

MPC Container Ships ASA: Human Capital Policy

Maintaining a professional and positive workplace at MPC Container Ships ASA ("**MPCC**" or the "**Company**", together with its subsidiaries the "**Group**") is vital to achieving a high degree of employee engagement. Our senior management places great emphasis on utilizing our flat organizational structure to create an inclusive working environment and to ensure that our employees are offered personal development, guidance and motivation.

We take great pride in our organizational build-up, which today consists of a cohesive and close-knitted team of professionals, enabling us to maintain the necessary agility in response to the fast-paced shipping markets. This is because our crew and workforce are crucial to our success. MPC Container Ships aims to be an employer of choice, where we endeavour to invest in our people.

This policy applies to everyone at MPC Container Ships and its subsidiaries and we expect this policy to be followed by our ship and crew managers, contractors, temporary personnel, and those who act on behalf of or represent us and third-party personnel, throughout our supply and value chains.

In becoming an employer of choice, we will follow these principles:

- our business should value our workforce and crew, and seek to improve its skills and wellbeing;
- we strive to foster a diverse workforce and ensure a constructive and pleasant working environment;
- we have zero tolerance for harassment and discrimination in all its forms; and
- our business is not separate from the communities we operate in and we should develop positive relationships and impacts with those communities.

When following these principles, we will:

- comply with all relevant local, national and international environmental laws and regulations;
- put in place programmes for the coaching, retention and professional development of our employees and expect our crew managers to do the same;
- prioritise the wellbeing of our employees by establishing communication channels that allow us to better understand their needs and expect our crew managers to do the same;
- ensure that all employees are paid equally for equal work, including women and those from minority backgrounds and expect our crew managers to do the same; and
- provide training for our employees on non-discrimination and workplace harassment and expect our crew managers to provide similar training for the crew.

The Chief Compliance Officer takes ownership for this policy and has responsibility for its implementation. This policy will be reviewed every year.