

WHISTLEBLOWING POLICY

Policy

- A. Hafnia is committed to upholding the highest standards of integrity and compliance across all our operations. Our speak-up culture recognises the importance of reporting concerns about unethical, illegal, unlawful, or inappropriate behaviour within the organization. To underline this we provide a secure, confidential, and effective mechanism for reporting any Concerns.
- B. This Policy applies to the broad range of stakeholders who interact with or are associated with Hafnia. This can include, but is not limited to, the Executive Management Team, Hafnia’s Board of Directors, employees, contractors, seafarers, workers in the value chain, suppliers and vendors, shareholders and investors, customers, auditors, and regulatory authorities (“**Stakeholders**”).
- C. This Policy is designed to align with the EU Whistleblower Protection Directive (2019/1937) and applicable national implementing legislation, in addition to other relevant whistleblowing laws and regulations in the jurisdictions in which Hafnia operates.
- D. Hafnia is committed to ensuring that Stakeholders who wish to report their Concerns about potential or actual ethical breaches within the Company are protected from reprisal or victimisation for reporting such concerns.
- E. Stakeholders have the option of reporting via an external reporting platform provided by NAVEX Global which guarantees anonymity, security, and a user-friendly system. The external reporting site link is: hafnia.ethicspoint.com
- F. The Policy objectives, implemented and enacted via the Procedures and Protocols set out in its internal operational documentation, are to:
 - **Promote Transparency:** Hafnia is committed to fostering a culture of transparency where everyone, no matter their position or rank, feels empowered to report Concerns related to misconduct without fear of reprisal.
 - **Protect our People:** We commit to protect the rights of those who step forward with legitimate Concerns.
 - **Enhance Accountability:** Via a transparent reporting framework, we diligently ensure that reported Concerns receive prompt and impartial investigation and resolution.



We are Hafnia

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