

Sustainability Review 2025



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Building sustainable maritime transport and passenger travel

Sustainability is an integral part of Finnlines’ strategy and business development. We operate in the Baltic Sea, the North Sea and the Bay of Biscay, and our sea transport services are built on customer focus, profitability, responsible operations and employee well-being. Sustainability plays a central role in strengthening our competitiveness and enabling us to adapt to a changing business environment and future challenges.

For decades, Finnlines has made determined investments in the development of its fleet. A modern, energy-efficient fleet supports both our competitiveness and our sustainability objectives. Our extensive route network, large cargo capacity and strong investment capability form a solid foundation for continued development of our sea transport and passenger services.

Environmental responsibility is a central element in our operations. The carbon intensity of the Finnlines fleet decreased by 14 per cent when compared with 2024. Compared to 2008 (the baseline year used in shipping), we have already achieved the 40 per cent reduction target set for 2030 ahead of schedule. Efforts to reduce emissions will continue systematically, and we remain committed to the continuous reduction of carbon intensity.

Sustainability measures are also visible to customers through practical solutions. Launched in 2025, the Green Lane service enables customers to reduce transport emissions by using electricity and biofuels in their sea transportation. At the same time, Finnlines is preparing for the next phase of technological development, as the company has ordered three ro-pax vessels that are capable of operating on methanol, strengthening our ability to offer low-emission transport solutions in the coming years.

A 2025 freight customer survey on Finnlines’ environmental measures shows that the company’s sustainability strategy is aligned with customer



expectations. Key environmental initiatives are viewed very positively, and Finnlines’ actions are seen as a clear step forward. The results indicate that customers recognise Finnlines’ climate initiatives and view the company as a strong competitor in the market.

In addition to environmental responsibility, social responsibility is an essential part of our sustainability work. Finnlines systematically promotes their employee well-being, safety and work ability. Skilled and committed employees are vital for safe, smooth and continuously developing operations, both at sea and on shore.

This voluntary Sustainability Review 2025 supports transparent and consistent communication on Finnlines’ sustainability-related matters. Although reporting in accordance with the CSRD Directive will only become compulsory at a later date, this publication represents a step towards more systematic and comparable sustainability reporting.

Together, we are building a sustainable future for maritime transport and passenger travel.

Thomas Doepel, President and CEO

Finlines' operations at a glance

Finlines provides regular freight and passenger services in the Baltic Sea, the North Sea and the Bay of Biscay. Finlines freight-passenger (ro-pax) vessels connect Finland, Sweden, Germany and Poland. The company has subsidiaries and sales offices in Germany, Belgium, the United Kingdom, Sweden, Denmark and Poland. In addition, the subsidiary Finnsteve offers port services in Helsinki, Turku and Naantali.

Finlines also acts as an agent for Grimaldi Lines and Atlantic Container Line (ACL) in Finland, linking Northern Europe with the Grimaldi Group's global network across the

Mediterranean, West Africa, the Americas, Asia and Australia.

Finlines is wholly owned by the Grimaldi Group, one of the world's largest operators of roll-on/roll-off (ro-ro) vessels and the leading provider of Motorways of the Sea services in Europe for both passengers and freight.

Finlines is a Finnish public limited company headquartered in Helsinki, Finland. Operating under Finnish jurisdiction and legislation the Finlines Group comprises the parent company and 17 subsidiaries.



11 offices
20 ports off call

1,800
employees



Sea personnel

60%



Shore-based personnel

29%



Stevedores

11%

20
vessels

The Finlines fleet comprises 20 vessels, of which 14 are Finnish-flagged and 4 are Swedish-flagged. Two vessels are out-chartered.

9
ro-ro vessels



9
ro-pax vessels



3

The Group operates port activities at three ports.



13 straddle carriers



55 tugmasters



9 reach stackers



55 counterbalance trucks

Sustainability principles

Sustainability commitment and approach

We deliver sea transport services and advance sustainability through the continuous development of our fleet’s energy efficiency and responsible operational practices which aim to protect both people and the planet. At Finnlines, sustainability means integrating social, economic and environmental responsibility into every aspect of our operations.

Finnlines is committed to providing services that are economically sustainable and environmentally friendly. We continuously work to reduce our environmental footprint, and our fleet is well aligned with the International Maritime Organization’s (IMO) target to reduce the carbon intensity of ships by 40 per cent by 2030, compared with the 2008 baseline, in line with the IMO’s greenhouse gas strategy. By 2025, Finnlines has already reduced its fleet carbon intensity by 41 per cent and is committed to an annual reduction of 2 per cent.

We are also committed to the United Nations Sustainable Development Goals (SDGs) and have identified five priority goals that are most relevant to our activities:

- Decent Work and Economic Growth
- Industry, Innovation and Infrastructure
- Responsible Consumption and Production
- Climate Action
- Life Below Water

At Finnlines, we are guided by ethics, integrity and transparency. Our governance model ensures accountability, compliance with laws and regulations and zero tolerance for corruption. Sustainability is fully integrated into decision-making through measurable climate targets, responsible business practices and an ISO 14001-certified environmental management system. Strong internal controls, data protection and a commitment to human rights and fair employment underpin our long-term, sustainable growth.

Stakeholder engagement

Finnlines maintains an open dialogue with its key stakeholders, including customers, employees, partners, authorities, and local communities. We engage through surveys, meetings, collaborations, and feedback channels in order to understand expectations and identify emerging sustainability topics. This ongoing dialogue supports transparent reporting and helps us to align our operations with stakeholder needs and long-term value creation.

Engagement with stakeholders is fundamental to our environmental and safety work. We cooperate actively with internal stakeholders, our owner, and personnel, as well as with external parties, such as flag and port state administrations, customers, port operators, classification societies, contractors,

and local communities in harbour and fairway areas.

Finnlines is represented in the technical, safety, and environmental committees of both the Swedish Shipowners’ Association and the Finnish Shipowners’ Association. We also work closely with maritime colleges and research institutes, and each year more than 250 maritime students complete their training periods onboard our vessels.

In addition, Finnlines participates in several research projects. Our longest ongoing collaboration is the Alg@line project, which has been operating onboard Finnmaid since 2007. This initiative provides scientists and the public with real-time monitoring data on the state of the sea and algal blooms in the Baltic Sea, thereby contributing to scientific understanding of our main operating sea area.

About this report

Since 1999, we have reported on the responsible management of environmental and human resources. Since 2015, our sustainability reporting has been included in the Grimaldi Group’s Sustainability Report, which covers not only financial performance but also key employee and environmental indicators in line with the Global Reporting Initiative (GRI) guidelines.

This document is our first voluntary Sustainability Review, published in 2026

and covering the 2025 reporting year. The information presented has been collected across our organisation, and we have consulted with our stakeholders in order to identify the most material sustainability themes for Finnlines.

In preparation for the upcoming Corporate Sustainability Reporting Directive (CSRD) requirements, Finnlines conducted a double materiality analysis in 2024. Due to the postponement introduced through the EU Omnibus Directive, the application of CSRD has been deferred by two years. Consequently, Finnlines will fall under the scope of CSRD once the applicable regulatory requirements enter into force, and our first CSRD-compliant Sustainability Statement will be published accordingly. This voluntary Sustainability Review 2025, therefore, does not follow CSRD standards, but the results of the 2024 double materiality assessment already guide the development of our ESG work and our continuous progress toward green shipping.

Environment



Environment

Environmental responsibility is at the core of Finnlines' operations. We are committed to providing safe and reliable transport services while minimising our environmental footprint. Our environmental work is based on efficient resource use, sustainable innovation, and pollution prevention.

Shipping is a highly regulated industry via international, European, and national frameworks. The International Maritime Organization (IMO) plays a central role in regulating environmental and safety matters across the global shipping industry through conventions such as MARPOL 73/78, which addresses pollution prevention, and SOLAS, which sets standards for ship safety and security. Our maritime operations and port activities are carried out in accordance with applicable international and national regulations.

Maritime transport enables international trade and travel, yet the industry will continue to depend heavily on fossil fuels for many years ahead. We recognise that greenhouse gas emissions constitute our most significant environmental impact. A vast majority of the emissions originate from the use of fossil fuels in our vessels, and reducing their use remains

the central focus of our environmental efforts.

In addition to greenhouse gas emissions, we work hard to reduce our impacts on the environment via waste management, pollution prevention and the mitigation of biodiversity losses in the marine environment. Through our effective environmental management system, innovations and investments in new technologies, regulatory compliance, stakeholder collaboration and research partnerships, we integrate environmental responsibility into every aspect of our operations.

Environmental management system

To ensure the structured management of environmental aspects of our operations, our Environmental Management system is certified under ISO 14001:2015. The certification, renewed in 2025, covers ship management and operations, purchasing, newbuildings and projects.

Our subsidiary, Finnsteve companies, also holds the ISO 14001:2015 certificate, ensuring that high environmental standards are applied consistently throughout our terminal operations.

Climate change

Green transition and regulation

Shipping forms the backbone of global trade, with more than 90 per cent of the world's goods transported by sea.¹ It is recognised as the most carbon-efficient mode of transport², producing only about 2.9 per cent (2018) of global greenhouse gas emissions.³

Maritime transport is especially vital for Finland, where approximately 94 per cent of exports and 96 per cent of imports are transported by sea.⁴ This ensures a steady flow of essential goods, such as raw materials, industrial components, and foodstuffs, supporting both economic stability and security of supplies.

At the same time, the shipping industry is facing growing pressure to reduce its carbon footprint. The EU have set ambitious goals to achieve carbon neutrality by 2050, supported by strict regulatory frameworks. The EU Commission's plan to reduce greenhouse gas emissions, the "Fit for 55" package, includes some maritime-related items.

At the beginning of 2024, maritime transport was included in the Emissions Trading System (ETS). As part of the phase-in period, 70 per cent of the ships' CO₂ emissions were included in the ETS in 2025 and, from 2026 onwards, all CO₂, CH₄ and N₂O emissions within the scope will be included. Ice-strengthened vessels may deduct 5 per cent of their CO₂e emissions, as they consume more fuel than other vessels

due to their structure. Finnlines' ro-pax vessels providing services between the Åland Islands and the Finnish mainland may deduct the emissions from these voyages due to a so-called island exemption.

The FuelEU Maritime regulation came into force on 1 January 2025. It sets a maximum limit on the greenhouse gas intensity of fuels used by ships. From 2025 until 2030, the GHG intensity of the fuel used onboard should be reduced by 2 per cent. After that, the GHG intensity reduction requirement will increase gradually every five years. Consequently, shipping companies are obligated to start using gradually increasing volumes of alternative fuels onboard ships. From 2030 onwards, passenger ships and container ships will be required to connect to onshore power supply when at berth unless they can demonstrate the use of an alternative zero-emission technology.

As a major step toward implementing the 2023 Strategy on the reduction of greenhouse gas emissions from ships, the IMO approved, in principle, the IMO Net-Zero Framework (NZF) in April 2025. The framework was designed to include a global fuel standard that measures fuel GHG intensity, as well as a pricing and crediting mechanism to reward ships that perform well under the fuel standard.

At the MEPC session in October 2025, Member States were unable to reach the required consensus for formal adoption and decided to postpone the decision by one year. In the meantime, technical work continues to refine the guidelines and rules for the framework. As a result of the postponement, the earliest possible entry into force is now expected to be 1 March 2028.

Our commitment to decarbonisation

We see that in order to combat climate change as well as to meet the new regulatory requirements and increasing demand from customers for less carbon-intensive transportation, we need to reduce the CO₂ emissions per nautical mile and per transport work. For us, decarbonisation is both a necessity and an opportunity. We view energy efficiency and sustainable innovation as key drivers of long-term competitiveness. By investing in state-of-the-art vessels, advanced technologies, and sustainable fuels, we ensure compliance with regulations, meet increasing customer demand for lower supply-chain emissions, and strengthen our market position.

Our high utilisation rates, versatile cargo capacity, and balanced combination of freight and passenger traffic make our operations both economical and resource efficient. As the maritime industry moves through the stages of its green transition, we aim to remain at the forefront – adapting swiftly, investing responsibly, and embedding sustainability into our operational practices.

¹ International Chamber of Shipping (ICS)

² European Environmental Agency (2025)

³ European Commission

⁴ Finnish Customs (2024)

Transition plan for climate change mitigation

Commitment and targets

We are committed to reducing the GHG intensity of our fleet by 40 per cent by 2030, compared with the 2008 baseline, in line with the IMO’s greenhouse gas strategy. Over the long term, we remain firmly committed to continuously reducing our GHG emissions in the decades ahead. Due to the variability in the fleet size and deployment, our focus is on carbon intensity reduction. By measuring CO₂e emissions per a vessel’s capacity and transport distance, we can ensure accurate and comparable tracking over time. The data used for carbon intensity

calculations is annually verified by a third party.

Our Scope 1 and Scope 2 greenhouse gas (GHG) emissions for 2025 are presented below. GHG emissions comprise carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). Scope 1 includes all direct emissions from vessels and port operations. Scope 2 covers indirect GHG emissions associated with purchased energy, including electricity and heating/cooling, and is calculated using local grid emission intensity factors. The measurement of Scope 3 emissions is currently ongoing.

	2025
Scope 1 GHG emissions	
Gross Scope 1 GHG emissions, ‘000 tCO ₂ e	928
Scope 2 GHG emissions	
Gross location-based Scope 2 GHG emissions, ‘000 tCO ₂ e	0.82

Key measures in the transition

We recognise that the green transition requires a comprehensive approach, as switching to alternative fuels alone will not deliver the necessary reductions. The overall energy intensity of shipping must decline via a combination of operational, technical, and fuel-related solutions. The IMO and EU frameworks, such as the EU Emission Trading System (ETS) and FuelEU Maritime Regulation, will further accelerate this transition.

Resources allocated

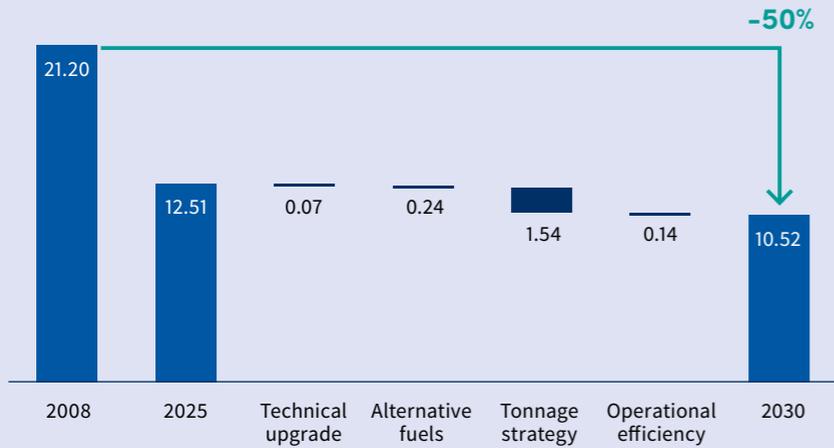
- **Capital investments:** Over the last twenty years, Finnlines has invested almost two billion euros in ordering or acquiring twenty vessels to strengthen its fleet.
- **Operational resources:** Continuous investments in fuel monitoring, energy efficiency projects, and R&D into emerging technologies.
- **Human resources:** Training and engagement of personnel, who are crucial for voyage planning, energy management, and efficiency initiatives.

Achieved and expected outcomes

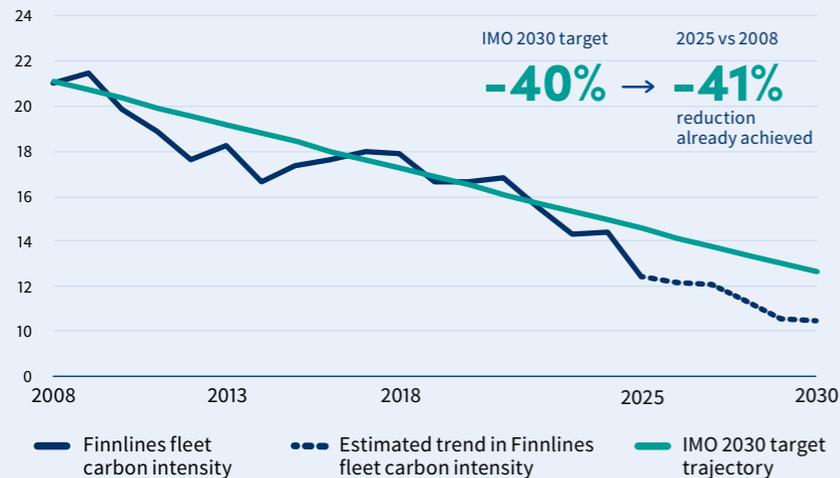
Through our continuous decarbonisation efforts, we have improved our fleet’s carbon intensity by 41 per cent by 2025 compared to 2008, thereby achieving our 40 per cent reduction target five years ahead of schedule.

In particular, onshore power installations and onboard electrification have drastically reduced our emissions in port. In the coming years, we anticipate further reductions in carbon intensity through the expanded use of renewable fuels and the deployment of additional energy-efficiency measures. Further substantial improvements in energy-efficiency and decarbonisation are expected following the introduction of three new ro-pax vessels, scheduled to enter service between 2028 and 2029. Current forecasts indicate the potential to achieve up to a 50 per cent reduction in carbon intensity compared to 2008.

2030 Pathway CO₂e intensity



Finnlines fleet carbon intensity (based on g CO₂/GT*nm figures)



Decarbonisation measures at Finnlines

	Recognised key measures	Key actions taken in recent years	Actions in 2025	Future planned actions
Operational effectiveness	<p>Optimised voyage speed management and fleet deployment.</p> <p>Highly skilled personnel ensuring operational excellence.</p> <p>Collaboration with ports, stevedores and customers to improve energy efficiency across logistics chains.</p>	<p>Operational adjustments: Optimised schedules and reduced port times, enabling slower steaming.</p> <p>Hull cleaning: Increased frequency of hull cleaning to reduce resistance and fuel use.</p> <p>Targeted training: Enhanced skills to optimise energy usage across maritime operations.</p>	<p>Monitoring & measurement: Installation of additional flow meters to improve the accuracy of energy consumption data.</p> <p>Green Lane concept launched to provide lower-emission transport options to customers.</p> <p>Internal energy efficiency audits onboard to ensure standardised processes.</p>	<p>Operational efficiency: Enhance scheduling, port operations, and onboard practices to improve operational efficiency.</p> <p>Digitalisation: Solutions to enhance collaboration with stakeholders.</p>
Energy efficiency technologies	<p>Retrofitting existing vessels to extend lifecycle efficiency and reduce emissions.</p>	<p>Propulsion systems: Propeller blade replacement and installation of new propulsion systems.</p> <p>Energy-saving retrofits: Implementation of various energy-saving retrofits, such as system upgrades to more efficient versions, friction-reducing hull coating application, and replacing lighting with LEDs.</p>	<p>R&D: Studied new energy-saving technologies for future deployment.</p>	<p>Technical upgrades: Retrofit and utilise additional energy-saving technologies and modernise existing vessels.</p>
Fleet development	<p>Adoption of cutting-edge efficiency technologies in newbuilds.</p>	<p>Fleet capacity & efficiency: Lengthening six ro-ro vessels to increase cargo capacity and improve efficiency.</p> <p>Newbuilds: Delivery of three ro-ro and two ro-pax newbuilds, equipped with battery banks, air lubrication systems, and optimised hulls</p>	<p>Newbuilds: Order of three new Hansa Superstar ro-pax vessels for the Helsinki-Travemünde line.</p>	<p>Fleet development: Continued investing in energy efficient newbuilds.</p>
Renewable energy and fuels	<p>Replacing fossil fuels via low-carbon or carbon-neutral fuels.</p>	<p>On shore power: Installation of on shore power connections to two newbuild and three older vessels to enable the replacement of fossil fuels with electricity at port.</p>	<p>Energy use: Expanding the use of shore power, onboard batteries, and solar panels.</p> <p>Biodiesel: Prepared ro-ro vessels for the usage of biodiesel and initiated use on selected ships.</p>	<p>Wider adoption of renewable energy: Gradually increasing use of biodiesel and electricity, as well as other bio and e-fuels when available.</p>

Waste management

The Baltic Sea has been designated by the IMO as a Special Area under MARPOL¹ due to its unique environmental sensitivity, semi-enclosed geography, and intense maritime traffic. As a result, ships operating in the Baltic Sea are subject to some of the world’s strictest environmental regulations² for waste and discharge management. We fully comply with these requirements and continuously develop our waste management practices to minimise our environmental impact by increasing the recycling and reuse of waste generated from ship operations.

Solid waste

We strive to reduce waste generation through efficient material use and longer product lifecycles. All of the rubbish generated on board our vessels is segregated, delivered ashore and handled by waste management companies.

Typical waste streams include plastics, biowaste, glass, paper, cardboard and metals, which are recycled, as well as mixed waste and wood, which are utilised as energy. Hazardous

waste, such as paints, chemicals and used batteries, is separated at source and stored in designated containers in ports for safe disposal.

Oily wastewater

Bilge water, a mixture of water and oily particles generated during routine engine room operations, is carefully managed. The water is treated with oil separators, which on many of our vessels perform beyond the regulatory limit of 15 ppm oil content. The remaining sludge is always landed ashore. While regulations permit the discharge of treated bilge water into the sea, a significant portion is delivered ashore into reception facilities.

Sewage

Wastewater management is adapted to the vessel type:

- Freight-passenger vessels discharge both black and grey water to onshore municipal sewage systems.
- Cargo vessels are equipped with sewage treatment plants, which are certified by the

Maritime Administration to meet the effluent standards. When operating in the Baltic Sea, more than half of these vessels store wastewater onboard and deliver it to port facilities.

Challenges remain for a few vessels that lack the technical arrangements for discharging treated wastewater ashore, as well as in ports where sewage systems do not extend to the pier. We are actively addressing these bottlenecks through investments in technical retrofits and negotiations with ports in order to improve their infrastructure.

Targets and commitments

We have set a clear goal: by 2030, all discharges of treated wastewater into the Baltic Sea will be phased out. To achieve this target, we are investing in technical upgrades, improving operational practices, and working closely with ports to ensure that suitable reception facilities are available.

Pollution to air and biodiversity

Air pollution

We primarily operate in ecologically sensitive sea areas, such as the Baltic Sea, the North Sea, and the English Channel. These regions have been designated as Emission Control Areas (ECAs) under the MARPOL Convention, where stricter rules apply in order to reduce air emissions. Since 2015, the sulphur content of marine fuel used in these areas has been limited to 0.10 per cent, compared with the global limit of 0.5 per cent.

To comply with these regulations and minimise emissions, we have systematically invested in sulphur emission abatement technology. Since 2015, exhaust gas cleaning systems (scrubbers) have been installed on 24 vessels. These systems are designed to remove sulphur oxides (SOx) from exhaust gases, significantly reducing air pollution.

In 2025, Finland, Sweden, and Denmark introduced restrictions on the discharge of wash water from open-loop scrubbers in their territorial waters. To meet these advanced requirements, we have increased our use of

low-sulphur fuel oil and implemented closed-loop scrubber operations, where cleaning water is recirculated onboard instead of being discharged into the sea. These measures ensure continued compliance with national and international regulations and further reduce our fleet’s environmental impact.

Biodiversity and ballast water

Shipping interacts closely with fragile marine ecosystems. A significant risk to biodiversity is the spread of invasive aquatic species through ballast water. If untreated, ballast water may carry invasive organisms across regions, where they can outcompete native species and disrupt local marine ecosystems. To minimise this risk, all of our vessels are equipped with ballast water treatment systems in accordance with the IMO Ballast Water Management Convention. The systems ensure that ballast water is properly treated before being discharged, preventing the introduction of harmful aquatic species into new environments.

¹ IMO (n.a.): Special Areas under MARPOL

² The IMO: MARPOL Convention

Finnlines fleet wastewater discharges

	2025
Discharges of treated wastewater into the Baltic Sea	3%
Discharges of treated wastewater outside the Baltic Sea	4%
Wastewater delivered ashore	93%

Environmental aspects of port operations

Port and stevedoring operations are an important part of the Group's overall efficiency and performance. While we share the climate target of the Group, we have also set environmental targets for our port operations:

- Build systematic monitoring capabilities
- Renew our equipment fleet.

Progress has been made in both areas. Our stevedoring operations follow an environmental policy, and our terminal operations are managed under an ISO14001:2015-certified Environmental Management System (EMS), supporting the Group's continuous improvement of its environmental performance. Finnsteve companies continue to invest in modern equipment and vehicles, taking the environmental programme to the next level. For example, NOx emissions from new tug masters are 96 per cent lower than those of older Tier 1 equipment, while new electric vans and minibuses are emission-free.

Climate change and energy efficiency

Energy efficiency and sustainable innovation are key enablers of our long-term development. By upgrading our machinery and equipment and adopting new technologies, we meet stricter environmental standards while responding to customer expectations for lower supply-chain emissions.

The main energy sources for our stevedoring operations are fuel oil and electricity. In 2025, the fuel consumption in our port operations, including Helsinki, Turku and Naantali, was 959,000 litres, representing a 5 per cent reduction when compared with the previous year, alongside 5.2 GWh of electricity use. We are committed to reducing the GHG emissions of our port operations, mainly through the electrification of our fleet, and to reaching carbon neutrality by 2050, aligned with the targets of the EU.

We continue to invest in electrified and low-emission equipment. Our fleet includes five electric container cranes and 15 electric

vehicles, such as buses and vans, which support daily cargo handling and logistics activities. To further reduce our environmental impact, we have invested in three fully electric straddle carriers, scheduled for delivery in spring 2026.

We have also reduced the energy consumption in our facilities. Three buildings have already been retrofitted with LED lighting, and an additional one is currently undergoing the retrofit process, helping lower electricity use across our terminals by 60 per cent.

Waste management

While we have made progress toward resource efficiency, different types of waste are still generated in stevedoring operations. A significant share of this waste originates from external parties, which limits our ability to reduce it at the source. We, therefore, focus on proper sorting and recycling whenever possible. All waste is sorted, and depending on the material, recycled, recovered, or disposed of appropriately.

Training and internal communication

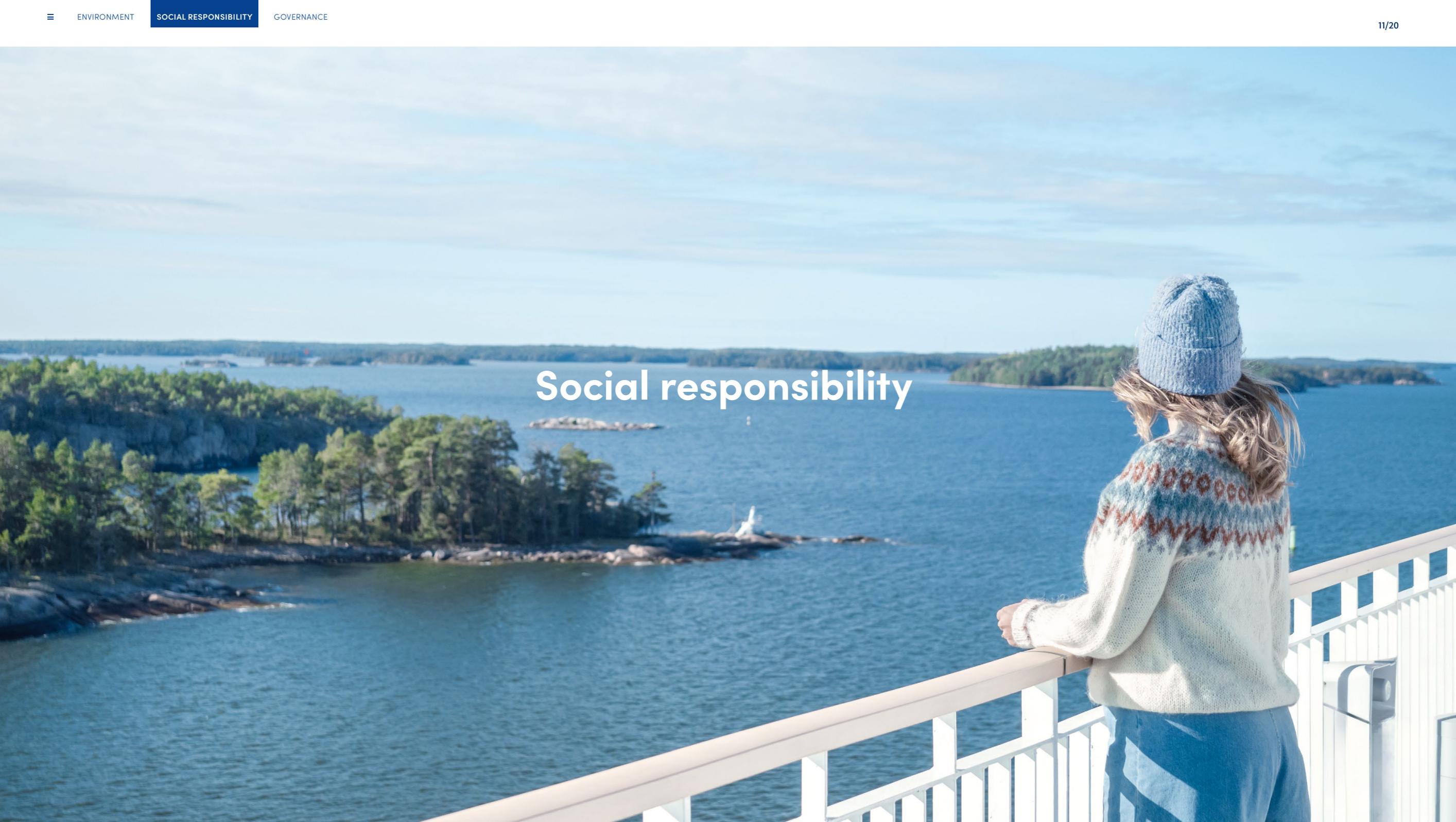
All stevedores and supervisors receive working instructions that include environmental training. While the training covers core environmental principles and rules, the most significant environmental improvements are achieved through technical development, such as transitioning to newer, more efficient machinery and equipment. Training also focuses on preparedness for various accident scenarios. Any incidents that occur are systematically reviewed in order to prevent anything similar from happening and to reduce the likelihood of environmental harm.

Environmental performance is actively monitored and communicated internally through regular updates and transparent reporting, ensuring that all employees understand their role in improving environmental performance.

Focus areas in 2026

Our main environmental objectives in the port operations for the coming year focus on reducing emissions, improving energy efficiency and advancing electrification of our machinery and equipment. To support these goals, several projects and investments are planned with the aim of lowering environmental impact.

In the first quarter of 2026, we will receive three fully electric straddle carriers, marking an important step in the electrification of port operations. This investment is expected to reduce the total annual fuel oil consumption of port operations by approximately 13 per cent, resulting in a corresponding 13 per cent decrease in CO₂ emissions.



Social responsibility

Social responsibility

Our commitment to our people and their safety is at the heart of our responsible and sustainable business practices. The wellbeing, safety, and work ability of our personnel are central to everything we do, and skilled and engaged personnel are essential for safe operations, service reliability and long-term success.

The sustainability of Finnlines' own workforce is guided by applicable legislation and both Group-level and personnel group-specific policies. International, European, and national regulations concerning employment and occupational safety, in addition to our internal policies, form the foundation of our operations and define the key policies and procedures relating to our workforce. Due to the nature of maritime and stevedoring work, these activities are subject to particularly strict regulation and safety requirements.

Finnlines operates in seven European countries and complies with local legislation and collective agreements in all its operating locations. Finnlines is committed to acting in accordance with the United Nations (UN) Guiding Principles on Business and Human

Rights and to respecting internationally recognised human rights in accordance with the UN's Universal Declaration of Human Rights and the ILO's Declaration on Fundamental Principles and Rights at Work. Collaboration between the company and its employees is carried out in accordance with national frameworks and local practices. The objective of such cooperation is to continuously develop both the company's operations and the employees' opportunities to influence matters related to their work, working conditions, and position within the organisation.

In practice, we promote responsible working life practices through continuous competence development, systematic safety work and proactive support for employee wellbeing. Leadership development, regular training and open communication are key enablers in strengthening a strong safety culture and maintaining long-term work ability across all personnel groups. We also monitor employee engagement and satisfaction and use the insights to further improve our ways of working and support an inclusive and caring work community.

Our people

Own workforce targets 2030

We have defined three key sustainability targets for 2030, relating to our own workforce. These targets reflect our commitment to employee engagement, safety, and equality, and they support the long-term development of a resilient and inclusive workplace. Our targets are:

- Employee commitment and job satisfaction
- Safe working community
- Proportion of women in different employee groups

Commitment and satisfaction are monitored through regular personnel surveys. In 2025, a personnel survey was conducted for office

personnel and Finnsteve's foremen, while stevedoring and sea personnel will be surveyed in 2026. These surveys provide a comparable foundation for tracking development across all employee groups and for setting long-term improvement actions.

Occupational safety is measured through the Lost Time Accident Frequency (LTAIF) indicator. Safety is a priority across the Group, and a particular focus is placed on stevedoring and sea personnel, whose tasks involve elevated operational risks. Our goal is to continuously improve our safety performance and reduce the frequency of lost-time accidents through preventive actions, training and systematic safety management.

Increasing the proportion of women in our workforce is a strategic target that supports equality and strengthens diversity in a traditionally male-dominated industry. This target aims to ensure continued efforts to promote maritime careers for women and to improve gender balance across all personnel groups over time.

The development of these targets is ongoing. As our data sets expand and personnel surveys cover the entire organisation, we will refine and update our indicators where needed. Finnlines will report annually on its progress and remains committed to achieving its 2030 workforce targets.

Targets

Target	Indicator	Target 2030	2025
Employee commitment and job satisfaction	Personnel survey results *		
	Overall satisfaction	> 85	76
Safe working community	Lost time accident frequency (LTAIF)		
	Port personnel	14.0	22.5
	Sea personnel	5.0	8.8
Proportion of women in different roles	Share of women in managerial roles %		
	Women in Executives	> 30	25
	Women in Managers	> 40	34
	Women in Officers & Pursers	> 15	10

* In 2025, the Siqni personnel survey was conducted among shore-based personnel. Sea personnel will follow in 2026.

Own workforce

The Finnlines Group employs approximately 1,850 people across seven European countries. Our workforce represents a broad range of professional backgrounds and roles, including around 1,100 seagoing employees, approximately 500 shore-based office employees, and roughly 250 employees in stevedoring operations.

The company's headquarters are located in Helsinki, Finland. Our largest offices outside Finland are in Sweden and Germany. All of the seafarers work under either the Finnish or Swedish flag, while stevedoring operations are

based exclusively in Finland.

Finnlines' personnel are highly experienced and committed. The average length of permanent employment is approximately 13 years among office personnel, almost 17 year among port personnel and around 9 years among sea personnel.

The following tables provide a detailed overview of the structure, characteristics and distribution of our workforce, including employee categories, demographics and employment types.

Employees by contract type and country

2025	Finland	Sweden	Germany	Poland	Belgium	Denmark	UK	Total
Average number of employees (Full-time equivalent)	1,292.7	400.1	94.6	22.9	18.8	3.9	3.8	1,836.8
Number of employees	1,302	440	100	24	22	3	3	1,894
Number of permanent employees	1,083	370	85	22	22	3	3	1,588
Number of fixed-term employees	219	70	15	2	0	0	0	306
Number of full-time employees	1,263	411	82	23	15	3	3	1,800
Number of part-time employees	39	29	18	1	7	0	0	94

Employees by contract type and gender

2025	Women	Men	Total
Number of employees	549	1,345	1,894
Number of permanent employees	474	1,114	1,588
Number of fixed-term employees	75	231	306
Number of full-time employees	490	1,310	1,800
Number of part-time employees	59	35	94

Age distribution of employees

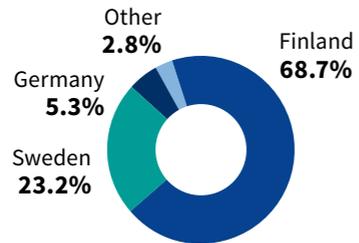
	2025
Aged under 30	316
Aged 30-50	851
Aged over 50	727

Gender distribution in employee groups

	2025 men/women	2025 share of women, %
Share of men and women in top management (members of Finnlines' Executive Committee, Board of Management and Extended Board of Management)	14/5	25
Share of men and women in managers (superior responsibility)	33/17	34
Share of men and women in team leads and other managers	83/39	32
Share of men and women in clerks and specialists	166/210	56
Share of men and women in stevedores	177/2	1
Share of men and women in officers and pursers	187/20	10
Share of men and women in petty officers	153/19	11
Share of men and women in sailors	532/237	31

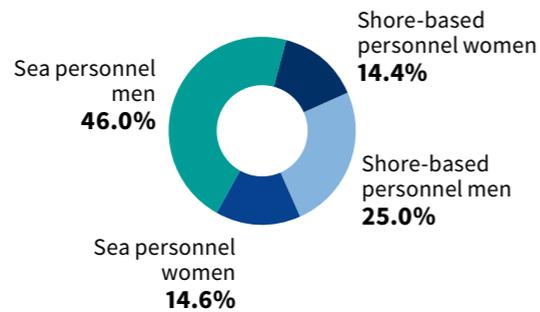
Employees by country

as at 31 December, %



Employees by gender

as at 31 December, %



Working Conditions

Our employee groups operate under distinctly different conditions. A significant proportion of our workforce is engaged in seagoing roles, which involve living and working on board for extended periods, working in shifts around the clock and adapting to changing weather and operational circumstances.

Finnlines operates exclusively in countries where statutory requirements concerning working conditions – including reasonable working hours, annual leave, parental leave and part-time work – are firmly established. Employee compensation meets or exceeds the statutory minimum requirements and relevant collective agreements in each operating country. All Finnlines Group employees have the right to join or not to join a trade union.

Office employees follow a hybrid work model that combines on-site work with remote work when appropriate. In port operations, employees work in shifts and are regularly exposed to varying weather conditions.

To support work-life balance, we offer flexible working arrangements for office personnel, including the possibility to work remotely and flexible working hours. For seagoing and stevedoring personnel, working time and mandatory rest periods are strictly

governed by local legislation and applicable collective bargaining agreements to ensure compliance, safety and employee well-being.

We pay careful attention to the working environment and strive to continuously improve our facilities in response to employee needs. At our headquarters, the increase in remote and virtual meetings has been considered by providing quiet workspaces and other suitable facilities to support focused work. Employee benefits reflect local practices in each operating country. For example, in Finland, our office and stevedoring personnel are provided with daily lunch subsidies and sports, culture and well-being vouchers.

We have enhanced our leadership culture through training and workshops for supervisors, focusing particularly on early support and caring leadership. Our goal is to nurture a caring and inclusive work community where everyone feels seen, supported, and valued. In 2025, we updated our early support model for Finnish shore personnel to strengthen the proactive approach to employee well-being and early intervention.

A personnel survey, conducted in 2025 for Finnlines’ office personnel as well as Finnsteve’s foremen and office personnel, achieved a 69 per cent response rate and an overall satisfaction

score of 76/100. Both indicators improved when compared to the previous survey in 2022 – the response rate increased by five percentage points and the overall satisfaction score by three points. These results indicate a steady positive development, although there is still room for further improvement.

Based on the survey findings, team-specific development plans as well as broader personnel group-level development initiatives have been defined, and the results and targets have been reviewed with top management. We will continue to build on these insights in the coming years and will regularly monitor and measure employee satisfaction to ensure continuous development. Internal communication has been identified as a key focus area for development, and several improvement actions have already been implemented, including clearer communication structures and more regular updates. These developments are described in more detail in the Collaboration and Knowledge Sharing chapter.

Finnlines will continue to regularly monitor and measure employee satisfaction to ensure continuous development and to support long-term employee well-being.

Health, safety and well-being

Employee well-being is a cornerstone of our social responsibility. We work closely with our occupational health care partners to provide comprehensive health services for all employees. We have identified that mental well-being is a key factor for work ability across all our personnel groups. To support mental well-being, we offer low-threshold access to professional guidance through a confidential mental well-being service. The service provides timely support from qualified professionals, and each Finnlines employee is entitled to two freely chosen service packages per year.

A large share of our personnel is covered by collective bargaining agreements, and we ensure that employees’ rights are respected through close cooperation with different trade unions. We also have active occupational health and safety organisations in each group company, representing different employee groups, and they are formed according to local regulations.

Safety is also of critical importance, particularly when considering the varying working conditions at sea and in port operations. Safety matters are discussed in more detail in the Safety chapter.

Health and safety

	2025
Work-related accidents	161
Total Recordable Incident Frequency (TRIF)	46.5
Lost time work-related accidents	34
Lost time accident frequency (LTAIF)	9.8
Fatal work-related accidents	0
Occupational diseases	0
Fatal occupational diseases	0
Days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	694

Diversity, equality and inclusion

Finnlines is committed to providing equal opportunities for all, regardless of gender, age, ethnic background, sexual orientation, or other personal circumstances.

We strive to take the diversity of our workforce into account in decision-making and remain strongly committed to enhancing employee satisfaction, professional development and inclusivity. We aim to support the safety and well-being of our employees, promoting both their physical and mental health.

We value our skilled and motivated employees and want to be a company where

work feels meaningful and everyone's contribution is genuinely recognised. Finnlines strictly prohibits discrimination or unfair treatment of any kind and treats every employee with respect and dignity. If any such behaviour is observed, reporting channels and procedures have been established and all cases are addressed promptly in cooperation with HR.

We promote equality by ensuring that people who work in the same positions and possess equivalent competence based on work experience and education receive the same level of compensation. We also ensure that all candidates are considered equally in promotion

situations. The forthcoming Pay Transparency Directive¹ will introduce some new obligations for us. In Finland, we have already taken steps toward increased pay transparency by including salary ranges in our job advertisements as part of the recruitment process.

In recruitment, all candidates are treated equally, irrespective of their sex, age, ethnic background or other personal characteristics, and the most suitable person is always selected for the position. We also ensure that internal and external candidates have equal opportunities to be considered for open positions.

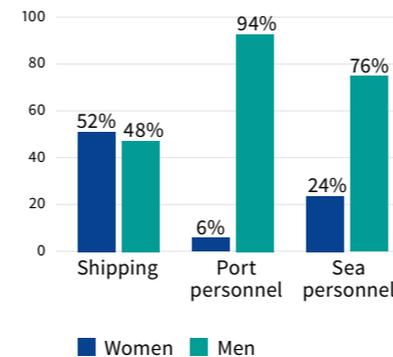
Finnlines has an established whistleblowing channel that allows employees and stakeholders to report suspected misconduct or unethical behaviour confidentially and without fear of retaliation. All reports are handled in line with the EU Whistleblower Directive and company policies.

¹ Directive (EU) 2023/970

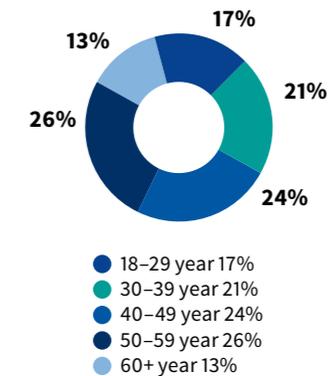
Employee turnover and recruitment

	2025
Employee turnover, number of employees	422
Employee turnover total %	22%
Women	107
Men	315
Aged under 30	193
Aged 30-50	138
Aged over 50	91
Number of new hires, total	388
Women	104
Men	284
Aged under 30	215
Aged 30-50	128
Aged over 50	45

Gender distribution by business area
as at 31 December, %



Employees by age group
as at 31 December, %



Training and development

Even as automation and digitalisation continue to advance, access to skilled and competent personnel remains a key success factor. To ensure the availability of qualified employees, we provide a wide range of learning and development opportunities, including on-the-job learning, formal studies, online courses and webinars, mentoring, coaching, job rotation, project work and support for independent studies.

We also prepare for future resource needs by initiating recruitment processes well in advance. We mitigate the risks related to generation shifts through succession planning, and we continuously develop our employer image to attract and retain talent.

Induction and onboarding are carried out in accordance with the company's established

model whenever a new employee joins Finnlines or when an existing employee transfers to a new position within the organisation.

Supervisors ensure that employees receive adequate training for their roles, but employees are also encouraged to take the initiative in their professional development. For example, in Finland, all office employees are entitled to at least one full working day per year for external training. We aim to allocate this time to learning opportunities that strengthen employees' core competencies and support professional growth. This goal, introduced for 2025, is specifically intended to support each employee's individual development path. We acknowledge that the reporting of training hours is not yet fully comprehensive and are working to improve the accuracy of this data.

We consider performance and development reviews to be essential tools for managing performance and setting goals. These discussions create constructive dialogue between supervisors and employees about work performance, cooperation, motivation, and both short- and long-term aspirations. We conduct reviews annually for office personnel and document the results accordingly.

A career at sea offers both challenges and opportunities, as modern vessels are equipped with cutting-edge technologies that require practical and technical expertise. We ensure that manning complies with flag-state and international regulations, and our seafarers meet all STCW training standards and renew their certificates at defined intervals.

We actively contribute to maritime education in Finland and Sweden by providing practical training placements for deck, engine and catering trainees. We offer onboard training for more than 250 students annually, representing more than half of all maritime trainees in Finland.

At ports, we organise regular training sessions in accordance with various standards and regulatory requirements. For stevedores, we have developed a structured, tiered training model that employees can join voluntarily. The programme provides hands-on, practical learning led by specially trained in-house instructors, either one-on-one or in small groups, directly in the work environment.

Collaboration and knowledge sharing

We foster open communication and collaboration across teams through internal forums and regular opportunities for exchanges. Senior Officers' Days bring together deck and engine officers working at sea and, as of 2025, also pursers, as well as colleagues working ashore from different parts of our organisation. For shore-based supervisors and team leaders in Finland, we hold regular meetings to discuss current topics related to leadership, share best practices, build networks, and provide peer support for managerial work.

All employees are invited to regular CEO information briefings, which cover quarterly updates and recent events. In addition, departments hold their own team meetings that address operational matters and other team-related topics. We keep employees informed through multiple internal channels, including the company intranet and newsletters.

We provide access to sustainability-related knowledge, and training is provided through internal experts, external courses, and industry collaboration. Finnlines is a member of both the Finnish Shipowners' Association and the Swedish Shipowners' Association, which have active technical, safety, environmental, and communication committees to share information on topical issues. Employees also maintain broad professional networks, and maritime colleges organise courses and seminars that are focused on sustainability themes relevant to shipping.

Training and skills development

	2025
Total number of training hours	
All employees	14,547
Shore-based personnel	6,220
Sea personnel	8,327
Average number of training hours per employee	
All employees	7.7
Shore-based personnel	8.3
Sea personnel	7.3

Safety

We place the highest priority on the safety of our employees, vessels, and operations. Safety is a shared responsibility across all parts of our organisation, and we work continuously to foster a proactive and preventive safety culture. Our approach combines strict compliance with international standards, continuous training, and active employee involvement to ensure a safe and resilient working environment both at sea and in ports.

Safety at sea

The maritime environment exposes crew and vessels to a combination of dynamic and unpredictable risks: severe weather, complex navigation and constantly changing sea and traffic conditions. Cargo handling is performed in enclosed or confined spaces, around heavy equipment, and in areas where even the smallest mistakes can have severe consequences. Together, these factors create a unique operational setting where situational awareness, training, and strict procedural compliance are essential for safety.

To ensure occupational safety for everyone, our key targets are

- Zero serious injuries during mooring and cargo operations
- An improved reporting culture with increased proactive safety observations.

Our land-based ship management organisation and all vessels are certified in accordance with the International Safety Management (ISM) Code. In addition, all ships and port facilities comply with the requirements of the International Ship and Port Facility Security (ISPS) Code.

All ships undergo regular inspections and audits conducted by the maritime administration, classification societies and internal auditors. We also conduct frequent safety drills both internally and in cooperation with authorities such as the border guard, police and local city rescue departments.

Safety culture and employee involvement

Our Safety Manager ashore oversees occupational health and safety, and acts as the main point of contact between each vessel and the shore organisation. We communicate health and safety information through the intranet and the Crew Manual, which outlines occupational health care procedures.

The Safety Management System (SMS), approved by the maritime administration, contains the company’s and ship’s working and familiarisation instructions. In line with company policy and maritime conventions, all new crew members receive safety familiarisation training immediately upon signing on.

The Occupational Health and Safety Committee includes an elected safety representative, with equal representation from officers and crew. These representatives present proposals from their respective groups for discussion. Meetings are held quarterly, following a set agenda, and all crew members are encouraged to participate in the election process. In 2025, 76 Occupational Health and Safety meetings were held onboard our vessels.

The committee addresses issues related to safety, health and wellbeing. Decisions are made either onboard or ashore, depending on the nature of the matter. Meeting minutes and improvement proposals are documented and reviewed with authorities during MLC inspections.

Safety performance and indicators

We monitor both leading and lagging safety indicators. Leading indicators, such as training hours and completed risk assessments, help us to take proactive measures to prevent injuries and improve productivity. Lagging indicators, including worktime injuries, material damages, service delays and environmental incidents, are also tracked to help us learn from past events. All incidents are thoroughly analysed to prevent recurrence.

Non-conformity reporting plays a key role in our safety culture. All employees are required to report any incidents, near-misses, deficiencies or hazardous situations they observe.

Casualties and accidents are reported according to our internal alarm scheme. Following an incident, the shipboard management group analyses the causes and identifies ways to prevent a recurrence

or reduce potential impacts. We apply safe working practices and conduct risk assessments for all tasks onboard, covering risks related to injuries, stress, fatigue, chemicals, biological agents, and physical or ergonomic factors.

We use the safety management system to report and analyse events such as accidents, non-conformities, and hazardous occurrences. The system allows us to identify trends and continuously improve our safety performance through its analytical tools.

Worktime incidents

We closely monitor workplace safety across the entire Group. In 2025, a total of 134 recordable incidents or injuries were reported. These most often involved chefs in the galley and crew members working on deck and in the engine department. The most common types of injuries included minor wounds, sprains and strains, as well as burns and abrasions.

To reduce the likelihood of incidents, we provide continuous safety training, follow up systematically on all reported cases and hold regular safety discussions both onboard and ashore. We remain committed to further strengthening preventative measures, reducing risks, and minimising the impact of any incidents.

We also maintain a strict zero-tolerance policy for alcohol and drugs. Our Alcohol and Drug Policy ensures the safe operation of vessels and a secure working environment for all employees. Crew members must always be capable of performing their duties in case of an emergency, and therefore, the policy is enforced through random testing.

Vessel audits

In 2025, we conducted 58 internal audits, covering a total of 18 vessels and internal support functions, such as the IT Department and Purchase Department. In addition, our vessels underwent 31 external audits, including MLC, ISM and ISPS audits carried out by classification societies and authorities.

Focus areas of safety in 2026

In 2026, our safety priorities will focus on strengthening core systems and improving operational practices for safer, more efficient operations.

- Conduct a comprehensive review of the company’s Safety Management System (SMS) and implement it as a fully digital documentation system to improve accessibility, traceability, and compliance.
- Improve the Port State Control (PSC) performance index by increasing awareness, strengthening a proactive maintenance culture and promoting continuous compliance across all operations.

Through these initiatives, we aim to further strengthen preventive actions and ensure that every employee works in a safe, supportive and resilient environment.

Safety at sea

	2025
Number of hours worked	2,157,049
Lost-time work-related accidents	19
Lost time accident frequency (LTAIF)	8.8

Safety at port

Port operations present a unique risk environment, where multiple parties, for example employees, contractors and visitors, work simultaneously in the same area. High volumes of vehicle traffic and the handling of heavy cargo create conditions where accidents can have serious consequences if safety procedures are not strictly followed.

Our stevedoring companies operate under comprehensive safety systems that include established communication channels and contingency plans for accident situations. Ports are equipped to respond effectively to emergencies such as fires, as well as oil and chemical spills.

Through continuous risk management, employee engagement, and active monitoring, we work to maintain a strong safety culture and achieve our long-term goal of zero serious incidents.

Safety culture and employee involvement

Occupational safety and health are central to our port operations. Regular safety meetings

are held at each port site with participation from the occupational health and safety organisation. These meetings serve as forums to review findings from safety walks, discuss current safety issues, analyse incident reports, and define corrective and preventive measures. In 2025, 430 safety observations were recorded.

A key achievement of these discussions has been the implementation of a safety helmet culture, ensuring consistent safety standards across all port operations.

Safety performance and indicators

We monitor both leading and lagging safety indicators in order to evaluate and improve safety performance. Leading indicators, including risk assessments, safety walks, and near-miss reports, enable proactive prevention. Lagging indicators, such as accident frequency rates, help us to track performances and identify areas for further improvement. All indicators are reviewed regularly to ensure that corrective actions are taken promptly and that preventive measures remain effective.

Worktime incidents

The most common incidents in stevedoring operations involve slips or stumbles during cargo handling. All incidents are investigated immediately, and findings are documented in internal reports. In 2025, there were 11 recordable incidents or injuries, most of which occurred during stevedoring and terminal work.

When employees return from incident-related sick leave, we hold structured back-to-work discussions to ensure that lessons learnt are understood and preventative actions reinforced. Lessons are also communicated through targeted training sessions, on-site briefings, and the company’s information screens.

Port audits

We conduct regular internal reviews and external inspections to ensure compliance and identify opportunities for improvement. These inspections focus on operational safety, risk management, and process development. Findings from inspections are used to

strengthen safety practices and reinforce the best procedures across all ports.

In 2025, 10 internal audits were carried out.

Focus areas of safety at port in 2026

In 2026, our key focus areas in port operations include:

- Update rescue plans for cranes.
- Conduct crane evacuation exercises.
- Continue anti-slip footwear trials to reduce slip-related incidents.
- Expand reversing camera installations on cassette handlers to improve visibility and prevent accidents.

Through these initiatives, we aim to further enhance preventive measures and ensure that every employee in our port operations works in a safe and supportive environment.

Safety at port

	2025
Number of hours worked	488,222
Lost-time work-related accidents	11
Lost time accident frequency (LTA1F)	22.5

Governance



Governance

This governance framework reflects our commitment to transparency, ethical leadership, sustainability, and strong internal controls. Compliance with CSRD and other relevant regulatory requirements is supported through structured training programmes and systematic tracking to ensure that all employees have the opportunity to complete the required courses.

Governance principles are embedded into day-to-day operations through internal policies, role-based responsibilities, and continuous oversight by management, internal control functions and Corporate Audit. Compliance with policies, procedures and ethical standards is monitored through regular reviews, risk assessments and audits,

ensuring that governance requirements are consistently applied in daily decision-making and operational processes.

Furthermore, Finnlines leverages its established internal control systems and corporate audit functions to continuously monitor and verify compliance across all governance areas. Governance expectations are also extended to the supply chain through supplier requirements, contractual clauses and ongoing monitoring, supporting responsible business conduct, risk management and regulatory compliance throughout the value chain. These measures collectively strengthen accountability, promote continuous improvement, and support long-term value creation for all stakeholders.

Ethics and integrity

Ethics and integrity are the cornerstones of our business. Our governance model is based on transparency, fairness, and accountability, supported by the Finnish Corporate Governance Code and EU legislation. We emphasise responsible business conduct in all areas of operation, with a strong commitment to high ethical standards.

In line with the principles of our Code of Ethics and inspired by the industry’s best practices, we cultivate a culture of integrity through clear leadership, mandatory trainings, and monitoring systems.

Employees are expected to conduct themselves honestly, fairly, and professionally. Ethical behaviour is non-negotiable, and we actively promote internal awareness programs to embed these values in daily operations.

Compliance with laws and regulations

We are fully committed to complying with applicable laws and regulations. Our compliance framework encompasses antitrust legislation, data protection laws, environmental regulations, and financial reporting standards.

Following industry-wide approaches, we ensure that internal controls, risk management systems, and whistleblowing channels are in place to identify and address potential non-compliance.

Our strong focus on Corporate Sustainability Reporting Directive (CSRD) compliance guides our reporting processes, ensuring transparency and reliability in both financial and non-financial disclosures.

Sustainable and responsible business practices

Sustainability is fully integrated into Finnlines’ governance practices. We commit to reducing greenhouse gas emissions, with measurable targets. Our ISO 14001-certified Environmental Management System underpins initiatives that are focused on waste reduction, energy efficiency, and sustainable logistics. We prioritise investments in clean technologies, optimised vessel operations, and circular economy solutions.

Human rights and employment practices

Finnlines is committed to promoting human rights, diversity, and inclusion throughout its operations. We foster an equitable and non-discriminatory workplace where everyone is treated fairly.

Employee well-being is central to our operations, supported by robust occupational health and safety programmes and proactive monitoring of working conditions.

Anti-corruption and fair competition

We have a zero-tolerance approach to bribery and corruption, as formalised in our Anti-Corruption and Anti-Bribery Policy Statement. Our policies cover:

- Prohibitions on accepting or offering gifts, benefits, or any undue advantage.
- Clear guidelines for managing conflicts of interest.
- Mandatory reporting of suspected breaches via secure whistleblowing channels.
- Internal audit oversight and disciplinary actions for violations.

Protection of assets and data

We take rigorous measures to protect company assets, proprietary information, and personal data. Internal policies govern physical and IT security, and cybersecurity protocols are continuously enhanced through training and monitoring.

We adopt practices that are widely accepted across the industry to ensure compliance with GDPR and other relevant data privacy laws.

Governance Metric

	Target 2026	2025
Confirmed cases of corruption or bribery	0	0
Confirmed legal cases linked to ethical or compliance issues	0	0
Confirmed whistleblowing reports	0	0