403-9 | Work-related injuries | Performance Data Summary |
| GRI 404: Training and Education 2016 | | |
| 404-1 | Average hours of training per year per employee | Performance Data Summary |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Human Capital; Performance Data Summary |
| GRI 405: Diversity and Equal Opportunity 2016 | | |
| 405-1 | Diversity of governance bodies and employees | Performance Data Summary |
| GRI 406: Non-discrimination 2016 | | |
| 406-1 | Incidents of discrimination and corrective actions taken | Human Capital; Performance Data Summary |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | | |
| 407-1 | Operations and suppliers in which the right to freedom and collective bargaining may be at risk | Human Capital; Performance Data Summary |
| GRI 415: Public Policy 2016 | | |
| 415-1 | Political contributions | Performance Data Summary |
| GRI 418: Customer Privacy 2016 | | |
| 418-1 | Substantial complaints concerning breaches of customer privacy and losses of customer data | Intellectual Capital |

Appendix IV: HKEx ESG Reporting Guide Index

Appendix C2 Compliance List

Section / Statement

Aspect A1: Emissions

| | | |
|--------------------|---|---|
| General disclosure | Disclosure statement | Approach to Sustainability; Natural Capital |
| KPI A1.1 | Type of emissions and data | Performance Data Summary |
| KPI A1.2 | Direct and indirect GHG emissions in tonnes and intensity | Performance Data Summary |
| KPI A1.3 | Hazardous waste produced and intensity | Performance Data Summary |
| KPI A1.4 | Total non-hazardous waste produced and intensity | Performance Data Summary |
| KPI A1.5 | Description of emission target(s) set & steps taken | Natural Capital; Targets Review |
| KPI A1.6 | Handling of waste, and description of target(s) set & steps taken | Natural Capital; Targets Review |

Aspect A2: Use of Resources

| | | |
|--------------------|--|---|
| General disclosure | Disclosure statement | Approach to Sustainability; Natural Capital |
| KPI A2.1 | Direct / Indirect Energy consumption by type and intensity | Performance Data Summary |
| KPI A2.2 | Water consumption in total and intensity | Performance Data Summary |
| KPI A2.3 | Description of energy use efficiency target(s) set & steps taken | Natural Capital; Intellectual Capital; Targets Review |
| KPI A2.4 | Issues in sourcing water & description of water efficiency target(s) set & steps taken | Natural Capital; Targets Review |
| KPI A2.5 | Total packaging material | Not applicable as our business does not manufacture or sell any physical / finished product |

Aspect A3: The Environment and Natural Resources

| | | |
|--------------------|--|---|
| General disclosure | Disclosure statement | Approach to Sustainability; Natural Capital |
| KPI A3.1 | Description of significant impacts of activities | Natural Capital |

Aspect A4: Climate Change

| | | |
|--------------------|---|----------------------------|
| General disclosure | Disclosure statement | Approach to Sustainability |
| KPI A4.1 | Description of the significant climate-related issues & the actions taken | Natural Capital |

Aspect B1: Employment

| | | |
|--------------------|---|----------------------------|
| General disclosure | Disclosure statement | Value Chain; Human Capital |
| KPI B1.1 | Total workforce by gender, employment type, age group & geographical region | Performance Data Summary |
| KPI B1.2 | Employee turnover rate by gender, age group & geographical region | Performance Data Summary |

Aspect B2: Health and Safety

| | | |
|--------------------|---|---|
| General disclosure | Disclosure statement | Approach to Sustainability; Human Capital |
| KPI B2.1 | No. and rate of work-related fatalities occurred | Human Capital; Performance Data Summary |
| KPI B2.2 | Lost days due to work injury | Performance Data Summary |
| KPI B2.3 | Description of occupational health and safety measures adopted, implemented & monitored | Human Capital |

Appendix C2 Compliance List**Section / Statement****Aspect B3: Development and Training**

| | | |
|--------------------|---|--------------------------|
| General disclosure | Disclosure statement | Human Capital |
| KPI B3.1 | The percentage of employees trained | Performance Data Summary |
| KPI B3.2 | The average training hours completed per employee | Performance Data Summary |

Aspect B4: Labour Standards

| | | |
|--------------------|--|--|
| General disclosure | Disclosure statement | Value Chain; Human Capital; Performance Data Summary |
| KPI B4.1 | Description of measures to review employment practices | Human Capital; Performance Data Summary |
| KPI B4.2 | Description of steps taken to eliminate such practices when discovered | Value Chain; Human Capital |

Aspect B5: Supply Chain Management

| | | |
|--------------------|---|-------------------------------------|
| General disclosure | Disclosure statement | Value Chain |
| KPI B5.1 | No. of suppliers by geographical region | Value Chain |
| KPI B5.2 | Description of supplier engagement & no. of suppliers where the practices are being implemented and monitored | Stakeholder Engagement; Value Chain |
| KPI B5.3 | Description of identifying, implementing & monitoring environmental & social risks | Value Chain |
| KPI B5.4 | Description of promoting, implementing & monitoring environmentally preferable products & services | Value Chain |

Aspect B6: Product Responsibility

| | | |
|--------------------|--|---|
| General disclosure | Disclosure statement | Approach to Sustainability; Intellectual Capital / We have covered the information on policies and compliance matters relating to health & safety, advertising, and privacy matters relating to services, except labeling to product, which is not applicable as our business does not manufacture or sell any physical product |
| KPI B6.1 | Percentage of total products sold or shipped subject to recalls | Intellectual Capital |
| KPI B6.2 | No. of complaints received & how to deal with | Value Chain |
| KPI B6.3 | Description of practices relating to intellectual property rights | Approach to Sustainability; Value Chain; Human Capital; Intellectual Capital |
| KPI B6.4 | Description of quality assurance process & recall procedures | Intellectual Capital |
| KPI B6.5 | Description of consumer data protection & privacy policies, & how to implement & monitor | Intellectual Capital |

Aspect B7: Anti-corruption

| | | |
|--------------------|---|--|
| General disclosure | Disclosure statement | Approach to Sustainability |
| KPI B7.1 | No. of concluded legal cases regarding corrupt practices & outcomes | Performance Data Summary |
| KPI B7.2 | Description of preventive measures & whistle-blowing procedures, & how to implement & monitor | Approach to Sustainability |
| KPI B7.3 | Description of anti-corruption training provided | Approach to Sustainability; Performance Data Summary |

Aspect B8: Community Investment

| | | |
|--------------------|--------------------------------------|---|
| General disclosure | Disclosure statement | Stakeholder Engagement; Social and Relationship Capital |
| KPI B8.1 | Focus areas of contribution | Social and Relationship Capital |
| KPI B8.2 | Resources contributed the focus area | Social and Relationship Capital; Targets Review |

Appendix V: Recommendations of the Task Force on Climate-related Financial Disclosures Index

| Recommendations and Recommended Disclosures | | Section / Statement |
|---|---|---|
| Governance | | |
| Disclose the organisation's governance around climate-related risks and opportunities | a) Describe the board's oversight of climate-related risks and opportunities. | Approach to Sustainability |
| | b) Describe management's role in assessing and managing climate-risks and opportunities. | Approach to Sustainability |
| Strategy | | |
| Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material. | a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term. | Natural Capital |
| | b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning. | Natural Capital |
| | c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2C or lower scenario. | Natural Capital |
| Risk Management | | |
| Disclose how the organisation identifies, assesses, and manages climate-related risks. | a) Describe the organisation's processes for identifying and assessing climate-related risks. | Approach to Sustainability; Natural Capital |
| | b) Describe the organisation's processes for managing climate-related risks. | Approach to Sustainability; Natural Capital |
| | c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management. | Approach to Sustainability |
| Metrics and Targets | | |
| Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material. | a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process. | Natural Capital |
| | b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. | Natural Capital; Performance Data Summary |
| | c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets. | Natural Capital; Target Review |



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