



Report on gender equality for Odfjell Management AS and Odfjell Maritime Services AS for the financial year 2025

1 BACKGROUND

Odfjell complies with the requirements of the Norwegian Equality and Anti-Discrimination Act §26. The gender equality analysis and reporting for Odfjell Management AS and Odfjell Maritime Services AS are presented in the table below. In accordance with the regulation, data is not disclosed for groups with fewer than five individuals.

2 GENDER EQUALITY REPORTING

Both permanent and temporary employees on Odfjell's payroll are included in the overall analysis. However, temporary and part-time employees (whether voluntarily or involuntarily part-time) are not represented in the tables below, due to group sizes being below the disclosure threshold.

For shore-based employees, we utilize a job architecture comprising over 20 levels, grouped into four broader categories: Business Support, Professionals, Frontline Management and Senior Professionals, and Executive & Leadership. The gender pay gap is calculated based on the average annual basic salary and benefits for full-time employees.

The table below shows the average income of women as a percentage of the average income of men at each level, based on full-time positions for the year 2025. The calculation includes basic salary and benefits (both cash and non-cash).

Employee group	Women's earnings as % of men's	Total number of employees
Executive and Leadership	Not disclosed – fewer than 5 women	22
Frontline Management and Senior Professionals	88%	38
Professionals	92%	91
Business Support	Not disclosed – fewer than 5 men	17
Total	65%	168



The overall gender pay gap reflects the current composition of the workforce, where a larger proportion of men hold senior-level positions. For two of the four workforce levels, women earn approximately 88–92% of what men earn in comparable roles.

For seafarers managed by Odfjell Maritime Services AS in Norway, wages are tariff-regulated through Collective Bargaining Agreements and salary levels are linked to specific positions, ensuring equal pay regardless of gender.

3 ADDITIONAL GENDER AND DIVERSITY INSIGHTS

- Board of Directors of Odfjell SE: 50% female
- Executive Management: 100% male
- Odfjell Management AS (HQ, Bergen): 65% male / 35% female (stable from 2024)
- Odfjell Maritime Services AS (Seafarers, Bergen): 86.3% male / 13.7% female (85%/15% in 2024)
- We haven't participated in SHE index in 2025: SHE Index Norway based on 2024 data: Ranking 31 out of 50 participants (48th out of 66 in the previous ranking based on 2023 data). SHE Index Global Score based on 2024 data: 71 points (up 5 points from previous year)
- Parental Leave:
 - At Odfjell Management AS, fewer than five employees of each gender took parental leave in 2025; hence, data is not disclosed.
 - At Odfjell Maritime Services AS, fewer than five employees of each gender took parental leave in 2025; hence, data is not disclosed.