Eimskipafélag Íslands hf. Consolidated Financial Statements for the year ended

31 December 2024 | EUR

Contents

Endorsement and Statement by the Board of Directors and the CEO

Eimskipafélag Íslands hf. and its subsidiaries (together referred to as "Eimskip", "the Group" or "the Company") is a leading transportation company in the North Atlantic providing container and reefer liner services with connections to international markets and is specialized in worldwide freight forwarding with focus on frozen and chilled commodities. Eimskip offers its customers a broad range of services related to shipping, logistics and supply chain management solutions on land, sea and air. Eimskip currently operates 58 offices in 20 countries. The Consolidated Financial Statements of the Group includes the financials of the parent company and its subsidiaries. The Group consists of a total of 63 companies in addition to five foreign branches. The Company operates branch offices in Norway, Denmark, UK, Netherland and Germany.

The Consolidated Financial Statements for the Group is prepared and presented in accordance with IFRS accounting standars (IFRS) as adopted by the EU and additional requirements for listed Icelandic companies. The Financial Statements are presented in thousands of EUR.

Highlights & Operations in 2024

Revenue in 2024 amounted to EUR 847.1 million and increased by 29.2 million from the previous year while operating expenses increased by EUR 54.7 million and amounted to EUR 749.3 million. EBITDA for the financial year 2024 amounted to EUR 97.8 million compared to EUR 123.4 million in 2023. Net earnings as reported for the year 2024 are a total of EUR 30.0 million compared to EUR 54.5 million in 2023 according to the Consolidated Income Statement.

Property, vessels and equipment increased by EUR 2.8 million in 2024 and amounted to a total of EUR 249.1 million by year-end. Interest-bearing debt increased by EUR 20.7 million in the period and amounted to EUR 139.9 million at the end of the year. Total equity on 31 December 2024 amounted to EUR 316.9 million (2023: EUR 312.1 million) according to the Statement of Financial Position.

Cash flow from operations amounted to EUR 63.5 million, a decrease by EUR 34.4 million from 2023, the decrease can mainly be explained by less net earnings in 2024. The Company's liquidity position is strong, with cash and cash equivalents equal to EUR 28.7 million on 31 December 2024 and available undrawn revolving credit facilities in the amount of EUR 33.4 million. Capital expenditure in 2024 amounted to EUR 38.2 million, a decrease of EUR 5.0 million from the previous year. The main new investments in 2024 were investment projects in Eimskip's terminal in the Faroe Islands and Sundahöfn Terminal in Iceland.

Eimskip's financial performance of 2024 was satisfactory, especially after a slow start of the year. The result of the first quarter was disappointing but a gradual improvement was seen throughout the year, with over sixty percent of EBITDA generated in the second half of the year. Eimskip's liner services, encompasses of ocean transportation in the North-Atlantic along with ancillary services like terminal operations, inland trucking, warehousing, customs agency, and related activities. The transported liner volume in 2024 was 206,700 TEUs and increased slightly from 204,400 TEUs from the previous year. Revenue in liner services decreased by EUR 29.6 million, or 4,9%, from the prior year, EBITDA amounted to EUR 64.7 million and EBIT amounted to EUR 9.8 million, down by 29% and 73% respectively from 2023. The performance of the liner segment was challenging in the first half of 2024 and the biggest contributor to the improved results was the rebound of the container liner in the latter half of the year with rising momentum in the Trans-Atlantic services with higher volume and rates, partly due to imminent strikes in at US east coast harbors, and good volume and cargo-mix in export Iceland. Import to Iceland softened compared to 2023, especially import of vehicles as was expected.

The global shipping market was extremely dynamic in 2024 with high volatility in rates, and rise in global freight rates during the year, affecting our revenue and customers freight cost. The international freight forwarding business generated an EBITDA of EUR 33.1 million in 2024, an increase from EUR 32.1 million in 2023. As the freight forwarding business primarily serves as an intermediary between shippers and ocean carriers, managing sea freight and other services on behalf of customers and selling with a margin, global freight rates exert a substantial impact on the financial performance of this segment. Handled forwarding volume remained at the same level in 2024 as in the preceding year.

Eimskip experienced a slow start of the year, combined with challenging market conditions and broad-based cost increases, including sizable wage increases and general inflationary pressure on various operating expenses. This was met with various streamlining and cost avoidance initiatives across the group, including focused FTE reduction and renegotiating with key suppliers. The Company maintained a strong focus on customer service, reliability, and operational efficiency in the liner services, essential for sustaining a healthy profitability in this asset-heavy segment and enabling a sustainable level of investment. Eimskip made changes to the container sailing system at the start of 2024 with the aim of increase customer service and reduce cost and successfully managed to reduce sailed miles and bunker consumption and at the same time increase reliability.

Endorsement and Statement by the Board of Directors and the CEO

Outlook and uncertainties

The outlook for the beginning of the year 2025 is again marked by uncertainty, there is some looming uncertainty regarding the imminent US tariffs and ongoing Red Sea diversion on volume and international freight rates. The Suez Canal, a vital trade corridor between Asia and Europe, has since December 2023 experienced a major blow by militant attacks on commercial vessels. This has effectively closed the canal for commercial sea traffic, increasing transit times and negatively affecting turnaround times of vessels and containers. The freight rates on Asia connected trade lanes subsequently rose sharply in early 2024 although rates have decreased in the beginning of 2025 compared to same period in 2024. Eimskip's specialization in reefer logistics provides an advantage as frozen and refrigerated goods are generally more resistant to economic cycles and volume.

In the liner segment, Eimskip is strongly positioned as a shipping line mainly servicing wealthy economies in the North-Atlantic. Eimskip's home market covers Northern Norway, Faroe Islands, Iceland, Greenland, Newfoundland, and the New England area in the United States. This area is rich in natural resources with a strong fishing heritage, a highly skilled labor force, and economies that are heavily reliant on import and export. At the start of 2025, demand for Eimskip's shipping services in this region remains on a good and stable level, demand for Trans-Atlantic transportation of goods from Europe to North America via Iceland, is likely to remain on a similar level as the latter half of last year during the next few months.

Despite the mixed global macro-economic outlook, Eimskip is well positioned in its home market in the North Atlantic, with focus on transportation of frozen and chilled commodities. The Company remains operationally focused and cost conscious while also committed to business development to support sustainable growth that is built on strong relationships with all stakeholders. The Company is not immune to the effects of global development and uncertainties that impacts global trade and demand for shipping and transportation, but the Company has sound financial position enabling the Company to weather economic cycles with greater resilience.

Corporate Governance

Eimskip's management is of the opinion that practicing good Corporate Governance is vital for Eimskip and is in the best interests of the shareholders, employees and other stakeholders. The framework for Corporate Governance practices within Eimskip consists of the provisions of law, the Parent Company's Articles of Association, Rules of Procedures for the Board of Directors and Board's subcommittee and various company policies, Rules for Issuers of Financial Instruments listed at Nasdaq Iceland and the 6th edition of Corporate Governance Guidelines issued by the Iceland Chamber of Commerce, SA – Confederation of Iceland Enterprise and Nasdaq Iceland.

Corporate Governance practices are designed to ensure open and transparent relationship between the Company's management, its Board of Directors, its shareholders, and other stakeholders. Management has emphasized and increased level of information shared with investors and other stakeholders in quarterly reporting as well as communication with customers on current affairs. The Corporate Governance in Eimskip is also designed to ensure sound and effective control of the Company's affairs and a high level of business ethics. Further information is provided in the Corporate Governance Statement which is an appendix to these Financial Statements.

Active risk management plays an important role at Eimskip ensuring stable operations and earnings. The Company's Treasury Policy aims to minimize potential negative effects on operations and earnings from financial activities and to keep risk at acceptable levels. Information on matters related to financial risk management is disclosed in note 22. Furthermore, the Company has an active risk management program to map and manage the Company's main risk exposure, both operational and financial.

The Company complies with Article 63 of Act no. 2/1995 on Limited Liability Companies (Company Act), as the Company's Board of Directors currently consists of three females and two males. The Executive Management and the CEO consists of six males and three females. The Company's gender ratio is 68% males, 32% females and 0% other genders. Further information on the number of full-time equivalents is provided in note 7.

Non-Financial Reporting and EU Taxonomy

The Company is defined as a large Public Interest Entity according to the Icelandic Financial Statement Act. The Act states that these companies should disclose as an attachment to the Endorsement of the Board of Directors and the CEO relevant and useful information on their policies, main risks and outcomes relating to environmental, social and employee matters, their human rights policy and how they counteract corruption and bribery, in addition to a short description of the Company's business model. The Company's policies and outcome of these matters are further discussed in the Non-Financial Reporting which is an appendix to these Consolidated Financial Statements.

Non-Financial Reporting and EU Taxonomy, continued

The Company last updated the ESG strategy in 2023 with accelerated targets connected to Environmental, Social, and Governance. This year's Eimskip took a step towards the implementation of the Corporate Sustainability Reporting Directive (CSRD) through double materiality assessment. The Sustainability Statement for 2024 reflects however the ESG guidelines issued by Nasdaq Iceland and the Nordic. Eimskip's Sustainability Statement is presented in an appendix to these Consolidated Financial Statements, and in more detail in the Annual Report

Eimskip reports on EU Taxonomy, according to Icelandic laws, 25/2023 on sustainability-related disclosures in the financial services sector and a classification system for sustainable investments. Companies that fulfill specific requirements are required to publish non-financial information based on Article 8(1) of the Taxonomy regulation (EU 2020/852) as from 2023. Eimskip's EU Taxonomy is presented in an appendix to these Consolidated Financial Statements.

Share capital and articles of association

The Company's Board of Directors consists of five Directors and one alternate Director, all elected at the annual general meeting in March 2024. Those who intend to run for the Board of Directors shall notify the Board of Directors of their candidacy at least ten days before a shareholders' meeting. The Company's articles of association may only be amended by a lawful shareholders' meeting, as long as the proposal for the amendment is described in the invitation to the meeting. The decision to amend the articles of association will only be valid if it is approved by 2/3 of the votes and approved by shareholders controlling at least 2/3 of the votes represented at the shareholders' meeting.

The number of shareholders at year-end 2024 was 982 which was an increase of 40 from the beginning of year. The Company's ten largest shareholders at the year-end are the following:

	2024		2023	
Shareholder:	**Number of shares**	**Shares in %**	**Number of shares**	**Shares in %**
1. Seley ehf	55,589,385	33.90%	55,589,385	33.82%
2. Gildi - lífeyrissjódur [1]	22,986,223	14.02%	21,310,161	12.96%
3. Lífeyrissjódur verzlunarmanna [2]	21,266,907	12.97%	20,482,040	12.46%
4. Birta lífeyrissjódur	8,554,231	5.22%	8,079,481	4.92%
5. Lífeyrissjódur starfsmanna ríkisins A-deild and B-deild	8,214,613	5.01%	8,214,613	5.00%
6. Stapi lífeyrissjódur	7,045,454	4.30%	6,546,073	3.98%
7. Vanguard funds [3]	4,253,133	2.59%	4,026,525	2.45%
8. Festa Lífeyrissjóður	3,213,500	1.96%	0	0.00%
9. Sjóvá-Almennar tryggingar hf.	3,114,869	1.90%	3,294,886	2.00%
10. Lífsverk lífeyrissjóður	3,018,656	1.84%	2,966,656	1.80%
Other shareholders	26,717,709	16.29%	33,865,860	20.60%
Total outstanding shares	163,974,680	100.00%	164,375,680	100.00%
Treasury shares	1,725,320		3,474,320	
Total issued shares	165,700,000		167,850,000	

[1] Gildi lífeyrissjódur, Gildi lífeyrissjódur/Framtídarsýn 1 and 2

[2] Lífeyrissjódur verzlunarmanna, Lífeyrissjódur verzlunarmanna/Ævileid 1 and 2

[3] The shareholders are Vanguard Total International, Vanguard Emerging Market Stock, Vanguard Fiduciary Trust Company, Vanguard FTSE All-World ex-US, Vanguard Total World Stock, Vanguard Funds PLC, Vanguard Investment Series PLC, Vanguard ESG International

On 10 October 2023 the board of directors initiated a share-buy-back program in accordance with the approval of Eimskip shareholders' meeting on 9 March 2023. The number of shares aquired under the buy back program was up to 2,150,000. The main purpose of the share-buy-back was to reduce the Company's share capital. During the first quarter Eimskip purchased 401,000 shares with a purchase price of ISK 194.7 or EUR 1.3 million. The share buy-back was completed on 16. January 2024.

The Annual General Meeting approved a dividend payment to shareholders equal to ISK 22.53 per share to shareholders. The dividend payment amounted to ISK 3,7 billion or EUR 24.8 million. The payment date was 17 April 2024. Please refer to note 18 for further information.

Endorsement and Statement by the Board of Directors and the CEO

Share capital and articles of association, continued

A long-term incentive program for key employees, in form of a share option plan, which was approved at the Annual General Meeting on 17 March 2022. The Board of Directors has since allocated share options to certain key employees. The shares allocated in November 2024 under the Share Option Plan amounted to 1.018.350 shares which constitutes 0.61% of the Company's share capital, thereof 453.330 shares were allocated to the CEO and Executive Management. Please refer to note 18 for further information.

The Board of Directors proposes a dividend payment to shareholders in 2025 in the amount of ISK 13.33 per share. The proposed dividend payment is ISK 2.2 billion, or approximately EUR 15 million, which represents 50.0% of net earnings for the year 2024.

Further information on matters related to the share capital is disclosed in note 18. Additional information on shareholders is provided on the Company's website, www.eimskip.is/investors.

Statement by the Board of Directors and the CEO

According to the best of our knowledge, it is our opinion that these annual Consolidated Financial Statements give a true and fair view of the consolidated financial performance of Eimskip for the year 2024, its assets, liabilities and consolidated financial position as at 31 December 2024 and its consolidated cash flows for the year 2024.

Further, in our opinion the Consolidated Financial Statements and the Endorsement by the Board of Directors and the CEO give a fair view of the development and performance of Eimskip's operations and its position and describe the principal risks and uncertainties faced by Eimskip.

In our opinion, the Consolidated Financial Statements of Eimskipafélag Íslands hf. for the year 2024 identified as "549300IUR8Q7Y44KBL02-2024-12-31-0-en.zip" are prepared in all material respects, in compliance with the ESEF Regulation.

The Board of Directors and the CEO have today discussed the Consolidated Financial Statements of Eimskipafélag Íslands hf. for the year 2024 and confirm them by means of their signatures. The Board of Directors and the CEO recommend that the Consolidated Financial Statements will be approved at the Annual General Meeting of Eimskipafélag Íslands hf.

Reykjavík, 4 March 2025

Board of Directors:

Óskar Magnússon, Chairman
Margrét Guðmundsdóttir, Vice-Chairman
Guðrún Ó. Blöndal, Board Member
Lárus L. Blöndal, Board Member
Ólöf Hildur Pálsdóttir, Board Member

CEO:

Vilhelm Már Thorsteinsson

Independent Auditors' Report

To the Board of Directors and the shareholders of Eimskipafélag Íslands hf.

Opinion

We have audited the accompanying consolidated financial statements of Eimskipafélag Íslands hf. and its subsidiaries (the group) for the year 2024, excluding the endorsement and statement by the board
of directors and the CEO.

In our opinion, the consolidated financial statements give a true and fair view of the consolidated financial position of the group as at December 31, 2024, and of its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with IFRS accounting standards as adopted by the European Union (EU), and applicable articles in Icelandic law on annual accounts.

Our opinion is consistent with our additional report to the audit committee and the board of directors.

The consolidated financial statements comprise

- Endorsement and statement by the board of directors and the CEO.
- Consolidated income statement for the year 2024.
- Consolidated statement of comprehensive income for the year 2024.
- Consolidated statement of financial position as at 31 December 2024.
- Consolidated statement of changes in equity for the year ended December 2024.
- Consolidated statement of cash flows for the year 2024.
- Notes to the consolidated financial statements, which include material accounting policies and other explanatory information.

The endorsement and statement by the board of directors and the CEO and appendices to the financial statements are excluded from the audit, refer to section reporting on other information.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the consolidated financial statements section of our report.

Independence

We are independent of the group in accordance with Icelandic laws on auditors and auditing and the code of ethics that apply to auditors in Iceland and relate to our audit of the group's consolidated financial statements. We have fulfilled our other ethical responsibilities in accordance with these requirements.

To the best of our knowledge and belief, we declare that non-audit services that we have provided to the group and its subsidiaries are in accordance with the applicable law and regulations in Iceland and that we have not provided non-audit services that are prohibited under Article 5.1. of Regulation (EU) No. 537/2014.

The non-audit services that we have provided to the group and its subsidiaries, in the period from January 1, 2024 to December 31, 2024, are disclosed in note 26 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 of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Independent Auditors' Report

Key Audit Matters	How the matter was addressed in our audit
Revenue recognition	Our audit procedures included:
Operating revenue amounts to EUR 847.111 thousand in the year 2024. Recognition of revenue consists of high volume of transactions and different types of logistic contracts with individually negotiated terms.	- Considering the appropriateness of the revenue recognition accounting policies and assessing compliance with applicable accounting standards. - Obtaining understanding of the revenue and accounts receivable accounting process.
We focused on this area due to the significance of amounts involved and because recognition of revenue involves accounting policy decisions and judgements made by management. Further, the volume of transactions and extent of different contracts require various IT setups to ensure correct revenue recognition.	- Testing the accounting treatment and principles applied. - Data analytics on selected revenue streams and testing journal entries on revenue. - Substantive procedures over invoicing, contracts and other supporting documents. - Detailed testing on timing to ensure that the revenue is recognised in the correct financial year.
Reference is made to notes 6 and 30.k. in the consolidated financial statements.	- Accounts receivable confirmations. Relevant notes have been reviewed.

Reporting on other information, including the endorsement and statement by the board of directors and the CEO

The board of directors and chief executive officer are responsible for other information. The other information comprises of the endorsement and statement by the board of directors and the CEO and appendices to the consolidated financial statements, including quarterly statements, key figures by quarter, corporate governance statement, non-financial reporting, ESG statement and EU taxonomy, which we obtained prior to the date of this auditor's report.

Our opinion on the consolidated financial statements does not cover the other information, including the endorsement and statement by the board of directors and the CEO.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. In addition, in light of the knowledge and understanding of the entity and its environment obtained in the course of the audit, we are required to report if we have identified material misstatements in other information that we obtained prior to the date of this auditor's report. We have nothing to report in this respect.

With respect to the endorsement and statement by the board of directors and the CEO we have, in accordance with article 104, of the Icelandic law on annual accounts reviewed that to the best of our knowledge, the endorsement and statement by the board of directors and the CEO accompanying the consolidated financial statements includes applicable information in accordance with Icelandic law on annual accounts if not presented elsewhere in the consolidated financial statements.

Responsibilities of the Board of Directors and the Chief Executive Officer

The board of directors and the chief executive officer are responsible for the preparation and fair presentation of the consolidated financial statements in accordance with IFRS accounting standards as adopted by the EU, and applicable articles in Icelandic law on annual accounts, and for such internal control as determined necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Independent Auditors' Report

In preparing the consolidated financial statements, management is responsible for assessing the groups' ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the group or to cease operations, or has no realistic alternative but to do so. The Group's management must provide appropriate explanations regarding its ability to continue as going concern, if applicable, and why management applies the presumption of going concern in the preparation and presentation of the consolidated financial statements

Those charged with governance are responsible for overseeing the group's financial reporting process.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated 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 opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing will always detect a material misstatement when it 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 these consolidated financial statements.

As part of an audit in accordance with International Standards on Auditing, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

Identify and assess the risks of material misstatement of the consolidated 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 opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Obtain an understanding of internal control relevant to the 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 the group's internal control.

Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the 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 consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group to cease to continue as a going concern.

Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope 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 a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

Report on European single electronic format (ESEF Regulation)

As part of our audit of the consolidated financial statements of Eimskipafélag Íslands hf. we performed procedures to be able to issue an opinion on whether the consolidated financial statements of Eimskipafélag Íslands hf. for the year 2024 with the file name 549300IUR8Q7Y44KBL02-2024-12-31-0-en.zip is prepared, in all material respects, in accordance with law no. 20/2021 Act on securities issuer obligations to issue information and self-report relating to requirements under the European single electronic format regulation EU no. 2019/815, which include requirements concerning preparation of the consolidated financial statements in XHTML format and iXBRL markup.

The board of directors and chief executive officer are responsible for preparing the consolidated financial statements in accordance with law no. 20/2021. This responsibility includes preparing the consolidated financial statements in a XHTML format in accordance to EU regulation no. 2019/815 on the european single electronic format (ESEF regulation).

Our responsibility is to obtain reasonable assurance, based on evidence that we have obtained, on whether the consolidated financial statements are prepared in all material respects, in accordance with the ESEF Regulation, and to issue a report that includes our opinion. The nature, timing and extent of procedures selected depend on the auditor's judgement, including the assessment of the risks of material departures from the requirements set out in the ESEF regulation, whether due to fraud or error.

In our opinion, the consolidated financial statements of Eimskipafélag Íslands hf. for the year 2024 with the file name 549300IUR8Q7Y44KBL02-2024-12-31-0-en.zip is prepared, in all material respects, in accordance with the European single electronic format regulation EU no. 2019/815.

Appointment

We were first appointed as auditors at the company's annual general meeting on March 25, 2021. Our appointment has been renewed at the company's annual general meeting representing a total period of uninterrupted engagement appointment of four years.

Reykjavík, 4 March 2025

PricewaterhouseCoopers ehf.

Bryndís Björk Guðjónsdóttir
certified public accountant

Sara Henný H. Arnbjörnsdóttir
certified public accountant

Consolidated Income Statement
for the year 2024

	Notes	2024	2023
Revenue			
Revenue		847,111	817,916
	5-6	847,111	817,916
Expenses			
Expenses		598,881	550,783
Salaries and related expenses	7	150,421	143,772
	5	749,302	694,555
Operating profit, EBITDA		97,809	123,361
Depreciation, amortization and impairment	11-13	(62,921)	(62,366)
Results from operating activities, EBIT		34,888	60,995
Finance income		1,224	2,343
Finance expense		(14,728)	(11,860)
Net foreign currency exchange (loss) gain		(241)	1,476
Net finance expense	8	(13,745)	(8,041)
Share of earnings of equity-accounted investees	14	15,706	13,399
Net earnings before income tax		36,849	66,353
Income tax	9	(6,823)	(11,847)
Net earnings for the year		30,026	54,506
Net earnings for the year attributable to:			
Equity holders of the Company		29,821	54,122
Non-controlling interest		205	384
		30,026	54,506
Earnings per share:			
Basic earnings per share (EUR per share)	10	0.1838	0.3249
Diluted earnings per share (EUR per share)	10	0.1837	0.3249

The notes on pages 16 to 48 are an integral part of these Consolidated Financial Statements.

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 11 Amounts are in thousands of EUR

Consolidated Statement of Comprehensive Income for the year 2024

	Notes	2024	2023
Net earnings for the year		30,026	54,506
Other comprehensive income:			
Items that are or may subsequently be reclassified to the income statement			
Foreign currency translation difference of foreign operations		3,229	(5,492)
Effective portion of changes in fair value of cash flow hedges, net of income tax	22	(988)	(994)
Fair value changes of minority put option liability		(481)	(2,110)
Total other comprehensive income for the year		1,760	(8,596)
Total comprehensive income for the year		31,786	45,910
Total comprehensive income for the year attributable to:			
Equity holders of the Company		31,771	45,982
Non-controlling interest		15	(72)
Total comprehensive income for the year		31,786	45,910

The notes on pages 16 to 48 are an integral part of these Consolidated Financial Statements.

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 12 Amounts are in thousands of EUR

Consolidated Statement of Financial Position as at 31 December 2024

	Notes	2024	2023
Assets:			
Property, vessels and equipment	11	249,054	246,269
Right-of-use assets	12	107,654	89,373
Intangible assets	13	60,304	62,057
Equity accounted investees	14	59,078	43,898
Financial assets		1,099	2,017
Deferred tax assets	15	2,535	1,416
Total non-current assets		479,724	445,030
Inventories		12,372	11,401
Trade and other receivables	16,22	143,237	129,906
Cash and cash equivalents	17	28,681	32,502
Total current assets		184,290	173,809
Total assets		664,014	618,839
Equity:			
Share capital		1,007	1,010
Share premium		97,754	99,042
Reserves		127,311	115,134
Retained earnings		87,571	92,493
Total equity attributable to equity holders of the parent company	18	313,643	307,679
Non-controlling interest		3,248	4,393
Total equity		316,891	312,072
Liabilities:			
Loans and borrowings	19	80,478	107,551
Lease liabilities	20	86,518	64,636
Other long-term liabilities		626	2,940
Deferred tax liability	15	7,848	6,953
Total non-current liabilities		175,470	182,080
Loans and borrowings	19	59,383	11,613
Lease liabilities	20	26,752	27,372
Trade and other payables	21	84,178	78,474
Income tax payable		1,340	7,228
Total current liabilities		171,653	124,687
Total liabilities		347,123	306,767
Total equity and liabilities		664,014	618,839

The notes on pages 16 to 48 are an integral part of these Consolidated Financial Statements.

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 13 Amounts are in thousands of EUR

Consolidated Statement of Changes in Equity
for the year ended 31 December 2024

	Attributable to equity holders of the Company								
			Reserves						
	Share capital	Share premium	Translation reserve	Other reserves*	Undistributed profits	Retained earnings	Total	Non-controlling interest	Total equity
Changes in Equity 2023:									
Equity at 1 January 2023	1,045	117,046	(5,091)	1,655	98,380	89,091	302,126	7,039	309,165
Share capital reduction	(23)	(12,653)					(12,676)		(12,676)
Dividend paid (0.1340 EUR per share)						(22,717)	(22,717)		(22,717)
Purchased treasury shares	(12)	(5,351)					(5,363)		(5,363)
Changes in share options reserve				305		22	327		327
Minority put option excercised				306		(306)	0		0
Other changes in non-controlling interest							0	(2,574)	(2,574)
Total comprehensive income for the period			(5,036)	(3,104)		54,122	45,982	(72)	45,910
Profit of subsidiaries net of dividend received					27,719	(27,719)	0		0
Equity at 31 December 2023	1,010	99,042	(10,127)	(838)	126,099	92,493	307,679	4,393	312,072
Reserves					115,134				
Changes in Equity 2024:									
Equity at 1 January 2024	1,010	99,042	(10,127)	(838)	126,099	92,493	307,679	4,393	312,072
Purchased treasury shares	(3)	(1,288)					(1,291)		(1,291)
Dividend paid (0.1515 EUR per share)						(24,844)	(24,844)		(24,844)
Changes in share options reserve				262		66	328		328
Minority put option excercised				2,796		(2,796)	0		0
Other changes in non-controlling interest							0	(1,160)	(1,160)
Total comprehensive income for the year			3,419	(1,469)		29,821	31,771	15	31,786
Profit of subsidiaries net of dividend received					7,169	(7,169)	0		0
Equity at 31 December 2024	1,007	97,754	(6,708)	751	133,268	87,571	313,643	3,248	316,891
Reserves					127,311				

* Other reserves include hedging reserve, share option reserve and reserve for fair value changes of minority put options. Please refer to note 18 for further information.

The notes on pages 16 to 48 are an integral part of these Consolidated Financial Statements.

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 14 Amounts are in thousands of EUR

Consolidated Statement of Cash Flows for the year 2024

	Notes	2024	2023
Cash flows from operating activities:			
Net earnings for the year		30,026	54,506
Adjustments for:			
Depreciation, amortization and impairment	11-13	62,921	62,366
Net finance expense	8	13,745	8,041
Share of earnings of equity-accounted investees	14	(15,706)	(13,399)
Change in deferred taxes	9,15	(223)	448
Other changes		(577)	(625)
		90,186	111,337
Changes in current assets and liabilities:			
Inventories, change		(972)	160
Receivables, change		(9,154)	19,073
Payables, change		9,767	(4,760)
Change in current assets and liabilities		(359)	14,473
Interest received		1,224	2,343
Interest paid		(14,728)	(11,860)
Taxes paid		(12,806)	(18,396)
Net cash from operating activities		63,517	97,897
Cash flows from investing activities:			
Acquisition of property, vessels and equipment	11	(24,416)	(38,191)
Acquisition of intangible assets	13	(4,369)	(5,854)
Aquisition of right-of-use assets	12	(702)	(432)
Proceeds from the sale of property, vessels and equipment		4,751	2,749
Investment in equity accounted investee		0	(55,296)
Dividend from equity accounted investee		277	54,910
Proceed from sale of equity accounted investee		487	815
Minority put options exercised		(2,577)	(2,618)
Changes in finance assets		828	812
Net cash used in investing activities		(25,721)	(43,105)
Cash flows from financing activities:			
Share capital reduction		0	(12,676)
Dividend paid to equity holders of the company		(24,844)	(22,717)
Purchased treasury shares		(1,291)	(5,363)
Dividend paid to non-controlling interest and other changes		(1,160)	(2,574)
Proceeds from current loans and borrowings	19	27,213	0
Proceeds from non-current loans and borrowings	19	1,093	0
Repayment of non-current loans and borrowings	19	(11,319)	(14,640)
Repayment of lease liabilities	20	(31,809)	(34,119)
Short term borrowings, change		12	24
Net cash used in financing activities		(42,105)	(92,065)
Changes in cash and cash equivalents		(4,309)	(37,273)
Cash and cash equivalents at the beginning of the year		32,502	69,937
Effects of exchange rate fluctuations on cash held		488	(162)
Cash and cash equivalents at year-end		28,681	32,502
Investing and financing activities not affecting cash flows:			
Acquisition of right-of-use assets	12	53,569	23,934
New or renewed leases	20	(53,569)	(23,934)
Fixed assets		3,696	0
Non-current loans and borrowings	19	(13,696)	0
Current loans and borrowings		10,000	0

The notes on pages 16 to 48 are an integral part of these Consolidated Financial Statements.

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 15 Amounts are in thousands of EUR

Notes to the Consolidated Financial Statements

General presentation **Page**

Notes to the Consolidated Income Statement

Notes to the Consolidated Statement of Financial Position

Other information

Notes to the Consolidated Financial Statements

1. Reporting entity

Eimskipafélag Íslands hf. (the "Company", the "Group" or the "Parent Company") is a public limited liability company domiciled in Iceland. The address of the Company's registered office is Sundabakki 2, 104 Reykjavík. The Consolidated Financial Statements of the Company for the year ended 31 December 2024 comprise the Company and its subsidiaries (together referred to as "Eimskip" or the "Group"). The Parent Company is an investment company focused on investments in shipping and logistic services. The Company's shares are listed at Nasdaq Iceland.

2. Basis of accounting

a. Statement of compliance

These Consolidated Financial Statements have been prepared in accordance with IFRS accounting standards (IFRS) as adopted by the EU and additional Icelandic disclosure requirements for consolidated financial information of listed companies in accordance with Icelandic Financial Statement Act No. 3/2006 and rules for issuers of financial instruments at Nasdaq Iceland.

The Consolidated Financial Statements were approved and authorized for issue by the Company's Board of Directors on 4 March 2025.

Details of the Group's accounting policies are included in note 30.

b. Basis of measurement

The Consolidated Financial Statements have been prepared on the historical cost basis, except for the valuation of minority put option liabilities and cash flow hedges which are valued at fair value through other comprehensive Income. The methods used to measure fair values for disclosure purposes are discussed in note 3.

c. Functional and presentation currency

These Consolidated Financial Statements are presented in EUR, which is the Parent Company's functional currency. All financial information presented in EUR has been rounded to the nearest thousand unless otherwise indicated.

d. Use of estimates and judgements

The preparation of the Consolidated Financial Statements in conformity with IFRS requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognized in the period in which the estimate is revised and in any future periods affected.

Information about significant areas of estimation uncertainty and critical judgements in applying accounting policies that have the most significant effect on the amounts recognized in the financial statements are described in the following notes.

Note 5,6 and 30 k - Revenue

Note 12 and 20 - Right-of-use assets and lease liabilities

Note 13 - Intangible assets and impairment testing

Notes 16 and 22 - Trade and other receivables

3. Measurement of fair values

A number of the Group's accounting policies and disclosures require the measurement of fair values, for both financial and non-financial assets and liabilities.

Fair values have been measured for measurement and/or disclosure purposes based on the present value of future cash flows, discounted at the market rate of interest at the reporting date. If third party information, such as broker quotes or pricing services, is used to measure fair values, then management assesses the evidence obtained from the third parties to support the conclusion that such valuations meet the requirements of IFRS, including the level in the fair value hierarchy in which such valuations should be classified.

3. Measurement of fair values, continued.

When measuring the fair value of an asset or a liability, the Group uses market observable data as far as possible. Fair values are categorised into different levels in a fair value hierarchy based on the inputs used in the valuation techniques as follows:

Level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2: inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices).

Level 3: inputs for the asset or liability that are not based on observable market data (unobservable inputs).

If the inputs used to measure the fair value of an asset or a liability might be categorised in different levels of the fair value hierarchy, then the fair value measurement is categorised in its entirety in the same level of the fair value hierarchy as the lowest level input that is significant to the entire measurement.

The Group recognizes transfers between levels of the fair value hierarchy at the end of the reporting period during which the change has occurred.

Further information about the assumptions made in measuring fair values is included in the following notes:

Note 23 – Financial Instruments

4. Changes in significant accounting policies

The accounting policies applied in these Consolidated Financial Statements are the same as those applied in the Group's Consolidated Financial Statements as at and for the year ended 31 December 2023. IFRS standards effective as at 1 January 2024 had immaterial effects on the Consolidated Financial Statements.

During 2024 the Group recognized revenue and expense in bulk transport on a net basis since it is an agent services according to IFRS 15. Comparison numbers have been decreased by the amount of EUR 9.6 million to reflect changes in accounting policies.

5. Segment reporting

Eimskip has two reportable segments, as described below, which are Eimskip's strategic business units. The strategic business units offer different products and services on different markets and are managed separately. The segment reporting is based on an internal reporting function of Eimskip. The following summary describes the operations in each of Eimskip's reportable segments:

Liner services: This segment includes the sale and services of transportation of goods to and from Iceland, Norway, the Faroe Islands and Trans-Atlantic through its sailing routes in the North Atlantic. These services include domestic services in liner countries, sea transportation, trucking, warehousing, cold-storages and other logistic services.

Forwarding services: This segment represents transportation solutions outside Eimskip's own operating system, utilizing the global network of Eimskip's offices and associates. This includes reefer and dry forwarding sectors as well as project cargo handling outside Iceland, Norway and Faroe Islands.

5. Segment reporting, continued

For the year 2024	Liner services	Forwarding services	Elimination	Consoli-dated
Revenue, external	556,217	290,894		847,111
Inter-segment revenue	12,029	43,261	(55,290)	0
Total	568,246	334,155	(55,290)	847,111
Expenses, external	(349,893)	(248,988)		(598,881)
Salaries, external	(110,419)	(40,002)		(150,421)
Inter-segment expense	(43,261)	(12,029)	55,290	0
EBITDA	64,673	33,136		97,809
Depreciation and amortization	(54,834)	(8,087)		(62,921)
EBIT	9,839	25,049		34,888
Net finance expense	(13,024)	(721)		(13,745)
Share of earnings of equity-accounted investees	17,401	(1,695)		15,706
Income tax	(307)	(6,516)		(6,823)
Net earnings for the year	13,909	16,117		30,026
Segment assets	529,651	134,363		664,014
Segment liabilities	287,608	59,515		347,123
Non-lease capital expenditure	26,367	3,120		29,487
For the year 2023				
Revenue, external	575,469	242,447		817,916
Inter-segment revenue	12,729	34,935	(47,664)	0
Total	588,198	277,382		817,916
Expenses, external	(356,271)	(194,512)		(550,783)
Salaries, external	(105,731)	(38,041)		(143,772)
Inter-segment expense	(34,935)	(12,729)	47,664	0
EBITDA	91,261	32,100		123,361
Depreciation and amortization	(54,817)	(7,549)		(62,366)
EBIT	36,444	24,551		60,995
Net finance expense	(6,522)	(1,519)		(8,041)
Share of earnings of equity-accounted investees	13,325	74		13,399
Income tax	(5,603)	(6,244)		(11,847)
Net earnings for the year	37,644	16,862		54,506
Segment assets	501,467	117,372		618,839
Segment liabilities	262,487	44,280		306,767
Non-lease capital expenditure	42,024	2,453		44,477

Geographical areas

In presenting information on the basis of geographical segments, segment revenue is presented based on the geographical location of the entity issuing invoices. Non-current assets (fixed assets, right of use assets, intangable assets), which can not be easily moved (e.g terminal and cranes) are based on the geographical location of assets. For all other non-current assets geographical location is based on the legal ownership. These assets consist mainly of vessels and containers.

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 19 Amounts are in thousands of EUR

5. Segment reporting, continued

Geographical split of external revenue:

	2024 1.1.-31.12.	2023 1.1.-31.12.
Iceland	446,411	437,633
Norway	38,752	57,606
Faroe Island	57,745	64,459
Europe - other	182,113	173,729
North - America	32,134	36,718
Asia	89,956	47,771
	847,111	817,916

Geographical split of Non-Current assets:

	31.12.2024	31.12.2023
Iceland	209,868	202,996
Faroe Island	109,167	111,497
Norway	40,899	35,123
Europe - other	107,187	80,972
North - America	11,165	12,844
Asia	1,438	1,598
	479,724	445,030

6. Revenue

The Group generates revenues primarily from liner and forwarding sevices to its customers. Other source of revenues are immaterial rental charge from owned investments and revenue related to sale of fixed assets.

Revenue are specified as follows:

	2024	2023
Revenue from contract with customers	844,887	815,787
Other Revenue:		
Rental charge	1,249	1,250
Gain on sale of fixed assets	975	879
Total revenue	847,111	817,916

7. Salaries and related expenses

Salaries and related expenses are specified as follows:	2024	2023
Salaries	122,038	116,266
Expenses related to equity settled share based payments	328	327
Defined pension contribution plan	14,271	13,732
Other related expenses	13,784	13,447
Salaries and related expenses	150,421	143,772
Average number of full-time equivalents during the year	1,704	1,727
Average number of employees	1,766	1,781
Number of full-time equivalents at year-end	1,711	1,728

A Share Option Plan that was approved on the Company's Annual General meeting in 2022 is still effective. The share options were allocated to certain key employees of the Company globally. See note 18 for details.

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 20 Amounts are in thousands of EUR

8. Finance income and expense

Finance income is specified as follows:	2024	2023
Interest income	838	1,926
Dividend received	277	417
Gain on sale of shares	109	0
Finance income	1,224	2,343
Finance expense is specified as follows:		
Interest on long-term loans	(7,168)	(5,075)
Interest on lease liabilities	(6,553)	(5,647)
Other finance expense	(1,007)	(1,138)
Finance expense	(14,728)	(11,860)
Net foreign currency exchange (loss) gain	(241)	1,476
Net finance expense	(13,745)	(8,041)

9. Income tax

(i) Income tax recognized in the income statement:

Current tax expense:	2024	2023
Current year	6,070	10,618
Deferred tax:		
Origination and reversal of temporary differences	723	324
Other changes	30	905
	753	1,229
Total income tax	6,823	11,847

(ii) Reconciliation of effective income tax rate:

		2024		2023
Net earnings before income tax		36,849		66,353
Income tax using the Company's domestic tax rate	21.0%	7,738	20.0%	13,271
Effect of tax rates in foreign jurisdictions	(8.0%)	(2,950)	(1.5%)	(963)
Non-deductable expenses	0.3%	97	0.2%	154
Under or over provided in previous years	0.1%	37	(2.8%)	(1,832)
Other changes	5.2%	1,901	1.8%	1,217
Effective income tax rate	18.5%	6,823	17.9%	11,847

Decrease in income tax relating to the cash flow hedge in other comprehensive income amounted to EUR 247 thousand (2023: Increase EUR 249 thousand).

Eimskip is in scope of the Pillar Two tax regulations. Several jurisdictions have implemented and enacted the Pillar Two regulations as per 31 December 2024. Eimskip is not expected to be materially impacted by the Pillar Two regulations as all countries where Eimskip has operations, that are not covered by tonnage tax regimes, impose taxation in excess of 15%. As such, the Pillar Two rules and local implementation thereof are not expected to result in materially increased tax expenses nor tax payments. However, the current Pillar Two definition of „International Shipping" does not align with what is included in the tonnage tax regimes. The current wording shows a deviation, which may result in elements of International Shipping income being subject to a top-up tax. Currently, Eimskip only operates under tonnage tax in Norway and Faroe Islands where it also has other operations that are not covered by tonnage taxation. In the case that International Shipping would not be excluded from Pillar Two, that would impact the effective tax rate of these specific entities, but given current contitions it would not have a material effect of the group's tax expense and/or payments.

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 21 Amounts are in thousands of EUR

10. Earnings per share

Basic and diluted earnings per share

The calculation of basic earnings per share was based on earnings attributable to shareholders and a weighted average number of shares outstanding during the year. Eimskip has one catagory of dilutive potential ordinary shares: stock options. The average market value of the Company's shares for the purpose of calculating the dilutive effect of share option was based on quoted market prices for the year during which the options were outstanding. Calculations are as follows:

	2024 1.1.-31.12.	2023 1.1.-31.12.
Net earnings attributable to equity holders of the Company	29,821	54,122
Number of issued shares at 1 January in thousands	167,850	173,050
Effect of treasury shares at 1 January in thousands	(3,474)	(3,461)
Effect of treasury shares purchased in thousands	(391)	(212)
Effect of share capital reduction	(1,715)	(2,771)
Weighted average number of outstanding shares at 31 December	162,270	166,606
Adjustment for stock options	90	0
Weighted average number of outstanding shares for diluted earning per share in thousands	162,360	166,606
Basic earnings per share (EUR)	0.1838	0.3249
Diluted earnings per share (EUR)	0.1837	0.3249

11. Property, vessels and equipment

Property, vessels and equipment are specified as follows:

	Land and buildings	Vessels	Containers and equipment	Total
Cost				
Balance at 1 January 2023	119,544	153,039	173,828	446,411
Reclassification of assets	88	0	(88)	0
Additions	5,575	7,587	25,029	38,191
Disposals	(592)	(7,168)	(5,707)	(13,467)
Currency adjustments	(503)	(451)	(258)	(1,212)
Balance at 31 December 2023	124,112	153,007	192,804	469,923
Balance at 1 January 2024	124,112	153,007	192,804	469,923
Correction of opening balances	0	0	(723)	(723)
Balance at 1 January 2024, corrected	124,112	153,007	192,081	469,200
Reclassifiacation of Right of use assets	0		4,499	4,499
Reclassification of assets	12,909	0	(12,909)	0
Additions	7,860	5,171	15,081	28,112
Disposals	(3,570)	0	(8,504)	(12,074)
Currency adjustments	(143)	(630)	51	(722)
Balance at 31 December 2024	141,168	157,548	190,299	489,015
Depreciation				
Balance 1 January 2023	47,879	60,731	104,600	213,210
Reclassification of assets	(20)	0	20	0
Disposals	(314)	(6,432)	(4,660)	(11,406)
Depreciation	3,897	8,264	10,837	22,998
Currency adjustments	(433)	(524)	(191)	(1,148)
Balance at 31 December 2023	51,009	62,039	110,606	223,654

11. Property, vessels and equipment, continued.

	Land and buildings	Vessels	Containers and equipment	Total
Balance at 1 January 2024	51,009	62,039	110,606	223,654
Correction of opening balances	0	0	(462)	(462)
Balance at 1 January 2024, corrected	51,009	62,039	110,144	223,192
Reclassification of Right of use assets	0	0	3,941	3,941
Disposals	(2,357)	0	(7,111)	(9,468)
Depreciation	3,842	8,433	10,681	22,956
Currency adjustments	(174)	(411)	(75)	(660)
Balance at 31 December 2024	52,320	70,061	117,580	239,961
Carrying amounts				
At 1 January 2023	71,665	92,308	69,228	233,201
At 31 December 2023	73,103	90,968	82,198	246,269
At 31 December 2024	88,848	87,487	72,719	249,054

During the year 2024, one subsidiary discovered an error in fixed assets while changing the financial system. Opening balances have been adjusted accordingly.

Pledges

Property, vessels and equipment with a carrying amount of EUR 110.7 million (2023: EUR 96.8 million) have been pledged as security for loans amounting to EUR 174.5 million, thereof EUR 33.4 million due to undrawn revolver (2023: EUR 155.4 million. thereof EUR 36.6 million due to undrawn revolver) at year-end.

12. Right-of-use assets

Right-of-use assets are specified as follows:

Cost	Land	Buildings and Cold storage	Vessels	Vehicles and Equipment	Total
Balance at 1 January 2023	15,780	50,731	67,232	24,960	158,703
Adjustment of opening balances	(1,242)	806	47	94	(295)
Adjusted balance at 1 January 2023	14,538	51,537	67,279	25,054	158,408
New and amended leases	1,703	4,136	15,307	3,220	24,366
Expired leases	(116)	(1,033)	(6,883)	(974)	(9,006)
Divestments	0	(1,782)	0	(2,470)	(4,252)
Currency adjustments	44	(1,990)	0	(199)	(2,145)
Balance at 31 December 2023	16,169	50,868	75,703	24,631	167,371
Balance at 1 January 2024	16,169	50,868	75,703	24,631	167,371
Reclassifiacation to fixed asset		0		(4,499)	(4,499)
New and amended leases	1,488	21,205	24,592	6,986	54,271
Divestments	(2)	(3,751)	0	(1,170)	(4,923)
Currency adjustments	0	(1,076)	13	(43)	(1,106)
Balance at 31 December 2024	17,655	67,246	100,308	25,905	211,114
Depreciation					
Balance at 1 January 2023	1,459	13,659	31,341	9,564	56,023
Adjustment of opening balances	7	88	20	(19)	96
Adjusted balance at 1 January 2023	1,466	13,747	31,361	9,545	56,119
Depreciation	491	6,064	24,179	3,629	34,363
Expired leases	(116)	(1,033)	(6,883)	(974)	(9,006)
Divestments	0	(1,337)	0	(1,862)	(3,199)
Currency adjustments	0	(219)	0	(60)	(279)
Balance at 31 December 2023	1,841	17,222	48,657	10,278	77,998

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 23 Amounts are in thousands of EUR

12. Right-of-use assets, continued

	Land	Buildings and Cold storage	Vessels	Vehicles and Equipment	Total
Balance at 1 January 2024	1,841	17,222	48,657	10,278	77,998
Reclassifiacation to fixed assets		0		(3,941)	(3,941)
Depreciation	553	6,448	22,820	4,167	33,988
Divestments	0	(3,518)	0	(1,112)	(4,630)
Currency adjustments	0	67	8	(30)	45
Balance at 31 December 2024	2,394	20,219	71,485	9,362	103,460
Carrying amounts					
1 January 2023	14,321	37,072	35,891	15,396	102,680
31 December 2023	14,328	33,646	27,046	14,353	89,373
31 December 2024	15,261	47,027	28,823	16,543	107,654

Lease categories

Eimskip leases vessels, buldings and cold storages, land, vehicles and equipment.

Vessels: Eimskip charters vessels for use in the sailing system. The lease terms and the remaining lease terms on the date of the initial application, varies between 3 months and 4 years.

Buildings and cold storages: Eimskip leases buildings for regional offices and cold storages for use in logistics. The lease terms and the remaining lease terms on the date of the initial application, varies between 1 and 40 years.

Land: Eimskip leases land for operations of terminal areas. The lease terms and the remaining lease terms on the date of the initial application, varies between 4 and 50 years.

Vehicles and equipment: Eimskip leases vehicles and containers for use in its logistics and terminal operations. The lease terms and the remaining lease terms on the date of the initial application, varies between 1 and 9 years.

Leases not yet commenced

Eimskip has not commited to material leases that have not yet commenced which will lead to a right-of-use asset and a lease liability.

13. Intangible assets

Intangible assets and amortization are specified as follows:

Cost	Goodwill	Brand name	Software	Market and customer related	Total
Balance at 1 January 2023	27,496	15,142	33,598	24,469	100,705
Additions	0	0	5,720	134	5,854
Disposal	0	(536)	0	0	(536)
Currency adjustments	(232)	6	(2)	(54)	(282)
Balance at 31 December 2023	27,264	14,612	39,316	24,549	105,741
Balance at 1 January 2024	27,264	14,612	39,316	24,549	105,741
Additions	0	0	4,369	0	4,369
Impairment	(1,408)	0	0	(1,611)	(3,019)
Currency adjustments	(61)	0	0	(55)	(116)
Balance at 31 December 2024	25,795	14,612	43,685	22,883	106,975

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 24 Amounts are in thousands of EUR

13. Intangible assets, continued

Amortization and Impairment	Goodwill	Brand name	Software	Market and customer related	Total
Balance at 1 January 2023	98	0	27,158	11,980	39,236
Amortization	0	739	2,515	1,487	4,741
Impairment	263	0	0	0	263
Disposal	0	(536)	0	0	(536)
Currency adjustments	0	0	(1)	(19)	(20)
Balance at 31 December 2023	361	203	29,672	13,448	43,684
Balance at 1 January 2024	361	203	29,672	13,448	43,684
Amortization	0	0	2,492	1,412	3,904
Impairment	(416)	0	0	(738)	(1,154)
Disposal	0	203	0	0	203
Currency adjustments	55	0	0	(21)	34
Balance at 31 December 2024	0	406	32,164	14,101	46,671
Carrying amounts					
At 1 January 2023	27,398	15,142	6,440	12,489	61,469
At 31 December 2023	26,903	14,409	9,644	11,101	62,057
At 31 December 2024	25,795	14,206	11,521	8,782	60,304

Impairment testing

Intangible assets other than goodwill and brand names are stated at cost less any accumulated amortization. Goodwill and brand name were assessed to have an indefinate useful life since there was no foreseeable limit to the period over which the asset is expected to generate net cash inflows for the entity.

The carrying amount of goodwill and customer related are tested annually for impairment. An impairment amounting EUR 1.9 million was recognized for two CGU. Firstly, a CGU, St. Anthony will be closed in the end of Q1 2025 that decision led to impairment of customer related assets associated with this CGU. Secondly, the relationship between Sæferðir ehf. and Vegagerðin has been terminated from 31 May 2025 which resulted that goodwill has been impaired.

The Company has acquired several subsidiaries. Each acquired company is considered to be one Cash Generating Unit ("CGU") for the purpose of impairment testing. The carrying amounts of goodwill specified as follows:

	2024	2023
Mareco N.V.	9,753	9,753
Extraco Internationale Expedite B.V.	7,596	7,596
Ship Log AS (wass merged with Eimskip Denmark in 2022)	3,920	3,921
Tromsøterminalen AS	2,893	3,040
Other (5 CGU's)	1,633	2,593
Balance at 31 December 2024	25,795	26,903

These CGU's are all part of forwarding services.

The impairment tests were performed in the fourth quarter of 2024 and were based on the results of 30 September 2024 as well as the board approved budget for the year 2025. The impairment tests are in the form of discounted cash-flow analysis. The periods projected are the years 2025-2029 with a fixed growth rate after the projected period when estimating the terminal value. The material variables in the test are revenue growth, EBITDA margin, investments and growth rate after the five year forecasted period. The projected variables are based on past experience and market research. The growth in EBITDA margins used to estimate future cash flows are based on management best estimates that take into account past performance and experience, external market growth assumptions and any uncertainties in the market the CGU operates or depends on.

	2024	2023
Future growth rate	1.0-2.5%	1.0-2.5%
Weighted-average cost of capital	7.4-11.0%	5.4-13.9%
Sector debt-ratio	34%-53%	35%-57%

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 25 Amounts are in thousands of EUR

13. Intangible assets, continued

Four individual CGU's are sensitive for impairment. A sensitivity analysis is performed where future growth rate increases or decrease by 0 - 1%, EBITDA increases or decreases by 0- 10% or WACC increases by 0 - 1%. If one or more of the variables change it leads, for each CGU, to a maximum impairment in the range EUR 0.2 - 2.9 million or a maximum of EUR 6.5 million accumulated for all the CGU's.

14. Investments in equity-accounted investees

Eimskip has interests in a number of associates and joint ventures. The ownership percentage, carrying amounts and share of earnings (loss) is specified as follows:

Shares in associated companies	**Ownership**	**Share of earnings 2024**	**Share of earnings 2023**	**Book value 2024**	**Book value 2023**
Qingdao Port Eimskip Coldchain Log. Co. Ltd., China	1.0%	30	0	53	23
TLR Europe ApS, Denmark	36.0%	79	74	164	133
Tromsøterminalen Eiendom AS, Norway	49.0%	63	(38)	2,524	2,588
Discover Truenorth ehf., Iceland	0.0%	0	67	0	0
		172	103	2,741	2,744

Joint ventures	**Ownership**	**Share of earnings 2024**	**Share of earnings 2023**	**Book value 2024**	**Book value 2023**
ElbFeeder Inc., The Marshall Islands*	47.9%	155	11,287	733	3,559
ElbFeeder Germany KG*	48.0%	15,097	2,096	53,672	35,474
Feederstar Verwaltung GmbH	49.0%	0	0	12	12
Feederstar GmbH & Co. KG, Germany	49.0%	356	(65)	906	532
P/F í Ánunum, The Faroe Islands	50.0%	(41)	38	1,014	1,056
P/F Gervi, The Faroe Islands	51.0%	(33)	(60)	0	521
		15,534	13,296	56,337	41,154
Total equity accounted investees and joint ventures		15,706	13,399	59,078	43,898

The Group has long term receivables on one of it's equity-accounted investees amounting to EUR 0.6 million at year-end 2024 (2023: EUR 0.6 million).

The following table summarises the financial information of joint ventures as in its own financial statements, adjusted for fair value adjustments on vessels (Elb Feeder KG.) resulting from differences in accounting method.

2024	**Elb Feeder KG.**	**Elb Feeder Inc.**	**Feederstar**	**Other**	**Total**
Percentage of ownership	48%	47.9%	49%	50% - 51%	
Non current assets	78,619		2,972	5,466	87,056
Current assets (including cash)	69,534	1,538	1,077	47	72,196
Non Current liabilities	0	0	(1,860)	(3,092)	(4,952)
Current liabilities	(2,468)	(8)	(336)	(393)	(3,205)
Minority shares in net assets	(1,644)	0	0	0	(1,644)
Net assets	144,040	1,530	1,852	2,028	149,451
Group shares of net assets	69,139	733	907	1,026	71,805
Adjustment due to different accounting method	(15,468)	0	0	0	(15,468)
Carrying amount interest in joint ventures	53,671	733	907	1,026	56,337

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 26 Amounts are in thousands of EUR

Notes

14. Investments in equity-accounted investees, continued

	Elb Feeder KG.	Elb Feeder Inc.	Feederstar	Other	Total
Percentage of ownership	48%	47.9%	49%	50% - 51%	
Revenue	50,989	13	2,498	4,272	57,773
Expense	(20,182)	(177)	(1,885)	(3,844)	(26,088)
Depreciation and amortisation	(7,790)	0	(223)	(256)	(8,269)
Finance income and expense	5,056	306	(186)	(310)	4,866
Income tax expense	(239)				(239)
Net Profit	27,835	142	205	(199)	28,043
Minority shares in comprehensive income	(467)				(467)
Profit and total comprehensive income	27,368	142	205	(199)	27,576
Group shares of net profit	13,137	68	100	(74)	13,231
Correction 1.1.	20	87	256	0	363
Adjustment due to different accounting method	1,939				1,939
Share of earnings in joint ventures	15,097	155	356	(74)	15,534

*The joint Venture P/F Gervi was sold during the year. The company is based in the Faroe Islands and specializes in sales and services related to vehicles and machinery. The sales price amounted to EUR 487 thousand, paid in cash once the approval of the Competition Authority was confirmed. The carrying amount of the interest was EUR 505 thousand at the time of the sale which resulted in a minor loss. The impact of the sale had minor effect on the group.

2023	Elb Feeder KG.	Elb Feeder Inc.	Feederstar	Other	Total
Percentage of ownership	48%	47.9%	49.0%	50% - 51%	
Non current assets	95,738		3,194	7,080	106,012
Current assets (including cash)	28,107	8,228	767	982	38,084
Non Current liabilities	0	(500)	(2,067)	(4,592)	(7,159)
Current liabilities	(2,184)	0	(806)	(311)	(3,301)
Minority shares in net assets	(2,094)	0	0	0	(2,094)
Net assets	119,567	7,728	1,088	3,159	131,542
Group shares of net assets	57,392	3,702	532	1,592	63,218
Adjustment due to different accounting method	(21,918)	0	0	0	(21,918)
Other changes	0	(143)	0	(3)	(146)
Carrying amount interest in joint ventures	35,474	3,559	532	1,589	41,154
Revenue	16,075	34,782	2,565	4,061	57,483
Expense	(6,240)	(11,906)	(1,831)	(3,564)	(23,541)
Depreciation and amortisation	(4,800)	(7,537)	(194)	(214)	(12,745)
Finance income and expense	(487)	218	(185)	(136)	(590)
Income tax expense	(21)	(2)			(23)
Net Profit	4,527	15,555	355	147	20,584
Group shares of net profit	2,173	7,451	174	74	9,872
Adjustment due to different accounting method	0	3,836	0	0	3,836
Other changes	(77)	0	(239)	(97)	(413)
Share of earnings in joint ventures	2,097	11,287	(65)	(23)	13,296

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 27 Amounts are in thousands of EUR

15. Deferred tax assets and liabilities

Recognized deferred tax assets and liabilities

2024	**Assets**	**Liabilities**	**Net**
Property, vessels and equipment	535	(8,011)	(7,476)
Intangible assets	31	(64)	(33)
Right-of-use assets	609	(11,477)	(10,868)
Current assets	155	(466)	(311)
Current liabilities	40	0	40
Lease liabilities	12,512	0	12,512
Other	1,498	(675)	823
Total tax assets (liabilities)	15,380	(20,693)	(5,313)
Set off tax	(12,845)	12,845	0
Net tax assets (liabilities)	2,535	(7,848)	(5,313)

2023	**Assets**	**Liabilities**	**Net**
Property, vessels and equipment	577	(7,353)	(6,776)
Intangible assets	66	(73)	(7)
Right-of-use assets	517	(9,122)	(8,605)
Current assets	838	(99)	739
Current liabilities	3	0	3
Lease liabilities	9,660	0	9,660
Other	277	(828)	(551)
Total tax assets (liabilities)	11,938	(17,475)	(5,537)
Set off tax	(10,522)	10,522	0
Net tax assets (liabilities)	1,416	(6,953)	(5,537)

Eimskip is in scope of the Pillar Two regulations. Eimskip has applied the temporary exception, introduced in May 2023, from the accounting requirements for deferred taxes in IAS 12, so that the group neither recognizes nor discloses information about deferred tax assets and liabilities related to Pillar Two income taxes.

16. Trade and other receivables

Trade and other receivables are specified as follows:	**2024**	**2023**
Trade receivables	123,495	108,653
Contract assets	5,356	3,218
Restricted cash	676	535
Forward currency contracts	513	24
Interest rate swaps	0	1,557
Other receivables	13,197	15,919
Trade and other receivables total	143,237	129,906

Restricted cash consists of deposits for guarantees issued towards tax authorities, customs, port authorities and leases of office buildings.

Allowance for impairment losses of trade receivables are specified as follows:	**2024**	**2023**
Balance at beginning of year	(9,951)	(9,205)
Write-offs	2,576	623
Changes in allowance for credit losses	3,586	(1,369)
Balance at year-end	(3,789)	(9,951)

Due to the insignificant amount of write-offs, these are not shown separately in the Consolidated Income Statement. Trade receivables are written off when the Company has no reasonable expectations of recovering the trade receivables in its entirety or a portion thereof. Derecognition is made in case of bankruptcy and uncollectible trade receivables. For more information regarding trade and other receivables see note 22.

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 28 Amounts are in thousands of EUR

17. Cash and cash equivalents

Cash and cash equivalents are specified as follows:	2024	2023
Money market	88	90
Bank deposits	28,520	32,405
Cash on hand	73	7
Cash and cash equivalents total	28,681	32,502

18. Capital and reserves

Share capital

The Company's capital stock is nominated in Icelandic króna (ISK). The nominal value of each share is ISK 1 and one vote is attached to each share. Total authorized and issued shares were 167,850,000 at the beginning and 165,700,000 at the end of the year. The shares are listed on the Icelandic Stock Exhange (Nasdaq Iceland) under the ticker symbol EIM. The shares are in a single class bearing equal rights.

Total outstanding shares were 164,375,680 at the beginning of the year and 163,974,680 at the end of the year. They decreased by 401.000 due to share buy back program. The share capital of the Company is now ISK 165.7 million and the number of Company's treasury shares is ISK 1,725,320 or 1.04% of the total share capital of the Company. The EUR amount of share capital was 1.1 million at year-end 2024.

Share premium

Share premium represents excess of payment above nominal value that shareholders have paid for shares sold by the Company. The balance of the share premium account can be used to offset losses not covered by other reserves or to offset stock splits.

Translation reserves

The *translation reserve* comprises all foreign currency differences arising from the translation of the financial statements of foreign operations.

Other reserves

The *hedging reserve* comprises the effective portion of the cumulative net change in the fair value of cash flow hedging instruments related to hedged transactions that have not yet occurred.

The *fair value reserve* comprises the cumulative net change in the fair value of minority put options.

The *share option reserve* comprises the cumulative increase in equity recognised in connection with a share-based payment reserve.

2023	Hedge reserve	Fair value reserve	Share option reserve	Total
Balance at beginning of year	2,240	(864)	279	1,655
Changes in share options reserve			305	305
Minority put option exercised		306		306
Total comprehensive income for the period	(994)	(2,110)		(3,104)
Balance at year-end	1,246	(2,668)	584	(838)
2024				
Balance at beginning of year	1,246	(2,668)	584	(838)
Changes in share options reserve			262	262
Minority put option excercised		2,796		2,796
Total comprehensive income for the period	(988)	(481)		(1,469)
Balance at year-end	258	(353)	846	751

Share option contracts

The Company has in place a share option plan, approved by Company's Annual General Meeting in 2022, under which certain key employees of the Company were granted options to purchase ordinary shares at an exercise price. The exercise price shall be adjusted (for reduction) for future dividend payments and corresponding capital allocation to the shareholders from the Company's assets on a krona-to-krona basis. The exercise price shall also be adjusted with 3% annual interest, added to risk free interest until the first day of each exercise period. The maximum number of share options which the Board of Directors is authorized to issue are 2,628,000 shares. Should the options become void prior to the minimum required vesting time, new share options can be granted to replace the former. To date a total of 2,601,475 shares are outstanding in relation to the plan.

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 29 Amounts are in thousands of EUR

18. Capital and reserves, continued

In March 2022 total of 1,839,600 shares with an issue price of ISK 546 were part of the plan and 1,090,620 shares with an issue price of ISK 353 in November 2024. Due to employee turnover a total of 72,270 shares were unallocated under the share option plan at year end 2024.

The total cost of the first-round allocation according to the Black & Scholes method is estimated EUR 1.4 million (ISK 205.0 million) during the vesting period and the total cost of the second-round allocation according to the same estimated method is EUR 463.5 thousand (ISK 68.7 million) as which accrued costs amounting to EUR 328 thousand (ISK 48.7 million) were recognized during the year 2024.

Vesting time is three (3) years from the date of allocation and exercise period is immediately upon the conclusion of the minimum vesting period (3 years from the date of allocation), whereas the option holder can exercise 33.33% of total options (period 1), a year thereafter, the option holder can exercise 33.33% of total options (period 2) and a year thereafter, the option holder can exercise 33.33% of total options (period 3). The first exercise period is in March 2025.

The following share option contracts are outstanding at balance sheet date:	2024	2023
Outstanding number of shares at 1 January	1,649	1,840
Granted during the period	1,018	0
Forfeited during the period	(66)	(191)
Total number of outstanding shares at 31 December	2,601	1,649

Undistributed profits

According to Icelandic law, companies are required to recognize share in profit or loss of subsidiaries and associated companies that exceeds dividend received or declared from those companies in a restricted reserve among equity. If a subsidiary or an associated company is sold or liquidated, the undistributed profit or loss relating to that entity shall be transferred to retained earnings.

Reduction of treasury shares in relation to previous share buy back programs

The reduction of treasury shares was executed on 27 March 2024. The Company's treasury shares were reduced by ISK 2,150,000, or from ISK 167,850,000 to ISK 165,700,000 nominal value.

Dividend

The Board of Directors has approved the following dividend policy: "The policy of Eimskipafélag Íslands hf. is to pay annual dividend that equals an amount in the range of 10-65% of net profit after taxes. Decisions on dividend payment, and the exact amount, are subject to the Company's future investment plans, market outlook and satisfactory capital structure at any given time."

The Annual General Meeting of Eimskip approved on 7 March 2024 a dividend payment of ISK 22.53 per share to shareholders. The dividend payment amounted to ISK 3.7 billion or EUR 24.8 million. The payment date was 17 April 2024. According to resolution made on the Company's 2023 Annual General Meeting, dividend in the amount of EUR 3.4 billion or ISK 20.08 per share, was paid to shareholders.

The Board of Directors proposes a dividend payment to shareholders in 2025 in the amount of ISK 13.33 per share. The proposed dividend payment is ISK 2.2 billion or approximately EUR 15.0 million, which represents 50.0% of net earnings for the year 2024. Treasury shares are not entitled to receive dividend.

19. Loans and borrowings

This note provides information on the contractual terms of Eimskip's interest bearing loans and borrowings. For more information about Eimskip's exposure to foreign currency risk, see note 22:

Loans and borrowings consist of the following:	2024	2023
Secured bank loans	139,670	118,985
Bank overdraft and short term borrowings	191	179
Current Maturity	(59,383)	(11,613)
Total loans and borrowings	80,478	107,551
Current maturities of secured bank loans	59,192	11,434
Bank overdraft and short term borrowings	191	179
	59,383	11,613
Total loans and borrowings	139,861	119,164

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 30 Amounts are in thousands of EUR

19. Loans and borrowings, continued

The Company's loan agreements contain restrictive covenants, relating to leverage and equity ratio. At year-end 2024 and 2023 Eimskip complied with all restrictive covenants.

Secured bank loans

Secured bank loans are as follows:	2024 Nominal interest	2024 Carrying amount	2023 Nominal interest	2023 Carrying amount
Loans in EUR	5,3%	139,406	3.9%	118,513
Loans in ISK, indexed		100		253
Secured loans in other currencies		164		219
Unsecured loans		191		179
Total secured bank loans		139,861		119,164

Aggregated annual maturities of secured-bank loans are as follows:	2024	2023
On demand or within 12 months	59,383	11,613
12 - 24 months	8,060	41,343
24 - 36 months	8,040	7,292
36 - 48 months	8,040	7,292
48 - 60 months	8,036	7,286
After 60 months	48,302	44,338
Total secured bank loans	139,861	119,164

Reconciliation of movements of loans and borrowings to cash flow's financing activities

	2024	2023
Balance of loans and borrowings as at 1 January	119,164	133,741
Changes from financing cash flows:		
Proceeds from non-current loans and borrowings with cash effects	28,306	0
Repayment of non-current loans and borrowings	(11,319)	(14,640)
Changes in short-term borrowings	12	24
Total changes from financing cash flows	16,999	(14,616)
Non-cash changes of loans and borrowings:		
Refinancing of finance lease agreements	3,696	0
Currency adjustments	2	39
Total changes of loans and borrowings	20,697	(14,577)
Loans and borrowings at 31 December	139,861	119,164

20. Lease liabilities

Lease liabilities are as follows:	2024	2023
Lease liabilities in EUR	15,347	13,578
Lease liabilities in USD	33,522	29,347
Lease liabilities in ISK	20,802	18,529
Lease liabilities in NOK	30,824	24,444
Lease liabilities in other currencies	12,775	6,110
Total	113,270	92,008
Current maturities	(26,752)	(27,372)
Non-current maturities	86,518	64,636
Maturity analysis:		
Within 12 months	26,752	27,372
12 - 24 months	13,463	14,626
24 - 36 months	11,118	5,729
36 - 48 months	8,222	3,310
48 - 60 months	2,986	1,591
After 60 months	50,729	39,380
Total	113,270	92,008

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 31 Amounts are in thousands of EUR

20. Lease liabilities, continued

Reconciliation of movements of lease liabilities

	2024	2023
Balance of lease liabilities as at 1 January	92,008	104,162
Adjustment to opening balances	0	953
Adjusted balances of Lease Liabilities as at 1 January	92,008	105,115
Changes from financing cash flows:		
Repayment of lease liabilities	(31,809)	(34,119)
Total changes from financing cash flows	(31,809)	(34,119)
Non-cash changes of lease liabilities:		
New or renewed leases	53,569	23,934
Divested leases	(217)	(459)
Currency adjustments	(281)	(2,463)
Total changes of lease liabilities	53,071	21,012
Lease liabilities at year end	113,270	92,008

21. Trade and other payables

Trade and other payables are attributable to the following:	2024	2023
Trade payables	52,643	48,843
Interest rate swaps	184	0
Other payables	31,351	29,631
Total	84,178	78,474

22. Financial risk management

Overview

Eimskip has exposure to the following risks from its use of financial instruments:

- Credit risk
- Liquidity risk
- Market risk

This note presents information about Eimskip's exposure to each of the above risks as well as operational risk, Eimskip's objectives, policies and processes for assessing and managing risk, and Eimskip's management of capital. Further quantitative disclosures are included throughout these Consolidated Financial Statements.

Risk management framework

The Board of Directors has overall responsibility for the establishment and oversight of Eimskip's risk management framework.

Eimskip's risk management policies are established to identify and analyze the risks faced by Eimskip, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and Eimskip's activities. Eimskip, through its training and management standards and procedures, aims to develop a disciplined and constructive control environment in which all employees understand their roles and obligations.

The Board of Directors oversees how management monitors compliance with Eimskip's risk management policies and procedures and reviews the adequacy of the risk management framework in relation to the risks faced by Eimskip.

(i) Credit risk

Credit risk is the risk of financial loss to Eimskip if a customer or counterparty to a financial instrument fails to meet its contractual obligations, and arises principally from Eimskip's receivables from customers and investment securities.

The carrying amounts of financial assets represent the maximum credit exposure. Impairment losses on financial assets recognised in profit or loss were as follows.

	2024	2023
Credit loss on trade and other receivables (note 16)	2,576	623

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 32 Amounts are in thousands of EUR

22. Financial risk management, continued

Trade and other receivables

Eimskip's exposure to credit risk is influenced mainly by the individual characteristics of each customer. No single customer accounts for more than 10% of Eimskip's revenue from sales transactions.

Eimskip has established a credit policy under which each new customer is analyzed individually for creditworthiness before Eimskip's standard payment and delivery term and conditions are offered. Eimskip's review includes external ratings, when available, and in some cases bank references. Customers that fail to meet Eimskip's benchmark creditworthiness may transact with Eimskip only on a prepayment basis.

Goods that are shipped or transported may be with-held until payment for service rendered has been received. Eimskip usually does not require collateral in respect to trade and other receivable.

Eimskip establishes an allowance for impairment that represents its estimate of incurred losses in respect of trade and other receivables and investments. The main components of this allowance are a specific loss component that relates to individually significant exposures, and a collective loss component established for groups of similar assets in respect of losses that have been incurred but not yet identified. The collective loss allowance is determined based on historical data of payment statistics for similar financial assets.

The fair value of financial assets and liabilities equals their carrying amount, as the impact of discounting is not significant.

Exposure to credit risk

The carrying amount of financial assets represents the maximum credit exposure. The maximum exposure to credit risk at the reporting date was as follows:

	Note	2024 Carrying amount	2023 Carrying amount
Financial assets		1,099	2,017
Trade and other receivables	16	143,237	129,906
Cash and cash equivalents	17	28,681	32,502
Total		173,017	164,425

At year-end 2024 and 2023 there were no signifiant concentration of credit risk for trade and other receivables by individual counterparties or individual countries.

Credit risk

The aging of trade receivables and contract assets at the reporting date was as follows:

	Gross 2024	Impairment 2024	Gross 2023	Impairment 2023
Not past due	91,990	(647)	86,855	(1,293)
Past due 1 - 90 days	28,711	(349)	21,311	(2,067)
Past due 91 - 180 days	5,281	(107)	4,283	(2,218)
More than 180 days	6,658	(2,686)	9,373	(4,373)
Total	132,640	(3,789)	121,822	(9,951)

(ii) Liquidity risk

Liquidity risk is the risk that Eimskip will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash or another financial assets. Eimskip's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to Eimskip's reputation. The Company has undrawn revolver facility amounting to EUR 33.4 million at year-end 2024 (2023: EUR 36.6 million).

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 33 Amounts are in thousands of EUR

22. Financial risk management, continued

The following are the contractual maturities of financial liabilities, including estimated interest payments:

Financial liabilities	Carrying amount	Contractual cash flow	Less than 1 year	1 - 2 years	2 - 5 years	More than 5 years
31.12.2024						
Secured bank loans	139,861	168,934	65,333	11,950	33,378	58,273
Lease liabilities	113,270	171,495	24,612	16,356	23,151	107,376
Trade and other payables	84,178	84,178	84,178	0	0	0
Income tax payable	1,340	1,340	1,340	0	0	0
Total	338,649	425,947	175,463	28,306	56,529	165,649
31.12.2023						
Secured bank loans	119,164	154,956	19,380	48,236	33,778	53,562
Lease liabilities	92,008	162,843	32,331	18,194	19,385	92,933
Trade and other payables	78,474	78,474	78,474	0	0	0
Income tax payable	7,228	7,228	7,228	0	0	0
Total	296,874	403,501	137,413	66,430	53,163	146,495

Cash flows included in the maturity analysis are not expected to occur significantly earlier, or at significantly different amounts.

(iii) Market risk

Market risk includes the potential for fluctuations in market prices, including foreign exchange rates, interest rates, and commodity prices such as bunkers. The objective of market risk management is to effectively manage and control exposure to market risk within acceptable parameters, aligning with the Group's risk appetite, and optimizing returns.

The Group uses cash flow hedges to mitigate its currency risk related to foreseeable payments, including dividend and investments. Currency risk exposure is regularly assessed to align with defined risk thresholds, and hedging instruments are used to mitigate the impact of currency rate fluctuations. As of year-end 2024, the outstanding currency hedge agreements were positive by EUR 513 thousand.

Carbon risk

Starting 1 January 2024, the shipping industry was included in the EU Emissions Trading System (ETS) and must submit allowances for 40% of their ETS-covered emission. In 2025, the requirement increases to 70% and in 2026 the implementation is finalized. Under the EU ETS, the Group is required to monitor and report their $CO2$ emissions and for every ton of $CO2$ emitted according to the ETS regulation, a shipping company must purchase one EUA. The Group has acquired EU Allowances (EUAs) through spot contracts. Upon delivery of the certificates, these EUA spot contracts are classified as inventories. This cost is reported as bunker cost. To cover the cost of purchasing EUAs, Eimskip has introduced an ETS surcharge. This surcharge is updated monthly based on the price development of the EUAs, thus mitigating the EUA pricing risk.

Exposure to currency risk

The Group is exposed to currency risk on sales, purchases and borrowings that are denominated in currencies other than the respective functional currencies of the Group entities. At year-end 2024 the primary risks are attached to the US Dollar (USD), the Icelandic krona (ISK), the Euro (EUR) but also the Danish Krona (DKK) as can be seen in the table below.

Eimskip's exposure to foreign currency risk is as follows based on EUR amounts:

31 December 2024	USD	ISK	EUR	DKK	Other
Finance assets	245	122	0	0	0
Trade and other receivables	49,079	31,977	3,610	885	3,766
Cash and cash equivalents	10,998	1,217	1,230	2,143	232
Loans and borrowings	0	(84)	0	0	0
Lease liabilities	(30,023)	(20,680)	0	0	0
Trade and other payables	(20,720)	(20,780)	(2,392)	(1,826)	(3,572)
Income tax payable	0	1,857	0	(10)	0
Net balance sheet exposure	9,579	(6,371)	2,448	1,192	426

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 34 Amounts are in thousands of EUR

22. Financial risk management, continued

31 December 2023	USD	ISK	EUR	GBP	Other
			Carrying amount		
Finance assets	1,145	122	0	0	0
Trade and other receivables	32,283	18,931	3,065	473	3,452
Cash and cash equivalents	11,252	176	1,499	132	443
Loans and borrowings	0	(230)	0	0	0
Lease liabilities	(24,551)	(18,147)	0	0	0
Trade and other payables	(8,089)	(18,515)	(1,937)	(2,310)	(3,012)
Income tax payable	(32)	(5,267)	0	0	(35)
Net balance sheet exposure	12,008	(22,930)	2,627	(1,705)	848

Sensitivity analysis

A 10% strengthening of the EUR against the following currencies at 31 December would have changed result after income tax by the amounts shown below. This analysis assumes that all other variables, in particular interest rates, remain constant. The analysis was performed on the same basis for the previous year.

	2024	2023
EUR	(188)	(205)
USD	(639)	(864)
GBP	40	149
CAD	(14)	(8)
ISK	510	1,835
DKK	(95)	38
JPY	(42)	(65)
SEK	54	32

A 10% weakening of the EUR against the above currencies would have had the equal but opposite effect on the above currencies to the amounts shown above on the basis that all other variables remain constant.

The following significant exchange rates were applied during the year:

	Average rate		Reporting date spot rate	
EUR:	**2024**	**2023**	**2024**	**2023**
USD	1.0819	1.0815	1.0354	1.1037
NOK	11.6305	11.4231	11.7840	11.2125
GBP	0.8465	0.8695	0.8274	0.8670
ISK	149.2613	149.0483	143.9050	150.1000
RMB	7.7854	7.6571	7.5574	7.8361
DKK	7.4566	7.4508	7.4575	7.4552
PLN	4.3048	4.5351	4.2782	4.3446

Interest rate risk

The Group can use the debt structure and interest rate swaps to fix interest rates on its long term borrowings, where a certain proportion of interest rates are to be fixed according to the Group's Treasury Policy. The outstanding interest rate swaps, classified as a part of equity was negative by EUR 0.1 thousand at year-end 2024. Fair value changes of cash flow hedges is reported in other comprehensive income.

At the reporting date the interest rate profile of Eimskip's interest bearing financial instruments was:

Variable rate instruments	2024	2023
Cash and cash equivalents	28,681	32,502
Financial liabilities	(139,861)	(119,164)
Net exposure	(111,180)	(86,662)

An increase of 100 basis points in interest rates at the reporting date would decrease result after income tax by EUR 325 thousand (2023: EUR 294 thousand). This analysis assumes that all other variables, in particular foreign currency rates, remain constant. The analysis was performed on the same basis for the year 2023. A decrease of 100 basis points in interest rates would have had equal but opposite effect on the result. Eimskip does not account for any fixed-rate financial assets or financial liabilities at fair value through profit or loss.

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 35 Amounts are in thousands of EUR

22. Financial risk management, continued

(iv) Operational risk

Operational risk is the risk of direct or indirect loss arising from a wide variety of causes associated with Eimskip's processes, personnel, technology and infrastructure, and from external factors other than credit, market and liquidity risks such as those arising from legal and regulatory requirements and generally accepted standards of corporate behavior. Operational risks arise from all of Eimskip's operations.

Eimskip manages operational risk in order to avoid financial losses and damage to Eimskip's reputation. When managing this risk, overall cost effectiveness and avoidance of control procedures that restrict initiative and creativity are considered.

The primary responsibility for the development and implementation of controls to address operational risk is assigned to senior management within each business unit.

Capital management

Eimskip's policy is to maintain a strong capital base to maintain investor, creditor and market confidence and to sustain future development of the business.

For the purposes of managing capital, management monitors the equity ratio and the net debt to equity ratio. The goal is to maintain both a strong equity ratio and a moderate leverage ratio (net debt to EBITDA).

The Board of Directors of Eimskip has approved a long-term target capital structure. The objective is to maintain an equity ratio near 40%, a benchmark leverage in the range of 2-3 for net debt against EBITDA. This is a long-term objective through the business cycle that can vary from quarter to quarter based on general economic and business conditions as well as strategic initiatives.

(i) Equity ratio	**2024**	**2023**
Total equity	316,891	312,072
Total assets	664,014	618,839
Equity ratio	47.72%	50.43%

(ii) Net debt to EBITDA ratio (benchmark leverage)	**2024**	**2023**
Total interest-bearing debt and lease liabilities	253,131	211,172
Financial assets	(1,099)	(2,017)
Cash and cash equivalents	(28,681)	(32,502)
Net debt	223,351	176,653
EBITDA	97,809	123,361
Net debt / EBITDA	2.28	1.43

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 36 Amounts are in thousands of EUR

23. Financial instruments

Categories of financial instruments

	2024	2023
Financial assets	854	872
Bonds	1,211	2,051
Financial assets measured at fair value through the income statement	2,065	2,923
Derivatives	513	1,581
Derivative assets used as hedging instruments	513	1,581
Trade and other receivables	141,758	128,976
Cash and cash equivalent	28,681	32,502
Financial assets measured at amortised cost	170,439	161,478
Derivatives	184	0
Derivative liability used as hedging instruments	184	0
Borrowings	139,861	119,164
Lease liability	113,270	92,008
Trade payables and other payables	83,994	78,474
Financial liabilties measured at amortised cost	337,125	289,646

The fair value of borrowings approximate their carrying amount based on the nature of these borrowings (including maturity and interest conditions)

Fair value hierarchy - carrying amount

31 December 2024	**Level 1**	**Level 2**	**Level 3**	**Total**
Financial assets	0	0	854	854
Bonds	0	1,211	0	1,211
Derivatives	0	513	0	513
Total financial assets	0	1,724	854	2,578
Derivatives	0	184	0	184
Total financial liabilities	0	184	0	184

31 December 2023	**Level 1**	**Level 2**	**Level 3**	**Total**
Financial assets	0	0	872	872
Bonds	0	2,051	0	2,051
Derivatives	0	1,581	0	1,581
Total financial assets	0	1,581	0	1,581
Derivatives used for hedging	0	0	0	0
Total financial liabilities	0	0	0	0

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 37 Amounts are in thousands of EUR

24. Leases

Lease expenses in the Income Statement	2024	2023
Depreciation of right-of-use assets	33,988	34,363
Interest on lease liabilities	6,553	4,945
Expenses related to low-value leases	2,522	2,705
Expenses related to short-term leases	94	102
Total expenses due to leases in the Income Statement	43,157	42,115

Cash outflow for leases	2024	2023
Repayment of leases in the cash-flow statement	(31,809)	(34,119)
Lease payments of low-value and short-term leases	(2,616)	(2,807)
Total cash outflow for leases	(34,425)	(36,926)

25. Related parties

Identity of related parties

The Company's largest shareholder Seley ehf., with 33.9% shareholding of outstanding shares, it's shareholders ESTIA ehf. and 600 Eignarhaldsfélag ehf., related companies and individuals are considered related parties. Other related parties are material equity accounted investees and key management personnel. Intercompany transactions with subsidiaries are eliminated in the consolidation.

Transaction with managment and key personnel

Transactions with the largest shareholder Seley ehf. and related companies during the year amounted to EUR 14.2 million (2023: EUR 15.2 million) and receivables at year-end amounted to EUR 1.8 million (2023: EUR 1.8 million). Transactions with material equity accounted investees amounted to EUR 25.6 million and year-end payables amounted to EUR 0.2 million and receivables amounted to EUR 0.1 million. Logistic services were provided to related parties and chartering of vessels from equity accounted investees. Transactions with related parties are on arm's length basis.

During the year there were no transactions nor outstanding balances at year-end with key management personnel.

Fee paid to the Board of Directors	Fee in ISK		Fee in EUR		Shares at year-end[1]
	2024	2023	2024	2023	2024
Óskar Magnússon, Chairman	11,760	13,359	79	90	14,056
Margrét Guðmundsdóttir, Vice-Chairman	8,460	9,406	57	63	12,772
Lárus L. Blöndal, Board Member	8,143	8,437	55	57	2,989
Gudrún Ó. Blöndal, Board Member	6,519	6,680	44	45	0
Ólöf Hildur Pálsdóttir, Board Member	6,642	6,680	44	45	29,027
Baldvin Thorsteinsson, Alternate of the Board	1,814	2,068	12	14	227,336

Salaries and benefits paid to Executive Management

	In ISK		In EUR		Shares at	Options
2024	Base salary	Other [2]	Base salary	Other	year-end[1]	granted [3]
Vilhelm Már Thorsteinsson, CEO	49,972	11,069	335	74	232,380	262,800
Executive Management[4]	286,573	72,614	1,920	486	372,894	1,097,190

	In ISK		In EUR		Shares at	Options
2023	Base salary	Other [2]	Base salary	Other	year-end [1]	granted [3]
Vilhelm Már Thorsteinsson, CEO	45,370	22,589	304	152	232,380	197,100
Executive Management[4]	268,055	111,693	1,798	749	366,549	897,520

[1] Number of shares held directly by members of the Board of Directors and Executive management or parties related to them.

[2] Cash incentives, pension contributions and house and car benefits.

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 38 Amounts are in thousands of EUR

25. Related parties, continued

[3] The granted options during 2022 and 2024 are valued according to the Black and Scholes option pricing model with the assumptions applied when granted. The options granted have a vesting period of 3 years. The calculated total cost for the 3 years is disclosed in this table.

[4] The Executive Management team comprises Björn Einarsson, EVP of Sales and Business Management; Bragi Thór Marinósson, EVP of International Operations; Edda Rut Björnsdóttir, EVP of Iceland Domestic Operations; Davíd Ingi Jónsson, General Counsel; Harpa Hödd Sigurðardóttir, EVP of Human Resources and Communication; Hilmar Karlsson, CIO; Hilmar Pétur Valgardsson, COO; and Rósa Guðmundsdóttir, CFO.
In 2024, Jónína Guðný Magnúsdóttir and María Björk Einarsdóttir stepped down from the Executive Management team. Rósa Guðmundsdóttir assumed the role of CFO in September. In November, Edda Rut Björnsdóttir transitioned from EVP of Human Resources and Communication to EVP of Iceland Domestic Operations, and Harpa Hödd Sigurðardóttir was appointed EVP of Human Resources and Communication.

In 2023 social security contribution was included in the numbers, comparison numbers have been corrected.

26. Auditor's fees

	2024	2023
Audit fee to the auditor of the Parent Company	499	454
Audit fee to other auditors	494	487
Total Auditor's fees for audit for the relevant fiscal year	993	941
Other services fees to the auditor of the Parent Company	27	12
Other services fees to other auditors	111	122
	138	134
Total audit fees	1,131	1,075

27. Group entities

At year-end the Company owned directly nine subsidiaries that are all included in the consolidation. The direct subsidiaries owned 53 subsidiaries at year-end. The Company holds the majority of voting power in all of its subsidiaries. Assets, liabilities, revenues and expenses in Consolidated Financial Statements that include a non-controlling interest are immaterial to the Group.

The Group's direct subsidiaries are as follows:	Country of incorporation	Ownership Interest 2024	Ownership Interest 2023
Eimskip Ísland ehf.	Iceland	100%	100%
TVG-Zimsen ehf.	Iceland	100%	100%
Eimskip USA, Inc.	USA	100%	100%
Eimskip UK Ltd.	England	100%	100%
Eimskip Holding B.V.	The Netherlands	100%	100%
Eimskip Asia B.V.	The Netherlands	80%	80%
P/f Skipafélagid Føroyar	Faroe Islands	100%	100%
Harbour Grace CS Inc.	Canada	51%	51%
Sæferdir ehf.	Iceland	100%	100%

As a result of a purchase price allocation for acquisition in subsidiaries, Eimskip has recognized in the statement of financial position, a financial liability in the amount of EUR 0.6 million which reflects the estimated exercise price of put options issued towards non-controlling interests for their shareholding in the subsidiaries acquired. The financial liability is initially carried at fair value and classified as non-current. The fair value changes of the liability are recognized through equity. In the event that the options expire unexercised, the liability is derecognised with a corresponding recognition of a non-controlling interest in equity and to other equity.

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 39 Amounts are in thousands of EUR

28. Other matters

Investigation of the Iceland District Prosecutor

No changes occurred in this case during the year. The Company believes that it complied with all laws and regulations in the sales process and sold the vessels for further trading but not to recycling. In 2020 the Environment Agency of Iceland reported the Company to the District Prosecutors for alleged violation of the Icelandic Waste Management Act due to the vessels Godafoss and Laxfoss being recycled in India. On 20 June 2022 the COO of Eimskipafélag Íslands hf. received a status of a defendant from the Icelandic District Prosecutor in the investigation regarding the sale and went to the District Prosecutor for formal questioning. Eimskip will diligently provide all the information requested by the Icelandic District Prosecutor. Any elaboration on the potential outcome of the investigation is premature, and no information is available on potential fines, or if they will materialize. The investigation has had immaterial effect on the Company's Financial Statements.

Summons from Samskip hf.

The Company received summons from Samskip hf. in April 2024 where the Chairman of the Board of Directors on behalf of the Company and the CEO are being summoned for recognition of liability for compensation, without an amount, for alleged wrongful and negligent actions in connection with the settlement which Eimskip made with the Icelandic Competition Authority in year 2021. Reykjavík District Court decided to dismiss the case in December 2024 and the appellant referred that decision to Landsréttur Appeal Court which decision is pending.

Summons from Alcoa Fjarðaál sf.

Eimskipafélag Íslands hf. received summons at the end of August 2024 from Alcoa Fjarðaál sf., against Samskip hf., Samskip Holding B.V., Eimskip Ísland ehf. as well as Eimskipafélag Íslands hf.

The summons claim is ISK 3,086,000,000, together with penal interests from 24 May 2024, against the companies in solidum, for Alcoa's alleged loss, with reference to the subject matter of the Icelandic Competition Authority's decision no. 33/2023, which concerned the period 2008-2013.

The financial claim of Alcoa is entirely based on a memorandum by the consulting firm Analytica ehf., which contains a so-called preliminary assessment, dated February 21, 2024. The consulting firm Hagrannsóknir sf. has reviewed Analytica's memorandum and prepared a report on their findings.

Their conclusion is decisive that its shortcomings are so severe that the memorandum is entirely unusable as an assessment of the alleged loss. The report by Hagrannsóknir was presented at Eimskip's Q2 2024 investor meeting.

It is the Company's assessment that the claim is baseless, and the conditions of tort law are not fulfilled. Furthermore, the claimant's alleged loss and therefore its claim is not based on any established documentation, other than the aforementioned memorandum. The Company thus instructed its counsel to defend against the claim and a hearing on the Company's motion to dismiss the case will take place in Q1 2025.

29. Subsequent events

There are no subsequent events to report.

30. Significant accounting policies

The accounting policies set out below have been applied consistently to all periods presented in these Consolidated Financial Statements, and have been applied consistently by Group entities.

The disclosures to the Consolidated Financial Statements are prepared on the basis on the concept of materiality. Therefore information that is considered immaterial for the user of the Consolidated Financial Statements is not disclosed.

a. Basis of consolidation

(i) Business combinations

The Group accounts for business combinations using the acquisition method when control is transferred to the Group. The consideration transferred in the acquisition is generally measured at fair value, as are the identifiable net assets acquired. Any goodwill that arises is tested annually for impairment. Any gain on an bargain purchase is recognized in profit or loss immediately. Transactions costs are expensed as incurred, except if related to the issue of debt or equity securities.

(ii) Subsidiaries

Subsidiaries are entities controlled by the Group. The Group controls an entity when it is exposed to, or has right to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. The financial statements of subsidiaries are included in the Consolidated Financial Statements from the date on which control commences until the date on which control ceases.

(iii) Transactions eliminated on consolidation

Intra-group balances and transactions and any unrealized income and expenses arising from intra-group transactions, are eliminated in preparing the Consolidated Financial Statements.

(iv) Investment in equity-accounted investees

Associates are those entities in which the Group has significant influence, but not control, over financial and operating policies. Joint ventures involves contractual sharing of control. Investment in equity-accounted investees is accounted for using the equity method. They are initially recognized at cost, which includes transaction costs. Subsequent to recognition, the Consolidated Financial Statements include the Group's share of the profit or loss and other comprehensive income of equity-accounted investees, until the date on which significant influence or joint control ceases.

b. Foreign currency

(i) Foreign currency transactions

Transactions in foreign currencies are translated to the respective functional currencies of Group entities at exchange rates at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies at the reporting date are retranslated to the functional currency at the exchange rate at that date. The foreign currency gain or loss on monetary items is the difference between amortized cost in the functional currency at the beginning of the year, adjusted for effective interest and payments during the year and the amortized cost in foreign currency translated at the exchange rate at the end of the year. Non-monetary assets and liabilities denominated in foreign currencies that are measured at fair value are retranslated to the functional currency at the exchange rate at the date that the fair value was determined. Foreign currency differences arising on retranslation are recognized in profit or loss.

(ii) Foreign operations

The assets and liabilities of foreign operations, including fair value adjustments arising on acquisition, are translated to EUR at foreign exchange rates at the reporting date. The income and expenses of foreign operations are translated to EUR at the average exchange rate for the year.

Foreign currency differences are recognized in other comprehensive income and accumulated translation reserve, except for the extent that the translation difference is allocated to non-controlling interest.

When a foreign operation is disposed of in its entirety or partially such that control or significant influence is lost, the cumulative amount in the translation reserve related to that foreign operation is reclassified to profit or loss as part of the gain or loss on disposal. If the Group disposes of part of its interest in a subsidiary but retains control, the relevant proportion of the cumulative amount is reattributed to non-controlling interest. When the Group disposes of only part of an associate while retaining significant influence, the relevant proportion of the cumulative amount is reclassified to profit or loss.

30. Significant accounting policies, continued

c. Financial instruments

(i) Non-derivative financial assets

The Group has the following non-derivative financial assets: trade and other receivables, cash and cash equivalents and unlisted equity shares.

(ii) Derivative financial instruments and hedge accounting

A derivative is a financial instrument or other contract, the value of which changes in response to a change in an underlying variable such as an exchange or interest rate, which requires no initial net investment or initial net investment that is smaller than would be required for other types of contracts that would be expected to have a similar response to changes in market factors, and which is settled at a future date. Derivatives are recognized at fair value. Fair value changes are recognized in the income statement as finance income and expense. Derivatives with positive fair values are recognized as financial assets and derivatives with negative fair values are recognized as trading liabilities.

The Group holds derivative financial instruments to hedge a part of its exposure to fluctuation in currency and interest rates.

When a derivative is designated as a cash flow hedging instrument, the effective portion of the changes in the fair value of the derivative is recognized in other comprehensive income and accumulated in the hedging reserve in equity. Any ineffective portion of the changes in the fair value of the derivative is recognized immediately in profit or loss. The amount accumulated in equity is retained in other comprehensive income and reclassified to profit or loss in the same period or periods during which the hedged forecast cash flows affect profit or loss or the hedged item affects profit or loss.

(iii) Cash and cash equivalents

Cash and cash equivalents comprise cash balances and call deposits with original maturities of three months or less.

(iv) Non-derivative financial liabilities

The Group has the following non-derivative financial liabilities: loans and borrowings and trade and other payables.

Such financial liabilities are recognized initially at fair value plus any directly attributable transaction costs. Subsequent to initial recognition these financial liabilities are measured at amortized cost using the effective interest method.

(v) Share capital

Share capital is classified as equity. Incremental costs directly attributable to issue of share capital is recognized as a deduction from equity, net of any tax effects.

When share capital is repurchased, the amount of the consideration paid, which includes directly attributable costs, net of any tax effects, is recognized as a deduction from equity. Repurchased shares are classified as treasury shares and are presented as a deduction from total equity. When treasury shares are sold or reissued subsequently, the amount received is recognized as an increase in equity and the resulting surplus or deficit on the transaction is presented within share premium.

d. Property, vessels and equipment

(i) Recognition and measurement

Items of property, vessels and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses.

Cost includes expenditures that are directly attributable to the acquisition of the asset. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

When parts of an item of property, vessels and equipment have different useful lives, they are accounted for as separate items (major components) of property, vessels and equipment.

Gains and losses on disposal of an item of property, vessels and equipment are determined by comparing the proceeds from disposal with the carrying amount of property, vessels and equipment, and are recognized net in profit or loss.

30. Significant accounting policies, continued

(ii) Subsequent costs

The cost of replacing part of an item of property, vessels and equipment is recognized in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Group, and its cost can be measured reliably. The carrying amount of the replaced part is derecognized. The costs of the day-to-day servicing of property, vessels and equipment are recognized in profit or loss as incurred.

(iii) Depreciation

Depreciation is calculated for the depreciable amount, which is the cost of an asset less its residual value.

Depreciation is recognized in profit or loss on a straight-line basis over the estimated useful lives of each part of an item of property, vessels and equipment, since this most closely reflects the expected pattern of consumption of the future economic benefits embodied in the asset. Leased assets are depreciated over the shorter of the lease term and their useful lives unless it is reasonably certain that the Group will obtain ownership by the end of the lease term. Land is not depreciated.

The estimated useful lives of buildings, vessels and equipment are as follows:

Buildings	15 - 50 years
Vessels	5 - 25 years
Containers and equipment	2 - 35 years

Depreciation methods, useful lives and residual values are reviewed at each year-end and adjusted if appropriate.

e. Intangible assets

(i) Goodwill and brand names

Goodwill represents the excess of the cost of an acquisition over the fair value of the Group's share of the net identifiable assets of the acquired subsidiary at the date of acquisition. Goodwill and brand names are measured at cost less accumulated impairment losses. The value of the brand name „Eimskip" and the brand names of other acquired subsidiaries are included among brand names.

(ii) Customer related intangible assets

Customer relationships and other intangible assets with finite useful lifes that have been acquired as part of aqusitions are amortized using the straight line method.

(iii) Amortization

Amortization is recognized in profit or loss on a straight-line basis over the estimated useful lives of intangible assets, other than brand name, from the date that they are available for use, since this most closely reflects the expected pattern of consumption of the future economic benefits embodied in the asset. The estimated useful lives are as follows:

Software	3 - 7 years
Market and customer related	10 years

Amortization methods, useful lives and residual values are reviewed at each year-end and adjusted if appropriate.

f. Leases

At inception of a contract, the Group assesses whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

Eimskip is not a third-party lessor in any material instances.

30. Significant accounting policies, continued

(i) Leases in which the Group is a lessee

The Group recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred and an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, less any lease incentives received.

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the end of the lease term, unless the lease transfers ownership of the underlying asset to the Group by the end of the lease term or the cost of the right-of-use asset reflects that the Group will exercise a purchase option. In that case the right-of-use asset will be depreciated over the useful life of the underlying asset, which is determined on the same basis as those of property and equipment. In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain remeasurements of the lease liability.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Group's incremental borrowing rate. Generally, the Group uses its incremental borrowing rate as the discount rate.

The Group determines its incremental borrowing rate by obtaining interest rates from various external financing sources and makes certain adjustments to reflect the terms of the lease and type of the asset leased.

Lease payments included in the measurement of the lease liability comprise the following:

- fixed payments, including in-substance fixed payments;

– variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;

– amounts expected to be payable under a residual value guarantee; and

– the exercise price under a purchase option that the Group is reasonably certain to exercise, lease payments in an optional renewal period if the Group is reasonably certain to exercise an extension option, and penalties for early termination of a lease unless the Group is reasonably certain not to terminate early.

The lease liability is measured at amortised cost using the effective interest method. It is remeasured when there is a change in future lease payments arising from a change in an index or rate, if there is a change in the Group's estimate of the amount expected to be payable under a residual value guarantee, if the Group changes its assessment of whether it will exercise a purchase, extension or termination option or if there is a revised in-substance fixed lease payment.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset, or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

The Group presents right-of-use assets and lease liabilities separately in the statement of financial position.

(ii) Short-term leases and leases of low-value assets

The Group has elected not to recognise right-of-use assets and lease liabilities for leases of low-value assets and short-term leases that have a lease term of 12 months or less, with the exception of vessel leases that have a lease term that varies between 3 months and 5 years. The Group recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

g. Inventories

Inventories mainly consist of oil, spare parts and other supplies.

From 1 January 2024 onwards, the Group is subjected to the new EU ETS, a cap-and-trade system to reduce emissions via a carbon market. Implementation of EU ETS requires the Group to purchase EU allowances (EUAs) representing the right to emit a specific amount of greenhouse gases (GHG). The Group has purchased EUAs on spot contracts. EU ETS allowances are classified as inventories uppon surrendering the allowances on 30 September 2025.

30. Significant accounting policies, continued

h. Impairment

(i) Financial assets (including receivables)

A financial asset not carried at fair value through profit or loss is assessed at each reporting date to determine whether there is objective evidence that it is impaired. A financial asset is impaired if objective evidence indicates that a loss event has occurred after the initial recognition of the asset, and that the loss event had a negative effect on the estimated future cash flows of that asset that can be estimated reliably.

Objective evidence that financial assets are impaired can include default or delinquency by a debtor, restructuring of an amount due to the Group on terms that the Group would not consider otherwise, indications that a debtor or issuer will enter bankruptcy and the disappearance of an active market for a security.

The Group considers evidence of impairment for trade receivables at both a specific asset and collective level. All individually significant trade receivables are assessed for specific impairment. All individually significant trade receivable found not to be specifically impaired are then collectively assessed for any impairment that has been incurred but not yet identified. Trade receivables that are not individually significant are collectively assessed for impairment by grouping together receivables with similar risk characteristics.

In assessing collective impairment the Group uses historical trends of the probability of default, timing of recoveries and the amount of loss incurred, adjusted for management's judgement as to whether current economic and credit conditions are such that the actual losses are likely to be greater or less than suggested by historical trends.

A credit loss in respect of a financial asset measured at amortized cost is calculated as the difference between its carrying amount and the present value of the estimated future cash flows discounted at the asset's original effective interest rate. Losses are recognized in profit or loss and reflected in an allowance account against receivables. Interest on the impaired asset continues to be recognized through the unwinding of the discount. When a subsequent event causes the amount of credit loss to decrease, the decrease in credit loss is reversed through profit or loss.

(ii) Non - financial assets

The carrying amounts of the Group's non-financial assets, other than inventories and deferred tax assets, are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, the asset's recoverable amount is estimated. For intangible assets that have indefinite lives or that are not yet available for use, recoverable amount is estimated annually at the same time.

The recoverable amount of an asset is the greater of its value in use and its fair value less costs to sell. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. For the purpose of impairment testing, assets that cannot be tested individually are grouped together into smallest group of assets that generates cash inflows from continuing use that are largely independent of cash inflows of other assets or groups of assets (the "cash-generating unit").

An impairment loss is recognized if the carrying amount of an asset or its cash-generating unit exceeds its estimated recoverable amount. Impairment losses are recognized in profit or loss.

Impairment losses recognized in prior periods are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortization, if no impairment loss had been recognized.

30. Significant accounting policies, continued

i. Employee defined contribution plans

(i) A defined contribution plan is a post-employment benefit plan under which an entity pays contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to defined contribution pension plans are recognized as an employee benefit expense in profit or loss in the periods during which services are rendered by employees.

(ii) The Group operates an equity-settled, share-based compensation plan, under which the entity receives services from employees as consideration for equity instruments (stock options) of the Group. The fair value of the employee services received in exchange for the grant of the stock options is recognized as an expense. The total amount to be expensed is determined by reference to the fair value of the stock options granted, excluding the impact of any non-market service and performance vesting conditions. Non market vesting conditions, e.g. remaining an employee of the entity over specified time period, are included in assumptions about the number of stock options that are expected to vest. The total amount expensed is recognized over the vesting period, which is the period over which all of the specified vesting conditions are to be satisfied.

At reporting date, the entity revises its estimates of the number of stock options that are expected to vest based on the non-market vesting conditions. It recognizes the impact of the revision to original estimates, if any, in the Consolidated Statement of Income, with a corresponding adjustment to equity. The proceeds received net of any directly attributable transaction costs are credited to share capital (nominal value) and share premium when the stock options will be exercised. The fair value of the employee stock options granted is measured using the Black-Scholes formula.

Measurement inputs include share price on measurement date, exercise price of the stock options, expected volatility based on weighted average historic volatility adjusted for changes expected due to publicly available information, weighted average expected life of the instruments based on historical experience and general stock option holder behavior, expected dividends, and the risk-free interest rate based on government bonds. Service and non-market performance conditions attached to the transactions are not taken into account in determining fair value.

j. Provisions

A provision is recognized if, as a result of a past event, the Group has a present legal or constructive obligation that can be estimated reliably, and it is probable that an outflow of economic benefits will be required to settle the obligation. Provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability.

k. Revenue

IFRS 15 establishes a comprehensive framework for determining whether, how much and when revenue is recognized. According to IFRS 15, revenue is recognized when control over a good or service is transferred to a customer. Revenue is measured at the fair value of the consideration received or receivable. Revenue is reduced for estimated customer rebates and other similar allowances.

(i) Revenue recognistion in Liner services

Liner services is a door-to-door transportation process where customers can enter or exit the process whenever before the terminal handling in exports and after the terminal handling in imports. Activities included in liner services are pre-carriage, warehousing, terminal handling, container services, sea-transportation, documentation, on-carriage and distribution. Eimskip considers each activitiy in the liner transportation process to be a distinct performance obligation. For each activity, with the exception of sea-transportation, revenue is recognized when the performance obligation has been satisfied or at a certain point-in-time. Revenue from sea-transportation is recognized over-time in accordance with voyage days of the vessel already sailed in proportion to total estimated voyage days for the route. The consideration received for the services is allocated to each performance obligation based on tariff or stand-alone selling prices. Rebates are allocated to each performance obligation based on tariff or stand-alone selling prices.

(ii) Revenue recognition in Forwarding services

Forwarding services are an transportation solution outside Eimskip‘s own operating system but is materially the same process as the liner services.

30. Significant accounting policies, continued

(iii) Payment terms and warranties

Customers are invoiced on a monthly basis and consideration is payable when invoiced. Payment terms varies but is usually around 30 days and penal interest collected for overdue invoices. While deferred payment terms may be agreed in rare circumstances, the deferral never exceeds 12 months. The transaction price is therefore not adjusted for the effects of a significant financing component. All goods in transports are insured by the cargo owners and they have no claims on the company for damages or delays.

l. Finance income and finance expense

Finance income comprises interest income on funds invested and dividend income. Interest income is recognized as it accrues in profit or loss, using the effective interest method. Dividend income is recognized in profit or loss on the date that the Group's right to receive payment is established.

Finance expenses comprise interest expense on borrowings.

Borrowing costs that are not directly attributable to the acquisition, construction or production of an qualifying asset are recognized in profit or loss using the effective interest method.

Foreign currency gains and losses are reported on net basis as finance income or finance expense.

m. Income tax

Income tax expense comprises current and deferred tax. Current tax and deferred tax are recognized in profit or loss except to the extent that it relates to a business combination, or items recognized directly in equity or in other comprehensive income.

Current tax is the expected tax payable on the taxable income for the year, using tax rates enacted or substantively enacted at the reporting date, and any adjustment to tax payable in respect of previous years.

Deferred tax is recognized in respect of temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes. Deferred tax is not recognized for the following temporary differences: the initial recognition of assets or liabilities in a transaction that is not a business combination and that affects neither accounting nor taxable profit or loss. In addition, deferred tax is not recognized for taxable temporary differences arising on the initial recognition of goodwill.

Deferred tax is measured at the tax rates that are expected to be applied to the temporary differences when they reverse, based on the laws that have been enacted or substantively enacted by the reporting date.

Deferred tax assets and liabilities are offset if there is a legally enforceable right to offset current tax liabilities and assets, and they relate to income taxes levied by the same tax authority on the same taxable entity, or on different tax entities.

A deferred tax asset is recognized for unused tax losses, tax credits and deductible temporary differences, to the extent that it is probable that future taxable profits will be available against which they can be utilized. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realized.

Eimskip is in scope of the Pillar Two regulations. Eimskip has applied the temporary exception, introduced in May 2023, from the accounting requirements for deferred taxes in IAS 12, so that the group neither recognizes nor discloses information about deferred tax assets and liabilities related to Pillar Two income taxes.

n. Earnings per share

The Group presents basic and diluted earnings per share (EPS) data for its shareholders. Basic EPS is calculated by dividing the profit or loss attributable to ordinary shareholders of the Company by the weighted average number of shares outstanding during the period. Diluted EPS is determined by adjusting the profit or loss attributable to ordinary shareholders and the weighted average number of shares outstanding for the effects of all dilutive potential shares.

o. Segment reporting

An operating segment is a component of the Group that engages in business activities from which it may earn revenues and incur expenses, including revenues and expenses that relate to transactions with any of the Group’s other components. All operating segments’ operating results are reviewed regularly by the CEO to make decisions about resources to be allocated to the segment and assess its performance.

31. Accounting standards issued but not yet effective

a. IFRS 18 presentation and disclosures in financial statements

A number of new accounting standards are effective for annual reporting periods beginning after 1 January 2024 and earlier application is permitted. However, Eimskip has not early adopted the following new or amended accounting standards in preparing these consolidated financial statements.

IFRS 18 will replace IAS 1 *Presentation of Financial Statements* and applies for annual reporting period beginning on or after 1. January 2027. The new standard introduces the following key new requirements.

- Entities are required to classify all income and expenses into five categories in the statement of profit or loss, namely the operating, investing, financial, discounted operation and income tax catagories. Entities are also required to present a newly-defined operating profit subtotal. Entities' profit will not change.

- Management-defined performance measures (MPMs) are disclosed in a single note in the financial statements.

- Enhanced guidance is provided on how to group information in the financial statements.

In addition, all entities are required to use the operating profit subtotal as the starting point for the statement of cash flow when presenting operating cash flows under the indirect method.

The Group is still in the process of assessing the impact of the new standard, particularly with respect to the structure of the Group's statement of profit or loss, the statement of cash flows and the additional disclosures required for MPMs. The Group is also assessing the impact on how information is grouped in the financial statements, including for items currently labelled as 'other'.

b. Other accounting standards

The following new and amended accounting standards are not expected to have a significant impact on the Group's consolidated financial statements.

- *Lack of Exchangeability* (Amendments to IAS 21)

- *Classification and Measurement of Financial Instruments* (Amendments to IFRS 9 and IFRS 7)

Quarterly statements - unaudited

Year 2024	**Q1 2024**	**Q2 2024**	**Q3 2024**	**Q4 2024**	**2024**
Revenue	193,785	207,138	219,034	227,154	847,111
Expenses	179,542	183,643	186,091	200,026	749,302
Operating profit, EBITDA	14,243	23,495	32,943	27,128	97,809
Depreciation, amortization and impairment	(15,136)	(14,938)	(14,276)	(18,571)	(62,921)
Results from operating activities, EBIT	(893)	8,557	18,667	8,557	34,888
Net finance expense	(3,192)	(2,592)	(3,623)	(4,338)	(13,745)
Share of profit of equity accounted investees	4,232	3,333	2,673	5,468	15,706
Net earnings before income tax	147	9,298	17,717	9,687	36,849
Income tax	344	(1,379)	(3,414)	(2,374)	(6,823)
Net earnings	491	7,919	14,303	7,313	30,026

Year 2023	**Q1 2023**	**Q2 2023**	**Q3 2023**	**Q4 2023**	**2023**
Revenue	212,112	206,834	199,842	199,129	817,916
Expenses	180,274	172,509	165,344	176,429	694,555
Operating profit, EBITDA	31,838	34,325	34,498	22,700	123,361
Depreciation and amortization	(16,053)	(14,914)	(15,626)	(15,773)	(62,366)
Results from operating activities, EBIT	15,785	19,411	18,872	6,927	60,995
Net finance expense	(1,857)	(1,893)	(2,186)	(2,105)	(8,041)
Share of loss of equity accounted investees	1,860	3,827	4,383	3,329	13,399
Net earnings before income tax	15,788	21,345	21,069	8,151	66,353
Income tax	(3,307)	(4,368)	(4,463)	291	(11,847)
Net earnings	12,481	16,977	16,606	8,442	54,506

Key figures by quarter

OPERATING RESULTS	Q4 2024	Q3 2024	Q2 2024	Q1 2024	Q4 2023	Q3 2023	Q2 2023	Q1 2023
Revenue	227,154	219,034	207,138	193,785	199,129	199,842	206,834	212,112
Expenses	200,026	186,091	183,643	179,542	176,429	165,344	172,509	180,274
Salaries and related expense	39,238	35,852	37,851	37,480	36,850	35,118	36,801	35,003
EBITDA	27,128	32,943	23,495	14,243	22,700	34,498	34,325	31,838
EBIT	8,557	18,667	8,557	(893)	6,927	18,872	19,411	15,785
Net earnings for the period	7,313	14,303	7,919	491	8,442	16,606	16,977	12,481
EBITDA ratio	11.9%	15.0%	11.3%	7.3%	11.4%	17.30%	16.6%	15.0%
EBIT ratio	3.8%	8.5%	4.1%	(0.5%)	3.5%	9.40%	9.4%	7.4%
Profit ratio	3.2%	6.5%	3.8%	0.3%	4.2%	8.3%	8.2%	5.9%
Basic earning per share (in EUR)	0.0446	0.0881	0.0470	0.0028	0.0510	0.0999	0.1006	0.0731
Diluted earning per share (in EUR)	0.0446	0.0881	0.0471	0.0028	0.0510	0.0999	0.1006	0.0730
Average FTE's	1,704	1,698	1,708	1,720	1,719	1,709	1,732	1,719

BALANCE SHEET	31.12.2024	30.9.2024	30.6.2024	31.3.2024	31.12.2023	30.9.2023	30.6.2023	31.3.2023
Assets	664,014	655,317	648,082	631,386	618,839	651,390	638,496	668,436
Equity	316,891	306,243	293,468	285,680	312,072	314,569	297,942	282,485
Liabilities	347,123	349,074	354,614	345,706	306,767	336,821	340,554	385,951
Interest-bearing debt	253,131	241,352	248,644	225,025	211,172	222,285	228,265	229,329
Loans and borrowings	*139,861*	*144,059*	*143,549*	*127,071*	*119,164*	*122,814*	*124,893*	*131,237*
Lease liabilities	*113,270*	*97,293*	*105,095*	*97,954*	*92,008*	*99,471*	*103,372*	*98,092*
Net debt	223,231	215,612	221,287	196,164	176,610	172,801	179,385	139,768
Equity ratio	47.7%	46.7%	45.3%	45.2%	50.4%	48.3%	46.7%	42.3%
Leverage ratio	2.28	2.31	2.33	1.85	1.43	1.24	1.16	0.85
Current ratio	1.07	1.15	1.07	1.09	1.39	1.40	1.39	1.32

CASH FLOW	Q4 2024	Q3 2024	Q2 2024	Q1 2024	Q4 2023	Q3 2023	Q2 2023	Q1 2023
Net cash from operating activities	24,121	13,227	21,334	5,064	12,091	29,330	22,199	34,278
Net cash used in investing activities	(4,726)	(7,333)	(6,413)	(7,478)	(8,948)	(16,711)	(12,109)	(5,337)
Net cash used in financing activities	(15,847)	(7,613)	(16,291)	(2,354)	(17,816)	(11,388)	(50,095)	(12,766)
Cash and cash equivalents at the end of the period	28,681	24,380	25,707	26,990	32,502	47,096	46,336	86,767
New investments	3,014	2,670	4,647	1,036	5,547	6,021	5,130	1,107
Maintenance capex	7,969	6,526	7,045	5,328	3,609	10,916	4,777	6,088
Distribution to shareholders	0	0	24,844	0	0	0	35,393	0
Share buy back	0	0	0	1,291	5,363	0	0	0

Consolidated Financial Statements of Eimskipafélag Íslands hf. 2024 50 Amounts are in thousands of EUR

Corporate Governance Statement

About Eimskip
The Company is a leading transportation company in the North Atlantic providing container and reefer liner services with connections to international markets and is specialized in worldwide freight forwarding services with focus on frozen and chilled commodities.

Corporate Governance
With this statement on the Corporate Governance of Eimskip it is declared that the Company is complying with the accepted practices in the 6th edition of Corporate Governance Guidelines, issued by the Iceland Chamber of Commerce, SA - Business Iceland and Nasdaq Iceland.

Corporate Governance practices are designed to ensure open and transparent relationship between the Company's management, its Board of Directors, its shareholders, and other stakeholders. The Corporate Governance in Eimskip is also designed to ensure sound and effective control of the Company's affairs and a high level of business ethics.

The Corporate Governance Statement of Eimskip is accessible on the Company's website, www.eimskip.com/investors, and is published in a special chapter in the Company's Financial Statements.

The Corporate Governance Guidelines are accessible on https://leidbeiningar.is/english/

Laws and regulations
Eimskip is a limited liability company and has its shares listed on Nasdaq Iceland and is therefore governed by Act no. 2/1995 on Limited Liability Companies (Company Act), Act no. 3/2006 on Annual Accounts, laws and regulations that apply to listed companies, along with its Articles of Association, Rules of Procedures for the Board of Directors and Board's subcommittees and various Company policies. Acts are accessible on the Parliament's website, www.althingi.is and rules and policies on the Company's investor website.

Eimskip's Financial Statements
Eimskip's financial year is the calendar year. The Company's Financial Statements are accessible on the Company's website, www.eimskip.com.

Shareholder Relations
The supreme authority of the Company is in the hands of the shareholders who attend shareholders' meetings at least once a year. Share register is held at the Company's headquarters where it is available to shareholders.

Company news that are considered to affect Eimskip's share price are published through the company news release distribution network of Nasdaq Iceland and on the Company's IR website, www.eimskip.com/investors. Other news is published on the Company's website, www.eimskip.com

Proposals or questions from shareholders to the Board of Directors shall be sent to investors@eimskip.com and complianceofficer@eimskip.com.

The Board of Directors of Eimskip
The Board of Directors holds supreme authority between shareholders' meetings. It shall ensure that the Company's organization and operations are in good order. It shall promote the development and long-term performance of the Company and supervise its operations. The Board of Directors has statutory role which it is responsible for, unless the Board grants permission by law to transfer authority by delegation.

Board meetings are called with one-week notice. A meeting schedule is made for the financial year in advance. The invitation contains the agenda for the meeting. The CEO and the CFO attend Board meetings and other members of the Executive Management attend as required. The General Counsel serves as secretary to the Board. In 2024, the total number of Board meetings was 14, all members attended all meetings, and the Board was competent to make decisions in all meetings.

The Board consists of five Directors and two alternate Directors, and they are all elected annually at the Annual General Meeting. Those who intend to run for the Board of Directors shall notify the Board of Directors of their candidacy at least ten days before a shareholders' meeting. The majority of the Directors of the Board are independent of the Company and its day-to-day management, and four Directors are independent of the Company's significant shareholders. The alternate members of the Board are either independent or not independent of the Company or its significant shareholders. The Board evaluates whether Directors are independent of the Company and its significant shareholders. Moreover, the Board evaluates the independence of new Directors before the Company's Annual General Meeting and makes available to shareholders the result of its evaluation.

Corporate Governance Statement

Annually, the Board of Directors conducts an assessment of its work, size, composition and procedures and also evaluates the work of the Company's CEO, the Company's operations and development and whether it is in line with the Company's objectives. The assessment entails e.g. evaluation of the strengths and weaknesses of the Board's work and practices and takes into consideration the work components the Board believes may be improved. The evaluation is built on self-assessment, but the assistance of outside parties may be sought as appropriate. The evaluation includes an examination of whether the Board has operated in accordance with its Rules of Procedure and how the Board operates in general. Examination must be made whether important matters relating to the Company have been adequately prepared and if enough time is provided for discussions within the Board. Additionally, individual Directors must be considered with respect to both attendance and participation in meetings. The assessment for the financial year 2024 was concluded in February 2025.

Main responsibilities of the Board of Directors

- To hold supreme authority between shareholders' meetings, promote the development and long-term performance of the Company and supervise its operations. The Board shall regularly assess the performance of the Company's executive directors and how the Company's policies are implemented.
- To take the initiative, together with the CEO, on formulating policies and setting goals and risk parameters for the Company, both in the short and long term.
- To establish an active system of internal controls. This means, among other things, that the arrangement of the internal controls system shall be formalized, documented and its functionality verified regularly.
- To ensure that the Company's operations are in conformity with existing laws and regulations.
- To handle the recruitment and dismissal of the Company's CEO.

A simple majority of votes determines results at Board of Directors meetings. If there is an equal number of votes, the Chairman's vote decides the outcome.

Rules of Procedure for the Board of Directors

The Board of Directors has established its Rules of Procedure and a copy can be obtained from the Company's investor website.

The Board of Directors has appointed three subcommittees, Audit Committee, Remuneration Committee and Nomination Committee and issued Rules of Procedure for each committee which governs its appointment, purpose, competence and responsibility.

The principal duties of the Audit Committee are to review all financial information and procedures regarding information disclosure from day-to-day management and the Company's independent auditors and to ensure the independence of the Company's independent auditors. The role and main responsibilities of the Audit Committee are set out in its rules of procedure.

Members of the Audit Committee are Ólöf Pálsdóttir, Chairman, Guðrún Ó Blöndal, and Alexander G. Edvardsson. In 2024, the Audit Committee held a total of eight meetings, all members attended all meetings, and the Committee was competent to make decisions in all meetings.

The role of the Remuneration Committee includes preparing the Company's remuneration policy and ensuring its enforcement and negotiating with the CEO on wages and other employment terms. The role and main responsibilities of the Remuneration Committee are set out in its rules of procedure.

Members of the Remuneration Committee are, Óskar Magnússon, Chairman, Lárus L. Blöndal and Baldvin Thorsteinsson. In 2024, the Remuneration Committee held a total of three meetings, all members attended all meetings and the Committee was competent to make decisions in all meetings.

The Annual General Meeting of Eimskip resolved to appoint a nomination committee that should be a Board committee with three members of the Company's Board of Directors. The role of the Nomination Committee is to assist the Board with the process and oversight of Board succession planning and identification and nomination of Board candidates as well as members of the Board's committees. The Board is responsible for the appointment and activities of the Nomination Committee, and it operates under the Board's authority. The role and main responsibilities of the Nomination Committee are set out in its rules of procedure.

Members of the Nomination Committee are Margrét Guðmundsdóttir, Chairman, Lárus L. Blöndal and Óskar Magnússon. In 2024, the Nomination Committee held several meetings and all members attended all meetings.

The Board of Directors

Óskar Magnússon, Chairman of the Board

Óskar was born in 1954 and lives in Iceland. He is a well-known writer and has published eight books in recent years; two collections, of short stories and four novels. He is a farmer in the south coast of Iceland. Óskar has been a board member of Samherji hf. since 1998 and is currently the vice-chairman of the board, as well as a board member of Seley ehf. and board member of other companies within the Samherji group. He has previously been the chairman of the Icelandic Landowners Association, a vice-chairman of the Icelandic Bar Association and served on various boards of retail companies. Óskar was Publisher/CEO and a major shareholder of Árvakur hf. from 2009 to 2015, President/CEO of Tryggingamiðstöðin hf. and TM Life Insurance hf. from 2004 to 2007, President/CEO of Vodafone Iceland from 2001 to 2004, Executive Chairman of Baugur from 1998 to 1999 and President/CEO of Hagkaup hf. supermarkets, that later became part of Baugur Corporation, from 1993 to 1998. Óskar has served on the city council in his community as well as being the parish chairman since 2004. He is a member of the church parliament in Iceland. Óskar has been a Supreme Court Attorney since 1993. He graduated with an LL.M. degree in International Business Law from George Washington University Law School in 1986, and with a Cand.jur. degree from the University of Iceland in 1983. He owns 14,056 shares in the Company, but no share options. Óskar was a board member in 2019, an alternate member of the Board from 2020 to 2022 and is currently the Chairman of the Board of Eimskipafélag Íslands, Chairman of the Remuneration Committee and a member of the Nomination Committee. Óskar is not independent of Seley ehf., which holds, in total, 55.6 million shares in the Company, at the year-end 2024.

Margrét Guðmundsdóttir, Vice-Chairman of the Board

Margrét was born in 1954 and lives in Iceland. She is a member of the board of Festi, board member of Eignarhaldsfélagið Lyng ehf, and Paradís ehf. Margrét was the Chairman of the European Surgical Trade Association from 2011 to 2013 and a member of its Board from 2009 to 2015. She was the Chairman of Félag atvinnurekenda from 2009 to 2013, a member of the Board of Reiknistofa bankanna from 2010 to 2011 and 2016 to 2018, the Board of Isavia from 2017 to 2018 and the Board of SPRON from 2008 to 2009. Margrét was the CEO of Icepharma hf., from 2005 to 2016. Prior to that she was the Retail Manager of Skeljungur from 1995 to 2005, Director of various business segments of Kuwait Petroleum (Denmark) A/S from 1986 to 1995 and HR Development Manager at Dansk ESSO (later Statoil) from 1982 to 1986. Margrét was Assistant Secretary General of AIESEC International in Brussels from 1978 to 1979. Margrét holds a Cand. oecon. degree in economics and business administration from the University of Iceland, a Cand. merc. degree from the Copenhagen Business School and Executive education from CEDEP/Insead in France. Margrét owns 12,772 shares in the Company but no share options. Margrét has been a member of the Board since 25 March 2021 and is currently the Vice-Chairman of the Board of Eimskipafélag Íslands hf. and a Chairman of the Nomination Committee. She has no interest links with the Company's main clients, competitors, or major shareholders.

Guðrún Ó.Blöndal

Guðrún was born in 1960 and lives in Iceland. She served as a Board Member of Landsbankinn hf. from 2018 to 2024, initially as an alternate member and later as a full member. During her tenure at Landsbankinn, Guðrún also contributed as a member of the bank's Audit Committee, Remuneration Committee, and Sustainability Committee.

From 2013 to 2018, Guðrún was the CEO of Nasdaq CSD Iceland (Nasdaq Central Securities Depository Iceland). She also served on the boards of various organizations between 2012 and 2013, including The Enterprise Investment Fund slhf., Reginn hf., Míla ehf., Vörður Insurance Company, and Vörður Life Insurance.

Prior to these roles, from 2002 to 2012, Guðrún was the CEO of Arion Custody Services, a leading provider of fund services, clearing, settlement and custody services for domestic and international financial institutions. Guðrún's professional career began at Kaupthing hf., where she held multiple key positions from 1984 to 2002, including Executive Director, Corporate Director of Human Resources, Director of Marketing, and Director in Asset Management.

Guðrún holds a Cand. Oecon degree from the University of Iceland. She has been an independent Board member of the Company since September, 2018, and is currently a member of the Audit Committee. Guðrún does not own any shares or share options in the Company, nor does she have any personal or financial interests in the Company's main clients, competitors, or major shareholders.

Lárus L. Blöndal

Lárus was born in 1961 and lives in Iceland. He is a Supreme Court Attorney and a Partner at Juris Law Offices. Lárus was a Partner at Almenna lögfrædistofan from 1990 to 2008. Lárus was a board member of Orkusalan hf. from 2007 to 2022 and the Chairman of the board of ISFI (Icelandic State Financial Investments) from 2015 to 2023. He has been a member of the Competition Appeals Committee since 2000 and its Vice-Chairman since 2009 and a member of the National Olympics and Sport Association's executive committee since 2001, becoming its Vice-President in 2006 and its President from 2013. He has previously been a board member of the Icelandic Bar Association, the University of Iceland's Human Rights Institute, the University of Iceland's Research Centre in Environmental and Natural Resources law, Hótel Borg ehf., Fastus ehf., the Housing Financing Fund, Chairman of the National Olympic and Sport Association's legal committee, and a member of various other official committees and boards. Lárus has been a Supreme Court Attorney since 1998 and a District Court Attorney since 1990. He graduated with a Cand.jur. degree from the University of Iceland in 1987. Lárus has been on the Board of Directors since 27 March 2014 and is a member of the Audit Committee and the Nomination Committee. He is an independent Board member and owns 2,989 shares in the Company but no share options. He has no interest links with the Company's main clients, competitors or major shareholders.

Ólöf Hildur Pálsdóttir

Ólöf was born in 1977 and lives in Iceland. She is a Board Member of SIV eignastýring hf. and SIV Credit Fund slhf. She was the CFO of atNorth ehf., the largest data center in Iceland, from 2019-2021. Prior to that she worked as an independent financial advisor and was a board member of Reginn hf. and a board member and alternate board member of VÍS hf. in 2018-2019. Ólöf worked at Arion bank and its predecessors from 1997 to 2017 in various roles e.g. as Head of Credit Structuring and Analysis, Deputy Head of IR, Investment strategist and in Asset Management as a fund manager. Ólöf was also member of the bank's credit committees and asset and liability committee (ALCO). Ólöf holds a cand. oecon degree in economics and business administration with emphasis on finance from the University of Iceland.
Ólöf Hildur has been a member of the Board since 25 March 2021 and is currently a Chairman of the Audit Committee. Ólöf Hildur indirectly owns 29,027 shares in the Company through her holding company but no share options. She has no interest links with the Company's main clients, competitors, or major shareholders.

Baldvin Thorsteinsson, Alternate Member of the Board

Baldvin was born in 1983 and lives in Iceland. Baldvin was the Chairman of the Board of Eimskipafélag Íslands hf. from 2018 to 2022. Previously he was the CEO of Iceland Drilling hf. from 2013 to 2016. He is currently a Chairman of the Board of Samherji hf and the Chairman of the Supervisory Board of Alda Seafood Holding B.V. He earned a BS degree in Industrial Engineering from the University of Iceland in 2007. Baldvin has been an alternate member of the Board since 17 March 2022 and is currently a member of the Remuneration Committee. Baldvin owns 227,336 shares in the Company but does not have a share options agreement. He is not independent of Seley ehf., which holds 55.6 million shares in the Company at the year-end of 2024

Jóhanna á Bergi, was Alternate Member of the Board until second quarter of 2024

The Chief Executive Officer and the Executive Management

The Company's CEO is responsible for the day-to-day operations, in accordance with law, regulations and the Company's Articles of Association and follows the policies and instructions laid down by the Board. The CEO must at all times conduct his work with integrity and take account of the Company's interests. Day-to-day operations do not include matters which are unusual or of great significance. The CEO shall make sure that the Company's accounts are kept in accordance with law and practice and that the Company's assets are kept in a secure manner. The CEO is obligated to abide by all instructions of the Board of Directors and shall give the auditor any information requested. The CEO does not have the authority to make decisions concerning any matters that are assigned to others by law or are reserved to the Board under its Rules of Procedure. The CEO shall ensure that Directors of the Board are regularly provided with accurate information on the Company's finances, development and operations to enable them to perform their duties and the information shall be in the form and of the quality determined by the Board. The information shall be available when needed and as up-to-date and accurate as possible. The CEO is to acquaint the Board with all major issues involving the operations of the Company or its subsidiaries and is to attend the Board meetings. He participates in the Boards of the subsidiaries within the group.

Vilhelm Már Thorsteinsson, Chief Executive Officer

Vilhelm was born in 1971. He was appointed as CEO in January 2019. For over 20 years, he held various positions at bank Íslandsbanki. He was Managing Director of Corporate & Investment Banking at Íslandsbanki from 2017 to 2019 and Managing Director of Corporate Banking from 2008 to 2017. He was a member of the board of Chamber of Commerce in Iceland and a Board Member and/or CEO of various Eimskip Group subsidiaries. Vilhelm earned an MBA Degree from Pace University in New York; a BSc degree in Business Management, Majoring in Logistics, from Reykjavík University; and is a licensed Securities broker. Vilhelm owns shares in the Company through his holding company Sjávarlind ehf., a total of 232,380 shares. Vilhelm holds share options of 262,800 shares in the company.

The Executive Management of Eimskip consists of the Chief Executive Officer, Chief Financial Officer, Chief Operating Officer, Chief Information Officer and the Executive Vice Presidents of International Operations, Human Resources and Communication, Iceland Sales and Business Management, Iceland Domestic Operations and the General Counsel and Compliance Officer.

In 2024, the Company underwent changes within its Executive Management team. In September Rósa Guðmundsdóttir was appointed as Chief Financial Officer when María Björk Einarsdóttir resigned. In November, Edda Rut Björnsdóttir, previously serving as Executive Vice President of Human Resources and Communication, was appointed Executive Vice President of Iceland Domestic and Harpa Hödd Sigurðardóttir took over as Executive Vice President of Human Resources and Communication. At the same time Jónína Guðný Magnúsdóttir which has served as Executive Vice President of Iceland Domestic, stepped down.

The rest of the Executive Management team includes Hilmar Pétur Valgardsson as Chief Operating Officer, Hilmar Karlsson as Chief Information Officer, Bragi Thór Marinósson as Executive Vice President of International Operations, Björn Einarsson as Executive Vice President of Sales and Business Management, and Davíd Ingi Jónsson as General Counsel and Compliance Officer.

Further details about the Executive Management team are available on the company's Investor Relations website.

Diversity

The Company updated a diversity policy as part of its Human Resource Policy in 2022. This policy applies to the Board of Directors, Executive Management, and Senior Management. The Nomination Committee is to make sure that the Company's Board is diverse in terms of skills, knowledge, experience, education, gender and independence. Further details about the policy are available on the Company's website.

Internal Control and Risk Management

The role of internal control is to facilitate the management of an operation and it has been defined as a process which is shaped by a company's Board of Directors, the management team, and other employees. The purpose of internal control is to build a foundation for the company to reach success and efficiency in its operations, reliability of financial information and consistency with laws and regulations.

Risk management is the process of analyzing and assessing the risk factors that could prevent the Company from achieving its set goals. It also includes that remedial action is taken to minimize the anticipated effects of such risk factors.

Eimskip's internal control and risk management procedures regarding financial processes is designed to minimize the risk of material misstatements. The Company does not have an internal audit function, but it uses internal control systems that are monitored by the Audit Committee.

An independent auditing firm is elected at the Annual General Meeting each year. The auditors are to review the Company's accounting records and material related to the Company's operations and financial position and they are always to have access to the Company's books and documents. They must examine the Company's Consolidated Financial Statements in accordance with International Standards on Auditing. Significant findings regarding accounting and internal control deficiencies are reported to the Board of Directors through the Audit Committee. Independent auditors are not allowed to own shares in the Company.

The Company goes through a detailed strategic and budgeting process each year and a strategy and budget report are prepared. The Board of Directors approves the Company's strategy and budget each year. Deviations from the strategy and budget are carefully monitored on a monthly basis.

Corporate Governance Statement

The Company has implemented a holistic Enterprise Risk Management (ERM) framework to systematically identify, assess, and mitigate risks at the group level. All risks are evaluated using standardized criteria based on their likelihood of occurrence and potential impact on the business. Each identified risk is assigned a dedicated risk owner, ensuring clear accountability and consistent oversight. The ERM framework is specifically designed to address risks across marketing, operational, and financial activities, with the objective of minimizing disruptions to operations and safeguarding earnings. By maintaining risks within defined and acceptable thresholds, the ERM framework ensures the organization's resilience and long-term sustainability. ERM is managed in alignment with an Annual Wheel framework, which ensures a structured and systematic approach to risk management activities throughout the year.

The Board of Directors maintains regular communication with the CEO to identify, assess, and address risks facing the Company. While the Board oversees risk management, the Audit Committee conducts regular reviews to ensure its effectiveness. Executive Management is responsible for identifying material risks and developing the Company's risk management strategy. The Board discusses the Company's risk exposure in its meetings, ensuring a proactive approach to risk management.

Eimskip monitors its financial risk factors and the Board of Directors has approved a Treasury policy which, among others, sets acceptable risk limits and stipulates how to identify, measure and manage financial risk exposure. The Company has in place a financial reporting and internal control manual to which the group reporting entities must adhere.

Information on violation of rules determined by the applicable authority

Please find information on main legal cases that relate to Eimskip under other matters in the notes to the annual financial statement.

Sustainability

Eimskip is a registered participant of the UN Global Compact, the United Nation's initiative for social responsibility with respect to human rights, labor, environment, and anti-corruption. With its participation, the Company has committed to managing its business operations so that the UN Global Compact and its Ten Principles become a part of the Company's strategy, culture, and day-to-day operations.

Eimskip's Sustainability Policy is based on the Nasdaq ESG Reporting Guide. The policy was reviewed in 2023 Further information on Sustainability at Eimskip can be found in the Non-Financial information in the annual financial statement and on the Company's website, https://www.eimskip.com/about-eimskip/sustainability.

Code of Conduct

The Board of Directors approved a revision of the Company's Code of Conduct in March 2025. The Code of Conduct closely links to the Company's values: Achievement, Cooperation, and Trust. The Code is also based on Eimskip's aim to secure good returns for shareholders with profitable growth, create value for customers with outstanding solutions and services, be an outstanding workplace for employees with great team spirit and ambition, and show concern for society with social responsibility and reduced ecological footprint.

The purpose of this Code of Conduct is to support Eimskip's mission and vision. It applies to the Board of Directors and all employees of Eimskip and its subsidiaries and guides them in conducting the Company's daily activities in an honest, responsible, and ethical way, based on its values, and generally accepted professional standards of conduct. Suppliers and subcontractors are also required to conform to high standards. The Code of Conduct is accessible on the Company's website.

Non-Financial Reporting

Eimskipafélag Íslands hf. (Eimskip) is a leading transportation company in the North Atlantic providing container and reefer liner services with connections to international markets and specializing in worldwide freight forwarding services focusing on frozen and chilled commodities.

Sustainability

Eimskip strives to provide its customers with the most efficient and sustainable transportation solutions combined with outstanding services, all while securing a good return for its shareholders and being responsible for its employees, society, and the environment. As a company, Eimskip aims to contribute to a better and safer society wherever it operates, and responsibility towards the community is an integral part of The Company's sustainability policy. The sustainability policy is based on the tree pillar of sustainability Environment, Social and Governance.

Sustainability Structure

Eimskip's sustainability efforts are guided by its Sustainability Policy. The Company has established a governance framework for sustainability, with the CEO overseeing the strategic sustainability initiatives. Sustainability matters are regularly reported to the Board of Directors, which also plays an active role in shaping the strategy.
Sustainability is implemented in close collaboration with relevant departments across the organization. Each Executive Vice President is responsible for specific areas within the sustainability framework. The Sustainability Manager is responsible for the day-to-day management and coordination of the sustainability strategy. Quarterly updates are provided to the Executive Management and at least annually to the Audit Committee and Board of Directors. The sustainability strategy is supported through governance framework, Code of conduct and other policies.

Eimskip's sustainability strategy adopts a comprehensive approach, with clear targets to drive a green transition, promote a safe, equal, and inclusive workplace, and strengthen the value chain through responsible and sustainable practices. The target are linked to one or more of the UN Sustainability Development Goals and are reported to the UN Global Compact annually.

Double materilaity assessement

Eimskip has long been dedicated to sustainability, and the adoption of double materiality further reinforces this commitment. The Company focused on developing and implementing a comprehensive double materiality assessment in accordance with the new European Union sustainability reporting requirements (CSRD). Stakeholders within and outside the Company were engaged to identify and understand the issues that matter most to both the company's operations and society.

The results of the first double materiality analysis have strengthen Eimskip prioritized actions in sustainability matters, the analysis is an ongoing project and it will be regularly reevaluated to ensure alignment with evolving priorities and stakeholder expectations. The main topics identified in the first round are:

- ESRS E1 Climate
- ESRS E2 Pollution
- ESRS E5 Circular Economy
- ESRS S1 Own Workforce
- ESRS S2 Workers in
- ESRS G1 Business

Further explanation of these topics will be provided in the Company's annual report

Highlights from 2024:

- First round of double materiality analysis was finalized
- EU Emission Trading System (ETS) was implemented for all vessels over 5,000 gross tonnage
- Lagarfoss underwent maintenance, including applying special paint to the ship's keel, which reduces resistance during voyages and contributes to environmentally friendly operations by lowering oil consumption
- Two methane truck that run on green energy were delivered.
- A new electric container crane, named Bára, has been installed—similar to the electric cranes in Sundahöfn, where all container cranes are powered by electricity. This investment is designed to improve customer service by increasing loading and unloading capacity, optimizing the sailing schedule, and reducing vessel turnaround time in port. Additionally, an electric crane has been installed in the Faroe Islands

- A new waste sorting station was also introduced at Sundahöfn in, improving working conditions for employees and providing a better overview of valuable materials that can be reused or recycled
- Global Employee Engagement Survey was conducted with 82% participation and resulted in an overall engagement and satisfaction measured 8.0, exceeding the True benchmark®
- Employee regular Check-in is part of communication with employees, 76% of employees had check-ins last year
- The fourth class of the Company's International Leadership Program graduated. The program plays an important role in developing leaders, increasing collaboration, and driving cultural enhancement within the Company
- Project to support increased employee engagement, e.g., leadership training, more access to training material for all employees, and projects to support health and wellbeing
- Focus on diversity and inclusion in Eimskip non-native icelandic speaking employees through language lessons

Environment

Iceland bases a large part of its economic foundation on harvesting natural resources from the ocean in a sustainable way, the changes associated with global warming and pollution of the ocean leave all the critical components of its modern economy utterly exposed, in addition to threatening the quality of life for future generations. To support global and local environmental initiatives, Eimskip signed the Reykjavík Declaration on Climate Issues in November 2015. In 2023, Eimskip introduced an accelerated target regarding reducing greenhouse gas emissions and aims to achieve net zero greenhouse gas emissions in 2040.

Climate change is one of the main sustainability risks in the Company´s operation and Eimskip has since 1991 had an environamental policy. The Company respects the environment and recognizes the effects of climate change on society, its business activities, and the need for a low-carbon economy. Minimizing the environmental impact of the Company's operations is crucial. The focus is on achieving complete clarity regarding emissions and waste from each of the emitting sources in the supply chain. Development in data and analytics gives Eimskip a better overview of its ecological footprint and reduction opportunities.

Several legislations play significant roles in the shipping industry; the EU has unveiled the Fit for 55 Package, focusing on more ambitious climate change targets. Starting from January 1st, 2025, all vessels in Eimskip operation in Europe required to comply with the FuelEU Maritime in addition to Emission Trading System (ETS) and EU Taxonomy. FuelEU Maritime focuses on reducing the carbon intensity of fuels used by ships, alongside the existing ETS obligations that seeks to minimize GHG emissions by establishing a carbon market where businesses may purchase and sell emissions allowances depending on GHG output.

The Company manages and monitors the environmental impact of the operation. The Company uses an environmental management system linked to all significant assets in the supply chain, streaming reliable and transparent information on its environmental matters into the system. Digitization of emission and waste-registration data from the supply chain enables continuous measurements and provides reliable and transparent communication. The data is regularly reviewed and evaluated. The environmental statement is published quarterly and is presented to the executive team for review and discussion.

According to Icelandic laws, 25/2023 on sustainability-related disclosures in the financial services sector and a classification system for sustainable investments, companies that fulfill specific requirements are required to publish non-financial information based on Article 8(1) of the Taxonomy regulation (EU 2020/852) as from 2023. The report is displayed separately in the annual statement.

In early 2024, Eimskip implement changes to its container sailing system, aimed at reducing greenhouse gas emissions. These changes included streamlining the sailing system, reducing harbor time, and shortening sailing routes.

Eimskip looks to the future and recognizes the need for greener investments to lower emissions. The Company has started to analyze and evaluate its options for renewing the container vessel fleet, focusing on the next generation of vessels using alternative, greener fuels.

Lagarfoss, undertook regular shipyard work where, among other things, the vessel hull was painted with a special paint that reduces the vessel's resistance while sailing. NOx emission reduction equipment has also been installed in the Company's reefer vessels fleet operating out of Norway, significantly reducing NOx pollution from the vessels.

Eimskip added two new methan trucks with refrigerators to the fleet in 2023. Eimskip is among the first companies to distribute temperature-controlled goods with trucks trucks run on green energy.

Non-Financial Reporting

Emission

Eimskip has a good overview of the operation's GHG emissions. The Company has an environmental management system and gathers its data digitally. The data covers the vessel fleet's energy and waste management, trucking fleet, terminal assets, warehouses, and office facilities.

In the environmental statement for 2024, The Company has registered scopes 1 and 2 for all operation in 20 countries were Eimskip has operational control. Significant changes have been implemented in the calculation of GHG emissions from marine fuels and gas. In previous years, emissions were measured in CO_2, following the methodology outlined in MRV/DCS regulations. Starting in 2024, GHG emissions from marine fuels and gas are calculated in CO_2-equivalent (eCO_2), with corresponding recalculations applied to the data for 2015, 2022, and 2023.

Social

Eimskip acknowledges its responsibility to partner with the communities in which it operates. This partnership extends to all stakeholders, including employees, customers, and society, guided by the Company's values of achievement, cooperation, and trust.

Employees

Eimskip employs about 1.700 people across four continents and 20 countries. The employee group is diverse, with varied backgrounds and perspectives, bringing a wide range of talents, ideas, and views to the table that inspire creativity and innovation in the workplace. They get a positive and energetic atmosphere in the workplace, promoting a dynamic work culture characterized by teamwork, communication, and ambition.

Eimskip's values of achievement, cooperation, and trust form the cornerstone of the Company's actions and decisions, shaping its internal and external culture and reputation. 31% of Eimskip employees are women and the number of citizenships is 43.

The Company's employee rights and welfare policies reflect Eimskip's dedication to human rights. The Company's principal policies are the Employee Code of Conduct, Human Resource Policy, Salary Policy, Equal Opportunities Policy, Policy against Bullying and Harassment, Health Policy, and Occupational Safety and Security Policy. These apply to all employees of Eimskip and its subsidiaries.

Eimskip uses an annual engagement survey to monitor the primary drivers of employee satisfaction, assessing engagement, satisfaction, and loyalty—core KPIs for The Company. In the 2024 survey, overall engagement and satisfaction measured 8.0, exceeding the True benchmark®, typically attained by comparable international companies, by 0.5 points. These findings highlight Eimskip's belief that greater well-being fosters a higher quality of life and stronger employee satisfaction.

In 2024, the Company strengthened its commitment to a culture of continuous improvement and growth by providing training for all managers on conducting employee check-ins. This training equips managers to enhance communication, identify skill-development opportunities, and build stronger rapport and trust with their teams, ultimately leading to improved employee development and engagement.

Eimskip is also committed to fostering a respectful and inclusive work environment by addressing bullying, harassment, and discrimination through clear policies and contingency plans. Comprehensive seminars equip managers and employees with the tools to recognize harmful behavior, understand its impact, and implement effective prevention strategies.

Focus on diversity and inclusion in Eimskip non-native icelandic speaking employees through language lessons but language barrier is one of the challenges that our employee face and to reinforce inclusion the company is offering online language training in cooperation with BaraTala.

Eimskip is committed to promoting diversity and gender equality within the organization, focusing on women's representation in leadership roles but woman in senior management has gone from 30% in 2020 to 32% in 2024. The Company has highly emphasized employee growth and development, with thirty capable employees successfully navigating its leadership program in 2024. Launched in 2022, Emskip´s Leadership Development Program aligns with the Company´s leadership model, focusing on modern and practical competencies such as communication, adaptability, constructive feedback, and innovative thinking. In 2024, 25 participants completed the program, bringing the total to 130 participants from 14 countries, 52% of whom are women. Over the past three years, 28% of graduates, including 22 women, have advanced their careers, demonstrating the program's effectiveness in fostering professional growth and leadership development. This long-term impact highlights the program's role in ensuring that employees are well-equipped to meet future challenges and contribute to our success.

In 2024, Eimskip conducted a comprehensive learning needs analysis (TNA) with participation from approximately 160 employees. This analysis identified specific learning and development needs, forming the basis of the Company´s tailored training programs. The new content will focus on role-specific skills within Eimskip and the essential knowledge employees need, including internal processes, different roles in various areas of operations, and customer service. It will also take into account what employees say they need and wish they had, empowering them to achieve their full potential and drive the company's success.

Moreover, the Company has implemented a digital learning platform, Eimskip Academy. The academy contributes to the Company's efforts in building a diverse and inclusive work environment, providing equal access to learning resources and development opportunities for individuals to excel in their roles and contribute to the Company's ongoing success.

Safety

The health and safety of employees is essential to Eimskip. The Company strives to offer a safe and healthy working environment and focuses on ensuring that employees protect themselves, their colleagues, external parties, goods, equipment, and the environment from harm. Eimskip upholds a zero-accident policy, with the goal of minimizing risks and preventing harm to individuals, property, and the company's assets through continuous preventive efforts.

Regular training programs are a cornerstone of Eimskip's safety culture, conducted both on-site and through online platforms such as the Eimskip Academy Learning Platform and Ocean Learning for crew members.

Targeted on-site training sessions and drills were held across all key employee groups in Iceland, including vessel crews, terminal staff, and truck drivers. Additionally, the company launched a Safety Leadership Awareness Program to strengthen safety culture, alongside increased promotion of safety awareness days.

To further enhance safety practices, Eimskip introduced the onboard program "Lessons Learned from Incidents, Near Misses, and Damages," fostering a culture of continuous learning. Moreover, a new Incident Management System was implemented in

Eimskip has a First Response Team, whose duty is to respond to various incidents on sea and land. The team aims to ensure and assist with proper first response and limit accidents to people and damages to properties, cargo, and the environment. Also, it is the team's responsibility to respond to cyber incidents. Furthermore, The Company's Loss Prevention Team meets regularly to investigate losses, damages, and accidents and follows up on necessary changes, training, and improvements.

Human Rights

Eimskip has a clear human rights policy that states everyone should enjoy equal rights. The policy is accessible on the Company´s website. Eimskip is a registered participant of the UN Global Compact, the United Nation's initiative for social responsibility for human rights, labor, environment, and anti-corruption. With its participation, the Company has committed to managing its business operations so that the UN Global Compact and its Ten Principles are a part of the Company's strategy, culture, and day-to-day operations.

Human rights touch almost every aspect of the Company's activities, both its own workforce and workers in the value chain. Several policies support human rights issues. Human resources, human rights, equal opportunities, bullying and harassment, well-being and safety are covered through the Human Resources Policy, Code of Conduct, Supplier Code of Conduct, Anti-Money Laundering and Sanction Policy, and Whistleblower procedure.

Eimskip has taken significant steps to identify the risks to human rights in its own workforce, and the risks are monitored and mitigated as part of Eimskip's holistic Enterprise Risk Management. Actions have also been taken towards employees in the value chain, and the Eimskip Supplier Code of Conduct and self-assessment for suppliers have been confirmed by 42% of suppliers in target group .

Non-Financial Reporting

Customer

Eimskip provides excellent service to a diverse global customer base, delivering tailored solutions through its worldwide team that applies local expertise. The Company aligns service standards, goal setting, and performance metrics across all units under its Global Service Policy, ensuring consistent, high-quality support.

In 2024, Eimskip enhanced service reliability by introducing key changes to its container sailing schedules. These improvements included shorter transit times from the UK, Monday arrivals in Reykjavík for imports from Denmark and Sweden, and an expanded weekly coastal service within Iceland.

To better accommodate fresh fish shipments, Eimskip streamlined its North American routes, ensuring more efficient and timely deliveries. Additionally, connections between northern and western Norway, the Faroe Islands, and North America were expanded to strengthen trade links. The introduction of a direct route from the Faroe Islands to Germany further increased network flexibility and connectivity.

Digitalization and process automation remain central to Eimskip's commitment to service excellence. The Company continues to refine its offerings in response to evolving customer needs by introducing more self-service options and enhancing system and team collaboration to improve overall service quality.

Eimskip's commitment to customer service is evident in its comprehensive approach, which includes harmonizing service standards, leveraging local expertise, and continuously optimizing digital solutions. By integrating automation and technology-driven enhancements, the Company ensures that it adapts to evolving customer expectations, delivering tailored solutions and maintaining high satisfaction levels.

Projects for the society

Eimskip is committed to fostering safer, stronger communities in every region where it operates. It recognizes social responsibility as a key pillar of its sustainability policy. The Company actively supports charities, sports programs, cultural initiatives, innovation projects, and safety measures, ensuring a positive and lasting impact on society.

One of Eimskip's most notable community initiatives is the bicycle helmet project, launched in 2004 in partnership with Kiwanis. Over the past 20 years, this initiative has provided helmets and safety reflectors to every six-year-old in Iceland, benefiting more than 85,000 children and promoting road safety from an early age.

Eimskip also plays a vital role in community safety efforts through its collaboration with Landsbjörg, the Icelandic Association for Search, Rescue, and Injury Prevention. Recognizing the life-saving work of Landsbjörg, Eimskip has become one of its main sponsors, supporting essential rescue and prevention operations at sea and on land.

Eimskip's commitment to social responsibility is reflected in its comprehensive approach, engaging with local communities and supporting diverse projects that make a meaningful impact. Through these efforts, the Company continues to build a safer, healthier, and more connected society.

Governance

Eimskip is committed to fostering an open and transparent relationship among its management, Board of Directors, shareholders, and other stakeholders

Business ethics

The Company must value and maintain trust with coworkers, customers, and suppliers. Eimskip strives to ensure an open and transparent relationship between its management, Board of Directors, shareholders, and other stakeholders.

Eimskip is committed to combating corruption and bribery. The Company's management and employees strive to always comply with applicable laws and regulations. The Company has rules and general standards of business ethics and corporate governance to avoid conflict of interest and maintain confidentiality. The Company's internal control and risk management are intended to spot abnormalities, including the risk of corruption and bribery. Eimskip's policy on Anti-corruption and bribery is integrated into The Company's Code of Conduct, www.eimskip.com.

Non-Financial Reporting

At the end of 2024 over 81% of the employees have undergone training and affirmed compliance with the Code of Conduct. The Company's Code of Conduct is available in four languages: Icelandic, English, Danish, and Swedish.

Eimskip has a speak-up program in place, e.g., through the Whistleblower Procedure. The program encourages transparency and accountability and aims to investigate all reports of alleged misconduct and protect the anonymity of whistleblowers. Furthermore, Eimskip's Anti-Money Laundering and Sanction Policy prohibits anyone employed by Eimskip from participating in money laundering, terrorist financing, and sanction breaches.

Eimskip conducts yearly training on competition law. All employees globally with direct contact with customers and suppliers must complete the training, which is also available through the Eimskip digital learning platform.

Supplier code of conduct

Strong partnerships with suppliers are crucial for sustainable growth, and effective risk management across the value chain is essential. Eimskip has embedded an ESG-focused approach into its procurement processes through the Supplier Code of Conduct, which is based on the Ten Principles of the UN Global Compact. This Code emphasizes key areas such as Health and Safety, Human Rights, Labor Standards, Business Ethics, and Environmental Protection.

As of 2024, 42% of the target group have either confirmed compliance with the Supplier Code of Conduct or both confirmed compliance and completed an ESG assessment, reflecting ongoing progress toward full alignment. Eimskip's goal is for 100% of suppliers within the target group to confirm adherence to the Supplier Code of Conduct.

The ESG assessment is a part of the process to strengthened Eimskip oversight of suppliers, it is a part of due diligence process as outlined in OECD Guidelines for Multinational Enterprise. The goal of the due diligence framework is to include tailored assessment forms designed to address the specific risks associated with different supplier types and sizes. The framework is an ongoing project.

Data ethics

Eimskip is committed to processing personal and business data legally, fairly, and securely in alignment with data ethics principles. The Company ensures compliance with the General Data Protection Regulation (GDPR) and other applicable data protection laws, safeguarding the privacy of customers, employees, business partners, and stakeholders.

To enhance data governance, Eimskip has established a Data Security Classification Framework, which categorizes information based on sensitivity and potential impact. This framework helps protect data from unauthorized access, alteration, or destruction. Furthermore, the Company is actively preparing data for responsible AI applications, ensuring that data used in AI-driven processes is collected, stored, and managed transparently and ethically.

Eimskip is committed to retaining personal and business data only for as long as necessary and ensuring its secure disposal when no longer needed. Additionally, the company collaborates with third-party suppliers that process data on its behalf, implementing

The company maintains a robust IT security posture. By implementing a comprehensive Information Security Management System (ISMS), to manage the ISO27001 journey, Eimskip will ensure that the security practices align with international standards. By embedding data ethics into its operations, Eimskip reinforces its commitment to responsible data management, security, and regulatory compliance. ethics into its operations, Eimskip reinforces its commitment to responsible data management, security, and regulatory compliance.

ESG Statement 2024

Assessment Statement by Klappir Green Solutions hf.

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

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

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

Confirmation by Klappir

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

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

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

Klappir Green Solutions hf.

Operational Parameters

Operational Parameters	Unit	2024	2023	Notes
Transported cargo	Tonne	2,605,996	2,544,281	
Total Revenue	EUR m	847,111	817,916	The revenue methodology has been aligned with consolidated revenue, and the new approach has also been applied to 2023.
Number of full time equivalents employees	FTEs	1,703	1,727	Number of employee is based on the average of the previous 12 months, the methodology may not be consistent with employee number by end of 2024.

Environmental

GhG emission intensity	Unit	2024	2023
GhG emissions per megawatt-hour consumed	kgCO^{2}e/MWh	230	328
GhG emissions per full-time equivalent (FTEe) employee	kgCO^{2}e/FTEs	203,231	198,505
GhG emissions per unit of revenue	kgCO e/EUR m	409,568	419,136

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

Energy intensity	Unit	2024	2023	Notes
Energy per full-time equivalent (FTEe) employee	kWh/FTEs	616,790	604,650	
Energy per unit of revenue	kWh/EUR m	1,239,971	1,276,696	

Nasdaq: E4|UNGC: P7, P8|GRI: 302-3|SDG: 12|SASB: General Issue / Energy Management

Carbon offset	Unit	2024	2023	Notes
Total emissions offset	tCO_2e	201	277	
Emissions offset by afforestation	tCO_2e	201	277	

Greenhouse Gas Emissions	Unit	2024	2023	Notes
Scope 1	tCO_2e	280,019	277,316	Significant changes have been implemented in the calculation of GHG emissions from marine fuels and gas. In previous years, emissions were measured in CO_2, following the methodology outlined in MRV/DCS regulations. Starting in 2024, GHG emissions from marine fuels and gas are calculated in CO_2-equivalent (eCO_2), with corresponding recalculations applied to the data for 2015, 2022, and 2023. Beginning in 2025, MRV and DCS calculations will also be conducted in eCO_2, in line with recent regulatory amendments.
Scope 2 (location-based)	tCO_2e	2,251	2,353	Because of a change in methodology by the Environmental Agency of Iceland, there is a significant decrease in the coefficient between years. https://ust.is/loft/losun-grodurhusalofttegunda/losunarstudlar/
Scope 2 (market-based)	tCO_2e	17,007	14,982	
Scope 1 and 2 (location-based)	tCO_2e	282,270	279,669	
Scope 1 and 2 (market-based)	tCO_2e	297,026	292,298	Calculated based on country-based emissions, after the sales of Guarantee of origin Estimation based on Iceland marked-based emissions
Scope 3	tCO_2e	63,816	63,150	
Total operational GhG emissions (location-based)	tCO_2e	346,086	342,818	
Total operational GhG emissions (market-based)	tCO_2e	360,925	355,564	

Nasdaq: E1|UNGC: P7|GRI: 305-1,305-2,305-3|SASB: General Issue / GHG Emissions|TCFD: Metrics & Targets | EFRAG E1-6

Greenhouse Gas Emissions, continued	Unit	2024	2023	Notes
Scope 1 - Details				
Total emissions	tCO_2e	280,019	277,316	
Stationary and mobile fuel combustion	tCO_2e	278,403	275,172	
Fugitive emission	tCO_2e	1,617	2,143	
Scope 2 - Details				
Total emissions	tCO_2e	2,251	2,353	
Electricity	tCO_2e	2,176	2,225	
Heating	tCO_2e	75	128	
Scope 3 - Upstream emissions				
Category 3: Fuel- and energy related activities				
Total emissions	tCO_2e	63,695	62,943	
Category 5: Waste generated in operations				
Total emissions	tCO_2e	17	81	Fuel and energy related activities are included in the 2024 Sustainability Report for the first time. All years from base year have recalculated to include these results.
Transport, disposal and treatment of waste	tCO_2e	17	81	
Category 6: Business travel				
Total emissions	tCO_2e	126	126	
Air travel	tCO_2e	126	126	
Energy consumption				
Total energy consumption	kWh	1,049,702	1,044,009	
Fossil fuels	kWh	1,010,913	1,063,919	
Bio fuels	kWh	276	117	
Electricity	kWh	29,108	29,523	
Heating	kWh	15,248	15,248	
Direct energy consumption	kWh	1,010,913	1,001,007	
Indirect energy consumption	kWh	38,789	43,002	

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

ESG Statement 2024

	Unit	2024	2023	Notes
Energy mix				
Total fuel consumption	Kwh	1,049,702	1,044,009	
Fossil fuel	%	96.5%	96.1%	
Renewables	%	3.4%	3.9%	
Nuclear	%	0%	0%	
Nasdaq: E5|GRI: 302-1|SDG: 7|SASB: General Issue / Energy Management				
Fuel consumption				
Total fuel consumption	kg	87,025,250	86,441,504	
Methane	kg	20,242	7,895	Increase in methane due to increased number of methane-powered vehicles in Eimskip's road fleet.
Petrol	kg	74,117	108,916	
Natural gas	kg	706	706	
Diesel	kg	3,400,708	3,929,130	
Fugitive emissions				
Total fugitive emissions	kg	955	1,149	
Carbon dioxide (CO_2)	kg	0	10	
F-gases	kg	955	885	
Ammonium	kg	0	254	
Water consumption				
Total water consumption	m^3	200,787	262,372	
Cold water	m^3	35,326	35,161	
Hot water	m^3	165,460	263,409	
Nasdaq: E6|GRI: 303-5|SDG: 6|SASB: General Issue / Water & Wastewater Management				
Waste treatment				
Total waste generation	kg	1,105,040	1,248,962	
Unsorted waste	kg	268,137	312,982	Unsorted waste that was previously used as landfill is now used as an energy source and is categorized as recovered
Recovered waste	kg	1,085,349	932,114	
Percentage of waste recovered	%	98%	75%	

ESG Statement 2024

Environmental management			
Does your company follow a formal Environmental Policy?	yes/no	Yes	Yes
Does your company follow specific waste, water, energy, and/or recycling policies?	yes/no	Yes	Yes
Does your company use a recognized energy management system?	yes/no	Yes	Yes
Nasdaq: E7|GRI: 103-2|SASB: General Issue / Waste & Hazardous Materials Management			
Climate oversight			
Does your Senior Management Team oversee and/or manage climate-related risks?	yes/no	Yes	Yes
Does your Board of Directors oversee and/or manage climate-related risk?	yes/no	-	-
Nasdaq: E8, E9|GRI: 102-19, 102-20, 102-29, 102-30, 102-31|SASB: General Issue / Business Model Resilience, Systematic Risk Management|TCFD: Governance (Disclosure A/B)			
Climate risk mitigation			
Total annual investment in climate-related infrastructure, resilience, and product development	EUR m	4.7	2.6
Nasdaq: E10|UNGC: P9|SASB: General Issue / Physical Impacts of Climate Change, Business Model Resilience|TCFD: Strategy (Disclosure A)			

Social

CEO Pay Ratio	Unit	2024	2023	Notes
CEO Salary & Bonus (X) to median FTE Salary	X:1	-	5.0	Comparison to FTE Salary in Iceland will be added in March 2025

S1|UNGC: P6|GRI 102-38

Gender Pay Ratio	Unit	2024	2023	Notes
Median total compensation for men (X) to median total Compensation for women	X:1	-	-	
Outcome of equal pay certification	%	-	0.8%	Outcome of equal pay certification will be available in March 2025. This number will represents the outcome of the equal pay re-certification for Eimskip Iceland, TVG, Gára and Sæferdir.

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

Employee Turnover	Unit	2024	2023	Notes
Full-time Employees				
Year-over-year change for full-time employees	%	20%	23%	
Dismissal	%	3.3%	2.4%	
Retirement	%	1.0%	1.0%	
Gender				
Men	%	21%	24%	
Women	%	18%	20%	

Employee Turnover, continued.

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

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

Gender Diversity

Enterprise Headcount	Unit	2024	2023	Notes
Percentage of women in enterprise	%	31%	31%	
Women	no.	535	541	
Men	no.	1,168	1,217	
Senior- and Executive-level Positions				
Percentage of women in senior- and executive-level positions	%	32%	33%	
Women	no.	61	59	
Men	no.	173	122	

Employee Engagement, Diversity & Inclusion

Non-Discrimination

	Unit	2024	2023	Notes
Does your company follow a sexual harrassment and/or non-discriminatory policy?	yes/no	Yes	Yes	

Employee Engagement, Diversity & Inclusion

ESG Statement 2024

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

ESG Statement 2024

Governance

Board Diversity	Unit	2024	2023	Note
Total board seats occupied by women (as compared to men)	%	60%	60%	
Committee chairs occupied by women (as compared to men)	%	67%	33%	
G1|GRI 405-1|SDG: 10|SASB: General Issue / Employee Engagement, Diversity & Inclusion (See also: SASB Industry Standards)				
Board Independence				
Does the company prohibit CEO from serving as board chair?	yes/no	Yes	Yes	
Total board seats occupied by independents	%	80%	80%	
G2|GRI: 102-23, 102-22				
Incentivized Pay				
Are executives formally incentivized to perform on sustainability	yes/no	No	No	
G3|GRI: 102-35				
Collective Bargaining				
Total enterprise headcount covered by collective bargaining agreements (X) to the total employee population	%	100%	100%	Applies to employees in Iceland
G4|UNGC: P3|SDG: 8|GRI: 102-41|SASB: General Issue / Labor Practices (See also: SASB Industry Standards)				
Supplier Code of Conduct				
Are your vendors or suppliers required to follow a Code of Conduct	yes/no	Yes	Yes	
If yes, what percentage of your suppliers have formally certified their compliance with the code	%	42%	0	Suppliers in target group 2024.
G5|UNGC: P2, P3, P4, P8|GRI: 102-16, 103-2 (See also: GRI 308: Supplier Environmental Assessment 2016 & GRI 414: Supplier Social Assessment 2016|SDG: 12|SASB General Issue / Supply Chain Management (See also: SASB Industry Standards)				

ESG Statement 2024

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

ESG Statement - Notes

Organizational Boundaries

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

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

Operational Boundaries

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

EU Taxonomy

Introduction

Eimskip reports yearly according to EU Taxonomy, according to Icelandic laws, 25/2023 on sustainability-related disclosures in the financial services sector and a classification system for sustainable investments, companies that fulfill specific requirements are required to publish non-financial information based on Article 8(1) of the Taxonomy regulation (EU 2020/852) as from 2023.

EU Taxonomy has the stated objective of classifying which economic activity is considered environmentally sustainable, based on the technical screening criteria established in delegated regulations, thereby facilitating transparency in sustainability reporting. In Iceland, delegated regulation (EU) 2021/2139 on climate change mitigation and adaptation (Climate Delegated Act) has been implemented, but delegated regulation (EU) 2023/2485 amending the Climate Delegated Act and delegated regulation (EU) 2023/2486 (Environmental Delegated Act) have not been implemented as they have in the EU. As a classification system, it provides a needed common denominator for individuals, authorities, and investors, for which economic activity is considered environmentally sustainable.

For companies to be considered environmentally sustainable they are required to fulfil criteria set in the regulation. An economic activity must contribute to one or more stated environmental goals while simultaneously it may not do significant harm to others (DNSH). Furthermore, it must be conducted in compliance with minimum safeguards as well as fulfilling relevant technical criteria.

The environmental goals are six: *climate change mitigation, climate change adaptation, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems* . The technical criteria for climate change mitigation and climate change adaptation have been implemented in Iceland.

Companies are required to disclose the ratio of revenue, capital expenditure (CAPEX), and operating expenses (OPEX) for eligible economic activity, that is, activity covered by the EU Taxonomy regulation for the reporting period, that is operations that fall under the classification regulation. At the same time, the same KPI's for operations that meet all the criteria of the regulation and therefore are aligned operations or environmentally sustainable should be published. The KPI's are calculated based on the Group's Consolidated Financial Statements that are prepared in accordance with International Financial Reporting Standards.

The EU Taxonomy regulation is maturing and evolving, as such reporting against the taxonomy is currently subject to interpretation. In the subsequent years Eimskip will adapt and expand the reporting according to the developments in the regulation.

EU Taxonomy Accounting Policies

The EU has put out rules on the calculation of KPI's in delegated regulation (EU) 2021/2178. Turnover, CAPEX and OPEX is calculated in accordance with Article 8 of the Taxonomy Regulation.

The taxonomy-eligible KPI's have been calculated as:

- taxonomy-eligible revenue KPI = eligible revenue/ total revenue
- taxonomy-eligible CAPEX KPI (additions) = eligible CAPEX/total CAPEX
- taxonomy-eligible OPEX KPI (repair and maintenance) = eligible OPEX/ total OPEX

Eimskip's process for determining taxonomy-eligible activities (the nominator of the taxonomy-eligibility KPI's) was a three-step approach:

1. Defining the economic activities that Eimskip is engaged in within each of the segments across the Group.
2. Assessing whether said activities are covered by the economic activity descriptions included in the EU Taxonomy Climate Delegated Act.
3. Allocating revenues, CAPEX (additions) and OPEX (repair and maintenance) according to the Group's overall assessment of whether an economic activity is eligible or not.

Firstly, the determination of the share of economic activities in Eimskip that are taxonomy-eligible is based on profit centers in the finance and consolidation systems Eimskip utilizes, which also forms the basis for Eimskip's external financial reporting. As such, each profit center has been analyzed and segregated into sub-activities where applicable.

Secondly, based on the descriptions of what is registered on Eimskip's profit centers an assessment has been conducted on whether these activities are covered by the activity descriptions that are included in the EU Taxonomy Climate Delegated Act.

1 For the purpose of EU Taxonomy reporting, OPEX has been defined as all repair and maintainance expenses, short-term lease and any other direct expenditure relating to the day-to-day servicing of assets.

Thirdly, depending on whether the registrations are related to assets or processes associated with taxonomy-eligible economic activities, the revenues, CAPEX and OPEX registered on these profit centers is assessed to be eligible or non-eligible and allocated accordingly.

The denominator for the eligibility KPI's has been defined as:
- Total operating revenue as stated in the Consolidated Income Statement.
- Total CAPEX (additions) as stated in Note 11 Property, vessels and equipment, Note 12 Right of- use assets in the Consolidated Financial Statements.
- Total OPEX related to repair and maintenance of eligible and non-eligible assets.

Eimskip's process for determining taxonomy-aligned activities (the nominator of the taxonomy KPI's) has been based on screening the identified eligible activities within each of the segments against the technical screening criteria for climate change mitigation.

Eligibility assessment

Several activities of the Group's operations are eligible according to the EU Taxonomy classification system. These classification and activities are:

- 6.6. Freight Transport service by road – *Domestic Land Transport* .
- 6.10 Sea and coastal freight water transport, vessels for port operations and auxiliary activities – *Vessel operation* .
- 6.11 Sea and coastal passenger water transport – *Ferry operation.*
- 6.16 Infrastructure and enabling low-carbon water transport – *Terminal operation in Iceland and vessel to shore connection.*

These activities can contribute to at least one goal of the EU Taxonomy and were assessed based on the EU environmental objective "climate change mitigation". Buildings were excluded this year since Iceland has not implemented EU (2010/31), that describes energy class of buildings.

Alignment assessment

Eimskip assessed the eligible activities identified against the climate change mitigation criteria. The two following activities passed the criteria of substantial contribution.

- 6.6. Freight Transport service by road – *Domestic Land Transport*
- 6.16. Infrastructure and enabling low-carbon water transport – *Terminal operation in Iceland and vessel to shore connection.*

It should be noted that even if the other eligible activities could not be aligned with climate change mitigation, they passed "Do No Significant Harm" criteria on many accounts.

Summarized results from eligibility and alignment assessment

The following table summarizes the eligibility and alignment assessment:

	Operating revenue	**OPEX**	**CAPEX**
Aligned	1%	2%	5%
Eligible	50%	76%	56%
Non-eligible	49%	22%	39%
	100%	**100%**	**100%**

Please find further segregation in the attached tables to the EU Taxonomy.

6.6. Freight Transport service by road

Activity 6.6. Freight Transport service by road is the operation of inland transport in several countries. Zero-emission heavy-duty vehicles were estimated in the process. The Company is currently operating 10 trucks running on green energy (electric and methane). Those trucks meet the substantial contribution criteria on climate change mitigation. However, the trucks proved unable to meet pollution criteria due to tire specification.

6.6. Freight Transport service by road, continued

Eimskip has selected tires based on both wet grip and fuel efficiency but due to EU Taxonomy requirements tires must rank in two most populated classes for fuel efficiency. This requirement led to most tires currently in use by Eimskip's electric vehicles failing the technical requirements for fuel efficiency and the activities under Transport Services not being considered aligned. It should be noted that in all cases the highest populated class contained relatively few tire types that were not widely available. Furthermore, tires with high wet grip attributes commonly score low on road noise class potentially creating additional challenges in aligning Taxonomy goals and road safety. Eimskip will always adhere to and aim for utmost road safety and prioritize that when selecting vehicle equipment.

6.16 Infrastructure and enabling low-carbon water transport.

Activity 6.16 Infrastructure and enabling low-carbon water transport, is the infrastructure in the terminals in Reykjavík and Reydarfjördur meets the alignment criteria. This includes the Electric Container Cranes in both terminals and the Vessel to Shore power connection for container vessels that mainly services Bruarfoss and Dettifoss.

In 2024 6.16 Infrastructure and enabling low-carbon water transport is aligned. The operation meets the substantial contribution criteria on climate change mitigation and the eligible activities within the terminals also fulfill the DNSH criteria and minimum safeguards.

Do No Significant Harm (DNSH)

For the qualifying activities covered by the Taxonomy reporting the Company has evaluated and confirmed compliance to the DNSH criteria for the aligned activity that is Activity 6.16 Infrastructure and enabling low-carbon water transport. The following criteria were addressed, Climate change adaptation, Sustainable use and protection of water and marine resources, Transition to a circular economy, Pollution prevention and control and Protection and restoration of biodiversity and ecosystems.

Minimum Safeguards

Eimskip and its subsidiaries are committed to conducting business in lawful, honest, and ethical manners. The Company has implemented a Code of Conduct which is mandatory for all employees to read and confirm. Supplier Code of Conduct applies to all suppliers and larger suppliers undergo supplier assessment.

Human rights

Eimskip has a clear human rights policy that states everyone should enjoy equal rights. Eimskip is a registered participant of the UN Global Compact, the United Nation's initiative for social responsibility for human rights, labor, environment, and anti-corruption. With its participation, the Company has committed to managing its business operations so that the UN Global Compact and its Ten Principles are a part of the Company's strategy, culture, and day-to-day operations

The Company is committed to upholding human rights across various facets of its operations, encompassing both its internal workforce and those within the broader value chain. The Companies commitment is reflected in multiple policies addressing crucial human rights aspects. The Human Resources Policy comprehensively addresses topics such as human resources, equal opportunities, bullying and harassment, as well as employee wellbeing and safety.
Additionally, human rights considerations are embedded in the Code of Conduct, Supplier Code of Conduct, Anti-Money Laundering and Sanction Policy, and Whistleblower procedure, further underscoring the Companies dedication to ensuring ethical practices and safeguarding human rights throughout the Companies business activities.

In 2024, the focus was on improving the Human Rights due diligence process to meet the Minimum Due Diligence Standards in EU Taxonomy and to prepare the Company for the EU's Corporate Sustainability Due Diligence Directive. By strengthening its approach, the Company aims to ensure that human rights are respected and upheld across its operations and value chain. To guide these efforts, the Company has aligned its approach with the OECD Guidelines for Multinational Enterprises (MNEs), specifically utilizing the six-step due diligence framework. This structured approach has enabled the Company to systematically identify, prevent, and mitigate human rights risks in its workforce and the value chain

By following these steps, the Company has strengthened its human rights due diligence, ensuring alignment with global standards across its workforce and value chain. Moving forward, the Company will continue to enhance these efforts, prioritizing continuous improvement to meet evolving requirements and strengthen responsible business practices.

EU Taxonomy

Corruption

Eimskip has implemented Anti Money Laundering and Sanction Policy which was revied in 2024 and Anti-bribery and corruption Policy is integrated in Code of Conduct. Relevant internal processes and awareness are in place to comply with the policy. The Whistleblower channel is in place to support the Whistleblower policy. These policies are part of employee regular training. Neither the Company nor any senior managers of any subsidiary have been convicted of corruption or bribery.

Taxation

Tax is treated as an important topic of oversight, with the company implementing robust tax risk management processes to ensure compliance and minimize risks. Eimskip has established a Board-approved Tax Policy. The Finance Division, in collaboration with external tax advisors, is responsible for managing the group's tax affairs and ensuring adherence to applicable tax regulations across all jurisdictions in which Eimskip operates. The company is also aligned with the OECD MNE Guidelines on tax to further enhance transparency and responsible tax practices. Regular reporting to senior management supports ongoing oversight and alignment with the company's tax strategy.

Fair competition

Regular training sessions are conducted to cover the key aspects of competition law. The management team has not been convicted of breach of competition laws.

Proportion of Revenue from services associated with taxonomy-aligned economic activities 2024

Financial year 2024		2024		Substantial Contribution Criteria						DNSH criteria (Do No Significantly Harm)(h)									
Economic Activities	**Codes**	**Absolute Revenue (EUR '000)**	**Proportion of Revenue**	**Climate Change Mitigation**	**Climate Change Adaptation**	**Water and marine resources**	**Pollution**	**Circular Economy**	**Biodiversity and ecosystems**	**Climate Change Mitigation**	**Climate Change Adaptation**	**Water and marine resources**	**Pollution**	**Circular Economy**	**Biodiversity and ecosystems**	**Minimum Safeguards**	**Taxonomy aligned proportion of total turnover 2023**	**Enabling activity**	**Transitional activity**
Text		*Currency*	%	Y; N; N/EL; (b)(c)	Y; N; N/EL; (b)(c)	Y; N; N/EL; (b)(c)	Y; N; N/EL; (b)(c)	Y; N; N/EL; (b)(c)	Y; N; N/EL; (b)(c)	Y/N	Y/N	YN/	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Infrastructure and enabling low-carbon water transport	CCM 6.16	7,054,026	1%	Y	N/EL	N/EI	N/EL	N/EL	0%	Y	Y	Y	Y	Y	Y	Y	0%	E	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**7,054,026**	**1%**	**100%**	**0%**	**0%**	**0%**	**0%**	**0%**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**0%**		
Of which enabling		7,054,026	1%	100%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%	E	
Of which transitional		0	0%	0%	0%	0%	0%	0%	0%	-	-	-	-	-	-	-	0%		
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Freigth Transport service by road	CCM 6.6	88,893,350	10%	**EL**	**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	317,715,700	38%	**EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**								0%		
Sea and coastal passenger water transport	CCM 6.11	6,778,876	1%	**EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**								0%		
Infrastructure and enabling low-carbon water transport	CCM 6.16	9,210,488	1%	**EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**								0%		
A.2 Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**422,598,414**	**50%**	50%	0%	0%	0%	0%	0%								0%		
A. Turnover of Taxonomy eligible activities (A.1+A.2)		**429,652,440**	**51%**	51%	0%	0%	0%	0%	0%								0%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Revenue of Taxonomy-non-eligible activities		**417,458,167**	**49%**																
Total (A+B)		**847,110,607**	**100%**																

Proportion of Opex from services associated with taxonomy-aligned economic activities 2024

Financial year 2024	2024			Substantial Contribution Criteria						DNSH criteria (Do No Significantly Harm)(h)									
Economic Activities	Codes	Absolute Opex (EUR '000)	Proportion of Opex	Climate Change Mitigation	Climate Change Adaptation	Water and marine resources	Pollution	Circular Economy	Biodiversity and ecosystems	Climate Change Mitigation	Climate Change Adaptation	Water and marine resources	Pollution	Circular Economy	Biodiversity and ecosystems	Minimum Safeguards	Taxonomy aligned proportion of total turnover 2023	Enabling activity	Transitional activity
Text		*Currency*	%	Y; N; N/EL; (b)(c)	Y; N; N/EL; (b)(c)	Y; N; N/EL; (b)(c)	Y; N; N/EL; (b)(c)	Y; N; N/EL; (b)(c)	Y; N; N/EL; (b)(c)	Y/N	Y/N	YN/	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Infrastructure and enabling low-carbon water transport	CCM 6.16	1,554,166	2%	Y	N/EL	N/El	N/EL	N/EL	0%	Y	Y	Y	Y	Y	Y	Y	0%	E	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**1,554,166**	**2%**	**100%**	**0%**	**0%**	**0%**	**0%**	**0%**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**0%**		
Of which enabling		1,554,166	2%	100%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%	E	
Of which transitional		0	0%	0%	0%	0%	0%	0%	0%	-	-	-	-	-	-	-	0%		
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Freigth Transport service by road	CCM 6.6	11,804,072	14%	**EL**	**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	47,910,335	59%	**EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**								0%		
Sea and coastal passenger water transport	CCM 6.11	741,726	1%	**EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**								0%		
Infrastructure and enabling low-carbon water transport	CCM 6.16	2,029,285	2%	**EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**								0%		
A.2 Opex of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**62,485,418**	**76%**	76%	0%	0%	0%	0%	0%								0%		
A.Opex of Taxonomy eligible activities (A.1+A.2)		**64,039,584**	**78%**	78%	0%	0%	0%	0%	0%								0%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Opex of Taxonomy-non-eligible activities		**17,405,572**	**22%**																
Total (A+B)		**81,445,156**	**100%**																

Proportion of Capex from services associated with taxonomy-aligned economic activities 2024

Financial year 2024	2024			Substantial Contribution Criteria						DNSH criteria (Do No Significantly Harm)(h)									
Economic Activities	**Codes**	**Absolute Capex (EUR '000)**	**Proportion of Capex**	**Climate Change Mitigation**	**Climate Change Adaptation**	**Water and marine resources**	**Pollution**	**Circular Economy**	**Biodiversity and ecosystems**	**Climate Change Mitigation**	**Climate Change Adaptation**	**Water and marine resources**	**Pollution**	**Circular Economy**	**Biodiversity and ecosystems**	**Minimum Safeguards**	**Taxonomy aligned proportion of total turnover 2023**	**Enabling activity**	**Transitional activity**
Text		*Currency*	%	Y; N; N/EL; (b)(c)	Y; N; N/EL; (b)(c)	Y; N; N/EL; (b)(c)	Y; N; N/EL; (b)(c)	Y; N; N/EL; (b)(c)	Y; N; N/EL; (b)(c)	Y/N	Y/N	YN/	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Infrastructure and enabling low-carbon water transport	CCM 6.16	4,531,721	5%	Y	N/EL	N/El	N/EL	N/EL	0%	Y	Y	Y	Y	Y	Y	Y	0%	E	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**4,531,721**	**5%**	**100%**	**0%**	**0%**	**0%**	**0%**	**0%**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**0%**		
Of which enabling		4,531,721	5%	100%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%	E	
Of which transitional		0	0%	0%	0%	0%	0%	0%	0%	-	-	-	-	-	-	-	0%		
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Freigth Transport service by road	CCM 6.6	13,388,138	15%	**EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**										
Sea and coastal freight water transport, vessels for port	CCM 6.10	28,494,812	33%	**EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**								0%		
Sea and coastal passenger water transport	CCM 6.11	492,012	1%	**EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**								0%		
Infrastructure and enabling low-carbon water transport	CCM 6.16	6,251,000	7%	**EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**								0%		
A.2 Opex of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**48,625,962**	**56%**	56%	0%	0%	0%	0%	0%								0%		
A.Opex of Taxonomy eligible activities (A.1+A.2)		**53,157,683**	**61%**	61%	0%	0%	0%	0%	0%								0%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Capex of Taxonomy-non-eligible activities		**33,593,258**	**39%**																
Total (A+B)		**86,750,941**	**100%**																

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 combined heat/cool and power generation facilities using fossil gaseous fuels.	No