



DHT

Sustainability Report

2022



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About DHT

DHT is an independent crude oil tanker company. Our fleet trades internationally and consists of crude oil tankers in the VLCC segment. We operate through our integrated management companies in Monaco, Norway, India and Singapore. You may recognize us by our renowned business approach as an experienced organization with focus on first rate operations and customer service; our quality ships; our prudent capital structure that promotes staying power through the business cycles; our combination of market exposure and fixed income contracts for our fleet; our counter cyclical philosophy with respect to investments, employment of our fleet and capital allocation; and our transparent corporate structure maintaining a high level of integrity and good governance. Throughout this report, “DHT”, the “Company”, “we”, “us” and “our” all refer to DHT Holdings, Inc. and its subsidiaries.

Sustainability at DHT

The Board of Directors (“BoD” or “Board”) provides oversight to DHT’s environmental, social, and corporate governance matters. The sustainability oversight committee made up of BoD members is tasked with acting on behalf of and reporting to the Board regarding sustainability matters.

SASB Reporting Standards

We have chosen to apply the Sustainability Accounting Standards Board (SASB) Standards for Marine Transportation. The SASB Foundation has issued industry-specific standards to assist companies in disclosing material sustainability information. Topics that we find to be relevant to our stakeholders, but not covered by the SASB Standards, have been added to complement the SASB Standards.

SASB standards require entities to establish reporting boundaries for parent and subordinated entities consolidated for financial reporting purposes. The reporting boundaries for DHT changed during 2022 in connection with its increased ownership in Goodwood Ship Management Pte. Ltd. (Goodwood). Goodwood is now consolidated for financial reporting purposes, and as a result, it is also consolidated for the Company’s disclosures in this report.

DHT Peer Comparison (Webber Research)

DHT is again in the upper quartile, ranked number 6 out of 64 shipping companies, in the 2023 ESG Scorecard report issued by Webber Research. DHT was also ranked number 1 amongst all the crude tanker companies included in the report.





United Nations - Sustainable Development Goals

The 17 United Nations Sustainable Development Goals (the “SDGs”) promote prosperity and recognize that the fight against poverty must go together with economic growth strategies. The SDGs address topics such as health, education, social protection, as well as climate change and environmental protection. Eight of the 17 goals have been identified as topics where DHT could have an impact. Topics identified directly relate to our operations, the company’s employees, and the environment the company operates in. DHT endorses sustainability goals and strives to take the necessary steps to improve conditions for the affected stakeholders.



We are committed to good health and well-being of everyone working for DHT. The Company demonstrates its commitment through:

- A Health, Safety, Environmental Protection and Energy Policy implemented across our operations
- Signatory to the Neptune Declaration on Seafarer Wellbeing and Crew Change
- Signatory to the Gulf of Guinea declaration on the Suppression of Piracy
- Implementation of a Health and Safety Management System covering the management of the operation of our vessels. The Health and Safety Management System has been certified as compliant with ISO 45001 by the American Bureau of Shipping.

We have implemented various initiatives intended to improve the well-being of the seafarers on board our vessels. These initiatives are designed to address both the mental and physical well-being of the seafarers. The “Social” section of this report provides additional information on the initiatives in place.



We are committed to offer everyone working within DHT the best possible training and professional development to help them succeed in their jobs and careers. This commitment includes:

- Proactively promote a safety culture and engage in the highest level of training to prevent human injuries or loss of life, and to avoid harm to the environment
- In-house training facility equipped to provide updates to our seafarers for both deck and machinery disciplines
- Training initiatives for our seafarers through seminars, onboard on-the-job training with trainers sailing onboard as well as refresher training at our in-house training facility
- In-house ship specific navigational training courses for our seafarers
- Marine resources management courses
- Offering graduates cadet programs with potential careers within DHT

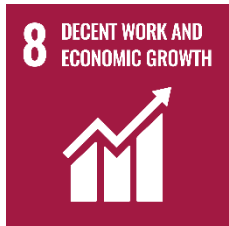


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Our technical manager, Goodwood Ship Management owned 53% by DHT, has a dedicated training department and a wholly owned training facility to ensure that both seafarers and relevant shore staff get trained as per our objectives in an ongoing manner using both internal management systems and external resources to develop best practices.



We offer equal opportunities to our workforce both for onshore staff and seafarers. The onshore staff across our operations in Monaco, Norway, Singapore, and India consist of 34% females and 66% males. The International Maritime Organization (IMO) outlines that the current global seafarer workforce consists of 1.2% women. We recognize the industry has more to do to make it an attractive and safe place for women to work.



We are committed to provide decent work, fair and inclusive treatment, and social dialogue for our employees. We have zero tolerance for any kind of harassment related to gender, ethnicity, or religion. The International Labor Organizations (ILO) has outlined international labor standards related to seafarers through the Maritime Labor Convention (MLC), 2006. The Company's vessels are registered with flag states that have ratified and implemented MLC, 2006. The Company maintains compliance with the requirements of the convention and its ships go through regular inspections to verify compliance.



We are committed to minimizing consumption of marine fuels, chemicals and other consumables, as well as managing waste in a responsible manner. We have implemented an Energy Management System covering the management of the operation of our vessels. The Energy Management System has been certified as compliant with ISO 50001 by the American Bureau of Shipping. The Company has implemented an Environment Management System covering the management of the operation of our vessels. The Environment Management System is certified as compliant with ISO 14001 by the American Bureau of Shipping.



We are committed to minimizing the emissions resulting from operating our ships. We own and operate a single class of ships, VLCCs, offering the most energy efficient form of seaborne transportation of crude oil with the smallest emission footprint per unit transported. Our management philosophy focuses on the high-quality operation of our ships throughout their life cycles. We have invested in Exhaust Gas Cleaning Systems (EGCSs) on all our vessels as of the date of this report as part of our commitment to reduce emissions to air (SOx emissions). In addition to investing in EGCSs, we have installed waste heat recovery systems on four of our ships. These systems reduce fuel consumption, hence reducing emissions, through the recovery of thermal energy from the exhaust gas and converting it into electrical energy. All ships in the fleet have systems installed to recover residual heat that can be used for auxiliary ship services, such as providing hot water and steam that would otherwise require energy to be separately produced. As outlined above, we have the relevant systems in place to maintain our ISO 14001 and ISO 50001 certifications.



We are committed to minimizing our impact on the oceans by targeting zero spills of hydrocarbons and no overboard disposal of chemicals and waste. In addition, our fleet is coated with tin-free paints, reducing harmful effects to marine life. All our vessels are fitted with ballast water treatment systems (BWTS). BWTS reduce or eliminate invasive aquatic species in ships ballast water when loading and discharging ballast water in different geographical areas. In addition to the BWTS, we have implemented a Garbage Management Plan to amongst others prevent waste from impacting underwater marine life.



We are committed to act honestly and ethically and to comply with all relevant antitrust and fair-dealing laws. The following policies have been adopted and implemented across our operations:

- Antitrust, Competition & Fair-dealing Policy
- Code of Business Conducts and Ethics
- DHT Sanctions Policy
- Nominating and Corporate Governance Guidelines
- Insider Trading Policy

We have implemented an Information Security Management System covering the office-based information security support and maintenance for ship management services. The Information Security Management System has been certified as compliant with ISO 27001 by the American Bureau of Shipping.



Environment

DHT undertakes to provide the safe transport and delivery of crude oil around the world to end users. Our industry inherently carries risks related to carbon emissions and oil and other fuel spills. We aim to be amongst the best-in-class in managing these risks, and as such, be one of the most respected operators of large oil tankers.

We believe we effectively manage these risks and believe this is the result of our focus on owning and operating quality ships being operated by well trained and highly qualified personnel. Our personnel are supported by a robust architecture of policies, procedures, and plans. The effective implementation of these policies, procedures, and plans are the key and overarching risk mitigators for the risks posed by our operations.

DHT Fleet

We own and operate a single class of ship, Very Large Crude Carrier (VLCC), which offer the most energy efficient form of seaborne transportation of crude oil with the smallest emission footprint per unit transported. The smaller emission footprint per unit transported can be attributed to VLCC's substantial cargo carrying capacity, enabling the transportation of approximately 2 million

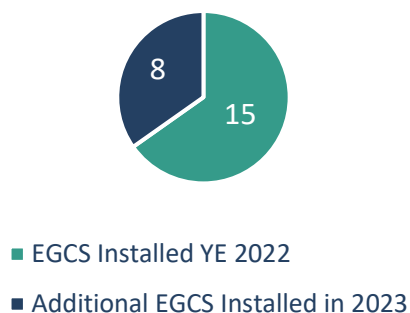
barrels of crude oil in each voyage. As an organization, we strive to constantly educate ourselves on technological and operational developments, and the potential positive impact they may provide on the emission profile of our fleet. Emissions related to oil transportation using oil tankers are a function of vessel design, technology, ship condition, type of fuel, and operational mode (e.g. speed). Additional factors such as weather, ocean conditions and local regulations may also impact the emission profile of a ship. We are in general looking to pursue technological and operational developments to cost-effectively reduce our emissions over time.

Fleet Developments

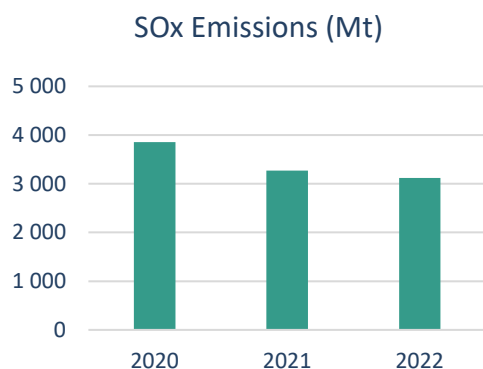
Since 2015, we have expanded our fleet with 13 modern ships powered by the latest in engine designs, thereby reducing fuel consumption and emissions. Alongside the effort to gradually modernize our fleet, we have invested in exhaust gas cleaning systems ("EGCS") on our ships which reduce sulfur oxide (SOX) emissions to air. EGCS were installed on 15 ships as of year-end 2022 and as of the date of this report, the installations scheduled for 2023 have all been completed and our fleet is 100% fitted with these systems.

The systems can clean the sulfur content down to 0.1%, lower than the 0.5% regulatory requirement (referred to as “IMO 2020”). We believe DHT’s fleet operates in compliance with IMO 2020 through our combined usage of exhaust gas cleaning systems and compliant low sulfur fuel oil.

EGCS - DHT Fleet



Our efforts in connection with the IMO 2020 regulatory requirements to reduce sulfur oxide (SOX) emissions have resulted in an estimated 4.6% decrease in our SOX emissions in 2022 as compared to 2021. This achievement is primarily attributable to our installation of exhaust gas cleaning systems on more of our ships, which effectively reduces SOX emissions to the levels of low-sulfur fuel oil (LSFO) or lower.



Fleet ecological impacts

The IMO put the Ballast Water Treatment Convention into force in September 2017. The objective is to reduce or eliminate invasive aquatic species in ships’ ballast water when loading and discharging ballast water in different geographical areas. All the vessels in our fleet have BWTS installed and we believe we are currently in compliance with the Ballast Water Treatment Convention.

We had zero environmental spills during 2022.

ISM Code Compliance

The International Safety Management Code (ISM Code) is one of the key regulations in the marine industry providing an international standard for the management and operation of ships and pollution prevention. The objective of the ISM Code is to ensure safety at sea, prevention of human injury and loss of life, and avoidance of damage to the environment, in particular to the marine environment. To comply with the ISM Code, we assume the responsibility for the operations of our ships by implementing and maintaining a safety management system which includes the following functional requirements:

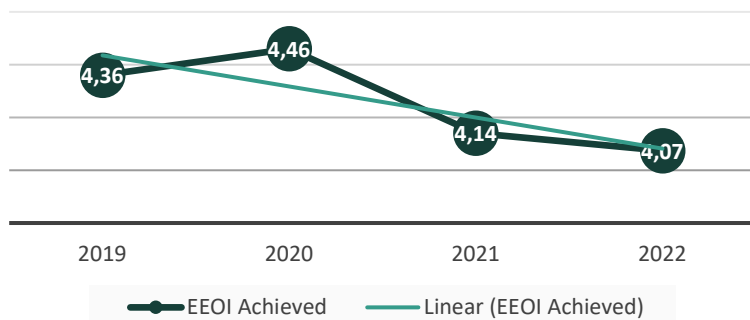
1. A safety and environmental protection policy
2. Instructions and procedures to ensure safe operation of ships and protection of the environment in compliance with relevant international and flag state legislation
3. Defined levels of authority and lines of communication between, and amongst shore and shipboard personnel
4. Procedures for reporting accidents and non-conformities with the provisions of the ISM Code
5. Procedures to prepare for and respond to emergency situations; and
6. Procedures for internal audits and management reviews

We believe DHT’s operations are compliant with the ISM Code and we undergo regular inspections by relevant authorities to verify compliance. The inspections of our ships for compliance with the ISM Code are carried out at intervals outlined by the applicable flag state of our ships.

Fleet Efficiency and Emissions

We subscribe to IMO’s Energy Efficiency Operational Index (EEOI) metric as the most relevant metric when evaluating our vessel’s operational efficiency. The EEOI for our fleet decreased 7.2% from an EEOI of 4.46 in 2020 to an EEOI of 4.14 in 2021, and we continued to make progress, achieving a further 1.7% reduction to an EEOI of 4.07 in 2022.

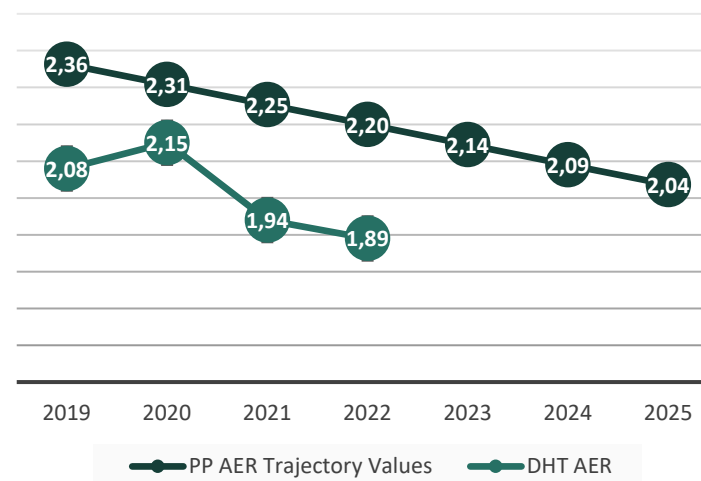
EEOI - DHT Fleet



In addition to the EEOI metric, a group of global shipping banks in collaboration with leading shipping industry players developed the Poseidon Principles. The Poseidon Principles provide a framework for integrating climate considerations into financing decisions to promote international shipping’s decarbonization. The Poseidon Principles rely on the Annual Efficiency Ratio (AER) as the carbon intensity metric to measure decarbonization projections within a lender’s shipping portfolio. Pursuant to our lending agreements, we are required to provide our lenders with relevant data to facilitate the calculation of AER for each individual ship. The AER of our fleet has steadily decreased since 2020 and in 2022 we achieved an AER of 1.89. To contextualize this, our vessels needed to achieve an AER trajectory value of 2.20 to align with the Poseidon Principles emission reduction trajectories in 2022. The emissions figures for our fleet for 2022 show we

outperformed the Poseidon Principles emissions trajectory by approximately 14% during the year.

AER - DHT Fleet

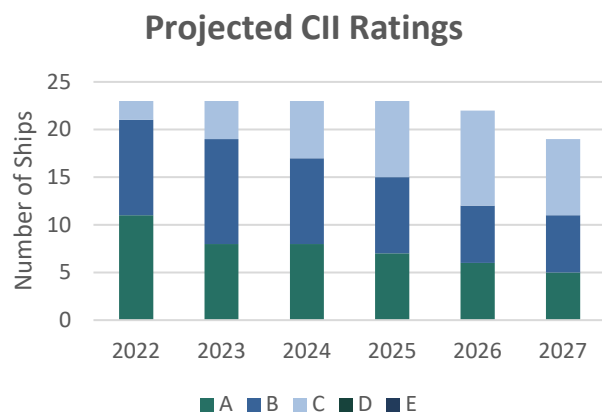


AER differs from EEOI because it represents cargo carrying capacity rather than measuring the actual transportation work carried out. Ships are rarely fully utilized in terms of cargo carrying capacity as normal trading patterns include operating on ballast legs for several voyages a year without cargo onboard.

In addition to EEOI and AER, the IMO introduced a carbon intensity measure which entered into force on November 1, 2022. From January 1, 2023, it will be mandatory for all ships to calculate their attained Energy Efficiency Existing Ship Index (EEXI) to measure their energy efficiency and to initiate the collection of data for the reporting of their annual operational carbon intensity indicator (CII) and CII rating. Based on a ship's CII, its carbon intensity will be rated A, B, C, D or E (where A is the best). The rating scale indicates a major superior, minor superior, moderate, minor inferior, or inferior performance level. The performance level will be recorded in a "Statement of Compliance" in the ship's Ship Energy Efficiency Management Plan (SEEMP). A ship rated D for three consecutive years, or E for one year, will have to

submit a corrective action plan to the IMO to show how the required index of C or above will be achieved. Administrations, port authorities and other stakeholders as appropriate, are encouraged to provide incentives to ships rated as A or B.

The weighted average carbon intensity rating of our fleet was “B” in 2022 and none of our vessels achieved a “D” or “E” rating. We have projected out our fleet’s expected carbon intensity rating over time to understand the expected ratings to be achieved in the future. Our projections outlined in the chart below assume vessels are retired at the age of 20 years. The assumption of vessel retirement at the age of 20 years in the graph below is consistent with our accounting policy for the estimated usual life of our vessels as described in our annual report filed with the SEC (Form 20-F). The CII rating of an individual vessel will change based on its operational mode and trading patterns (see summarized formula below), thus our projections may vary from actual CII ratings achieved in the future.



$$CII = \frac{[AnnualFuelConsumption] \times [CO2emissionfactor]}{TransportWork : [DistSailed] \times [Capacity]}$$

Recycling Policy

The responsible recycling of ships at the end of their trading lives reduces the potential negative impacts associated with environmental damage,

occupational health and safety risks, human rights, and labor risk as well as community health and safety exposure. Our divesture of three ships in 2022 were not connected to recycling activities and as such we did not engage in the recycling of any ships during the year. We uphold the following policy with respect to retiring a ship from its trading life:

“If the company were to sell a ship for demolition, the company shall prepare the ship to facilitate safe and environmentally sound recycling in accordance with the Hong Kong Convention. It should be sold in accordance with the “BIMCO Recyclecon” terms, “Standard Contract for the Sale of Vessels for Green Recycling” and with the commitment from the Buyer to provide the company with certification from the Ship Recycling Facility that its Ship Recycling Facility Plan is in compliance with and will be executed in accordance with the Hong Kong Convention.”

Emerging Developments

The discussion regarding the fuels of the future remains ongoing with several industry solutions currently undergoing research and development. We continue to follow these developments closely and plan to evaluate the potential viability of using the various proposed alternative fuels. The sheer size of large oil tankers and the power required to navigate safely through the oceans and ports in varying weather and ocean conditions, present numerous challenges to a quick and safe transition to alternative lower carbon fuels. We continue to believe the industry and its stakeholders need to build further conviction on the fuels of the future. Considerations such as ability to safely operate, the fuel’s cost and availability, and the need to develop infrastructure to deliver these fuels to a global fleet of ships that often tramps without fixed sailing schedules, must also be taken into account. Our aim is to be positioned to confidently invest in safe, credible and economically viable solutions as they become available.

In addition to keeping ourselves informed on the discussions and progress around alternative fuels, we continue to evaluate the retrofitting solutions that could improve the operational efficiency of our existing fleet. We believe the decisions regarding opportunities to improve operational efficiency must be facts and data driven and the financial cost-benefits must be evident when making these decisions.

Relevant Environmental Metrics

Greenhouse Gas Emission to Air (DHT Fleet)			Unit	Reference	2020	2021	2022
Fuel Consumption	Total fuel consumption (HFO, LSFO and MGO)	1)	Metric tonnes	Optional	419,718	357,002	338,988
	CO ₂	2)	Metric tonnes	TR-MT-110a.1	1,314,772	1,119,112	1,061,954
Emission	(1) Total energy consumed	3)	Gigajoules (GJ), Percentage	TR-MT-110a.3	(1) 18,248,198	(1) 15,523,361	(1) 14,737,293
	(2) Percentage high sulfur heavy fuel oil				(2) 62%*	(2) 64%*	(2) 62%*
	(3) Percentage renewables				(3) 0%	(3) 0%	(3) 0%
Air Quality	(1) NO _x	4)	Metric tonnes	TR-MT-120a.1	(1) Not reported	(1) Not reported	(1) 22,330
	(2) SO _x				(2) Not reported	(2) 3,268	(2) 3,117
	(3) PM ₁₀				(3) Not reported	(3) 2,490	(3) 2,374

Efficiency Numbers (DHT Fleet)			Unit	Reference	2020	2021	2022
Fleet Efficiency	AER (Annual Efficiency Ratio)	5)	gCO ₂ / DWT NM	Optional	2.15	1.94	1.89
	EEOI (Energy Efficiency Operational Index)	6)	gCO ₂ / cargo ton-miles	Optional	4.46	4.14	4.07
	EEDI (Energy Efficiency Design Index)	7)	Grams of CO ₂ per ton-nautical mile	TR-MT-110a.4	2.18	2.16	2.15

Ecological Impacts (DHT Fleet)			Unit	Reference	2020	2021	2022
Potential and Actual Ecological Interference	Shipping duration in marine protected areas	8)	Number of travel days	TR-MT-160a.1	556	237	177
	Spills and releases to the environment	9)	Number, Cubic meters (m ³)	TR-MT-160a.3	0	0	0

* The fleet's usage of heavy fuel oil is a result of the EGCS installed on the vessels. As outlined on page 6, these systems can clean the sulfur content down to 0.1%, lower than the 0.5% regulatory requirement (referred to as "IMO 2020").

Relevant Environmental Metrics (Cont.)

Activity Metrics (DHT Fleet)		Unit	Reference	2020	2021	2022
Fleet Data	Number of shipboard employees 10)	Number	TR-MT-000.A	675	676	776
	Total distance traveled by vessels 11)	Nautical miles (NM)	TR-MT-000.B	1,970,517	1,853,818	1,808,504
	Operating days 12)	Days	TR-MT-000.C	9,882	9,777	8,929
	Deadweight tons (DWT) 13)	Thousand DWT	TR-MT-000.D	8,368,612	8,051,413	7,152,498
	Number of vessels in fleet by YE	Number	TR-MT-000.E	27	26	23
	Number of port calls	Number	TR-MT-000.F	621	609	568
	Exhaust gas cleaning system (EGCS) installed by YE 14)	Percentage (Units)	Optional	52% (14 units)	65% (17 units)	65% (15 units) *
	Percentage of fleet implementing ballast water by YE 15) (1) Exchange (2) Treatment	Percentage (units)	TR-MT-160a.2	(1) 41% (11 units) (2) 59% (16 units)	(1) 7% (2 units) (2) 92% (24 units)	(1) 0% (0 units) (2) 100% (23 units)

*The difference in the number of EGCS installed is a result of the sale of 3 ships during 2022. The DHT fleet has EGCS installed on all vessels as of the date of this report.

Social



We strive to be an attractive employer for both our onshore employees as well as our seafarers by offering what we believe to be a safe and healthy working environment. We endeavor to follow the laws governing workplace safety and environmental regulations across the various jurisdictions where our employees work. Our commitment to our workforce, as well as applicants to our workforce, includes providing equal competence-based employment opportunities, providing a work environment that values diversity among its employees, and zero tolerance for discrimination, sexual harassment, or assault, and other forms of harassment. There were no discrimination, sexual harassment or assault cases reported in 2022.

Our results for 2022 reflect the changes to the organizational boundary that occurred due to the increased ownership of Goodwood during fiscal year 2022. As previously noted, the SASB standards require entities to establish reporting boundaries that shall include all parent and subordinate entities consolidated for financial reporting purposes. The number of onshore employees and seafarers will show a significant increase although the nature of our day-to-day operations has remained largely unchanged.

Labor Rights

As of December 31, 2022, DHT had 1,252 employees, comprised of 1,132 seafarers and 120 onshore staff employed through our subsidiaries in Monaco, Norway, Singapore, and India. DHT respects freedom of association and works to adhere to local norms and regulations in the jurisdictions where we operate. Our shore-side employees are not represented by any collective bargaining agreements, while all onboard seafarers are represented by the vessel's collective bargaining agreements. DHT's onshore workforce as of year-end consists of 99% full-time employees.

DHT works to comply with the Maritime Labor Convention, 2006 (MLC), which is widely known as the "seafarer's bill of rights". The MLC sets out the rights for seafarers (90% of DHT's workforce) related to decent conditions of work in almost every aspect of their working and living conditions, including but not limited to minimum age, employment agreements, hours of work and rest, payment of wages, paid annual leave, repatriation, on board medical care, the use of recruitment and placement services, accommodation, food and

catering, health and safety protection and accident prevention, and complaint procedures for seafarers. The remainder of DHT’s employees are covered by the local labor laws and regulations in Monaco, Norway, Singapore, and India.

Workplace Health and Safety

The highest risks associated with the health and safety of our employees are associated with the day-to-day activities our seafarers carry out in the performance of their jobs. The health and safety of our seafarers is addressed through our efforts to comply with the MLC as it outlines rights to the seafarer’s health and safety. DHT has implemented a Health and Safety Management System covering the management of the operation of our vessels. The onshore staff employed through our subsidiaries are primarily carrying out activities in an office space environment and are not subject to the same level of occupational health and safety risks. There were no deaths or serious accidents involving our seafarers or onshore employees in connection with our operations in 2022.

Employee Fatality Overview			
Type of Employee	2020	2021	2022
Onshore Employees	0	0	0
Seafarers	1	0	0

Seafarer Recruitment and Training

Seafarer recruitment is based on competence, and we work to create the appropriate training and experience relevant to safely operate our vessels for our seafarers and senior officers. All officers employed onboard our tankers shall meet the requirements of Oil Companies International Marine Forum’s (OCIMF) vessel inspection questionnaire crew matrix as well as specific requirements of applicable clients. Through our screening, selection process, continuous training, and welfare provisions, we have built up what we believe to be a pool of qualified, well trained and experienced seafarers who work to ensure safe and reliable operations. We have invested in and built up our own training center offering a variety of training courses which are supported by our in-house full mission bridge simulator and engine simulator.

We offer careers within the company and have implemented various well-being initiatives to complement our processes for training and recruitment. The initiatives outlined here are not exhaustive, but rather highlight some of the initiatives in place:

- 24/7 shore medical advice for all crew on board
- Access to specialists for mental health services
- Free access to internet services providing the ability to keep in touch with family
- Ships equipped with entertainment equipment, gym equipment, and on-board libraries
- Senior officers are trained by psychologists to assist in monitoring mental health on-board
- Family carriages for officers



Additional Seafarer Wellbeing Measures

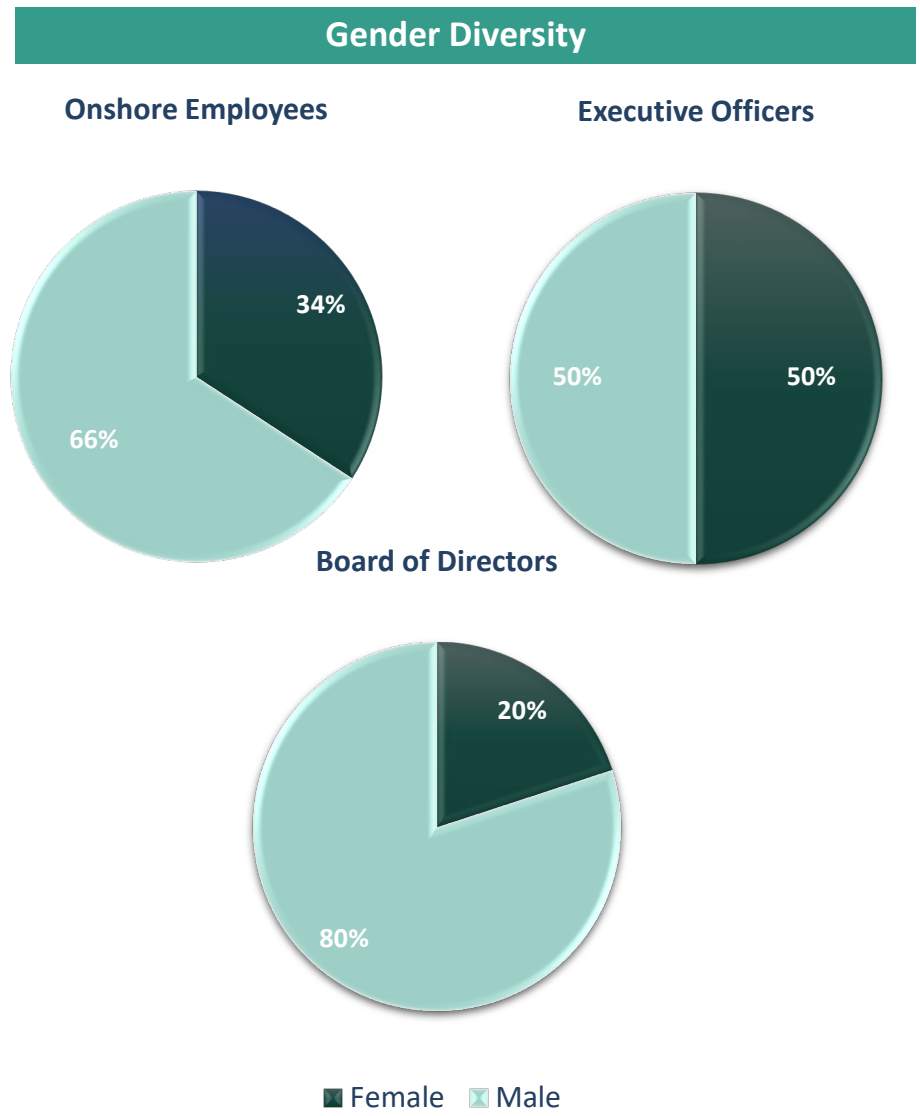
We are a signatory to the Neptune Declaration on Seafarer Wellbeing and Crew Change in a worldwide call to action to end the unprecedented crew change crisis caused by COVID-19. The Neptune Declaration was developed by a taskforce of stakeholders from across the maritime value chain, with a commitment to work together to resolve the crew change crisis. It defines four main goals to facilitate crew changes and keep global supply chains functioning:

- Recognize seafarers as key workers and give them priority access to COVID-19 vaccines
- Establish and implement gold standard health protocols based on existing best practice
- Increase collaboration between ship operators and charterers to facilitate crew changes
- Ensure air connectivity between key maritime hubs for seafarers

We are a signatory to the Gulf of Guinea declaration on the Suppression of Piracy. Pirate attacks are a threat for the crewmembers sailing the Gulf of Guinea. By being a Signatory, we support antipiracy law enforcement by non-regional naval forces, building antipiracy capacity for the Gulf of Guinea coastal States' law enforcement forces, implementation of effective shipboard defensive measures, as well as increasing effective law enforcement activity ashore to disrupt the underlying criminal enterprises where they are based.

Gender Diversity

The charts on this page highlight the gender distribution across various aspects of our organization. The onshore employee information is outlined as of December 31, 2022, and the information on executive officers and the Board of Directors is as of the date of this report.



Relevant Social Metrics

Employee Health and Safety			Unit	Reference	2020	2021	2022
Employee Health & Safety	Lost Time Incident Rate (LTIR) 16)	Rate	TR-MT-320a.1	0.16	0.32	0.00	
	Total Recordable Case Frequency (TRCF) 17)	Rate	Optional	0.16	0.48	0.24	
Gender Diversification and Employee Turnover			Unit	Reference	2020	2021	2022
Number of employees	Total number of employees (onshore organization)	Number	GRI 102-7i	18	18	120	
Gender Diversification	Onshore gender diversification as of YE	Percentage (%)	GRI 405-1	Female: 33% Male: 67%	Female: 33% Male: 67%	Female: 34% Male: 66%	
	Executive Officers gender diversification as of YE	Percentage (%)	GRI 405-1	Female: 33% Male: 67%	Female: 33% Male: 67%	Female: 50% Male: 50%	
	Board of Directors as of YE	Percentage (%)	GRI 405-1	Female: 20% Male: 80%	Female: 20% Male: 80%	Female: 33% Male: 67%	
Employee Turnover	Seafarer retention rate, Officers 18)	Percentage (%)	optional	94.2%	91.8%	86.8%*	
	Seafarer retention rate, Crew 18)	Percentage (%)	optional	94.0%	92.3%	89.2%*	
	Onshore retention rate	Percentage (%)	optional	Executive officers: 100% Total Onshore: 100%	Executive officers: 100% Total Onshore: 100%	Executive officers: 67% Total Onshore: 82%*	
Accident and Safety Management			Unit	Reference	2020	2021	2022
Accident & Safety Management	Number of marine casualties classified as very serious 19)	Number, Percentage (%)	TR-MT-540a.1	1	0	0	
	Number of Conditions of Class or Recommendations 20)	Number	TR-MT-540a.2	1	0	0	
	Number of port state control: (1) deficiencies per inspection (2) detentions 21)	Rate, Number	TR-MT-540a.3	Deficiencies per inspection: 0.27 Detentions: 0	Deficiencies per inspection: 0.0 Detentions: 0	Deficiencies per inspection: 0.05 Detentions: 0	

*Lower retention attributed to reduction in 3rd party vessels under technical management



Governance

We are committed to act honestly and ethically and to put policies and procedures in place designed to help us comply with all relevant antitrust and fair-dealing laws. We believe our governance and corporate structure align management and shareholder interests, and that the company is in compliance with the listing standards of the New York Stock Exchange (NYSE) applicable for foreign private issuers. Although we are a “Foreign Private Issuer”, our corporate governance practices do not significantly differ from those followed by U.S. companies listed on the NYSE. Our management companies are owned by the parent company and there are no related party transactions with management or the board.

All our board members are independent as determined by the Securities and Exchange Commission (SEC) and NYSE definitions and none of the executives are represented on the board. The board holds regular executive sessions without the presence of management.

Our corporate governance structure and policies are outlined in the following policy documents:

- Antitrust, Competition & Fair-dealing Policy

- Code of Business Conduct and Ethics
- DHT Sanctions Policy
- Nominating and Corporate Governance Guidelines
- Insider Trading Policy

Board of Directors and Executive Compensation

The members of the board receive fixed cash compensation and variable stock compensation. Senior management are compensated with a fixed remuneration, a discretionary bonus and a stock compensation plan of restricted common stocks that are subject to vesting conditions. This is described more in detail in the annual report (20-F) and the Proxy Statements. The annual discretionary bonus consideration includes, inter alia, operational targets with the objective to minimize risks related to spills to the environment, occupational health and safety, accidents, and damage to property.

Shareholder Rights

The Company holds an annual meeting of shareholders for the purpose of electing directors and/or transacting such other business as may properly be brought before the meeting. The Company's bylaws outline the applicable requirements for a shareholder to properly bring forward business to be transacted at an annual meeting. Once business has been properly brought before the annual meeting in accordance with the procedures as outlined in the Company's bylaws, there is nothing within the bylaws that shall prevent the discussion by any shareholder of any such business.

Code of Business Conduct and Ethics

DHT's Code of Business Conduct and Ethics (the Code) summarizes the values, principles and the business practices which guide the business conduct of DHT. The Code sets out basic principles guiding the employee's understanding of what is expected of them. The company obtains written confirmation from employees that they have read and understood the Code. In addition to the Code, we have specifically outlined separate policies regarding topics of particular importance.

DHT's insider trading policy outlines clear rules regarding blackout periods, prohibited transactions involving the company's securities, and the prohibition of tipping information to others. In addition, DHT has an Antitrust, Competition & Fair-Dealing Policy in place designed to ensure the company avoids all transactions that violate applicable antitrust, competition and fair dealing laws in all the markets where we operate. The policy provides guidance to directors, officers, and employees about certain "red flag" circumstances and behaviors to assist in the identification of potential violations of the policy. The employees of the company are not authorized to enter any business transactions with counterparties not included in the pre-approved list of customers.

Whistleblower Reporting

DHT's Audit Committee Charter includes a procedure for employees to be able to submit questions or complaints confidentially and anonymously regarding illegal or unethical behavior, including questions or complaints regarding accounting, internal accounting controls and/or auditing matters. As part of employee onboarding, we provide the Code and a link to the confidential and anonymous reporting tool. In addition, on an annual basis, we provide a reminder to employees about the Code and resend the link for the confidential and anonymous reporting tool. We did not receive any questions or complaints to the reporting line in 2022.

Information Security & Quality Management

DHT has obtained a certificate of compliance with ISO 27001 in connection with our Information Security Management System (ISMS) that covers the activities associated with the management of our vessels. ISO 27001 is the international standard for information security and details the requirements for establishing, implementing, maintaining, and continually improving an organization's ISMS. In addition, we have obtained a certificate of compliance with ISO 9001 in connection with our Quality Management System (QMS) that covers the activities associated with the management of our vessels.

International Ship and Port Facility Security Code

The aim of the International Ship and Port Facility Security (ISPS) Code is to ensure that the applicable ocean-going ships and port facilities of IMO Member States are implementing the highest possible standards of security. The ISPS Code provides a framework through which ships and port facilities can co-operate to detect and deter acts which pose a threat to maritime security. We have developed a Ship Security Plan outlining the specific safety measures to be put in place to deter security threats. All our ships have been issued International Ship Security Certificates and we believe they are compliant with the requirements of the ISPS Code.

Relevant Governance Metrics

Business Ethics		Unit	Reference	2020	2021	2022
Business Ethics	Ports calls in countries among the 20 lowest rankings in Transparency International's Corruption Perception Index 22)	Number	TR-MT-510a.1	18	16	11
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Reporting currency	TR-MT-510a.2	0	0	0

Board of Directors							Attendance		
Name	Born	Position	Since	Current term expiry	Independent	Shareholding **	2020	2021	2022
Erik A. Lind	1955	Class III Director and Chairman	Q3 2005	2024	Yes	114,706	100%	100%	100%
Einar Michael Steimler	1948	Class II Director	Q1 2010	2022	Yes	100,218	100%	100%	100%
Joseph H. Pyne	1947	Class II Director	Q3 2015	2022	Yes	139,063	100%	100%	100%
Jeremy Kramer	1961	Class I Director	Q2 2017	2023	Yes	71,332	100%	100%	100%
Sophie Rossini	1981	Class III Director	Q4 2020	2024	Yes	36,077	100%	100%	100%
Iman Hill*	1963	Class I Director	Q2 2022	2023	Yes	0	n/a	n/a	86%

* Iman Hill is no longer a Board of Director member as of the date of this report

**As per Form 20-F 2022

SASB Reference

Sustainability Disclosure Topics & Accounting Metrics					
Topic	Accounting Metric	Category	Unit of Measure	SASB Reference Code	Page in this report
Greenhouse Gas Emissions	Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO ₂ -e	TR-MT-110a.1	9
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	TR-MT-110a.2	5-8
	(1) Total energy consumed, (2) percentage heavy fuel oil, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TR-MT-110a.3	9
	Average Energy Efficiency Design Index (EEDI) for new ships	Quantitative	Grams of CO ₂ per ton-nautical mile	TR-MT-110a.4	9
Air Quality	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , and (3) particulate matter (PM ₁₀)	Quantitative	Metric tons (t)	TR-MT-120a.1	9
Ecological Impacts	Shipping duration in marine protected areas or areas of protected conservation status	Quantitative	Number of travel days	TR-MT-160a.1	9
	Percentage of fleet implementing ballast water (1) exchange (2) treatment	Quantitative	Percentage (%)	TR-MT-160a.2	10
	(1) Number and (2) aggregate volume of spills and releases to the environment	Quantitative	Number, Cubic meters (m ³)	TR-MT-160a.3	9
Employee Health & Safety	Lost time incident rate (LTIR)	Quantitative	Rate	TR-MT-320a.1	14
Business Ethics	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Number	TR-MT-510a.1	17
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Reporting currency	TR-MT-510a.2	17
Accident & Safety Management	Number of marine casualties, percentage classified as very serious	Quantitative	Number, Percentage (%)	TR-MT-540a.1	14
	Number of Conditions of Class or Recommendations	Quantitative	Number	TR-MT-540a.2	14
	Number of port state control (1) deficiencies and (2) detentions	Quantitative	Number	TR-MT-540a.3	14

Activity Metrics					
Topic	Accounting Metric	Category	Unit of Measure	SASB Reference Code	Page in this report
Activity Metrics	Number of shipboard employees	Quantitative	Number	TR-MT-000.A	10
	Total distance traveled by vessels	Quantitative	Nautical miles (nm)	TR-MT-000.B	10
	Operating days	Quantitative	Days	TR-MT-000.C	10
	Deadweight tons	Quantitative	Thousand deadweight tons	TR-MT-000.D	10
	Number of vessels in company fleet	Quantitative	Number	TR-MT-000.E	10
	Number of port calls	Quantitative	Number	TR-MT-000.F	10

Assumptions

1) Total fuel consumption

Total amount of fuel consumed by the company's fleet during the calendar year. The number includes all fuel types consumed for main and auxiliary machinery. The fuel consumption is verified by the vessel's respective classification society with an accompanying certification of compliance.

2) CO₂ emissions

Reported CO₂ emission is based on total fuel consumption of the fleet for the period derived from each vessel's daily reported fuel consumption numbers with conversion factors provided by IMO for the various fuel types. Reported direct greenhouse emissions from the ships, CO₂, are reported in accordance with Scope 1, as defined by EPA.

3) Energy consumption

Energy consumption includes energy directly consumed by the company's ships during the reporting period and is calculated as fuel consumed and conversion factors provided by DEFRA.

4) NO_x, SO_x, and PM

NO_x – Vessels are fitted with Kwh Meter and NO_x is measured in PAL class approved system.

SO_x – conversion factor based on calculation of sulfur in to sulfur dioxide out.

PM10 – conversion factor based on guidance from IMO

5) Annual Efficiency Ratio (AER)

Grams of CO₂ emissions divided by total distance travelled multiplied by the carrying capacity of the ship.

6) Energy Efficiency Operational Index (EEOI)

Grams of CO₂ emission divided by ton-miles, calculating the number of tons transported over the distance travelled.

7) Energy Efficiency Design Index (EEDI)

All vessels built from 2015 and onwards have EEDI assigned. Each ship's EEDI value is the product of power installed, specific fuel consumption, and carbon conversion, divided by the product of available capacity and vessel speed at design load. The average EEDI numbers in this report are the average of the individual EEDI numbers for the applicable vessels.

8) Shipping duration in marine protected areas

A marine protected area is defined by the International Union for Conservation of Nature (IUCN) as any area of the intertidal or subtidal terrain, together with its overlying water and associated flora, fauna, and historical and cultural features, which has been reserved by law or other effective means to protect part or all of the enclosed environment. Shipping duration is the sum of the travel days (24-hour periods or fractions thereof) for the company's ships, including time spent docked at ports, presented here as time spent in Emission Control Areas (ECA).

9) Spills

Total number of spills include all releases overboard, intentional, and accidental caused by the company or events outside of the company's control. Number is recorded on a gross basis, not netted for the amount that was subsequently recovered, evaporated, or otherwise lost.

10) Number of shipboard employees

The reported number reflects the size of the crew onboard each of the company's vessels at any time, multiplied by the number of vessels in the company's fleet.

11) Total distance traveled by vessels

The total distance sailed by all owned vessels in the fleet, whether in service or not and correspond with the certified numbers reported to each ship's flag state.

12) Operating days

Operating days are calculated as the aggregate number of calendar days in the period in which the vessels are owned by the company.

13) Deadweight tons (DWT)

Deadweight tons is the sum of the maximum assigned carrying capacity of the company's ships.

14) Exhaust Gas Cleaning Systems (EGCS)

We have fitted all but one of our ships built before 2015 with EGCS. All these systems can clean the sulfur content in the exhaust down to 0.1%, enabling these ships to operate with the EGCSs within emission control areas (ECA) and ports, where permitted. All the company's ships have configured the fuel tank lay-out allowing various grades of fuel to be carried enabling the ships to consume low sulfur fuels in areas where EGCSs are not applicable

15) Ballast Water Treatment Systems (BWTS)

These systems are installed to reduce or eliminate invasive aquatic species in ships' ballast water when loading and discharging ballast water in different geographical areas. We have as of the date of this report all 23 vessels have BWTS installed and in operation.

16) Lost Time Incident Rate (LTIR)

A lost time incident is an incident that results in absence from work beyond the date or shift when it occurred. Is calculated as: (lost time incidents) / (1,000,000 hours worked). This includes all seafarers on the company's vessels

17) Total Recordable Case Frequency (TRCF)

This is the sum of all work-related incidents and fatalities, lost time injuries, restricted work injuries and medical treatment injuries multiplied by one million and divided over the number of exposure hours.

18) Seafarer retention rate

Calculations based on the Intertanko retention rate formula. The retention rate represents the total retention numbers from our technical managers weighted for number of DHT vessels deployed with either V.Ships France or Goodwood

19) Very serious marine casualties

A very serious marine casualty is defined as a marine casualty involving the total loss of the ship, a death, or severe damage to the environment.

20) Number of Conditions of Class or Recommendations

Defined as requirements imposed by an Administration (or its delegate, such as a Classification Society) that are to be carried out within a specific time limit in order to retain vessel Class. The scope of disclosure includes all Conditions of Class regardless of whether they resulted in withdrawal, suspension, or invalidation of a vessel's Class certificate.

21) Port state control deficiencies and detentions

The rate shown represent total number of deficiencies received from regional port state control (PSC) organizations per port state control inspection. A detention is defined as an intervention action by the port state, taken when the condition of a ship or its crew does not correspond substantially with the applicable conventions.

22) Number of calls at ports in countries that are amongst the 20 lowest rankings in Transparency International's Corruption Perception Index

Total of number of port calls in the 20 countries with the lowest score in the Transparency International's Corruption Perception Index (CPI)

Disclaimer

This report contains certain estimates, calculations, forward-looking statements and other information relating to us that are based on beliefs of our management as well as assumptions made by us and information currently available to us, including, but not limited to, statements regarding our business plans and objectives (including with respect to sustainability and other ESG matters); our strategies and systems for implementing such plans and objectives; our commitments to and our expectations and priorities for certain initiatives and policies; and measurements of our performance with respect to such matters. When used in this report, words such as “believe,” “intend,” “anticipate,” “estimate,” “project,” “forecast,” “plan,” “potential,” “will,” “may,” “should,” “expect” and similar expressions are intended to identify forward-looking statements but are not the exclusive means of identifying such statements. Inclusion of information in this report is not an indication that we deem such information to be material or important to an understanding of our business or an investment decision with respect to our securities. These forward-looking statements reflect our current views with respect to future events and performance and the statements and estimates contained in this report are based on assumptions and knowledge and information available at the time of preparation of this report and are subject to risks and uncertainties. It is believed that the estimates and statements reflected in this report are reasonable, but they may be affected by a wide range of variables that could cause actual results to differ materially from those currently anticipated or estimated. Given these uncertainties, you should not place undue reliance on these forward-looking statements. These forward-looking statements represent our estimates and assumptions only as of the date of this report and are not intended to give any assurance as to future results.

Factors that might cause future results to differ, or otherwise impact our operational, sustainability or ESG-related performance, include, but are not limited to, the following: our future financial condition and liquidity, including our ability to make required payments under our credit facilities and comply with our loan covenants; our ability to finance our capital expenditures, acquisitions and other corporate activities; our future operating or financial results and future revenues and expenses; expectations relating to dividend payments and our ability to make such payments; future, pending or recent acquisitions, business strategy, areas of possible expansion and expected capital spending or operating expenses, including the recent consolidation of Goodwood; tanker industry trends, including charter rates and vessel values and factors affecting vessel supply and demand; expectations about the availability of vessels to purchase, or the time which it may take to construct new vessels or vessels’ useful lives; the availability of insurance on commercially reasonable terms; DHT’s and its subsidiaries’ ability to comply with operating and financial covenants and to repay their debt under the secured credit facilities; our ability to obtain additional financing and to obtain replacement charters for our vessels; fluctuations in

currencies and interest rates; changes in production of or demand for oil and petroleum products, either globally or in particular regions; the severity and duration of the COVID-19 pandemic, including governments’ related responses to the outbreak which could cause business disruptions and continued declines in production of or demand for oil and petroleum products, either globally or in particular regions; greater than anticipated levels of newbuilding orders or less than anticipated rates of scrapping of older vessels; the availability of existing vessels to acquire or newbuilds to purchase, or the time that it may take to construct and take delivery of new vessels, including our newbuild vessels currently on order, or the useful lives of our vessels; the availability of key employees and crew, the length and number of off-hire days, drydocking requirements and fuel and insurance costs; competitive pressures within the tanker industry; changes in trading patterns for particular commodities significantly impacting overall tonnage requirements; changes in the rate of growth of the world and various regional economies; risks incident to vessel operation, including discharge of pollutants; unanticipated changes in laws and regulations; delays and cost overruns in construction projects; any malfunction or disruption of information technology systems and networks that our operations rely on or any impact of a possible cybersecurity breach; potential liability from future litigation; corruption, piracy, militant activities, political instability, terrorism, ethnic unrest and regionalism in countries where we may operate; our business strategy and other plans and objectives for future operations; any non-compliance with the U.S. Foreign Corrupt Practices Act of 1977, or other applicable regulations relating to bribery; and other factors discussed in our most recent Annual Report on Form 20-F, which is on file with the Securities and Exchange Commission, and available on the investor relations page of DHT’s website.

Forward-looking statements speak only as of the date they are made, and we undertake no obligation to publicly update or revise any forward-looking statements contained in this report, whether as a result of new information, future events or otherwise, except as required by law. In light of these risks, uncertainties and assumptions, the forward-looking events discussed in this report might not occur, and our actual results could differ materially from those anticipated in these forward-looking statements.