

Singhai Holds 2026 Q1 Staff Conference: Uniting Hearts, Embarking on a New Journey



On March 27, Singhai's 2026 First Quarter Staff Conference was successfully held at the company's Shanghai headquarters. The conference was hosted by Wang Xi, Deputy General Manager of Singhai. Staff from the Shanghai headquarters attended in person, while employees from various branch offices participated simultaneously via video conference. The company's management announced the key tasks for 2026 and the results of the 2025 equity incentive plan, clarifying the annual strategic direction. Concurrently, the meeting comprehensively reviewed the operational achievements of the first quarter of 2026, recognized the Outstanding Employees and Rising Stars of 2025, and announced the list of staff promoted for 2026. Centered on the company's future development, the conference built consensus and consolidated efforts, laying a solid foundation for a strong start to the year's work.

Rart1 Q1 Work Summary



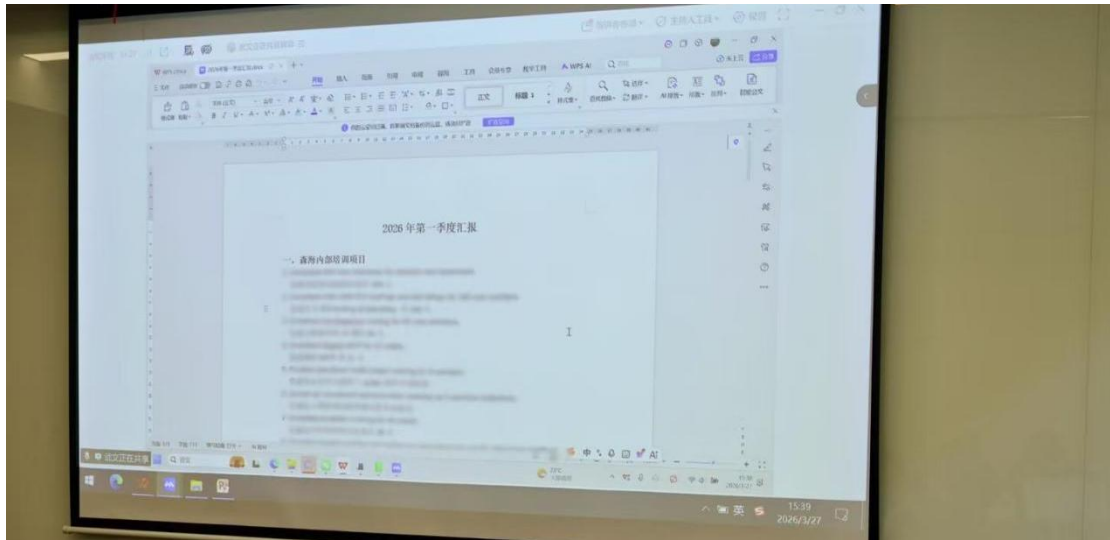
Luo Cheng, General Manager of Singhai, reviewed the achievements of Shanghai Singhai's first quarter work. General Manager Luo Cheng noted that the company's overall business maintained

steady growth in the first quarter of 2026, with a steady increase in the number of seafarers on board, alongside the new acquisition of several crew assignment project covering various vessel types, including oil tankers, oil/chemical tankers, bulk carriers, offshore vessels, and container ships.

Looking ahead to the second quarter, General Manager Luo Cheng outlined key priorities such as implementing new seafarer management regulations, clarifying business team responsibilities, enforcing closed-loop management, and advancing the "Business Manager Development Program." General Manager Luo stated that as business volume continues to expand, compliance and system enforcement will become the main focus of management. He also emphasized the importance of cross-departmental collaboration and closed-loop management, offering suggestions on staffing and team building. He hoped all departments would work closely together to ensure the steady implementation of new client acquisition and school-enterprise cooperation projects, and encouraged all staff to work together in the second quarter to achieve mutual growth for individuals and the company.



Francis, Executive Director of Singhai Singapore, shared the first quarter performance of the Singapore and regional market insights via video link. He pointed out that the overall business in Singapore maintained stable development in the first quarter, with the scale of foreign seafarers continuing to expand and fleet operations and crew deployment progressing in an orderly manner. Facing challenges such as increasing recruitment difficulties, Singapore company actively optimized its regional footprint by adding support teams and expanding office space to enhance operational efficiency. In terms of crew resource development, the Singapore company is focusing on expanding into the Indonesian market, collaborating with Chinese business units to serve domestic client needs, while continuing to advance the Malaysian seafarer development program, laying the groundwork for future market expansion.



Captain Wu Wen, General Manager of the Shanghai Singhai Training Center, introduced the training center's achievements in simultaneously advancing internal employee training and external client training during the first quarter. Regarding hardware development, Captain Wu showcased the first phase of the Shenzhen International Maritime Training Center, where the 270 ° bridge simulator and full-mission engine room simulator have been installed. In the second quarter, the training center will actively pursue the application for maritime training qualifications from the Maritime Safety Administration and continue to enhance its teaching faculty, preparing for the implementation of subsequent high-end training programs.



Sun Kangming, CEO of AiSailings, presented key initiatives concerning the crew management system and platform development. Mr. Sun stated that efforts would continue to deepen the iteration of the crew management system's functions and strengthen data security management, empowering Singhai's business development. This reflects Singhai's strategic resolve to follow the wave of smart shipping development and drive service upgrades through digital transformation.

Part2 Award Ceremony and Announcement of Promotions



Amidst warm applause, Wang Xi, Deputy General Manager of Singhai, announced the winners of the 2025 Outstanding Employees and Rising Stars. Mr. Terence Zhao, Chairman of Singhai, and General Manager Luo Cheng presented the honorary certificates and bonuses to the award-winning employees in Shanghai. These winners came from various departments and roles; some overcame challenges on the business front, while others worked diligently behind the scenes. All of them, through their actions, embodied Singhai's service philosophy of "Honesty, Enthusiasm, Accountability, Responsibility and Trustworthiness."

Subsequently, Singhai announced the list of staff promoted in 2026. A group of high-performing employees received promotions. This recognition affirms the employees' past contributions and vividly demonstrates Singhai's philosophy of "People-oriented, Mutual Growth."

Part3 Chairman's Concluding Remarks



At the end of the conference, Mr. Terence Zhao, Chairman of Singhai, delivered concluding remarks. He expressed gratitude to all employees for their hard work in the first quarter and fully affirmed the achievements of each department.

Chairman Zhao pointed out that the current supply and demand dynamics in the global shipping

industry present favorable opportunities for the company. Stabilizing existing clients and seafarers is the foundation for development, upon which the company should actively expand incremental business. He emphasized that digital transformation is a key engine for upgrading talent matching, hoping that frontline employees would deeply participate in providing feedback for the iteration of the crew management system, collectively driving the platform's evolution from "information aggregation" to "intelligent matching." Regarding business strategy, Chairman Zhao outlined multi-faceted initiatives including international business expansion, the development of the Shenzhen training center, and industry-education integration in Nantong, highlighting the importance of English proficiency, data collaboration, and ecosystem synergy. Chairman Zhao specifically noted that the company's growth is inseparable from the growth of every employee. He hoped that the award-winning and promoted colleagues would use this as a new starting point to continue shining in their respective roles, and that all employees would maintain high morale in the second quarter, uniting their efforts to advance with Singhai to a higher level of development.

Uniting Hearts, Embarking on a New Journey

The successful convening of this staff conference not only clarified the work direction and goals for 2026 for all employees but also ignited their passion for work and sense of belonging. Standing at a new starting point, the Singhai team will continue to uphold the philosophy of "Talent as the Core, Service as the Foundation, Trust as the Bond," working hand in hand, and steadfastly advancing towards the vision of "becoming the most trusted maritime human resources provider in the shipping industry."