

HR Data Appendix

Crew diversity

	Female		Male		Total		% female of total pool	
	2023	2022	2023	2022	2023	2022	2023	2022
Crew diversity - HFSC								
Officers	4	3	171	165	175	168	2.3%	1.8%
Cadets	3	3	32	19	35	22	8.7%	13.6%
Ratings	3	3	183	196	186	199	1.6%	1.5%
Total	10	9	386	380	396	389	2.5%	2.3%
Crew diversity - HFSP								
Officers	12	12	321	319	333	331	3.6%	3.6%
Cadets	1	5	93	103	94	108	1.1%	4.6%
Ratings	10	6	374	349	384	355	2.6%	1.7%
Total	23	23	788	771	811	794	2.8%	2.9%

Gender distribution for onshore employees by employee category

	2022			2023		
	No. of employees	Women (%)	Men (%)	No. of employees	Women (%)	Men (%)
Leaders (excluding SMT)	69	20%	80%	71	23%	78%
Staff	314	52%	48%	331	53%	47%
Total	383	46%	54%	402	48%	52%

Reporting requirements in Norway for Activity duty

	2022					2023				
	Temporary employees	No. of weeks parental leave*	No. of employees working part-time	No. of employees involuntary part-time	Sickness rate	Temporary employees	No. of weeks parental leave*	No. of employees working part-time	No. of employees involuntary part-time	Sickness rate
Women	2	14.6	4	0	1.86%	3	4.29	0	0	1.09%
Men	1	3.65	1	0	1.11%	2	0	4	0	1.98%

*Numbers are only reported for Norway, due to differences in local legislation across global locations. For Norway, we have reported the average number of weeks of parental leave for women and men which was taken in 2022/2023, per men/women. The number does therefore not reflect (average) weeks of leave in total.

Gender distribution by location

	2022					2023				
	No. of employees	No. of women	No. of men	Women (%)	Men (%)	No. of employees	No. of women	No. of men	Women (%)	Men (%)
Norway	66	19	47	28	70	63	19	44	30	70
Germany	20	12	8	60	40	24	15	9	63	38
Thailand	1	1	0	100	0	1	1	0	100	0
USA	19	7	12	37	63	23	8	15	35	65
Panama	17	10	7	59	41	16	9	7	56	44
UAE	4	0	4	0	100	4	0	4	0	100
South Africa	9	3	6	33	67	9	3	6	33	67

Gender distribution by location *cont.*

	2022					2023				
	No. of employees	No. of women	No. of men	Women (%)	Men (%)	No. of employees	No. of women	No. of men	Women (%)	Men (%)
France	11	3	8	27	73	10	1	9	10	90
Spain	7	3	4	43	57	7	3	4	43	57
Philippines	169	99	71	59	42	186	110	76	59	41
Australia	2	0	2	0	100	2	0	2	0	100
India	10	3	7	30	70	9	3	6	33	67
China	32	11	21	34	66	33	12	21	36	64
Singapore	1	1	0	100	0	1	1	0	100	0
Japan	20	7	13	35	65	21	8	13	38	62
Morocco	1	0	1	0	100	1	0	1	0	100
Total	390	179	211	46	54	410	193	217	47	53

Information on employees and other workers

	2021	2022	2023
a. Total number of employees by employment contract (permanent and temporary), by gender.	Total number:	376	389
	Permanent:	372 (Male 199/ Female: 173)	386 (Male 208/ Female: 178)
	Temporary:	4 (Male 1/Female 3)	3 (Male 2/Female 1)
b. Total number of employees by employment contract (permanent and temporary), by region.	"Permanent / Temporary Australia: 3"	"Permanent / Temporary Australia: 2"	"Permanent / Temporary Australia: 2"
	China: 34	China: 32	China: 32/1
	France: 11	France: 11	France: 10
	Germany: 19	Germany: 20	Germany: 25
	India: 11	India: 10	India: 9
	"Japan: 19 Norway: 67/1 Panama: 16 Philippines: 151/3 Singapore: 1"	"Japan: 20 Norway: 67 Panama: 17 Philippines: 166/3 Singapore: 1"	"Japan: 21 Norway: 63 Panama: 16 Philippines: 182/4 Singapore: 1"
	Thailand: 1	Thailand: 1	Thailand: 1
	"United Arab Emirates: 5 nited States of America: 19 South Africa: 8"	"United Arab Emirates: 4 United States of America: 19 South Africa: 9"	"United Arab Emirates: 4 United States of America: 22 South Africa: 9"
	Spain: 7	"Spain: 7 Morocco: 1"	"Spain: 7 Morocco: 1"
	c. Total number of employees by employment type (full-time and part-time), by gender.	Fulltime: 371 (Male 199/ Female: 172)	Fulltime: 387 (Male 211/ Female: 176)
Part-time: 5 (Male 1/Female 4)		Part-time: 3 (Male 0/Female 3)	Part-time: 4 (Male 0/Female 4)
e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).	This is does not apply to Höegh Autoliners.	This is does not apply to Höegh Autoliners.	This is does not apply to Höegh Autoliners.
f. An explanation of how the data have been compiled, including any assumptions made.	We have compiled the data per countries where Höegh Autoliners is represented.	We have compiled the data per countries where Höegh Autoliners is represented.	We have compiled the data per countries where Höegh Autoliners is represented.

HR Data Appendix *cont.*

Total number of joiners and rate of new employee hires per age group, gender and country

2022			2023		
Age	Total	Rate	Age	Total	Rate
Under 30 years old	11	22.45%	Under 30 years old	26	37.68%
30 – 50 years old	33	67.35%	30 – 50 years old	37	53.62%
Over 50 years old	5	10.20%	Over 50 years old	6	8.70%
Total	49	100.00%	Total	69	100.00%
Gender	Total	Rate	Gender	Total	Rate
Male	29	59.18%	Male	29	42.03%
Female	20	40.82%	Female	40	57.97%
Total	49	100.00%	Total	69	100.00%
Based on employee's country	Total	Rate	Based on employee's country	Total	Rate
Australia	0	0.00%	Australia	0	0.00%
France	0	0	France	2	2.90%
China	1	2.04%	China	1	1.45%
Germany	1	2.04%	Germany	7	10.14%
India	1	2.04%	India	1	1.45%
Japan	2	4.08%	Japan	3	4.35%
Norway	6	12.24%	Norway	10	14.49%
Panama	1	2.04%	Panama	1	1.45%
Philippines	32	65.31%	Philippines	41	59.42%
USA	2	4.08%	USA	3	4.35%
Total	49	100.00%	Total	69	100.00%

Total number of leavers and rate of employee turnover per age group, gender, country

2022			2023		
Age	Total	Rate	Age	Total	Rate
Under 30 years old	5	12.50%	Under 30 years old	3	6.38%
30 – 50 years old	32	80.00%	30 – 50 years old	38	80.85%
Over 50 years old	3	7.50%	Over 50 years old	6	12.77%
Total	40	100.00%	Total	47	100.00%
Gender	Total	Rate	Gender	Total	Rate
Male	20	50.00%	Male	21	44.68%
Female	20	50.00%	Female	26	55.32%
Total	40	100.00%	Total	47	100.00%
Region (based on employee's location)	Total	Rate	Region (based on employee's location)	Total	Rate
China	3	7.50%	China	0	0.00%
Germany	0	0.00%	Germany	3	6.38%
France	0	0.00%	France	3	6.38%
Japan	1	2.50%	Japan	2	4.26%
Norway	9	22.50%	Norway	12	25.53%
Panama	0	0.00%	Panama	1	2.13%
Philippines	18	45.00%	Philippines	24	51.06%
USA	1	2.50%	USA	0	0.00%
South Africa	1	2.50%	South Africa	0	0.00%
Australia	1	2.50%	Australia	0	0.00%
India	2	5.00%	India	2	4.26%
Spain	2	5.00%	Spain	0	0.00%
United States	3	7.50%	United States	0	0.00%
Total	40	100.00%	Total	47	100.00%

Parental Leave	2021	2022	2023
Total number of employees that were entitled to parental leave	25 employees F = 13, M = 12	9 employees F = 5, M = 4	13 employees F = 6, M = 7
Total number of employees that took parental leave	25 employees F = 13, M = 12	9 employees F = 5, M = 4	13 employees F = 6, M = 7
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	25 employees F = 13, M = 12	9 employees F = 5, M = 4	13 employees F = 6, M = 7
Return to work and retention rates of employees that took parental leave	F = 100% M = 100%	F = 100% M = 100%	F = 100% M = 100%