

WORLD HORIZON



Biannual
magazine
of the
BW Group

ISSUE
H2

2023

MCI (P) 019/11/2023



WE ARE BW

Inside

- 01 Chairman's message
- 02 We are BW
- 03 Hafnia: growing a greener fleet for the future
- 04 BW Energy: a rising power in Brazil
- 05 BW Ideol: setting a marker for the future
- 06 BW Offshore: floating a flexible solution
- 07 Culture matters to everyone
- 08 In the spotlight: Kristian Sørensen
- 09 Events and highlights
- 10 Around the world
- 11 Special thanks
- 12 Credits

Contents



Chairman's message

We are BW

Hafnia: growing a greener fleet for the future

BW Energy: a rising power in Brazil

BW Ideol: setting a marker for the future

BW Offshore: floating a flexible solution

Culture matters to everyone

In the spotlight: Kristian Sørensen

Events and highlights

Around the world

Special thanks

Credits

Contents



Chairman's message



We are BW



Hafnia: growing a greener fleet for the future



BW Energy: a rising power in Brazil



BW Ideol: setting a marker for the future



BW Offshore: floating a flexible solution



Culture matters to everyone



In the spotlight: Kristian Sørensen



Events and highlights



Around the world



Special thanks

Chairman's message

- We are BW
- Hafnia: growing a greener fleet for the future
- BW Energy: a rising power in Brazil
- BW Ideol: setting a marker for the future
- BW Offshore: floating a flexible solution

- Culture matters to everyone
- In the spotlight: Kristian Sørensen
- Events and highlights
- Around the world
- Special thanks
- Credits

Chairman's message

Everyone has heard time-worn phrases like "people are our greatest asset". Such statements become clichés because they are so obviously true – it's hard to build a good company without good people. But without action to back it up, these are empty words and slogans.

At BW, we believe both in the statement and in the actions required to support it. This edition of World Horizon highlights what is taking place across the BW sphere to strengthen teams and to support individual development.

When we speak about "delivering energy", we have in mind more than just molecules and electrons – it is also about delivering energy in human terms. One can feel human energy when individuals are inspired to do their best work, when teams have fun working together, and when outcomes are better than anyone can expect. And that in turn is our best chance of serving human needs, whether in physical energy, water, connectivity or other solutions.

The following pages also show culture as a binding force that allows us to operate across continents in a consistent manner. A strong culture enables decisions to be delegated effectively, by allowing us to trust that our team members will do the right thing. Trust has to be earned, but once in place, it makes things easy.

If there is one element of culture that I would emphasize, it is to be kind to others. This is embedded in our corporate values to be collaborative and reliable. We also have an ambition to perform well, which means we have to stay focused on doing profitable business. But before thinking about profit to ourselves, we should think about how to look after the interests of our partners and customers, and how to help our colleagues to deliver the best they can. This spirit of care is our best chance to be a successful and enduring organisation.



Andreas Sohmen-Pao
Chairman





Chairman's message

We are BW

Hafnia: growing a greener fleet for the future

BW Energy: a rising power in Brazil

BW Ideol: setting a marker for the future

BW Offshore: floating a flexible solution

Culture matters to everyone

In the spotlight: Kristian Sørensen

Events and highlights

Around the world

Special thanks

Credits

We are BW

Throughout the world, our people are at the heart of our business. With a range of forward-looking initiatives, we are improving well-being and career development for all our employees.

BW Group and its affiliates employ more than 12,000 people, and everyone plays a part in our ambition to be the Best on Water. We believe that it is through creating a healthy and happy work environment, on shore and at sea, that we can maintain our culture of innovation and high performance.

A strong endorsement

In October, BW Group was featured in the Forbes magazine annual World's Best Employers list for the first time. The company was placed 18th in the transportation and logistics category, and at number 565 in the overall global rankings. Andreas Sohmen-Pao, Chairman of BW Group, said: "BW is delighted to be included on the Forbes list for 2023. This is an endorsement of our strong culture. Our employees are important to us, and we are grateful for all they do to deliver energy to the world."

The rankings were compiled by surveying over 170,000 employees at multinational businesses in more than 50 countries. Respondents were asked whether they would recommend their company, and to rate it against multiple criteria. Only the 700 highest scorers earned a place in the final list. Companies cannot nominate themselves for inclusion, so the award came as a nice surprise to BW Group management.

The results of our latest Group People Survey suggest many of our team members would agree with Forbes. Employees overwhelmingly reported satisfaction with BW: 95% would recommend it as a good workplace, and 98% expressed a strong belief in our vision, mission and values. BW's culture, colleagues and flexible working practices attracted particular praise. These sentiments echo our 96% company recommendation rate on the employer review website Glassdoor, and an overall 4.6 star rating.





Chairman's message

We are BW

Hafnia: growing a greener fleet for the future

BW Energy: a rising power in Brazil

BW Ideol: setting a marker for the future

BW Offshore: floating a flexible solution

Culture matters to everyone

In the spotlight: Kristian Sørensen

Events and highlights

Around the world

Special thanks

Credits

Welfare on ship and ashore

Looking after our people is a top priority through all our affiliates. Since 2022, the Our Whole Self programme has placed a focus on well-being and inclusion, helping employees thrive in the workplace. As part of this, each October is given to a range of well-being activities, from keynote presentations and panel discussions to meditation and mindfulness sessions.

Sophie Smith, BW Group's Chief Human Resources Officer, says: "Through listening to new perspectives, people can broaden their mindset and enhance their sense of belonging. Topics we've covered include resilience, mental health support, preventing pressure turning into stress, psychological safety and work-life integration."

This year, the programme for BW Group's Singapore employees included body combat fitness classes, a feast of ice-cream rolls, and shoulder massages courtesy of the Singapore Association of the Visually Handicapped. The Oslo office organised a popular team step-a-thon competition, while Hafnia has promoted well-being with regular fitness classes outside its Copenhagen office. Cadeler even provides electric bicycles, so that employees can zip around during their lunch breaks.

We recognise the unique welfare requirements of our seafarers, and BW Group promotes a holistic approach to their physical, mental and emotional well-being. Most BW vessels are

equipped with good fitness and recreation facilities, and catering staff have been trained to provide balanced nutrition. Onboard medical support is supplemented with MedSea, a telemedicine programme for online consultations.

Mental health is taken just as seriously. Rajesh Divakaran, General Manager and Head of Group Crewing Services, says: "We take a three-pronged approach: creating a work environment that seeks to enable good mental health; detecting problems early; and having the right support network to help our seafarers overcome challenges."

BW vessels are improving onboard internet connectivity to help seafarers stay in touch with loved ones, and the BW Wellness Programme fosters crew spirit and a sense of togetherness through sports and social activities. As part of our commitment to greater inclusivity and a more family-friendly workplace, BW Fleet Management is pleased to announce a new maternity leave policy which provides up to six months' paid leave.

Opening up new opportunity

BW is committed to team members gaining fulfilment and advancement in their career. This is the motivation behind Ready for More – a new initiative to help BW affiliates with talent development. At its heart is a wheel of six indicators grouped into three categories, which can help companies identify when employees are able to take on greater responsibility.

Sophie Smith says: "Our categories are connection, adaptability and drive. Connection is the extent to which someone can build inclusive, productive relationships. Adaptability is about showing intellectual curiosity and navigating ambiguity in times of hardship, while drive is the determination to try new things and be innovative."

The Ready for More framework will not only help BW companies manage internal talent development at all levels. By providing a common language for career progression, it will open up opportunities for the candidates to find their ideal roles across the wider group. A new mentoring exchange programme, set to begin in 2024, also promises to increase the flow of ideas and talent between different BW affiliates.

September 2023 saw the launch of the inaugural Explorer Leadership Development Programme. The initial four cohorts comprised more than 90 leaders at BW companies, from Singapore and the Philippines to the UK, Norway and Denmark.

On the basis that self-awareness is the first step in good leadership, participants are encouraged to analyse their personal values and understand how they show up in their behaviours and actions. The modular learning style enables leaders to schedule their learning without taking too much time off work, and to apply each module straight away on their return to the workplace.

The BW spirit on screen

Acting on a proposal from our first Voyager leadership cohort, we commissioned a short film to showcase BW Group's mission, values and culture. The film was produced by London-based Gower Communications, which dispatched a crew to film on board BW Lilac, berthed at Gate terminal in Rotterdam, and at the BW Powerhouse in Oslo. Affiliates from around the world also contributed their own video footage, so viewers may well spot one or two familiar faces! The film will be available to watch soon on the website.

“We believe the film captures the spirit of BW, what it is like to work here, and the teamwork that underpins our success.”



Andreas Sohmen-Pao
Chairman





Chairman's message

We are BW

Hafnia: growing a greener fleet for the future

BW Energy: a rising power in Brazil

BW Ideol: setting a marker for the future

BW Offshore: floating a flexible solution

Culture matters to everyone

In the spotlight: Kristian Sørensen

Events and highlights

Around the world

Special thanks

Credits

How I feel valued...



I'm empowered to act on behalf of the company, and my opinions are sought before decisions are made. We are treated as equals at the negotiating table. We have a stake in the results we produce, and are trusted to do what's best for the team.



Joy Du

Manager, Corporate Development
BW LPG



Receiving recognition makes me more productive and boosts my morale - and constructive feedback gives me a chance to improve and be my best self. We celebrate every crew member's milestones and achievements, which improves harmony and team work.



Bhavana Ramraje

Third Officer, BW Pavilion Aranthera
BW LNG



I'm entrusted to work with a key supply chain category for the company, and my managers provide positive affirmation and consistent feedback on my work. I'm glad about the company's commitment to employee growth, making us feel valued and important.



Ata Khan

Category Manager, Supply Chain
BW Offshore



My head of department told me it was important to manage my workload and have time in the evenings for friends, family and well-being. Even though the job sometimes requires late hours, I find it fulfilling to work with someone who prioritises team well-being.



Lucas Schmöker

Assistant Manager,
Specialized Chartering Hafnia



I know I'm appreciated, I have autonomy to carry out my duties, and I'm part of a team. BW's top management are respectful of our opinions. This creates an environment of mutual respect: we know our ideas and perspectives are heard.



Deborah Grace Kitong

Second Officer, BW Lilac
BW LNG



Chairman's message

We are BW

Hafnia: growing a greener fleet for the future

BW Energy: a rising power in Brazil

BW Ideol: setting a marker for the future

BW Offshore: floating a flexible solution

Culture matters to everyone

In the spotlight: Kristian Sørensen

Events and highlights

Around the world

Special thanks

Credits

Hafnia: growing a greener fleet for the future

With its first four new dual-fuel methanol chemical tankers on order, and four dual-fuel LNG-powered product tankers entering service, Hafnia is continuing its commitment to greener shipping.



“It’s vital that we act now to decarbonise shipping. However, deploying new fuel technologies involves a high degree of financial risk if it’s not supported by long-term chartering contracts. We’re proud to be partnering once again with TotalEnergies, a company committed to driving this transition with us.”

Søren Steenberg Jensen
Executive Vice President of Asset Management



Hafnia has ordered its first four vessels capable of running on methanol. This is a vital step in the transition to a greener, more sustainable fleet, and will help ensure Hafnia can meet the IMO’s 2050 environmental targets.

Each of the four IMO II Medium-Range (MR) chemical tankers will have a deadweight tonnage (DWT) of 49,800, and will be constructed at Guangzhou Shipyard International (GSI) in China. Hafnia completed the order for the vessels in August 2023 with its French joint-venture partner, Socatra. When operational, the dual-fuel capability of the tankers will provide valuable fuel flexibility.

The use of green methanol as a marine fuel eliminates local pollutants, including SOx and particulate matter (PM). In comparison with conventional fuels, it can cut NOx emissions by 60% and reduce CO₂ emissions by almost 100% on a tank-to-wake basis.

Three of the four vessels are scheduled for delivery in 2025, with the fourth set to arrive in

2026. All four have already been committed via time-charter to the TotalEnergies shipping affiliate CSSA for a multi-year period. The deal represents Hafnia’s second collaboration with TotalEnergies to develop low-carbon shipping solutions.

Søren Steenberg Jensen, Executive Vice President of Asset Management, says: “It’s vital that we act now to decarbonise shipping. However, deploying new fuel technologies involves a high degree of financial risk if it’s not supported by long-term chartering contracts. We’re proud to be partnering once again with TotalEnergies, a company committed to driving this transition with us.”

These latest additions to the fleet come after Hafnia ordered four dual-fuel liquefied natural gas (LNG) LR2 product tankers. Delivery of the first two vessels – Hafnia Languedoc and Hafnia Loire – took place in 2023, with both entering service on a multi-year time-charter agreement with TotalEnergies. The two remaining vessels are scheduled for delivery by 2024, and will enter into multi-year time-charters with Equinor of Norway. All four are constructed by GSI.



Chairman's message

We are BW

Hafnia: growing a greener fleet for the future

BW Energy: a rising power in Brazil

BW Ideol: setting a marker for the future

BW Offshore: floating a flexible solution

Culture matters to everyone

In the spotlight: Kristian Sørensen

Events and highlights

Around the world

Special thanks

Credits

BW Energy: a rising power in Brazil

The company has taken operational control of two offshore oil and gas clusters in Brazil's Espírito Santo Basin, delivering a healthy cashflow and good prospects for future development.

BW Energy (BWE) has completed its acquisition of the Golfinho and Camarupim Clusters from Petrobras. As well as producing around 10,000 barrels a day from the offshore oil fields, the company will be able to capitalise on further exploration and production opportunities.

The Golfinho Cluster is located at depths of 1,300–2,200m in the Espírito Santo Basin, off the coast of south-east Brazil. The adjacent Camarupim Cluster, at depths of 100–1,050m, includes two non-producing gas fields and a pipeline to shore with access to an onshore processing facility. As well as a full interest in these two clusters, BWE acquired a 65% working interest in the nearby BM-ES-23 exploration block, including the Brigadeiro gas and condensate discovery.

BWE has separately agreed the purchase of the Saipem-owned FPSO Cidade de Vitória.

The unit has been under a lease and operate contract with Petrobras since the end of 2007. The unit has recently resumed operations after repairs and upgrades.

The deal brings oil revenue, infill drilling opportunities and potential upside developments, combined with good prospects for monetising future gas reserves. BWE estimates there are 44 million BOE of proven recoverable resources. A further 0.7 Tcf of recoverable gas has been identified for future development.

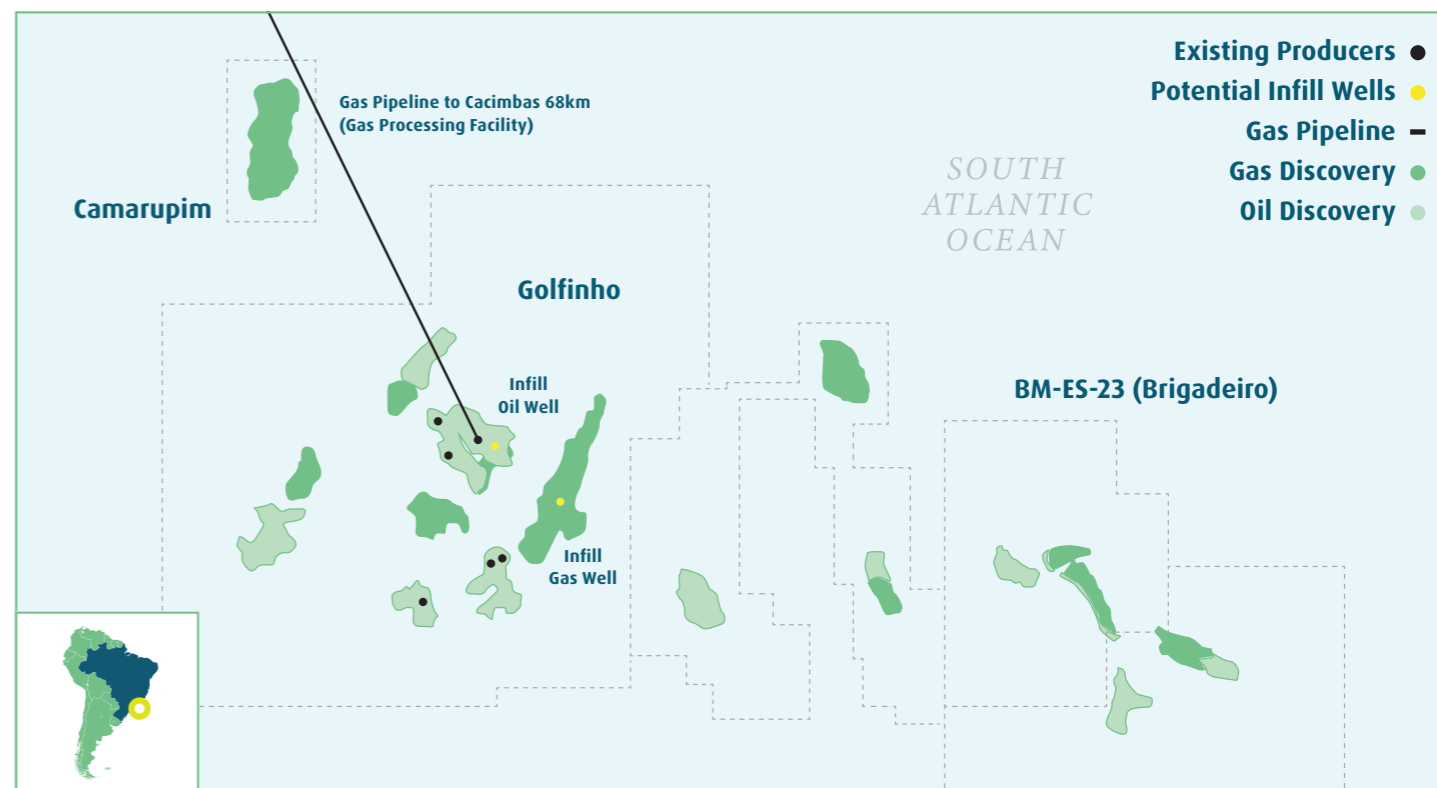
The transaction has been financed through BWE's existing liquidity and an oil pre-payment facility, with \$12.2 million paid at closing after an initial \$3 million upon signing the deal in 2022. It includes up to \$60 million in future contingent payments linked to oil prices, well operations and successful development of the acquired assets.



The Golfinho and Camarupim investment is a very good fit for our strategy of infrastructure-led exploration. When BWE was listed in February 2020, our target was to reach 50,000 barrels a day within five years. We will now achieve this by the end of this year, and our next target is 100,000 barrels a day by the end of 2027. Being an operator in Brazil, with an established working relationship with regulatory bodies, also significantly de-risks our Maromba development in the Campos Basin – the biggest investment to be undertaken by BWE.



Carl K Arnet
CEO of BW Energy





Chairman's message

We are BW

Hafnia: growing a greener fleet for the future

BW Energy: a rising power in Brazil

BW Ideol: setting a marker for the future

BW Offshore: floating a flexible solution

Culture matters to everyone

In the spotlight: Kristian Sørensen

Events and highlights

Around the world

Special thanks

Credits

BW Ideol: setting a marker for the future

With extensive survey work taking place in the North Sea, including the deployment of an advanced LiDAR buoy, the Buchan Offshore Wind project is well underway.

The Buchan Offshore Wind project has reached significant milestones over the past year. In December 2022, BW Ideol and its partners deployed a LiDAR buoy at the option site in the North Sea, 75km off the Aberdeenshire coast. The device uses light detection and ranging technology to provide accurate measurement of wind, metocean and environmental conditions – data critical to carrying the project forward.

Another vital step was the commissioning of geophysical and environmental campaigns, using Ocean Infinity's vessels. Seabed data is essential to the project's success, and Ocean Infinity is recognised as a global leader in the field. In addition, the first year of bird and mammal surveys reached completion in mid-2023.

The project was inaugurated in January 2022, when the Floating Energy Alliance – a three-way partnership of BW Ideol, BayWa r.e. and Elicio – made a successful bid in Crown Estate Scotland's ScotWind leasing round, securing the rights to develop the floating offshore wind farm. In April 2023, the partnership was rebranded as Buchan Offshore Wind.

Maintaining a steady pace of development will be essential to achieving targets and start-up times, ensuring the project is among the first in the world to commission a floating wind farm of several dozen units. The project company has now awarded £1.5 million in contracts for onshore and offshore stakeholder engagement, environmental impact assessment and property support during the coming months.

Buchan Offshore Wind

BW Ideol is co-developer of the Buchan Offshore Wind project with two partners: BayWa r.e., a leading global renewable energy business, and Elicio, a European energy developer and producer active in the offshore wind sector.

The Buchan Offshore Wind partnership has secured exclusive rights to a 330km² area of the North Sea, 75km northeast of Fraserburgh on the Aberdeenshire Coast, with potential for 960MW capacity.

The area, with a water depth of 75-105m, enjoys excellent wind conditions and protection from the most severe waves.

A grid application has already been secured, 80km from the coast, and the project is largely free from environmental or marine use conflicts and constraints.

A Scoping Report was sent to the Scottish Government, encouraging stakeholder participation. Exhibitions are taking place to inform the public and invite feedback.

The project is targeting construction by 2030, involving an estimated 60 turbines. Engineering service and technology licence agreements have been signed, securing revenues for BW Ideol.

Windfarm projects in Scottish waters

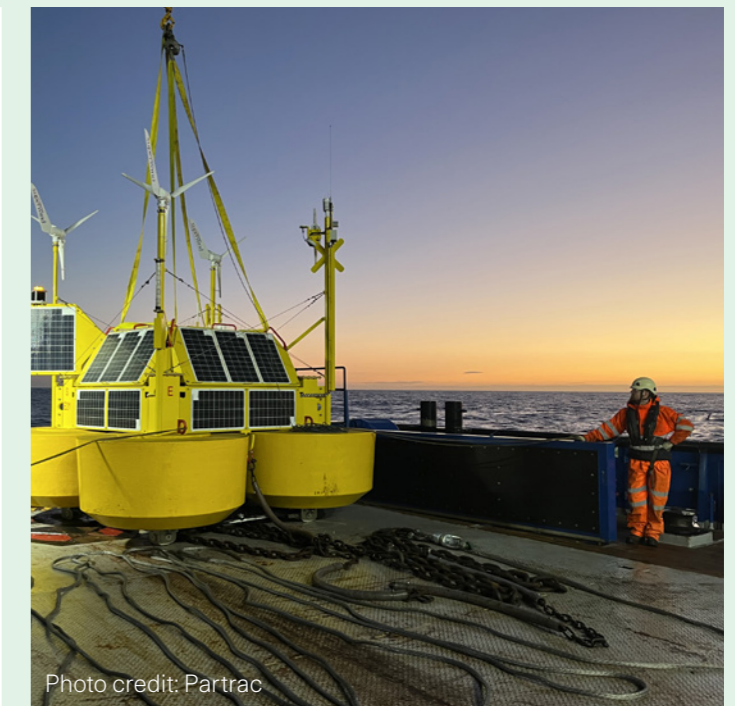
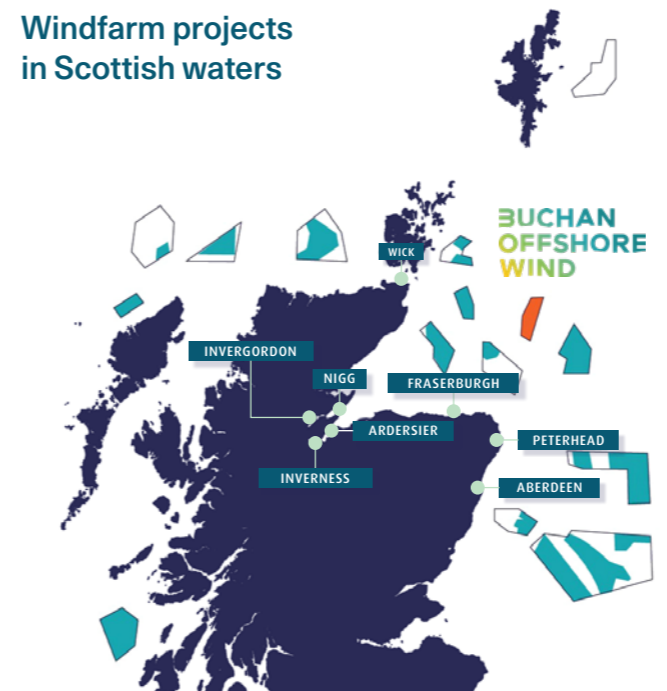


Photo credit: Partrac



Chairman's message

We are BW

Hafnia: growing a greener fleet for the future

BW Energy: a rising power in Brazil

BW Ideol: setting a marker for the future

BW Offshore: floating a flexible solution

Culture matters to everyone

In the spotlight: Kristian Sørensen

Events and highlights

Around the world

Special thanks

Credits

BW Offshore: floating a flexible solution

As the hull of BW Opal reaches completion, we look at the advantages of using FPSOs (floating production storage and offloading units) in offshore oil and gas infrastructure.

20-year mooring

2,000m depth

<150 crew

360m long

64m wide

An FPSO is a ship-shaped platform for oil and gas production and storage. After installation, the asset is permanently moored to the sea floor and can operate in the same location for 20 years or longer. It can accommodate large topsides – oil and gas handling facilities – on its deck, and store the oil within the hull until it is transported to shore by tankers. Further advantages of FPSOs are that they can be moored in water depths beyond 2,000 metres, and require limited or no subsea pipeline infrastructure.

Being permanently moored, FPSOs are potentially exposed to severe weather, depending on the area

of operation. To withstand these conditions, hulls are made far stronger than those of conventional tankers, sometimes using twice the weight of steel. Some FPSOs such as BW Pioneer, located in the Gulf of Mexico, are moored with special disconnectable turret systems. This means the asset can be disconnected during hurricanes or other extreme weather conditions.

During operation, FPSOs receive untreated fluids from a subsea reservoir and separate them into oil, gas and water. The oil is treated to a level where it is stable and suitable for storage.



Impurities such as CO₂, H₂S, mercury and water are removed from the gas – which is either exported to shore by pipeline or reinjected into the reservoir to enhance oil production. The produced water is cleaned before being reinjected into the reservoir or discharged overboard.

Living facilities on FPSOs also need to be large, and typically accommodate crews of between 120 and 150 people, depending on the size of the asset.

In the first half of 2025, the latest addition to BW Offshore's FPSO fleet will begin operations.

Currently under construction, the BW Opal will be a true giant of the seas: 360m long and 64m wide.

The design and construction process typically requires more than a million engineering man-hours. It involves hundreds of different equipment suppliers, whose components may need to be fitted together at multiple fabrication and integration sites.

Building an FPSO is a hugely complex undertaking and BW Offshore has a long history of delivering successful projects for its clients.



- Chairman's message
- We are BW
- Hafnia: growing a greener fleet for the future
- BW Energy: a rising power in Brazil
- BW Ideol: setting a marker for the future
- BW Offshore: floating a flexible solution

Culture matters to everyone

- In the spotlight: Kristian Sørensen
- Events and highlights
- Around the world
- Special thanks
- Credits

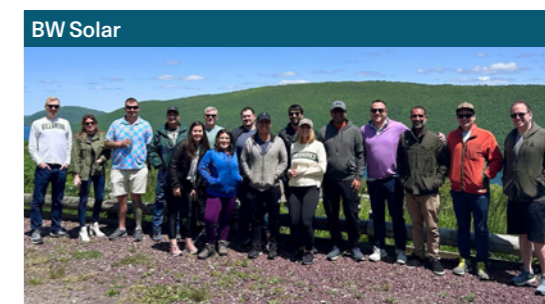
Culture matters to everyone

As BW expands, it's vital to cultivate a consistent culture anchored by strong values – focusing on our mission of delivering energy for today and finding solutions for tomorrow.

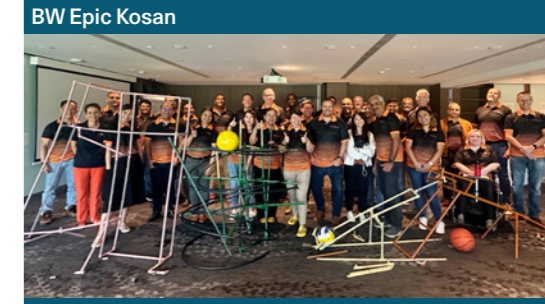


BW Group strives to create a positive, inclusive environment, guided by our CARE values (collaborative, ambitious, reliable and enduring) across our 19 worldwide affiliates.

In May, **BW Solar** held its first company-wide retreat in New York state. Colleagues had the chance to discuss goals, strategy, well-being and values – and to share stories and get to know each other while roasting marshmallows over a campfire. The event culminated in a gourmet dinner.



All employees of **BW Group** in Singapore were invited to a Culture Matters workshop in July. Everyone was encouraged to share insights and stories about why BW is a great place to work, and to help identify what could be changed to make it even better.



Also in Singapore, **BW Epic Kosan** held its annual leadership summit for managers. Participants at the September event revisited the goals set at last year's summit, and put forward ways to become faster, smarter, and stronger, such as improving communication and breaking down silos. There was a fun rollercoaster activity that helped colleagues understand the value of team work.



On the fifth anniversary of Hawaiki transpacific cable in July, **BW Digital** brought together colleagues from Australia and New Zealand for a teambuilding workshop in Auckland. A six-month focus on culture was launched, to promote a stronger sense of unity, purpose, and shared values among the team.



In September, the leadership of **Hafnia** convened in Milan for a four-day offsite strategy meeting. The 20-strong team discussed topics including collaboration, digitalisation, AI and constructive feedback – and found time for teambuilding exercises and to enjoy the local cuisine!



Chairman's message

We are BW

Hafnia: growing a greener fleet for the future

BW Energy: a rising power in Brazil

BW Ideol: setting a marker for the future

BW Offshore: floating a flexible solution

Culture matters to everyone

In the spotlight: Kristian Sørensen

Events and highlights

Around the world

Special thanks

Credits

In the spotlight: Kristian Sørensen

Kristian is Chief Executive Officer (CEO) of BW LPG, based in Oslo. He joined the company as Deputy CEO and Head of Strategy in 2022, taking up his current role in October 2023.



Shipping is a simple business surrounded by complexity. You have to convey goods from A to B, but that may be impacted by macroeconomic conditions, wars, drought in the Panama Canal, oil price rises or any number of things. You really don't know what's waiting for you at the office, and I still find that exciting.



Kristian Sørensen

Chief Executive Officer (CEO) of BW LPG



How did you enter the shipping industry?

I grew up in Oslo. Shipping was one of the major industries and it has always been a window to the big world for many Norwegians. I developed an interest in it very early on and joined the Junior Naval Academy for two years to get some sailing experience. Then, when I went on to business school, I was lucky enough to get a foot in the door at a ship broker for an internship. I did that for two summers before graduation, then I started my professional career as an LPG ship broker – working here in Oslo for 15 years in total, and for three-and-a-half years in Singapore.

What lessons have stayed with you from those early years?

I was exposed to leadership at a very young age. When I was an officer on a naval vessel, I was responsible for people who knew a lot more than me about what it was to be at sea. Some had been fishermen since they were 16. That was important – learning how to manage people who have more experience and knowledge than you do in specific subjects. It made me a strong believer in building complementary teams, and making sure people can do what they're good at. You get the best out of people when you empower them to use their skill sets and show their strengths.

What first attracted you to want to work at BW LPG?

As a broker, I'd had the pleasure of working with BW for many years. It has always been the number-one company in our segment and a number-one group overall in the maritime space. That's because it has been willing to reinvent itself, which is rare in a market leader. Thanks are due to my predecessor Anders Onarheim and the entire BW LPG team: during his tenure, they brought the company forward, created a lot of value and took some profound strategic decisions that we benefit from today.

What's most rewarding about working in the industry?

Shipping is a simple business surrounded by complexity. You have to convey goods from A to B, but that may be impacted by macroeconomic conditions, wars, drought in the Panama Canal, oil price rises or any number of things. You really don't know what's waiting for you at the office, and I still find that exciting. Few industries are like that, where no two days or weeks are the same. And it's a very social, very international business, involving travel and the chance to meet a lot of interesting people. It's an enriching environment – more of a lifestyle than a job.

What do you hope to achieve during your term as CEO?

The first thing is to have maintained the high level of competence that we have today, and a culture that allows for ambition and innovation as well as our CARE values. I hope we'll be at a point where we've found the technology to bring the shipping part of our business to the zero-CO₂ emissions goals that the industry has set, at the same time as we have a sustainable business model creating shareholder value. I think that's fully achievable. And I hope we'll have had fun along the journey. It's a privilege to enjoy spending time in the office with good colleagues.



Chairman's message

We are BW

Hafnia: growing a greener fleet for the future

BW Energy: a rising power in Brazil

BW Ideol: setting a marker for the future

BW Offshore: floating a flexible solution

Culture matters to everyone

In the spotlight: Kristian Sørensen

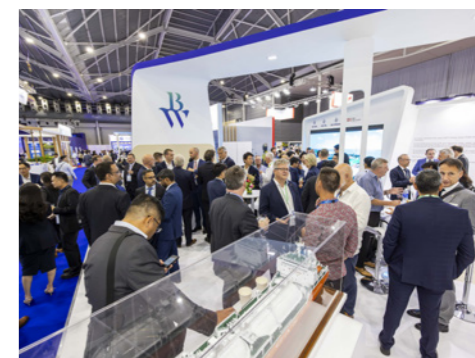
Events and highlights

Around the world

Special thanks

Credits

Events and highlights



June–November 2023

BW Water boosts international presence

US, Europe and Southeast Asia

BW Water expanded with two successful acquisitions in the US and Germany. It acquired Florida-based SafBon Water Technology Inc. for its desalination and membrane treatment competencies and acquired the assets from S-Tec Facility (comprising S-Tec GmbH and H+E Pharma GmbH) in Dresden, Silicon Saxony, Europe's largest semiconductor cluster. Earlier in June/July, BW Water also secured repeat contracts for a power plant and a solar panel manufacturer in Southeast Asia.

7 June 2023

Inaugural tanker operations teambuilding event

Copenhagen

In partnership with Norden, Stena Bulk, Torm and Weco Tankers, Hafnia hosted an inaugural operations event to facilitate cross-industry teambuilding. The day was attended by 120 tanker shipping industry professionals, and began with sailing from Tuborg Harbour to the small island of Flakfortet for teambuilding competitions. The event concluded with a festive gathering at the former B&W shipyard.

5 July 2023

Cadeler X-Class keel-laying ceremony

Qidong

Cadeler celebrated the keel-laying of its first X-Class wind turbine installation vessel at COSCO Shipping Heavy Industry shipyard in Qidong, China – the first of four new vessels being built at the facility. The first X-Class vessel is targeted to enter service in 2024, with the second scheduled for 2025. Cadeler is also expecting its new F-Class wind turbine installation vessels to be completed in 2026. Safety and quality were top priorities: Cadeler achieved almost three million man-hours without a lost-time incident on the project.

7 August 2023

MPA Panel: The Impact of Sanctions on Shipping

Singapore

Stephen Harper, BW Head of Legal – Shipping, presented a paper at the Maritime & Port Authority of Singapore's industry panel on the impact of sanctions on shipping and how compliance with sanctions has gained prominence, the risks of non-compliance, and impact on the business. Stephen earlier presented a paper at the Malaysian Anti-Corruption Symposium 2023, where he shared BW's policies and led a discussion on best practices in tackling corruption.

Pictured: MPA Assistant Chief Executive Kenneth Lim (left) presents a token of appreciation to BW Group's Stephen Harper.

24 August 2023

Powering the world's largest battery electric ship

South America

Corvus Energy's next-generation battery, the Dolphin NextGen, will power the largest lightweight battery electric ship in the world. The 130m aluminium ferry, built by Incat Tasmania for transport operator Buquebus, can carry 2,100 people and 225 cars. It will be the first fully electric vessel in South America when delivered in 2025. Its rackless battery configuration weighs less than half of conventional battery counterparts. At over 40 MWh, the ship's onboard energy storage system (ESS) is four times larger than any other maritime battery installation.

5–8 September 2023

Gastech 2023

Singapore

BW affiliates BW LNG, BW LPG, BW Offshore and BW Epic Kosan came together at Gastech 2023, the largest global gas exhibition and conference. They showcased the group's solutions in delivering energy for global needs, and finding sustainable solutions for a low-carbon future. BW LPG Head of Procurement Rick Ackermann was part of the panel on building sustainability into supply chain resilience.



- Chairman's message
- We are BW
- Hafnia: growing a greener fleet for the future
- BW Energy: a rising power in Brazil
- BW Ideol: setting a marker for the future
- BW Offshore: floating a flexible solution

- Culture matters to everyone
- In the spotlight: Kristian Sørensen
- Events and highlights**
- Around the world
- Special thanks
- Credits

Events and highlights



18–19 September 2023
Maritime CEO Forum
 Oslo

At the annual Maritime CEO Forum in Oslo, CEOs from across BW Group's maritime businesses and partnerships met for a lively discussion on multiple topics. During the two days, they covered the impact of macroeconomic trends on our businesses, strategic growth, decarbonisation and future investment plans. BW Group Chief Human Resources Officer Sophie Smith shared insights on employee development and workplace culture, and special guest Peter Mulford, Global Partner and Chief Innovation Officer at BTS, spoke about the power of AI and how digital transformation could positively impact our businesses.

20 September 2023
BW Group and Hafnia afternoon tea
 Singapore

BW Group and Hafnia hosted a high tea party to gather colleagues across different floors in our Singapore office building. The event was attended by 400 colleagues from BW Group, Hafnia, BW LNG, BW LPG and BW Epic Kosan. As the group expands, these cross-affiliate networking opportunities are an important way for our colleagues to build relationships and strengthen collaborations.

26 September 2023
A partnership for UK energy storage
 Bramley, UK

BW ESS, Sungrow Europe and Penso Power collaborated on a milestone energy storage project – a 100MW/330MWh BESS project in Bramley, UK. This reinforces our commitment to providing greater energy security and resilience for the UK's electricity system by finding innovative solutions.

From left: *Richard Thwaites, Founder and CEO of Penso Power; Erik Strømsø, CEO of BW ESS; James Li, Director ESS Europe, Sungrow Europe.*

29 September 2023
Singapore Norway Innovation Conference 2023
 Singapore

Under the theme of "Innovate to Zero", the conference covered four hot topics in the maritime industry: digital infrastructure, green financing, carbon capture and clean power. BW ESS CEO and MD for BW Renewables Erik Strømsø presented a case study on how batteries bridge the energy gap between traditional energy sources and intermittent renewable sources. He was also part of the panel discussion about industry perspectives on powering the clean energy transition and decarbonisation.

11 October 2023
BW Offshore We LEAD Day 2023
 Oslo and worldwide

BW Offshore held its second We LEAD Day, with the theme of "Safety First" – reinforcing safety, health and well-being as priorities. The annual event is a company-wide commitment, in which all BWO employees across the world take time out of their busy schedules to grow and develop together in the spirit of continuous learning. The day also honoured individuals and teams who have gone above and beyond in supporting BW Offshore's mission to ensure Zero Harm for its people and assets.

12 October 2023
Legal 500 recognition for BW team
 Southeast Asia

The BW Legal team was featured in The Legal 500 Power List 2023, which recognises the most impressive and innovative in-house legal teams in Southeast Asia. It is based on data-driven research, with feedback and submissions from over 300,000 clients, law firms and leading lawyers worldwide. Notable deals included BW ESS's SEK1bn investment with Swedish energy storage firm Ingrid Capacity, BW LPG's re-domiciliation and BW LNG's commercial matters.

Pictured: *The BW Legal team with external advisors and colleagues from Corporate Affairs and Secretarial.*



- Chairman's message
- We are BW
- Hafnia: growing a greener fleet for the future
- BW Energy: a rising power in Brazil
- BW Ideol: setting a marker for the future
- BW Offshore: floating a flexible solution

- Culture matters to everyone
- In the spotlight: Kristian Sørensen
- Events and highlights**
- Around the world
- Special thanks
- Credits

Events and highlights



25 October 2023
BW LNG shares annual progress report
 Singapore

BW LNG hosted its Annual Stakeholders' Session in Singapore, sharing business progress and upcoming milestones with the broader BW Group. This was followed by an evening networking event to foster stronger connections between colleagues from Oslo to Singapore.

October 2023
BW Digital partners with Australian government
 Australia and New Zealand

BW Digital will work with the Australian Government to provide branching units and capacity to Pacific Islands countries on the Hawaiki Nui submarine cable. Hawaiki Nui is a new transpacific cable, linking South-East Asia, Australasia and North America. Construction is set to begin in 2024, and the cable will provide high-speed, low-latency connectivity when it enters service in 2026. Earlier in 2023, BW Digital celebrated the fifth anniversary of its original Hawaiki transcontinental cable at a company-wide event.

October 2023
View from the top at Morgan's Point
 Houston

BW Group Chairman Andreas Sohlen-Pao climbed the 175ft tall, 30,000-ton tank at the Morgan's Point ethylene terminal near Houston, Texas. This a 50-50 joint venture between Navigator Gas and Enterprise Products.

From left: *Mustafa Ali, Operations Engineer, Enterprise Products; Andreas Sohlen-Pao; Lynn Loo, CEO, GCMD; Randy Giveans, EVP Business Development and Investor Relations, Navigator Gas.*

November 2023
Hafnia Board Directors aboard the Hafnia Express
 Singapore

Peter Read and Erik Bartnes, members of the Hafnia Board, visited Hafnia Express as part of the Hafnia Audit Committee meeting in Singapore. Built in 2016, Hafnia Express is a tanker sailing under the flag of Singapore.

21 November 2023
BW LPG celebrates a decade on the Oslo Stock Exchange
 Oslo

The BW LPG IPO was the largest IPO in Oslo in 2013 and biggest shipping IPO in Europe and the US since 2005. The company was listed on 21 November 2013 raising US\$576 million, including US\$279 million in new capital, putting BW LPG on a growth trajectory. Its fleet of over 40 Very Large Gas Carriers (VLGCs) – including 16 that are LPG-powered – is the world's largest. BW LPG now plans to explore LPG terminal infrastructure and a dual listing in the US.

30 November 2023
Completion of Starlink roll-out
 Worldwide

SpaceX Starlink was successfully installed across the entire in-house fleet for BW LNG, BW LPG and Hafnia, bringing 24/7 high-speed connectivity at sea. This concluded a six-month effort on board more than 100 vessels, which has reduced connectivity issues by 80%.

Pictured: *The crew on board BW Lilac.*



- Chairman's message
- We are BW
- Hafnia: growing a greener fleet for the future
- BW Energy: a rising power in Brazil
- BW Ideol: setting a marker for the future
- BW Offshore: floating a flexible solution

- Culture matters to everyone
- In the spotlight: Kristian Sørensen
- Events and highlights
- Around the world**
- Special thanks
- Credits

Around the world

1 BW welcomes university cadets

BW Crewing welcomed 14 new cadets to BW LNG and Hafnia in August, during a visit to the Lyceum of the Philippines University (LPU), Batangas. We are proud to be part of the Norwegian Shipowners' Association (Norges Rederiforbund) Cadet Programme, providing full scholarships.

2 New cranes for Cadeler vessels

Cadeler is updating Wind Orca and Wind Osprey with 1,600mt leg cranes, readying them for the transport and installation of next-generation offshore wind turbines for years to come.

3 Learning over lunch

The BW Legal team organised a Lunch and Learn session, joined by colleagues from various departments. The August event, led by Dr Mimi Gao, covered the complexity of ship designs.

4 Helping to fight food insecurity

In July, BW Epic Kosan's Singapore office, led by CEO Charles Maltby, supported The Food Bank Singapore's grocery distribution initiative for households in need.

5 Advancing maritime diversity and inclusion

a) BW Group Chief Human Resources Officer Sophie Smith participated in the "Addressing Corporate Cultures: Operationalising DEI" panel at Gastech 2023 in Singapore. **b)** Carolina von Lachmann, BW LNG Regional Head of Americas, was part of the diversity programme at Offshore Technology Conference 2023 in Rio de Janeiro.

6 A celebration for Racial Harmony Day

In July, the Singapore office of BW Offshore invited colleagues to showcase their cultural backgrounds in a celebration of diversity. The office proudly represents 32 different nationalities.





Chairman's message

We are BW

Hafnia: growing a greener fleet for the future

BW Energy: a rising power in Brazil

BW Ideol: setting a marker for the future

BW Offshore: floating a flexible solution

Culture matters to everyone

In the spotlight: Kristian Sørensen

Events and highlights

Around the world

Special thanks

Credits

7 BW's top models

At BW LNG, our seafarers showed their creativity by crafting miniature versions of vessels from everyday items, embodying BW's sustainability values. Congratulations to **a)** Oniyullah Nootangatil and **b)** Hemangkumar Tandell!



8 Winning photographers in the frame

The joint BW LNG-BW LPG "Belonging at Sea" photo contest attracted over 90 submissions. Congratulations to our winners: BW LNG, **a)** Vadims Likovskis, Master, BW Lesmes (1st); **b)** Avino Colaco, Fourth Engineer, BW Batangas (2nd); **c)** Ravaikant Tiwari, Fourth Engineer, BW Helios (3rd). BW LPG, **d)** Parikshit Bhandari, Chief Engineer, BW Mindoro (1st); **e)** Antesh Kumar, Ordinary Seaman, BW Freyja (2nd); **f)** Dhruv Manan, Captain, BW Njord (3rd).

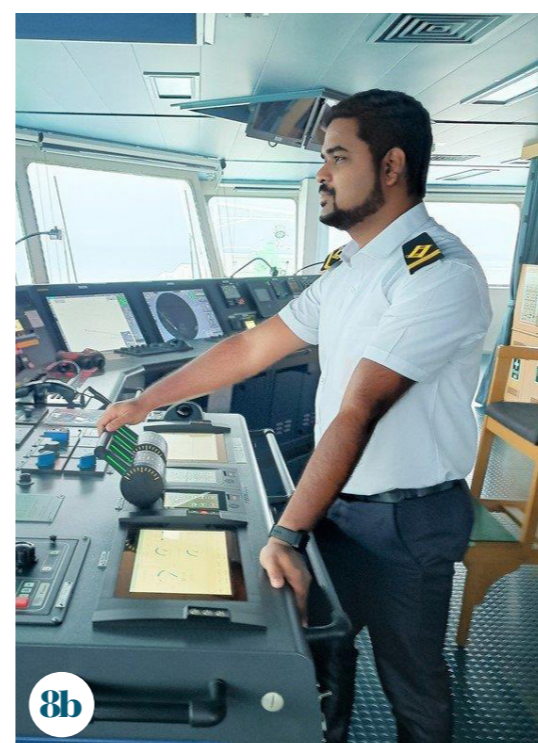


9 Top of the league

BW LNG emerged as champions of the BW Oslo Powerhouse in a recent football friendly competition with BW LPG and BW Offshore.

10 Mental Well-being Month

BW Group colleagues were treated to holistic well-being activities including a self-care pack, a keynote by Nick Petrie on managing stress, and a panel on living your best life with Sophie Smith, Mikkel Glerup and Dr Kiran Chitta.





Chairman's message

We are BW

Hafnia: growing a greener fleet for the future

BW Energy: a rising power in Brazil

BW Ideol: setting a marker for the future

BW Offshore: floating a flexible solution

Culture matters to everyone

In the spotlight: Kristian Sørensen

Events and highlights

Around the world

Special thanks

Credits

Special thanks to...

Retirement



Geoffrey John Pearson

General Manager,
Global Head of Fleet Security

Henry Vareberg

OIM, Asset Operations

Lawrence Starlight

Technical and Maintenance Manager,
Asset Operations

Tor-Egil Gjulem

Head of Procurement

30 years

Allan Jazmin

Able Seaman, HAFNIA LANGUEDOC

Angelito Pingol

Second Engineer, BW LEO

Arnt Nielsen

Chief Electrical Officer, BW BATANGAS

Conde Remegio Jr.

Cargo Engineer/Third Engineer, BW TATIANA

Cristino Benjie

Motorman, BW PAVILION LEEARA

Dela Cruz Leocadio

Bosun, BW VOLANS

Edwin Ledesma

Cargo Engineer/Third Engineer, BW EVERETT

Elizer Baltazar

Chief Officer, BW NJORD

Gerald Tropicales

Second Officer, BW VOLANS

Gerry Taladtad

Bosun, BW BATANGAS

Gilbert Cañeda

Bosun, BW MAGNA

Igor Khodakovskiy

Master, BW ARIES

Iqbal Husain Fakir

Bosun, BW TULIP

Lanugan Grelito Jose

Second Engineer, LNG ENUGU

Lino Belleno

Second Officer, BW CARINA

Mamerto Jr. Makiling

Third Engineer, BW VAR

Reynaldo Tupas

Able Seaman, BW BOSTON

Ricardo Bilog

Pumpman, HAFNIA THAMES

Rico Sale

Fitter, LNG ONDO

Ronald Benoni

Master, BW BRUSSELS

Sofronio Asis

Second Engineer, BERGE ARZEW

25 years

Abadono Fernandes

Reefer Man, BW ARIES

Amit Bhargava

Chief Engineer, BW TRITON

André Christer Haram

OIM, BW CATCHER

Andrei Romanchenko

Master, BW AUSTRIA

Anthony Frondoso

Fitter, BW EVERETT

Arun Waghmode

Able Seaman, HAFNIA RAVEN

Atul Prabhu

Chief Engineer, HAFNIA THAMES

Bjarte Turøy

Chief Engineer, BW INTEGRITY

Bjørn Vågen

Master, BERGE ARZEW

Bjørnar Harneshaug

Master, BW BOSTON

Bonifacio Lacasandile

Third Engineer, BW INTEGRITY

Cajayon Richard

Able Seaman, BW LEO

Camilo Francisco Cutamora

Bosun, BW ORION

Charlito Tupas

Able Seaman, BW VOLANS

Condez Felipe Jr.

Able Seaman, BERGE ARZEW

Deduyo Antonio

Fitter, LNG ENUGU

Devaiah Poonacha Appanderanda

Chief Officer, BW FREYJA

Donald De Armas

Cook, BW BOSTON

Edgardo Cometa

Cargo Engineer/Third Engineer, BW LEO

Edwin Sucatron

Bosun, BW HELIOS

Geir Mek

Chief Engineer, BW MAGNA

Gerwin Miranda

Fitter, BW VOLANS

Hans Erik Verde

Master, BW BOSTON

Idar Stigen

Master, LNG ONDO

Ipong Bobby

Second Officer, HAFNIA YANGTZE

Jessie Aranzanso

Master, BW CARINA

Lawrence Tabanda

Master, BW LIBRA

Magnar Kvaløy

Chief Officer, LNG ENUGU

Maloles Allan

Fitter, BW VAR

Mario Piencenaves

Fitter, BW LEO

Marticio Felizardo

Able Seaman, BW THALASSA

Mateo Catalan

Motorman, BW BALDER

Michael Cruz Bartolome

GP Marine, BW PIONEER

Mira Virgilio

Bosun, LNG ENUGU

Nestor Ouano

Bosun, BW INTEGRITY

Oddbjørn Bjelland

Chief Engineer, BW SINGAPORE

Ole Raknes

Chief Engineer, BW BATANGAS

Ole-Anders Johansen

Master, BW BOSTON

Ørjan Halvorsen

Chief Engineer, BW CASSIA

Pål Rød

Master, BW ENN SNOW LOTUS

Panganiban Mar

Bosun, BERGE ARZEW

Patricio Perdon

Fitter, LNG KANO

Perez Armando

Fitter, BW INTEGRITY

Privado Filmar

Second Engineer, BW EVERETT

Ramon Torres

Cook, BERGE ARZEW

Ravichandran Logu

Chief Engineer, HAFNIA PROVIDENCE

40 years



Brigitt Andersen

Key Account Manager

John Bardsley

Master, HAFNIA NILE

35 years



Per Seljeseth

Master, BW INTEGRITY



Chairman's message

We are BW

Hafnia: growing a greener fleet for the future

BW Energy: a rising power in Brazil

BW Ideol: setting a marker for the future

BW Offshore: floating a flexible solution

Culture matters to everyone

In the spotlight: Kristian Sørensen

Events and highlights

Around the world

Special thanks

Credits

Special thanks to...

Reynaldo Jr. Marin

Messman, BW BALDER

Ricardo Castro

Able Seaman, BW MAGNA

Ricardo Jr. Reyes

Cook, BW KESTREL

Richard Baticos

Fitter, HAFNIA KALLANG

Roger Arzaga

Able Seaman, HAFNIA PRESTIGE

Roman Praslov

Master, LNG BENUE

Romanchenko Andrei

Master, BW AUSTRIA

Rommel Mendoza

Bosun, LNG KANO

Ronald Alvarez

Bosun, BW VAR

Ronilo Mancilla Banderada

GP Marine, BW PIONEER

Ronnie Monzales

Second Cook, BW SINGAPORE

Rotelo Ryan

Cargo Engineer/Third Engineer, BW FREYJA

Slobodan Pusic

Master, BW BRAGE

Surendra Yamaji Bhandare

Bosun, BW CARINA

Sverre Dagsvold

Chief Engineer, BW LESMES

Terje Andersen

Chief Engineer, BW MAGNA

Terje Grønseth

Maintenance Superintendent, BW CATCHER

Valdopeñas Herlan

Bosun, LNG RIVER ORASHI

Venturillo Jeffrey

Bosun, BW MAGNA

Victorino Jr. Manong

Cook, HAFNIA EXCEED

Vijaykumar Bhosle

Chief Engineer, BW NESO

Vincente Jr. Burtanog

Second Engineer, BW BALDER

Vingno Shem

Second Officer, BW SINGAPORE

20 years

Adrian Savillo

Second Engineer, BW TATIANA

Albert Laplana

Chief Officer, BW SINGAPORE

Alfin Tyrone Wemyss

Fitter, HAFNIA PETREL

Allan Tiongson

Third Engineer, BW LARISSA

Alok Kumar

Chief Officer, BW TUCANA

Andrew Lerio

Able Seaman, BW BRUSSELS

Ardee Solatorio

Master, BW FRIGG

Aris Leo Mariñas

Chief Engineer, LNG KANO

Arnel Terencio

Able Seaman, HAFNIA RHINE

Biju Madayambath

Bosun, BW NJORD

Calib Pineda

Fitter, BW EAGLE

Ceresto Bongco

Reefer Man, BW PRINCE

Clark Cutamora

Bosun, BW BRAGE

Dileep Edatan Puthiyaveetil

Chief Engineer, BW LILAC

Edsel Mombay

Chief Engineer, BW TUCANA

Emmanuel Ray Galusong

Chief Engineer, BW MALACCA

Ernest Ryan Rodriguez

Bosun, LNG ONDO

Erwin Ruiz

Cook, HAFNIA LOIRE

Felix Jr. Orozco

Electro Tech Officer, BW MERLIN

Fredeth John Nimer

Able Seaman, BW SINGAPORE

Gregorio Javier

Cook, BW INTEGRITY

Guan Hua Loo

Executive Secretary, Finance & Accounting

Guman John Jr.

Chief Officer, BW PAVILION ARANTHERA

Iqbal Osmany

Second Officer, HAFNIA HUDSON

Iver Gaitano

Electro Tech Officer, BW PAVILION LEEARA

Jasper Jay Gantes

Able Seaman, BW LIBRA

Jay Manalang

Cook, BW THALASSA

Jay Ranés

Chief Officer, BW NESO

Jennifer Vidad

Chief Engineer, BW NJORD

Jerez Elray

Able Seaman, BW BALDER

Jessica Kallos

Asst. Manager, Crew Hiring

Joe Allan Parrocha

Chief Engineer, BW TUCANA

Joefrey Brito

Motorman, BW MAGNA

Jonathan Tubo

Cook, HAFNIA YANGTZE

Jose Victorio Dungo

Cargo Engineer/Third Engineer, LNG ONDO

Joseph Roño

Electro Tech Officer, BW BATANGAS

Joseph Tolentino

Able Seaman, HAFNIA EXCEL

Joshy Karerakkattil Davies

Motorman, BW LEO

Karthikeyan Ramachandran

Instrument Technician, BW ADOLO

Lee Diamos

Able Seaman, HAFNIA EXCEL

Leopoldo Jr. Framil

Cook, BW KESTREL

Lysander Nacienceno

Able Seaman, BW ORION

Mallada Carmelo

Fitter, BW PAVILION LEEARA

Manindra Kumar Singh

Master, HAFNIA ANDREA

Manivel Saravana Suresh

Master, BW VOLANS

Manuel Eduarte

Second Officer, BW PAVILION LEEARA

Mark Lester Alegado

Fitter, HAFNIA LANGUEDOC

Martin Granil

Chief Officer, HAFNIA YANGTZE

Melonito Caberte

Cook, BW SINGAPORE

Michael Mabana

Cargo Engineer/Third Engineer, LNG ENUGU

Nilo Catig

Second Engineer, BW LIBRA

Pradeep Kumar Sundaram

Chief Engineer, HAFNIA PUMA

Raja Mani

Motorman, HAFNIA PUMA

Randy Gabito

Third Engineer, HAFNIA EXCELSIOR

Ratnakar Awasthi

Chief Engineer, BW GEMINI

Rene Subong

Master, LNG ONDO

Reyes Nelson

Electro Tech Officer, LNG ONDO

Richard De Guzman

Bosun, BW PAVILION LEEARA

Richardly Gimoros

Pumpman, HAFNIA LOIRE

Roberto Rabacca

Chief Officer, BW VAR

Rodillo Jr. Larisma

Bosun, BW EVERETT

Rogelio Jr. Labarias

Electro Tech Officer, ARANTHERA

Rolando Basuel

Electro Tech Officer, HAFNIA NILE

Romeo Longanilla

Able Seaman, BW LYNX



Chairman's message

We are BW

Hafnia: growing a greener fleet for the future

BW Energy: a rising power in Brazil

BW Ideol: setting a marker for the future

BW Offshore: floating a flexible solution

Culture matters to everyone

In the spotlight: Kristian Sørensen

Events and highlights

Around the world

Special thanks

Credits

Special thanks to...

15 years

Ronaldo Cajumban

Master, BW ARIES

Ronie Partisala

Second Engineer, BW SINGAPORE

Ronilo Acla

Cargo Engineer/Third Engineer, BW VAR

Sagar Mangal

Master, BW NJORD

Shahrukh Talati

Master, HAFNIA EXCELLENCE

Sherwin Malabanan

Bosun, BW LIBRA

Sofronio Asis

Second Engineer, BERGE ARZEW

Sunil Kumar Vaniyan

Second Officer, BW THALASSA

Sy Ferdinand

Cook, BW LIBRA

Taleon Francis Mark

Able Seaman, BW BOSTON

Vicente Jr. Capuyan

Chief Officer, BW NJORD

Victor Aure

Pumpman, HAFNIA YANGTZE

Villafuerte Wren Rey

Third Engineer, BW MAGNOLIA

Vincent Fresco

Motorman, BW BOSTON

Vineet Samnol

Master, HAFNIA SHINANO

Yantoulaye Diomande

Operations Engineer, Asset Operations

Yolando Caberte

Messman, HAFNIA YARRA

Alben Cesar Aldovino

Electro Tech Officer, BW INTEGRITY

Amey Naiksatam

Second Engineer, BW BOBCAT

Amrit Rao Mayyalpilli

Able Seaman, BW NESO

Andrew Ferguson Walker

Principal Engineer Marine, Projects

Anil Kumar Vengayil

Cook, BW GEMINI

Anthony Lawrence Fernandes

Utility Operator, BW ADOLO

Arturo Castelar Hernandez

Electrician, BW PIONEER

Arun Panayanchira

Second Engineer, HAFNIA PRESTIGE

Arvin Necesito

Chief Engineer, HAFNIA EXCEED

Avin Corriea

Third Officer, HAFNIA PROVIDENCE

Babu Velayudhan

Messman, BW LILAC

Bee Yen Ong

Senior Manager Cost Control, Asset Operations

Benedict Carballo

Second Officer, BW MINDORO

Betonio Emmanuel

Cook, BW HELIOS

Bhamy Praveen Shenoy

Chief Engineer, HAFNIA EXCEED

Catalin Sarpe

Master, HAFNIA DESPINA

Chai Yee Poh

Senior Operations Manager, Commercial Operations Department

Charles Andrew Torres

Chief Officer, BW BALDER

Chavie Bolohabo

Bosun, BW SINGAPORE

Christopher Conde

Cook, LNG RIVER ORASHI

David Adeoye Adesalu

Travel Logistics Coordinator, Administration

Decorion Antonio Jr.

Bosun, BW LIBRA

Deickson Bagil Braganza

Electro Tech Officer, BW MAGNOLIA

Delfin Dela Serna III

Able Seaman, BW BOSTON

Denmark Peregil

Motorman, LNG ONDO

Dumalogdog Edgar

Bosun, BW BATANGAS

Ebiston Soosai Antony

Bosun, ENN SNOW LOTUS

Eddie Rick Bingco

Second Officer, BW BRAGE

Edgardo Curay

Electro Tech Officer, BW SINGAPORE

Edwin Gatchalian

Second Engineer, HAFNIA EXCEL

Elemerito Viernes

Master, BW CARINA

Elias D Costa

Fitter, BW ARIES

Felipe Jr. Delas Alas

Cargo Engineer/Third Engineer, BW NJORD

Fortune Cesar Anala

Chief Officer, BW FALCON

Francis Rodriguez

Third Engineer, BW TUCANA

Grendill Gerardino

Master, BW VAR

Hee Hock Lian

Category Manager, Supply Chain

Inacio Colaco

Cook, BW NJORD

Jacob Thomas

Delivery Manager, Projects

Jahzeel Lavayna

Second Engineer, HAFNIA EXCEED

Jaime Jr. De Mesa

Electro Tech Officer, LNG BENUE

James Escalante Barba

Senior Cargo Operator, PETROLEO NAUTIPA

Jan Henrik Ørnsnæs

Principal Engineer Steam Systems, Asset Operations

Jayant Akulla

Motorman, HAFNIA DESPINA

Jayaram Narsimhan

Principal Engineer Mechanical, Asset Performance

Jeffrey Ganaden

Able Seaman, BW BRAGE

Jessie Guya

Cargo Engineer/Third Engineer, BW PRINCESS

Jitender Singh

Able Seaman, BW TULIP

John Aldrick Songcuya

Second Officer, BW LIBRA

Jopillo Ricky

Master, HAFNIA EXPRESS

Jose Marie Ramirez

Reefer Man, BW AUSTRIA

Jose Patricio Tugab

Able Seaman, BW BATANGAS

Juneil Cañizares

Messman, BW BOBCAT

Junmar Tumiguing

Third Engineer, LNG OYO

Khaled Hamzaoui

Training & Competence Assessor, COV

Kiran Khaire

Messman, BW PAVILION VANDA

Lars Christian Mathiesen

Svp Hc Management & Operations, Human Capital

Latheesh Thacholi Vadakke Thalakkal

Cook, HAFNIA TAGUS

Lester Binban

Chief Engineer, BW LESMES

Ligorio Wilson Pinto

Cook, BW WREN

Lili Ikung

E & I Supervisor, BW OPPORTUNITY

Lim Lee Siang (Agnes)

Finance Manager, Vessel Finance Department

Lope Lape

Able Seaman, BW INTEGRITY

Madriaga Richard

Cook, BW MAGNA

Mads Bjørvik

Principal Engineer Electrical, Asset Performance

Manikumar Shanmugam

Sr. Ndt Inspector, ROV

Mario Luis De Asis

Second Engineer, BW GEMINI

Mark Ron Abanilla

Second Officer, BW VOLANS

Merino Jeffrey

Pumpman, BW LARISSA

Michael James Bird

Principal Engineer Electrical, Asset Performance



Chairman's message

We are BW

Hafnia: growing a greener fleet for the future

BW Energy: a rising power in Brazil

BW Ideol: setting a marker for the future

BW Offshore: floating a flexible solution

Culture matters to everyone

In the spotlight: Kristian Sørensen

Events and highlights

Around the world

Special thanks

Credits

Special thanks to...

Michael Lungan

Able Seaman, BW BOSTON

Miguel Angel Acevedo Castillo

Production Supervisor, BW PIONEER

Mihail Cristea

Master, HAFNIA ZAMBESI

Ming Ge Chn

Chief Officer, BW NESO

Moleta Mark

Cook, BW BOSTON

Nicer Nelson

Able Seaman, BW MAGNA

Nurlela Binte Samsuddin

Lead Document Controller Systems, Information Management

Nyunt Kyaw

Principal Engineer Naval Architecture, Projects

Omkar Soman

Second Engineer, BW NESO

Onyinyechi Godwin

Offshore HC Coordinator, Human Capital

Orlando Jr. Cabbab

Able Seaman, BW MAGNA

Pavino Bringhamson

Able Seaman, BW LEO

Piano Rolly

Messman, HAFNIA EXCEL

Pilakkalparambil Vijayan Vijoy

Manager, Electrical Superintendent

Portugues Genesis

Able Seaman, BW BATANGAS

Pravin Khapre

IT Supervisor

Prayash Pradhan

Technical Lead Cloud Applications, IT & Systems

Presnillo Joebert

Chief Officer, BW PRINCESS

Ragadio Robert

Second Officer, LNG ENUGU

Rajiah Kiragori

Senior Process Operator, PETROLEO NAUTIPA

Randy Alpasan

Fitter, BW VOLANS

Ranjeet Singh

Electro Tech Officer, BW TULIP

Redemtor Ledesma

Chief Engineer, BW ORION

Reggie Rosario

Motorman, BW HELIOS

Rene Serrano

Chief Engineer, BW BALDER

Reni Dias

Manager Marine Personnel

Rex Reboquo

Able Seaman, BW ORION

Reynante Natividad

Chief Engineer, BW MAGNA

Roberto Jr. Del Castillo

Second Engineer, BW FALCON

Rollie Rocafor

Able Seaman, BW INTEGRITY

Ronald Ortonio

Chief Officer, BW MAGNA

Royston Fernandes

Cargo Engineer/Third Engineer, BW LIBRA

S M Faizul Haque

Project Manager, Projects

Sabandal Dominic Ever

Electro Tech Officer, BW TATIANA

Sahaya Clyton Britto

Able Seaman, BW TULIP

Serafin Jr. Soria Paton-Og

Utility Operator, BW ADOLO

Seungchul Han

Hull & Marine Engineering Department Manager, Projects

Shailesh More

Able Seaman, HAFNIA GALATEA

Shiv Ram

Chief Engineer, BW BOSTON

Soriano Jeffrey

Able Seaman, BW KESTREL

Ståle Håkon Andreassen

Chief Financial Officer, Finance & Accounting

Stanley Asielue Adigwe

Fleet Purchaser, Supply Chain

Sunil Tomer

Bosun, LNG IMO

Sushilkumar Meenakshisundaram

Senior Process Operator, PETROLEO NAUTIPA

Terence Fong Loong Kei

Deputy General Manager, Finance, Vessel Finance Department

Thiam Kiong Justin Ho

Principal Engineer Naval Architecture, Projects

Ubedulla Shaikh

Bosun, LNG BENUÉ

Uldarico Jr. Gonzales

Motorman, BW CASSIA

Umer Thaha Syed Mohamed Mohamed Ahakhan

Able Seaman, BW PAVILION VANDA

Vicente Romualdo

Able Seaman, BW VOLANS

Victorino Ian Lescano

Electro Tech Officer, BW BRAGE

Vinay Khanna

Master, BW LEO

Vinod Kumar Jaiswal

Fitter, BW HAWK

Viraj Sawant Dessai

Second Engineer, BW NJORD

Wasim Shaikh

Chief Engineer, HAFNIA EXCEL

William Quijano

Electro Tech Officer, BW LEO

Wing Kein Benny Fong

Performance Analytics Manager, Asset Operations

Winlove Yañez

Chief Officer, BW TATIANA

Zelig Anthony Moura

Motorman, BW COUGAR

Zi Xuan Angelyn Kok

Senior Project Purchaser, Supply Chain

10 years

Abel Oyovbaire

Able Seaman, LNG OYO

Abhimanyu Mirlekar

Able Seaman, HAFNIA DESPINA

Abhishek Goswami

Second Engineer, BW TULIP

Adegoke Fatoyinbo

Chief Officer, LNG ONDO

Adeshina Adedokun

Second Engineer, LNG IMO

Adole Adamudu

Fourth Officer, LNG ONDO

Aguilando Kim

Motorman, BW MAGNA

Ahmad Abdullahi

Chief Officer, LNG IMO

Ajit Varpe

Able Seaman, HAFNIA EXPERIENCE

Al-dwin Jalisan

Third Officer, BW PRINCESS

Alan Patrick Joseph Dyas

Master, BW BALDER

Albert Albayda

Engineer, BW INTEGRITY

Aldin Rey Sabalo

Able Seaman, BW BALDER

Alexis Medina Rodsevich

Construction Supervisor, Asset Operations

Aljan Ronn Amoguis

Third Officer, BW TATIANA

Allan Cuarteros

Motorman, BW PRINCESS

Ambrose Hart

Motorman, LNG ENUGU

Amol Subhash Munje

Production Operator, BW PIONEER

Anfil Laljihhan

Able Seaman, BW FREYJA

Antonio Jr. Agulto Aunzo

Engineer Telecom, Projects

Ardevela Carlo

Third Officer, BW MALACCA

Arnold Geamal

Electro Tech Officer, BW MAGNA

Aro Peter Sam

Second Officer, BW GEMINI

Augustine Onoh

Second Officer, LNG BENUÉ

Babadehinde Adefuwa

Second Officer, LNG RIVER ORASHI

Babatunde Oseni

Second Officer, LNG ONDO

Ballenas Ray

Third Engineer, BW TULIP



Chairman's message

We are BW

Hafnia: growing a greener fleet for the future

BW Energy: a rising power in Brazil

BW Ideol: setting a marker for the future

BW Offshore: floating a flexible solution

Culture matters to everyone

In the spotlight: Kristian Sørensen

Events and highlights

Around the world

Special thanks

Credits

Special thanks to...

Barbero Daisy

Third Engineer, BW SINGAPORE

Benjamin Wuche

Deck Cadet, LNG IMO

Bernardo Jr. Igot

Engineer, BW BATANGAS

Bhupesh Patil

Motorman, BW TATIANA

Bill Duran

Oiler, BW BOBCAT

Bitrus Usman

Chief Officer, LNG ONDO

Boo Young Jung

Senior Engineer Marine, Projects

Bright Ijoma

Chief Officer, LNG OYO

Bulus Moses Dokyoung

Motorman, LNG LOKOJA

Cabayao Jhon Mark

Electro Tech Officer, BW TATIANA

Caleb Awazie

Motorman, LNG BENUÉ

Carlo Soriano

Fitter, BW CASSIA

Catindig Virgilio Jr.

Able Seaman, BW INTEGRITY

Cedrick Jess Candare

Third Engineer, BW LYNX

Chero Umesi

Motorman, LNG KANO

Chiemeka Nnubogu

Second Officer, LNG IMO

Choudhary Prithviraj

Able Seaman, BW LILAC

Christian Polo

Third Officer, BW ARIES

Corlinus Banigo

Able Seaman, LNG OYO

Cruz Jomel Ivan

Third Officer, BW FREYJA

Cyril Nwogu

Second Cook, LNG ONDO

Daddy Worgu

Able Seaman, LNG BENUÉ

Dalou Wang

Senior Engineer Structural, Projects

Danilo Agdios

Chief Engineer, BW LIONESS

Darwin Maria Vincent

Bosun, BW PAVILION VANDA

Daya Nand Kumar

Electro Tech Officer, BW TATIANA

Deacon Emmanuel

Third Engineer, LNG RIVER ORASHI

Dimaculangan Christian

Able Seaman, BW LIBRA

Domingo Lanzer J

Able Seaman, BW CASSIA

Dominice Zerald

Fourth Engineer, BW BATANGAS

Dragos-Bogdan Mirica

Offshore Material Coordinator, BW ADOLO

Duterte John

Cargo Engineer/Third Engineer, BW VOLANS

Earl Justine Cacay

Third Officer, BW LIBRA

Earlderl Buyat

Electro Tech Officer, BW FREYJA

Eddiong Philip

Able Seaman, LNG IMO

Ekene Nwonovo

Motorman, LNG LOKOJA

Elmer Bataluna

Chief Officer, BW LIBRA

Emmanuel Okon

Second Officer, LNG IMO

Etteobong Ebu

Third Engineer, LNG IMO

Fajardo Romano

Cargo Engineer/Third Engineer, LNG IMO

Fermo Jhune

Cargo Engineer/Third Engineer, LNG IMO

Fidelis Kuma Tyumbu

Third Officer, LNG RIVER ORASHI

Gabriel Oyedele

Second Officer, LNG KANO

Gagelonia Ken

Able Seaman, BW PAVILION LEEARA

Gaius Ibrahim

Chief Officer, LNG OYO

Gaurav Mohan

Master, HAFNIA THAMES

Gayem Hector

Motorman, BERGE ARZEW

George Soosai

Fitter, BW LESMES

Gestopa Earl Nino

Able Seaman, LNG OYO

Glenn Salazar

Chief Engineer, BW NESO

Glipson Armando Soares

Cook, BW NESO

Gracy Jagle

Senior Executive

Hao Qiu

Third Engineer, BW TRITON

Harry Adoptante

Fitter, BW BALDER

Henriette Sæd Næss

Senior Engineer Process, Asset Performance

Hentoe Isa

Second Engineer, LNG BENUÉ

Hermie Manguiat

Fitter, BW MAGNA

Hidaya Murni Binte Karim

Lead Team Assistant, Operation Management

Humiwat Ephraim Mark

Third Engineer, LNG KANO

Hussaini Magaji

Motorman, LNG RIVER ORASHI

Iheanyi Nwachukwu

Second Cook, LNG LOKOJA

Ikechukwu Ibeabuchi

Second Officer, LNG OYO

Ikenna Dominic Diweke

Second Officer, LNG KANO

Imran Mahuvawala

Chief Officer, HAFNIA EXCEL

Iwarifaa Jack

Able Seaman, LNG OYO

Jake Manuel De La Cruz

Able Seaman, BW PAVILION LEEARA

James Diato

Fitter, BW KESTREL

James Ekele

Able Seaman, LNG OYO

James Musa

Second Cook, LNG KANO

Jan Bering

Senior Manager, Operations (Handy & MR)

Jed Guimbaolibot

Able Seaman, BW KESTREL

Jennifer Montoya

Senior Accountant

Jerome Jr. Solon

Cook, BW VAR

Jerry Iweanye Egbuniwe

Motorman, LNG IMO

Jerwyn Ibe

Able Seaman, BW TIGER

Jim Alston Peñon

Motorman, BW BOSTON

Joel Pinto

Assistant Manager Marine Personnel

John Keneth Cañares

Able seaman, BW CASSIA

John Paul Subiaga

Third Engineer, BW MINDORO

Johnson Folarin

Chief Officer, LNG IMO

Joseph Galicia

Able Seaman, HAFNIA EXECUTIVE

Joseph Martinez

Third Officer, HAFNIA GALATEA

Jovan Vaz

Motorman, HAFNIA DESPINA

Juat Meng Hwang

Production Operator, BW PIONEER

Kennedy Ijogho

Able Seaman, LNG ENUGU

Khervie Barliso

Second Officer, BW TATIANA

Kingsley Kengiokwueme

Second Cook, LNG LOKOJA

Kingsley Obilo

Second Cook, LNG BENUÉ

Kiran Kumar Attili

Senior Manager Project Quality, Projects

Knut-Helge Knutsen

Vice President and Head of Technical



Chairman's message

We are BW

Hafnia: growing a greener fleet for the future

BW Energy: a rising power in Brazil

BW Ideol: setting a marker for the future

BW Offshore: floating a flexible solution

Culture matters to everyone

In the spotlight: Kristian Sørensen

Events and highlights

Around the world

Special thanks

Credits

Special thanks to...

Lijeesh Thekkemavila

Able Seaman, BW NJORD

Lo Ho Pan Herbet

Chartering Manager, Commercial Chartering Department

Lopez Rodolfo

Electro Tech Officer, BW CARINA

Louie Lisondra

Able Seaman, BW EAGLE

Mansueto Klent Christian

Third Officer, BW PAVILION VANDA

Manzon Rodolfo

Electro Tech Officer, BW NJORD

Mark John Enriquez

Able Seaman, HAFNIA CATERINA

Mark Vincent Sta. Maria

Motorman, BERGE ARZEW

Martine Sylvia Hunt

VP Operations Services, Operation Management

Mathew Santhosh Kavadapadickal

Production Operator, BW PIONEER

Milind Tamore

Chief Officer, HAFNIA EXPRESS

Miraballes John Kevin

Able Seaman, BW VAR

Modest Enrik Jayo

Third Officer, BW HELIOS

Monday Marcus

Third Engineer, LNG IMO

Monday Osakpite

Second Cook, LNG IMO

Moreno Veinent

Third Engineer, LNG ONDO

Murali Krishna Mylapilli

Second Officer, HAFNIA EXPEDITE

Murilo Costa Picanço

Business Process Manager, Asset Operations

Murray Grant Parker

Engineering Manager, Asset Operations

Musa Aliyu

Motorman, LNG RIVER ORASHI

Naga Venkata Lakshmi Narayana Pulipaka

Senior QA Engineer, Projects

Neil Marc Caylo

Second Officer, BW FALCON

Nileshkumar Dhanji Waghadia

Motorman, BW GEMINI

Nmaruhini Umezuruike

Motorman, LNG ENUGU

Ogechukwu Aja-igwe

Second Engineer, LNG RIVER ORASHI

Okafor Ogonnaya

Cargo Engineer/Third Engineer, LNG RIVER ORASHI

Okwor Onwe

Second Cook, LNG LOKOJA

Olivia Linggajaya

Senior Engineer Marine, Projects

Oluwatobi Adegebo

Chief Officer, LNG LOKOJA

Osondu Igbozor

Second Engineer, BW BOSTON

Owen Ocampo

Electro Tech Officer, BW TUCANA

Pacoma Renz

Second Officer, BW HELIOS

Partisala Jeffrey

Able Seaman, LNG ONDO

Paul Ahmadu

Chief Officer, LNG RIVER ORASHI

Paul Simon Angelo Cantoneros

Second Officer, BW INTEGRITY

Perez Lynibeth

Second Officer, BW HELIOS

Peter Hardiman

ROVSCM, Category Manager, Inventory, Asset Operations

Philip Jedd Cumila

Second Officer, HAFNIA ZAMBESI

Prakash Behera

Bosun, BW NJORD

Prasannakumaran Shanmughan

Electro Tech Officer, BW TATIANA

Rajendra Singh

Able Seaman, BW MINDORO

Rakshit Barun Kumar

Senior Ship Manager, Technical Department

Ramapati Tripathi

Cargo Engineer/Third Engineer, BW MALACCA

Ramayanrai Rai

Able Seaman, BW ORION

Randy Fetalver

Fourth Officer, BW AUSTRIA

Ravi Dixit

Second Officer, BW KESTREL

Renz Arlon Perez

Third Officer, HAFNIA GALATEA

Ron Jerick Bartolome

Manager, Business Solutions

Ronakkumar Tandel

Able Seaman, BW EGRET

Royston Stanley Cota

Cook, BW PIONEER

Ryn Jell Atrogenio

Fourth Engineer, BW HAWK

Samuel Abraham

Third Engineer, LNG LOKOJA

Sanes Bruce Wayne

Second Officer, BW TATIANA

Serge Schwalenstocker

Head of New Building

Shabbir Moiyadi

Manager IT

Sourav Chhapola

Chief Officer, HAFNIA EXPRESS

Srinivas Bodapati

Principal Engineer Mechanical, Projects

Stanley Bennett

Second Cook, LNG RIVER ORASHI

Stephen Ada

Fourth Engineer, LNG BENUE

Sukhbir Singh

Electro Tech Officer, BW PAVILION ARANDA

Sultan Mohammad Yashin

Cargo Engineer/Third Engineer With Class 2 License, BW LILAC

Sumit Kalsulkar

Able Seaman, HAFNIA NILE

Sunil Kumar Kollu

Motorman, HAFNIA EXCELSIOR

Suryakant Tikare

Head of Technical Business Development and Projects LNG

Swaroop Anand

Chief Officer, HAFNIA PRIDE

Tamunoiyowuna Green

Second Officer, LNG RIVER ORASHI

Temisan Sawyerr

Third Engineer, LNG ENUGU

Theadeus Onuoha

Able Seaman, LNG OYO

Thian Seng Eoon

Quantity Surveyor, Supply Chain

Thomas Kolanski

Chief Commercial Officer

Tsamarda Matthew

Second Officer, LNG IMO

Tulipat Mart Nelson

Motorman, BW VOLANS

Uchenna Uka

Second Cook, LNG IMO

Ugwum Daniel

Able Seaman, LNG RIVER ORASHI

Ventura Raymund

Electro Tech Officer, BW PAVILION VANDA

Vidyut Saxena

Chief Engineer, HAFNIA SEINE

Viet Hien Le

Senior Contracts Administrator, Supply Chain

Virendra Acharya

Chief Engineer, BW MINDORO

Wasiu Adeola Oseni

Second Cook, LNG ONDO

Wei Hao Oon

Senior Cost Controller, Projects

Wendell Sia

Fitter, HAFNIA EXCEED

Wilfred Chiolo De Leon

Cook, BW CHEETAH

Willy Sabellano

Second Officer, HAFNIA TAGUS

Xernan Granil

Able Seaman, BW MAGNA

Yi Kang Ngor

Supervisor, Cost Control, Finance & Accounting



Chairman's message

We are BW

Hafnia: growing a greener fleet for the future

BW Energy: a rising power in Brazil

BW Ideol: setting a marker for the future

BW Offshore: floating a flexible solution

Culture matters to everyone

In the spotlight: Kristian Sørensen

Events and highlights

Around the world

Special thanks

Credits



Above: Senior BW representatives celebrating World-Wide's 50th anniversary reception in New York in 2005. From left: Jan Håkon Pettersen (then CEO of BergesenWorldwide Oslo), Anna Pao Sohmen, Dr. Helmut Sohmen, Andreas Sohmen-Pao, Billy Chiu (BW Group EVP), Michael Smyth (Head of Bermuda office), and Ken Fung (then Head of the New York office).

Responsible Editor

Sophie Smith

Managing Editor

Hana Schoon

Editorial Team

Henrik Skyggebjerg

Karen Roij

Lisa Lim

Louisa Janssen

Madison Bogstrand

Marie Bayard-Lenoir

Marita Sandvoll

Regine Andersen

Sheena Williamson-Holt

Una Holmen

Editorial Support, Design and Production

Gower Consulting

gower-consulting.com

Print Management

Simple Reels Genesis Pte Ltd

For further information, please contact:

BW Group

10 Pasir Panjang Road #18-01

Mapletree Business City

Singapore 117438

+65 6337 2133

hana.schoon@bw-group.com

Join us on LinkedIn

for more updates:

