

TORM plc: Modern Slavery Statement for the Financial year ended 31 December 2022 issued pursuant to section 54 of the Modern Slavery Act 2015

Our business, structure and supply chain

TORM plc (“**TORM**” or the “**Company**”) is one of the world’s leading carriers of refined oil products. The Company operates a fleet of approximately 80 modern vessels with a strong commitment to safety, environmental responsibility and customer service. TORM was founded in 1889. The Company has offices in Copenhagen, Houston, London, Manila, Cebu, New Delhi, Mumbai and Singapore. TORM employs approximately 3,100 seafarers and 300 land-based staff. TORM conducts business worldwide.

In December 2018, TORM's global ship agency business was awarded to Inchcape Shipping Services for a three-year period. Inchcape Shipping Services’ Modern Slavery and Human Trafficking Statement can be found here: <https://www.iss-shipping.com/legal/inchcape-shipping-services-modern-slavery-statement>

Our policies

In 2009, TORM signed the UN Global Compact as the first shipping company in Denmark to commit to the internationally recognized set of principles regarding health, safety, labor rights, environmental protection and anti-corruption. After a comprehensive review of the shipping industry, TORM's value chain and business practices, the Company decided to extend its support to the UN Sustainable Development Goals (SDGs) in the beginning of 2018, and assessed how best to contribute to their achievement by 2030. TORM sees this support as a natural progression of its commitment to the UN Global Compact. With the TORM Leadership Philosophy, TORM’s Business Principles and commitment to the UN Global Compact, TORM is committed to respecting internationally recognized human rights as outlined in the United Nations Guiding Principles on Business and Human Rights. TORM recognizes that implementing the necessary policies and respective processes to be in line with the requirements of the UN Global Principles is part of an ongoing effort. Going forward, TORM will continue to promote its human rights-related policies and processes. As part of the Company’s commitment to the UN Global Compact, TORM submits its communication on progress every year. Please visit www.unglobalcompact.org to see the reports.

TORM complies with the International Labor Organization’s Maritime Labor Convention, an international set of standards on labor conditions at sea, which was ratified by 30 countries in 2012. All vessels under TORM’s technical management were audited and certified as required under the Maritime Labor Convention of 2006 when it took effect in August 2013. TORM respects employees’ right to associate freely, to join – or not to join – unions and to bargain collectively. TORM offers equal opportunities for its employees as stated in TORM’s Business Principles.

TORM is committed to promoting responsible business practices in our supply chain. We seek to have a positive impact within our sphere of influence. When possible, we will give preference to suppliers who share our commitment to responsible and ethical behavior.

TORM’s Business Principles <http://www.torm.com/csr-at-torm> ensure that we are in compliance with legislation and live up to our commitment to responsible business practices. All of TORM’s standard contracts include rules and regulations wording setting out our business ethics/compliance.

TORM wants to be an asset to the communities in which the Company operates. Through philanthropy and investments in education, TORM supports local communities. These efforts indirectly support our business

objectives by building credibility and attracting local employees to land-based and offshore operations. Good labor practices are particularly important in the shipping industry as our seafarers' working place also serves as their home during the time at sea.

TORM encourages that our non-European seafarers focus on their professional development and qualifications. Therefore, in the Philippines and India, TORM provides incentive payments for seafarers achieving higher academic qualifications, which supports their career progress from junior to senior ranks.

TORM sees the local communities in which the Company operates as closely linked to its business. Consequently, TORM's offices around the world seek to have a positive impact on society. TORM is in particular involved in maritime education in India, the Philippines and Denmark. By contributing to the community through education, TORM wishes to increase the recruitment base within our industry and to attract and retain the best employees.

Due diligence processes

As part of the Company's procedure for identifying and mitigating risk, risk assessments and due diligence processes are performed on certain new suppliers, which are assessed as high risk due to contract size, compliance risk exposure and/or the number of subcontractors.

Training

All new employees in TORM are introduced to and trained in the TORM Business Principles upon commencement of their employment. These Business Principles apply to all TORM employees – ashore and at sea – and across all geographies. All employees are responsible for understanding and continuous adhering to the Principles in practice.

Whistle-blower function

Since 2006, TORM's Board of Directors has provided a whistle-blower facility with an independent lawyer as part of the internal control system. The Group's whistle-blower policy, which supports the Business Principles, is monitored by the Audit Committee. Instances may occur where an employee assesses that a concern cannot be raised with the superior officer(s), or that a concern is not satisfactorily addressed by the superior officer(s). In such cases, the employee is encouraged to raise the concern using the whistle-blower function, which is an external independent lawyer's office solicited by the Board of Directors to receive and process concerns and claims relating to TORM raised by TORM employees, business partners or anyone else. In accordance with the Group's whistle-blower policy, the identity of people raising concerns will be protected. The employee can, if preferred, remain anonymous by filing a report by telephone or by letter or by sending an encrypted mail.

Effectiveness

With a dedicated Head of Group Procurement, Purchase & Logistics, TORM plc will focus on an efficient CSR approach towards its suppliers with the aim of moving towards eliminating modern slavery.

No claims or offenses have been reported regarding human rights in 2022.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes TORM plc's slavery and human trafficking statement for the financial year ended 31 December 2022.

Director's signature:

Director's name: Jacob B Meldgaard

Date: