

VISION, PURPOSE, VALUES (VPV) POLICY

Policy Purpose:

The purpose of the Vision, Purpose, and Values (VPV) is for all to understand how we work together to achieve them.

Policy Scope:

This policy applies to all employees, contractors, vendors, and stakeholders who work with Hafnia.

Policy Statement:

Our Vision, Purpose and Values are at the core of everything we do. We ensure every individual and business decision in our organisation live up to these high expectations for our success.

We build our “Best on Water” Vision to show where we are going and showcase what the future looks like when goals and intentions are accomplished. Our People First Purpose is our determination in being a leader in the shipping future of tomorrow. Our CARE Values are what unite us, fortifying a culture which makes Hafnia home to our employees, customers, and partners.

Our Main Objectives are to:

- Set the standards that our customers desire and our competitors want to copy.
- Set a company culture and vision which can be lived by every employee.
- Be the “Best on Water”, being the best forward-thinking integrated shipping platform when it comes to performance and safety
- Always put people first
- Drive a culture of CARE where we:

Collaborative

- *We put people first*
- *We are one team*
- *We engage with respect and an open mind*
- *We are transparent in our communication*

Ambitious

- *We think out of the box and go the extra mile, for our customers*
- *We are empowered*
- *We challenge and give each other respectful feedback*

Reliable

- *We deliver complete solutions to our customers*
- *We say as we do, and we do as we say*
- *We take ownership and we are accountable for what we do*
- *We are transparent and share our intentions*

Enduring

- *We act with a long-term perspective to deliver for our customers*
- *We never give up and we do the right thing*
- *We do not accept the status quo, we seek development*
- *We optimize today to ensure there is a tomorrow*

We are Hafnia

Putting **people-first** and **challenging the industry of today** to deliver **a better tomorrow**