

## VISION, PURPOSE, VALUES (VPV) POLICY

### Policy Purpose:

The purpose of this policy is to clearly define Hafnia's Vision, Purpose, and Values, and ensure they guide us to work and achieve success - together. This policy should be read in conjunction with Hafnia's Code of Conduct.

### Policy Scope:

This policy applies to all employees and affiliates, and Hafnia holds its contractors, vendors, and stakeholders working with, or on behalf of Hafnia, to equal standards.

### Policy Statement:

Our Vision, Purpose, and Values are at the core of everything we do. They guide our behavior, shape our culture, and inform every decision we make. We are committed to ensuring our actions and partnerships consistently reflect and uphold these principles.

- **Our “Best on Water” Vision** defines where we are going. “Best on Water” represents our ambition to be the leading forward-thinking, integrated shipping platform - setting the standard for safety, performance, and operational excellence.
- **Our “People-First” Purpose** reflects our commitment to ourselves and to one another. It recognizes that Hafnia's success depends on team spirit and investing in our people. We empower our team members by supporting their development and an environment of psychological safety. This enables innovative thinking, bold decision-making, and intelligent risk-taking within a safe and supportive workplace.
- **Our “CARE” Values** define how we work together. They unite us and strengthen a culture that makes Hafnia a trusted professional home for employees, customers and partners:
  - **Collaboration:** We put people first; We are one team; We engage with respect and an open mind; We are transparent in our communications.
  - **Ambition:** We think outside the box and go the extra mile; We are empowered; We challenge ourselves and give each other respectful feedback.
  - **Reliability:** We deliver complete solutions for our customers; We say as we do and do as we say; We take ownership and are accountable for what we do; We are transparent and share our intentions.
  - **Endurance:** We act with a long-term perspective to deliver; We never give up and we do the right thing; We do not accept the status quo and seek development always; We optimize today to look to the future.

### Our Main Objectives are to:

- Set the standards our customers expect, and our competitors aspire to match.
- Always put people first collectively in our decisions and actions, while fostering a strong CARE culture embedded across all levels of the organization, that employees are inspired to uphold.
- Be the best forward-thinking integrated shipping platform in safety and performance.