

SUSTAINABILITY REPORT 2025

Together we create a sustainable future

Version 02 of 11.05.26

Introduction

This ESG report has been prepared to highlight our strategy, targets, objectives, efforts, results, opportunities, and challenges across environmental, social, and governance areas, reflecting the impact of our activities.





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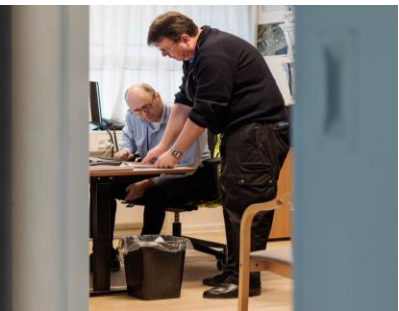
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PRINCIPAL & KEY FIGURES

		2025	2024	2023	2022	2021
CLIMATE DATA:	Scope 1 CO ₂ e (tonnes)	97.74	161.75	111.88	155.97	149.10
CLIMATE DATA:	Scope 2 CO ₂ e (tonnes)	46.16	14.88	13.90	122.74	105.14
CLIMATE DATA:	Scope 3 CO ₂ e (tonnes)	24,945.65	14,143.33	145.01	387.83	385.34
SOCIAL DATA:	Full-time employees (FTE)	37	34	34	32	28
SOCIAL DATA:	Sick leave in per cent	1.46	1.87	1.46	2.35	2.48
SOCIAL DATA:	Number of work-related injuries (LTA)	1	0	0	0	0
MANAGEMENT DATA:	Revenue (DKK million)	270.9	169.81	125.92	124.65	85.97
MANAGEMENT DATA:	Ship calls	3,705	3,397	3,496	3,553	3,354
MANAGEMENT DATA:	Gender diversity in per cent (male/female)	70/30	65/35	64/36	67/33	73/27

ACCOUNTING POLICIES

CLIMATE DATA

Scope 1 (direct emissions)

All direct emissions from sources owned or controlled by the company

Scope 2 (indirect emissions)

Indirect emissions from sources purchased from the grid and used by the company

Scope 3 (indirect emissions)

Indirect emissions from goods and services arising from the company's activities that are not directly owned or controlled by the company

SOCIAL DATA

Full-time employees (FTE)

FTE (Full Time Equivalent) defines the number of full-time employees based on actual working hours

Sick leave in per cent

Total number of sick days / total number of working days

Number of work-related injuries (LTA)

Number of work injuries that resulted in the inability to maintain company productivity

MANAGEMENT DATA

Revenue (in DKK million)

The company's net revenue for the most recent financial year - see separate annual report

Ship calls

Total number of ship calls for the last financial year

Gender diversity

Distribution of company employees (excluding the board of directors), men and women, *100



SUSTAINABILITY EFFORTS 2025¹

ABOUT THE REPORT

This is Rønne Havn A/S' annual sustainability report.

This report constitutes that of Rønne Havn A/S:

- Statutory report on corporate social responsibility, cf. Section 99a of the Danish Financial Statements Act
- Annual reporting obligations according to the Danish standard for social responsibility (DS49001:2011)
- Annual reporting obligations according to the membership commitments of the UN Global Compact

The report covers the reporting period January 1st to December 31st 2025

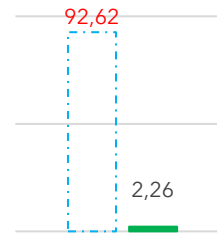
Previous years' reports are available online via our website.

www.portofroenne.com

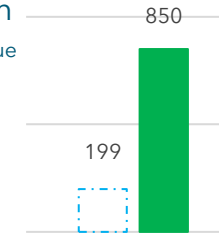


ENVIRONMENT & CLIMATE ACTION

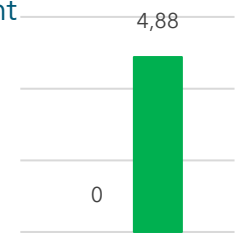
Carbon emissions
Tonnes/DKK million revenue



Paper consumption
Number/DKK million revenue

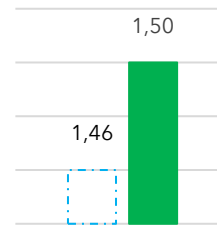


Waste management
Hours/DKK million revenue
No valid data for 2025

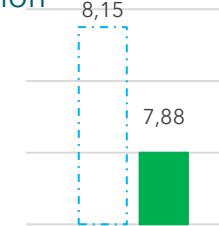


SOCIAL INITIATIVES

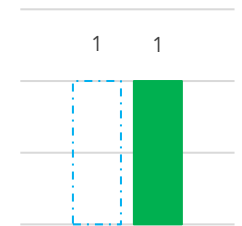
Sick leave
1 %



Employee satisfaction
Average, scale 1-10

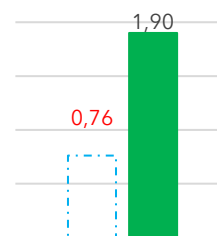


Accidents at work
Number

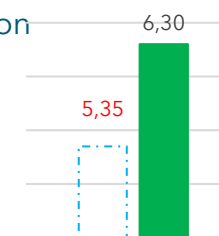


BUSINESS ENDEAVOURS

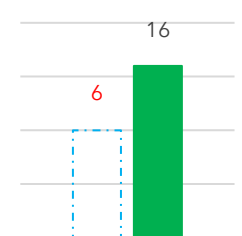
PtX investments
DKK million.



Customer satisfaction
Average, scale 1-7



Internal audits
Number



¹: Figures marked in red illustrate where the 2025 target was NOT achieved

MANAGEMENT REPORT

A ROBUST & SUSTAINABLE FUTURE IS SECURED

2025 marks a strategic milestone for Rønne Havn A/S. Our long-term infrastructure plans towards 2050 have been realised, and we stand at the turn of the year with a completed harbour expansion - 25 years ahead of the original schedule.

This acceleration is the result of high agility, disciplined execution of our strategy, and a continuous focus on the customer across the organisation. The ongoing geopolitical tensions have further emphasised the necessity not only to support but also to actively modernise and secure the harbour as a critical part of the Bornholm infrastructure.

The green transition, with a particular focus on offshore wind in the Baltic Sea, depends on secure and robust infrastructure. With the completion of the harbour expansion, we are now in a position to deliver precisely that. Our selection as the preferred port confirms our ability to act decisively in the short term while maintaining a long-term strategic focus.

We are now turning our attention to the next phase in the organisation's development, where the focus will shift to internal consolidation and operational optimisation. Operations that, over the years, have been defined by high demands for adaptability and dynamic priorities.

2026 and the coming years are set to be marked by changing market dynamics. This provides an opportunity to adjust our strategic efforts, both short- and long-term. The overall objective remains unchanged: to strengthen competitiveness through sustainable and development-oriented logistics solutions in increasingly competitive markets.

TRANSPARENCY IS A STRATEGIC CHOICE

For Rønne Havn A/S, transparency in sustainability work is both a strategic choice and a promise to the outside world.

We work proactively to ensure that our annual sustainability reporting is clear, concrete, and value-creating for customers, partners, and stakeholders.

It should be noted, however, that certain business matters are not disclosed due to clauses or contractual obligations.

AN ACKNOWLEDGEMENT OF THE EFFORT

We wish to express great appreciation to all employees at Rønne Havn A/S. The dedication, professionalism, and perseverance demonstrated daily, regardless of function or location, are the foundation of our results.

Likewise, a big thank-you is extended to our customers, partners, neighbours, and other stakeholders for their trust, collaboration, and continued support of our activities.



Lars Nordahl, CEO



Susan Hansen, QHSE & Sustainability Manager



DESIGN & MANAGEMENT OF OUR ESG WORK

STRUCTURE IN OUR REPORTING

The sustainability reporting is structured around three central pillars: 'Harbour expansion', 'ESG work', and 'Data & accounting practices'. This outlines our work with ESRS information and the UN Sustainable Development Goals.

The report is based on the double materiality analysis (DMA) prepared by Rønne Havn A/S in the autumn of 2024. The structure reflects the significant issues identified in the DMA across the social, environmental, and governance (ESG) aspects.

Data collection is led by the organisation's QHSE Manager, in close dialogue with management, and involves input from the entire organisation. The report is presented to the board for final approval before publication and submission as an appendix to our reporting to the UN Global Compact.

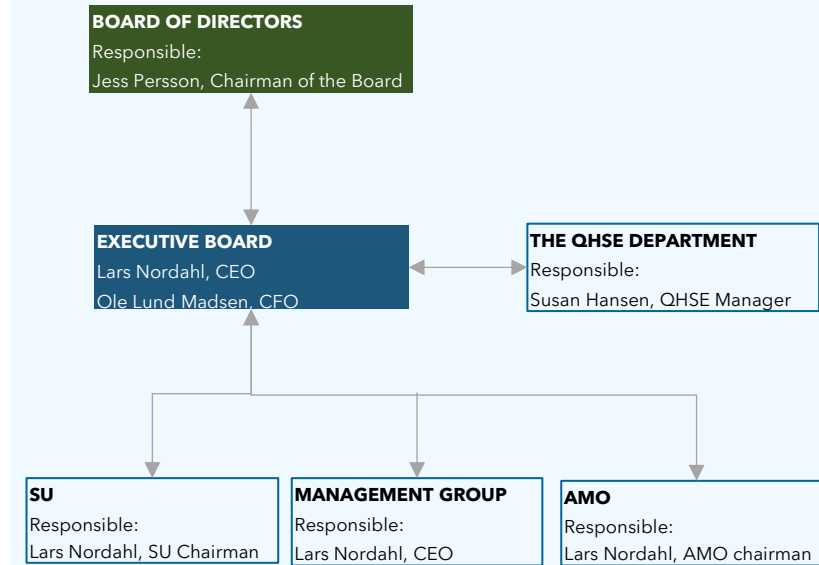
EUROPEAN RECOGNITION

Our approach to ESG work has achieved international recognition. Following the ESG Transparency Award 2024, where we received the classification "Predicate Class" for structured and transparent reporting, our QHSE manager was appointed to the ESG Transparency Committee in the summer of 2025. This appointment underscores the quality of our ESG management.

In November 2025, we received international acclaim for the second consecutive year at the ESG Transparency Award in Bonn. Rønne Havn A/S achieved a position in the highest category, "Excellence," with an overall score of 82.95%.

This recognition confirms that Rønne Havn A/S is making strategic progress. It concerns not only achieving results but also documenting progress and challenges, as well as the international recognition of the management of sustainability efforts.

MANAGING SUSTAINABILITY WORK





PROJECTS PAVE THE WAY FORWARD

THE GREEN TRANSITION IS IN FOCUS

In addition to ensuring traffic in and out of the port and maintaining our facilities from both land and water sides, Rønne Havn A/S is involved in a wide range of projects, all of which have the potential to create sustainable development. Locally, nationally, and internationally. At the same time, our participation supports our work with the UN Sustainable Development Goals

In 2025, Rønne Havn A/S has thus been involved in three publicly funded R&D projects. One project, SafeSBU, is part of Mission Green Fuels under the Innovation Fund, while the other two, BalticSeaH2 and DeCoInter, are supported by Horizon EU and South Baltic Interreg, respectively.

The focal point in all three projects is green transition, in the form of, for example, shore power, green fuels for ships, and electrification of the port's other energy consumption.

Through the work, it has been identified, among other things, how the Port of Rønne can meet the requirements for shore power in accordance with the EU's Alternative Fuel Infrastructure Regulation from 1 January 2030.

Bornholm's connection to the main electricity grid via the submarine cable to Sweden constitutes a capacity limitation. Currently, this makes it impossible to supply shore power to cruise ships calling at Bornholm.

The responsibility for the overall electricity infrastructure, supply security, and capacity expansion lies with TREFOR EI-net Øst and Energinet.

Rønne Havn A/S has requested a consumption connection of 16 MVA. TREFOR EI-net Øst has stated that a specific connection time is pending their dialogue with Energinet. We are continuing to work on a resolution, including whether a grid connection can be expected in 2030, which is the prerequisite for establishing larger shore power facilities.

NETWORKS CONTRIBUTE TO NEW POTENTIALS

Our commercial focus is on creating strategic networks across industries and national borders.

This effort has strengthened partnerships and increased understanding of the Port of Rønne's role and potential on Bornholm.

Through participation in debates and knowledge sharing on "best practice," we strengthen access to research and investments in clean energy. This positions Bornholm as a potential centre for green transition in the Baltic Sea region.

In collaboration with key players such as Offshore Center Bornholm, Business Center Bornholm, and Destination Bornholm, we participate in events to raise awareness of the potential that arises by choosing the Port of Rønne.

PROGRESS TOWARDS THE TARGET

WHEN TARGETS AND OBJECTIVES MEET REALITY

In 2020, we defined a series of five-year CSR objectives based on the then-current Masterplan 2050.

After completing the harbour expansion in autumn 2025, the conditions have changed significantly. This has, among other things, resulted in CO₂e emissions that significantly exceed the 2020 target.

Our approach to sustainability is holistic and covers the entire organisation. Despite a period of significant changes, we have made progress on several parameters. At the same time, we must acknowledge that some of the 2020 targets were challenged by external factors and changing market conditions.

An example of this is waste management. New national legal requirements as of July 2025 have proven incompatible with MARPOL regulations. This has required increased resources and involvement of stakeholders to find solutions.

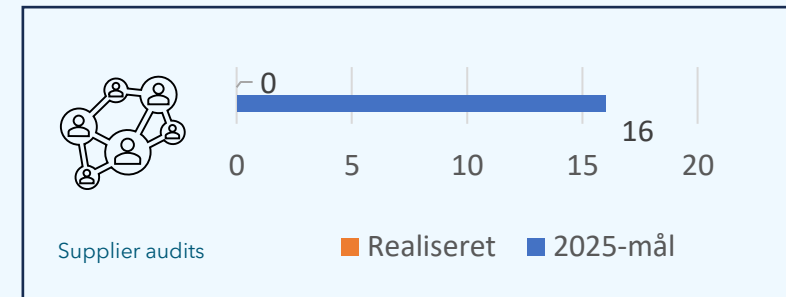
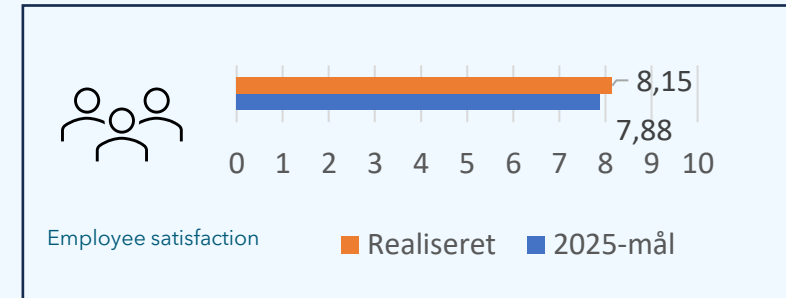
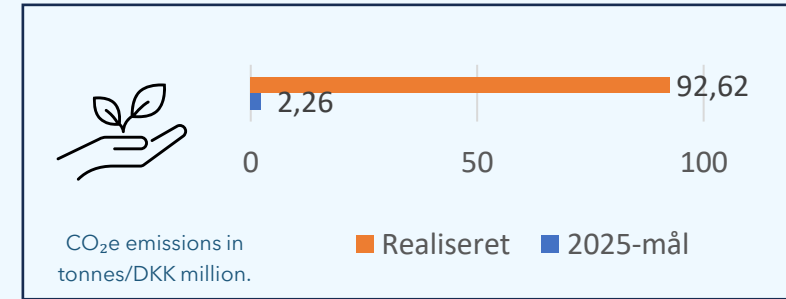
The work is ongoing and illustrates that achieving targets requires agility when framework conditions change.

To ensure a holistic approach to sustainability, our objectives are overarching and encompass the entire organisation rather than specific products, customers, or geographical areas. In a period of significant organisational change, this has ensured progress towards achieving our targets.

At the same time, we must acknowledge that certain objectives developed in 2020 are challenged by local, national, or international initiatives affecting our industry.

An example of this is our waste management, where new national legal requirements effective from July 2025 have proven incompatible with MARPOL regulations, leading to increased resources for waste handling in 2025 and the involvement of more of our key stakeholders in the work to find a viable solution for all parties involved.

This work is ongoing and demonstrates that, while we see progress in achieving our objectives, we operate in an at times unpredictable environment where safety and responsibility take precedence over strategies, targets, and objectives.



UN'S SUSTAINABLE DEVELOPMENT GOALS

IDENTIFICATION OF SIGNIFICANT INDICATORS

“Rønne Havn A/S is currently certified for its work with the following UN Sustainable Development Goals (SDGs) and their underlying indicators:

- SDG 7
 - 7.2 and 7.A
- SDG 8
 - 8.3
- SDG 9
 - 9.1
- SDG 12
 - 12.5 and 12.7

However, our daily work is not limited to the six areas above but encompasses a wide range of the total 169 SDG indicators. Therefore, this report, using icons, shows which key indicators we have identified in each section, and the figure to the right provides a summarised overview of this identification.

The SDGs highlighted in grey in the figure on the right indicate those that are not currently addressed in this report. However, it is important to note that we are also engaged with several of these SDGs, either directly or through our value chain.

IDENTIFIED UN SDG INDICATORS:





Harbour expansion

In 2025, the harbour expansion of the Port of Rønne was completed by the contractors. An expansion that began in 2017 aimed to future-proof the island's largest commercial port and create more robust facilities for its users.





SDG 9.1



SDG 13.1



SDG 17.17

HARBOUR EXPANSION AND FUTURE-PROOFING

On 12 November 2025, the completion of a historic expansion and future-proofing of the Port of Rønne was marked. We have formally taken over the latest stage from MT Højgaard Denmark, which has been responsible for the majority of the construction work since 2017.

The process has been divided into four stages. With the completion in November 2025, the Port of Rønne, and thus Bornholm, is well prepared for the future. We have created a larger, safer, and future-proofed infrastructure that strengthens Bornholm's position in the Baltic Sea and supports the security of supply to and from the island.

The modern and contemporary harbour directly supports our three strategic strengths:

1. Bornholm's lifeline
2. Denmark's business connection in the Baltic Sea
3. Hub for Europe's green energy

HARBOUR EXPANSION IN BRIEF

- Stage 1:
 - The commercial harbour was established in the southern part
 - 150,000 m² of new harbour area with associated quays
 - Establishment of a new Ro-Ro ramp
- Stage 2:
 - Expansion of the commercial harbour
 - 55,000 m² of additional harbour area
 - Extension of the southern outer breakwater
 - Deepening of the harbour basin
- Stage 3:
 - Transformation of the South Harbour into a project area
 - 100,000 m² area established with high load-bearing capacity
 - Establishment of an additional ro-ro ramp
- Stage 4:
 - Establishment of a new multifunctional quay in the West Harbour
 - Extension of the southern outer loose rock dump
 - Removal of the inner breakwaters
 - Deepening of the harbour basin

BACKGROUND FOR THE HARBOUR EXPANSION*

Rønne Havn A/S

- aims to increase its function as a growth engine, and the company's competencies and investments should be considered in new and larger contexts.
- with a contemporary harbour infrastructure, it will be able to engage in binding collaborations and alliances with companies outside the island, and through its efforts, also facilitate collaboration between local businesses and international companies, especially when it comes to the many offshore jobs expected to be created in the southern Baltic Sea in the coming years.
- has planned a phased expansion of the harbour's infrastructure.
- wishes to consolidate ferry and tourism-oriented activities in the northern part of the harbour and gather the heavy harbour activities in the southern part of the harbour.

***Source:** Masterplan 2050, Rønne Havn A/S



DEVELOPMENT FOLLOWS ACTIVITIES

With the new quay facilities, increased depth, and modern infrastructure, the port is now even better equipped to handle the ships, cargo, and energy activities of the future, which are already on the horizon and help place Bornholm at the centre of the green development of the Baltic Sea.

A development that began with the creation of our strategy, "Masterplan 2050", and has now been completed 25 years ahead of schedule, because demand and needs from our stakeholders arose much earlier than we originally expected.

A demand that has contributed to our contractors, both directly through project employment of locally residing staff, and indirectly by using local subcontractors and setting requirements and expectations for their performance, positively impacting the local job market and generating increased revenue in the Bornholm business community. Important knowledge and skills have been developed on Bornholm throughout the harbour construction, and we believe these activities have contributed to the community's development.

At Rønne Havn A/S, the harbour expansion has also influenced the way we work, requiring us to continuously adjust our procedures, as the work has taken place while the port has been in full operation.

We have learned that it is important to communicate with our key stakeholders much faster and in a more targeted and broader manner than we previously did, and to highlight matters that we believe may be of interest to the local community - to the extent possible for practical and/or contractual reasons.

Furthermore, we have found that daring to act and take responsibility, even if it involves actions that may cause temporary disturbances at home, is sometimes necessary to foster development.

Our foremost task is to ensure that Bornholm has a robust and future-proof harbour - a prerequisite for both supply, employment, and development, and, in the long term, can create opportunities for new activities throughout the region.





HARBOUR CONSTRUCTION WITH CONSIDERATION

Since the first sketches for the final phase of the harbour expansion were prepared, we have been aware that the concluding stage would involve the greatest risk of nuisances on land and at sea, due to the scope of the upcoming construction work. Therefore, we have taken several measures to consider our closest stakeholders and the maritime environment as much as possible.

To reduce the risk of adverse impacts on the marine environment, our contractor used a silt curtain to prevent sediment from spreading in the water column, and a bubble curtain to minimise impacts on seals and porpoises. To take the utmost care of the marine environment, restrictions were imposed on the total daily volume of dredged material.

Onshore, measurements were carried out on nearby buildings to identify any potential issues related to vibrations during piling. In connection with our applications for the necessary permits, and compared to earlier construction phases, we have restricted the days and times during which piling may be carried out.

The extent of these activities has been closely monitored by the local authorities, our consulting engineering firm Niras A/S, and ourselves as the developer. Noise measurements have been continuously analysed, and enquiries from concerned citizens have been addressed.

THE CONSTRUCTION AFFECTS OUR CLIMATE FOOTPRINT

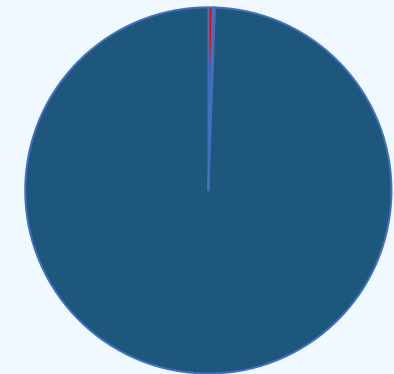
In line with our carbon footprint in 2024, this year's carbon emissions are significantly affected by the harbour expansion activities, with total Stage 4 activities amounting to 24,440 tonnes of CO₂e, included in our Scope 3 under category 2 "Construction Activities". The emission corresponds to 97.42% of our total carbon emissions in 2025.

By using robust building materials with the potential for future reuse of large parts of them, we assess that this temporary climate impact will be offset in the long term. Additionally, the opportunities to establish new, more sustainable activities based on our new infrastructure will outweigh the emissions generated by our contractor during construction.

PILE DRIVING

- o Pile driving is a construction technique where piles of concrete, steel, or wood are driven or vibrated into the ground to create a stable foundation
- o The technique is used to transfer the weight of structures to deeper, firmer soil layers

OUR CO₂e FOOTPRINT IN SCOPES 1-3



■ Scope 1 - 0,39% ■ Scope 2 - 0,18% ■ Scope 3 - 99,43 %

CONSTRUCTION WORK IN KEY FIGURES

STAGE 1 IN FIGURES

- New harbour basin with new quays (635 m)
- 15 hectares of a new harbour area
- New ro-ro ramp
- New outer breakwater

STAGE 1 - MATERIAL CONSUMPTION (EXCERPT)

- 226,000 tonnes of crushed stone
- 610,000 tonnes of aggregate
- 895,000 m³ of fill material
- 378 steel profiles

STAGE 2 IN FIGURES

- Establishment of an additional quay (300 m)
- Approx. 10 hectares of a new harbour area
- Extension of the outer breakwater

STAGE 2 - MATERIAL CONSUMPTION (EXCERPT)

- 75,000 tonnes of crushed stone
- 620,000 tonnes of aggregate
- 480,000 m³ of fill material
- 514 steel profiles

STAGE 3 IN FIGURES

- Establishment of an additional quay (280 m)
- Approx. 10 hectares of a new harbour area
- Upgrade of the old Ro-Ro ramp at Quay 31/32

STAGE 3 - MATERIAL CONSUMPTION (EXCERPT)

- 227,000 tonnes of crushed stone
- 324,000 tonnes of aggregate
- 415,000 m³ of fill material
- 1,398 steel profiles

STAGE 4 IN FIGURES

- Establishment of an additional quay (375 m)
- Extension of the Sdr Ydremole breakwater
- Reconfiguration of the entrance channel
- Establishment of a 450 m turning basin within the outer breakwaters

STAGE 4 - MATERIAL CONSUMPTION (EXCERPT)

- 27,000 tonnes of crushed stone
- 391,000 tonnes of aggregate
- 885,000 m³ of fill material
- 1,056 steel profiles

THE PORT OF RØNNE BEFORE & NOW





Environment

In 2024, Rønne Havn A/S assessed the following European reporting standards (ESRS) concerning the environment as being doubly significant according to the European Sustainability Directive (CSRD):

- Climate change
- Energy
- Air and water pollution
- Resource consumption, and
- Waste volumes and management

How we generally work with these environmental aspects, including a selection of our efforts in 2025, is outlined in this section.



SDG 11.6 SDG 12.4 SDG 13.1

STRATEGY & RESPONSIBILITY COMMIT US

With our "Together we Create" business strategy from 2020, we committed to reducing our Scope 1 and Scope 2 emissions by 50% by the end of 2025.

This objective entails a reduction in direct emissions from our own operations as well as indirect emissions from energy and heat consumption associated with our buildings.

Scope 3, which includes indirect emissions across our value chain, was not included in our 2020 goals for implementing specific reduction measures, as we knew that the upcoming harbour expansion phases could not be carried out under emission-reducing requirements.

Together with our environmental management certification (ISO 14001:2015) and CSR certification (DS 49001:2011), the reduction targets are an important part of our current efforts to reduce our overall environmental and climate impacts, and for the past five years, we have worked on reduction initiatives aimed at meeting our reduction targets within Scope 1 and Scope 2 by the end of 2025.

Environment Climate change (E1)

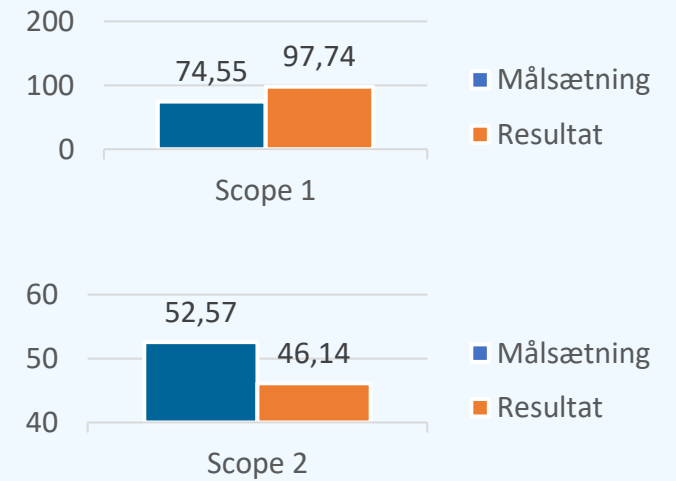
Through the replacement of parts of our fleet with newer, electric vehicles, phasing out oil burners in our buildings, and changing purchasing behaviour, we have achieved significant savings in our own emissions, but we must acknowledge that we did not meet our targets.

A significant reason for this is that despite diligent efforts, we have not yet managed to replace our most environmentally damaging equipment with alternative solutions. This work is ongoing and will continue in 2026.

Our targets related to reducing our own climate footprint were partly based on an analysis of our closest stakeholders' needs and expectations, but also based on our values and vision for the future, where lower CO₂ emissions are of great importance for our shared future. We will therefore continue to map and implement initiatives that will help us reduce our Scope 1 and Scope 2 emissions and develop new targets related to this work.

FACTS

CO₂e target status, Scope 1 & 2 (2025)





SDG 7.2 SDG 7.A SDG 12.2

ENERGY-DEMANDING ACTIVITIES

Operating a commercial port involves much more than meets the eye and is, in many respects, dependent on access to energy.

When our port assistants conduct safety patrols and monitor the port facilities, they must cover many kilometres in patrol vehicles each time, and many of our areas, according to the international regulations to enhance security in international shipping and port facilities (ISPS), must be fully illuminated around the clock.

In addition, we have a large building portfolio (office and warehouse buildings), most of which are rented out for port-related purposes, where the supply of electricity, water, and heating are essential factors, as well as a continuously increasing demand for access to shore power from vessels calling at Rønne.

All of this is managed daily as a natural part of our role and responsibility as Bornholm's largest commercial port, but it also results in us purchasing large amounts of energy

**Environment
Energy (E1)**

distributed between electricity, water, and district heating, with our electricity consumption being by far the largest of these three energy sources (see the illustration to the right).

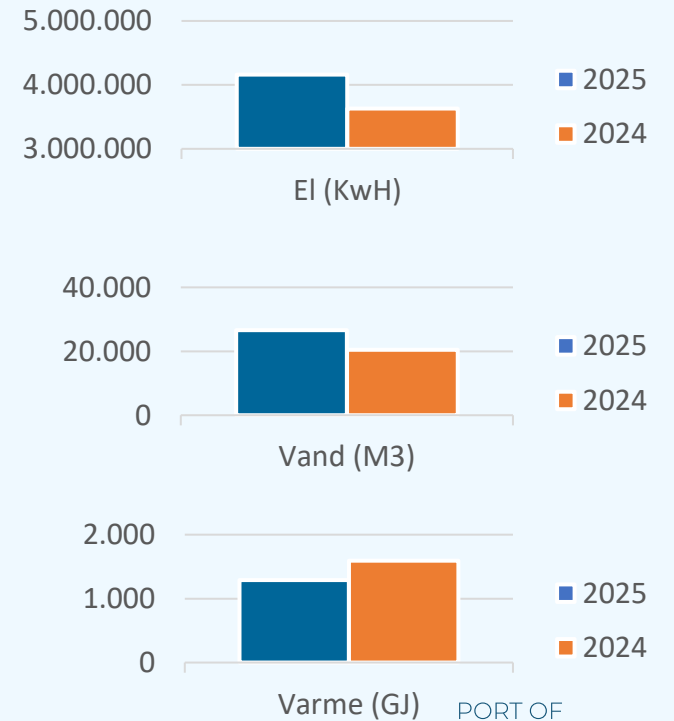
The main reason for our increased electricity consumption is the increased activity in our business areas, particularly the rising activity in offshore, which leads to an increased capacity requirement.

For 2025, we planned to conduct a major mapping of other energy-efficient solutions in our buildings to identify ways to further reduce our energy consumption, but this work has been temporarily postponed to 2026 due to a reorganisation of staff resources.

We are very aware that our energy consumption is high, which is why our purchases through BEOF are based on guarantees that the purchased energy is produced from renewable energy sources, resulting in lower carbon emissions.

FACTS

Distribution of energy consumption in energy sources (2025)





WE ARE TAKING ACTION ON OUR EMISSIONS

It is no secret that our large harbour expansion, begun in 2017 and completed this year, has resulted in adverse climate impacts.

Our contractors and we have been working both on land and at sea to improve our port facilities so they can continue to support community-based navigation in Bornholm, regardless of the climate-related weather changes we are already experiencing. We are proud of the result, but we are also well aware that the harbour expansion entails a significant, temporary increase in our carbon emissions.

Emissions that can be equated with pollution sources, primarily due to the emissions from the machinery used, as well as the extraction and transport of materials for the harbour construction.

These are conditions we were already aware would become a problematic task to address, as air pollution does not respect national borders and therefore cannot be contained and cleaned up like, for example, oil spills.

**Environment
Pollution (E2)**

Because of this, we decided in 2025, through our financial partner, Nykredit, to support Nyskovfonden (The New Forest Foundation), which aims to fund afforestation projects that promote carbon uptake from the atmosphere.

Soil contamination was another issue we had to deal with in 2025, as larger quantities of excavated soil around Sydhavnsvej were found to be contaminated. Our external consultant, Niras, along with local and national authorities, has provided advice and guidance on handling, including disposal, of the contaminated soil, which has been disposed of in accordance with applicable regulations, ensuring there is no risk of future contamination of other areas.

Regarding water pollution, in 2025 we have been spared major oil spills in the harbour basins, but to be proactive with potential incidents, and as part of our environmental contingency plan, we purchased floating barriers in 2025 and conducted internal training in their use, so we can contain any oil spills that may occur in the future, assisting the emergency services responsible for the actual clean-up of such pollution situations.

NYSKOVFONDEN*

- o Nyskovfonden is a collaboration between Forenet Kredit, Østifterne, and Nykredit, working to increase forest areas in Denmark.
- o The aim is to reduce carbon emissions and enhance the Danish landscape nationwide through financial support for afforestation projects.

FLOATING BARRIERS

- o Floating barriers are used to stop oil or other liquids that are drifting on the sea surface.
- o Once the oil is contained, it must be effectively separated from the water with an oil skimmer and pumped up for further and proper environmental treatment.

*Source: www.nykredit.dk



THE SEA IS OUR LIFELINE

Wastewater is a major challenge for the Baltic Sea, primarily due to the discharge of nutrients such as nitrogen and phosphorus from agriculture, industry, and wastewater treatment plants, which create dead zones. Ships also contribute by discharging untreated wastewater directly into the sea.

For this reason, we have had wastewater and processed wastewater sludge reception facilities as a significant part of our waste plan for many years, and we have observed an increase in demand for this service.

Until autumn 2025, our wastewater reception facilities were concentrated in the southern part of the harbour, which has led to logistical challenges for our customers.

With the establishment of our latest multi-purpose quay (quay 37), we chose to construct an additional reception facility for wastewater and processed wastewater sludge at Tysklandsvej.

**Environment
Water & Sea Resources (E3)**

The facility consists of two buffer tanks that allow controlled inflow to the Rønne Wastewater Treatment Plant and provide any necessary treatment of the wastewater before it is directed to the treatment plant. It is designed in close collaboration with Bornholms Spildevand A/S / Bornholms Energi & Forsyning to optimise their treatment process without major fluctuations.

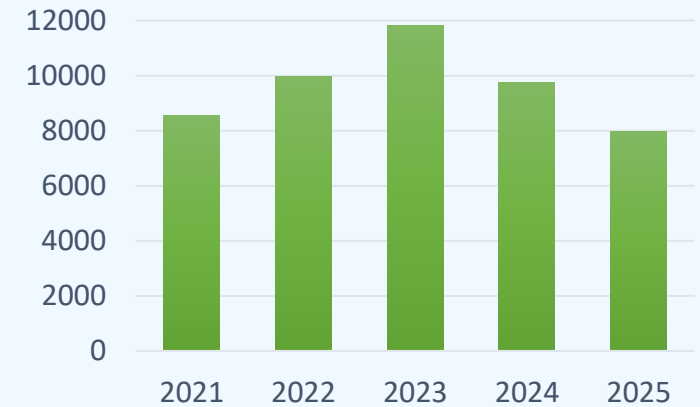
In connection with the plant, an environmental treatment area has been created from which water is directed to the buffer tanks via an oil separator. This solution has been chosen in consideration of our environmental contingency plan, so that any cleaning of equipment used to combat oil spills can be carried out without directing the water to the public sewer system or, in the worst case, into the sea.

In addition to establishing an extra wastewater plant, we have continued in 2025 to support Østersø Lab, where our shared responsibility and opportunities to take actions that promote life in the Baltic Sea, our lifeline, are clear. We all have a responsibility to ensure positive development.

WASTEWATER SLUDGE

- Wastewater sludge is the material removed during wastewater treatment from households and businesses. It mainly consists of microorganisms, food residues, faeces, plant residues, and nutrients that are broken down by bacteria in the treatment plants, but it also contains unwanted substances such as medicine residues, heavy metals, and microplastics.

RECEIVED WASTEWATER 2021-2025 IN TONNES



Note: The decrease in quantity in 2024 and 2025 is due to docking restrictions because of the harbour expansion



RESOURCE LIFE CYCLE CREATES HEADACHES

The circular economy is about production and consumption, focusing on minimising waste and maximising resource utilisation by designing products for long life, reuse, repair, refurbishment, and recycling, rather than the "use-and-dispose" culture. By keeping materials and products in circulation for as long as possible, the need for new raw materials is reduced, thereby decreasing pollution and fostering new initiatives.

At Rønne Havn A/S, we have focused for more than 10 years on reusing and choosing high-quality, long-lasting materials, which has reduced our direct resource consumption to a minimum.

At the same time, we are continuously working to improve the recycling of the waste we produce ourselves by optimising source sorting on our premises. This is done to ensure that waste is handled in a way that maximises its value and supports the principles of the waste hierarchy.

And indeed, waste management has uncovered a major issue for us in 2025, as we are legally obliged to receive ship-generated waste at sea,

Environment Circular economy (E5)

where source sorting on board follows MARPOL, Annex V, which divides ship waste into 9 categories (A-H). Category C ("domestic waste") includes cardboard, paper, glass, metal, bottles, cloths, and utensils, and there are requirements that all waste must be delivered in high-durability bags.

These are conditions that do not comply with the source sorting and packaging rules for waste on Bornholm, and according to the Danish Health Authority's guidelines for waste handling, we do not carry out post-sorting, including repackaging into other types of packaging, of Category C waste, as this involves significant health risks for the employees who would perform this work.

This divergence has resulted in a major issue for us, as we wish to ensure the best possible source separation for the recycling of the waste we deliver, while at the same time not risking potential health exposures by manually resorting ship waste. Therefore, together with the industry association Danish Ports (Danske Havne), the Danish Environmental Protection Agency, and the local waste company BOFA, we are currently working on finding a solution to the problem.

ESG OBJECTIVES AND TARGETS FOR 2026:

In 2026, Rønne Havn A/S intends to;

- Map energy-reducing solutions for our building stock.
- Conduct at least one environmental exercise with participation from external partners.
- Sell at least one of our fossil-fuelled cranes.
- Continue resource recycling where possible.
- Implement an adjusted plan for waste management of ship-related waste, involving relevant stakeholders.



Social

In 2024, Rønne Havn A/S assessed the following European Sustainability Reporting Standards (ESRS) concerning social matters as being doubly significant according to the European Sustainability Directive (CSRD):

- Working conditions
- Equal treatment
- Other workers' rights
- Local housing conditions
- Community involvement
- Access to business information
- Public safety

How we generally work on these social matters, including a selection of our efforts in 2025, is outlined in this section.



SDG 8.3 SDG 8.8 SDG 10.3

EMPLOYEES ARE OUR MOST IMPORTANT ASSET

Whether we can meet our customers' needs and advance our business strategic ambitions depends entirely on the engagement and skills of our entire workforce.

Therefore, it is Rønne Havn A/S' ambition to have an engaging work environment for all colleagues, where there is time and space to develop skills, while Rønne Havn A/S, as a company, can both retain existing employees and attract new ones.

Our approach to our own workforce (S1) as an ESG priority includes three focus areas:

- Employee engagement and well-being
- Employee turnover and
- Skills development

These three areas reflect our efforts to retain, engage, and attract employees, while ensuring continuity, safety, and security within our workforce.

To monitor these three areas, we particularly use our two committees.

Social
Own workforce (S1)

The Occupational Health and Safety Organisation and the Working Committee, through dialogue and analysis of internal work environment conditions, highlight potential opportunities and challenges in working conditions across the organisation.

In addition, our annual well-being survey provides valuable insights into the organisation's performance in the work environment and helps management identify areas for improvement.

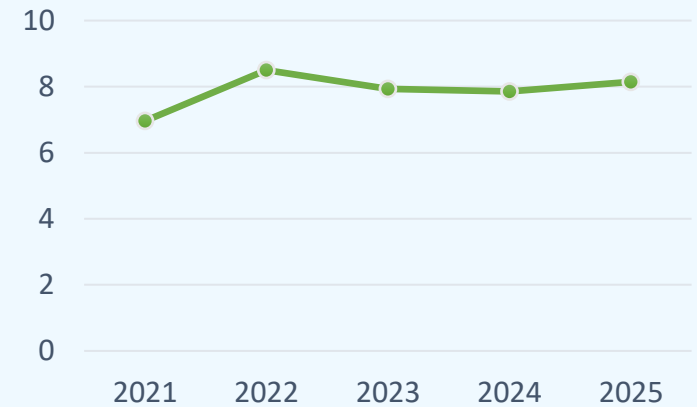
Based on the survey results, we hold workshops, refine processes and policies as needed, and adjust any development plans. This is done to ensure that our workforce is continually developing and thriving. To assist us with this, we have a good collaboration with the consultancy firm Human House.

The well-being survey was most recently conducted in the autumn of 2025, with a participation rate of 77.1% and an overall employee satisfaction score of 8.15 (on a scale from 0-10).

THEREFORE WELL-BEING SURVEYS

Rønne Havn A/S conducts annual well-being surveys to measure employee well-being, job satisfaction, and the psychosocial work environment, which are crucial for improving well-being, reducing sick leave, and increasing productivity. It is a tool that helps identify strengths and weaknesses, retain talent, and create a stronger culture through action plans.

WELL-BEING SURVEY, 2021-2025





EQUALITY AND DIVERSITY ARE HIGHLY VALUED

In our daily work, we strive to promote diversity in the workplace, where each employee feels respected and treated fairly in their role at Rønne Havn A/S. This is also a crucial factor in supporting our work with our partners and growing our business.

By fostering a culture where everyone feels respected and treated fairly, we believe we achieve greater employee well-being and increased opportunities in our recruitment efforts.

Our policy for diversity, equality, and inclusion is outlined in our internal policy against discrimination, harassment, bullying, and any form of violence. This policy is part of our personnel policy and is a significant part of our annual well-being survey.

At Rønne Havn A/S, we do not accept discrimination, harassment, bullying, or violence, either within our organisation or in our value chain. This is further emphasised in our Code of Conduct and our commitments to the UN's 10 Principles.

Social
Own workforce (S1)

SAFE AND HEALTHY AT WORK AND HOME AGAIN

Safety and security in the workplace are fundamental human rights, and as an employer, Rønne Havn A/S has a duty to ensure health, safety, and security for everyone working for us. This is a duty we take very seriously, and we conduct regular spot checks on our own and our subcontractors' compliance with our safety rules.

These controls are carried out in close collaboration between our QHSE and Occupational Health and Safety Organisation, with ultimate responsibility resting with management. Our Code of Conduct further sets out the expectations we have for our suppliers to maintain responsible business practices, including health and safety.

In 2025, we conducted six inspections/rounds, and based on the results of these, adjustments have been made to internal procedures and discussions held with partners to emphasise the importance that everyone working for Rønne Havn A/S can perform their work safely and healthily, ensuring that everyone can return home from work safely and healthily.

GOOD SAFETY CULTURE

- Workplace safety is crucial for protecting employees' physical and mental health, reducing the risk of accidents and attrition, and complying with legislation
- A good safety environment increases job satisfaction, reduces sick leave, and improves productivity, creating a more efficient and attractive workplace.
- Systematic work with safety minimises the risk of workplace accidents, work-related injuries, and long-term attrition.
- A good safety culture improves the company's reputation, makes it easier to retain employees and attract new ones.
- By implementing clear safety procedures and promoting a culture where mistakes and risks can be discussed, a sustainable workplace is created.



OUR VALUE CHAIN IS VALUABLE TO US

At a commercial port of our size, many daily tasks need to be carried out, and not all are of a nature we can handle. Therefore, we have close collaboration with a wide range of partners, who are thus part of our value chain.

This means that many specialised tasks can be performed, which, through our collaboration with Offshore Center Bornholm (OCB), we know creates increased activity among a large group of companies located on Bornholm.

At the same time, it creates extra work for us, as the CSRD requirements in ERS S2 impose an obligation on us to also take responsibility for workers in the value chain, which includes individuals employed by suppliers and subcontractors who are not directly employed by Rønne Havn A/S, but whose working conditions (wages, safety, working hours) are affected by us.

Most of our collaboration agreements have existed for many years, which is why there is familiarity with and communication with the individual.

Social
Workers in the value chain (S2)

The subcontractor is well-established, and we value the close relationships we have with all our partners.

This makes it easier to explain why we are tightening health and safety rules and why, in 2018, we introduced a Code of Conduct that requires our suppliers to ensure proper working conditions for workers. The code focuses on complying with the UN's 10 Principles, including preventing forced labour and child labour.

We expect all our suppliers and subcontractors to comply with both the Code of Conduct and our safety brochure, which are available on our website and are continuously updated. These are issues we discuss at the annual supplier meetings we hold each spring, but which were not held in 2025 as we were revising our entire supplier management concept at that time. The meetings will resume in 2026 to ensure that we continue to have the necessary knowledge about the workers in our value chain.

ESRS S2 REQUIREMENTS*

- Scope: Includes employees throughout the supply chain, including production, raw material extraction, and distribution.
- Risk areas: Forced labour, lack of safety, inequality, child labour, and lack of rights.
- Company responsibility (Due Diligence):
 - Mapping of risks in the supply chain
 - Development of a code of conduct for suppliers
 - Close dialogue with suppliers and possible involvement of trade unions
 - Establishing procedures to respond to identified violations

***Source:**

Corporate Sustainability Reporting Directive



SDG 9.1



SDG 11.1



SDG 17.17

WITHOUT A ROOF OVER THEIR HEADS CHALLENGE

It is no secret that it can be challenging for newcomers to find suitable housing on Bornholm. A challenge that poses a significant risk of Bornholm being overlooked as a workplace, and the possibility of recruiting new skills diminishes.

Like other larger companies on Bornholm, we also face greater challenges in recruiting new employees when employment conditions require a physical presence at the port. Without the guarantee of a roof over their heads or their family's heads, potential candidates unfortunately choose other paths. The same challenge also affects some of our larger customers, where, due to a lack of regular housing options for their specialised employees, alternative housing solutions are found.

Therefore, we are working with other local businesses to increase focus on the risk of employee shortages, which we foresee in the foreseeable future, and on the need for housing for newcomers as the average age of the local population rises.

Social

Affected communities (S3)

CONTRIBUTION TO LOCAL JOB CREATION

In 2025, it was not possible to participate in local job and education fairs as planned. However, we maintain the ambition to strengthen our visibility and contribute to local job creation, and, in this regard, we have established contact with a recruitment consultant at BRK to explore joint initiatives and collaboration opportunities, so that we can support the recruitment of local skills.

This has, among other things, meant that by 2025, we will have had three people in work placements. The programme has been very positive for all parties. Two of the three people remain associated with Rønne Havn A/S, and we are witnessing a clear professional and personal development in them. They express great satisfaction with being part of our workplace, and we see them gradually building skills, confidence, and stability in their daily lives.

On that basis, we see potential to expand the collaboration and create more work placement opportunities, which can make a difference for the individual and add value to our organisation.

HOUSING CHALLENGES ACCORDING TO CRT*

- The number of uninhabited homes has increased by 90% since 2010, making Bornholm one of the municipalities in Denmark with the fewest available homes relative to the building stock.
- Consequences for the business community: Large companies must act as landlords to provide housing for employees.
- There is a residency requirement on Bornholm, but it primarily applies in the eight larger towns.
- Analyses show that 13% of those who move from the island cite housing shortage as a significant reason.
- Renovations of older public housing are taking place, but it does not significantly change the overall supply.

*Source: Centre for Regional and Tourism Research, 2024



SDG 11.A



SDG 12.8



SDG 17.16

WE OPEN THE PORT TO CREATE KNOWLEDGE ABOUT US

We recognise that a solid collaboration with local stakeholders is a critical success factor for implementing major infrastructure projects, including a harbour expansion.

It is important for us to maintain a good relationship with the Bornholm community, and we strive to reduce our significant impacts on local communities arising from activities in our areas, which we seek to improve by increasing visibility and communication to create more positive opportunities.

"Open Port," which we held for the third time in 2025, is an important event for us, as it allows us to meet the local population and provide insight into the port's daily life. The event includes a presentation of the port's tasks, where one can meet employees and gain insight into the operation of Bornholm's largest commercial port. Additionally, several of the harbour's partners participated in 2025 to provide a broader perspective on the port's activities.

A CYCLING RACE CAME TO THE ISLAND

It is in our interest to contribute to a vibrant local community, where culture, traditions, and community help create a sense of belonging and cohesion, and where a solid collaboration with our local stakeholders is a critical success factor for our continued development.

A contribution, regardless of its form and scope, can be crucial to whether a given activity can be initiated, as demonstrated by the holding of the 1st stage of the cycling race PostNord Danmark Rundt 2025, which started and ended on Bornholm on 12 August.

In collaboration with Bornholm Regional Municipality and a group of local businesses, Rønne Havn A/S helped make the race's Grand Depart on Bornholm possible. An exceptional event that required many resources and much planning, resulting in a public celebration and an island that presented itself at its best, with satisfaction among all involved parties. A good example for us of our brand promise: "Together we create".

Social

Affected communities (S3)

IN 2025, RØNNE HAVN A/S HAS PROVIDED SPONSORSHIPS AND/OR DONATIONS TO:

Education, workforce, and skills development

- Bornholm Education Fair
- Business Centre Bornholm
- Offshore Center Bornholm
- Destination Bornholm

Green transition and energy

- Baltic Energy Island Foundation

Culture, identity, and community

- Bornholm Kulturuge (Culture Week)
- The People's Festival Association
- Bornholms Træbådelaug
- PostNord Danmark Rundt 2025
- Rønne Town

Social responsibility

- Bornholms Mosteri A/S
- Red Cross Christmas Aid (employee-selected)
- TUBA Bornholm (employee-selected)



SDG 8.3



SDG 17.16



SDG 17.17

CROSS-DIALOGUE TO INCREASE INTERACTION

To perform our function in the local community, we consider proactive engagement with our stakeholders as crucial to achieving our own ambitions and creating value.

Listening to and acting on input from our stakeholders helps shape our priorities, inform decisions, and strengthen our ability to manage risks and opportunities. An important tool in this is our annual customer satisfaction survey, which invites constructive feedback and suggestions for improvement.

In our daily operational work, proactive engagement is crucial for us and helps us address operational challenges by listening to and responding to input from the local community, communicating about measures taken based on this input, and thereby strengthening commitment to responsible business conduct and cross-functional collaboration.

We will continue this outreach work across the organisation and as an essential part of our external communication in 2026.

Social

Consumers and End-users (S4)

WE FOCUS ON THE CUSTOMER

To strengthen our collaboration, maintain high customer satisfaction, reinforce our position as a responsible and future-proof port, and learn from our mistakes, we conduct an annual satisfaction survey among a selection of our customers. This was also the case in 2025, where the results of the survey show a generally high satisfaction.

Our customers find that we deliver high-quality services, adhere to agreements, and handle safety correctly, and that our employees are competent and accommodating. There is also support for our focus on responsibility, the environment, and future-proofing the port.

The results also show a need for improvements. Improvements primarily concern the survey format itself, as our questions have been too general.

Therefore, in 2026, we will work to adjust our survey so we can offer an industry-specific, multilingual questionnaire to our customers, who, as consumers and end-users of our facilities, are among our most significant stakeholders.

ESG OBJECTIVES AND TARGETS FOR 2026:

In 2026, Rønne Havn A/S intends to;

- Conduct at least one employee day focusing on the work environment and well-being.
- Hold elections concerning continued employee representation on the board.
- Be visible and contribute to local job creation through at least two work placement programmes in collaboration with BRK.
- Conduct supplier discussions with at least 10 of our closest suppliers.
- Adjust the method by which we conduct our customer surveys with the aim of achieving a participation rate of at least 75.



Governance

In 2024, Rønne Havn A/S assessed the following European reporting standards (ESRS) concerning corporate matters (Governance) as being doubly significant according to the European Sustainability Directive (CSRD):

- Corporate culture
- Political commitment
- Code of Conduct
- Supplier management
- Work with the UN's 10 Principles
- Whistleblower

How we generally work with these management issues, including a selection of our efforts in 2025, is outlined in this section.



SDG 8.3 SDG 9.A SDG 17.16

NIS2 & IT SECURITY, COMPLIANCE FOCUS

In our daily work, we are all very dependent on well-functioning IT security, and in 2025, we worked to ensure that our facilities, customer data, and access to them were as secure as possible against data breaches.

A significant part of the work has been implementing the new EU NIS2 Directive, under which we have been categorised as particularly essential infrastructure within transport, which means we must henceforth comply with a wide range of enhanced cybersecurity requirements.

We have systematically worked to ensure compliance with the NIS2 Directive by establishing policies, risk management procedures, and a structured information security management system. This work was not fully completed by the end of the year, but we expect to have full implementation of the final policies and procedures by the end of the first quarter of 2026.

GapSolutions A/S has been a central partner in the NIS2 process and has conducted a GAP analysis, development of controls, annual cycle, risk

Governance Company culture (G1)

management model and IT annual report. This supports our documented compliance journey and ensures that the NIS2 requirements are fully embedded.

IT CULTURE IN DAILY LIFE

With daily interaction with IT solutions across the organisation and often in close collaboration with external parties, it was decided in 2024 that, from 2025 onwards, all employees should complete IT awareness courses. By the end of the year, participation was 92%, which management considers satisfactory.

Furthermore, Rønne Havn A/S continuously conducts simulated internal phishing campaigns, most recently in November, to test and strengthen employees' resilience against cyberattacks. The results are used to improve the security culture and identify risk behaviours, so we continuously increase our own awareness and behaviour regarding data handling, and in 2026, through our IT department, we will continue this training.

NIS2

- o NIS2 (Network and Information Systems 2) is a tightened EU directive for cybersecurity that came into effect in 2023 and was implemented in Danish law on 1 July 2025
- o The aim is to strengthen IT security in critical societal businesses and authorities through requirements for risk management, management responsibility, incident reporting, and supply chain security

GAPSOLUTIONS A/S

- o GapSolutions A/S is a Danish software and consultancy company specialising in GRC (Governance, Risk, and Compliance).
- o The company offers a digital platform, GapPortalen, as well as consultancy to handle GDPR, information security (e.g., NIS2, ISO 27001), and whistleblower schemes



SDG 8.3 SDG 10.4 SDG 17.16

CULTURE & VALUES GO HAND IN HAND

Over the past year, we have had many discussions about our daily life, our collaboration, and our way of working.

At an employee seminar in September 2025, our values were revisited, and there was agreement to make revisions to align our company culture and values with our business structure.

The most significant change is that the value "reliability" has been replaced with responsibility. This has been done because we believe responsibility better describes what we, as an organisation, want to be known for in our daily work: Ownership, clarity, and a shared responsibility for both decisions and results.

We are now beginning the work of translating these values into everyday practice and will, through planned internal workshops in 2026, ensure that they are integrated across our organisation and in our value chain, where our closest partners and/or customers will be introduced to our expectations for mutual collaboration at the port through our Code of Conduct.

Governance Company culture (G1)

A collaboration that means we enhance each other's strengths and create coherent solutions. Where we meet each other with flexibility, openness, and trust, and actively use our different strengths. The matching of expectations for task execution must be clear while creating space for everyone to contribute relevant solution proposals.

This expectation of mutual engagement in solving tasks together means that Rønne Havn A/S expects all parties to bring willingness, energy, and curiosity to both tasks and relationships. It is about wanting to contribute to and participate in the community, and to meet each other with honesty, approachability, and constructiveness.

Furthermore, we maintain our intention that all work on our premises is conducted in a structured, proper manner, with high professional integrity, and in accordance with applicable guidelines and legislation.

These elements are essential to our company culture, and in 2026, we will allocate more resources to highlight them, both internally and externally, to ensure the best possible conditions for all parties.

RØNNE HAVN A/S' VALUES

- COLLABORATION
 - We strengthen our joint solutions and collaborate in ways where tasks and processes are better integrated.
- COMMITMENT
 - We bring more initiative, energy, and curiosity into play, making it easier to create progress together.
- RESPONSIBILITY
 - We use judgment as our primary tool and take collective ownership of both decisions and outcomes.
- PROFESSIONALISM
 - We work more consistently and in a structured manner, so that quality and propriety become a common language - not just an individual standard.



INDUSTRY ENGAGEMENT, DANISH PORTS

Rønne Havn A/S holds a significant strategic position in the Danish port sector. This is supported by our membership in the industry organisation Danish Ports, including the port's position on the board. This ensures the port has a direct line to central decision-making and valuable market knowledge.

In terms of insight and knowledge sharing, the membership serves as an important channel for early information. Rønne Havn A/S gains access to analyses of upcoming legislation from both the Danish Parliament and the EU, as well as data on market trends within the port and transport sector and green technology. This allows us to proactively adapt our business strategy and benchmark our efforts against national standards.

Overall, the engagement strengthens our ability to navigate complex regulatory landscapes.

Governance Political engagement (G1)

INDUSTRY ENGAGEMENT, THE CONFEDERATION OF DANISH INDUSTRY

Through its membership in and engagement with the Confederation of Danish Industry (DI), Rønne Havn A/S achieves a position aligned with the desire to create value for Bornholm.

Rønne Havn A/S is a central driving force in the local business community, and through the DI community, the port's role as a "motor" for Bornholm's growth is strengthened, ensuring close collaboration with Bornholm's Regional Municipality, other regions in DI, and supporting Bornholm's geographical and strategic significance in relation to the Baltic Sea.

We are also closely aligned with the agendas shaping the future of the transport, logistics, and energy sectors, including key security and transport policy issues, green transition, the interplay between sea and land transport, as well as industry policy affecting our customers and suppliers.

DANISH PORTS

Danish Ports is the industry organisation for Denmark's commercial ports, with main tasks including gaining business-political influence, participating in public debate, and providing advice and securing frameworks so that members can develop their businesses optimally for the benefit of employment and competitiveness.

Danish Ports carry out their activities by initiating legislative changes, issuing statements and recommendations, providing services, guidance and advice, conducting courses and information activities, engaging in international activities, and preparing discussion papers and developing projects that promote the objectives of Danish Ports.

***Source:**

www.danskehavne.dk



ENGAGEMENT IN BALTIC ENERGY ISLAND

Rønne Havn A/S plays a defining role in the development of Bornholm as the Baltic Sea's green energy centre through its co-founding and board position in the business foundation Baltic Energy Island.

The foundation serves as an innovation and collaboration platform, working to make energy islands a central part of the solution to the climate crisis, to promote innovation in energy island technologies, thereby strengthening Danish and European competitiveness, and supporting large investments in renewable energy to boost the local economy.

The foundation's strategy and Baltic Energy Island's initiatives aim to bring together businesses, authorities, and educational institutions to accelerate the green transition.

The foundation's work primarily focuses on:

- o Innovation and testing:
 - Making Bornholm a "living lab" for new technologies in offshore wind and Power-to-X (PtX)

Governance
Political engagement (G1)

- o Education and skills:
 - Ensuring that the necessary qualified workforce is present on the island to service the energy island project
- o Business development:
 - Attracting international investment and companies to Bornholm, which can benefit from the green electricity and infrastructure

The benefits of our involvement in Baltic Energy Island provide Rønne Havn A/S with several strategic advantages. Through board work, we help shape the projects that ultimately become customers at the port (e.g., servicing wind turbines or shipping components). This strengthens our business development potential.

The partnership strengthens our narrative and brand as one of Europe's most important installation and service ports for offshore wind. It positions us centrally among international developers such as Ørsted and CIP and helps enhance Rønne Havn A/S' brand as a green hub in the Baltic Sea.

Furthermore, we have a strong expectation that through our participation in the fund, we will help ensure that the massive national investments in the energy island also translate into local jobs and activity in the port areas, thereby creating a local anchoring of the project.

OUR ENGAGEMENT MUST CREATE SYNERGY

The combination of these positions creates a strong synergy. The position in Baltic Energy Island helps ensure that we are not just a passive supplier of infrastructure, but an active architect behind the green development in Denmark. Supplemented by our local and national positions within the Confederation of Danish Industry, we can elevate local challenges to the national agenda while having the professional weight from the transport sector.

Overall, this gives us a rare strategic reach that goes far beyond what a port of this size would normally have, ensuring optimal conditions to attract investment and influence legislation to benefit both our organisation and the entire Bornholm community.



RESPONSIBILITY THROUGH POLICIES

Our work to create frameworks for sustainable procurement was under review in 2025, and by the end of the year, it was still under development. This delay is due to internal prioritisation of our resources and to the revision of our overall business strategy following the completion of our Masterplan 2050.

With our new procurement policy, we will, through responsible procurement that minimises environmental impact and maintains ethical standards, develop a procurement policy that creates long-term value and sets requirements for ourselves and our value chain within sustainable responsibility.

This already characterises other of our internal policies, where accountability across environmental, social, and business matters is deeply integrated, including how we work on operational matters and our supplier selection. With a new procurement policy, we wish to take further responsibility for the parts of our value chain we can influence. This is something we are already working on through our Code of Conduct.

Governance Code of Conduct (G1)

WHAT WE EXPECT IN OUR AREAS

Our Code of Conduct, which applies to both us and our suppliers and subcontractors, sets the minimum standards expected of everyone performing work for Rønne Havn A/S or on our premises.

The Code of Conduct is based on the UN's 10 Principles, ISO standards for quality, health, safety, and environment, and relevant, applicable Danish legislation, and aims to ensure ethical, socially responsible, and environmentally sustainable business practices in our areas.

The scope of the code includes health, safety and security, workers' rights, working with integrity, and environmental conditions, and is regularly distributed to our suppliers and other partners.

We update our Code of Conduct at least once a year, and it is publicly available on our website. The latest update took place in August 2025.

CODE OF CONDUCT

- A Code of Conduct is a company's or organisation's official guidelines that define standards for ethical, social, and environmental behaviour.
- It guides employees and suppliers on how to act responsibly, comply with legislation, and live up to the company's values, often focusing on human rights and sustainability.
- It typically covers topics such as anti-corruption, working conditions, discrimination, environmental protection, and confidentiality.
- The aim is to ensure responsible business conduct, create a positive working environment, and protect the company's reputation.
- Inspiration: Often based on international standards such as the UN Global Compact, OECD guidelines, or human rights conventions.



WE ARE STRENGTHENING OUR PROCUREMENT POLICY

For several years, our procurement policy and supplier selection have remained unchanged despite our ongoing organisational development. This was a deliberate choice on our part, as we intended to revise both once the final harbour expansion was in place.

With the prospect of this happening in autumn 2025, we began a major process in the spring to revise both procurement policy and supplier selection, to ensure these are harmonised and to ensure coherence and consistency throughout our operations. At the same time, we will incorporate our sustainability ambitions and commitments across our entire value chain into our procurement policy.

Through ongoing dialogue and collaboration with our closest suppliers, we aim for continuous improvement of sustainability performance across our supply chain. This involves risk reduction, due diligence, and the creation of lasting value for all stakeholders.

By the end of 2025, the revision was still ongoing, but we expect to complete the work

Governance Supplier management (G1)

in the spring of 2026, after which we will invite some of our key suppliers to comment on the parts of the procurement policy that will become publicly available, including discussing our future expectations for continued collaboration.

DECARBONISATION IN OUR VALUE CHAIN

The majority of our procurement concerns services provided by local companies, where factors such as material consumption and transport are included in the calculation of our value chain's carbon emissions.

In 2023, we began calculating carbon emissions for selected parts of our value chain (Scope 3 upstream), with the aim of gradually expanding data collection on our procurement. Our primary objective is to map our own impact on carbon emissions in the local community and, secondarily, to use this knowledge in our supplier management and dialogue on opportunities for decarbonisation, including the requirements this entails for our suppliers.

In 2025, we have not included additional parts of our value chain, but we expect to do so in 2026.

ESG OBJECTIVES AND TARGETS FOR 2026:

In 2026, Rønne Havn A/S intends to;

- Complete the implementation of the NIS2 Directive by the end of the first quarter.
- Allocate additional resources to our work with increased digitalisation.
- Ensure the integration of our adjusted value set through the execution of at least two internal workshops.
- Continue our commitment to projects related to the Energy Island, the "Green Bunker Hub", and the establishment of a PtX facility.
- Update our Code of Conduct by the end of the third quarter.
- Complete the update of our procurement policy and publish it.



DECENCY IN THE WORK CULTURE

The sustainability of the company starts with a company value system and a principle-based approach to conducting business. It means operating in ways that at a minimum meet basic responsibilities within the UN's 10 principles, which are grouped into four categories;

- Human rights
- Labour rights
- Climate & Environment and
- Anti-corruption

These values and principles are deeply embedded in our work culture and behaviour, and we are continuously mindful that through our strategies, policies, and procedures, we ensure that our integrity towards our stakeholders is maintained and pave the way for new collaborations based on decency.

To evaluate our work on this, we have implemented elements concerning these topics in our external satisfaction surveys, as well as in the preparation of the annual internal reporting concerning

Governance UN's 10 Principles & Whistleblower (G1)

the work with our ISO standards, as well as conducting a managerial assessment of our initiatives and results over the past year.

Feedback from our external and internal surveys in 2025 shows that in our daily work, we demonstrate and adhere to the guidelines agreed upon between management and employees, which support our shared desire to exhibit decency in our work.

INTERNAL WHISTLEBLOWER SCHEME

Our whistleblower scheme is implemented as a supplement to direct, daily communication in the workplace and adds to existing options, such as contacting your line manager. It helps ensure openness and transparency regarding any illegalities and serious irregularities at the individual workplace.

All employees receive guidance on using this during the onboarding process, and again in 2025, the scheme was not used.

UN'S 10 PRINCIPLES IN OUR WORK

-  **Human rights**
 1. Rønne Havn A/S supports and respects the protection of internationally proclaimed human rights
 2. Rønne Havn A/S wants to help ensure that human rights are not violated
-  **Labour rights**
 3. Rønne Havn A/S recognises workers' right to organise and bargain collectively
 4. Rønne Havn A/S distances itself from any form of forced labour
 5. Rønne Havn A/S supports efforts to abolish child labour
 6. Rønne Havn A/S distances itself from discrimination in labour and employment
-  **Climate & Environment**
 7. Rønne Havn A/S supports a precautionary approach to environmental challenges
 8. Rønne Havn A/S wants to contribute to initiatives that promote greater environmental responsibility
 9. Rønne Havn A/S encourages the development and deployment of environmentally friendly technologies
-  **Anti-corruption**
 10. Rønne Havn A/S rejects any form of corruption, including extortion and bribery



Data
&
Accounting policies

ACCOUNTING POLICIES

THE WAY WE REPORT

Rønne Havn A/S' accounting policies for sustainability reporting are designed to introduce the reader to how the organisation has calculated the most significant reported figures for the period January 1st to December 31st 2025.

The accounting practices contain descriptions of the definitions, estimates and methods used, which form the basis of the sustainability report.

In order to maximise the credibility of our sustainability reporting and data collection methods, we have endeavoured to follow guidelines, definitions and recommendations as stated in international reporting standards, including:

- THE GHG PROTOCOL
- The EU taxonomy regulation,
- DS 49001:2011 (CSR standard),
- Obligations according to the UN Global Compact, and
- Section 99a of the Danish Financial Statements Act

We have chosen to base our climate data statements on the financial control method.

according to the guidelines of the GHG Protocol. The data, therefore, only includes activities where Rønne Havn A/S has the financial availability to make strategic decisions. This means that subcontractors' activities and potential emissions are not included.

The collected data is based on key figures from our accounting system, Dynamics 365 Business Central, as well as remote readings from our utility companies, and no adjustments have been made to the data basis for Scopes 1-3 in 2025 in our climate accounting calculations.

Carbon emissions are calculated via the Danish Business Authority's "Climate Compass" system, where carbon emissions are automatically distributed in Scopes 1-3 based on the entered data and its categories.

For the 2025 carbon calculation, the emission factors applicable for 2024 used by the Climate Compass as of 9 February 2026 have been used.

No corrections have been made to the 2021-2024 data despite the Danish Business Authority's emissions updates.

THE GHG PROTOCOL

- The GHG Protocol (Greenhouse Gas Protocol) is the world's leading international standard and framework for calculating and reporting companies' and organisations' greenhouse gas emissions.
- It divides emissions into three categories (Scope 1, 2, and 3) to create a consistent, transparent, and comparable climate accounting.
- The 3 Scopes:
 - Scope 1 (Direct emissions): Own combustion sources, e.g. company cars or heating
 - Scope 2 (Indirect emissions from energy): Purchased electricity, district heating or cooling.
 - Scope 3 (Other indirect emissions): Emissions in the value chain (e.g. Subcontractors and rentals).
- Coverage area: The protocol covers the six primary greenhouse gases under the Kyoto Agreement (including carbon, methane, and nitrous oxide).

SOCIAL SUSTAINABILITY - METHODOLOGY

Full-time workforce (FTEs)

FTEs are calculated using the ATP method and are defined as an employee's contractual working hours compared to a full-time contract. The FTE figure measures the active labour force, which is calculated as the number of full-time positions. An FTE of 1.0 corresponds to a full-time employee, while an FTE of 0.5 corresponds to a half-time employee.

Number of employees (HCs)

The number of employees is calculated in headcounts (HCs), which indicates the number of unique employee IDs on the organisation's payroll as of 31.12.25.

Gender composition in the group

Women in the organisation is defined as the number of female employees (HC) out of the total workforce (HC) as of 31.12.25.

The gender composition is calculated as follows:

$$\frac{\text{Number of female HCs}}{\text{Total labour force HC}} \times 100$$

Sick leave in per cent

Sick leave hours are defined as own sick leave. Absences due to child sickness, chronic illnesses (§56), maternity leave, leave of absence, work-related injuries and long-term sickness for more than 14 days are not included. Only employees to whom the company pays salaries are counted and calculated as follows:

$$\frac{\text{Total number of sick hours}}{\text{Total number of possible working hours}} \times 100$$

Number of work-related injuries (LTA)

A Lost Time Accident (LTA) is a sudden incident at work that causes a person to be physically or mentally injured and results in one or more days of absence in addition to the day of injury. An accident is only considered an accident with absence if the employee is absent one or more days after the day of the accident. Any employee who suffers an injury or illness related to the workplace must report the matter to their team leader/manager as soon as possible, regardless of severity.

Training hours

Training hours are defined as the number of hours an employee spends on training during working hours for professional knowledge and skills development, such as courses, formalised training programmes and school hours. This can be either online or physical participation. The proportion of training hours per employee is measured in relation to the total number of employees (HC) and is calculated as follows:

$$\frac{\text{Total number of training hours}}{\text{Total labour force (HC)}} \times 100$$

Whistleblower scheme

The whistleblower scheme is defined as the formal scheme referred to in the organisation's employee handbook.

TARGET ACHIEVEMENT 2025 - STATUS

ENVIRONMENT

Our objectives for 2025, #1:

We will investigate the options for converting or replacing our most environmentally harmful equipment with electric solutions that have a more positive impact on the climate and environment than fossil-fuel solutions.

Initiative - Objective #1:

After reviewing our machinery and vehicle fleet in the spring of 2025, we have, in close collaboration with our main suppliers of work machines and vehicles, prioritised our existing fleet and, based on this, initiated measures to ensure that over the coming years, to the greatest extent possible, and based on our own and our customers' needs, we replace the majority of our fleet. In 2025, this meant that we replaced four fossil-fuelled machines with electric alternatives, which has contributed to reduced diesel consumption.

Our objectives for 2025, #2:

We will focus more on our purchasing behaviour, as we believe that through resource-conscious behaviour, recycling materials, and reducing waste, we can achieve a smaller climate footprint.

Initiative - Objective #2:

In 2025, we revised our internal purchasing policy, including mapping our procedures for our own purchases, and initiated adjustments to our internal processes regarding this. By the end of the year, this work had not yet been completed.

We expect to have implemented the changes in our organisation by the end of the first quarter of 2026. However, the effect of these adjustments is not expected to have any significant impact on our Scope 3-related emissions, as category 1 and 2 emissions are already very limited.

Our objectives for 2025, #3:

We will place greater focus on ensuring a more effective waste management solution in our harbour areas, including testing new initiatives in the coming year, to reduce non-recyclable waste.

Initiative - Objective #3:

Throughout the year, in collaboration with BOFA, Danish Ports, and the Danish Environmental Protection Agency, we have focused on the handling of ship-related waste and the challenges of waste management and sorting that this entails.

We have identified the main cause of mis-sorting and related reports in dialogue with our closest partners, finding environmentally and health-wise responsible solutions to the issue. This work continues in 2026.

SOCIAL

Our objectives for 2025, #1:

We will conduct internal education and training on sustainability and best practice.

Initiative - Objective #1:

It has not been possible to carry out the planned effort due to maternity-related absence. The objective has therefore been postponed to 2026.

Our objectives for 2025, #2:

We will increase focus on the employee representative function including role and responsibilities.

Initiative - Objective #2:

In January 2025, we held a theme day for employee representatives (trade union and health and safety representatives) with external participation from the consultancy firm Human House.

Our objectives for 2025, #3:

We will explore opportunities for further digitalisation, including the use of AI in our work processes.

Initiative - Objective #3:

We have developed a project plan, which was approved by management in December 2025. This project plan will be further worked on in 2026.

Our objectives for 2025, #4:

We will participate in local job and education fairs to increase opportunities for local job creation.

Initiative - Objective #4:

In 2025, it was not possible to participate as originally planned. Instead, we have established contact with a recruitment consultant at Bornholm Regional Municipality to explore our options for supporting local job creation.

Our objectives for 2025, #5:

We will start a dialogue with Bornholm Regional Municipality about the possible establishment of work placements for particularly vulnerable citizens.

Initiative - Objective #5:

In 2025, after a good dialogue with Bornholm Regional Municipality, we have had three people in work placements. We expect to continue the collaboration on work placement programmes with us in 2026.

Our objectives for 2025, #6+7:

We will adjust our supplier management process and increase monitoring of suppliers' compliance with our Code of Conduct.

Initiative - Objective #6+7:

It has not been possible to complete the planned initiative by the end of the year due to resource constraints, which is why the target has been postponed to 2026. Objectives #6 and #7 are interrelated and also align with Environment Objective #2.

GOVERNANCE

Our objectives for 2025, #1:

We will explore the potential to use HVO diesel in our operations to reduce emissions.

Initiative - Objective #1:

We have investigated the prerequisites for switching to HVO diesel. However, the current demand for HVO diesel on Bornholm is very limited to a few companies. On this basis, we have therefore chosen not to proceed with the use of HVO diesel in our operations at present, but we are monitoring market developments and will reassess our procurement policy if there is increased local demand.

Our objectives for 2025, #2:

We will continue to contribute to and support initiatives to protect marine ecosystems.

Initiative - Objective #2:

Our commitment towards Østersø Lab and Ivandet continue in 2025, with the two initiatives from Bornholm, both focused on restoring the environment in the Baltic Sea, as an important part of our commitment to climate and environment.

To the extent possible for us, we try either directly or through the Offshore Center Bornholm, to raise awareness of these two locally anchored initiatives, which, through communication and research, help to increase focus on how we as a society can protect the maritime ecosystems. We will continue this work in 2026.

Our objectives for 2025, #3:

We will explore opportunities to support local projects that promote sustainability and environmental awareness.

Initiative - Objective #3:

In 2025, we have been working on a new sponsorship strategy. This work was initiated in the second half of 2025 and is not yet completed. The purpose of this strategy is for Rønne Havn A/S to ensure that we annually encompass both strategically selected sponsorships and employee-selected projects.

The work on developing the strategy will continue in 2026, to have it in place by the end of the first quarter of 2026.

ESG PERFORMANCE DATA

Climate and environmental performance	Unit of measurement	2025	2024	2023	2022	2021	Notes on the 2025 performance data
Energy consumption							
Diesel	Litres	28,478	48,233	33,988	53,074	49,403	The decrease in purchases is due to timing differences and the decommissioning of a storage tank for our own use.
Electricity	KwH	4,161,208	3,632,914	2,873,347	1,854,779	1,772,715	The amount of KwH has continued to increase in 2025 as a result of increased activities requiring electricity
Renewable energy share of total electricity consumption ¹	Per cent (%)	100	100	100	-	-	In 2025, we have purchased certificates for wind power produced on Bornholm, covering 100% of our consumption
Water consumption	M3	26,612	20,455	17,493	18,314	3,954	In 2025, we have had increased bunker activity which has resulted in increased resale of fresh water
Total heating consumption	GJ	1,290	1,595	1,052	202	284	In 2025, there was less heating demand in our own buildings, resulting in lower consumption.
Waste volume (excl. sewage)	Tonnes	281	180	195	234	260	The amount of received ship waste has increased significantly in 2025 compared to previous years.
- of which hazardous waste	Per cent (%)	32.42	25.6	58.2*	49.7*	82.3*	The amount of received category E26 waste has also increased in 2025 due to the rise in received ship waste.
Waste volume (sewage)	Tonnes	7,989	9,737	11,823	9,981	8,569	The reduction in received wastewater/sewage in 2025 is attributed to docking restrictions during the harbour expansion
Direct emissions (Scope 1)	Tonnes CO ₂ e	97.74	161.75	111.88	155.97	149.10	The reduced emissions in 2025 are due to our reduction in diesel purchases in the previous year - see above
Indirect emissions (Scope 2)	Tonnes CO ₂ e	46.14	14.88	13.90	122.74	105.14	Changes in the emissions calculation basis for district heating consumption are the reason for the increase (see p. 37).
Value chain emissions (Scope 3)	Tonnes CO ₂ e	24,945.65	14,143.33	145.01	387.83	385.33	The increase in 2025 is due to the completion of the harbour expansion, including the takeover of the Stage 4 area
Total emissions (Scope 1-3)	Tonnes CO₂e	25,089.52	14,319.96	270.79	666.54	639.57	The significant increase in our emissions in 2025 is mainly due to the construction works of the harbour expansion
CO₂e intensity (CO ₂ e emissions in relation to revenue)	Tonnes CO₂e / DKK million	92.62	84.33	2.15	5.38	7.44	Due to work on part of the harbour expansion in 2025, the CO ₂ e intensity has been particularly high

ESG PERFORMANCE DATA

Social achievements	Unit of measurement	2025	2024	2023	2022	2021	Notes on the 2025 performance data
Number of employees	FTE	37	34	34	32	28	In 2025, we have had an increase in personnel resources, which has led to a rise in FTE
Number of employees	HC	37	34	33	33	30	In 2025, we have recruited new employees, while some have resigned. Which has resulted in an overall increase of +3
Sick leave	%	1.46	1.87	1.46	2.35	1.41	Sick leave in 2025 has decreased by 0.41 percentage points, due to less short-term absence (>14 days absence).
Labour accidents (LTAs)	Number	1	0	0	0	0	In 2025, unfortunately, we had one work accident that resulted in a long-term absence.
Employee - average age	Year	51.0	50.0	50.3	48.7	49.0	The average age in the employee group has increased by one year in 2025 compared to 2024
Employee satisfaction	Scale 1-10	8.15	7.86	7.93	8.50	6.96	Employee satisfaction has increased by 0.29 percentage points compared to 2024.
AMO rounds	Number	3	4	4	4	4	The Occupational Health and Safety Organisation's inspections in 2025 have been carried out as planned, except for the inspection in the 4th quarter, which was cancelled
QHSE rounds	Number	3	5	6	2	-	QHSE inspections have been conducted and carried out as planned, with the inspections for the 4th quarter of 2025 being cancelled as scheduled
Gender diversity in your organisation (Men/women)	Number	26/11	22/12	21/12	22/11	22/8	Gender diversity in the organisation has changed, with 5% more men than women, compared to 2024
	%	70/30	65/35	64/36	67/33	73/27	
Gender diversity in management (Men/women)	Number	4/0	4/0	5/2	5/2	5/3	Gender diversity in the management team remains unchanged in 2025
	%	100/0	100/0	71/29	71/29	63/38	
Gender diversity in the executive board (Men/women)	Number	2/0	2/0	2/0	2/0	2/0	Gender diversity in the executive board remains unchanged in 2025
	%	100/0	100/0	100/0	100/0	100/0	
Gender diversity on the board of directors (Men/women)	Number	7/2	7/2	7/2	7/2	7/2	Gender diversity on the board of directors remains unchanged in 2025
	%	78/22	78/22	78/22	78/22	78/22	

ESG PERFORMANCE DATA

Leadership performance	Unit of measurement	2025	2024	2023	2022	2021	Notes on the 2025 performance data
Completed onboarding programmes	Number	9	4	1	10	5	When hiring new employees, 9 onboarding programmes were conducted in 2025 according to our HR procedure
Whistleblower cases	Number	0	0	0	0	0	No reports have been registered in our Whistleblower scheme in 2025
Supplier audits	Number	0	3	18	25	28	Due to the ongoing revision of the method for conducting supplier audits and resource scarcity, no supplier audits were conducted in 2025
Data ethics training	%	92	93	-	-	-	The participation rate for data ethics training in 2025 has remained the same as in 2024.
External IT audit findings	Number	0	0	0	0	0	A special IT audit conducted by an independent, external party in 2025 resulted in 0 findings (reprimands) for the 6th consecutive year

Financial performance	Unit of measurement	2025	2024	2023	2022	2021	Notes on the 2025 performance data
Net revenue	DKK million	270.9	169.8	125.9	124.6	86.0	The revenue in 2025 exceeded expectations, driven by increased OWE activity.
Profit for the year	DKK million	159.4	62.6	35.0	34.4	17.7	The result for 2025 is extremely satisfactory and well above expectations.
Equity	DKK million	584.3	415.2	357.9	338.6	235.1	Equity in 2025 has increased with the organisation's profits and provisions for interest rate hedging.
Operating margin	%	65.9	46.3	38.8	38.0	32.3	The profit margin has increased in 2025 and is considered extremely satisfactory.
Return on investment	%	9.2	4.4	4.0	4.1	2.9	The rate of return in 2025 is considered to be extremely satisfactory.
Equity ratio	%	28.1	23.2	29.3	29.4	24.3	The equity ratio in 2025 has increased and returned to previous-year levels as a result of the strong annual result.

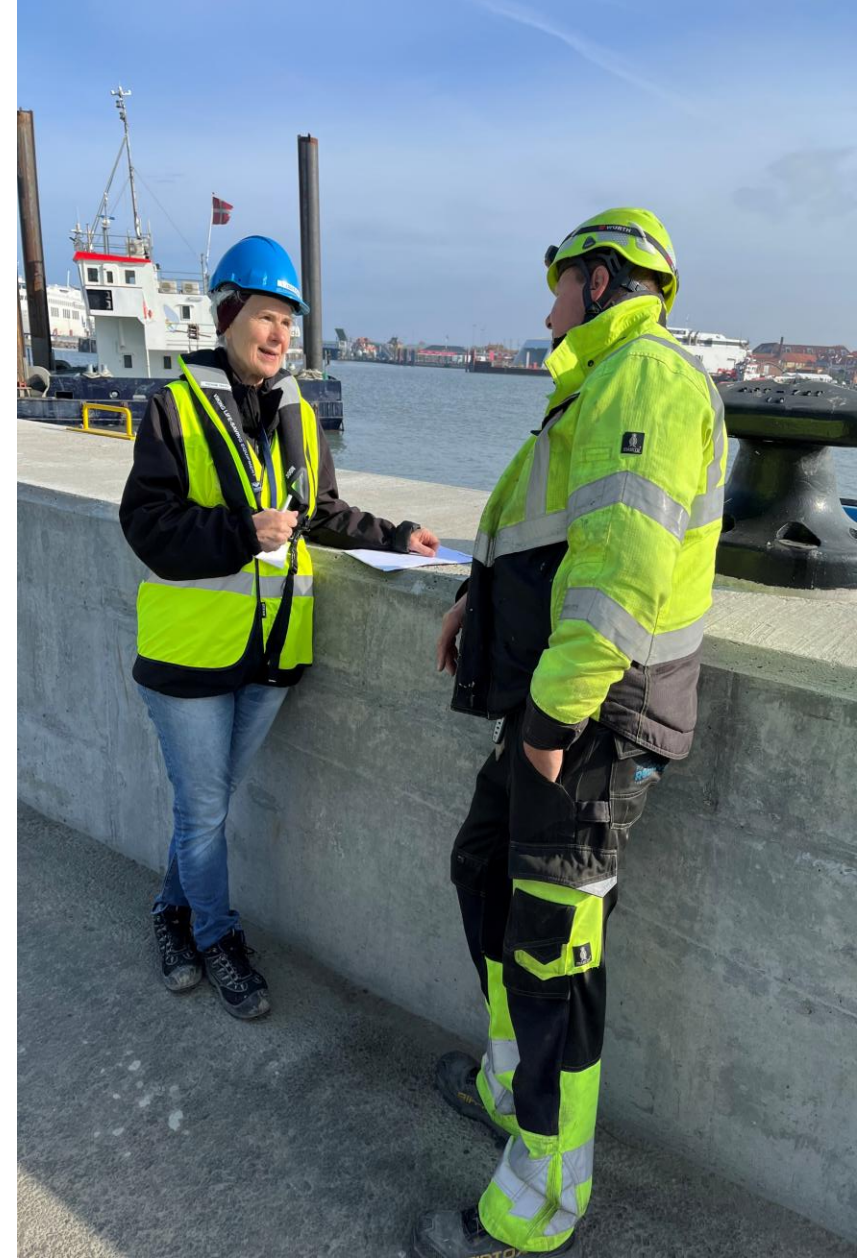


TERMINOLOGY

TECHNICAL TERMS USED IN THIS REPORT

We have used several industry and professional abbreviations in this report, so here is an overview of some of the terminology we have used;

AMO	- Occupational Health and Safety Organisation
BRK	- Bornholm Regional Municipality
CEO	- Chief Executive Officer (CEO)
CO ₂ -e	- Carbon emissions
CSR	- Corporate social responsibility
CSRD	- Corporate Sustainability Reporting Directive (EU Directive)
GSS	- Environmental, social and corporate governance
ESRS	- European Sustainability Reporting Standard (EU standards for sustainability reporting)
FTE	- Full-time equivalents (Full-time employees)
GHG	- Greenhouse Gas Protocol
HC	- Headcounts
ISCC	- International Sustainability & Carbon Certification
ISO	- Internation Organization for Standardization
LTA	- Lost Time Accidents (work accidents with absence)
MARPOL	- The primary international convention for the protection of the marine environment from ship pollution
NIS2	- NIS2 is an EU Directive on higher common cybersecurity.
QHSE	- Quality, Health, Safety and Environment
SU	- Working committee
UTH	- Adverse events



PORT OF ROENNE

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