



**Eimskipafélag Íslands hf.  
Sustainability Statement (ESG)  
Statements for the year ended**

31 December 2024 | EUR

# ESG Statement 2024

---

## **Assessment Statement by Klappir Green Solutions hf.**

Eimskip's sustainability statement for the year 2024 reflects the ESG guidelines issued by Nasdaq Iceland and Nasdaq Nordic. Reference is also made to the GRI Standard (Global Reporting Initiative, GRI100-400) and the Ten Reporting Principles of the UN Global Compact. Eimskip uses the Klappir Sustainability Platform to ensure the traceability, transparency, and efficiency in data collection and processing and dissemination of environmental information.

The board of directors and CEO are responsible for reporting non-financial information, including information on environmental, social and governance matters, in accordance with Article 66 d of Act no. 3/2006 (Icelandic companies).

Eimskip uses the Klappir Sustainability Platform to ensure the traceability, transparency, and efficiency in data collection and processing and dissemination of environmental information.

## **Confirmation by Klappir**

We have planned and conducted our work in accordance with the principles of the Greenhouse Gas Protocol standards: Relevance, Accuracy, Completeness, Consistency and Transparency.

Klappir hereby confirm that the data provided by Eimskip and its suppliers for the company's sustainability statement has been reviewed and assessed by Klappir's sustainability specialists. Information relating to social and governance matters was not reviewed by Klappir.

Klappir is not responsible and bears no liability for any investment decisions made by any party based on the information presented in this statement.

**Klappir Green Solutions hf.**

## ESG Statement 2024

### Operational Parameters

Operational Parameters	Unit	2024	2023	Notes
Transported cargo .....	Tonne	2.605.996	2.544.281	
Total Revenue .....	EUR m	847.111	817.916	The revenue methodology has been aligned with consolidated revenue, and the new approach has also been applied to 2023.
Number of full time equivalents employees .....	FTEs	1.703	1.727	Number of employee is based on the average of the previous 12 months, the methodology may not be consistent with employee number by end of 2024.

### Environmental

#### GhG emission intensity

GhG emissions per megawatt-hour consumed .....		230	328	
	kgCO <sub>2</sub> e/MWh			
GhG emissions per full-time equivalent (FTEe) employee	kgCO <sub>2</sub> e/FTEs	203.231	198.505	
GhG emissions per unit of revenue .....	kgCO <sub>2</sub> e/EUR r	409.568	419.136	

Nasdaq: E2|UNGC: P7, P8|GRI: 305-4 |SDG: 13|SASB: General Issue / GHG Emissions, Energy Management

## ESG Statement 2024

Energy intensity	Unit	2024	2023	Notes
Energy per full-time equivalent (FTEe) employee .....	kWh/FTEs	616.790	604.650	
Energy per unit of revenue .....	kWh/EUR m	1.239.971	1.276.696	
<i>Nasdaq: E4 UNGC: P7, P8 GRI: 302-3 SDG: 12 SASB: General Issue / Energy Manag</i>				
<b>Carbon offset</b>				
Total emissions offset .....	tCO <sub>2</sub> e	201	277	
Emissions offset by afforestation .....	tCO <sub>2</sub> e	201	277	
<b>Greenhouse Gas Emissions</b>				
Scope 1 .....	tCO <sub>2</sub> e	280.019	277.316	Significant changes have been implemented in the calculation of GHG emissions from marine fuels and gas. In previous years, emissions were measured in CO <sub>2</sub> , following the methodology outlined in MRV/DCS regulations. Starting in 2024, GHG emissions from marine fuels and gas are calculated in CO <sub>2</sub> -equivalent (eCO <sub>2</sub> ), with corresponding recalculations applied to the data for 2015, 2022, and 2023. Beginning in 2025, MRV and DCS calculations will also be conducted in eCO <sub>2</sub> , in line with recent regulatory amendments.
Scope 2 (location-based) .....	tCO <sub>2</sub> e	2.251	2.353	Because of a change in methodology by the Environmental Agency of Iceland, there is a significant decrease in the coefficient between years. <a href="https://ust.is/loft/losun-gradurbusalafttegunda/losunartaldir/">https://ust.is/loft/losun-gradurbusalafttegunda/losunartaldir/</a>
Scope 2 (market-based) .....	tCO <sub>2</sub> e	17.007	14.982	
Scope 1 and 2 (location-based) .....	tCO <sub>2</sub> e	282.270	279.669	
Scope 1 and 2 (market-based) .....	tCO <sub>2</sub> e	297.026	292.298	Calculated based on country-based emissions, after the sales of Guarantee of origin
Scope 3 .....	tCO <sub>2</sub> e	63.816	63.150	Estimation based on Iceland marked-based emissions
Total operational GhG emissions (location-based) .....	tCO <sub>2</sub> e	346.086	342.818	
Total operational GhG emissions (market-based) .....	tCO <sub>2</sub> e	360.925	355.564	
<i>Nasdaq: E1 UNGC: P7 GRI: 305-1,305-2,305-3 SASB: General Issue / GHG Emissions TCFD: Metrics &amp; Targets   EFRAG E1-6</i>				

## ESG Statement 2024

Greenhouse Gas Emissions, continued	Unit	2024	2023	Notes
<b>Scope 1 - Details</b>				
Total emissions .....	tCO <sub>2</sub> e	280.019	277.316	
Stationary and mobile fuel combustion .....	tCO <sub>2</sub> e	278.403	275.172	
Fugitive emission .....	tCO <sub>2</sub> e	1.617	2.143	
<b>Scope 2 - Details</b>				
Total emissions .....	tCO <sub>2</sub> e	2.251	2.353	
Electricity .....	tCO <sub>2</sub> e	2.176	2.225	
Heating .....	tCO <sub>2</sub> e	75	128	
<b>Scope 3 - Upstream emissions</b>				
Category 3: Fuel- and energy related activities				
Total emissions .....	tCO <sub>2</sub> e	63.695	62.943	
Category 5: Waste generated in operations				
Total emissions .....	tCO <sub>2</sub> e	17	81	Fuel and energy related activities are included in the 2024 Sustainability Report for the first time. All years from base year have recalculated to include these results.
Transport, disposal and treatment of waste .....	tCO <sub>2</sub> e	17	81	
Category 6: Business travel				
Total emissions .....	tCO <sub>2</sub> e	126	126	
Air travel .....	tCO <sub>2</sub> e	126	126	
<b>Energy consumption</b>				
Total energy consumption .....	kWh	1.049.702	1.044.009	
Fossil fuels .....	kWh	1.010.913	1.063.919	
Bio fuels .....	kWh	276	117	
Electricity .....	kWh	29.108	29.523	
Heating .....	kWh	15.248	15.248	
Direct energy consumption .....	kWh	1.010.913	1.001.007	
Indirect energy consumption .....	kWh	38.789	43.002	

Nasdaq: E3|UNGC: P7, P8|GRI: 302-1, 302-2|SDG: 12|SASB: General Issue / Energy Management | EFRAG E1-5

## ESG Statement 2024

	Unit	2024	2023	Notes
<b>Energy mix</b>				
Total fuel consumption .....	Kwh	1.049.702	1.044.009	
Fossil fuel .....	%	96,5%	96,1%	
Renewables .....	%	3,4%	3,9%	
Nuclear .....	%	0%	0%	
<i>Nasdaq: E5 GRI: 302-1 SDG: 7 SASB: General Issue / Energy Management</i>				
<b>Fuel consumption</b>				
Total fuel consumption .....	kg	87.025.250	86.441.504	
Methane .....	kg	20.242	7.895	Increase in methane due to increased number of methane-powered vehicles in Eimskip's road fleet.
Petrol .....	kg	74.117	108.916	
Natural gas .....	kg	706	706	
Diesel .....	kg	3.400.708	3.929.130	
<b>Fugitive emissions</b>				
Total fugitive emissions .....	kg	955	1.149	
Carbon dioxide (CO2) .....	kg	0	10	
F-gases .....	kg	955	885	
Ammonium .....	kg	0	254	
<b>Water consumption</b>				
Total water consumption .....	m <sup>3</sup>	200.787	262.372	
Cold water .....	m <sup>3</sup>	35.326	35.161	
Hot water .....	m <sup>3</sup>	165.460	263.409	
<i>Management</i>				
<b>Waste treatment</b>				
Total waste generation .....	kg	1.105.040	1.248.962	
Unsorted waste .....	kg	268.137	312.982	Unsorted waste that was previously used as landfill is now used as an energy source and is categorized as recovered
Recovered waste .....	kg	1.085.349	932.114	
Percentage of waste recovered .....	%	98%	75%	

## ESG Statement 2024

### Environmental management

Does your company follow a formal Environmental Policy?	yes/no	Yes	Yes
Does your company follow specific waste, water, energy, and/or recycling policies?	yes/no	Yes	Yes
Does your company use a recognized energy management system? .....	yes/no	Yes	Yes

Management

### Climate oversight

Does your Senior Management Team oversee and/or manage climate-related risks? .....	yes/no	Yes	Yes
Does your Board of Directors oversee and/or manage climate-related risk? .....	yes/no	-	-

*Nasdaq: E0, E3|UNGC: 102-13, 102-20, 102-29, 102-30, 102-31|ISSUE: General Issue / Business Model Resilience, Systematic Risk Management|TCFD: Governance (Disclosure A/B)*

### Climate risk mitigation

Total annual investment in climate-related infrastructure, resilience, and product development .....	EUR m	4,7	2,6
--	-------	-----	-----

*Nasdaq: E10|UNGC: P9|SASB: General Issue / Physical Impacts of Climate Change, Business Model Resilience|TCFD: Strategy (Disclosure A)*

## ESG Statement 2024

### Social

CEO Pay Ratio	Unit	2024	2023	Notes
CEO Salary & Bonus (X) to median FTE Salary .....	X:1	5,4	5,0	

S1|UNGC: P6|GRI 102-38

### Gender Pay Ratio

Median total compensation for men (X) to median total				
Compensation for women .....	X:1	-	-	
Outcome of equal pay certification .....	%	1,0%	0,8%	

S2|UNGC: P6|GRI: 405-2 | SASB: General Issue / Employee Engagement, Diversity & Inclusion

### Employee Turnover

#### Full-time Employees

Year-over-year change for full-time employees .....	%	20%	23%	
Dismissal .....	%	3,3%	2,4%	
Retirement .....	%	1,0%	1,0%	
<b>Gender</b>				
Men .....	%	21%	24%	
Women .....	%	18%	20%	



## ESG Statement 2024

---

### Employee Turnover, continued.

Age	Unit	2024	2023	Notes
<20 .....	%	82%	80%	
20-29 .....	%	35%	39%	
30-39 .....	%	18%	25%	
40-49 .....	%	15%	18%	
50-59 .....	%	15%	10%	
60-69 .....	%	16%	23%	
70+ .....	%	52%	72%	

S3|UNGC: P6|GRI: 401-1b|SDG: 12|SASB: General Issue / Labor Practices

### Gender Diversity

#### Enterprise Headcount

Percentage of women in enterprise .....	%	31%	31%	
Women .....	no.	535	541	
Men .....	no.	1.168	1.217	

#### Senior- and Executive-level Positions

Percentage of women in senior- and executive-level positions .....	%	32%	33%	
Women .....	no.	61	59	
Men .....	no.	173	122	

Employee Engagement, Diversity & Inclusion

### Non-Discrimination

Does your company follow a sexual harrassment and/or non-discriminatory policy? .....	yes/no	Yes	Yes	
---	--------	-----	-----	--

Employee Engagement, Diversity & Inclusion

## ESG Statement 2024

---

<b>Injury Rate</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>Notes</b>
Total number of injuries and fatalities, relative to the total workforce .....	%	3%	4%	
<i>S7 GRI: 403-9 SDG: 3 SASB: General Issue / Employee Health &amp; Safety</i>				
<b>Global Health &amp; Safety</b>				
Does your Company publish and follow an occupational health & safety policy .....	yes/no	Yes	Yes	
<b>Child &amp; Forced Labor</b>				
Does your company follow a child labor policy? .....	yes/no	Yes	Yes	
Does your company follow a forced labor policy? .....	yes/no	Yes	Yes	
If yes, do your child and/or forced labor policy cover suppliers and vendors? .....	yes/no	Yes	Yes	
<i>S9 GRI: 103-2 (See also: GRI 408: Child Labor 2016, GRI 409: Forced or Compulsory Labor, and GRI 414: Supplier Social Assessment 2016) UNGC: P4, P5 SDG: 8 SASB: General Issue / Labor Practices</i>				
<b>Human Rights</b>				
Does your company publish and follow a human rights policy? .....	yes/no	Yes	Yes	
If yes, does your human rights policy cover suppliers and vendors? .....	yes/no	Yes	Yes	
<i>S10 GRI: 103-2 (See also: GRI 412: Human Rights Assessment 2016 &amp; GRI 414: Supplier Social Assessment 2016) UNGC: P1, P2 SDG: 4, 10, 16  SASB: General Issue / Human Rights &amp; Community Relations</i>				

## ESG Statement 2024

### Governance

<b>Board Diversity</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>Note</b>
Total board seats occupied by women (as compared to men)	%	60%	60%	
Committee chairs occupied by women (as compared to men)	%	67%	33%	
<i>G1 GRI 405-1 SDG: 10 SASB: General Issue / Employee Engagement, Diversity &amp; Inclusion (See also: SASB Industry Standards)</i>				
<b>Board Independence</b>				
Does the company prohibit CEO from serving as board chair?	yes/no	Yes	Yes	
Total board seats occupied by independents	%	80%	80%	
<i>G2 GRI: 102-23, 102-22</i>				
<b>Incentivized Pay</b>				
Are executives formally incentivized to perform on sustainability	yes/no	No	No	
<i>G3 GRI: 102-35</i>				
<b>Collective Bargaining</b>				
Total enterprise headcount covered by collective bargaining agreements (X) to the total employee population	%	100%	100%	Applies to employees in Iceland
<i>G4 UNGC: P3 SDG: 8 GRI: 102-41 SASB: General Issue / Labor Practices (See also: SASB Industry Standards)</i>				
<b>Supplier Code of Conduct</b>				
Are your vendors or suppliers required to follow a Code of Conduct	yes/no	Yes	Yes	
If yes, what percentage of your suppliers have formally certified their compliance with the code	%	42%	0	Suppliers in target group 2024.
<i>Environmental Assessment 2016 &amp; GRI 414: Supplier Social Assessment 2016 SDG: 12 SASB General Issue / Supply Chain Management (See also: SASB Industry Standards)</i>				

## ESG Statement 2024

<b>Ethics &amp; Anti-Corruption</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>Note</b>
Does your company follow an Ethics and/or Anti-Corruption policy? .....	yes/no	Yes	Yes	
If yes, what percentage of your workforce has formally certified its compliance with the policy? .....	%	81%	74%	
<i>G6 UNGC: P10 SDG: 16 GRI: 102-16, 103-2 (See also: GRI 205: Anti-Corruption 2016)</i>				
<b>Data Privacy</b>				
Does your company follow a Data Privacy policy? .....	yes/no	Yes	Yes	
Has your company taken steps to comply with GDPR rules? .....	yes/no	Yes	Yes	
<i>G7 GRI: 418 Customer Privacy 2016 SASB: General Issue / Customer Privacy, Data Security (See also: SASB Industry Standards)</i>				
<b>ESG Reporting</b>				
Does your organization publish a sustainability report? ....	yes/no	Yes	Yes	
Is sustainability data included in your regulatory filings? ...	yes/no	Yes	Yes	
<i>G8 UNGC: P8</i>				
<b>Disclosure Practices</b>				
Does your company provide sustainability data to sustainability reporting frameworks? .....	yes/no	Yes	Yes	
Does your company focus on specific UN Sustainable Development Goals (SDGs)? .....	yes/no	Yes	Yes	
Does your company set targets and report progress on the UN SDGs? .....	yes/no	Yes	Yes	
<i>G9 UNGC: P8</i>				
<b>External Assurance</b>				
Are your sustainability disclosures assured or validated by a third party? .....	yes/no	Yes	Yes	Verifavia validates the energy use of the vessels. Vessels are responsible for majority of the Eimskip energy use. Validation process in ongoing until April
<i>G10 UNGC: P8 GRI: 102-56</i>				

# ESG Statement - Notes

---

## Organizational Boundaries

The "Operational Control" methodology has been chosen to define the organizational scope of Eimskip's emission accounting. According to the "Operational Control" methodology, companies should account for 100 percent of greenhouse gas emissions from operations under their control. They should not account for greenhouse gas emissions from operations that it has no control over, even though it has a vested interest in their operations. The following companies are covered in the statement:

<b>Company</b>	<b>Land</b>
Eimskipafélag Íslands hf.	Iceland
Eimskip Ísland ehf.	Iceland
Mareco Integrated Logistics N.V:	Belgium
Mareco South America Ltd	Brazil
Mareco Turkey (office)	Turkey
Eimskip Canada Inc	Canada
Eimskip Logistics (Qingdao) Co. Ltd.	China
Eimskip Denmark A/S	Denmark
Eimskip Transport GmbH	Germany
Eimskip Greenland A/S	Greenland
Eimskip Italy S.r.l.	Italy
Eimskip Netherland B.V.	Netherland
Eimskip Norway AS	Norway
Eimskip Poland Sp. z.o.o.	Poland
Eimskip Logistics Spain SL	Spain
Eimskip Logistics AB	Sweden
Eimskip Thailand Ltd.	Thailand
Eimskip UK Ltd.	United Kingdom
Eimskip USA Inc.	United States
Eimskip Vietnam Ltd	Vietnam
P/f Skipafelagið Foroyar	Faroe Island

## Operational Boundaries

<b>Scope 1</b>	
Mobile fuel consumption	Fully included
Stationary fuel combustion	Fully included
Fugitive emissions	Fully included
Industrial processes	Not applicable
<b>Scope 2</b>	
Electricity	Fully included
Heating	Fully included
Cooling	Not applicable
Steam	Not applicable
<b>Scope 3</b>	
Category 3: Fuel and energy related activities	Fully included
Category 5: Waste from operations	Partially included
Category 6: Business travel	Partially included