



MOVING THE WORLD FORWARD

SUSTAINABILITY
REPORT 2026



No nation can thrive in isolation.

Dear Reader,

Each year, it seems we begin by reflecting on uncertainty in the world around us. While this may feel repetitive, the reality is that the pace and scale of global disruption continue to intensify. Geopolitical tensions are rising, and the increasing polarisation among major powers is contributing to a climate of insecurity and instability. At the time of writing, energy markets are once again under pressure, with oil prices reaching some of the highest levels in years – another reminder of how interconnected and fragile our global systems remain.

In this environment, one fundamental truth endures: no nation can thrive in isolation. Global trade remains essential, and maritime transport is its backbone – the lifeline that keeps economies moving. Despite ongoing challenges affecting trade routes, operating costs, and regulatory landscapes, our industry continues to deliver, often quietly, but always critically.

Rising fuel costs further reinforce the urgency of improving efficiency – not only from an environmental perspective, but also as a matter of economic sustainability. Against this backdrop, I am particularly encouraged by the progress we have made in executing our fleet renewal strategy.

2025 marked a significant milestone for our company, as we welcomed several new vessels into our fleet. Most notably, the MV “Elise”, the first in our highly awaited Orca Class, represents a new standard in both cargo capability and operational efficiency. With its remarkably low fuel consumption, it sets a benchmark for responsible and sustainable shipping. The subsequent delivery of our second Orca Class vessel, MV “Frida”, has further demonstrated the strength and promise of this series.

These vessels play a crucial role beyond our own operations. By supporting the wind energy sector, they contribute directly to the expansion of renewable energy infrastructure worldwide – an area where shipping can make a meaningful difference.

At the same time, we have continued to strengthen our multipurpose fleet. The addition of several ultra-efficient F-Type and D-Type vessels in 2025 enhances our flexibility and reinforces our role in sustainable breakbulk shipping – an area that remains vital to global trade.

Yet, ships and strategy alone are not enough. Our true strength lies in our people. I am continually inspired by the dedication, creativity, and professionalism of the Harren Group team – both at sea and ashore. Through ongoing investment in training, education, and career development, we are building a strong and resilient organisation from within, grounded in shared values and a clear sense of purpose.

“Ships and strategy alone are not enough. Our true strength lies in our employees.”

Together, we are not only navigating today’s challenges – we are actively shaping the future of maritime.

Dr. Martin Harren, Group CEO



About this report

This is the annual sustainability report of the Harren Group

The report provides a comprehensive overview of the 2025 calendar year and recent developments across all business units within the Harren Group. Our sustainability reporting highlights significant accomplishments in environmental, social, and corporate governance domains. We have compiled this report to detail both past, ongoing and future initiatives. This marks the fourth sustainability report for the Harren Group, building upon the foundation laid by the previous reports issued.

Within this report, we align with the United Nations Sustainable Development Goals as our guiding principles. As a signatory to the Call to Action for Shipping Decarbonisation, led by the Global Maritime Forum in collaboration with the World Economic Forum and Friends of Ocean Action, we pledge to actively contribute through collaborative efforts and setting concrete targets to support the ambitions for 2040 and 2050.

Furthermore, the report assesses and documents our performance across each ESG dimension while establishing future targets and objectives.



The 17 Sustainable Development Goals (SDGs) present the core of the 2030 Agenda for Sustainable Development, which was adopted by the UN in 2015.

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GLOBAL MARITIME FORUM

The Global Maritime Forum was founded with the mission “to shape the future of global seaborne trade to increase sustainable long-term economic development and human wellbeing.”*

*quote: www.globalmaritimeforum.org/about

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Highlights since our 2025 report

Sustainability is far reaching and often a very complex topic to handle. We therefore decided to cluster our individual activities in the areas of environment, social and governance in three lanes, which help us guide and achieve our strategic objectives:



1 SUSTAINABILITY AWARENESS

Our first focus area is raising awareness about sustainability. This effort seeks to promote clarity and creates a shared understanding of our strategy and the specific challenges we face. It also aims to inform our organisation and ensure that sustainability principles are incorporated across all departments and teams.

Safety program ActSafely! development

In 2025, the group-wide safety program ActSafely! was further developed, with a strong focus on safety communication and engagement. These elements are now firmly embedded in daily on-board operations.

Harren Academy

The group-wide training and development program, Harren Academy, delivered a range of on-site and virtual training sessions across business units. These covered topics such as compliance awareness, IMS introductions, and cross-cultural communication, all supporting day-to-day operations. (See further details in the Social section)



2 REDUCING OUR CARBON FOOTPRINT

Our second focus area is reducing our carbon emissions. This area is critically important to our business framework and guide the way we organise our operations and commercial activities, both now and in the future. In this context, we evaluate our strategic decisions and investments with a focus on their carbon footprint, aligning it with the key objectives highlighted in the environmental section of our sustainability strategy.

Bio fuels

In 2025, Harren Group used 1,100 tonnes of B100 FAME biofuel in vessel operations, reducing CO₂ emissions by around 2,500 tonnes. (See further details in the Environmental section)

Office - heat pump, solar panels and charging stations

Our offices in Bremen and Hamburg saw important upgrades in 2025. These included the installation of a heat pump system in Bremen, rooftop solar panels, and a total of around 33 EV charging points across both locations, allowing colleagues to travel fully free of CO₂ emissions. (See further details in the Environmental section)

Antifouling

Seven vessels were equipped with new premium low-friction coatings in 2025. This brings the total to 16 vessels in the fleet using this latest-generation coating, which reduces hydrodynamic drag and improves fuel efficiency and emission reduction.



3 RESPONSIBLE CONSUMPTION

Our third focus area is responsible consumption. This serves as a guide for our procurement practices, both within our organisation and with external partners, and aligns closely with our environmental goals for both land and sea.

Culinary development program

In 2025, a shipboard culinary training program was launched to support galley crews in improving their cooking skills, optimising inventory management, and reducing food waste. Feedback has been very positive, and the program will continue in 2026. (See further details in the Social section)

Carpool

The Bremen and Hamburg offices expanded their shared company car fleet, making it easier and more flexible for employees to arrange transport. This helps reduce the need for air travel on short trips and improves connectivity between office locations. New vehicles are electric or hybrid and are equipped with Europe-wide charging cards.



PROJECTS COMPLETED

Signal

The Signal trial was completed in 2025. It showed that the tool helped raise awareness among onboard officers about energy efficiency and saving opportunities. (See further details in the Environmental section)

Starlink

In 2025, the rollout of Starlink across the entire owned fleet was completed, including the final two vessels outstanding from 2024. All vessels added to the owned fleet in 2025 were also equipped with Starlink systems.



COLLABORATION WITH KEY INDUSTRY ORGANS



MEMBER OF MARITIME EMPLOYERS COUNCIL



MEMBER OF IMCA



INTERTANKO

MEMBER OF INTERTANKO



INTERCARGO

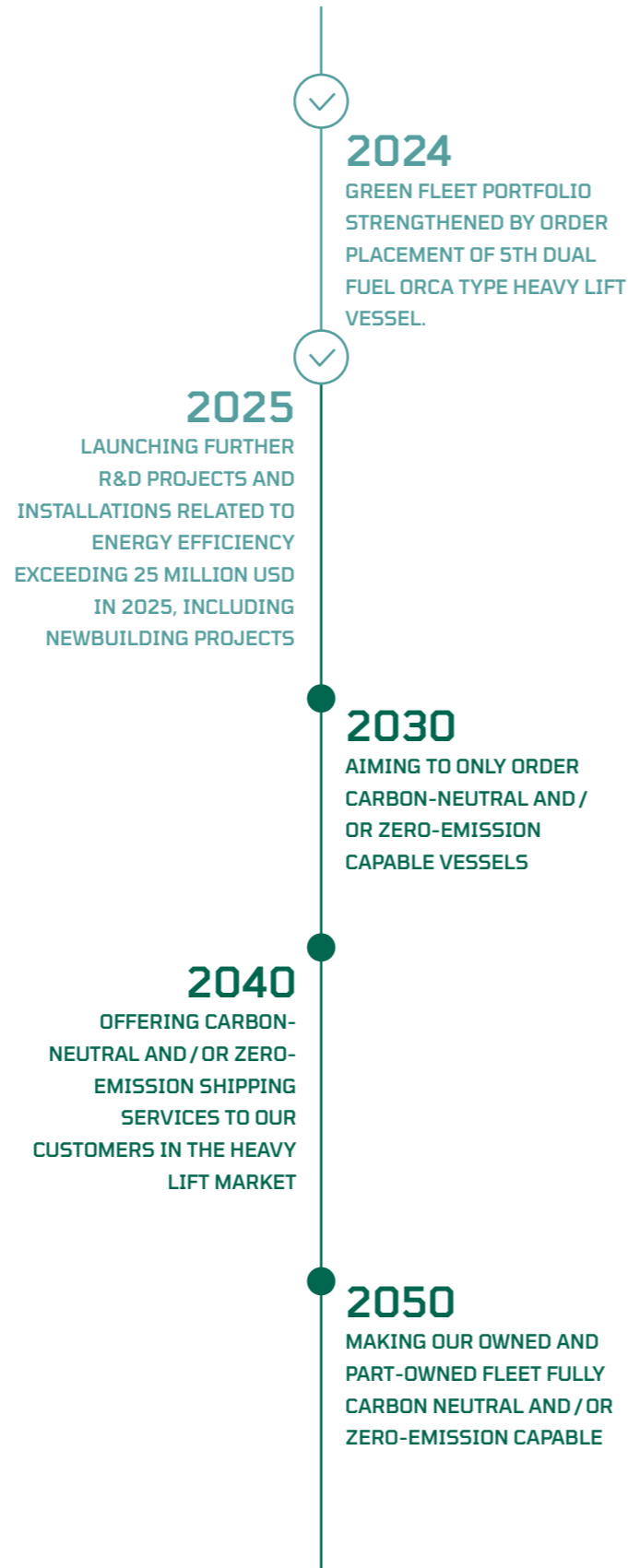
MEMBER OF INTERCARGO



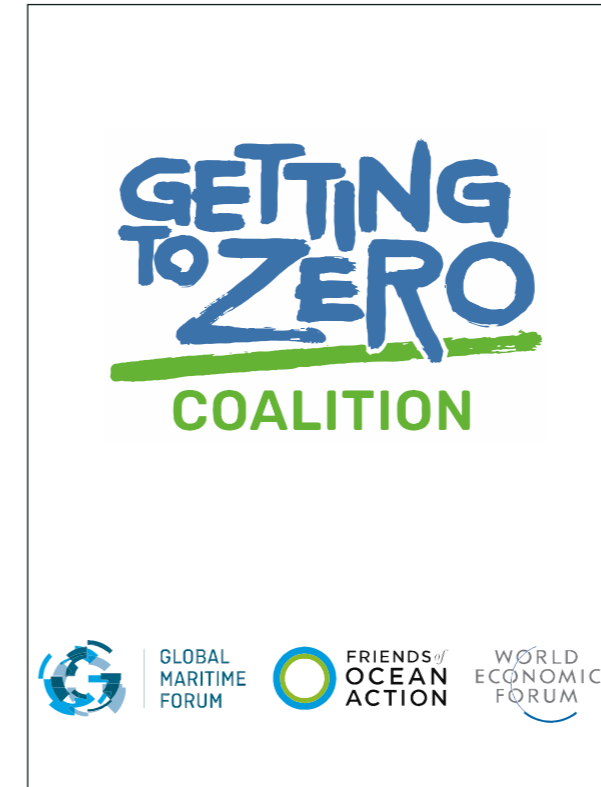
SUPPORTER

GLOBAL MARITIME FORUM

OUR KEY COMMITMENTS INCLUDE:



THE PATH TOWARDS MINIMISING OUR CO₂ FOOTPRINT



Getting to Zero Coalition

In order to meet the IMO’s ambition to reduce GHG emissions from shipping by at least 50% by 2050, the Getting to Zero Coalition is targeting to bring zero emission vessels into operation by 2030. The alliance with over 150 stakeholders from the maritime, energy, infrastructure and finance sectors is further supported by governments, IGOs and knowledge partners, e.g. the UCL Energy Institute, the Environmental Defense Fund and the Energy Transitions Commission. Together, the partners collaborate in the development of the required technologies and infrastructure.



[Learn more](#)

CERTIFICATIONS

As a globally acting organisation, we are committed to assess and minimise any negative effects our operations and processes might have on the environment, and we constantly monitor and control our impacts on sea, air and land. Further, we have a strong commitment towards the reduction of occupational injuries and diseases and we effectively promote and protect physical and mental health of our employees on-board and ashore. Lastly, it is the overall quality of our operations that is recognised by our customers and stakeholders every day. We strive to continuously increase their satisfaction going forward.

Within the Harren Group, we are certified according to the highest standards of ISO 9001, 14001 and 45001.



Certifications in place:

- ISO 9001 Quality Management
- ISO 14001 Environmental Management
- ISO 45001 Occupational Health and Safety

Harren Group at a glance

Our core competence is to manage complex maritime projects and deliver a wide range of high-end services to a global client base.

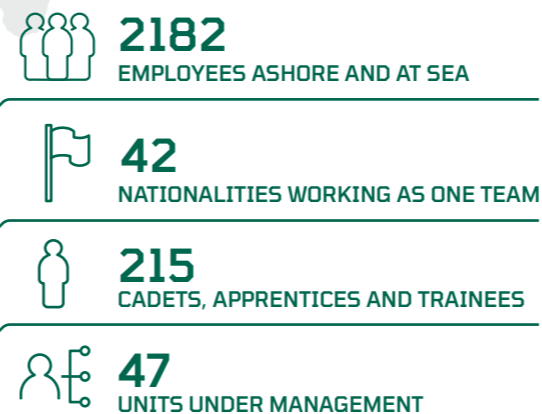


25
OFFICES IN
22 COUNTRIES

The portfolio of services covers five key business areas:

- Heavy Lift shipping
- Integrated project logistics
- Maritime engineering solutions
- Ship management & crewing
- Commodity logistics
- Offshore wind operations

STATISTICS AND FIGURES



ASSETS

VESSEL OVERVIEW (PER 31. DEC. 2025)*	NUMBER TOTAL
Heavy Lift & MPP	37
Bulk	5
Tanker	1
Container	1
Semi-submersible HTVs	2
Special vessels	1

* Numbers are excl. long and short-term time charter vessels

BRANDS



“Targeted investments in modern vessels, advanced technologies, and efficient operational processes are continuously improving our environmental performance.”

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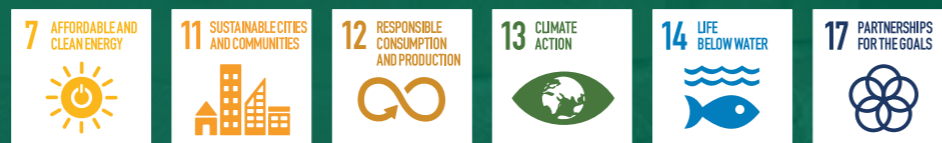
OUR STRATEGIC GOALS FOR ENVIRONMENT

At Harren Group we continue to drive our environmental performance through targeted investments in modern vessels, advanced technologies, digitalisation and efficient operations.

The introduction of the Orca class, alongside ongoing fleet renewal, combined with data-driven performance monitoring, alternative fuels, and innovative technical solutions helps to improve our fuel efficiency and reduces emissions.

Together, these measures reflect our commitment to lowering our environmental footprint while enabling more sustainable global logistics solutions.

WITH OUR ENVIRONMENTAL WORK WE ARE CONTRIBUTING TO:



KEY METRICS

1,984,309
NAUTICAL MILES
SAILED*

541,889
METRIC TONS OF CO₂
EMITTED*

11,918
METRIC TONS OF NO_x
EMITTED*

1,521
METRIC TONS OF SO_x
EMITTED*

*2025 figures reflecting key segments Tankers, Heavylift, Bulk and Container calculated according to BIMCO Shipping KPI Standard

ORCA NEWBUILD UPDATE – DELIVERY OF MV ELISE AND MV FRIDA

2025 marked an important milestone for the group, as the first vessel of the new Orca class series – Elise – was delivered and put into service. The Orca class sets a new benchmark in the heavy lift sector, particularly in terms of cargo capacity, flexibility, lifting and handling capabilities, and energy-efficient operations.

Elise is already playing a key role as a logistics vessel supporting the expansion of offshore wind farms, operating exclusively for Siemens Gamesa. With its advanced technical features, the vessel meets the growing demand for maritime logistics solutions that combine both cost efficiency and sustainability. It also serves as a strong proof point for Harren Group, with both the Orca vessels and their operator, SAL, being recognised as critical suppliers by companies such as Siemens Gamesa.

The Orca class has been designed with the current and future needs of the global offshore wind industry in mind. As wind turbine components – especially nacelles and tower sections – continue to grow in size and weight, transport and installation are becoming more complex. These challenges can slow down the development of offshore wind parks worldwide. The Orca vessels play an essential role in addressing these constraints and supporting customers worldwide.

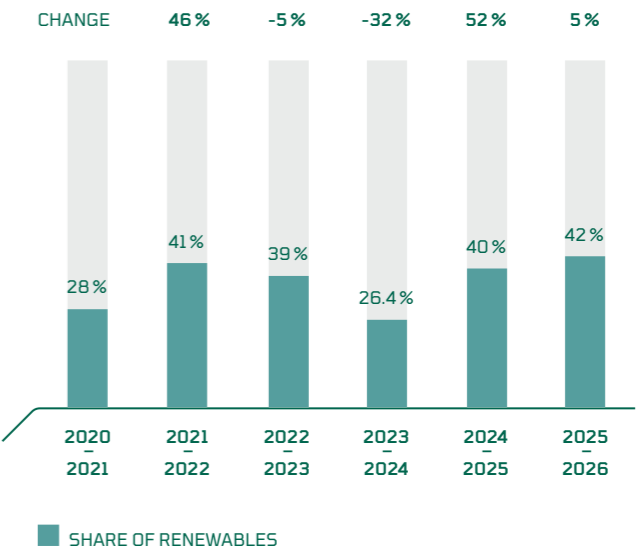
With speeds of up to 19 knots, the vessels allow for fast transit when needed. At the same time, under normal operating conditions of 16 knots, their fuel-efficient performance provides both great economic and environmental benefits. In eco-speed modes the consumption goes to thresholds that are far below any ships of comparable size and design. The ships operate on biofuels on selected voyages, and their readiness for green methanol offers further potential as demand and infrastructure develop. As a hybrid vessel, the Orca holds battery power storage that are used to peak shave the load of the auxiliary engines when power demand is highest, which again also gains energy efficiency. The vessel makes use of recuperation technology

so that by crane operations, energy is fed back into the battery system – e.g. by lowering the crane hook. Also, the heat regeneration system, aids to reduce power loads, where waste heat from the engines are reused to generate power onboard.

Beyond propulsion efficiency, the vessels also feature advanced digital capabilities. One example is the Orca AI camera-assisted routing system, which improves safe navigation, especially in poor visibility, and can help reduce detours.

In early 2026, the second vessel in the series, Frida, was delivered and entered service. Like Elise, it operates exclusively for Siemens Gamesa, transporting offshore wind turbine components to installation sites.

SHARE OF RENEWABLES IN FREIGHT TONS TRANSPORTED



VESSEL EFFICIENCY UPDATE – SILICON ANTIFOULING, VESPER, SIGNAL

Fleet Performance Analysis and Monitoring

Following the successful integration of the VESPER performance analysis system, our focus in 2025 shifted to closer monitoring of hull performance by analysing added resistance. A key role in this process is played by our Technical Performance Manager, who uses high-frequency data to detect performance losses and decide when hull cleaning is both operationally and commercially justified.

To ensure strong accountability, we carry out pre- and post-cleaning assessments after every intervention. By comparing speed and fuel consumption before and after cleaning, we can measure the impact of these actions. In a representative case, fuel savings of 5 – 10 % were achieved across different speed ranges, demonstrating the clear efficiency and emissions benefits of timely maintenance.

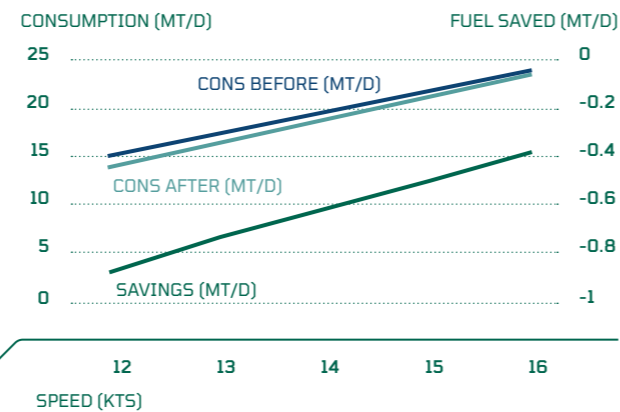
The system also helps identify data quality issues, such as sensor drift or inaccuracies in manual reporting where that is still applicable. Over time, this will improve data reliability and increase confidence in our analysis. Our goal is to turn these insights more quickly into operational actions that improve efficiency and environmental performance across the fleet. In this context, we are also exploring the use of further AI applications, with next trials planned for 2026.

For our chartered-in vessels, performance monitoring is equally important, even though access to detailed data is more limited. By using AIS data from satellite services, we systematically assess actual vessel speeds and account for weather

“Future digital initiatives will be built on a unified and reliable data foundation that encompasses both the fleet and our onshore teams.”

and current conditions. Combined with daily fuel consumption reports, this allows us to track hull performance over time and identify inefficiencies that may lead to higher fuel use, increased emissions, or lower utilisation. This data-driven approach improves transparency, supports constructive dialogue with vessel owners, and enables more informed and sustainability-focused contract negotiations.

SPEED-CONSUMPTION BEFORE/AFTER HULL- AND PROPELLER CLEANING



Conclusion of the Signal behavioural change trial

Following the initial rollout of the Signal trial across seven vessels, we have now completed our evaluation of the pilot project. The trial showed several strengths, particularly the system’s simplicity and its proactive approach to engaging crews. The use of positive reinforcement proved effective in raising awareness among master’s and chief engineers about energy-saving opportunities.

At the same time, the evaluation highlighted some practical challenges. A lack of high-quality historical data made it difficult to establish a reliable baseline for clear “before and after” comparisons. In addition, several vessels were involved in offshore projects with long idle periods during the trial, which limited the amount of usable operational data.

Based on various findings, we have decided to focus on further developing our existing performance monitoring systems. By making full use of our current setup, we aim to gain a deeper understanding of our operational data and identify any gaps that a behavioural tool could address in the future. This approach ensures that future digital initiatives are built on a consistent and reliable data foundation across both the fleet and our shore-based teams.

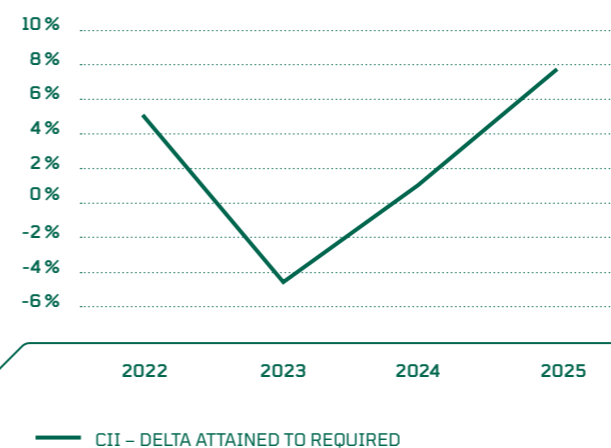
Update on CII Performance

In 2025, the overall Harren Group fleet recorded an average CII deviation of +7.8%, resulting in an overall D rating.

This change was mainly driven by a restructuring of our fleet. The number of highly efficient tankers, which had previously supported our overall rating, decreased from eight to three vessels during the year. As a result, the positive impact of these vessels was reduced, leading to a higher average fleet rating.

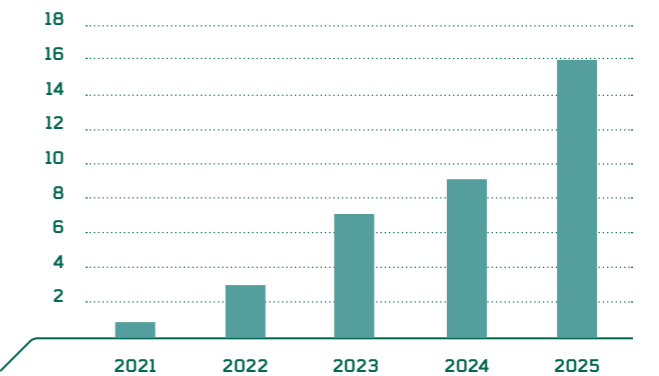
Operational challenges also continued to affect performance. Extended idle periods and port congestion had a negative impact, as the current CII framework penalises non-sailing time regardless of a vessel’s technical efficiency.

CII – DELTA ATTAINED TO REQUIRED



To address these effects, we continue to focus on regular hull and propeller maintenance, as well as stronger energy-saving practices on board. In line with IMO requirements, we are also updating our Ship Energy Efficiency Management Plans (SEEMP) to implement targeted improvements and keep our fleet aligned with long-term decarbonisation goals.

NO. OF VESSELS FITTED WITH LOW-FRICTION HULL COATINGS



Update on low-friction hull coatings

As in previous years, we continued to prioritise hull performance through comprehensive treatment programmes and the use of premium low-friction coatings during scheduled dry dockings. These coatings, including silicone- and silyl methacrylate-based systems, help reduce hydrodynamic resistance and biofouling, improving fuel efficiency and lowering emissions.

In 2025, seven additional vessels were equipped with these coatings, bringing the total to 16 applications since 2021. Across these projects, we apply a range of products and brands to build internal benchmarks. This comparative approach provides a strong basis for future decisions and helps ensure we continue to select the most effective solutions for our fleet.

* only considering vessels subject of CII regulations and minimum six months under Harren management during reporting year

FLEET UPDATES – F500 AND F700 MULTIPURPOSE ECO LIFTERS

In 2025, SAL took delivery of the first of three new F500-type multipurpose heavy lift vessels – Svend. The F500 is considered a true high-efficiency workhorse in the breakbulk sector. This latest generation combines a well-proven vessel design with modern technology, significantly reducing fuel consumption.

Following Svend, its sister vessel Sophie also entered service in early 2026. Together, they form an important part of SAL's growing multipurpose fleet. They also support the company's ongoing fleet renewal strategy, which focuses on replacing older, less efficient vessels with modern fuel efficient and high-performing tonnage.

Later in 2026, two F700 vessels are scheduled for delivery. These vessels will further strengthen the SAL fleet and expand its base of next-generation, highly efficient heavy lift ships. Based on the proven F-type design, the larger F700 class combines fuel efficiency with increased cargo capacity and strong lifting performance, offering lifting capabilities of up to 700 tonnes.



BIOFUELS / FUELEU MARITIME

In response to the FuelEU Maritime regulation, we started using biofuels on selected vessels in our owned fleet to support compliance.

In 2025, we used more than 1,100 tonnes of B100 FAME. This reduced our CO₂ emissions by about 2,500 tonnes compared to using conventional marine gas oil (MGO).*

To support this change, we worked closely with our crews, Technical Superintendents, and fuel suppliers. We made sure the biofuels were compatible with existing fuels on board, allowing safe and smooth operations without disruption.

Overall, the experience has been very positive, with no significant issues reported. More information on how Harren Group is implementing the FuelEU Maritime regulation can be found in the Governance chapter.

* CO₂ emissions calculated in accordance with the IMO DCS methodology using a GHG conversion factor (tCO₂eq/t fuel) of 0.477.

CALL2ACTION UPDATE



In line with our target to initiate R&D projects and energy efficiency investments exceeding US\$ 25 million in 2025 (including newbuilding activities), we successfully surpassed this threshold.

25 US\$
Mio.
by end of 2025

This was achieved through the continued use of premium low-friction hull coatings during dry dockings, as well as investments in the offshore conversion of MV Svenja. As part of this conversion, the vessel will be equipped with a new, highly efficient diesel-electric propulsion system, alongside a low-friction hull coating to further improve overall efficiency.



CONVERSION OF MV SVENJA

To further strengthen our position in the offshore installation market, we are planning a major conversion to be performed on the heavy-lift vessel Svenja, scheduled for early 2027. Like her sister vessel Lone, Svenja will be upgraded to carry out offshore installation work. This conversion will be more extensive and will place a strong focus on energy efficiency.

The vessel will receive a completely new power generation and propulsion system, designed to improve efficiency during dynamic positioning (DP2) operations. The current large main engine, which is not efficient enough at low loads, will be replaced by modern variable-speed diesel generators. This will allow power to be produced in line with actual demand at any time.

Unlike for conventional diesel electric propulsion systems, where generators always run on full rpm to deliver stable power supply to the thrusters, a Direct Current ring bus with frequency controlled generators and thrusters will be installed on MV Svenja. This enables to run both the generators and propulsion units at variable rpm depending on the actual power and thrust demand which

is particularly efficient in typical low thruster load scenarios occurring during DP operations. In addition, high-capacity batteries will provide reserve power and peak shaving, allowing the vessel to run with fewer generators while maintaining full operational safety.

By avoiding inefficient low-load operation of the engines and using advanced energy management, the new system will significantly improve fuel efficiency and reduce emissions compared to conventional DP setups.



SUSTAINABLE INFRASTRUCTURE AND WORKSPACE

Building on the progress made last year, Harren Group continued to expand the use of renewable energy and low-emission infrastructure at its office locations in 2025.

As part of the “Oasis” office renovation project, rooftop solar systems were installed at our Bremen headquarters, with a total capacity of about 160 kWp across the existing and new buildings (97 kWp and 57 kWp). While these systems were not yet operational by the end of 2025, they are expected to be commissioned soon and will provide renewable energy for daily operations.

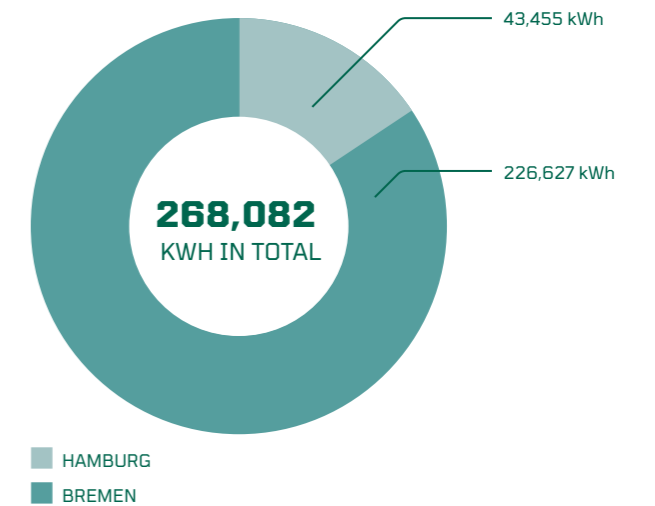
“Our initiatives help reduce emissions from our operations and promote more sustainable commuting for our employees.”

At the same time, we made strong progress in upgrading our heating systems. In Bremen, the gas-based heating system in the existing building was replaced with two heat pumps that provide both heating and cooling. In the new building, the existing geothermal system is being upgraded and supported by an additional heat pump to meet peak demand.

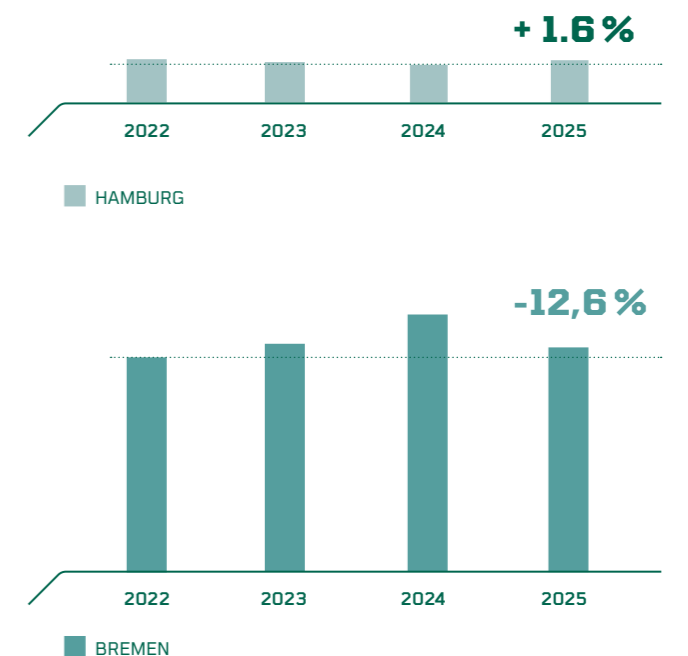
We also expanded our electric vehicle charging infrastructure. In Bremen, 19 charging points have been installed, with ten still awaiting connection. In Hamburg, 14 charging points are fully operational.

This expansion supports the continued electrification of our company car fleet, which in 2025 included ten fully electric and seven hybrid vehicles. Together, these measures help reduce emissions from our operations and support more sustainable commuting for our employees.

TOTAL ENERGY CONSUMED IN 2025



COMPARISON TO 2022 HAMBURG AND BREMEN



The increase in power consumption is estimated to come from an increase in EV charging paired with all staff returning to working from office, reducing home office work to a minimum.

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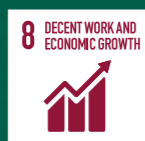
OUR STRATEGIC GOALS FOR SOCIAL

At Harren Group, we are always looking ahead and building the bridge to the future of shipping and logistics. This is only possible with people – both at sea and onshore – who are not only skilled, but also motivated and driven to provide new solutions to our customers.

A strong company culture that supports, encourages, and enables people to grow is therefore essential. At Harren Group, we believe we have created such an environment. Through our wide range of training and development programs, as well as spaces and systems that support communication, collaboration, and new ideas, we put this belief into practice.

In short, at Harren we have progress on our minds – and people at our heart.

WITH OUR SOCIAL WORK WE ARE CONTRIBUTING TO:



“At Harren we have progress on our minds – and people at our heart.”



KEY METRICS



95.27%

OFFICER RETENTION RATE*



1.96

LOSS TIME INJURY FREQUENCY*



3.27

TOTAL RECORDABLE CASES
FREQUENCY*

0

FATALITIES*

* 2025 figures reflecting key segments Tankers, Heavylift, Bulk and Container calculated according to BIMCO Shipping KPI Standard

ORCA – CREW COMFORT AND WELLBEING

One of the key design goals of the Orca vessels was to significantly improve crew comfort and wellbeing on board. This includes both accommodation (such as cabin design) and workspace layout, making daily life at sea easier and more pleasant.

Crew members spend months at a time on board. Their wellbeing is therefore a top priority, helping them stay safe, motivated, and high-performing in a demanding environment far from home, often in harsh sea conditions.

“Crew members often spend several months on board, and their well-being is a top priority.”

Many factors influence comfort at sea. Below are three key areas that were central in the development of the Orca vessels:

Hull design

Hull design may not be the first thing that comes to mind when discussing comfort, but it has proven to be very important. The hull has been optimised to reduce rolling and pitching accelerations in heavy swell. This does not only contribute to safe cargo transports but also reduces sea-sickness, a main factor of discomfort for many seafarers.

Combined with the modern engine setup, this significantly reduces noise and vibration compared to traditional vessels, improving overall comfort for the crew both during working hours and resting periods.



Learn more on
www.orcaclass.com



Accommodation design

The Orca vessels feature only single-occupancy cabins, with a strong focus on efficient use of space and high-quality materials. The aim is to create a warm and welcoming atmosphere, more similar to a comfortable hotel room than a standard ship cabin.

Lighting is also a key element. Good lighting is essential for safe work, but it also has a strong impact on wellbeing. Bright lighting is used in work areas such as cargo holds, outer decks, and workshops. In living and social areas – such as corridors, mess rooms, conference rooms, cabins, and the bridge – softer lighting, indirect light, and adjustable RGB lighting create a more relaxing and pleasant atmosphere.

Work safety

Safety is especially important on vessels handling very large and heavy cargo, often requiring manual work and close coordination. The Orca vessels include several design features to make work safer and easier.

Ladders have largely been replaced with stairs, allowing quicker and safer movement on board. In addition, storage for lashing and securing equipment has been redesigned. Instead of one central storage area, equipment is now placed on each level of the cargo hold. This is supported by a rail mounted trolley system that makes it easier to move heavy items such as shackles and lashing gear.

The use of lightweight Dyneema slings further improves working conditions. Tasks that were previously heavy and physically demanding are now much easier and less tiring for the crew.

TRIAL WITH ORCA AI

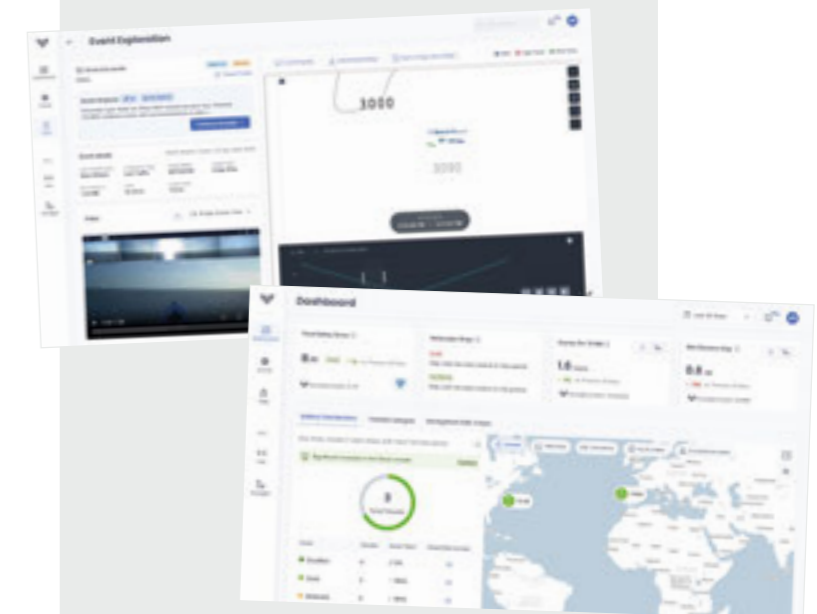
In September 2025, we started a trial of the Orca AI system on board our first Orca-class newbuild, Elise. The system will be installed on all five Orca-class vessels upon delivery.

Orca AI is a digital situational awareness tool that uses cameras and artificial intelligence to support bridge teams. It provides real-time object detection and improved target identification, complementing conventional navigation systems.

Feedback so far has been positive. The system is seen as easy to use and well-integrated into bridge operations. It is mainly valued as an additional source of information, especially in open sea, in dense traffic and in reduced visibility. In these conditions, it helps detect small or hard-to-identify objects and provides early awareness of potential risks.

In addition, web-based dashboards offer useful insights, allowing the Master to review critical events and discuss them with the bridge team.

Overall, the trial shows that Orca AI has strong potential to improve navigational awareness and safety as a supporting tool. Further optimisation and crew familiarisation are ongoing.



PEOPLE & CULTURE UPDATE

In 2025, we continued to build on the strong foundation established in 2024. We further strengthened our People & Culture strategy with a growing international focus and a more digital, globally connected HR structure. Our goal remains to continuously support our employees, encourage personal and professional development, promote a positive workplace culture, and strengthen collaboration across all locations.

“It is important to us to support and develop our employees, foster a positive work culture, and strengthen collaboration across all locations.”

Talent Development and Employee Growth

Employee development remained a key part of our People & Culture strategy. In 2025, we further expanded our internal training initiative, the Harren Academy, building on its successful launch in 2024.

The program included professional, personal, industry-specific, and leadership training, as well as individual development opportunities and health-related courses. A large number of training sessions were delivered, with high participation and very positive feedback. This confirms the strong acceptance of continuous learning across the organisation.

In addition, we introduced new leadership development formats and on-demand training courses to support structured career development and skills management across departments.

These initiatives highlight our commitment to continuous learning, employee growth, and long-term career development within the Harren Group.

HR Digitalisation and Global HR Infrastructure

A key milestone in 2025 was the implementation and international rollout of our new global HR system, Personio. This has significantly improved HR processes, reporting, onboarding, performance management, and global collaboration.

The system provides a better employee experience through digital personnel files, employee self-service functions, and improved global HR reporting and analytics. By the end of 2025, a large share of our global workforce had been integrated into the system, marking an important step towards a fully digital and globally connected HR organisation.

Employee Well-being

The health and well-being of our employees remained a top priority in 2025. We continued our health initiatives, including preventive health checks, first aid training, and wellbeing programs offered through the Harren Academy and local initiatives.

These programs support both physical and mental health and contribute to a healthy and sustainable work environment.

Diversity and Equal Opportunities

We are committed to promoting diversity and equal opportunities across the organisation. In 2025, the share of female employees in our onshore workforce reached 36%, reflecting our ongoing efforts to improve diversity and create equal opportunities.

36 % female employees
in our onshore workforce

We continue to support diversity through inclusive recruitment, equal development opportunities, and strong collaboration across our international offices.

Community Engagement and Global Collaboration

In 2025, we further strengthened our global company culture through the One Global Harren Team initiative.

This initiative promotes global communication, cross-location collaboration, and knowledge sharing. Key activities included virtual town halls, newsletters, buddy programs, cross-border exchanges, and global learning opportunities. These efforts help connect colleagues worldwide and build a strong sense of team spirit.

Employee Retention and Recruitment

To attract and retain talent, several strategic HR initiatives were introduced in 2025, including:



Introduction of new recruitment software and global recruiting processes



Expansion of international recruiting activities



Continuation of the employer branding campaign “Life at Harren”



Launch of the new trainee program “Kick-Start”



Implementation of structured onboarding processes and welcome days



Introduction of a new annual appraisal and feedback process

These initiatives strengthen our global talent pipeline, improve employee retention, and support structured career development.

Cultural Initiatives and Employee Engagement

A strong company culture remains essential for employee engagement and satisfaction. In 2025, we continued to invest in cultural and team-building initiatives across all locations. These included global communication formats, team events, and international collaboration activities.

We also prepared a global employee engagement survey to better understand employee needs and further improve the working environment.



Outlook

Through these People & Culture initiatives, we continue to support our employees, strengthen global collaboration, promote diversity and development, and foster a positive and inclusive workplace culture.

Our focus remains on sustainable employee development, digital HR processes, global collaboration, and employee well-being as key pillars of our People & Culture strategy.

SAFETY CULTURE PROGRAM

In 2025, Harren Group further developed its ActSafely! program as part of its ongoing commitment to responsible, safe, and sustainable operations. The program promotes a proactive safety culture across vessels and onshore teams. It encourages personal responsibility, visible leadership, early identification of hazards, and open communication. Guided by the principles Plan, Think, Act, ActSafely! supports employees and crew in preparing their work properly, assessing risks, and responding when situations differ from the agreed plan.

A key focus during the year was to strengthen safety communication and engagement. This included a dedicated crew seminar focused on speaking up and the importance of open safety dialogue in daily operations. The concept was well received and reinforced the need to create an environment where concerns, observations, and ideas can be shared openly and constructively.

In addition, the first round of the Port State Control (PSC) 2025 program addressed lessons learned from PSC findings within the fleet and improved practical readiness for inspections, with a strong focus on safety-related aspects. Feedback and insights from this first cycle have been included in the ongoing 2026 program, supporting continuous improvement and better alignment with operational realities.

Together with the ongoing development of safety observation tools, sharing of lessons learned, and other awareness initiatives, these efforts have further strengthened safety as a shared value across the organisation. They also contribute to continuous improvement in working conditions and operational performance.



SUPERCARGO MEETING AND CREW CONFERENCE

In November 2025, we held our 12th International Supercargo Meeting in the Philippines. The event brought together supercargo, port captain, engineering, operations, and crewing representatives from across the JSI Alliance.

The program focused on operational excellence, safety, and quality. Participants exchanged knowledge on ship management, cargo operations, engineering standards, and lessons learned from recent projects. Workshops and technical discussions helped to align processes, clarify responsibilities, and strengthen cooperation across business units and regions.

Social activities, including shared meals and informal networking, complemented the program and supported collaboration and relationship-building within our global technical network.

The annual Crew Conference, originally planned for November 2025 in the Philippines, was postponed due to a typhoon affecting the area. In line with our commitment to the safety and wellbeing of our seafarers and their families, the event was rescheduled to avoid unnecessary travel risks. The conference was successfully held at the same location in February 2026.

Under the theme “Beyond Compliance: Building a Culture of Safety”, the conference brought together crew members, management, and families. The program focused on safety, professional development, and operational excellence.

The agenda covered the Harren Group’s strategic direction, crew conduct, and key ESG and safety topics. These included route optimisation, emissions-related measures, behavioural safety, and vetting readiness. Breakout sessions provided more detailed technical updates for both deck and engine departments across different vessel types.

Fostering a strong sense of community was a key objective of the event. The first day ended with a beach gathering, where participants came together to enjoy food, music, and games. This provided a valuable opportunity for informal exchange and strengthening personal connections.

The conference continued the next morning with a recap and reflection session, where key takeaways were shared. Senior management then provided closing remarks and an outlook on the shared future at sea.



ALBIREO

In 2025, Harren Ship Management and NSB Group launched Albireo Crewing as a joint venture, bringing a new agile player to the field of crewing services, supporting both inhouse vessels and 3rd party owners. Based in Manila, Philippines, Albireo is located at the heart of one of the largest crewing centres of the world. Albireo’s prime objective is to provide high quality crewing services through a platform of skilled and motivated seafarers that strive for a long-lasting seafaring career. As a dedicated player of crewing services, Albireo emphasise true care by a strong hands-on and in-person approach, which speaks positively to both seafarers and owners. Albireo operates around transparent career development

processes and via competitive training and education programs thus adhering to the latest quality and qualification requirements of the global shipping industry. Since its launch, Albireo has seen a steady growth to its business and crew pool and thus expanded its office space in Manila in the beginning of 2026, revealing its new, larger facilities through a grand launch party.

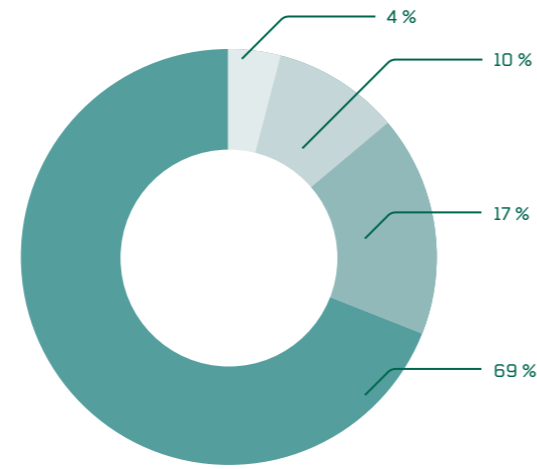
COMPETENCE MANAGEMENT UPDATE

Our fully implemented, fleet-wide Competence Management System (CMS) has successfully completed its transitional phase and is now established as a core pillar of the Group's training framework.

A total of 12,300 training completions were delivered across the fleet, equating to approximately 3,700 hours through CBTs, targeted campaigns, and external compliance programs (OCIMF, RightShip, and others).

In detail, the figures break down as follows: 69% regular CBTs, 17% company-specific training, 10% CMS assessments, and 4% pre-employment and pre-promotion courses.

TOTAL ENERGY CONSUMED IN 2025



- REGULAR COMPUTER BASED TRAININGS
- COMPANY SPECIFIC TRAININGS
- CMS ASSESSMENTS
- EMPLOYMENT AND PROMOTION

CULINARY DEVELOPMENT PROGRAM

A fleet-wide Healthy Nutrition Campaign identified a need to improve the culinary experience on board our vessels. In response, a Culinary Development Program was launched in 2025 to support galley teams in developing their skills, increasing motivation, crew wellbeing and creativity, and delivering more varied, healthier, and enjoyable meals.

The program also covers key operational areas such as hygiene, galley safety, inventory management, and waste reduction. It was initially introduced as a six-month pilot.

A follow-up survey showed clear improvements, with cooks reporting an average increase of more than 14% in confidence across core competencies. Based on these positive results, the program has been extended and will continue to strengthen skills and confidence across galley teams.

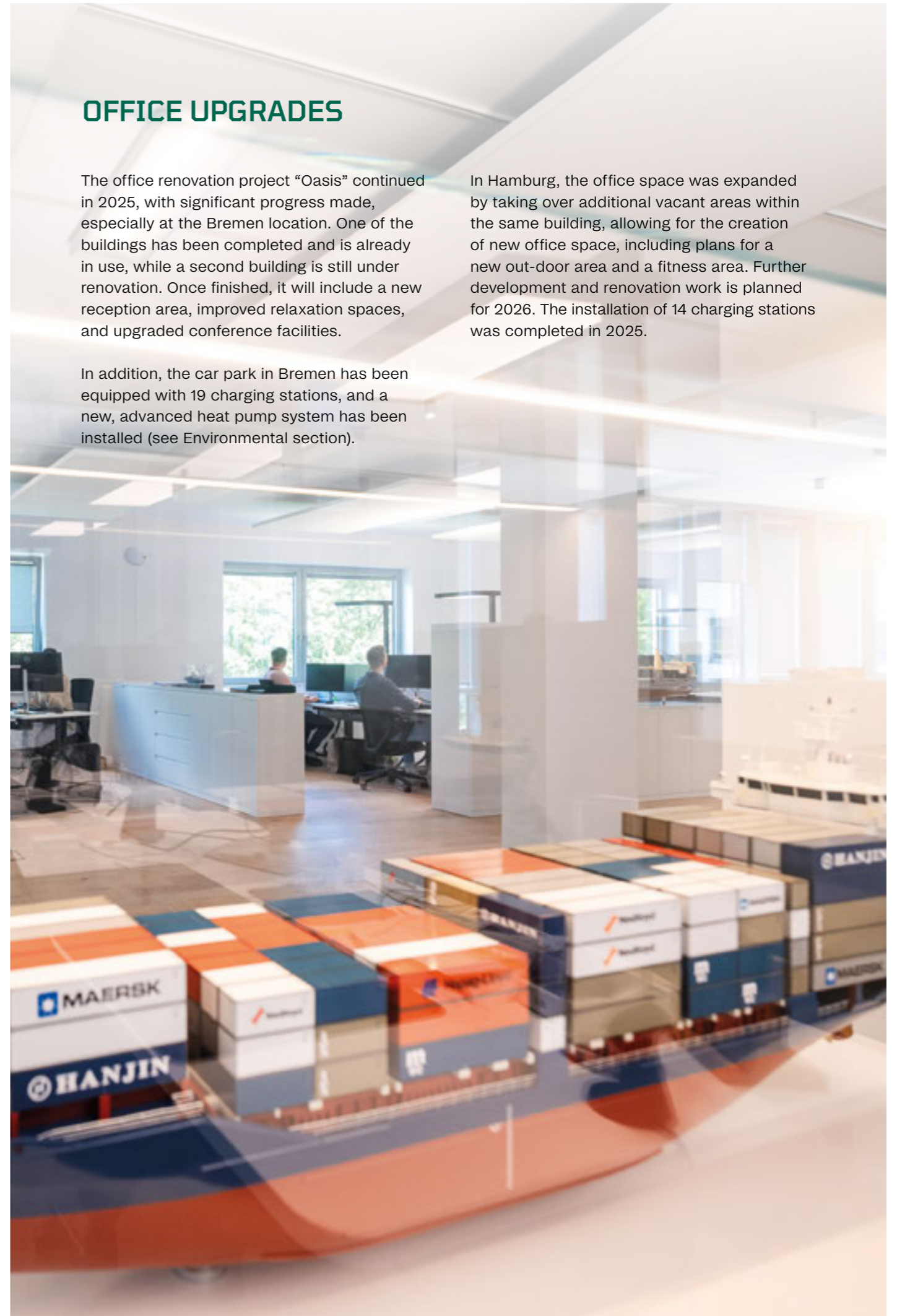


OFFICE UPGRADES

The office renovation project "Oasis" continued in 2025, with significant progress made, especially at the Bremen location. One of the buildings has been completed and is already in use, while a second building is still under renovation. Once finished, it will include a new reception area, improved relaxation spaces, and upgraded conference facilities.

In Hamburg, the office space was expanded by taking over additional vacant areas within the same building, allowing for the creation of new office space, including plans for a new out-door area and a fitness area. Further development and renovation work is planned for 2026. The installation of 14 charging stations was completed in 2025.

In addition, the car park in Bremen has been equipped with 19 charging stations, and a new, advanced heat pump system has been installed (see Environmental section).



CHARITY INITIATIVES

B2Runs

After our successful participation in the B2Run event in Bremen in April in previous years, we took part in the corporate run in Hamburg for the first time in 2025. A total of 22 Harren Group participants and supporters joined, bringing together colleagues from both Bremen and Hamburg.

The event featured more than 500 corporate teams with around 6,800 participants. The 5.6 km course, finishing at the Volksparkstadion, was both challenging and enjoyable.

After the race, our team met at our pavilion at the event site. We spent a great time together, enjoying snacks, drinks, and music in a relaxed and social atmosphere.



It was also rewarding to know that our participation supported DKMS Deutschland, an organisation dedicated to fighting blood cancer and blood disorders.

We are already looking forward to the next Bremen-Hamburg team event!

A Race to End Breast Cancer

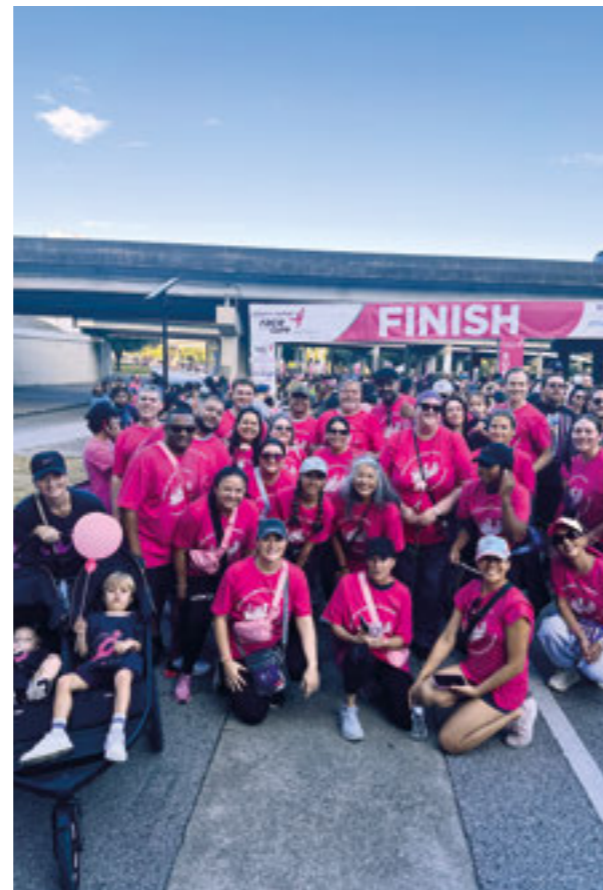
Last year, our SAL Intermarine team in Houston came together for a very special event: the 2025 Komen Houston Race for the Cure, a meaningful run to raise awareness and funds for breast cancer.

Since its founding in 1983, the Susan G. Komen organisation has hosted running events across the United States and has invested nearly \$3.6 billion in research, community health programs, and global initiatives to fight the disease.

Our SAL Intermarine colleagues took part in this year's 5K run, held in downtown Houston at Sam Houston Park, with the city skyline as a backdrop.

While supporting breast cancer awareness is an important cause in itself, our team had a very personal motivation. They joined the event to support a valued member of our Intermarine family who is currently fighting breast cancer.

Their participation showed strong team spirit and a genuine commitment to supporting one another during difficult times. We sincerely wish our colleague strength and a full recovery.



Team Effort for a Local School

Education is one of the core values of the Harren Group. For this reason, we are especially proud of an initiative led by our SAL team in Bangkok. The team visited the Lat Bua Luang Pairote Wittaya School in a rural area to provide essential support, including school supplies such as stationery and books, as well as sports equipment, fans, and financial assistance.

The school depends heavily on external support, as it receives only limited government funding due to its small size of just 28 students. The pupils range from kindergarten to middle school, with ages from about 2.5 to 13 years.

Located about 45 minutes from Ayutthaya, the school serves children from nearby villages. Most of their families have very low incomes, with many parents working as farmers or in manual labour. As a result, they cannot afford to send

their children to larger schools in distant towns. Keeping this local school open is therefore essential to ensure that the children have access to free education.

The initiative started when Gung, the wife of SAL Thailand's Managing Director, Torben Reinhart, connected with the school's director and learned that the school was at risk of closing. The SAL team quickly stepped in, requested a list of needed items, and organised a personal visit.

During the visit, the team provided the requested supplies, arranged a healthy lunch and snacks for the children, and awarded several scholarships to support their continued education.

We are honoured to play a small part in supporting this important local school and helping to secure its future – an initiative that is very close to our hearts.

Welcoming Indonesian Exchange Students

In spring 2025, our Harren Crewing team in Bremen welcomed a group of 30 visitors from the Maritime University in Elsflöth, including 21 exchange students from various maritime universities across Indonesia. The visit aimed to give the students insight into the work of a German shipping and logistics company.

As the visit took place on the day of Eid al-Fitr, it became a special mix of business and cultural exchange. The students joined us after their morning Eid prayers at the mosque and were welcomed to our office for a festive Eid meal.

It was a great opportunity to share food, listen to engaging presentations, and exchange experiences about life in the maritime industry.



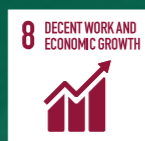
OUR STRATEGIC GOALS FOR GOVERNANCE

Strong corporate governance is a key foundation at Harren Group. We are guided by clear ethical standards, our Code of Conduct, and a commitment to responsible business practices across all operations.

As our business evolves, we continue to strengthen our governance frameworks. This includes compliance with latest regulations such as FuelEU Maritime, advancing data governance, improving business continuity, and ensuring robust data protection.

Through ongoing training and clear standards, we promote transparency, accountability, and trust across our organisation and with our partners.

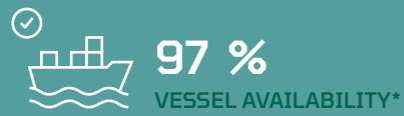
OUR GOVERNANCE IS GUIDED BY:



“We are guided by clear ethical standards.”



KEY METRICS



*2025 figures reflecting key segments Tankers, Heavylift, Bulk and Container calculated according to BIMCO Shipping KPI Standard

FUEL EU MARITIME

We remain closely aligned with the evolving GHG reduction strategies of the IMO and the European Union, including the EU Emissions Trading System (ETS) and FuelEU Maritime. We are also closely monitoring the development of the IMO’s “Net-Zero Framework” approach, which aims to align global technical and economic measures to achieve net-zero emissions by or around 2050.

Building on our early preparations and readiness for FuelEU Maritime, 2025 marked the first year of implementing our compliance strategy. For our owned fleet, we followed a targeted biofuel approach, with our bunker desk securing sufficient volumes of B100 FAME at an early stage. During the year, we used more than 1,100 metric tonnes of biofuel, allowing our internal pool to achieve compliance and create a surplus that will be carried forward into the next year.

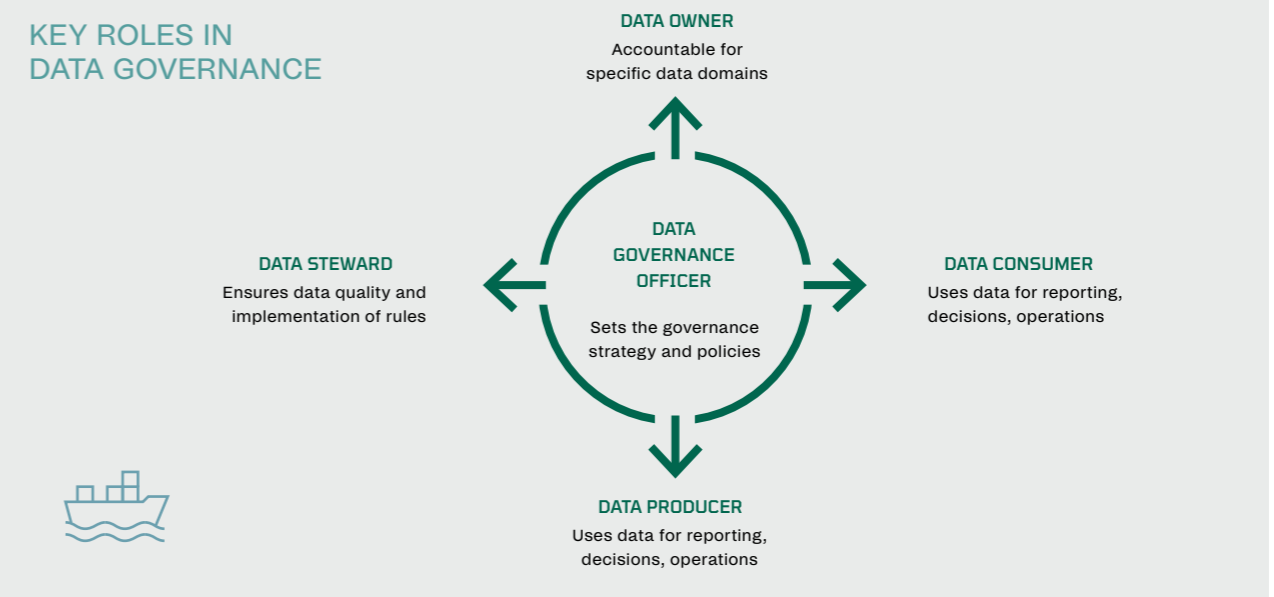
“Our internal processes have proven to be efficient and reliable, and we plan to continue applying this approach throughout 2026.”

As our compliance exposure increased through the addition of second-hand and chartered vessels, we further refined our approach by selectively joining an external compliance pool. This helped us optimise compliance costs while maintaining flexibility across different vessel segments.

To support implementation, we provided targeted internal training for colleagues in chartering, operations, and controlling. This ensured a clear understanding of FuelEU requirements and our overall compliance approach.

Our internal processes have proven to be efficient and reliable, and we plan to continue applying this approach throughout 2026.

KEY ROLES IN DATA GOVERNANCE



DATA GOVERNANCE & BUSINESS CONTINUATION STRATEGY

Data Governance

Data is like cargo – it moves through systems, supports operations, and drives business growth. Without structure, data can lead to confusion, errors, and delays. Well-governed data, however, flows efficiently, like cargo that is clearly labelled, tracked, and well managed.

Data governance acts as the navigation system for our data supply chain. It ensures that data is accurate, accessible, secure, and reliable. Just as everyone in shipping – from dock workers to captains – needs clear roles and rules, the same applies to data.

At Harren Group, we recognise that managing data becomes more complex as our business grows and becomes more digital and automated.



To address this, we launched a Data Governance Program in 2025, guided by the following vision and mission:



OUR VISION

We aim to become a data-driven organisation where trusted, accessible, and meaningful data supports informed decision-making.



OUR MISSION

We are building a lean and practical data governance structure to ensure transparency, quality, and accountability in how data is used across Finance and Commercial functions.

Core Objectives

To support this, we defined four core objectives:

Clarity – Define clear roles and responsibilities for data ownership and governance

Quality – Improve and maintain high data quality standards for key financial processes

Enablement – Provide guidelines and tools for efficient and compliant data handling

Scalability – Build lightweight governance structures that can grow with the organisation

Approach

To move from a partly unstructured state to a functioning governance framework, we focus on simple design, close alignment with stakeholders, and step-by-step implementation. The initial focus was on Finance and Commercial use cases.

Our roadmap follows four key principles:



Start small – Launch a minimum viable governance framework with clearly defined roles



Quick wins – Deliver visible improvements, such as better data quality or reporting efficiency, within the first 3 – 6 months



Stakeholder engagement – Involve Finance, Commercial, Controlling, and IT from the start



Continuous improvement – Use feedback to refine and expand the governance model over time

Progress to Date

The following activities have been completed or are currently in progress:

Data Governance Concept Development of an overall governance framework that is lean, practical, and scalable

Role Definition and Enablement Identification and assignment of governance roles (e.g. responsible and accountable), supported by training for relevant employees

Authorisation Harmonisation (Germany) Review and standardisation of data access rights and permissions across business units in Germany

Data Quality Guidelines Definition of clear principles and practical standards to ensure and maintain high data quality

Data Flow Mapping Documentation of data and information flows in key business processes to identify dependencies and governance needs

IT Architecture Alignment Ensuring that the governance framework aligns with the existing and planned IT landscape

Management Engagement Securing leadership support, raising awareness, and embedding data governance into strategic oversight

“... we focus on simple design, close alignment with stakeholders, and step-by-step implementation ...”

BUSINESS CONTINUITY STRATEGY PROCESS MODEL



01 DEFINITION OF TARGET IMAGE

Clarification of objectives, scope, use cases and regulatory requirements

02 RISK ANALYSIS (BUSINESS IMPACT ANALYSIS)

Identification of critical business processes; Assessment of default risks; Prioritisation

03 INVENTORY AND GAP ANALYSIS

Survey of existing measures and emergency plans; Identification of fields of action

04 STRATEGY DEVELOPMENT AND ACTION PLANNING

Development of technical and organisational measures; Planning for prevention, emergency operation and restart

05 CONTINGENCY PLANNING, TEST AND GOVERNANCE

Preparation of operational emergency and recovery plans; Def. Roles, escalation chains, comm. plans; Establishment of governance structures

06 IMPLEMENTATION AND CONTINUOUS IMPROVEMENT

Rollout of plans and training; Integration into existing management systems; Establishment of review processes

Business continuity strategy

With increasing digitalisation, business processes are becoming more complex and more connected. At the same time, dependency on data and system availability is growing, making risk management even more important.

Alongside our Data Governance Program, we therefore launched a Business Continuity initiative in 2025. The aim is to identify key risk areas, highlight potential gaps, and create a clear framework for risk mitigation.

This is achieved through ongoing dialogue, continuous monitoring, and clear definition of business-critical processes and data flows. Based on this, we apply a structured three-level approach aligned with best practices:

Business Department Level At this level, departments are responsible for meeting both regulatory and business requirements. This includes conducting self-assessments, identifying risks, and implementing appropriate controls and safeguards.

Monitoring & Control Level At group level, risks are monitored and assessed across the organisation. Standard methods and tools are developed to ensure a consistent approach, while risks are tracked and managed centrally.

Internal Audit Level The internal audit function provides independent oversight. It reviews the adequacy and effectiveness of processes and controls, identifies areas for improvement, and highlights where corrective actions are needed.

This structured approach helps us strengthen resilience, reduce risks, and ensure business continuity in an increasingly digital and interconnected environment.

RESTRUCTURING OF COMMERCIAL GROUP SHIPPING ACTIVITIES INTO SAL

In 2025, Harren Group carried out a major reorganisation of its shipping activities. All services – covering heavy lift and multipurpose, bulk, heavy transport, and offshore installation – were brought together under one unified structure and brand: SAL.

This was more than a branding exercise. The goal was not only to create a shared identity for shipping services, both internally and externally, but also to fully integrate previously separate divisions. This included aligning management structures as well as data and governance frameworks.



By bringing these elements together, we have created more efficient and consistent governance processes. At the same time, the move enables all teams to operate within a common IT infrastructure, improving data transparency and simplifying communication across the organisation. It also strengthens data security by moving from a silo-based setup to a more integrated approach.

The process was completed with the relaunch of the SAL brand, establishing a strong and recognisable identity that unifies the shipping activities of the Harren Group.

COMPUTER-BASED- TRAINING FOR OFFICE PERSONNEL

Staying up to date with the latest developments in cyber security and threat mitigation remains essential to protecting sensitive data and ensuring operational resilience. We continue to deliver regular computer-based training for both shore-based personnel and seafarers, covering key topics such as ransomware, phishing prevention, secure remote working, and cloud security best practices. In addition, training on the Group's Code of Conduct has been integrated into this programme, reinforcing our commitment to ethical standards and responsible behaviour across all operations.

In 2025, approximately 5,000 training sessions were completed across the Group. Each session is followed by an assessment to confirm understanding of core concepts, with participants receiving certification upon successful completion.

HIGH-RISK AREA GOVERNANCE AND SAFETY FOR FILIPINO SEAFARERS

Harren Group strictly complies with regulations set by the Philippine Department of Migrant Workers (DMW) for vessels operating in designated war-like areas in case such trades cannot be avoided. As soon as such a voyage is identified, we proactively inform both the relevant authorities and our crew members. At all times, we fully respect each seafarer's right to refuse to continue the voyage.

If a crew member chooses not to proceed, we arrange for their disembarkation and, where possible, offer alternative placement within our fleet. Entry into these high-risk areas requires the explicit written consent of each seafarer, which is submitted to the authorities.

In addition, to reflect the increased risk, all insurance coverage for crew members on board is doubled. This ensures that our seafarers are both well informed and properly protected at all times.



CONFORMANCE WITH CUSTOMER REQUIREMENTS

Maintaining high operational standards is essential to meeting the demanding expectations of our customers. To support this, we focus on full compliance with the RightShip inspection regime, which is increasingly required by major charterers as an independent benchmark for safety and risk management.

To manage this proactively, we have introduced a comprehensive Pre-RightShip inspection program. Through targeted pre-inspections and clear guidance, we identify and address potential findings at an early stage. This helps ensure that our vessels remain well prepared and maintain a strong position in the market.

This structured approach supports our seafarers in maintaining high professional standards and promotes a proactive safety culture. At the same time, it helps protect both the quality of our operations and our commercial reputation.

"Thanks to the operational standards we have taken, our ships are always well-prepared and maintain a strong position in the market."

DATA PROTECTION AND COMPLIANCE

Robust data protection and regulatory compliance remain key priorities for Harren Group in its international operations. We are committed to protecting sensitive business information, employee data, and customer records in line with applicable data protection laws.

In 2025, we continued to work with external specialists to act as our Data Protection Officer. During the reporting period, we maintained, updated, and further developed our group-wide register of processing activities. All activities were regularly reviewed through data protection assessments to identify and address potential compliance risks at an early stage, ensuring transparency and alignment with current legal requirements.

We also received targeted external advice on specific data protection topics. Our main focus areas in 2025 included payroll data processing for vessel crews and the rollout of new software systems involving personal data. These areas were carefully reviewed and, where needed, improved to ensure secure and compliant data processing.

Our engagement with data protection authorities also continued during the year. A review, initiated in 2024, concerning the legal basis for a data transfer between two group entities remained ongoing throughout 2025 and is expected to be finalised in 2026.

KPI COLLECTION

The following KPIs refer to the reporting period 01.01.2025 – 31.12.2025 and reflect our key segments tankers, heavy lift, bulk and container.

We are mapping our key metrics with the Sustainability Accounting Standard for Marine Transportation (SASB) and the Global Reporting Initiative (GRI) as far as applicable.

CATEGORY	KPI	2021	2022	2023	2024	2025	DELTA TO LAST YEAR	SASB CODE	GRI CODE	METHODOLOGY
E Environment	Number of vessels	69	55	51	46	41	-11%	TR-MT-000.E		Number of owned/managed vessels per 31.12.
	Total distance sailed in nm	3,144,007	2,516,942	2,616,107	2,327,846	1,984,309	-11%	TR-MT-000.B		
	Total CO ₂ emissions in metric tons	954,544	800,695	693,650	637,698	541,889	-15%	TR-MT-110a.1	305-1	Consumed fuel is multiplied per fuel type with the corresponding CO ₂ emission factors as defined in MEPC 245 (66) 2014
	Total NOx emissions in metric tons	18,470	17,759	16,285	14,252	11,918	-16%	TR-MT-120a.1	305-7	According to BIMCO Shipping KPI Standard
	Total SOx emissions in metric tons	1,725	2,023	1,868	1,712	1,521	-11%	TR-MT-120a.1	305-7	
	Pollutions overboard	0.04	0.02	0.00	0.02	0.03	50%	TR-MT-160a.3	-	Number of releases of substances as defined by MARPOL Annex I – V per vessel
	Contained spills	0.04	0.04	0.15	0.02	0.08	300%	TR-MT-160a.3	-	Number of contained spills of substances as defined by MARPOL Annex I – V per vessel
S Social	Number of employees ashore	470	465	556	537	576	7%	-	-	
	Number of employees at sea	1987	2009	1403	1480	1606	7%	TR-MT-000.A	-	Total number of active profiles in seafarer portal
	Fatalities	0	0	0	0	0		-	-	According to BIMCO Shipping KPI Standard
	Loss Time Injury Frequency	1.29	1.34	2.20	1.32	1.96	48%	-	403-9	
	Total Recordable Cases Frequency	2.77	2.54	2.89	2.32	3.27	41%	-	-	
	Officer Retention Rate	89.30	91.68	89.81	90.32	95.27	5%	-	-	
G Governance	Vessel availability	99.31	97.19	98.50	99.20	97.00	-2%	-	-	According to BIMCO Shipping KPI Standard
	Conditions of class	1.02	0.58	0.80	2.24	3.11	39%	TR-MT-540a.2	-	
	Flawless PSC inspections	61%	59%	63%	53%	46%	-13%	-	-	
	PSC deficiency ratio	1.04	1.16	1.11	1.90	2.20	16%	TR-MT-540a.3	-	
	PSC detentions	1.00	1.00	2.00	2.00	6.00	200%	TR-MT-540a.3	-	

IMPRINT

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An aerial photograph of ocean waves, showing white foam and dark blue water. A large, semi-transparent teal rectangle covers the left and center portions of the image. The text is centered within this teal area.

[HARREN-GROUP.COM/SUSTAINABILITY](https://www.harren-group.com/sustainability)