

## DIVERSITY, INCLUSION, BELONGING AND EQUITY (DIBE) POLICY

Hafnia is committed to cultivating and preserving a culture of diversity, inclusion, belonging and equity (DIBE). We want our employees to feel valued, inspired, fulfilled and fairly treated at work.

We embrace differences in age, nationality, gender identity, sexual orientation, ability/disability, background and other characteristics that make our employees unique. We believe the collective sum of our individual differences represent a significant part of our company culture.

We know difference is important, and we go beyond that. We strive to create a working environment where people feel that they are included and belong. We invite diverse thoughts, ideas and perspectives and we strive to make sure people can be their true self at work. We are also committed to ensuring our work practices are fair.

DIBE aligns with our Vision, Mission, and CARE values. We expect every employee to support one another to thrive at work, be that onshore, offshore or at company or industry events. We do not tolerate any form of harassment or hostility to one another. We are honest and transparent when dealing with one another – also when conversations become challenging.

DIBE is woven through our people practices (in particular, recruitment, development, progression and compensation) and we hold our leaders accountable for fostering a team environment which embraces every team member.



Head of Technical