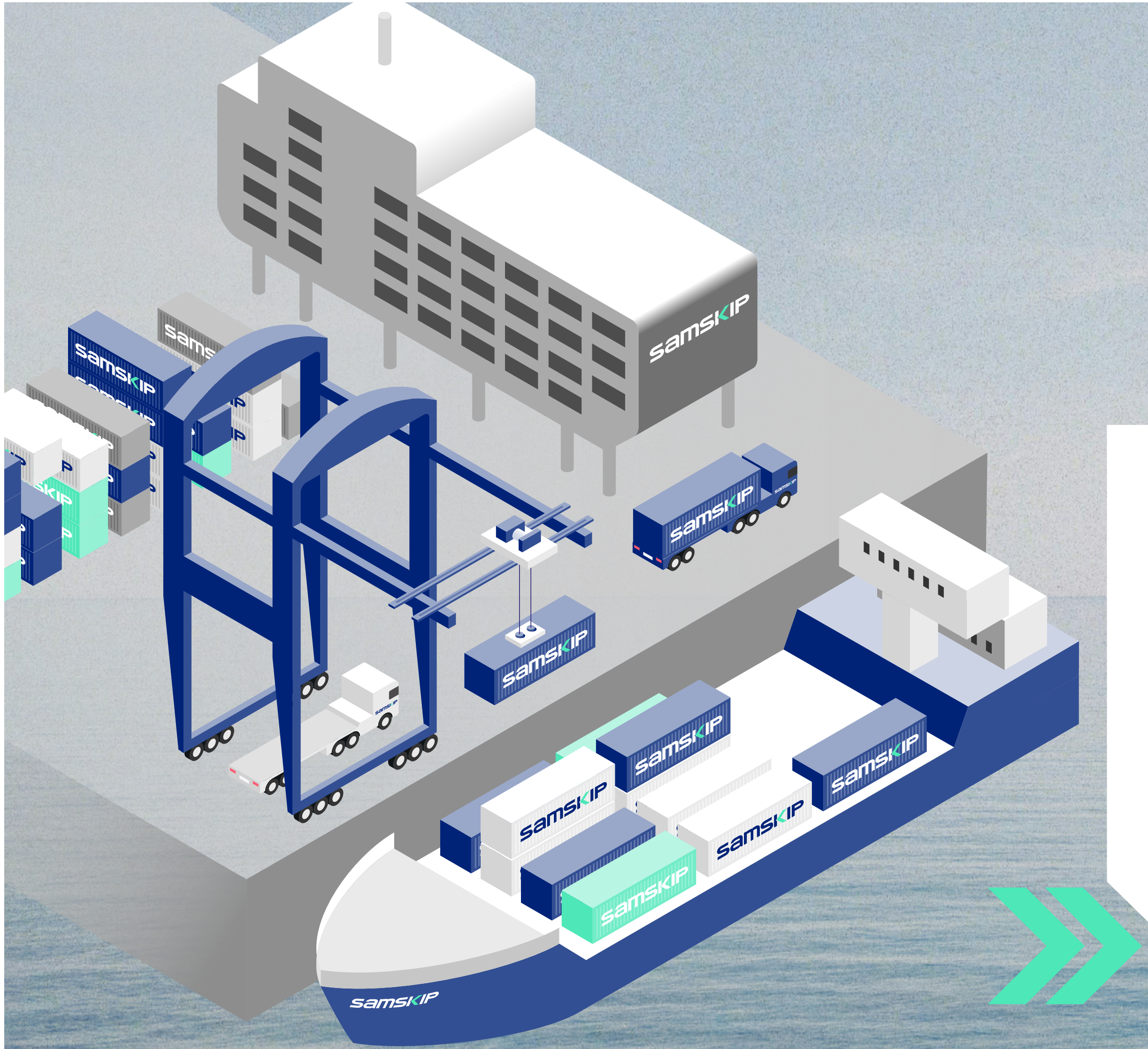

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Executive Summary

2025 was a year of real pressure and genuine progress. The global logistics sector faced significant headwinds, and Samskip was no exception. But while markets were challenging, our sustainability commitments continued to advance, and the long-term investments we have been building towards are beginning to take shape.

Progress in 2025
This year brought a number of milestones we are proud of:

- Total GHG emissions **fell 12%** compared to 2024, with Scope 1 down 8% to 247,442 tCO2e, Scope 2 (location-based) down 6% to 1,149 tCO2e, and Scope 3 down 16% to 215,374 tCO2e.
- Biofuel use **grew by 24%**, reversing the reduction we made in 2024 to fund our hydrogen investments, and now represents 3.1% of total fuel consumption.
- Our first hydrogen-powered SeaShuttle vessel reached keel-laying in November 2025, on track to become the world's first **hydrogen-powered** short-sea container ship when it enters service in 2027.
- We **launched FlexFuel**, a new program enabling customers to achieve verified Scope 3 reductions through biofuel insetting.
- We launched YourVoice, a fully anonymous grievance channel open to all employees, value chain workers, and external stakeholders.
- We verified full **FuelEU Maritime compliance** across our entire fleet, generating overcompliance against the regulation's requirements.

Two Findings that Require Honest Reflection
This year's data showed that CO2e emissions and air pollutants do not always move in the same direction. While our greenhouse gas emissions decreased, combined Nitrogen Oxide (NOx) and Sulphur Oxide (SOx) grew by 4.6%. Reducing both requires separate, complementary strategies, and we will be developing dedicated air pollution targets in 2026.

Our EcoVadis results tell a similar story of nuance. Samskip Multimodal moved from Platinum to Gold (82/100, 98th percentile) and Samskip hf from Gold to Silver (77/100, 93rd percentile), despite Samskip hf's absolute score increasing year-on-year. The medal step-down reflects a rising industry benchmark rather than a decline in our own performance. We are working towards a single consolidated Group-level assessment targeting Gold by 2026.

Looking Ahead
Our sustainability journey is far from over. We remain focused on:

- Continuing to reduce our Scope 1 emissions by optimizing our multimodal network and using alternative fuels
- Delivering the first hydrogen-powered SeaShuttle vessel in 2027
- Reaching a 50% total emission reduction by 2030, and Net Zero by 2040
- Expanding workforce metrics and targets to be fully aligned with European Sustainability Reporting Standards (ESRS) ahead of our mandatory reporting deadline in 2027
- Achieving a consolidated Group-level EcoVadis Gold rating by 2026

At Samskip, we believe in progress, not perfection. This report reflects both our achievements and the areas where more work lies ahead. We hope it informs, builds trust, and encourages collaboration towards a more sustainable logistics industry.

About the Report

This report covers our sustainability performance across all five material topics identified in our Double Materiality Assessment (DMA): climate change, air pollution, our own workforce, workers in our value chain, and responsible business conduct. It reflects where we made progress in 2025, where we faced difficult trade-offs, and where more work lies ahead.

We explore how we are reshaping our business to stay ahead of the curve: strengthening the foundations that keep our operations reliable today, while investing in the systems, technologies, and partnerships that will define tomorrow's logistics. 2025 has been a difficult year across the global logistics sector, and for Samskip as well. These challenges have led us to take a measured look at our sustainability ambitions and ensure they remain realistic and grounded.

Over the past year, our teams and partners have engaged deeply with emerging risks, regulatory shifts, and stakeholder expectations. Building on our DMA, we turned our focus to the areas where we can drive meaningful impact. This has allowed us to make more deliberate choices: prioritizing long-term value creation, accelerating decarbonization initiatives, and increasingly embedding sustainability into decision-making at every level.

This report highlights where we are progressing, where we are recalibrating, and where we see potential for growth. Above all, it reflects our belief that the future of logistics will be shaped by companies that are transparent, adaptable, and willing to lead.

As we look ahead, our commitment is clear: **to continue evolving not only because the world demands it, but because we believe a more sustainable logistics system is essential for economic resilience, environmental stability, and value we offer to our customers.**

Reader Guide

(BP-1, BP-2)

This sustainability statement has been prepared on a consolidated basis for Samskip Holding B.V. (Samskip Group), covering the same consolidation scope as the financial statements. The statement has been prepared in accordance with the Draft Simplified ESRS (November 2025, European Financial Reporting Advisory Group (EFRAG)) on a voluntary basis for 2025 (1 January – 31 December 2025). Value chain information on upstream suppliers and downstream customers is included where necessary to understand material impacts, risks and opportunities. No ESRS 1 reliefs or phase-in provisions are applied.

The topics covered in this Sustainability report are based on the outcomes of Samskip's latest DMA, and addresses the sustainability topics that are material from either impact and/or financial perspective. Disclosures have been prepared in line with the applicable ESRS requirements, taking into account the nature, scale, and complexity of our activities.

Where to Find Information

Relevant ESRS references are indicated throughout the report, and cross-references are provided where information is disclosed elsewhere in the annual report.

A complete ESRS index is included at the end of this report, detailing all mandatory disclosures and their locations.

2025 in Numbers

Our Company

€ 807 Million Annual Net Turnover
+5 million vs 2024

39 Offices
+1 vs 2024

22 Countries
+1 vs 2024

22+ Vessels (owned and chartered)
~22 vs 2024

Value Indication

Blue = On track
Red = Room for improvement
Grey = Neutral or no changes

Our People

1,614 Employees
-113 vs 2024

87% Full Time Employees
+3% vs 2024

0 Serious Incidents

4.1 Training Hours per Employee
+2.61 vs 2024

32% Women in the Workforce
-2% vs 2023

28.6% Women in Management Board
-4.4% vs 2024

Our Planet

247,442 Scope 1 (tons of CO_2e)
-8% vs 2024

1,149 Scope 2 (tons of CO_2e)
–6% vs 2024

215,374 Scope 3 (tons of CO_2e)
-16% vs 2024

1,013,000 Total Energy Use 2025 (MWh)
+0.3 vs 2024

4.3% Share of Renewable Energy
+0.2 pp vs 2024

3.1% Share of Biofuels
+0.8 pp vs 2024

Message from the CEO

Ólafur Orri Ólafsson - CEO, Samskip

Dear reader,
It is with great pleasure that I present our 2025 Sustainability Report. Having taken on the role of Chief Executive Officer in October 2025, this is my first sustainability report in this position, and I am proud to share what this organization has achieved.

Over the past months, I have experienced even more clearly what Samskip truly stands for. I see it in the people who make this company work every day, in the dedication across our teams, and in the mindset that continues driving us forward, even during challenging periods. Sustainability is not treated here as an obligation, but as part of how we innovate, support our customers, and build long-term value. That is something I strongly believe in and will continue to fight for.

This report also marks an important step in our reporting journey. It is our fifth annual sustainability report, and the first aligned with the new European Sustainability Reporting Standards, ahead of the mandatory Corporate Sustainability Reporting Directive (CSRD) requirements that will apply to Samskip from 2027.

Before looking ahead, I also want to recognize my predecessor, Kari-Pekka Laaksonen, who played an important role in shaping Samskip's sustainability strategy and championing a future where logistics and environmental responsibility go hand in hand. Many of the ambitions we continue building on today, from our Science-Based Targets and SeaShuttle program to our progress in social sustainability and governance, were strengthened under his leadership. I am proud to continue building on that foundation as we move into the next chapter of Samskip's journey.

2025 was not without its challenges. The pressures we faced as a company were real. But throughout these moments, I have also seen resilience, adaptability, and commitment across the organization. We have taken decisive steps to strengthen Samskip for the future, and the results are already beginning to show. I enter 2026 with real optimism and confidence in what we are building together.

Our sustainability progress this year is encouraging. Total emissions decreased by 8% compared to 2024, helping return us to the trajectory required to meet our Science-Based Targets. Our People Department also made important progress, including the rollout of YourVoice, our anonymous grievance mechanism that provides both internal and external stakeholders with a safe and accessible channel to raise concerns.

At the same time, we continue investing in pioneering solutions that will help shape the future of sustainable logistics. The continued progress of the Samskip SeaShuttles, the world's first zero-emission hydrogen-powered short-sea container vessels, represents an important milestone for both Samskip and our industry. Once operational, these vessels will help our customers reduce emissions across their supply chains in a practical and scalable way.

Our ambitions toward 2030 remain high, and reaching them will require continued collaboration, innovation, and commitment across the entire value chain. But I firmly believe the direction is right, the strategy is sound, and the commitment within our organization is real.

None of this progress happens without people.

To all our colleagues, customers, partners, and stakeholders, thank you for your continued trust, dedication, and belief in what Samskip stands for. We still have much work ahead of us, but we move forward with a clear direction, strong purpose, and confidence in what we can achieve together.

About Samskip

Our Industry

Logistics keeps the world moving – but it comes at a cost. Every day, the movement of goods across road, air, sea, and rail keeps economies running and our shelves stocked. But all that movement takes a lot of energy, which releases greenhouse gas (GHG) emissions. Global merchant freight transport alone accounts for 3.2 gigatons of direct CO_2e emissions annually – roughly 10% of global emissions[1].

The demand for global logistics is expected to grow by 2050[2], and so the industry stands at a pivotal moment: having to balance its essential economic role with the urgent need to decarbonize. Not all transport is equal, of course. Road transport is still the largest source of CO_2e emissions, while rail offers one of the lowestemission options, pointing us where to change first[3].

But there is no perfect solution. Reducing emissions requires electrifying road vehicles, scaling low and zerocarbon fuels, and improving operational efficiency across networks, warehouses, and ports[4]. Targeted public investment and strong policy frameworks are key in enabling new technologies[5].

One thing is clear: this isn't something one company can solve. To decarbonize requires collaboration across national borders and sectors in harmonizing emission standards, developing shared infrastructure, and accelerating innovation in cleaner technologies. Policy, innovation, and industry action must all be aligned – and pulling in the same direction.

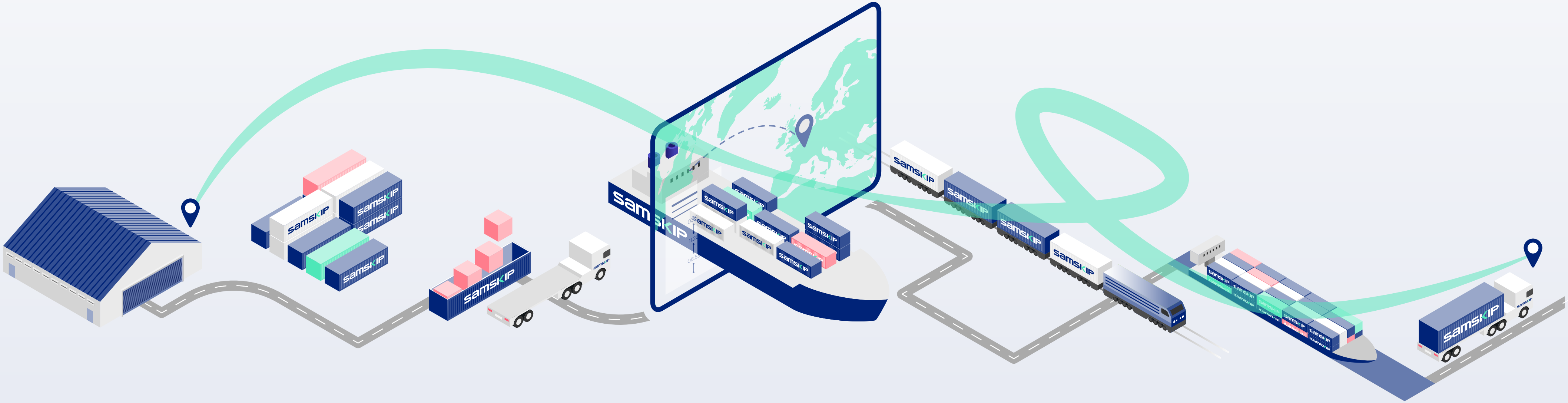
The Multimodal Network: More Sustainable, Resilient Logistics

(SBM-1)

Every shipment takes a different path. Ours are designed to be efficient.

The logic is simple: Road transport is still dominating the EU transport market, but it doesn't have to be this way. Our multimodal approach optimises our network and shifts the longer hauls onto more efficient and sustainable alternatives such as shortsea shipping, rail or inland barge. The result is up to 80% lower carbon emissions per order, without compromising on reliability or cost.

Focusing on building an efficient network is the first step to decarbonization. The case for investing and using alternative fuels doesn't hold if you're using them inefficiently. As we like to say, the most sustainable energy is the one you don't use. This is why a strong, efficient multimodal system is essential.

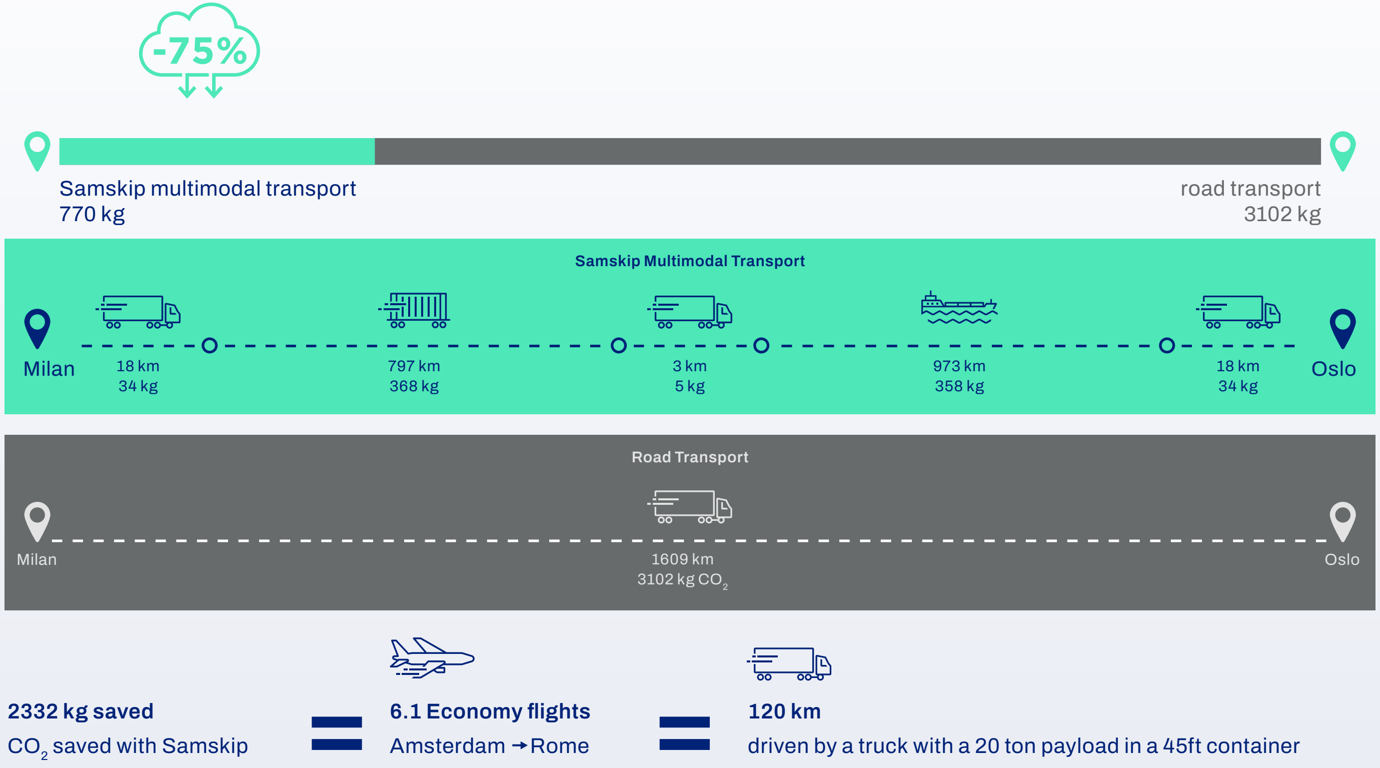


Take our multimodal route from Milan to Oslo, where we achieve a reduction of 2,332 kg of CO_2e emissions per container. A clear win for both efficiency and the environment.

We are continuously expanding our network into new markets. This year, we launched a new seasonal shortsea shipping service connecting Rotterdam, Tilbury, Casablanca, and Agadir, bringing reliable, multimodal links between North Europe and Morocco's key export regions. Operated by our vessels Samskip Toubkal and Samskip Amina, this route heavily reduces road transport for perishable goods such as tomatoes and citrus, which previously were trucked to end consumers in the UK and West Europe. This strengthens our North–South trade and opens new and more sustainable logistics options for customers trading between Europe and North Africa. Reducing emissions by up to 80% compared to traditional road only route.

CO_2 Savings Multimodal vs. Road

Route example: Milan, Italy → Oslo, Norway



Our Corporate Strategy

(SBM-1)

**Our strategy is clear:
making sustainable logistics the obvious choice.**

Our Corporate Strategy is built on a simple but powerful belief: Sustainability should not be an add-on but seamlessly integrated into every decision we make. Structured around five strategic pillars, with sustainability at the center, it connects our values, vision, and mission into one clear direction: Making Green Logistics Easy.

Our strategy has five pillars. We are expanding our multimodal network across Europe, integrating sea, rail, and road to move freight away from higher-emission road transport. We are investing in customer-centric digital tools, from customer portals to automated orders that make logistics simpler and more transparent. And we are putting sustainability at the heart of it all.

The Corporate Strategy also laid the groundwork for our dedicated **Sustainability Strategy**, which continues to guide where we focus our resources and how we measure progress, building a Samskip that is more resilient, more responsible, and ready for what comes next.

Our Company Values

Pioneering

Our DNA
We believe that opportunities are created by innovating, by challenging the status quo, thinking critically and creatively.

Reliable

Our Morals
We are reliable professionals that deliver on our promises to our people, partners and customers.

Committed

Our Attitude
We are committed to our people, partners, and planet. We take responsibility for our actions and its impact on the world.

Winning Together

Our Mentality
We collaborate and help each other to succeed; together we create an inspiring place to work; together we win.

Vision

Making green logistics easy

Mission

To deliver reliable logistics solutions
to support customers in their ambition

Network
Continuously develop our Profit-driven Network

Customer
Be Customer Centric in our decision making

Sustainability
Put Sustainability at the centre of our company

Our People
Empower Our People to reach their full potential

Our People
Achieve and sustain Operational Excellence

Digitalization & Technology
will be the driving force of success

Our Value Chain

(SBM-1)

Our impact and responsibility extend across everything and everyone connected to our operations.

As a logistics company, we sit at the heart of international trade, moving goods across warehouses, factories, and different transport modes. Our customers represent different industries and regions. Most of our environmental impact comes from fuel consumption and emissions, both across our fleet and those of our subcontracted partners.

Our value chain includes the entire lifecycle of our operations: from acquiring assets and securing fuel for our fleet, all the way to end-of-life treatment of our containers, trucks or vessels, making sure they are disposed of or recycled responsibly. We also rely on subcontracted partners, such as trucking service providers and vessel crewing companies. While these workers are not directly employed by Samskip, they are an important part of our value chain. We recognize our responsibility in making sure the conditions they work in are fair and safe.

We strive to help our suppliers do business responsibly and sustainably, and we work closely with them to make that a reality.

Industry memberships

No single company can drive the sustainability transition alone. At Samskip, we actively participate in industry associations and working groups where we can share knowledge and help shape the standards that move our sector forward. We see these memberships not as a formality, but as a practical way to accelerate progress for Samskip and for the industry as a whole.

Association	Description
Royal Association of Dutch Shipowners (KVNR)	The KVNR promotes and protects the common interests of Dutch shipping companies on a national, European, and global level. As a member, Samskip actively participates in committees and working groups regarding key regulatory and policy decisions on maritime matters.
UK Chamber of Shipping	The UK Chamber of Shipping is the trade association with the mission to create a greener shipping industry. Samskip is specifically involved in the decarbonization work, supporting the urgent need for the shipping industry to commit to Net-Zero by 2050.
International Union for Road-Rail Combined Transport (UIRR)	The International Union for Road-Rail Combined Transport promotes intermodal freight and works with EU institutions to advance sustainable long-distance transport.
Zero Emissions Ship Technology Association (ZESTAs)	ZESTAs promotes the adoption of zero emissions ship technologies and supporting legislation. As a member, Samskip supports ZESTAs' mission to reduce maritime emissions in line with global Net-Zero targets.

Corporate Governance

(GOV-1)

Sustainability is integrated in our organizational structure.

Samskip operates a two-tier governance structure.

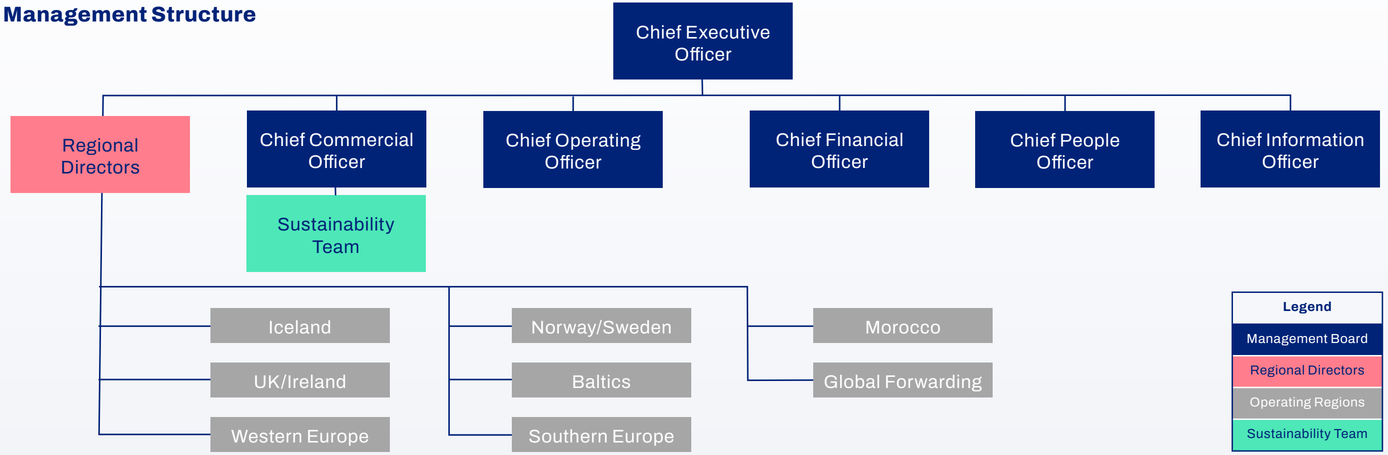
The Supervisory Board, elected by shareholders, oversees the Management Board and long-term performance to the company strategy. The Supervisory Board is kept regularly informed on sustainability developments and emerging issues.

The Management Board holds the highest decision-making authority across the company, including on sustainability matters. Made up of C-level executives, it is responsible for setting and updating corporate strategy, policies, sustainability goals, and ensures that sustainability considerations are factored into long-term planning, investment decisions, and risk management.

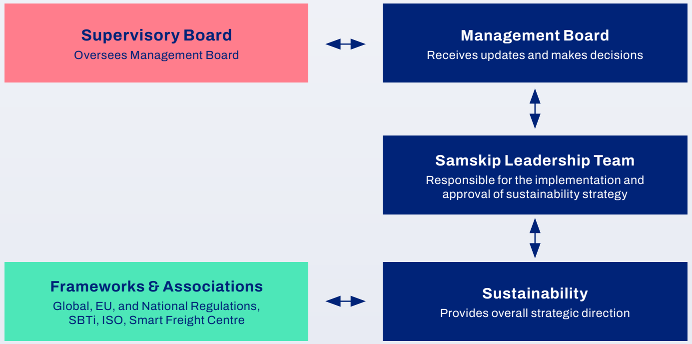
The Sustainability Team supports both boards, as well as the rest of the company, providing research and strategic insights to strengthen Samskip's environmental and social performance while identifying opportunities and managing risks. Day-to-day sustainability responsibility sits with our Sustainability Manager, who leads strategic projects and the implementation of the sustainability strategy. Our Sustainability Manager reports to the Chief Commercial Officer, who reports to the group Chief Executive Officer. This creates a direct link between sustainability management and executive decision-making.

Samskip's operations span Western and Southern Europe, the UK and Ireland*, Iceland, Norway and Sweden, the Baltic states, Morocco, and beyond through our Global Forwarding services.

Management Structure



Organizational Structure



*Note. Prior to publication of this report in 2026, Samskip announced the sale of its UK and Ireland business. Both regions are still included in this report as it's covering 2025.

Sustainability at Samskip

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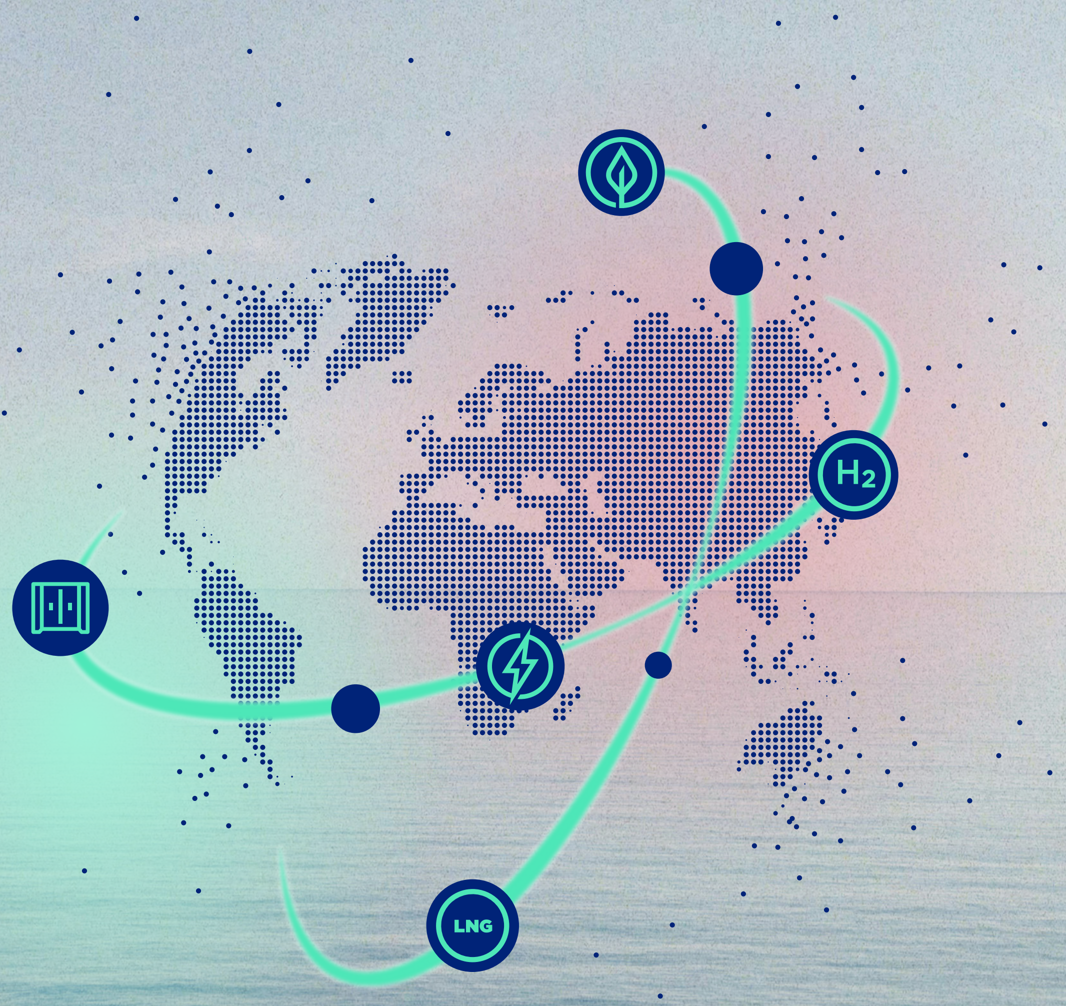


Double Materiality Assessment

(SBM-2, SBM-3, IRO-1)

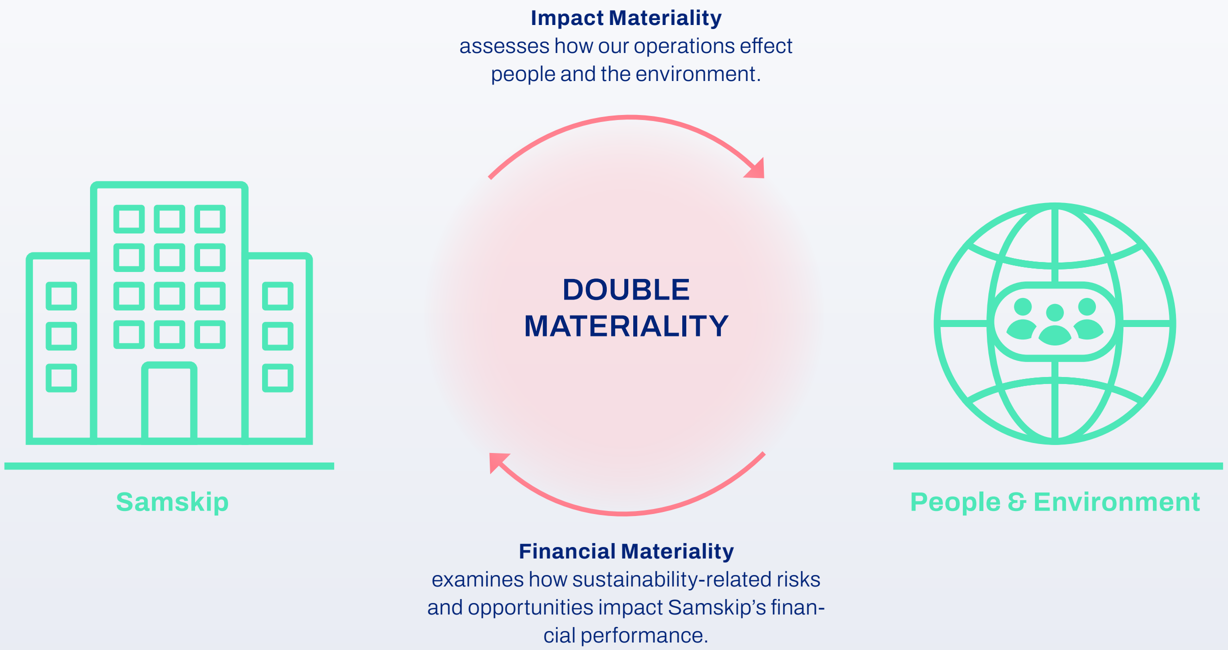
Understanding the Role of the Double Materiality Assessment (DMA)

There is no shortage of sustainability issues to act on. We focus on what matters most.

Businesses face pressure to act on countless sustainability issues. The real challenge is knowing where to start. A DMA provides a clear framework to guide where our efforts should go. It helps us cut through the noise by assessing two things: how our business impacts the world, and how sustainability-related topics impact our business.

Looking at these two dimensions together gives us a clear picture of what really matters. It helps us make smarter strategic decisions, understand where the risks are, and spot opportunities for long-term growth, while ensuring we meet our regulatory obligations.

We conducted our first DMA in 2023. Since then, we've updated it in 2024 and 2025 with deeper analysis, more robust scoring, and more rigorous stakeholder engagement, a key part of the process. The DMA follows EFRAG guidelines and meets Corporate Sustainability Reporting Directive (CSRD) requirements.



Methodology

The assessment followed a clear three-stage process in line with EFRAG guidelines, taking us from initial topic identification all the way through to stakeholder validation. This scoring framework ensures that the topics we report on, and the targets we set, are grounded in evidence rather than assumption.

Annual Review Process

We review and update our DMA on an ongoing basis to reflect changes in our business, our stakeholder landscape, and the regulatory environment. In 2024/2025, we refined our scoring methodology and broadened our stakeholder engagement, compared to the original 2023 assessment.

STEP 1.

We analyzed our value chain (upstream, downstream, and direct operations) to identify key stakeholders, including customers, employees, suppliers, investors, and regulators. Engagement through surveys, interviews, and workshops helped narrow an initial list of 89 ESG topics down to nine key themes.

STEP 2.

We assessed each topic on impact and financial materiality. Impact materiality took into account the scale, scope, irremediability, and likelihood. While financial materiality considered likelihood, severity, time horizon, and quantified impact on revenues.Each topic was scored on a 0–5 scale, with 0 being no impact and 5 the highest.

Type of Impact	Score
None	0
Minimal	1
Low	2
Medium	3
High	4
Absolute	5

STEP 3.

Results were validated with Samskip's CSRD steering committee, senior management, and Supervisory Board to ensure alignment with strategic priorities.

Results

The DMA identified five material topics across three pillars: Environment, Social, and Governance.

Environment Responsible Teams
Operations & Sustainability

(ESRS E1, E2)

Climate Change is one of our highest-scoring material topics. GHG emissions from our logistics operations across sea, road, rail, and in-land waterways carry significant regulatory risks, making reducing our own emissions a business priority. Regulations like the EU Emissions Trading System (EU ETS) are already creating financial pressure for Samskip.

At the same time, as our clients face growing pressure to decarbonize their supply chains (much for the same regulatory and financial reasons), our transition to hydrogen and electric transport solutions means we're well positioned to meet this demand. This is where decarbonization shifts to a commercial opportunity.

For Samskip, GHG emissions is the area where the business risk is greatest. At the same time, it holds the greatest potential to create value for Samskip and its clients.

Air Pollution from fuel combustion across our ships, trucks, and cranes was identified as a material impact. While closely linked to climate, it is a distinct issue affecting local air quality and communities near our operations. Addressing it requires focused action, looking at cleaner technologies and improved energy efficiency across our fleet.

Read more in 'Our Planet'.

Social Responsible Teams
People & Procurement

(ESRS S1, S2)

Own Workforce covers a broad set of topics, including health and safety, fair wages, working hours, work-life balance, equal pay, and training and development.

Health and safety stands out as our highest-impact social topic, reflecting the physical severity and irreversibility of accidents in transport operations. Beyond safety, how we treat our people, remunerate and support them, and invest in their growth, affects our ability to retain talent and remain an attractive employer.

Workers in the Value Chain extends our responsibility beyond our own employees. The subcontractors and crewing companies we work with face many of the same risks as we do particularly around health and safety and promoting fair working conditions, and we take that seriously even when our influence is indirect.

Read more in 'Our People'.

Governance Responsible Teams
People, Legal & Sustainability

(ESRS G1)

Responsible Business covers our corporate culture and our approach to anti-corruption. A culture where people feel safe to speak up and act with integrity is not just good ethics; it protects the business from reputational and legal risk. Corruption or bribery incidents, even if unlikely, carry consequences that are difficult to recover from.

Read more in 'Our Responsible Business'

Impacts, Risks and Opportunities (IROs)

At the heart of the DMA is a simple question: where do we have the biggest impact, and what does that mean for our business? To answer it, we identify "Impacts, Risks, and Opportunities", known as IROs.

For each of our five material topics, we map the real-world impact of Samskip on people and the environment, where sustainability issues create financial risks for the business, and where they open up commercial opportunities. These IROs were developed through our stakeholder engagement process and validated by our project steering committee and Group CEO.

Environment

Climate Change

Type	Title
Negative Impact	GHG emissions from logistics operations
Financial Risk	Customer demand for decarbonization
Financial Opportunity	Decarbonization investments
Financial Risk	Rising cost of fossil fuels

Air Pollution

Type	Title
Negative Impact	Air pollutants from vessel and road transportation

Social

Own Workforce

Type	Title
Negative Impact	Health and safety risks in transport operations
Positive Impact	Health and safety management and prevention
Negative Impact	Long working days and overwork
Financial Risk	Impact of overwork on retention
Financial Opportunity	Work-life balance creates wellbeing
Positive Impact	Equal pay enhances employee dignity and inclusion
Negative Impact	Skill gaps and training shortfalls
Negative Impact	Health & safety regulations in value chain
Financial Risk	Risk of accidents caused by tiredness
Negative Impact	Violence and harassment in the value chain

Governance

Responsible Business

Type	Title
Financial Risk	Corruption and bribery incidents
Positive Impact	Open culture as a driver for accountability
Positive Impact	Open culture as a driver for sustainability

Our Sustainability Strategy

(SBM-1, SBM-3)

Putting Sustainability at the Center

Rooted in our Corporate Strategy, our Sustainability Strategy translates our commitment into clear sustainability targets.

Our **Sustainability Strategy** is based on our latest DMA and consists of **three main objectives**:

1. **Decrease the carbon intensity of our activities**
Let's be clear: Our operations generate a significant amount of emissions. Every day, we move trucks and vessels around the world, many of which still rely on fossil fuels. The combustion of these fuels releases greenhouse gases, which accelerate climate change. Reducing emissions is a clear priority for us.

2. **Create and offer low-to-zero emission transport services to our customers.** As a logistics provider, Samskip is part of tens of thousands of supply chains all around the world, working with many different customers. Our goal is to enable our customers to make better, more sustainable choices – by offering them that option: green logistics that are commercially viable and operationally reliable. But we alone cannot solve the decarbonization challenge. Real impact requires coordinated action across the entire value chain, from our customers to fuel suppliers, infrastructure providers, and governments. The transition can only happen if everyone is part of it.

3. **Build a company culture that promotes and celebrates sustainability.** Ultimately, sustainability comes down to people – whether we choose to change or stick to old habits. At Samskip, we are building a culture where employees are motivated to integrate sustainable thinking into their everyday roles. This is where the change happens.

For each of the three objectives, we have defined clear targets. For now, the targets are still primarily focused on our environmental impact, reflecting Samskip's energy-intensive activities. In the next strategy update in 2026, we aim to include more social and governance targets, in line with our latest DMA.

"In our region, sustainability alone is not yet a primary purchasing driver, customers in Central Europe continue to prioritize transit time and cost efficiency. At the same time, awareness is clearly growing, which means our role is to gradually build more sustainable choices into our competitive, fast solutions rather than positioning sustainability as a trade-off."

Krzysztof Cyga
Sales Manager, Central Eastern Europe

Our Sustainability Targets

1. Decrease the carbon intensity of our activities	
Decrease CO_2-footprint by 50% in 2030 Compared to 2022 SBTi validated	Reach net-zero emissions by 2040 Compared to 2022 SBTi validated

2. Create and offer low-to-zero emission freight transport services	
Introduce first hydrogen-powered container vessel by 2027	4 hydrogen-powered vessels by 2030

3. Build a company culture that promotes and celebrates sustainability
Get EcoVadis Gold Medal on Group-level by 2026

Samskip has set a clear framework of sustainability targets to guide our efforts in the right direction. Most notably, our climate targets, which are externally validated: in 2024, we worked with the Science-Based Targets initiative (SBTi) to define Near-Term (2030) and Net-Zero (2040) targets. These targets are our North Star, guiding our actions today and in the years to come.

We have also set targets to deliver our first hydrogen-powered container ship by 2027, and to have four hydrogen vessels in operation by the end of the decade. We need to change our fuel usage, and we need to do it fast. By investing in hydrogen, Samskip is at the forefront of innovation in the energy transition.

With environmental topics dominating our target list, EcoVadis ensures we keep a well-rounded focus. Next to Environmental topics, EcoVadis covers Labour & Human Rights, Ethics, and Sustainable Procurement. Our goal for 2026 is to consolidate the two separate EcoVadis assessments within the Samskip Group and reach a Gold Medal at group level.

Our Path to Net-Zero: A Three-Step Approach

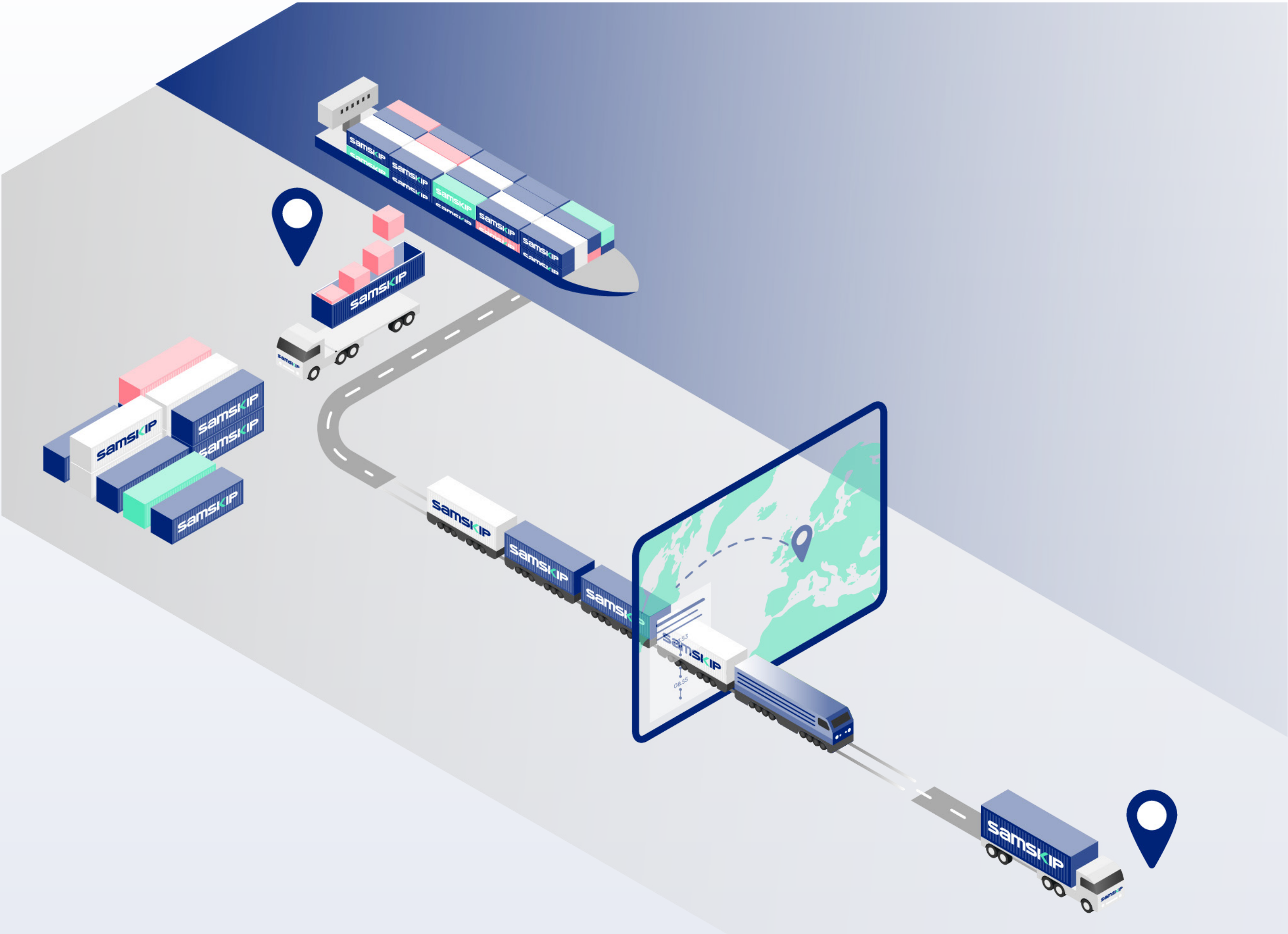
Targets set the direction. Now the real work begins. Our approach is guided by three areas.

1. **Our Multimodal Approach:** Did you know a truck uses over five times more energy per container than shortsea vessels, trains, or barges? Yet, trucking remains the standard in European freight transport. By enabling a “modal shift” towards shortsea, rail, and barge, we save energy and reduce CO2e emissions.

2. **Decarbonizing our Current Fleet:** We cannot afford to wait for the perfect technology to arrive. By using waste-based biofuels in our current vessels and trucks, we reduce CO_2e emissions per asset by up to 89%, without the need for significant investment in new assets or infrastructure. This is a powerful interim solution as we transition toward zero-emissions technologies.

3. **Newbuild projects and zero-emission vehicles:** Biofuels help us have an impact today, but they’re not the long-term answer. Samskip is actively pioneering the development of cutting-edge technologies aimed at achieving zero-emission transport. Our literal flagship project is the hydrogen-powered SeaShuttle, the world’s first shortsea vessel capable of running on 100% green hydrogen.

More information on this topic can be found at “Our Planet”.



Our Certifications

We make use of EcoVadis and ISO14001 frameworks to structure the way we manage sustainability.

When developing the way to structurally manage sustainability, we looked at leading international standards like ISO14001, the UN Global Compact, and best practices on EcoVadis.

EcoVadis is the most widely recognized sustainability ratings provider, assessing companies across four pillars: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement. Samskip is assessed annually, giving us a clear external benchmark to measure our progress against. Due to regional differences, we assess two of our major entities separately: Samskip Multimodal and Samskip hf (Iceland). However, it is our goal to begin conducting EcoVadis assessment for the entire Samskip Group in 2026.

In 2025, Samskip Multimodal BV received an EcoVadis Gold Medal (82/100, 98th percentile) and Samskip hf received a Silver Medal (77/100, 93rd percentile). This represents a step down from 2024, when Samskip Multimodal achieved Platinum and Samskip hf achieved Gold. Notably, Samskip hf's overall score increased compared to the prior year, yet the medal level dropped. This is because EcoVadis medals are based on relative rankings and stronger overall industry performance this year has raised the benchmark. We are using the EcoVadis corrective action plans to identify areas for improvement and are working towards a single consolidated EcoVadis assessment for the Samskip group with the aim of achieving Gold in 2026.

Our environmental management is also independently verified through our ISO 14001 certification for Samskip Multimodal in the Netherlands.

Recognition	Entity	Score/Status
GOLD | Top 5% ecovadis Sustainability Rating NOV 2025	Samskip Multimodal B.V.	**Score:** 82 out of 100 98th percentile / top 2% score
SILVER | Top 15% ecovadis Sustainability Rating DEC 2025	Samskip hf (Iceland)	**Score:** 77 out of 100 93rd percentile / top 7% score
ISO 14001	Samskip Multimodal B.V.	Renewed in 2025

Note. ISO 14001 only available for Samskip locations in Rotterdam and Zwolle, the Netherlands

General Policies

(ESRS-G1; GRI-2, 205, 406; SDGs-5, 8, 10, 16)

Our policies turn our commitments into clear rules for how we work.

Our set of policies reflect our core values and hold us accountable to the highest levels of integrity, responsibility, and sustainability. Through them, we aim to build trust with our stakeholders and demonstrate commitment to ethical and responsible operations.

In this chapter, we briefly mention our policy landscape. For more in-depth information, click on the policy titles to bring you to the relevant chapters.

Environmental Polices

Environmental Policy

Sets out how we manage and reduce our environmental impact from the emissions our fleet produces to the energy our offices consume. It is guided by internationally recognized standards and initiatives, including ISO 14001 and the Global Reporting Initiative (GRI) Standards, and clearly links to both the SBTi framework and the Sustainable Development Goals (SDGs). The policy is reviewed annually to ensure our commitments remain both ambitious and achievable.

Scope: Employees of Samskip BV and all its entities

Social Policies

(Employee) Code of Conduct

Sets the standard for how we expect every Samskip employee to behave, covering anti-bribery, corruption, cybersecurity, and broader business ethics. It is not a document that sits on a shelf; it is a working framework that guides decision-making at every level of the organization.

Scope: All entities under the Samskip Group as well as business partners, suppliers, and third parties doing business with Samskip

Labour and Human Rights Policy

Is rooted in a simple belief: people do their best work when they feel safe, valued, and supported. It covers everything from working conditions and health and safety, to career development and mental well-being. We back this up with regular engagement surveys and a commitment to flexibility that works for both the business and our employees.

Scope: Employees of Samskip BV and all its entities

Governance Policies

Anti-Corruption, Anti-Bribery, and Anti-Money Laundering Policy
Reinforces our commitment to conducting business with integrity and transparency. It ensures that our operations are free from improper influence, unlawful financial activity, and unethical conduct across all jurisdictions where we operate. The policy outlines clear expectations for ethical behavior, due diligence, and responsible decision-making, ensuring that all employees and partners uphold the highest standards of compliance. Through these principles, we protect our people, our customers, and the reputation of our organization.

Scope: All entities under the Samskip Group as well as third parties acting on behalf of a Samskip entity

Gifts & Entertainment Policy

Sets clear boundaries around when gifts and hospitality are appropriate in a business context. Any gift exceeding €100 in value requires formal approval, ensuring full transparency and preventing conflicts of interest. It is a practical policy that protects both our people and our reputation.

Scope: Employees of Samskip BV and all its entities

Supplier Code of Conduct

Our Supplier Code of Conduct, last updated in 2022, sets clear expectations around business integrity, labour practices, health and safety, and environmental management. It is aligned with the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. All new suppliers are required to sign the Code as part of their contract with Samskip.

Scope: Suppliers, vendors, contractors, consultants, agents, and other providers of goods and services doing business with Samskip

Sustainable Procurement Policy

Sets clear environmental, social, and ethical standards for how we buy. Managed by our Procurement Team and revised annually, it is applied Group-wide and ensures consistency across all our business entities.

Scope: Employees of Samskip BV and its entities

Staying Compliant in a Changing Landscape

We see regulatory compliance as an opportunity to strengthen our sustainability strategy – not a box to tick.

As a shipping and logistics company operating globally, we are subject to an evolving set of sustainability regulations at both EU and international level. Within the EU, the Green Deal sets the political commitment to reach climate neutrality by 2050, with the "Fit-for-55" package translating this into binding rules. These programs are reshaping the rules for businesses across Europe, introducing new requirements around sustainability and emissions reduction. These changes are significant, and keeping up with them requires real preparation. Over the past few years, we have built a solid foundation to make sure we stay ahead, not just meeting requirements, but using them as drivers for improvement.

Road to CSRD
The CSRD raises the bar for how companies report on their environmental and social impact. Companies like Samskip must report not only on how sustainability issues affect our business, but also on how our activities affect people and the planet (double materiality). Reports must be independently verified. In February 2025, the European Commission published its Omnibus I package, proposing significant simplifications to the CSRD, including postponed deadlines for certain companies and a reduced reporting scope. These changes did not derail our momentum; we are still voluntarily preparing reporting ahead of our mandatory 2027 deadline and remain committed to transparent sustainability reporting.

CSRD Timeline:

2022
Our first Annual Sustainability Report (based off of the year 2021) was released in reference to the GRI Universal Guidelines. This started the groundwork for internal and external reporting on a comprehensive set of metrics and indicators.

2023
Conducted our first Double Materiality Assessment (DMA) aligned with the European Sustainability Reporting Guidelines requirement (ESRS).

Published our first GRI aligned Annual Sustainability Report (based off of the year 2022).

2024
Updated this DMA to better reflect our strategic focus.

2025
Continued to monitor and disclose numerous data points identified by the European Sustainability Reporting Standards (ESRS) to prepare for CSRD compliance.

We were preparing for CSRD reporting when the February Omnibus proposed major changes, the April stop-the-clock law pushed our deadline back by two years, and the ESRS were further simplified throughout the year, with EFRAG's November simplification forming the basis of this report.

2026
Publishing our first report fully based on the ESRS. Developing a gap-assessment for CSRD-compliance over reporting year 2027.

2027
Our first year of mandatory data collection. All processes and data structures iinin place to ensure a high level of disclosure in 2028.

This data will be reviewed by our auditor.

EU Taxonomy

What counts as an environmentally sustainable business activity? It sounds straightforward, but without a clear definition the answer can vary widely. The EU Taxonomy provides a classification system as shared language for defining which economic activities can genuinely be considered sustainable.

We have made our first steps in Taxonomy aligned reporting already. As Iceland has adopted the EU Taxonomy early on, our entity in Iceland has already been reporting on its eligible and aligned taxonomy activities for two years. That experience has given us a significant head start, and the groundwork done for Samskip in Iceland has allowed us to simultaneously prepare reporting for the Samskip Group.

We have identified the economic activities within our business that are relevant under the Taxonomy and are working to increase the share of fully aligned business activity. In practice, this means growing the proportion of our revenue, operational expenditure, and capital expenditure that meets the EU's criteria for environmental sustainability.

EU Emissions Trading System

Since the beginning of 2024, Samskip's vessels above 5,000 gross tonnes in internal volume have been part of the EU ETS. It requires companies to purchase Emission Unit Allowances (EUAs) to cover their greenhouse gas emissions, creating a financial incentive to reduce them. With the maritime phase-in period ending at the end of 2025, 100% of in-scope emissions require purchased allowances from 2026.

Our financial exposure is already significant. In 2025, Samskip's estimated EU ETS expenditure was approximately 108,000 allowances. At an assumed average price of €72 per tonne, that represents an estimated total exposure of more than €7.5 million. By 2026, this is expected to increase to 153,000 EUAs, which at an assumed price of €85 per tonne, totals an exposure of €13 million. These estimates include Samskip's UK and Ireland business, which Samskip has announced in 2025 it is planning to divest. Post-divestment exposure will be lower and restated in subsequent reporting.

As the total supply of allowances decreases annually, the cost of emitting CO_2e will likely continue to rise, gradually closing the price gap between fossil fuels and cleaner alternatives, and strengthening the business case for investment in alternative fuels every year. Therefore, Samskip supports the EU ETS as an incentive system towards more sustainable fuels.

FuelEU Maritime

From 2025, a new regulation entered the picture: FuelEU Maritime (FEUM). Where the EU ETS creates a financial incentive to reduce emissions, FEUM goes a step further, it forces a shift to alternative fuels by requiring lower "carbon intensity" of the fuels used onboard vessels, measured in grams of CO_2e per megajoule. Crucially, it looks at what is in the tank, not just what comes out of the exhaust, meaning efficiency measures like optimized routing or slower sailing speeds alone are not enough. The only path to compliance is changing the fuel itself.

The regulation started with a 2% reduction requirement in 2025, rising to 14.5% by 2035 and 80% by 2050. Based on our verified 2025 data, Samskip is compliant across our entire fleet and going further than required. By operating at a lower carbon intensity than FEUM mandates, we are generating overcompliance, a position we intend to build on as requirements tighten in the years ahead. Samskip is executing on our sustainability strategy by investing in alternative fuels and systems like the FEUM help us to get there.

IMO Net-Zero Framework

On a global level, The International Maritime Organization's (IMO) Net-Zero Framework was designed to create a global level playing field for shipping, incentivizing the use of lower-carbon fuels and rewarding carriers that go beyond the requirements. In October 2025, the final vote on the framework was postponed following strong opposition at the IMO meeting in London. The delay is disappointing, not just because it pushes back a mechanism that would have accelerated the uptake of alternative fuels globally, but because it reduces the clarity and momentum that the industry needs right now.

For Samskip, the delay does not alter our course. We have a long history of acting ahead of regulation, from early investments in LNG back in 2017 to pioneering the use of biofuels on seagoing vessels. The construction of our hydrogen-powered SeaShuttles remains fully on track, and European frameworks like the EU ETS and FEUM continue to support our transition to cleaner fuels.

Our Planet

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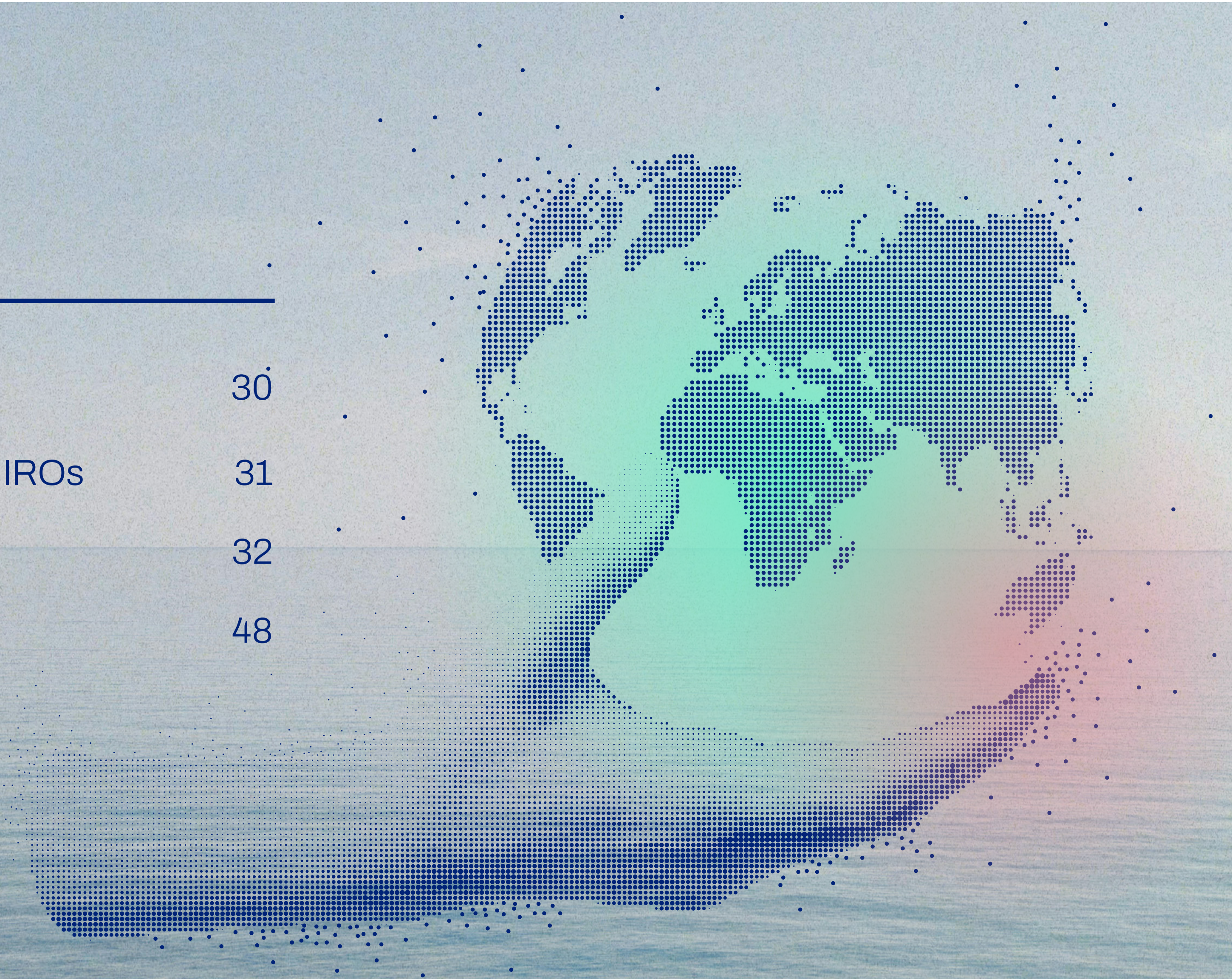


Our Environmental Pledge

We recognize and understand our impact on the environment and what drives us is a commitment to doing better. On the road to decarbonization, we believe that Every Journey Counts.

Our goal is to inspire positive change across the logistics industry, one shipment at a time. By developing and delivering sustainable transport solutions, we are actively paving the way for a more responsible and resilient future. This chapter covers our performance and progress across two material topics identified in our DMA: E1 (Climate change action) and E2 (Air pollution).

Key KPIs 2025:

- 12% decrease of total GHG emissions (Scope 1 + 2 location-based + Scope 3) compared to 2024
- 0.3% increase of total energy compared to 2024 (essentially remaining stable)
- 4.6% increase of total air pollution combined (SOx and Nox) compared to 2024

Understanding of Environmental IROs

Climate change

Negative Impact

GHG emissions from logistics operations
GHG emissions of Samskip's logistics operations over sea, road, rail and inland waterways, and its value chain increase the severity of physical climate risk now and in the future.

Where: Own operation, Value chain
Time: Short term **Status:** Actual

Financial Risk

Customer demand for decarbonization
Customers will demand that their transportation partners take steps to reduce emissions. If Samskip does not invest in emissions reduction measures in time, the company risks losing customers and market share.

Where: Own operation, Value chain
Time: Long term (>5 years)

Financial Opportunity

Decarbonization investments
By investing in decarbonization, in a legislative environment that is increasingly strict, Samskip will benefit financially if it operates lower-emission vessels. Under the EU ETS and FEUM regulation, shipping companies are charged for emitting.

Where: Own operation, Value chain
Time: Medium term (1-5 years)

Energy

Financial Risk

Rising cost of fossil fuels
Higher prices for fossil fuels: The expected rise in fossil energy prices due to macroeconomic and political crises can lead to increased operational costs for Samskip.

Where: Own operation
Time: Long term (>5 years)

Pollution

Negative Impact

Air pollutants from vessel and road transportation
Adverse impacts on air quality due to emissions of NOx, SOx, and particulate matter, primarily from vessels and road transport operations.

Where: Own operation, Value chain
Time: Short term Status: Actual

Climate Change Action

(E1)

The Destination: Our 2040 Net-Zero Strategy

The Strategy: Our Approach to Net-Zero

(E1-1)

As with every one of our journeys, we start with a clear destination in mind: In 2040, we have cut our emissions by 90%, by using the least energy possible and transitioning to zero-emission technologies.

So, how do we get there?
Our path to Net-Zero is built on three steps:

1. Reduce energy demand first,
2. Use transitional fuels today, and
3. Invest in zero-emission technology for the long term.

While a standalone transition plan is still being formalized, ahead of our first mandatory CSRD-aligned report covering 2027, our decarbonization roadmap is embedded in our Sustainability Strategy, overseen by the Management Board, and backed by SBTi-verified targets.

Our Targets
In January 2024, our Management Board signed off on our Science-Based Targets which cover all emission scopes and are designed to keep us on a 1.5°C-aligned pathway. Our near-term Science Based Target is a minimum 42% CO_2e reduction by 2030, which we rounded up to 50% as internal ambition.

The ultimate goal is to reach Net-Zero by 2040 through a 90% absolute reduction, with the residual 10% neutralized through high-quality carbon removals. Until that threshold is reached, we do not participate in voluntary carbon offsetting, as we want to make sure we are focusing resources on reducing emissions.

How We Get There
The roadmap moves through three steps: optimizing our multimodal network to reduce energy demand; using biofuels as an interim measure for the existing fleet; and investing in zero-emission vessels for the long term.

The centerpiece of that final step is the Samskip SeaShuttles, two hydrogen-powered short-sea container vessels under construction since 2024, due for delivery in 2027, with a combined capital commitment exceeding EUR 60 million. Each vessel is projected to reduce CO_2e emissions by approximately 25,000 tonnes annually in zero-emission mode. That's already 10% of our current Scope 1 emissions.

Read more in the section Our Journey:
Actions and Resources Enabling Green Logistics.

Dependencies and Locked-In Emissions
The roadmap depends on green hydrogen infrastructure being available at European ports by 2027, continued access to certified biofuels, successful delivery of the SeaShuttles, and a stable EU regulatory environment. We work closely together with all stakeholders in the industry to reduce risks and develop successful projects together.

We are also transparent about our structural limitations: our current vessel's 30-year lifespan creates locked-in emissions through to 2040, and our two LNG vessels, while representing a step towards lower-emission logistics, would require retrofit or replacement to fully eliminate emission-based shipping options.

Consistent with our transition strategy, we hold no long-term fossil fuel supply agreements beyond standard operational purchasing, and made no capital expenditure in coal, oil, or gas infrastructure during 2025.

Navigating the Transition: Risks and Scenario Analysis

(E1-2)

Understanding the climate risks facing our business is essential to making the right long-term decisions about our fleet and our network.

Our DMA, last revised in March 2025 in line with EFRAG guidance, identified two categories of material climate-related risk: **transition risks**, which arise from the shift toward a low-carbon economy through changes in policy, technology, and market expectations, and **physical risks**, which arise from the direct physical effects of climate change.

Transition risks are the most significant for us, given our fossil fuel dependent fleet and exposure to EU climate regulation. Physical risks are also material over the medium and long term due to our extensive coastal and inland network across Europe.

Transition Risks
The most significant transition risks we face come down to two things: an evolving regulatory landscape, and future availability of technology and infrastructure. On the regulatory side, measures like carbon pricing under the EU ETS and fuel carbon intensity requirements under FEUM are putting pressure from a financial perspective. At the same time, there is still some uncertainty around the availability of key technologies - such as green hydrogen infrastructure - which we will need at scale.

There is also a clear market shift. Growing customer demand for low-carbon logistics represents both an opportunity and a risk. If we can't respond to this demand, we risk losing customers to competitors offering more sustainable shipping solutions and potentially being left with stranded assets, operating a fleet still dependent on fossil-fuels.

Physical Risks
Our physical risks come in two forms: acute risks (sudden) and chronic risks (happening over a longer period of time). Exposure to acute risks include storms, extreme weather events, and flooding affecting our port and terminal infrastructure. Chronic risks refer to sea level rise and changing precipitation patterns that could affect our coastal and inland waterway operations over the longer term.

Risk Assessment Process
The DMA was conducted through structured internal workshops, bringing together the operational, commercial, sustainability, and procurement teams at Samskip. Risks were scored on a 1 to 5 scale across impact and financial materiality dimensions, with a threshold of 3.0 for being considered material. The assessment covered our full geographic footprint and value chain, including the 3rd party trucks that we hire to drive on our behalf as the primary source of our Scope 3 emissions.

We define time horizons as short term (up to end of 2025), medium term (2026 to 2030), and long term (2031 to 2040).

Scenario Analysis
We're building toward a more structured, forward-looking view of climate risk. At the moment, we have not conducted a formal climate scenario analysis using Intergovernmental Panel for Climate Change (IPCC), International Energy Agency (IEA), or equivalent reference frameworks. Our current assessment is based on expert judgment and qualitative evaluation.

We are committed to developing a formal scenario analysis ahead of our 2027 mandatory reporting deadline, covering at least one high-emission scenario for physical risks and one 1.5°C-compatible scenario for transition risks.

Built for Resilience: Our Strategic Capacity to Climate Adaptation

(E1-3)

We know the decisions we make today are what enable us to adapt and stay resilient in an uncertain future.

Resilience Analysis

Samskip is well positioned in a decarbonizing economy. Our energy-efficient multimodal network and flexible fuel strategy mean that we are well positioned to keep running reliably when conditions change. Existing vessels can operate on marine biofuels without modification, LNG vessels can transition to bio-LNG, and the hydrogen SeaShuttle vessels will include duel-fuel systems that can run on bio or fossil fuels, as well as hydrogen, to ensure reliability as hydrogen infrastructure matures. This reduces risk, and increases flexibility and resilience in an uncertain energy market.

Physical climate risks have been reviewed informally. While no major operational changes have been required so far, we are looking into more structured adaptation planning. Operational adaptation planning should include clear protocols for responding to extreme weather events, ensuring continuity of operations and that transportation equipment is resilient to the conditions it may face.

Our SBTi-validated targets and proactive alignment with EU regulations further support long-term resilience.

Key Uncertainties

The main uncertainties relate to the pace of green hydrogen infrastructure development in European ports, future EU carbon pricing, and how much we can reduce Scope 3 emissions through collaborating with suppliers. There is also uncertainty due to the lack of site-specific physical risk assessments for ports and terminals.

Capacity to Adapt

In the short-term, Samskip can adjust its fuel mix quickly, as shown by recent changes in biofuel use. Samskip increased its biofuel usage by 20% compared to last year, but in 2024 we reduced biofuels by 88% to enable investments in our hydrogen projects.

Medium-term resilience will increase with the introduction of the hydrogen SeaShuttles in 2027 and the continued expansion of our multimodal network. Long-term adaptability will depend on fleet renewal cycles - essentially, the rate at which we can replace old vessels - and the availability of zero-emission fuel infrastructure across our operating regions.

The Map: Putting Our Targets into Policies

Our Policies: Mitigation and Adaptation

(E1-4)

We know our destination, and the risks ahead, but our policies turn ambition into action.

Environmental Policy sets out how we approach climate change mitigation and adaptation across all Samskip entities. It establishes our net-zero ambition, emissions reduction targets, and commitments on air quality, renewable energy, and low-emission transport. It is aligned with the Paris Agreement and backed by targets independently validated by the SBTi.

Owner: Sustainability Manager, with CEO sign-off
Review frequency: Annual
Applies to: All entities under the Samskip Group.

The policy sets Net-Zero by 2040 as our overarching climate objective.

Key Policy Targets: Mitigation

- 50% reduction in CO_2e emissions by 2030, against a 2022 baseline
- Net-Zero by 2040
- 2 hydrogen-powered vessels deployed by the end of 2027
- 1 zero-emission trade lane introduced by 2030
- 100% renewable electricity sourced across all offices by 31 December 2026
- 150 tonnes of green hydrogen used in operations by 31 December 2027
- Maximum 2 million kg of SOx and NOx emissions from vessels and trucks, based on 2025 levels

Supporting Frameworks

Our carbon footprint is monitored annually, with reporting aligned to the Global Logistics Emissions Council (GLEC) Framework and ISO 14083 standards. We also maintain ongoing compliance with applicable national, European, and international environmental laws, including EU climate law under the European Green Deal. Both of our offices in the Netherlands operate under ISO 14001, a certified environmental management system, which provides a structured foundation for continuous improvement.

Adaptation

We do not yet have a standalone climate adaptation policy addressing the physical risks of climate change on our operations and assets. Physical climate risks including extreme weather, flooding, and sea level rise have been identified in our DMA and are part of our internal strategy discussions. We are committed to formalizing our adaptation approach ahead of our first mandatory CSRD-aligned report covering 2027.

These policies apply across the Group and integrate into procurement, fleet renewal, and operational planning.

The Journey: Actions and Resources Enabling Green Logistics

Mitigation in Action: Decarbonizing Logistics

(E1-5)

Together, the following initiatives form the backbone of Samskip's journey to Net-zero, directly addressing our material IROs. Every investment, every fuel switch, and every modal shift, brings us closer to our destination.

Highlight of 2025:

- We increased our use of biofuels by 24%, driven by an uptake in both trucks and vessels.
- We advanced the construction of our hydrogen-powered Sea-Shuttle vessels, targeting entry into operation in 2027.
- We launched the FlexFuel programme, allowing customers to achieve verified Scope 3 emissions reductions through biofuel insetting.

The LNG and Biofuel Bridge

Biofuels are a bridge, creating measurable impact today while we invest in more long-term sustainable transportation solutions.

Samskip's shift away from fossil fuels began in 2017 with the acquisition of two LNG vessels. It was an early and deliberate move at a time when most of the industry had not yet started thinking seriously about alternative fuels. As our knowledge grew, we began exploring marine biofuels as a more effective interim solution.

In 2021, Samskip was among the first shipping companies in the world to operate a vessel running 100% on biofuels. When the trials proved successful, we expanded this to five vessels, reducing our fleet-wide CO_2e emissions by an estimated 24%, and approximately 89% per vessel. In 2024, we had to adapt and prioritize our investments in hydrogen, and we took a step back. Our biofuel usage dropped by 88%.

This year, we picked up biofuels again and increased the total volume to 2.8 million liters. Looking at our volume of biofuel, that is a 24% increase from 2024. Still, our share of biofuels is relatively low, at 3.13% of total fuel consumption. All biofuels were certified by the International Sustainability and Carbon Certification (ISCC), with supply chains independently audited on sustainability, deforestation, and competition with food production.

The use of LNG and biofuels form part of our near-term pathway toward our 2030 and 2040 CO_2e reduction targets.

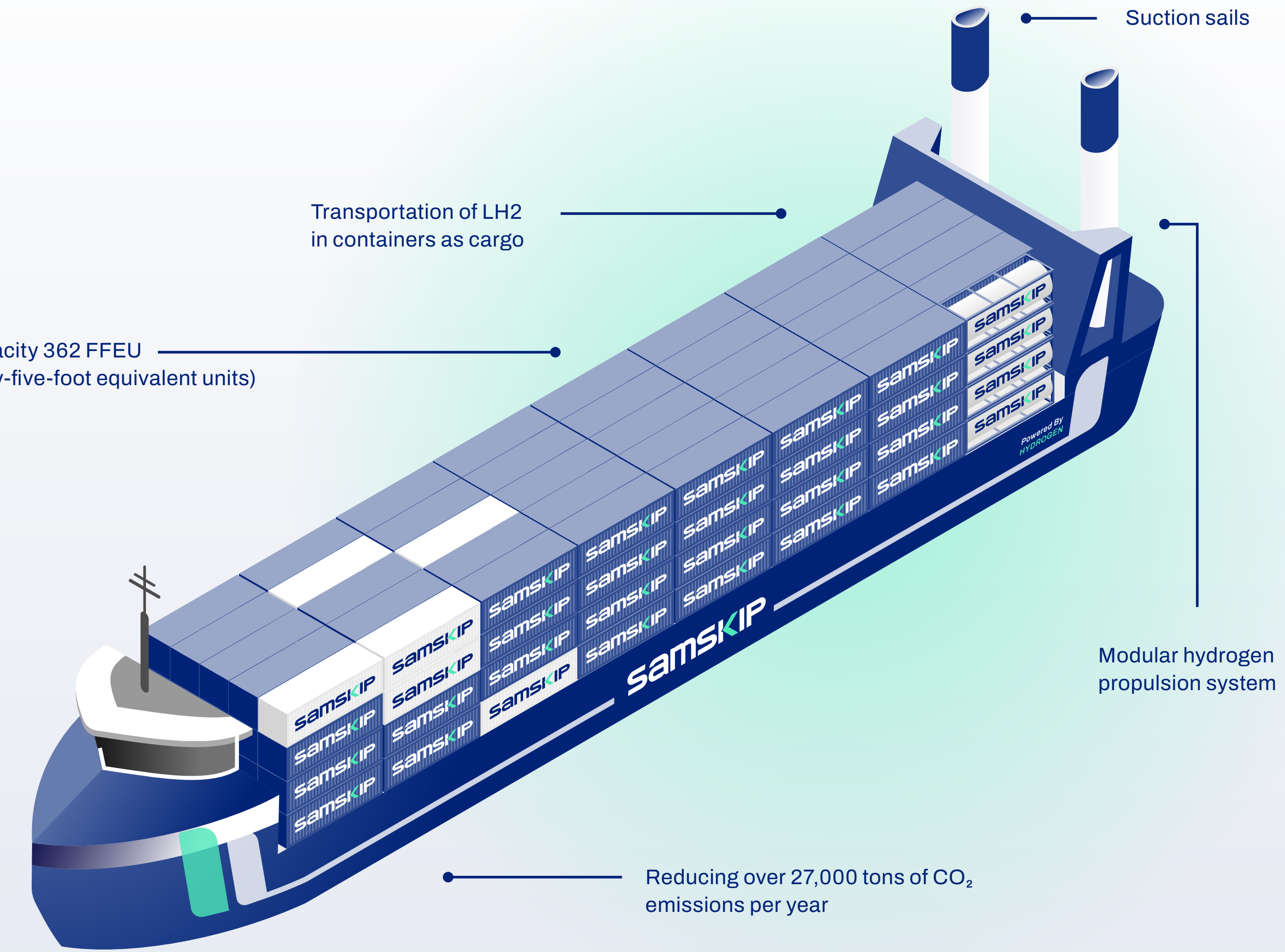
"How much more sustainable can you get? We're building the world's first shortsea containerships sailing on liquid hydrogen!"

Jeroen Hollebrands
Head of New Building and Projects

Hydrogen-powered SeaShuttles
Our long-term solution to reaching our climate goals is through the use of zero-emission fuels, more specifically hydrogen. Construction of the Samskip SeaShuttles began in March 2024. These two 135-meter hydrogen-powered vessels are each equipped with a 3.2 MW hydrogen fuel cell and are projected to reduce CO_2e emissions by approximately 25,000 tonnes annually in zero-emission mode.

In zero-emission mode, they will operate fully on liquefied green hydrogen, consuming roughly 750 tonnes per vessel per year. The SeaShuttles will then sail on the Rotterdam–Oslo corridor as the first fully zero-emission route of its kind. The first vessel is on track for delivery in 2027 and will operate emission-free when in port by using green shore power.

Construction of Samskip's two hydrogen-powered SeaShuttle vessels reached major milestones in 2025. The vessels are built modularly, with large steel blocks fabricated separately and then joined together at the shipyard. On 7 November 2025, the keel-laying ceremony for the first vessel took place. At keel-laying the main structure, or "spine" of the ship, is constructed. This is a key milestone in shipbuilding. Since then, multiple blocks have been connected, and the vessels are beginning to take shape. Propulsion equipment has also been received at the shipyard, ready to be installed. As a final step prior to entry into service, hydrogen systems will be installed in Europe. The vessels are expected to enter operations in 2027 as the world's first hydrogen-powered container vessels. Through these vessels, Samskip ultimately aims to establish liquefied green hydrogen as the new standard for short-sea shipping across its network. The deployment of these vessels is central to achieving our Science-Based Targets.



Electrified Rail as a Decarbonization Tool
One of the most effective tools in our decarbonization toolkit is also one of the most straightforward: our rail network. Nearly fully electrified, rail transport is the fastest way for us to move a container with close to zero emissions, using roughly five times less energy per container than a truck.

In most cases, a container shifted to rail directly replaces a truck journey, with an immediate and significant reduction in GHG emissions. Today, Samskip operates a comprehensive European rail network spanning key corridors across the continent connecting major hubs in the Netherlands, Germany, Scandinavia, Italy, Central-Eastern Europe, and beyond. This network gives our customers a reliable, low-emission alternative to road transport on some of Europe's busiest trade lanes, while also helping to ease pressure on a road haulage sector that continues to face driver shortages across the region.

Green Shore Power Initiative
When a vessel is docked in port, it still requires a continuous supply of power to run its systems. Until recently, that power came from keeping the onboard engines running, burning fossil fuels even while standing still.

In July 2023, Samskip and Rotterdam Shortsea Terminals (RST) launched the Green Shore Power initiative to change that, replacing onboard generation with clean electricity supplied directly from shore the moment a vessel berths.

The impact at scale is significant. Shore power has the potential to reduce CO_2e emissions from the shipping industry by up to 5 megatons annually, equivalent to 3.7% of total global shipping emissions. For Samskip, it also positions us ahead of the FEUM regulation, which will require shore power connections across the industry by 2030.

For more information: RST and Samskip join forces to launch first shore power green initiative

MySamskip Customer Portal
Reducing emissions requires knowing where they come from. That is why we have integrated internal emissions tracking tools directly into our MySamskip customer portal, giving customers real-time visibility of the carbon footprint of their shipments and thus supporting them in making more informed choices.

Beyond our own operations, we work actively with suppliers and logistics partners to improve the accuracy of upstream and downstream emission data, because a complete picture of our impact requires looking beyond our own fleet. Improving the accuracy and coverage of this data is essential to delivering on our Scope 3 commitments under our 2040 Net-Zero target.

Samskip FlexFuel Program
In 2025, Samskip launched FlexFuel, a customer-facing "carbon insetting" program that enables verified Scope 3 CO_2e reductions through the use of biofuels in Samskip's shipping and trucking network.

FlexFuel allows customers to choose a CO_2e reduction percentage up to 100% on their shipments, without any changes to their logistics operations. Samskip then procures and blends the corresponding volume of biofuel, allocates the resulting CO_2e savings exclusively to that customer via a Book & Claim mechanism, and provides third-party audited reduction certificates suitable for CSRD and GHG Protocol reporting.

The program follows the Smart Freight Centre's Market Based Measures Framework and applies a strict additionality principle: Only biofuel volumes beyond Samskip's legal obligations (e.g. under FEUM) are eligible, ensuring each customer's investment directly triggers an emission reduction that would not otherwise have occurred.

Using biofuel reduces Samskip's exposure to the EU Emissions Trading System, and this financial benefit is passed through to participating customers, making FlexFuel a cost-effective route to meaningful Scope 3 progress. Customers can start with a pilot covering as little as 10% of their volumes and scale over time, receiving a full documentation package including carbon footprint reports, ISCC-certified biofuel documentation, CO_2e reduction certificates, and an independent audit report.

Samskip intends to scale FlexFuel in 2026 by broadening its customer base, extending coverage to additional transport modalities, and continuing to align with evolving EU emissions legislation. Customers interested in reducing their transport-related carbon footprint are invited to contact Samskip's Sustainability Team for a tailored assessment.

Measuring Progress Against our Metrics and Targets

(E1-6)

Samskip's climate ambition is guided by Science Based Targets and a clear long-term vision: cutting emissions today while building the zero-emission logistics system of tomorrow.

Science-Based Targets (SBTi)

Samskip has set absolute greenhouse gas reduction targets covering Scopes 1, 2, and 3, with 2022 as the baseline year. These targets are fully aligned with our GHG inventory and follow the SBTi Corporate Net-Zero Standard. Additionally, as shipping is one of the most carbon-intensive industries, we've set a dedicated target for our maritime operations, using the SBTi Maritime Guidance. Unlike our other climate targets, this one is relative: we measure grams of CO_2 per tonne of cargo per kilometer travelled (gCO_2/ton-km). This accounts for all emissions from fuel production through to the ship's exhaust, known as Well-to-Wake (WtW). A relative target adjusts naturally as our business grows or shrinks, giving a true picture of how efficiently and cleanly we're moving cargo.

Near-Term Ambition (2030): At least 42% CO_2e reduction across Scopes 1, 2, and 3 combined, with an internal strategic ambition of 50%.

- **Long-Term Ambition (2040):** Net-Zero, based on a 90% absolute reduction and 10% neutralization of residual emissions through high-quality carbon removal projects.
- **Maritime Emissions Target:** 97.5% gCO_2/ton-km (WTW) reduction by 2040

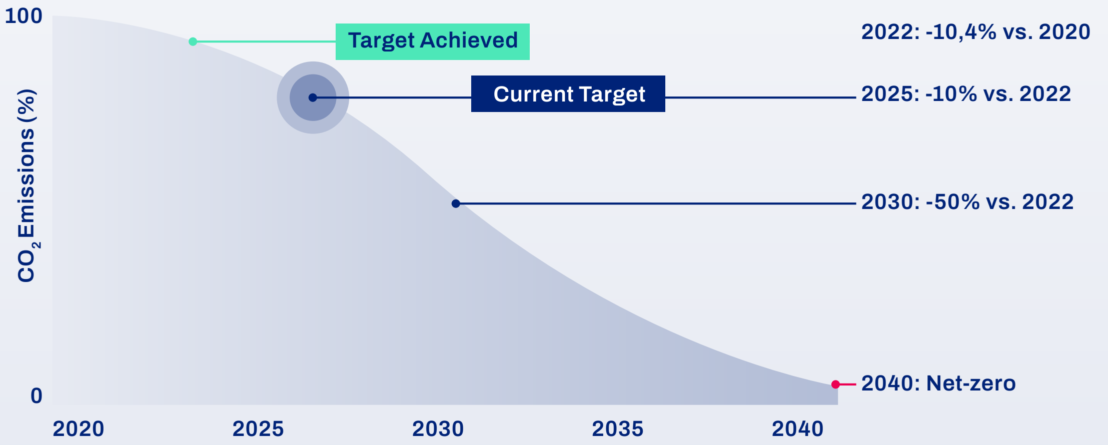
Scope Coverage and Methodology

The emissions reduction targets fully align with the scope of Samskip's GHG inventory. All greenhouse gases are reported in CO_2e in line with the GHG Protocol, GLEC Framework, and ISO 14083. The SBTi Maritime Guidance informed the creation of an additional vessel-specific target to address the sector's unique decarbonization pathway.

Scope 3 and Value-Chain Emissions

Scope 3 emissions represent a significant share of Samskip's total footprint. Reducing them requires collaboration with suppliers, improved transparency in fuel and energy data, and broader adoption of multimodal and low-carbon solutions across our network. These actions are essential to achieving the 2040 Net-Zero objective.

Carbon Reduction Trajectory



Reaching our 90% reduction target by 2040 therefore requires:

- Collaboration with suppliers
- Transparency in upstream fuel and energy data
- Multimodal solutions and alternative fuels replacing carbon-intensive road transport
- Adoption of alternative fuels aligned with sustainability standards
- Achieving this is complex, but it is also where the largest climate gains lie.

Science Base Targets		
Target Year	2030	2040
Scope 1, 2 & 3 targets	42%	90%
Container vessels	26.8%	97.5%

Energy Consumption: Powering Responsibly

(E1-7)

Total Energy Usage

In 2025, the total energy consumption across our vessels, trucks, trains, offices, and warehouses was 1,013,104 MWh, which is stable (+0.3%) compared to 2024.

In 2024, we increased our energy consumption by 10%, from 2023. The significant increase in energy usage was a result of the introduction of more and larger vessels to our fleet.

Energy from Renewable Sources

While Samskip is still largely dependent on fossil fuels, we use renewable biofuels in part of our vessel and truck fleets, alongside renewable electricity for a significant share of trains and offices. In 2025, 4.3 % of our total energy consumption came from renewable sources, which represents a 0.2% increase compared to 2024.

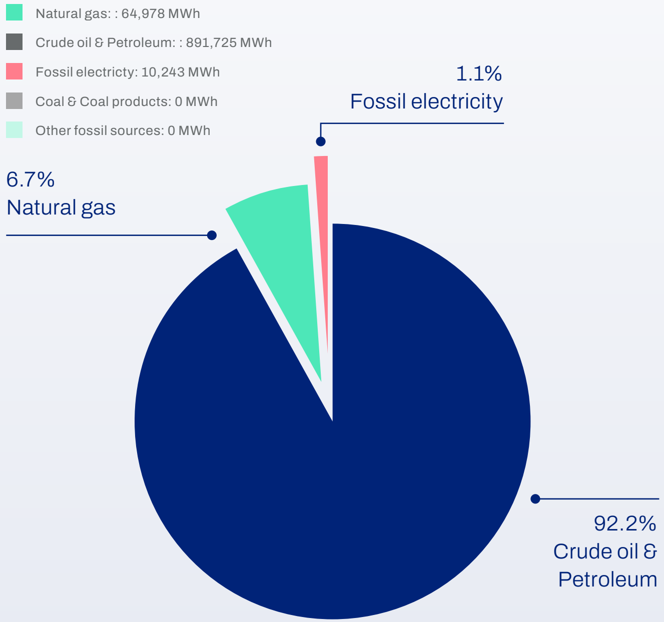
Samskip's renewable energy is composed of:

- Biofuels (vessels): 15,091 MWh
- Biofuels (trucks): 10,791 MWh
- Purchased renewable electricity: 5,516 MWh
- Electric rail: 12,119 MWh

Energy from Fossil Sources

For companies operating in high climate impact sectors, ESRS requires a further breakdown of fossil fuel consumption.

Total Energy Usage Sources



In 2025, Samskip's fossil energy consumption was composed as follows:

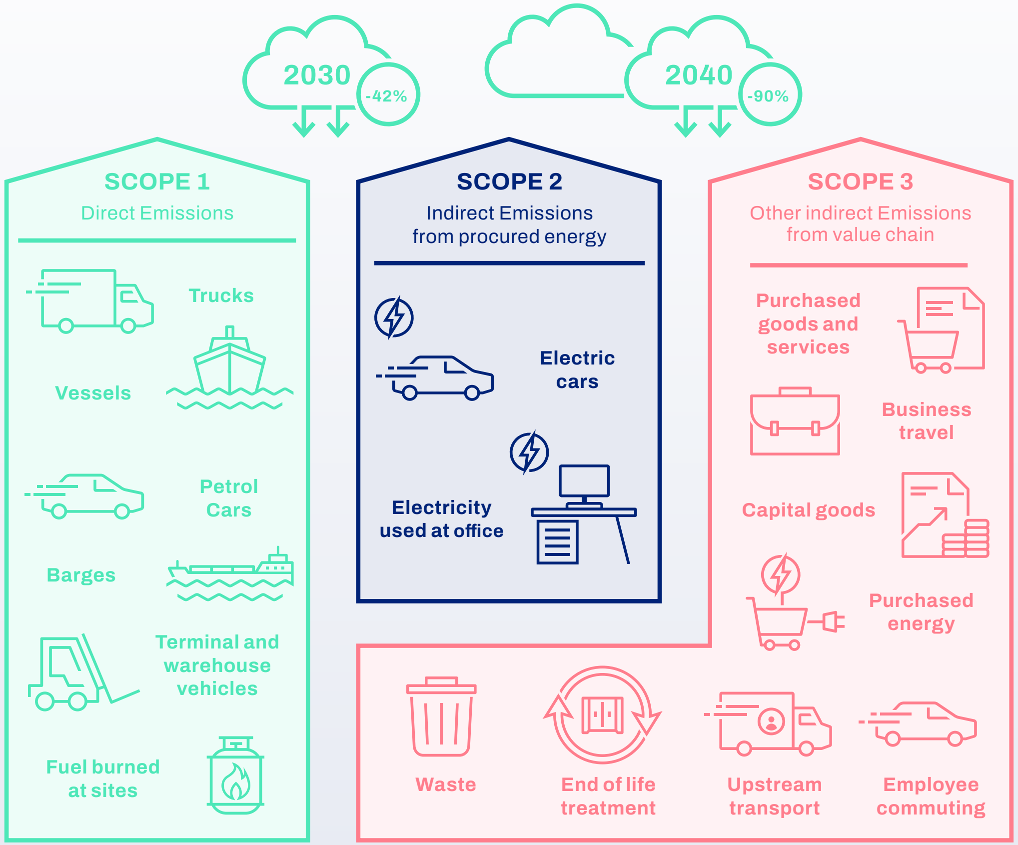
KPI	Value
Total 2025 energy use	1,013,104 MWh
Total Nuclear energy	0 MWh
Renewable energy share 2025 (biofuels + renewable electricity)	4.3%
Share of biofuels	3.1%

Our Carbon Footprint: The Full Value Chain Picture

(E1-8)

The following section presents Samskip's GHG emissions across all three scopes for 2025, measured in tonnes of CO_2 equivalent (tCO_2e) against the previous year and our (SBTi) 2022 base year, in line with the GHG Protocol.

Scope 1, 2 and 3 Emissions



Annual Total GHG emissions						
Scope 1						
KPI	**Unit**	**Base Year 2022**	**2024**	**2025**	**Change to LY**	**Change to BY**
Scope 1 total (gross, absolute)	tCO2e	211,759	268,291	247,442	-8%	17%
Scope 1 from vessels (incl. barge)	tCO2e	179,474	239,615	222,103	-7%	24%
Scope 1 from road (trucks)	tCO2e	30,263	26,431	23,038	-13%	-24%
Avoided emissions from biofuels (supplementary only)	tCO2e	42,821	6,076	7,539	24%	-82%
Scope 2						
KPI	**Unit**	**Base Year 2022**	**2024**	**2025**	**Change to LY**	**Change to BY**
Scope 2 location-based	tCO2e	1,216	1,224	1,149	-6.12%	-5.53%
Scope 2 market-based	tCO2e	N/A	1,006	797	-21%	
Share of electricity from renewable sources (market)	%	N/A	8.52%	34.97%		
Scope 3						
KPI	**Unit**	**Base year 2022**	**2024**	**2025**	**Change to LY**	**Change to BY**
Scope 3 total	tCO2e	301,378	256,465	215,374	-16%	-29%

This table summarizes annual GHG emissions by scope, showing changes over time relative to both the previous year and the 2022 base year. It provides a clear view of emissions trends

Scope 1 - Direct Emissions from Fuel Combustion
Scope 1 emissions came in at 247,442 tCO_2e in 2025, down 8% from 2024, though still 17% above our 2022 baseline. The year-on-year reduction reflects operational improvements, while the gap to baseline is driven largely by an increase use in biofuels in our fleet operations.

Vessel emissions, which make up the large majority of our Scope 1 footprint, decreased 7% versus last year. Road emissions fell more sharply, down 13%, and are now 24% below baseline. Both reductions can be partly accounted for by our increased use in biofuels and slightly lower overall fuel consumption numbers by our fleet.

On a supplementary basis, biofuel use avoided 7,539 tCO_2e in 2025, a 24% increase on last year, though significantly below the 42,821 tCO_2e avoided in our base year as our focus on biofuels peaked around 2022.

In 2026, we expect to reduce our Scope 1 emissions slightly further, by increasing the use of biofuels. However, the most significant decrease will happen from 2027 onwards, with the introduction of our first hydrogen vessel.

Scope 2 - Indirect Emissions from Energy
Scope 2 covers emissions from purchased electricity. We report on two bases:

Location-based (1,149 tCO_2e) uses average grid emission factors from the countries where we consume electricity.

Market-based (797 tCO_2e) reflects the actual electricity contracts and renewable energy certificates in place, and is therefore lower, accounting for the green electricity we procure from suppliers.

Both figures are down versus 2024 (location: -6%, market: -21%). The sharper market-based reduction reflects a significant increase in renewable electricity procurement, which grew from 8.5% to 35% of total electricity consumption year-on-year, a meaningful step in cleaning up our energy supply mix.

Scope 3 - Value Chain Emissions
Scope 3 covers indirect emissions across our value chain. Total Scope 3 came in at 215,374 tCO_2e, down 16% on 2024 and 12% below the 2022 baseline.

The biggest drivers for Scope 3 emissions decreasing were fewer capital investments for the SeaShuttle compared to last year, which was the initial investment phase. Additionally, we bought less new trucks and saw a reduction in third-party trucking and shipping services.

A few categories require specific context explanation:

Cat 1 - Purchased Goods and Services (42,018 tCO_2e) Shows a large apparent increase (50x higher vs. baseline). This is due to a reclassification, not a real emissions change. Terminal services and equipment, previously reported under Cat 4, are now correctly accounted for here, in line with GHG Protocol guidance. The corresponding drop in Cat 4 - Upstream transportation and distribution (-51% vs. baseline) reflects both this reclassification and reduction in use of third-party trucking and shipping services. Samskip will recalculate its SBTi baseline in 2026, and will include this change to ensure the new baseline is built up in the same fashion.

Cat 2 - Capital Goods (2,786 tCO_2e) Reflects investments in steel and equipment for the SeaShuttle project, down significantly from 2024 as the initial investment phase concludes.

Cat 3 - Fuel and Energy-related Activities (49,866 tCO_2e) Captures the Well-To-Tank (WTT) emissions of our fuels. This category was not previously calculated; prior years reported Scope 1 on a WTW, which bundled these upstream fuel emissions into Scope 1, as is common practice by the Smart Freight Center. The restated methodology improves comparability with industry peers and aligns to ESRS and GHG Protocol.

Cat 4 - Upstream Transportation and Distribution (119,215 tCO_2e) This category captures the emissions from third-party transport and logistics services that Samskip makes use of to extend its asset base.

Cat 5 - Waste (91 tCO_2e) This includes waste from our offices and locations. As this is considered non-material, we have used proxy data from earlier years.

Cat 6 - Business Travel (318 tCO_2e) includes all business-related travel by air and train, not including company cars.

Cat 7 - Employee Commuting (1,026 tCO_2e) Shows a large increase versus baseline, reflecting a corrected calculation methodology now based on actual headcount rather than estimates.

Cat 12 - End-of-life Treatment (54 tCO_2e) is considered non-material for Samskip and includes old containers used for scrapping. Therefore, we did not recalculate the data but made use of proxy data from previous years.

Partial recalculations applied for consistency; main categories include capital goods, upstream transport, business travel, and more.

Scope 3 Categories	Description	%	tCO_2e	Notes
Category 1 Purchased Goods and Services	Emissions from the production of goods and services purchased by the company.	19.5%	42,018	Higher increase because now terminal services and equipment are included here instead of Cat 4
Category 2 Capital Goods	Emissions from the production of capital goods that are purchased or acquired by the company.	1.3%	2,786	New investments in steel and equipment for SeaShuttles.
Category 3 Fuel- and Energy-Related Activities	Emissions related to the production of fuels and energy purchased by the company, not already accounted for in Scope 1 or Scope 2.	23.2%	49,866	Includes the (WTT) part of fuel emissions. This was not calculated separately before, as Scope 1 was previously based on well-to-wake emissions.
Category 4 Upstream Transportation and Distribution	Emissions from the transportation and distribution of products purchased and occurring upstream in the value chain. This is the transport we're doing with subcontracted assets.	55.4%	119,215	Decrease due to lower third-party trucking and shipping emissions and the reclassification of some services to Cat 1.
Category 5 Waste Generated in Operations	Waste generated in our offices. Based on proxy data from 2024.	0.04%	91	Based on proxy data from previous years. Is not considered material and had minimal change.
Category 6 Business Travel	Emissions from the transportation of employees for business-related activities.	0.1%	318	Actual data from our external travel provider. Small changes reflect normal year-to-year travel patterns.
Category 7 Employee Commuting	Emissions from the transportation of employees between their homes and their workplaces.	0.5%	1,026	Increase is due to an updated estimate based on headcount.
Category 12 End-of-Life Treatment of Sold Products	End-of-life of scrap containers. Based on proxy data from 2024.	0.03%	54	Based on proxy data from previous years. Is not considered material and had minimal change.

Our Stance on Carbon Removals

(E1-9)

Carbon removals are not part of our current strategy. Our focus is entirely on reducing actual emissions, across our operations. Only the final 10% of unavoidable residual emissions will be neutralized through high-quality carbon sinks such as forestry projects.

Internal Carbon Pricing

(E1-10)

Currently we do not apply internal carbon pricing. As we advance towards our SBTi-aligned 2030 and 2040 goals, we will evaluate the implementation of internal carbon pricing to support investment decisions in alignment with transition-planning needs.

Financial Resilience & Opportunity

(E1-11)

Climate-related risks and opportunities are expected to influence Samskip's financial performance in both the short and long term. Key anticipated effects include:

Financial Risks

- Higher fuel and energy costs driven by volatility in fossil fuel markets and increased demand for low-carbon alternatives.
- Compliance costs stemming from evolving climate regulation, including the EU ETS and FEUM.
- Capital expenditure requirements for zero-emission vessels, fleet upgrades, electrification, and continued modal shift investments.

Financial Opportunities

- Revenue growth from expanding low-carbon logistics services and meeting rising customer demand for verified emissions data.
- Operational cost savings through energy-efficiency improvements and greater use of multimodal transport.
- Reduced long-term exposure to fossil fuel price fluctuations as a result of early investments in alternative fuels such as biofuels and hydrogen, as well as electrification.

Overall, Samskip's proactive transition investments are expected to strengthen long-term competitiveness and reduce financial vulnerability as the logistics sector moves toward a decarbonized operating environment.

Environmental Results – A Summary

In 2025, our total emissions (Scope 1+2+3) decreased by 12% compared to last year and 10% when compared to our baseline year in 2022.

Scope 1 emissions decreased by 8% compared to 2024 but are still up 17% compared to our 2022 baseline.

Why is that? In 2022, we made investments in biofuel, which significantly reduced our emissions in that year. In 2024, we had to divert our investment as energy prices rose and we switched our focus to the incoming SeaShuttles. In 2025, we were able to increase our use of biofuels again and expect to continue this trend with a steady increase in biofuel investments in 2026.

Scope 2 (location-based) decreased 6% from the previous year, and 5.5% compared to base year 2022.

Why is that? Location-based Scope 2 is largely driven by electricity usage in our offices, and it is a small share of total emissions. In 2025, 35% of our electricity came from renewable sources. A lot of our offices are in shared buildings and offices, where it's not feasible to procure green electricity. An area of focus in 2026 is to increase green energy procurement for our offices.

Our Scope 3 is down 16% compared to last year, and 29% compared to the 2022 baseline.

Why is that? Our Scope 3 footprint is largely driven by our third-party trucking network. At the same time, 2024 saw significant investments in steel for our SeaShuttle and a large number of new trucks. As such investments were not made in 2025, this has reduced our footprint in the current year.

Air Pollution

(E2)

Samskip recognizes that its maritime and road transport operations contribute to local and regional air pollution through the emission of sulphur oxides (SO_x) and nitrogen oxides (NO_x). While these pollutants share some of the same operational sources as GHG, their impacts are fundamentally different: where GHG emissions drive global climate change, air pollutants have an immediate, localized effect on air quality and the health of communities living near ports, roads, and shipping lanes.

Maritime pollution action is largely driven by national and international regulations and laws. While greenhouse gas reduction has been our priority over the last years, we are working on improving our pollution control as well, focusing on identifying opportunities beyond compliance.

We implement pollution control technologies, pursue cleaner fuel strategies, and invest in sustainable port infrastructure to comply with applicable regulations and reduce the burden our operations place on the communities we serve. Additionally, we proactively manage environmental risks through our robust Sustainability Management System.

Our Map: Putting Our Targets Into Policies

(E2-1) and (E2-3)

Reducing air pollution created by our fleet is not a separate agenda from our climate change action strategy; it is part of our commitment to cleaner, more responsible operations.

For Samskip, our policies and targets are closely linked. Because our policies contain our main targets per topic, we have decided to combine "Our Policy: Air Pollution" and "Targets: Air Pollution" in one chapter to avoid repetition.

Environmental Policy governs our approach to pollution prevention alongside our broader climate commitments. It sets targets to monitor and reduce air emissions across our maritime and road transport assets, and it applies to all Samskip entities.

Owner: CEO & Sustainability Manager
Review frequency: Annual
Applies to: All entities under the Samskip Group.

Key Policy Targets:

- 4 vessels continuously operating using Exhaust Gas Cleaning Systems (EGCS) scrubbers to reduce SOx and particulate matter emissions
- 2 million kilogram limit of each SOx and NOx emissions from vessels and trucks, based on 2025 levels
- 100% of maritime and road transport assets assessed on air pollution impact by 31 December 2026
- Expanded use of shore power through our Green Shore Power initiative, reducing pollutant emissions during port call

We maintain full compliance with the IMO 2020 sulphur cap and relevant EU air quality regulations. Our use of biofuels is aligned with the International Sustainability & Carbon Certification, and LNG as transitional fuels contribute to lower SOx, NOx, and particulate matter emissions compared to conventional heavy fuel oil. Where scrubber technology is deployed, we assess its environmental performance on an ongoing basis. These policies apply across the Group-level.

Our Sustainable Management System is ISO 14001 certified across all our offices in the Netherlands, providing the operational framework through which pollution prevention measures are monitored and improved. All vessel operations adhere to our Safety Management System, which includes Shipboard Oil Pollution Emergency Plans to prevent and respond to accidental environmental incidents.

Our Journey: Actions that Enable Clean Air

(E2-2)

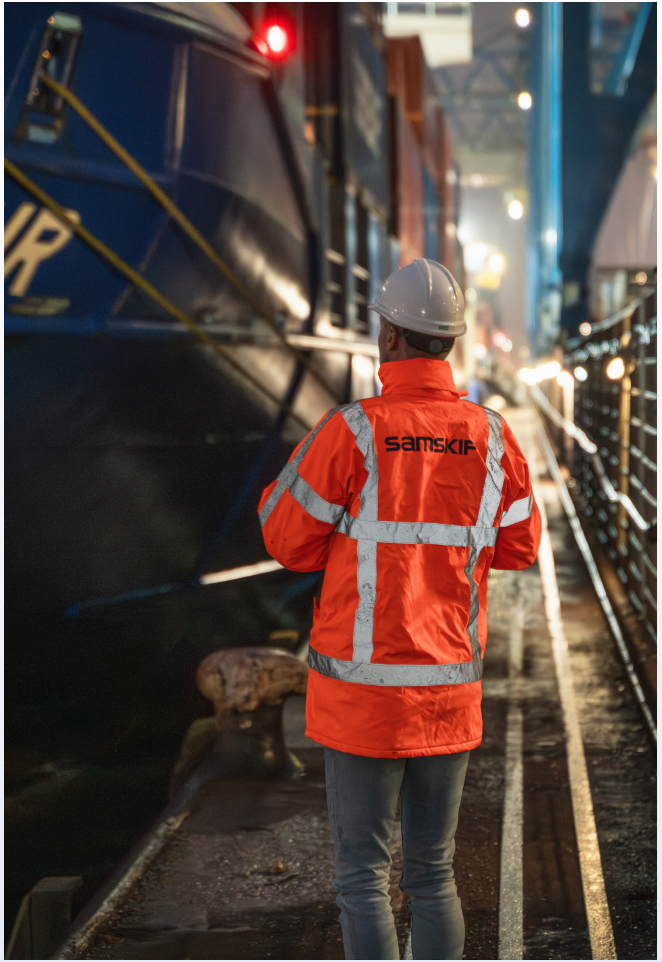
Together, the following initiatives demonstrate how Samskip is actively reducing air pollution across its operations.

Exhaust Gas Cleaning Systems (EGCS)
The IMO regulates SOx emissions from ships through two main compliance routes: switching to low-sulphur fuels or installing EGCS. The technology is effective at removing not just SOx, but also PM and Polycyclic Aromatic Hydrocarbons, making it a meaningful tool for reducing harmful air emissions beyond what fuel switching alone can achieve. In 2023, Samskip equipped four vessels with EGCS, all of which remained in operation with this technology through 2024.

This sits alongside our broader fuel strategy, which includes two LNG vessels and biofuel blending across the full fleet, both of which contribute to lower SOx, NOx, and particulate emissions compared to conventional fuels. Together, these measures form part of our commitment to limit combined SOx and NOx emissions from vessels and trucks to 2 million kg.

Green Shore Power
As covered in the climate section, our Green Shore Power initiative with Rotterdam Shortsea Terminals eliminates the need for vessels to burn fuel while docked, directly reducing air pollution at berth. This is particularly relevant in and around port communities where local air quality is most affected by shipping activity. In 2025, Matrans Terminal Rotterdam received a subsidy of close to 1 million euro to develop more onshore power stations for vessels to use.

Maintaining Global Standards
We maintain full compliance with the IMO 2020 global sulphur cap and all applicable local and regional air quality regulations across our operating areas. This means that our vessels will use sulphur scrubbers when using heavy fuel oil, containing higher amounts of sulphur, in regulated areas.



Our Footprint: Monitoring SOx and Nox

(E2-4)

This is the most comprehensive air pollution inventory we have ever made, covering all Scope 1 transport modes.

We have mapped our complete air pollution footprint across every transport mode we operate. This gave us a clear picture of where our NOx and SOx emissions come from, how they have developed over time, and where action is needed most. As shown in the table below, and as expected, our vessels account for over 90% of NOx and virtually all SOx. Road transport, terminal equipment and inland barges make up a small share of total air pollution. Diesel has virtually no sulphur content, which is why these values are close to zero.

The table shows our NOx and SOx results, alongside our Scope 1 emissions, highlighting how these different environmental indicators do not always move in the same direction.

What These Numbers Tell Us

Between 2024 and 2025, our Scope 1 emissions decreased by 8%, while NOx increased by 12%. If we compare to our base year (2022), SOx grew by 49%, three times faster than CO2 emissions in the same period. What these trends tell us is that air pollution does not follow the same trajectory of greenhouse gas emissions.

This is because the two types of emissions are driven by different fuel properties: CO2 depends on total carbon content, while air pollutants like SOx and NOx, depend, respectively, on sulphur content and combustion characteristics and engine technology.

In our case, the main driver for the drastic increase in SOx is the use of High Sulphur Fuel Oil (HSFO) in scrubber-equipped vessels.

Total Pollution per Modality

Source	Total NO_x (t)			Total SO_x (t)		
	2022	2024	2025	2022	2024	2025
Vessels	3,066	2,152	2,463	616	1,045	915
Road, Terminal Machines, Barge	310	273	253	~1[1]	~1	~1
Electric rail	0	0	0	0	0	0
Total Scope 1 Air Pollution	**3,376**	**2,425**	**2,716**	**617**	**1,046**	**916**

[1] Diesel has virtually no sulphur content, which is why these values are close to zero

Total Pollution per Year

KPI	Unit	2022	2024	2025	VS. 2024	VS. 2022
Scope 1 CO_2	$tCO2_e$	211,759	268,291	**247,442**	-8%	+17%
NOx	tonnes	3,376 [2]	2,425	**2,716**	+12%	-20% [2]
SOx	tonnes	617 [3]	1,046	**916**	-12%	+49%

[2] 2022 vessel NOx uses a different estimation methodology and is not directly comparable with later years

[3] 2022 SOx uses a derived post-scrubber emission factor for comparability

HSFO produces similar CO2 per tonne as lower-sulphur alternatives, but far more SOx. Even after scrubber treatment, which filters out a significant share of sulphur in high-sulphur fuels like HSFO, the growth in HSFO consumption from approximately 13,000 to 20,500 tonnes between 2022 and 2025, has pushed SOx upward. We had assumed that our decarbonization efforts would bring air pollution down alongside GHGs, but that is not the case.

We take this finding seriously. Decarbonization and clean air require complementary but distinct strategies. Samskip will explore the introduction of dedicated air pollution reduction targets and evaluate the transition from HSFO to lower-sulphur fuel alternatives. This analysis supports the use of biofuel as an intermediate solution on the way to clean zero-emission energy sources like green hydrogen.

How We Calculated These Numbers

For our vessels, we draw on two data sources. NOx comes from our internal vessel-specific emission calculations. SOx comes from S-insight, our maritime performance monitoring platform, which uses the actual emission performance of each vessel's scrubber system to determine what enters the atmosphere after treatment. For our road fleet, terminal equipment and inland barges, we applied the Smart Freight Centre's Air Pollutant Emissions Methodology for the Logistics Sector (2025), using fuel consumption data and published emission factors from the European Monitoring Evaluation Programme (EMEP) / European Economic Area (EEA) Guidebook 2023. Our road fleet is confirmed as 100% Euro 6, which means the road figures are conservatively overstated, as the methodology we used does not yet differentiate by vehicle emission standards. We plan to refine this in future years.

Our People

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Our Social Pledge

At Samskip, our people are the driving force behind our success. Their dedication, innovation, and commitment enable us to push boundaries and deliver exceptional service to our customers.

Key KPIs 2025:

- 1,614 employees in 22 different countries
- 29% women on the Management Board
- ~4.1 training hours per employee

Understanding Social IROs

Own Workforce - Working Conditions

Negative Impact (potential)

Health and safety risks in transport operations
Samskip's transportation and logistics operations require strict health and safety regulations to ensure no accidents or incidents happen. Physical consequences of accidents can be severe and hard to remedy.

Where: Own operation
Time: Short term
Status: Potential

Positive Impact (actual)

Health and safety management and prevention
Samskip's health & safety management systems and preventive measures contribute positively to workforce wellbeing and operational continuity.

Where: Own operation
Time: Short term
Status: Actual

Negative Impact (potential)

Long working days and overwork
Long working days can have an important negative effect on people's wellbeing. This can potentially lead to burnouts or fewer working days for workers.

Where: Own operation
Time: Short term
Status: Potential

Financial Risk

Impact of overwork on retention
Overworked employees will leave the company, leading to turnover costs, or end up on sick leave. Productivity drops and Samskip becomes unattractive for new talent.

Where: Own operation
Time: Medium term (1-5 years)

Financial Opportunity

Work-life balance creates wellbeing
Better work-life balance leads to more wellbeing and productivity and ultimately company performance.

Where: Own operation
Time: Medium term (1-5 years)

Own workforce - Equal Treatment and Opportunities for All

Positive impact (potential)

Equal pay enhances employee dignity and inclusion
Equal pay for equal work will enhance employees' dignity and sense of appreciation and inclusion in the organization.

Where: Own operation
Time: Short term
Status: Potential

Negative Impact

Skills gaps and training shortfalls
Insufficient training and skills development can lead to reduced operational capability, lower employee engagement, and difficulty adapting to new technologies and regulations.

Where: Own operation
Time: Medium term (1-5 years)

Workers in the Value Chain

Negative Impact (potential)

Health & safety regulations in value chain
Samskip's transportation and logistics operations require strict health & safety regulations across the value chain. It is more difficult to monitor outside of the workforce. Physical consequences of accidents can be severe.

Where: Value chain (subcontractors)
Time: Short term
Status: Potential

Financial Risk

Risk of accidents caused by tiredness
The risk of accidents with trucks, vessels, and terminals increases if value chain workers are overworked and too tired.

Where: Value chain
Time: Short term

Negative Impact (potential)

Violence and harassment in the value chain
Violence and harassment on the work floor can occur across the value chain, which is a larger group of people across numerous countries. Would affect the reputation of the company.

Where: Own operation, Value chain
Time: Short term
Status: Potential

Own Workforce

(S1)

"Our shift from HR to a People Department reflects how we view sustainability: not as a policy, but as a way of working. By giving all employees equal access to information and equipping managers with real insight into their teams, we support development, wellbeing, and continuity over time. Sustainable organizations are built when people are empowered to grow."

Seline Berns-Oost Lievense
Chief People Officer

Managing own Workforce Impact, Risk and Opportunities

Our Policies: Own Workforce

(S1-1)

Our people are the foundation of everything we do. Across our offices, terminals, vessels, and road operations, we employ a diverse workforce spanning multiple countries, functions, and contract types. How we treat our people, and the standards we hold ourselves to, are governed by two core documents that together define our commitment to fair, safe, and respectful working conditions for everyone in the Samskip Group. Core policies include:

(Employee) Code of Conduct Sets out the behavioral standards expected from every person in the Samskip Group at every level. It sits alongside the Labour & Human Rights Policy and is integrated into recruitment, performance management, training, and operational planning.

Owner: Group CEO
Review frequency: Annual
Applies to: All entities under the Samskip Group as well as business partners, suppliers, and third parties doing business with Samskip

Labour & Human Rights Policy Sets out our approach to working conditions, equal treatment, health & safety, and fundamental human rights. It is structured around four principles: employee well-being, health and safety, employee growth, and respect for fundamental human rights. It explicitly prohibits trafficking, forced labour, and child labour, and embeds human rights protections throughout our operations.

Owner: Chief People Officer (CPO)
Review frequency: Annual
Applies to: All entities under the Samskip Group.

Key policy targets:

Health & Safety
- 100% Lost Time Injury (LTI) measurement coverage across all operations by December 2026.
- 100% of on-site employees and subcontractors are provided with health & safety training by December 2026.

Working Conditions / Worker Protection
- 70% minimum participation rate in annual employee satisfaction surveys, with a minimum satisfaction score of 7.2
- 100% of employees should receive annual performance reviews
- 100% of employees to receive annual discrimination and harassment training

Learning & Development
- 10% year-on-year increase in Samskip Academy training participants, starting in 2024

Employee Communication & Culture
- 3 or more Group-wide town hall meetings to be hosted annually

Supporting Frameworks
Our social performance is monitored through annual engagement surveys, retention tracking, and incident reporting, with results reviewed by the CPO and reported to the Board of Directors on an annual basis. We maintain ongoing compliance with applicable labour laws, including but not restricted to EU, Dutch, and Icelandic and International Labour Organization (ILO) standards. Additionally, specific to our Iceland entity has obtained an equal wage management system certification, reflecting our commitment to fair and equitable pay at an entity level.

Listening to Our People: Engagement & Grievance Channels

(S1-2)

Listening to our people and giving them genuine avenues to raise concerns is central to how we manage our workforce.

We engage employees through several complementary channels covering our office-based workforce, our vessel crew, and all entities across the Samskip Group.

Employee Satisfaction Surveys
Our annual MoodUp employee satisfaction survey targets at least 70% participation and a minimum satisfaction score of 7.2, with results reviewed by our People department and used to inform management decisions.

Annual Performance Review and Town Halls
All employees receive annual performance reviews, and we host a minimum of three Group-wide town hall meetings annually to create space for two-way dialogue on company strategy, including sustainability topics.

YourVoice and Whistleblowing Procedure
For grievance and remedy, we provide two group-wide channels: YourVoice and our Whistleblowing procedure. We introduced YourVoice in 2025 – a fully anonymous online mechanism available to all employees, non-employed workers, and external stakeholders, powered by an independent platform. Reports are acknowledged within five business days.

While individuals may also choose to raise concerns through other channels, the use of YourVoice is encouraged as it ensures full compliance with anonymous reporting requirements. Where alternative channels are used, individuals are informed that anonymity cannot be fully guaranteed.

Our Whistleblowing Procedure provides a complementary formal channel with defined investigation steps, clear escalation routes, and explicit non-retaliation protections covering employees, interns, volunteers, temporary staff, and independent contractors. Any employee who raises a concern in good faith is protected regardless of the outcome. In Iceland, an anti-bullying committee provides additional local support for employees who may feel hesitant about using group-wide channels.

For our vessel crew, engagement is governed by our Safety Management System in line with the Maritime Labour Convention (MLC), including monthly vessel-level Safety Committee meetings and a formal MLC Onboard Complaint Procedure.

Actions Taken: Learning & Development, Health & Safety, and other People Topics

(S1-3)

Samskip's actions address material workforce IROs and are organized across four areas: health & safety, fair working conditions, human rights due diligence, and learning and development.

Health & Safety

A serious incident reporting structure is already in place, requiring immediate escalation to relevant stakeholders and centralized logging across all regions, with follow-up conducted by regional directors and periodic reviews by Quality Management.

Fair Working Conditions

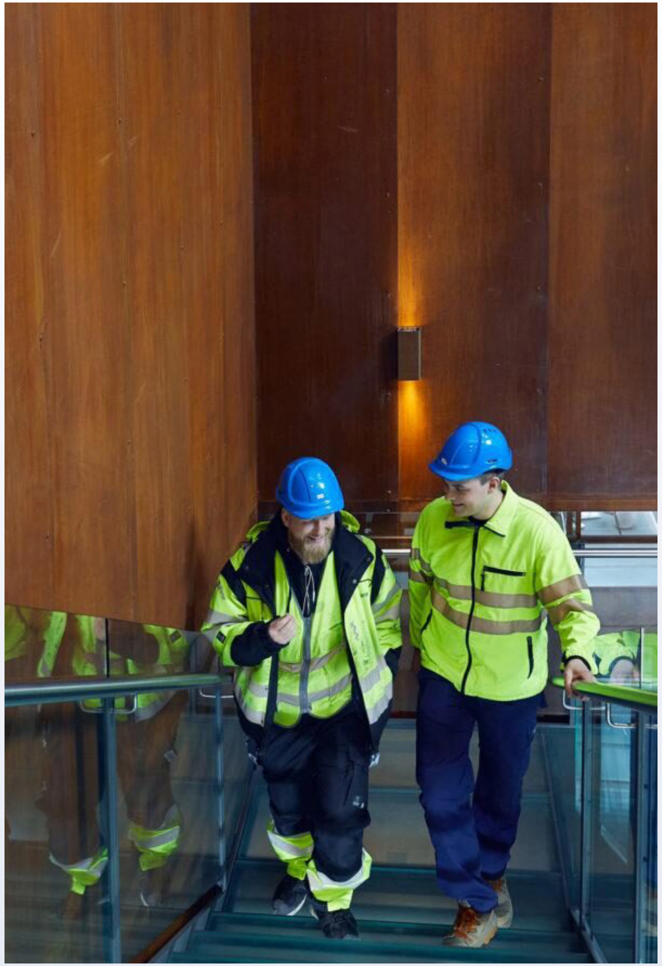
Working conditions are monitored through quarterly employee satisfaction surveys via our MoodUp platform, with results reviewed by our People department and used to inform management decisions. All employees receive annual performance reviews, and discrimination and harassment training is delivered continuously to all employees through the Samskip Academy. Office-based employees are offered one day of remote working per week, providing flexibility in how they structure their working week, while fostering team collaboration and operational continuity.

Learning and Development

Our approach to learning and development centers on the Samskip Academy, which provides structured training and career development programs across the organization. We offer a total of 44 unique courses, delivered through both elearning and instructorled formats, available in four primary languages: Dutch, English, Icelandic, and Romanian. We target 10% year-on-year growth in Academy participants, directly addressing the career development gap identified through our MoodUp results.

Tracking Effectiveness

The primary tool for tracking the effectiveness of our social actions is the MoodUp platform, which provides quarterly data on employee engagement, satisfaction, and sentiment across the Samskip group. A more formalized framework for evaluating the effectiveness of specific actions is currently in development, and we plan to have this in place ahead of our first mandatory CSRD-aligned report.



Measuring Progress Against our Metrics and Targets

Targets and Metrics: Workforce

(S1-4)

At present, Samskip has not yet established a full set of quantitative ESRS-aligned workforce performance targets. However, several formal commitments already exist through our Labour & Human Rights Policy, which currently serves as our organization's primary workforcerelated targets. The following metrics reflect our progress against those specified targets.

Health & Safety

- LTI of 4.85 per million hours worked

Working Conditions and Protection

- 73% participation rate in the employment satisfaction survey and an employee satisfaction rate of 7.3

Learning & Development

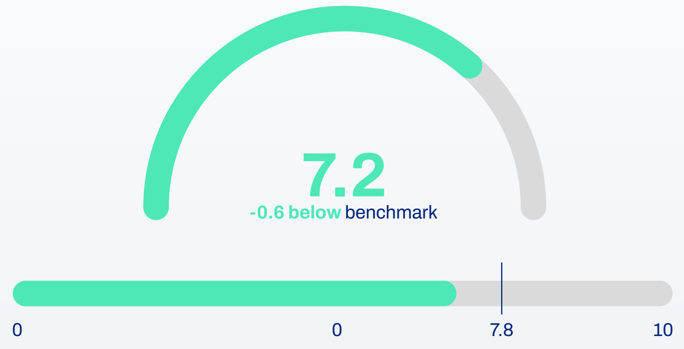
- ~50% increase in Academy participants compared to 2024

Employee Communication & Culture

- 3 Groupwide town hall meetings hosted in 2025

Employee Satisfaction Results

Overall Engagement Performance



Employee Satisfaction Score

Questions

Strengths

Driver	Statement	Answers	Score	vs Benchmark	Distribution 0-2 3-4 5-6 7-8 9-10
Commitment	**I put a lot of effort into doing a good job**	316	9.0	Equal	
Recognition	**I give compliments to my colleagues when they do a good job**	295	8.3	Equal	
Alignment	**I am happy with the mission and goals of my employer**	331	7.5	-0.1	
Relationship with peers	**I enjoy working with my team**	330	8.5	-0.2	
Relationship with peers	**I trust my colleagues and the people on my team**	313	8.0	-0.2	

Areas for Improvement

Driver	Statement	Answers	Score	vs Benchmark	Distribution 0-2 3-4 5-6 7-8 9-10
Wellness	**The organization cares about my physical and mental wellbeing**	212	7.7	-1	
Relationship with peers	**I learn a lot from my coworkers**	301	7.6	-0.9	
Relationship with peers	**My peers inspire me to do my best work**	161	7.6	-0.9	
Environment	**The systems and processes of my employer help me perform well in my role**	169	7.3	-0.8	
Growth	**My employer offers me support to improve and develop in my role**	337	7.6	-0.8	

A Closer Look at Our Workforce Metrics

Characteristics of Employees

(S1-5)

As an international company we take pride in our diverse workforce. Our people are the heart of our company and ensure the great service that we provide to our customers everyday. Below is a breakdown of key demographic data on who is represented in our workforce.

1,614

employees all over the world

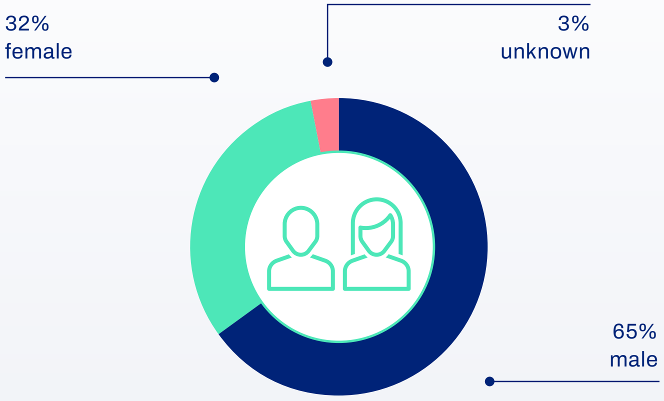
33

employees on non-guaranteed hours or on-call contracts across FrigoCare Ålesund AS and Nor Lines Norway AS

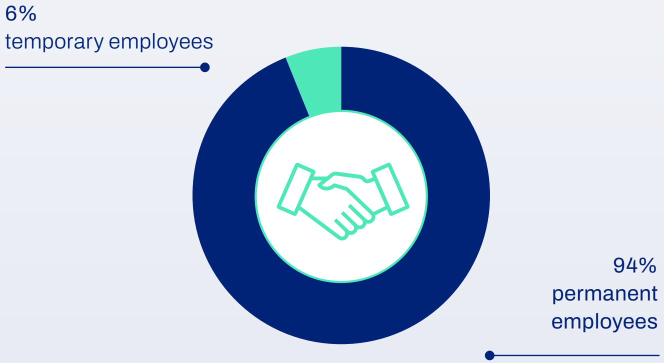
24%

overall employee turnover rate

Employee Gender Distribution

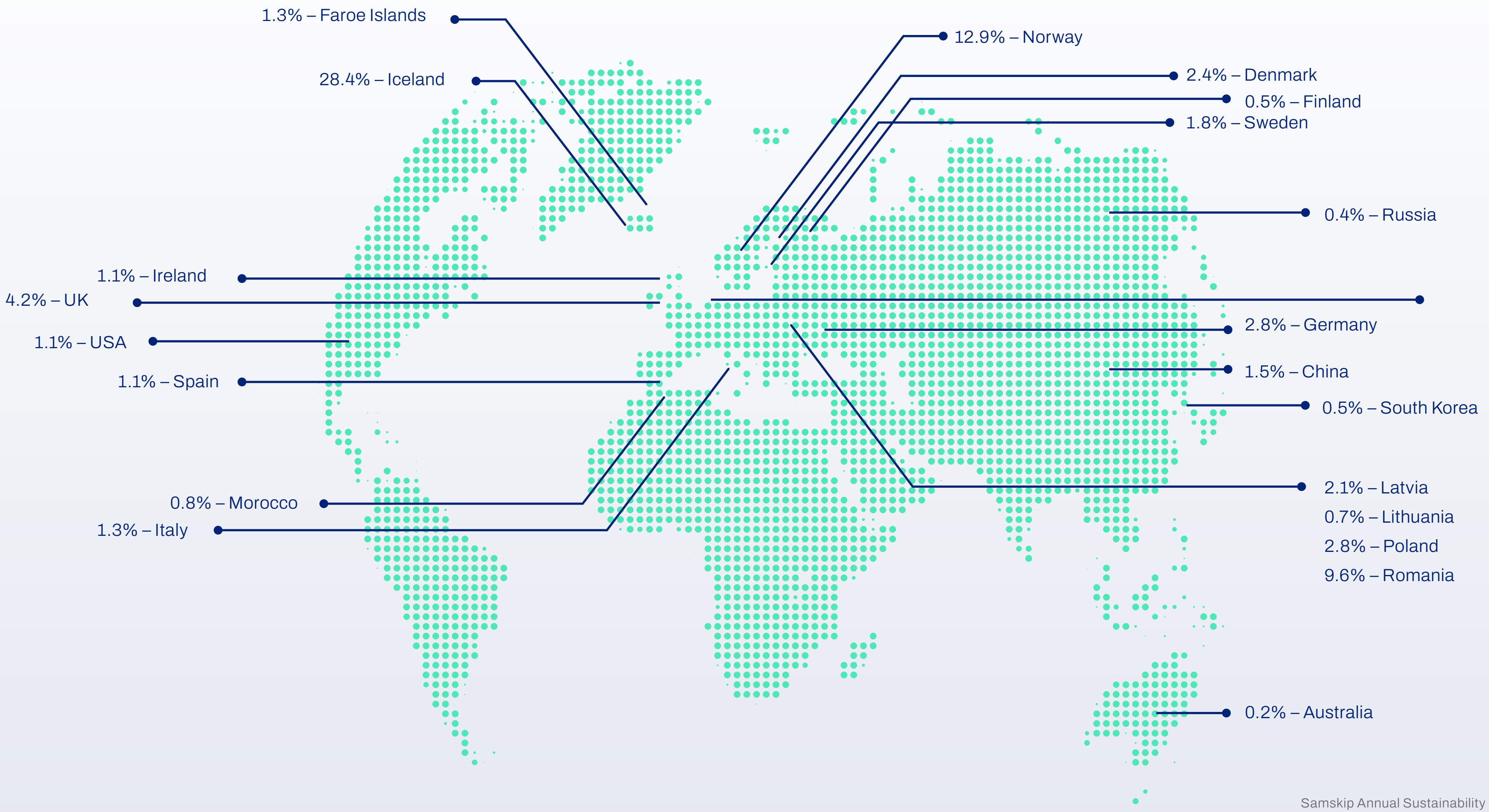


Employment Type Classification



Note: Total reported headcount of 1,614 is based on our financial systems and includes all people receiving salaries through Samskip. All other social and employment related data is based on a lower number of 1,439 employees registered in our people data system. The data gap is explained by groups of drivers who work for Samskip but are not directly employed at Samskip, and therefore not in our social system. This gap is noted and will be closed before next year's report.

Our International Workforce



Non-Employees Workforce

(S1- 6)

Non-employees play an essential role in Samskip's operations, particularly in trucking, vessel crewing, terminal activities, and consulting. For the purposes of this disclosure, non-employees are defined in accordance with ESRS S1, covering self-employed persons contracted directly by Samskip and workers supplied by third parties primarily engaged in employment activities (NACE Code N78).

We currently cannot report on the total number of non-employees, as Samskip is working on developing a categorization framework across our company. We expect to be able to report on this metric from next year on.

Collective Bargaining & Social Dialogue

S1-7)

- Samskip respects and upholds employees' rights to organize, bargain collectively, and participate in worker representation structures.
- Coverage is highest in Norway and Iceland, reflecting the well-established industrial relations frameworks in those countries.
- Employees across all other regions are free to organize and join representative bodies should they choose to do so.
- Currently, no Works Council, European Works Council, or European Company (SE) / European Cooperative (SCE) agreements are in place.

39% Employees across the Group are covered by collective bargaining agreements

100% Employee representation in Norway and Iceland through workers' representatives

21% Collective Bargaining Coverage in Norway

90% Collective Bargaining Coverage in Sweden

100% Collective Bargaining Coverage in Finland

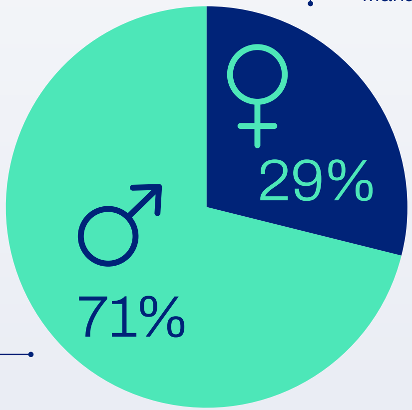
Diversity and Inclusion

(S1-8)

Samskip values diversity as a driver of creativity, performance, and organizational resilience. Our workforce spans multiple nationalities, cultures, and backgrounds across operations in more than twenty countries. We believe inclusion goes beyond access: it means ensuring genuine equity and giving everyone a voice at each level. We are intentional in building a culture where no background becomes a barrier for professional development, and every employee is compensated fairly for their work, representation, opportunity, and recognition.

Gender Ration of Management Board

29% women in executive positions
Management Board



71% men in executive positions
Management Board

Adequate Wages

(S1-9)

We aim to ensure all employees receive fair and equitable wages across entities. For countries where market benchmark details are available, we follow those standards. Our Icelandic operations maintain Equal Pay Certification (IST 85:2012), and a Group-wide compensation framework is under development for deployment in 2027.

100% of our employees are paid at least the statutory minimum wage in each country

Social Protection

(S1-10)

All EU and EEA employees are covered by statutory social protection schemes including sickness, disability, maternity and paternity leave, and unemployment. We support flexible working arrangements, hybrid schedules, and adaptable hours across our operations. Managers actively monitor leave usage and promote time-off planning to protect employee well-being.

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Workers with Disabilities

(S1-11)

Due to differing legal requirements and privacy considerations across our operating countries, the collection of disabilityrelated data is limited and subject to a clear legal basis. As a result, Groupwide metrics on workers with disabilities are not currently available.

In certain countries, such as the United Kingdom, employees are asked to complete a posthire medical questionnaire to confirm fitness for work, support health and safety, and identify any reasonable adjustments required. This process is not intended to register disabilities and does not result in systematic disability reporting.

In line with applicable data protection and employment laws, Samskip only collects disabilityrelated information where there is an explicit legal basis to do so and if employees voluntarily provide it. Given these constraints, quantitative reporting remains limited at this stage.

N/A employees with disabilities

Training & Skills Development

(S1-12)

Career development at Samskip is built around the Samskip Academy, annual performance reviews, and structured role progression. We want every employee to feel valued and supported in growing both personally and professionally.

5,872

total training hours completed in 2025

~4.1

average training hours per employee

92%

of employees received annual performance reviews

Health & Safety

(S1-13)

No task is more important than protecting our people. Safety is embedded in our policies, systems, and daily operations across all entities, covering safety briefings, personal protective equipment (PPE) requirements, dedicated safety coordinators, and regular audits. We define serious accidents as any occurrence linked to the transport of goods that results in, or has the potential to cause, fatal or serious injury to a person, or significant property or environmental damage. In addition, occurrences with potential for injury or damage are included in this structure.

24
workrelated accidents

Zero
fatalities (employees)

102
days lost due to accidents

5 (accident rate)
per million hours worked

We currently do not report on % of workforce covered by an Occupational Health and Safety (OHS) management system and will include it in next year's report.

Work-life Balance

(S1-14)

A healthy balance between professional and personal life is a core part of how we value and retain our people. We support flexible working arrangements, hybrid schedules, and adaptable hours. Managers actively monitor leave usage and promote time-off planning to prevent burnout. Work-life balance outcomes are tracked through our annual MoodUp employee survey and reviewed by the People Department.

100%

employees entitled to maternity/paternity leave (EU/EEA)

Fair Pay & Compensation

(S1-15)

Our remuneration framework is guided by fairness, transparency, and nondiscrimination. As of December 2025, the unadjusted gender pay gap across the Samskip Group was calculated based on average base salary and covering all entities except for 3 (Samskip hf in Iceland, Humber Ports Logistics in the UK, and our trucking entity Samskip SIA). The calculation does not yet include all remuneration components, as data harmonization is ongoing. Our Icelandic Equal Pay Certification provides external assurance on nondiscriminatory pay practices at local level.

For the reporting year 2025, Samskip has decided to not report on salary and remuneration-related disclosures for privacy reasons and uncertainty on data completeness. Samskip will include these data points in our reports covering 2026 and onwards.

Incidents of Discrimination and Human Rights Violations

(S1-16)

Samskip maintains a zero-tolerance approach to discrimination, harassment, forced labour, child labour, and all other human rights violations. Our Code of Conduct, Labour and Human Rights Policy, YourVoice platform, and Whistleblowing Procedure provide clear protections for all employees, and in Iceland an anti-bullying committee offers additional local support.

In 2025, two complaints were received through the YourVoice mechanism. Both were investigated and closed without a finding of wrongdoing. No substantiated incidents of discrimination or human rights violations were recorded during the reporting period, and no fines, penalties, or compensation payments were made in connection with such incidents.

Zero discrimination incidents (substantiated)

Zero human rights incidents (substantiated)

Zero fines or penalties related to labour violations (EUR)

Workers in the Value Chain

(S2)

Managing Value Chain Workforce Impacts, Risks & Opportunities

Our Policies: Value Chain Workforce

(S2-1)

Samskip's responsibility for people doesn't end with our own employees. The truck drivers, vessel crews, terminal staff, and rail employees who deliver our services deserve the same commitment to fair treatment and safe working conditions.

Our approach to value chain workers is governed by several core policies frameworks, code of conducts, and safety guides that set clear expectations for everyone we work with.

Core Policies Include:
Whistleblowing Procedure Ensures that anyone connected to Samskip, including subcontracted workers can raise concerns confidentially and without fear of retaliation. It applies to employees, interns, volunteers, temporary staff, and independent contractors, with clear investigation steps and non-retaliation protections built in.

Owner: Chief People Officer (CPO)
Review frequency: Periodically
Applies to: All entities under the Samskip Group.

YourVoice Grievance Mechanism Provides an anonymous reporting channel for both employees and non-employed workers under the Samskip Group, enabling subcontracted workers (e.g., vessel crew, drivers) to raise concerns about safety, misconduct, or human-rights issues)

Owner: Chief People Officer (CPO)
Review frequency: Annual
Applies to: All entities under the Samskip Group, and any third parties.

Nav-Tech Safety Management System (SMS)
Nav-Tech is Samskip's in-house ship manager. For vessel operations, subcontracted crews are protected under the Nav-Tech Safety Management System, which forms a core part of our value-chain worker safety framework.

Owner: Head of Vessel Management
Review frequency: Annual
Applies to: All subcontracted vessel crews & technical service providers.

Supplier Code of Conduct Defines the minimum standards we require from all suppliers, covering labour rights, safe working conditions, non-discrimination, ethical conduct, and environmental responsibility. It is included in all supplier contracts and applies across our entire supply base.

Owner: Head of Operational Excellence & Procurement
Review frequency: Annual
Applies to: Suppliers, vendors, contractors, consultants, agents, and other providers of goods and services doing business with Samskip.

Sustainable Procurement Policy Translates our sustainability strategy and targets into our day-to-day sourcing decisions. It sets out how we conduct due diligence, monitor supplier performance, and drive continuous improvement across our supply chain. The policy is owned by the Head of Operational Projects and Procurement and reviewed annually.

Owner: Head of Operational Excellence & Procurement
Review frequency: Annual
Applies to: Samskip Multimodal B.V.

The Sustainable Procurement Policy is structured around three core principles: responsible supplier selection, supply-chain monitoring and due diligence, and supplier engagement and collaboration.

Key Policy Targets:

Responsible Supplier Selection

- 100% of new strategic and preferred suppliers are assessed through a supplier Corporate Social Responsibility (CSR) / Environment, Social, and Governance (ESG) survey at onboarding.
- Supplier Code of Conduct sign-off is required for all strategic and preferred suppliers as a contractual condition.

Supply-Chain Monitoring & Due Diligence

- Suppliers representing approximately 80% of direct operational spend are evaluated through ESG surveys.

Supplier Engagement & Capability Building

100% of employees involved in procurement-related activities are provided with sustainable procurement training.

Engaging with Value Chain Workers

(S2-2)

Policies alone are not enough: understanding the experience of workers in our supply chain requires active communication and listening.

We engage with value chain workers both directly and indirectly through several structured processes. Our most direct engagement with subcontracted truck drivers comes through our partnership with & Wider – CSR Europe, an independent worker voice platform. Through their CSR Spot Check Tool, we conduct anonymous surveys with drivers working across our value chain.

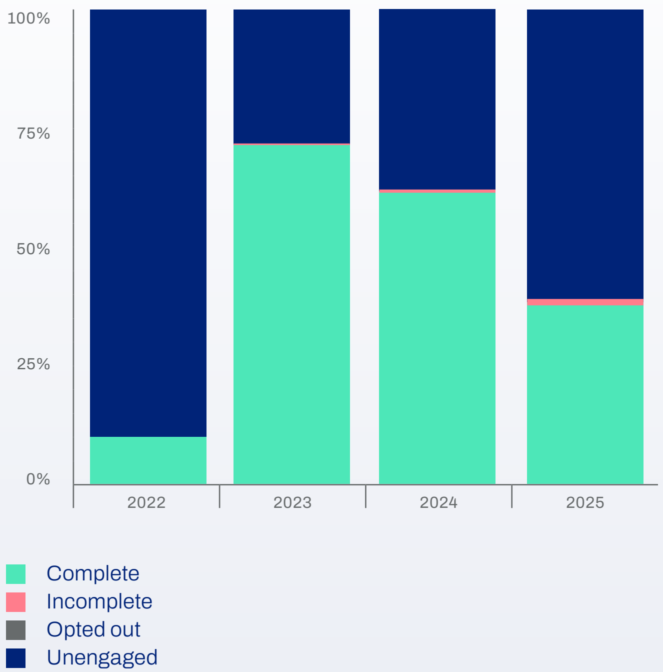
In 2025, we ran our fourth survey cycle, covering topics including rest time, wages, discrimination, safety training, access to medical treatment, and freedom of association.

The results showed consistent high positive scores across most indicators: drivers reported receiving safety training in their own language, having enough time to rest, and not experiencing discrimination or wage withholding. Overall, approximately 75% of respondents reviewed their work with Samskip as a positive experience.

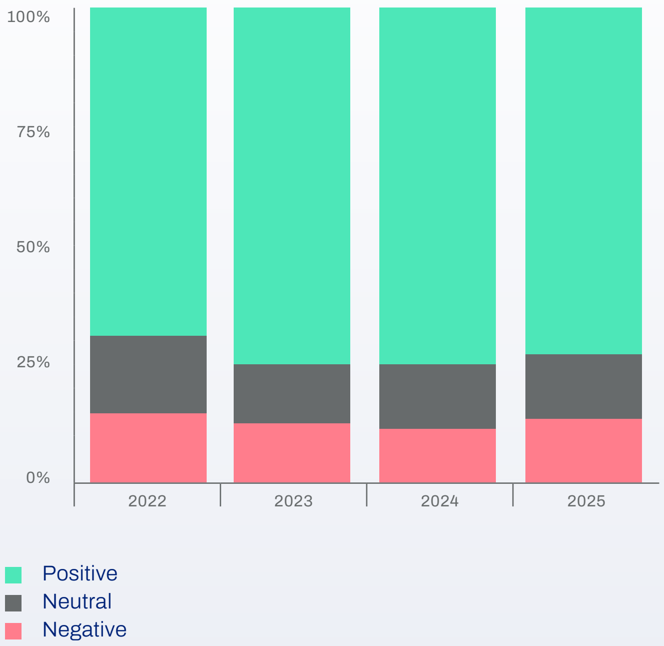
Areas such as union membership awareness and pay transparency showed more mixed results. In the most recent survey cycle, we saw a slight increase in neutral and negative responses. We take all negative and neutral cases seriously and will monitor these cases going forward.

Your Voice is available not only to employees but to all non-employed workers and external stakeholders across the Samskip value-chain, making it an accessible grievance channel for everyone. Any worker connected to our operations can submit concerns anonymously, with

Response Rate of Value Chain Workers



Annual Progress of Survey Results



full confidentiality guaranteed throughout the process. This ensures that value chain workers have a direct and protected channel to raise issues related to working conditions or conduct, independent of their employer.

For supplier-level engagement, we use a CSR questionnaire during supplier selection. This questionnaire addresses a wide range of topics such as policies, actions, and targets, across ESG. Additionally, we require all new suppliers to sign our Supplier Code of Conduct as part of the contracting process.

Our suppliers are segmented into three tiers: Strategic (high-dependency suppliers critical to core operations), Preferred (established partners with significant volume or strategic value), and Commercial (transactional suppliers with lower operational dependency). Engagement intensity and due diligence requirements are scaled accordingly.

Turning Commitments into Action: Addressing Issues with Workers in the Value Chain

(S2-3)

Our actions focus on setting clear expectations for our supply chain, verifying compliance, and making it easy for workers to speak up if something isn't right.

Due Diligence and Supplier Assessment
Before new supplier relationships begin, we conduct a pre-contract due diligence covering ethics, sanctions, sustainability performance, and safety standards. Strategically important suppliers are assessed through our CSR questionnaire, which evaluates their social and environmental practices across labour rights, health and safety, governance, and environmental policy.

The CSR questionnaire covers strategically important suppliers, covering 80% of Samskip's total direct operational spend. Suppliers are also required to sign our Supplier Code of Conduct, which sets out minimum expectations on working conditions, health and safety, and human rights as a condition of doing business with Samskip.

Fatigue and Driver Safety
The risk of accidents caused by overworked or fatigued drivers is a recognized risk across our value chain. To address this, we conduct anonymous worker voice surveys through our partnership with &Wider, covering rest time, working hours, and safety conditions for subcontracted truck drivers. In our most recent survey cycle in 2025, drivers broadly reported having adequate rest time. Where neutral or negative responses are identified, we monitor these cases and follow up accordingly.

Grievance and Remedy
Workers across our value chain have access to the same grievance channels as our employees: using YourVoice and through our Whistleblowing Procedure. Our Whistleblowing Procedure provides a complementary formal channel with defined escalation steps and explicit non-retaliation safeguards.

Both channels are available to value chain workers to report concerns related to violence, harassment, unsafe working conditions, or any other issue connected to Samskip's operations. However, our YourVoice module is most easily accessible for our value chain as it is on our public website.

Once a case is filed, one of our dedicated case handlers will review it. If more information is needed, the YourVoice module offers the option to chat anonymously to exchange information. Every case will get a confirmation notification within five business days, and the initial review will be done within two weeks. Every four weeks, an update on progress is provided until the case is resolved.

Driving Accountability: Measuring Progress Against Targets

(S2-4)

Our targets for value chain workers focus on expanding our reach, improving our data, and giving workers a genuine voice.

Several formal targets already exist through our Sustainable Procurement Policy, which currently serves as primary guidance for workers in the value chain. To support progress against those targets, we are focusing on improving data coverage across our value chain, including better integration of suppliers, audits, and grievance channels. These efforts will enable more structured monitoring over time.

Zero Human Rights Incidents
Zero cases filed by value chain workers through our grievance mechanism.

Our Responsible Business

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- Understanding Governance IROs 74
- Business Conduct (G1) 75

Our Governance Pledge

We are committed to fostering a culture of transparency, open communication, and accountability, ensuring that ethical conduct remains at the core of our operations. Our business relies on a extensive value chain, making collaboration essential in upholding these principles. To extend our commitment beyond our own operations, we actively engage with our suppliers on business ethics, promoting responsible practices throughout our supply chain.

Key KPIs 2025:

- Zero cases of corruption and or bribery
- Zero legal fines in the reporting year
- 41 employees trained on ethics and responsible business conduct

Understanding Governance IROs

Business Conduct

Financial Risk

Corruption and bribery incidents
Risk of corruption or bribery incidents in operations or the value chain, particularly in regions with higher corruption risk. This can lead to legal consequences and reputational damage.

Where: Own operation, Value chain
Time: Short term

Positive Impact (potential)

Open culture as a driver for accountability

An open culture will enable people to speak up and incentivizes positive change across the organization and value chain.

Where: Own operation, Value chain
Time: Medium term (1-5 years)
Status: Potential

Positive Impact (potential)

Open culture as a driver for sustainability
It is possible to adjust the corporate culture in such a way that it drives sustainable decision-making and innovation across the business.

Where: Own operation, Value chain
Time: Medium term (1-5 years)
Status: Potential

Business Conduct

(G1)

"Sustainability is often associated with environmental topics, but from our perspective in Legal and Compliance, it runs much deeper into governance, ethics, and responsible business conduct. Over the past year, ESG expectations have become embedded in how we review contracts, assess suppliers, and respond to regulators. Our role is to translate sustainability ambitions into legally sound, consistent actions."

Bárbara Gadig
Head of Legal and Compliance

Impact, Risk and Opportunity anagement

Policies Related to Business Conduct

(G1-1)

Samskip's governance framework is built on a clear set of policies that embed integrity, transparency, and ethical conduct into every level of the organization from how we manage supplier relationships to how we handle gifts, workplace conflicts, and financial transactions.

Anti-Corruption, Anti-Bribery, and Anti-Money Laundering Policy
Establishes the framework for preventing, detecting, and reporting corruption, bribery, and money laundering across all Samskip operations. It prohibits facilitation payments and political contributions in all forms, requires Customer Due Diligence and Know Your Customer checks for all new business relationships, and mandates financial record retention for a minimum of seven years. It is aligned with the Dutch Criminal Code, UK Bribery Act 2010, US Foreign Corrupt Practices Act, EU Anti-Money Laundering (AML) Directives, Financial Action Task Force (FATF) recommendations, and applicable UN, EU, and Office of Foreign Asset Control (OFAC) sanctions regimes.

Owner: Head of Legal and Compliance
Review frequency: Not defined
Applies to: All employees of the Samskip Group, and its subsidiaries, and all third parties acting on behalf of the company, regardless of role or location.

Gift and Entertainment Policy
Sets clear boundaries on the giving and receiving of gifts and hospitality to ensure all business interactions remain transparent, proportionate, and free from improper influence. Gifts may never take the form of cash, and gifts above EUR 100 or entertainment above EUR 200 per person require prior manager approval and formal documentation in the form of a Report Form.

Owner: Chief People Officer
Review frequency: Annual
Applies to: Samskip B.V. and all its entities.

Workplace Relationships Policy
Governs personal and romantic relationships in the workplace to prevent conflicts of interest and protect the integrity of management decisions. It prohibits supervisory relationships between managers and direct or indirect subordinates, requires disclosure of consensual colleague relationships within 14 days, and mandates recusal from decisions affecting a related party's compensation, promotion, or performance.

Owner: Chief People Officer
Review frequency: Not defined
Applies to: All entities under the Samskip group, including interns, agency staff, contractors, consultants, and board members

(Employee) Code of Conduct
Sets out the behavioral standards expected of every person in the Samskip Group, covering ethics, anti-corruption, anti-bribery, cyber-security, and responsible conduct.

Owner: Group CEO
Review frequency: Annual
Applies to: All entities under the Samskip Group as well as business partners, suppliers, and third parties doing business with Samskip.

Supplier Code of Conduct
Extends Samskip's ethical, labour, human rights, environmental, and safety expectations to the supply chain. It is required to be signed by all new suppliers before contracting begins. Third-party haulage partners are treated as suppliers and subject to this code.

Owner: Head of Operational Excellence and Procurement
Review frequency: Annual
Applies to: Suppliers, vendors, contractors, consultants, agents, and other providers of goods and services doing business with Samskip.

IT Security Policy
Governs General Data Protection Regulation compliance, information security, secure system use, data privacy, and the responsible use of AI and digital tools across the organization.

Owner: Chief Information Officer (CIO)
Review frequency: Annually
Applies to: All entities under the Samskip Group.

Actions Related to Business Conduct

(G1-2)

Keeping our ethical commitments in practice requires more than policies; it requires consistent action and clear accountability.

Samskip takes a risk-based approach to business conduct, focusing our efforts where the potential for misconduct is highest. Key actions include the following:

Compliance Training
Ethics and compliance training covering anti-corruption, anti-bribery, and anti-money laundering is delivered through the Samskip Academy. New employees complete this training as part of onboarding. In 2025, 41 new employees completed the training, a figure we are actively working to improve. Enforcement is currently managed at team level by individual managers.

Misconduct Reporting and Investigation
Our approach to misconduct reporting is described in detail in sections S1-2 (Listening to Our People: Engagement & Grievance Channels) and S2-2 (Engaging with Value Chain Workers). YourVoice provides employees, non-employed workers, and external stakeholders with an online mechanism which complies with anonymous reporting requirements. The Whistleblowing Procedure provides a process for reporting suspected misconduct, ensuring confidentiality or anonymity where requested, and includes investigation, followup, and protection against retaliation for individuals. Any employee who raises a concern in good faith is protected regardless of the outcome. Where violations are confirmed, disciplinary action may include termination of employment or business relationships, and cases may be referred to relevant authorities including the Dutch Financial Intelligence Unit.

Supplier Ethics Oversight
Our approach to supplier ethics is described in detail in section Workers in our Value Chain, specifically sections S2-1 (Our Policies: Value Chain Workforce) and S2-3 (Turning Commitments into Action: Addressing Issues with Workers in the Value Chain). In summary, all new suppliers must sign the Supplier Code of Conduct before contracting begins, and Strategic and Preferred suppliers are subject to the CSR assessments covering ethics, governance, labour rights, and environmental performance.

Anti-money Laundering Controls
Employees with financial responsibilities are required to conduct Customer Due Diligence and Know Your Customer checks before entering new business relationships, with enhanced checks applied for high-risk counterparties. Financial records are maintained for a minimum of seven years in line with Dutch AML regulations and FATF recommendations.

Targets Related to Business Conduct

(G1-3)

Samskip has not yet set formal targets related to business conduct. As our governance framework matures, targets will be considered in future reporting periods.

Measuring Progress Against Our Metrics and Targets

Metrics Related to Corruption and Bribery

(G1-4)

Tracking misconduct incidents and training coverage is how we measure whether our anti-corruption and anti-bribery commitments are translating into practice. In 2025, no breaches of anti-corruption or anti-bribery procedures were reported through formal channels. Samskip recorded zero convictions, zero sanctions, and zero fines for violations of anti-corruption or anti-bribery laws during the reporting period.

Zero convictions and total fines for anti-corruption and anti-bribery violations during the reporting period

Metrics Related to Political Influence, Including Lobbying Activities

(G1-5)

Samskip made no financial or in-kind political contributions during 2025, directly or indirectly, consistent with our Anti-Corruption, Anti-Bribery, and Anti-Money Laundering Policy. Samskip does not engage in lobbying activities. No members of our administrative, management, or supervisory bodies appointed during 2025 held a position in public administration or with a regulatory authority in the two preceding years.

Zero financial and in-kind value of political contributions made during the reporting period

Metrics Related to Payment Practices

(G1-6)

Samskip's standard payment terms are 60 days from invoice date, applied uniformly across all supplier categories. Any deviation below 60 days requires explicit approval under our Delegation of Authority framework. The percentage of payments made within standard terms is not currently tracked. No legal proceedings for late payments were outstanding during 2025.

60-day average payment period to suppliers

Concluding Remarks

The insights in this report provide a clear view of where we stand today and where we are heading. A story of a company staying true to its direction. 2025 brought real pressure on the business, on the sector, and on the global logistics landscape more broadly. But it also brought progress: on emissions, on technology, on how we listen to and support our people, and on the systems that hold us accountable.

On the environmental front, we are moving back in the right direction. Total GHG emissions fell 12% compared to 2024, biofuel use increased, and renewable electricity procurement grew significantly. Our two hydrogen-powered SeaShuttle vessels, the centerpiece of our long-term decarbonization strategy, continued to take shape at the shipyard, with keel-laying completed in November 2025. When they enter service in 2027, they will represent a genuine step-change: the world's first zero-emission short-sea container vessels, operating on the Rotterdam–Oslo corridor.

These milestones matter, but they do not tell the whole story. Our air pollution data this year revealed a more complex picture: SOx emissions have risen as a result of high-sulphur fuel oil use in scrubber-equipped vessels, even as CO_2e emissions declined. This finding has prompted us to act. Decarbonization and clean air are distinct challenges, and they require different but complementary strategies. In 2026, we will continue to evaluate dedicated air pollution targets and fuel transition options accordingly.

On people and governance, 2025 brought meaningful progress. The launch of YourVoice gave every employee, contractor, and external stakeholder a confidential and anonymous route to raise concerns. Our partnership with & Wider showed us that around 75% of subcontracted truck drivers across our value chain perceives their work for Samskip as a positive experience. This is a group whose working conditions matter to us even when our influence is indirect. Overall, zero incidents of corruption or bribery were recorded across all Samskip entities.

We are conscious of what remains undone. Progress in sustainability is never finished, and we are energized by what comes next. A formal climate scenario analysis is in development. Our workforce metrics and targets are on a path to becoming more ESRS aligned. And our EcoVadis results are strong in absolute terms, placing us among the top performers in our industry, reflecting a challenging benchmark that is rising because the whole sector is raising its game. That is exactly the environment we want to operate in and stay ahead of it.

Appendix

(GOV-4)

Data Ownership and Controls

Samskip has established data collection and review processes to support the accuracy and completeness of its sustainability reporting. Responsibilities for sustainability data are distributed across the organisation, with each data stream owned by the relevant function.

Raw fuel and operational data is provided by operational managers to the sustainability team, who perform the CO_2 calculations. This process and its underlying assumptions are documented. Social and workforce data is owned by the Chief People Officer. The People Department collects this data through global HR systems, including HiBob, and provides it to the sustainability team for inclusion in the report. Supplier spend data is documented by the Procurement team and owned by the Head of Procurement. Financial data is owned by the CFO. Where data limitations exist, they are disclosed in the relevant section. The full report was reviewed by a cross-functional group before publication. Samskip acknowledges that this is the first year of ESRS-aligned reporting and that data collection and control processes will continue to mature in subsequent reporting periods.

Statement on Due Diligence

(GOV-3)

The table below shows where the main steps of Samskip's due diligence process, as set out in ESRS 1 AR 33, are reflected in this sustainability statement.

Due Diligence Step	Where Disclosed in This Report
Embedding due diligence in governance, strategy and business model	Corporate Governance, Our Sustainability Strategy, About Samskip
Engaging with affected stakeholders	Double Materiality Assessment, Listening to Our People: Engagement and Grievance Channels, Engaging with Value Chain Workers
Identifying and assessing negative impacts on people and the environment	Double Materiality Assessment - Impacts, Risks and Opportunities, Identification of Environmental IROs, Understanding Social IROs
Taking action to address negative impacts on people and the environment	Mitigation in Action: Decarbonizing Logistics, Cleaner Air: Investing in Innovation and Compliance, Actions Taken, Turning Commitments into Action
Tracking the effectiveness of these efforts	Targets Climate, Targets Air Pollution, Targets and Metrics: Workforce, Driving Accountability: Measuring Progress Against Targets

Abbreviations

Abbreviation	Full description
AML	Anti-Money Laundering
CO_2e	Carbon Dioxide Equivalent
CSR	Corporate Social Responsibility
CSRD	Corporate Sustainability Reporting Directive
DMA	Double Materiality Assessment
EEA	European Economic Area
EMEP	European Monitoring Evaluation Programme
EFRAG	European Financial Reporting Advisory Group
EGCS	Exhaust Gas Cleaning Systems
ESG	Environmental, Social, and Governance
ESRS	European Sustainability Reporting Standards
ETS	Emissions Trading System
EUA	Emission Unit Allowance
FATF	Financial Action Task Force
FEUM	FuelEU Maritime
GHG	Greenhouse Gas
GLEC	Global Logistics Emissions Council
GRI	Global Reporting Initiative
HSFO	High Sulphur Fuel Oil
IMO	International Maritime Organization
ISCC	International Sustainability & Carbon Certification
IRO	Impact, Risk, Opportunity
ISO	International Organization for Standardization
KPI	Key Performance Indicator
LNG	Liquefied Natural Gas
LTI	Lost Time Injury
NOx	Nitrogen oxides
MLC	Maritime Labour Convention
OFAC	Office Foreign Asset Control
PPE	Personal Protective Equipment
PM	Particulate Matter
RST	Rotterdam Shortsea Terminals
SBTi	Science-based Targets initiative
SDG	Sustainable Development Goals (UN)
SMS	Safety Management System
SOx	Sulphur Oxides
UNGC	United Nations Global Compact
UNGPs	United Nations Guiding Principles
WTT	Well to Tank
WTW	Well to Wake

Glossary

Term	Definition
Biofuel	Renewable fuel made from organic materials like plant oils or waste, used to reduce emissions in transport.
Carbon Intensity	The amount of CO_2e emitted per unit of energy or economic output. Lower carbon intensity means cleaner energy.
Decarbonization	The process of reducing carbon dioxide emissions, especially in energy and transport systems.
Double Materiality	A concept in sustainability reporting where a topic's materiality is defined by reviewing if it has significant impact on people/environment and the company's financial performance.
Green Hydrogen	Hydrogen produced using renewable energy, considered a clean alternative for fuel.
Well-to-Wake Emissions	Emissions calculated over the entire life of fuel, from production to combustion.
Material Topic	A sustainability issue considered important enough to influence stakeholder decisions or company strategy.
Modal Shift	Moving freight from high-emission transport modes (e.g., trucks) to lower-emission ones (e.g., rail, sea).
Multimodal Transport	A logistics system that combines different modes (e.g., rail, sea, road) to optimize efficiency and reduce emissions.

Term	Definition
Net-Zero	A state where a company reduced its carbon emissions significantly, and removes any remainder through carbon offsets.
Renewable Energy	Energy from natural sources that replenish, such as wind, solar, or hydropower.
Scope 1, 2, 3 Emissions	Categories of emissions: Scope 1 (direct emissions from fuel combustion), Scope 2 (indirect from procured electricity), Scope 3 (indirect from value chain).
Sustainable Procurement	Purchasing goods/services in a way that considers environmental and social impacts.
Zero-emission Fleet	Vehicles or vessels that operate without releasing greenhouse gases during use, often powered by electricity or hydrogen.

References

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ESRS Index Table

(GOV-3)

Standard	Disclosure Requirement	Location in Report	Page	Status	Note
ESRS 2 - General Disclosures					
BP-1	BP-1 - Basis for preparation of the sustainability statement	Reader Guide	5	Reported	Consolidated for Samskip Holding B.V., following latest version (2025) of simplified ESRS.
BP-2	BP-2 - Specific information if phasing-in options used	Reader Guide	5	Reported	No phase-in provisions are applied.
GOV-1	GOV-1 - The role of the administrative, management and supervisory bodies	Corporate Governance	14	Reported	
GOV-2	GOV-2 - Integration of sustainability-related performance in incentive schemes		-	Not disclosed	Samskip does not disclose on incentive scheme linkages in this voluntary reporting year. Will be addressed from 2026.
GOV-3	GOV-3 - Statement on due diligence	Appendix: Statement on Due Diligence	80	Reported	
GOV-4	GOV-4 - Risk management and internal controls over sustainability reporting	Appendix: Data Ownership and Controls	79	Reported	
SBM-1	SBM-1 - Strategy, business model and value chain	About Samskip	10	Reported	Multiple sections on business model, strategy, and value chain.
SBM-2	SBM-2 - Interests and views of stakeholders	Double Materiality Assessment	16	Reported	

Standard	Disclosure Requirement	Location in Report	Page	Status	Note
ESRS 2 - General Disclosures					
SBM-3	SBM-3 - Interaction of material impacts, risks and opportunities with strategy and business model	Double Materiality Assessment, Our Strategy	16	Reported	
IRO-1	IRO-1 - Description of the process to identify and assess material impacts, risks and opportunities	Double Materiality Assessment	16	Reported	
IRO-2	IRO-2 - Disclosure requirements in ESRS covered by the sustainability statement	ESRS Index Table	84	Reported	This table
ESRS E1 - Climate Change					
E1-1	E1-1 - Transition plan for climate change mitigation	The Strategy: Our Approach to Net-Zero	32	Reported	
E1-2	E1-2 - Identification of climate-related risks and scenario analysis	Navigating the Transition: Risks and Scenario Analysis	33	Reported	
E1-3	E1-3 - Resilience in relation to climate change	Built for Resilience: Our Strategic Capacity to Climate Adaption	34	Reported	
E1-4	E1-4 - Policies related to climate change mitigation and adaptation	Our Policies: Mitigation and Adaptation	35	Reported	
E1-5	E1-5 - Actions and resources in relation to climate change mitigation and adaptation	Mitigation in Action: Decarbonizing Logistics	36	Reported	
E1-6	E1-6 - Targets related to climate change	Targets Climate	40	Reported	
E1-7	E1-7 - Energy consumption and mix	Energy Consumption: Powering Responsibly	41	Reported	

Standard	Disclosure Requirement	Location in Report	Page	Status	Note
ESRS E1 - Climate Change					
E1-8	E1-8 - Gross Scope 1, 2, 3 GHG emissions	Our Carbon Footprint: The Full Value Chain Picture	42	Reported	
E1-9	E1-9 - GHG removals and GHG mitigation projects financed through carbon credits	Our Stance on Carbon Removals	46	Reported	
E1-10	E1-10 - Internal carbon pricing	Internal Carbon Pricing	46	Reported	
E1-11	E1-11 - Anticipated financial effects from material physical and transition risks and climate-related opportunities	Financial Resilience and Opportunity	46	Reported	
ESRS E2 - Pollution					
E2-1	E2-1 - Policies related to pollution	Our Policy: Air Pollution	48	Reported	E2-1 and E2-3 are disclosed in a single combined section.
E2-2	E2-2 - Actions and resources related to pollution	Cleaner Air: Investing in Innovation and Compliance	49	Reported	
E2-3	E2-3 - Targets related to pollution	Our Policy: Air Pollution	48	Reported	E2-3 and E2-1 are disclosed in a single combined section.
E2-4	E2-4 - Pollution of air, water and soil	Our Footprint: Monitoring SOx and NOx	50	Reported	Disclosure covers air pollutants (NOx and SOx) only. Water and soil pollution were assessed in the DMA and found not material for Samskip's operations.
E2-5	E2-5 - Substances of concern and substances of very high concern		-	Not applicable	Samskip does not handle substances of concern or substances of very high concern in its operations.

Standard	Disclosure Requirement	Location in Report	Page	Status	Note
ESRS S1 - Own Workforce					
S1-1	S1-1 - Policies related to own workforce	Our Policies: Own Workforce	56	Reported	
S1-2	S1-2 - Engagement with own workforce, channels to raise concerns and approaches to remedy	Listening to Our People: Engagement and Grievance Channels	57	Reported	
S1-3	S1-3 - Actions and resources related to own workforce	Actions Taken: Learning and Development, Health and Safety	58	Reported	
S1-4	S1-4 - Targets related to own workforce	Targets and Metrics: Workforce	59	Reported	
S1-5	S1-5 - Characteristics of the undertaking's employees	Characteristics of Employees	61	Reported	
S1-6	S1-6 - Characteristics of non-employees in the undertaking's own workforce	Non-Employee Workforce	63	Partial	Total number of non-employees cannot yet be reported. A categorisation framework is in development; full disclosure from 2026.
S1-7	S1-7 - Collective bargaining coverage and social dialogue	Collective Bargaining and Social Dialogue	63	Reported	
S1-8	S1-8 - Diversity metrics	Diversity and Inclusion	64	Reported	
S1-9	S1-9 - Adequate wages	Adequate Wages	64	Reported	
S1-10	S1-10 - Social protection	Social Protection	64	Reported	

Standard	Disclosure Requirement	Location in Report	Page	Status	Note
ESRS S1 - Own Workforce					
S1-11	S1-11 - Persons with disabilities	Workers with Disabilities	65	Partial	Group-wide data is not available due to differing legal requirements and privacy constraints across operating countries.
S1-12	S1-12 - Training and skills development metrics	Training and Skills Development	65	Reported	
S1-13	S1-13 - Health and safety metrics	Health and Safety	66	Reported	
S1-14	S1-14 - Work-life balance metrics	Work-Life Balance	66	Reported	
S1-15	S1-15 - Remuneration metrics (pay gap and total remuneration)	Fair Pay and Compensation	66	Not disclosed	Not disclosed in 2025 due to data harmonisation gaps and privacy considerations. Committed for inclusion from 2026.
S1-16	S1-16 - Incidents of discrimination and other human rights incidents	Incidents of Discrimination and Human Rights Violations	67	Reported	
ESRS S2 - Workers in the Value Chain					
S2-1	S2-1 - Policies related to workers in the value chain	Our Policies: Value Chain Workforce	68	Reported	
S2-2	S2-2 - Engagement with value chain workers, channels to raise concerns and approaches to remedy	Engaging with Value Chain Workers	70	Reported	
S2-3	S2-3 - Actions and resources related to workers in the value chain	Turning Commitments into Action	71	Reported	
S2-4	S2-4 - Targets related to workers in the value chain	Driving Accountability: Measuring Progress Against Targets	71	Reported	

Standard	Disclosure Requirement	Location in Report	Page	Status	Note
ESRS G1 - Business Conduct					
G1-1	G1-1 - Policies related to business conduct	Policies Related to Business Conduct	75	Reported	
G1-2	G1-2 - Actions related to business conduct	Actions Related to Business Conduct	76	Reported	
G1-3	G1-3 - Targets related to business conduct	Business Conduct (G1)	77	Reported	No formal targets are in place. This is disclosed explicitly in the Business Conduct section.
G1-4	G1-4 - Metrics related to corruption or bribery	Metrics Related to Corruption and Bribery	77	Reported	
G1-5	G1-5 - Metrics related to political influence, including lobbying activities	Metrics Related to Political Influence	77	Reported	
G1-6	G1-6 - Metrics related to payment practices	Metrics Related to Payment Practices	77	Reported	
Topics assessed as not material - no disclosures required					
E3	All E3 DRs - Water and Marine Resources		-	Not material	Assessed in the DMA; found not material for Samskip's activities.
E4	All E4 DRs - Biodiversity and Ecosystems		-	Not material	Assessed in the DMA; found not material for Samskip's activities.
E5	All E5 DRs - Resource Use and Circular Economy		-	Not material	Assessed in the DMA; found not material for Samskip's activities.
S3	All S3 DRs - Affected Communities		-	Not material	Assessed in the DMA; found not material for Samskip's activities.
S4	All S4 DRs - Consumers and End-users		-	Not material	Assessed in the DMA; found not material for Samskip's activities.

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