

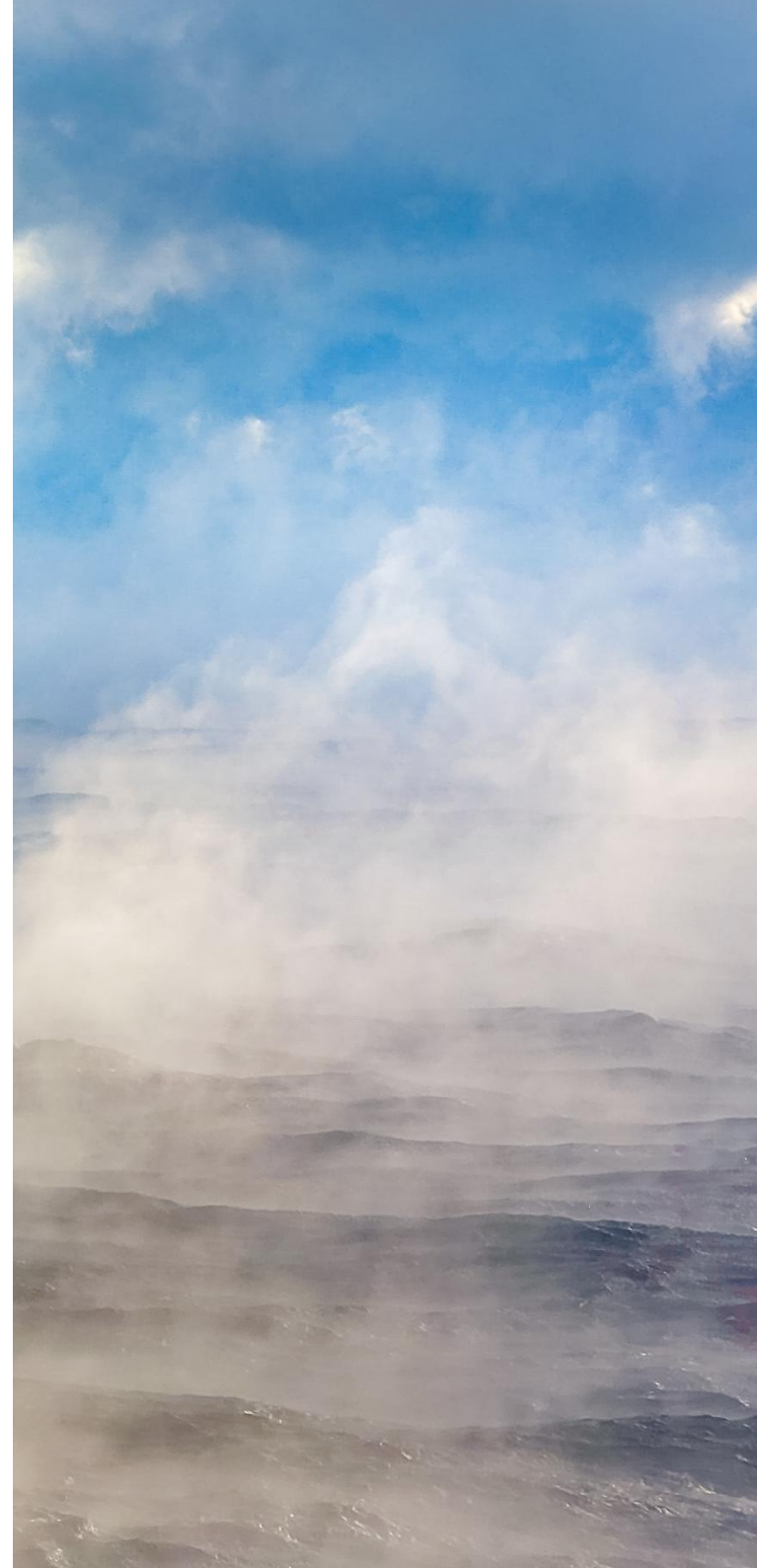


Reporting on Human Rights Due Diligence

Account of Human Rights Due Diligence for Odfjell SE pursuant to Section 4 of the Norwegian Transparency Act for the period January 1, 2024 to December 31, 2024.

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Global shipping

Shipping constitutes a critical component of global logistics and distribution networks, facilitating approximately 90% of all cargo transportation worldwide. As a mode of transportation, shipping is not only the most efficient but also represents the most environmentally sustainable method for transporting large volumes across extensive distances. Without the maritime industry, numerous regions and populations would face significant challenges, including critical shortages of essential goods and supplies.

From an economic perspective, the shipping sector is indispensable. Within the European Union alone, maritime transportation accounts for approximately 80% of all exports and imports by volume and 50% by economic value¹. The industry's unparalleled capacity to provide cost-effective transport solutions has significantly contributed to global economic development. Over the past four

decades, the volume of seaborne trade has quadrupled, ensuring broader global access to affordable products and thereby enhancing living standards internationally.

Moreover, the relatively low environmental footprint per ton of cargo transported underscores shipping's pivotal role as a sustainable choice within the broader transport sector. As technological advancements and innovations continue to emerge, shipping remains integral to connecting global markets, supporting economic activity, and contributing positively to global quality of life.

Nevertheless, despite its essential role in facilitating international trade and economic prosperity, the shipping industry must acknowledge and proactively address the potential adverse impacts on human rights associated with its operations. Notably, challenges such as unsafe working conditions, exploitative labor practices, and modern slavery pose significant risks that require immediate

and sustained attention. The maritime working environment can often be harsh, hazardous, and isolated, conditions that may exacerbate the risk of exploitation.

Our industry is obligated to uphold the highest ethical standards to protect and promote the welfare of maritime workers. This commitment involves strict adherence to international labor and safety regulations, continual improvement of operational standards, and rigorous enforcement of practices that guarantee fair wages, safe working environments, and adequate living conditions aboard vessels.

It is our responsibility to ensure that our industry contributes to global economic prosperity while respecting and protecting the fundamental dignity and rights of every individual involved.

Through transparency, accountability, and continuous improvement, we strive to mitigate these risks and cultivate a

¹ [Navigating Rough Waters: Global Shipping and Challenges for the North Range Ports - Intereconomics](#)

shipping sector characterized not only by economic vitality but also by social responsibility.

Odfjell and our supply chain

Throughout our 110-year history, Odfjell has maintained an unwavering commitment to responsible and sustainable business practices. The health, safety, well-being, and fundamental rights of our employees are paramount to our operations and organizational values. Consequently, respect for human rights is deeply embedded in our business strategy and culture.

Recognizing the broader implications of our operations, we are equally committed to ensuring the protection and respect of human rights within our supply chain. Odfjell sets forth clear principles and standards, explicitly communicating our expectations to suppliers and business partners to ensure adherence to human rights protections and safe working conditions throughout our operations and value chain.

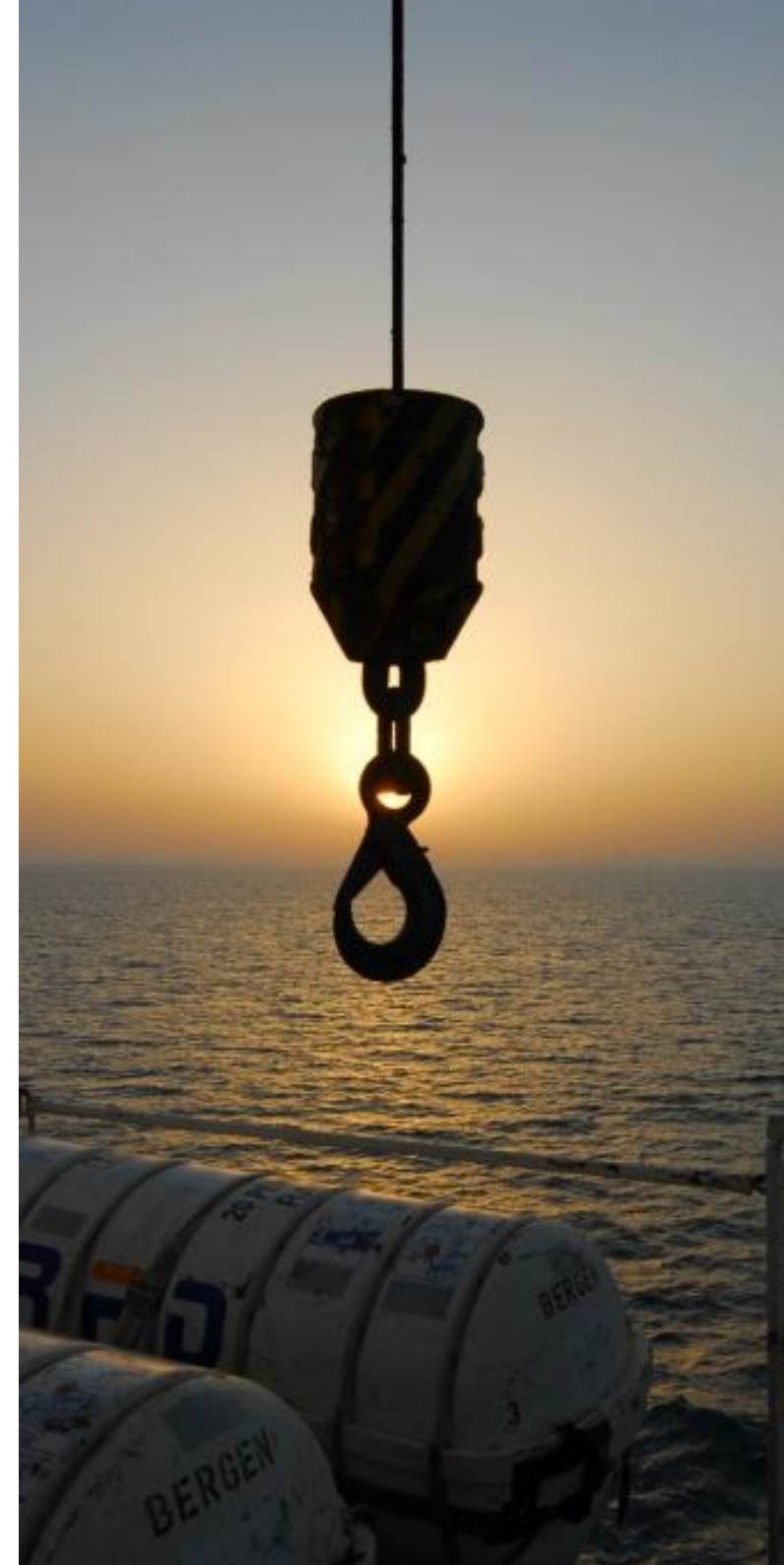
For more detailed information regarding

our business model, value chain and sustainability practices, please see our Sustainability Statement – General Disclosures – SBM-1.

The Odfjell Group – Organization and area of operation

The Odfjell Group is a leading global provider of maritime transportation and storage services for chemicals and other specialty bulk liquids. Our operations span the globe, with our sophisticated fleet calling regularly at more than 300 ports worldwide. The Group maintains a global presence through strategically located offices in Norway, the United States, Singapore, the Philippines, South Korea, Brazil, Japan, the United Arab Emirates, South Africa, and China.

At sea, our fleet of over 70 advanced chemical tankers annually transports approximately 14 million tonnes of cargo, operating continuously, day and night, under varying weather conditions. Onshore, our dedicated terminal teams in the United States, Belgium, and South Korea manage and operate a combined



total of 478 storage tanks, representing a total capacity of 1.3 million cubic meters. Due to the nature of our operations, particularly the handling and transportation of hazardous cargo, safety and sustainability are central priorities. Ensuring the highest standards in these areas constitutes not only our responsibility but also our license to operate.

Odfjell SE serves as the ultimate parent entity of the Odfjell Group, encompassing subsidiaries subject to reporting obligations under Section 3(a) of the Norwegian Transparency Act², specifically:

- Odfjell Tankers AS
- Odfjell Management AS
- Odfjell Chemical Tankers AS

The scope of this human rights due diligence reporting covers the above-listed subsidiaries, including identified risks and implemented measures relating to human rights impacts. Other subsidiaries and joint ventures of the

Odfjell Group are currently not subject to these reporting obligations.

Organization and responsibilities

The Chief Executive Officer (CEO) is ultimately responsible for human rights within the organization. The Chief Sustainability Officer (CSO) is specifically charged with overseeing the development and implementation of strategies, governance frameworks, policies, plans, and reporting processes related to sustainability and human rights due diligence. The Board of Directors (BoD) supervises and ensures the integration and adherence to human rights principles throughout Odfjell's strategic planning and operational activities.

The role of Chief Compliance Officer is currently held by CSO. The Chief Compliance Officer reports to both the CEO and the BoD via the AC. The Chief Compliance Officer is the point of contact for compliance matters and also receives reports in the whistleblower system.

In 2023, the scope of the board audit committee (AC) was broadened to encompass sustainability issues, including review of integrity risk and human rights impacts. The AC serves as an advisory body to assist the BoD in its supervisory role regarding sustainability and ESG reporting. Committee members possess the requisite knowledge and expertise in sustainability matters.

Odfjell emphasizes organizational engagement through active dialogue with employees and their elected representatives. Our objective is to incorporate employee perspectives, experiences, and insights into organizational practices, thereby fostering sustainable and satisfactory working conditions.

We seek to maintain and enhance a trust-based dialogue framework through structured interactions with acknowledged labor unions, working environment committees, and works

² [Act relating to enterprises' transparency and work on fundamental human rights and decent working conditions \(Transparency Act\) - Lovdata](#)

* Odfjell SE is publicly listed on the Oslo Stock Exchange. Additional information about our organizational structure is available at: <https://www.odfjell.com/about/our-organization>.

councils. Such dialogue contributes significantly to the ongoing development and reinforcement of sustainable business practices within Odfjell.

Guidelines and routines for handling of Human Rights Due Diligence

Guidelines and policies

Odfjell has implemented a [Corporate Human Rights Policy](#), a [Code of Conduct](#), a [Corporate Supplier Conduct Principles](#), and a due diligence process. All material policies are approved by Board of Directors, and owned by either CEO or CSO.

Odfjell is committed to respecting and promoting human rights as outlined by the International Bill of Human Rights, comprising the Universal Declaration of Human Rights (1948), the International Covenant on Civil and Political Rights (ICCPR, 1966) with its two optional

protocols, and the International Covenant on Economic, Social and Cultural Rights (ICESCR, 1966).

Furthermore, Odfjell endorses and actively supports the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, as well as the International Maritime Organization's Maritime Labor Convention. As a signatory to the United Nations Global Compact since 2011, we remain dedicated to operating sustainably and continuously strive for improvement in alignment with the UN Global Compact's Ten Principles.

Additionally, we apply the United Nations Guiding Principles on Business and Human Rights (Chapter II) and the OECD Guidelines for Multinational Enterprises as central frameworks guiding our sustainability strategy. Odfjell is also a signatory to the Neptune Declaration on Seafarers Wellbeing.³

³ [Neptune Principles | Global Maritime Forum](#)



Risk assessment

Each year, Odfjell reviews our comprehensive Human Rights Impact Assessment (HRIA), resulting in a detailed

HRIA matrix. Through this structured assessment, we systematically identify, evaluate, and prioritize inherent and potential adverse impacts on human rights linked to our operations and value chain. This evaluation assesses the severity, likelihood, leverage, and priority of identified impacts, subsequently informing our Human Rights Due Diligence (HRDD) Action Plan to mitigate risks effectively. We actively monitor our exposure to operations in countries with potential compromised human rights

conditions, using a variety of reputable sources to ensure a robust evaluation of political rights, civil liberties, labor conditions, child labor, and modern slavery risks. In our annual Integrity Update to the Board of Directors, we discuss and review human rights risk levels associated with our international offices, operational locations, frequently visited ports, and key supplier countries.

Our Sustainability Statement 2024 – General Disclosures – SBM-2 provides a summary of our stakeholder analysis, reflecting the diverse perspectives and interests of stakeholders as communicated through multiple engagement channels. Regular dialogue with customers, suppliers, financial institutions, and impacted stakeholders ensures that the Board and management remain informed of relevant sustainability concerns and stakeholder expectations. Our Double Materiality Assessment (DMA) forms a key basis for these stakeholder dialogues, shaping our understanding and management of sustainability-related impacts, see our Sustainability Statement 2024 – General Disclosures – SBM-3.

Sustainability statement – Social

Odfjell has also undertaken rigorous assessments addressing climate and nature-related risks. These assessments significantly influence our sustainability strategy, establishing the foundation for our ambitious climate targets and initiatives. Such evaluations guide our strategic and operational priorities, facilitating the identification and

prioritization of significant ESG (Environmental, Social, and Governance) topics, encompassing both risks and opportunities. Details of these assessments and their outcomes are accessible on our corporate website in our Sustainability Statement 2024 – General Disclosures – IRO-1 and SBM-3.

In conducting our Double Materiality Assessment (DMA), Odfjell identified both positive and negative sustainability impacts. While the assessment methodology did not require a strict binary classification, most topics deemed material achieved a score of three on a scale from one to five in terms of both impact materiality and financial materiality. Comprehensive results and details from this assessment, including an in-depth analysis of Impacts, Risks, and Opportunities (IRO), are presented in our Sustainability Statement 2024 – General Disclosures – SBM-3. Moreover, human rights considerations are embedded implicitly across all identified ESG material focus areas, and is an integrated part of the ESRS reporting standard S1 Own Workforce and S2 Workers in the

value chain, where Odfjell report in line with the standard.

Odfjell is a committed participant in the FuturePROOF initiative, a collaborative platform jointly established by the Bergen Chamber of Commerce and Industry and the Rafto Foundation for Human Rights and Business. Future-Proof aims to support businesses in fulfilling their human rights obligations through capacity-building activities, competence enhancement, and knowledge sharing. It provides a valuable forum for openly discussing complex human rights issues and resolving challenges collectively. Through active engagement in this platform, Odfjell shares insights, exchanges best practices, and contributes constructively to discussions with fellow participants.

Incident reporting (Reporting hotline)

Odfjell has a secure [reporting hotline](#), which is optional and anonymous, so employees and external stakeholders, e.g. communities, can raise their concerns regarding human or labor rights violations and risks, which is accessible via our

webpage and Intranet. We also encourage employees to report any concerns in the line, through their manager.

No ethical incidents regarding human or labor rights were reported in or outside the reporting system in 2024, and no legal actions regarding human or labor rights were taken against Odfjell in 2024. Odfjell has not been involved in providing or enabling a remedy as a result of the adverse impact in 2024.

Anti-Corruption

The global nature of the shipping industry, with its complex networks and operations spanning multiple jurisdictions, inherently exposes it to corruption and bribery risks. These unethical practices undermine the integrity of maritime trade and have a profound negative impact on human rights. Corruption in shipping can lead to compromised safety standards, unfair labor practices, and the violation of workers' rights, contributing to a cycle of injustice and exploitation. Addressing these challenges is crucial for ensuring that the industry operates transparently and ethically, protecting the rights and

well-being of individuals worldwide while maintaining the trust and reliability essential to global commerce.

Odfjell has a clearly stated zero-tolerance policy on corruption. We have an anti-corruption and integrity framework based on the guidance of the UK Bribery Act and Norwegian anti-corruption regulations. We conduct an annual risk assessment from which we devise an action plan on anti-corruption work for the company.

Odfjell is a Maritime Anti-Corruption Network (MACN) member, and we have implemented and supported the MACN 'Say No' campaigns on all our ships. Through MACN, Odfjell engage in collective actions within the shipping industry to tackle corruption and work for zero corruption in our industry. We also track requests for facilitation globally with mandatory reporting from all port visits.

Odfjell has an Integrity Council that coordinates all actions under the framework from all areas of our business.

Sustainable Procurement at Odfjell

Sustainable procurement is integral to Odfjell's commitment to responsible business operations. We require suppliers and business partners to adhere to our Corporate Supplier Conduct Principles (CSCP), which explicitly include obligations concerning human and labor rights. Our Human Rights Due Diligence (HRDD) process is in the process of being systematically integrated into our Integrity Due Diligence (IDD) procedures for new suppliers and customers. Additionally, we actively engage with our procurement network to collect and analyze Environmental, Social, and Governance (ESG) data from suppliers, ensuring transparency and accountability throughout our supply chain.

Suppliers undergo an assessment through a structured combination of prequalification procedures, annual performance reviews, on-site supplier visits, audits, checklists, detailed questionnaires, and adherence to our CSCP. The comprehensiveness of these evaluations depends upon factors such as the associated supply risk, the criticality

of the supplied goods or services, and potential profit impacts.

Furthermore, Odfjell participates in collaborative procurement initiatives that focus specifically on screening suppliers for ethical conduct, environmental performance, and human rights compliance. Odfjell annually reports to the EcoVadis platform, achieving a Bronze sustainability rating in 2024. This reporting includes comprehensive information on sustainable procurement initiatives, interactions with suppliers, supplier performance in ESG audits, ESG contractual clauses, and related training programs.

Odfjell and the Achilles Maritime Network

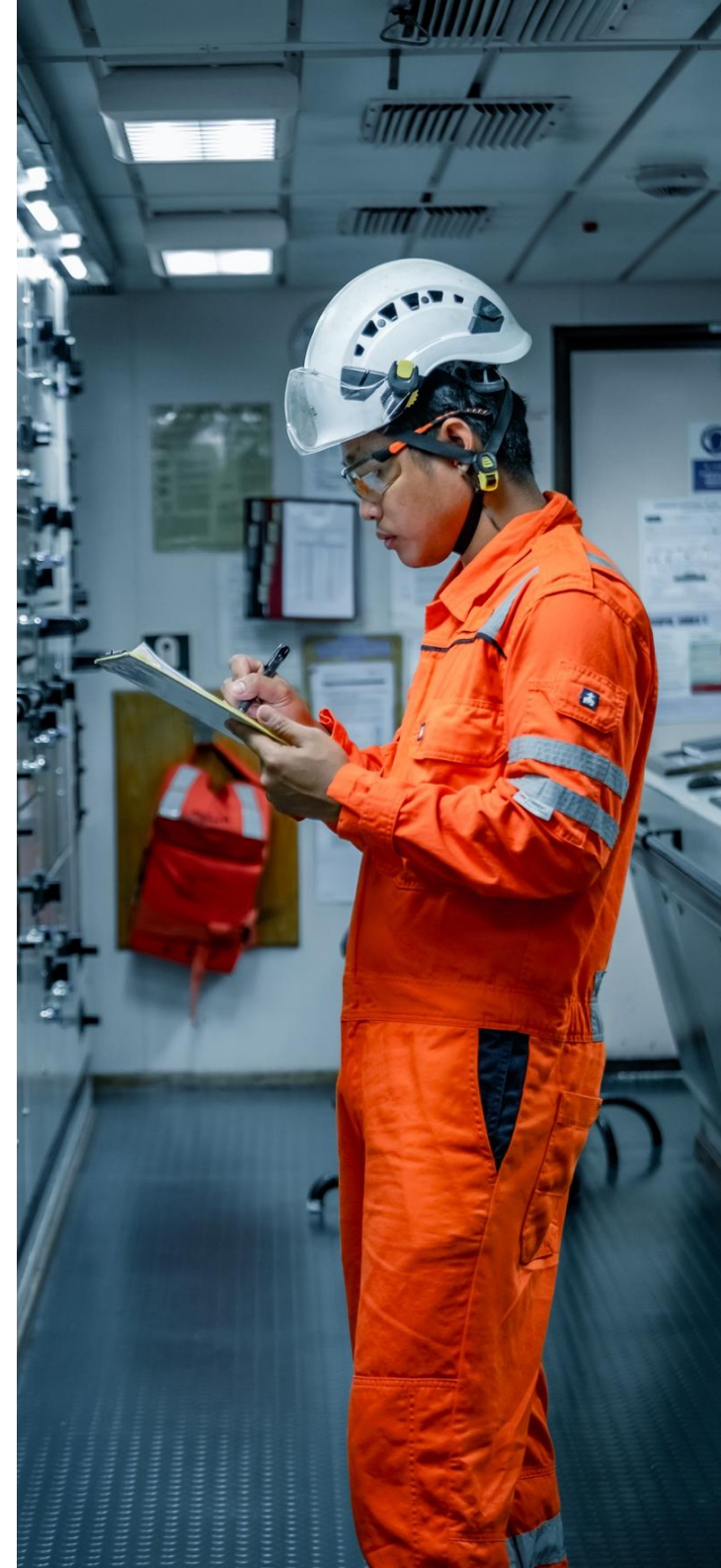
In September 2024, Odfjell joined the Achilles Maritime Network, a prominent global initiative dedicated to enhancing transparency and promoting responsible practices within maritime supply chains. Achilles is internationally recognized for its expertise in supply chain risk management solutions, offering a robust platform for collaborative compliance, standardized pre-qualification procedures, and sustainable supply chain management. The network currently encompasses more than 1,500 vessels worldwide, underscoring a significant industry-wide commitment to responsible business practices and sustainability.


The Achilles Maritime Network assists ship owners and managers in efficiently managing supply chain compliance, substantially reducing administrative burdens and related costs. Suppliers and contractors benefit from streamlined processes, improved business relationships, and enhanced operational performance through the network's standardized interactions.

By actively engaging with the Achilles Maritime Network, Odfjell enhances its capability to deliver transparent, sustainable, and responsible maritime supply chain operations, thereby reinforcing its standing as a global leader in sustainability practices. Odfjell is currently in the process of registering the majority of its suppliers within the Achilles database, where they will undergo screening and be required to report on various ESG indicators aligned with the requirements set forth by the Transparency Act. The database continuously evolves, integrating assessments of country risk and human rights risks based on multiple established indexes.

Actual Adverse Impacts on Human and Labor Rights

As a global shipping enterprise operating continuously year-round in diverse and challenging conditions, Odfjell acknowledges that inherent risks related to safety, environmental protection, and human rights are embedded in the nature of our industry. Ensuring safety is





therefore fundamental to our operations – it is our highest priority and critical to maintaining our license to operate. We bear an unequivocal responsibility to uphold rigorous safety standards, protect marine ecosystems, and engage positively with communities affected by our activities.

In 2024, we have not recorded any actual negative consequences for human rights.

Safety

Throughout 2024, Odfjell reaffirmed its steadfast commitment to maintaining high standards of health, safety, and security across all our global operations. Safety remains our primary focus, and we are committed to providing a safe working environment for every employee.

Despite our ongoing efforts, we observed an increase in Lost Time Injuries (LTIs) in 2024, rising from one incident in 2023 to seven incidents in total. Notably, four of these injuries occurred within our Fleet Flumar operations. Fortunately, all individuals involved have fully recovered, and no incident was classified as severe. However, we uphold the principle that

even a single LTI is unacceptable. The Board of Directors has expressed concern regarding this development and emphasized the need for enhanced measures aimed at returning to zero LTIs. Consequently, targeted initiatives have been implemented to analyze these incidents thoroughly, identify root causes, and strengthen risk mitigation processes.

As a result, our Lost Time Injury Frequency (LTIF) rate for shipping operations rose to 0.61 in 2024 from 0.09 the previous year. Within our terminal operations, we reported one LTI, leading to an increase in the LTIF rate to 0.18, up from zero incidents in 2023.

Consistent with the new Sustainability Statement 2024, aligned with the European Sustainability Reporting Standards (ESRS), we now comprehensively report safety-related performance under both General Disclosures and the Social reporting requirements (Sustainability Statement 2024 – S1 Own Workforce).

Notably, during the year, no significant safety or security incidents occurred

aboard our vessels or within our terminal facilities. This outcome reflects our proactive approach, meticulous risk assessments, competence at all levels, and robust security management practices.

Environment

In July 2022, the United Nations General Assembly formally recognized access to a clean and healthy environment as a universal human right. Odfjell acknowledges that our business operations can impact environmental conditions and we proactively strive to decarbonize our activities and minimize any negative impacts on climate, ecosystems, and ocean health.

In 2024, we continued our sustained efforts to enhance energy efficiency and reduce emissions, achieving a new record low in carbon intensity. This further solidified our status as the operator of the world's most energy-efficient deep-sea

chemical tanker fleet. Despite these efficiency gains, we experienced a slight increase in absolute emissions due to the extended distances required by rerouting vessels to avoid areas of heightened security risk. To further bolster our emissions reduction efforts, we successfully completed an innovative retrofit project in March 2025, installing advanced suction sail technology on one of our tankers. We anticipate this pioneering solution will markedly enhance fuel efficiency and contribute significantly to achieving our ambitious emissions targets. We comprehensively report environment-related performance in our Sustainability Statement 2024 – E1 and E2.

Our commitment to sustainability and climate action was further strengthened through the establishment of new, more ambitious targets aimed at achieving additional reductions in carbon intensity, reinforcing our long-term objective of reaching net-zero emissions.

Most significant risk of negative consequences for Human & Labor Rights

Our impact assessment identified more than 20 risk and impact categories. These categories do not represent traditional business risks, but rather areas where our operations may potentially have adverse effects on human rights. Based on this analysis, we have identified the following key areas where our business activities may significantly impact human and labor rights, please see the next page.

Risk / Potential Impact	Mitigating Actions
<p>HRIA11</p> <p>Environmental impact on local areas (e.g., pollution, emissions)</p>	<ul style="list-style-type: none"> • Integration of climate risk mitigation into corporate strategy and values • Climate targets and transition plans established • Implementation of an Environmental Policy and related policies • Active participation in climate initiatives and industry-wide calls to action • Emergency and contingency planning procedures in place • Competent and qualified personnel at all levels
<p>HRIA15</p> <p>Poor safety and health conditions for workers engaged through external ship managers, shipyards, and ports</p>	<ul style="list-style-type: none"> • Enforcement of Corporate Supplier Conduct Principles • Inclusion of human and labor rights requirements in contracts with shipowners and managers • Development of a sustainable procurement program that includes supplier screening, assessment, and potential auditing
<p>HRIA14</p> <p>Inadequate work environment and inadequate labor rights for workers at external ship managers, shipyards and ports (bargaining, working hours, vacation, leave, blue color workers, living wage, overtime w/o compensation etc.)</p>	<ul style="list-style-type: none"> • Corporate Supplier Conduct Principles incorporated into contractual agreements • Inclusion of human and labor rights requirements in contracts with shipowners and managers • Ongoing development of a sustainable procurement program that addresses labor standards
<p>HRIA1</p> <p>Safety and health of employees – Exposure of employees to hazardous cargo</p>	<ul style="list-style-type: none"> • “Safety First” philosophy embedded in company culture • Comprehensive safety training programs • Robust safety policies and operational procedures
<p>HRIA16</p> <p>Risk of forced labor and child labor at shipyards and ports (e.g., recruitment fees, bonded labor, modern slavery)</p>	<ul style="list-style-type: none"> • Same measures as outlined under HRIA15, with a focus on supplier screening and responsible recruitment practices

We score and evaluate these impact areas in the HRIA matrix. We evaluate connection, leverage, severity, likelihood, priority, and mitigation on each impact area. The risks are prioritized according to their severity, and our connection and leverage to/on this risk.

We also evaluate the location of our operations. These locations can be countries where we have offices, build and maintain our vessels, and call ports.

From our HRIA, we have identified where our operations can impact human rights. The most significant areas are related to shipyards in regions that score low on the various Human Rights indexes. These can include shipbuilding, maintenance/dry-docking, and recycling at shipyards, and they also include work from sub-suppliers to the yards.

Harassment and unethical behavior

As with any global organization, Odfjell SE recognizes that we are not immune to incidents where individuals act in violation

of our Code of Conduct. In recent years, we have received reports of harassment in various forms, including inappropriate behavior, verbal misconduct, and other forms of unethical treatment. These reports are deeply concerning and are addressed with the utmost seriousness.

We also acknowledge that as we strive to increase the representation of women in our seafaring workforce, there is an associated risk of heightened exposure to sexual harassment or unwanted attention. While gender diversity at sea is a strategic priority for Odfjell, it comes with a clear responsibility to ensure that every seafarer—regardless of gender—feels safe, respected, and supported in their working environment.

All employees at Odfjell have a fundamental right to a physically and psychologically safe workplace. Ensuring this safety is not only a matter of compliance, but a reflection of our values and our long-term commitment to building a strong, inclusive, and respectful culture. To support this, we invest continuously in training, cultural development programs,



updated policies, and a robust speak-up system that encourages openness and accountability across all levels of the organization.

While we do not categorize single cases of harassment as human rights violations under international definitions, unless we find systematic weaknesses in our policies, procedures or practices. They are nevertheless treated with the highest level of concern and follow-up. In 2024, we experienced one such case that is currently under police investigation. This underscores the importance of maintaining vigilance, upholding our standards, and continuously reinforcing our culture of integrity and respect.

Odfjell will continue to strengthen its efforts in this area, fostering a work environment where ethical conduct is the norm and where every individual feels safe and empowered to speak up.

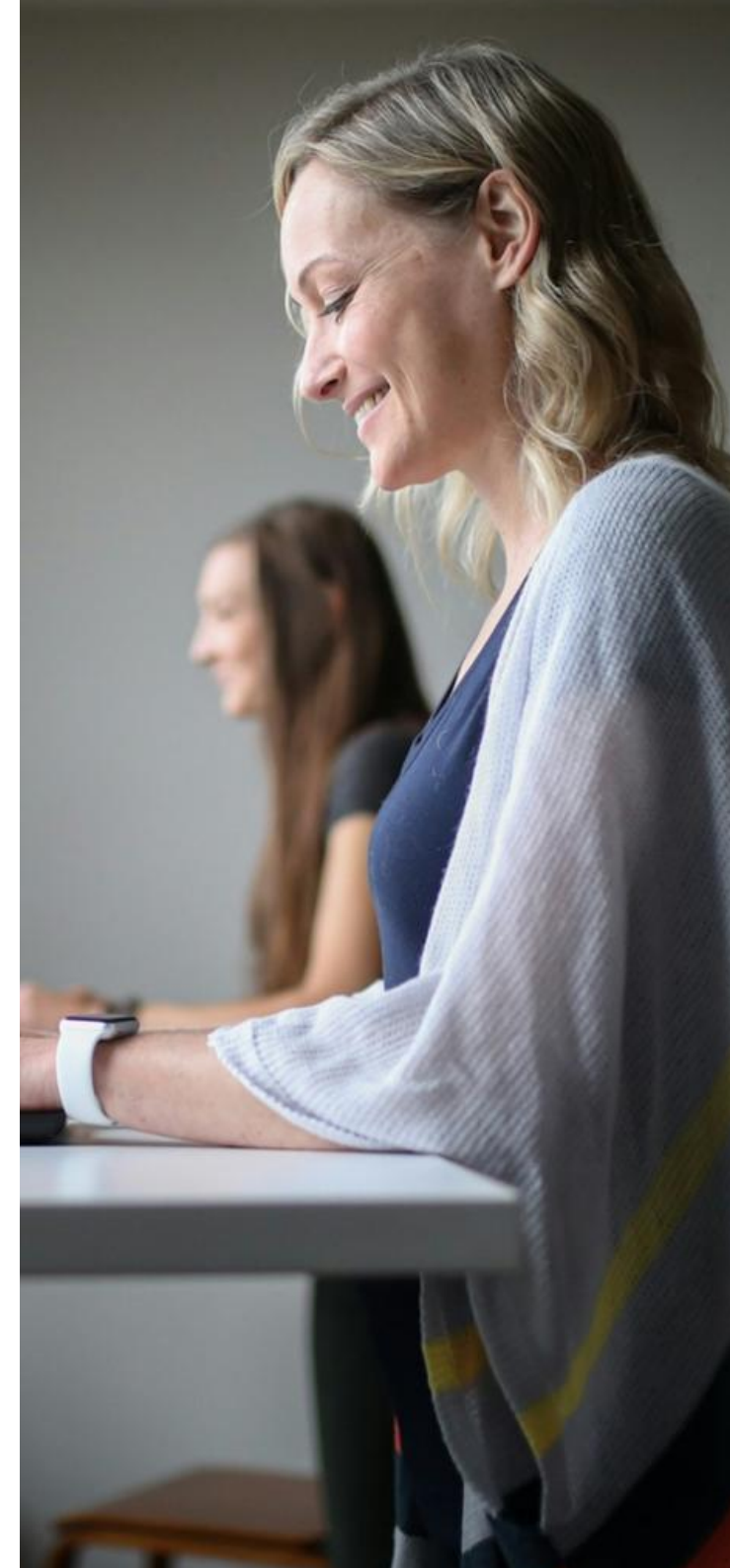
Measures to mitigate risk or restore actual consequences

Training and competence

Training and competence are fundamental to Odfjell's commitment to human rights, compliance, and safety performance. We recognize that well-informed and capable personnel are critical to identifying, preventing, and addressing potential human rights risks, ensuring compliance with regulations, and maintaining safety across all operations.

In 2024, we implemented a comprehensive Human Rights training program developed by Amnesty International, covering essential topics such as human rights principles, compliance obligations, and ethical decision-making. Completion of this training was mandatory for all employees, who also affirmed their commitment by signing our Corporate Human Rights Policy.

Safety training remains a priority, aligning fully with international standards such as the STCW and IMO regulations. We



continuously invest in rigorous training and skill verification to ensure the highest standards of safety and operational competence.

Through initiatives like FuturePROOF, we actively engage with industry and human rights experts, enhancing our organizational capacity, exchanging best practices, and contributing to collective efforts for improvement.

Moving forward, Odfjell remains dedicated to strengthening our training and competence frameworks, essential for responsible operations and the safety and well-being of all personnel and stakeholders.

Measures regarding Safety and Health of employees

We continually review personal protective equipment to find the best for our employees to perform their tasks safely. We strive to ensure our employees do things the right way, and only the right way. We continuously develop and monitor our safety training and do not compromise on safety. For all operations, we conduct

safety hazard identification and safety risk assessment to ensure that all risks are mitigated, and to ensure the safety of our people and the environment.

Measures regarding Environmental Impact

Since 2007, Odfjell has been at the forefront of energy efficiency and emissions reduction. Our dedicated departments employ both operational and technical strategies to achieve our goals. We continuously work to reduce our environmental impact, especially reduction of greenhouse gases (GHG) and mitigate the risk of pollution. We have reported our climate risk, impact and opportunities in our Sustainability Statement 2024 – Environmental Information – E1.

Measures regarding Safety and Health of workers, Labor standards, Forced and Child labor in the value chain

To mitigate the risk of negative impact in the high-impact areas related to shipyards, we conduct a due-diligence process of the yards we plan to use. We

have a clear selection, audit, and follow-up process on the yards we use. In addition, we are always present with our own supervisors at the yards during maintenance. We are developing ways to improve the human rights elements of these due diligence processes.

Measures regarding Diversity, Equity, and Inclusion

Diversity goes beyond gender, age, and nationality. It is about all people, all backgrounds, and all phases of life. It is about ethnicity, race, experience, educational background, competence, culture, point of view, political opinion, sexual orientation, religion, and disability. It is also about different perspectives and the diversity of thought. Inclusion puts diversity into action by creating an environment of belonging, respect, and connection.

As we develop and renew our workforce, we see greater collaboration between managers and recruiters to increase the diversity of our talent pool. We strive to foster an organization that values diversity, equity, and collaboration – and a

working environment where employees are valued for their uniqueness and where they can contribute. Looking ahead, we seek to develop more diverse and inclusive teams where people with a broad range of skills, experience, perspectives, and backgrounds will work together to solve the challenges of tomorrow. We have made several specific changes to our recruitment processes to drive an improved gender balance at sea and onshore.

Diversity and inclusion will be integral to our corporate culture, prompting initiatives to improve gender balance within our workforce. Despite the challenges inherent to our industry, we are making strides towards our goal of a minimum 30% gender balance for the onshore shipping organization by 2030 and reporting our efforts in the SHE index. Although progress has been made, female representation in leadership positions remains too low (10%).

At Odfjell, we promote a safe, non-discriminating, and inclusive working

environment where everyone is valued for their qualifications and contributions. We work to ensure equal opportunity and equitable compensation. We aim to be an attractive and engaging place for our employees to work today and in the future.

If you have any questions related to our work on human rights, get in touch with us, oistein.jensen@odfjell.com.

Board of Directors of Odfjell SE

Bergen, May 7, 2025

LAURENCE WARD ODFJELL, CHAIR

CHRISTINE RØDSÆTHER

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ERIK NYHEIM

TANJA EBBE DALGAARD

HARALD FOTLAND, CEO

