



Training and Development Policy

Queensway Navigation Co. Ltd. is fully committed to the continuous development of its shore-based and shipboard personnel. The Company provides structured opportunities for professional growth with the aim of enhancing knowledge, improving skills, expanding capabilities, and increasing overall performance across all roles and ranks.

The responsibility for the strategic planning, development, implementation, monitoring, and evaluation of the Company's training and education programs rests with the Training Manager, as officially appointed by the Company. The Training Manager is accountable for ensuring that training initiatives align with operational requirements and applicable regulatory standards.

The company aligns all training programs with international standards, including STCW, MLC 2006, and the OCIMF TMSA framework.

Training initiatives, such as presentations, seminars, forums and conferences, are organized in accordance with the Company's internal training plan. These examples are not exhaustive and may vary depending on operational needs and training objectives. Where practicable, participation is encouraged for both shipboard and shore-based personnel. In addition, sea staff may be required to attend external training programs tailored to specialized industry needs or specific vessel types on which they will serve.

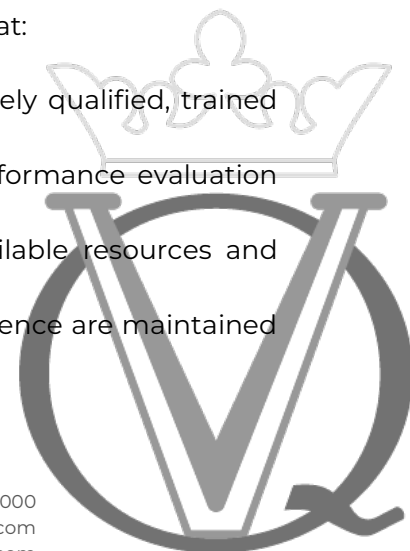
A comprehensive range of training programs may be conducted both ashore and onboard Company-managed vessels, including but not limited to:

- Mandatory introduction, awareness and orientation training for all newly hired employees and crew members
- Executive and management development training
- Professional and technical development training
- Administrative, communication, and other professional skills training
- Organizational development initiatives

Where applicable, training and development plans are linked to career progression paths to support internal promotion and long-term personnel retention.

Through the implementation of this policy, the Company aims to ensure that:

- All personnel assigned to service delivery functions are appropriately qualified, trained and experienced for their designated responsibilities
- Training needs are systematically identified through ongoing performance evaluation and individual development planning
- Training programs are scheduled and executed in line with available resources and operational demands
- Accurate and complete records of training, certification, and experience are maintained for all personnel





- National and international regulatory requirements related to the qualifications, training, and manning of both shipboard and shore-based personnel are fully complied with

The company is committed to providing equal access to training for all employees, regardless of rank, gender, nationality, or background.

All personnel, ashore and onboard, are expected to follow this policy and support the development of a competent, safety-conscious workforce. The company aims to maintain a culture of continuous learning and professional growth at every level.

