

Sustainability Report

Eckerö Group 2023

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This is Eckerö Group

The Eckerö Group works in four business areas. The Group operates the following passenger and car ferry services: Eckerö Linjen in the Sea of Åland and Eckerö Line in the Gulf of Finland. The subsidiary company Eckerö Shipping provides transport services for European industries. The operational fleet of the Group comprises 5 ships. The Group provides bus services on Åland through Williams Buss.



Mission

Our mission is to provide passengers and vehicle transportation services in the Sea of Åland and the Gulf of Finland with a focus on a superior onboard experience, excellent hosting and tourism services and high-quality marine transportation services tailored to the needs of industries and line operators.

Vision

Our vision is to maintain and develop our position as a strong actor within our areas of business.

Our markets

Eckerö Group operates in the northern part of the Baltic Sea, and its main market areas are Finland, Sweden, and Estonia, in which countries the Group also has offices. The Group's subsidiary Eckerö Shipping provides marine transportation services for European industries, while the subsidiary Williams Buss operates bus transportation services on the Åland Islands.

Our fleet



Eckerö

Built in 1979, Aalborg Værft A/S, Aalborg, Denmark. Length 121 m, width 24.5 m. Capacity: 1,635 passengers. Freight capacity: 200 cars, 515 lane metres.



Finlandia

Built in 2001, Daewoo Shipbuilding & Heavy Machinery Ltd., South Korea. Length 175 m, width 27.6 m. Capacity: 2,520 passengers, 252 cabins. Freight capacity: 610 cars, 1,808 lane metres.



Finbo Cargo

Built in 2000, Astilleros Espanoles S.A. (AES), Sevilla, Spain. Length 180 m, width 25 m. Capacity: 366 passengers. Freight capacity: 2,000 lane metres.



Transporter

Built in 1991, Fosen Mek. Verksteder A/S, Norway. Length 122 m, width 19 m. Load lines: 1,263 lane metres.



Shipper (Ship for sale)

Built in 1992, Fosen Mek. Verksteder A/S, Norway. Length 122 m, width 19 m. Load lines: 1,278 lane metres.

The year in brief

In 2023, a total of 2,058,510 passengers travelled on the company's vessels on the Finland-Estonia route, representing a 12 per cent increase in volume compared to 2022 (1,836,744). On the same route, the company transported 171,508 freight units in 2023, an increase of 11 per cent compared to 2022 (154,015). On the Åland-Sweden route, a total of 1,081,711 passengers travelled on the company's vessels, a 37 per cent increase in volume compared to the previous year (787,930). (M/S Eckerö was docked in January 2022, for which reason the periods are not entirely comparable.) The company's total passenger numbers during the year amounted to 3,140,221, an increase of 20 per cent compared to 2022 (2,624,674). The number of freight units transported on its own routes amounted to 176,351, an increase of 11 per cent compared to 2022 (159,228). The company operated passenger and freight services with three vessels in the northern Baltic Sea during the year. The company's ro-ro ships have been chartered for operations in the Baltic, North Sea and Mediterranean. M/S Finbo Cargo was docked during the period 24/12/2022-8/1/2023. New double-level ramps were put into service at the ports of Vuosaari and Muuga on 14 April, which enabled improved port logistics and a tighter timetable for M/S Finbo Cargo during the year. At the beginning of the year, M/S Birka Stockholm was still laid up for sale in Mariehamn and on 27 March 2023 a sales agreement regarding the vessel was concluded with Gotlandsbolaget. The purchase price and ownership were transferred on 14 April. The company carried out ship management of M/S Birka Stockholm in Mariehamn until 15 October 2023. In November 2022, the company announced that its subsidiary Eckerö Shipping will sell two of its three vessels in the next two years to Norwest Shipmanagement AS. On 26 June 2023, M/S Exporter was delivered to the new owner. The purchase price and ownership were transferred in connection with the delivery. M/S Shipper was transferred in January 2024, after the end of the financial year.

Sales

**221.5
MEUR**

Operating result

**21.4
MEUR**

Result before tax

**14.4
MEUR**

Investments

**4.4
MEUR**

Equity ratio

52.8 %

Return on investments (ROI)

14.1 %

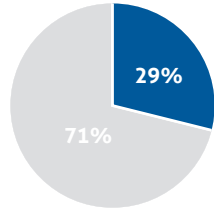
Result per share

5.73

Equity per share

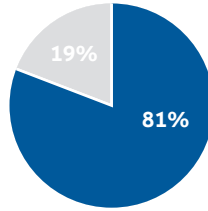
42.74

**Market share, passengers
Gulf of Finland**



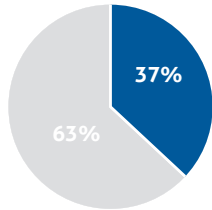
■ Eckerö Line – Gulf of Finland
■ Other

**Market share, passengers
Sweden – Åland short route**



■ Eckerö Linjen – Sweden – Åland short route
■ Other

**Market share, cargo
Gulf of Finland**



■ Eckerö Line – Gulf of Finland
■ Other

**Market share, cargo
Sweden – Åland short route**

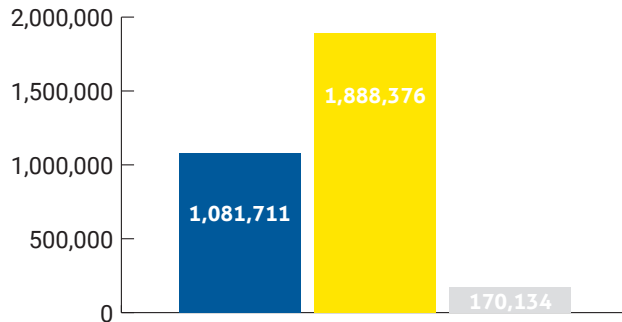
The market share for cargo in the short route between Åland and Sweden is approximately three fourths of the market*.

*Exact data not available or shall be received later from certain actors.

Passengers 3,140,221

Passenger vehicles 541,647 Cargo units 176,351

Number of passengers



■ Berghamn – Grisslehamn ■ Helsinki (Western harbour) – Tallinn (Vanasadam)
■ Helsinki (Vuosaari) – Tallinn (Muuga sadam)

Words from the CEO

Record volumes and excellent result on both routes

Passenger volume for the year was 3,140,221 (2022: 2,624,674). The number of freight units transported on the two own routes amounted to 176,351 (159,228), the increase in freight volume was mainly due to M/S Finbo Cargo's expanded timetable after the introduction of double level ramps in the ports of Muuga and Vuosaari. Passenger volumes on both lines were the highest ever, as was the number of freight units.

Operating result for the year is EUR 21.4 million (EUR –8.4 million). Cash flow from operating activities was EUR 18.3 million (EUR 17.2 million). Result for the period is EUR 11.5 million (EUR –12.7 million).

About the financial results

The result of both Eckerö Linjen and Eckerö Line improved significantly during the year. Despite some Covid-related restrictions, Eckerö Linjen achieved a positive result even in 2022. In 2023, Eckerö Linjen was able to resume unrestricted operations, and Viking Line's discontinuation of services with M/S Rosella also contributed to increased volumes. For Eckerö Line, the results of both M/S Finlandia and M/S Finbo Cargo improved. After the introduction of the double-level ramps in Muuga and Vuosaari, which enabled an expanded timetable, M/S Finbo Cargo's operating result is now positive. After the transfer of M/S Birka Stockholm to the new owner Gotlandsbolaget on 14 April 2023, the vessel's expenses have no longer been charged to the Group's result. The sale of M/S Shipper on 26 June 2023 generated a capital gain of 3.8 million euros. During the year, the company has not drawn any public support, while at the beginning of 2022, Covid-related public support amounted to EUR 3.1 million. The fact that the Group's result is still very good, despite historically expensive fuel prices and a very weak krona, shows a good adaptability in the operating activities.

Energy optimisation and emissions trading

While M/S Finbo Cargo was docked in January 2023, an interceptor (a type of hydrofoil) was mounted on the stern of the ship. While M/S Finlandia was docked in January 2024, the propeller and rudder assembly was changed to reduce fuel consumption. Both M/S Eckerö and M/S Finlandia were bottom-painted with low-friction paint while docked in January 2024. In total, these measures are estimated to have reduced vessel fuel consumption by just over 10 per cent, which equates to an annual reduction in CO2 emissions of 12 thousand tonnes. Starting in 2024, emissions from shipping will be gradually included in the EU emission trading system. We are well positioned to address the challenges this brings by continuing our energy optimisation measures in the near term and transitioning to climate-neutral energy sources in the long term.

Strong financial position

With the cash proceeds from the ship sales, the company has amortised a total of EUR 50.6 million on the company's interest-bearing liabilities during the financial year. Net debt as of 31 December 2023 amounted to EUR 7.2 million, which is the lowest net debt in the last twenty years. The company has excellent financial conditions for its future development into a climate-neutral logistics infrastructure provider.



Björn Blomqvist
CEO

Eckerö Group's sustainability report

This is the sustainability report for Eckerö Group. The report presents the social and environmental sustainability aspects related to our operations as well as the non-financial report of the Group in accordance with chapter 3a of the Accounts Act. The economic aspects are reported on as a whole in our Annual Report.

Sustainability has become an increasingly important question both for us and for our stakeholders. In this sustainability report, we have chosen to focus on the aspects of sustainability we believe our stakeholders deem central.

While safety and the environment are key areas within our sustainability work, we also focus on social aspects, such as being a fair and good employer and offering services that are appreciated by our customers. We also strive to further sustainable development within our branch beyond our operative work within shipping.

In this sustainability report, we hope to communicate the areas of sustainability central to our operations, how we've addressed sustainability issues, and what challenges lie ahead.

United Nations' global goals – and our sustainability goals

In our operations, we strive to make economically, socially, and environmentally sustainable decisions.

The United Nations' Global Sustainability Goals form the foundation of our sustainability reporting. The Eckerö Group has focused on the eight goals that best define the company in terms of sustainability, and which we believe are the most relevant for our sustainability strategy. These eight key goals form the basis for the long-term sustainability reporting of the Eckerö Group.





3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages.

The Eckerö Group shall be an attractive workplace with a strong focus on the health and well-being of its employees. Employees shall not be exposed to health hazards at work, and we have a zero vision regarding accidents, drugs, and alcohol in the workplace.



5. Gender equality

Achieve gender equality.

Increased gender equality enhances working culture, increases employee satisfaction, raises productivity and enables a superior customer experience.

We welcome everyone, whether you seek employment with us, travel on board our ships, or are interested in collaborating with us, since we believe that diversity and equal opportunities for all drive efficient resource allocation.

Remuneration in the maritime sector is among the most gender equal, since each position onboard has a specific salary regardless of employee gender. To prevent harassment within the Group, we apply an equality and non-discrimination policy that is regularly updated.



7. Affordable and clean energy

Ensure access to affordable, reliable, sustainable, and modern energy for all.

Along with other societal actors, the shipping industry needs new technological solutions to be able to transition to clean energy and mitigate climate change.

Eckerö Group strives to improve energy efficiency both on land and at sea, and actively follows development to enable a swift transition to energy sources that do not threaten biodiversity and ecosystems. To cut emissions both on land and at sea, Eckerö Group focuses on projects within clean energy technology and energy efficiency.



8. Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Eckerö Group's company culture is characterized by care and inclusion. We believe all forms of discrimination and harassment are unacceptable and that it is in the best interest of the entire company and its employees that everyone's potential is fully realized. The aim of the Group is to ensure that no employees and no persons seeking employment with the Group are discriminated in recruitment due to gender, transgender identity or expression, age, disability, ethnicity, religion or other belief, or sexual orientation.

The Group's equality and non-discrimination policy provides clear requirements for decent working conditions. In addition, the Group works ambitiously and proactively for employee safety. Through its responsible and growing business, Eckerö Group creates value and economic growth in its markets.



11. Sustainable cities and communities

Make cities and human settlements inclusive, safe, resilient and sustainable.

Eckerö Group strives to decrease its environmental impact on cities and communities by providing sustainable transportation for passengers and employees.

Our passenger operations make safe and sustainable collective transportation available for our passengers to and from arrival and departure ports. The ports are most often accessible by collective transportation.



12. Responsible consumption and production

Ensure sustainable consumption and production patterns.

Careful resource allocation is ensured through responsible procurement practices, by continuously reducing waste and by increasing recycling. By adopting a life cycle perspective in purchases, improving waste management, reducing food waste and the use of plastic, and optimizing resource use, our operations can contribute to the goal of living within the planetary boundaries.



13. Climate action

Take urgent action to combat climate change and its impacts.

The greatest environmental impact from Eckerö Group comes from the use of fuel (bunker oil) for the propulsion of the ships. Due to its negative impact, we continuously strive to reduce our energy use by, for example, speed regulations, route optimization and other parameters.

We also continuously monitor the technical development of ship engines designed to run on sustainable fuels.



14. Life below water

Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

Since we are dependent on the marine environment, it is self-evident that the impact from our operations on the marine environment shall be minimized. Therefore, waste water is not discharged from our passenger ships into the sea. Instead, waste water is pumped into on-shore wastewater treatment plants while in port.

Our sustainability journey

Eckerö Group has systematised its sustainability efforts by implementing an environmental management system that enables working with environmental and quality aspects in a structured manner. This investment has led to a certification process and compliance with the ISO 14001:2015 certificate concerning environmental management standard. Our environmental management system helps us ensure that the Group works systematically to ensure continuous improvement, in terms of both working processes and environmental impact. We specifically focus on reducing harmful emissions into air and water.

Eckerö Group – an important maritime employer

Eckerö Group employs approximately 1,168 persons (in total, including both full-time and part-time employees) on land and off shore. Each ship employs personnel in roughly 40 different professional categories, including operation, maintenance, hotel, shop, restaurant, entertainment, conference, security and medical care.

Our values

- We always work in a business-like and cost efficient manner.
- We prioritize safety
- We provide prompt, high-quality service
- We show commitment and professionalism
- We show each other respect and consideration, and treat our colleagues, customers and guests in an open-minded manner
- We strive to continuously renew and develop the quality of our offering
- Our aim is that every employee feels included, and we create conditions where employees can use their resources in an optimal manner
- We strive to provide a working environment where change is seen as a natural part of development
- We strive to provide opportunities for employees to continuously develop their skills and competence
- We strive to provide our employees opportunities for development through interesting working tasks in a stimulating and decent working environment
- Our positions shall be characterized by open and clear communication and a tolerant atmosphere that encourages taking initiative

Our stakeholders

As an important actor that links together Sweden, Finland, and Estonia, Eckerö Group has an impact both on local communities and on the society at large in our areas of operation. Likewise, our daily work is impacted by many different actors, from authorities and other companies to individuals. We have an ongoing open dialogue with all parties who are in one way or another affected by our work. We strive to have regular exchanges with our stakeholders where we can regroup to make sure that we focus on the areas or work that both the Eckerö Group and our stakeholders want to prioritize.

Our primary stakeholders include:

- Customers and customer representatives
- Our employees and others working on behalf of the Group
- Shareholders, creditors and other financiers
- Suppliers and their subcontractors
- Authorities
- Classification societies and other supervisory bodies
- Trade unions
- Employees' families
- Insurance companies and occupational health care
- Rescue departments and other rescue services
- Waste treatment plants, waste recipients and other waste management
- Neighbors and other stakeholders who may be impacted by Group operations
- Competitors
- Organisations, e.g., trade associations
- Media
- Schools/research
- Ports

Sustainable tourism

Eckerö Linjen supports sustainable tourism by focusing on local partners that enable providing local products. Local partners include for example Visit Åland, Visit Skärgården and Visit Roslagen. Eckerö Line is a part of Sustainable Travel Finland that promotes sustainable tourism, and we continuously monitor the environmental footprint of our operations using the environmental standard ISO 14001.

Generating economic added value

Taking economic responsibility entails ensuring both that operations are economically sustainable and considering the economic consequences of operations for company stakeholders and for society at large in the countries and markets where the company operates. Through its daily operations, Eckerö Group creates economic value for the various stakeholders of the Group. The primary cash flows consist of income from our customers, purchases from suppliers of goods and services, employee salaries, payments to and from the public sector, dividends to shareholders and financing costs to financiers. In 2023, the Group's net sales and other income was EUR 226.5 million. Purchases from suppliers amounted to EUR 137.3 million, while Group investments amounted to EUR 4.4 million. On average, the Eckerö group employed 847* persons. Employees were paid a total of EUR 44.3 million in net salaries and pension payments. Eckerö Group paid a total of EUR 30.3 million to the public sector in the form of public port expenses and ship fees, taxes on wages and salaries, social contributions and income taxes. The Group received public subsidies worth EUR 11.6 million. The Group's income statement, consolidated balance sheet and cash flow analysis are presented in their entirety in the financial statement of Rederiaktiebolaget Eckerö.

GENERATING ECONOMIC ADDED VALUE, tEUR	2023	2022
Customers		
Sales and financial income	226,456	186,746
Suppliers		
Procurement	-137,257	-115,97
Investments	-4,370	-2,100
Economic added value generated by the Eckerö Group	84,829	69,449
Personnel		
Net salary and pension payments	-44,330	-41,348
Shareholders		
Dividends	-5,014**	0
Financiers		
Interest expenses	-7,611	-7,576
Public sector		
Income taxes	-2,668	-62
Public port expenses and ship fees	-16,025	-14,790
Taxes on wages and salaries and social contributions	-11,612	-10,686
Payments to public sector	-30,305	-25,538
Public subsidies		
Public subsidies	0	3,076
Restitution	11,635	10,939
Short-time allowance	0	7
Public sector, net	-18,670	-11,516
Economic value distributed	-75,626	-60,440
Economic value retained in operations	9,203	9,009

* Average number of employees during 2023 converted to full-time equivalents.

** Board of Directors' proposal to general meeting for 2023.

Public subsidies

Subsidies are recognised at fair value when there is reasonable assurance that they will be received. Governmental restitution is received for both cargo and passenger operations. Restitution is granted on shipboard personnell taxes and social contributions in keeping with EU regulations. Restitution is accounted for in connection with personnel expenses and accrued in a manner that corresponds with the cost time periods it shall compensate for.

Disclosures in accordance with the EU Taxonomy Regulation

Since the financial year 2022, Rederiaktiebolaget Eckerö has issued Group compliancy reports in keeping with the EU Taxonomy Regulation 2020/852 of 18 June 2020 regarding environmentally sustainable economic activities. The EU has chosen to implement the regulation incrementally, and for the financial year 2023, the Group report complies with the regulation's reporting requirement concerning economic activity that may contribute to the environmental objectives of mitigating and adapting to climate change. Rederibolaget Eckerö has identified three economic activities deemed to fall under the taxonomy regulation: 6.10 "Sea and coastal freight water transport, ships for port operations and auxiliary activities", 6.11 "Sea and coastal passenger water transport", and 6.3 "Urban and suburban transport, road passenger transport" (NACE codes H50.2, H50.1 and H49.3). Under the regulation, the Group, as a non-financial company, is required to disclose KPIs on sales, investments and operating costs classified as environmentally sustainable according to the taxonomy. The focus from Rederiaktiebolaget Eckerö has been on analysing climate change mitigation. Activities that are not directly related to or enable the transportation of goods or passengers are interpreted by the Group as not covered by the taxonomy. The Group thus classifies onboard sales and sales of land-based accommodations as not covered by the taxonomy. The Group has also chosen to exclude all port activities. The Group has primarily included revenue from ticket sales as well as cargo and vehicle revenue. Capital expenses (Capex) are based on investments according to the cash flow principle. Operating expenses (Opex) are comprised of costs generated by vessel and bus maintenance and repairs. To avoid double-counting, performance indicators observe revenue and expenditure items only once.

During 2024, the company will engage in implementing the EU's new Corporate Sustainability Reporting Directive. As one part of the implementation process, the scope of the company's taxonomy reporting will be extended in the report for the financial year 2024.

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities

Economic Activities	Code(s)	Absolute Turnover	Proportion of Turnover	Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")						Minimum Safeguards	Taxonomy-aligned proportion of turnover, year N	Taxonomy-aligned proportion of turnover, year N-1	Category enabling activity	Category transitional activity
				Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity					
A. TAXONOMY-ELIGIBLE ACTIVITIES		MEUR	%	%	%	%	%	%	%	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	%	%	M	O
A.1 Environmentally sustainable activities (Taxonomy-aligned)																				
Passenger transport by road in cities and suburbs	6.3	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	0	-	-	-
Sea and coastal freight water transport, vessels for port operations and auxiliary activities	6.10	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	0	-	-	-
Sea and coastal passenger water transport	6.11	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	0	-	-	-
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	0	-	-	-
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Passenger transport by road in cities and suburbs	6.3	2.4	1.1																	
Sea and coastal freight water transport, vessels for port operations and auxiliary activities	6.10	7.1	3.2																	
Sea and coastal passenger water transport	6.11	84.3	38.1																	
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		93.9	42.4																	
Total (A.1 + A.2)		93.9	42.4																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy-non-eligible activities		127.7	57.6																	
Total (A + B)		221.5	100																	

Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities

Economic Activities	Code(s)	Absolute CapEx	Proportion of CapEx	Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")						Minimum Safeguards	Taxonomy-aligned proportion of CapEx, year N	Taxonomy-aligned proportion of CapEx, year N-1	Category enabling activity	Category transitional activity
				Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity					
A. TAXONOMY-ELIGIBLE ACTIVITIES		MEUR	%	%	%	%	%	%	%	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	%	%	M	O
A.1 Environmentally sustainable activities (Taxonomy-aligned)																				
Passenger transport by road in cities and suburbs	6.3	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	0	-	-	-
Sea and coastal freight water transport, vessels for port operations and auxiliary activities	6.10	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	0	-	-	-
Sea and coastal passenger water transport	6.11	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	0	-	-	-
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	0	-	-	-
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Passenger transport by road in cities and suburbs	6.3	0.3	6.7																	
Sea and coastal freight water transport, vessels for port operations and auxiliary activities	6.10	0	0																	
Sea and coastal passenger water transport	6.11	1.7	38.1																	
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-Aligned activities) (A.2)		2.0	44.8																	
Total (A.1 + A.2)		2.0	44.8																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
CapEx of Taxonomy-non-eligible activities		2.4	55.2																	
Total (A + B)		4.4	100																	

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities with Taxonomy-aligned economic activities

Economic Activities	Code(s)	Absolute OpEx MEUR	Proportion of OpEx %	Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")						Minimum Safeguards Yes/No	Taxonomy-aligned proportion of OpEx, year N %	Taxonomy-aligned proportion of OpEx, year N-1 %	Category enabling activity M	Category transitional activity O
				Climate Change Mitigation %	Climate Change Adaptation %	Water %	Circular Economy %	Pollution %	Biodiversity %	Climate Change Mitigation Yes/No	Climate Change Adaptation Yes/No	Water Yes/No	Circular Economy Yes/No	Pollution Yes/No	Biodiversity Yes/No					
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1 Environmentally sustainable activities (Taxonomy-aligned)																				
Passenger transport by road in cities and suburbs	6.3	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	0	-	-	-
Sea and coastal freight water transport, vessels for port operations and auxiliary activities	6.10	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	0	-	-	-
Sea and coastal passenger water transport	6.11	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	0	-	-	-
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	0	-	-	-
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Passenger transport by road in cities and suburbs	6.3	0.3	0.5																	
Sea and coastal freight water transport, vessels for port operations and auxiliary activities	6.10	1.8	3.2																	
Sea and coastal passenger water transport	6.11	9.8	18.0																	
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		11.9	21.8																	
Total (A.1 + A.2)		11.9	21.8																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
OpEx of Taxonomy-non-eligible activities		42.7	78.2																	
Total (A + B)		54.6	100																	

Risks

Through its operations, the company is exposed to usual risks such as fluctuations in Group earnings and liquidity as a result of changes in foreign exchange rates and interest rates and changes in bunker price. To minimise risks, contracts for currency-, interest rate- and bunker derivatives can be concluded.

The war in Ukraine has generated continued political and macroeconomic uncertainty. The war in Ukraine, the geopolitically unstable situation in the Middle East and national and international macroeconomic challenges have affected the company's result, primarily as a result of increased cost inflation and a weak krona. High bunker prices, as well as the general development of expenses, which affect docking and maintenance expenses, can have a significant impact on the company's operating result.

Financial risks are related to the company's ability to generate positive cash flow from its operations. Loan financing includes covenants linked to liquidity and solvency requirements. If the terms of these covenants are not met, loan financing may be called in for early repayment or the loans may be cancelled.

In addition to the risks described above, the company's performance is highly dependent on policy decisions, such as alcohol taxation in Finland, Sweden and Estonia, entry restrictions, regulations related to navigation and port charges, and government support measures to strengthen the competitiveness of vessels under the Finnish and Swedish flag.

In addition to the aforementioned risks, even minor disruptions to the functioning of vessels or port facilities or interference from other vessels operating in close proximity to the company's vessels could lead to disruption of services and thus have a material impact on the company's earnings and financial position. A more detailed description of risk management can be found in note 20.

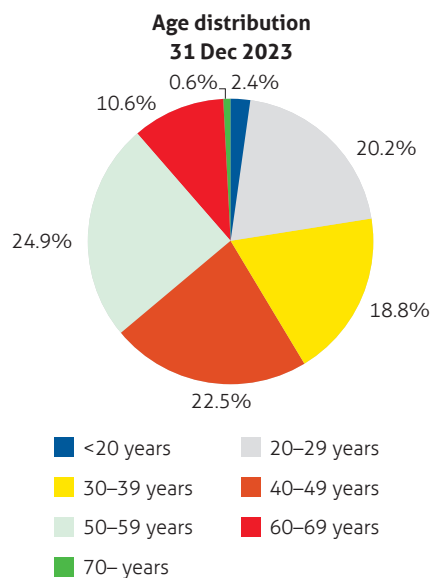
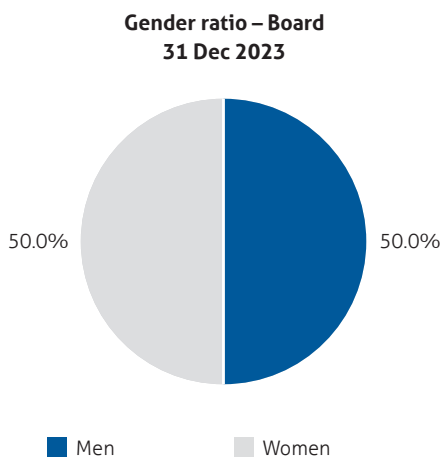
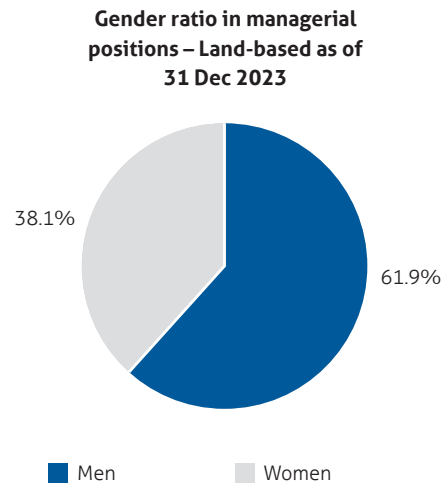
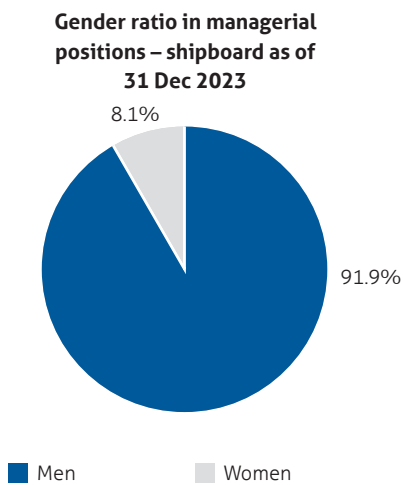
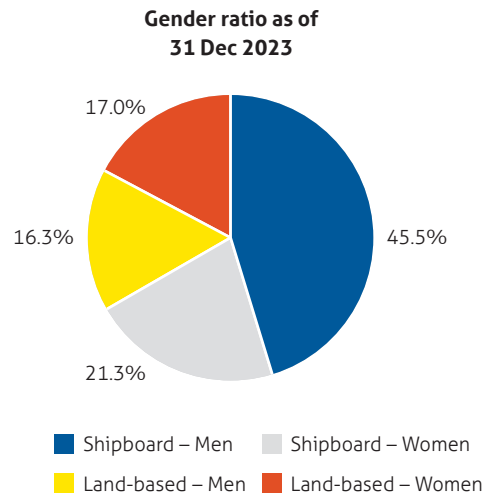
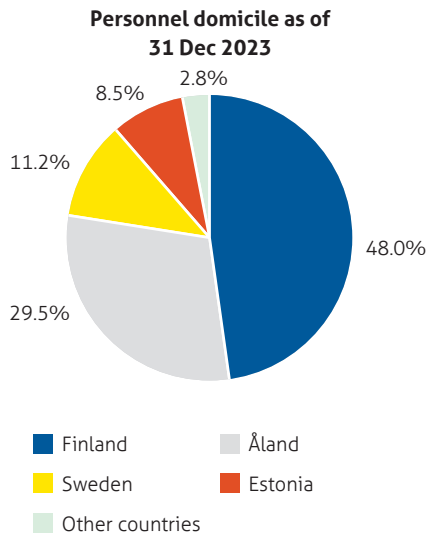
Our employees

Where our employees live

In 2023, Eckerö Group employed 1,168 persons (full-time, part-time and fixed-term contracts). Shipboard personnel comprised 780 persons. Out of the 904 employees residing in Finland, 344 lived on the Åland Islands. Employees residing in Sweden amounted to 131 individuals, while 99 employees resided in Estonia. In addition, 33 employees lived in other countries.

OUR EMPLOYEES

Group as of 31 Dec 2023	Number of persons
Board (not included in number of employees)	8
Group management	8
Management, subsidiaries and ships	79
Other	1,081
Group total	1,168
Finland	592
Sweden	106
Estonia	49
Other countries	33
Shipboard personnel	780
Finland	313
Sweden	25
Estonia	50
Land-based personnel	388
Group total	1,168



Occupational health and well-being

Wellness and exercise

The Group's land-based employees have access to subsidised fitness training/ activities through various exercise/wellness vouchers

Ship leisure fund

Each month, a small portion of shipboard employees' salaries goes to their ship leisure fund. The company matches the sum with a payment into the leisure fund corresponding with the total sum paid by the employees. The funds may be used, for example, for magazine subscriptions or new ship gym training equipment.

Occupational healthcare

All employees of the Eckerö Group have the right to occupational healthcare. Health check-ups are carried out regularly.

Performance reviews

Employee performance reviews are carried out regularly by line managers. This is done to facilitate discussing important issues regarding daily work and development opportunities. Optimally, the discussions are scheduled outside of the work place so that both the manager and the employee feel free to express various perspectives that can be addressed through an open and positive dialogue. Managers are responsible for carrying out the reviews, generating an action plan and ensuring regular follow-up.

Leadership training

The Group has a well-developed leadership culture adapted to the various business areas and markets in which it operates. Company management works in close contact with the operations and ensures that set goals, values and feedback are integrated into the work and followed up through active leadership and managerial support. The industry itself is heavily regulated, which entails requirements concerning continuous updates on qualifications and safety training, including related leadership modules. The Group utilizes a shared learning platform, "Seably", where both internal and external training units are available for both mandatory and voluntary, individualized development.

For many years, Eckerö Line has worked with the Great Place to Work concept for developing corporate culture and leadership, and following good work results, the Group has been granted the Great Place to Work certificate.

Working environment

Continuous improvement is key when it comes to our shared working environment. Executive leaders are responsible for ensuring that there is a clear working environment policy and that routines and action plans are in place. Operative managers must make sure that each operation complies with the working environment policy and that the established routines and actions plans are followed in practice. This work is carried out in close collaboration with the elected shop stewards and the safety organisations established onboard every ship and in all offices of the Group. The main goal is to make working routines and environments healthier and safer through preventive measures, thus ensuring a both physically and psychosocially sustainable working life for our employees.

The occupational environment must be developed systematically, which requires carrying out adequate risk assessments and developing better risk analysis tools. During the pandemic, regular risk assessments and clear action plans have proved crucial for continued operations. Another basic requirement is that managers with operative responsibility and the relevant work place safety organisation receive adequate training and competency development so that they are able to handle work environment issues as well as available tools in a professional manner. The Group has always recognized the importance of this and has further intensified its efforts to inform, involve and engage all employees in order to create a working environment and working climate that stimulates positive development both for the business as a whole and for individual employees.

ACCIDENTS		2023	
Average number of employees*		847	
Reported accidents, ships under Finnish flag		Induced absence (% of occupational illnesses)	
Occupational accidents	45	0 days	0%
Leisure accidents	25	1–6 days	0%
Occupational illnesses	0	7–30 days	0%
Total	70	>30 days	100%
Induced absence (% of occupational accidents)		Reported accidents, land-based personnel Finland	
0 days	49%	Occupational accidents	14
1–6 days	15%	Leisure accidents	13
7–30 days	27%	Occupational illnesses	0
>30 days	9%	Total	27
Induced absence (% of leisure accidents)		Induced absence (% occupational accidents)	
0 days	16%	0 days	79%
1–6 days	12%	1–6 days	7%
7–30 days	44%	7–30 days	14%
>30 days	28%	>30 days	0%
Induced absence (% of occupational illnesses)		Induced absence (% of leisure accidents)	
0 days	0%	0 days	46%
1–6 days	0%	1–6 days	23%
7–30 days	0%	7–30 days	15%
>30 days	0%	>30 days	15%
Reported accidents, ships under Swedish flag		Induced absence (% of occupational illnesses)	
Occupational accidents	22	0 days	0%
Leisure accidents	7	1–6 days	0%
Occupational illnesses	3	7–30 days	0%
Total	32	>30 days	0%
Induced absence (% of occupational accidents)		Reported accidents, land-based personnel Sweden	
0 days	50%	0	
1–6 days	27%	Reported accidents, land-based personnel Estonia	
7–30 days	14%	0	
>30 days	9%	* Average number of employees during 2023 converted to fulltime equivalents.	
Induced absence (% of leisure accidents)			
0 days	0%		
1–6 days	14%		
7–30 days	72%		
>30 days	14%		

Gender equality and non-discrimination policy

Gender equality and non-discrimination in working life entails that everyone, regardless of gender, age, ethnicity, functional variation, religion or sexual orientation, shall be provided equal opportunities and be treated in a fair and equal manner when it comes to employment and working conditions as well as career development opportunities.

The Eckerö Group condemns all forms of discrimination and harassment as unacceptable. It is in the best interest of both the Group and individual employees to make use of the competence of all staff members. The Group's goal is to ensure that no candidates or employees are discriminated against on the basis of their gender, transgender identity or expression, age, disability, ethnicity, religion or other belief, or sexual orientation. We strive to be considered an attractive and stimulating work place where our employees are our best ambassadors.

- The goal of the policy is to ensure equality, non-discrimination and fairness in all matters that concern employment.
- Our goal is that all employees will feel secure in their employment and rest assured in the knowledge that they will be treated fairly and with respect.
- Our goal is that all employees receive support and encouragement to realize their full potential and that resources are fully utilized to streamline organisational efficiency.
- We have zero tolerance of discrimination and harassment both internally and when it comes to our guests, customers, and suppliers.

Our commitments

- Promote gender equality and non-discrimination at the work place, which we see as a part of strong leadership and a wise business strategy.
- Create a working environment where individual differences complement each other and where all employees are appreciated and valued.
- Ensure that all employees have a working environment that promotes respect and where neither threats nor harassment are tolerated.
- Ensure that all employees are provided opportunities for training, development and promotion.
- Ensure that information flows, working methods and employment routines work well and in a fair manner.

Anti-harassment policy

All employees of Eckerö Group shall treat each other with respect. Neither harassment nor other inappropriate behaviour is tolerated, and we take responsibility for addressing any problems, misconduct or harassment experienced or witnessed by employees.

Human rights

Respecting human rights may be taken for granted in the Eckerö Group's operations in Finland, Sweden and Estonia. Nevertheless, there is a risk for human rights violations further down in the supply chain. Therefore, special attention should be paid to suppliers operating in countries where such violations occur frequently. The point of departure for the Eckerö Group is the equal value of all people, regardless of their origin, cultural and social affiliation, religion, age, and gender. Our stance is also presented in our elaborate gender equality and non-discrimination policy as well as our Supplier Code of Conduct.

The Eckerö Group does not accept discrimination in any form or for any reason. During 2023, no cases linked to human rights violations have been reported.

Supplier Code of Conduct

The purchasing department of Eckerö Group applies a Supplier Code of Conduct to ensure that the suppliers that sell or deliver goods to the Eckerö Group and its subsidiaries, Eckerö Linjen and Eckerö Line, either directly or through other distributors, are compliant with the internationally recognised principles regarding human rights, employment conditions, equality, the environment and anti-corruption during the contract period. Compliance with our Supplier Code of Conduct is applied both when building new supplier alliances and when assessing present collaborations.

Whistleblowing service

Our long-term success depends on the ethical guidelines described in our Group policy documents. Our employees have an important role in flagging for any suspected violations of our ethical guidelines when it comes to, for example, financial irregularities and corruption, serious harassment and discrimination, safety risks, environmental crimes, etc. Our policy and our people provide us with the opportunity to prevent and address any wrongs. Therefore, we created a special service for anonymous reporting several years ago. The whistleblowing service has been adjusted in accordance with the new legislation that entered into force 1 Jan 2022, but which up until 17 Dec 2023 only concerned public actors. During 2023, four incidents have been reported through the whistleblowing service, and all four cases have been investigated in accordance with our policy and routines. None of the reported cases has upon inspection revealed serious irregularities.

Safety

Safety on board

We prioritise safety and value the health and well-being of our passengers and personnel. A safe and positive working environment where we care about each other is not only important for our employees; it is also the key to a good customer experience.

When it comes to safety work, Eckerö Group is ambitious and proactive. We strive to continuously increase awareness and engagement within the organisation in order to create a strong safety culture that will enable us to maintain the highest level of safety at all times.

The shipping company is approved by the maritime authorities of both Sweden and Finland and is monitored through so-called DOC audits carried out by classification societies, i.e., recognised organisations authorised to carry out inspections on behalf of each ship's flag state.

The shipping company and the ships have prepared checklists and contingency plans for dealing with critical and acute situations. Should an expected incident threaten ship safety, there are routines for preventing or minimizing the damage as much as possible.

Safety and maritime security drills

We arrange drills for practicing alarms, crisis preparedness and using onboard fire fighting and life-saving equipment. We continuously collaborate with sea rescue, fire departments, the police, customs, border guards, and national special forces to be able to access comprehensive information in the event of a crisis. The training includes joint exercises together with marine and helicopter units of the border guard.

Before commencing work, all new shipboard employees are required to complete both ship-specific and general work place safety training. The training and competency of personnel is detailed and rigorously regulated, and before each departure the ship is inspected to ensure that the ship crew is qualified and adequate and complies with applicable codes, requirements and regulations.

The competency of the crew and officers is maintained through mandatory training within, for example, fire fighting, life boat and emergency care, which lead to specific qualifications. In addition, employees are offered a number of tailor-made training and courses focusing on, for example, the environment, equality and deck and engine room simulator training.

Safety organisation for onboard operations

The ship master is responsible for safety on board. The ships have a so-called alarm list with specified and trained tasks for each crew member in different emergency situations. The aim of the safety organisation is to prevent the consequences of an accident or other incident, and it is continuously assessed and updated as needed.

The crew is divided into safety groups for leadership, fire fighting, evacuation and emergency medical care. All employees must participate in safety drills. Every ship has nurses and facilities equipped for acute medical care on board.

The land-based safety organisation also trains for possible crisis situations. Emergency response teams on shore assist shipboard personnel and passengers in the event of a crisis. In emergency situations, the emergency response unit is alarmed immediately to provide help and support for the ship. The land-based organisation trains regularly together with the ships in real-life situations and annually with external organisations to enhance its crisis management skills.

Safety checks

Onboard safety equipment is checked daily. Before every departure, ship management goes through a checklist to verify the ship's seaworthiness. Hatches, doors and ramps as well as all navigation equipment is checked. During the voyage, the car deck, operationally critical areas and public areas are monitored with the help of surveillance cameras and regular safety guard rounds.

Preventive work

Preventive safety work onboard ships is continuously improved through updated processes and routines as well as education on various risk factors. Operational and functional checks are carried out systematically and continuously, mainly with the help of the maintenance system common to all ships together with the company's inspectors. In this context, particularly sensitive equipment and technical systems have been identified, and they are inspected and tested in accordance with the manufacturer's recommendations and instructions. All spare parts and standby functions are checked regularly.

Collaboration for maritime safety

The shipping company promotes maritime safety proactively in collaboration with authorities, shipowners' associations and other shipping companies. All accidents, incidents and irregularities are reported internally, after which they are analysed, addressed, remedied and reported in keeping with established routines. In principle, all incidents are reported internally within the fleet (Lessons learned). Some types of incidents are reported to authorities, and in addition, the company shares incidents that illuminate specific safety aspects within the industry through the shared reporting system ForeSea, an experience bank of reported incidents maintained by the Association of Swedish Shipping.

Vision Zero for safe and pleasant voyages

We envision zero cases of different types of crime, harassment and misconduct on board, and work constantly to realize this vision together.

Our vision emphasizes security, safety and well-being.

Rules to increase well-being

For everyone's comfort, we have rules for alcohol use and zero tolerance for drugs and crime onboard, including thefts, harassment, assault and sexual abuse.

Security guards and surveillance cameras

Security guards continuously patrol public spaces and corridors on passenger ships to ensure safety and prevent fires. For everyone's safety, our ships are also equipped with surveillance cameras.

Maritime security

We collaborate with various authorities to prevent criminal or illegal activities in connection with ship operations and traffic. Each ship and port has approved confidential safety plans for ensuring surveillance, control and security procedures that can deter or prevent illegal or criminal activities.

Collaboration on board

Onboard ships, risk assessments related to occupational safety on a general and individual level are carried out continuously in accordance with applicable legislation and supervisory authorities. The working environment is regularly evaluated to prevent and minimize the risk for occupational accidents and illnesses.

Close collaboration with authorities

To ensure safe voyages, we work in close collaboration with maritime authorities and ports. For passenger ships, there are established joint plans for sea rescue and lifesaving at sea. These plans are updated within each ship's traffic area and checked annually together with each country's Maritime Rescue Coordination Centre (MRCC)/Joint Rescue Coordination Centre (JRCC).

Our environmental work

The Group engages in long-term environmental management work in a systematic manner to promote sustainable development both for the environment and for the Group and to minimise its environmental impact.

Eckerö Group's safety and environmental policy

The Group's Safety and Environmental Policy is that we shall operate passenger- and cargo shipping and its associated operations in a safe and environmentally protective manner. We shall strive to prevent all identified risks with well-adapted working practices and routines in accordance with international and national laws, regulations, and other requirements for the protection of human life, property, cargo, and the environment.

The Group shall be a reliable employer where well-being and mutual responsibility are in focus. By using our resources such as staff, time, materials, supplier services and money, in an efficient way, our economic competitiveness should be maintained, while together we safeguard sustainable development, continuous improvement, high safety and minimum environmental impact.

Environmental management – ISO 14001

For many years, the Group's environmental work has been based on a certified environmental management system compliant with the international environmental management standard ISO 14001. The environmental management system covers all areas of Group operations. Its scope has changed during 2023 and will be further modified during 2024, since the Group has sold M/S Birka Stockholm, M/S Exporter and M/S Shipper. M/S Birka Stockholm and M/S Exporter have been transferred to the new owners, and M/S Shipper have been transferred to the new owners in January 2024.

The progress of environmental work within the Group is reviewed annually through external auditing carried out by Lloyd's Quality Assurance (LRQA). In 2023, LRQA carried out the review as planned, and the results have had a positive impact for developing our environmental work and environment-related performance. The environmental review found no irregularities in our operations.

Group operations are also compliant with the International Safety Management Code (ISM) that sets requirements for safe ways of working and the prevention of pollution onboard ships.

Our environmental impact and goals

As a point of departure for its environmental work, the Eckerö Group has made an inventory of its environmental impact. This inventory has served as a base when the Group has categorized its operations according to their environmental impact. On the basis of this evaluation, the Group has set long- and short-term goals as well as indicators for monitoring environmental impact.

The long-term environmental goal of the Eckerö Group is to reduce the amount of carbon dioxide (CO₂) released into the atmosphere resulting from the burning of fossil fuels onboard buses and ships. The Group is committed to IMO's goals for reduced ship emissions to net zero by 2050 compared to 2008. Short-term goals are set to support this commitment.

Our environmental goals for 2023

To realize our goal of reduced carbon dioxide emissions from shipping, the Eckerö Group aims to cut emissions every year. Our primary focus is on monitoring fuel consumption, other energy consumption and consequent emissions into the atmosphere. Fuel consumption and related indicators are monitored and documented per voyage for the Group's ships as well as its buses. Every year, the Group submits a report to the EU and to the International Maritime Organization IMO concerning fleet fuel consumption, carbon dioxide emissions and transportation work. Various improvements have been made onboard ships in order to cut emissions. Energy use optimization has entailed, for example, installing new propellers, frequency converters, demand control systems in order to cut energy use and thus reduce emissions.

In 2020, the IMO decided to set indicators for approved levels of ship operational carbon dioxide efficiency (CII: Carbon Intensity Indicator) during 2023, as well as an index for the energy efficiency related to technical ship design (EEXI: Energy Efficiency Existing Ship Index). In addition, the IMO decided that limits for ship operational CO₂ efficiency shall be continuously lowered over time. It follows that instead of freely choosing the pace in which they advance towards the 2050 goal, shipping companies must follow a fixed curve. Within the EU, it was additionally decided that from 2024, shipping is included in the emissions trading system (ETS).

During 2023, the Groups primary focus within environmental work has thus been on continuing our work to mitigate climate change and on compliance with the new and updated requirements issued by the IMO and the EU regulating CO₂ emissions. The Group has met the 2023 requirements for energy efficiency related to technical ship design (EEXI) and ship operational carbon dioxide efficiency (CII) as well as the new requirements for shipboard energy efficiency management planning (SEEMP). In addition, the Group has continued to work with ensuring that it will be compliant with coming regulations. During 2023, the Group has also worked to prepare the organisation as well as its stakeholders for the upcoming EU requirements related to the emissions trading system. Routines are now in place, and parts of the emission allowances needed for 2024 have already been purchased. During 2023, efforts have also been made to investigate the potential use of alternative sources of energy.

To reduce the amount of carbon dioxide and to meet future goals and requirements, the Group has invested in the alteration of M/S Finbo Cargo during 2023 with the aim of optimizing the design of the ship aft by mounting an inceptor that will enhance the dynamic trim. This will result in reduced fuel consumption and reduced carbon dioxide emissions. This project, together with the double deck linkspans constructed in the ports of Vuosaari and Muuga to increase loading speed and to reduce port time and taken into use in April 2023, has rendered good results. Due to reductions in loading times, the ship has been able to increase scheduled departures.

While M/S Eckerö and M/S Finlandia were on dock in January 2024, both ship hulls were treated with low friction coating, and the rudder and propeller systems of M/S Finlandia were optimised to reduce fuel consumption. During 2023, another project for reducing fuel consumption has been carried out in Berghamn, where the capacity of the shore-side power cable for M/S Eckerö has been increased. The project was finalized with onboard installations when the ship was on dock in January 2024. The Group has had shore-side power available for M/S Eckerö for a long time, but the capacity has not been sufficient on warm summer nights when the need for cooling and ventilation has peaked. These problems will diminish due to the capacity-increasing project that has been carried out. During 2023, port of Helsinki completed the construction of its shore-side power cable, which entails that M/S Finlandia has access to shore-side power both in the port of Tallinn and the port of Helsinki. In addition, the project for optimising the ventilation system onboard Eckerö, initiated in 2022, was also completed.

In addition to technical factors, such as ship design, onboard equipment and choice of fuel, fuel consumption and consequent carbon dioxide emissions are impacted by operative factors, such as departure schedules, weather conditions, routes, and working routines on board and in ports. For example, routines related to ensuring hull cleanliness can greatly impact the ship's frictional resistance, thus affecting its fuel consumption. During 2023, hull grooming has been carried out regularly, and during docking, ship hull maintenance work has been carried out in order to ensure good hull condition and reduced fuel consumption.

Other examples of operational improvements underway is the comprehensive work carried out to prevent delays and to improve port logistics. In addition to the new double deck linkspans taken into use in Muuga and Nordsjö in April 2023, an improved concept for port logistics has had a positive impact on loading efficiency. In collaboration with ports, we can provide daily rest period facilities for cargo vehicle drivers in the port areas of Vuosaari, Tallinn and the Western Harbor of Helsinki, which has resulted in that parts of the cargo for the next morning departure is already in port the night before. This has also resulted in a better spread of cargo around the clock, since morning departures have become more attractive. A more even spread of cargo around the clock and the earlier availability of cargo for loading enables improved loading processes and reduces port time in favor of time at sea. More time at sea, then, enables marine transport at lower speeds, which in turn reduces emissions through reducing fuel consumption. With the aim of increasing time spent at sea, M/S Eckerö changed its scheduled departure times in 2023 so that all voyages are scheduled to take two hours, whereas the first and last voyages of the day previously took one hour 1nd 45 minutes. However, many challenges arose when the ship became the only one trafficking between Sweden and Åland, when a competitor withdrew its services from the route Kapellskär-Ma-

riehamn. In order to meet the demand of the community to transport goods and passengers, more departures were scheduled for both on and off season as well as certain popular weekends. This resulted in an unexpectedly high number of passengers, which in some cases made it difficult to ensure running on scheduled times.

Another important area of focus for the Group is the waste generated through its operations. The amount of waste generated in Group operations is monitored and documented, and we continuously work to minimise it. As a part of this work, the Group set a goal in 2021 concerning increased focus on measures available for minimising food waste on passenger ships. This work was stalled by the pandemic in 2021, but was revived in 2022 when passenger numbers recovered after travel restrictions were lifted. During 2023, the work with reducing food waste has progressed, and in January 2023, M/S Eckerö personnel took part in training on food waste arranged in collaboration with the company Generation Waste. In addition, digital equipment was purchased in 2023 to enable gathering data on board M/S Finlandia. The Group also works systematically with the issue of handling chemicals, and all chemicals handled in connection with the Group's operations are registered in the company's chemical handling system and assessed in terms of risk by experts. The ships have established routines for preventing spills, and they carry out regular training sessions. The ships also have equipment for corrective response on board and regularly check both engines and other onboard equipment.

Environmental data

Eckerö Group's ships	2023	2022
Volumes *		
Passengers	3,140,221	2,624,674
Passenger vehicles	541,647	474,594
Cargo units	176,351	159,228
Total distance (nm)	385,189	377,382
Resource consumption		
Bunker oil (tonnes) *	33,019	32,476
Bunker oil (tonnes) **	8,547	9,278
Lubricating oil (m ³)	234	216
Fresh water (m ³) *	41,286	38,280
Sulphur		
Sulphur in bunker oil (tonnes)	26	40
Emissions (tonnes)		
Carbon dioxide(CO ₂) ***	133,743	132,162
Residues (m³)		
Solid waste for incineration	3,950	3,585
Waste to landfill	31	83
Waste for recycling	2,410	1,465
Bio waste	1,140	658
Hazardous waste	131	110
Waste water ashore (m³) *		
Grey, black, and bilge water	37,393	34,425
Waste oil (m³)		
	1,442	1,187
* On our own lines		
** Eckerö Shipping's cargo ships		
*** Calculated according to IMO guidelines		
Williams Buss Ab	2023	2022
Number of kilometres travelled	661,587	621,177
Amount of diesel consumed (litres)	202,191	187,235
Water consumption (m ³)	337	108
The garage's electricity consumption (kWh)	104 105	100 000

Carbon dioxide emissions

Carbon dioxide emissions 2023	Tonnes total	Nm	Kg/nm
Berghamn – Grisslehamn	14,893	50,773	293.3
Helsinki (Western harbour) – Tallinn (Vanasadam)	61,041	91,736	665.4
Helsinki (Vuosaari) – Tallinn (Muuga sadam)	30,739	66,869	459.7

Carbon dioxide emissions 2022	Tonnes totalt	Nm	Kg/nm
Berghamn – Grisslehamn	12,893	44,409	290.3
Helsinki (Western Harbour) – Tallinn (Vanasadam)	62,191	91,811	677.4
Helsinki (Vuosaari) – Tallinn (Muuga sadam)	27,513	54,675	503.2

The figures in the table show the total number of tonnes of carbon dioxide per route for the ships that regularly operate on the route in question.

In addition to the propulsion of the ship, the carbon dioxide emissions of the ships include, for example, heating and cooling of the ship, the production of hot water and all the electrical energy needed in the ship's passenger operations such as restaurant and hotel operations. Energy consumption for crew quarters is also included. Shore-side power used when the ship is at berth is not included.

Opportunities for future improvement

The Eckerö Group is well aware of the risks associated with corruption. The Group's anti-corruption work is not completely formalized as of yet, which we see as an opportunity for future improvement. Therefore, we shall establish an anti-corruption policy and implement it in our operations. We already have in place a Supplier Code of Conduct, which ensures that the suppliers of goods to Eckerö Group's onboard stores follow internationally adopted principles concerning human rights, working conditions, gender and other equality and anti-corruption during the contract period. We have also started up an internal whistleblowing service that enables all employees to report irregularities and misconduct.

Thus far, there have been no reported cases of corruption within or against the Eckerö Group during 2023. In its risk assessment, the purchasing department has concluded that there is no risk of corruption with the Group's present business partners.

Management systems and policies

The operations of Eckerö Group are governed by several management systems which describe the processes needed for ensuring safe, sustainable and cost-effective operations.

The shipping company Eckerö, including subsidiaries Eckerö Linjen, Eckerö Line, Eckerö Shipping and Williams Buss, has an environmental certification in compliance with the ISO 14001:2015 standard. The certification covers both land-based and shipboard operations. Our operations are naturally compliant with applicable environmental legislation, and the certification guarantees that we continuously improve how we work with environmental issues.

The subsidiary Williams Buss has been granted the status of a responsible bus service in terms of its environmental impact and energy consumption in keeping with the ISO 14 001 standard.

The organisation and the fleet of Eckerö Group are certified in compliance with the ISM Code. The ISM Code is a documented safety and environmental system for ensuring that everyone within an organisation works in accordance with agreements made on issues concerning safety and the environment. The certification requires, for example, that we take responsibility for the environmental impact of our operations and that we follow directives, regulations and legislation.

Everyone is involved in environmental work and takes responsibility for the environment at their place of work. An important aspect of the mandatory introductory training for new employees is how residual products are to be handled in their specific place of work. All employees are provided training in environmental work continually.

In addition to the management systems described above, there are legal requirements that regulate for example the environment, working environment, maritime safety and food and which provide a regulatory base line that every part of operations must comply with.

Our policies govern our work on a more general level, while our established routines and working instructions ensure that we carry out our daily tasks in the right way. This is important in terms of compliancy with national and international legal requirements as well as other binding requirements that regulate our operations.

By applying the policies, goals and routines that make up Eckerö Group's management system, we are able to steer and minimize risks to sustainability, identify faults and continuously improve our processes.

Policies

The most important policies of Eckerö Group are:

The Safety and Environmental Policy – delineates the company's responsibility in questions of safety towards our passengers and employees and determines our long-term environmental responsibility.

The Gender Equality and Non-Discrimination Policy – ensures every person's equal value and right to equal opportunities, and states our zero tolerance of discrimination and harassment.

The HR Strategy – clarifies the basic ethos and values of Eckerö Group.

The Anti-Harassment Policy – ensures that all employees treat each other with respect.

Supplier Code – ensures that our suppliers comply with internationally recognized principles regarding human rights, working conditions, equality and anti-corruption during the contract period.

Alcohol and Drug Policy – for a working environment without alcohol or drugs.



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