

20 Years Navigating Excellence: Charting New Courses

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Today, Shanghai Singhai Marine Services Co., Ltd. (hereinafter "Shanghai Singhai") proudly marks its 20th anniversary. This significant milestone stands as a testament to the collective dedication and achievements of every member of the Singhai team over the past two decades. Founded in 2005 amid China's burgeoning maritime industry, Shanghai Singhai set sail from the banks of the Huangpu River. Guided by expertise and propelled by service, we have navigated the evolving tides of the industry to grow from a promising newcomer into a leading force in maritime crewing solutions. These twenty years represent not only our own journey of growth and resilience, but also our active participation in China's remarkable ascent as a global maritime power. The shared experiences that shaped our company continue to resonate strongly within us. We are not merely observers of this transformation; we are proud contributors, actively writing Singhai's distinct chapter in the industry's ongoing story.

I. Two Decades of Growth: Establishing Roots, Rising to Lead

I joined Shanghai Singhai in late 2005 as one of its first university-recruited maritime graduates. At that time, the company was newly established, the team was lean, and its partnership network was poised for expansion. Through twenty years of dedicated cultivation, our crew dispatch and management services have evolved into a diversified service matrix. We now maintain long-term strategic partnerships with over 100 leading domestic and international shipping companies, deploying more than 7,000 seafarers annually across the full spectrum of vessel types—including tankers, chemical carriers, LPG/LNG vessels, bulk carriers, container ships, offshore support vessels, and luxury cruise ships. Our dispatch model has matured from initial spot placements to a dual-track approach: "Fleet Spot Dispatch + Full-set Crewing Solutions." Furthermore, leveraging the regional strengths of our Singapore, Myanmar, and Indonesia offices, we have established a multinational crew resource pool, enabling precise talent matching based on vessel specifications and route profiles. In 2023, our proven service capabilities and industry reputation were recognized with the "China's Top Crewing Service Provider" award on the Zheng He Excellence List.

Nationally, Shanghai Singhai has strategically expanded since 2005, establishing branches in Dalian, Wuhan, Rizhao, Shenzhen, Ningbo, Qingdao, and Zhengzhou. Our shore-based team has grown from fewer than ten members to over one hundred professionals. Branch locations are strategically chosen. In major seafarer-exporting provinces like Liaoning, Shandong, Hubei, and Henan, local teams regularly host officer conferences, facilitating direct dialogue with seafarers to capture firsthand operational insights. Conversely, in key maritime industry hubs like Zhejiang and Guangdong, our Ningbo and Shenzhen teams conduct regular client visits to accurately identify emerging needs and respond swiftly. This network ensures our services remain closely connected and highly responsive to the evolving requirements of both clients and crew.

II. Recognition Earned: The Responsibility Behind the Honors

For two decades, Shanghai Singhai has embraced industry stewardship as its core responsibility, proactively contributing to sector development and propelling the high-quality advancement of Chinese seafarers. A pivotal milestone came in January 2012, when we were ranked first among the inaugural cohort of 62 "Crew Dispatch Agencies" licensed by the China Maritime Safety

Administration (MSA). Our commitment has since been reflected in key leadership roles and recognitions: Vice Chairmanship of the Shanghai Seafarer Services Association; Deputy Directorship of the National Maritime Graduates Employment Consortium; Vice Chairmanship of the Editorial Committee for the China (Shanghai) International Seafarer Remuneration Index; alongside prestigious awards including "Pudong New Area High-End Maritime Service Enterprise," "Shanghai Model Employer for Harmonious Labor Relations," "Standing Council Member of the Cruise and Yacht Branch, China Communications and Transportation Association," and "Pudong New Human Resource Service Innovator." Each distinction serves as a tangible affirmation of our dedication to responsibility.

In the realm of senior officer development, we have forged deep industry-academia partnerships, notably through the Ministry of Education's "Supply-Demand Matching for Employment and Education" initiative. We collaborate with over ten maritime universities – including Dalian Maritime University, Jimei University, Bohai University, Tianjin University of Technology, and Shandong Jiaotong University – to implement industry-tailored training programs. Starting from the students' sophomore year, we deploy our "Mentor Corps," comprised of Shanghai's Captains, Chief Engineers, trainers, and experts from partner shipping companies. This team provides systematic instruction in maritime systems knowledge, intensive maritime English, and career guidance, equipping cadets early with industry insights and professional expectations. Complementing this, our corporate scholarships and grants foster commitment to seafaring careers, driving the goal of "career-ready graduates." Over the past decade, we have trained nearly 2,000 maritime graduates, now serving in key positions like Captains and Chief Engineers for leading domestic and international shipping companies, their professionalism earning consistent client acclaim. Furthermore, we have invested significantly in establishing three International Maritime Training Centers in Nantong, Shenzhen, and Shanghai. Equipped with cutting-edge navigation and engine room simulators, these centers deliver customized advanced training for Chinese senior officers serving international shipping companies. This initiative empowers officers to seamlessly meet international standards and hone their core competencies, while fundamentally strengthening vessel safety at its source.

III. Our Deepest Gratitude: Honoring Every Singhai Voyager

Shanghai Singhai's twenty-year journey has been nurtured by the fertile business environment fostered by Shanghai in its role as a global shipping hub, elevated by the unwavering support and partnership of our clients, and built upon the steadfast dedication of every Singhai team member. The city, through its efficient government services, innovative policy initiatives, and robust maritime industry ecosystem, has been a constant source of momentum for our growth. We hereby express our deepest gratitude and heartfelt appreciation to the government authorities, maritime faculty and students, and our esteemed industry peers for their indispensable support in propelling our company forward.

Celebrating two decades of partnership, we are profoundly grateful that over half of our clients have journeyed with us for five years or more. You are our most valued strategic partners. It is your enduring trust that has enabled us to remain at the forefront of maritime crewing services. Your exacting standards, unwavering commitment to safety, and forward-looking industry perspective serve as our guiding light, continuously refining our service quality and ensuring our client-centric philosophy runs deep. Thank you for navigating challenges alongside us and helping to define the pivotal milestones in our shared journey.

Every member of the Singhai Marine team – from our seafarers navigating the world's oceans to our shore-based staff providing the essential services – is our most valued asset. Two decades of shared challenges and unwavering dedication have shaped our success, a testament to the collective wisdom and tireless effort of each individual. You are not only the driving force propelling the company forward, but also the living embodiment of our core values: Honesty, Diligence, Consideration, and Attention to Detail. We firmly believe that the sustainable growth of Singhai Marine is inextricably linked to the flourishing development of both our seafarers and employees.

IV. Sailing Ahead: Our Vision for the Next 20 Years

Standing at our 20-year milestone, Shanghai Singhai will navigate the transformative tides shaping our era and the maritime industry, setting three strategic courses for the next two decades:



1. Green Transformation: We will focus on cultivating talent for new energy vessels and establishing a comprehensive "Green Seafarer Competency Framework" to supply the global shipping industry with professionals equipped for the low-carbon era.



2. Tech-Enabled Crewing: We will launch an intelligent digital crew management platform. Leveraging big data algorithms, it will optimize crew-to-vessel matching efficiency, reducing costs for clients while maximizing the value and potential of our seafarers.



3. Global Expansion: We will deepen our integration of seafarer resources along the Belt and Road routes and expand our global service network. This will enable us to offer more agile and responsive solutions to meet the diverse crewing needs of international shipping companies.

This 20th anniversary marks not only a reflection on our journey but also the starting point for our next voyage. Guided by our core values of "Client Focus, Pursuit of Excellence, Dedication, and Unity of Knowledge & Action", Shanghai Singhai sails forward: with client needs as our compass, our crew and staff as our bedrock, and innovation as our driving force. Through all challenges, this vessel, steadfast in its original mission and vision, will navigate steadily forward, contributing Chinese solutions and the unique strength of Singhai to the global shipping industry.

