Rederiaktiebolaget
ECKERÖ

Annual Report 2024

Contents

Another year of record volumes and excellent results on both routes

Passenger volume for the year was 3,121,470 (2023: 3,140,221). The number of cargo units transported on the company's two own routes amounted to 189,656 (176,351). This increase in cargo volume was due mainly to M/S Finbo Cargo's expanded schedule after the introduction of double-level ramps in the ports of Muuga and Nordsjö in April 2023. Due to dockings, passenger volumes on both routes were very low in January, totalling 66,675 passengers compared to 148,935 in January 2023. Combined passenger volume for the other 11 months of the year is the highest ever.

Operating result for the year totalled EUR 22.4 million (EUR 21.4 million). Cash flow from operating activities totalled EUR 27.9 million (EUR 18.3 million). The year's result totalled EUR 15.6 million (11.5 million), which is the second highest net result in the company's history.

About the financial result

Both Eckerö Linjen and Eckerö Line saw significantly improved performance over the course of the year. For Eckerö Line, M/S Finlandia's performance weakened slightly, while M/S Finbo Cargo's performance strengthened significantly. The sale of M/S Shipper in January 2024 generated a capital gain of EUR 3.2 million. The fact that the Group's result are still very good despite historically high fuel prices and a very weak Swedish krona demonstrates the robust underlying profitability of the company's business model.

Emissions trading, energy optimisation and comprehensive reporting

While M/S Finlandia was docked in January 2024, the propeller and rudder assembly was changed to reduce fuel consumption. Both M/S Eckerö's and M/S Finlandia were bottom-painted with low-friction paint while docked in January 2024.

Starting in 2024, emissions from shipping will be gradually included in the EU ETS. For 2024, we have bought allowances for 40% of our emissions; for 2025 the share is 70% and for 2026 we will buy allowances for all our greenhouse gas emissions. 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.

For 2024, the company is reporting for the first time in accordance with the CSR Directive. The reporting work is very extensive and bureaucratic and the benefit is very limited. The European Commission has recently announced a so-called Omnibus project with the aim of reducing the requirements for this type of reporting by 25–35%.

Strong financial position

The company amortised a total of EUR 3.7 million of its interest-bearing debt during the financial year. Net debt as of 31/12/2024 was EUR –6.8 million, which means that the company has a net cash position; in other words, the cash position is greater than the interest-bearing liabilities. The company has excellent financial conditions for its future development into a climate-neutral provider of logistics infrastructure.

I would like to thank our customers and partners for their continued trust and fruitful cooperation. Special thanks go to the staff throughout the Group for carrying out the enormous task of fulfilling the requirements of the CSR Directive in good spirits.

Björn Blomqvist
CEO

Group structure

ECKERÖ LINE

Eckerö Line operates passenger and cargo services between Helsinki and Tallinn.

ECKERÖ LINJEN

Eckerö Linjen operates passenger services between Grisslehamn and Eckerö and offers tourism services and travel products.

ECKERÖ SHIPPING

Eckerö Shipping operates Ro-Ro traffic, primarily serving the export industry.

WILLIAMS

Williams Buss operates scheduled and charter services.

Rederiaktiebolaget **ECKERÖ**

Parent company with group-wide support units.

Annual report

General overview

The company initiated the year with extensive dockings focusing on energy efficiency improvements on two of the company's vessels. As a result of these dockings, the company had 3% fewer scheduled departures in 2024 compared to 2023. However, volume growth remained strong on the company's operated routes throughout 2024, both in cargo and passenger traffic. The cargo business has shown strong performance throughout the year, achieving a record-high number of transported cargo units in 2024. The volume growth has been particularly strong in the Gulf of Finland. In the second half of 2024, the company became the market leader in the cargo market in the Gulf of Finland for the first time ever. A passenger record was also achieved on the Finland-Estonia route during the year, despite the extensive docking of M/S Finlandia. During the period from February to December, a total passenger record was achieved on the company's two routes.

In 2024, a total of 2,069,812 passengers travelled on the company's vessels on the Finland–Estonia route, a slight increase over prior year (2,058,510). On the same route, the company transported 185,146 cargo units in 2024, an increase of 8% compared to 2023 (171,508). On the Åland-Sweden route, a total of 1,051,658 passengers travelled on the company's vessels, a 3% reduction in volume compared to prior year (1,081,711). On the other hand, the number of passengers per departure has increased on this route during the year.

The company's total passenger numbers during the year amounted to 3,121,470, which is slightly lower compared to 2023 (3,140,221) and consequently above expectations in view of the dockings at the beginning of the year. The number of cargo units transported on the company's own routes amounted to 189,656, representing an increase of 8% compared to 2023 (176,351).

The company has operated passenger and cargo traffic with three vessels in the northern Baltic Sea during the year. M/S Finlandia was docked between 8 January and 7 February and M/S Eckerö was docked between 8 January and 29 January. While docked, both vessels had their hulls painted with low-friction paint and M/S Finlandia's rudder and propeller assembly have been optimised to reduce fuel consumption. On 22 January 2024, M/S Shipper was transferred to Norwest Ship Management AS under an agreement previously concluded in November 2022. The company's remaining Ro-Ro vessel M/S Transporter continues to be chartered to DFDS for service primarily on the North Sea.

A post-audit is in progress regarding the traffic support received by shipping companies with passenger ferry services operating in Finland during the pandemic years 2020–2022. The outcome of the audit may have a negative impact on the company's results in the future. The National Emergency Supply Agency announced on 20 December 2024 that it will request a refund of the payment for the contracted services in Q2 2020. They also announced another aid scheme to compensate for the damage suffered by Eckerö Line as a result of the government's restrictions on the company's ability to operate. According to the Agency, the repayment would result in an interest charge for the company of approximately EUR 1.4 million (which the company has recognised as a provision under financial items). The obligation to pay interest has been disputed by the company. The management assesses that the consequences of these matters will not have a significant effect on the company's financial position

Financial overview

The company's sales during the financial period amounted to EUR 222.9 million (EUR 221.5 million). Other operating income, EUR 3.2 million (EUR 3.8 million), consists of capital gain from the sale of M/S Shipper. The company's operating result amounted to EUR 22.4 million (EUR 21.4 million). Adjusted for the capital gain on the sale of M/S Shipper (2024) and M/S Exporter (2023), the operating result was EUR 19.2 million (EUR 17.6 million).

High cargo and passenger volumes, as well as lower fuel prices than in 2023, have had a positive impact on the result. Total fuel consumption was 8% lower than during the same period last year. Taking the lower fuel price and the cost of the emission allowances into account, the company's total fuel costs decreased by EUR 1.6 million in 2024.

The net financial items amounted to EUR –4.1 million (EUR –7.1 million). Interest expenses amounted to EUR 3.1 million (EUR 6.2 million). Financial items include a provision of EUR 1.4 million for the cost of accrued interest for pandemic support in 2020 from the National Emergency Supply Agency (see Note 19 for further details). Result before taxes totalled EUR 18.4 million (EUR 14.4 million). Result for the period totalled EUR 15.6 million (EUR 11.5 million).

The key figures are shown in the following table:

	2024	2023	2022
Sales (EUR thousand)	222,935	221,504	185,763
Operating result (EUR thousand)	22,448	21,410	-8,386
Operating result as a % of sales	10.1%	9.7%	-4.5%
Return on investments	18.5%	14.1%	-5.4%
Return on equity	18.1%	14.4%	-15.7%
Equity ratio	57.2%	52.8%	37.3%

Business operations generated a cash flow of EUR 27.9 million (EUR 18.3 million). A more detailed presentation of the key figures can be found on page 35.

Personnel

The average number of employees during the year was 845 (847), of whom 577 (597) were shipboard personnel and 268 (250) were land-based personnel. The ratio of personnel expenses to sales was 19.9% (19.7%). Personnel expenses per employee averaged EUR 52.5 thousand (EUR 51.6 thousand). The company has a development plan for well-being, which includes a gender equality plan.

Investments

The company's investments during the period amounted to EUR 10.8 million (EUR 4.4 million), consisting of renovations and improvement of vessels and ports, as well as investments in IT systems and measures to enhance the vessels' energy performance.

Financing

The company's non-current interest-bearing liabilities at year-end totalled EUR 28.8 million (EUR 31.6 million), of which EUR 27.4 million consists of a bond loan, which is tied to loan terms that include liquidity and solvency requirements. Current interest-bearing liabilities totalled EUR 2.6 million (EUR 3.9 million). Cash and cash equivalents were EUR 38.3 million (EUR 28.3 million). The company's net debt at year-end was EUR -6.8 million (EUR 7.2 million), which means that the company's cash and cash equivalents now exceed its total interest-bearing liabilities. During the period, the company made scheduled amortisation payments of EUR 3.7 million (EUR 50.6 million). As a result of strong equity and low debt, the equity ratio increased to 57.2% (52.8%).

Risks

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

The geopolitical instability in the Middle East and Russia's attack on Ukraine have created continued political and macroeconomic uncertainty. National and international macroeconomic challenges have resulted in volatile cost inflation and a weak krona. Volatile bunker prices, as well as the general cost trends, 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, the loans may be cancelled.

The company's performance is also highly dependent on political decisions, for example related to 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 Finnish and Swedish flagged vessels.

Disruptions to the functioning of vessels or port facilities or interference from other vessels operating in close proximity to the company's vessels can lead to disruption of services and thus have a material impact on the company's earnings and financial position.

In addition to the aforementioned risks, the sustainability perspective is also central to identifying factors that could jeopardise the company's long-term survival.

A more detailed description of the company's risks and risk management is provided in note 21.

Safety

During the year, continued focus on maritime safety and routines surrounding current safety work have been proritized. In order to have the control function reviewed by more parties, the company decided to change the classification society used for external oversight in the office. The review of the Document of Compliance under the ISM Code previously carried out by DNV was carried out in 2024 by Lloyd's Register.

The company also decided to change the maintenance system for its passenger vessels to the classification society RINA's Sertica software. The new system will be implemented in the first quarter of 2025.

In order to maintain the data and ensure the continuity of the on-board labour documentation, data has been transferred throughout the year. The officers on board have undergone internal training with the supplier.

M/S Finlandia was docked in the first quarter of 2024. The focus of the work in dock was to reduce energy consumption for propulsion and to improve manoeuvrability by moving rudders and increasing rudder angles. Following the use of the new equipment during the year, the officers have observed that the new equipment has led to improvements in terms of both energy losses and manoeuvring of the vessel at berth.

The incident involving the hoistable car deck on M/S Eckerö in 2023 was reported to the Swedish Accident Investigation Authority at the end of the year. The final measures to prevent a recurrence of the incident were taken during the service days in early 2025. The Swedish Accident Investigation Authority confirmed that the company has fulfilled its commitments and that the recommendations have been followed satisfactorily.

In 2024, the company continued to train the officers in the simulators of the Aboa Mare Maritime Academy. In addition, a major exercise was carried out with the M/S Eckerö at the end of September in consultation with the Finnish Border Guard. The exercise was carried out under relatively harsh wind conditions with good results where the authority, the crew and the organisation in Berghamn were satisfied.

Collaboration with the Swedish Shipowners' Association ForeSea working group continued during the year. ForeSea is an information system dealing with accidents, incidents and near misses at sea.

Environment

In 2024, the main focus of the company's environmental work has been continued work relating to climate issues and on continuously meeting the requirements of the IMO and EU regulations regarding greenhouse gas emissions. During the year, emission allowances were purchased on an ongoing basis to meet the requirements for surrender of emission allowances for shipping in the EU that entered into force on 1 January 2024. During the year, the company has been working to prepare for the new FuelEU Maritime regulatory framework, which will enter into force in 2025. The regulations require vessels to use energy with lower greenhouse gas content than traditional fuels. The aim is to contribute to the EU's target of reducing greenhouse gas emissions by at least 55% by 2030 by promoting the use of renewable and low-carbon fuels and clean energy technologies in shipping. To support the phasing-out of fossil fuels, the regulation sets progressively stricter requirements on the greenhouse gas intensity of fuels, with a 2% reduction from 2025, 6% from 2030 and up to 80% by 2050.

In order to reduce CO_2 emissions and meet future emission reduction targets and requirements, the company has implemented measures in January 2024 in connection with the docking of M/S Eckerö and M/S Finlandia. Both vessels have had their hulls painted with low-friction paint to reduce resistance in the water, and on M/S Finlandia the rudder and propeller assembly have been optimised to improve fuel efficiency. M/S Finbo Cargo was painted with low-friction paint while dry-docked in early January 2025. During the year, measures were taken to optimise HVAC automation (heating, ventilation and air conditioning) for climate control optimisation and adjustment of combinator curves (propeller speed and blade pitch) to optimize energy output for propulsion. In addition, the installation of Eco

Control propeller optimisation on M/S Finbo Cargo has begun, a project that, once completed in 2025, will provide opportunities to dynamically control optimal propeller pitch with the optimal engine loading and therefore achieve energy savings. On board M/S Finbo Cargo, a dynamic trim system was installed in 2024 to more effectively ensure optimal cargo trim and thus reduce fuel consumption at sea.

The work to reduce food waste on board passenger vessels progressed in 2024. From 2025 onwards, all passenger vessels will have digital tools in place to support the compilation of data for future optimisation decisions and actions. The company remains environmentally certified in accordance with the ISO 14001:2015 standard and its compliance is verified by LRQA. In 2024, LRQA carried out an environmental audit of the business as planned, which again positively contributed to the efforts to continuously improve the company's environmental initiatives and performance.

General Meeting, Board of Directors and Auditors

The Annual General Meeting was held on 24 April 2024 in Alandica Kultur och Kongress in Mariehamn. Board members Marika Mansén-Hillar, Bernt Bergman, Åsa Dahlman, Pavlos Ylinen, Paulina Lepistö Andresen and Björn Blomqvist were re-elected. Andreas Holmgård (CGR) and Jukka Korin (CGR) were elected as ordinary auditors and the auditors' association BDO Oy was appointed deputy auditor.

At the inaugural meeting of the Board of Directors on 24 April 2024, Marika Mansén-Hillar was re-elected as Chairman of the Board and Bernt Bergman as its Vice Chairman. The Board held 16 meetings during the financial period.

Corporate Governance Report

Rederiaktiebolaget Eckerö's corporate governance report is included in the annual report as a dedicated chapter.

Shares

The total number of issued shares amounts to 2,005,693. All shares have the same number of votes and rights.

Events after the balance sheet date

Between 25 December 2024 and 5 January 2025, M/S Finbo Cargo was docked at Öresund Dry-Docks in Landskrona. While docked, the underwater hull was painted with low-friction paint to reduce the vessel's fuel consumption during propulsion.

Outlook for 2025

The company is expected to deliver continued stable results in 2025. Geopolitical instability continues to create uncertainty.

Measures related to the year's result

The distributable assets of the parent company according to the balance sheet as of 31/12/2024 amount to EUR 42,991,672.76.

The Board of Directors proposes a dividend of EUR 2.50 per share, totalling EUR 5,014,232.50, to be paid in May 2025.

The result of the company's operations and financial position at the end of the financial year are shown in subsequent income statements and balance sheets with additional information.

Consolidated income statement (IFRS)

tEUR	Note	1/1–31/12/2024	1/1–31/12/2023
SALES	1	**222,935**	**221,504**
Other operating income	2	3,231	3,768
Expenses			
Goods and services	3	87,511	93,589
Personnel expenses	4	44,344	43,737
Depreciation, amortisation and impairment	5	13,179	11,887
Other operating expenses	6	58,685	54,649
Total expenses		**203,719**	**203,862**
OPERATING RESULT		**22,448**	**21,410**
Financial income	7	1,203	1,188
Financial expenses	8	–5,284	–8,243
Net financial items		**–4,081**	**–7,054**
RESULT BEFORE TAX		**18,367**	**14,356**
Income taxes	9	–2,796	–2,868
RESULT FOR THE PERIOD		**15,570**	**11,487**
OTHER COMPREHENSIVE INCOME			
Items that can later be reversed in the income statement:			
The year's translation difference when converting foreign operations		–44	118
Items not to be reclassified to the income statement		0	0
Other comprehensive income		**–44**	**118**
COMPREHENSIVE INCOME FOR THE PERIOD		**15,526**	**11,605**

Consolidated balance sheet (IFRS)

tEUR	Note	31/12/2024	31/12/2023
ASSETS			
Non-current assets			
Intangible assets	10		
Software		1,624	1,367
Emission allowances		2,942	8
Property, plant and equipment	11		
Land		1,908	1,836
Buildings and structures		14,488	15,964
Vessels		92,013	94,291
Machinery and equipment		2,667	1,786
Financial assets	12	107	107
Deferred tax assets	13	270	289
Total non-current assets		**116,018**	**115,648**
Current assets			
Inventories	14	3,573	4,114
Trade- and other receivables	15	10,290	13,909
Income tax receivables		0	8
Cash and cash equivalents	16	38,251	28,301
Total current assets		**52,113**	**46,333**
Non-current assets held for sale	19	**0**	**1,049**
TOTAL ASSETS		**168,131**	**163,030**

tEUR	Note	31/12/2024	31/12/2023
EQUITY AND LIABILITIES			
Equity			
Share capital		2,409	2,409
Other contributed capital		1,270	1,270
Unrestricted equity fund		16,732	16,732
Reserves		23	67
Retained earnings		60,222	53,749
Result for the period		15,570	11,487
Total equity		**96,226**	**85,714**
Liabilities			
Non-current liabilities			
Deferred income tax liabilities	13	13,659	14,506
Interest-bearing liabilities	17	28,845	31,562
Total non-current liabilities		**42,504**	**46,068**
Current liabilities			
Accounts payable and other liabilities	18	24,356	24,682
Interest-bearing liabilities	17	2,640	3,920
Income tax liabilities		971	2,647
Other provisions	19	1,435	0
Total current liabilities		**29,401**	**31,248**
TOTAL EQUITY AND LIABILITIES		**168,131**	**163,030**

Consolidated statement of changes in equity (IFRS)

EQUITY ATTRIBUTABLE TO SHAREHOLDERS OF THE PARENT COMPANY

				Reserves			TOTAL EQUITY
tEUR	Share capital	Other contributable capital	Unrestricted equity fund	Translation reserve	Fair value reserve	Retained earnings	Total
OPENING EQUITY 1/1/2023	**2,409**	**1,270**	**16,732**	**–51**	**0**	**53,749**	**74,108**
Result for the period						11,487	11,487
Change in fair value of cash flow hedges for the year							
Change in translation differences for the year				118			118
Transactions with the Group's owners							
Dividends paid							0
EQUITY 31/12/2023	**2,409**	**1,270**	**16,732**	**67**	**0**	**65,236**	**85,714**
Result for the period						15,570	15,570
Change in fair value of cash flow hedges for the year							
Change in translation reserves for the year				–44			–44
Transactions with the Group's owners							
Dividends paid						–5,014	–5,014
EQUITY 31/12/2024	**2,409**	**1,270**	**16,732**	**23**	**0**	**75,793**	**96,226**

The total number of shares amounts to 2,005,693. All shares issued have been paid for in full. The company and its subsidiaries do not own any own shares. The company has issued a bond loan on the Nordic corporate bond market.

On the basis of a decision by the general meeting, earnings have been allocated to other contributable capital.

The unrestricted equity fund includes the part of the subscription amount of the shares not reported as share capital. The fund also includes other contributions, which are not reported in other funds within equity.

The translation reserve includes all exchange rate differences that arise when translating financial reports from foreign entities.

In the fund for fair value, changes in the value of financial assets that are measured at fair value via other comprehensive income are reported, and the fund for hedging reserve includes the change in fair value of a cash flow hedging instrument attributable to hedging transactions that meet the criteria for hedge accounting.

Distributable earnings in the parent company Rederiaktiebolaget Eckerö amount to EUR 42,991,672.76.

Consolidated cash flow statement (IFRS)

tEUR	1/1–31/12/2024	1/1–31/12/2023
OPERATING ACTIVITIES		
Result before tax	18,367	14,356
Adjustments		
Capital gains/losses on sales of non-current assets	–3,264	–3,687
Other items not included in cash flow	–11	0
Depreciation, amortisation and impairment	13,179	11,887
Interest expenses and other financial expenses	5,284	8,243
Interest income and other financial income	–1,203	–1,188
Cash flow before changes in working capital	32,352	29,610
Change in working capital		
Increase (-)/Decrease (+) in current non-interest-bearing operating receivables	–1,628	–5,884
Increase (-)/Decrease (+) in inventories	542	–116
Increase (+)/Decrease (-) in current non-interest bearing liabilities	3,930	777
Cash flow from operating activities before financial items	35,196	24,388
Interest paid	–2,813	–6,346
Interest paid on rental/lease liabilities	–63	–70
Finance expense paid	–291	–665
Interest received	883	774
Financial income received	232	186
Taxes paid	–5,295	48
Cash flow from operating activities	**27,850**	**18,315**
INVESTING ACTIVITIES		
Investments in property, plant and equipment	–10,105	–3,581
Investments in intangible assets	–703	–781
Acquisition of emission allowances	–2,934	–8
Divestment of property, plant and equipment	4,595	42,558
Income from sale of financial investment	0	0
Cash flow from investment activities	**–9,147**	**38,188**
FINANCING ACTIVITIES		
Amortisation of non-current loans	–3,525	–50,418
Amortisation of rent/lease liabilities	–215	–210
Dividends paid	–5,014	0
Cash flow from financing activities	**–8,754**	**–50,628**
Cash flow for the year	**9,949**	**5,875**
Cash and cash equivalents at the beginning of the year	28,301	22,426
Cash and cash equivalents at the end of the year	**38,251**	**28,301**

Group Accounting Principles

Company information

Rederiaktiebolaget Eckerö is a privately owned company whose domicile is Eckerö on the Åland Islands. The Group is active in passenger and cargo operations. Rederiaktiebolaget Eckerö's registered address is PB 158, AX-22101 Mariehamn, Finland.

A copy of the financial statements is available at www.rederiabeckero.ax. The financial statements have been approved for issue by the Board of Directors on 13 March 2025 and will be subject to adoption by the Annual General Meeting on 23 April 2025.

Accounting principles for the Group

These consolidated financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB) as adopted by the EU, as well as interpretation opinions of the International Financial Reporting Interpretations Committee (IFRIC) and interpretations of the Standing Interpretations Committee (SIC). Furthermore, Finnish accounting and community legislation for groups has been applied.

Changes in accounting principles

None of the IFRS or IFRIC interpretations that are mandatory for the first time for the financial year beginning 1 January 2024 have had a material impact on the Group.

Valuation criteria

Assets and liabilities are carried at historical acquisition cost, except for certain financial assets and liabilities measured at fair value. Financial assets and liabilities measured at fair value consist of financial assets classified as financial assets at fair through profit or loss or financial assets measured at fair value through other comprehensive income.

Functional currency and reporting currency

The functional currency of the parent company is euro, which is also the reporting currency for the parent company and for the Group. The financial statements have been presented in thousands of euros. Rounding differences of +/– 1 (EUR 1,000) may occur when rounding to an even EUR 1,000.

Consolidation principles

Subsidiaries are companies under the controlling influence of Rederiaktiebolaget Eckerö. Controlling influence means, directly or indirectly, the right to shape a company's financial and operational strategies with a view to obtaining economic benefits. In assessing whether a controlling influence exists, potential voting shares that can be exercised or converted without delay are taken into account. The fully owned subsidiaries consist of Eckerö Linjen Ab, Rederi Eckerö Sverige AB, Williams Buss Ab, Eckerö Line Ab Oy, Eckerö Cruises AB and Eckerö Shipping Ab Ltd. There are no other companies in which Rederiaktiebolaget Eckerö directly or indirectly holds more than 50 % of the voting rights.

The acquisition method has been used in the elimination of the shareholding in the subsidiaries. In this method, the acquisition of a subsidiary is considered a transaction whereby the Group indirectly acquires the assets of the subsidiary and assumes its liabilities. The acquisition analysis determines the fair value at the date of acquisition of identifiable assets and liabilities assumed and any non-controlling interests. Transaction expenses incurred, other than transaction expenses related to the issuance of equity or debt instruments, are recognised directly in profit or loss for the year. In business combinations where the consideration transferred, any non-controlling interest and the fair value of the previously owned interest (in incremental acquisitions) exceeds the fair value of assets acquired and liabilities assumed that are accounted for separately, the difference is recognised as goodwill.

Consideration transferred in connection with the acquisition does not include payments related to the settlement of previous business commitments. This type of settlement is recognised in the result. Contingent considerations are recognised at fair value at the acquisition date. Where the contingent consideration is classified as an equity instrument, no revaluation is made and settlement is made within equity. For other contingent considerations, these are revalued at each reporting date and the change is recognised in profit or loss for the year.

The financial statements of the subsidiaries are included in the consolidated financial statements from the date of acquisition until the date on which control ceases. The Group companies' internal business transactions and internal receivables and liabilities are eliminated in the consolidated financial statements.

Use of assessments

When preparing the IFRS financial statements, company management must make assessments and estimates as well as assumptions that affect the application of accounting principles and the reported amounts of assets, liabilities, income and expenses. The actual outcome may therefore differ from these estimates. The estimates and assumptions are subject to regular review. Residual values and useful life of vessels are the main areas of assessment. For the valuation of vessels, external valuations have been made according to past practice. The number of variables and assumptions affecting the valuation has increased. The assessments are therefore more complex and the potential for a consequential adjustment of the carrying amounts of assets increases. If the fair market value is deemed to be lower than the book value, a calculation of the value in use is made to assess whether there is any need for impairment. If both the market value and the value in use are lower than the book value, an impairment loss is recognised. In calculating value in use, future cash flows are discounted to their present value. Discount rates should reflect the time value of money and the risks to which the specific asset is exposed that have not been taken into account in the future cash flows.

Group company management has determined that the purchase of emission allowances is in line with the amount of emissions for the company and thus only for its own use. Emission allowances are acquired on an ongoing basis based on the quantity of emissions and are recognised at cost as an intangible asset.

Foreign currency items

Transactions in foreign currency are converted into the functional currency at the prevailing exchange rate on the transaction date. Monetary assets and liabilities of domestic group companies denominated in foreign currency are translated into euro at the official exchange rate on the balance sheet date. Exchange differences on current- and non-current loan receivables and liabilities are recognised as other financial income and expenses, exchange differences on accounts receivable as a correction of sales income for the calculation of sales and exchange differences on accounts payable as a correction of the expense item goods and services and other operating expenses.

The foreign subsidiaries Rederi Eckerö Sverige AB and Eckerö Cruises AB utilise Swedish kronor as their base currency. The income statements of foreign subsidiaries have been translated into euro at the monthly average rates for the financial period and the balance sheets at the rate for the balance sheet date. Translation differences arising from foreign currency translation of foreign subsidiaries are recognised in other comprehensive income and accumulated in a separate component of equity, called a translation reserve. Upon disposal of a foreign operation, the accumulated translation differences related to the divested foreign operation are reclassified from equity to profit or loss for the year as a reclassification adjustment at that time as a gain or loss on sale.

Exchange differences relating to other operating items are recognised in each line of the income statement and are included in operating profit.

Sales and revenue recognition

A revenue is recognised when the customer obtains control of the product or service sold. The Group's revenue streams consist of passenger-related revenues such as on-board revenues; shop, restaurant and bar sales; ticket revenues, cargo revenues and accommodation fees. The Group fulfils its obligations for ticket and cargo revenue to the customer upon departure and for on-board revenue upon their transfer. Accommodation commissions are recognised when the Group has performed the service and there is no longer any repayment obligation. Revenue is recognised less discounts and direct taxes. Payment of passenger-related revenue is usually received before departure or transfer. There are also sales with credit to tour operators and to cargo companies. Outstanding receivables from customers are presented in the line trade receivables included in the line trade- and other receivables in the balance sheet and received payments for travel departing after the closing date are presented as received advances included in the line Trade and other payables. All amounts included in advances received at the closing date relate to travel in 2025 and will be recognised as revenue in 2025.

Operating segment reporting

An operating segment is a component of the Group that conducts operations from which it may generate income and incur expenses and for which distinct financial information is available. The operating result of all operating segments is regularly monitored by the CEOs of the subsidiaries and Group CEO, in order to make decisions on how to allocate resources to the operating segments and assess their performance.

Operating results

The Group has defined operating result as follows: Operating result is the net of sales, other operating income, cost of goods and services, personnel expenses, depreciation, amortisation, impairment and other operating expenses. Exchange differences related to operating activities are included in operating result. Exchange differences for financial activities are recognised as financial income and expenses.

Government support

The support is recognised at fair value when there is reasonable assurance that the grants will be received.

Government restitution is obtained in both passenger and cargo operations. Restitution is granted on the taxes and social security contributions of shipboard personnel in accordance with EU guidelines. The restitution received is recognised against personnel expenses and amortised in the same way over the same periods as the expenses the restitution is intended to compensate for.

Financial income and expenses

Financial income and expenses consist of interest income on bank deposits and receivables, interest expenses on loans, dividend income, exchange rate differences, as well as unrealised and realised gains and losses on financial investments. Financial items also show unrealised changes in the value of bunker futures and ineffective parts of interest rate swaps. Interest income on receivables and interest expense on liabilities are calculated using the effective interest method. The effective interest rate is the rate that makes the present value of all future receipts and disbursements during the fixed interest period equal to the carrying amount of the receivable or liability. The calculation includes all fees paid or received by the contracting parties that are part of the effective interest rate, transaction expenses and all other premiums and discounts.

Taxes

Tax included in the income statement refers to both direct taxes and changes in deferred tax liability or asset. Income taxes are recognised in profit or loss for the year except where the underlying transaction is recognised in other comprehensive income or in equity, whereby the associated tax effect is recognised in other comprehensive income or in equity. Income tax is calculated on the basis of the tax rates set at the reporting date in the countries where the parent company and its subsidiaries operate.

The Group recognises deferred tax on temporary differences between the carrying and tax values of assets and liabilities. Deferred tax assets relating to deductible temporary differences and loss carry-forwards are recognised only to the extent that they are likely to be utilised. Deferred income tax liabilities are recognised under non-current liabilities. The deferred tax liabilities and assets are calculated using the tax rates set or announced at the balance sheet date that are expected to apply when the deferred tax is realised.

Current assets

Current assets are measured at the lower of acquisition cost and net realisable value. Current assets consist of goods in stock on board vessels and ashore and bunker stores on board vessels.
The acquisition cost of inventories and bunker stores is calculated

using the First In, First Out Method (FIFO) and includes expenses incurred in acquiring the inventories and transporting them to their current location and condition. Net realisable value is the estimated selling price in the ordinary course of business.

Intangible assets

The Eckerö Group has no intangible assets with an indefinite useful life or that are not yet ready for use.

Other intangible assets consist of computer software. These are valued at original acquisition cost less any impairment losses and depreciated on a straight-line basis over the estimated economic useful life of 3–5 years.

Purchased emission allowances intended for own use are recognised under intangible assets at acquisition cost less any impairment losses.

Property, plant and equipment

Property, plant and equipment are included in the balance sheet at original acquisition cost less accumulated depreciation according to plan and any impairment losses. The value of property, plant and equipment consists predominantly of the Group’s vessels. The acquisition cost includes the purchase price and expenses directly attributable to the asset to bring it into place and into condition for use in accordance with the purpose of the acquisition. Larger expenditures that are estimated to increase the value or return of vessels through, for example, capacity improvements or cost optimisation increase the carrying value of vessels in the balance sheet. The vessels consist of parts with different useful lives and are treated as separate components. The residual value of each vessel is its estimated recoverable amount. The residual value and useful life of an asset are assessed annually. Major periodic reviews are accrued until the next review. Repairs are expensed on an ongoing basis. Additional expenses are added to acquisition cost only if it is probable that the future economic benefits associated with the asset will accrue to the company and the acquisition cost can be measured reliably. Any unamortised carrying amounts of replaced components, or parts of components, are disposed and expensed at the time of replacement.

Depreciation is linear over the estimated useful life of the asset; land is not depreciated. Depreciation according to plan for vessels is based on an individual assessment of the estimated useful life for each vessel and is depreciated on a straight-line basis over that time taking into account the residual value. Impairment is recognised if the recoverable amount of the vessels is less than the carrying amount.

Estimated useful lives are as follows:

Buildings and structures	10–40 years
Vessels	5–25 years
Vessels, docking expenses	2 years
Furnishings of a long-lasting nature	10 years
Machinery, fixtures and fittings of a current nature	5–10 years
Other intangible assets	3–5 years

The gain or loss arising on the disposal or retirement of an asset is the difference between the selling price and the carrying amount of the asset less direct expenses to sell. Such gains and losses are recognised as other operating income/expense.

Equity

Equity consists of the company's share capital and additional paid in capital, unrestricted equity fund, reserves and retained earnings. The reserves included in equity consist of translation, fair value and hedging reserves.

Lease-/rental agreements

All leases (with the exception of current and minor-value leases) are recognised as an asset (right of use) and as a liability in the balance sheet. In the income statement, the straight-line operating lease expense is replaced by an expense for depreciation of the leased asset and an interest expense related to the lease liability. Amortisation of lease liabilities is reported as part of cash flow from financing activities.

The lease portfolio includes about ten leases defined in accordance with IFRS 16, covering primarily operational agreements for land, water lease, office rental and utility vehicles.

Other provisions

A provision is recognised when the Group, as a result of a past event, has a legal or constructive obligation and it is probable that the obligation will be realised and the amount of the obligation can be reliably estimated. Provision amounts are reviewed on each balance sheet date and adjusted to reflect management's prevailing estimate. Changes in provisions are recognised in the income statement in the same line item where the provision was originally recognised.

Non-current assets held for sale

A non-current asset shall be classified as held for sale if its carrying amount will be recovered principally through sale, not through going concern. To fulfil this requirement, the asset must be available for immediate sale in its present condition and subject only to such terms and conditions as are normal and customary for the sale of such assets. It must be very likely that sales will take place. From the date of allocation of an asset to non-current assets held for sale, depreciation of the asset ceases. The asset is measured at the lower of carrying amount and fair value less selling expenses.

Non-current assets held for sale as of 31 December 2023 consisted of M/S Shipper. In November 2022, the sale agreement was signed with Norwest Shipmanagement AS. Ownership of M/S Shipper was transferred in January 2024.

Impairment losses

The carrying amounts of the Group’s assets are reviewed at each balance sheet date to assess whether there is any indication for impairment. An impairment loss is recognised when the carrying amount of an asset or cash-generated unit exceeds its recoverable amount. An impairment loss is charged to the income statement. The recoverable amount of tangible assets is the higher of fair value less expenses to sell and value in use. When calculating value in use, future cash flows are discounted by a discount factor that accounts for the risk-free interest rate and the risk associated with the specific asset. An impairment loss is reversed if there is both an indication that the impairment requirement no longer exists and there has been a change in the assumptions underlying the calculation of the recoverable amount. However, impairment on goodwill can never be reversed. The recoverable amount of financial assets is described under Financial instruments.

Employee benefits

Third-party pension insurance companies are responsible for the pension coverage of the group companies. Pension insurance premiums for the pension arrangements within the Group have been amortised to correspond to performance salaries in the financial statements. This means that recorded pension expenses cover the Group's pension liabilities. The Group has no legal or constructive obligation to pay additional contributions if pension insurance companies do not have sufficient assets to pay all employee benefits. For benefit-based pension liabilities, the accrued pension liability is considered substantially equivalent to the adjusted pension expenditure. An expense for employee termination benefits is recognised only if the company is demonstrably obligated, without realistic possibility of withdrawal, by a formal detailed plan to terminate employment ahead of the expected point in time.

Financial instruments

Financial instruments recognised in the balance sheet include, on the asset side, cash and cash equivalents, trade receivables, investments, other receivables and derivative instruments. Liabilities and equity include trade payables, interest-bearing liabilities and derivative instruments.

Classification and valuation of financial instruments

Financial instruments are initially recognised at acquisition cost equal to the fair value of the instrument, plus transaction expenses for all financial instruments, except those belonging to the financial asset category that are recognised at fair value through profit or loss. Reporting then takes place depending on how they have been classified as follows.

A financial asset or financial liability is included in the balance sheet when the company becomes a party to the instrument's contractual terms. Liabilities are recognised when the counterparty has performed and is contractually liable to pay, even if an invoice has not yet been received.

The fair value of listed financial assets corresponds to the quoted bid price of the asset at the balance sheet date. The fair value of unlisted financial assets is determined using valuation techniques such as recent transactions, the price of similar instruments and discounted cash flows.

Impairment of financial assets

At the end of each reporting period, the company evaluates whether there are objective indications that a financial asset or group of financial assets is in need of impairment.

A financial asset or group of financial assets has an impairment requirement and is written down only if there is objective evidence of an impairment requirement as a result of one or more events occurring after initial recognition of the asset and where this event has an impact on the estimated future cash flows of the financial asset that can be reliably estimated. Criteria used by the Group to determine whether there is objective evidence include significant financial difficulties on the part of the debtor or the likelihood that the debtor will go bankrupt. For the category of interest-bearing liabilities and trade receivables, impairment is calculated as the difference between the carrying amount of the asset and the estimated future cash flows.

For equity instruments classified as assets measured at fair value, a material and protracted decline in fair value below the acquisition cost of the instrument is required before any impairment loss is applied. If an asset in the fair value category needs to be impaired, any accumulated changes in value recognised in a specific component of equity are transferred to profit or loss. Impairment losses on equity instruments previously recognised in profit or loss for the year may not subsequently be reversed through profit or loss for the year but through other comprehensive income.

Breakdown of categories

IFRS 9 classifies financial instruments into different categories. The classification depends on the purpose of the acquisition of the financial instrument. Management determines classification at the original acquisition date.

The financial instruments fall into the following categories:

1. FINANCIAL ASSETS VALUED AT FAIR THROUGH PROFIT OR LOSS

This category consists of two sub-classes: financial assets held for trading and other financial assets that the company initially chose to place in this category. A financial asset is classified as held for trading if it is acquired with a view to being sold in the short term. Derivative instruments are classified as held for trading except when used for hedge accounting. Assets in this category are measured at fair value on an ongoing basis with changes in value recognised in the profit for the year in the income statement. Regarding dividend income and capital gains from share sales from companies that are considered non-current, strategic and closely related to the Group's operations, these are recognised among other operating income. Financial assets measured at fair value through profit or loss are included in current receivables if they have a maturity date of less than 12 months from the end of the financial period.

2. FINANCIAL ASSETS MEASURED AT AMORTISED COST

Loan receivables and accounts receivable are financial assets that are not derivative instruments with fixed payments or with payments that can be determined and which are not listed on an active market. The receivables arise when companies supply goods and services to the borrower without the intention of trading in the receivables rights. Assets in this category are measured at amortised cost. The amortised cost is determined on the basis of the effective interest rate calculated at the time of acquisition. Trade receivables are recognised at the amount estimated to accrue, i.e. after deduction of bad debts. Loans and trade receivables are included in current receivables as they have a maturity date of less than 12 months after the end of the financial period.

3. FINANCIAL ASSETS MEASURED AT FAIR VALUE THROUGH OTHER COMPREHENSIVE INCOME

This category includes the assets that are not held for trading and for which the company has, at initial recognition, decided to recognise at fair value through other comprehensive income. Assets are measured at fair value on an ongoing basis with changes in the value for the period in a specific component of equity, excluding changes in value due to impairment losses, interest on receivable instruments and dividend income and exchange differences on monetary items recognised in profit or loss for the year. Financial assets measured at fair value through other comprehensive income are included in non-current assets unless company management intends to dispose of the asset within 12 months of the end of the financial period. Upon disposal of the asset, items recognised in other comprehensive income are reclassified to retained earnings and are not reclassified to the income statement.

Cash and cash equivalents

Cash and cash equivalents consist of cash and cash equivalents immediately available in banks and equivalent institutions, as well as current liquid investments with a maturity from the date of acquisition of less than three months and exposed to only a negligible risk of value fluctuations.

Non-current receivables and other receivables

Non-current receivables and other current receivables are receivables arising when the company provides money without the intention of trading the right of claim. If the expected holding period is longer than one year, they constitute non-current receivables and if they are shorter, other receivables. These receivables belong to the category of financial assets measured at amortised cost.

Trade receivables

Trade receivables are recognised at the amount expected to accrue after deduction of bad debts assessed individually. The expected maturity of the trade receivable is short, which is why the value is recorded at nominal amount without discount. Impairment losses on trade receivables are recognised in other operating expenses.

Accounts payable and other liabilities

Accounts payable and other liabilities are classified as other financial liabilities, which means that they are initially recognised at the amount obtained after deduction of transaction expenses. Accounts payable and other liabilities are measured at amortised cost. Accounts payable and other liabilities are presented as current, as they have an expected maturity of less than 12 months after the end of the financial period.

Interest-bearing liabilities

Interest-bearing liabilities are initially recognised at the amount received after deduction of transaction expenses.

Non-trading financial liabilities are then measured at amortised cost. Amortised cost is determined on the basis of the effective interest rate calculated when the liability was incurred. This means that surplus- and negative values as well as direct issue expenses are accrued over the life of the liability. Non-current liabilities have an expected maturity of more than one year while current liabilities have a maturity of less than one year.

Contingent liabilities

A contingent liability is recognised in a note when there is a possible commitment arising from events that occur and the existence of which is confirmed only by one or more uncertain future events or when there is a commitment that is not recognised as a liability or provision because an outflow of resources is unlikely to be required.

Dividend

Dividends are recognised as liabilities after the Annual General Meeting approves the distribution.

New IFRS and interpretations to be applied in future periods

The Group begins to apply the given Standard, Standard Amendment and Interpretation from the effective date or, if the effective date is different from the first day of the financial period, from the beginning of the financial period following the effective date.

None of the IAS and IFRS standards or IFRIC interpretations that have not yet entered into force are expected to have a material impact on the Group.

ESEF reporting

The annual report is also published in the European Single Electronic Format (ESEF) for uniform electronic reporting. The ESEF report has been audited.

Notes to the consolidated financial statements

tEUR	**2024**	**2023**
Note 1		
SALES		
Passenger-related revenue	174,510	174,509
Cargo revenue	47,425	46,130
Other income	1,000	865
Total	**222,935**	**221,504**

Note 2		
OTHER OPERATING INCOME		
Gain on sale of property, plant and equipment and financial investments	3,253	3,637
Insurance claims	19	4
Government support	–41	0
Other income	0	127
Total	**3,231**	**3,768**

Note 2.1

SEGMENT REPORTING

In Rederiaktiebolaget Eckerö, it is the Group's most senior executive decision-maker that monitors the performance of the Group's subsidiaries Each subsidiary has a manager who is responsible for general operations and who regularly reports the outcome of the operating segment's performance and resource requirements to the CEO. In the Rederiaktiebolaget Eckerö Group, the subsidiaries are the primary income centres, whilst the parent company consists of support functions for the subsidiaries. Based on the IFRS 8 accounting principles, Rederiaktiebolaget Eckerö has two operating segments; Eckerö Linjen Ab and Eckerö Line Oy Ab. Eckerö Linjen Ab and Eckerö Line Oy Ab conduct both passenger and cargo operations and financial information is not monitored by product category. The operating segments fulfil all the consolidation criteria. The unallocated segment includes the parent company's unallocated administrative and tax expenses. The unallocated segment also includes the subsidiaries Williams Buss Ab and Eckerö Shipping Ab Ltd, which account for less than 10% of the group’s sales, operating results and assets when adjusted for items affecting comparability.

tEUR	2024	2023
SALES		
Eckerö Linjen Ab	73,805	70,682
Eckerö Line Oy Ab	143,306	139,972
Unallocated	68,232	67,472
Operating segment total	**285,343**	**278,126**
Eliminations	–62,407	–56,622
Total consolidated sales	**222,935**	**221,504**
OPERATING RESULT		
Eckerö Linjen Ab	2,952	2,827
Eckerö Line Oy Ab	5,732	5,591
Unallocated	13,941	12,876
Operating segment total	**22,625**	**21,294**
Eliminations	–178	116
Total consolidated operating result	**22,448**	**21,410**
DEPRECIATION		
Eckerö Linjen Ab	27	76
Eckerö Line Oy Ab	36	70
Unallocated	12,661	11,129
Operating segment total	**12,724**	**11,276**
Eliminations	455	611
Total consolidated depreciations	**13,179**	**11,887**
FINANCIAL INCOME		
Eckerö Linjen Ab	200	227
Eckerö Line Oy Ab	449	360
Unallocated	1,491	29,362
Operating segment total	**2,140**	**29,949**
Eliminations	–937	–28,761
Total consolidated financial income	**1,203**	**1,188**
FINANCIAL EXPENSES		
Eckerö Linjen Ab	118	160
Eckerö Line Oy Ab	1,411	16
Unallocated	9,547	36,565
Operating segment total	**11,076**	**36,741**
Eliminations	–5,792	–28,498
Total consolidated financial expenses	**5,284**	**8,243**
Total consolidated net financial items	**–4,081**	**–7,055**

tEUR	2024	2023
Note 3		
GOODS AND SERVICES		
Purchase of goods	–78,040	85,870
Change in inventory	1,014	13
Purchased services	8,457	7,705
Total	**87,511**	**93,589**

Note 4		
PERSONNEL EXPENSES		
Salaries and remuneration	45,081	44,224
Pension expenses	5,514	5,323
Other personnel expenses	5,464	5,825
Government restitution	–11,715	–11,635
Total	**44,344**	**43,737**

Information on group management's remuneration is disclosed in note 24 Related party disclosures.

During the financial period, the Group employed an average of		
Shipboard personnel	577	597
Land-based personnel	268	250
Total	**845**	**847**

Note 5		
DEPRECIATION, AMORTISATION AND IMPAIRMENT		
Depreciation		
Intangible assets		
Software	447	466
Property, plant and equipment		
Buildings and structures	1,702	1,690
Vessels	10,150	8,659
Machinery and equipment	656	693
Impairment losses		
Vessels	225	379
Total	**13,179**	**11,887**

tEUR	2024	2023
Note 6		
OTHER OPERATING EXPENSES		
Marketing and sales expenses	14,117	12,344
Operational and administrative expenses	44,568	42,305
Total	**58,685**	**54,649**
of which auditors' fees and remuneration		
BDO		
Audit engagements	118	60
Other assignments	118	26
Total	**236**	**85**

Refers to the cost of fees for each year, which does not always coincide with the fees invoiced, paid and expensed during the year.

Note 7

FINANCIAL INCOME		
Recognised in result for the period		
Interest income from assets measured at amortised cost and other financial items	787	580
Exchange rate gains	416	607
Total	**1,203**	**1,188**

Note 8

FINANCIAL EXPENSES		
Recognised in result for the period		
Interest expense from instruments measured at amortised cost and other financial items	4,954	7,611
Exchange rate losses	330	632
Total	**5,284**	**8,243**
In the financial statements, exchange rate gains and losses are included in the following items		
Sales	–1,595	–2,054
Expenses	32	–52
Financial items	86	–24
Total	**–1,476**	**–2,130**

tEUR	2024	2023
Note 9		
INCOME TAXES		
Tax expense for the period	–3,625	–2,668
Deferred taxes	828	–200
Total income taxes	**–2,796**	**–2,868**
The difference between the nominal Finnish tax rate (20.0%) and the effective tax rate:		
Reported result before tax	18,367	14,356
Taxes per applicable rate in Finland	–3,675	–2,910
Effect of different tax rates of foreign subsidiaries	0	1
Non-taxable income	0	12
Non-deductible expenses	–5	–52
Taxes relating to previous years	0	–8
Other	884	88
Tax expense recognised in the income statement	**–2,796**	**–2,868**

Change in tax attributable to items recognised in other comprehensive income in 2024

	Before tax	Taxes	After tax
Translation difference for the year on translation of foreign operations	–44	0	–44
Change in fair value of financial assets valued at fair value through other comprehensive income for the year	0	0	0
Change in fair value of cash flow hedges for the year	0	0	0
Tax expense recognised in other comprehensive income	**–44**	**0**	**–44**

Change in tax attributable to items recognised in other comprehensive income in 2023

	Before tax	Taxes	After tax
Translation difference for the year on translation of foreign operations	118	0	118
Change in fair value of financial assets valued at fair value through other comprehensive income for the year	0	0	0
Change in fair value of cash flow hedges for the year	0	0	0
Tax expense recognised in other comprehensive income	**118**	**0**	**118**

tEUR

Note 10

INTANGIBLE ASSETS

	Emission allowances	Software
Acquisition cost 1/1/2024	8	5,589
Purchases	2,934	703
Acquisition cost 31/12/2024	2,942	6,292
Accumulated impairment/depreciation 1/1/2024	0	4,222
Depreciation during the financial period	0	447
Retirements		
Accumulated impairment/depreciation 31/12/2024	0	4,669
Book value 31/12/2024	**2,942**	**1,624**

	Emission allowances	Software
Acquisition cost 1/1/2023	0	4,800
Purchases	8	789
Acquisition cost 31/12/2023	8	5,589
Accumulated impairment/depreciation 1/1/2023	0	3,756
Depreciation during the financial period	0	466
Retirements		
Accumulated impairment/depreciation 31/12/2023	0	4,222
Book value 31/12/2023	**8**	**1,367**

tEUR

Note 11

PROPERTY, PLANT AND EQUIPMENT

	Land	Right-of-use land and water	Buildings and structures	Right-of-use buildings and structures	Vessels	Machinery and equipment	Right-of-use machinery and equipment	Total
Acquisition cost 1/1/2024	1,836	1,101	33,018	943	227,781	12,212	24	276,915
Translation difference	0	30	0	0	0	0	0	30
Revaluation	0	0	0	0	0	0	0	0
Purchases	71	0	205	0	8,096	1,733	31	10,136
Sales	0	0	0	0	0	–593	0	–593
Retirements	0	0	0	0	–33,350	–422	0	–33,772
Acquisition cost 31/12/2024	1,908	1,131	33,223	943	202,526	12,930	55	252,715
Accumulated depreciation 1/1/2024	0	259	18,404	449	133,488	10,425	11	163,036
Depreciation during the financial period	0	69	1,488	145	10,374	639	18	12,732
Translation difference	0	–4	0	0	0	0	–1	–5
Sales	0	0	0	0	0	–352	0	–352
Retirements	0	0	0	0	–33,350	–422	0	–33,773
Accumulated depreciation 31/12/2024	0	323	19,892	593	110,512	10,290	28	141,638
Book value 31/12/2024	**1,908**	**807**	**13,331**	**349**	**92,013**	**2,640**	**27**	**111,079**

tEUR

Note 11

	Land	Right-of-use land and water	Buildings and structures	Right-of-use buildings and structures	Vessels	Machinery and equipment	Right-of-use machinery and equipment	Total
Acquisition cost 1/1/2023	1,700	1,016	32,479	943	225,915	11,518	20	273,590
Translation difference	0	84	0	0	0	0	0	84
Revaluation	0	0	0	0	0	0	0	0
Purchases	136	0	539	0	2,047	859	24	3,605
Sales	0	0	0	0	–181	–165	0	–346
Retirements	0	0	0	0	0	0	–20	–20
Acquisition cost 31/12/2023	1,836	1,101	33,018	943	227,781	12,212	24	276,914
Accumulated depreciation 1/1/2023	0	200	16,945	286	124,504	9,781	16	151,733
Depreciation during the financial period	0	64	1,458	163	9,038	693	4	11,421
Translation difference	0	–5	0	0	0	0	10	5
Sales	0	0	0	0	–54	–49	0	–103
Retirements	0	0	0	0	0	0	–20	–20
Accumulated depreciation 31/12/2023	0	259	18,404	449	133,488	10,425	11	163,036
Book value 31/12/2023	**1,836**	**842**	**14,615**	**494**	**94,291**	**1,786**	**13**	**113,880**

tEUR

Note 11.2

CASH FLOW

	Right-of-use of land and water	Right-of-use buildings	Right-of-use machinery and equipment	Total
Operating activities				
Interest paid	–42	–21	0	–63
Financing activities				
Amortisation	–42	–128	–17	–186
Prepaid lease rentals	–98	–13	–2	–113
Leasing				
Lease payments expensed during the year	–98	–162	–18	–278
Lease payments not expensed during the year	–98	–13	–2	–113
Payment within 1 year	0	148	14	163
Payment 1–2 years	98	162	10	270
Payment 2–3 years	98	67	1	166
Payment 4–5 years	98	0	0	98
Payment after 5 years	682	0	0	682
Maturity analysis				
Non-current liabilities:				
Maturing later than one year but within two years of the balance sheet date	61	155	10	227
Maturing later than two years but within three years of the balance sheet date	64	67	1	132
Maturing later than three years but within four years of the balance sheet date	68	0	0	68
Maturing later than four years but within five years of the balance sheet date	70	0	0	70
Maturing later than five years after the balance sheet date	568	0	0	568
Total liabilities	**832**	**222**	**11**	**1,066**
Deductions for lease payments paid later than two years but within three years of the balance sheet date	0	14	0	14
Deductions for lease payments paid later than four years but within five years of the balance sheet date	7	0	0	7
Deductions for lease payments made more than five years after the balance sheet date	91	0	0	91
Total non-current liabilities after deduction of lease payments made	**735**	**208**	**11**	**954**
Current liabilities	58	148	16	222

For rental and lease agreements that were not capitalised as right-of-use assets under IFRS because they were either attributable to current contracts (<1 year) or to low-value contracts, a lease and rental expense of EUR 0.4 million (EUR 0.6 million) has been recognised in the income statement for the year 2024.

tEUR	2024	2023
Note 12		
FINANCIAL ASSETS		
Financial assets valued at fair value through other comprehensive income		
Other shares and participations	107	107
Total	**107**	**107**

tEUR	2024	2023
Note 13		
DEFERRED TAXES		
Deferred tax assets		
Recognised directly in equity		
Fair value reserve	0	0
Established losses	270	270
Leasing IFRS 16	0	19
Total	**270**	**289**
Deferred tax assets not included in the balance sheet		
Non-deductible interest from previous year(s)	0	4,335
Deferred income tax liabilities		
Recognised over the income statement		
Depreciation differences and other provisions	13,968	14,506
Leasing IFRS 16	–21	0
Other provisions	–287	0
Total	**13,659**	**14,506**

tEUR	2024	2023
Note 14		
INVENTORIES		
Inventories	2,981	2,648
Bunker storage	592	1,467
Total	**3,573**	**4,114**

Note 15		
TRADE- AND OTHER RECEIVABLES		
Trade receivables	4,850	4,940
Loss reserve for expected credit losses	45	35
Other receivables	759	925
Other advances		
Government restitution	2,402	4,714
Other income adjustments	2,233	3,294
Total	**10,290**	**13,909**

The receivables are not subject to significant credit risk.

Note 16		
CASH AND CASH EQUIVALENTS		
Cash and bank balances	38,251	28,301

The carrying amount of cash and cash equivalents in the consolidated cash flow statement corresponds to their value in the balance sheet.

tEUR	2024	2023
Note 17		
INTEREST-BEARING LIABILITIES		
Non-current		
Loans from financial institutions and pension companies	0	254
Bond loans	27,076	26,945
Non-current rental and lease liabilities	954	1,128
Deferred tax payments	815	3,234
Total	**28,845**	**31,562**
Current		
Repayment of loans from financial institutions and pension companies in the following year	254	1,242
Current rent and lease liabilities	222	203
Deferred tax payments	2,164	2,475
Total	**2,640**	**3,920**

Maturity structure of financial liabilities

31/12/2024	<1	1–2 years	2–3 years	3–5 years	>5 years
Loans and interest from financiers	2,912	29,537	0	0	0
Rent and leasing liabilities	222	227	118	131	477
Accounts payable and other liabilities	15,045	0	0	0	0
Total	**18,180**	**29,764**	**118**	**131**	**477**

31/12/2023	<1	1–2 years	2–3 years	3–5 years	>5 years
Loans and interest from financiers	4,041	3,244	29,811	0	0
Rent and leasing liabilities	203	210	215	181	522
Accounts payable and other liabilities	15,289	0	0	0	0
Total	**19,534**	**3,453**	**30,026**	**181**	**522**

The amounts shown in the table are the contractual, undiscounted cash flows.

tEUR	2024	2023

Note 18

ACCOUNTS PAYABLE AND OTHER LIABILITIES

Accounts payable	9,270	11,748
Advances received	1,285	743
Other current liabilities	5,775	3,542
Income advances		
Payroll and holiday pay liabilities	6,281	6,378
Other income adjustments	1,745	2,272
Total	**24,356**	**24,682**

Note 19

OTHER PROVISIONS

Book value 1/1	0	0
Increases in provisions	1,435	0
Book value 31/12	**1,435**	**0**

Expenses of 1.4 MEUR and an increase in provisions have been recognised for the financial period 2024 due to the decision of the National Emergency Supply Agency to charge interest on the recovery of aid for Eckerö Line's service obligation in spring 2020 as a result of the Covid pandemic. Eckerö Line has requested an amendment of the decision, which has not gained legal force.

Note 20

NON-CURRENT ASSETS HELD FOR SALE

Non-current assets held for sale		
Vessels	0	1,049
Total	**0**	**1,049**

Non-current assets held for sale as of 31 December 2023 consisted of M/S Shipper. The vessel was transferred to the buyer in January 2024.

Note 21

FINANCIAL RISKS

The company is exposed to various types of financial risks by virtue of its operations. Financial risks refer to fluctuations in the company's earnings and cash flow due to changes in exchange rates, interest rates, refinancing and credit risks. Risks can be affected by changes in the geopolitical situation. Financial risks are managed in accordance with the authorisation framework set out in the Group's financial policy, which is approved by the Board of Directors. The Group's financial policy for managing financial risks is implemented by the Group's parent company and forms a framework of guidelines and rules in the form of risk mandates and limits for financial activities. The responsibility for the group's financial transactions and risks lies with the parent company. The overall objective is to provide cost-effective funding and to minimise the negative impact of market fluctuations on profits. Hedging instruments are managed by the parent company.

Currency risk

The company is exposed to various types of currency risk. The main exposure relates to the purchase and sale of currencies, where the risk may consist of fluctuations in the currency of the customer or supplier invoice and the currency risk in expected or contracted payment flows, referred to as transaction exposure. Currency risk exposure is also found in the translation of foreign subsidiaries' assets and liabilities into the parent company's functional currency, known as translation exposure. The company is not subject to significant translation exposure.

The currency exposure is mainly in Eckerö Linjen's operations, where incomes are primarily in Swedish kronor and expenses are primarily in euros. At the closing date, the company held SEK 71.7 million (43.6 million) valued at a rate of 11.46 (11.10).

The income flow in Swedish kronor amounts to approximately 31% of the Group's sales (31%). Currency risk is managed by regularly exchanging Swedish kronor for euros. M/S Eckerö is registered under the Swedish flag and a significant part of the income and expenditure in Swedish krona is matched against each other. Based on the net inflow of Swedish kronor for 2024, earnings would have been affected by +/– EUR 4.0 million (+/– 4.5 million) if the exchange rate had varied by +/–10% on average on an annual basis. Derivative instruments in the form of currency futures can be used to minimise currency risk.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument varies due to changes in market interest rates, and that the company's interest expenses are affected by interest rate fluctuations. Interest rate risk can consist of changes in fair value, price risk, and changes in cash flow and cash flow risk. A significant factor affecting interest rate risk is the fixed interest term. Long fixed interest terms mainly affect cash flow risk, while shorter fixed interest terms affect price risk. Derivative instruments such as interest rate swaps are used to manage interest rate risk. The company's interest rate risk arises mainly from non-current borrowing at variable interest rates. The main variable interest rate for the company is Euribor. In 2024 and 2023 most borrowing was in euro at variable rates. The sensitivity analysis for the change in interest expense at the annual level for a change in interest rates of +/– 1.0 percentage point is as follows: a change in the market interest rate of +/– 1.0 percentage point would result in an increase in interest expense of +/– EUR 0.3 million (in 2023, an increase in the market interest rate of 1.0 percentage point would result in an increase in interest expense of EUR 0.3 million).

Liquidity risk

Liquidity risk, also known as financing risk, refers to the risk that the company will have difficulty raising funds to meet its obligations, that funding for operations cannot be obtained at a given time or can only be obtained at greatly increased expenses. Liquidity risk is managed by ensuring that the company maintains a cash reserve in the form of available liquidity of bank funds and current investments. On 31 December 2024, EUR 38.3 million (EUR 28.3 million) was held as cash and cash equivalents. Total non-current interest-bearing liabilities amounted to EUR 28.8 million (31.6 million). The maturity structure of the loan liabilities is shown in note 17. The financing is subject to loan conditions that include liquidity and solvency requirements. If the conditions are not met, the financial institution can demand early repayment of the loans.

Credit risk

The risk that customers do not fulfil their obligations, i.e. that payment is not received for accounts receivable, constitutes a credit risk. The company minimises the risk of credit losses by selling mostly for cash or using advance invoicing. As of the balance sheet date, there is no significant concentration of credit exposure to any particular customer or counterparty. The maximum exposure to credit risk is reflected in the carrying amount of each financial asset in the balance sheet.

Aging of trade receivables, tEUR

Receivables	2024	2023
Not overdue	4,016	4,034
1–30 days	813	884
31–60 days	26	18
61–90 days	28	13
over 90 days	13	66
Individually assessed impaired receivables	–45	–37
Total	**4,851**	**4,978**

The company did not have any significant credit losses in 2024. Overdue receivables are normally sent for collection. The entity has not obtained collateral for outstanding trade receivables nor renegotiated the terms of trade receivables.

Bunker risk

Fluctuations in bunker prices represent a significant risk for the passenger operations, the annual bunker consumption of which in 2024 amounted to approximately 30,701 tonnes (33,458 tonnes). Total bunker costs in 2024 amounted to EUR 25.7 million (EUR 28.3 million), which represents 11.5% of sales (12.8%). A 10% change in bunker price would affect the result by +/– EUR 2.6 million.

Capital structure

The company aims to maintain a good balance between equity and debt financing that enables it to maintain a good credit rating. To maintain or adjust the capital structure, the company may change the dividend paid to shareholders, repay capital to shareholders, issue new shares or sell assets to reduce liabilities.

The capital structure of the company consists of net debt of EUR –6.8 million (EUR 7.2 million) and equity of EUR 96.2 million (EUR 85.7 million). Net debt-to-equity ratio is –7.0% (8.4%). In addition, the key performance indicators presented in the annual report are monitored.

Fair value valuation

The fair value of the financial instruments measured at fair value in the balance sheet is determined as follows:

- Quoted prices in active markets for identical assets or liabilities (level 1).
- Observable data for the asset or liability other than quoted prices included in level 1, either directly (i.e. as price quotations) or indirectly (i.e. derived from price quotations). notes) (level 2).
- Data for the asset or liability that is not based on observable market data (level 3).

For unlisted shares, the fair value is considered to be equal to the recognised balance sheet values, EUR 107 thousand (EUR 107 thousand).

Sustainability-related risks

The transition to vessels with a lower climate impact, and with the ultimate goal of achieving climate neutrality, will require significant capital investments. These investments are expected to constitute a significant part of the Group's capital expenditure over the next decade. Fluctuations in the price of emission allowances purchased by the company to offset vessel emissions also pose a risk. In the slightly longer term, a changed climate in Europe may lead to disruptions in the production chain of the company's products, which may affect the product range and purchasing costs. As a result of climate change, more frequent storms will also pose a risk at sea, while infrastructure in port areas is at risk as a result of rising sea levels and erosion.

tEUR				
2024	**Level 1**	**Level 2**	**Level 3**	**Total**
Assets				
Financial assets valued at fair value through other comprehensive income				
Financial investments	0	0	107	107
Financial assets measured at fair value through the income statement				
Bunker futures	0	0	0	0
Total	**0**	**0**	**107**	**107**
Liabilities				
Financial liabilities valued at fair through profit or loss				
Interest rate swaps	0	0	0	0
Total	**0**	**0**	**0**	**0**

2023	**Level 1**	**Level 2**	**Level 3**	**Total**
Assets				
Financial assets valued at fair value through other comprehensive income				
Financial investments	0	0	107	107
Financial assets measured at fair value through the income statement				
Bunker futures	0	0	0	0
Total	**0**	**0**	**107**	**107**
Liabilities				
Financial liabilities valued at fair through the income statement				
Interest rate swaps	0	0	0	0
Total	**0**	**0**	**0**	**0**

tEUR

Financial instruments by category

	Financial assets valued at amortised cost	Financial assets valued at fair value through other comprehensive income	Financial assets valued at fair through the income statement	Total
2024				
Assets in the balance sheet				
Financial investments	0	107	0	107
Trade receivables and other receivables	5,654	0	0	5,654
Cash and cash equivalents	38,251	0	0	38,251
Total	**43,905**	**107**	**0**	**44,012**

	Liabilities valued at fair value through other comprehensive income	Liabilities valued at fair through the income stateement	Liabilities valued at amortised cost	Total
Liabilities in the balance sheet				
Interest-bearing liabilities	0	0	31,485	31,485
Accounts payable – trade	0	0	9,270	9,270
Total	**0**	**0**	**40,755**	**40,755**

	Financial assets valued at amortised cost	Financial assets valuedat fair value through other comprehensive income	Financial assets valued at fair through the income statement	Total
2023				
Assets in the balance sheet				
Financial investments	0	107	0	107
Trade receivables and other receivables	5,900	0	0	5,900
Cash and cash equivalents	28,301	0	0	28,301
Total	**34,201**	**107**	**0**	**34,308**

	Liabilities valuedat fair value through other comprehensive income	Liabilities valued at fair through the income statement	Liabilities valued at amortised cost	Total
Liabilities in the balance sheet				
Interest-bearing liabilities	0	0	35,482	35,482
Accounts payable	0	0	11,748	11,748
Total	**0**	**0**	**47,230**	**47,230**

tEUR	2024	2023

Note 22

COLLATERAL AND INTERNAL CONTINGENT LIABILITIES

Liabilities secured by company mortgages, vessel mortgages and deposited shares		
Mortgages for debt	137,500	137,500
Securities for debt	85	85
Loans from financial institutions and pension funds	0	254

A general retrospective audit of the transport subsidies received by passenger vessel operators operating to Finland during the pandemic years 2020–2022 is underway. The outcome of the audit may have a negative effect on the company's results in the future, which management believes is not material to the company's financial position.

Note 23

FUTURE COMMITMENTS FOR RENTAL- AND LEASE AGREEMENTS AND OTHER COMMITMENTS

Total rental/lease commitments as of 31 December capitalised as right-of-use assets under IFRS 16, note 11

Future aggregate minimum lease payments for non-cancellable operating leases/rental agreements not capitalised as right-of-use assets are as of 31 December:		
Within one year	167	140
Later than one year but within 5 years	434	404
Later than 5 years	610	845
Total	**1,211**	**1,389**

For rental and lease agreements that were not capitalised as right-of-use assets under IFRS because they were either attributable to current contracts (<1 year) or to low-value contracts, a lease and rental expense of EUR 0.4 million (EUR 0.6 million) has been recognised in the income statement for the year 2024. In addition to the above commitments, guarantees have been issued, mainly travel guarantees, amounting to EUR 2.0 million (EUR 1.4 million) per the balance sheet date.

Note 24

RELATED PARTY DISCLOSURES

The Eckerö Group's related parties include subsidiaries, associated companies, the Board of Directors, the CEO and key senior management personnel. The Group has not had any material transactions with related parties outside the ordinary course of business operations in 2024.

GROUP RELATIONSHIPS: PARENT COMPANY/SUBSIDIARY	Company domicile	Group shareholding	Group voting rights
Parent Company Rederiaktiebolaget Eckerö	**Eckerö**		
Eckerö Cruises AB	Stockholm	100%	100%
Eckerö Line Ab Oy	Mariehamn	100%	100%
Eckerö Linjen Ab	Eckerö	100%	100%
Eckerö Shipping Ab Ltd	Mariehamn	100%	100%
Rederi Eckerö Sverige AB	Norrtälje	100%	100%
Williams Buss Ab	Eckerö	100%	100%
Associated companies of the Group			
Eckeröhallen Ab	Eckerö	29%	29%

tEUR

MANAGEMENT SALARIES AND FEES		2024	2023
Salaries and current benefits			
CEOs	Salary	1,115	1,046
Board of Directors	Total fees	224	265
Group management	Salary	782	698

The CEO's retirement age is 60 years.
The CEO's deputy is Lars-Erik Karlsson, Director of Human Resources.

Note 25

EVENTS AFTER THE BALANCE SHEET DATE

Between 25 December 2024 and 5 January 2025, M/S Finbo Cargo was docked at Öresunds Dry-Docks in Landskrona. During docking, the underwater hull was painted with low-friction paint to reduce the vessel's fuel consumption during propulsion.

Five-year overview & key figures

Group in five-year overview (tEUR)					
Income statement	**2020**	**2021**	**2022**	**2023**	**2024**
Sales	119,776	122,856	185,763	221,504	222,935
– change	–49.8%	2.6%	51.2%	19.2%	0.6%
Operating result	–29,929	–38,128	–8,386	21,410	22,448
– as % of sales	–25.0%	–31.0%	–4.5%	9.7%	10.1%
Net financial items	–7,853	276	–6,929	–7,054	–4,081
Result before tax	–37,782	–37,852	–15,314	14,356	18,367
Taxes	3,993	7,221	2,653	–2,868	–2,796
Result for the period	–33,789	–30,630	–12,662	11,487	15,570
Balance sheet	**31/12/2020**	**31/12/2021**	**31/12/2022**	**31/12/2023**	**31/12/2024**
Assets					
Non-current assets	162,679	135,972	123,294	115,648	116,018
Current assets	36,983	32,943	36,875	46,333	52,113
Non-current assets held for sale	82,765	50,000	38,987	1,049	0
Total assets	**282,427**	**218,915**	**199,156**	**163,030**	**168,131**
Equity and liabilities					
Equity	117,572	86,946	74,108	85,714	96,226
Liabilities					
Deferred income tax liabilities	25,123	17,018	14,301	14,506	13,659
Non-current liabilities	98,445	73,931	73,847	31,562	28,845
Current liabilities	41,287	41,019	36,899	31,248	29,401
Total liabilities	**164,855**	**131,969**	**125,047**	**77,316**	**71,905**
Total equity and liabilities	**282,427**	**218,915**	**199,156**	**163,030**	**168,131**

Key figures	2020	2021	2022	2023	2024
Profitability					
Return on investment (ROI)	–14.3%	–16.1%	–5.4%	14.1%	18.5%
Return on equity (ROE)	–25.1%	–30.0%	–15.7%	14.4%	18.1%
Earnings per share	–16.85	–15.27	–6.31	5.73	7.77
Equity ratio, debt/equity ratio and liquidity					
Equity ratio	41.7%	39.8%	37.3%	52.8%	57.2%
Debt/equity ratio	79.2%	90.2%	85.4%	8.4%	-7.0%
Quick ratio	2.81	1.95	1.95	1.38	1.65
Balance sheet liquidity	2.90	2.02	2.06	1.52	1.77
Equity per share	58.62	43.35	36.95	42.74	47.98
Personnel					
Average over the year (number)	826	700	789	847	845
Sales per individual	145	176	236	262	264
Investments	21,629	2,191	2,100	4,370	10,808
Traffic volumes (thousands)					
Number of passengers	1,453	1,357	2,625	3,140	3,121
Number of vehicles	272	284	475	542	514
Number of cargo units	131	166	159	176	190

Definition of key figures

Return on investment (ROI) = $\dfrac{\text{Result before tax + Financing expenses}}{\text{Balance sheet total - Non-interest-bearing liabilities (average over the year)}}$

Return on equity (ROE) = $\dfrac{\text{Result for the financial period}}{\text{Equity (average over the year)}}$

Equity ratio = $\dfrac{\text{Equity}}{\text{Balance sheet total - Advances received}}$

Debt/equity ratio = $\dfrac{\text{Interest-bearing liabilities - Cash and cash equivalents}}{\text{Equity}}$

Quick ratio = $\dfrac{\text{Current assets + Fixed assets held for sale - Inventories}}{\text{Current liabilities}}$

Balance sheet liquidity = $\dfrac{\text{Current assets + Non-current assets held for sale}}{\text{Current liabilities}}$

Share data

Rederiaktiebolaget Eckerö's share capital amounts to EUR 2,408,583. The share is traded regularly in securities traded by banks in the Åland Islands.

Rederiaktiebolaget Eckerö's shares have been connected to the book-entry system since 12 January 2000. The total number of issued shares amounts to 2,005,693.

All shares constitute a series in which all shares are equal and each share corresponds to one vote in voting and elections.

At the end of the financial year, the company had 9,956 registered shareholders. The number of shareholders increased by 93 during the financial year.

According to the register on 31/12/2024, the twenty largest shareholders in Rederiaktiebolaget Eckerö were as follows:

Shareholders		**Number of shares**	**Percentage of shares and votes**
1.	Viking Line Abp	403,787	20.13%
2.	Rederi Ab Skärgårdstrafik	228,835	11.41%
3.	Mansén Linnea	169,967	8.47%
4.	Mansén Hans	56,500	2.82%
5.	Karlsson Malena	49,806	2.48%
6.	Mansén-Hillar Marika	47,806	2.38%
7.	Fyrvall-Ahtola Ann-Marie	30,000	1.50%
8.	Estate of Sjöblom, Nils	26,000	1.30%
9.	Rosenqvist Gun	19,777	0.99%
10.	Rosenqvist Victoria	15,522	0.77%
11.	Carlsson Sven-Eric	15,003	0.75%
12.	Pensionsförsäkringsaktiebolaget Veritas	14,600	0.73%
13.	Estate of Sjöblom, Ann-Mari	11,200	0.56%
14.	Munne Jani	9,350	0.47%
15.	Fällman Per-Anders	9,060	0.45%
16.	Salonen Jari	8,555	0.43%
17.	Björkvall Liselott	8,320	0.41%
18.	Ekblom Magnus	8,044	0.40%
19.	Häggblom Gunilla	7,462	0.37%
20.	Estate of Granlid, Leif	7,367	0.37%
Total 1-20		**1,146,961**	**57.19%**

Shareholders by sector[1]

Sector	**Number of shareholders**	**Percentage**	**Number of shares**	**Percentage**
Company	93	0.93%	674,411	33.63%
Financial institutions and insurance companies	3	0.03%	5,308	0.27%
of which nominee-registered owners	***3***		***5,308***	***0.27%***
Public entities	6	0.06%	25,556	1.27%
Households	8,253	82.90%	1,172,818	58.47%
Non-profit organisations	6	0.06%	2,270	0.11%
Foreign	1,595	16.02%	125,330	6.25%
of which nominee-registered owners	***6***		***9,279***	***0.46%***
Total	**9,956**	**100.0%**	**2,005,693**	**100.0%**

[1] Position as of 31/12/2024

Parent Company Income Statement (EUR)

	Note	1/1–31/12/2024	1/1–31/12/2023
SALES	1	**50,241,304.96**	**45,237,958.52**
Other operating income	2	–8,773.48	–170,041.81
Expenses			
Goods and services		4,651.43	1,910,457.58
Personnel expenses	3	10,856,515.84	9,872,163.86
Depreciation, amortisation and impairment	4	12,248,746.93	10,283,969.29
Other operating expenses	5	16,893,229.67	14,590,933.66
Total expenses		**40,003,143.87**	**36,657,524.39**
OPERATING RESULT		**10,229,387.61**	**8,410,392.32**
Financial income and expenses	6	–8,283,608.53	–7,976,115.06
RESULT BEFORE APPROPRIATIONS AND TAXES		**1,945,779.08**	**434,277.26**
Group contributions	7	14,399,000.00	12,937,000.00
Appropriations	8	1,076,061.23	–141,726.18
Direct taxes	9	–3,616,976.01	–2,646,023.02
RESULT FOR THE PERIOD		**13,803,864.30**	**10,583,528.06**

Parent Company Balance Sheet (EUR)

	Note	31/12/2024	31/12/2023
NON-CURRENT ASSETS	10		
Intangible assets			
Software		1,623,867.85	1,365,005.31
Emission allowances		2,941,744.00	7,570.00
		4,565,611.85	**1,372,575.31**
Tangible assets			
Land		1,882,173.94	1,810,998.70
Buildings and structures		13,157,182.80	14,412,373.02
Vessels		90,523,225.76	92,470,436.61
Motor vehicles		238,360.19	369,015.53
Machinery and equipment		1,205,380.84	223,716.66
		107,006,323.53	**109,286,540.52**
Investments	11		
Shares in subsidiaries		23,504,772.67	28,432,772.67
Other shares and participations		106,432.31	106,432.31
		23,611,204.98	**28,539,204.98**
TOTAL NON-CURRENT ASSETS		**135,183,140.36**	**139,198,320.81**
CURRENT ASSETS			
Current receivables	12	27,856,556.16	22,242,345.41
Cash and cash equivalents		33,868,747.52	26,867,426.06
TOTAL CURRENT ASSETS		**61,725,303.68**	**49,109,771.47**
BALANCE SHEET TOTAL		**196,908,444.04**	**188,308,092.28**

	Note	31/12/2024	31/12/2023
EQUITY AND LIABILITIES			
EQUITY	13		
Share capital		2,408,583.00	2,408,583.00
Statutory reserve		1,269,447.15	1,269,447.15
Unrestricted equity fund		16,731,903.00	16,731,903.00
Retained earnings		12,455,905.46	6,886,609.90
Result for the period		13,803,864.30	10,583,528.06
TOTAL EQUITY		**46,669,702.91**	**37,880,071.11**
ACCUMULATED APPROPRIATIONS	14	**68,136,193.67**	**69,212,254.90**
LIABILITIES			
Non-current liabilities	15	27,339,000.00	27,564,000.00
Current liabilities	16	54,763,547.41	53,651,766.22
TOTAL LIABILITIES		**82,102,547.41**	**81,215,766.22**
BALANCE SHEET TOTAL		**196,908,444.04**	**188,308,092.28**

Parent Company Cash Flow Statement (tEUR)

	1/1–31/12/2024	1/1–31/12/2023
Operating activities		
Operating result	10,229	8,410
Correction of operation result	9	170
Depreciation, amortisation and impairment	12,249	10,284
Cash flow before changes in working capital	22,487	18,864
Change in working capital		
Increase (-)/Decrease (+) in current non-interest-bearing operating receivables	–3,347	–6,221
Increase (+)/Decrease (-) in current assets	0	223
Increase (+)/Decrease (-) in current non-interest bearing liabilities	2,153	–7,717
Cash flow from operating activities before financial items	**21,293**	**5,150**
Interest paid and financial expenses	–3,664	–8,057
Interest and financial income received	932	822
Dividends received	0	27,245
Direct taxes paid	–5,293	81
Operating cash flow	**13,269**	**25,241**
Investments		
Investments in tangible assets	–9,597	–2,723
Investments in intangible assets	–703	–781
Investments in emission allowances	–2,934	–8
Disposal of tangible assets	64	38,058
Income from the sale of shares	0	0
Cash flow from investing activities	**–13,170**	**34,545**
Financing		
Change in the subsidiaries' share of the Group account	105	–14,608
Amortisations of non-current loans	–1,125	–48,136
Dividends paid	–5,014	0
Group contributions received	12,937	8,375
Cash flow from financing activities	**6,903**	**–54,369**
Change in cash and cash equivalents	**7,001**	**5,416**
Cash and cash equivalents 1/1	26,867	21,451
Cash and cash equivalents 31/12	**33,869**	**26,867**

Parent Company Accounting Principles

Financial period

The company's financial period is 12 months, 1/1/2024–31/12/2024

The financial statements of the parent company are prepared in accordance with Finnish accounting standards (FAS).

Valuation principles

Liabilities and receivables denominated in foreign currency

The company's receivables and liabilities denominated in foreign currency have been converted into euros at the exchange rate on the balance sheet date.

Non-current assets

The intangible and tangible assets have been included in the balance sheet at the original acquisition cost less the accumulated planned depreciation in the accounts or at a lower presumed acquisition cost.

Depreciation principles

Depreciation according to plan is as follows:

Software	3–5 years
Buildings and structures	25 years
Vessels	10–25 years
Machinery and equipment	5 years
Motor vehicles	7–10 years

Accrual of pension expenditure

Third-party pension insurance companies are responsible for the pension coverage of the Group companies.
Pension insurance premiums have been accrued to correspond to the performance-based salaries in the financial statements.

Legal proceedings

No significant legal proceedings are ongoing that would have a negative impact on result for the year.

Notes to the Parent Company's Income Statement and Balance Sheet

tEUR	2024	2023
Note 1		
SALES		
Charter rents, harbor rentals and invoiced services	50,241	45,238
Total	**50,241**	**45,238**
of which intra-group sales	50,040	43,859

Note 2		
OTHER OPERATING INCOME		
Sale of non-current assets	–9	–170
Total	**–9**	**–170**

Note 3		
PERSONNEL EXPENSES		
Salaries	10,827	9,746
Pension expenses	1,690	1,513
Other personnel expenses	353	420
Government restitution	–2,013	–1,806
Total	**10,857**	**9,872**
of which salaries and remuneration to the Board of Directors and management	1,431	1,350
Average number of employees		
Shipboard personnel	61	58
Land-based personnel	79	71
Total	**140**	**129**

The retirement age of the Parent Company's CEO is 60 years.

tEUR	2024	2023
Note 4		
DEPRECIATION		
Depreciation according to plan		
Software	445	402
Buildings and structures	1,460	1,429
Vessels	10,043	8,232
Motor vehicles	58	54
Machinery and equipment	243	167
Total	**12,249**	**10,284**

Note 5		
OTHER OPERATING EXPENSES		
Marketing and sales expenses	77	69
Operational and administrative expenses	16,817	14,522
Total	**16,893**	**14,591**

BDO		
Audit assignments	30	16
Assignments referred to in 1.1.2 of the Auditing Act	34	0
Other assignments	108	26
Total	**172**	**42**

Refers to the cost of fees in each year, which does not always coincide with the fees invoiced, paid and expensed during the year.

tEUR	2024	2023
Note 6		
FINANCIAL INCOME AND EXPENSES		
Dividend income		
From Group companies	0	27,245
Total dividend income	**0**	**27,245**
Interest income and financial income		
From Group companies	12	177
From others	920	645
Interest income and financial income, total	**932**	**822**
Impairment of investments among fixed assets	–4,928	–27,245
See also Note 11		
Interest expenses and other financial expenses		
To Group companies	980	1,517
To others	3,308	7,281
Interest expenses and other financial expenses, total	**4,288**	**8,798**
Total	**–8,284**	**–7,976**

Financial items include exchange rate differences of EUR 111 thousand (EUR 2 thousand).

Note 7		
GROUP CONTRIBUTIONS		
Group contributions received	14,399	12,937
Total	**14,399**	**12,937**

Note 8		
APPROPRIATIONS		
Difference between depreciation according to plan and depreciation in taxation	1,076	–142

Note 9		
DIRECT TAXES		
Income tax on actual activities	3,617	2,646
Total	**3,617**	**2,646**

tEUR	2024	2023
Note 10		
NON-CURRENT ASSETS		
Software		
Acquisition cost at the beginning of the period	3,627	2,838
Purchases during the period	703	789
Acquisition cost at the end of the period	4,331	3,627
Accumulated depreciation according to plan at beginning of period	2,263	1,861
Depreciation for the period	445	402
Accumulated depreciation according to plan at the end of the period	2,707	2,263
Book value	**1,624**	**1,365**
Emission allowances		
Acquisition cost at the beginning of the period	8	0
Purchases during the period	2,934	8
Book value	**2,942**	**8**
Land		
Acquisition cost at the beginning of the period	1,811	1,675
Purchases during the period	71	136
Book value	**1,882**	**1,811**
Buildings and structures		
Acquisition cost at the beginning of the period	32,218	31,678
Purchases during the period	205	539
Acquisition cost at the end of the period	32,423	32,218
Accumulated depreciation according to plan at beginning of period	17,806	16,377
Depreciation for the period	1,460	1,429
Accumulated depreciation according to plan at the end of the period	19,266	17,806
Book value	**13,157**	**14,412**
Vessels		
Acquisition cost at the beginning of the period	222,353	363,275
Purchases during the period	8,096	1,600
Retirements	–33,350	0
Decrease during the period	0	142,522
Acquisition cost at the end of the period	197,099	222,353

Accumulated depreciation according to plan at beginning of period	129,883	226,545
Depreciation for the period	10,043	8,360
Retirements	–33,350	0
Sales for the period	0	–105,022
Accumulated depreciation according to plan at the end of the period	106,576	129,883
Book value	**90,523**	**92,470**
Motor vehicles		
Acquisition cost at the beginning of the period	527	355
Purchases during the period	0	351
Sales for the period	–108	–179
Acquisition cost at the end of the period	419	527
Accumulated depreciation according to plan at beginning of period	158	248
Depreciation for the period	58	54
Sales for the period	–35	–144
Accumulated depreciation according to plan at the end of the period	181	158
Book value	**238**	**369**
Machinery and equipment		
Acquisition cost at the beginning of the period	2,263	2,166
Purchases during the period	1,224	97
Retirements	–45	0
Acquisition cost at the end of the period	3,443	2,263
Accumulated depreciation according to plan at beginning of period	2,038	1,999
Depreciation for the period	243	39
Retirements	–44	0
Accumulated depreciation according to plan at the end of the period	2,237	2,038
Book value	**1,205**	**224**

tEUR

Note 11

INVESTMENTS

	Number of shares	%	Nominal value	Book value
Subsidiaries 31/12/2024				
Eckerö Cruises AB	2,000	100%	20	150
Eckerö Line Ab Oy	1,000	100%	84	7,536
Eckerö Linjen Ab	100	100%	100	1,968
Eckerö Shipping Ab Ltd	320,150	100%	5,385	9,427
Rederi Eckerö Sverige AB	1,000	100%	10	4,147
Williams Buss Ab	16,410	100%	276	276
Subsidiaries, total			**5,875**	**23,505**

The value of Eckerö Shipping Ab Ltd has been written down by EUR 4,928 thousand in 2024 and by EUR 27,245 thousand in 2023.
The need for impairment arises through reduced future expected cash flows.
All companies are fully owned by the Group's companies.

Associated companies 31/12/2024

Eckeröhallen Ab book value 0.

	2024	2023
Other shares and participations	106	106
Total	**106**	**106**

tEUR	2024	2023
Note 12		
CURRENT RECEIVABLES		
Receivables from other Group companies		
Sales receivables	3,166	1,099
Other receivables	22,795	17,376
Other receivables		
Trade receivables	0	221
Other receivables	47	56
Income adjustments		
Government restitution	584	1,225
Expenditure incurred through issuance of loans	249	341
Other income adjustments	1,016	1,925
Total	**27,857**	**22,242**

Note 13		
EQUITY		
Restricted equity		
Share capital 1.1	2,409	2,409
Share capital 31/12	2,409	2,409
Statutory reserve 1/1	1,269	1,269
Statutory reserve 31/12.	1,269	1,269
Total restricted equity	3,678	3,678
Unrestricted equity		
Unrestricted equity fund	16,732	16,732
Retained earnings	17,470	6,887
Dividend distribution	-5,014	0
Result for the financial period	13,804	10,584
Unrestricted equity, total	42,992	34,202
Distributable unrestricted equity 31/12	42,992	34,202
Total equity	**46,670**	**37,880**

The number of shares in the company amounts to 2,005,693 (2,005,693). The number of votes per share amounts to 1.

tEUR	2024	2023
Note 14		
DEFERRED TAX LIABILITY NOT INCLUDED IN THE BALANCE SHEET		
Depreciation differences	13,627	13,842
Total	**13,627**	**13,842**
Note 15		
NON-CURRENT LIABILITIES		
Pledged collateral and contingent liabilities		
Liabilities secured by company mortgages, vessel mortgages and deposited shares		
Loans from financial institutions and pension companies	0	225
Bond loans	27,339	27,339
For own debt		
Securities	85	85
Mortgages	136,500	136,500
Remaining lease commitments <1 year	135	118
Remaining lease commitments 1–5 years	405	385
Remaining lease commitments >5 years	604	845
Total remaining lease commitments	**1,144**	**1,348**
Non-current capital maturing later than 5 years	0	0
Guarantees made to companies in the same group	1,976	1,978

The securities are recorded at book value.

Note 16

CURRENT LIABILITIES		
Liabilities to Group companies		
Accounts payable – trade	17	52
Other liabilities	45,954	44,950
Other liabilities		
Accounts payable – trade	1,370	1,734
Other loans	225	1,125
Other liabilities	3,988	1,032
Income adjustments		
Salary and holiday pay liabilities	1,479	1,417
Tax liability	967	2,643
Other income adjustments	762	700
Total	**54,764**	**53,652**

Reporting according to CSRD

GENERAL DISCLOSURES

Basis for preparation

The report is divided into seven parts. The first part *General disclosures* is a comprehensive section that applies to all companies under CSRD and aims to increase transparency and comparability in sustainability reporting through disclosure requirements in areas such as corporate governance, value chain, risk management and strategy. The second and third sections of the report are both linked to the environment, namely *Climate change* (E1) and *Resource use and circular economy* (E5). The fourth and fifth sections are linked to social issues where *Own workforce* (S1) is followed by a section on *Consumers and end*-users (S4). The sixth section deals with *Business conduct* (G1) and is linked to corporate governance. The seventh and final part is linked to the *EU Taxonomy Regulation*.

General basis for preparation of this report

This is the first year that the company has prepared its sustainability report in accordance with the European Sustainability Reporting Standards (ESRS), which are part of the EU's Corporate Sustainability Reporting Directive (CSRD). The Eckerö Group consists of the parent company Rederiaktiebolaget Eckerö, as well as its subsidiaries Eckerö Line Ab Oy, Eckerö Linjen Ab, Williams Buss Ab, Eckerö Shipping Ab Ltd, Rederi Eckerö Sverige AB and Eckerö Cruises AB. Eckerö Line Ab Oy has an Estonian branch and Eckerö Linjen Ab has a Swedish branch. All subsidiaries are fully owned by the parent company Rederiaktiebolaget Eckerö. All Eckerö Group companies are included and 100% consolidated in the company's sustainability report. The scope and consolidation principles are thus the same as in the financial parts of the company's annual report. The company's subsidiaries do not publish their own sustainability reports. The company has included the material elements of the entity's upstream and downstream value chain. See page 55 for a more detailed description of the company's full value chain. The company has not chosen to disclose parts of the sustainability report in order to protect intellectual property rights, know-how or results of innovation. The company has also not chosen to disclose any information arising from ongoing contractual negotiations.

Disclosure of specific circumstances

The report definition for time horizon follows the ESR standards. Short-term is the same definition as in the remaining parts of the annual report (one year), mid-term means one to five years and long-term means over five years. For the purposes of this report, all monetary data are expressed in euro, which is also the reporting currency of the parent company and of the Group. Monetary data are presented in thousands of euros and rounding to the nearest 1,000 euros may result in rounding differences of +/– 1 (1,000 euros). As this is the first time the company has applied the ESR standards in its sustainability reporting, much of the content of the report has been adapted to the new standards and there is no overview in the report showing the changes in reported text and data compared to sustainability reports published in prior years. Reporting of any misstatements related to prior periods has also been excluded from the report, for the same reason. As this is the first year that the company has applied the new ESR standards in its data collection, some data points are estimates. Where data points are based on estimates, this is indicated in connection with the respective data point. As the company is calculating Scope 3 emissions for the first time, there are parts of the calculation that still contain greater uncertainty, and which will evolve in the coming years.

Corporate governance

Roles of administrative, management and supervisory bodies

The Board of Directors of Rederiaktiebolaget Eckerö and the Board of Directors of the Eckerö Group is the Group's highest body and consists of six members, of which three are women (50%) and three men (50%). The Board of Directors consists of 5 non-executive members and 1 executive member who is the Group's CEO. One board member, the CEO, is dependent on the company. There are no employee or worker representatives on the Board. One board member, the chairman of the board, is dependent on a major shareholder. Four (67%) of the Board members are independent of both the company and major shareholders.

Detailed information on the composition, experience, independence and background of the Board of Directors is available in the Annual Report under the section *Corporate Governance*.

The Board of Directors oversees and directs the Group's work on sustainability, including impacts, risks and opportunities. Information on the governance structure of the Board of Directors and Group Management can be found in the Annual Report under the section *Company governance*. The Board of Directors has ultimate responsibility for sustainability and approves the objectives and targets by adopting the Sustainability Report.

Rederiaktiebolaget Eckerö's Group Management (GM) consists of nine members, of which two are women (22%) and seven are men (78%). Information about their background and experience can be found in the annual report under the section *Corporate governance*.

Information related to sustainability issues addressed by the administrative, management and supervisory bodies of the company

The Board of Directors of Rederiaktiebolaget Eckerö is the highest body of accountability for the whole Group and approves the Group policies that govern the Group's operations and internal controls. The principles of sustainable business are set out in the Group's policies. The Group has policies on anti-corruption, procurement guidelines, HR, competition, quality, risk management, contracts, data protection, information security, communication, gender equality, environment and corporate security. Company policies are set by the Board of Directors. The objectives and guidelines are updated if changes occur in the operating environment. The Board also approves the Group's strategic sustainability goals. The CEO of Rederiaktiebolaget Eckerö is responsible for ensuring that the objectives set are achieved. Progress on the objectives is regularly reported to the Board. Sustainability is embedded in the Group's business strategy approved by the Board of Directors, as well as in long-term business and investment plans, risk assessments and annual action plans. At its meetings, the Board regularly discusses reviews related to different sustainability areas, presented by the Group's management and specialists. Overviews provide Board members with information on the material impacts, risks and opportunities. The reviews also ensure that the Board's understanding and expertise is up-to-date on sustainability issues. The Group's sustainability objectives are also taken into account in the Board's decision-making on investment matters.

CEO and Group Management

The Group's CEO is responsible for the implementation of the sustainability goals decided by the Board of Directors in the Group. The Group's CEO reports to the Board on material sustainability-related impacts, risks and opportunities.

The Board regularly monitors the implementation of the approved sustainability measures and sustainability-related impacts, risks and opportunities. The CEO of each subsidiary is responsible for the implementation of business area-specific sustainability goals, and the fulfilment of these goals is monitored by the subsidiaries' management teams.

The Annual Sustainability Report, which is integrated into the Annual Report, constitutes the summary report to the Board of Directors. Critical issues related to the Eckerö Group's social and environmental impacts can also be raised through the whistleblowing system or risk management process.

Integration of sustainability-related performance into incentive programmes

The only member of management with an agreement on performance-related variable pay components is the Group's CEO. As sustainability issues are integrated into business objectives and priorities, sustainability aspects are included in this agreement. Now that the company has set explicit ESRS-aligned targets, there is the possibility to integrate these into the remuneration schemes in the future.

Statement on due diligence

The Eckerö Group conducts various types of due diligence processes to identify impacts, risks and opportunities in the value chain. The most comprehensive picture of the Eckerö Group's achievement of its objectives can be found in the traditional financial report. In order to proactively identify threats and risks to future financial success, the company annually conducts control and development processes related to the following standards, policies and international regulations:

- ISO 14001 standard
- ISM Code (International Safety Management Code)
- International Ship and Port Facility Security Code (ISPS)
- CSR Directive
- the UN Sustainable Development Goals;
- the SOLAS International Convention for the Safety of Life at Sea;
- EU and IMO Strategy on Reduction of GHG Emissions from Ships
- MARPOL (International Convention for the Prevention of Pollution from Ships)
- STCW (International Convention on Standards of Training, Certification and Watchkeeping for seafarers)
- MLC (Maritime Labour Convention)
- SAM (Systematic work environment management)
- Sustainable Travel Finland
- Code of conduct and anti-corruption policy
- Safety and environmental policy
- Equality and gender equality policies
- Human resources strategy
- Harassment response policy
- Supplier Code of Conduct
- Alcohol and drug policy
- Whistleblowing policy

A description of the company's processes and references to each section of the report are given in Table 4 on page 59.

Risk management and internal controls for sustainability reporting

Risk management and internal controls related to sustainability issues are mainly carried out within the listed processes.

During the year, a sustainability controller was hired to coordinate these processes in accordance with the CSR Directive. Sustainability perspective and responsibility are integrated into daily operations. The Board reviews the risk management process including sustainability risks. The process is described in the Group's Corporate Governance Report under the section Internal Control and Risk Management.

The group chief executive and the respective CEOs of the Group's subsidiaries are responsible for monitoring and supporting the implementation of policies such as the Code of Conduct and other sustainability policies, as well as collecting data and information as legally required. As the company operates with a Nordic vertical structure within its markets, operations and decision-making have been delegated to each market, to the extent permitted by law. The management team of each legal entity is responsible for compliance. The CEOs and department heads, supported by the parent company's staff, are also responsible for applying sustainability compliance processes when deemed necessary. The Executive Directors and group-wide support units are responsible for helping the organisation integrate all relevant sustainability aspects into the overall strategy, following up on sustainability priorities and communicating with internal and external stakeholders on sustainability issues.

Strategy

Strategy, business model and value chain

The Eckerö Group consists of four subsidiaries. Eckerö Line Ab Oy operates passenger and cargo services between Helsinki and Tallinn. Eckerö Linjen Ab operates passenger services between Grisslehamn and Eckerö and offers tourism and travel products. Eckerö Shipping Ab Ltd operates a Ro-Ro service focusing on the export industry. Williams Buss operates scheduled and charter services mainly in the Åland Islands.

The Eckerö Group aims to reduce its carbon emissions through energy efficiency, electrification and switching to renewable fuels in its ferry services. Focal markets are Finland, Sweden and Estonia, where the company serves both passengers and cargo customers. Investments in technology and infrastructure that reduce environmental impact are an important part of the company's adaptation strategy. The main challenges ahead for the Group lay in implementing the technological shift that follows the transition from fossil fuels to renewables. No conflicting objectives have been identified in the company's strategy with regard to the areas highlighted as material in the double materiality analysis. For an overview of the company's value chain, see page 55.

Based on IFRS 8 accounting principles, Rederiaktiebolaget Eckerö has two operating segments; Eckerö Linjen Ab and Eckerö Line Ab Oy. Eckerö Linjen Ab and Eckerö Line Ab Oy conduct both passenger and cargo operations and financial information is not monitored by product category. The operating segments fulfil all the consolidation criteria. The unallocated segment includes the parent company's unallocated administrative and tax expenses. The unallocated segment also includes the subsidiaries Williams Buss Ab and Eckerö Shipping Ab Ltd, which account for less than 10% of the group's sales, operating results and assets adjusted for items affecting comparability. Eckerö Shipping Ab Ltd is in the process of being wound up and in 2024 only one vessel remains in the fleet.

Products and services prohibited in certain markets

The sale of snus on M/S Eckerö is an essential product that is sold, but which is prohibited for sale in the Åland Islands, the rest of Finland and also in Estonia. Alcohol and tobacco products are subject to carefully developed safety regulations. Read more about this under the chapter *Consumers and end-users* on page 83.

Material sustainability matters

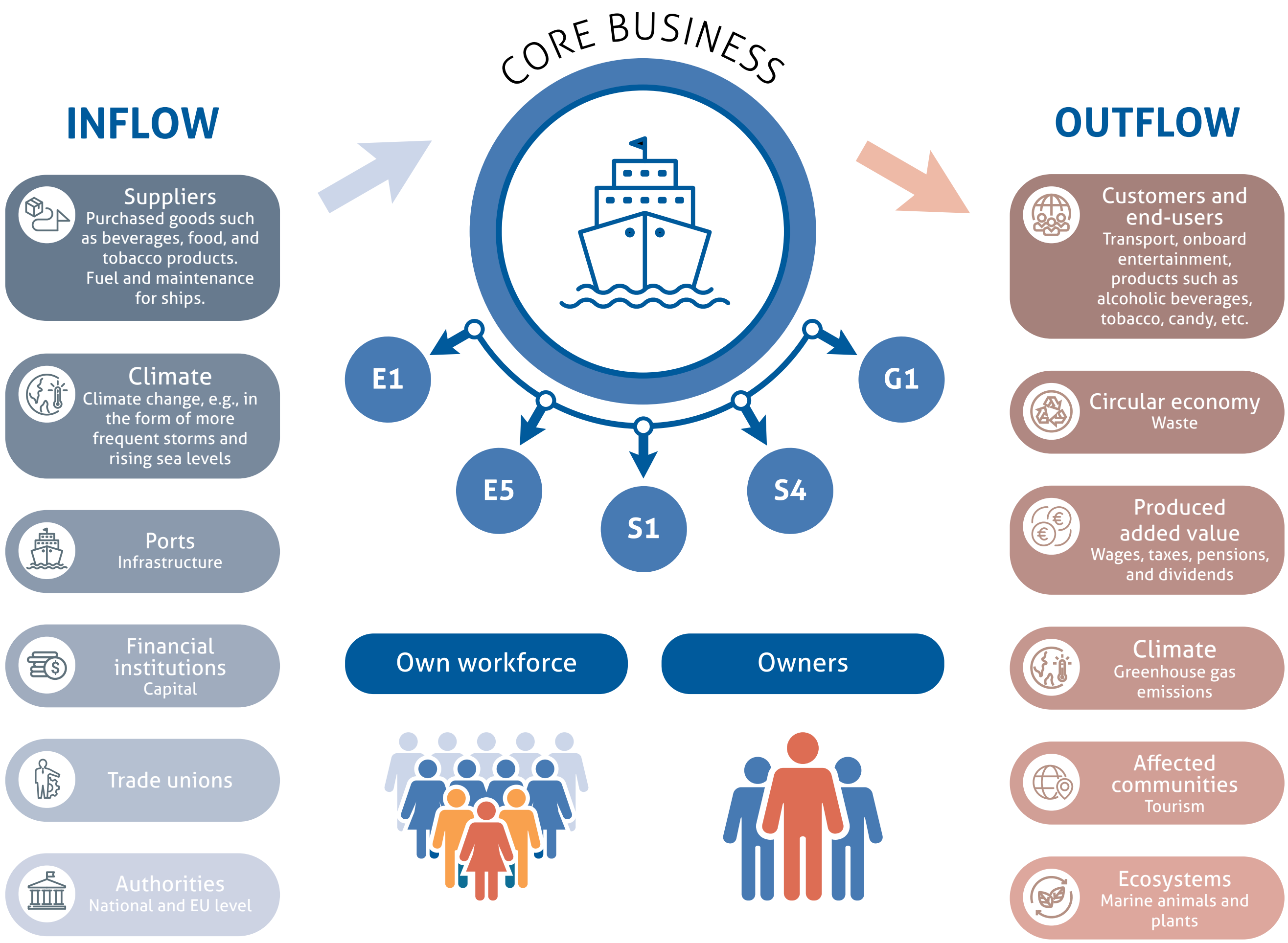
The grading has been done on a scale of 1-5, with the materiality threshold set at 3 or higher.

	Topic	Sub-topic	Impact	Materiality
E – ENVIRONMENT				
	E1 – Climate change	Climate change mitigation	Greenhouse gas emissions	5
	E1 – Climate change	Energy	Energy consumption	5
	E5 – Circular economy	Waste	Amount of waste	3
S - SOCIAL MATTERS				
	S1 – Own workforce	Working conditions	Part-time employees, zero-hours contracts and satisfaction with working hours	3
	S1 – Own workforce	Working conditions	Safety on board and employees' ability to work	3
	S4 – Consumers and end users	Personal safety of consumers and/or end users	Passenger safety on board	3
G – GOVERNANCE				
	G1 – Business conduct	Political engagement and lobbying activities	Political engagement in the regions where Eckerö operates	4
Will be reported starting in 2025	Entity-specific impact (outside ESRS)	Tourism	Impact on tourism in local communities	3

Table 1. The table lists the sustainability matters the company has determined to be most material in terms of operations. The assessment has been carried out with internal expertise in the company in combination with stakeholder dialogues. Sustainability-related matters rated lower than three have not been included in this table.

Eckerö Group's Value Chain

Rederiaktiebolaget ECKERÖ



The value chain above illustrates the most essential elements that influence the company's activities (inputs), as well as the main elements that the activities result in and influence (outputs). Linked to the core business, the most important sustainability matters are listed as priorities for the company to work on (E1, E5, S1, S4, G1). These sustainability matters both impact and are impacted by the value chain to the highest degree.

E1 - Greenhouse gas emissions and energy use
E5 - Amount of waste
S1 - Working conditions and safety on board
S4 - Passenger safety on board
G1 - Political engagement

ECKERÖ LINE
Eckerö Line operates passenger and cargo services between Helsinki and Tallinn.

ECKERÖ LINJEN
Eckerö Linjen operates passenger services between Grisslehamn and Eckerö and offers tourism services and travel products.

ECKERÖ SHIPPING
Eckerö Shipping operates ro-ro traffic, primarily serving the export industry.

WILLIAMS
Williams Buss operates scheduled and charter services.

Engagement and views of company stakeholders

The company strives to create value for all its stakeholders, and sees the contact between us as a company and our stakeholders as a fundamental prerequisite. In late 2023 and the first half of 2024, interviews and surveys were conducted with several of the company's main stakeholders with a view to determining which areas they considered most important from a sustainability perspective. This has since formed the basis for the double materiality analysis, together with the cross-functional work done internally in the production of the double materiality analysis and its conclusions.

The stakeholders with whom the company has had extended dialogue in relation to the double materiality analysis include owners, the board, suppliers and customers. These were identified as the most significant by a working group consisting of the company's Group Management and external expertise. Dialogues with stakeholders took place through interviews and questionnaires where it was possible to select the areas linked to sustainability that the stakeholder considered most important, and it was also possible to rank these areas. The purpose of stakeholder dialogue is to identify and understand the needs, views and positions of our stakeholders in order to integrate them into our sustainability strategy and business model. As the stakeholder dialogues have largely revealed the same key areas that the company is already focusing on, the company has not had to make changes to its current strategy based on the dialogues.

The company will continue its dialogue with its stakeholders on an ongoing basis to capture changes in their needs and positions. On page 76 under *Own workforce*, more is described about how the Group maintains a continuous dialogue with its employees and on page 83 under the section *Consumers and end-users*, the dialogue with the company's customers is described. See also Table 2 on page 57 for more information on stakeholder dialogue.

Significant impacts, risks and opportunities and their interaction with strategy and business model

In conducting the double materiality analysis, the company has identified a number of material impacts, risks and opportunities. The company has also conducted a scenario analysis, where climate-related risks and opportunities have been highlighted and ranked according to financial impact over the short, medium and long term. The Eckerö Group faces several risks but also opportunities related to sustainability. The most significant aspect of its operations is the direct greenhouse gas emissions generated by its ships. Greenhouse gas emissions involve both direct costs in the form of fuel costs and a cost for the emission allowances that need to be purchased. Price fluctuations for both fuel and emission allowances pose a significant risk to the company. Greenhouse gas emissions also pose longer-term risks from a competitiveness perspective (as emissions become more expensive), not to mention indirect long-term risks linked to climate change. Waste management poses a certain risk where higher operational costs are the result. Safety issues related to the company's own workforce and passenger health and safety are important aspects that can affect both company reputation and operational reliability. Adapting to climate change is a complex challenge that can make it difficult to keep up with technological and societal developments, but also risks reducing demand for travel.

Despite these risks, there are significant opportunities linked to developing sustainable and profitable solutions. The company could become the most efficient option in terms of reducing greenhouse gas emissions and energy use, which would further strengthen its position in the market. Political engagement can also open doors to more opportunities, especially if the company proactively monitors future requirements and regulations. Tourism, which has an inherently positive impact on local communities, offers additional opportunities to create great value for most of our stakeholders. By being more efficient than our competitors and adapting to climate change, the company can benefit from increased demand for maritime transport, which has the potential to be a more sustainable alternative than other modes of transport. The Eckerö Group's current strategy includes several focus areas linked to the risks highlighted in the double materiality analysis and in the scenario analysis. Related to the company's main challenge of greenhouse gas emissions, the company's strategy includes elements to reduce emissions in both the short and long term. These elements of the strategy include the use of biofuels, energy efficiency and electrification. When the strategy for the Eckerö Group was developed, risks and impacts of greenhouse gas emissions have been one of the most prioritised areas.

Impact, risk and opportunity management

Description of the processes to identify and assess material climate-related impacts, risks and opportunities

The Eckerö Group has conducted a double materiality analysis in several stages from the end of 2023 until October 2024. The process began by understanding the context of the company by defining the scope, value chain and relevant stakeholders. In addition, the collection of internal information on sustainability issues and benchmarking of competitors provided a basis for starting work on dual materiality. The assessment covered both the company's own operations and the company's value chain, including business partners.

The next step was to engage stakeholders through interviews to explore external and internal stakeholder views on the real and potential impacts, risks and opportunities of the company. The stakeholders interviewed included the company's owners, chairperson, cargo customers, fuel suppliers and product suppliers. Based on the material collected, impacts, risks and opportunities were assessed and prioritised in working meetings attended by Group Management. This was complemented by additional meetings in smaller working groups.

According to the CSRD, prioritisation should be based on double materiality with impact materiality for the Eckerö Group's impact on the environment and society, and financial materiality for risks and opportunities caused by the environment and society on the Eckerö Group in the short, medium and long term (less than 1 year, 1-5 years and more than 5 years). In the assessment process, negative impacts were evaluated on the basis of their severity and likelihood, while positive impacts were assessed on the basis of their magnitude, scale and likelihood. Risks and opportunities were assessed based on likelihood and magnitude.

At the end of the assessment process, the materiality thresholds were established, and finally Eckerö's material subject areas were identified. The continuous identification and assessment of significant impacts, risks and opportunities is described in Table 4 on page 59.

ESRS disclosure requirements covered by the company's sustainability statement

The disclosure requirements are listed at the end of the sustainability report in the content index. It also includes a table of all data points that derive from other EU legislation as listed in Appendix B to this Standard, indicating where they are located in the sustainability report and including those that the entity has determined to be immaterial, in which case the entity shall indicate ' non-material' in the table in accordance with paragraph 35 of ESRS 1.

Stakeholders

Key stakeholder	Methods of dialogue with stakeholders	Stakeholders' priority issues	Impact on business, business model and strategy
Own workforce	Employee surveys, performance reviews and the company intranet are just a few examples of tools to engage/involve the company's employees. The company also offers anonymous reporting channels, Navex WhistleB and a dedicated channel for seafarers under MLC, to handle complaints in a fair and non-retaliatory manner. Regular training and clear procedures ensure an open and respectful working environment that promotes both employee and company development.	Fair working conditions, a safe, secure and inclusive workplace. Transparent communication, clear mechanisms for reporting and dealing with problems. Meeting these interests strengthens the company's commitment and the relationship with its employees, which contributes to both satisfaction and performance.	Results from employee dialogues are followed up by the company's management teams and actions are planned, implemented and monitored.
Customers	Customer contact is conducted by phone, online, SMS, social media and direct meetings with staff in terminals and on board. If the customer wishes, they can submit feedback in digital format anonymously.	Safety is crucial for the Eckerö Group to attract customers on board. However, most customer questions are usually related to the schedule and the overall customer experience on board from a convenience, entertainment and dining perspective.	The foundation of the company's strategy is to consider the customer in everything it does. This approach relies on continuous customer communication and listening to customers through different feedback channels. A summary of customer feedback is reviewed regularly at each management team meeting.
Owners	Shareholders’ meeting, shareholder representation on the board, interviews with owners, inclusion in the double materiality analysis.	Potential regulatory changes related to climate change, greenhouse gas emissions, energy use, direct air pollution.	Shareholder perspectives are taken into account in the company’s strategy and in the work of the Board of Directors and the operational management.
Suppliers	Interviews with the company's main suppliers, ongoing dialogue with suppliers in daily work, inclusion in the double materiality analysis.	Engine modification and maintenance to adapt to changing climate conditions, potential regulatory changes linked to climate change, greenhouse gas emissions, energy use, emissions to water, waste generation, safety on board and employee performance, maintaining good relations with suppliers.	The company values long-term relationships with its suppliers and places great importance on ongoing interaction and dialogue with its suppliers.
Management	Workshops and ongoing dialogue with all employees. All company employees have access to anonymous reporting channels. Inclusion in the double materiality analysis.	Greenhouse gas emissions, energy consumption, direct pollution to air, waste volume, working conditions of part-time employees, safety on board and worker capacity, safety of consumers and/or end-users, political influence, tourism.	Management maintains an ongoing dialogue with employees across the Group and ensures prioritisation, activity planning and resource allocation in line with the wishes of the company's stakeholders.

Table 2. The table describes the methods of the dialogues conducted with the company’s stakeholders, as well as which sustainability issues are prioritised by each stakeholder group.

Metrics and targets

The company has analysed the results of the double materiality analysis and, based on the results, set overall objectives linked to the topics identified as material (see Table 1 on page 54). The Board of Directors has established the following overarching objectives to manage and act on topics classified as material to the company. During 2024, the company has worked to ensure that there is measurable and relevant monitoring data linked to the various objectives. During 2025, the company's Board of Directors will analyse the measurement data from 2024 for the following objectives and then establish concrete measurable targets linked to the various overall objectives, on an annual basis and also for the period up to 2030 and 2050. In the company's sustainability reporting for the financial year ending 31 December 2025, the company will include the measurable targets linked to the following overall objectives.

	Overall objectives
E – ENVIRONMENT	
Reduce greenhouse gas emissions and air pollution	IMO CII Category C or better (Net zero emissions 2050)
Reduce waste volumes	Reduced food waste
S - SOCIAL MATTERS	
Improved working conditions	Reduce long-term sick leave
Improved working conditions	Increase proportion of employees reporting good health and work ability
Improved working conditions	Increase participation in company wellness programs
Improved working conditions	Increase ENPS (Employee Net Promoter Score)
Increased safety and health for our customers	Maintain high NPS (Net Promoter Score)
G – GOVERNANCE	
Increased transparency of political engagement	Maintain labour market support
Increased transparency of political engagement	Maintain tax exemption

Table 3. The table lists the overall sustainability objectives of the company and the sustainability matters they are linked to.

Statement on due diligence

Key elements of due diligence	Eckerö's process	Responsible	Reference to section of the standard
Integration of due diligence into governance, strategy and business model	See Corporate Governance under section *General disclosures.*	Board of Directors	ESRS 2 GOV-2 ESRS 2 GOV-4 ESRS 2 SBM-3
Engagement with stakeholders	See Table 2 on page 57.	Board of Directors and the company's senior management.	ESRS 2 GOV-2 ESRS 2 SBM-2 ESRS 2 IRO-1 ESRS 2 MDR-P ESRS E1 ESRS S1-2 ESRS S4-2
Description of the processes for identifying material impacts, risks and opportunities (operations, supply chain, business relationships).	Double materiality analysis. Several existing reporting processes where impacts, risks and opportunities are identified and assessed. These are described in detail in the governance section of the report and for each standard. The identified areas are communicated to management on a quarterly basis.	Group Management. For each standard, a working group has been appointed that continuously identifies material impacts, risks and opportunities.	ESRS 2 IRO-1 ESRS 2 SBM-3
Description of the processes for assessing significant impacts, risks and opportunities;	Double materiality analysis. Impacts, risks and opportunities are assessed at annual meetings of senior management. Key issues are handled on an ongoing basis.	Senior management of Group and subsidiaries.	ESRS 2 IRO-1 ESRS 2 SBM-3
Measures and resources related to key sustainability matters (end, prevent or mitigate).	Senior management of the Group and subsidiaries decide on measures to stop, prevent or mitigate impacts, risks and opportunities. Senior management delegates the actions to middle managers, e.g. ship masters.	Senior management of the Group and subsidiaries, middle managers.	ESRS 2 MDR-A ESRS E1-1 ESRS E1-3 ESRS S1-4 ESRS S4-4
Monitoring the effectiveness of policies and measures through targets (implementation and results).	Senior management of the Group and subsidiaries monitor efficiency on an ongoing and annual basis. An internal audit system is in place. An external audit is carried out once a year. The Board has delegated the task of follow-up to senior management. The Board of Directors reviews sustainability results on a quarterly basis, with the exception of matters related to own workforce, which are reviewed annually. (See Corporate Governance Report for more information).	Senior management of the Group and subsidiaries, the Board's review and approval.	ESRS 2 MDR-M ESRS 2 MDR-T ESRS E1-4 ESRS E1-5 ESRS E1-6 ESRS S1-5 ESRS S1-6 ESRS S1-7 ESRS S1-9 ESRS S1-14 ESRS S1-17 ESRS S4-5

Table 4. The table describes the Eckerö Group's due diligence processes, division of responsibilities and links to the relevant standards of the European Sustainability Reporting Standards (ESRS).

Material sustainability-related risks and opportunities

Likelihood \ Scope	Low	Medium	High
Likely		+ Greenhouse gas emissions: most efficient options + Energy consumption: most efficient options	– Greenhouse gas emissions: higher operating costs and increased emission prices – Energy consumption: higher operating costs
Moderate		– Direct emissions to air: higher operating costs – Waste: higher operating costs – Own workforce: safety-related matters – Health and safety of passengers + Tourism: general positive impact	+ Political engagement – more opportunities and higher revenues
Unlikely	– Climate change adaptation: inability to keep pace with developments + Climate change adaptation: ability to be more resource efficient than competitors – Climate change adaptation: reduced demand for travel + Climate change adaptation: increasing demand for maritime transport compared to alternative modes of transport – Climate change adaptation: increased prices for emissions – Water pollution: higher operating costs – Inability to maintain good relationships with suppliers: higher operating costs + Maintain good relationships with suppliers; more cost-effective operations	– Political engagement: non-compliance with the law	

Table 5. The table shows material sustainability-related risks and opportunities for the Eckerö Group, categorised by likelihood and scope. In the table, (+) stands for opportunities and (-) for risks.

CLIMATE CHANGE

Transition to a more climate-neutral operation

Senior management of the Eckerö Group sees active work on environmental issues at all stages as a fundamental prerequisite and part of the Group's strategic direction to maintain and develop a successful business model. The Eckerö Group has been implementing environmental management in accordance with the international environmental management standard ISO 14001 since 2008. Work on continuous environmental improvement and reduction of greenhouse gas emissions has been actively pursued throughout the Group since then. The main driver towards the Eckerö Group's goal of net zero greenhouse gas emissions is thus the Group's internal, self-imposed effort to minimise the negative impact on the environment of all its activities.

Historically, the external demands to reduce CO_2 emissions from shipping have not been so strong. However, despite being one of the most energy-efficient modes of transport, shipping generates greenhouse gas emissions. Without measures to reduce greenhouse gas emissions, the UN International Maritime Organisation (IMO) has estimated that international shipping emissions would have increased by 90–130% from the 2008 level [1] by 2050. To prevent this development, shipping, like other industries, needs to find ways to switch from fossil fuels to more sustainable energy sources. The IMO and the EU have therefore set a target of net zero greenhouse gas emissions by 2050 [2]. Having historically been outside of greenhouse gas reduction requirements, it is clear that the marine industry will go through a period of rapid energy and technology transition. The background to this process of change is mainly due to changes in legislation, commercial requirements from financiers and lenders governing access to investors and capital, and demands from customers. The stakeholder analysis carried out by the Eckerö Group in 2024 shows that the reduction of greenhouse gas emissions is one of the areas that the company's stakeholders rank as the highest priority. The change in stakeholder perceptions is evident in the development of legislation. In addition to the Eckerö Group's self-imposed, voluntary commitment to environmental work and the reduction of greenhouse gas emissions, the shipping industry, in pace with the relatively rapid increase in general requirements in society, has been phased into a context where legislation imposes extensive requirements on how shipping companies conduct their business in terms of greenhouse gas emissions. For shipping to transition to fossil-free operations, shipowners need to find the right new technologies and energy sources that are applicable to extended sea voyages, that do not pose excessive safety risks and that do not take up so much space on board as to eliminate most of the cargo capacity. The same challenges are also faced with land transport by bus on sparsely populated areas.

In order to achieve greenhouse gas emission reductions in line with what is required to reach the 2050 target, the Eckerö Group is exploring several potential solutions, one of which is the installation of batteries combined with faster shore power connection on board the company's vessels. This measure allows ships to obtain a greater share of their total energy consumption from shore-side electricity, which the EU currently counts as zero carbon dioxide equivalent emissions from ships. The Group's vessels and their ports of call have varying conditions for adapting to battery technology on board. These conditions are now being carefully examined.

Although the external demands from external stakeholders have increased rapidly, the company's well-established internal system for working with environmental issues has meant that the Group has had a good ability to tackle the new challenges in a structured way. The Eckerö Group already launched an energy inventory project in 2020 to prepare the Group to work in a structured way to reduce greenhouse gas emissions to net zero. The objective of the energy inventory was to provide a sound basis for effective planning of further measures and thus reduced CO_2 emissions, and in addition to the technical and operational measures already taken by the Group, to lay the foundations for effective energy efficiency management and to set out a detailed plan for future actions to reduce greenhouse gas emissions. The work included, among other things, an energy efficiency improvement study carried out in 2022 for the vessels M/S Finlandia and M/S Finbo Cargo. The study utilised, among other things, 3D data analysis for simulation and calculation of opportunities for improved performance through improved hull design to achieve reduced hydrodynamic resistance. Similar energy efficiency improvement studies had already been carried out on Eckerö Shipping's vessels in previous years. The other studies were supplemented in 2023 with a limited study on hull energy efficiency (hydrodynamics study) of M/S Eckerö In addition, a study was conducted in 2022 on how to increase the propeller efficiency of M/S Finlandia.

Approval of the three-year transition plan

Based on the inventory project, the Eckerö Group has had a detailed three-year plan since 2023 on how to implement the work to reduce greenhouse gas emissions from the Group's vessels. The plan is updated annually. Based on the detailed progress report provided by the energy Inventory, measures taken and plans made,the current energy efficiency status of the vessels is listed annually, and steps towards further improvements and their potential are calculated. Suggested improvement measures are subject to a cost-benefit analysis to determine which measures should be implemented in the first instance, which should be done at a later stage and which should not be done at all. It follows from the Group's procedures that investments and operational process changes of a significant nature must be reported and approved by the Board of Directors to ensure proper analysis of the impact of the planned measures on the Group's business model and strategy before the measures are taken. The Board thus participates in the preparation of plans and decides on investments and changes of a significant nature. On the basis of this work, a decision is then taken on an annual reduction plan and its implications in terms of new or improved equipment, working procedures, monitoring, metrics, investment budget and other measures. The plan is documented and verified by maritime classification societies.

The Eckerö Group's strategy and business plans to achieve net "zero greenhouse gas emissions"

The objective of reducing greenhouse gas emissions is reflected in: the company's business plans. A solid business foundation to deliver services that aim to enable people to travel and move goods between different countries and an attractive product that customers want to use is a prerequisite for success. The company's decision to sell the cruise ship M/S Birka Stockholm, the Ro-Ro vessels M/S Shipper and M/S Exporter and eventually discontinue the time charter business has been an important step in securing a future stable business

[1] https://www.imo.org/en/ourwork/Environment/Pages/Fourth-IMO-Greenhouse-Gas-Study-2020.aspx
[2] https://climate.ec.europa.eu/eu-action/transport/reducing-emissions-shipping-sector_en, https://www.imo.org/en/MediaCentre/MeetingSummaries/Pages/MEPC-80.aspx

Climate change - impacts, risks and opportunities

Impacts		Risks and opportunities		Management
E1 – CLIMATE CHANGE MITIGATION				
Negative	Greenhouse gas emissions	Risk	Greenhouse gas emissions – higher operating costs and increased emissions costs. Dependency on the supplier providing fuel that reduces CO_2 emissions. These emissions lead to climate change, which in turn affects the company's operations, including the risk of an increased frequency of storms. Ports may need to invest in infrastructure, such as breakwaters, to withstand the effects of extreme weather.	The Eckerö Group works actively to reduce its greenhouse gas emissions through a certified environmental management system according to ISO 14001, as well as with clear targets and action plans to achieve net zero emissions by 2050. Follow-up takes place through annual analysis of environmental impact, external and internal audits and systematic monitoring of fuel and energy consumption for the Group's vessels and buses.
		Opportunity	Greenhouse gas emissions – the most efficient option. With the help of the climate-smart fuel supplier, CO_2 emissions can be reduced.	
Negative	Direct emissions to air – greenhouse gas emissions (E2 reported under E1)	Risk	Direct emissions to air – higher operating costs. Dependence on the fuel supplier to provide a fuel that reduces emissions of hazardous substances.	
E1 – ENERGY				
	Energy consumption	Risk	Higher operating costs	The Eckerö Group works systematically to optimise its energy consumption through a certified ISO 14001 environmental management system, where fuel and energy consumption is closely monitored and measures are implemented to reduce climate impact and improve energy efficiency across the business.
		Opportunity	Most effective option	

Table 6. The table describes the sustainability matters in the area Climate Change (E1) that have been assessed as most material for the company, highlighting the risks and/or opportunities identified in the double materiality analysis. The Management column describes how the company deals with risks and what processes are in place.

foundation with the financial scope to make the investments in new technology that will be required to meet the transitional target. The company intends to focus on the Ro-Pax business. Achieving the target of net zero greenhouse gas emissions requires the company to find alternative fuels or energy sources for propulsion. The relatively short routes of the Group's Ro-Pax vessels will give the company a wider choice of alternative forms of energy in the future. Short routes create good conditions for using electricity for propulsion. The advantage of using electricity as an energy source for vessels via shore power is that most of the energy generated is used and energy efficiency is high. In addition to the detailed three-year plans, the company has an overall plan to switch all or part of its vessels to electric power by 2035 and to pure electric power by 2045, in order to achieve the goal of net zero emissions by 2050. Where electricity during the transition phase is not sufficient to reach the annual greenhouse gas emission efficiency and intensity targets, the company will supplement with other alternative fuels.

Eckerö Group's resilience and scenario analysis

Climate change is reshaping the company's operating conditions. An analysis of climate scenarios contributes to improved organisational resilience by identifying material impacts, climate risks and opportunities. The company's understanding of the ways in which it affects the environment, and the risks and opportunities posed by climate change and climate policy, are key components in assessing the economic impacts of these, as well as in adapting its operations to the changes in a structured way and finding effective measures. By analysing different scenarios and uncertainties, the company is better equipped to deal with different future scenarios. As part of the management review process of the environmental management system, according to ISO 14001, an annual analysis of changes in the business context, risks and opportunities is carried out. Lessons learnt from non-conformities and incidents noted during audits, controls, inspections and in the internal non-conformity management system are also taken into account.

To further investigate the significant risks and opportunities that different future climate scenarios may bring to the company, a scenario analysis and a related resilience analysis were conducted in 2024. The results of the analysis are shown in Tables 7–9 on pages 68–70.

Processes to identify significant climate-related impacts, risks and opportunities

The material impacts, risks and opportunities related to climate change have been identified in a double materiality assessment described at the beginning of the report under *General disclosures* and in the analysis of climate change scenarios, where both physical and transition risks and opportunities were identified and assessed. The scenario analysis included two different scenarios: RCP 1.9 (Paris Agreement 1.5 degrees) and worst case IPCC RCP 8.5 (4.3–5.4 degrees) with time horizons of short (less than 1 year), medium (1–5 years) and long term (more than 5 years).

The scenario analysis was based on the results of the materiality analysis and thus did not include those areas of the ESRS that were not found to be material. The scenario analysis was conducted to evaluate the impacts of climate change throughout the value chain from a short-term (0–1 year), medium- term (1–5 year) and long-term (more than 5 year) perspective. The analysis was conducted with guidance from the Task Force on Climate-related Financial Disclosures[5] framework. The analysis covered all business areas, activities and the entire value chain, both downstream and upstream. The main objective of the scenario analysis was to identify and assess, across the company's value chain, physical risks, divided into physical acute risks such as storms and forest fires and chronic risks such as sea level rise, as well as transition risks and opportunities arising from the transition to lower greenhouse gas emissions. The analysis was based on the IPCC climate scenarios RCP1.9, RCP4.5 and RCP8.5 adjusted with respect to the company's sector affiliation, value chain and location of operations. For the assessment of transition risks, the IPCC RCP1.9 was used and for the physical risks RCP4.5 and RCP8.5. The choice of scenarios was made in line with the ESRS guidelines and aligned with the Paris Agreement transition risks and opportunities and physical risk scenarios with global warming above 2°C and 4°C. Data sources such as IPCC reports and interactive atlas were used as a basis for the analysis[6].

The analysis was conducted in several steps. The initial analysis compiled a list of climate risks and opportunities identified from internal and external sources. These are related to the company's value chain, critical assets, raw materials, services, stakeholders and locations. Sources include internal documents such as strategies and risk registers, stakeholder interviews and industry reports, as well as literature reviews on sector-specific analyses of the impacts to be considered. The risk assessment was then carried out according to an established template by experts from the company's own operations with knowledge of the company's value chain, financial metrics and business strategy. Climate-related risks and opportunities were assessed financially, including changes in asset value, cash flows, operating margins and access to capital. The financial impact was assessed over the three different time perspectives. Economic impacts were assessed on a scale of 1, 3 and 5. The likelihood of the risk or opportunity occurring was assessed on a percentage scale from 20 to 100.

In the process, the company has identified six material risks related to climate change and the group's impact on the climate. The analysis identified three material transition risks resulting from changes in legislation aimed at driving the transition to a low-carbon economy: rising fuel and energy prices and the cost of emission allowances, which increase operating costs and in turn pose a risk if costs cannot be fully passed on to customers due to unpredictable cost increases and price challenges, and to the energy transition linked to costly investments for new technologies. The transition to an energy storage and transport system with a lower climate impact, with climate neutrality as the ultimate goal, will require investments that will constitute a significant part of the Group's investments over the next decade. The outcome highlights the need for adaptive strategies to meet changing environmental regulations. The risks assessed as material in the analysis were not new risks for the Group to manage. Structured work on the organisation's impact linked to the business's Scope 1 emissions has been ongoing for a long time, and processes for working preventively to establish well-functioning procedures and adapt the business model to increase strategic resilience in relation to these climate-driven risks have been ongoing for several years. But the analysis brings these into sharper focus. The analysis also identified three key physical transition risks. Storms, strong winds and their difficult predictability can affect shipping, especially on fairways, disrupt port operations or damage port infrastructure. Another significant risk is that ports and coastal infrastructure could be damaged due to sea level rise and erosion. The last physical risk identified as significant is extreme drought, heat and torrential rain that can disrupt farming and affect the company's sales product range. All physical risks were identified in the long-term time perspective (more than five years ahead). Here the company has established procedures for handling safety for ships and ports linked to severe weather conditions. However, the potential impact of climate change on the range of products that the Group can offer for sale on board is an area that has not received much attention to date, but which will require increasingly active work in the future as the effects of climate change become more apparent.

The analysis also identified two opportunities as material. Both are opportunities for the transition process to a climate-neutral business. On the other hand, the price of emission allowances was identified as both a risk and an opportunity for the company, depending on the evolution of the competitive position and the EU regulatory framework. Shipping was included in the EU Emissions Trading System in 2024 and the first surrender of allowances is due in 2025[3]. The Group has reviewed and adapted its operations, business model and procedures to meet the requirements of the ETS regulations and believes that the first year has been well managed. Furthermore, it was assessed that new requirements for alternative fuels through the EU FuelEU Maritime[4] regulatory framework could provide an

[3] 2003/87/EC of the European Parliament and of the Council of 13 October 2003 establishing a system for greenhouse gas emission allowance trading within the Union

[4] Regulation (EU) 2023/1805 of the European Parliament and of the Council of 13 September 2023 on the use of renewable and low-carbon fuels in maritime transport, and amending Directive 2009/16/EC

[5] TCFD, Final Report: Recommendations of the Task Force on Climate-related Financial Disclosures https://www.fsb.org/wp-content/uploads/TCFD-Recommendations-Report-2017.pdf) and guidelines from the European Financial Reporting Advisory Group (EFRAG). (2024) https://www.efrag.org/

[6] Intergovernmental Panel on Climate Change (IPCC). 2014 Climate Change 2014: Synthesis Report. Contribution of Working Groups I, II, and III to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change. Geneva, Switzerland: IPCC. Available at: https://www.ipcc.ch/report/ar5/syr Intergovernmental Panel on Climate Change (IPCC). IPCC Interactive Atlas. Retrieved from https://interactive-atlas.ipcc.ch/

opportunity for the company where fuel suppliers with low emissions can help the Group make effective reductions in greenhouse gas emissions. The Group’s short sea routes entail a greater choice of possible suppliers, fuel types and create the conditions to choose the most energy-efficient energy alternative.

The outcome of the analysis highlights the complexity of understanding the impact of climate risks outside the organisation. The risk that extreme drought, heat and precipitation could disrupt agriculture and affect the company's sales product range was not identified as material in the initial materiality analysis, but was only raised as a significant aspect when the climate scenario analysis was taken into account.

Climate change mitigation and adaptation policies

Working with environment and safety as well as continuously improving processes and constantly striving to reduce environmental impact, are priority areas within the Eckerö Group. According to the company's safety and environmental policy, the company shall operate passenger and cargo transport and related activities in a safe and environmentally friendly manner. The Group shall endeavour to prevent all identified risks with well-adapted working practices in accordance with international and national laws, regulations and other requirements for the protection of life, property, cargo and the environment. Through the efficient use of the Group's resources, the economic competitiveness of the Group will be maintained, while the Eckerö Group is committed to sustainable development, continuous improvement, a high level of safety and minimising environmental impact.

For the Eckerö Group, environmental work is a natural part of daily operations. The Eckerö Group's environmental work is based on a certified environmental management system based on the requirements of the international environmental management standard ISO 14001. The environmental management system covers all aspects of the Group's activities. As a starting point for its environmental work in accordance with the requirements of ISO 14001, the Eckerö Group has inventoried the Group's environmental aspects, i.e. the way in which its activities affect the environment. In the evaluation, greenhouse gas emissions have been assessed as a significant environmental aspect. Based on the results of the assessment, the Group has set targets and indicators to monitor the environmental impact of its activities. As a result, the goal of reducing carbon dioxide and other greenhouse gas emissions, as well as active efforts to reduce emissions, have been at the forefront of the Eckerö Group's daily operations for many years. In order to work in a structured way to reach the target of net zero greenhouse gas emissions by 2050, the Eckerö Group has set up short-term and long-term action plans with associated budgets to reach the target.

Management annually analyses changes in the Group's context, changing requirements from the Group's stakeholders and changes in the scope of the environmental management system. Based on this analysis, management assesses whether there is a need for changes to documented processes, environmental policy, environmental aspects, environmental objectives, indicators, resources, audit plans or whether improvement, preventive or corrective actions need to be taken to maintain a systematic approach to continuous improvement and reduced environmental impact. The Group’s environmental performance is checked annually by an external auditor from an accredited external control body. The Group also undergoes internal audit and is controlled by classification societies in various environmental matters and has a well-established system for internal reporting of deviations, incidents and suggestions for improvement.

There is a strong focus on monitoring fuel consumption, other energy consumption and associated emissions to air. Fuel consumption and related parameters are monitored and documented for both vessels and buses. The outcome is analysed and corrective or improvement actions are taken if such needs or opportunities are identified. The company strives to continuously reduce greenhouse gas emissions in order to achieve the goal of net zero emissions by 2050. The Group has documented plans for how to reduce emissions and increase energy efficiency.

Having a structured approach to reducing emissions from its operations reduces the Group's impacts and risks while increasing its ability to capitalise on climate-related opportunities and its climate resilience. By gradually increasing the share of low-carbon energy in the energy mix across the Group's value chain, the Group is also contributing to the development and growing demand for renewable energy. The Group has established a Code of Conduct and when purchasing goods for resale the Group’s Supplier Code applies, requiring suppliers to work actively with energy issues.

In addition to ISO 14001, the company operates in accordance with the International Safety Management Code (ISM), which is an international management system for ship safety and the environment. Within the framework of the ISM, all safety issues of the Company are addressed and there are well-developed procedures to ensure that voyages at sea, landing, departure, loading and unloading are carried out safely and under safe conditions. In addition, there are well-established procedures within the management system to ensure that port facilities meet the requirements needed to ensure safety even in difficult weather conditions. If the need arises to expand port facilities, a dialogue is conducted with the ports to the extent that they are not the company's own ports. In its own ports, work on maintaining a safe port is ongoing.

Greenhouse gas emission reduction measures implemented in 2022

In 2022 the main focus of the environmental work of the Eckerö Group was linked to the climate-related matters. 2021 saw a significant change in the legal requirements applicable to shipping with regard to work on carbon dioxide with the adoption of carbon intensity requirements by the IMO. The IMO then introduced an approved level of operational CO_2 efficiency of vessels[7]. The IMO also introduced a requirement that existing vessels must also achieve a minimum level of energy efficiency in their design[8]. The EEXI is calculated based on the information on the energy performance of a vessel, which must be compiled in a vessel-specific technical file. The calculated value is compared against a reference line for the specific vessel category. Vessels below the baseline are authorised. Others must make adjustments to be approved if possible. These requirements entered into force at the end of 2023 and included detailed guidance on the emission targets each vessel must achieve and a requirement for the shipowner to present a detailed three-year plan at vessel level on how to achieve the target. The plan is called SEEMP III Plan (MEPC 78/17 Add1 Annex 8). The Eckerö Group’s goal in 2022 was to calculate the vessels’ CII, EEXI and to ensure that the work to continuously reduce CO_2 emissions from the vessels’ operation was documented and reviewed according to the SEEMP III plan. All these objectives were met during the year. The EEXI values of all Eckerö Group vessels were below the reference line and were therefore accepted without action.

In 2022, the company continued to work on a comprehensive energy inventory project with an in-depth, internal mapping of energy

[7] CII: Carbon Intensity Indicator, https://www.imo.org/en/MediaCentre/MeetingSummaries/Pages/MEPC76meetingsummary.aspx
[8] EEXI: Energy Efficiency Existing Ship Index, https://www.imo.org/en/MediaCentre/MeetingSummaries/Pages/MEPC76meetingsummary.aspx

consumption, as well as externally conducted energy efficiency studies of the energy performance of passenger vessels and a study of improved propeller efficiency on M/S Finlandia. The projects have contributed to a more detailed knowledge of where and how the organisation consumes energy and what potential there is for improvement. The projects have generated many ideas for further work and several of the projects' proposals have already been implemented or are in the process of implementation. In Eckerö Line, the improvement project to further streamline the time spent on each port call and thus the fuel consumed at sea continued in 2022. The project included both technical solutions such as Auto Mooring for more efficient berthing of M/S Finlandia and double ramps to achieve more efficient loading for M/S Finbo Cargo along with operational optimisation of work and logistics processes to achieve reduced consumption. During the year, Eckerö Linjen decided to change its timetable in order to increase the safety of the provisioning work and to reduce speed at sea and thus the carbon dioxide emissions from the combustion of fuel on board. Eckerö Linjen also carried out a project in 2022 focusing on reducing energy consumption on board by further streamlining the control of ventilation and pumps on board the vessel.

Another example of a measure to reduce fuel consumption that the company had long been using on its vessel M/S Eckerö, but that the Group was working to introduce on the vessel M/S Finlandia in 2022, was to connect to shore power when the vessel is in port. The technical equipment was installed on board in 2022 and since then M/S Finlandia has been able to use shore power while in Port of Tallinn.

During the year, the company's vessels underwent hull cleaning and, while docked, the hulls of the vessels were maintained to keep them in good condition and thus reduce fuel consumption. Other examples of operational measures during the year were increased efforts to prevent delays, aslower speeds result in lower emissions.

Greenhouse gas emission reduction measures implemented in 2023

In 2023, much of the focus was on preparing the organisation, but also stakeholders, for the upcoming EU emissions trading requirements for shipping, which would enter into force beginning in January 2024. New procedures were implemented, accounts for the holding and surrender of allowances were opened and part of the allowances to be surrendered for 2024 in September 2025 were already purchased in 2023. In 2023, some preparatory work and studies were also carried out on future alternative energy sources in order to find the way forward to meet the EU's requirements in FuelEU Maritime and the IMO's target of lower greenhouse gas intensity in the fuel.

In order to reduce the amount of CO_2 emitted, the company rebuilt M/S Finbo Cargo in 2023 to optimise the design of the vessel's stern with the installation of an interceptor that provides a better dynamic trim and thus contributes to reduced fuel consumption and CO_2 emissions. This, together with the double-level ramps built ashore in the ports of Vuosaari and Muuga, to increase loading speed and reduce port time, which could be put into service in April 2023, gave good results. The reduced loading time allowed the ship to expand its schedule. In 2023, the shore power connection was completed at the Port of Helsinki, which meant that M/S Finlandia has since been able to use shore power at both the Port of Tallinn and the Port of Helsinki. The year also saw the completion of the energy optimisation of ventilation that began in 2022 on board M/S Eckerö.

During the year, hull brushing was carried out regularly and during docking, vessels' hulls were maintained to keep them in good condition and thus reduce fuel consumption. Other examples of operational measures in 2023 included expanded work on preventing delays and improving port logistics. In addition to the commissioning of the linkspan ramps (linkspan) in the ports of Muuga and Vuosaari in April 2023, an improved concept for port logistics was developed. Since the end of 2023, in cooperation with the port, lorry drivers have been offered a 24-hour rest period in the port area of Vuosaari, the Port of Tallinn and the Western Harbour in Helsinki, which means that some of the cargo on the next morning departure is already in place the night before. It has also led to a better distribution of loads over the day, increasing the attractiveness of morning departures. Better distribution over the day and earlier arrival of cargo will improve the loading process and create better conditions for reducing time in port and increasing time at sea. Longer time at sea means lower speed, which in turn means less fuel consumption and therefore lower emissions.

Working on the reduction of carbon dioxide and other greenhouse gases often means working on very complex issues where the benefit of reduced emissions has to be weighed against other less favourable effects on the business model and context of the subsidiaries. For example, expansion of timetables that directly affects the amount of CO_2 and other greenhouse gases, but which entails many other aspects from a business and stakeholder perspective. When Eckerö Linjen became the sole operator on the short route between Sweden and Åland, the company chose to reverse its previous decision to operate fewer services in the low season and move to a full schedule to meet local community demand for more services. More departures lead to more greenhouse gas emissions. To compensate for this, the Group decided on several measures to reduce emissions in other ways. Therefore, in order to have more time at sea, M/S Eckerö changed its departure times in 2023 so that all trips according to the timetable are two hours compared to the previous one hour and forty-five minutes on the first and last trip. However, there were more challenges to overcome when the vessel was alone on the short route. Some popular services experienced unexpectedly high passenger numbers, which made it difficult in some cases to keep to the scheduled timetable. The complexity of working towards reducing greenhouse gas emissions makes it essential to carry out a good evaluation, risk analysis and then communicate well about the measures taken.

Greenhouse gas emission reduction measures implemented in 2024

During the docking of M/S Eckerö and M/S Finlandia in January 2024, both vessels underwent hull painting with low-friction paint, and M/S Finlandia's rudder and propeller arrangements were optimised to reduce fuel consumption. The new colour has had a good effect on both vessels and the optimisation of the propeller and rudder placement on M/S Finlandia has had a significant effect on both fuel consumption and comfort on board as vibrations have been significantly reduced. M/S Finbo Cargo has undergone hull brushing to maintain low friction in the water despite traditional hull paint.

During the year, measures were implemented to optimise HVAC automation for climate control optimisation and adjustment of combinatorial curves for propulsion energy optimisation. In addition, the installation of Eco Control propeller optimisation on M/S Finbo Cargo has begun, a project that, once completed in 2025, will provide opportunities to dynamically control optimal propeller pitch with the optimal engine loading and therefore achieve energy savings. A dynamic trim system was also installed on board the M/S Finbo Cargo in 2024 to more effectively ensure optimal cargo trim and thus reduce fuel consumption at sea.

Another example of a measure to further reduce fuel consumption is the project to increase the capacity of the shore power connection for the vessel M/S Eckerö, which started ashore in the port of Berghamn in 2023 and was completed in 2024 with installations on board during the vessel's docking in January 2024. The Eckerö Group has been using shore-side electricity for its vessel M/S Eckerö for a long time. However, in the past, the capacity has not been sufficient for hot summer nights when the need for cooling and ventilation is high. With the expansion now in place, the problems of insufficient shore power will be reduced. Parts of the window sections on M/S Eckerö have also been fitted with solar film to reduce the energy used for cooling.

Efforts to reduce CO_2 emissions in shipping by 2050 have brought forward ideas for the creation of green corridors for shipping in the Baltic Sea. Co-operation between ports, shipping, energy suppliers and others is needed to focus actions and resources in the right direction to jointly ensure that shipping companies have access to fuel and other related ancillary resources to achieve the net zero emissions target. The company has been actively involved in the co-operation on a green corridor across the Gulf of Finland during the year.

Planned actions

The plan to gradually install battery power on board the Group's vessels will begin to be implemented in 2025, with preparations for the installation of a 1500 KWh battery on board M/S Finlandia. The installation will be completed and commissioned during docking in 2026. The installation aims to optimise the efficiency of auxiliary engines by smoothing out power peaks and thus reducing greenhouse gas emissions. By letting the battery take the turns, the auxiliary engine can run at a steady load and efficiency is optimised. The measure also contributes to increased safety, as the battery provides redundancy and minimises the risk of power loss. To achieve the CII targets, in addition to operational and technical measures to reduce fuel consumption on board vessels, from 2025 the Group will replace part of the fuel with alternative fuels with lower carbon intensity in accordance with the requirements of the FuelEU Maritime regulations. Reduced carbon intensity is planned to be achieved by combining energy generated from shore-side electricity and by replacing some of the fuel consumed on board with biofuels. The cost of this biofuel is estimated to result in a significant increase in cost per tonne of fuel in the years 2025–2027, but as mentioned in the risks and opportunities section, there is uncertainty about the price development of alternative fuels.

Targets for climate change mitigation and adaptation

The Eckerö Group's long-term environmental objective is to reduce the volume of CO_2 released into the atmosphere as a result of the burning of traditional fossil fuels on board buses and vessels. The Group is committed to achieving the IMO and EU targets to reduce greenhouse gas emissions to net zero by 2050.

In 2021, the IMO introduced requirements for an approved level of operational CO_2 efficiency of vessels (CII: Carbon Intensity Indicator) and the requirements entered into force in 2023. According to the requirements, the vessels in the world fleet are divided into different ship categories. The CII is then calculated for each vessel and compared against a reference line for that vessel category. In simple terms, CII is calculated by dividing annual fuel consumption multiplied by the CO_2 factor of that fuel by the annual distance travelled multiplied by the capacity of the vessel. The result of the calculation is multiplied by the correction factors applicable to the vessel to obtain a vessel-specific value of CII. The IMO also decided that the level of CO_2 efficiency required for a vessel to be authorised will be continuously reduced over time. Thus, the reference line that the vessel's CII must stay below decreases over time. The IMO divides CII into five categories: A-E where A is the best and E is the worst. The IMO tightens the requirements to fall within the ranges every year. The Eckerö Group's target is for the CII of each vessel to fall within IMO category C or better annually from 2023 onwards. In 2030, the Group's target is for the CII to be C or better, but the CII for each vessel will then be significantly lower than the base year of 2024. In order to achieve these energy efficiency targets, the Eckerö Group will gradually need to switch to alternative fuels or renewable energy sources and the plan is to switch to electric power[9] over the long term.

The target for the Williams bus service in 2024 was to achieve an average fuel consumption of less than 30 litres per hundred kilometres. The target is based on historical experience of previous fuel consumption. Work on the requirements for electrification of bus services is ongoing with the customer and therefore the Group has only chosen to set targets on an annual basis until the requirements are established. This will take place in 2025.

The Eckerö Group has so far not had greenhouse gas emission targets for Scope 2 and 3. The company has an active policy to work within the framework of the environmental management system to reduce the impact of these but has chosen to focus on Scope 1 as it represents such a significant part of the company's total emissions. For example, in the case of Scope 3, the company's supplier code of conduct requires suppliers of goods for resale to work on energy issues, and in the case of Scope 2, the group has partially agreed to purchase green electricity. The FuelEU Maritime regulations[10], which enter into force in 2025 and the IMO's greenhouse gas strategy from 2023[11] , takes a comprehensive approach to Scope 3 with regard to fuels. Reducing greenhouse gas emissions from shipping must not lead to a shift towards emissions in another sector. If fuels are produced from non-renewable energy or from unsustainable sources, thereby causing greenhouse gas emissions as a result of deforestation or similar land use, the impact on the climate is not reduced. A clear regulatory framework and standards for calculating fuel emissions from cradle to grave are being developed to prevent this. Extensive work is underway on life cycle assessments and on defining shipping-specific calculation methods for greenhouse gas emissions through full lifecycle when marine fuels are utilised. Sustainability factors are taken into account in the development of the guidelines. The Eckerö Group is following developments and will incorporate the requirements of FuelEU Maritime into the fuel procurement process by 2025. Indirectly, however, the Eckerö Group has set a 2024 target for Scope 3 greenhouse gases. While the company's food waste reduction targets focus mainly areas within waste, a significant impact on climate can be attributed to food waste as a whole. One of the UN's global sustainability goals is to halve food waste by 2030[12]. Food waste is food that has been produced for the purpose of becoming food, but for various reasons is not eaten or consumed. Food waste accounts for between 8–10% of all greenhouse gas emissions worldwide according to the Swedish Food Agency[13]. Reducing food waste is therefore also an important contribution to the climate.

[9] https://www.imo.org/en/MediaCentre/MeetingSummaries/Pages/MEPC76meetingsummary.aspx

[10] Regulation (EU) 2023/1805 of the European Parliament and of the Council of 13 September 2023 on the use of renewable and low-carbon fuels in maritime transport, and amending Directive 2009/16/EC

[11] https://www.imo.org/en/OurWork/Environment/Pages/2023-IMO-Strategy-on-Reduction-of-GHG-Emissions-from-Ships.aspx

[12] https://sdgs.un.org/goals

[13] https://www.livmedelsverket.se/eatinghabits-halsa--miljo/food waste/facts-about-food waste#

The Eckerö Group has implemented good practices to monitor and ensure that its operations operate in line with the targets set for reducing greenhouse gas emissions. The Eckerö Group measures the energy consumption of both vessels and buses and calculates and documents the outcome of the CII index per sea journey. This detailed control is facilitated by the fact that the Group has digital tools that log all energy consumption, nautical miles travelled, time at sea and in port, and other necessary data. The Group has a good understanding of the measures that need to be taken in the future to remain below the reference line calculated for the Group's vessels as far as the IMO requirements have been announced. Well-functioning digital tools for recording and monitoring energy data are a fundamental prerequisite for success in effective performance management. Optimising the GHG performance of ships' operational activities through performance monitoring, improved route planning, analysis and taking corrective and improvement actions such as simulator training based on collected data, improved logistics at port stops allowing more time and lower speeds at sea has great potential to contribute to effective GHG management. Having access to high quality, detailed data on performance in real time puts managers in the best position to make informed decisions to optimise fuel consumption. The Eckerö Group attaches great importance to well-functioning monitoring tools.

Description of metrics and production

The company calculates for the first year its total direct emissions (Scope 1), its total indirect emissions (Scope 2) and other indirect emissions (Scope 3). This is done according to the GHG Protocol, which is one of the most established standards in the world for calculating and reporting emissions. The company's emissions within the different Scope categories are presented in Table 12 on page 72.

In previous years, the company only calculated CO_2 emissions for vessels in Scope 1. For the 2024 reporting, Williams Buss, work vehicles during loading and unloading of vessels and company cars used directly in the operations are also included in the Scope 1 calculations. Vessel emissions represent just under 99% of total Scope 1 emissions. Ship emissions are verified every year by the independent company Normec Verifavia. In the calculation of Scope 2, which includes electricity consumption, heating and cooling of premises under operational control, it is mainly the ports that have the highest energy consumption, followed by the offices in Mariehamn and Helsinki. Among the smaller energy consumers are Williams Buss garages and offices and warehouses. For the calculation of Scope 3, primary data has been used where available, but since this is a relatively new calculation for many of the company's suppliers, estimates have had to be made. Where data was not available, estimates were made by an expert within the company. In the coming years, it is expected that data for Scope 3 calculations will become both more available and of higher quality. In Scope 3, the five largest categories for the company are 1) Purchased goods and services 2) Capital goods 3) Fuel and energy-related activities 4) Upstream transportation and distribution and 5) Waste generated in operations. The largest emissions in the company's Scope 3 are in the production of fuel at the fuel supplier and emissions in the production process of the products the company sells. Smaller categories in the company's Scope 3 are capital goods where the main source of emissions is steel work carried out while the ships are docked. Upstream transportation (of products and passengers) is also estimated but relatively small. The company has made an overall calculation for all 15 categories in Scope 3 and concluded that over 99% of the emissions are in the above five categories, and the smallest categories have been excluded. These may be included in the future, as the calculation of Scope 3 will evolve as higher quality data becomes available.

Allowances and carbon credits

The Eckerö Group buys emission allowances as part of the EU Emission Trading System (ETS) to compensate for the emissions of its vessels. For 2024 the requirement for emission allowances is 40% of actual emissions and for 2025 the requirement will increase to 70% of actual emissions. From 2026 onwards, the requirement will be 100% of emissions. The Eckerö Group does not offset greenhouse gas emissions from projects outside its value chain through carbon credits.

Expected financial impacts through material physical and transition risks and potential climate-related opportunities

The Eckerö Group will utilise the phase-in period available for expected financial effects, and report this from 2025 onwards. However, much of the financial analysis has already been done in the context of the scenario analysis.

Integration of sustainability-related performance into incentive programmes

The only member of management with an agreement on performance-related variable pay components is the group chief executive. As sustainability issues are integrated into business objectives and priorities, sustainability aspects are included in this agreement. As the company goes about setting ESRS-aligned targets, there is the possibility that they will be integrated into the remuneration schemes in the future.

Risks related to climate change adaptation – scenario analysis

Impacts	**Physical risk** and its exposure to assets	1.5/2 degrees, short term	1.5/2 degrees, medium term	1.5/2 degrees, long term	4 degrees, long term	Procedure for handling
Direct emissions from company-owned and controlled resources, Scope 1 and 2	Storms, strong winds and their difficult predictability can affect shipping, especially on fairways, and by disrupting port operations or damaging infrastructure.	Not a material risk	Not a material risk	Not a material risk	Material risk	Safety procedures within the framework of the Group's ISM system, preventive measures in own ports and dialogue with external ports for calls in difficult weather conditions.
Direct emissions from company-owned and controlled resources, Scope 1 and 2	Harbours and coastal infrastructure can be damaged due to sea level rise and erosion.	Not a material risk	Not a material risk	Not a material risk	Material risk	Security procedures within the framework of the Group's ISM system, preventive measures in own ports and dialogue with external ports.
Greenhouse gas emissions along the value chain, Scope 3	Extreme drought, heat and heavy rainfall in parts of the EU can disrupt farming and affect the range of products you sell.	Not a material risk	Not a material risk	Not a material risk	Material risk	Purchasing procedures, finding alternative products, collaborating with suppliers and wholesalers on climate-adaptive solutions.

Table 7. The table describes physical risks from climate change based on different temperature rise scenarios and time perspectives, and lists management procedures to reduce the impacts. A 2-degree (Celsius) increase in global average temperature has been assessed in the short, medium and long term, while a 4-degree increase has been assessed in the long term.

Risks related to climate change adaptation – scenario analysis

Impacts	**Transition risk**	1.5/2 degrees, short term	1.5/2 degrees, medium term	1.5/2 degrees, long term	4 degrees, long term	Procedure for handling
Direct emissions from company-owned and controlled resources, Scope 1 and 2	Rising fuel and energy prices increase operating costs, posing a risk if costs cannot be fully passed on to customers due to unpredictable cost increases and price challenges.	Not a material risk	Not a material risk	Material risk	Not assessed	ISO 14001 work, SEEMP III plans, increased electrification, monitoring and measurement procedures, budgeting and pricing processes.
Direct emissions from company-owned and controlled resources, Scope 1 and 2	The transition to an energy storage and transport system with a lower climate impact, with climate neutrality as the ultimate goal, will require investments that will constitute a significant part of the Group's investments over the next decade.	Material risk	Material risk	Material risk	Not assessed	ISO 14001 work, SEEMP III plans, increased electrification, monitoring and measurement procedures, budgeting and pricing processes.
Direct emissions from company-owned and controlled resources, Scope 1 and 2	Emissions allowance prices represent both a risk and an opportunity, depending on how well the company optimises its energy consumption and on the evolution of the EU regulatory framework.	Not a material risk	Not a material risk	Material risk	Not assessed	ISO 14001 work, SEEMP III plans, increased electrification, monitoring and measurement procedures, budgeting and pricing processes. procedures for managing emission allowances;

Table 8. The table shows the transition risks from climate change based on different temperature rise scenarios and time perspectives, and lists management procedures to reduce impacts. A 2-degree (Celsius) increase in global average temperature has been assessed in the short, medium and long term.

Opportunities related to climate change adaptation – scenario analysis

Impacts	**Transition opportunity**	1.5/2 degrees, short term	1.5/2 degrees, medium term	1.5/2 degrees, long term	4 degrees, long term	Procedure for handling
Direct emissions from company-owned and controlled resources, Scope 1 and 2	The price of emission allowances represents both a risk and an opportunity for the Eckerö Group, depending on its competitive position and the EU regulatory framework.	Not a material risk	Not a material risk	Material opportunity	Not assessed	ISO 14001 work, SEEMP III plans, increased electrification, monitoring and measurement procedures and pricing processes. procedures for managing emission allowances;
Direct emissions from company-owned and controlled resources, Scope 1 and 2	Low-emission fuel suppliers help the Eckerö Group effectively reduce greenhouse gas and CO_2 emissions.	Material opportunity	Material opportunity	Material opportunity	Not assessed	ISO 14001 work, SEEMP III plans, increased electricity certification, co-operation with suppliers and experts.

Table 9. The table describes adaptation possibilities from climate change based on different temperature rise scenarios and time perspectives, and lists management procedures to reduce the impact. A 2-degree (Celsius) increase in global average temperature has been assessed in the short, medium and long term.

Energy consumption and energy mix

As the company is reporting under the CSRD for the first year in 2024, comparative figures for previous years are not included.

Energy consumption and mix	Outcome 2024
(1) Fuel consumption from coal and coal products (MWh)	-
(2) Fuel consumption from crude oil and petroleum products (MWh)	404,302.8
(3) Fuel consumption from natural gas (MWh)	-
(4) Fuel consumption from other fossil sources (MWh)	-
(5) Consumption of purchased or acquired electricity, heating, steam and cooling from fossil sources (MWh)	785.4
(6) Total fossil energy consumption (MWh) (calculated as sum of lines 1 to 5)	405,088.1
Proportion of fossil fuels in total energy consumption (%)	99.4
(7) Consumption from nuclear sources (MWh)	228.0
Proportion of consumption from nuclear sources in total energy consumption (%)	0.1
(8) Fuel consumption from renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	-
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	2,320.5
(10) Consumption of self-generated non-fuel renewable energy (MWh)	-
(11) Total renewable energy consumption (MWh) (calculated as sum of lines 8 to 10)	2,320.5
Proportion of renewable energy sources in total energy consumption (%)	0.6
Total energy consumption (MWh) (calculated as sum of rows 6, 7 and 11)	407,636.7

Table 10. The table shows the Eckerö Group’s energy consumption and energy mix for 2024, broken down by fossil, nuclear and renewable sources, and their respective proportions of total energy consumption.

Energy and greenhouse gas intensity	Outcome 2024
Energy intensity in relation to turnover (MWh/tEUR)	1.83
Greenhouse gas intensity (location-based emissions) in relation to turnover (tCO_2eq/tEUR)	0.67
Greenhouse gas intensity (market-based emissions) in relation to turnover (tCO_2eq/tEUR)	0.67

Table 11. The table presents the Eckerö Group’s energy consumption and greenhouse gas emissions in relation to turnover.

Gross Scope 1, 2, 3 and total GHG emissions

	Outcome 2024
Scope 1 greenhouse gas emissions	
Gross Scope 1 greenhouse gas emissions (tCO_2eq)	111,566.93
Proportion of Scope 1 greenhouse gas emissions from regulated emissions allowance trading schemes (%)	98.85
Scope 2 greenhouse gas emissions	
Gross location-based Scope 2 greenhouse gas emissions (tCO_2eq)	508.67
Gross market-based Scope 2 greenhouse gas emissions (tCO_2eq)	101.71
Significant Scope 3 greenhouse gas emissions	
Total gross indirect (Scope 3) greenhouse gas emissions (tCO_2eq)	38,038.71
1 Purchased goods and services	13,750.58
2 Capital goods	253.82
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	21,083.30
4 Upstream transportation and distribution	225.63
5 Waste generated in operations	2,725.39
6 Business traveling	-
7 Employee commuting	-
8 Upstream leased assets	-
9 Downstream transportation	-
10 Processing of sold products	-
11 Use of sold products	-
12 End-of-life treatment of sold products	-
13 Downstream leased assets	-
14 Franchises	-
15 Investments	-
Total greenhouse gas emissions	-
Total greenhouse gas emissions (location-based) (tCO_2eq)	150,114.31
Total greenhouse gas emissions (market-based) (tCO_2eq)	149,707.35

Table 12. The Eckerö Group's GHG emissions are mainly in Scope 1, with vessel emissions accounting for almost 99% of Scope 1 emissions. The second largest emissions are found upstream in Scope 3, where the production of ship fuel also results in relatively high greenhouse gas emissions. The third largest source of greenhouse gas emissions for the company is the production of the products sold on ships (Scope 3 category 1). The table above also shows that fuel-related emissions representing 132 650 tCO_2eq, totalling 88.6% of the company's total emissions within Scope 1–3. For Scope 3 the company has made an overall calculation for all 15 categories and concluded that over 99% of emissions are in the first five categories, excluding the smallest categories.

RESOURCE USE AND CIRCULAR ECONOMY

Description of the workflow for identifying and assessing material impacts, risks and opportunities related to resource use and circular economy

The material impacts, risks and opportunities related to resource use and the circular economy have been identified in a double materiality analysis described at the beginning of the report under *General disclosures*. In the Eckerö Group's double materiality analysis, waste generation has been identified as a material impact. Costs associated with waste have been identified as a risk for the Eckerö Group. No material opportunities related to waste and its management were identified in the analysis.

Policies to identify significant climate-related impacts, risks and opportunities

According to the Eckerö Group's safety and environmental policy, the Group shall endeavour to conduct all activities in an environmentally sound manner in accordance with applicable laws and by preventing risks. The Eckerö Group is committed to using resources efficiently, to sustainable development, to continuous improvement and to minimising environmental impact.

Efficient use of resources is strongly linked to reduced energy consumption and is something to which the Group attaches great importance. Focusing on resource efficiency also means that the Group works systematically to use materials efficiently, reduce residual flows, utilise local resources, reduce the need for new raw materials, and optimise the lifetime and use of materials, services and products.

To operate in accordance with the company's environmental policy, the Eckerö Group strives to minimise waste generation, to keep goods and materials in use and to use renewable resources as far as possible. The Eckerö Group prioritises taking care of the resources available and thus ensuring their usability. It is of the utmost importance to provide staff and guests on board buses and vessels with a pleasant environment in clean and good condition. Great emphasis is therefore placed on taking care of the vessels, terminal buildings and buses in the best possible way. The Eckerö Group is committed to maintaining a high quality of maintenance work. Williams Buss has its own service workshop where buses are continuously serviced and maintained to ensure longevity, minimise breakdowns, prevent downtime and reduce the need for new equipment or replacement parts, thereby preventing the generation of avoidable waste. The same principles are also applied on board the Group's vessels. Maintenance work is carried out in a structured manner in accordance with established procedures and maintenance plans are developed by competent and trained staff. All maintenance work is recorded and monitored. When new equipment or materials must be purchased anyway, great emphasis is placed on considering quality and longevity when selecting suppliers and products to ensure a long service life as far as possible. Similar procedures exist for all IT equipment within the Group. Linked to the Group's operations are storage areas where materials for replacement and repair are stored to minimise the need to replace everything in the event of damage or changing needs. It is routine to repair and maintain items such as carpets, furniture and fittings rather than buying new ones. It is also standard practice to store materials, fixtures and equipment that change with the seasons for reuse, thus preventing the generation of waste.

Focusing on high safety and good loading practices of cargo so as to avoid damage to goods or vehicles and thus unnecessary resource consumption and waste is also a top priority for the company.

It is important for the Eckerö Group to offer guests on board the Ro-Pax ships good and well-prepared food. Purchasing high-quality local produce is a priority. When purchasing and serving, the Group strives to minimise the amount of packaging material as far as possible. Different procedures for reusing certain packaging for raw material deliveries are in place in the company's co-operation with different suppliers.

Purchases of goods for resale onboard constitute a significant resource inflow in the Group, but waste volumes are reduced by packaging the goods purchased and repackaged by the Group for delivery to ships for sale onboard stores in recycled packaging.

Waste generated from operations is an important focus area for the Group. The Eckerö Group strives to minimise the amount of waste in all waste categories and, where waste does occur, to sort it according to established procedures. This waste is transferred to an authorised receiver in accordance with the waste minimisation and disposal requirements of the legislation. All of the Eckerö Group's vessels have a waste management plan for waste reduction and management. According to the plan, waste must be managed and stored in such a way that it does not pose a risk to health,

Resource use and circular economy – impacts, risks and opportunities

Impacts		Risks and opportunities		Management
E5 – CIRCULAR ECONOMY				
Negative	Waste volume	Risk	Higher operating costs	The Eckerö Group endeavours to maintain, repair and otherwise keep equipment and materials in use for as long as possible, thus preventing the generation of waste. The resulting waste is handled in accordance with sorting procedures and waste is delivered to an authorised waste receiver. This is followed up through monthly reporting, logbook and waste reports.

Table 13. The table describes the sustainability matters in the area Resource Use and Circular Economy (E5) that have been assessed as most material for the company, highlighting the risks that have been identified in the double materiality analysis.

human health, safety or the environment. Waste containers shall be designed to prevent spillage to the environment (including containers stored outdoors and in rough seas) and to make it clear to users what waste they are to be used for. Waste shall be moved without spillage. All purchases and handling shall account for waste volume potentially generated or delivered with a product or material or as a result of a particular material or product choice. Particular consideration should be given to lifespan, quantity in a package, expiry date, care requirements and other quality aspects that may affect the amount of waste and the risk of an item becoming waste and the possibilities for reuse or recycling. Waste volumes shall be minimised as far as possible through good practices for handling goods, commodities or materials and by minimising the amount of packaging material delivered with purchases. Loading and unloading procedures and cargo protection shall be designed to minimise waste. Other parts of the organisation with less complex waste management also have established procedures for waste management, sorting, waste containers and waste collection.

The amount of waste generated in the operations is monitored and documented, and efforts to minimise waste volumes are ongoing. Waste is sorted according to established procedures. The waste categories are hazardous waste, combustible waste, food waste, inert waste to landfill, waste for recycling and reuse. The Group's waste management plans include procedures for collecting, storing, processing and delivering waste to an authorised or prescribed recipient in accordance with applicable regulations.

Actions on resource use implemented in 2023

In 2023 extensive work began to transfer all technical maintenance data and routines to a new digital maintenance system to ensure high-quality follow-up of the best possible management of resources. In 2023, there was also a strong focus on food waste. Among other things, a training programme on how to reduce food waste was carried out together with an external operator for the staff on board M/S Eckerö. A digital tool was acquired during the year to support the work of collecting data on board M/S Finlandia and M/S Finbo Cargo.

Actions on resource use implemented in 2024

In 2024, extensive work to transfer all technical maintenance data and routines to a new digital maintenance system continued in order to ensure high-quality follow-up of the best possible management of resources. Williams Buss has invested in an additional bus to increase the ability to continuously maintain the organisation's fleet without disruption to vehicle availability. In addition to the regular work with waste, 12 propeller blades and 2 shafts were sent for recycling during the year, which means a total of 46.6 tonnes of metal.

In 2024, the Eckerö Group participated in the Green Corridor project between Helsinki and Tallinn, which also includes waste management and other resource management in ports.

Objectives related to resource use and circular economy

One of the UN’s global sustainability goals is to halve food waste by 2030[15]. Food waste is food that has been produced for the purpose of becoming food, but for various reasons is not eaten or consumed. As part of this, the Eckerö Group decided to set a target in 2021 to reduce food waste on board its Ro-Pax vessels. The objective aims to focus even more than before on what can be done to minimise food waste on board passenger vessels. Reducing food waste helps to minimise the amount of raw materials and prepared food that is thrown away, which in turn means that less raw materials need to be purchased. Together with measures to reduce the amount of food served to guests but not eaten, this reduces the amount of waste that needs to be disposed of.

Reducing food waste has a major positive impact on the environment. Global food production has a significant environmental impact and, in some cases, major environmental problems. Eutrophication, chemical dispersion, logging and depletion are some examples that occur at the production stage and when food waste is to be disposed of, and each kilogram of food waste during production gives rise to greenhouse gas emissions[14]. Reducing food waste globally is therefore also an important contribution to the climate impact. Although food waste can be disposed of and turned into energy or soil, it is much better for the environment if the food that is thrown away never had to be produced. Reducing food waste, and thus food waste, is also in line with waste legislation, which states that food waste should be prevented in the first place. The Eckerö Group’s goal of reducing food waste thus contributes to minimising primary raw materials, sustainable procurement and use, waste management targets by aiming to ensure that as much of the purchased food as possible does not become waste.

Resource outflows

The Eckerö Group has no manufacturing activities of its own other than the preparation of food and drink for sale and consumption on its own Ro-Pax vessels. As the business does not involve any production process or the manufacture of own products for use or consumption outside the business, no waste is generated from the use of own products outside the business. The products sold by the Eckerö Group are consumer goods whose packaging is recyclable within the framework of circular principles by the consumer dropping off the waste remaining after consumption of the product for recycling.

Description of metrics and production

The management of waste on ships shall comply with the IMO waste regulations and with the provisions of Directive (EU) 2019/883 of the European Parliament and of the Council of 17 April 2019 on port reception facilities for the delivery of waste from ships This means that vessels calling at EU ports are obliged to deliver their waste to the port unless the vessel has been granted an exemption from this regulation. IMO regulations on waste reporting of the waste delivered to these ports stipulate that the waste is reported in cubic metres. The collection in ports of ship-generated waste is common to all vessels calling at those ports. As a result, it has not been possible to obtain figures measured in kilograms for all types of waste in all the ports called by Eckerö Group vessels. Where it was not possible to obtain figures in kilograms, cubic metres have been converted to kilograms according to a fixed conversion factor per cubic metre and waste category.

[14] Food waste accounts for between 8–10% of all greenhouse gas emissions worldwide according to the Swedish Food Agency (https://www.livsmedelsverket.se/matvanor-halsa--miljo/matsvinn/fakta-om-matsvinn).
[15] (https://sdgs.un.org/goals)

Resource outflows

Total volume of waste sent for disposal by weight, with a breakdown between hazardous and non-hazardous waste and broken down into three types of recovery operations.

	Preparation for reuse	Recycling	Other recovery operations	Total
Hazardous waste (tonnes)	0	2,151	0	2,151
Non-hazardous waste (tonnes)	0	1,456	0	1,456

The total volume of waste by weight sent for disposal according to the type of waste management and the total quantity, with a breakdown into hazardous and non-hazardous waste.

	Incineration	Landfill	Other disposal operations	Total
Hazardous waste (tonnes)	12	0	2,139	2,151
Non-hazardous waste (tonnes)	395	5	1,061	1,456

Table 14. The table shows resource outflows through a breakdown of waste into hazardous and non-hazardous waste, where the amounts are reported both on the basis of recycling procedures and waste treatment.

OWN WORKFORCE

Engagement and views of our stakeholders

Employee surveys, performance reviews and the company intranet are just a few examples of tools to engage and involve our employees. The company also offers anonymous reporting channels, Navex WhistleB and a dedicated MLC channel for seafarers to handle complaints in a fair and non-retaliatory manner. Regular training and clear procedures ensure an open and respectful working environment that promotes both employee and company development.

The results of the dialogue with employees are followed up by the company's management teams and actions are planned, implemented and monitored, and integrated into the company's operations, business model and strategy. For more detailed information on the company's stakeholder dialogues, see Table 2 on page 57.

Material impacts, risks and opportunities and their alignment with strategy and business model

The Eckerö Group has a long-term vision to integrate sustainability into the core of the company's business model, focusing on the company's people, safety and health. The company is committed to creating a sustainable and attractive working environment that benefits both employees and the success of the company.

The company's employees are its most valuable asset and the company endeavours to provide an inclusive, engaging and safe workplace. This includes promoting diversity, inclusion and belonging, supporting continuous professional development and ensuring health and safety. These efforts are crucial to implement the company's strategy, strengthen the business model and maximise the positive impact, while minimising the potential negative effects. For a detailed definition of our employees, see Tables 16–21 on pages 79–81. To identify key impacts, risks and opportunities related to the company's personnel, safety and health, the company has conducted a double materiality analysis. Read more about the double materiality analysis under *General Disclosures*.

Sustainability of the business model

Sustainability is an integral part of the Eckerö Group's strategy and daily operations. The company prioritises investing in its personnel through:

- Training and skills development: The company offers regular training opportunities, including safety certifications and further training, to strengthen the long-term employability of its staff.
- Health and safety at work: By promoting good physical and mental health, the company ensures a safe and motivating work environment. This includes regular health checks and work environment assessments, as well as comprehensive safety procedures on board and ashore.
- Diversity and inclusion: The company's business model is based on principles of fairness and equality, creating a workplace where all employees feel valued and respected.

Risks and opportunities

The company has several ongoing reporting processes where impacts, risks and opportunities are identified and assessed. The impact of its own workforce is assessed through, for example, employee surveys and the anonymous reporting channel WhistleB.

Own workforce – consequences, risks and opportunities

Impacts		Risks and opportunities		Management
S1 — OWN WORKFORCE: WORKING CONDITIONS, WORKING HOURS, HEALTH AND SAFETY				
Negative	Part-time employment, zero-hours contracts and satisfaction with working hours can complicate the work-life balance for employees.	Risk	Seasonal staffing needs, difficulties in recruiting certified staff, skills shortages and changing legislation.	These risks are addressed by management in the Group's Community Development Plan and Occupational Safety and Health Programme.
S1 — OWN WORKFORCE: SECURITY ISSUES				
Negative	Safety on board and the ability of employees to work;	Risk	Safety of personnel on board.	Management is constantly working on preventive measures to ensure safety on board. Incidents are monitored and preventive measures are taken through the occupational safety and health programme.

Table 15. The table describes the sustainability matters in the area Own workforce (S1) that have been assessed as most material for the company, highlighting the risks identified in the double materiality analysis.

The Group's management conducts an annual assessment of identified risks and opportunities related to its own workforce, while major issues are addressed on an ongoing basis as needed. Reducing food waste, and thus food waste, is also in line with waste legislation, according to which food waste should be prevented in the first place. Subsequently, responsibility for implementation is delegated to middle managers. The review of these processes is continuous and is complemented by an annual internal review and an external audit once a year.

Working sustainably with a focus on the company's own workforce presents both challenges and opportunities.

Risks

Shipboard operations are seasonal and vessels are manned according to safety manning certificates and service requirements. This means that the need to recruit temporary and fixed-term staff can change rapidly, making it necessary to find staff sometimes at short notice. Due to recruitment at short notice, it is challenging to find temporary staff who fulfil the international and national maritime safety certification requirements.

Shortages of skilled labour can affect recruitment and operational capacity. Changes in legislation, such as health and safety requirements or safety certificates, can lead to increased costs. High levels of sick leave during flu season or pandemics, can lead to reduced staff availability and higher workloads for existing staff. Mental health and stress-related illnesses can lead to reduced work capacity and high staff turnover.

Opportunities

Investing in the company's people creates a loyal and committed workforce that drives innovation and quality.

A strong and inclusive corporate culture strengthens the company's employer brand, attracting new talent and strengthening relationships with its customers and partners.

Investing in internal skills development and strengthening the company's employer brand both develops existing talent and attracts new talent, reducing the company's dependence on a limited labour market.

The company works proactively to stay abreast of changes and adapt procedures to ensure that current requirements are met. Improved health is also achieved through preventive measures such as wellness and vaccination programmes. The company is striving for a stronger focus on work environment and culture, for example by training managers in stress management and psychosocial work environment.

Policies for own workforce

The Eckerö Group adheres to human and labour rights standards throughout the organisation. The company's sustainability efforts are guided by applicable legislation and policies that reflect the company's values, including the Group's Code of Conduct and management system. The Code of Conduct serves as an overarching policy and reflects the company's activities, risks and stakeholder expectations. The Code is based on international standards, including the UN Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

The company offers fair wages, regulated working hours and zero tolerance for child labour. Identifying and managing risks ensures the company's commitment to ethical business conduct. The company is also committed to freedom of association and the right to collective bargaining, convinced that dialogue and cooperation create long-term success and security for our employees. The company also prioritises occupational safety training for our employees and agency workers to ensure a safe working environment for all.

The Group applies Group-wide policies that apply to all companies, while local policies and procedures are adapted to national legislation and regulations in the countries where operations are conducted. This ensures a common set of values within the Group while the respective companies meet local requirements and conditions.

The following are some examples of Group-wide policies and initiatives that support our employees, including:

- Code of conduct
- Work Community Development Plan
- Equal treatment plan
- Gender equality policy
- Policy against victimisation, harassment and sexual harassment
- Anti-corruption policy

The Eckerö Group is committed to creating a working environment where respect, dignity and inclusion permeate the entire organisation. Our policies and guidelines are designed to ensure a safe, fair and productive workplace for all employees.

To continuously improve the work environment, the company implements and monitors its policies through regular training, awareness raising and follow-ups. The company's equal treatment plan and policy against victimisation, harassment and sexual harassment are key elements of this work. The plan promotes equal treatment for all employees, regardless of gender, age, ethnicity, religion, sexual orientation or disability. While responsibility for implementation and monitoring lies with management, we emphasise that all staff have a shared responsibility for creating an inclusive working environment. The effectiveness of these measures is subject to regular follow-up and evaluation.

The company endeavours to promote a workplace where equality and diversity are core values. This not only creates a better working environment and increases employee satisfaction, but also contributes to increased productivity and improved customer experiences.

The company's Equality and Diversity Policy ensures that no one is discriminated against on the grounds of gender, gender identity, age, disability, ethnicity, religion or sexual orientation. It contains clear requirements for decent work and is an integral part of the company's safety work.

Eckerö has a zero tolerance policy against victimisation and harassment. To prevent these behaviours, the company offers training and awareness-building activities. Incidents are handled according to established procedures that ensure fairness and confidentiality. The company provides support to affected employees and takes disciplinary action against those who violate our policy. The goal is to create a workplace where everyone feels safe, respected and valuable.

The Eckerö Group is committed to promoting inclusive and sustainable economic growth. The company prioritises full and productive employment and decent work for all.

Through a corporate culture that is permeated by consideration and inclusion, the company tries to counteract all forms of discrimination. The company is convinced that capitalising on the skills of its entire workforce contributes to both the success of the group and the development of its employees.

Continuous improvement is the key to maintaining a work environment where health and safety are in focus. Management is responsible for establishing health and safety policies, procedures and action plans, while operational managers ensure compliance in the organisations. This work is done in close cooperation with the shop stewards of the safety organisations, who are represented on all vessels and offices within the Group.

The Eckerö Group sees it as a matter of course that diversity and equal opportunities create the best conditions for success. The company's policies and actions strive to create a workplace that not only meets but exceeds expectations for safety, fairness and inclusion.

To evaluate its role as an employer, the Group carries out annual employee surveys to promote a sustainable working environment and measure employee satisfaction and engagement. Responsibility for the employee survey lies with the HR function at the head office in Mariehamn and each subsidiary has equivalent HR services working with the HR function to support management in analysing and integrating the results into decision-making. The results are presented and discussed at different organisational levels and with selected representatives. To ensure that the results lead to concrete improvements, managers are trained to process the results and teams are offered professional support to develop and implement action plans. The implementation of these measures is monitored by the HR function at the headquarters in Mariehamn as well as representatives from the subsidiaries to ensure that the measures are implemented at all levels within the Group.

The results of the employee survey, combined with the daily communication and interaction between managers and employees, serve as important indicators to evaluate and support the implementation of the company's strategy.

Procedures for communicating with own workforce and workers' representatives about impacts

The Eckerö Group has established processes to promote dialogue with the company's employees and their representatives, where the impact of the business and common interests are discussed. The company strives to create a culture of inclusion and belonging that drives innovation and collaboration.

The occupational safety and health representative represents the staff in the health and safety co-operation at the workplace. Their role is to actively engage with health and safety issues and to ensure that the employees they represent are aware of their working environment and the issues that affect their health and safety. They participate in occupational health and safety audits and are present when experts or inspectors carry out investigations, if deemed necessary. If an immediate and serious risk to staff arises, the occupational safety and health representative has the right to stop work. They are also part of the occupational safety and health committee.

To ensure fair working conditions and combat discrimination, collective agreements and health and safety committees are in place in all operations. The majority of our employees are covered by these agreements and the company complies with the laws and regulations in force in all countries in which it operates. It is designed in accordance with national legislation and aims to strengthen the development of the company while giving employees the opportunity to influence issues related to their tasks, working environment and role within the organisation. In the shipping industry and for travel agency workers, company-specific agreements are negotiated regularly to keep them up-to-date and relevant.

The company conducts employee surveys and offers annual performance reviews to take account of employee perspectives. The company also provides an intranet with information on reporting practices, including a whistleblowing channel.

The Eckerö Group's digital whistleblowing function, Navex WhistleB, enables anonymous reporting and reported cases are initially handled by an external party. Clear guidelines and a dedicated team ensure reports are handled correctly and in accordance with laws. The company does not tolerate any negative consequences for those reporting in good faith. The Group has an additional reporting channel for seafarers in accordance with the Maritime Labour Convention (MLC). The company has established clear procedures for a seafarer to make a complaint both verbally and in writing to the shipboard employer. If the problem is not resolved internally, the complaint can be forwarded to an independent body, such as a relevant authority or maritime labour committee. The MLC also guarantees that seafarers will not be subjected to negative consequences or retaliation for complaining, thus protecting their rights and well-being on board.

In addition to this, training is provided on the company's grievance mechanisms and regular reminders of their availability via the intranet and at meetings. The Eckerö Group is committed to maintaining an open and respectful working environment that promotes the development of both employees and the company.

Measures related to material impacts on own workforce and strategies to mitigate the material risks and exploit the material opportunities, as regards own workforce, and the effectiveness of these measures

The Eckerö Group has ambitious goals to strengthen staff well-being and engagement. A key focus is to promote health, well-being and an inclusive work environment through various sustainability initiatives. This is in line with the developed work community development plan as well as the occupational health service action plan. The company strives to increase the transparency of its sustainability measures and create a working environment that supports both individual development and the long-term growth of the organisation.

As part of its strategy, the company is investing in digital solutions that improve the employee experience, streamline processes and strengthen communication between different levels of the organisation. In 2024, the company has started to implement platforms that make it easier for employees to follow the company's sustainability initiatives and actively contribute to the company's development.

To attract and retain talent, the company is developing a coherent employer branding strategy and creating a common Employer Value Proposition. This strategy is based on the aim of meeting the demands for flexibility and meaningfulness in working life.

The company also prioritises a safe and healthy working environment through preventive and proactive measures. Workplace visits and health checks provide a basis for measures to improve working conditions. Risk and stress factors are continuously assessed and solutions are implemented to eliminate barriers and strengthen the work community. The health and working capacity of individuals is a central part of the company's work. The company prioritises early intervention to ensure that the employee is able to return to work as soon as possible after sick leave. Collaboration with rehabilitation programmes such as KIILA (rehabilitation for employees) and training in social and organisational work environment help the company to reduce sick leave and ensure long-term work capacity. Regular employee surveys help the company monitor the impact of its wellbeing initiatives. The company offers flexible working arrangements, training programmes and health promotion initiatives that support employee development and well-being.

2030 TARGETS

- Increase participation in company wellness programs for employees
- Reduce long-term sickness absence through targeted preventive health care
- Increase the proportion of employees reporting "good health and work ability", as measured by annual employee surveys
- Increase the company's Employee Net Promoter Score (ENPS)

Results and challenges:

The company already has access to measurement data and established working methods to work towards these goals. However, the company sees this as year zero – a starting point from which to build the foundation for future comparisons. From 2025 onwards, the company will be able to track the progression and analyse the results over time.

So far, there have been positive results from the company's digital initiatives and increased employee satisfaction, but also face some challenges, especially in ensuring that all employees have equal access to and can benefit from these new systems and platforms. To address this, the company is planning additional training and support to make the digital transition as smooth as possible for everyone

Characteristics of the Undertaking's Employees

The company has compiled information from its HR systems to provide a clear overview of the personnel structure. The tables below show the distribution of employees based on type of employment, gender, age, nationality and staff turnover.

In the past, the company has not systematically measured staff turnover, but a first review shows that the results vary depending on which forms of employment are included. For permanent employees, the turnover of employees is low, while it is significantly higher if fixed-term and seasonal contracts are factored in. This is due to the fact that fixed-term contracts are cancelled when they expire, even if the employee is subsequently rehired. In case of re-employment, the person is registered as a new employee, which affects the statistics.

To meet demands for increased transparency and to comply with sustainability standards, which highlight, among other things, the importance of monitoring staff turnover as an indicator of organisational health and long-term sustainability, the company will in future begin a more thorough review and follow-up of these statistics. The aim is to create a clear picture of the flow of staff, identify any patterns and ensure that the company is proactively working to attract, retain and develop its employees.

Diversity indicators

The categorisation of senior management is based on gender and age group based on information retrieved from HR systems. Senior management has been divided into these categories: Board of Directors, Group Management and Management Teams of the respective subsidiaries and vessels.

Characteristics of the undertaking's employees

Sex	Number of employees
Men	712
Women	471
Other	0
Not reported	0
Total employees	1,183

Table 16. The table shows the number of employees in the company in 2024, broken down by gender.

Country	Number of employees
Finland	888
Sweden	246
Estonia	49

Table 17. The table shows the number of employees by country in 2024.

Type of contract	Women	Men	Other	Total
Number of employees	471	712	0	1,183
Number of permanent employees	252	407	0	659
Number of temporary employees	219	305	0	524
Number of non-guaranteed hours employees	N/A	N/A	N/A	N/A
Number of full-time employees	463	692	0	1,155
Number of part-time employees	9	19	0	28

Table 18. The table shows information about the company's employees in 2024 by contract type and gender.

Type of contract	Finland	Sweden	Estonia
Number of employees	888	246	49
Number of permanent employees	443	167	49
Number of temporary employees	445	79	0
Number of non-guaranteed hours employees	N/A	N/A	N/A
Number of full-time employees	878	246	31
Number of part-time employees	10	0	18

Table 19. The table shows the number of employees in 2024 by region (Finland, Sweden and Estonia) for the 2024 reporting period, broken down by contract type.

Diversity indicators

Type of employment	Number of employees	Male	Female
Permanent	659	407	252
Temporary	524	305	219
Full time	1,155	692	463
Part-time	25	19	9
Total number	**1,183**	**712**	**471**

Age of employees	Under 30 years	30-50 years	Over 50 years
	328	507	348

Table 20. The table shows diversity indicators for the company's employees, including the breakdown of employment types by gender and age groups.

	2022			2023			2024		
	Male	Female	Total number	Male	Female	Total number	Male	Female	Total number
Board of Directors	4	3	7	4	4	8	3	3	6
Group management	6	2	8	6	2	8	7	2	9
Total number[1]	**9**	**5**	**14**	**9**	**6**	**15**	**9**	**5**	**14**

[1] CEO is also a member of the Board

	2022			2023			2024		
	Male	Female	Total number	Male	Female	Total number	Male	Female	Total number
Eckerö Line management	2	7	9	2	7	9	2	7	9
Eckerö Linjen management	2	2	4	2	2	4	2	2	4
Total number	**4**	**9**	**13**	**4**	**9**	**13**	**4**	**9**	**13**

	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Vessel management M/S Finlandia	6	2	6	2	6	2
Vessel management M/S Finbo Cargo	8	0	8	0	9	0
Vessel management M/S Eckerö	7	1	7	1	7	1

Vessel management includes 3 positions, Master, Chief Engineer, Intendant/ Chief Purser.
A position is staffed by several people

Table 21. The table shows the gender balance within different management teams from 2022 to 2024.

Work-related accidents and illnesses

Type	Number
Registered work-related accidents	76
Registered work-related illnesses	27
Frequency of accidents	572 accidents per million hours worked
Lost days due to work-related injury, work-related illness	491

Table 22. The table shows statistics on work-related accidents and illnesses for the year 2024.

Incidents, complaints and serious human rights impacts

Year	Reported incidents	Serious irregularities	Human rights violations
2022	4	No	No
2023	4	No	No
2024	2	No	No

Table 23. The table shows reported incidents, complaints and serious human rights impacts in the years 2022-2024.

Gender equality in pay

The Eckerö Group ensures that all employees receive salaries at least equivalent to industry standards and the usual reference salaries in the countries in which the Company operates, in accordance with applicable laws and regulations. The company respects employees' rights to freedom of association and collective bargaining, which contribute to fair and transparent pay conditions.

In 2025, the company is preparing to implement the EU Pay Transparency Directive. The EU Pay Transparency Directive will become part of national legislation in 2026. The directive aims at equal treatment in wage setting. The Directive has three main objectives:

1. Identify and eliminate unjustified gender pay gaps
2. Increase transparency in salary setting > remuneration criteria defined and known
3. Control mechanisms to combat gender pay discrimination

The seafaring professions are almost exclusively remunerated on the basis of standard wages, with pay determined according to the position held on board, irrespective of gender. The company endeavours to promote fairness and equal treatment for all employees, regardless of gender, age, ethnicity or sexual orientation. In this way, the company ensures that the pay conditions fulfil the requirements of fairness and adequacy according to common standards.

Health and safety metrics

Everyone within the Eckerö Group is subject to health and safety management systems based on legal requirements and guidelines. Continuous improvement is therefore at the heart of the company’s work environment management. In order to ensure a healthy and safe working environment, the company's senior managers are responsible for ensuring that a clear health and safety policy is in place and that procedures and action plans are developed and implemented. Operations managers ensure that their respective operations comply with these guidelines and ensure practical compliance with health and safety procedures, in close cooperation with elected shop stewards and security organisations on each ship and office within the Group.

The main objective of the company's work environment management is to create a sustainable working life for our employees by preventing risks in both the physical and psychosocial work environment. This is done through continuous risk assessments and the development of risk analysis tools. To ensure that the company's health and safety measures are implemented effectively, the operational managers and the elected safety organisation receive training and competence development in health and safety issues. The company does this to provide everyone involved with the tools needed to address health and safety challenges in a professional and systematic way. Managers are also encouraged to engage with staff health and work towards solutions that support wellbeing and prolong working capacity. Through early intervention and co-operation with occupational health services, the company helps employees reduce the risk of disability.

Regular health checks are compulsory for all employees, with occupational health services responsible for assessment, treatment and rehabilitation. The company obtains information on work-related ill health and injuries through, for example, health checks, reports from affected individuals and communication with authorities and health professionals. The management of this information is done in a structured and responsible way by a dedicated HR specialist responsible for healthcare and insurance matters. The specialist is responsible for compiling and analysing the statistics to enable systematic monitoring and reporting.

The statistics cover all employees within the Group and are based on the number of employees in the reporting year 2024. During the reporting period, no fatalities due to occupational injuries or work-related ill health have been reported, either among the internal workforce or among external workforces. However, 74 accidents at work and 27 cases of work-related ill health were recorded. All incidents have been documented by a licensed healthcare professional.

Incidents, complaints and severe human rights impacts

In 2022, 4 incidents were reported via the company's whistleblower system. All have been investigated in accordance with the company's policies and procedures, and none of the reported incidents have been assessed as serious irregularities. No cases related to human rights violations were reported in 2022.

In 2023, 4 incidents were reported via the company's whistleblowing system. All have been investigated in accordance with the company's policies and procedures, and none of the reported incidents have been assessed as serious irregularities. No cases related to human rights violations were reported in 2023.

In 2024, 2 incidents were reported through the company's whistleblowing system. These have also been investigated in accordance with the company's policies and procedures and none of them have been deemed to constitute serious irregularities. Nor have any cases related to human rights violations been reported in 2024.

Description of metrics and production

The company has compiled statistics from its HR systems to give a clear overview of the personnel structure. Statistics in all tables are annual averages, as the industry is subject to seasonal variations. Disclosure of average numbers for the reporting period provides a better picture of changes that have occurred during the period. The statistics are not validated by an external body other than the insurer.

CONSUMERS AND END-USERS

Engagement and views of our stakeholders

The company has several different channels for dialogue with its customers. Dialogue with customers takes place by phone, online, by SMS, on social media and through face-to-face meetings with staff in terminals and on board. If the customer wishes, they can submit feedback in digital format anonymously. The company's guiding principle is to consider the customer in everything it does. This approach relies on continuous customer communication and listening to customers through different feedback channels. A summary of customer feedback is regularly reviewed at each management team meeting and actions are planned and followed up on. For more detailed information on the company's stakeholder dialogues, see Table 2 on page 57.

Material impacts, risks and opportunities and their alignment with strategy and business model

The Eckerö Group's customers consist of individuals, groups and companies. The subsidiaries offer passenger services such as scheduled tours, cruises, tourist travel packages and cargo transport. The Group's mission is "Eckerö transports people and goods to their destinations in a welcoming, convenient and responsible way."

The company works continuously to ensure the safety of its customers and thus minimise the risk of adverse events.
A high level of guest satisfaction is a prerequisite for the company's profitability and customer satisfaction is based, among other things, on safety, which therefore permeates all company strategies and policies.

For security reasons, a minor passenger cannot travel alone. Young people aged 16–17 can travel with a written authorisation from their legal guardian. There are also special procedures for other special situations when minors are travelling (e.g. sports groups). Security also extends to alcohol and tobacco products sold on board. Underage passengers are not allowed to purchase any alcohol or tobacco products from the vessel's points of sale. Strong alcoholic beverages are only sold to people over the age of 20. The vessel's stewards also monitor passengers' possible alcohol consumption during the journey and intervene if they notice that someone is drinking their own alcoholic beverages during the journey. Smoking in all forms is completely banned inside the vessels and is only allowed on deck outside.

The Eckerö Group enables travel on equal terms for everyone. The Group complies with the provisions of the Accessibility Directive and has provided for accessible travel on board its vessels. If the passenger wishes, the company offers the possibility to bring their own assistant. The assistant may travel with the customer free of charge. By 2025, the company's websites will also comply with the Accessibility Directive and be accessible to multiple senses.

The Group's operations contribute to Finland's security of supply. The importance of cargo transport is significantly reflected on Finnish consumers, as almost 90% of Finland's exports and imports are carried by sea. The company's Finnish-flagged vessels are part of Finland's security of supply. The Finnish and Swedish flags also signal to customers that the company complies with Finnish or Swedish labour legislation and Finnish or Swedish collective agreements on board the vessels. In particular, the timetable for M/S Finbo Cargo has been designed with the needs of cargo customers in mind, in order to offer them a cost-effective and timely alternative.

Policies related to consumers and end users

The Eckerö Group is committed to the equal value of all people regardless of their origin, cultural and social background, religion, age and gender. This is stated in the company's Code of Conduct, equality and equal opportunities policy and through the company's supplier code. The company prioritises safety and values the health and well-being of its vessel and bus passengers.

The Eckerö Group carries out ambitious and proactive safety work to ensure customer safety. The company is continuously working to increase awareness and commitment within the organisation to create a strong safety culture and thus maintain the highest possible level of safety at all times.

The Company has an approved Safety Management System designed in accordance with the International Safety Management Code (ISM). The company is approved by the maritime authorities in Sweden and Finland, and is controlled by so-called DOC audits of classification societies, i.e. recognised organisations that carry out inspections on behalf of the ship's flag state.

Consumers and end-users – impacts, risks and opportunities

Impacts		Risks and opportunities		Management
S4 — CONSUMERS AND END-USERS, PERSONAL SAFETY OF CONSUMERS AND/OR END-USERS				
Potential negative	Passenger safety on board.	Risk	Health and safety of passengers.	The biggest risk is an accident of some kind. The biggest positive impact is that it enables travel on equal terms for all. Review of identified risks at each management group meeting. Large-scale follow-up twice a year.

Table 24. The table describes the sustainability matters in the area Consumers and End users (S4) that have been assessed as most material for the company, highlighting the risks identified in the double materiality analysis.

The onshore organisation also prepares for possible crisis situations. Shore-based emergency response teams help vessels support passengers in the event of a crisis. The onshore organisation trains regularly with the vessels in real-life situations and with external organisations every year to maintain and improve its ability to deal with various crises that may arise within the organisation.

The Group has a zero vision regarding various types of crime and harassment on board. The zero vision emphasises safety, security and well-being. The company has zero tolerance for alcohol consumption in the workplace. The company also has a zero-tolerance policy for drugs and all types of offences on board, from theft, harassment and assault to sexual harassment. For example, the company turns away people who are likely to pose a danger before boarding any of its vessels or buses. In addition to the management system mentioned above, there are legal requirements in areas such as the environment, occupational health and safety, maritime safety and food that constitute a basic level of requirements that the company must always fulfil.

The company informs about how the Group works on its website and by answering questions from customers in their daily work. Customers can contact the Eckerö Group before, during and after their trip via the usual feedback channels such as email, web and phone. The company complies with the law and ensures that its subcontractors also do the same.

Processes to engage consumers and end-users around impacts

With regard to safety, existing laws and regulations are the primary source of safe travel. In addition, customers are asked about comfort and other details as to how the onboard experience can be developed. Good customer awareness is of utmost importance in a price-sensitive market. Customer contact is usually made directly with customers through dialogue between the company's staff or through customer surveys carried out by one of the group's subsidiaries or third parties. Customers have the option to provide feedback anonymously. When it comes to safety, the company's staff are always on hand, either in person, online, via social media or by hotline, before, during and after a trip. The company's websites serve customers in the language of the respective market.

The customer can easily contact the Eckerö Group through established channels for feedback or complaints. The websites have a privacy policy that provides customers with instructions on how to request information about the customer data that the subsidiaries hold about them. Check-in staff man the terminals no later than one hour before the departure of each vessel. The subsidiaries use social media channels such as Facebook, Instagram and LinkedIn to reach customers, share important travel information, travel tips and inform about emergency situations. Through all these channels, the customer also has the opportunity to contact the Eckerö Group directly. In exceptional situations (delay or cancellation of departure), an SMS is sent to the telephone number provided by the customer. The subsidiaries collect customer satisfaction feedback from their respective customers through electronic surveys. A summary of the surveys is available to senior managers of the subsidiaries. The data does not contain the customer's personal data, so the customer's data security is not at risk. Customers who have agreed to a subsidiary's marketing offer receive the subsidiary's newsletter. Each newsletter also includes a link to unsubscribe from the newsletter list.

Continuous monitoring of the customer experience is crucial to optimise and develop customer communication. Follow-up takes place at all levels of the Group. All decisions are made on the basis of customer data.

Processes to address negative impacts and channels for consumers and end-users to voice their concerns

The company's strategy emphasises customer satisfaction as a key factor for success. Travel and shipping conditions are clear so that all parties know what applies and complaints handling is an important part of the company's branding. To ensure that all complaints are handled promptly and correctly, Eckerö Group subsidiaries have complaints policies that describe how complaints should be handled both internally and externally. The company's complaint handling is based on established communication channels to ensure that customers can always find information and make a complaint. Complaints are handled by the customer response team of the given company. The customer is directed to provide feedback in writing via the email address. The feedback is stored in the subsidiary's system and, in most cases, is given a case number at the same time, which allows the feedback and the related correspondence to be traced afterwards. After the customer has submitted their feedback, they will receive an automatic message informing them that the feedback has been received and is being processed.

All customer feedback is managed and acted upon and the company places great emphasis on customer satisfaction. The risk of individual customers refraining from complaining because they perceive themselves to be in a position of dependency is estimated to be very small as the company's services, especially for individual consumers, are relatively inexpensive, are generally only purchased once a year and few are dependent on them as there are always competing alternatives. Complaints are handled and saved in accordance with the GDPR. The tough competition in the cargo business puts the customer in a strong position.

In the event of technical problems or other disruptions, the customer is notified immediately. Preventive measures to ensure safety and security guarding on board are carried out to ensure everyone's safety. CCTV on all vessels and buses is an example of procedures to ensure traveller safety. Indoor smoking bans and boarding controls ensure pleasant travel for all travellers. The company's GDPR policy is respected at all times.

Taking action on material impacts on consumers and end-users, as well as approaches to manage material risks and capitalise on material opportunities related to consumers and end-users, and the effectiveness of these actions

On all vessels, the captain and a designated mate are responsible for first aid on board; on M/S Finlandia there is also a nurse. Regular safety drills are carried out on the vessels, practising the evacuation of passengers from the ship in case of illness. Going forward, the company will continue to work hard on security issues to minimise potential negative impacts on customers and end-users. Development work based on customer requests is defined by the subsidiaries on an annual basis, so-called must-win-battles projects are identified and goals for the year are set. In the spring, the management teams hold strategy days to take a longer-term view, and in the autumn the coming year is planned during the management teams' budget work.

Objectives related to managing material negative impacts, promoting positive impacts and managing material risks and opportunities

The company conducts continuous customer surveys, interviews customers and maintains ongoing dialogue with customers in all different channels. All collected data is used in strategic decision-making within the Group. Being aware of trends, customer expectations and preferences is crucial for a company to remain competitive. The collection of data permeates the whole organisation, data is compiled at several levels and discussed at all management team meetings. During the year, customer data is used to reconcile the strategic objectives set and to forecast and develop the business. Human rights are taken into account in the company's Code of Conduct.

One objective is to reduce food waste and to serve more locally produced food. The objectives will be measured. For more information, see sections on Resource Use and Circular Economy and Table 3 on page 58, where metrics and targets are presented.

BUSINESS CONDUCT

Prevention and detection of corruption and bribery

The company has a code of conduct, a supplier code and an anti-corruption policy that address the risks in this area. The Eckerö Group has a strict zero-tolerance policy against all forms of corruption. It is absolutely forbidden to offer, give, receive or request anything of value with the aim of gaining an improper advantage for oneself, the company or anyone else. Contracts with business partners shall be drawn up in writing and based on market and customary prices. The company offers a whistleblowing channel where employees and suppliers can report suspicions of irregularities. Reporting can be done anonymously, which allows the whistleblower to protect their identity. All reported cases are investigated confidentially, and the whistleblower is protected against the risk of retaliation. This means that the whistleblower does not risk being exposed to negative consequences because of their reporting. Suspicions of irregularities or violations of the law should be reported to the line manager, another manager, the Human Resources Department or through the whistleblowing service. Appropriate action is taken, and criminal offences are reported to the authorities. The results of these investigations and actions are regularly reported to management to ensure that the company maintains its high standards of honesty and integrity. Management is responsible for approving, maintaining and, where necessary, updating the anti-corruption policy. Training in the area of anti-corruption is organised by business unit management and supervisors, who are also responsible for providing policy training to their employees. The risk of corruption is greatest in:

- Procurement: Processes in which the entity purchases goods and services from external suppliers.
- Contracts: Projects where the company hires external contractors to carry out work.
- Purchasing processes: All steps involving the purchase of materials, services or products.

The departments that handle the largest contracts are the Purchasing Department, Marine Operations and IT Department.

Supplier Relationship Management

The company's purchasing department applies a supplier code of conduct to ensure that suppliers selling or delivering goods to: the Eckerö Group and its subsidiaries Eckerö Linjen and Eckerö Line, either directly or through other distributors, shall comply with internationally recognised principles on human rights, labour conditions, equality, environment and anti-corruption during the contract period. Compliance with the supplier code is taken into account both when deciding with whom to engage and when evaluating ongoing business relationships. When selecting suppliers, the company's purchasing department uses products and brands already available on the domestic markets and produced locally or imported by established suppliers in Sweden or Finland.

Political influence and lobbying activities

The Eckerö Group participates in advocacy work at EU and national level, especially in Finland and Sweden.

The Board of Directors of the Eckerö Group’s parent company Rederiaktiebolaget Eckerö ensures that the Group has an appropriate function for social contacts in accordance with its business operations. The Eckerö Group's CEO, supported by the Group's Board of Directors, sets the priorities for policy advocacy.

In order to identify the most significant political risks, the Group continuously monitors the political debate at national, EU and international level. These risks have also been taken into account in the company's double materiality assessment. The Eckerö Group follows and participates in discussions on shipping and maritime transport.

Co-operation with trade and industry associations

Rederiaktiebolaget Eckerö is an active member of the Finnish Shipowners' Association (FSA), which represents the interests of shipping companies in industrial and labour market policy both nationally and internationally. The CEO and Chief Group Executive of Rederiaktiebolaget Eckerö was Chairman of the Board of Directors of the Finnish Shipowners' Association in 2024. The association advances issues concerning Finnish shipping through the European and international shipping organisations European Community Shipowners' Associations (ECSA) and International Chamber of Shipping (ICS). There, the association has an opportunity to influence regulation, particularly within the EU, but also within the International Maritime Organization (IMO), which is the UN's maritime organisation. The CEO and Chief Group Executive of Rederiaktiebolaget Eckerö is also a member of ECSA’s Board of Directors. Representatives of Rederiaktiebolaget Eckerö actively participate in the work of the Finnish Shipowners' Association committees and working groups.

Business conduct – impacts, risks and opportunities

Impacts		Risks and opportunities		Management
G1 – BUSINESS ETHICS, POLITICAL ENGAGEMENT				
Negative	Political engagement in the regions where the Eckerö Group operates	Risk	Non-compliance with the law	The Eckerö Group has a code of conduct and an anti-corruption policy that addresses the risks in this area. Violations of policies are reported to the line manager or to the whistleblowing function.
Positive		Opportunity	More opportunities and more revenue	

Table 25. The table describes the sustainability matters in the area Business conduct (G1) that have been assessed as most material to the company, highlighting the risks identified in the double materiality analysis.

Through its subsidiary Rederi Eckerö Sverige AB, the Eckerö Group is a member of the Swedish Maritime Association's sections, committees and working groups.

Rederi Eckerö Sverige AB is also a member of the Swedish Shipowners Employers' Association, which is part of the overall industry organisation Swedish Confederation of Transport Enterprises and thus also the Confederation of Swedish Enterprise. The group chief executive is Vice Chairman of the Board of Directors of SARF (Swedish Shipowners' Employer Association) and a member of the Board of Directors of Swedish Confederation of Transport Enterprises.

Rederiaktiebolaget Eckerö is also a member of the Swedish Confederation of Transport Enterprises, whose purpose is to raise common maritime issues and act as an arena for meetings and collaboration in the maritime industry.

Rederiaktiebolaget Eckerö is a member of the Åland Business Association and several of its committees. The main purpose of the association is to create better conditions for starting, operating, developing and owning businesses in Åland. The Åland Business Association also handles statutory Chamber of Commerce duties in Åland.

Eckerö Linjen Ab is an active member of the association Visit Åland. Visit Åland is Åland's official tourism organisation, with approximately 240 members. Eckerö Linjen's marketing director was a board member of Visit Åland in 2024. Eckerö Line Ltd is a member of the Helsinki Chamber of Commerce, Palvelualojen työnantajat (PALTA), Suomen matkailualan liitto ry (SMAL), Business Finland, Suomen Messut, and Suomalainen työ. The CEO of Eckerö Line is a member of the board of Business Finland.

The Eckerö Group does not provide direct or indirect political contributions or support to political parties. Rederiaktiebolaget Eckerö is not registered in the EU Transparency Register or equivalent register in a Member State.

The Eckerö Group can participate in seminars dealing with economic or maritime policy. During the reporting period, the Vice-Chairman of the Board served as Vice-Chairman of Eckerö Municipal Council.

Roles of administrative, supervisory and management bodies

The roles of administrative, supervisory and management bodies are described at the start of the sustainability report under *General disclosures.*

Description of the process to identify and assess material impacts, risks and opportunities

The process for identifying and assessing material impacts, risks and opportunities is described at the beginning of the sustainability report under *General disclosures.*

REPORTING UNDER THE EU TAXONOMY REGULATION

Introduction

The EU taxonomy is a system striving to classify environmentally sustainable investments. The purpose of the taxonomy is to try to help companies and investors identify green investment opportunities. The company has been auditing its business operations under the EU taxonomy since 2022.

Environmental objectives

The EU Taxonomy Regulation defines six environmental objectives:

1. Climate change mitigation (CCM)
2. Climate change adaptation (CCA)
3. Sustainable use and protection of water and marine resources (WTR)
4. Transition to circular economy (CE)
5. Pollution prevention and control (PPC)
6. Protection and restoration of biodiversity and ecosystems (BIO).

The company's business activities are taxonomy-eligible mainly in climate change mitigation objectives through activity categories 6.3 (Urban and suburban transport, road passenger transport), 6.10 (Sea and coastal cargo water transport, vessels for port operations and auxiliary activities) and 6.11 (Sea and coastal passenger water transport).

Reporting complies with the EU Taxonomy Regulation and its delegated acts and covers the financial year ending on 31 December 2024. It includes the proportion of the company's business activities that are compatible with the classification system for the key figures turnover, operating expenditure (OpEx) and investment (CapEx).

Evaluation of the company's financial activities

Assessment of taxonomy alignment

The undertaking has evaluated its economic activities in Taxonomy-eligible activities that are taxonomy-aligned (and thus classified as environmentally sustainable), Taxonomy-eligible activities that are not taxonomy-aligned (and thus not classified as environmentally sustainable), and activities that are not taxonomy-eligible. The company does not have any operations that meet the classification requirements to be environmentally sustainable under the Regulation. The eligibility of the company's activities was assessed on the basis of the descriptions of economic activities defined in the Delegated Climate Regulation (Annex 1 CCM and Annex 2 CCA) and the Delegated Environment Regulation (Annex 1 WTR, Annex 2 CE, Annex 3 PPC, Annex 4 BIO) as well as the EU Nomenclature of Economic Activities (NACE) as set out in the descriptions.

The results of the assessment of the classification eligibility of the company's activities showed that just under half of the company's activities are eligible for classification for the climate change mitigation objective (CCM). The company's operations fulfil the description of functions 6.3, 6.10 and 6.11 of Annex 1 CCM.

Assessment of conformity with the classification system

In 2024, the company evaluated the alignment of its economic activities with the requirements of the EU taxonomy. The evaluation was carried out based on the technical assessment criteria of the Delegated Climate Regulation (Annex 1 CCM), which defines the technical assessment criteria for significant advancement of climate change mitigation (CCM). Based on the evaluation, the company's eligible activities did not fulfil the criteria for alignment with the classification system. For this reason, the impact of the activity on other environmental objectives (DNSH criteria) or minimum protection measures (MPs) was not examined in the assessment.

Calculation of Key Performance Indicators (KPIs)

The company has calculated the KPIs according to the EU taxonomy in accordance with Annex 1 of the Delegated Regulation 2021/2178. The company has calculated the key performance indicators using International Financial Reporting Standards (IFRS) financial statements for the financial year ending on 31 December 2024.

For the performance indicators, a denominator has been defined that describes the overall financial figures of the company. EU taxonomy eligible and aligned proportions are also included in the numerator. Internal transactions within the Group have not been factored into the calculation of the KPIs. All KPIs include the companies consolidated as subsidiaries of the company.

The KPIs have been calculated in accordance with the requirements of the Delegated Regulation for turnover, capital expenditure and operating expenditure. The evaluation compared the total taxonomy-eligible turnover with the Group's total turnover, total taxonomy eligible investments with the Group's total investments, and total taxonomy-eligible travel costs with the Group's total travel costs.

The company reports the KPIs in accordance with the Climate Change Mitigation Objective (CCM), as the Group's activities are mainly focused on this environmental objective. The calculation method ensures that double counting does not occur.

Calculation basis for the KPI turnover

The numerator of the turnover indicator is defined by turnover, which mainly includes revenue related to travel tickets, freight and vehicle revenues. The data are obtained directly from the accounts and no significant estimates have been made in allocating revenue or expenditure to different economic transactions.

The denominator of the turnover indicator is based on the group's net turnover as presented in the company's financial statements for 2024, which are prepared in accordance with IFRS. The denominator includes all revenues arising from the Group's operations in accordance with the principles in the financial statements.

Calculation basis for the KPI capital expenditure (CapEx)

The numerator of the capital expenditure indicator contains all investments in the company's vessels, buses and ports meeting the technical criteria of the taxonomy. The data is obtained directly from the accounts and no significant estimates have been made in the allocation of the investments, as the investment data is obtained directly from project-specific reports.

The denominator includes all increases in the company's fixed assets, both tangible and intangible, recognised in the financial statements in accordance with IFRS.

Basis for calculating the KPI operating expenditure (OpEx)

The numerator in the operating expense indicator includes all the undertaking's external operating costs incurred mainly in the maintenance and repair of vessels and buses related to the processes and assets included in the Taxonomy-eligible activities. The information is retrieved directly from the company’s financial system. No significant estimates have been made in the allocation.

The denominator of the operating expenditure indicator is based on the group's other operating expenses presented in the company's 2024 financial statements, which are prepared in accordance with IFRS.

Changes in the use of calculations

In 2024 there were no significant changes in the entity's accounting policies or methods of calculating revenue, capital expenditure or operating expenses. The calculation methods follow the regulatory requirements of the EU taxonomy, and the reported figures are comparable with previous reporting periods.

CapEx plan according to EU taxonomy

The company aims to reduce greenhouse gas emissions. This objective is reflected in the company's business plans, and since 2023 the company has had a detailed three-year plan to reduce greenhouse gas emissions from its vessels. The plan describes the measures that the company intends to take in the form of new or improved equipment, working procedures, monitoring and measurement, investment budget and other measures. In addition to the detailed three-year plans, the company has an overall plan to transition all or part of its vessels to electric power by 2035 and to all-electric power by 2045, thereby achieving the target of net zero emissions in 2050. Where electricity during the transition phase is not sufficient for the shipping company to reach the annual GHG emission and GHG emission intensity targets, the shipping company will supplement with other alternative fuels.

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2024

EUR MILLION	2024			Criteria for substantial contribution						Do No Significant Harm criteria (h)									
Economic activities (1)	Code (a) (2)	Turnover (3)	Proportion of turnover, year n (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of taxonomy-aligned (A.1) or taxonomy-eligible (A.2) turnover, year n-1 (18)	Category enabling activity (19)	Category transitional activity (20)
A. TAXONOMY-ELIGIBLE ACTIVITIES A.1. Environmentally sustainable (taxonomy-aligned) activities																			
Urban and suburban transport, road passenger transport	CCM 6.3.	0.0	0.0%	N	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-	-
Sea and coastal freight water transport, vessels for port operations and auxiliary activities	CCM 6.10.	0.0	0.0%	N	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-	-
Sea and coastal passenger water transport	CCM 6.11.	0.0	0.0%	N	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-	-
Turnover of environmentally sustainable (taxonomy-aligned) activities (A.1)		0.0	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-	-	-	-		
of which enabling activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
of which transitional activities	-	-	-	-						-	-	-	-	-	-	-	-		-
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
				"EL; N/EL (f)"	"EL; N/EL (f)"	"EL; N/EL (f)"	"EL; N/EL (f)"	"EL; N/EL (f)"	"EL; N/EL (f)"										
Urban and suburban transport, road passenger transport	CCM 6.3.	2.6	1.2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.1%		
Sea and coastal freight water transport, vessels for port operations and auxiliary activities	CCM 6.10.	3.1	1.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								3.2%		
Sea and coastal passenger water transport	CCM 6.11.	93.3	41.9%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								38.1%		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		99.0	44.5%	0.0%	-	-	-	-	-								42.4%		
A. Turnover of Taxonomy-eligible activities (A.1+A.2)		99.0	44.5%	0.0%	-	-	-	-	-								42.4%		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy non-eligible activities		123.6%	55.5%																
TOTAL		**222.7%**	**100.0%**																

Table 26. The table shows the proportion of Taxonomy-aligned turnover from products and services linked to economic activities for 2024.

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2024

EUR MILLION	2024			Criteria for substantial contribution						Do No Significant Harm criteria (h)									
Economic activities (1)	Code (a) (2)	OpEx (3)	Proportion of OpEx, year N (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of taxonomy-aligned (A.1) or taxonomy-eligible (A.2) operating expenditure, year n-1 (18)	Category enabling activity (19)	Category transitional activity (20)
A. TAXONOMY-ELIGIBLE ACTIVITIES A.1. Environmentally sustainable (taxonomy-aligned) activities																			
Urban and suburban transport, road passenger transport	CCM 6.3.	0.0	0.0%	N	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-	-
Sea and coastal freight water transport, vessels for port operations and auxiliary activities	CCM 6.10.	0.0	0.0%	N	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-	-
Sea and coastal passenger water transport	CCM 6.11.	0.0	0.0%	N	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-	-
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0.0	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-	-	-	-		
of which enabling activities		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
of which transitional activities		-	-	-						-	-	-	-	-	-	-	-		-
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (f)																			
				"EL; N/EL (f)"	"EL; N/EL (f)"	"EL; N/EL (f)"	"EL; N/EL (f)"	"EL; N/EL (f)"	"EL; N/EL (f)"										
Urban and suburban transport, road passenger transport	CCM 6.3.	0.2	0.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.5%		
Sea and coastal freight water transport, vessels for port operations and auxiliary activities	CCM 6.10.	0.5	0.9%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								3.2%		
Sea and coastal passenger water transport	CCM 6.11.	10.6	19.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								18.0%		
Operating expenditure for Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		11.3	20.6%	0.0%	-	-	-	-	-								21.8%		
A. Operating expenditure for Taxonomy-eligible activities (A.1 + A.2)		11.3	20.6%	0.0%	-	-	-	-	-								21.8%		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
Operating expenditure for Taxonomy non-eligible activities		43.6	79.4%																
TOTAL		**55.0**	**100.0%**																

Table 27. The table shows the Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities in accordance with the EU taxonomy requirements for 2024.

Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2024

EUR MILLION	2024			Criteria for substantial contribution						Do No Significant Harm criteria (h)									
Economic activities (1)	Code (a) (2)	CapEx (3)	Proportion of CapEx, year N (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of taxonomy-aligned (A.1) or taxonomy-eligible (A.2) capital expenditure, year n-1 (18)	Category enabling activity (19)	Category transitional activity (20)
A. TAXONOMY-ELIGIBLE ACTIVITIES A.1. Environmentally sustainable (taxonomy-aligned) activities																			
Urban and suburban transport, road passenger transport	CCM 6.3.	0.0	0.0%	N	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-	-
Sea and coastal freight water transport, vessels for port operations and auxiliary activities	CCM 6.10.	0.0	0.0%	N	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-	-
Sea and coastal passenger water transport	CCM 6.11.	0.0	0.0%	N	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-	-
Capital expenditure for environmentally sustainable (taxonomy compatible) activities (A.1)		0.0	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-	-	-	-		
of which enabling activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
of which transitional activities	-	-	-							-	-	-	-	-	-	-	-		-
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
				"EL; N/EL (f)"	"EL; N/EL (f)"	"EL; N/EL (f)"	"EL; N/EL (f)"	"EL; N/EL (f)"	"EL; N/EL (f)"										
Urban and suburban transport, road passenger transport	CCM 6.3.	0.4	3.3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								6.7%		
Sea and coastal freight water transport, vessels for port operations and auxiliary activities	CCM 6.10.	0.0	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Sea and coastal passenger water transport	CCM 6.11.	7.1	65.7%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								38.1%		
Capital expenditure for Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		7.4	68.9%	0.0%	-	-	-	-	-								44.8%		
A. Capital expenditure for Taxonomy-eligible activities (A.1 + A.2)		7.4	68.9%	0.0%	-	-	-	-	-								44.8%		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
Capital expenditure of Taxonomy non-eligible activities		3.4	31.1%																
TOTAL		**10.8**	**100.0%**																

Table 28. The table shows the proportion of capital expenditure from Taxonomy-aligned products and services linked to economic activities for 2024.

Nuclear and fossil gas related activities

Row		Nuclear energy related activities
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
	Fossil gas related activities	
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

Table 29. The table shows the company's potential exposure to nuclear and fossil gas-related activities, including research, development, construction and operation of energy production facilities and the use of fossil gas fuels.

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ESRS Standard	Disclosure requirements	Page/ Reference	Reference to other reports/Comments
ESRS 2	**General requirements**		
BP-1	General basis for the preparation of sustainability statements	Page 52	
BP-2	Disclosures in relation to specific circumstances	Page 52	
GOV-1	The role of the administrative, management and supervisory bodies	Page 52	
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Page 52	
GOV-3	Integration of sustainability-related performance in incentive schemes	Page 53	
GOV-4	Statement on due diligence	Pages 53, 59	
GOV-5	Risk management and internal controls over sustainability reporting	Page 53	
SBM-1	Strategy, business model and value chain	Page 53	
SBM-2	Interests and views of stakeholders	Pages 57-58	
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Page 56	
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	Page 56	
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	Page 56	
MDR-P	Policies adopted to manage material sustainability matters	Pages 64, 74, 77, 83, 86	
MDR-A	Policies adopted to manage material sustainability matters	Pages 65, 66, 74, 78, 84, 86	
MDR-M	Metrics in relation to material sustainability matters	Pages 67, 74, 82	
MDR-T	Tracking effectiveness of policies and actions through targets	Pages 58, 66, 74, 79, 84	
ENVIRONMENT			
ESRS E1	**Climate change**		
GOV-3	Integration of sustainability-related performance in incentive schemes	Page 67	
E1-1	Transition plan for climate change mitigation	Page 61	
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Page 62	
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	Page 63	
E1-2	Policies related to climate change mitigation and adaptation	Page 64	
E1-3	Actions and resources in relation to climate change policies	Pages 64-66	
E1-4	Targets related to climate change mitigation and adaptation	Pages 66-67	
E1-5	Energy consumption and mix	Page 71	
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	Page 72	
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	-	Not material
E1-8	Internal carbon pricing	-	Not material
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	-	Phase-in period
ESRS E2	**Pollution**	**-**	**Not material (below limit 3)**
ESRS E3	**Water and marine resources**	**-**	**Not material (below limit 3)**
ESRS E4	**Biodiversity**	**-**	**Not material (below limit 3)**
ESRS E5	**Resource use and circular economy**		

IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	Page 73	
E5-1	Policies related to resource use and circular economy	Page 73	
E5-2	Actions and resources related to resource use and circular economy	Page 74	
E5-3	Targets related to resource use and circular economy	Page 74	
E5-4	Resource inflows	-	Not material
E5-5	Resource outflows	Page 74	
E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	-	Phase-in period
SOCIAL MATTERS			
ESRS S1	**Own workforce**		
SBM-2	Interests and views of stakeholders	Page 76	
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Pages 76-77	
S1-1	Policies related to own workforce	Page 77	
S1-2	Processes for engaging with own workers and workers' representatives about impacts	Page 78	
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	Page 78	
S1-4	Measures related to material impacts on own workforce and strategies to mitigate the material risks and exploit the material opportunities, as regards own workforce, and the effectiveness of these measures	Pages 78-79	
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Page 79	
S1-6	Characteristics of the undertaking's employees	Pages 79-80	
S1-7	Characteristics of non-employee workers in the undertaking's own workforce		Not material
S1-8	Collective bargaining coverage and social dialogue		Not material
S1-9	Diversity metrics	Pages 80-81	
S1-10	Adequate wages	Page 82	
S1-11	Social protection		Not material
S1-12	People with disabilities		Not material
S1-13	Training and skills development metrics		Not material
S1-14	Health and safety metrics	Page 82	
S1-15	Work-life balance measures		Not material
S1-16	Compensation metrics (pay gap and total compensation)		Not material
S1-17	Incidents, complaints and severe human rights impacts	Page 82	
ESRS S2	**Workers in the value chain**		**Not material (below limit 3)**
S2-1	Significant risk of child labour or forced labour in the value chain paragraph 11 (b)		Not material
	Human rights policy commitments paragraph 17		Not material
	Policies related to value chain workers paragraph 18		Not material
	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19		Not material
	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19		Not material
S2-4	Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36		Not material
ESRS S3	**Affected communities**		**Not material (below limit 3)**
S3-1	Human rights policy commitments paragraph 16		Not material
	Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17		Not material
S3-4	Human rights issues and incidents paragraph 36		Not material

ESRS S4	**Consumers and end users**		
SBM-2	Interests and views of stakeholders	Page 83	
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Page 83	
S4-1	Policies related to consumers and end-users	Pages 83-84	
S4-2	Processes for engaging with consumers and end-users about impacts	Page 84	
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Page 84	
S4-4	Measures relating to significant impacts on consumers and end-users and strategies to manage the significant risks and capitalise on the significant opportunities, as regards consumers and end-users, and the effectiveness of those measures	Page 84	
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Pages 84-85	
CORPORATE GOVERNANCE			
ESRS G1	**Business conduct**		
GOV-1	The role of the administrative, management and supervisory bodies	Page 86	
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	Page 87	
G1-1	Business conduct policies and corporate culture	Pages 86-87	
G1-2	Management of relationships with suppliers	Page 86	
G1-3	Prevention and detection of corruption and bribery	Page 86	
G1-4	Confirmed incidents of corruption or bribery	-	Not material
G1-5	Political influence and lobbying activities	Page 86	
G1-6	Payment practices	-	Not material

Table 30.The table lists the disclosure requirements of the European Sustainability Reporting Standards (ESRS) and their associated standards and the page reference in the report.

List of data points derived from other EU legislation

ESRS Standard	Disclosure requirements and related data point	Reference to sustainability reporting	Reference in the Sustainability Disclosure Regulation [1]	Reference in the third column [2]	Reference in the Reference Value Regulation [3]	Reference in the EU Climate Law [4]
ESRS 2						
GOV-1	Board's gender diversity paragraph 21 (d)	Page 81	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816 (5), Annex II	
	Percentage of board members who are independent paragraph 21 (e)	Page 52			Annex II to Delegated Regulation (EU) 2020/1816	
GOV-4	Statement on due diligence paragraph 30	Page 59	Indicator number 10 Table #3 of Annex 1			
SBM-1	Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Pages 53, 61	Indicator number 4 Table # 1 of Annex I	Article 449a of Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453 (6), Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II	
	Involvement in activities related to chemical production paragraph 40 (d) ii		Indicator number 9 Table #2 of Annex 1 |		Delegated Regulation (EU) 2020/1816, Annex II	
	Involvement in activities related to controversial weapons paragraph 40 (d) iii		Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818 (29), Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II	
	Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv				Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II	
ESRS E1						
E1-1	Transition plan to reach climate neutrality by 2050 paragraph 14	Page 61				Regulation (EU) 2021/1119, Article 2(1).
	Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)			Article 449a Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, template 1: Banking book-Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12(1) (d) to (g) and Article 12(2)	
E1-4	GHG emission reduction targets paragraph 34	Page 58	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6	
E1-5	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Page 71	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1			
	Energy consumption and mix paragraph 37	Page 71	Indicator number 5 Table #1 of Annex 1			
	Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Page 71	Indicator number 6 Table #1 of Annex 1			

E1-6	Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Page 72	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a, Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, template 1: Banking book-Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Articles 5(1), 6 and 8(1)	
	Gross GHG emissions intensity paragraphs 53 to 55	Page 71	Indicator number 3 Table #1 of Annex 1	Article 449a of Regulation (EU) No 575/2013 Commission Implementing Regulation (EU) 2022/2453, template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)	
E1-7	GHG removals and carbon credits paragraph 56	Not material	GHG removals and carbon credits paragraph 56			Regulation (EU) 2021/1119, Article 2(1).
E1-9	Exposure of the benchmark portfolio to climate-related physical risks paragraph 66	Phase-in period			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II	
	Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a)	Phase-in period		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47 Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk.		
	Location of significant assets at material physical risk paragraph 66 (c)	Phase-in period		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47 Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk.		
	Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).	Phase-in period		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34;Template 2:Banking book -Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral		
	Degree of exposure of the portfolio to climate- related opportunities paragraph 69	Phase-in period			Annex II to Delegated Regulation (EU) 2020/1818	
ESRS E2						
E2-4	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Not material	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1			
ESRS E3						
E3-1	Water and marine resources paragraph 9	Not material	Indicator number 7 Table #2 of Annex 1			

	Dedicated policy paragraph 13	Not material	Indicator number 7 Table #2 of Annex 1			
	Sustainable oceans and seas paragraph 14	Not material	Indicator number 12 Table #2 of Annex 1			
E3-4	Total water recycled and reused paragraph 28 (c)	Not material	Indicator number 6.2 Table #2 of Annex 1			
	Total water consumption in m3 per net revenue on own operations paragraph 29	Not material	Indicator number 6.1 Table #2 of Annex 1			
ESRS E4						
SBM-3	Biodiversity-sensitive areas paragraph 16 (a) i	Not material	Indicator number 7 Table #1 of Annex 1			
	Land degradation, desertification, soil sealing 16 b	Not material	Indicator number 10 Table #2 of Annex 1			
	Threatened species 16c	Not material	Indicator number 14 Table #2 of Annex 1			
E4-2	Sustainable land / agriculture practices or policies paragraph 24 (b)	Not material	Indicator number 11 Table #2 of Annex 1			
	Sustainable oceans / seas practices or policies paragraph 24 (c)	Not material	Indicator number 12 Table #2 of Annex 1			
	Policies to address deforestation paragraph 24 (d)	Not material	Indicator number 15 Table #2 of Annex 1			
ESRS E5						
E5-5	Non-recycled waste paragraph 37 (d)	Page 75	Indicator number 13 Table #2 of Annex 1			
	Hazardous waste and radioactive waste paragraph 39		Indicator number 9 Table #1 of Annex 1			
ESRS S1						
SBM-3	Risk of incidents of forced labour paragraph 14 (f)	Page 77	Indicator number 13 Table #3 of Annex I			
	Risk of incidents of child labour paragraph 14 (g)	Page 77	Indicator number 12 Table #3 of Annex I			
S1-1	Human rights policy commitments paragraph 20	Page 77	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I			
	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21	Page 77			Delegated Regulation (EU) 2020/1816, Annex II	
	processes and measures for preventing trafficking in human beings paragraph 22		Indicator number 11 Table #3 of Annex I			
	Workplace accident prevention policy or management system paragraph 23	Page 82	Indicator number 1 Table #3 of Annex I			
S1-3	Grievance/complaints handling mechanisms paragraph 32 (c)	Page 78	Indicator number 5 Table #3 of Annex I			
S1-14	Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Page 82	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II	
	Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Page 81	Indicator number 3 Table # 3 of Annex I			

S1-16	Unadjusted gender pay gap paragraph 97 (a)	Not material	Indicator number 12 Table # 1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II	
	Excessive CEO pay ratio paragraph 97 (b)	Not material	Indicator number 8 Table # 3 of Annex I			
S1-17	Incidents of discrimination paragraph 103 (a)	Page 82	Indicator number 7 Table # 3 of Annex I			
	Non-respect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	Page 77	Indicator number 10 Table # 1 and Indicator number 14 Table # 3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)	
ESRS S4						
S4-1	Policies related to consumers and end-users paragraph 16	Page 83	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I			
	Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17		Indicator number 10 Table # 1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)	
S4-4	Human rights issues and incidents paragraph 35		Indicator number 14 Table # 3 of Annex I			
ESRS G1						
G1-1	United Nations Convention against Corruption paragraph 10 (b)	Page 86	Indicator number 15 Table # 3 of Annex I			
	Protection of whistle- blowers paragraph 10 (d)	Page 86	Indicator number 6 Table # 3 of Annex I			
G1-4	Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Page 86	Indicator number 17 Table # 3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II	
	Standards of anti-corruption and anti-bribery paragraph 24 (b)	Page 86	Indicator number 16 Table # 3 of Annex I			

[1] Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (Regulation on sustainability-related disclosures) (OJ L 317 9/12/2019, p. 1).

[2] Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 Capital Requirements Regulation (CRR) (Text with EEA relevance) (OJ L 176, 27/6/2013, p. 1).

[3] Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (EUT L 171, 29.6.2016, p. 1).

[4] Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999 ('European Climate Law') (OJ L 243, 9/7/2021, p. 1).

Table 31. The table lists data points from other EU legislation relevant to ESRS (European Sustainability Reporting Standards), including disclosure requirements in areas such as governance, social impact and climate change. It contains references to sustainability reporting, indicators in EU regulations and references to specific articles in various regulations, including the EU Climate Law.

Signatures

Signatures of the Board of Directors

The annual report and financial statements are hereby signed.

Mariehamn, 13 March 2025

Marika Mansén-Hillar
Chairman

Bernt Bergman
Deputy Chairman

Åsa Dahlman
Member

Paulina Lepistö Andresen
Member

Pavlos Ylinen
Member

Björn Blomqvist
Member, CEO

Auditor’s note

This report on the audit has been issued today.

Mariehamn, 13 March 2025

Andreas Holmgård
CGR

Jukka Korin
CGR

Auditor's report

To the general meeting of Rederiaktiebolaget Eckerö.

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Rederiaktiebolaget Eckerö (business identity code 0280703-5) for the financial period 1.1.–31.12.2024. The financial statements comprise the consolidated balance sheet, income statement, statement of comprehensive income, statement of changes in equity, cash flow statement and notes to the financial statements, including significant information on accounting policies, and the parent company's balance sheet, income statement, cash flow statement and notes to the financial statements.

In our opinion

- the consolidated financial statements give a true and fair view of the Group's financial position, results of its operations and cash flows for the year in accordance with International Financial Reporting Standards (IFRS) as adopted by the EU
- the financial statements give a true and fair view of the parent company's financial position and the results of its operations in accordance with the applicable regulations on the preparation of financial statements in force in Finland and fulfil the statutory requirements

Our opinion in this report is consistent with the content of the supplementary report submitted to the Board of Directors.

Basis for opinion

We conducted our audit in accordance with good auditing practice in Finland. Our responsibilities under good auditing practice are further described in the section Auditor's Responsibilities for the Audit of the Financial Statements.

We are independent of the parent company and group companies in accordance with ethical requirements in Finland that apply to our audit and we have otherwise fulfilled our professional ethical responsibilities in accordance with these requirements.

To the best of our knowledge and belief, the non-audit services provided to the parent company and group companies are in accordance with the regulations governing such services in Finland and we have not provided any prohibited services as referred to in Article 5(1) of the Audit Regulation 537/2014. The non-audit services we provided are disclosed in note 6 to the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgement, were the most significant to our audit of the financial period. These matters were addressed in the context of the audit and in our opinion on the financial statements as a whole, but we do not provide separate opinions on these matters.

As part of our audit, we considered the risk of management override of internal controls. This has included an assessment of whether there are indications of management's awareness of these, which could lead to a material risk of misstatement due to irregularities.

Key audit matters for the consolidated financial statements and parent company include:

Valuation of vessels

Refer to the note on Property, plant and equipment in the consolidated financial statements, which states that the valuation of vessels is based on the acquisition value less accumulated depreciation and any impairment losses. Depreciation is calculated on a straight-line basis over the estimated useful life of the asset. Depreciation according to plan for vessels is based on an individual assessment of the estimated useful life of each vessel and depreciation on a straight-line basis over that period, taking into account the residual value. An impairment loss is recognised if the recoverable amount of the vessels is less than the book value. We consider the valuation of vessels to be a key audit matter because the item represents a significant share of the Group's assets.

How our audit addressed the key audit matter

In order to ensure that the vessels in the balance sheet are not valued at a value that exceeds their fair value, we compared, at the vessel level, the book value of each vessel with a valuation performed by an external expert. The audit covered all of the Group's vessels.

Responsibility of the Board of Directors and the CEO for the Financial Statements

The Board of Directors and the CEO are responsible for the preparation of the financial statements and for ensuring that the consolidated financial statements give a true and fair view in accordance with International Financial Reporting Standards (IFRS) as adopted by the EU and that the financial statements give a true and fair view in accordance with the regulations governing the preparation of financial statements in force in Finland and comply with legal requirements. The Board of Directors and the CEO are also responsible for such internal control as they determine to be necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors and the CEO are responsible for assessing the ability of the parent company and the Group to continue as a going concern. They disclose, where applicable, conditions that may affect the ability to continue as a going concern and to use the going concern assumption. However, the going concern assumption is not applied if there is an intention to liquidate the parent or Group, to cease operations, or if there is no realistic alternative but to do so.

Auditor’s Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee, that an audit conducted in accordance with good auditing practice will always detect a material misstatement if one exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with good auditing practice, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement due to fraud is higher than for a material misstatement due to error, as fraud may include collusion, falsification, deliberate omissions, misrepresentations or breaches of internal control.
- Obtain an understanding of internal control relevant to our audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of internal control.
- Evaluate the appropriateness of the accounting policies used and the reasonableness of management's accounting estimates and related disclosures.
- Conclude on the appropriateness of the Board of Directors' and the CEO's use of the going concern basis of accounting in the preparation of the financial statements. We also conclude, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the parent company's or Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion on the financial statements. Our conclusions are based on the audit evidence obtained up to the date of the audit report. However, future events or circumstances may render a parent company or group unable to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and conduct the Group audit to obtain sufficient and appropriate audit evidence regarding the financial information of companies or business units within the Group as a basis for providing an opinion regarding the consolidated financial statements. We are responsible for the direction, oversight and review of the audit work carried out for the purpose of the Group audit. Are solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope, focus, and timing of the audit, and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with confirmation that we have complied with relevant professional ethical requirements regarding independence, and communicate any relationships and other conditions that could reasonably affect our independence and, where applicable, associated countermeasures.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial period and that therefore constitute the key audit matters. We describe these matters in the auditor's report unless laws or regulations prevent disclosure of the matter or when, in extremely rare cases, we judge that a matter should not be communicated in the auditor's report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest in such communication.

Other reporting duties

Details of the audit engagement

We have served as auditors elected by the General Meeting on 07/04/2021 and our appointment represents a total period of uninterrupted engagement of four years.

Other information

The Board of Directors and the CEO are responsible for other information. The other information includes the management report and the information in the annual report but does not include the financial statements or our auditor's report. We have received the management report before the date of this audit report and expect the annual report to be made available to us after this date. Our opinion on the financial statements does not cover other information.

Our responsibility is to read the other information specified above as part of our audit of the financial statements and, in so doing, consider whether the other information is materially inconsistent with the financial statements or the opinion we have formed during our audit, or if it otherwise appears to contain material misstatement. For the management report, it is our additional responsibility to assess whether the annual report has been prepared in accordance with the applicable provisions on the preparation of the annual report.

In our opinion, the information in the annual report and the financial statements is consistent and the annual report has been prepared in accordance with the applicable provisions on the preparation of the annual report.

If, based on our work on the other information that became available to us before the date of this auditor's report, we conclude that there is a material misstatement of this other information, we should report this. We have nothing to report regarding this matter.

Mariehamn, 13 March 2025

Andreas Holmgård
CGR

Jukka Korin
CGR

Sustainability audit report

To the general meeting of Rederiaktiebolaget Eckerö

We have performed our assurance engagement to provide an opinion with limited assurance on the Group sustainability report of Rederiaktiebolaget Eckerö (0280703-5) referred to in chapter 7 of the Accounting Act, which is included in the Annual Report for the financial period 1.1.–31.12.2024.

Opinion

Based on the actions we have taken and the evidence we have obtained, we have not become aware of a circumstance that leads us to believe that the Group sustainability report has not complied in all material respects with

- the requirements set out in Chapter 7 of the Accounting Act and the Sustainability Reporting Standards (ESRS);
- the requirements provided for in Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (EU Taxonomy).

Point 1 above also covers the process whereby Rederiaktiebolaget Eckerö has identified the information for reporting in accordance with the sustainability reporting standards (double materiality analysis) and the labelling of the information in the manner referred to in Chapter 7, Section 22 of the Accounting Act.

Our opinion does not cover the labelling of the Group sustainability report with digital XBRL sustainability tagging in accordance with Chapter 7, Section 22, subsection 1, item 2 of the Accounting Act, as sustainability reporting companies have not had the opportunity to comply with this provision due to the absence of the ESEF Regulation or any other EU legislation.

Basis for opinion

We have conducted the Group sustainability audit as a limited assurance engagement in accordance with generally accepted auditing standards in Finland and the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements Other than Audits or Reviews of Historical Financial Information'.

Our responsibilities under this standard are described in more detail in the section Auditor's Responsibilities for the Group Sustainability Audit.

We believe that we have obtained sufficient and appropriate evidence to provide a basis for our opinion.

Other information

We would like to draw attention to the fact that the Group sustainability report of Rederiaktiebolaget Eckerö referred to in Chapter 7 of the Accounting Act has been prepared and audited for the first time for the financial period 1.1.–31.12.2024. Our opinion does not cover the comparative data presented in the Group sustainability report. We have not modified our opinion in this regard.

Independence and quality control of the group sustainability auditor

We are independent of the parent company and Group companies in accordance with ethical requirements in Finland that apply to the engagement we have fulfilled and we have otherwise fulfilled our professional ethical responsibilities in accordance with the same.

The Group sustainability auditor applies the International Standard on Quality Management (ISQM 1), which requires the audit firm to design, implement and maintain a system of quality management including policies or procedures relating to compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Responsibility of the Board of Directors and the CEO

The Board of Directors and the CEO of Rederiaktiebolaget Eckerö are responsible for:

- the Group sustainability report and for the preparation and presentation of the Group sustainability report in accordance with what is stipulated in Chapter 7 of the Accounting Act, including the process specified in the sustainability reporting standards and where the information for reporting in accordance with the sustainability reporting standards has been identified and the labelling of the information in the manner referred to in Chapter 7, Section 22 of the Accounting Act, and
- ensuring that the requirements set out in Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 have been complied with in the Group sustainability report;
- such internal control as the Board of Directors and the CEO determine necessary to enable the preparation of a Group sustainability report that are free from material misstatement, whether due to fraud or error.

Inherent limitations in the preparation of the sustainability report

Preparing a sustainability report requires the company to perform a materiality assessment to identify relevant points for reporting. This involves a significant amount of consideration and choices on the part of management. Sustainability reporting also typically involves estimates and assumptions, as well as uncertainty in measurement and judgement. In addition, when reporting forward-looking information, the Company must present assumptions about possible future events and disclose the Company's possible future actions in relation to those events. Actual outcomes may be different, as expected events often do not unfold as anticipated.

Auditor's Responsibilities for the Group Sustainability Audit

Our responsibility is to perform an assurance engagement to obtain limited assurance about whether the Group sustainability report is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion and provides limited assurance. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of the Group sustainability report.

Adherence to the International Standard on Assurance Engagements ISAE 3000 (Revised) means exercising professional judgement and maintaining a professionally sceptical approach throughout the engagement. We also:

- identify and assess the risks of material misstatement of the Group sustainability report, whether due to fraud or error, and obtain an understanding of internal control relevant to our engagement in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the parent company's or the Group's internal control.

- design and perform audit procedures based on, among other things, these risks to obtain evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement due to fraud is higher than for a material misstatement due to error, as fraud may include collusion, falsification, deliberate omissions, misrepresentations or breaches of internal control.

Description of the actions carried out

The actions carried out in an engagement where the opinion is provided with limited assurance vary in nature and timing, and are smaller in scope than for an engagement where the opinion is provided with reasonable assurance. The nature, timing and scope of the selected audit procedures is a matter of professional judgement, including the assessment of the risk of material misstatement due to fraud or error. As a result, the degree of assurance achieved in an engagement where the opinion is provided with limited assurance is significantly lower than the assurance that would be obtained if carrying out an engagement in which the opinion is provided with reasonable assurance.

Our actions included:

- We interviewed the company's management and the individuals responsible for collecting and reporting the data in the sustainability report to gain an understanding of the sustainability reporting process as well as the related internal control measures and information systems.
- We familiarised ourselves with the background documents and records prepared by the company, where applicable, and assessed whether they support the information in the Sustainability Report.
- We assessed the company's dual materiality assessment process in accordance with the requirements of the ESRS and whether the information provided on the assessment process complies with the ESRS.
- We assessed whether the sustainability information in the company's sustainability report is consistent with the ESRS standards.
- With regard to the EU taxonomy information, we gained an understanding of the process by which the company has identified the taxonomy-eligible and taxonomy-aligned economic activities, and we assessed whether the reported information complies with the rules.

Mariehamn, 13 March 2025
BDO Oy, sustainability audit firm

Andreas Holmgård
HBR

Corporate Governance Report

General

The Corporate Governance Report was approved by the Board of Directors of Rederiaktiebolaget Eckerö on 26 February 2025.

The parent company, Rederiaktiebolaget Eckerö, is a privately owned company based on the Åland Islands. The Group includes Eckerö Linjen Ab, Williams Buss Ab, Eckerö Line Ab Oy and Eckerö Shipping Ab Ltd, all of which are registered in Finland, as well as Rederi Eckerö Sverige AB and Eckerö Cruises AB, which are registered in Sweden. The Group also includes two branches. Eckerö Linjen has a branch registered in Sweden and Eckerö Line has a branch registered in Estonia.

The Group's goverance is based on Finnish law and practice, mainly based on the Companies Act, the Securities Markets Act and the Accounting Act. This Corporate Governance Report has been prepared in accordance with the recommendations set out in the Finnish Securities Market Association's "Finnish Corporate Governance Code" and the CSR Directive.

Annual General Meeting

Rederiaktiebolaget Eckerö is a Finnish limited liability company with its registered office in Eckerö, Åland, governed by the Finnish Companies Act and its Articles of Association. According to the Companies Act, the general meeting is the company's highest decision-making body, where the owners exercise their influence.

All shares in Rederiaktiebolaget Eckerö constitute a series in which all shares are equal and each share corresponds to one vote in voting and elections. As of 31 December 2024, Rederiaktiebolaget Eckerö had 2,005,693 shares and 9,956 shareholders.

The Annual General Meeting decides, among other things, on the adoption of the financial statements for the previous financial year, the appropriation of the company's result and the discharge from liability of the Board of Directors and the CEO. The Annual General Meeting also appoints the Board of Directors and auditors and decides on their remuneration. It is also the general meeting that takes decisions concerning the company's shares and share capital and amendments to the articles of association.

An extraordinary General Meeting shall be held if the Board of Directors or the General Meeting has so decided, or if an auditor or holder of at least one-tenth of all shares so requests in writing in order to address a particular matter.

In accordance with the Articles of Association, the Annual General Meeting is held at the company's registered office or in Mariehamn on a date determined by the Board of Directors within six months of the end of the financial year.

Notice of the Annual General Meeting shall be given by means of an announcement published in a newspaper determined by the Board of Directors and published on Åland. The notice shall be given no earlier than two months before the record date of the General Meeting and no later than three weeks before the General Meeting.

In addition to information on the matters to be addressed at the meeting, the notice shall contain proposals for board members and their remuneration and proposals for auditors.

Shareholders have the right to have the desired matter taken up for consideration at the General Meeting if he or she makes a written request to the Board of Directors in sufficient time for the matter to be included in the notice of the meeting.

Board of Directors

The Board of Directors consists of a minimum of four and a maximum of eight members. The members are elected at the Annual General Meeting for the period until the end of the next Annual General Meeting. The Board of Directors appoints the Chairman and Vice Chairman from among its members. The Board has not appointed any committees.

The Board of Directors acts as the Company's Audit Committee, and all audit-related tasks are handled directly by the Board of Directors.

An individual elected as a member of the Board of Directors must have sufficient competence and time for the assignment. The Board member and candidate shall provide the Board with sufficient information to assess their competence and independence, and indicate any changes in this information and must present their own assessment of their independence.

The members of the Board of Directors represent all shareholders, not only the shareholders who have nominated them. The number of members and the composition of the Board of Directors shall enable the effective performance of the Board's duties.

The diversity of the Board of Directors supports the company in achieving strategic goals and ensures that the Board of Directors fulfils its obligations. The aim is for the Board to include members with knowledge and experience from different sectors and roles.

The Board of Directors assesses the independence of its members annually. The majority of the members of the Board of Directors shall be independent of the company, of which at least two shall also be independent of the company's major shareholders. The majority of the members of the current Board of Directors are independent of the company and the majority are also independent of the company's major shareholders.

The Board of Directors has not appointed a Nomination Committee, but prepares the proposal for the composition of the Board of Directors on its own, taking into account the above principles.

The Board of Directors is responsible for the management of the company's affairs and ensures the long-term and sustainable development of the business. It leads and supervises the company's operational management, appoints and dismisses the CEO and members of Group Management, approves the company's strategic objectives and risk management principles, and ensures the functioning of the management systems.

The Chairman of the Board is responsible for organising the work of the Board and ensuring that the Board convenes when necessary. The Group's Chief Financial Officer acts as Secretary to the Board.

At its statutory meeting after the Annual General Meeting, the Board of Directors adopts rules of procedure for the financial year. The current rules of procedure for the Board of Directors were adopted at the Board of Directors meeting on 15 May 2024.

The rules of procedure shall contain instructions for:

- handling of strategy;
- handling of financial statements and interim reports;
- handling of audit reports;
- handling of the Group's budget and operational plan;
- appointment of any board committees, and
- evaluation of the work of the Board of Directors

- evaluation of the sustainability of operations

In addition, the Board of Directors addresses the following matters as they arise:

- other matters that, according to the Companies Act, the Articles of Association, and other regulations, are the responsibility of the Board
- significant investments and divestments
- other matters referred by operational management or by individual board members.

The company shall ensure that all board members are adequately informed about the company's business and its sustainability, operating environment and financial position and that new board members are made familiar with the company's business. At each board meeting, the CEO reports on operational activities. In addition, the Board of Directors receives continuous information in the form of, among other things, regular reports and the minutes of Group Management's meetings.

The Board of Directors monitors and assesses the company's transactions with related parties, which are defined in accordance with the Companies Act. Such related party transactions which are not in the ordinary course of the company's business or which are made in deviation from normal market conditions require a decision by the Board of Directors. In its decision-making, the Board of Directors must take into account the provisions on conflicts of interest, as a member of the Board of Directors is not allowed to participate in decision-making in a matter that concerns himself or herself.

The Board of Directors elected at the Annual General Meeting on 24 April 2024 consists of Marika Mansén-Hillar, Bernt Bergman, Björn Blomqvist, Åsa Dahlman, Paulina Lepistö Andresen and Pavlos Ylinen. At the inaugural board meeting on April 24, 2024, the Board appointed Marika Mansén-Hillar as Chairman and Bernt Bergman as Vice Chairman.

Sixteen board meetings were held during the financial year 2024. The average participation rate of board members at meetings was 99.1%.

Name	Position	Board meeting	Participation rate
Marika Mansén-Hillar	Chairman	16/16	100
Bernt Bergman	Vice Chairman	16/16	100
Björn Blomqvist	Member	16/16	100
Åsa Dahlman	Member	16/16	100
Paulina Lepistö Andresen	Member	16/16	100
Carina Sunding*	Member	5/5	100
Jukka Suominen*	Member	4/5	80
Pavlos Ylinen	Member	16/16	100

Average participation rate 99.1%

**Member until 24 April 2024*

Remunerations

Directors' remunerations are set by the general meeting of shareholders. At the last General Meeting, the following remuneration was established: annual remuneration of EUR 28,000 for the Chairman of the Board and EUR 23,000 for the other members of the Board. The meeting remuneration per attended meeting is EUR 1,000. The CEO is not paid a separate meeting remuneration. A total of EUR 224,330 was paid in directors' remunerations for the financial year 2024.

Members of the Board of Directors since 24 April 2024

Marika Mansén-Hillar

Bachelor's degree in International Marketing, Mälardalen University

Chairman of the Board of Directors of Rederiaktiebolaget Eckerö since 2018 (Deputy board member 1994-1999, board member 2000-)

Born 1967

Marika Mansén-Hillar studied marketing and economics at Mälardalen University in Västerås from 1989 to 1991 and at the University of Göttingen from 1991 to 1993. After her studies, Mansén-Hillar worked at the insurance company Redarnas Ömsesidiga Försäkringsbolag (RÖF) in Mariehamn. During her time at RÖF, Mansén-Hillar was responsible for maintaining the company's ISO 9000 certification, including internal audit of the same. In connection with this task, she also underwent training in the ISO 9000 quality system. Mansén-Hillar has completed the Board Academy's basic training in board work in 2006 and training for the chairman of the board in 2016. Work with ISO 9000, the board training and experience from board work in the company have given Mansén-Hillar valuable insight into how the company interacts with and affects society and the environment. Mansén-Hillar is dependent on a major shareholder due to her employment in Rederi Ab Skärgårdstrafik.

SHARES HELD AS OF 31/12/2024

Jointly owns with siblings and mother directly and through companies 552,914 shares in the company

Bernt Bergman

Chief Engineer, Åland Institute of Technology

Marine Institute Officer, Border and Coast Guard Academy

Vice Chairman of the Board of Directors of Rederiaktiebolaget Eckerö since 2020

Born 1961

Bernt Bergman actively served in the Finnish Coast Guard from 1987 to 2006. He trained as a Marine Institute Officer in 1991-1993 and as a Chief Engineer in 1997–1999. In 2006, he started as an ombudsman, first in the Åland Shipowners' Association and, after the merger of the Finnish shipowners' associations, in the Finnish Shipowners' Association with responsibility for technology, environment and training. From 2008 to 2011, Bergman worked as headmaster of the Åland Maritime Academy. From 2011 to 2013, Bergman was Head of Technology, Maintenance and Environment at the ÅCA dairy cooperative. In 2013, he was re-employed by the Finnish Shipowners' Association in the same position as previously. Bergman served as an expert in the Finnish delegation to the International Maritime Organization (IMO) in the above-mentioned areas. Since 2016, he has been self-employed as a consultant in maritime matters related to technology, environment and training. From 2015 to 2022, Bergman was a member of the Board of Åland University of Applied Science. In addition to his consulting assignments, Bergman has worked since autumn 2021 as an instructor of marine technology at Axxell Training and Novia University of Applied Sciences in Turku. Bergman has studied maritime law (10 ECTS), general law (4 ECTS), strategy (7 ECTS), educational leadership (25 ECTS) and studies in pedagogy (50 ECTS) at Åbo Akademi University.

Bergman is independent of the company and any major shareholder.

SHARES HELD AS OF 31/12/2024

Owns 200 shares in the company

Åsa Dahlman

Master of Political Science, Åbo Akademi University

Member of the Board of Directors of Rederiaktiebolaget Eckerö since 2015

Born 1978

Åsa Dahlman worked as a finance and human resources manager at W.J. Dahlman Ab from 2004 to 2015 and as the company's CEO from 2015 to 2016. During these years, Dahlman gained experience in sustainable business and leadership. From 2017 to 2023, Dahlman was co-owner and CEO of a company in the commercial horticulture sector. Since January 2024, Dahlman has been working as a senior manager at Mäklarhuset Åland Ab. Dahlman has held a number of board positions during her career.

Dahlman is independent of the company and any major shareholder.

SHARES HELD AS OF 31/12/2024

Owns 50 shares in the company

Paulina Lepistö Andresen

Bachelor's degree in Shipping and Logistics, Chalmers University of Technology

Member of the Board of Directors of Rederiaktiebolaget Eckerö since 2023

Born 1982

After her bachelor's degree, Paulina Lepistö studied law at the Scandinavian Institute of Maritime Law at the University of Oslo, specialising in maritime law, English contract law and petroleum law. Lepistö has subsequently worked in various roles at Höegh Autoliners over 15 years. The main tasks have included contract negotiation of time charter agreements for vessels and cargo agreements with leading shipowners and car manufacturers. Since 2023, Lepistö has worked in the renewable energy industry as commercial manager at Fred Olsen Windcarriers, a shipping company that offers installation solutions with vessels for offshore wind farms. Since 2017, Lepistö has served as a board member of Åland Hotel Group Ab, which operates hotels on Åland and from 2017–2019 served as chairman of the board of Euro Marine Logistics, a leading European operator of RoRo shipping and logistics. In 2017 Lepistö completed a course in board competence at BI Norwegian Business School in Oslo and sits on the nomination committee of the "Oslo Shipowners' Association" with the main responsibility for nominating relevant board members.

Lepistö is independent of the company and any major shareholder.

SHARES HELD AS OF 31/12/2024

Does not own any shares in the company

Pavlos Ylinen

Master of Science in Shipping, Trade and Finance, London Business School

Master of Political Science, University of Tampere

Member of the Board of Directors of Rederiaktiebolaget Eckerö since 2022

Born 1968

Pavlos Ylinen financed his studies by working as a social worker in Lahti and Tampere between 1991 and 1994, which laid the foundation for his understanding of social issues and social responsibility. After completing his studies, Ylinen started his career as a consultant at Sosiaalikehitys Oy in Hämeenlinna, where he worked in the development of municipal social services from 1995 to 1996. From 1998 to 2001, he was employed at IBM in Helsinki and Stockholm as a Plan & Control Specialist.

In 2001, he joined Finland Post (now Posti Group), where in 2003 he was appointed Head of Business Control/Finance Director and Vice President of the Electronic Messaging Services division. From 2005 to 2009, Ylinen served as Vice President and CEO of the subsidiary Itella Asiakkuusmarkkinointi Oy. He also served on the Board of Directors of several of Posti Group's subsidiaries and joint ventures, including Eesti Electron Post, Latvijas Electron Post and Capella Sweden, Capella Norway and Capella Denmark.

From 2009 to 2011, Ylinen was Executive Vice President of Sales and Marketing at Viking Line Abp.

External board assignments include member of the Board of Directors of Luhta Fashion Group Oy (2005–2012) and Chairman of the Board of Directors of Systematic Finland Oy, a subsidiary of Systematic A/S (2006–2010).

Since 2012, Ylinen has been running his own company, Datafisher Oy, which specialises in digital services and training in ESG (Environmental, Social & Governance) matters, with a special focus on governance.

Ylinen is independent of the company and any major shareholder.

SHARES HELD AS OF 31/12/2024

Owns 360 shares in the company

Björn Blomqvist

Master of Economics, Hanken School of Economics in Helsinki

CEO of Rederiaktiebolaget Eckerö since 2004, member of the Board of Directors since 2014

Born 1969

Björn Blomqvist studied law at the University of Helsinki during 1988–1989, after which he began studying for a Master of Economics in 1989. Blomqvist financed his studies by working on Eckerö Group's vessels from 1988 to 1994. Blomqvist's first job after graduating was at the engineering industry company Munters, where he worked from 1994 to 1999. He worked for the airline company SAS from 1999 to 2004. The experience of a manufacturing industrial company and a multinational airline company has given Blomqvist valuable insights into how commercial companies interact with and affect the surrounding society and the environment. During his time as CEO of Rederiaktiebolaget Eckerö, Blomqvist has been active in trade associations at the national level in Sweden and Finland, as well as at the EU level. Blomqvist worked in the managing body of the insurance group Alandia from 2005 to 2021. He has also been a member of the Council of the Finnish Seafarer's Pension Fund since 2007. His work in industry organisations and insurance operations has given Blomqvist valuable insights into how investors and other stakeholders view the sustainability profiles of different companies. In 2021, Blomqvist completed a national total defence course (MPK 238).

Blomqvist is dependent on the company through his position as CEO of the same.

SHARES HELD AS OF 31/12/2024

Together with his wife owns 5,206 shares in the company

CEO

The CEO manages the company's day-to-day administration in accordance with the instructions and regulations of the Board of Directors and is responsible for the implementation of the Board's decisions. In accordance with the Companies Act, the CEO is also responsible for ensuring that the company's accounts are in order and that asset management is organised in a satisfactory manner.

The CEO is appointed and dismissed by the Board of Directors. The terms and conditions of the position, including remuneration and benefits, are set out in a written contract approved by the Board of Directors. The CEO may be elected as a member of the Management Board. The CEO's retirement age is 60 years.

The company's CEO is Björn Blomqvist. The CEO's deputy is Lars-Erik Karlsson, Director of Human Resources.

Björn Blomqvist has served as CEO since 24 May 2004. Björn Blomqvist also serves as CEO of Williams Buss Ab, Rederi Eckerö Sverige AB and Eckerö Cruises AB. Björn Blomqvist is also Chairman of the Board of Directors of the subsidiaries Eckerö Linjen Ab, Eckerö Line Ab Oy, Eckerö Shipping Ab Ltd, Eckerö Cruises AB, Rederi Eckerö Sverige AB and Williams Buss Ab.

The CEO represents the company in various industry organisations. In 2024, Björn Blomqvist has served as Chairman of the Finnish Shipowners' Association, Vice Chairman of the Swedish Shipowners' Employer Association, member of the Board of Directors of the Swedish Confederation of Transport Enterprises, and as a member of the Board of Directors of the European Community Shipowner's Associations.

In the financial year 2024, the CEO received a remuneration of EUR 424,190, including salary and other benefits.

Group management

In addition to the CEO, the Board of Directors also appoints the CEO's deputy and other members of the Group Management. The Group Management under the leadership of the Chief Executive Officer, is responsible for the coordination of business activities and strategic and financial planning. The Group Management meets regularly.

The Group Management consists of Björn Blomqvist, Tomas Karlsson, Taru Keronen, Bo-Gustav Donning, Jari Sorvettula, Lars-Erik Karlsson, Annica Sviberg, Robin Weiss and Tor Rönnberg.

The Group Management is led by the Group's Chief Executive Officer, Björn Blomqvist.

Members of the Group Management

Annica Sviberg

Master of Economics, Hanken School of Economics in Helsinki

CFO of Rederiaktiebolaget Eckerö since 2023 (employed since 2016)

Born 1984

Annica Sviberg holds a Master's degree in Economics and Finance from Hanken School of Economics in Helsinki and she has also studied international relations at Albert Ludwig University in Freiburg im Breisgau. Sviberg has worked as Business Controller and Nordic Team Leader for Financial Control at Vattenfall AB from 2013 to 2016. During her career, Sviberg has held several chair- and board positions with a strong focus on ESG issues. She also completed an ESG training programme at Hanken & SSE Executive Education in 2022, further strengthening her expertise in the field. Sviberg's extensive experience and training in economics and financial control has given her a strong foundation for understanding and managing ESG-related issues, both from a strategic and operational perspective.

SHARES HELD AS OF 31/12/2024

Owns 326 shares in the company

Lars-Erik Karlsson

Economics Programme, Uppsala University

Human Resources Director of Rederiaktiebolaget Eckerö since 2007, Deputy CEO

Born 1959

After his studies at Uppsala University, Lars-Erik Karlsson started working for the Government of Åland, where he held various managerial positions until December 2007, including study inspector, education inspector, head of the study service unit, head of the employment service and head of the Labour Market and Study Service Unit. During his time in the Government of Åland, Karlsson was a member of the Nordic Committee of Senior Officials for Labour Market Issues and the Nordic Study Support Committee. During his time in the Eckerö Group, he has represented the company in the negotiating delegations of trade associations in both Finland and Sweden and was a member of the Board of Directors of Pensions Alandia 2012–2019. Karlsson has also been chairman of the remuneration commission for the Åland Parliament 2016–2023. Karlsson has also studied educational leadership at Uppsala University. During his career, Karlsson has acquired a wide range of skills and experience in social sustainability and labour market issues at both a strategic and operational level and from both a societal and business perspective.

SHARES HELD AS OF 31/12/2024

Does not own any shares in the company

Bo-Gustav Donning

Captain, Åland Maritime Academy

Director Marine Operations of Rederiaktiebolaget Eckerö since 2004 (employed since 2001)

Born 1966

Bo-Gustav Donning began his seafaring training in 1986 and graduated as a captain in 1992, with the captain's qualification in 1993. From 1992 to 1994, Donning sailed mostly on ocean tankers, RoRo and passenger vessels in coastal trade. From 1994 to 1998 he was employed at the Åland Maritime Academy as a senior lecturer in navigation. In 1995 he completed navigation instructor training at the Swedish Defence University in Stockholm (HNK95). From 1999 to 2001 he was head of Chalmers' Lindholmen's Naval Officer Training for Decks and Engineer Officers. In 2001 he took a position at Rederiaktiebolaget Eckerö as head of safety, since 2004 he has been Director of Marine Operations with responsibility for the entire vessel operation at the company regarding safety, technology and the environment.

SHARES HELD AS OF 31/12/2024

Owns 40 shares in the company

Robin Weiss

Economist, Norrtälje

CIO of Rederiaktiebolaget Eckerö since 2015

Born 1967

Robin Weiss studied Systems Science at Uppsala University (1991–1994) and started his career at Cap Gemini in 1994 as a system developer and system architect. In 1998, Weiss founded an IT company with a group of colleagues, which under his leadership grew to 25 consultants. Since 2008, Weiss has worked as a consultant in strategic IT, with roles as project manager and business developer. He has had several assignments as a contracted CIO for major Swedish groups and organisations in education and unemployment benefits. Weiss has also been CEO and board member of small and medium-sized companies.

SHARES HELD AS OF 31/12/2024

Owns 200 shares in the company

Tomas Karlsson

Bachelor of Commerce, Ålands School of Business

CEO of Eckerö Linjen Ab since 2009 (employed by the Group since 1993)

Born 1967

Tomas Karlsson studied in a Bachelor of Commerce programme with a focus on marketing and sales from 1985 to 1986. After his studies, he worked at Ålands Sparbank from 1987 to 1993. During his time at Sparbank, he completed Sparbankernas Central-Aktie-Bank's supervisor's examination in Helsinki. In December 1993, he was employed by Eckerö Linjen's marketing department and in 2009 Karlsson was appointed CEO of Eckerö Linjen Ab. In 2020, he also served as CEO of the sister company Birka Cruises AB. During his time as CEO, Karlsson has represented the company in several industry organisations, including Visit Åland and the Passenger Shipping Association. This work has given him a good insight into how the company impacts and interacts with the local community.

SHARES HELD AS OF 31/12/2024

Owns 200 shares in the company

Taru Keronen

Master of Economics, University of Tampere

CEO of Eckerö Line since 2014 (also 2004-2007)

Born 1966

After graduating from the University of Tampere with a Master's degree in Economics, Taru Keronen worked in various expert and management roles in the hospitality industry at SOK's travel business (1988-2004), as CEO of Eckerö Line (2004–2007), as CEO of Finnair Abp's subsidiary Matkatoimisto Area (2007–2013). Since 2014, she has again been the CEO of Eckerö Line Ab Oy. Having served as CEO of several companies, including a cooperative and a listed company, has given Keronen experience in sustainable business and leadership. In 2007, Keronen completed an Executive MBA at Aalto University. These studies also included a sustainability module.

In 2008, Keronen completed the Chamber of Commerce's HHJ course (Approved Board Member), including an in-depth study of the Companies Act and sustainability issues. Since 2008, Keronen has worked as a board member in several companies and is currently a board member of Helsinki Cooperative Elanto (2018–), chairman of Avis Budget Finland (2015–) and a member of Business Finland's administration (2024–). Knowledge of sustainability legislation and practices is a fundamental prerequisite in all these positions.

SHARES HELD AS OF 31/12/2024

Does not own any shares in the company

Jari Sorvettula

Master's degree in business administration, University of Gothenburg

CEO of Eckerö Shipping Ab Ltd since 2012

Born 1957

Jari Sorvettula has worked in the shipping industry since 1991. He has worked with refrigerated and chemical tanks- and RoRo vessels. He has held positions as CFO and CEO of Hollming Shipping, Crystal Pool and Navirail. Sorvettula has also participated in 10 new-build projects including project financing in Norway, Belgium and South Korea. As CEO of Navirail, Sorvettula worked intensively with environmental and sustainability issues. The company's strategy was based on shifting freight flows away from roads and city centres to rail and to maritime transport via ports located outside congested urban areas. Sorvettula's experience as a senior manager and assignments on subsidiary boards as a member/chairman (in Benelux, Switzerland, Italy) has given him broad knowledge of issues related to international corporate governance issues.

SHARES HELD AS OF 31/12/2024

Does not own any shares in the company

Tor Rönnberg

Bachelor of commerce, Turku School of Business

Procurement Director of Rederiaktiebolaget Eckerö since 2012 (employed in the Group since 1989)

Born 1967

Tor Rönnberg started his career in the Eckerö Group in 1989, first in the Marketing Department from 1989 to 2005 and then as Head of Sales at Eckerö Linjen Ab from 2006 to 2011. His experience as a department manager contributed to a deeper view of leadership, both culturally and socially. Serving on the Board of Visit Åland from 2008 to 2012 gave Rönnberg valuable insight into economic sustainability. Since 2012, Rönnberg has been the head of Rederiaktiebolaget Eckerö's procurement and logistics department and prior to the company's upgrade of ISO 14001 certification in 2017, Rönnberg developed Rederiaktiebolaget Eckerö's Supplier Code for Procurement.

SHARES HELD AS OF 31/12/2024

Owns 48 shares in the company

Auditors

The company has two ordinary auditors and one deputy auditor who are elected at the Annual General Meeting for the period until the end of the next Annual General Meeting. The auditor examines the company's accounts and financial statements. Following the audit, the Board of Directors receives a detailed audit report and the General Meeting receives an auditor's report.

The company's auditors are Authorised Public Accountant Andreas Holmgård and Authorised Public Accountant Jukka Korin as main auditors, with the authorised audit firm BDO Oy as deputy auditor.

The auditor's fees are determined by the Annual General Meeting. According to the current decision, fees are paid on a current account basis. The Group's audit costs are estimated at EUR 117,570 in 2024 (EUR 60,927 in 2023), of which EUR 63,850 (EUR 17,260 in 2023) pertained to the parent company. The costs for other services to the Group's auditors and their audit firms amounted to EUR 117,849 in 2024 (EUR 25,978 in 2023). Other services relate mainly to IFRS, sustainability and tax consulting in 2024.

The Board of Directors as a whole acts as the Audit Committee.

Internal control and risk management

The objective of internal control, for which the Board of Directors and operational management are responsible, is to ensure efficient and effective operations, reliable information and compliance with regulations and operating principles. Risk management is an integral part of the Group's business control and monitoring.

The Board of Directors continuously monitors the Group's performance and financial position through the internal reporting system. The internal control system consists of detailed internal accounting that is reconciled with financial accounting. The Group's finance department is responsible for external and internal reporting, including financial monitoring, analysis and business planning.

The Group has a Financial Policy adopted by the Board of Directors. The policy covers, among other things, principles for the Group's liquidity and financing, and the management of financial risk. Operational responsibility for this lies with the Group's finance department. The Finance Department reports regularly to the Board of Directors and the Chief Executive Officer, including on the monitoring of the Group's liquidity, financing and risk exposure.

The notes to the consolidated financial statements describe the management of financial risks. A section on business risks is included in the Annual Report.

Insider management

Rederiaktiebolaget Eckerö's shares are not listed on any securities market and the company is not a public limited company. The company has issued a bond listed on the Oslo Stock Exchange and is thus subject to the requirements imposed on issuers of listed securities.

Eckerö Group manages insider information and insiders in accordance with the requirements of the Market Abuse Regulation (MAR), the Securities Markets Act, the insider rules of the Oslo Stock Exchange, the regulations and instructions of the European Securities and Markets Authority and the Financial Supervisory Authority, and the Eckerö Group's insider instructions.

The Group's insider management activities include:

- internal disclosure of insider-related matters;
- internal training in insider-related matters;
- handling of insider reports;
- establishment and maintenance of insider lists;
- monitoring of insider-related matters and
- maintaining information published on the internet.

The information obtained on the basis of the notification obligation of insiders and the transactions in the company's financial instruments carried out by insiders are reviewed on an ongoing basis. In addition, a comprehensive audit is carried out once a year and a personalised list extract is sent annually for review to each insider.

The Group's CEO is the insider manager of the company. The practical tasks related to insider management are handled by persons appointed by the CEO.

Insider information is made public as soon as possible and this is done through a stock exchange announcement. A person in possession of inside information is always prohibited from carrying out transactions in the company's financial instruments. In addition to this general trading restriction, insiders are prohibited from trading in the company's financial instruments for a closed period of thirty days prior to the publication of the Group's financial statements.

In accordance with the provisions of MAR, Eckerö publishes consolidated information on transactions in the company's financial instruments carried out by insiders. This is done through a stock exchange announcement and a notification to the Financial Supervisory Authority within three business days of the relevant transaction date. In this respect, the Eckerö Group's insiders include the company's Board of Directors, the CEO and the Executive Board.

If inside information arises, a project-specific insider list is drawn up. The persons included in the list shall be notified accordingly and informed of the obligations arising from this.

The terms 'inside information' and 'project-specific insider list' above refer only to circumstances that affect the market value of the bond. The insiders' reporting obligation and trading restriction also apply to the share.

Fleet

Eckerö

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

Finlandia

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

Finbo Cargo

Built in 2000, Astilleros Espanoles S.A. (AESA), Seville, Spain. Length 180 m, width 25 m. Capacity: 366 passengers. Load capacity: 2,000 lane meters.

Transporter

Built in 1991, Fosen Mek. Verksteder A/S, Norway. Length 122 m, width 19 m.
Cargo lanes: 1,263 lane meters.

Rederiaktiebolaget Eckerö

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For information about our subsidiaries:

ECKERÖ LINE — www.eckeroline.fi

ECKERÖ LINJEN — www.eckerolinjen.ax

ECKERÖ SHIPPING — www.eckeroshipping.com

WILLIAMS — www.williamsbuss.ax