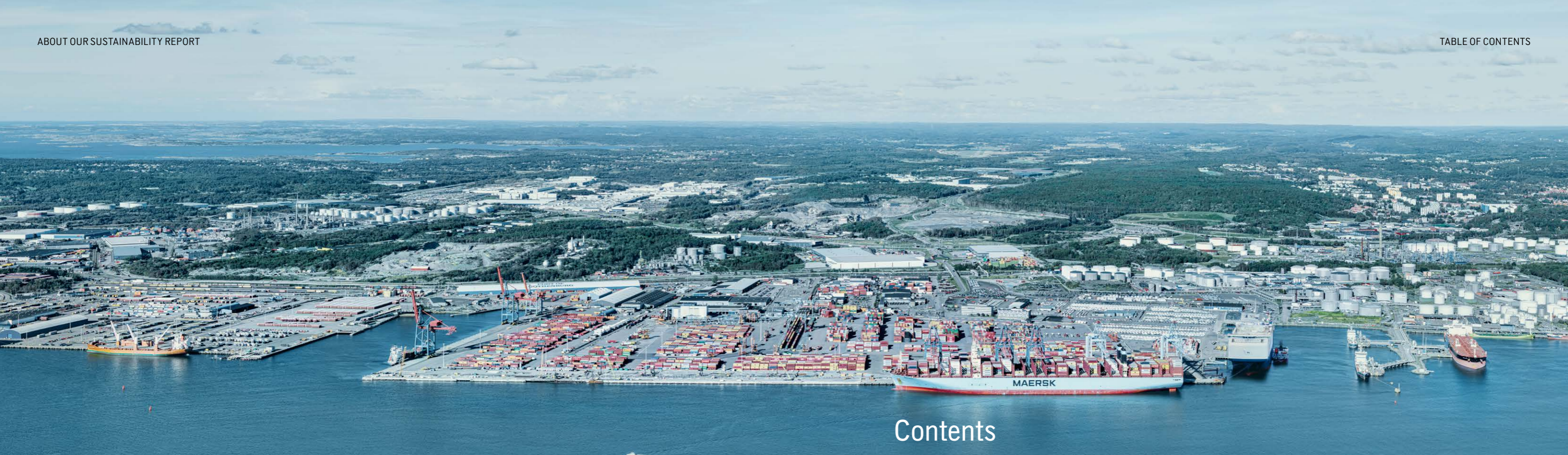




**PORT OF
GOTHENBURG**

TAKING YOU FURTHER



About our Sustainability Report

The purpose of the report is to provide a fair and balanced view of the company's material risks and impacts linked to human rights, working conditions, social conditions, environment and anti-corruption, alongside how these areas can be managed within the operations.

This Sustainability Report comprises the Group's and the company's statutory Sustainability Report. It forms part of the Statutory Administration for the Port of Gothenburg. For the first time, the structure of the report has been inspired by the requirements of the European Sustainability Reporting Standards (ESRS) and the EU's Corporate Sustainability Reporting Directive (CSRD).

The Port of Gothenburg has been preparing its Sustainability Report since 2012, and it has been based on GRI since 2015. There is an index at the end of the report that provides an overview of which disclosures are included and where they can be found.

FRAMEWORK AND DELIMITATIONS

- Port of Gothenburg (corporate ID number 556008-2553) has prepared this Sustainability Report.
- The report covers the Port of Gothenburg's operations.
- The report refers to the full year 2025.

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The Port of Gothenburg continues to promote the transition within the transport sector

For me, it's important to view sustainability as more than carbon dioxide emissions. It's about our relationship with our environment, and how we act in our everyday lives. We also care about anyone or anything with which we have a relationship.

If we look at our planet, its systems are complex and our ability to understand this is limited. If we are to be able to contribute to a more sustainable world, we have to enhance our ability to understand difficult challenges and be able to make decisions based on fact. I believe that there has been insufficient recognition of the roles and abilities of people.

There is a need for an inner compass in order to feel secure in oneself and see that the world can be a better place. This is why we launched a development journey, in which all employees in the company are offered the opportunity to work on their inner development as a strategic part of our organisational development. It also makes us better equipped to deal with change, to stand firm in turbulent times and to be even better colleagues and fellow human beings.

A LONG-TERM APPROACH IS A MUST FOR SUSTAINABLE PROGRESS

No one can fail to notice that the external environment is in a state of geopolitical turbulence. Yet the world is cyclical, and over time the focus shifts onto to different areas. We must adopt a more long-term approach and continue to collaborate in order to make progress. Sustainability work continues relentlessly, even though other issues are attracting media attention just now.

One thing that is clear is that for the foreseeable

future we will continue to trade with faraway countries. Europe will continue to conduct a high level of trade with Asia. The EU is one of Sweden's most important markets, and there is nothing to suggest that this will change. It is therefore important that we, in collaboration with government agencies and private actors, make sure that the port is kept open under all circumstances. I feel confident in our collective ability to deal with external threats and disruption.

That said, we must continue to encourage the transition within the transport sector. Most prominent is our work for a transition in the field of shipping. This takes the form of practical action such as installing onshore power supply for ships and creating the conditions for the delivery of fossil-free marine fuels. Our active work on climate and the energy transition within the IAPH is another example of our efforts to encourage changes to stricter environmental regulations in shipping. At the same time, reduced emissions in the area of civil engineering are one focus area where we are doing more work.

The energy transition must continue if we are to be able to create better conditions for future generations. The climate crisis is a global one with global phenomena that must be addressed through global solutions. Short-term climate policies delay and obstruct this work. But I do nevertheless feel that the business community has a more long-term strategy that extends beyond periods in office, and every single step taken in the right direction is significant.



“The energy transition must continue if we are to be able to create better conditions for future generations.”

SKANDIA GATEWAY SHOWS HOW THE PORT OF GOTHENBURG IS MAKING A DIFFERENCE

If we look at the progress we have made during 2025, I would like in particular to highlight the reduced carbon dioxide emissions in the Skandia Gateway project. By using recycled material and a different type of concrete, we reduced emissions by 30% while retaining functionality and strength.

This shows that there does not have to be a conflict between sustainability and economic growth. We need growth as a company. At the same time, economic growth on a global level means increasing trade, which in turn has a negative impact on climate and the environment. We therefore have a responsibility to manage flows of goods in the most

sustainable way possible. I would like to emphasise that profitability is important, but not at any price.

We also put a lot of effort into lobbying, to achieve our overarching objectives and to give decision-makers and those in power a clear picture of our role in society and how we create the conditions for the continued development of society.

One excellent example is our work over many years to highlight the significance of the railway for the economy, which will surely be a prominent item on the agenda for a long time to come. Our voice is important in the production of supporting data for, among other things, the government's national transport infrastructure plan.

I always say that sustainability is an endurance sport, and we have the fitness and energy required to be a winner. This is good for us, it makes the world around us more sustainable while at the same time boosting the competitive strength of the Swedish economy.

Göran Eriksson, CEO, Port of Gothenburg

The Port of Gothenburg – a central part of the freight hub

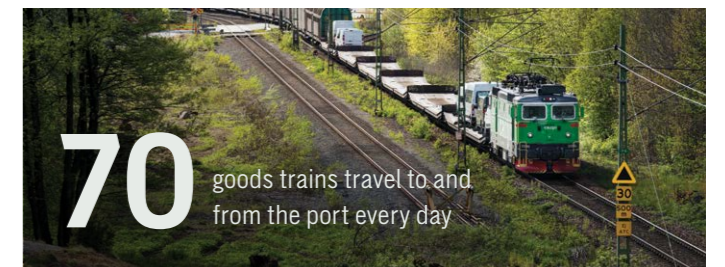
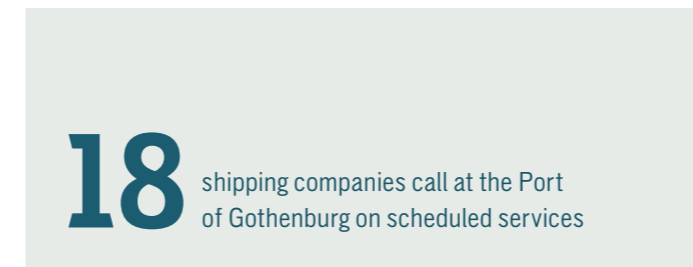
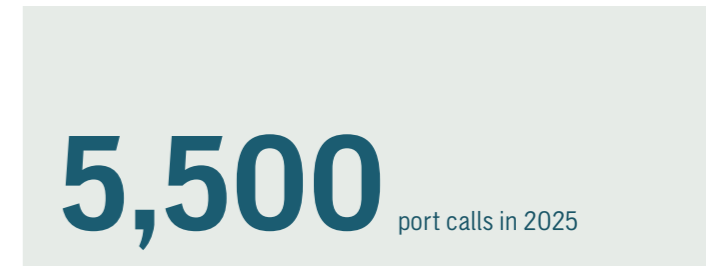
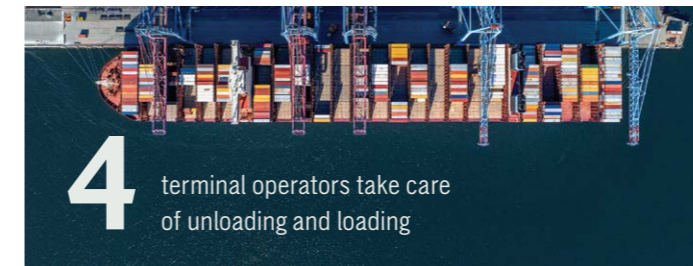
The Port of Gothenburg is a municipal company, we conduct a wide range of operations and have various business activities. We are a natural part of Sweden's logistics chain. The port company owns the port area, leases space to various actors and manages the site – the freight hub that is the Port of Gothenburg. The actual handling of freight, i.e. the loading and unloading of vessels, is performed by our designated partners. The Port of Gothenburg exercises strategic insight and control in respect of these partners.

OUR MANDATE

At the Port of Gothenburg, we work to maintain and manage infrastructure, land and properties based on the needs and requirements of customers and society. We develop the port with a long-term perspective, build new facilities and work constantly on various initiatives to develop the port. The aim is to continue to make a positive contribution to smart, efficient transport operations for the industrial sector's goods. We market the freight hub and pursue port-related issues in the regional, national and

international arena. Our mandate includes operating the Energy Port and ensuring that all calls by vessels to the entire port shall be as safe, efficient and sustainable as possible. We exercise insight and control over the operators we have appointed to manage terminal operations. Work to develop the Port of Gothenburg freight hub is a complex activity that demands the right competences, innovation and a focus on sustainable perspectives.

The freight hub in brief



Port of Gothenburg in brief



The gateway to the world

The freight hub is our strength. The Port of Gothenburg is much more than just a port. It is the biggest freight hub in the Nordic region, with a unique geographical location at the mouth of the Göta Älv river as it runs into the North Sea. The port is easy to reach by road, rail and, of course, by sea.

30% of Swedish foreign trade passes over the quays at the Port of Gothenburg.

39 million tonnes of goods per year pass through the Port of Gothenburg.

55% of all container traffic in the country passes through the Port of Gothenburg.

70% of the Scandinavian population and industry, as well as three capital cities, are located within a radius of 500 kilometres.

“During the year, we’ve been working intensively to create even better conditions for an innovative, expanding freight hub that boosts the region’s international competitiveness.”

Jacob Minnhagen, Senior Market Development Manager the Port of Gothenburg.

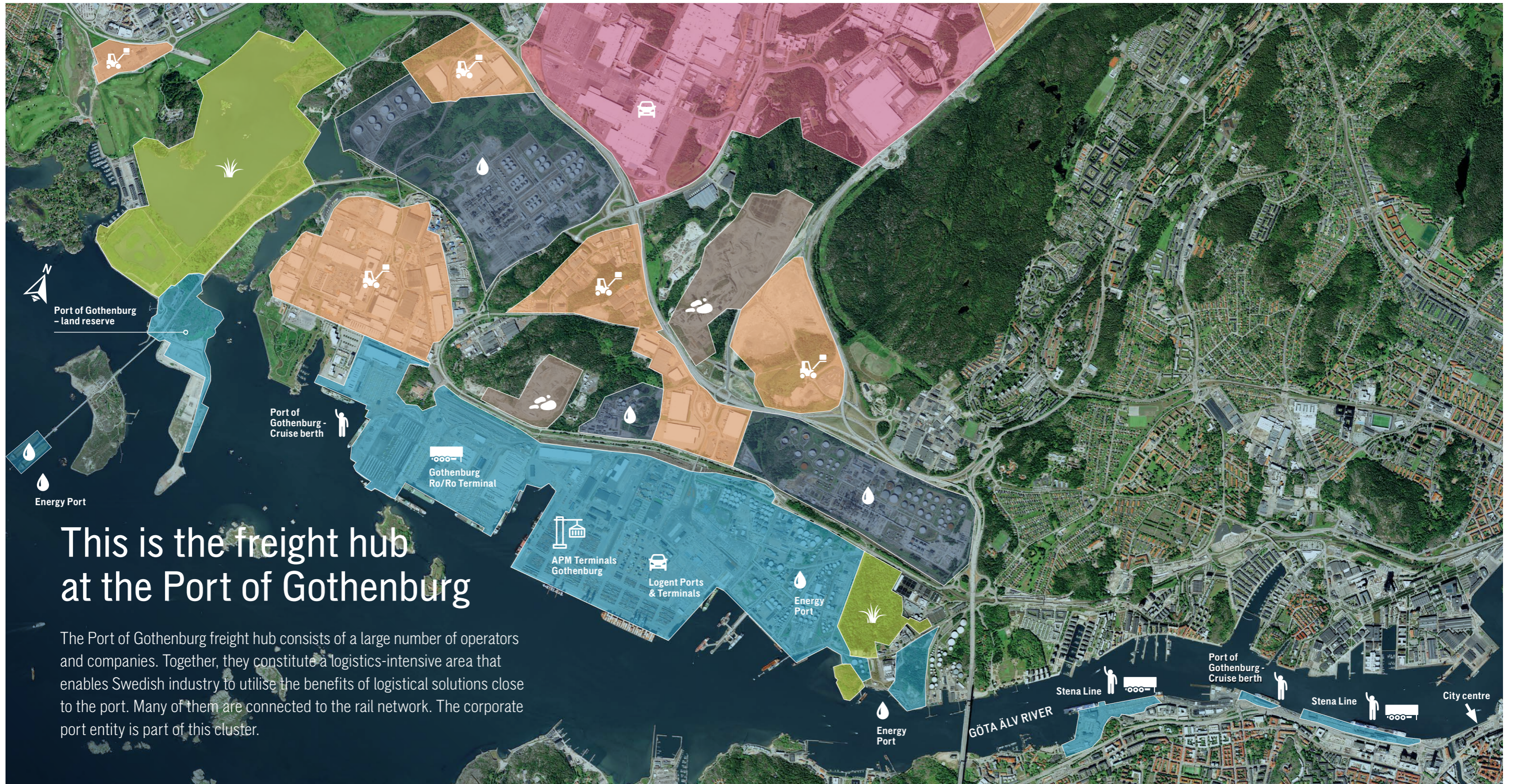
TERMINALS AND SERVICES TO MEET ALL NEEDS

All kinds of goods are handled at the Port of Gothenburg. There are terminals and operators here that specialise in different areas, so that the best possible service can be offered, around the clock, every day of the year. This involves everything from storage, preparation and transshipment to unloading and loading, passenger services and handling energy products. See more about the geographical location of operations at the freight hub on the next page.

BEST LOGISTICS LOCATION IN THE NORDIC REGION

The optimal location of the port provides Swedish industry with access to destinations all over the world, through a large number of direct destinations. There are also frequent departures to major transshipment hubs on the continent, as well as daily services to many major European ports. The Port of Gothenburg thus plays a crucial role for Swedish imports and exports, and is an important actor when it comes to strengthening Sweden's competitive strength.





This is the freight hub at the Port of Gothenburg

The Port of Gothenburg freight hub consists of a large number of operators and companies. Together, they constitute a logistics-intensive area that enables Swedish industry to utilise the benefits of logistical solutions close to the port. Many of them are connected to the rail network. The corporate port entity is part of this cluster.

- Land that the **Port of Gothenburg** owns or is responsible for. The corporate port entity also manages operations at the Energy Port as well as cruise operations. The actual handling of freight and cargo is performed by specialist terminal operators that carry out the unloading and loading of freight.

APM Terminals Gothenburg. Scandinavia's biggest container port. Around half of Sweden's container traffic is handled here, evenly distributed between exports and imports.

- **Gothenburg Ro/Ro Terminal** handles all kinds of rolling goods that are prepared for transport – trailers, vehicles and also containers and goods on cassettes.

Logent Ports & Terminals is a large import and export port for vehicles, construction machines and other rolling goods. Project loads are also handled here, such as modular buildings, pipes, etc.

Stena Line has two centrally located terminals for RoPax ferry traffic (rolling goods combined with passenger services).

- **Logistics areas.** The Port of Gothenburg has a wide range of warehousing and logistics services. This is where freight is prepared before sea transport, for example by stuffing into containers or changing load carrier. And if the freight arrives via the quays at the port, there are a number of import warehouses available.

● **Refineries.** There are three refineries in the immediate vicinity of the port, which means that the Energy Port in Gothenburg is Sweden's biggest energy port and plays an important role in the whole country's energy supply.

- **Vehicle cluster.** With Volvo as a large, important part of the freight hub, the port has a natural role as Sweden's biggest port of departure for exported vehicles.

● **Gravel pits.** Operations run by Swerock and Skanska.

● **Natural areas.** Areas with protected nature, with the Rya Forest in the east being a nature reserve and Torsviken in the west a Natura 2000 area, protected under EU legislation.



Navigating in an uncertain external environment

Monitoring of the external environment is a key element of the Port of Gothenburg's work to meet the needs of stakeholders and ensure that the port remains relevant going forward. In a world characterised by geopolitical tensions, changing trade patterns and rapidly shifting climate and energy policy, monitoring the external environment is particularly important for shipping and logistics. Work is based on the business plan and the sustainability strategy, with a focus on internal climate decisions, EU legislation, national infrastructure issues, and regional development and preparedness processes.

Ports are increasingly being treated as critical infrastructure. This brings stricter requirements for preparedness, cybersecurity and the ability to manage disruption.



Geopolitics, security and resilience

Global shipping has become increasingly vulnerable as a consequence of increased geopolitical tensions, threats of trade barriers and actual disruption in global flows, such as the Red Sea crisis. At the same time, the security situation has become worse in many regions, affecting established trade patterns and putting increased demands on ports and logistics systems. Ports are increasingly being treated as critical infrastructure. This brings stricter requirements for preparedness, cybersecurity and the ability to manage disruption – due to both legislation and expectations of governmental actors, customers and business partners. This means that robustness, redundancy and flexibility are becoming increasingly important for the Port of Gothenburg. Goods have to be able to flow even in uncertain circumstances, which requires long-term partnerships with governmental actors, the EU and other ports, as well as a resilient national transport system. At the same time, there are clear synergies between climate transition and enhanced preparedness. A more electrified and robust energy system, faster reductions in emissions and a stronger railway infrastructure contribute not only to achieving climate goals, but also to increasing society's resilience. The Port of Gothenburg is a central node in this context. This is also the background to the company's engagement in national infrastructure issues, including those relating to railway initiatives that are crucial for rail-based freight traffic within Railport Scandinavia.

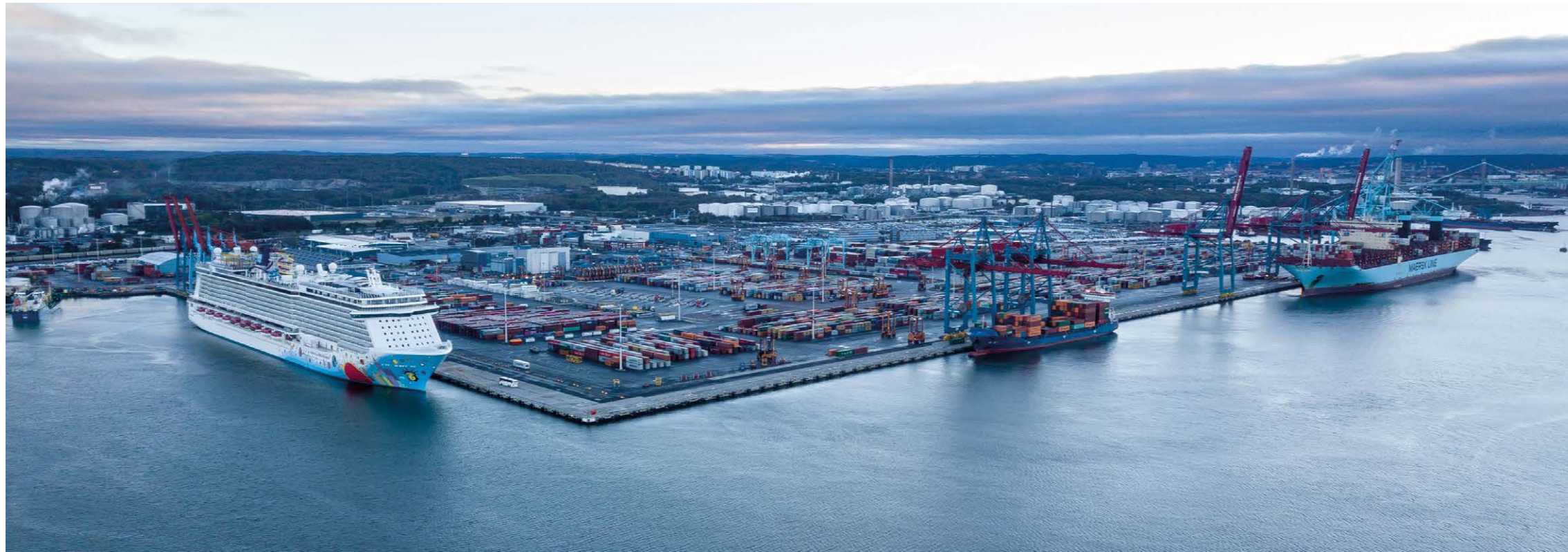


Changed regulatory framework

The climate transition represents one of the biggest structural changes in modern shipping. International and European regulatory frameworks such as the IMO's climate strategy, the EU's system for trade in emission rights (EU ETS) and FuelEU Maritime involve binding requirements for reduced emissions and accelerate the transition to renewable fuels. These regulatory frameworks affect both shipping companies and ports. For the Port of Gothenburg, consequences include the need to invest in infrastructure for onshore power and alternative fuels. The regulatory frameworks also create a need for closer collaboration with parties including shipping companies and terminal operators, planning and joint solutions. At the same time, geopolitical uncertainty is contributing to more unpredictable decision-making processes, making long-term investments in shipping more difficult. The transition is continuing, but there is a risk that the rate of development will slow down.

In Sweden, the business community is continuing to a great extent to drive the climate transition, even when political decisions are delayed. The transition creates opportunities for enhanced competitiveness and new jobs.

The Port of Gothenburg is focusing on reducing emissions in the supply chain too, and a positive trend can also be discerned there. Technologies and products such as fossil-free steel and cement have matured and are making it possible to reduce the carbon footprint in infrastructure projects, even though cost differences between fossil and fossil-free alternatives continue to pose a challenge.



Ports as energy hubs

Shipping is developing to embrace a wider range of fuels that replace fossil alternatives, with biofuels, methanol, ammonia, hydrogen and e-fuels becoming increasingly important.

This transition sees ports taking on a more central role as energy hubs, with functions for production, storage, bunkering and handling of new energy products. In the long term, solutions for carbon capture and storage (CCS) may also become part of the port's ecosystem. Developments in the energy sectors in the area of renewable fuels and e-fuels are helping to bring new solutions for shipping closer to a commercial scale. This is changing the value chains and increasing both access to and demand for fossil-free alternatives. But the challenge remains that fossil fuels are often cheaper at present. To develop as an energy hub, investments are needed in infrastructure and security management, but they also create new business opportunities. The Port of Gothenburg is collaborating with the industrial sector to shape the value chains of the future and enhance the role of the region in the energy transition. The company's role is primarily to provide land and create conditions, while investments in the production of fuels are to a large extent made by other actors.



New sustainability reporting requirements

The EU's Corporate Sustainability Reporting Directive (CSRD) and associated standards (ESRS) set out stricter legal requirements for sustainability reporting and transparency for larger companies. The regulatory framework sets out binding requirements for areas including climate impact, risk management, corporate governance and the quality and verifiability of data reported. The purpose is to increase comparability and transparency in the company's sustainability information, thereby enabling investors and other providers of capital to steer capital towards more sustainable business operations. During the year, the EU decided on some easing of the regulatory framework, by such means as postponing the reporting requirements, reducing the number of companies covered and adjusting the scope of reporting. These changes reduce the short-term administrative burden, while creating uncertainty around the EU's regulatory framework. The Port of Gothenburg is part of the corporate group Göteborgs Stadshus AB and will be covered by the requirements under CSRD as of 2027. Preparatory work is under way to ensure relevant, correct and robust sustainability reporting in accordance with the regulatory framework.



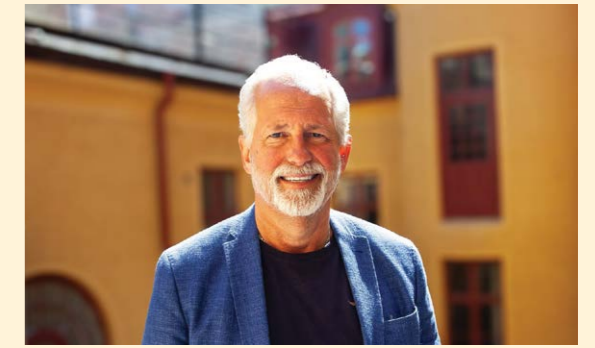
Digitalisation, AI and smart ports

Digitalisation, automation and AI are changing the rules of the game for all involved in the shipping industry. On a global level, smart ports are being developed with digital twins, with a transition to automated goods flows and more advanced port call optimisation.

The general trend is towards shorter waiting times, increased security and reduced emissions. At the same time, there are many indications that progress is not determined solely by technology. Other vitally important factors are trust, data sharing and the new working methods made possible by technical progress.

At the Port of Gothenburg, digital development means that these solutions are being integrated gradually, while the company focuses on extending collaboration with its partners and developing better processes.

Technology is an important tool in this work, but its full functional and commercial value is only realised when it is combined with mutual sharing of information and common work methods in the logistics chain.



“The Port of Gothenburg has been a role model in how quickly it established its onshore power supply. And the maritime sector in general is achieving amazing advances when it comes to energy efficiency improvements.”

Lars Green, CEO Green Consulting AB

Lars Green specialises in external monitoring of the maritime market, and after almost 50 years in the industry he can justifiably claim to be called an expert. Right now he sees five major trends that are impacting shipping:

1. geopolitics
2. industrial revolution 4.0
3. maritime digital technology
4. sustainability
5. regulation and preparedness.

These pose major challenges, not least geopolitical tensions that are changing trade patterns. There are also question marks around the shipping industry's transition.

“In the short term, there's no technical solution to the fuel issue that doesn't mean unreasonable prices. The transition will happen, but the speed envisaged for it is not calibrated with technical developments and the economic consequences,” says Lars Green, contrasting this view with a few positive observations:

“The Port of Gothenburg has been a role model in how quickly it established its onshore power supply. And the maritime sector in general is achieving amazing advances when it comes to energy efficiency improvements, plus the fact that virtually all new ships are being built as dual fuel.”

He also sees a major opportunity with the World Bank confirming in a recent report that ports are becoming increasingly important actors. In other words, the Port of Gothenburg can take on a clearer role as a community builder.

“For the Port of Gothenburg, I think the security issue is the biggest issue, encompassing everything from vessel security to the supply chain and the total defence aspect,” concludes Lars Green.

Events during the year

60%

of container traffic to and from the port takes place by rail.



RENEWABLE BUNKER FUELS FORUM 2025

The fourth Renewable Bunker Fuels Forum is held with around 120 visitors. The theme of the year is **The Turning Point: Scaling Renewable Bunker Fuels**. The purpose of the conference is to bring together actors in the industry to achieve progress in the transition.



NEW TERMINAL OPERATOR FOR THE VEHICLE PORT

The Port of Gothenburg appoints a new terminal operator for the vehicle port. Wallenius Wilhelmsen will take over operations in February 2026.

104

hours worked by employees of the Port of Gothenburg at Rådningssmissionens breakfast café.



OUR NEW TAGLINE – TAKING YOU FURTHER

The Port of Gothenburg's new motto is about the company taking the business, people and their dreams even further.

12%

The proportion of electrically powered Heavy Goods Vehicles (HGV) visiting the port continues to increase. At present, around 12% of the 1,000 or so HGVs that visit APM Terminals every day are electrically powered.

HALVORSÄNG CONTINUES TO EXPAND

The Port of Gothenburg and Castellum continue to develop the expansive logistics area of Halvorsång in Gothenburg, constructing a new building of 8,667 sq.m. The contract is signed with Vink Esså Plast Group AB. The project is being run within the framework of the joint company set up by the two parties to develop Halvorsång.



HÖEGH MOONLIGHT IS OFFICIALLY NAMED AT THE PORT OF GOTHENBURG

The main task of this vessel, which is the biggest PCTC vessel in the world, will be to load Volvo vehicles from the factories in Torshälla for shipping to markets all over the world.

934,000

containers (TEUs) were handled at the Port of Gothenburg during 2025.

GOTHENBURG REGION NAMED THE BEST LOGISTICS LOCATION IN THE NORDIC REGION

The Gothenburg region has been named the best logistics location in the Nordic region by the trade journal Dagens Logistik. The citation highlighted the Port of Gothenburg as a crucial factor in the region's strong position as a logistics hub with continued potential for further growth.

163

Atlantic sturgeon have been released into the Göta Älv river. The Port of Gothenburg has supported the project to reintroduce this species.



THE PORT OF GOTHENBURG GETS ANOTHER DIRECT ROUTE TO ASIA

Since October, for the first time in the port's history, we have no fewer than three container shipping company alliances that will be operating direct services between the Port of Gothenburg and Asia, every single week.

JANUARY

- Relocation of Stena Lines ferry terminal from Masthuggskajen to Arendal is delayed due to the permit process.
- Agreement signed to build a transformer station. An important step along the way to enabling container ships and Ro/Ro vessels to connect to onshore power.
- Together with 17 co-exhibitors, we make a joint appearance as Railport Scandinavia at Transport Logistics in Munich.
- Successful collaborative exercise with the Swedish Armed Forces and the police's task force at Torshammen.
[Read more on page 30](#)
- St1 and St1 Biokraft have for the first time delivered Swedish liquefied biogas produced in-house to the shipping industry – when the shipping company Terntank's vessel Tern Ocean was bunkered at the Port of Gothenburg.

DECEMBER

- We sponsor a sailing school for 22 children, 8 summer workers at the GKSS port and 3 young people to attend the Ælosön sailing camp for a week.
- We are a partner and exhibitor during the Donsö Shipping Meet (DSM) 2025. Among other things, during DSM we take part in the world's biggest total defence exercise for shipping since the Second World War.
[Read more on page 30](#)
- The Port of Gothenburg signs the Commitment for Biodiversity.
[Read more on page 55](#)
- The Port of Gothenburg fills the Gothenburg Opera House with over 1,000 young people from Gothenburg to see the musical Miss Saigon.
[Read more on page 69](#)
- The Skandia Gateway project is recognised for its climate work with a win at the Sweden Green Building Awards 2025.
[Read more on page 50–51](#)



Sustainability governance

For the Port of Gothenburg, sustainability is about achieving a balance between all three dimensions of sustainability. In consultation with our owner, we are striving to achieve a sustainable city, and in collaboration with our stakeholders, we are striving to achieve a sustainable industry. We have a direct impact in areas relating to all three sustainability dimensions, and also contribute to this impact through our role for the whole freight hub and via relationships with our stakeholders. In many areas, such as the environment, governance is needed of both direct and indirect impact.

In the financial area, the commercial conditions are balanced with the need for long-term ownership. A strong cash flow from the operation is crucial to make the company's investment programme possible and create the conditions for sustainable growth.

In the area of the environment, governance takes place to minimise the environmental impact from our own operations and the rest of the freight hub. By proactively developing methods in collaboration with terminals, shipping companies, lessees and land transport operators,

we contribute to more sustainable transport operations. **In the area of social responsibility**, we act both locally within the City of Gothenburg and based on our role at the freight hub. The company shall continue to be an attractive workplace that is characterised by a good, safe and developmental work environment. Development and operations are being driven through competent, creative employees.

The goals in the business plan are linked to our sustainability dimension, in which all are interconnected and none of them can be fulfilled at the expense of the others. The aim is to achieve a sustainable freight hub. The challenge for the company's governance lies in securing the balance and preventing conflicts at goal and activity level. This section describes the forms of sustainability governance and its common thread from the business plan to activities in the operation, followed by examination and follow-up. It includes information about owner governance, collaboration with stakeholders, management systems and security work. There is also a presentation of goals and outcomes, and a more detailed look at work with specific stakeholders.

How we work with the UN's Sustainable Development Goals

In Scandinavia's biggest freight hub, the Port of Gothenburg has a vital role in contributing to the implementation of Agenda 2030, both locally and globally. Under Agenda 2030, the world's countries have adopted 17 global goals for sustainable development that aim to achieve four objectives by 2030: abolish extreme poverty, reduce inequalities and injustices in the world, promote peace and justice, and solve the climate crisis. The Port of Gothenburg is affected by 15 of the 17 goals and by 63 of the 169 targets, with a degree of relevance that varies according to the company's mandate and the impact of its operations.

WE CREATE VALUE...

... for our customers, business and society by developing the freight hub and creating the conditions for sustainable growth. We do this by guaranteeing access to the whole world for the business community.



WE HAVE AN IMPACT ON...

... nature, because port operations have an impact on climate, water, land and resources. We take action to reduce our own and our customers' environmental impact. This includes, for example, creating incentives for a

transition in shipping through environmental discounts, work to increase the proportion of freight transported by rail or implementing compensation-based measures. We make use of our role to affect as many actors as possible.

You can find more information about the UN's Sustainable Development Goals here: www.globalgoals.org

The company's governance and business plan

The Port of Gothenburg is owned by the City of Gothenburg, and governance of the company is based on the municipality's short-term and long-term plans. Every year, the company's Board of Directors sets out the direction for the way the municipality's budget goals are to be achieved and which focus areas are particularly relevant for the company's work. Based on the direction, the company's management team draws up a business plan with specific goals and a description of how these goals are to be achieved.

INTERNAL GOVERNANCE

The company has a general plan for the long-term development of the port. The purpose is to ensure that the Port of Gothenburg is well-equipped to meet the market's requirements in the decades ahead. There is also a long-term financial plan, a business plan, and both investment and maintenance plans. The company also has strategies and plans in specific subject areas to clarify its direction. To maintain healthy finances and manage events that can affect the company's ability to achieve its goals, there are budgets, forecasts and internal controls.

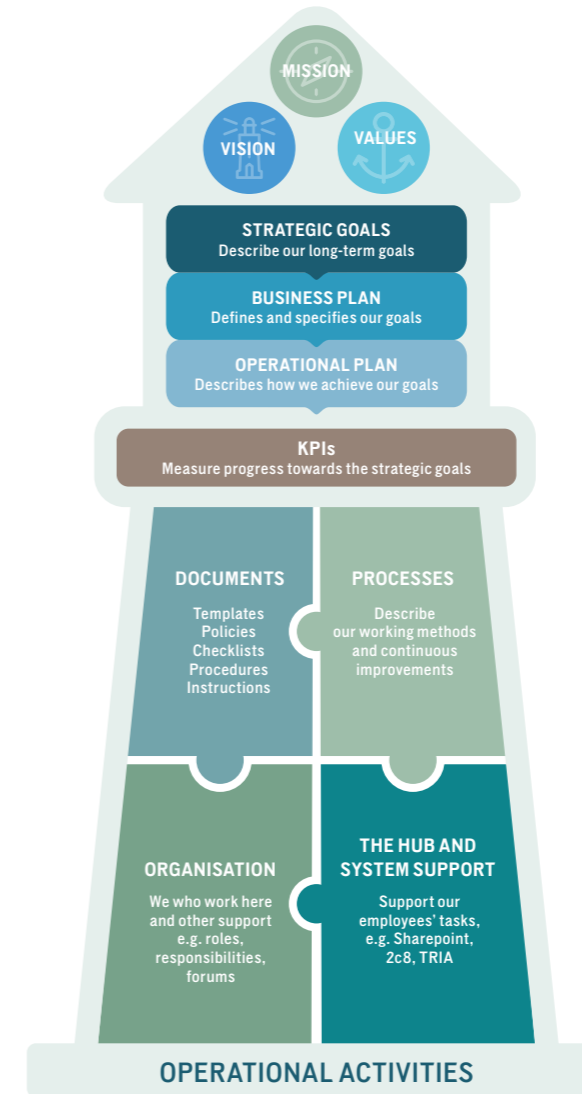
BUSINESS PLAN

The Port of Gothenburg's business plan is structured on the basis of the owner directive and the Board's direction for the year. The plan is also based on a situation analysis of what is happening in the external environment, prioritised risks and an evaluation of existing working practices and methods. Stakeholders' requirements and

needs are taken into consideration, as well as the operation's needs and the development of our employees. The business plan is valid for three years, with only minor revisions each year. The plan contains five strategic goals. It sets out the company's direction and responsibilities around sustainability, as this is a fundamental issue that pervades the whole plan and all goals. The purpose of integrated work is to contribute to the UN's global Sustainable Development Goals.

RISK MANAGEMENT

Risk management is an important element of the company's governance and aims to systematically identify, assess, address and follow up on risks. Risk management work is part of day-to-day operations, and there are established methods for risk analysis in connection with projects and other changes. Once a year, in connection with business planning, each department prepares a joint risk profile.



The Fyren system provides good order and supports the operation in: planning, managing, implementing, following up, evaluating and improving.

Based on the risks identified by the departments and the double materiality analysis, a company-wide risk profile is produced, which forms the basis of work on the business plan and budget.

THE LIGHTHOUSE SHOWS THE WAY

Corporate governance takes place based on the Fyren (Lighthouse) management system, in which the needs and requirements based on the interests of different stakeholders and companies are broken down into the short term and long term. It is about doing the right things, in the right way, at the right time in order to create satisfied customers, owners and employees. The structure is built on an ISO-9001/14001/45001-based work method in the areas of quality, environment and occupational health and safety. The Port of Gothenburg is governed by and follows the City of Gothenburg's environmental management system.

EVALUATION AND CONTROL

Work to control and quality-assure the operation takes place within the framework of work with Fyren and its structure. This includes various evaluations, follow-up on goals and outcomes, management of deviations, audits and analyses at internal forums for quality, environment and occupational health and safety. Every year, a number of risk areas are selected for particular scrutiny. This is in order to verify that risk mitigation measures and other control activities are working satisfactorily. It is also about ongoing work to establish a culture in which every single person assumes personal responsibility for internal control.

Our owner's role

Göteborgs Stadshus AB is the parent company of the corporate group that comprises all municipal companies in the City of Gothenburg. This is where the formal ownership role of the port company and the structure of our mandate are executed, based on the City Council's decisions.

The Port of Gothenburg makes Group contributions to the City. The City Council of the City of Gothenburg selects Board members, lay auditors and auditors for the company and its subsidiaries. Position statements are obtained from the City Council before decisions of

major importance or fundamental significance are made in the operation.

The company's mandate is established in an owner directive that regulates what kind of operation may be conducted.

A new owner directive was established in 2019, with minor adjustments in the subsequent years. Every year, with the exception of election years, owner dialogues are held between the Boards of the port company and Göteborgs Stadshus AB to follow up on the company's work in relation to its mandate.

The role of the port in the value chain

The Port of Gothenburg is a central node in the national and international transport chain and constitutes a significant part of the value chain for the flow of goods. The Port of Gothenburg's role is about creating the conditions for the operation and value for all actors that operate in it.

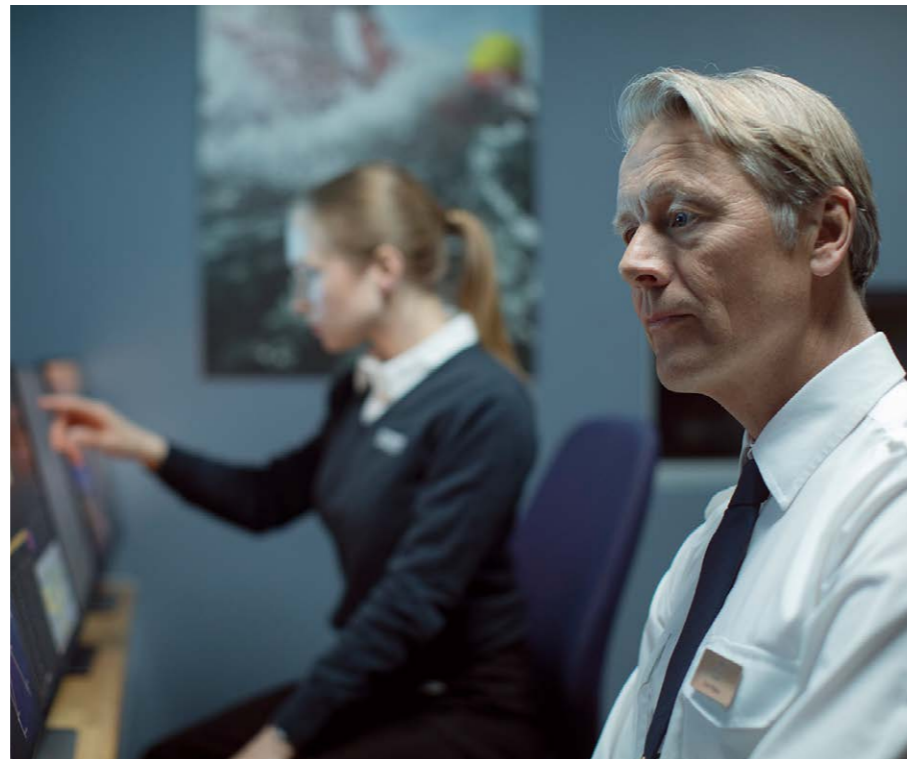
The company's long-term investments, business model and goals aim to create value for actors in the transport chain, with stability and security over time. This creates major opportunities to exert influence and entails an important responsibility in work to ensure sustainable development and effective transport operations.

The Port of Gothenburg is dependent on input goods such as oil, steel, cement and other raw materials for the construction, operation and maintenance of the port's infrastructure. At the same time, both the port's own operations and the transport solutions used by customers and connecting land-based transport operations are at present largely dependent on fossil fuels, especially oil. These dependencies are key when assessing the company's impact and risk exposure in the value chain.

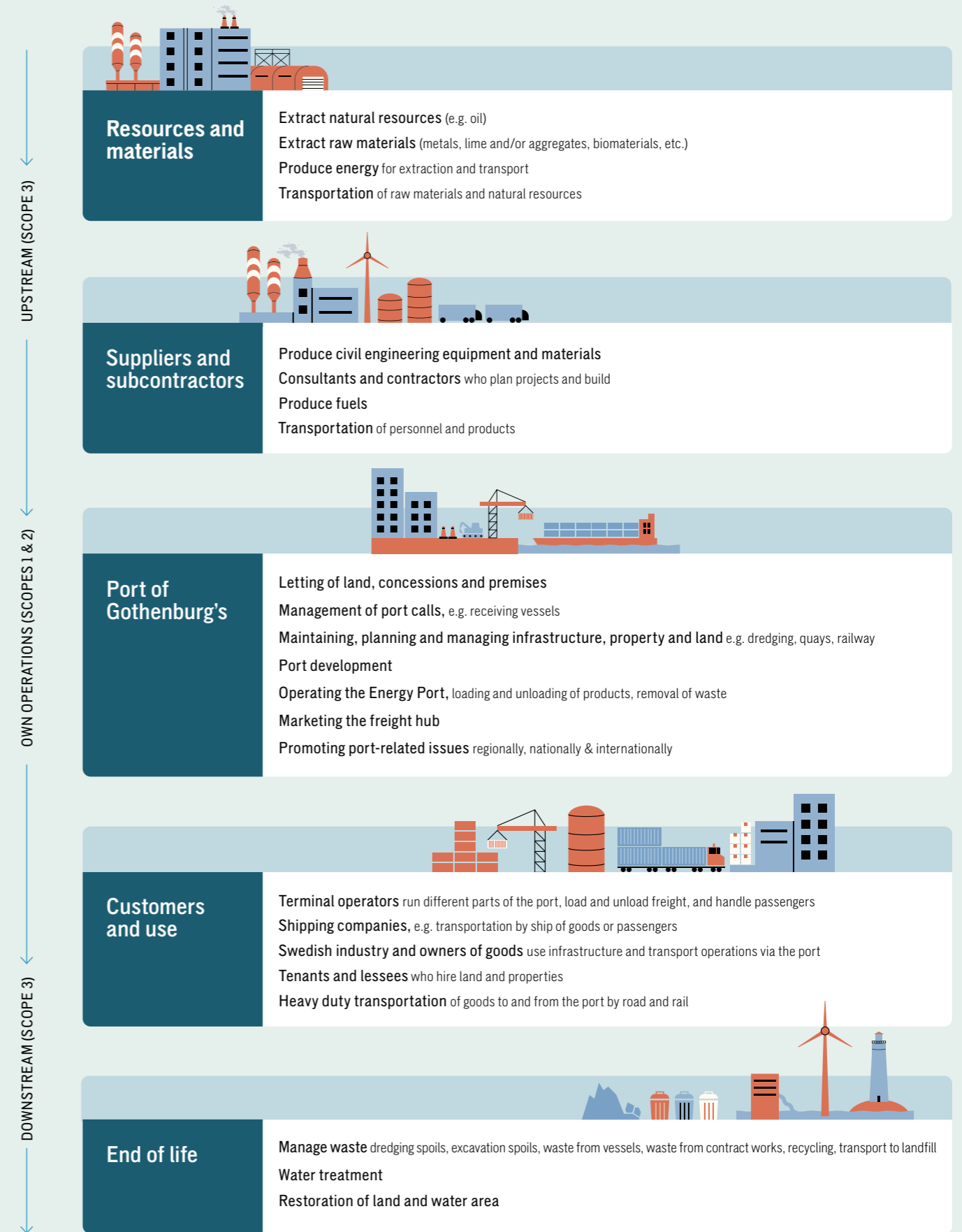
The Port of Gothenburg contributes to affecting how goods are transported between different modes of transport. By creating the conditions for efficient, secure and intermodal flows, the company can affect the environmental and social consequences in the transport chain, in areas including greenhouse gas emissions, local environmental impact, resource use and road safety. Efficiency in the value chain is a key factor in reducing emissions per unit transported, and to limit the negative impact in the local area around the port.

Inadequate efficiency, capacity or rate of transition in the value chain poses risks of disruption in goods flows, increased emissions, weaker competitiveness and reduced security of supply for business and society. Climate-related risks, changes in regulations and increased demands from customers, financiers and society at large all place higher demands on the transport chain being developed in a more sustainable direction. The port's long-term investments, planning and governance are therefore crucial in the management of these risks.

From an environmental perspective, the Port of Gothenburg creates the conditions for a transition to more sustainable transport operations through its business model and investments. By enabling the transfer of goods to more energy-efficient and less emission-intensive modes of transport, and by enhancing intermodal solutions, the port can contribute to reduced climate emissions and increased resource efficiency in the transport chain. In doing so, this boosts the port's long-term value creation and contributes to a more robust and sustainable transport infrastructure.



Value chain



The company's goals – what progress is being made?
























The table below presents the outcomes for the company's goals in the business plan for 2023–2025, with the exception of the environmental goal, which extends to 2030. These are measured through five KPIs. In addition to these, a number of KPIs are also measured for the company's performance. For detailed information, see the Comments field and the section on KPIs on page 76.

FROM GOAL TO CHANGE

The company's departments start with the business plan and break down the goals into their own operational plans with activities. The aim is that activities guide towards fulfilment of the goals and executing the company's mandate. Each employee also has an individual development plan that can be traced back to the operational plan and the business plan. The development plan contains activities at an individual level, which creates participation and a common thread throughout the operation.

MONITORING THE CHANGE

The company monitors progress in work towards the goals at several different levels. Every year, figures are compiled for each KPI and each goal, providing a total follow-up on the whole business plan. The company also follows up on activities in each operational plan on a quarterly basis and presents these for the whole operation. The Board of Directors studies this follow-up four times a year, and Göteborgs Stadshus AB is given feedback on how well delivery is proceeding according to the mandate. Each department follows up on its plan on a monthly basis, and the individual development plans are monitored continuously by both employee and manager.

GOAL	STATUS	TREND	LINKS IN TO THE FOLLOWING UN SUSTAINABLE DEVELOPMENT GOALS	COMMENTS
 SMART PORT Digitalisation maturity 70%	●	→	   	In 2025, the port company continued to enhance the Port of Gothenburg's digital capacity. Goods flows to and from the port linked to rail have been digitalised, which creates better conditions for the automation and optimisation of production and logistics flows. Data sharing has also been established between the Port of Gothenburg and the Port of Rotterdam, in order to boost short-sea transportation and create more cohesive and predictable flows. In parallel with this, the port company has streamlined its own operations through the increased use of data and taken important steps towards advanced data analysis with the support of AI.
 FINANCIAL EFFICIENCY Return 5%	●	→		The target value for annual return on non-current assets for 2023–2025 is 5%. This goal is broken down by year as follows: 5.5% return in 2023, 5.5% return in 2024, 4.5% return in 2025. The goal for 2025 was exceeded with a return of 6.6% for the Port of Gothenburg. The 2025 result for the Port of Gothenburg was very strong, and can be explained by a slower trend on the asset side of the balance sheet due to some large investment projects being delayed, good income and lower than planned costs.
 GROWTH Increased growth overquays 6%	●	→	  	The target value for growth in the current business plan period until 2025 is 6%. The preliminary outcome for 2025 using the agreed measurement method produces growth of 6% for 2025 compared with the baseline year 2022. Container traffic saw both increased volumes over the quay and an increased market share, with new cars showing healthy growth. Goods by rail continue to increase. There was, however, a slight fall in Ro/Ro traffic, primarily due to lower volumes on ferries. Energy volumes are at stable levels.*
 EMPLOYEES Sustainable employee engagement (SEE)	●	→	     	During the year, four SEE surveys were conducted through Winningtemp to track the trend towards the target value of 85–90. The result for the year of 85.6 shows that the goal is being met and that the level is stable. To reinforce engagement, a development journey was initiated within Inner Development Goals, in which around 20% of employees are participating, with an ambition to include the whole organisation. Managerial development was undertaken within the framework of the City's joint leadership, and work has started to map the organisational conditions for managers. Taken together, these initiatives contribute systematic health and safety work to achieve the SEE goal and create more sustainable employeeship.
 ENVIRONMENT Reduced CO2 emissions by 70% by 2030	●	→	   	Between 2024 and 2025, emissions from shipping decreased by around 6,000 tonnes to 159,000 tonnes, reflecting a downward trend in relation to volumes transported. The reduction is primarily due to a change in the traffic pattern. This represents a total reduction of around 27% compared with the baseline year 2010. In own operations, the phasing out of fossil fuels, the use of climate requirements in infrastructure projects and energy efficiency improvements are all continuing. In road transport, carbon dioxide emissions in 2025 are around 14% lower than in 2024, primarily thanks to an increased proportion of renewable fuels in diesel and more electrically powered vehicles. All in all, the transition of the shipping industry is the biggest challenge, while a system transition has started.

● Well on the way to achieving the objective ● More is required to achieve the objective ● Will not achieve the objective

→ The trend here is heading in the right direction → The trend here shows no change → The trend here is heading in the wrong direction

Our financial responsibility

Stable finances and good profitability provide the Port of Gothenburg with opportunities to maintain and develop the port's facilities for the benefit of customers, owners and the Swedish business community. We operate in a competitive international market, and delivering competitive, value-for-money services is crucial for the continued development of Gothenburg as a freight hub.

PROFIT FOR THE YEAR

The Port of Gothenburg's profit before appropriations and tax for 2025 was SEK 312 million, compared with SEK 407 million in 2024.

Net sales for the year were SEK 1,036 million, compared with SEK 1,018 million in 2024, due to higher income from Container and Ro/Ro. The port tariff for 2025 was adjusted by around 2.5% compared with 2024, when it was adjusted by 3%. The ambition is to keep the tariff as low as possible and to focus on cost savings. The company's main costs are operation and maintenance of port infrastructure, staff costs and depreciation.

INVESTMENTS DURING THE YEAR

The port's operations are capital-intensive, and long-term economic governance is of major importance. Investments in 2025 totalled SEK 781 million, which was higher than the previous year, when the figure was SEK 662 million. Investments comprise SEK 616 million in new investments and SEK 165 million in reinvestments.

THE BIGGEST INVESTMENTS IN 2025

Skandia Gateway (New investment)

The Port of Gothenburg and the Swedish Maritime Administration are jointly running the project to widen

and deepen the fairway and turning circle so that the world's biggest vessels can call at Gothenburg fully laden. Total investments for the project in 2025 were SEK 421 million.

Ferry relocation, Arendal (New investment)

The purpose of one of the company's biggest investment programmes is to relocate Stena's ferry operation from the inner ports to Arendal, and to develop other Ro/Ro operations. SEK 80 million was invested within this programme in 2025. The level of activity was lower than planned during 2025, while awaiting an environmental permit.

Coastal Quay (Reinvestment)

The Coastal Quay at the Energy Port has reached the end of its technical useful life, and stability measures need to be undertaken. SEK 61 million was invested during 2025.

Extended fire safety measures, Energy Port (New investment)

The purpose of the project is to gradually extend fire safety measures on the quays in Skarvik and Ryahammen. Investments during 2025 totalled SEK 25 million.

INCOME TO THE PORT OF GOTHENBURG AND WHAT THE MONEY IS USED FOR



Stable finances as a basis for a sustainable transition

There does not have to be a conflict between finance and sustainability. At least not when sustainability projects are assessed critically and professionally, as is the case at the Port of Gothenburg.



Lena Vennström, CFO, Port of Gothenburg

Lena Vennström, CFO at the Port of Gothenburg, believes that sustainability, finance and growth in volume are different ways of interpreting the world, and that if you prioritise correctly, you can get the best out of each perspective. In the case of the Port of Gothenburg, it can be that growth in volume does not mean that there is an overall increase in transport operations. But the port company can win market shares, which increases income while reducing the carbon footprint per unit transported.

One key to this is good, resilient finances at the Port of Gothenburg. This is partly due to physical conditions that mean that customers need to use the port, whatever the economic situation. At the same time, being the largest port in the Nordic region is a strong competitive advantage. All in all, this means that the Port of Gothenburg can make investments that make its offering not only more sustainable, but also commercially attractive.

One key element of this in the new year is that professional demands are also being made in terms of rate of return and profitability for sustainability initiatives. This means that the port company can more easily prioritise what produces the best effect.

At the same time, sound finances make it possible for some sustainability investments to be allowed a longer payback period and lower required rate of return than other investments. Not least when they are of lasting value to society or are necessary to comply with new rules or market requirements.

Lena Vennström also emphasises that sustainability can generate additional costs, but that there are financial opportunities through reduced consumption and more efficient resource utilisation. Future sustainability projects will therefore be judged by the right standards and with critical eyes to ensure that they are both strategically and commercially correct. This does not mean fewer projects, rather the opposite. The aim is to continue leading the way in the area of sustainability:

"The starting point is that when we do the right thing, we will be paid the right price. If you can be one step ahead and do what you're good at, you're well on the way. Two good examples of this are onshore power at the Energy Port, which is increasingly in demand, and the Skandia Gateway project, which will make it possible for the biggest

Looking ahead

The Port of Gothenburg is planning to invest around SEK 1 billion per year over the next few years in developing and modernising the port's infrastructure in accordance with the company's long-term financial planning. Around 10% of the investments relate to direct climate actions each year, with a special focus on onshore power supply for ships. Additional costs of climate and environmental investments are integrated into the budget for operations and development projects.

Work is under way to implement and report in accordance with the CSRD and the EU Taxonomy Regulation, which is expected to increase transparency and comparability in sustainability reporting. This contributes to more efficient capital allocation for investments that support the move to a more long-term, profitable and sustainable transition.

vessels to call at the Port of Gothenburg, something that is welcomed by all parties concerned."

The CSRD can be challenging for those working in finance, as it is not based on traditional financial allocations. In this respect the Port of Gothenburg has a good starting position, given the company's strong financial follow-up and advanced state of digitalisation.

This view of finance and sustainability entails continuous work on change, which has been a common theme through Lena Vennström's career. And after just over one year as CFO and member of the management team, she now has a clear view of where the Port of Gothenburg is heading:

"I'm pleasantly surprised by how progressive the Port of Gothenburg is in the areas of business development and sustainability, for example renewable fuels. It's also a place where I can pursue change in everything from financial reporting and process development to digitalisation and AI – and change that is sustainable, I'm passionate about that."



One of the 63 cruise ships that called into Gothenburg in 2025.

Volume trend at the freight hub

In a challenging and turbulent external environment, the Port of Gothenburg can look back on 2025 as a relatively stable year. Global uncertainties dominated the market, with factors such as continued geopolitical turbulence, high energy prices, the introduction of tariffs and a weaker economy affecting the transport sector. For the Port of Gothenburg, however, the effects were limited. At the end of the year, the volume figures show that the port succeeded in maintaining a robust level, which underlines its importance as a safe and efficient hub for Swedish imports and exports.

INCREASE IN CONTAINERS OVER QUAY AND BY RAIL

Trade with countries outside Europe takes place primarily via container ships, and the Port of Gothenburg is the hub for this traffic. In 2025, a total of 934,000 containers (TEUs) were handled – an increase of 4% compared with 2024. The biggest increase was in loaded containers, while the handling of empty containers is decreasing. This is an indication of a more sustainable and efficient logistics system with less need for empty container positioning. 2025 saw the addition of two direct routes to and from Asia. This means that Gothenburg can now boast three direct routes. The avoidance of transshipment to smaller ships in other ports reduces emissions per container.

The Swedish container market as a whole grew by 2 percent during the year, and the Port of Gothenburg's market share increased from 55% in 2024 to 56% in 2025.*

*Market share is based on volumes from January–September.

Transport operations by rail also continue to win increasing market shares. In 2025, the volume of containers transported by rail increased by 5%, driven by strong growth in import-heavy links such as Falköping and Vaggeryd, as well as new connections to and from Northern Sweden. At present, 60% of all container goods over quay are transported by rail – an important contribution to sustainable and efficient logistics. Volumes transported by rail are measured in the number of containers transported, including goods that arrive first by conventional rail and are then transhipped to containers.

REDUCED RO/RO VOLUMES AND FEWER NEW VEHICLES

Ro/Ro units, which consist primarily of trailers for the European market, are now showing signs of recovery after a few weak years. In 2025, a total of 525,000 units were

“Growth doesn’t have to mean that consumption increases, for us it’s more important to win market shares by moving transport operations from land to sea.”

Kristina Weber, Head of Market Intelligence, Port of Gothenburg



Kristina Weber
Head of Market Intelligence,
Port of Gothenburg

handled on Ro/Ro ships and ferries – on a par with 2024. When it comes to handling new vehicles, volumes decreased slightly. 251,000 vehicles were handled during the year, a downturn of 2% compared with 2024. Around 75% of the vehicles are for export, while 25% are for import. There was a slight increase in new vehicle sales in Sweden, which is reflected in the increase in vehicle imports. By contrast, exports fell, which explains the overall downturn. The Port of Gothenburg remains the biggest vehicle port in Sweden.

DECREASING VOLUMES IN ENERGY

The Port of Gothenburg is very significant for crude oil imports – half of all the crude oil brought into the country passes through here. The port is also home to the largest depot operation in the country, supplying large parts of the country with products including diesel and petrol. In 2025,

20.7 million tonnes were handled in total, a reduction of 5% compared with the previous year. The downturn is primarily due a maintenance shutdown at the beginning of the year and unfavourable market conditions. The Port of Gothenburg continues to actively support the refineries in their renewable fuel initiatives – an important element of the transition to a more sustainable energy supply.

MORE PASSENGERS TO GOTHENBURG

The cruise season in Gothenburg now extends all year round, although the summer months remain the most intensive period. Gothenburg continued to be a popular cruise destination in 2025, with visits by a total of 63 ships and 94,000 passengers. There was no change in ferry traffic to and from Denmark and Germany compared with 2024, with a total of 1.3 million passengers.

VOLUME TREND AT THE PORT OF GOTHENBURG

Changes in volume of freight handled, 2022–2025

	2025	2024	2023	2022	COMPARED WITH 2024
Containers, number of TEUs	934,000	902,000	909,000	882,000	4%
Containers by rail, number of TEUs	529,000	505,000	473,000	517,000	5%
Ro/Ro units, number	525,000	524,000	540,000	561,000	0%
New vehicles, number	251,000	257,000	267,000	238,000	-2%
Energy products, million tonnes	21	22	18	22	-5%
Total passengers, million	1.311	1,310	1,400	1,330	0%
Cruise ship calls, number	63	56	81	81	13%
Dry bulk, total tonnes	354,000	463,000	439,000	375,000	-24%
Freight total, million tonnes	38.7	40.1	36.3	40.5	-3%



The Port of Gothenburg must be secure at all times

The Port of Gothenburg needs to consider several security and preparedness perspectives with regard to internal and external stakeholders. This requires not least effective and systematic work adapted for the external environment in order to ensure a sustainable, secure and robust operation in accordance with Swedish and international law – in times of peace, crisis or, in the worst case, war.

Security is a priority issue for the Port of Gothenburg. Freight of enormous value is handled at the port, and it is of strategic importance for society. A complex service company must have reliable, effective procedures to ensure that security is maintained, both internally and externally. Effective, operationally adapted and systematic security work is also a prerequisite for being able to run international port operations.

The Port of Gothenburg and all its terminals are classified as protected objects and are subject to the Swedish Installations Protection Act. They are also classified as protected maritime installations. Maritime security is a collective term to describe measures taken in order to protect shipping against various kinds of external threats. It involves strict security requirements, such as access controls and bans on taking photographs and filming.

The Port of Gothenburg bases its work on the ISPS Code (International Ship and Port Facility Security Code).

A LEADING ACTOR IN WORK ON PORT SECURITY

2025 saw collaboration with other ports in Sweden and the EU. One important area was protective security, featuring what is important for Sweden's security – physical security, personal security and information security. Communications security has been established, which now means that we have the ability to communicate securely with other actors in the area of total defence. Following consultation with the Swedish Security Service, a new information system has been approved and is now being taken into operation.

MAJOR IMPACT FROM THE EXTERNAL ENVIRONMENT

To guarantee supplies to both business and the population, the Port of Gothenburg must negotiate a new global situation.

The deterioration in the security situation in Europe and the Baltic region impacts the Port of Gothenburg, for example in the form of GPS disruption and cyberattacks.

Tensions are also increasing in the Arctic as the polar ice melts, primarily in the form of an accelerating arms race, the exploitation of natural assets and new trading routes across the Arctic Ocean. Finally, as a member of NATO, Sweden has a collective responsibility for defence, which also means that the Port of Gothenburg becomes a logistics hub in joint operations.

All of this means that Sweden must have a national resilience, including a robust energy supply and transport capacity, which makes the Port of Gothenburg critical to society. Put simply, total defence in Sweden, Norway and Finland is highly dependent on a continuous flow of freight and energy via the Port of Gothenburg.

HIGH LEVEL OF PREPAREDNESS

The Port of Gothenburg works systematically on security, and the following initiatives were undertaken during 2025:

- A large number of visits from government agencies, government and the Swedish parliament increased awareness of the workings of the port, shipping and transport operations.
- Within the City of Gothenburg, the company took part in workgroups that reviewed, among other things, fuel supplies in the event of war.
- Together with the Swedish Armed Forces, the Swedish Police, Swedish Customs, the emergency services and the Swedish Sea Rescue Society, the Port of Gothenburg collaborated with the US military within the framework of a bilateral defence partnership.

The theme during 2025 was **Security in Port** and involved the sharing of experiences, strategic discussions and extended collaboration on various issues relating to defence.

- Over 50 exercises linked to the ISPS (International Ship and Port Facility Security Code) were carried out, with participation from the port's PFSOs (Port Facility Security Officers) together with actors such as the Swedish Police Authority and the Swedish Armed Forces.
- Just over 550 police officers from Greater Gothenburg took part in a wide-ranging series of exercises, acquiring greater knowledge of port operations and the Swedish Installations Protection Act.

The actions planned and implemented were based on the worst-case scenario, an armed attack. This creates credibility in the port's ability, whatever might happen, to maintain its core operations.

The Port of Gothenburg also worked on issues relating to civil preparedness. This involved actors not only in the freight hub, but also in the port company.

One project under way involves continuity planning, which is the ability to maintain business-critical processes in the event of disruption. The aim is to secure a high level of availability even in the event of interruptions in the port's value chains, thereby contributing to work on sustainability.

One clear outcome of the security work described above is that the Port of Gothenburg is now better equipped than before to deal with situations across the entire threat spectrum.

An exercise that created readiness

The Donsö Shipping Meet saw the biggest total defence exercise with a focus on shipping since the Second World War. The aim of the exercise was to ensure that societally important transport operations will function even under difficult conditions. Actors participating included the Swedish Coast Guard, the Swedish Civil Contingencies Agency (MSB), the Swedish Transport Administration, the Swedish Armed Forces, the Swedish Maritime Administration and the Swedish Transport Agency, as well as the Port of Gothenburg. Also involved were representatives from shipping companies, freight owners, ports, shipyards, brokers and insurance companies.

"The fact that these actors come together to exercise is both important and absolutely necessary. As expected, the overall result of the exercise was



quite a lengthy list of improvements for all actors, which can be viewed as positive in the context, as the exercise shone a light on the complex situation that exists around authorisations, actors and insurance policies that are required in the event of war," confirms Pontus Bengtsson, Harbour Master, Port of Gothenburg.

One tangible outcome from the exercise is that experiences from it, including where improvements need to be made, will create an important foundation when work continues to strengthen the level of preparedness in the transport sector.

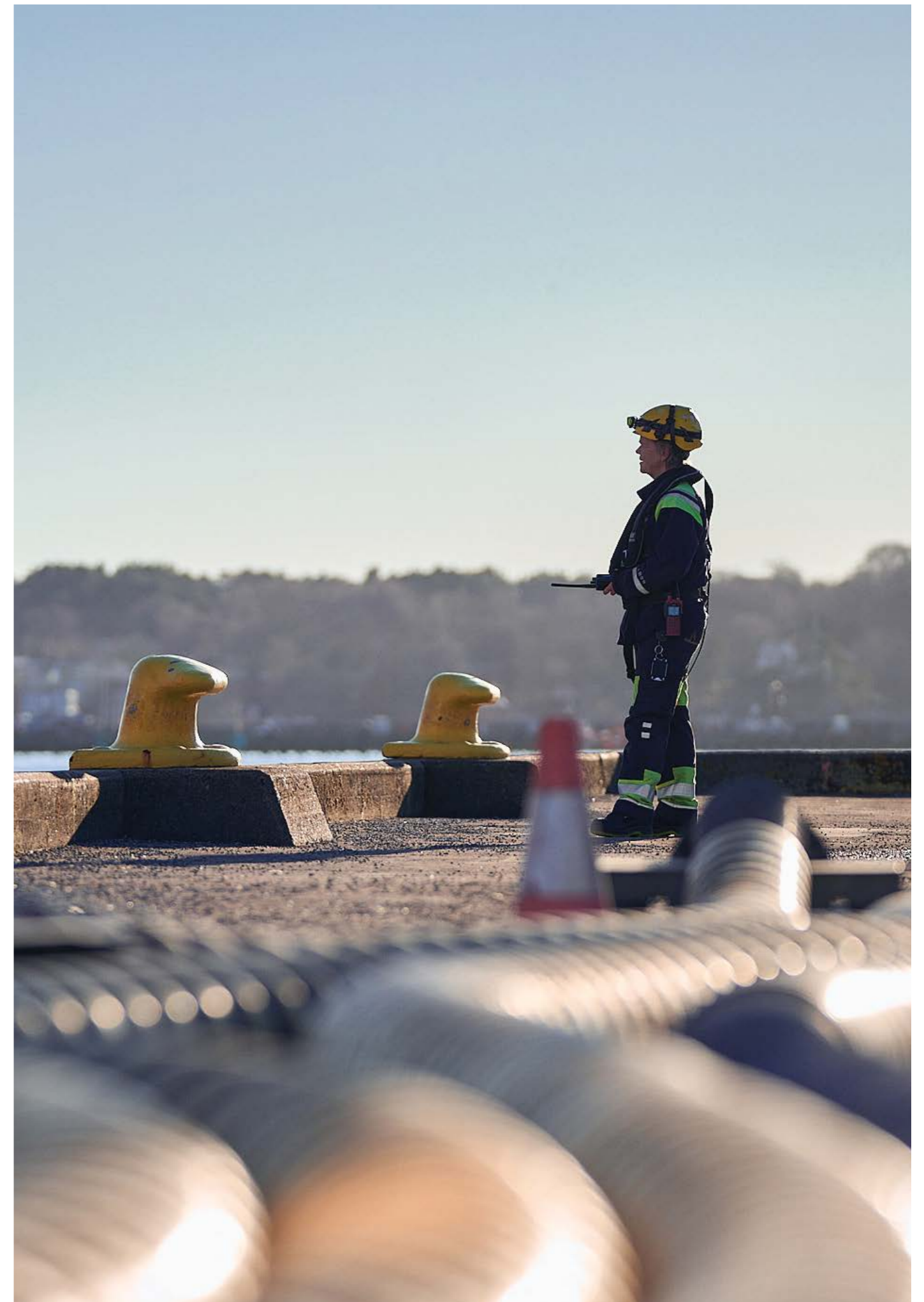
Policies

The Port of Gothenburg's work on sustainability and reporting is based on the sustainability topics identified as being essential in the company's double materiality analysis.

These topics form the basis of the prioritisation of goals, actions and follow-up in the areas of environment, social sustainability and governance. For each material sustainability topic, there is an explanation of the governing policies, guidelines and programmes that guide the

company's work and ensure systematic, rules-based sustainability work in line with applicable legislation and the City of Gothenburg's goals. The table below presents an overview of material sustainability topics and associated governance documents.

MATERIAL SUSTAINABILITY TOPIC	GOVERNING POLICIES	RESPONSIBILITY IN THE ORGANISATION
ENVIRONMENT Climate Pollution Biodiversity Marine resources Resource use	<ul style="list-style-type: none"> Operational instructions for quality, environment, health and safety Port of Gothenburg's Code of Conduct Environment and Climate Programme for the City of Gothenburg 2021–2030 The City of Gothenburg's Policy for the Ecological Dimension of Sustainable Development 	<ul style="list-style-type: none"> The Sustainability Manager is responsible for the support process Ensure a good environment. Environmental delegations.
SOCIAL Own workforce Workers in the value chain Affected communities	<ul style="list-style-type: none"> Port of Gothenburg's Code of Conduct The City of Gothenburg's Policy for Health and Safety, Employeeship and Leadership Operational instructions for quality, environment, health and safety The Port of Gothenburg's Alcohol and Drugs Policy Guidelines for systematic work on fire safety (SBA) The City of Gothenburg's plan for equality The City of Gothenburg's guidelines for procurement and purchasing Security Policy for Railway Operations Equal treatment strategy 	<ul style="list-style-type: none"> The Head of Human Resources is responsible for the support process Ensure a good work environment. The operations manager is responsible for work on security at the Energy Port. The Chair of the SHIP group is responsible for our equal treatment plan. The Head of Procurement is responsible for the support process Purchase. Procedure for the delegation of health and safety duties.
GOVERNANCE Corporate culture Protection for whistleblowers Political engagement and lobbying Relationships with suppliers Corruption and bribery	<ul style="list-style-type: none"> Port of Gothenburg's Code of Conduct Operational instructions for quality, environment, health and safety The Bye-Laws The City of Gothenburg's guidelines for financial activities The City of Gothenburg's guidelines for information security The Port of Gothenburg's Information Security Policy The City of Gothenburg's guidelines on entertainment, gifts, bribery, conflicts of interest and secondary occupations The Port of Gothenburg's instructions for entertainment and gifts The City of Gothenburg's Policy on Procurement and Purchasing 	<ul style="list-style-type: none"> The CEO is responsible for the management process Lead and govern the operation and the core process Market and sell. The Quality Manager is responsible for the support process Ensure good quality. The Harbour Master is responsible for the core process Coordinate sustainable and efficient port calls. The Head of Innovation, Development and Transition is responsible for the core process Plan the long-term development of the port. The Head of Infrastructure is responsible for the core process Manage efficient and sustainable infrastructure. The Operations Manager is responsible for the core process Ensure the operation of a secure, efficient and sustainable Energy Port. The CFO is responsible for the support process Ensure sound finances. The Head of Security is responsible for work on Port Security and Information Security. The Head of Corporate Governance is responsible for internal work on anti-corruption.





Long-term relationships with our stakeholders

Our operations affect and are affected by a number of different stakeholders, from owners and employees to customers, suppliers and government agencies. By listening to our stakeholders, we become better at understanding which issues are important, how we should prioritise and what we need to develop. At the Port of Gothenburg, we collaborate and communicate on an ongoing basis with our stakeholders in a variety of ways and through different channels.

STAKEHOLDER	MAIN ISSUE/EXPECTATION OF PORT OF GOTHENBURG	CHANNELS FOR DIALOGUE
OWNERS	Create the conditions for growth, employment and sustainable development in Gothenburg. Lead the freight hub to ensure that it guarantees the business community access to the world at large and competitiveness in the market. Exercise supervision, governance and control of strategic partners based on the above references.	Council meetings, Board meetings, owner dialogues, reporting to the City.
CUSTOMERS	Guarantee the best logistics location in Sweden. Effective full-service port, including a wide range of ancillary services. Accessibility. Wide range of land and sea routes. Effective infrastructure and operational regulations. Large, balanced base volumes. Market the port. Cost efficiency. Clear information flow. Offer and develop digital services linked to the flow of goods.	CSI, Port Day, customer contacts and visits, Renewable Bunker Fuels Forum, trade associations, website, social media, newsletters, trade fairs, customer events.
TERMINAL OPERATORS	Appropriate infrastructure to operate an efficient full-service port, in the short term and the long term. Long-term conditions to operate an efficient full-service port with a wide range of ancillary services. Large, balanced base volumes. Support around sales and marketing. Offer and develop digital services linked to the flow of goods. Coordination around security, environment and general port-related issues.	CSI, regular meetings linked to marketing, sales, communication, security, environment and infrastructure. Joint customer visits.
COMPANIES AT THE FREIGHT HUB	Appropriate infrastructure to operate an efficient full-service port, in the short term and the long term. Long-term conditions to operate port activities. Large, balanced base volumes. Market the port. Offer and develop digital services linked to the flow of goods. Coordination around security, environment and general port-related issues.	CSI, Port Day, customer contacts and visits, bunker forum, trade associations, website, social media, newsletters, trade fairs, customer events.
EMPLOYEES	Responsible company. Safe and secure work environment. Good terms of employment and pay. Work-life balance. Opportunity for career and development. Flexible workplace. Conditions for participation and motivation.	Development appraisals, workplace meetings, SEE, Winningtemp, works council, health and safety committee, employee day, intranet.
SUPPLIERS	Responsible, reliable, clear and competent client with high level of business ethics. Sustainability in procurement and future technological choices.	Procurement, start-up meetings for new framework agreements, follow-up meetings. Regular meetings.
GOVERNMENT AGENCIES	Comply with current laws, permits and terms & conditions. Communicate our long-term plans. Develop and appropriate infrastructure. Credible and reliable business operator and collaborative partner. Contribute to various challenges facing society.	Regular meetings and dialogues with government agencies and ports at local, regional, national and international level.
SOCIETY & THE EXTERNAL ENVIRONMENT	Reliable and responsible actor. Contribute to various challenges facing society. Minimise environmental impact. Create jobs.	Trade associations, study visits, meetings, trade fairs (both industry and labour market), research projects, social media, email, phone, website, media contacts.
ENVIRONMENT	Mitigate the negative environmental and climate impact from the port's operations and from the transport chain in general. Reduced greenhouse gas emissions and air pollution, efficient resource utilisation and the protection of water environments, biodiversity and nearby natural areas.	Environmental follow-up and reporting, environmental impact descriptions, permit processes, collaboration with government agencies and research actors, participation in industry initiatives.

Double materiality analysis

The Port of Gothenburg conducted its first double materiality analysis (DMA) as a basis for future CSRD reporting.

Each sustainability topic was analysed based on its impacts, risks and opportunities (IRO), with a focus on likelihood and severity. The assessment was conducted from an intrinsic perspective, in which industry conditions form the basis without current actions or controls having been taken into account. The analysis includes not only how the operations impact people, the environment and society, but also how sustainability topics impact the company's finances and the port's long-term development.

WHAT DOUBLE MATERIALITY ENTAILS

Double materiality shows how companies impact and are impacted by sustainability topics. In accordance with the EU Corporate Sustainability Reporting Directive (CSRD), this shall take place based on two perspectives:

Impact materiality

– how the operation impacts people, the environment and society.

Financial materiality

– how the company's finances, risks and opportunities are impacted.

A topic is material if it is deemed to be so based on one or both of these perspectives. The purpose of a double materiality analysis is to identify the sustainability topics that are most relevant for the operation and must be reported in accordance with the CSRD.

THE PORT OF GOTHENBURG'S WORK ON ITS DOUBLE MATERIALITY ANALYSIS

The Port of Gothenburg is part of the Göteborgs Stadshus AB group of companies, which will as of 2027 be producing a full-scale CSRD report at Group level. During 2024, the Port of Gothenburg started its work to develop its own double materiality analysis, as an important step towards future reporting.

The purpose of the analysis is to identify and assess which sustainability topics are most material for the port's operations, and consequently which disclosure requirements

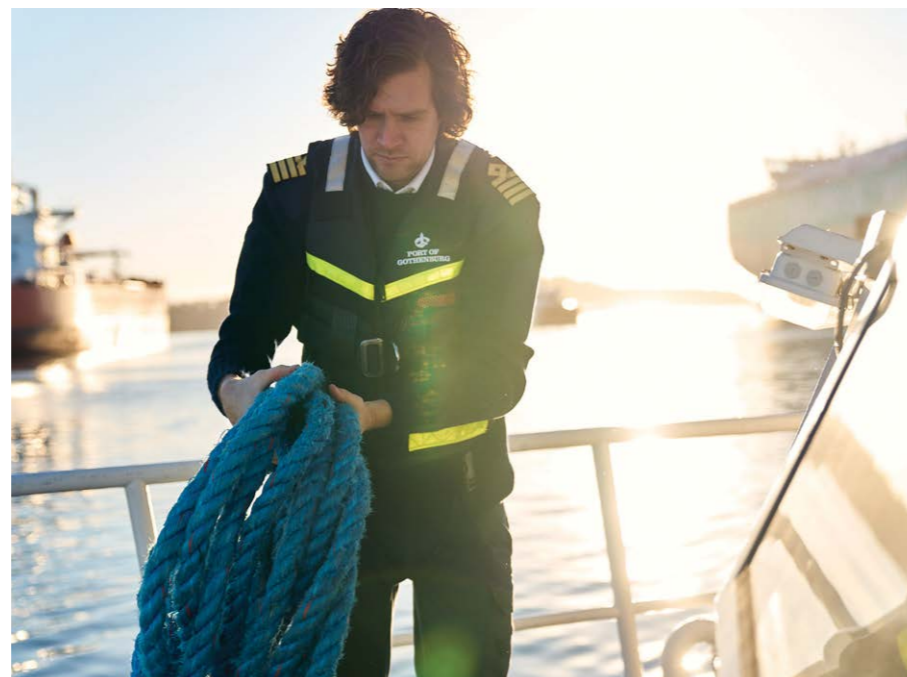
and data points will have to be included in sustainability reporting going forward. The analysis was revised and approved by the company's Board of Directors in 2025.

PROJECT ORGANISATION

The core comprises a cross-functional team of experts. There are also contributions from all business areas in order to guarantee a holistic view.

VALUE CHAIN AND STAKEHOLDER ANALYSIS

The analysis is based on the Port of Gothenburg's business model, which was drawn up in accordance with the Business Model Canvas. The whole value chain has been mapped – from supply chain (extraction of materials, manufacturing, maintenance and operation) to downstream activities such as port calls, land-based transport operations and waste management.



In parallel with this, stakeholders were mapped to identify affected and interested actors, including silent stakeholders such as the environment and ecosystems in and around the port area. The analysis ensures that all relevant perspectives have been captured.

IDENTIFICATION OF IMPACTS, RISKS AND OPPORTUNITIES

The mapping of impacts, risks and opportunities took place in workshops and expert groups. Supporting data was collected from internal governance documents, business plans, strategies, environmental reports and expert knowledge throughout the value chain.

Both positive and negative impacts were identified, with a focus on those areas of the greatest significance for the company's long-term sustainability work.

ASSESSMENT AND PRIORITISATION

The assessment of IROs is based on the ESRS framework and covers environment, social and governance-based impact. Each topic is evaluated on the basis of:

- Scale (how great the impact is).
- Likelihood (how likely it is that the impact will occur).
- Scope (how extensive the damage is).
- Remediability (whether the impact can be restored).
- Financial relevance (how it might affect the Port of Gothenburg's business).

Qualitative factors such as brand, reputation and trust are also taken into consideration.

PROCESS	
IDENTIFY	Mapping of impacts, risks and opportunities throughout the value chain, based on expert analyses, governance documents and stakeholder insights.
ASSESS	Each topic is assessed according to ESRS criteria: scale, scope, likelihood, remediability and financial relevance.
PRIORITISE	Topics with a "high" or "very high" impact or financial significance are classified as material.
FOLLOW-UP	All topics are reviewed annually and updated to reflect changes in operations and the external environment.

RESULTS AND APPLICATION

Based on a weighting of the results, topics that are material from one or both perspectives have been identified. These are presented in our consolidated materiality matrix, see below.

The double materiality analysis gives the Port of Gothenburg a clear view of:

- The materiality topics that have the greatest actual impact on people and the environment.
- The most relevant risks and opportunities for the port's long-term value creation.
- How sustainability work can be integrated into the overarching strategy and business planning.

CONTINUED DEVELOPMENT

The double materiality analysis will be updated annually to reflect changes in operations, the external environment and stakeholder expectations. The Port of Gothenburg is collaborating with Göteborgs Stadshus AB to ensure that the company's analysis and prioritisations are in line with the Group-wide DMA that was adopted by the Board of Directors of the Stadshus Group.

The analysis is a live tool that enhances the Port of Gothenburg's ability to identify risks, opportunities and impacts, so that the company can contribute to a more resilient, efficient port operation with less environmental impact.

ENVIRONMENTAL TOPICS SUB-TOPIC LEVEL		Results – Impact and financial materiality of topic standards at sub-topic level			
		UPSTREAM	OWN OPERATIONS	DOWNSTREAM	RISKS & OPPORTUNITIES
ESRS E1: Climate change	E1.1 Climate change adaptation	●	●		
	E1.2 Climate change mitigation	●	●	●	
	E1.3 Energy	●	●	●	
ESRS E2: Pollution	E2.1 Pollution of air	●	●	●	
	E2.2 Pollution of water	●	●	●	
	E2.3 Pollution of soil		●		
	E2.5 Substances of concern (SoC)		●		
	E2.6 Substances of very high concern (SVHC)		●		
	ESRS E3: Water and marine resources	E3.1 Water use	●		
ESRS E4: Biodiversity and ecosystems	E4.1 Direct impact factors for loss of biodiversity	●	●	●	
	ESRS E5: Resource use and circular economy	E5.1 Resource inflows	●	●	
	E5.3 Waste	●	●	●	

SOCIAL TOPICS SUB-TOPIC LEVEL		Results – Impact and financial materiality of topic standards at sub-topic level			
		UPSTREAM	OWN OPERATIONS	DOWNSTREAM	RISKS & OPPORTUNITIES
ESRS S1: Own workforce	S1.1 Working conditions		●		●
	S1.2 Equal treatment and opportunities for all		●		
	S1.3 Other work-related rights		●		
ESRS S2: Workers in the value chain	S2.1 Working conditions	●			
	S2.2 Equal treatment and opportunities for all	●		●	
	S2.3 Other work-related rights	●			
ESRS S3: Affected communities	S3.1 Communities' economic, social and cultural rights	●	●	●	

GOVERNANCE-RELATED TOPICS SUB-TOPIC LEVEL		Results – Impact and financial materiality of topic standards at sub-topic level			
		UPSTREAM	OWN OPERATIONS	DOWNSTREAM	RISKS & OPPORTUNITIES
ESRS G1: Business conduct	G1.1 Corporate culture		●		
	G1.2 Protection of whistleblowers		●		
	G1.4 Political engagement and lobbying activities		●		
	G1.5 Relationships with suppliers	●			
	G1.6 Corruption and bribery	●	●		

● Positive impact ● Negative impact ● Negative and positive impact

Environment



Introduction

Impact on our environment occurs in different ways in the Port of Gothenburg's value chain, with climate impact being the most significant. Climate change is one of the greatest global challenges, and the company has a key role to play in the transition to a sustainable, climate-efficient transport system. The Port of Gothenburg is focused on combining reduced emissions, environmental consideration and energy efficiency improvement with enhanced competitiveness and robust logistics.

E1: Climate change and energy	p. 42
E2: Pollution	p. 52
E3: Water consumption	p. 54
E4: Biodiversity	p. 54
E5: Resource use and circular economy	p. 54

E1 Climate change and energy

Climate change and energy are key issues for the operation and development of the Port of Gothenburg. Changed conditions, stricter requirements and the energy transition impact both the port's own operations and its role in the transport chain.

CLIMATE CHANGE AND CLIMATE ADAPTATION

Climate change increases the risk of rising sea levels, flooding and extreme weather events. These can impact both physical infrastructure and the port's logistics flows.

Our climate adaptation takes place through risk analyses, protection against higher water levels and integrating climate risks into planning and investment decisions. The aim is to have a robust, future-proof port structure with function and availability maintained even as the climate changes.

Climate change is material from an impact perspective, but it is not yet financially material. The topic is monitored on an ongoing basis as potential financial and climate scenarios develop.

TRANSITION AND MARKET RISKS

The transition of maritime and land-based transport operations requires major investments in infrastructure and technology. For transport operations, it is an absolute must that they use energy with significantly reduced emissions, new technology and efficient fuels. Electrification, hydrogen and other renewable fuels are key, albeit surrounded by challenges regarding energy supply, costs and market access.

The Port of Gothenburg is collaborating with various stakeholders to enable the energy transition for the various modes of transport that use the port. For example through the onshore power supply programme and the enabling of infrastructure for access to renewable fuels at the Port of Gothenburg, as well as infrastructure to enable fossil-free land-based transport operations.

REGULATORY CHANGES AND MARKET ADAPTATION

European climate legislation, including EU ETS and FuelEU Maritime, entail far-reaching changes for shipping and logistics in the form of economic instruments and requirements to use more energy alternatives with lower climate emissions. The Port of Gothenburg is impacted both directly in its own operations and indirectly through impacts on customers and business partners, which

specify stricter requirements for adaptation, investments and collaboration throughout the value chain.

We are impacted directly by these requirements, both within our own operations and through the impacts on customers and business partners. Stricter climate regulations increase operating and investment costs, while also creating incentives for fossil-free solutions. With early adaptation, energy efficiency improvements and sustainable investments, we are strengthening our competitiveness and resilience.

ENERGY TRANSITION AND BUSINESS OPPORTUNITIES

Through the energy transition, we can develop a resilient business operation by reducing fossil dependence.

New actors in the field of biomethanol and hydrogen, for example Nordion Energi and Hydrit, are boosting the regional energy infrastructure and generating new income through leases and partnerships. A diversified business strategy spreads the risks and creates stable conditions for continuing the energy transition.

Long-term ambition and governance

The Port of Gothenburg aims to be a leading enabler for the transport sector's climate transition. Work to mitigate climate impact is key in our strategy to ensure relevance and competitiveness in a fossil-free transport system.

The Board of Directors of the Port of Gothenburg has given the company a clear mandate to lead the way. As part of the City of Gothenburg, the Port of Gothenburg has signed a Climate Contract with Gothenburg within the framework of the national initiative Climate-Neutral Cities 2030. This sees the public sector, the business community and academia striving to achieve climate neutrality while retaining quality of life within the planet's limits. The Port

of Gothenburg is also collaborating with actors in the transport chain. For example, we have joined with the Getting to Zero Coalition in signing a Call to Action, in which the shipping industry is encouraged to make a speedy transition to renewable fuels.

RISK MANAGEMENT

Risks identified include limited access to electricity, technical uncertainty surrounding new fuels and the risk of being locked into long-lived assets. Risks are managed through scenario planning, successive investments and close collaboration with suppliers, customers and government agencies.

CURRENT STATUS AND BASELINE

The goal is to reduce emissions by 70% by 2030 compared with 2010 in Scopes 1 and 2, and in relevant parts of Scope 3. Emissions are measured in carbon

dioxide equivalents in accordance with the GHG Protocol. The baseline year 2010 was set by mapping emissions from the port's own operations, purchased energy and transport operations linked to freight flows.

TRANSITION PLAN AND PRIORITISATION

The transition plan for the year 2030 includes initiatives to reduce emissions within the goal area – from shipping outside Vinga to the quayside, land-based transport operations within the 031 phone code area, port operations and supply chains.

The transition plan includes our ten-year financial plan. Prioritisation takes place based on level of investments, cost-efficiency and carbon dioxide reduction per SEK invested. Actions are structured in the areas of sea, port and land to cover the entire logistics chain, with some of the most important actions presented in the table below.

TRANSITION PLAN

To achieve the goal adopted to reduce greenhouse gas emissions, the Port of Gothenburg has identified a number of key actions in the areas of sea, port and land. The actions cover both own operations and the value chain, and are followed up within the framework of the company's transition plan.

AREA	ACTION	SCOPE
SEA	Expansion and enabling of onshore power supply for ships to reduce quayside emissions	Scope 3
SEA	Create the conditions for the use of renewable fuels in shipping	Scope 3
PORT	Electrification of vehicles, work machinery and working vessels in the port's own operations and terminals	Scopes 1 & 3
PORT	Energy efficiency improvement and use of fossil-free electricity in properties and technical systems	Scopes 2 & 3
PORT	Climate requirements and climate calculations in infrastructure and construction projects	Scope 3
LAND	Expansion of charging infrastructure and hydrogen solutions for land-based transport operations	Scope 3
LAND	Collaboration with transport providers and customers to increase the proportion of vehicles with reduced emissions	Scope 3

Progress in the shipping industry's transition

Around 80% of Scope 3 emissions originate from customers' vessels. Most of the actions are therefore targeted at the shipping industry's energy transition through onshore power, facilities for bunkering fossil-free fuels and more efficient route planning.

Access to fossil-free electricity production is a prerequisite for electrification and the expansion of onshore power.

ONSHORE POWER SUPPLY FOR VESSELS

Onshore power supply for vessels is a key element of work to reduce the climate impact of shipping. When vessels can connect to onshore power at the quayside, this eliminates the need to use auxiliary engines, which are usually powered by marine diesel. This reduces emissions of carbon dioxide, nitrogen oxides, sulphur oxides and particulate matter. At the same time, noise levels are reduced in the port area, benefiting both people and wildlife above and below the surface of the sea.

The onshore power supply and infrastructure are being developed to meet legal requirements and customer needs. Some sections, such as the Skandia Port, have to be connected by 2030 at the latest, while the Älvsborg Port, for example, is being extended to meet demand from shipping companies.

This enhances the port's position as an attractive, future-proof port with high environmental performance. An onshore power supply also helps shipping companies to achieve their climate goals and meet the requirements of international regulations.

Several important steps were taken in the area of onshore power supply during 2025:

- The Älvsborg Port has moved from concept study to project planning, the next phase being investment decisions and procurement.
- The Skandia Port has concluded a preliminary study and started the construction of a substation and switchgear, which will supply the terminal with the necessary power.
- The Port of Gothenburg has contributed to the preparation of international guidelines for connecting onshore power to tankers. These define the practical design of the onshore power connection onboard the tanker and on the quayside. It will accelerate the global implementation of safe and efficient systems.
- At the Energy Port and in other parts of our operations, analyses are under way for future expansion when the resources and conditions are in place.
- The Port of Gothenburg has worked in partnership with Stena Line, Hitachi Energy, PowerCell Group and Linde

Gas to carry out a pilot project in which a hydrogen-powered generator supplied electricity to vessels at the quayside. The project shows that green hydrogen can be an emission-free alternative for electricity supply in ports where there is no infrastructure for an onshore power supply.

The onshore power supply programme is encountering challenges such as variations in vessel technology, short contract periods and the need for coordination between shipping companies. At the same time, the degree of technical maturity and demand are growing, as more vessels are equipped with onshore power connections and the international guidelines become clearer.

Through a robust infrastructure for onshore power, the Port of Gothenburg is creating the conditions for significant emission reductions and a competitive, more sustainable development of shipping. This is why the onshore power supply is an important element of the port's contribution to our customers' energy transition.

PROGRESS TOWARDS ALTERNATIVE FUELS AND ENERGY EFFICIENCY IMPROVEMENT

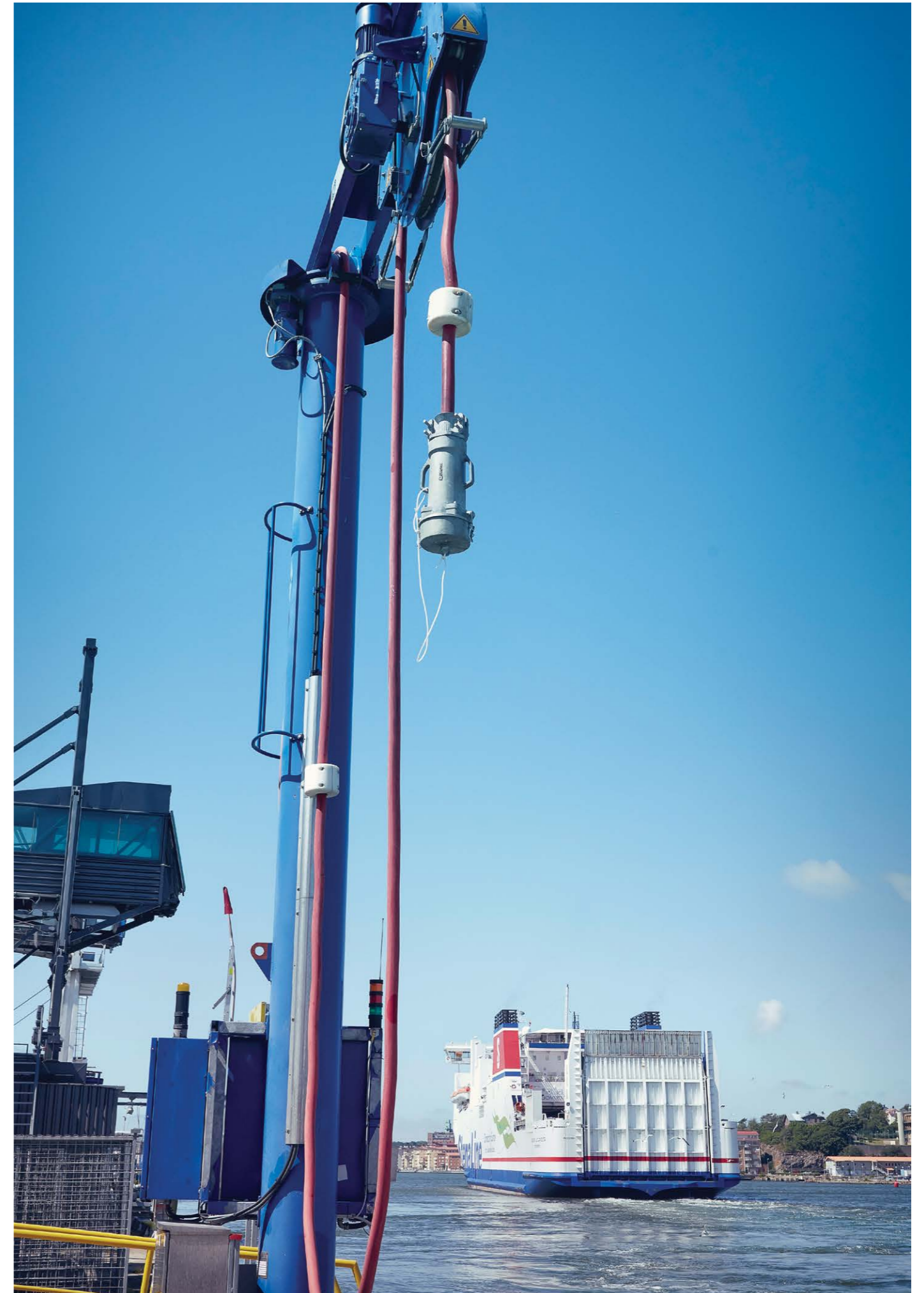
The Port of Gothenburg has taken important steps towards being Scandinavia's leading bunkering hub for renewable fuels. Together with business partners, initiatives have been implemented to enhance access to fossil-free alternatives for shipping and industry.

Nordion Energi's new liquefaction plant for biogas at the Energy Port is planned to be operational in 2026. The plant is the first to have a direct connection to the West Swedish gas grid and will deliver around 250 GWh of liquid biomethanol every year. St1 Biokraft has undertaken the first bunkering of Swedish-produced liquid biogas at the Port of Gothenburg. This shows that biomethane can be used on a large scale.

A trend is emerging in the shipping industry in which more and more shipping companies are working to improve energy efficiency on their vessels, resulting in a significant reduction in carbon dioxide emissions without changing fuel type.

In recent years, it has become increasingly common for vessels to use fuels with lower carbon dioxide emissions. One trail-blazer in this area is Furetank, which secured fossil-free operations in its EU-based fleet in 2025, partly thanks to biogas and HVO100 bunkered at the Port of Gothenburg.

These initiatives illustrate the trend towards a shipping industry in which technical innovation, energy efficiency improvement and fuel switching combine to reduce the overall climate impact in the port's ecosystem.



Terntank has wind in its sails

Innovation, safety and consideration for people have always characterised the family business Terntank from Donsö. With a goal of achieving net zero emissions by 2040, the shipping company is a pioneer in energy-efficient, fossil-free shipping in the Baltic region, including the launch of hyper-modern vessels with sails. Their initiative is also evidence of how the Port of Gothenburg's sustainability mindset is inspiring other actors to push the boundaries.

Terntank has always had a keen interest in new technical solutions paired with a strong passion for both employees and the planet. One example of this is the enclosed systems on the vessels, which mean that the crew never comes into contact with the freight, and they also prevent oil spills. The truth is that Terntank has often been one step ahead of the regulations. Back in 1974 they ordered vessels with double hulls, about 20 years before this became a requirement.

CONTINUOUS ENERGY EFFICIENCY IMPROVEMENT

Another environmental initiative is the work taking place over many years to improve the energy efficiency of their fleet. When Terntank compared the vessels they ordered in 2012 with the next generation that was ordered in 2016–2017, they had reduced their fuel consumption by 38% (from 22 to 16 tonnes/day). This was achieved by reviewing everything from hull design, main engine, propellers and rudder to how the engine is run.

This work continues unabated, as shown by the latest generation of vessels. The engines are even more efficient and the vessels have batteries that are charged at the quayside using onshore power. Operations are also optimised by a just-in-time approach. In addition, five vessels have been ordered with four retractable sails that enable wind-assisted propulsion. In total, this reduces consumption by an additional 28–30%.

It has not escaped Terntank that the Port of Gothenburg has set ambitious sustainability goals.

“We were inspired by the Port of Gothenburg's goal to

reduce emissions by 70% from Vinga to the quayside. We wanted to be part of that,” explains Claes Möller, continuing:

“We started to think and realised that we could replace the auxiliary engine that used to start at Vinga with batteries. So there were no emissions. And the batteries we can either charge at sea using the propeller to the shaft generator or at the quayside thanks to the newly developed technology for onshore power.”

CLOSE, MUTUAL COLLABORATION

And onshore power in particular is an area where Terntank, together with the Port of Gothenburg and other actors, has developed an innovation. This is about tankers being able to connect to an onshore power supply in an explosive environment with high technical complexity, which required both innovation and courage, fitting in well with Terntank's philosophy.

Terntank sees huge benefits in onshore power supply, and has also been involved along the way to ensure that whatever works onshore also works onboard, even in environments such as the Energy Port.

“We've been working in close collaboration with the Port of Gothenburg for many years, and when it comes to onshore power supply, our regular meetings have been incredibly useful,” says Claes Möller.

It is clear that collaboration between Terntank and the Port of Gothenburg extends beyond occasional projects. It is about creating innovation through trust. The parties meet regularly, conduct joint risk assessments and through an open discussion they have developed a working method

“We were inspired by the Port of Gothenburg's goal to reduce emissions by 70% from Vinga to the quayside. We wanted to be part of that.”

Claes Möller, CEO, Terntank



Terntank's latest tanker has retractable sails for wind-assisted propulsion.



Claes Möller
CEO, Terntank

in which development take place step by step, but with a clear direction. And one area where there is a clear consensus is the work environment.

“In ports you pay a call fee based on gross tonnage, which is the volume of the vessel. We're investing a lot in equipment that improves the work environment, which increases the volume of our vessels. But at the Port of Gothenburg, the work environment is included in the index for a discount on the port tariff. That's incredibly valuable,” says Claes Möller.

Another benefit of the Port of Gothenburg is that Terntank receives a 10% discount on the port tariff, as they are in the top environmental class. This facilitates competition with conventional vessels and reinforces Terntank's

conviction to continue its journey of transition.

Terntank's transition involves a switch to new fuels with a lower carbon intensity. According to Claes Möller, their sights are set on replacing methanol produced from natural gas with e-fuels such as fossil-free methanol, diesel vessels switching to HVO100 and those that run on LNG being phased over to biogas. This involves major investments, but there are funds you can apply for, he points out, and emphasises that the truly decisive factors are access to the fuels and the price gap between fossil and fossil-free fuels.

“In that respect I'm an optimist. It will sort itself out. And even though many people are taking about net zero by 2050, our goal is 2040,” concludes Claes Möller.

Initiatives and progress at the port

OWN EMISSIONS AND TERMINAL OPERATIONS

The Port of Gothenburg's direct emissions come from working vessels, machines, vehicles and gas heating. Thanks to electrification and renewable fuels, since 2010 these have dropped from 590 tonnes of CO₂e to around 30 tonnes, a reduction of 95%.

The terminal operators APM Terminals Gothenburg, Gothenburg Ro/Ro Terminal and Logent are covered by a joint environmental permit. Thanks to fossil-free electricity and fossil-free fuels, emissions from these terminals have dropped from 15,500 tonnes of CO₂e (2010) to around 1,300 tonnes of CO₂e, representing a decrease of 91% from the baseline year 2010 to 2025. During the year, a hydrogen-powered forklift truck was taken into operation at GRT, filled at the Hydrit station, representing an important step towards near-zero emissions.

LAND-BASED TRANSPORT OPERATIONS

Land-based transport operations account for a significant proportion of Scope 3 emissions, but are characterised by limited availability. Emissions have increased slightly following the change to the reduction obligation.

The Port of Gothenburg creates the conditions for electrification through public charging stations and a hydrogen filling station, as well as collaboration within the Tranzero Initiative.

The proportion of electrically powered HGVs calling at APM Terminals has doubled since 2023 and now accounts for around 12%.

CLIMATE REQUIREMENTS IN PROJECTS

All infrastructure projects are covered by the **common environmental requirements** (Swedish Transport Administration, Stockholm, Gothenburg, Malmö) with increasingly strict requirements for materials, energy and machinery. For projects valued over SEK 50 million, climate calculations are performed in multiple stages, with climate workshops held to identify actions. A simplified carbon dioxide calculator is used for projects valued at less than SEK 50 million.

The Port of Gothenburg is working to increase the use of recycled material, and concrete and steel with better environmental performance, and to reduce its dependence on fossil-intensive plastic.

As a participant in the Commitment for Circular Construction, we are developing solutions for reuse, material recycling and circular construction flows.



Skandia Gateway – a project recognised for its climate work

Reducing the climate impact of infrastructure projects is a top priority for the Port of Gothenburg. One model example is the Skandia Gateway, where meticulous, ongoing work reduced carbon dioxide emissions by more than 30%, resulting in the project being named the winner in the Sustainable Infrastructure category at the Sweden Green Building Awards 2025.

“For the past two years, we’ve been following up on the climate impact in our infrastructure projects. The Skandia Gateway started at around the same time, so the project has been something of a pioneer,” says Kristina Bernstén, Environmental Engineer, Port of Gothenburg.

The first overall view of the port’s climate impact arrived during 2024. One conclusion was that we need to go beyond the minimum requirements in order to really make a difference. Now that the data is there about impact and where it occurs, there are also greater opportunities to optimise projects based on finances and climate.

Two additional factors come into play here. Firstly, the Port of Gothenburg’s new business plan presents specific goals that clarify the requirements. And secondly, it has been shown that the cost of climate actions accounts for only a small proportion of a project’s total budget.

EACH DETAIL CONTRIBUTES TO A BETTER WHOLE

So, how is the Skandia Gateway project reducing its carbon dioxide emissions by just over 30% at a cost that represents just a small fraction of the budget? By far the most important factor is the engaged collaboration between the Port of Gothenburg and the contractor NCC, in which the parties come together to see how the climate impact can be reduced by evaluating various work activities and designs.

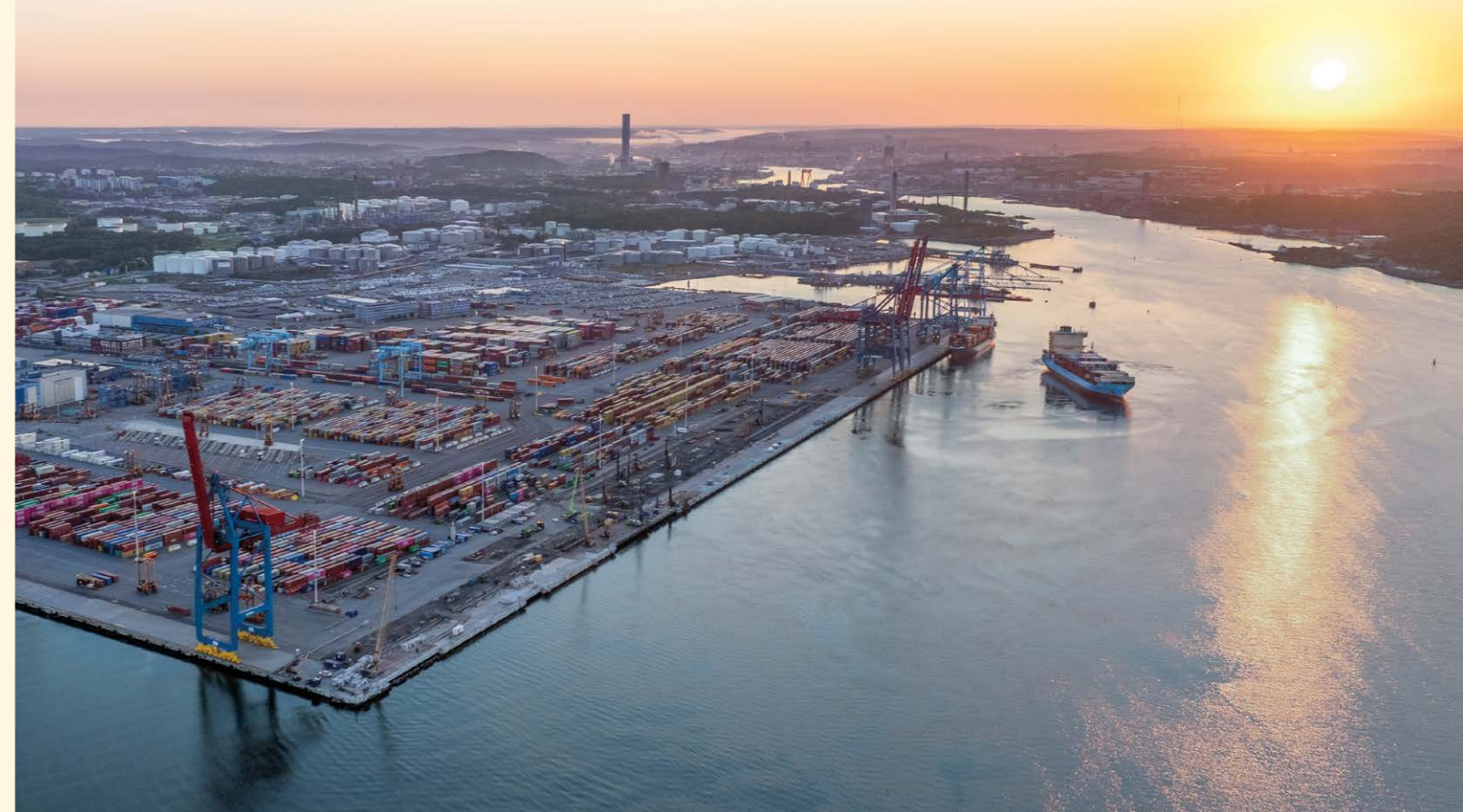
One obvious focus is on those items that typically have the greatest impact, such as concrete, steel, asphalt, excavation spoils, fuels and transport operations. Given that the Skandia Gateway takes place by and in the water, consideration is also given to polluted dredging spoils, turbidity and underwater noise.

Another key consideration is willingness to pay. Kristina Bernstén believes that the Port of Gothenburg clearly states that this exists, while at the same time making it clear that every action is evaluated carefully to ensure that climate work has the greatest possible effect.

“We’re constantly challenging ingrained attitudes of ‘that’s what we’ve always done’. For example, the contractor suggested that we might not need to fill the tubular steel piles with concrete all the way. This was evaluated, and we concluded that rock and gravel were sufficient in some parts.”



Elin Dörrheide, (Port of Gothenburg), Ida Alexandersson (NCC), Linus Pålbrink (NCC), Kristina Bernstén Port of Gothenburg), Jan Andersson (Port of Gothenburg) and Christer Carlsson (NCC) celebrate their victory at the Sweden Green Building Awards.



THERE'S ALWAYS ROOM FOR IMPROVEMENT

The single biggest action concerns steel. Active material selection made it possible to reduce the carbon footprint by 15%. Furthermore, all sheet piling comes from Luxembourg by rail almost all the way into the port, which minimises HGV transport operations.

According to Kristina Bernstén, many of the biggest decisions have already been made, but there’s no reason to sit back and relax.

“The challenge is never to rest on your laurels. Small things come along all the time that aren’t in the calculations, but can make the Skandia Gateway even better. They may not be large items, but the goal is that both the contractor and we as purchaser shall constantly try to identify new ways to reduce the climate impact a little bit more.”

A VICTORY FOR FUTURE GENERATIONS

This work has attracted attention, and at the Sweden Green Building Awards 2025, the Skandia Gateway won the award in the Sustainable Infrastructure category. This was the jury’s citation:

“In a demanding and complex environment, this year’s winner has shown courage and innovation by investing in climate-optimised foundations, systematic climate-reducing measures and circular solutions. The result is a reduction in climate impact of nearly 40%. With its holistic perspective on sustainability, the project sets a benchmark for the entire industry and proves that sustainability efforts not only reduce emissions but also drive quality and inspire future projects.”

Jan Andersson, project manager for the Skandia Gateway at the Port of Gothenburg, had this to say about the award:

“With a carbon dioxide reduction of 36%, I feel that the greatest benefit is for future generations. Through our climate-smart material selection, innovative solutions and close collaboration with NCC, we’ve shown that you can reduce the carbon footprint in construction, even in large-scale infrastructure projects.”

Examples of climate-smart initiatives at the Skandia Gateway

- recycled steel
- optimisation of designs and use of products such as concrete with lower climate impact
- more efficient sheet piling
- HVO100 in all machines
- electrical power when possible
- reduced transport operations through combined orders
- circular construction
- material recycling
- reuse
- ongoing climate calculations
- purchasing with CO₂ as a selection criterion.



Read more about the Skandia Gateway here.

E2

Pollution

The Port of Gothenburg impacts the environment in various ways in our value chain. By measuring, monitoring and reporting environmental impact, the company assumes responsibility, enabling it to take relevant actions to minimise the effects. Our focus going forward together with other actors in the value chain is reduced pollution to air, soil and water, actions to promote biodiversity and circular resource management.

IMPACTS, RISKS AND OPPORTUNITIES

There is an impact on the environment in various forms throughout the value chain. Below is a description of impacts, risks and opportunities identified in the materiality analysis as being the most significant.

POLLUTION TO AIR, WATER AND SOIL

The company's own operations give rise to emissions in day-to-day operations and in connection with major projects and contract works. The use of work machines, management of stormwater and maintenance dredging are examples of activities that have an impact. A large number of the work machines are now electrified or run on fossil-free alternatives, which has reduced emissions from our own operations. Accidental spills have been identified as a risk, but spill response equipment, booms and a manual for product discharges are provided to reduce the impact of a spill. Stormwater from the terminal areas is managed in different ways in different parts of the port before it reaches the recipient. During the year, a major mapping exercise was undertaken at the Energy Port to investigate the presence of PFASs in the stormwater and groundwater, to prepare for the appropriate treatment of stormwater.

Large parts of the port area consist of filling materials that can contain pollutants, and there are historical instances of oil contamination at the Energy Port. When excavation takes place in connection with renovation works, the spoils are dealt with, which means a gradual reduction in pollutants. The company has a GIS-based system to document soil pollution.

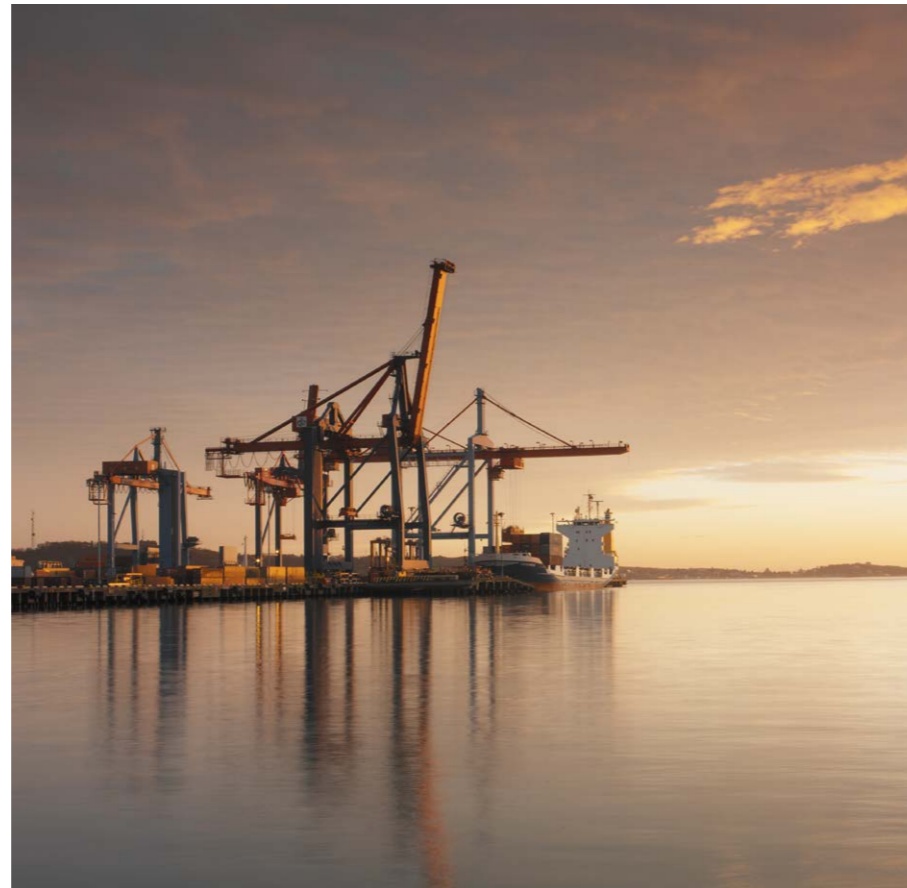
Sea and road transport operations to and from the port also generate emissions not only of carbon dioxide, but also of sulphur dioxides, nitrogen dioxides, particulate matter and hydrocarbons. The impact from shipping is calculated annually. In 2025, emissions from shipping (from Vinga to quayside) totalled 40 tonnes of sulphur dioxides, 1,200 tonnes of nitrogen dioxides and 29 tonnes of particulate matter. Many of the incentives, regulatory changes and technical investments described in the

chapter entitled **Progress in the shipping industry's transition** will result in reduced emissions of sulphur dioxide, nitrogen dioxides and particulate matter.

The Port of Gothenburg has for many years been a member of the Water Quality Association of the Bohus Coast, the Göta Älv Water Quality Association and the Air Protection Association in the Gothenburg Region. Within the framework of these associations, investigations and measurements are carried out in the local environment.

HANDLING CHEMICALS

Chemical products are used in the port's operations, primarily for work in infrastructure, civil engineering and contract works. There is documented information about the risks and hazardous substances associated with the chemical products. Inventories are taken of chemicals annually, and chemical products PRIO U and PRIO R are followed up regularly, and replacement chemicals are evaluated.



The Energy Port is one step ahead

The Energy Port is crucial for the Swedish power supply. To lead the way in the field of sustainability, continuous improvement work takes place here, two current examples being checks of spill bunds and relining of pipelines.

Whatever the weather, water levels and other external factors, large volumes of energy products are unloaded, loaded and stored at the Energy Port every single day. It is a complex operation that is subject to strict requirements in terms of health and safety and security. Preventive work is therefore extremely important.

HOW THE SPILL BUNDS ARE CHECKED

The port's system for oil-contaminated wastewater (OCW) is a system of pipes that winds its way around the Energy Port. Put simply, tanks are positioned on an enclosed OCW area, and if drops leak out, the oil must not reach surrounding operations. In connection with a regular inspection, the County Administrative Board asked how often the spill bunds beneath leak-sensitive equipment were being checked. A decision was taken by the Port of Gothenburg that the work method for this should be improved.

"So we decided to test the leak-proof quality of the OCW areas, which took place during 2025," says Sandra Persson, Project Manager at the Energy Port.

A work method was developed to test the concrete areas managed by the Port of Gothenburg, which are hubs for valves, pumps and the like. The areas were filled with water to detect any leakage. This also enabled us to define the capacity of the areas and the scale of leakage they can manage.

The results were generally good, although some areas had lower capacity than expected. Measures have been taken to address areas with leakage, and the spill bunds have also been raised in certain areas to increase their capacity.

"Leaks can have major consequences for our groundwater. That's why we're leading the way and showing what everyone needs to do with their OCW areas," says Sandra Persson.

One challenge is that there is no dimensioning. There are also questions around how large the areas need to be and what they should provide. A risk analysis is therefore being planned during 2026, in which each area will be assessed based on common sense. Two examples are how proximity to the sea affects the height of the side, and the likelihood and consequence of a spill.

RELINING OF PIPELINES

Another example of preventive work is the relining of pipelines. Put simply, this involves extending the useful life of, for example, pipelines for stormwater and freshwater management, by inserting new pipes into existing pipelines instead of excavating everything and replacing the pipes.

There is a double sustainability benefit here. Firstly, no new pipes are needed, which saves material. And secondly, the intervention is less extensive, which saves time, costs and energy. But there is also a clear practical benefit, given the complexity of operations at the Energy Port.

There are a number of projects in progress, including Göteborgs Energi replacing all of its old cabling and Nordion constructing a new installation. And when excavations take place, it's not sufficient to check for your own underground cables, wires and pipes, you also have to contact a number of actors. So choosing relining instead of replacing all of the pipes makes life easier for all concerned.

"Everything that happens here takes place in a tiny little area that is already packed with different operations, but that's the cool thing about it. Those of us employed at the Energy Port work closely with our customers all the time, and we work really well together. Which means that we really do have a chance to improve things at the Energy Port," concludes Sandra Persson.



Sandra Persson and Håkan Ekelund, employees at the Energy Port.

E3

Water consumption

Fresh water is a fundamental resource, and it is important to use water sparingly, as both the production and distribution of fresh water require energy and chemicals. Water consumption within the company consists of water used in maintenance works, for fire-fighting systems and for personnel requirements. In addition to this, the Port of Gothenburg distributes water to vessels and lessees. The port's own pipeline system is partly outdated, which can pose risks of water leaks, although work is under way continuously to replace old pipelines to reduce the risk of leaks.

During the year, the installation of a new fire-fighting system was completed on three quays at the Energy Port. When the system is operational, sea water can be used for fire-fighting instead of fresh water, and a large proportion of the ongoing tests of the system will take place using sea water, which will reduce fresh water consumption in the year ahead.

Together with Kretslopp och vatten, the Port of Gothenburg will take part in a research project on resource-efficient water use in operations, in order to research, develop and upscale innovative solutions.

E4

Biodiversity

The Port of Gothenburg has a responsibility to ensure that its own operations are run in such a way that any impact on biodiversity is minimised, both on land and in the water. When major projects involve the use of new areas of land or water, or when quays are to be renovated, an environmental assessment process is initiated. In connection with the application for an environmental permit, an inventory is produced of flora and fauna in the area, as well as a description of to what extent the negative impact can be minimised or compensated for. The Port of Gothenburg produces annual inventories of eelgrass beds and mussel banks in the port area, and various inventories of soft-bottom fauna are produced around the dumping site for dredging spoils, Nya Vinga. One compensatory measure carried out in connection with the expansion of a new terminal area is the replanting of eelgrass at various locations in the Gothenburg archipelago.

FUTURE-ORIENTED ACTIVITIES

The Port of Gothenburg has an ambition to work preventively to reduce any loss of biodiversity in its own operations. There are opportunities in the value chain to work together with other actors on concrete actions. The Port of Gothenburg has joined the Commitment for Biodiversity (Handslaget

för biologisk mångfald) a declaration of intent to work together to take steps to benefit biodiversity. This represents an opportunity to reinforce our work on sustainability.

One concrete action to increase biodiversity is the release of Atlantic sturgeon into the Göta Älv river. This is a species that was wiped out by over-fishing. Through initiatives by parties including the Gothenburg Natural History Museum, the Swedish University of Agricultural Sciences and the University of Gothenburg, it has been possible to release 163 sturgeon in the hope of reintroducing the species. The Port of Gothenburg has donated funds for the projects.

E5

Resource use and circular economy

The Port of Gothenburg believes that it is important to use natural resources responsibly. This includes everything from purchasing materials, administration of land and water areas to waste management. For waste that is generated in operations and disposed of from vessels, there is a waste hierarchy that is followed, in which preventive actions are prioritised first, followed by reuse and recycling.

Dredging and excavation take place in operations at the port. The fairways to the Port of Gothenburg need to undergo maintenance dredging to ensure the correct depth at pier, and dredging also takes place in connection with renovation and expansion. The way in which dredging spoils are dealt with is important, both in terms of resource management and from a financial perspective. Actions being taken are to evaluate the need to dredge different areas and to identify opportunities to reuse contaminated dredging spoils in the creation of new land areas. This makes the flows more circular. When the terminal area at Arendal was extended, dredging spoils were used instead of virgin material.

The port's own operations generate different kinds of waste, from office and property waste to waste from maintaining activities and projects. The Port of Gothenburg is also obliged to accept waste from the vessels that usually call at the port. Examples of waste categories that are taken from vessels include solid waste, sludge and tank wash water. It is important that the waste generated is received and sorted correctly. There are instructions for sorting at source from vessels and a waste procedure to provide the correct guidance.

A commitment to greater biodiversity

In October 2025, the Port of Gothenburg signed up to the Commitment for Biodiversity and Ecosystem Services in the Gothenburg Region. A natural step as the port company, as its CEO Göran Eriksson put it during the ceremony, is part of nature.

The Commitment for Biodiversity and Ecosystem Services in the Gothenburg Region is a declaration of intent among regional actors, the business community and academia. The purpose is to benefit biodiversity and promote ecosystem services, which contributes to sustainable development that is good for both citizens and the business community.

The members of the Commitment all have a major impact on biodiversity, combined with the power to contribute to change through their own actions, collaboration within the Commitment and the sharing of knowledge.

The Port of Gothenburg is aware of its responsibility and how it extends beyond compensating for the consequences that arise when its operations make demands on natural environments. Signing up means that the company has clearly stated that it will strive to reduce the impact from its operations and enhance biodiversity in the Gothenburg region.

During the ceremony at which the Port of Gothenburg formally signed up to the Commitment, Göran Eriksson explained how the port is a part of nature and dependent on it:

"We don't want to put more strain on nature, but for me net zero is not enough. I believe we must make a positive contribution to benefit future generations. This is why it's a natural step for us to join the Commitment."



"It's pleasing to see the Port of Gothenburg signing up to the Commitment, as the Göta Älv river is one of our largest and most under-appreciated ecosystems."

Viktor Elliot Senior Lecturer in Business Administration/researcher in the field of sustainable finance, School of Business, Economics & Law, Gothenburg University.

"The Commitment is a business initiative based on the fact that everyone is dependent on ecosystem services. A weakened natural environment is a risk, so it's in everyone's interest to take care of nature. More people need to understand that nature isn't a free resource and that our impact represents a cost for everyone.

At the same time, biodiversity is a business opportunity if we consider nature-based solutions and innovations. It's an area where there's no competition, which makes it easier to cooperate and collaborate. There are also commercial drivers such as mandatory legislation and being perceived as an attractive employer and business partner. There are issues in which members of the Commitment exude inspiration and faith in the future.

It's pleasing to see the Port of Gothenburg signing up to the Commitment, as the Göta Älv river is one of our largest and most under-appreciated ecosystems. The port also has a key role to play in terms of both shipping and land-based transport, with an opportunity to exert an influence on the entire value chain in the matter of biodiversity."



Scan the QR code or go to beego.se to find out more about the Commitment for Biodiversity.

Social sustainability

Introduction

As the biggest port in the Nordic region, the Port of Gothenburg has a far-reaching impact on the surrounding communities. The port is a key element of the regional and national supply chain, and is of benefit to society by contributing jobs and financial development. In this context, the workforce at the Port of Gothenburg is a crucial resource and a precondition for secure and efficient operations that are sustainable in the long term. At the same time, the operations mean that residents, nearby city districts and local communities are affected by traffic, noise, air quality and other factors linked to the port's operation and infrastructure.

Work at the Port of Gothenburg is about ensuring that the impact on society is managed systematically and responsibly, that there is dialogue with actors concerned and that investments and initiatives enhance the quality of life and safety in the communities where the port operates.

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S1 Own workforce

The company's own workforce is crucial for the Port of Gothenburg's ability to run safe, efficient port operations that are sustainable in the long term. The competence, health and engagement of employees are key to achieving the strategic goals and addressing the challenges posed by the energy transition, digitalisation and the development of the logistics sector.

IMPACTS, RISKS AND OPPORTUNITIES

Guaranteeing a positive impact on the health and safety of employees is crucial for the company's ability to run efficient, safe and sustainable operations. At the same time, deficiencies pose significant risks to both the individual and the operational stability of the organisation.

The Port of Gothenburg aims to be an inclusive employer where everyone is treated fairly, respectfully and equally. The company is committed to human rights and offers a safe, healthy and supportive work environment for all, regardless of function or workplace.

Occupational health and safety risks can include both physical and psychological health, especially when some work takes place in environments with high security classification and complex operational activities. Risks associated with psychological health can include, for example, stress and the opportunity for recovery. The Port of Gothenburg emphasises the importance of ensuring that all employees are given equal opportunities for development and a career – regardless of gender, ethnicity, nationality, age, sexual orientation, religion, political affiliation or functional variation.

The nature of the operations also includes an opportunity to have a positive impact, for example through skills development, internal career paths, active work on issues of equality and good terms of employment.

RISKS

The Port of Gothenburg operates in a complex, security-critical field in which the health, work environment and competence of employees are crucial for both operations and long-term development. The risk profile encompasses physical, organisational and social factors.

The following risks have been identified as being particularly significant in the S1 area:

- Physical risks arise primarily in operational environments in connection with civil engineering and shift work. Heavy lifting, vehicle traffic, noise and work in environments exposed to harsh weather all make strict demands on safety procedures.

- Organisational and social risks include high workload, irregular working hours, shift work, stress and challenges associated with digitalisation and changed work processes.
- The risk of discrimination and unequal conditions can arise if the organisation does not work proactively on inclusion, value-based leadership and transparent processes in the areas of recruitment, development and wage levels. Security-classified positions can restrict the opportunities to widen recruitment and develop diversity.
- Skills supply risks are linked to the fact that operations require specialist expertise in areas such as security, energy transition, technological development and shipping-based occupations. A shortage of the correct skills can impact both efficiency and security.

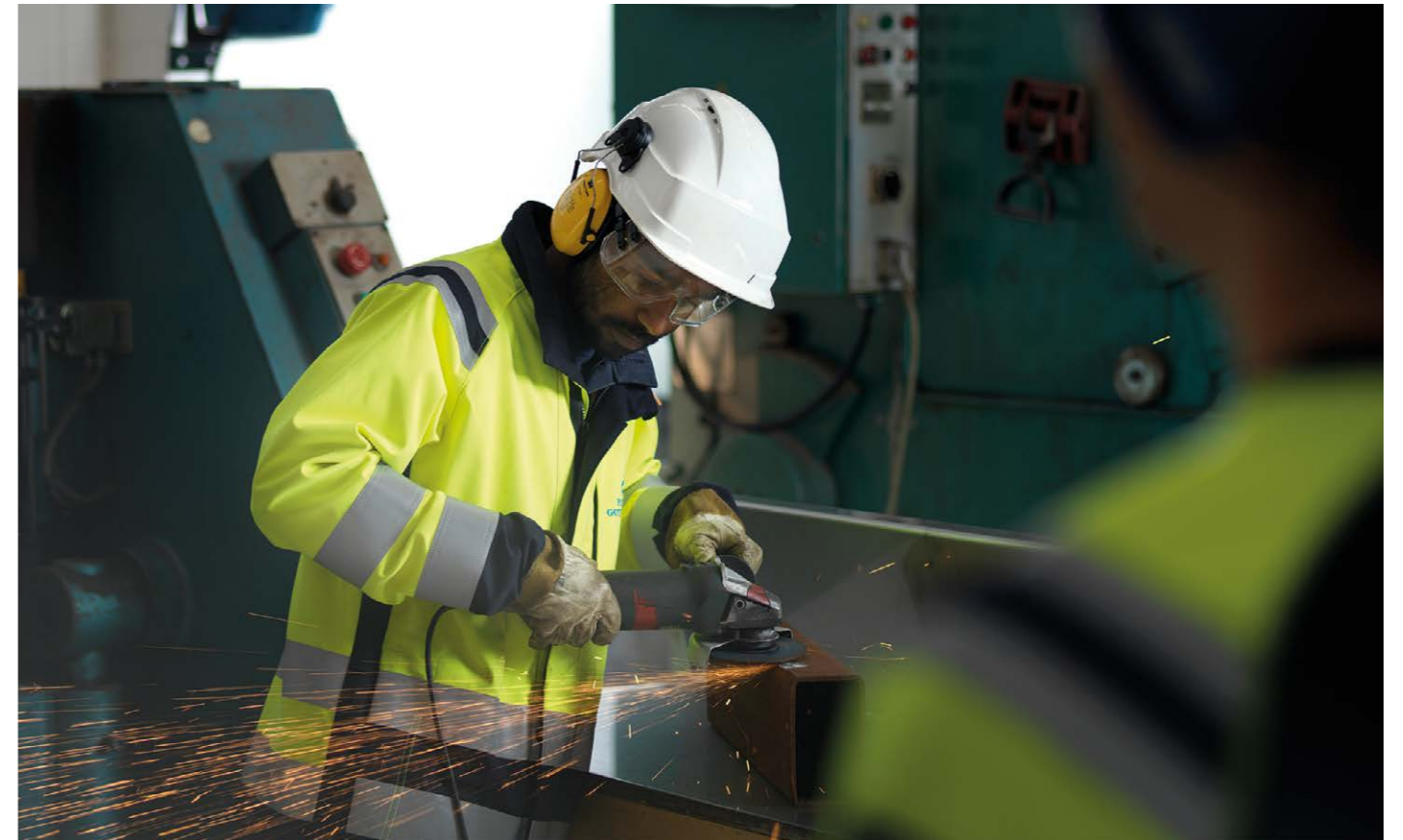
Understanding and managing these risks is key in order to guarantee a safe workplace and ensure that port operations can be run in a robust way.

OPPORTUNITIES AND STRATEGIC SIGNIFICANCE

A good work environment with an inclusive culture creates opportunities for the company in the form of:

- Increased safety and operational stability, which are achieved by preventing incidents and minimising work-related injuries.
- Increased attractiveness as an employer, which is important in industries where there is tough competition for skills.
- High employee engagement and low staff turnover, which contribute to efficiency and the retention of knowledge.
- Better ability to deal with future changes such as the energy transition, digitalisation and developments in logistics.

By taking advantage of these opportunities, the Port of Gothenburg can continue to be a modern, reliable employer in a changing world.



WORKING CONDITIONS

All employees at the Port of Gothenburg are covered by collective bargaining agreements signed through the Ports of Sweden. These agreements regulate wages and terms of employment, and represent the normative minimum level in the Swedish labour market. All of our employees receive remuneration above the minimum wages in the collective bargaining agreements, which means that we meet the requirement that remuneration must be equal to or exceed the applicable minimum wage.

PROCESS FOR DIALOGUE AND ENGAGEMENT WITH EMPLOYEES

At the Port of Gothenburg, feedback from employees is key to work on continuous improvements and learning. An open dialogue creates the conditions for engaged, involved employees, and contributes to developing both the work environment and operations in a structured way.

The annual employee survey, which is designed by the City of Gothenburg, was conducted during the autumn. This measures a number of different areas, including Sustainable Employee Engagement (SEE), which covers

motivation, leadership and governance. The result was announced in November, a figure of 85. The previous year's result was also 85. Analysis and activities are planned to continue during 2026.

The company monitors SEE during the year through quarterly surveys in the Winningtemp pulse tool. Every week, employees also answer questions to give temperature readings in different areas.

Discussions about our work environment are then held in smaller groups. The survey is conducted to monitor the well-being and work environment of employees in real time, and to assess whether the right initiatives are being carried out to create the best possible work environment.

ACTIONS AND WORKING METHOD

The Port of Gothenburg adopts a systematic, long-term approach to work on the work environment, health and engagement of employees. This includes both reinforcing and preventive initiatives through structured processes for follow-up and improvement.

Together, these initiatives aim to create a safe, attractive and inclusive workplace, where employees can develop and contribute to the port's long-term goals.

Systematic health and safety work

- Regular risk assessments and health and safety inspections throughout the operation.
- Action plans that are followed and adjusted on an ongoing basis.
- In-depth focus on safety culture and behaviour-based safety.

Work to promote health

- Follow-up on sick leave and health and safety risks, with analysis of underlying causes.
- Health profile assessments and targets initiatives for employees in risk groups.
- Programmes and activities for physical and psychological health, including via the SHIP group (a Swedish acronym for Collaboration, Sustainability, Innovation and Reliability).

Competence and leadership

- Leadership development initiatives, including through the so-called Managerscope (Chefskopet), which is a method used to map the organisational conditions of managers.
- Training courses in areas such as health and safety, self-leadership, inner personal development using the IDG framework.
- To meet the needs of the future, strategic work is needed to attract, develop and retain the correct competence. This means continuously adapting the competence structure to meet the needs of the operation for an effective organisation that supports the company's long-term goals.

Dialogue and participation

- Workplace meetings, manager forums and large-scale meetings as regular forums for sharing experience.
- Structured processes to manage views and perceived risks – both formal and informal.
- Health-promoting initiatives through the SHIP group, which also works to enhance the corporate culture based on the core values of Collaboration, Sustainability, Innovation and Reliability.

Together, these initiatives aim to create a safe, attractive and inclusive workplace, where employees can develop and contribute to the port's long-term goals.

DEVIATION MANAGEMENT

The Port of Gothenburg has established mechanisms for handling complaints for its own workforce. Employees can report complaints and suspected irregularities via the line organisation, HR, health and safety officers or whistleblower function. Cases linked to health and safety, near-accidents or deviations are registered and followed up in the TRIA system, and health and safety-related issues are also captured through regular employee surveys in Winningtemp. The handling of complaints covers issues relating to health and safety, equal treatment and human rights, and takes place in accordance with applicable legislation and municipal governance documents.

GOAL

The Port of Gothenburg is working towards the following goal in the S1 area: SEE result 85–90.

FORWARD-LOOKING WORK 2026

In the next few years, the Port of Gothenburg will intensify and further develop work in the S1 area by:

- Implementing new goals for zero accidents.
- Continuing to reduce work-related injuries through an enhanced safety culture and preventive initiatives.
- Reinforcing the organisation by continuing with the Managerscope as a method to develop and map the organisational conditions for managers.
- Scaling up work on inner development by continuing the work in progress for both managers and employees.
- Extending work on equal opportunity and inclusion.
- Extending health and safety courses for managers with a focus on both physical and organisational work environment.
- Revising and improving our equal opportunity and equal treatment strategy as well as the Code of Conduct, in order to make them more relevant, and implementing actions to increase knowledge.

How we get the green light for our sustainability communication

To combat greenwashing, the EU has drawn up the Green Claims Directive (GCD). One undesired effect of this is that progress in the area of environment and climate is not being communicated due to a fear of getting it wrong. This is why the Port of Gothenburg has implemented a playbook for its sustainability communication.

The Port of Gothenburg has a strong focus on skills development. One example is that Cecilia Lööf, Head of Marketing & Communications, Port of Gothenburg, recently completed a two-year MBA in business administration, in which she wrote a thesis with Niklas Lindberg on the impact of the GCD on companies' sustainability communication.

In principle the GCD is excellent, as it combats greenwashing, which is when companies say things that they are not doing and benefit from it in their business. The GCD can also be used to issue fines of up to 4% of annual turnover.

"The downside is that we're instead seeing something called greenhushing. Rather than saying the wrong thing, companies that are doing good things in the area of sustainability are choosing to keep quiet about it," says Cecilia Lööf.

She emphasises how important it is to communicate sustainability initiatives. It drives the transition and increases knowledge by highlighting various examples of

what is actually being done and what it means. And in this context transparency is important, so that both progress and setbacks are highlighted.

Together with Niklas Lindberg, she drew up a playbook for sustainable communication, which is now being implemented in the port's operations. One important element of the playbook is the importance of working on a cross-functional level. When something is communicated in the field of sustainability, a team is required with competence in the areas of law, sustainability and communication. Participants are hand-picked based on the subject to be presented, and there is every reason for the Port of Gothenburg to tell it like it is.

"We're doing lots of good things, and when we confidently communicate our sustainability initiatives, we stay one step ahead and benefit from it, both commercially and in terms of credibility," confirms Cecilia Lööf.



Cecilia Lööf
Head of Marketing & Communications,
Port of Gothenburg

Playbook for sustainable communication

- 1. Define a clear framework for internal communication.** Create simple procedures describing how you follow up on your goals and results. Link communication to actual data and interim goals, so that everyone can see the trend over time. Draw up clear rules and guidelines.
- 2. Use truthful, forward-looking language.** Say, for example, "We are striving to..." or "The next step is..." instead of "We will achieve...". This keeps the ambition alive without promising more than you can deliver.
- 3. Examine messages before they are published.** Put together a team with individuals from law, sustainability and communication. Let them read through important texts, identify dubious formulations and images, and make sure that everything complies with rules and guidelines.
- 4. Present openness as a strength.** Talk about what you don't know yet or what you are testing. Call initiatives "pilot projects" or "test phases" when appropriate – this shows honesty and builds confidence.
- 5. Manage sustainability communication as a risk area.** Be aware that every statement can both impact the brand and create legal and financial risks. So involve legal expertise at an early stage of the planning process.
- 6. Follow up and learn from your sustainability communication.** Create procedures to follow up on how your messages are received, both internally and externally. Use the results to adjust the strategy and tone going forward.
- 7. Encourage openness – be bold!** Encourage employees to talk about uncertainties and challenges, not only successes. Use formulations such as "we are investigating the possibilities of..." to describe future goals. Create rules internally that provide reassurance for those who are communicating sustainability, so that no one is afraid of putting a foot wrong.
- 8. Paradox: regulation can silence pioneers.** Dare to communicate even under pressure. Rules and scrutiny can make many people fall silent around sustainability communication. But silence slows down development. Keep talking about your initiatives, cautiously and openly is better than not at all.

Inner strength breeds external change

The Port of Gothenburg has taken the initiative to offer all employees personal and inner development through the research-based Inner Development Goals (IDG) framework. While the inner competences of employees are being developed, this contributes to enhancing the company's collective ability to deliver commercial value in a changing world.

The working group behind the initiative includes Martin Adeteg, Vice President Corporate Governance; Lena Lilienberg, Business Area Manager Energy, and Fredrik Sundberg, Head of HR. They point out that the purpose is to build a stable, flexible and sustainable organisation that stands firm in times of change and meets the demands of the future. This requires working methods and management to be rooted in long-term sustainability that creates value for customers, society and employees.

This is where IDG contributes by promoting a positive, developmental work environment, as confirmed by two of the participants, Carl Jansson, Port Officer at the Energy Port, and Erik Hallgren, Vice President Infrastructure.

"You're never fully developed, and this gives me a chance to learn new things about myself and those I'm working with," says Erik Hallgren. He points out how everyone has the same mindset, which made it easier to open up to those he does not know as well.

"The more knowledge you acquire, the more you realise how little you know," says Carl Jansson, and mentions that he had both a few "aha" experiences and some new tools to manage private and professional situations.

Carl Jansson's job at the Energy Port is surrounded by a host of rules and procedures. That might seem to be in contrast to inner development, but he believes that it actually shows how important people are. He feels that he is now better able to ask questions, which makes it easier to have difficult conversations with customers and personnel.

Unlike many courses that promise instant change, the modules in this initiative continue over one hundred days. This encourages the creation of genuine change. Another important guarantee for this, according to Carl Jansson, is the fact that the company's CEO Göran Eriksson participated in full for the first programme. That sent out a signal that this is something the company is passionate about.

As head of the Infrastructure Department, Erik Hallgren meets lots of people with whom he needs to have the best

possible interaction. One of the great benefits of the course is having more tools to do this, and he has learned something he can put to good use right away.

"I must give positive feedback to colleagues and employees every day," says Erik Hallgren.

The idea is that the first group will act as ambassadors. And Carl Jansson has noticed the interest from his colleagues. There is a need for and curiosity in working on issues that analyse and enhance your inner strengths.



Carl Jansson and Erik Hallgren.

The aim is that all employees will be offered the course, so that the Port of Gothenburg, despite excellent results in the employee index, becomes an even better workplace. This is achieved by developing leadership and giving employees a chance to be self-leaders through enhanced cognitive abilities. Taken together, this will make the Port of Gothenburg and its employees better at dealing with challenges in both sustainability and other areas.

S2

Workers in the value chain

WORKERS IN THE VALUE CHAIN

The Port of Gothenburg is part of a global value chain in which purchasing, contract works and business relationships impact workers at many levels. As a municipal company, there is an explicit responsibility to ensure good working conditions, combat unfair competition and strive to achieve a more equal society. Through the specification of requirements, follow-up and long-term relationships, the company can contribute to improved conditions, enhanced safety and greater social sustainability in the supply chain.

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

The double materiality analysis shows that the most significant social risks in the Port of Gothenburg's value chain are linked to construction and civil engineering contract works, technology-intensive deliveries and transport-related services, as this represents the majority of purchases. Contract works often involve wide-ranging work environment and safety risks, including the use of heavy-duty work machines and complex work in a busy port environment. There are also risks linked to violations of labour law, such as exploitation of the workforce, incorrect wages or inadequate registration of personnel.

Unfair competition and welfare crime are particularly prioritised risks, as disreputable actors can operate in certain contracting segments.

The Port of Gothenburg's procurement processes entail opportunities to impact the entire value chain. Clear requirements in areas such as fair competition, dialogue and systematic follow-up work all contribute to improved working conditions and increase transparency. In addition to this, social consideration creates the conditions for greater inclusion and less exclusion, even though the Port of Gothenburg's security requirements occasionally restrict opportunities for employment.

GOVERNANCE, REQUIREMENTS AND WORKING METHODS

When purchasing goods, the Port of Gothenburg requires suppliers to comply with the ILO's Core Conventions, the UN Guiding Principles on Business and Human Rights and the OECD's Guidelines for Multinational Enterprises. Suppliers must combat corruption and guarantee health, safety and good working conditions. The requirements are integrated into the City's guidelines, the Swedish Act (LOU) and the port company's internal governance documents. Service agreements, such as those for contract works, include special regulations in respect of health and safety, co-determination, anti-discrimination and fair competition.

One ongoing area of development is the introduction of sustainability-related issues at an earlier stage of the investment process, as crucial design and material choices are often confirmed before the procurement process begins. The Port of Gothenburg is also striving to have shorter and

more transparent supply chains, and states that more than two tiers is not desirable without special accounting.

CONTROL AND FOLLOW-UP

Follow-up takes place through financial controls, legal controls, workplace visits and internal controls. In collaboration with the City of Gothenburg's control function, targeted workplace controls are undertaken with a focus on employment terms and conditions, identification, permits and safety. In 2025, for example, a large-scale control was carried out at the Skandia Gateway project, involving over one hundred people being checked, with very good results. This work continued during the year with extended follow-up on second-tier and third-tier suppliers.

Suppliers can be excluded in the event of serious deficiencies or breaches of agreements. This applies, for example, if there is confirmation of unfair competition, deficiencies in health and safety work or violations of human rights.

ENVIRONMENTAL REQUIREMENTS IN PROCUREMENT PROCESSES

In the procurement of contract works, the revised **Joint Environmental Requirement (2024)** produced by the Swedish Transport Administration, and City of Stockholm and the City of Malmö are applied, together with the supplementary requirements produced by the City of Gothenburg. This relates to materials such as concrete, asphalt and steel, emission requirements for work machines, the use of renewable fuels and competence requirements in the areas of health and safety and environmental management. These requirements contribute to a reduced climate impact and improved work environment through more professional, safety-oriented working methods.

SOCIAL CONSIDERATION IN PROCUREMENT

For more than ten years, the Port of Gothenburg has been applying social consideration in its procurement. Through requirements for dialogue, contractors must conduct discussions with actors in the labour market and adult education in order to investigate the possibility of internships or work for people who are far from the labour market. The opportunities vary, depending on security requirements, but the model is used wherever possible and continues to be an important tool in creating societal benefit.

SUMMARY

The Port of Gothenburg works systematically to ensure good working conditions, fair competition and a high level of integrity throughout the value chain. This work is characterised by clear requirements, extensive follow-up and long-term collaboration. The risks and opportunities identified in the double materiality analysis form the basis of continued development work.

ProTrain gearing up its sustainability work

The just over 3,700 trains that call at the Port of Gothenburg every year handle around 40% of all freight at the port. Yet the emissions from these trains account for just a fraction of the emissions from HGVs – and only next year the carbon dioxide emissions from trains will be reduced by up to 90% within the Port of Gothenburg's measurement range, thanks to new shunting locomotives.

ProTrain takes care of all shunting of trains at the Port of Gothenburg. In 2025, this represented just over 23,000 shunting operations to handle more than 3,700 freight trains. They also take care of all dialogue with the Swedish Transport Administration concerning what happens beyond the port's gates.

The assignment involves time pressure. When trains come to the arrival track they must be shunted and moved quickly to the terminals. And the same applies in the other direction. One challenge is that sometimes ProTrain can bring in entire trains, but sometimes they need to be put together. This has to happen quickly, on tracks with limited capacity, which requires efficient planning and close collaboration with all parties.

NEW ENVIRONMENTALLY CLASSIFIED LOCOMOTIVES PULL THE HEAVY LOAD

ProTrain recently invested in new, environmentally classified locomotives that run on HVO100.

"We'll have two of these locomotives operating in Gothenburg, which means we'll create a fossil-free line for the large freight flow to AMP Terminals," says Niclas Brahm.

The new locomotives bring an enormous reduction in carbon dioxide emissions. In 2025, ProTrain's emissions totalled just over 626 tonnes, but with HVO100 that figure can fall by 80–90%, representing a saving of just over 560,000 kg. The locomotives are also stronger, more

energy-efficient and pull more weight, which further enhances their environmental performance. They also comply with the requirements of Euro6, which means that they emit less air pollution than current trains.

HVO100 is currently the best choice to reduce emissions while still guaranteeing capacity. Electrification is not possible at present outside the gates, as road crossings make overhead lines impossible. Hydrogen was also suggested, but the technology was not deemed to be mature and is less cost-efficient.

A VASTLY IMPROVED WORK ENVIRONMENT

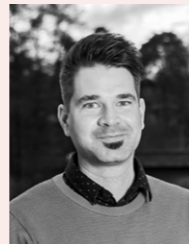
It also brings major work environment benefits for personnel. There is a major reduction in air pollution and far less noise compared with older locomotives. The ergonomics are also much better, including lower footsteps.

HVO is still more expensive than diesel, but Niclas Brahm notes that demand in the market as a whole is heading in a more sustainable direction, and that there is a stronger willingness to pay. He also sees how requirements are becoming more clearly defined for ProTrain and how, for example, the Port of Gothenburg has a clear climate goal to which they are expected to contribute.

Even before the new locomotives, the environmental impact of trains was much lower than that from HGVs. That may now potentially fall to 60 tonnes to handle around 40% of the freight at the port, while freight transported by HGV generates emissions of around 15–17,000 tonnes within the measurement range of the port cluster.

"Trains are important, as they reduce emissions not only in the port, but also in Norrland. Which means the best choice we can make is to use the railway. But that requires increased investments such as double tracks and the facility to drive longer trains," says Niclas Brahm, concluding:

"Our collaboration with the Port of Gothenburg works really smoothly. It's great to have a client that understands the challenges and wants the same thing as we do."



Niclas Brahm
Site Manager,
ProTrain,
Skandia Port,
Gothenburg



Logistics building with lofty sustainability ambitions

Just next to the Port of Gothenburg, the Halvorsång Logistics Park is taking shape. The first phase, OneMed's logistics facility covering 45,000 square metres, is currently under construction and planned to be ready for occupancy during 2026. When the whole area is complete, over 500 people will be working at the six facilities in the logistics park. And the first facility already has gold in its sights.

"I can't think of any other warehouse buildings in the country that have met all the sustainability requirements specified for the highest level of environmental certification for buildings," says Mats Niklasson, Business Developer at Castellum.

He is working on the logistics area at Halvorsång, which is a successful joint venture with the Port of Gothenburg.

"When you get involved in a project, the key is to choose the right partner, and I believe that the Port of Gothenburg did just that when they chose us. As a property management company, we take a long-term view, and I think that was important to the Port of Gothenburg. We both have high sustainability ambitions and really do respect each other," says Mats Niklasson.

The goal is to create a sustainable logistics hub for the electrically powered transport flows of the future, and right from the outset solar cells, battery storage, charging infrastructure and smart energy control were integrated into the buildings. These ambitions are also shared with the first tenants, OneMed.

With a high content of recycled steel and cement with added silica, we reduce the climate footprint considerably.

"OneMed's CEO, Peter Nilsson, was on to me in a flash about the Miljöbyggnad v4.0 Gold rating when they signed. 'Why is it only Silver?' And I said, it's really difficult to get up to Gold. But then we did the sums and decided, we'll go for it," says Mats Niklasson.

Meeting the six environmental objectives in the EU Taxonomy and achieving the Miljöbyggnad v4.0 Gold rating is so difficult that no equivalent project has yet achieved it. Some of the positive consequences of the certification are



that the 270,000 square metres of the logistics park must contain 15% of green area and promote biodiversity, including in the form of a dam in the centre that takes care of stormwater treatment.

"You get points, depending on what's grown there, a meadow that provides a home for bees and lots of other creatures has a higher value than a lawn," says Mats Niklasson.

The area has been adapted for electrically powered transport operations, is at least partly self-sufficient for electricity and the building also has a significantly reduced carbon footprint.

"We get the major environmental benefits from two materials that are usually real troublemakers: concrete and steel. With a high content of recycled steel and cement with added silica, we reduce the climate footprint considerably," says Mats Niklasson.

The co-ownership of Halvorsång with the Port of Gothenburg has been characterised by consensus, a long-term approach and shared objectives rather than tough specifications and strict measures, which Mats Niklasson summarises like this:

"I feel that we work in a constructive, supportive way. Lots of friendly banter and good chats at all levels actually, and it's still resulted in positive changes. We can be proud of that, surely?"

S3

Affected communities

GOVERNANCE AND POLICIES

The Port of Gothenburg has a number of policies and governing guidelines that aim to protect and strengthen the communities that are affected by the port's operations. The company's policies cover areas including air quality, noise, social sustainability, land and water use, traffic safety and collaboration with the City. The policy framework is based on the company's commitment to minimise negative impact and create positive societal benefit.

The Port of Gothenburg's policies focus on reducing emissions, guaranteeing transparency and dialogue, and contributing to safety and social inclusion. The company has confirmed that the most material effects on society arise through air pollution, noise, traffic flows and the social and financial footprint created by the port. These issues are managed by such means as the environment and climate programme, and through procedures for dialogue and collaboration with affected communities.

PROCEDURES FOR COLLABORATION

The Port of Gothenburg has established procedures for continuous and structured contact with the residents who are affected by the port's operations. This takes place through consultative meeting, resident dialogues, urban development processes, hearings, information initiatives, referral procedures, and direct contact via customer service and digital channels.

The dialogues are particularly important in city districts that border the port, where issues of air quality, noise and traffic are often raised. Partnerships with the City of Gothenburg, civil society and local associations ensure that views are captured and that affected communities can have an influence. This feedback is used as base data for decisions when investments, plans and actions are shaped.

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

The double materiality analysis shows that impacts on affected communities represent a material sustainability topic for the Port of Gothenburg.

The port has a significant, actual negative impact in the form of emissions of nitrogen oxides, particulate matter and odour from vessels and transport operations. This can affect health, well-being and quality of life for residents in neighbouring areas and alongside important traffic routes. Noise from terminals and logistics flows is a recurring topic in dialogues with residents. Traffic to and from the port area also impacts safety, accessibility and the environment in communities along traffic routes. At the same time, the Port of Gothenburg has a significant, actual positive

impact by creating employment, boosting the social economy and carrying out social initiatives to reduce exclusion. By being a key component of Sweden's infrastructure, the Port of Gothenburg enables socially important freight flows, regional growth and stability in the logistics system.

The risks are primarily about increased emissions and increased traffic. The opportunities exist in making use of electrification, innovation, social initiatives and collaboration to create cleaner, safer and more inclusive communities.

ACTIONS TO MANAGE IMPACTS AND STRENGTHEN SOCIETAL BENEFIT

The Port of Gothenburg has implemented a number of actions to reduce the negative impact and reinforce the positive effects in affected communities. One of these is investments in onshore power supply for vessels, to reduce emissions and noise from vessels. Another is the electrification of terminal machines and vehicles to reduce their environmental impact in operation.

In the social area, the Port of Gothenburg has strengthened its collaboration with organisations such as Rådningssmissionen to support local social engagement. Employees are also offered the opportunity to undertake voluntary work for eight hours a year as a benefit, during which they can, for example, choose to help out at Rådningssmissionen's breakfast sessions.

The company also works to improve road safety through collaboration with government agencies and prioritising rail transport and electrified logistics solutions. Consultative processes, regular noise measurements and dialogue meetings with residents are all used to design noise mitigation measures, traffic solutions and other initiatives in response to local needs. These measures contribute to a better environment and improved quality of life in communities that are affected by the port's operations.

All of the City's operations must inform, highlight and respond to any concern about exposure to violence. During 2025, the Port of Gothenburg implemented actions to raise awareness among personnel. In October, the Social Centre gave a breakfast presentation on the subject of Domestic Violence. All employees then completed an online course comprising eight short lessons on the subject. The subject was also a mandatory element in November's workplace meeting material. 25 November saw the recognition of Orange Day, and all employees were also given contact details and information to enable them to take action in the event of any concerns about exposure to violence. The company also issued material to help employees

highlight suspicions and respond in a safe and respectful way. When concerns arise, the company follows the City of Gothenburg's procedure for the employer's work against domestic violence.

Exchanges through research and academia

The Port of Gothenburg collaborates actively with various stakeholders, including various societal actors, and considers it important to share time and knowledge. The company takes part in research projects with the aim of improving operations and increasing the understanding of future innovations identified through research. Collaboration extends from the University of Gothenburg and Chalmers University of Technology to other ports and research institutions. The purpose is to jointly find solutions to the challenges that are identified on an ongoing basis in the port's operations and the shipping industry. Examples during the year include a three-year research project together with the Swedish National Road and Transport Research Institute (VTI) and the Swedish Meteorological and Hydrological Institute (SMHI) on climate adaptation and the port's ability to withstand and adapt to a changing climate with extreme weather events.

Collaboration with education and labour market

The Port of Gothenburg collaborates with various seats of learning in the country to secure skills for the future by attracting and recruiting new employees. This includes participating at student fairs and lunchtime meetings with students, as well as advertising in career magazines.

The recruitment film produced in-house at the Port of Gothenburg is also shown at many institutes of higher education, including Chalmers University of Technology, KTH Royal Institute of Technology, University West in Trollhättan and Halmstad University. The company also participates at major employer fairs such as CHARM, Sjölog and VARM at Chalmers. Young people and adults are also offered an opportunity to get into the workplace through internships, summer jobs and degree projects. The purpose is to contribute to a positive attitude towards the Port of Gothenburg as a potential workplace, offer work experiences and provide an insight into what it actually means to go to work. In return the operation is provided with new perspectives. In addition to offering the usual internships, the company participates in the Technology Leap, which is an internship programme in which Swedish employers are collaborating with the government to secure Sweden's skills supply for the future by attracting more young people to technical study programmes in higher education. The project is run by the Swedish Academy of Engineering Sciences (IVA).

LONG-TERM AMBITION

The port's long-term ambition is to continue to be a positive force in the City of Gothenburg's development by contributing to improved health, safety, financial stability and social inclusion – while at the same time reducing its negative impacts as operations are modernised and air emissions are reduced.



Among full-riggers and ice cream boats

In 2025, almost 6,000 vessels called at Gothenburg. One of them, the full-rigger *Sörlandet*, came with an urgent yet at the same time powerful message: there is hope for our coastal and sea areas, if we act in time.

On 17 June, Stigbergskajen was packed with expectant adults and children. They had the chance to discover marine innovations, talk to researchers and listen to presentations. Quiz trails and film shows were also arranged. And as well as coffee and boats selling ice cream (just over 500 sold), visitors could create their own salt with a flavour of sugar kelp and sample kelp caviar. At the heart of the event – the impressive full-rigger *Sörlandet*.

A FULL-RIGGER WITH A FULL FOCUS ON SUSTAINABILITY

Ultimately, the event was all about raising awareness of the role played by the sea in climate matters, food supply and shipping of the future. The call at Gothenburg was one of six made by *Sörlandet* during a two-week long voyage. Onboard were researchers and students from Sweden, Norway and Denmark. Their goal was to inspire people to action and collaboration to ensure a sustainable future for Skagerrak and the sea as a whole.

On the quay, Cecilia Lööf, Head of Marketing & Communications from the Port of Gothenburg, introduced speeches by Lars Johansson, Chair of the Board at the Port of Gothenburg, the nature film maker Martin Falklind, member of the Swedish parliament Emma Nohrén and Max Petzold, Deputy Vice-Chancellor at the University of Gothenburg.

REINTRODUCING THE STURGEON

Before the visit, Pierre De Wit, researcher at the University of Gothenburg, confirmed that many marine environments must be strictly protected by 2030, which entails a total fishing ban. He also said that it is important to create networks of protected areas to help increase biodiversity. One important part of this is to reintroduce large fish into the sea in order to establish effective food webs.

And this is exactly what happened during a much-appreciated feature of this day. A number of sturgeon were

released into the Göta Älv river as part of the Return of the Sturgeon programme. The purpose was to re-establish the Atlantic sturgeon, as its activities on the sea bed oxygenate the sediment, which benefits the growth and presence of small creatures there. A large sturgeon can also serve as a host fish for other threatened species, such as the sea lamprey.

The Port of Gothenburg is involved and supporting the project, an excellent example of how the port company is doing what the researchers onboard *Sörlandet* were looking for on that sunny day at Amerikakajen – practical action that offers hope for a better future for our oceans.



The impressive full-rigger *Sörlandet*, at Stigbergskajen, Amerikaskjulet.



Ahmed Hanic from the Port of Gothenburg gave an inspiring, well-received speech during the evening.

A night at the Opera for young people in Gothenburg

On a Thursday evening in October, *Miss Saigon* was a hit with a new audience who were looking for experiences and contexts that they usually do not access. The Port of Gothenburg is a proud sponsor of this event, which aims to open the doors to the world of culture for young people.

“It’ll be a once in a lifetime experience, really,” says Muhamed Kadoas. He is 16 years old and pursuing the Technology programme at the LBS upper secondary school. He is visiting the opera for the very first time.

Over one thousand young people from all the city districts in Gothenburg have been invited to a performance of the musical *Miss Saigon*. The performance is preceded by a large pre-party in the foyer and is intended to inspire more young people to have culture as a meaningful element of their leisure time.

Ahmed Hanic, Social Media & Content Manager at the Port of Gothenburg, recalls how he himself sat in the audience 18 years ago at a similar event.

“I’d grown up in Biskopsgården, I’d never set foot in an opera hall, but I’d heard that it was a rock opera, so I was up for it. What stayed with me in the long run was seeing how different the world could look,” says Ahmed Hanic.

The wheel came full circle for him from that performance 18 years ago, as on this evening he brought the house down with a speech on stage before *Miss Saigon*.

“When I was growing up, the media often presented

Biskopsgården in a negative light. That’s not changed. For young people to see someone from Biskop speaking in public in a positive context can be inspiring. I hope. It’s all about being included in a world that you maybe don’t have access to when you’re a teenager from an area where going to the Opera isn’t that common,” says Ahmed Hanic.

Niusha Hashemi and Shiloh Lly are studying Language Introduction at the Hvitfeldska upper secondary school and are looking forward to the musical.

“Our teacher said that *Miss Saigon* is sad, and that maybe we’ll cry. Haha, I’m so excited,” says Niusha Hashemi, and Shiloh Lly chips in:

“The whole class has been looking forward to this for weeks, it’ll be so exciting with the music and the set design! And the actual venue.”

Muhamed Kadoas is asked why he’s come to the Opera.

“Why not take the chance and go along, I thought? Once in a lifetime experience! I want to learn about old instruments, the music and everything. The history of music is still so important, I don’t think I could live without music.”

Governance



Introduction

The Port of Gothenburg operates in a sector essential to society, where integrity, business ethics and effective internal control are fundamental to the legitimacy of its operations. As a municipal company, we are governed by ownership directives, municipal policies, legislation such as public procurement and international guidelines. Sustainability work is integrated into our strategic governance documents, business plan, operational plans and ongoing reporting to the Board of Directors and owner.

G1:
Business conduct

p. 72

G1

Business conduct

The Port of Gothenburg runs an operation that is critical to society and characterised by a number of actions in order to guarantee the highest possible levels of integrity and business ethics, and ensure that both national and international regulations are followed.

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

The company operates in a sector where there is a risk of bribery and corruption, especially in connection with purchasing and the procurement of contract works. Despite specifying requirements, follow-up and controls, the risk cannot be totally eliminated, which can impact employees, competition and trust in the operation. Through sound procedures and working methods described in this chapter, it is believed that the Port of Gothenburg has a positive impact.

BUSINESS ETHICS AND COMPLIANCE

The Port of Gothenburg has zero tolerance of corruption, bribery, undue influence, irregularities and conflicts of interest. The company's Code of Conduct describes how we shall act in matters concerning ethics, entertainment, secondary employment, conflicts of interest and handling information. New employees are introduced to the Code and key functions are trained in public procurement, compliance and risk management.

The Port of Gothenburg works proactively on risk analyses and internal control, and follows the City of Gothenburg's guidelines on compliance. Business ethics and risks of corruption are dealt with on an ongoing basis in management groups, training programmes and internal forums.

SUPPLIER MANAGEMENT AND REQUIREMENTS

A large part of our impact takes place through suppliers and contractors. All suppliers must observe the ILO's Core Conventions, respect human rights and ensure health, safety and sound working methods. They must conduct themselves without corruption or unfair competition, and meet statutory requirements in respect of tax, finances and permits. Suppliers submit self-declarations of compliance with requirements throughout the term of an agreement.

FOLLOW-UP, CONTROL AND TRANSPARENCY

The Port of Gothenburg undertakes background checks, financial checks and examination of health and safety plans, as well as on-site inspections in contract works. Declarations of confidentiality and conflicts of interest are used internally in all procurement processes, and there are procedures for managing any risk of conflicts of interest, for example by adjusting working groups or exclusion from evaluation. Internal control measures, such as the two-person principle for attestation and invoice processing, contribute to greater transparency and a reduced risk of irregularities.

In the event of serious deficiencies, agreements can be cancelled or suppliers excluded in order to ensure that our requirements and expectations are met.

WHISTLEBLOWING AND REPORTING

The Port of Gothenburg is covered by the City of Gothenburg's whistleblower function, which meets the requirements of the EU's Whistleblowing Directive. The function is open to employees, suppliers, contractors and external actors. It enables anonymous reporting of serious misconduct and is managed in a legally secure and confidential way.

POLITICAL INFLUENCE AND LOBBYING ACTIVITIES

The Port of Gothenburg is a municipal company that operates within a sector that is critical to society and regulated. The company does not have any party political operations and makes no financial contributions to political parties, political candidates or election campaign.

The company's contacts with political decision-makers, government agencies and public actors are intended to contribute factual information, analyses and experiences in matters that impact the port operation's long-term development.

Lobbying work takes place openly, transparently and in line with the company's business plan, sustainability strategy and owner directive.

Work on Public Affairs at the Port of Gothenburg focuses on political decisions and regulations where the company does not have full control, but where the formulation is highly significant for the opportunity to achieve adopted goals, especially in the areas of climate, energy transition, transport operations, infrastructure and preparedness. There is a dialogue at local, regional, national, European and international level, including through consultation responses, structured meetings, consultation and participation in industry and collaborative organisations.

At an international level, the Port of Gothenburg is involved in global and European forums for ports and shipping, where the company contributes to the development of common positions and regulations linked to the climate and environmental impact of shipping. The purpose of this work is to create long-term, predictable and competition-neutral conditions for the transition of the transport sector.

All dialogue and stakeholder impact takes place in

accordance with the City of Gothenburg's guidelines on entertainment, communication and compliance, as well as the company's Code of Conduct. Employees who represent the company in contacts with decision makers must conduct themselves professionally, factually and without undue influence. Contacts are documented as required and take place with clear mandates and delegation of responsibility.

Through this working method, the Port of Gothenburg ensures that political influence, where it occurs, is exercised responsibly, transparently and in line with the principles of sound corporate governance, business ethics and sustainable business development.

SUMMARY

The Port of Gothenburg has a robust, transparent governance model that is based on municipal requirements, national legislation and international principles. Work on business ethics, supplier responsibility and internal control is key to our long-term value creation and our ability to operate as a responsible actor in an operation that is critical to society.

Membership of organisations

- Alefors Foundation
- Water Quality Association of the Bohus Coast
- Clean Shipping Index
- Cruise Baltic
- Cruise Europe
- CSR West Sweden
- Environmental Ship Index
- European Onshore Power Supply Association (EOPSA)
- European Seaports Organisation
- Göta Älv Water Quality Association
- Hafen Hamburg Marketing e.V.
- International Association of Ports and Harbors (IAPH)
- World Ports Climate Declaration
- IDG Göteborg Business Hub Sweden
- International Harbour Masters' Association
- Intertanko, Logistik & Transport
- Air Protection Association in the Gothenburg Region
- Maritime Forum
- Gothenburg Marketing Association
- Maersk McKinney Möller Center for Zero Carbon Shipping (MMMCZCS)
- Network Logistics
- Industry Grouping
- Nässjö Business Development
- Network for Transport and Environment
- Sweden China Trade Council
- Sweden-India Business Council
- Swedish Chamber of Commerce in Hong Kong
- Confederation of Swedish Enterprise
- Port of Sweden/Swedish Energy Port Forum
- Swedish Association of Communication Professionals
- The Association of European Vehicle Logistics
- The European Freight and Logistics Leaders Forum
- The Society for Gas as a Marine Fuel
- The World Association for Waterborne Transport Infrastructure
- West Sweden Chamber of Commerce
- West Swedish Association for Environmental Law
- The World Association for Waterborne Transport Infrastructure (PIANC)



Direct route to sustainable land-based transport operations

There are direct trains via Railport Scandinavia between the Port of Gothenburg and 26 inland terminals. This simplifies logistics for companies, makes transport operations faster and safer, while dramatically reducing the carbon footprint.

Direct trains from the terminals at the Port of Gothenburg to inland terminals all over Sweden represent an enormous environmental benefit compared with opting for road transport. A container on a train between Eskilstuna and Gothenburg generates emissions of 0.011 kg carbon dioxide equivalents, compared with 151 kg carbon dioxide equivalents had it gone by road. With a few thousand freight trains going to and from the Port of Gothenburg every year, and each train has up to 44 wagons, this is an enormous reduction in carbon dioxide.

At the same time, it is the combination of the environmental effect and the fact that Railport Scandinavia offers a good deal for customers that sees it growing year on year.

"Compared with using HGVs, the flow is more even from a terminal. The train is also more reliable, which improves our delivery performance. Direct trains to the Port of Gothenburg are one of the main reasons why we have stability in the flow," says Niklas Bätelsson, CEO of Bergkvist Siljan. He also believes that maritime transport flows that reach Asia without transshipment provide an additional guarantee that sustainability can be combined with reliability and the opportunity to calculate the delivery date.

THE PORT OF GOTHENBURG BRINGS THE WORLD CLOSER

Bringing the world closer together is crucial for Pär Svensson, Logistics Developer at Eskilstuna Logistik och Etablering AB. There are over four million consumers and a large number of export companies in the Mälardalen region. The region is growing, and there is no doubt about where he is looking to be able to meet the demand.

"The closest port isn't always the best port. It's about seeing how the flows move, and Gothenburg has a major strength there.

He also believes that moving Stena's Ropax services to the outer part at Arendal will make Gothenburg even more attractive for rail and combined traffic. And if you ask him, the best thing that could happen for Sweden is that there are more direct routes to the Port of Gothenburg, which would mean more freight by rail to Mälardalen.

FREIGHT TRAINS RUN LIKE CLOCKWORK

One common criticism of trains is delays, but that is not an issue for many at Railport Scandinavia. Quite the reverse, both customers and operators believe that trains to and from the Port of Gothenburg are among the most reliable. In contrast to HGVs, trains don't get held up in traffic jams, they are unaffected by the weather, and finally freight trains run when most of us are asleep and there is more room on the tracks.

For this trend to continue, there is demand for more tracks, the opportunity to operate longer trains, and for those transporting freight by rail to be given financial incentives to increase their competitiveness.

These are issues on which Railport Scandinavia is actively working, and in addition to the obvious environmental reasons, there are two practical reasons to invest in the railway. Firstly, the roads cannot handle the increase in traffic that would be involved if more freight were to be transported by road, and there are also not enough drivers for the task.

Also, if more heavy-duty transport operations are taken off the roads, this represents a major benefit in terms of road safety. According to a calculation from the Swedish Transport Administration, simply moving Dania Connect's transport operations from road to rail would generate socioeconomic savings of around SEK 100–120 million per year due to fewer accidents, and this is just one of many examples.

Flexibility and convenience are two other benefits. If a vessel calls at Gothenburg in the evening, the freight can be at its final destination by the next morning. It can be stored there at combi-terminals until the customer needs it, making the customer's handling easier, streamlining the flow, reducing costs and optimising transport operations over the last mile. Which is also good from a sustainability perspective.

THE PORT OF GOTHENBURG IS EVERYWHERE

Railport Scandinavia has become an extension of the Port of Gothenburg, according to Lennart Karlsson, CEO at Jula Logistics. He points out that efficiency, sustainability and

The closest port isn't always the best port. It's about seeing how the flows move, and Gothenburg has a major strength there.

the low costs are generating greater interest in rail.

The two departures a day could easily have been three, he believes. Similar thoughts are expressed by Medi Raci, Terminal Manager at PGF Terminals in Vaggeryd.

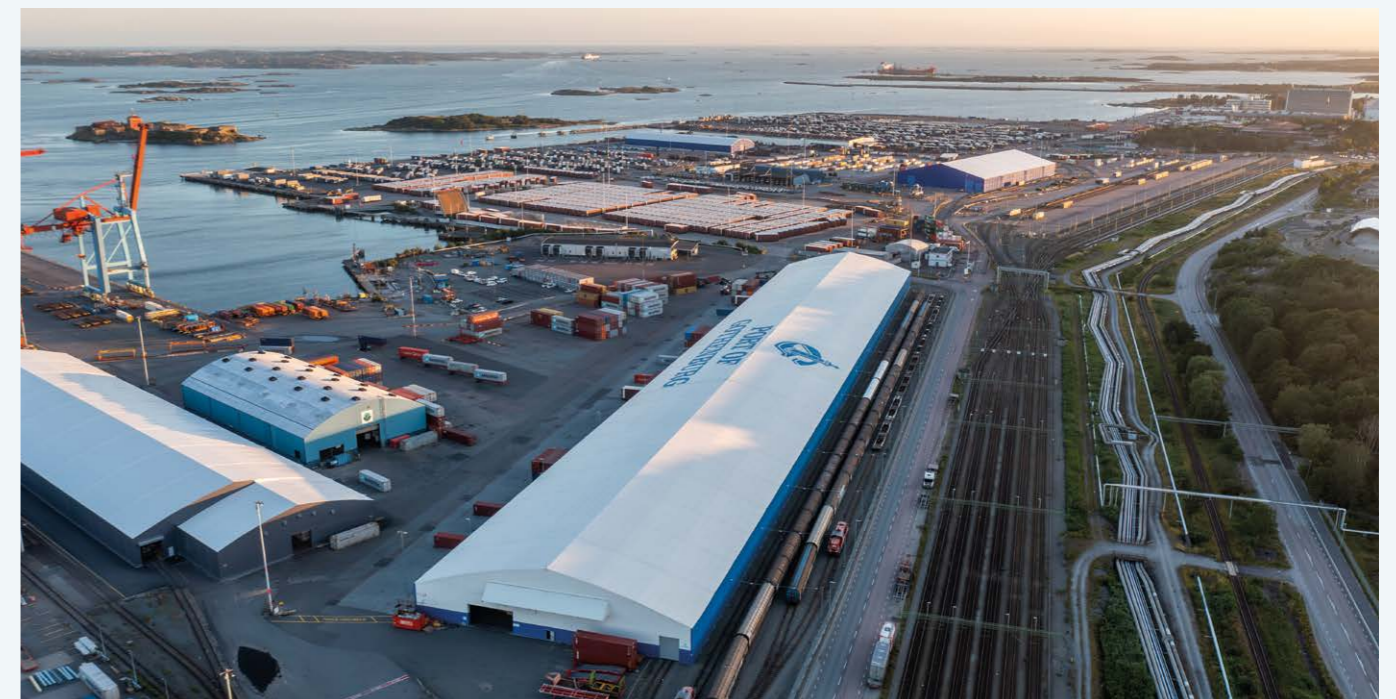
"Our customers need to reach the global market quickly, cost-efficiently and sustainably. That would be impossible without direct trains. For many freight owners, the link between inland and port is what decides whether they can compete globally. Having a terminal here isn't a luxury, it's a necessity for the future."

A good example of this is one of his customers, Waggeryds Cell. Their decision to go by rail has taken 4,000 HGVs off the road. The logistics flow is also easier when the freight only needs to travel three kilometres by road, before the train takes the containers direct to the Port of Gothenburg and a vessel waiting to take it to Asia with no need for transshipment.

Similar stories are heard time and time again if you speak to freight owners who have chosen Railport Scandinavia. And perhaps the key to even more freight owners discovering the same thing can be found in Pär Svensson's challenge:

"The Port of Gothenburg needs to be better at saying that Gothenburg is best, in terms of logistics."

Railport Scandinavia is a rail network that connects the Port of Gothenburg with 26 inland terminals in Sweden. Through collaboration with freight owners, regions, municipalities and train and terminal operators, the result is climate-smart, fast, safe and cost-efficient direct transport operations for the business community.



KPIs and disclosures



Introduction

The summary that follows reports the disclosures that the Port of Gothenburg deemed relevant based on our material topics, as KPIs and other information. There are also additional KPIs that we deemed to be of interest to report based on the company's mandate and governance.

The KPIs reported first are those where current measurement and calculation methodologies together with associated comments are in the right-hand column. The years reported are 2021–2025. The baseline year for the calculations of KPIs is 2010, as the company was restructured at that time. Unless otherwise stated, the KPIs refer to the Port of Gothenburg, as the subsidiary Scandinavian Distripoint AB has limited operations within the Group.

Sustainability disclosures linked to the Swedish Annual Accounts Act are presented on the following pages:

Business model	p. 2, 6, 8–15, 18–32, 35–39, 71–73, 78–84
Environment	p. 7, 12–17, 19, 24, 25, 32, 35, 38, 40–55, 78–84
Social conditions	p. 17, 19, 32, 35, 39, 56–69, 72, 73, 78–84
Personnel	p. 7, 24–25, 32, 35, 39, 58–62, 72, 78–84
Respect for human rights	p. 19, 32, 39, 63, 72
Combating corruption	p. 32, 39, 63, 72, 78–84

Finance

Financial KPIS, levels of investment and maintenance, and range of routes.

FINANCIAL KPIS	2025	2024	2023	2022	2021	MEASUREMENT AND CALCULATION METHOD/ COMMENTS
Net sales, SEK million	1,036	1,018	979	879	813	
Operating expenses, SEK million	-703	-685	-685	-625	-533	
Operating profit, SEK million	377	397	310	272	291	
Profit after financial items, SEK million	312	407	267	249	267	
Total assets, SEK million	5,974	5,327	4,378	4,121	3,632	
Equity, SEK million	2,192	2,079	1,930	1,858	1,755	
Liabilities, SEK million	3,782	3,248	2,448	2,264	1,877	
Equity/assets ratio, %	42	45	50	52	56	
Return on equity, %	12.8	17.1	12.1	11.9	13.6	
Return on total assets, %	6.4	8.8	7.2	6.6	8.1	
Return on non-current assets, %	6.6	9.3	7.5	7.1	8.5	
Cash flow from operating activities, SEK million	471	537	511	385	376	
Investments, SEK million	781	662	492	701	319	
Financial support from public bodies, SEK million	1.45	35	115	0	2.3	
Financial value created, SEK million: Customers	1,079	1,082	995	897	824	Financial value in the table shows the effect of relevant items recognised as income in the company. The values do not therefore include book depreciation, VAT effects, etc.
Financial value distributed, SEK million: Suppliers	-341	-324	-313	-256	-220	
Employees	-124	-117	-110	-100	-96	
Lenders	-69	-61	-47	-25	-25	
The state (tax recognised as expenses and social security contributions)	-56	-62	-65	-49	-42	
Shareholders	-242	-170	-240	-124	-133	
Financial value retained, SEK million	248	348	220	342	308	

PRODUCTION

Planned maintenance, SEK million	236	138	112	121	157
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RANGE OF ROUTES

Number of direct routes to other parts of the world, vehicles and containers	5	5	4	4	3	Information on traffic routes from shipping companies that call at the Port of Gothenburg (websites).
Number of shipping companies that call at the port on scheduled services	18	17	16	14	14	Information about calls from the terminals that is reported every month. Excludes tankers and cruise ships.
Number of destinations (for goods in dry cargo)	69	68	72	68	70	
Number of rail operators at Railport Scandinavia	9	9	8	8	8	Information from terminals about rail operators that is reported every month.
Number of calls by cruise ships	63	57	81	81	66	Information is retrieved from the port call system.
Number of port calls	5,500	5,800	5,700	5,800	5,300	Port call by a vessel is defined as a vessel that registers a vessel and receives a port call number. This means that passing vessels, moored vessels and delays are excluded.

Finance

Freight volumes, customer satisfaction and data on business ethics.

VOLUMES	2025	2024	2023	2022	2021	MEASUREMENT AND CALCULATION METHOD/ COMMENTS
Containers, TEUs*	934,100	902,000	909,000	885,000	828,000	Official figures for the Port of Gothenburg based on data submitted from the terminals. Figures adjusted compared with previous sustainability reports due to updated calculation method for this KPI.
Million tonnes of freight, total	38.7	40	36.3	40.5	36.9	See above.
Ro/Ro (rolling goods), units	525,000	524,000	540,000	561,000	566,000	See above.
New vehicles, number	251,000	257,000	267,000	238,000	256,000	See above.
Energy, million tonnes	20.7	21.8	18.4	22.3	19.1	See above.
Passengers, million	1.4	1.4	1.5	1.3	0.7	See above.
Containers by rail, TEUs	528,800	505,000	473,000	517,000	458,000	Official figures for the Port of Gothenburg based on data submitted from the terminals. Figures adjusted compared with previous sustainability reports due to updated calculation method for this KPI.
Proportion of containers by rail, %	60	60	56	64	62	Container goods in rail in relation to container goods on container ships. Figures adjusted compared with previous sustainability reports due to updated calculation method for this KPI.
Proportion of imports/exports in total, full containers, %	46/54	44/56	40/60	47/53	47/53	Official figures for the Port of Gothenburg based on data submitted from the terminals.
Swedish market share of containers, %	56	55	57	53	50	Based on data for January–September. The Port of Gothenburg is based on official figures from the port company. Information about the remaining ports is based on data from Ports of Sweden.
Swedish market share of Ro/Ro, %	18	18	18	18	18	See above.
Swedish market share of vehicles, %	39	39	34	35	34	See above.

SATISFIED CUSTOMERS

Our customers' overall rating of the Port of Gothenburg, %	n/a	72	n/a	n/a	71	The data comes from the customer survey Customer Satisfaction Index (CSI). No surveys were conducted for 2022, 2023, 2025.
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HIGH LEVEL OF BUSINESS ETHICS

Communication and training in policies and procedures in respect of anti-corruption, number of employees	46	0	0	0	0	In 2025, 29 employees underwent purchaser training, which includes the organisation's procedures to prevent and combat corruption. All 16 new employees also receive training in the organisation's Code of Conduct, which includes guidelines on good business ethics, anti-corruption and expected behaviour.
Confirmed cases of corruption, number	0	0	0	0	0	

*TEU = converted into twenty-foot equivalent units.

Environment

EMISSIONS	2025	2024	2023	2022	2021	MEASUREMENT AND CALCULATION METHOD/ COMMENTS
Port of Gothenburg's total greenhouse gas emissions – direct, tonnes carbon dioxide equivalents	35	34	127	137	184	Refers to reporting of Scope 1 in accordance with the GHG Protocol. Covers work vessels, production vehicles and heating of buildings, as well as fire pumps in Torshamnen. The summary is made using consumption data and emission factors for fuel and gas heating, which are obtained from suppliers. Calculations are based on emission factors from 2025, which are provided by each supplier. Emissions from the baseline year 2010 were 590 tonnes.
Port of Gothenburg's total greenhouse gas emissions – indirect energy, tonnes carbon dioxide equivalents	179	215	160	80	83	Refers to reporting of Scope 2 in accordance with the GHG Protocol. Covers use of electricity and district heating in buildings, as well as street lighting and energy for heating pipes at the Energy Port. The summary is made using consumption data and emission factors provided by Energi Sverige and Göteborg Energi. The calculations are based on emission factors from 2024. Emissions from the baseline year 2010 were 150 tonnes. Consumption of electricity and district heating has increased as a consequence of an increased property portfolio.
The Port of Gothenburg's greenhouse gas emissions – other indirect emissions, total, tonnes carbon dioxide equivalents	205,000	207,000	198,000	211,000	190,000	Refers to reporting of Scope 3 in accordance with the GHG Protocol. Includes the company's business travel with 176 tonnes for 2025, and the data is provided by the company's travel agencies, Hogia och Lingmerhs. Aviation fuel was purchased from Swedavia in 2021 and 2023. The distribution of other emissions is described below. The IVL calculation model for shipping was updated in 2025 with improved methodology and better quality of input data, so 2021–2024 have been recalculated for the purpose of comparability. For the first time, figures for 2025 include emissions from infrastructure projects; without these, emissions total 197,000 tonnes.
OF WHICH: Terminals	5,700	5,969	6,479	7,174	6,500	Calculations based on the companies' Scope 1 + 2 according to the GHG Protocol are produced by APM Terminals Gothenburg AB, Gothenburg Ro/Ro Terminal AB and Logent Ports & Terminals AB, and provided to the Port of Gothenburg. Also includes VOC emissions from the Energy Port translated into carbon dioxide equivalents.
Shipping	159,000	165,000	163,000	175,000	157,000	Covers commercial shipping from Vinga to the port area. Emissions are calculated by IVL based on port call statistics. The IVL calculation model for shipping was updated in 2025 with improved methodology and better quality of input data, so 2021–2024 have been recalculated for the purpose of comparability. Emissions are reported in carbon dioxide equivalents WTW (CO ₂ -e).
Road traffic	31,500	34,000	27,000	28,500	28,600	Covers road traffic to and from the Port of Gothenburg within the 031 phone code area. Emissions are calculated by IVL based on a model using data on HGV types, journeys and statistics from the terminal operators. Emissions are reported in carbon dioxide equivalents WTW (CO ₂ -e).
Rail traffic	990	920	880	900	1,070	Covers rail traffic to and from the Port of Gothenburg within the 031 phone code area. Emissions are calculated by IVL based on a model using data on frequency, journeys, goods volumes and statistics from the rail terminal operators. Emissions are reported in carbon dioxide equivalents WTW (CO ₂ -e).
Construction and civil engineering projects	7704					For projects > SEK 50 million, complete climate calculations are performed (the Swedish Transport Administration's Klimatkalkyl 7.0), and for other projects and maintenance GHAB's simpler CO ₂ calculation tool is used for volumes of concrete, steel, asphalt, excavation spoils and fuel. For 2025 the Skandia Gateway accounted for approximately 5,260 tonnes CO ₂ -e, Quay 710 for approximately 2,000 tonnes CO ₂ -e and other projects approximately 460 tonnes CO ₂ -e. Unit tonnes CO ₂ -e

Environment

EMISSIONS CONTD.	2025	2024	2023	2022	2021	
Sulphur dioxide, tonnes	40	52	47	48	53	Covers emissions from shipping and is calculated by IVL based on port call statistics.
Nitrogen dioxides, tonnes	1,200	1,300	1,300	1,400	1,300	See above.
Particulate matter, tonnes	29	30	30	32	29	See above.
Hydrocarbons, tonnes	61	62	61	66	59	See above.
VOC emissions in the Energy Port, tonnes	1,084	1,159	1,289	1,462	1,300	Measurements are produced by FluxSense AB in the Energy Port and include leak detection and the determination of emissions based on identified leaks.
Proportion of port calls that receive environmental discount on port tariff, %	54	49	44	49	48	This figure was produced by extracting data from the finance system on port calls that were given an environmental discount.
Proportion of port calls by vessels able to connect to power at quayside, %	34	36	31	46	31	This figure was produced from port call statistics for vessels that are equipped to connect to power at the quayside and call at a quay where there is an onshore power supply.
ENERGY						
Electricity, MWh	8,698	7,600	7,400	3,200	3,700	Includes indirect energy use per primary energy source. The electricity was Bra Miljöval for all years until 2023. There was a change of supplier to Energi Sverige in 2023, and electricity now comes from a renewable energy mix. The electricity for 2025 consisted 100% of hydro power. Reported electricity consumption has increased due to the acquisition of properties in 2023 and a change in the system limit for data collection.
District heating, MWh	2,595	2,500	1,303	902	1,000	Includes indirect energy use per primary energy source. Reported district heating has increased as a consequence of property acquisitions during 2023 and adjustments of system limits. The district heating for the buildings known as Amerikaskajulet and Kusten is labelled Good Environmental Choice.
Energy for heating pipes, MWh	2,217	2,220	2,200	2,200	2,300	Includes indirect energy use per primary energy source. Energy for heating pipes has biogas added in heat production and is supplied by Göteborg Energi.
Gas heating of buildings, MWh	852	636	1,100	950	1,300	Covers direct energy use per primary energy source. The gas comprises biogas and is supplied by Göteborg Energi.
Energy consumption, proportion of renewable energy sources, %	89	88	92	100	100	Covers energy sources listed above. Calculated based on the proportion that comprise renewable energy sources, i.e. Good Environmental Choice district heating, fossil-free hydro power and/or bio-based energy.
Fuel, litres	28,320	24,235	32,400	39,690	41,300	Covers diesel, HVO and petrol for production vehicles, work vehicles and fire pumps. The summary is based on delivery data from our suppliers: Gasefuels, Preem/GLC and OKQ8.
Fuel, kg	262	1,584	2,700	3,304	3,900	Covers vehicle gas for production vehicles and comprises biogas. The summary is based on delivery data from our supplier Gasefuels. This item decreased during 2025 as gas vehicles were replaced by electric vehicles.
Fuel consumption, proportion of renewable fuel, %	94	87	49	35	13	Covers fuels as listed above, calculated based on the proportion that comprises HVO and biogas. Consumption of electricity in vehicles is included in the above energy figures.

Environment

WASTE	2025	2024	2023	2022	2021	MEASUREMENT AND CALCULATION METHOD/ COMMENTS
Hazardous waste, tonnes	4,915	5,124	6,115	6,945	5,100	Covers waste primarily from shipping, including sludge, but also the Port of Gothenburg's operations, tenants and contractors. Includes hazardous waste from 34 fractions, 2025. Volumes per sorting fraction are reported in detail for all years in the operation's environmental reports. For 2025, 4,854 tonnes were disposed of by Stena Recycling, 17 tonnes by Renova and 44 tonnes by other recipients. Below is a breakdown of the processing methods for waste from Stena Recycling.
Material recovery, %	94	98	94	95	97	States the percentage distribution of the volume of hazardous waste from Stena Recycling that is recovered as material, recovered as energy and goes to landfill. The proportion sent to landfill is below 0.5% and is therefore reported as 0%. The outcome for 2020–2022 was adjusted compared with the previous Sustainability Report due to a change in the calculation method.
Energy recovery, %	6	2	6	5	3	
Landfill, %	0	0	0	0	0	
Contaminated spoils, tonnes	34,791	18,590	11,300	664	8,200	A summary of the volume of spoils classified as Sensitive Land Use (Känslig Markanvändning, KM), Less Sensitive Land Use (Mindre Känslig Markanvändning, MKM) and hazardous waste and handled by a licensed transport provider. The data comes from the transport providers.
Sludge, tonnes	4,571	4,807	5,715	6,545	4,800	Covers sludge from vessels, to all parts of the port. Waste volumes are provided by Stena Recycling.
Other waste, tonnes	646	709	772	484	710	Covers waste from the Port of Gothenburg's operations, tenants and contractors, as well as shipping. Includes the following waste fractions: fine and coarse combustible operational waste, waste for sorting, office paper, glass packaging, corrugated cardboard, hard and soft plastic, paper packaging, metal packaging, food waste, wood and both residual and mixed waste. Combustible operational waste was 360 tonnes in 2025, which is governed by a goal through the resource conservation goal in the environmental and climate strategy. Other volumes per sorting fraction are reported in detail for all years in the operation's environmental reports. Data is provided by Renova and Kretslopp och vatten, the operators that take care of the waste. The distribution of processing methods for the waste is listed below.
Energy recovery, %	58	61	61	40	45	States the percentage of the volume of other waste reported above that is recovered as energy, recovered as material, sorted and treated biologically.
Material recovery, %	22	18	19	30	23	
Sorting, %	19	21	20	19	31	
Biological treatment, %	1	1	1	2	1	
Number of spills to land outside the safety systems and to surrounding water	8	9	6	5	10	Safety systems refer to hardened surface next to water treatment. Relates primarily to the Port of Gothenburg's operations, although discharges to water are within the entire port area. The volumes per discharge vary, and more information is documented in the deviation management system. Two reported spills in 2025 were significant in scope, i.e. over 100 litres.
Chemical products that contain phase-out substances, number	73	73	52	46	41	The number of products with phase-out substances registered in the company's chemicals register. From 2024, this also includes products in projects that contain phase-out substances.
BIODIVERSITY						
Protected area, area in hectares	162	162	162	162	162	Encompasses Torsviken, protected as a Natura 2000 area, and Rya Forest, protected as a nature reserve. Torsviken's conservation status is evaluated by the County Administrative Board and Rya Forest is monitored by the City of Gothenburg.
Restored areas, area in hectares	122	121	121	121	104	Measures have been taken to promote biodiversity and various animal species, such as the salamander, the smooth snake and the lesser spotted woodpecker. This includes, for example, felling and clearing in overgrown areas, creating dead wood, two salamander hotels and the restoration of water mirror. These measures were taken in areas close to the port. In 2025, the company presented its final report on the replanting of approximately 1 hectare of eelgrass beds in Gothenburg Municipality.

Social

EMPLOYMENT	2025	2024	2023	2022	2021	MEASUREMENT AND CALCULATION METHOD/ COMMENTS
Total number of employees	184	174	173	167	158	Data retrieved from the HR system, Heartpace.
of which men	128	120	121	112	106	
of which women	56	54	52	55	52	
Number of permanent employees	179	172	169	157	152	Data retrieved from the HR system, Heartpace. The company only offers full-time positions. Those who may have a part-time position have one either at their own request or out of necessity.
of which men	123	118	117	105	102	
of which women	56	54	52	52	50	
Number of fixed-term employees	5	2	1	10	6	Data retrieved from the HR system, Heartpace.
of which men	5	2	1	7	4	
of which women	0	0	0	3	2	
Number of temporary employees through staffing companies	3					Staffing company employees employed full-time to replace long-term absence, e.g. parental leave.
Number of interns	11	8	6	7		Interns from institutes of higher education and the Technology Leap.
of which men	7	3	1	1		
of which women	4	5	5	6		
Total number who started	16	20	20	24	19	Data retrieved from the HR system, Heartpace.
of which men	11	14	17	17	14	
of which women	5	6	3	7	5	
Total number who left	10	17	16	15	12	Data retrieved from the HR system, Heartpace.
of which men	8	12	11	11	9	
of which women	2	5	5	4	3	
Staff turnover, %	6.30	9.9	11.9	9.3	7.7	Extrapolated using base data from the HR system, Heartpace. Measured as the lowest number of employees who started or left divided by the average number of employees.
Employee benefits:						Those with a temporary position (temporary replacements) are hired through a staffing company and are therefore not entitled to any of the company's benefits. We do not, however, differentiate between full-time and part-time/hourly paid employees with regard to benefits. The company makes contributions to occupational pensions in accordance with the provisions of the collective bargaining agreement. All employees are offered the opportunity to purchase an optional group life insurance policy via Skandia, which has options including life insurance. A life insurance policy is also available via the collective bargaining agreement (TGL). Occupational healthcare is offered as required. The company has a collectively agreed occupational injury policy, which also includes occupational injury that results in invalidity and/or disability. Parental leave is a statutory right, and we pay parental pay/parental allowance based on the current collective bargaining agreement in connection with lengthy periods of parental leave. In addition to the benefits mentioned above, the following are also available: Sickness insurance, readjustment insurance, salary switching to pension, health profile assessment, wellness allowance, sponsorship of joining fees, supplementary pay when caring for a child, wage supplement in connection with business travel and mileage compensation, fruit, cycle service, cycle leasing, subsidised public transport pass and parking, subsidised lunch, spectacle allowance and free eye test, and the opportunity to be a company volunteer during working hours.
Insurance policies						
Pension						
Access to healthcare						
Parental leave						
Miscellaneous						
Employee benefits, wellness and health, number of employees who utilised the benefits:						The occupational healthcare provider offers our employees the chance to check their fitness and health through a health profile assessment. Employees have the opportunity to spend SEK 3,000 a year on wellness-related activities. Two joining fees of up to SEK 700 a time are subsidised each year by the employer. This health profile assessment is available to employees approximately every other year. For wellness allowance, sponsorship of joining fees and subsidised Västtrafik pass, the figure denotes the number of people who utilised the benefit.
Health profile assessment	0	90	0	0	75	
Wellness allowance	145	139	120	102	96	
Sponsorship of joining fees	10	15	5	2	1	
Subsidised Västtrafik pass	44	41	26	21	21	
Sustainable Employee Engagement Index	86	86	87	88	86	Measured as an index between governance, motivation and leadership. Produced through the City of Gothenburg's joint survey and through the company's own survey.

Social

EMPLOYMENT CONTD.	2025	2024	2023	2022	2021	MEASUREMENT AND CALCULATION METHOD/COMMENTS
eNPS (employee Net Promoter Score)	45	41	47	42	35	Describes the extent to which employees are ambassadors for the organisation. The scale used goes from minus 100 to plus 100. Measured via a temperature check every six weeks. Measurement started in Q4 2020, but the compiled result is only available from 2021.
Voluntary work	23					New KPI from 2025. The number of people who utilised the benefit of being a volunteer in paid working hours.
The percentage pay gap between female and male employees, %	99.97					New KPI from 2025. Women earn 99.97% of the median pay of men. Calculated on the basis of the median pay of the groups.
Number of employees covered by collective bargaining agreements, %	100					New KPI from 2025. Read more in chapter S1 Own workforce – Working conditions on page 59.
Does the company have confirmed incidents within its own workforce relating to i. child labour (YES/NO), ii. forced labour (YES/NO), iii. human trafficking (YES/NO), iv. discrimination (YES/NO), or v. anything else in this area? (YES/NO – if yes, explain).	No					New KPI from 2025. No confirmed incidents reported.
EMPLOYEES' HEALTH AND SAFETY						
Total sick leave, %	3.3	2.7	2.4	2.6	2.9	Gender distribution in 2024: 2.8% for men, 2.3% for women. Sick leave is measured in hours and calculated as a % of normal working hours. The data is retrieved from the payroll system HogiaLön Plus.
Number of fatalities caused by work-related injuries and work-related ill health.	0					New KPI from 2025.
DIVERSITY AND EQUAL OPPORTUNITY						
Diversity indicators for employees, management and Board:						
Women/men, %	31/69	31/69	31/69	33/67	33/67	Age distribution 2025: Women: 2% were under 30, 55% were 30–50 and 43% were over 50. Men: 3% were under 30, 55% were 30–50 and 42% were over 50. The data is retrieved from the HR system Heartpace and calculated on the total number of employees.
Women/men among managers, %	42/58	36/64	34/66	42/58	43/57	Age distribution 2025: Women: 0% were under 30, 18% were 30-50 and 82% were over 50. Men: 0% were under 30, 40% were 30-50 and 60% were over 50. The data is retrieved from the HR system Heartpace
Women/men in management team, %	43/57	33/76	29/71	43/57	37.5/62.5	The data is retrieved from the HR system Heartpace
Women/men on Board of Directors, %	47/53	47/53	47/53	47/53	41/59	The data is retrieved from HogiaLön Plus.
NON-DISCRIMINATION						
Cases of discrimination and actions taken, number	0	0	0	0	0	We have no reported cases of discrimination, according to the grounds set out in the Swedish Discrimination Act, during the years 2015–2025.
AFFECTED COMMUNITIES						
Number of participants in our donation and sponsorship programmes	1,800					New KPI from 2025. Sörlandet: approximately 800 participants Miss Saigon with pre-party: 1,000 young people Sailing school, swimming school, summer workers and camps: 33 children and young people

The Board on the Sustainability Report in accordance with the Swedish Annual Accounts Act (ÅRL)

This Sustainability Report constitutes the Group's and the company's statutory sustainability report and forms part of the Statutory Administration Report for the Port of Gothenburg, corporate ID number 556008-2553. The Sustainability Report contains information from the Port of Gothenburg about the most important matters for an understanding of the company's development, situation and results, and the consequences of its operations, including disclosures on topics relating to the environment, social conditions, respect for human rights and anti-corruption.

THE BOARD OF DIRECTORS CONFIRMS IN FULL, BASED ON THE BEST OF ITS KNOWLEDGE AND CONVICTION, THE FOLLOWING:

- The Sustainability Report has been prepared in accordance with the Swedish Annual Accounts Act.
- The Sustainability Report contains no material incorrect information, no material information has been omitted and all information is compatible with the content of the annual accounts and the consolidated accounts.

Gothenburg, 2 February 2026

Lars Johansson Chair of the Board
Karin Bernmar Vice Chair
Cecilia Magnusson Vice Chair
Jan Annerback
Eva Olofsson

Thore Hagman
Helena Holmberg
Thomas Larsson
Anders Edström
Göran Eriksson CEO

A digital tool was used to register the Board's approval of this report. This means that each person's digital approval generates a digital verification, which is available at the Port of Gothenburg.

To gain access to this information, please contact info@portgot.se

The auditor's opinion in respect of the statutory sustainability report

To the Annual General Meeting of the Port of Gothenburg, corp. ID no. 556008-2553

The auditor's opinion concerning the statutory sustainability report.

Assignment and delegation of responsibility

The Board of Directors is responsible for the sustainability report for 2025 and for ensuring that it has been prepared in accordance with the Swedish Annual Accounts Act in accordance with the older version that was in force before 1 July 2024.

Focus and scope of the examination

Our examination has been conducted in accordance with FAR's recommendation RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our review of the sustainability report has another aim and direction, and is substantially less exhaustive in scope, than an audit conducted in accordance with International Standards on Auditing (ISA) and other generally accepted auditing standards in Sweden. We believe that this examination provides us with a sufficient basis for our opinion.

Opinion

A sustainability report has been prepared.

Gothenburg, 2 February 2026
Ernst & Young AB
Anders Linusson, Authorised Public Accountant

A digital tool was used to register the auditor's approval of this report. This means that the auditor's digital approval generates a digital verification, which is available at the Port of Gothenburg.

To gain access to this information, please contact info@portgot.se

Glossary

TERM	EXPLANATION
Carbon dioxide equivalents CO ₂ e	A measure of greenhouse gas emissions that takes into account the fact that different gases have different capacities to contribute to the greenhouse effect.
CSI	Customer Satisfaction Index. Index that measures customer satisfaction.
CSRD	Corporate Sustainability Reporting Directive. An EU directive on sustainability reports that aims to increase transparency and responsibility.
ESRS	European Sustainability Reporting Standards.
FAR	Industry organisation for accountants.
GHG Protocol	Greenhouse Gas Protocol. Standard for calculating and reporting greenhouse gas emissions.
GRI Standard	Global Reporting Initiative. Standard for the preparation of sustainability reports.
HGV	Any lorry with a gross combined mass over 3,500 kg.
HVO	Hydrogenated vegetable oil. Renewable, synthetic diesel fuel.
HVO100	Hydrogenated vegetable oil 100. Renewable, fossil-free diesel oil that consists of 100% HVO.
IAPH	International Association of Ports and Harbors. A global alliance of 189 port and harbour authorities and 162 port- and harbour-related companies.
IMO	International Maritime Organization.
ISPS	International Ship and Port Facility Security Code.
IVL	Swedish Environmental Research Institute.
Just in Time	A digital queue ticket that enables a vessel to adapt its speed from the previous port and go directly to the quay instead of having to hunt for a decent slot.
KPI	Key Performance Indicator. A measurable value that monitors an operation's efficiency in various areas.
LNG	Liquefied Natural Gas is natural gas that has been transformed into liquid form.
PCTC	Pure Car and Truck Carrier.
PFSO	Port Facility Security Officer.
Ro/Ro vessel	Ro/Ro vessels transport goods, e.g. in the form of trailers, that are driven on to and off the vessel.
SEE	Sustainable Employee Engagement. Index that measures employee engagement, with a focus on motivation, leadership and governance.
TEU	Twenty-Foot Equivalent Unit, a twenty-foot container.
TTW	Emissions that arise from the combustion in engines are usually referred to as tank-to-wheel.
VOC emissions	Volatile Organic Compounds.
WTW	Well-to-wheel/propeller, which is the sum of WTT and TTW, which means that emissions that arise in production and combustion are included.

Be a part of making the Port of Gothenburg more sustainable

As you read our Sustainability Report, maybe you will have some ideas and views about what we can improve, in terms of both our sustainability work and the content of the report. Please feel free to contact us miljo@portgot.se and tell us what you think.



**PORT OF
GOTHENBURG**

TAKING YOU FURTHER

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