President's Report 2025

2025 AGM and Conference

WISTA International

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Introduction

Dear Members,

As we move into the next decade of WISTA's journey, this year has provided an opportunity for reflection—on all that we've achieved, and how we will carry this legacy forward for the future of our organization. Actually, this is a time of reflection for all of us—to consider where we've come from and envision where we want to go. Let us work together with purpose toward that future.

This year assured us that our work is more necessary than ever. In some parts of the world, the concept of gender equality and diversity is still perceived as a threat. Let me be clear: we are not a threat. We are a force for positive change, sometimes even a game changer! Our mission is to support and empower capable professionals, helping to create safe, inclusive, and equitable work environments where talent can thrive and organizations can grow—especially during these challenging times.

We will continue to harness our growth as a platform for strength and advocacy, ensuring women across our industries not only participate but excel. With members across the globe, we are constantly reminded that the needs, perspectives, and definitions of gender diversity vary greatly. Cultural and societal factors play a significant role in shaping the progress of women in professional environments. I urge you all to listen, to share, and to support one another. And remember: it's not always the loudest voice that drives change, but the consistent, tangible efforts that move mountains.

We thank each of you for making this organization stronger — both in your countries and regions. Every contribution by individual members and boards strengthens our core mission: to support and empower women in their professional capacities, wherever they may be. Whether through education, mentoring, or networking, our collective efforts are the foundation of our success.

This year, our focus has been twofold: internal development and external engagement.

- **Externally**, we have expanded our global presence and strengthened our influence within the industries we serve. By deepening existing partnerships and forging new ones, we've ensured that WISTA has a voice in critical conversations and a seat at important tables. This visibility has directly contributed to growth—in our membership, in our National WISTA Associations (NWAs), and in the outcomes of collaborative projects.
- **Internally**, we have been preparing the foundation for the next decade by:
  - Adopting a new brand identity
  - Renewing our vision and values
  - Launching a new website
  - Restructuring the Articles of Association and reviewing operational protocols
  - Engaging in important conversations within the Executive Committee (ExCo) about our structure, our programs, and our membership—laying the groundwork for smoother operations and a more sustainable future
  - Recognizing the need for operational support, we've expanded our team by hiring a part-time accountant to manage increasing financial demands, and a PR and Marketing agency to strengthen our communications.

As always, we've remained closely connected to our NWAs, gathering feedback and holding discussions to refine our operations and improve communication. By learning from the past and embracing innovation, we are positioning WISTA for even greater impact in the years ahead.

Diversity continues to be a central theme across industries, and we have embraced the opportunity to raise WISTA's profile in key forums of influence and action. We have proudly showcased the talent, leadership, and expertise of our members—emphasizing their critical role in shaping the future during this era of global transition.

It is not enough for women to have a seat at the table; we believe they must help steer the course—toward a more equitable, sustainable, and forward-looking shipping, trade,

and logistics sector.

I. Membership

Today, we have 62, National WISTA Associations across all continents.
WISTA China, WISTA Honduras, and WISTA Costa Rica have received the AGM's approval in 2024. WISTA Croatia, WISTA Japan, and WISTA Kenya are already approved by the ExCo and will seek the AGM's approval today. At the same time, unfortunately we are seeking approval for the termination of a couple of the existing NWAs for matters that remain unresolved for a few years now, which despite the existence of the equity fund and other efforts could not be successfully revived.

Nevertheless, our membership numbers have surged past the 6,000 mark, and as of today, we're proud to say we've reached 6,050 and counting!

II. WISTA Committees

- **Human Resources Committee (HR),** Co Chairs: Rosina Lurato (WISTA Uruguay), Christine Mavromichalis (WISTA UAE) & ExCo Representative: Jemilat Mahamah, Sub: Connie Roozen

Among other activities, the HR Committee is responsible for ICS – WISTA Scholarships process, OTG – free online courses available for members, and two workshops lead by NRF related to professional development.

- **Diversity Committee (DC),** Chair: Sue Terpilowski (WISTA UK) & ExCo Representative: Raimah Chowdhury, Sub: Elpi Petraki

The Diversity Committee is comprised of WISTA members from around the world working together to develop resources and recommendations for increasing gender diversity and inclusion in the shipping, trading, and logistics industries. The Maritime Speakers Bureau was reviewed and relaunched, and future projects are anticipated for 2026.

- **Technology Committee (TC),** Co-Chairs: Lina Soho-Beertema (WISTA Singapore), Temilade Ogunniyi (WISTA Nigeria) & ExCo Representative: Dafne Anghelidis, Sub: Nazli Selek

The Technology Committee (TC) coordinates the strategic conversation and WISTA's position on how technology and digital trends are shaping the future of the maritime, trading and logistics sectors, to enhance the dialogue on the impact women across the technology ecosystem, and highlighting how the maritime sector can thrive through diversity within technology.

- **Trade Committee (TC)**, Co-Chairs: Zamangwane Hlongwane (WISTA South Africa), Aysegul Gorur (WISTA Turkey) & ExCo Representative: Nazli Selek, Sub: Elpi Petraki

The Trade Committee aims to create collaboration opportunities for trade facilitation, utilising the industry experience and expertise of WISTA members in the shipping, trading, and logistics sectors with various webinars related to trade.

- **Environment Committee (EC),** Co-Chairs: Hermoine Manual (WISTA South Africa) and Marielle Gehlert (WISTA The Netherlands), ExCo Representative: Raimah Chowdhury, Sub: Nazli Selek

The Environment Committee is responsible for keeping the organization updated on issues related to environmental protection and ensuring sustainable growth. Very successful webinars on related subjects.

- **Yachting Committee (YC)**, Chair: Ingrid Gantard (WISTA Monaco) and Jo Stanley (WISTA USA), ExCo Representative: Connie Roozen, Sub: Jemilat Mahamah

The Yachting Committee is responsible for networking and facilitating beneficial cooperation between the yachting sector and WISTA, this to seek synergies between the yachting and the maritime, logistics and trade industries.

- **Port Committee (PC)**, Chair: Anna Silva (WISTA USA), ExCo Representative: Meridith Kirby.

The Port Committee is responsible for exploring opportunities for women in ports and facilitating discussions and projects that ensure ports move towards a more inclusive environment that embraces equality and equity, at all levels.

We thank all committee members for their important contribution to the aims of WISTA International!

III. Partnerships, Collaborations, and Projects

1. IMO

- **IMO / WISTA / Women in Maritime Survey**

As part of a broader cooperation between the International Maritime Organization (IMO) and Women's International Shipping & Trading Association (WISTA), the IMO–WISTA Women in Maritime Survey 2024 presents data on the proportion of women working in the sector from member states and the private sector. It offers new insights following an inaugural survey, conducted in 2021.

In this second round of research, 88 IMO member states and 608 private organisations participated – up from 45 member states and 503 private organisations in 2021. As a result, the 2024 report based its analysis on a larger number of women working in shipping's public and private sectors: 176,820 compared to 151,979 in 2021.

However, recognition is only the first step towards solving these issues, and closer inspection of the findings in the Women in Maritime Survey 2024 reveals the true extent of the challenge ahead.

The latest results are not directly comparable to the 2021 survey due to a variation in respondents, but they suggest that the female share of the workforce is smaller than was previously understood. In what should serve as a fresh wake-up call for the industry, women accounted for just 16% of the workforce in surveyed members states in 2024 – where 2021 findings indicated the share as 26%. In the private sector, the shortfall was even more significant: 16% in 2024 against 29% in 2021. Gender inequality in the seafaring cohort is particularly evident: of the 211,750 mariners employed by respondents to the 2024 survey, just 2,223 – a little over one per cent – are female.

Indeed, the 2024 survey reveals that organisations with female board members were more likely to have gender-equality initiatives in place. Reports compiled by UN Women highlight a correlation between a company's share of female leaders and its investment in human capital and environmental stewardship – both of which are critical to shipping's long-term sustainability and growth.

The 2024 IMO–WISTA report paints a mixed picture regarding female leadership. Among the board members of the surveyed organisations, 34% are women – 6% up on 2021. However, while results varied widely by sub-sector, the overall representation of women in C-suite roles was lower by a quarter, from 761 in 2021 to 571 in 2024.

Considerably higher female representation was also logged in some roles: advertising, marketing, and public relations (from 29% in 2021 to 63% in 2024); port operations and services (21% to 53%); and ship broking and chartering (18% to 47%). Other sub-sectors, however, captured lower female representation than the previous survey – in particular, bunkering (down from 33% in 2021 to 9% in 2024), IT hardware/software and/or electronic equipment (20% to 0%), and marine engineering/ship repair/shipyards (35% to 14%).

Research shows the importance of female leadership not only in establishing policies to improve gender diversity but also in protecting shipping's long-term viability. We must therefore redouble our efforts to elevate women to positions of influence within maritime. With more female leaders, organisations are better placed to strengthen their policy

implementation to help guarantee a safe and supportive working environment for women, the report states. To track the effectiveness of gender diversity policies and promote transparency, the survey recommends that companies collect and share gender-disaggregated data about their workforce, including their female representation.
According to the 2024 survey, attracting more women into shipping – and encouraging them to stay – will rely on enhanced recruitment and retention initiatives alongside mentorship and leadership development programmes.

The second IMO–WISTA survey provides a stark reminder that we still have a long way to go in our mission to improve gender equality in shipping. On a more positive note, recognition of the challenge is growing, and we now have a clearer idea of where we need to focus our efforts. The sooner we correct stubborn gender imbalances; the sooner we can make real change towards a fairer and more sustainable maritime industry.

You can find more information at:
https://wistainternational.com/wp-content/uploads/IMO-WISTA-WIMS-report-2024.pdf
https://www.imo.org/en/ourwork/technicalcooperation/pages/imo-wista-women-in-maritime-survey-2024.aspx

- **IMO / WISTA / Maritime Speakers Bureau**

Under the MoU between the IMO and WISTA, the Maritime Speakers Bureau was established and launched in October 2022. The purpose of this Speakers' Data Bank is to amplify the diversity of voices in maritime.

The Maritime Speaker Bureau, supported by the International Maritime Organization (IMO) and WISTA International, has undergone a major upgrade, introducing new features to help event organisers more easily identify, assess, and engage top women speakers from across the global maritime sector. With the addition of endorsements and peer recommendations, the platform now enables organisers to build more balanced, engaging and credible panels, helping elevate the quality of maritime events worldwide.

In 2025, the Bureau has been updated with new features, including easier navigation, improved search tools, and the ability for users to add endorsements and testimonials. These updates make it simpler for event organisers, companies, and partners to find qualified speakers from across WISTA's global network, helping us showcase the depth of knowledge and expertise among our members.

Since its launch, the Maritime Speaker Bureau has received over 180 direct speaker enquiries and currently lists nearly 450 women speakers. Each profile includes:

- The topics speakers are happy to present on
- The regions where they are available to speak, either in person or online

However, unbalanced panels remain a challenge we continue to face worldwide. We strongly encourage you to take this message back to your countries and help spread the word. Both IMO and WISTA International are deeply committed to ensuring that maritime conferences and events embrace diversity of thought. Inclusive panels aren't just a step in the right direction—they're the most effective way to foster meaningful change and drive success. Let's work together to make this a global standard!

You can find more information at:
https://maritimespeakers.com

- **IMO/WISTA / WMU / Maritime Women's Leadership and Empowerment Training Course**

Following the success of the Past Leadership Accelerator Programme, the IMO in collaboration with WISTA International, has tasked the World Maritime University (WMU) with the development of a women's leadership and empowerment training course focusing on high level skills. The course aims to equip mid-career women in the maritime industry with leadership and strategic management skills, thereby enabling them to advance into decision-making roles. Held in a hybrid format, it consists of three days of remote learning, followed by one week on-site at WMU, with an additional two days of remote learning once participants have returned to their home countries.

The programme offers a unique opportunity for women in the maritime sector to expand their expertise, with interactive lectures, workshops, case studies and group exercises led by experts in maritime leadership, public speaking, project management and team building. The key objectives of the course are to enhance participants' leadership competencies, including self-awareness, confidence and decision-making skills; strengthen participants' ability to manage teams, projects and organizational challenges effectively; provide a forum for knowledge-sharing, networking and collaboration among women leaders in the maritime industry; and promote gender equity in maritime leadership by addressing barriers to advancement.

The industry needs more women leaders, and this will also help create more role models and paves the way for a greater number of women to enter and aspire to apply for more senior and board related positions.

WISTA International has sponsored two members to take part in this inaugural course, and we aim to increase the number of sponsorships next year.

You can find more information at:
https://www.imo.org/en/ourwork/technicalcooperation/pages/women-in-maritime-training.aspx

- **IMO Gender Equality Network - IMOGEN**

WISTA actively supports the work of IMOGEN, particularly its latest initiative to gather input from across the maritime sector on policies, programs or initiatives aimed at improving the recruitment and retention of women, both on shore and on board. This information will be consolidated into a Best Practices Guide that will be accessible on the IMOGEN website and updated regularly to include new initiatives as they are launched.

IMO Departments of Partnerships and Projects

WISTA works closely with the IMO's Department of Partnerships and Projects (DPP) to contribute wherever diversity needs to be highlighted and incorporated into projects. Leveraging the expertise of our members, we can propose and support measures that promote the inclusion of women professionals, helping the IMO foster their active participation in these projects.

IMO Projects

- **Act – Biofouling: Accelerating Collaboration and Transformation (ACT) for Marine Biodiversity and Climate Change**

A new project replacing the GEF-UNDP-IMO Biofouling Partnerships Project which has come to an end. This initiative is based on advancing marine biodiversity conservation and addressing climate change challenges. WISTA has given support to this program which is awaiting approval.

- **SENSREC - Phase III**

The key goal of the Safe and Environmentally Sound Ship Recycling in Bangladesh (SENSREC)-Phase-II is to enhance safe and environmentally sound ship recycling in Bangladesh. The program is co-hosted by the IMO, the Royal Norwegian Embassy in Dhaka, and the Government of Bangladesh.

- **SMART – C Projects / SMART – C Women**

The Sustainable Maritime Transport Cooperation (SMART-C) Programme, funded by the Republic of Korea, aims to advance sustainable maritime transport systems and safeguard the marine environment by broadening knowledge and enhancing technical capacity through long-term thematic projects, such as SMART-C Women, which aims to support gender equality in developing countries. This Official Development Assistance (ODA) funding will enable the long-term implementation of several technical cooperation projects under the SMART-C Framework Agreement, which was signed on 28 November 2023 by then IMO Secretary-General Mr. Kitack Lim and the Minister of Oceans and

Fisheries of the Republic of Korea, Mr. Seung-hwan Cho. WISTA is a strategic partner in the project.

To rectify the gender imbalance and promote more opportunities for women within the industry, the structure of the SMART-C Women project has a regional focus to support professional women from the ASEAN and Pacific regions by:

- empowering women through specialized online and on-site trainings on green technologies and digitalization;
- developing a global networking platform through the organization of a series of international workshops;
- strengthening women through formal education via fellowships.

The second training programme takes place in Seoul, Korea, on 21 October 2025. It includes online courses and a two-week in-person training session. The WISTA International President has sent a recorded video message to the participants.

You can find more information at:
https://smart-c.imo.org/

- **CARES Project**

Funded by The Kingdom of Saudi Arabia the IMO CARES (Coordinated Actions to Reduce Emissions from Shipping) Project is focused on the needs of developing countries to meet the IMO Energy Efficiency and GHG Strategy targets and thus helps drive the GHG emissions reduction globally. The Project's primary objective is to accelerate the deployment of green technologies, facilitating blue economic growth in developing regions. IMO CARES aims to bring together a wide consortium of stakeholders, including Research and Development Centres, Maritime Technology Cooperation Centres, private sector and IMO GHG technical cooperation projects. This will allow stakeholders from both the global north and south, and from across different sectors to collaborate under a single framework.

We have not seen much progress on this project this year. The Technology Committee is being advised of initiatives through ExCo Members Nazli Selek and Raimah Chowdhury and WISTA's input is being encouraged.

You can find more information at:
https://imocares.imo.org/

- **PRO – SEAS Project**

The Plastic Reduction in the Oceans: Sustaining and Enhancing Actions on Sea-based Sources (PRO-SEAS) Project is anticipated to start in 2025 when the GloLitter Partnerships project finishes. The main difference between PRO-SEAS and GloLitter is that the PRO-SEAS involves more stakeholders, notably through the inclusion of national waste management authorities to support holistic SBMPL management, from vessels at sea to delivery of litter to ports and end of life management. The PRO-SEAS project is built upon the foundations established by GloLitter, supporting participating countries and regions to implement the SBMPL priorities already identified or under development in NAPs and other regional forums.

PRO-SEAS will aim to bring a new dimension by using the circular economy approach, connecting shipping and fisheries agencies with national waste management systems to ensure sustainable management of plastic waste from sea-based sources. It will also aim to support research to estimate categories and amounts of marine plastic litter in selected countries.

WISTA is a strategic partner in the project, and we have submitted a proposal to participate in the in-kind co-financing of the GEF PRO-SEAS project. The Environmental Committee, together with the ExCo, facilitated the structure of the proposal and the proposed deliverables. The programme has been approved earlier this year.

We are supporters of the Plastic Reduction in the Oceans: Sustaining and Enhancing Actions on Sea-Based Sources (PRO-SEAS) GEF Project with a new project inception workshop taking place on November 11, 2025.

You can find more information at:
https://glolitter.imo.org/project/about

2. EU Platform for Change WOMEN in Transport

Launched on 27 November 2017, the EU Platform for Change Women in Transport aims to strengthen women's employment and ensure equal opportunities for women and men in the transport sector thanks to the actions brought about by the Platform members. It will also serve as a forum to discuss and exchange good practices.

WISTA, through its President Elpi Petraki and Treasurer Connie Roozen, is participating in the platform by attending and presenting at the various meetings throughout the year, and future collaborative initiatives are being explored. It is notable that we are one of the very few representatives from the sector.

Part of this collaboration is the "Women in transport EU Platform for Change: 25 recommendations to attract recruit and retain women in the transport sector", that has been shared with you.

3. International Chamber of Shipping (ICS)

WISTA and ICS are close partners working together on diversity and inclusion issues and how to move the conversation forward into tangible solutions. We are a part of the ICS' DEI Panel to inspire change and promote maritime opportunities for inclusive employment in shipping for which the ICS has developed a three-pillar framework:

- the ICS Diversity Tracker,
- the Maritime Diversity and Inclusion Charter, and
- the Diversity and Inclusion Toolkit.

Over the past year we have joined various discussions with the ICS concerning the development of diversity training for companies for both onshore and offshore staff, changes to the MLC revision relating to women at sea and other behavioral related issues.

4. Maritime Just Transition Task Force

The "Maritime Just Transition Task Force" is an unprecedented initiative set up during COP26 in Glasgow by the International Chamber of Shipping (ICS), the International Transport Workers' Federation (ITF), the United Nations Global Compact (UNGC), the International Labour Organization (ILO), and the International Maritime Organization (IMO) to ensure that shipping's response to the climate emergency puts seafarers at the heart of the solution, supported by globally established Just Transition principles. A Just Transition is a people-centred response to addressing the climate emergency. According to the ILO, this means greening the economy in a way that is as fair and inclusive as possible, creating decent work opportunities.

As part of the work, the 'Baseline Training Framework for Seafarers in Decarbonisation' project has now been competed, resulting in the creation of the first global Basic and Advanced Training Frameworks and Instructor Handbooks for ammonia, methanol, and hydrogen as marine fuels – these give Maritime Education and Training institutions the tools to create programmes that prepare seafarers for operating vessels powered by alternative fuels and to support their upskilling, helping to accelerate the safe adoption of zero-and-near-zero emission fuels.

These frameworks have been tested in the world's first *Train-the-trainer programme on sustainable fuels*, delivered by the World Maritime University, and hosted by MTCC-Asia

and Shanghai Maritime University. It has produced *Guidelines for Developing Familiarisation Programmes for Alternative Fuels*, offering practical guidance for companies and training providers to design onboard familiarisation programmes. They may also serve as a reference for other maritime stakeholders, such as port operators and service providers. The guidelines will be submitted to HTW12 by ICS and ITF on behalf of the Task Force.

WISTA is part of the working group and related action groups to ensure that diversity issues are included in such efforts. WISTA President Elpi Petraki and ExCo Member Raimah Chowdhury are the representatives and liaise with the Technology Committee on the various initiatives.

You can find more information at:
https://www.mjttf.org/

5. Institute of Chartered Shipbrokers

The Institute for Chartered Shipbrokers (ICS) scholarship program aims to provide individuals with a deeper knowledge of the maritime industry.
Seven WISTA members have been awarded scholarships for the academic year 2024 - 2025, as follows:

1. Rita De Cassia Oliveira Feodrippe, WISTA Brazil
2. Bassem Hamud, WISTA Spain
3. Han Deng , WISTA USA
4. Loudres Evans, WISTA USA
5. Samantha Lourandou, WISTA Hellas
6. Yasmin Marizza, WISTA Argentina
7. Caroline Lemos, WISTA Brazil

The HR Committee is responsible for coordinating the ICS Scholarships with the

Presidents of the National WISTA Associations. Last year, the HR Committee made a concerted effort to conduct individual interviews with candidates for the 2024-2025 Scholarship to ensure they understood the commitment required to guarantee the continuation of the scholarships. It has been observed that this has positively influenced the outcome for this year's candidates and the committee will continue this effort for this year too.

6. European Community Shipowners Association (ECSA)

WISTA works in close collaboration with ECSA, with members of the Secretariat participating as panelists in several of our events and vice versa.

7. BIMCO

WISTA International and BIMCO have signed a Memorandum of Understanding (MoU), in October 2025, to formalize collaboration in promoting diversity, sustainability, and professional excellence across the maritime industry.

Working together, WISTA International and BIMCO aim to address shared industry challenges and create opportunities for professionals throughout the global shipping sector. The MoU establishes a framework for cooperation in key areas including:

- Research and Development: Joint initiatives, studies, and projects relevant to shipping and maritime innovation.
- Information Sharing: Exchange of publications, data, and insights beneficial to the members of both organisations.
- Training and Education: Development of joint training programmes, seminars, and educational initiatives aimed at enhancing professional skills and industry knowledge.

IV. Other and Future Collaborations / Work in Progress

1. **International Association of Ports and Harbors (IAPH)** – Actual discussions for collaboration to empower women's participation in ports. This year again there is a clash between the associations' annual conference and therefore we are unable to attend each other's events. Both participated in the UNCTAD Train for Trade port management programme, and further collaboration is under way.
2. **International Seafarers' Welfare and Assistance Network (ISWAN) -** Discussions betweenWISTA International and National chapters refer to ISWAN among other seafarers organizations when support for seafarers is requested.
3. **Mission to Seafarers** Discussion for further cooperation
4. **Cruise Lines International Association (CLIA)** – As in the previous year we continue sharing opinions and finding common ground to work together.
5. **Royal Institution of Nautical Architects (RINA)**
6. **Nautical Institute**
7. **World Maritime University (WMU)** – As above the IMO WISTA WMU Maritime Women's Leadership and Empowerment course took place in the last trimester of 2025, marking the beginning of a close collaboration. WISTA International sponsored two members to attend the course, with the aim for more next year.
   The International Conference - Advancing the Blue Economy through Gender Equality, took place at WMU in May 2025 with WISTA International and many members joining important discussions that took place.
8. **Committee Maritime International (CMI):** Discussions for further collaboration are in place with the aim to materialize in 2026
9. **FONASBA (the federation of National Ship Brokers and Agents):** Talks are continuing towards collaboration with the objective of increasing professional female participation in the ship broking and ship agency sectors.
10. **INTERTANKO:** Closely working on matters of diversity as they arise and co-sponsoring relative documents to be submitted to the IMO.
11. **UN Tourism** supported in finding data related to the maritime transport for their

initiative, Global Report on Women in Tourism to be published in 2026.

12. **IBIA (International Bunker Industry Association)**
13. **ITF (International Transport Workers' Federation)**
14. **EMSA (European Maritime Safety Agency)**
15. **ESPO (European Sea Ports Organization)**
16. **IMO International Maritime Law Institute (IMLI)**
17. **All Aboard Alliance** – Discussions for further collaboration are in place.
18. **International Chamber of Commerce (ICC)**
19. **International Association of Maritime Universities (IAMU)**

V. Various Projects

- **UNCTAD**

WISTA International contributed to the *2025 Review of Maritime Transport*. This report will be circulated to its members
https://unctad.org/system/files/official-document/rmt2025_en.pdf

This year saw a closer collaboration in the Train the Trainer Port Management Programme. On three occasions WISTA members were invited to attend the training workshops. These are region focused, in multiple languages, aiming to strength the capacities of port managers. The participation of WISTA members from the countries in focus (underdeveloped or developing countries) provides an opportunity to promote the professional advancement of women by encouraging their access to training and capacity-building opportunities.

On the first occasion, the President had the opportunity to attend the in-person part of the training for the English-speaking network in Dublin in May 2025. She presented the work of WISTA and the results of the IMO WISTA Women in Maritime survey with focus on ports. On the second occasion, five WISTA members from Peru attended the same course in Spain from 30 June to 11 July 2025. The course aimed to strengthen the

capacities of port managers in Latin America and the Caribbean. The WISTA representatives emphasized the importance of incorporating a gender perspective into port management, as well as the value of digitalization, strategic communication, and inclusive leadership to address the sector's challenges. On the third occasion the programme took place in Uruguay.

We will continue looking for opportunities for our members' participation in the Train the Trainer Port Management Programs in 2026.

Finally, an MOU is expected to be signed by the two parties in the near future.

VI. ExCo Meetings in 2025

- **Mid-Term Meeting, Mumbai -India**

This year's ExCo held its mid-term meeting on 7-10 April 2025, in Mumbai, India, followed by a conference entitled "Navigating Change: The Future of Sustainable Shipping", organized by WISTA India. The event brought together local industry, consulates, maritime leaders and professionals to share insights. It was a hugely successful event attended by many NWAs representatives and collaborative partners from around the world. Various events took place to celebrate the strong presence of WISTA India in the community. In a direct engagement with a key maritime stakeholder in locally, the WISTA International ExCo visited the Anglo-Eastern Maritime Academy to discuss the programmes it has in place to support and attract more females to the seafaring profession. In touring the academy's facilities, delegates made full use of the opportunity to speak to many of the female cadets enrolled.

VII. WISTA Regional Conferences and Meetings

- **WISTA NWA's presidents online informal meeting**

An online meeting was held with NWA's presidents and ExCo on 29 April 2025.

- **WISTA regional online meetings**

The ExCo representatives have regular online meetings with the various regional NWAs, and the communication continues in mobile apps to support connection and information flow between the NWA members.

VIII. NWAs Events with ExCo Members Attendance

1. **WISTA UK**, 26th November 2024, Golden Jubilee Seminar and reception at the House of Lords - President, ExCo Member Raimah Chowdhury and Laura Betteley attended.
2. **WISTA Italy**, 28 November 2024, 30 Year Celebration conference and Gala Dinner – President and ExCo member Nazli Selek attended.
3. **WISTA Hellas**, 22 January 2025, New Year Celebration – President attended.
4. **WISTA Singapore event at Vietnam at HCMC and Hanoi shipping event**, 25-27 February 2025 - the President has sent a video message introducing WISTA to the Vietnamese industry.
5. **WISTA Nigeria,** 25 March 2025, 30 Years Anniversary event – GS Jemilat Mahamad was on site and the President attended online.
6. **WISTA USA**, 1 April 2025, Reception on the occasion of CMA – President attended.
7. **WISTA India,** 7-10 April 2025, Midterm meeting and Conference, ExCo attended.
8. **WISTA UAE**, May 2025, WISTA Panel attendance at UAE Maritime - ExCo member Nazli Selek attended.
9. **WISTA USA,** 12-14 May 2025, AGM Conference - ExCo member Meredith Kirby attended.

10. **WISTA Portugal**, 19-23 May 2025, AGM – WISTA Panel at Madeira Maritime Week - President attended.
11. **WISTA Sweden**, 21 May 2025, on the occasion of WMU Conference, meeting with the President and members.
12. **WISTA Finland,** 23 May 2025, on the occasion of Alland Maritime Days, meeting the President and members of Nordic Countries.
13. **WISTA Norway**, 2-6 June 2025, NOR Shipping event organized by WISTA Norway - ExCo Member Meredith Kirby attended.
14. **WISTA Hellas**, 5th June 2025, Seminar on climate change and impacts to the industry - President attended.
15. **WISTA UK**, September 2025, LSW WISTA UK events - ExCo member Nazli Selek attended.
16. **WISTA Sweden**, September 2025, Stockholm and Malmo separate meeting with treasurer Connie Roosen - President attended.
17. **WISTA USA,** 15-17 May 2025, AGM Conference - ExCo member Meredith Kirby attended.
18. **WISTA Cyprus,** 7 October 2025, reception of the occasion of Cyprus Maritime Week - President attended.

IX. WISTA International Participation in International Conferences, Summits, Events, and Webinars

1. **FONASBA AGM and Conference**, 16-18 October 2025, Athens, Greece - President attended.
2. **IMO Council**, 18-22 November 2024, Council and special presentation on IMO WISTA survey for Member states - President, ExCo Member Raimah Chowdhury and Laura Betteley attended.
3. **DSG 3rd Maritime DEI Conference,** 20 November 2024, London - President attended.

4. **EU Women in transport platform,** 26 November 2024, online - President and Treasurer Connie Roozen attended**.**
5. **EU – ECSA Maritime Skills Forum,** 21 January 2025, Brussels, Panel discussion by Treasurer.
6. **European Shipping Summit**, 19-20 March 2025, Brussels - President participated in two panel discussions: a) "Closing the Talent Gap – How to Empower Diversity Leadership in Shipping" organized by Danish Shipping b) "Building industrial capacity: the skills challenge".
7. **CMA,** 1-3 April 2025**,** Connecticut USA – President participated in three panel discussions: a) the *Seatrade* Round Table, b) the Tanker Markets Panel, c) the Leadership Forum – the Diversity Mandate Panel.
8. **IMO MEPC 83,** 7-11 April 2025, London – WISTA USA member Elise Sturrup, ExCo member Raimah Chowdhury, and various members of NWA's at other representations.
9. **IMO An Ocean of Opportunities for Women, International Day for Women in Maritime, Symposium and Gender Equality Award,** 18 May 2025 **–** President presented the results of the *IMO WISTA Women in Maritime Survey*, many member states, the ExCo, and various NWAs members attended. During the symposium the second Gender Diversity Award was awarded to ex WISTA International President Karin Orsel. The President was interviewed on the morning programme of *BBC Today* on the same day.
10. **WMU Conference Advancing the Blue Economy through Gender Equality,** 19-21 May 2025, Malmo, Sweden - President presented the results of the *IMO-WISTA Women in Maritime Survey.*
11. **Women In Maritime event by Shipping Deputy Ministry of Cyprus,** 19 May 2025, Cypurs - President has sent a video message.
12. **UAE Maritime Week,** May 2025, Dubai, UAE - ExCo Member Nazli Selek attended.
13. **Madeira Maritime Week,** 18-24 May 2025, Madeira, Portugal – Exco Member Nazli Selek took part in a panel discussion about reducing bureaucracy in the shipping industry.

14. **Maritime Day Aland**, 21-22 May 2025, Aland, Finland – The President participated in the panel discussion "Navigating the Future, Confident Approaches to shifting market and recruitments.", which was moderated by Christina Palmen, the President of WISTA Sweden.
15. **Train the Trainer Port Management, UNCTAD**, 26-27 May 2025, Dublin, Ireland - President presented the results of the *IMO-WISTA Women in Maritime Survey*.
16. **ESG Shipping awards**, 30 May 2025, Athens, Greece - ExCo member Dafne Anghelidis was a member of the Judging Panel.
17. **NOR Shipping**, 2-5 June, Oslo, Norway - ExCo member Meridith Kirby attended.
18. **TC 75, IMO**, 2-6 June 2025, online – President attended.
19. **ICS (International Chamber of Shipping) Summit**, 11 June 2025, Athens, Greece – President attended.
20. **BSM Conference for Maritime training Center,** 24 – 26 June 2025, Ghana - Exco SG Jemilat Mahamad attended.
21. **EU Women in transport platform,** 24th June 2025, online - President and Treasurer Connie Roosen attended**.**
22. **Council 134 IMO**, 7-11 July 2025, London, UK - President and Laura Betteley attended.
23. **International Conference on Seafarers,** 1-3 September 2025, Manila, Philippines – President has sent a video message.
24. **Waves of Change – Together towards an inclusive Future,** 3 September 2025, Brussels, Belgium, - President has sent a video message.
25. **Inaugural meeting for the Women's Leadership Empowerment Training Course,** 9t September 2025, online - President delivered a welcoming speech..
26. **London Shipping Week**, 15-19 September 2025, London - ExCo member Nazli Selek presented the *IMO-WISTA Women in Maritime Survey* results at NRF event.
27. **APEC SEN Seafarer Policy Conference,** 22-23 September 2025, Busan, Korea - Sanjam Gupta presented the *IMO-WISTA Women in Maritime Survey*.
28. **IMO World Maritime Event "Our Oceans Our Obligation Our Opportunity",** 25 September 2025, London - President and Laura Betteley attended.

29. **Golden Combass Seafarers House**, 26-27 September 2025, Fort Lauderdale, USA - ExCo Member Meridith Kirby attended.
30. **IMO World Maritime Day Parallel Event,** 30 September – 1 October 2025, Dubai UAE - President participated in the 'Capacity Development for Sustainable Oceans' panel discussion.
31. **NIMASA event**, 2-3 October 2025, Lagos, Nigeria - SG Jemilat Mahamah attended.
32. **Maritime Cyprus,** 5-8 October 2025, Limassol, Cyprus - President participated in the "Technology's impact on Shipping and Seafarers" panel discussion.
33. **IMO, MEPC/ ES /2**, 14-17 October 2025, online - President attended**.**
34. **Smart C Women Conference**, 21 October 2025, Seoul, Republic of Korea - President has sent a video message for the students.

X. Media and press coverage

- Online: a total of 389 articles, reach 250,000,000
- Print: a total of 18 articles, reach 307,000

Acknowledgements

I would like to extend my heartfelt thanks to President Rosana Velasco and the Board Members of WISTA Spain for their dedication and tireless efforts in making this year's AGM and Conference such a resounding success.

A special thank you to our incredible sponsors for your generous contributions and unwavering support—you made this event possible.

I would also like to express my deepest gratitude to all the people working behind the scenes, who make hard work and success look effortless.

To **Laura Betteley**, thank you for being a steady and reliable presence for all of us. Your tireless dedication in such a demanding role does not go unnoticed.

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To **Stone Studio**, and especially **Tara Kenny**, thank you for the countless hours you dedicated to creating our new brand identity and website. Your responsiveness, creativity, and commitment brought our vision to life seamlessly.

To our **industry partners**, thank you for walking alongside us. Your collaboration strengthens our mission and extends our reach.

I would like to especially recognize the support we've received for our joint initiatives with the IMO:

- **The IMO-WISTA Women in Maritime Survey**
- **The Maritime Speakers Bureau**
- **The IMO-WMU-WISTA Women's Leadership and Empowerment Programme**

These efforts would not have been possible without the continued support of the Secretary General, the Secretariat and the incredible team from the IMO Technical Cooperation Division—**Dr. Jose Matheickal**, **Louise Proctor**, and **Gyorgyi Gurban**. In particular, I would like to thank the remarkable **Mariana Noceti** for her tireless dedication and the many hours of work and meetings that brought these projects to fruition.

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A heartfelt thank you goes to the **ExCo team**—thank you for your commitment, collaboration, and for navigating the complexities of this diverse and global organization with such integrity and energy.

As we are preparing to welcome a new Treasurer, I want to offer my sincere thanks to **Connie Roozen**, who has served in this role for the past seven years. Connie, your hard work and dedication have been instrumental to our success, and you will be deeply missed.

And last, but by no means least, my supporting team back in my office.

Of course, I want to thank every single member of our association — WISTA is what it is because of you. Your unwavering support, your patience, and your positivity continue to drive us forward.

Let's continue working together to make an even greater impact on the industries we represent.

Elpi Petraki
President of WISTA International