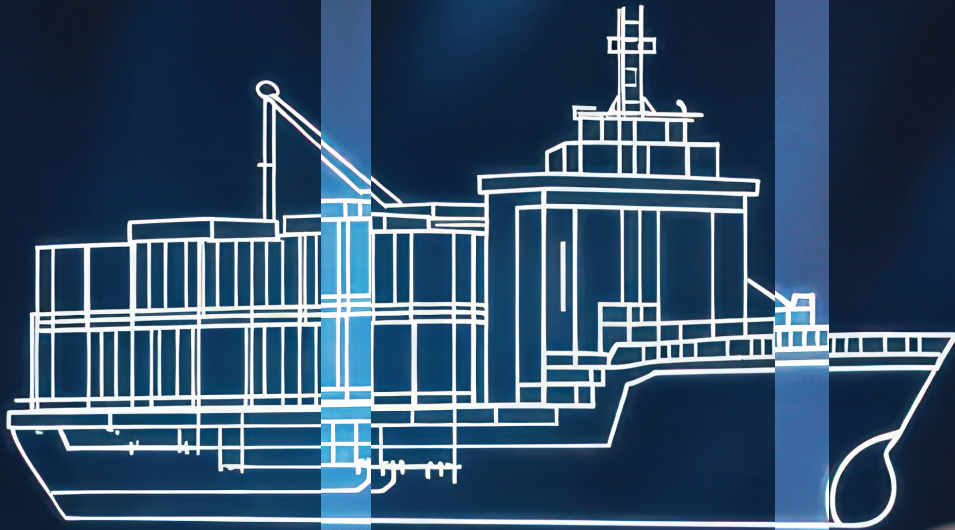


# ESG REPORT 2025



## MESSAGE BY THE CEO

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At UW Group, sustainability is not an obligation, it is a responsibility that guides how we operate, grow and create value. As a global maritime services organisation, we recognise the important role we play in supporting a more sustainable shipping industry, fostering inclusive workplaces and operating with integrity and accountability.

This ESG Report reflects our commitment to integrating Environmental, Social and Governance principles into our strategy, decision making and daily operations. It highlights the progress we have made, the initiatives we have undertaken and the values that drive our actions, our people, our partners, our communities and the environment.

While we are proud of what we have achieved, we also recognise that ESG is a journey of continuous improvement. Looking ahead, we are focused on setting measurable goals, strengthening transparency and enhancing our positive impact across all areas of our business and countries of operation.

I would like to thank, the team who worked for this report, our employees, partners and stakeholders for their continued trust and support as we work together towards a more sustainable future.

A handwritten signature in black ink, which appears to read 'Thrasos'.

Thrasos Tsangarides  
Founder & CEO  
UW Group

# CONTENTS



<b>01</b>	<b>INTRODUCTION</b>	<b>3</b>
<b>02</b>	<b>ENVIRONMENTAL DIMENSION</b>	<b>4</b>
	2.1 Supporting the shipping industry in its decarbonization path.	
	2.2 Promoting a Green Culture in the working environment.	
	2.3 Raising Green Awareness to the Society	
<b>03</b>	<b>SOCIAL DIMENSION</b>	<b>9</b>
	3.1 Investing on Training & Upskilling of Human Capital	
	3.2 Promoting Diversity, Equity & Inclusion.	
	3.3 Reinforcing UW Group's "people as family" culture.	
	3.4 Awards and External Recognition	
	3.5 Celebrating 25 years in a socially meaningful way.	
<b>04</b>	<b>ADVANCING INTEGRATED ENVIRONMENTAL &amp; SOCIAL VALUES</b>	<b>18</b>
<b>05</b>	<b>GOVERNANCE DIMENSION</b>	<b>20</b>
	5.1 Governance: The Engine Driving Environmental and Social Culture	
	5.2 Ethical Contact	
	5.3 Accountability and Oversight	
	5.4 Data Privacy and Security	
<b>06</b>	<b>CONCLUSION</b>	<b>24</b>
	<b>ANNEX- Mapping of UW Group ESG Initiatives to Relevant UN SDGs</b>	<b>25</b>

# 01 INTRODUCTION

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**UW Group** is a global leader in shipping representation, built on two cornerstone pillars: **UMAR Shipping Services** and **WSR Services**.

With an ever expanding portfolio of principals, product and services, the Group represents some of the world's most reputable organisations in the maritime industry. Through a combination of expertise, innovation and dedication, UW Group has evolved into a globally recognised organisation, committed to delivering high quality, comprehensive and cost effective services to its clients.

Guided by its **Mission** to set new standards in the maritime services industry and to exceed the promises it makes, and driven by its **Vision** to become a worldwide leading service provider, UW Group recognises that sustainable business practices are fundamental to long term success. The Group's **Values, innovation, respect, professionalism, resilience, integrity** and a **strong sense of family**, form the ethical and cultural foundation upon which its Environmental, Social and Governance (ESG) commitments are built.

In this context, ESG is not viewed as a separate initiative, but as a strategic driver that supports and strengthens the Group's overall direction and purpose. The adoption of a formal ESG Strategy reflects UW Group's commitment to integrating sustainability, social responsibility and strong governance into its decision-making, operations and relationships with stakeholders, while actively contributing to the **UN Sustainable Development Goals**, in particular Good Health & Well Being, Quality Education, Gender Equality, Climate Action and Life Below Water. This ESG Annual Report presents the actions, initiatives and progress made by UW Group in implementing its ESG Strategy. It demonstrates the Group's ongoing efforts to contribute positively to the maritime industry, the environment and the communities in which it operates, while continuing to deliver value to its clients, partners and people.

# 02 ENVIRONMENTAL



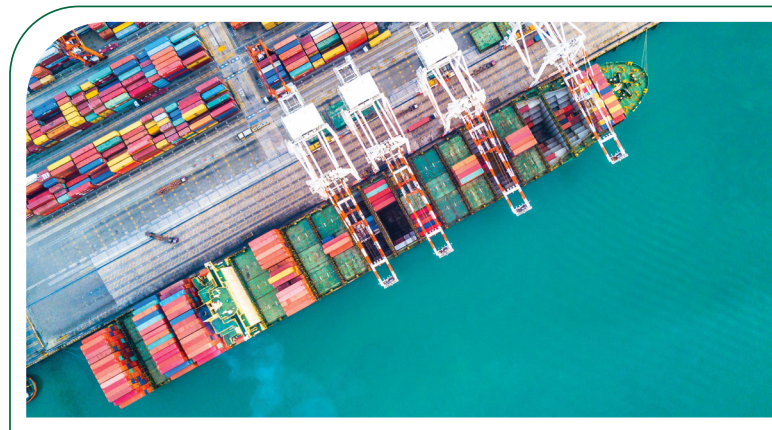
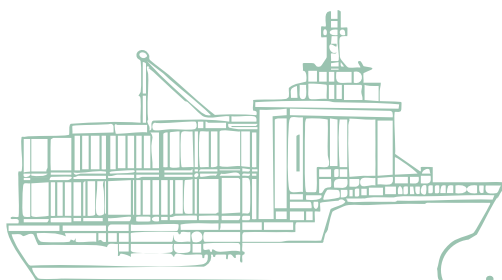
## 2.1 SUPPORTING THE SHIPPING INDUSTRY IN ITS DECARBONIZATION PATH

UW Group actively supports the shipping industry in its decarbonisation journey by providing a range of products and services designed to reduce Greenhouse Gas (GHG) Emissions through the application of technical and operational energy efficiency measures.

Several of UW Group's solutions contribute directly to the industry's efforts to comply with evolving international and regional regulatory frameworks, including those introduced by the European Union and the International Maritime Organization (IMO), for the reduction of GHG emissions and the improvement of environmental performance across maritime operations.

UW Group offers a broad portfolio of products and services sourced from top quality and internationally recognised manufacturers, aimed at reducing fuel consumption and environmental impact, while improving overall vessel performance. These include, among others, the following:

- Propulsion Optimisation Products
- Waste Heat Recovery Systems
- Auxiliary Systems Improvements
- Air Lubrication Systems
- Ballast Water System Designs
- Advanced Hull Coatings
- Trim & Draught Optimization
- Route Optimization
- Cold Ironing
- Mechanisms for Speed Control
- Air Assistance Sailing Systems
- Carbon Capture Systems
- Shaft Generators

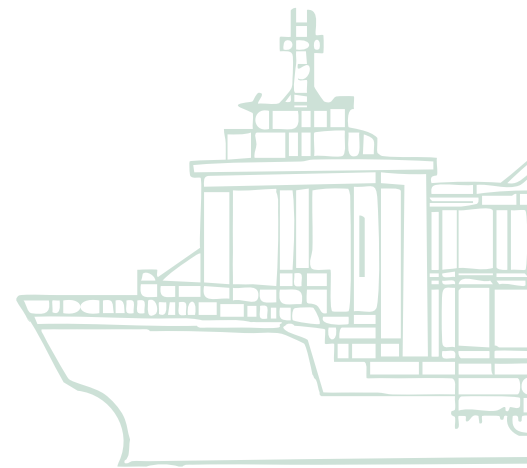


## Green Award

UW Group strengthened its commitment to environmental responsibility by joining the **Green Award Programme** as an official Incentive Provider. This strategic collaboration reflects its dedication to supporting safer, cleaner, and more sustainable maritime operations across the global shipping industry.

Through UMAR Shipping Services and WSR Services, UW Group's two cornerstone pillars, it now offers a range of benefits to **Green Award certified vessels**, including preferential terms on selected marine equipment and specialised underwater services such as hull cleaning, propeller polishing, and inspections. By extending these incentives, the Group actively encourages shipowners and operators to adopt practices that reduce emissions, enhance vessel efficiency, and improve overall environmental performance.

Becoming part of the **Green Award network** aligns with the company's long term sustainability objectives and supports the wider decarbonisation efforts taking place within the maritime sector. The programme's rigorous standards for safety, quality and environmental stewardship resonate strongly with the Group's operational philosophy and its aspiration to contribute to higher benchmarks within the industry.

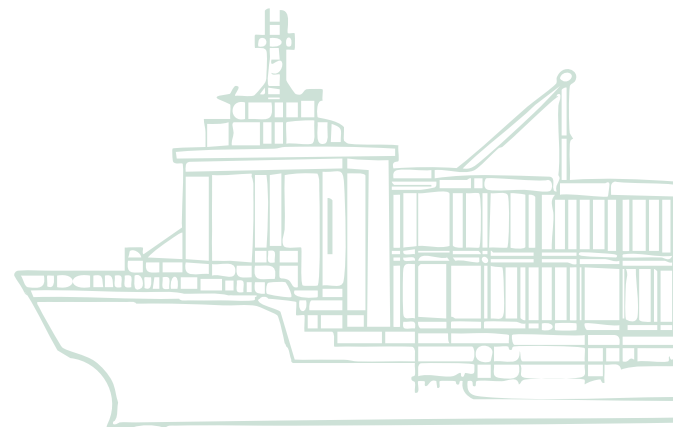


## 2.2 PROMOTING A GREEN CULTURE IN THE WORKING ENVIRONMENT

UW Group recognises that meaningful environmental stewardship begins within its own operations. By fostering a culture where sustainable behaviours are encouraged, supported and embedded into everyday practices, the Group ensures that environmental responsibility is not merely a policy, but a shared mindset. This internal commitment forms the foundation for the Group's wider sustainability efforts and is reflected in initiatives that continue to reduce resource consumption, minimise waste and inspire greener habits among employees.

### Green Offices Award

Through its consistent and thoughtful implementation of environmental management practices, UW Group has maintained compliance with internationally recognised sustainability standards. The Group has been honoured with the **Green Offices Award** introduced by **CYMEPA**, which reflects its commitment to integrating "green" principles into daily operations. This includes reducing its ecological footprint, minimising waste, strengthening sustainability initiatives, and fostering environmental awareness across all aspects of office life.



### Green Dot Partnership

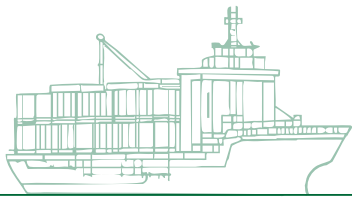
UW Group strengthens its in-house environmental culture through its long-standing partnership with **Green Dot Cyprus**, the national collective packaging and waste management system. Through this collaboration, the Group ensures that its recycling practices align with recognised standards for responsible waste management. Green Dot provides the necessary infrastructure, guidance and assistance to support effective recycling of waste across UW offices, helping the Group reduce its environmental footprint and contribute to national circular economy objectives.

## 2.3 RAISING GREEN AWARENESS TO THE SOCIETY

UW Group recognises that its environmental responsibility extends beyond its offices and operations. By actively contributing to the wider community, the Group seeks to inspire positive environmental behaviour and contribute to a more sustainable society. Through hands-on activities UW Group promotes environmental awareness and helps protect natural ecosystems for future generations.

### Beach Cleanups

As part of its commitment to protecting marine and coastal ecosystems, UW Group organises and participates in annual beach cleanups across Cyprus and Greece, organised by **CYMEPA** and **HELMEPA** respectively. These activities bring together employees, volunteers and community members with a shared goal of reducing marine pollution and preserving the country's coastlines. During each cleanup, participants collect and record waste, reinforcing public understanding of pollution sources while removing harmful plastics and debris from sensitive environments. Through these actions, the Group not only demonstrates its respect for seas and coasts, but also strengthens environmental consciousness within the community.



## Tree Planting

In addition to protecting coastal areas, UW Group actively contributes to land restoration through its tree planting initiatives. Employees volunteer their time to plant and nurture new trees, helping expand green spaces and improve air quality. The initiative also raises public awareness about the role of forests in climate resilience and underscores the Group's long-term commitment to environmental stewardship and community well being.

Besides the meaningful way to engage in environmental sustainability, the afore mentioned activities encourage team building and collaboration, making significant progress towards a greener future.



## Promoting the use of Reusable Shopping Bags

Within the framework of the "UW Galaxy" campaign, implemented through the Life Jacket Foundation, UW Group continued to promote the use of reusable shopping bags as a practical and effective alternative to single use plastics. Featuring marine life inspired designs, the initiative raises awareness of ocean protection and marine biodiversity while encouraging environmentally responsible everyday behaviour. Through this campaign, the Group further supports the protection of marine ecosystems and fosters a sustainability minded society.

# 03 SOCIAL



## 3.1 INVESTING ON TRAINING & UPSKILLING OF HUMAN CAPITAL

Recognizing that meaningful environmental impact begins with informed and responsible action, UW Group has implemented dedicated training programs focused on the **sustainability challenges facing the shipping industry**. These sessions enhance employees' understanding of environmental risks, marine ecosystem protection and relevant best practices, embedding environmental awareness into the Group's daily operations and long term decision making.

Complementing its sustainability focused training, UW Group also invests in comprehensive **upskilling programmes** that support both technical and soft skills development. These initiatives strengthen professional competencies, encourage continuous improvement and foster career progression, ensuring employees remain adaptable and aligned with the highest standards of the maritime sector. Together, these training efforts cultivate a capable, knowledgeable and forward thinking workforce.

In addition to its internal training efforts, UW Group supports accredited learning opportunities through participation in recognised educational frameworks.



Further training was delivered in collaboration with the Institute of Chartered Shipbrokers (ICS), enhancing sector specific knowledge and strengthening professional excellence within the maritime field.

These initiatives reflect the Group's commitment to SDG 4 - Quality Education, ensuring that employees have access to continuous, high-quality learning that advances both personal growth and industry expertise.

### 3.2 PROMOTING DIVERSITY, EQUITY & INCLUSION

UW Group recognizes that diversity, equity, and inclusion are essential to building a strong, innovative, and resilient organization. In support of this commitment, the Group has recently formulated a dedicated **Diversity, Equity and Inclusion (DEI) strategy**, accompanied by specific actions and initiatives aimed at fostering a more balanced and inclusive workplace.

Key priorities of the DEI strategy include strengthening gender diversity across departments, as diverse teams are proven to enhance collaboration, decision making, and innovation. UW Group supports the promotion of balanced representation across Departments, with the objective of creating stronger, more relatable role models and unlocking talent across the organization.

In addition, UW Group remains committed to supporting work-life balance for parents and caregivers by encouraging flexible and supportive working practices where possible. Respect for individual circumstances and responsibilities is considered fundamental to employee wellbeing and long term engagement.

Beyond measurable targets, the Group actively seeks to cultivate a culture in which diversity and inclusion are not only encouraged but celebrated. By fostering an environment where people of different backgrounds, experiences and perspectives feel welcomed, respected and empowered, UW Group strengthens both its internal community and its ability to serve a global and diverse client base.



### 3.3 REINFORCING UW GROUP'S "PEOPLE AS FAMILY" CULTURE

UW Group regularly organises a range of team building and cultural activities with the intention to strengthen internal cohesion, enhance employee morale and reinforce a sense of belonging. These include traditional celebrations such as the annual sanctification, festive initiatives like the Christmas raffle and Secret Santa gift exchanges. Social and recreational events such as sports (mini football and bowling), food festivals and Smokey Thursday, Carnival BBQ celebrations, encourage participation and connection amongst employees.

These initiatives play an important role in reinforcing UW Group's "people as family" culture. By creating opportunities for meaningful interaction outside of daily work routines, they promote collaboration, strengthen interpersonal relationships and contribute to the development of a positive, inclusive and engaged workplace environment.



### 3.4 AWARDS AND EXTERNAL RECOGNITION

UW Group's commitment to social responsibility, environmental stewardship and a people centred culture was recognised through a number of prestigious distinctions in 2025, reflecting the positive impact of its initiatives across both society and the workplace.

#### CSR Best Practices National Award

Particular recognition was awarded to the Group's flagship "UW Galaxy" campaign; CSR Cyprus honoured UMAR Shipping Services, a member of the UW Group, with the **CSR Best Practices Award** (Medium Enterprises Category), acknowledging the innovative way in which the campaign combines environmental awareness with meaningful social impact.

#### Best Workplaces Award

In addition, UW Group was recognised as one of **Cyprus' Best Workplaces™ by Great Place to Work®** Cyprus. This distinction reflects the company's continued efforts to foster a working environment built on trust, respect, collaboration and professional growth. It highlights the effectiveness of initiatives aimed at strengthening employee engagement, inclusion and wellbeing, and reinforces UW Group's commitment to creating a positive, supportive and empowering workplace for all.



### 3.5 CELEBRATING 25 YEARS IN A SOCIALLY MEANINGFUL WAY

In marking its 25th Anniversary, UW Group choose to celebrate this important milestone through initiatives that reflect its deep rooted commitment to social responsibility, inclusion and cultural enrichment. Rather than focusing solely on corporate achievement, the Group directed its efforts toward projects with a lasting, positive impact on the communities in which it operates, reinforcing its long-standing intention to give back in meaningful and sustainable ways.

#### Life Jacket Inclusive Park

As part of this anniversary programme, UW Group expanded an existing municipality's children's park in Germasogia Area into an Inclusive Park, by adding a recreational space designed to be accessible to children of all abilities. The park offers a safe, welcoming and inclusive environment where children with mobility challenges, sensory sensitivities and other special needs can interact and play alongside their peers.

This initiative reflects the Group's commitment to promoting equal opportunities and fostering environments that embrace diversity, accessibility, and community wellbeing. By contributing to the development of inclusive public infrastructure, UW Group reinforces its belief that all children deserve safe, supportive spaces that encourage learning, development and social interaction, further strengthening social inclusion as a core pillar of its ESG Strategy.



### Cultural Contribution: “Fellow Travelers” Sculpture

In parallel, UW Group honored its 25 year journey through a cultural contribution to the Municipality of Amathounta with the donation of a custom designed ceramic sculpture entitled **Fellow Travelers**. Created by a Cypriot artist, the artwork symbolizes connection, teamwork, shared journeys and the enduring relationship between the Group and the local community that has supported its growth over the past two decades.

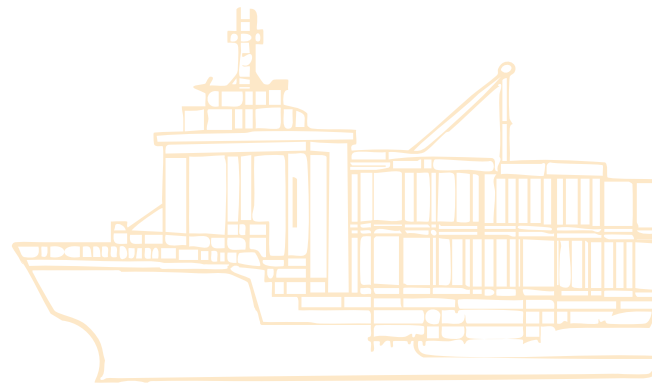
Installed in a public space by the sea, the sculpture enhances the surrounding urban environment while celebrating creativity, heritage, and collaboration. This permanent artistic gift stands as a symbol of UW Group’s appreciation to the community and highlights its belief that cultural development forms an integral part of sustainable social impact.



### 3.6 ANNUAL SOCIAL ENGAGEMENT TRADITIONS

#### Support to “The Little Heroes” Foundation

UW Group through LJF continued its longstanding tradition of supporting organizations dedicated to the wellbeing of vulnerable children. In 2025, the Group extended its philanthropic efforts to The Little Heroes Foundation, a charity that provides psychological, financial and educational assistance to children in Cyprus diagnosed with cancer. This contribution reflects UW Group’s commitment to advancing social welfare and reinforcing meaningful community partnerships that positively impact the lives of children and their families.



#### Annual Blood Donation Drive

As part of its enduring commitment to community wellbeing, UW Group held its annual blood donation drive **in memory of its colleague, Richard Allen**. This initiative honors his legacy while serving as a tangible act of solidarity, supporting public health services, and contributing to the wellbeing of those in need.



## Wellbeing Activities

### • Marathon Participation

UW Group considers the importance of engaging with communities through wellness initiatives; the Group participated in and supported the **Limassol Marathon 2025**. This participation promotes health, wellbeing and active living among employees and the wider public, while fostering teamwork and community spirit. Through involvement in both charitable and non-charitable races, the Group encourages a culture of motivation, collective achievement, and positive social participation.

### • Pedal with Purpose

In 2025, UW Group introduced the **Pedal With Purpose** campaign, an impactful social responsibility initiative. Three triathletes, including Founder and CEO, Mr. Thrasos Tsangarides, undertook a challenging three day cycling journey around the country, covering approximately 600km. Traversing coastlines, mountainous regions and even passing through the island's occupied north, the initiative symbolised resilience, unity and compassion. Every kilometer ridden supported fundraising and awareness efforts for vulnerable groups, inspiring collective action and strengthening community engagement.



### • Customer and Employee Appreciation Activities

Throughout the year, UW Group organized a series of appreciation initiatives for clients, partners and employees, reflecting its human centred culture. Highlights included distributing **cupcakes on the Group's Anniversary**, hosting a **25th Anniversary celebration**, offering **ice-cream treats**, gifting for **International Women's Day** and organizing a **cinema event for World Children's Day**. These activities deepen relationships, foster community spirit and create positive shared experiences across the UW Group network.



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## ADVANCING INTEGRATED ENVIRONMENTAL AND SOCIAL VALUES

The **Life Jacket Foundation (LJF)** was established by UW Group as its non profit arm dedicated to supporting children in need while raising awareness for environmental sustainability. Beyond the aforementioned initiatives organised under the umbrella of the Foundation, the LJF funds its work through contributions tied to business transactions of the Group as well as through donations generated by public events and charitable initiatives.

Its mission encompasses providing financial, medical, and educational assistance to vulnerable children and child care organisations, while also pursuing initiatives that address environmental challenges, particularly those affecting the marine ecosystem.

Through this dual focus on social welfare and environmental responsibility, the Foundation embodies UW Group's commitment to holistic, sustainable development, making a positive difference in children's lives and contributing to long term ecological stewardship.

### **"UW Galaxy" Campaign – Environmental and Social Entrepreneurship**

The UW Galaxy campaign, developed by the Life Jacket Foundation, embodies a holistic model of sustainability grounded in three interconnected pillars: supporting children in need, reducing environmental impact, and nurturing society's relationship with the ocean. This initiative was created to respond simultaneously to social and environmental priorities, reflecting the Foundation's mission to design actions that deliver broad, lasting, and meaningful value to the community. By linking charitable support with environmentally responsible consumer habits, the campaign demonstrated how small, everyday choices can collectively strengthen social resilience and contribute to a more sustainable future.

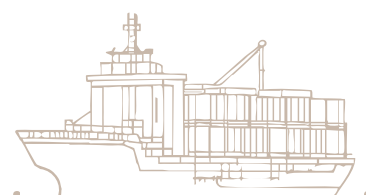
A central pillar of the initiative was its contribution to children's welfare in Cyprus, achieved through direct financial, medical, and educational support. The funds generated from the campaign were allocated to children facing significant challenges, from health related needs to socio-economic vulnerabilities. By making the bags widely accessible and ensuring that 100% of the proceeds were dedicated to charitable purposes, the campaign fostered a model of community driven giving. This approach not only helped address immediate child welfare needs, but also strengthened long term support mechanisms by encouraging individuals to participate in a cause that directly benefits young people across Cyprus.

Equally important was the Campaign's emphasis on environmental protection and the reduction of single use plastic. By introducing reusable, foldable shopping bags as a practical alternative to disposable plastic bags, the initiative sought to shift daily consumer behaviour towards more sustainable choices. The bags were designed to be durable, compact and appealing, making them both handy and effective in reducing unnecessary waste. Through this focus on responsible consumption, the Campaign contributed to a broader culture of environmental stewardship, encouraging the public to consider the long-term impact of simple purchasing habits on the planet's health.

The third pillar revolved around celebrating and protecting the marine environment, which holds deep significance for both the Foundation and the wider maritime community. The bags were designed in four original marine life creatures; turtle, octopus, whale and seahorse, each symbolizing the richness and fragility of ocean ecosystems and the urgent need to preserve them. These artistic elements were paired with the Campaign's core message, emphasizing the Group's love and care for oceans and seas:

**"The expression of our love for the sea and its creatures. A medium to help children in need and nurture the next generation of seafarers."**

Through this three-in-one initiative, child support, environmental protection and ocean appreciation, the UW Galaxy Campaign illustrates how social impact and environmental responsibility can be harmoniously combined. It presents a model mix of sustainable entrepreneurship and social contribution by transforming charitable giving into an eco-conscious action and behavior. In doing so, it reinforces the Life Jacket Foundation's dedication to advancing meaningful sustainability initiatives that create measurable value for both people and the planet.



# 05 GOVERNANCE

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## 5.1 THE ENGINE DRIVING ENVIRONMENTAL AND SOCIAL CULTURE

Governance serves as the guiding force that powers every aspect of UW Group's environmental, social, and operational commitments. Much like an engine providing structure, direction, and momentum, Governance aligns the Group's actions with principles of **integrity, responsibility, and professionalism** while ensuring that its culture embraces **diversity, equity, and inclusion** as foundations for sustainable growth.

The Group views Governance as the system that interconnects **ethical standards, accountability mechanisms, and data protection practices** into **one cohesive and resilient framework**. By providing clarity, consistency, and a shared sense of purpose, Governance transforms values into everyday behaviors and ensures that UW Group's environmental and social ambitions progress with discipline, unity, and long term vision.

## 5.2 ETHICAL CONDUCT

UW Group is committed to maintaining an organizational culture where ethical conduct is not only expected but continuously reinforced through daily decision making, business relationships, internal operations, and interactions with partners. Integrity, transparency, and professionalism are essential in the shipping and maritime services sector, where fair dealing, responsible communication, and strict regulatory compliance underpin long-term partnerships and industry trust.

The Group's **Code of Conduct**, supported by its GDPR, Corporate Social Responsibility, Environmental, and Anti Bribery policies, provides clear guidance on preventing corruption, managing conflicts of interest, encouraging greener procurement, and promoting honest and accurate communication with clients, suppliers, and partners. These principles are further supported by internationally recognized standards and accreditations, including **ISO certifications**, the **Green Award Program**, the **Green Offices Initiative** supported by CYMEPA, and the **national CSR Leadership Award frameworks**. Together, these reinforce consistency, responsibility, and fairness across UW Group operations.

To ensure expectations are consistently understood and applied, the Group conducts regular internal and external audits, vendor due-diligence procedures, and periodic employee training on compliance, anti-bribery, ethical decision-making, and environmental awareness.

The Group upholds its Code of Conduct and GDPR commitments through an anonymous reporting channel, allowing employees and partners to raise concerns without fear of retaliation, strengthening trust and equity across the organization.

Information and operational data are handled with strict responsibility, following rigorous governance protocols that protect sensitive client and supplier information. Through open dialogue, stakeholder engagement, and adherence to international maritime regulations, including IMO standards and safety codes, the Group maintains a governance framework where ethical conduct is embedded in every aspect of its operations.

By empowering its people to speak up, act responsibly, and lead with integrity, UW Group ensures that ethical behavior, environmental consciousness, and transparency remain the foundation of all commercial activities and organizational decisions.

### 5.3 ACCOUNTABILITY AND OVERSIGHT

Accountability is central to UW Group's approach to ESG, ensuring that its principles translate into measurable performance, transparent reporting, and responsible conduct across all operations.

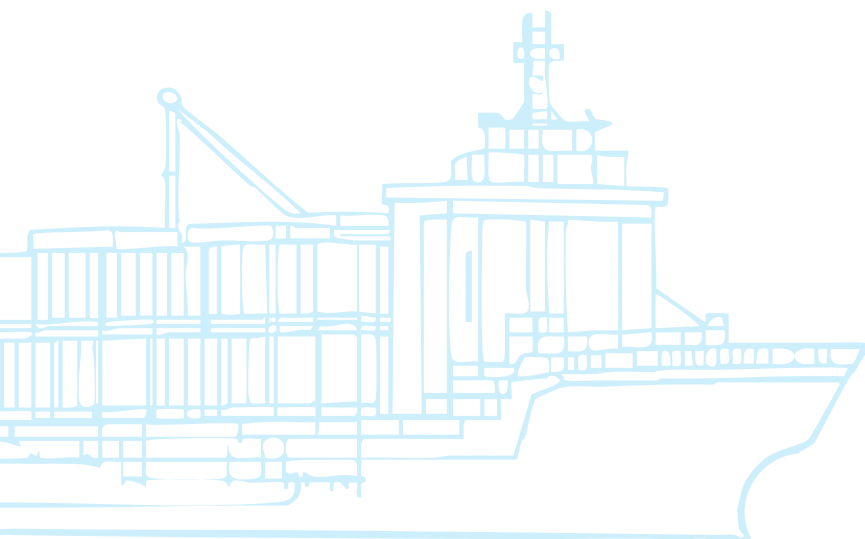
Oversight of ESG governance is entrusted to the **Compliance Function Team (CFT)**, which integrates sustainability, compliance, and risk-awareness into strategic decision-making, operational planning, and long-term organizational objectives. This governance structure is reinforced by internationally recognised certifications, being the **ISO 9001 (Quality Management)** and **ISO 14001 (Environmental Management) certificates awarded by ABS, ISO 22301 Business Continuity), and ISO 37001 (Anti-Bribery)**, certificates awarded by EQA which the Group has consistently maintained since 2018. These standards provide structured criteria, internal controls, environmental guidance, and disciplined protocols that support consistent performance and continuous improvement.

Cross-departmental collaboration further strengthens accountability, with procurement, sales, and operations contributing data and insights to support ESG integration and operational excellence. The Group maintains a comprehensive performance reporting system accessible to key management and staff, with daily, weekly, monthly, quarterly, and annual reports supporting continuous monitoring, risk identification, and timely corrective actions.

Regular internal audits and drills, external client audits, weekly management meetings, vendor due-diligence processes, and employee training ensure alignment with the Group's Environmental Policy, Code of Conduct, Cybersecurity Policy, GDPR requirements, Occupational Health and Safety guidelines, and CSR commitments.

The annual ESG assessment, currently being implemented, will evaluate compliance performance, stakeholders expectations, market developments, and emerging industry standards. Insights gained will inform refined priorities, strengthened processes, targeted training, and transparent communication with clients and partners.

By defining responsibilities, maintaining disciplined oversight, and embedding accountability into its culture, UW Group ensures that its governance framework remains rigorous, trustworthy, and aligned with the Group's commitment to responsible growth and long term value creation.



## 5.4 DATA PRIVACY AND SECURITY

UW Group recognizes that safeguarding data is essential to maintaining trust, ensuring operational reliability, and protecting the sensitive information entrusted to it by clients, employees, and partners.

In an increasingly digital maritime environment, where vessel information, operational data, and commercial documentation are exchanged through digital systems, robust data protection and cybersecurity practices are vital to preventing risks and maintaining business continuity. The Group applies strict privacy protocols and operates secure systems for managing personal, commercial, and operational data, in full alignment with internationally recognized standards and its internal Cybersecurity Policy.

UW Group maintains a robust data governance framework that includes role based access controls, continuous system monitoring, and secure communication channels designed to prevent unauthorized access, misuse, or data breaches. Adherence to GDPR requirements, along with ISO 9001, ISO 22301, and ISO 37001 frameworks, ensures secure and compliant data handling across all departments.

Regular reviews of the Group's digital infrastructure, including internal audits, IT health checks, and third party security assessments, help identify vulnerabilities and reinforce cybersecurity resilience. Employees receive ongoing training on data protection responsibilities, information security practices, and risk awareness, fostering a security conscious culture at every level.

The Group is also investing in upgraded digital tools and technologies to enhance communication, reporting, and operational efficiency. These include modernized hardware for its sales force, enhanced accessibility systems, and advanced KPI reporting software designed exclusively for the UW Group and currently under development. These initiatives streamline workflows while protecting sensitive information in a secure and controlled environment.

Finally, the responsible handling of vessel information and operational data remains a core priority, reflecting the Group's alignment with international maritime regulations and recognized industry safety codes. By integrating strong data governance practices into daily workflows, UW Group ensures that information security remains a central pillar of responsible business conduct.

# 06 CONCLUSION

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In 2025, UW Group continued to advance its long term vision for responsible growth by embedding **Environmental, Social and Governance (ESG)** principles into every aspect of its operations, culture, and stakeholders' engagement. The initiatives presented in this report reflect more than individual actions. They demonstrate a holistic and evolving framework that integrates sustainability, ethical conduct, community contribution and operational excellence into the Group's core identity.

Across the **Environmental Dimension**, UW Group strengthened its contribution to maritime decarbonization, broadened its internal green practices and actively promoted environmental awareness within society. Through collaborations, certifications and hands-on initiatives, the Group reaffirmed its commitment to climate action and marine ecosystem protection, supporting SDGs 13 and 14.

The **Social Dimension** highlighted the Group's strong focus on its people, community welfare, and inclusive values. Investments in training, employee engagement, community wellbeing and cultural enrichment, together with the impactful activities of the Life Jacket Foundation, demonstrated UW Group's continued commitment to SDGs 3, 4 and 5.

The **Governance Dimension** reinforced the structural backbone that ensures transparency, responsible leadership and disciplined accountability. Through strong ethical standards, robust oversight mechanisms, data privacy safeguards and internationally recognized certifications, the Group ensured that its sustainability aspirations are supported by integrity and rigorous operational principles.

Together, these actions reaffirm UW Group's belief that ESG is not an external obligation, but a **strategic enabler of long-term resilience, innovation and value creation**. Looking ahead, UW Group recognises the importance of further strengthening the measurement and management of its ESG performance. During the course of 2026, the Group will establish a comprehensive framework of performance indicators (KPIs) and measurable targets across all ESG dimensions, covering environmental priorities such as waste and circularity and energy and resource efficiency; social priorities including workforce development and wellbeing, diversity, equity and inclusion, and community impact and philanthropy; as well as governance priorities encompassing corporate governance, compliance, transparency in reporting and data protection. These efforts will be supported by the active engagement of the Group's human capital, ensuring shared responsibility and continuous improvement as UW Group continues to expand its positive impact and contribute to a more sustainable and inclusive future for the maritime industry and society at large.

# ANNEX

## MAPPING OF UW GROUP ESG INITIATIVES TO RELEVANT UN SDGs



Initiative / Action	Description	Relevany SDGs
Energy-Efficiency Marine Solutions	Supporting vessel decarbonisation through propulsion upgrades, WHR, ALS, coatings, optimization tools	SDG 13, SDG 14
Green Award Incentive Provider	Incentives for certified vessels promoting cleaner operations	SDG 13, SDG 14
Green Offices Award	Sustainable office practices and environmental footprint reduction	SDG 13
Green Dot Recycling Partnership	Waste reduction and responsible resource management	SDG 12, SDG 13
Beach Cleanups (CYMEPA/HELMEPA)	Marine ecosystem protection through annual cleanups	SDG 14, SDG 13
Tree Planting Activities	Climate resilience and green-space restoration	SDG 13, SDG 15
Sustainability Training	Educating staff on environmental risks and best practices	SDG 4, SDG 13
HRDA & ICS Professional Training	Accredited education for upskilling and sector knowledge	SDG 4
DEI Strategy & Workplace Balance Initiatives	Strengthening gender diversity and inclusion	SDG 5, SDG 10
Employee Team-Building Traditions	Internal cohesion and wellbeing activities	SDG 3
CSR Best Practices Award (UW Galaxy)	Campaign combining environmental action & support for vulnerable children	SDG 3, SDG 12, SDG 13, SDG 14
Best Workplaces Recognition	Commitment to wellbeing, trust and professional growth	SDG 3, SDG 8
Life Jacket Inclusive Park	Accessible recreational environment for children with disabilities	SDG 3, SDG 10, SDG 11
Fellow Travelers Sculpture	Cultural enrichment and community engagement	SDG 11
Support to Little Heroes Foundation	Psychological, financial & educational support for children with cancer	SDG 3, SDG 4
Annual Blood Donation	Supporting national health services	SDG 3
Marathon Participation	Promoting physical wellbeing and community spirit	SDG 3
Pedal With Purpose Cycling Campaign	Fundraising and awareness for vulnerable groups	SDG 3, SDG 10
Customer & Employee Appreciation Events	Strengthening community and workplace relationships	SDG 3
Data Privacy, Cybersecurity, ISO Certifications	Responsible operations & governance excellence	SDG 9, SDG 16