BREMEN
BREMERHAVEN
PORTS WITH PASSION.

SUSTAINABILITY REPORT

in accordance with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME)

Reporting years 2024/2025

Responsibility for the future of ports.



FUTURE FOCUS

On behalf of bremenports GmbH & Co. KG, the 'Special Asset Ports' and the 'Special Asset Fischereihafen (Waterside)'

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About this report

VSME B1, Para. 24

For the first time, we have drawn up this Sustainability Report in accordance with the VSME Standard *(Voluntary Sustainability Reporting Standard for SMEs)*[1]. The Report comprises both the Basic as well as the Comprehensive Module and refers to financial years 2024 and 2025, in each case from 1.1. – 31.12. of the year concerned.

The consolidated VSME Sustainability Report covers the following companies and non-legal-entity special assets:

List of companies and special assets	Name	Address
bremenports GmbH & Co. KG	bremenports GmbH & Co.KG	Am Strom 2, 27568 Bremerhaven
Other Special Asset Port	Sonstiges Sondervermögen Hafen der Stadtgemeinde Bremen	represented by bremenports GmbH & Co.KG
Other Special Asset Fischereihafen	Sonstiges Sondervermögen Fischereihafen des Landes Bremen	represented by bremenports GmbH & Co. KG

Legal form: GmbH & Co.KG (Limited partnership with a limited liability company as general partner)

NACE Code: H - 52.22 Services in connection with water transport

Contributions to the 17 Sustainable Development Goals of the United Nations

In this report, we refer to the so-called *Sustainable Development Goals* (SDGs). Relevant sections of the report have been assigned to the individual sustainability goals and labeled accordingly. Furthermore, references to the SDGs can be found in the targets and measures overview of the respective guidelines.

[1] The development of our sustainability reporting is described as from Page 14.

Foreword

For many years, sustainability has not been merely a strategic goal for bremenports, but a fundamental benchmark. As early as 2009, the company had already integrated this topic as a core element of its corporate strategy, the first German port management company to do so. This 11th Sustainability Report consistently follows that approach and simultaneously provides transparency regarding the progress, challenges and targets relating to sustainability.

A catchphrase that has been increasingly heard recently actually sums up the central idea behind bremenports' strategy: fit for the future. The target of the port management company is to develop the ports of Bremen so that they remain viable in future – economically strong, ecologically responsible and socially compatible. It is ultimately a question of making decisions today that will still hold good tomorrow.

The requirements imposed on port development are noticeably changing. Climate action, transition to green energy, new geopolitical framework and increasing demands on sustainable corporate management all call for decisive action. With the help of projects such as our Smart Port Strategy and cooperation with other port stakeholders, bremenports is shaping this change actively and with one clear goal in mind: to make the ports fit for the future.

At the same time, the company regards sustainability as a topic that encompasses all aspects of port management: the standards of the Global Reporting Initiative, on which the company has based its reporting activities since 2013, clearly show that ecological, economic and social aspects are all intrinsically linked. Accordingly, this Sustainability Report covers a wide spectrum – from climate action and adaptation to climate change, from biodiversity to air quality, and from working conditions to equal opportunities. The fact that bremenports' report is based for the first time on the new reporting standard VSME (Voluntary Sustainability Reporting Standard for SMEs) this year changes nothing at all about the company's core corporate principles

Various figures confirm that Bremen's port management company is on the right track: the share of electric vehicles at the company is continuously rising. Rail now consistently accounts for a share of more than 50 per cent of container hinterland traffic – and that trend is rising – while the corporate agenda also includes climate-friendly modernisation of our fleet of service vehicles. All of these improve the carbon footprint of our ports and simultaneously underline the importance of the Federal Land of Bremen as an efficient and sustainable logistics hub.

But despite all that progress, one thing remains clear: making the ports fit for the future remains a permanent and ongoing task. It calls for dependability, innovative strength and the willingness to actively shape change. An equally important aspect are strong partnerships – both inside the port industry as well as with and within poli-tics and society.

For bremenports, being fit for the future means consistently making ecological, eco-nomic and social decisions with their long-term impact in mind.

This Sustainability Report clearly shows: we have already covered a good deal of ground in that respect – and we still have a long way to go. Our compass therefore remains set to a clear goal: to make the ports of Bremen fit for the future in the best possible way.





Kristina Vogt
Senator for Economic Affairs, Ports and Transformation

Robert Howe
bremenports Managing Director

1 General information

About us and our locations

VSME B1, Para. 24

The country of primary operations and the location of significant assets is Germany.

Facts and figures	2024	2025
Balance sheet total bremenports	13,621,446.26 €	15,140,510.60 €
Balance sheet total Other Special Asset Port	1,071,969,716.02 €	1,081,223,886.80 €[2]
Balance sheet total Other Special Asset Fischereihafen	157,563,239.16 €	156,713,853.68 €
Turnover bremenports	38,104,151.91 €	40,544,929.87 €
Turnover Other Special Asset Port	76,611,453.46 €	88,916,243.13 €
Turnover Other Special Asset Fischereihafen	1,183,712.43 €	1,278,862.19 €
Number of employees[3]	438	433

The primary sites of bremenports GmbH & Co.KG are Sail City in Bremerhaven, and Hafenhaus in Bremen, where the office premises and headquarters are located.



Fig 1: Sail City and Neuer Hafen in Bremerhaven

In the port area, the ownership situation and the remit of bremenports are extremely complex. As a port management company, bremenports does not own any buildings, sites or facilities, but manages and operates the infrastructure of the Other Special Asset Port of the *Free Hanseatic City of Bremen* (Municipality), abbreviated as SSV Port. The port area as well as the compensatory mitigation sites can be regarded as a collection of physical assets that belong to the infrastructure of the Other Special Asset Port. These assets are managed by bremenports on the basis of the Agency Agreement with the *Free Hanseatic City of Bremen* and used by third parties. This comprehensive area also includes property of local port companies that do not belong to the SSV Port.

[2] The balance sheet and turnover figures for the Other Special Assets are subject to the final audit (as of September 17, 2026).
[3] The headcount was established at the end of the reporting period.

In some cases, bremenports' remit also extends beyond the port borders, in accord-ance with the Port of Bremen Security Act (BremHaSiG).

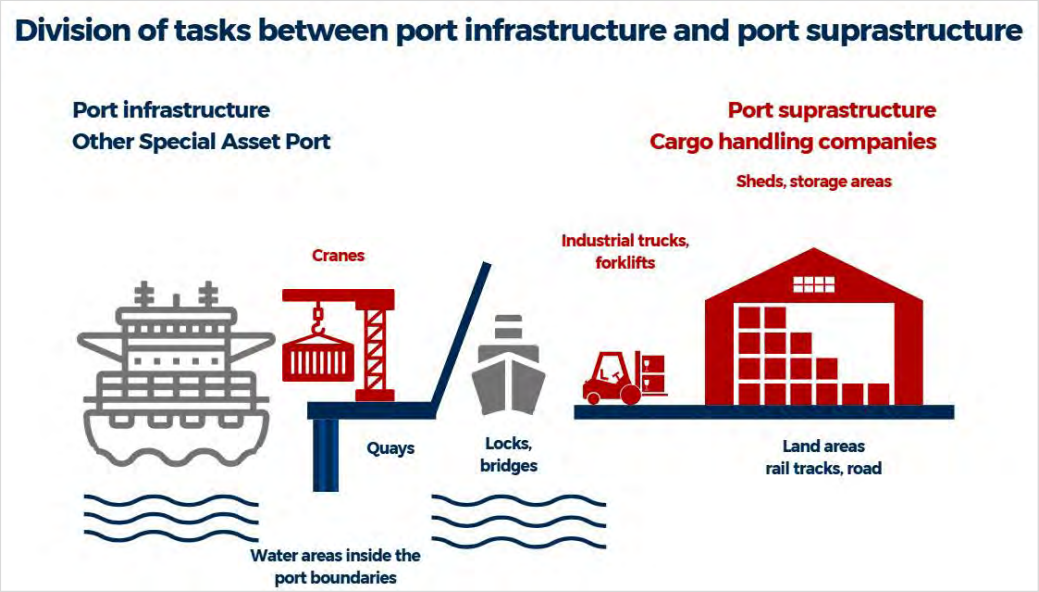


Fig. 2: Division of tasks between port infrastructure and port suprastructure

Bremerhaven port area

The port area in Bremerhaven consists of the Überseehafen area (which belongs to the city of Bremen) and Fischereihafen, the fishing port. Amongst other things, the Überseehafen area includes the building yard, which is the workplace of many bremenports employees. The Überseehafen area also contains a large part of the infrastructure (physical assets) of the SSV Port. This includes:

- Technical facilities such as bridges and locks
- Flood barriers
- Real estate and sites owned by SSV Port
- Terminal railway facilities
- Harbour basins
- Compensatory mitigation sites within the port area.



Fig. 3: Überseehafen & Fischereihafen

Fischereihafen, which is part of the Other Special Asset Fischereihafen of the *Free Hanseatic City of Bremen* (Federal Land) lies to the south of the Überseehafen area. This is where bremenports handles the operation of all waterside

structures and facilities, such as Fischereihafen lock, the Weser flood barrier and maintenance of the water depths. The management of real estate and sites as well as electricity and water supply, on the other hand, are the responsibility of the Fischereihafen operating company *(Fischereihafen-Betriebsgesellschaft mbH (FBG))*.

Bremen

'bremenports' remit in Bremen includes real estate and facilities of the Other Special Asset Port, from Industriehafen to Überseestadt, Neustädter Hafen, Seehausen, Hohentorshafen, Schlachte and Hemelinger Hafen. Amongst other things, this area includes:

- Technical facilities such as the port pump station and Oslebshausen lock
- Flood barriers
- Real estate and sites owned by SSV Port
- Terminal railway facilities
- Harbour basins
- Seehausen integrated disposal facility for dredging spoils (IBE)



Fig. 4: Terminal railway at Neustädter Hafen

Compensatory mitigation sites in the Überseehafen area and Cuxhaven district

In addition to port operations, bremenports also manages the compensatory mitigation sites of the SSV Port. The largest coherent site, with an area of approx. 700 hectares, is Luneplate, followed by the Drepte lowland site beside the A27 motorway, and the compensatory mitigation sites alongside the River Billerbeck. There are also a number of smaller compensatory mitigation sites in and around the port area and in the surrounding areas belonging to Bremen and Lower Saxony. There is also a storm surge barrier on Luneplate.


Fig. 5: Aerial view of Luneplate

The map of the ports and compensatory mitigation sites, P. 53 and 35, provide comprehensive information about our business locations and the sites managed by bremenports.

Our sustainability certification

VSME B1, Para. 25

Integrated Management System - IMS

Our Sustainability Management, together with our Quality Management (certified pursuant to DIN EN ISO 9001:2015) and our Energy Management Systems (certified pursuant to DIN EN ISO 50001:2018), make up the Integrated Management System (IMS) of bremenports GmbH & Co.KG. The company aims to obtain certification pursuant to ISO 27001 (Information Security Management System = ISMS) by the end of 2026.



Fig. 6: Environment and Sustainability team - Sabine Müller, Lena Lankenau, Hendrik Kiel, Meike Döscher-Mehrtens (Carsten Kühlke is missing)

The IMS applies at all locations and to all activities performed by bremenports GmbH & Co. KG. The Energy Management System (EnMS) and reporting in accordance with VSME covers all areas of maintenance, development, planning, expansion, marketing of port management services and the marketing of port infrastructure that belong to the Other Special Asset Port of the *Free Hanseatic City of Bremen* – Municipality – and to the Other Special Asset Fischereihafen (Waterside) of the *Free Hanseatic City of Bremen* – Federal Land.

The company has been certified by the *'berufundfamilie'* (work and family) audit since 2005 as well as the *'berufundfamilie +vielfalt'* (work and family + diversity) audit since 2025.

PERS – Our location-specific environmental management system

Parallel to bremenports' IMS, *the Port Environmental Review System (PERS)* is implemented in cooperation between bremenports GmbH & Co.KG, *Bremen's Senator for Economic Affairs, Ports and Transformation*, and *Bremen's Port Authority (HBH)*.



Fig. 7: Seagulls' eggs at Neustädter Hafen (Photo: Staff)

The PERS Environmental Review System, developed specifically for ports by the *European Sea Ports Organisation (ESPO)*, is intended to achieve a continuous im-provement in the environmental performance of the ports of Bremen as an overall lo-cation. In addition to bremenports, the Other Special Asset Port and Other Special Asset Fischereihafen, it also monitors the environmental performance of the management company of the fishing port *(Fischereihafen-Betriebsgesellschaft mbH (FBG))*, the *Senate Department for the Ports*, *Bremen's Port Authority* and port actors such as *Eurogate* and *BLG*.

Detailed information about the PERS Environmental Management System is provided in our PERS Report, which is updated every two years. The latest version can be downloaded from the Media Centre on our website.

Our business model

VSME C1, Para. 47

As a port management company, bremenports manages the infrastructure of the ports of Bremen in Bremen and Bremerhaven on behalf of the *Free Hanseatic City of Bremen (FHB)*, with the exception of shoreside infrastructure at Fischereihafen. The regular tasks of bremenports refer primarily to the operation and maintenance of the port infrastructure, inclusive of the terminal railway, the dykes and compensatory mitigation sites, the storm surge warning service, the management of real estate, landscaping tasks in Bremerhaven that fall within the remit of the FHB, financial management of the budget for the regular tasks of FHB and location marketing for the ports of Bre-men. Special tasks are commissioned separately by Bremen's *Senator for Economic Affairs, Ports and Transformation* and refer to the implementation of individual pro-jects. Over and above its regular and special tasks, bremenports offers a range of project and consultancy services in the private third-party sector.

Our upstream and downstream value chain

VSME C1, Para. 47

As a port management company, we are mainly active in the B2B market. Our primary markets include:

- Providers of logistics and transport services: these include terminal operators, shipyards, shipowners, freight forwarders and providers of rail services
- Import and export companies: industrial, trade and agricultural companies that use sea routes for their international goods carriage.
- Public institutions and authorities: in view of the strategic importance of ports for the region, we work in close cooperation with the Senate department, the port authority, customs authorities as well as local governments and authorities. As a NATO host port, the ports of Bremen pursue a dual-use policy that promotes the resilience of the ports of Bremen.

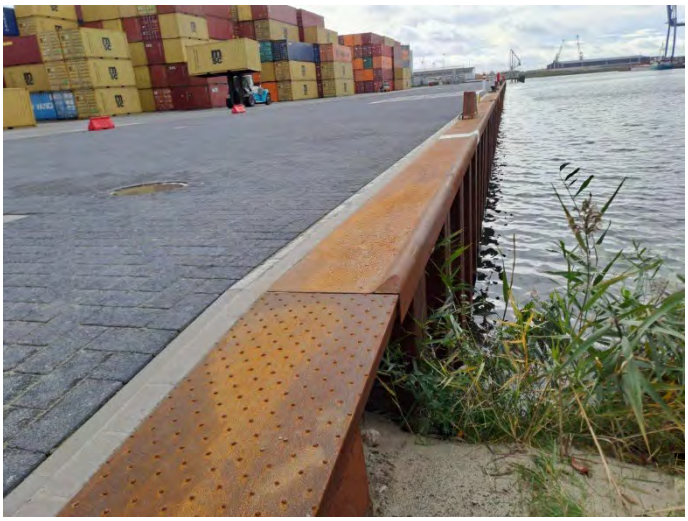


Fig. 8: 230 m of new quay at the harbour basin of Kalihafen in Bremen in 2025

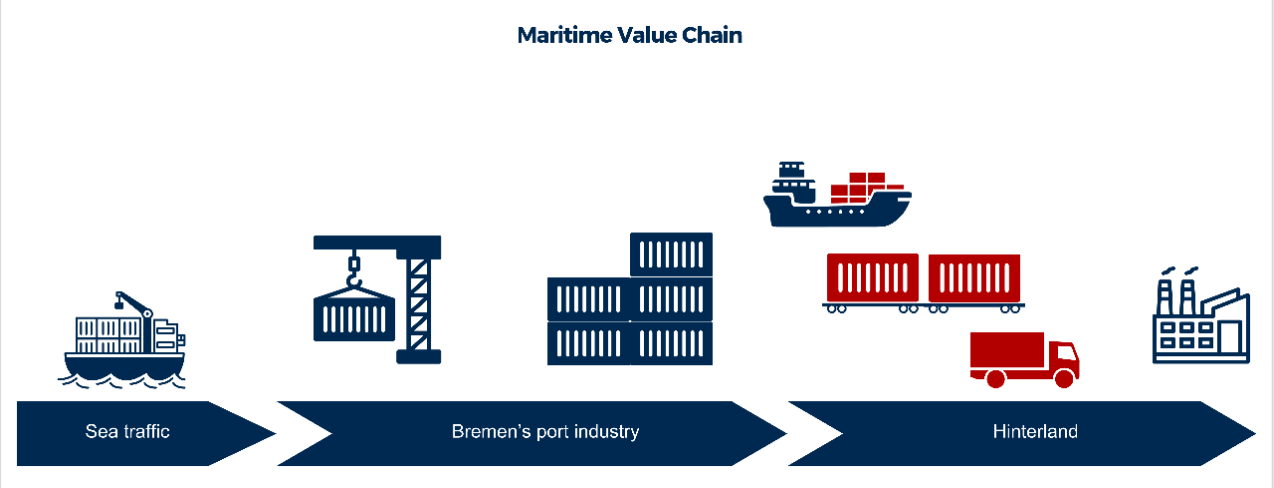


Fig. 9: Maritime value chain

In geographical terms, our activities concentrate on international goods trade. The ports of Bremen are key hubs for intercontinental trade and connections to the hinterland – in particular on rail, road and inland waterways. Thanks to its location directly on the River Weser and capacity for handling ocean-going vessels, the Überseehafen in Bremerhaven offers ideal conditions for container handling.

Bremerhaven is one of the leading automobile hubs in Europe and the handling of container vessels and car carriers there means that Bremerhaven accounts for more than 80 per cent of the cargo throughput of the entire port group. The Columbus Quay also offers ideal conditions for cruise terminal operations and as a base for equipping and supplying the cruise shipping business.

The importance of Überseehafen in Bremerhaven for military purposes has increased in view of the geopolitical situation. Bremerhaven is an important hub for NATO and approx. 1.35 billion euros of the defence budget are consequently to be invested in the refurbishment, modernisation and ongoing development of the port infrastructure in Bremerhaven over the next few years with the aim of strengthening national and international defence capacity. The civilian cargo handling areas will also benefit from the (dual-use) expansion of Überseehafen and safeguard the future viability of the ports of Bremen.



Fig. 10: Foundations of offshore wind turbines on the ABC peninsula, Überseehafen (Photo: Staff)

The entire value chain of the fish industry can be found at Fischereihafen: medium-sized enterprises and large-scale corporations that process fresh fish and seafood, packaging and storage companies as well as freight forwarders specialising in reefer transport. The port facilities in Bremen specialise in the transhipment and handling of conventional general cargo, high & heavy and bulk cargo. This includes project car-go, wood and wood products, steel and steel products as well as large volumes of loose goods such as ore, coal and grain.



Fig. 11: Refurbished Columbus Quay in Bremerhaven, 2024

In its role as management company, bremenports is responsible for the port infrastructure at the ports of Bremen, thus enabling the economic development of terminal operators, cargo handling companies and storage firms in the region. bremenports does business with the various port users and port industry at the ports of Bremen. bremenports does not have a classic supply chain but procures a large number of goods and services for the management, development, construction and maintenance of the ports of Bremen.

Our definition of sustainability

VSME C1, Para. 47



Fig. 12: 1. Episode of the bremenports podcast in June 2025

When it comes to sustainability, bremenports plays a pioneering role amongst the European port locations. Sustainability was defined as a key corporate goal as early as 2009.

Especially at the port location, bremenports is committed to pooling expertise, promoting efficient cooperation and creating synergies between the various port stakeholders and launched the *Smartport* platform with those aims in mind. Over the last few decades, business enterprises at the ports of Bremen have continuously developed their technological capabilities to satisfy increasingly stringent market demands and safeguard their competitiveness. The joint *Smartport* strategy now facilitates comprehensively networking of the different projects and data so that future digitisation measures can improve the efficiency and sustainability of the port as a whole.

The sustainability strategy is now being developed not only for bremenports and the Other Special Assets Ports, but also for the overall location and encompasses all the fundamental topics.

bremenports also promotes the dialogue on sustainability in the ports and logistics sectors far beyond its own borders with appropriate initiatives such as the ENVOCONNECT sustainability conference and a podcast entitled *shift*, both of which focus on sustainability and climate-compliant transformation.

Furthermore, with the *Future Focus*[4], we have created a visible framework to bundle our sustainability projects. Network meetings, events, awards, and various media formats will receive a common symbol through the *Green Focus* — in order to share experiences, learn from one another, and make joint solutions visible.

Defining our policies, targets and practices

VSME B2, Para. 26

bremenports has already attached great importance to regular sustainability reporting since the year 2013.

European sustainability reporting has made significant progress in recent years. bremenports has consequently adjusted its reporting practice in line with these developments. In the past, reporting was in accordance with the internationally recognised *GRI Standard (Global Reporting Initiative).*



Fig. 13: Smartport event at Bremen University's Digital Hub Industry

The GRI materiality assessment is based on the inside-out perspective, which focussed on the impact of bremenports on the environment and society. This considered both positive and negative impacts resulting from our business operations.

Following the changeover from the GRI reporting standard to VSME, this assessment now includes a further analysis level: the outside-in perspective, which considers and evaluates external influential factors. These include the impact that environment and society have on the company's financial performance. This level identifies financial opportunities and risks. This combination of an assessment of the impact as well as the opportunities and risks is referred to as a "*double materiality assessment*", or DMA.

For bremenports, the DMA not only serves as a cornerstone for the elaboration of our sustainability issues but also provides the basis for our sustainability strategy.

[4] In the course of the new EU directive on empowering consumers for the green transition (EmpCo), we have renamed our previous label to 'Future Focus' in parallel with our reporting. This adjustment ensures that our communication avoids misleading environmental claims and allows us to focus clearly on our continuous development.

The Double Materiality Assessment

The *Double Materiality Assessment* categorises and evaluates what are known as IROs. IROs (Impact, Risks and Opportunities) reflect both the positive as well as the negative impacts, risks and opportunities that affect bremenports. IROs break down into the categories Environmental, Society and Governance, categories that are in line with the *ESRS* (European Sustainability Reporting Standards).

The IROs were drawn up and assessed by the Environment & Sustainability team and subsequently validated in collaboration with in-house experts. Our specialist departments are in permanent consultation with various stakeholder groups, which ensures that bremenports obtains both a fundamental understanding as well as a com-prehensive overview of the concerns and interests of our highly diverse stakeholders.

We consequently succeeded in drawing up a comprehensive list of IROs showing the impacts, opportunities and risks in the Environmental, Social and Governance categories. This list was submitted to the management and then divided into essential and non-essential topics on the basis of the threshold value. The entire shortlist serves as the basis for ongoing internal decision-making processes.

Matrix[5] resulting from the *Double Materiality Assessment*:

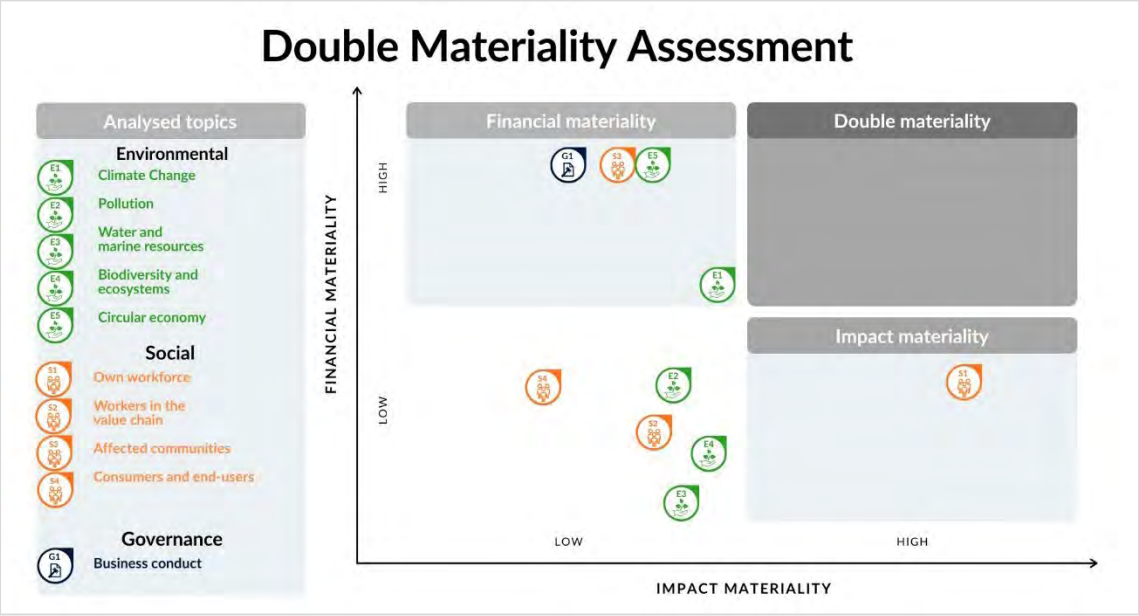


Fig. 14: Double Materiality Assessment matrix

[5] Explanation: The x-axis shows the results of the impact assessment (inside-out perspective). The y-axis shows the results of the financial assessment (outside-in perspective). The management set the threshold value at 80.

Key topics – policies, targets and practices

VSME B2, Para. 26, VSME C2, Para. 48, 49

The management of bremenports is directly responsible for implementation of the sustainability practices, concepts and initiatives. The Environment and Sustainability team reports to the management in line with the IMS.

The management support unit Environmental and Sustainability Strategy is the central point of contact for all strategic environmental and sustainability topics, follows strategic targets for defossilisation of the port location and transport chain, initiates and monitors strategic projects, and cooperates in the strategic development of bremenports and the port location.

Our policies are based on the results of the *Double Materiality Assessment* and consequently on the ESRS topics. In the course of the DMA, the following topics were identified as essential: E1 – Climate change, E5 – Circular economy, S1 – Own workforce, S3 – Affected communities and G1 – Governance.

The individual policies, targets and practices are stated at the beginning of the individual topic sections.

2 Environment

Policy E1 – Climate change

In the course of its business operations and also on behalf of the Other Special Asset, bremenports pursues the target of improving energy efficiency and replacing fossil energy carriers and carbon sources with renewable alternatives. Since 2013, unavoidable Scope 1 and 2 emissions have been subsequently offset by the purchase of certified emission reductions for bremenports and since 2023 for the Other Special Asset Port.
Our port infrastructure is directly affected by climate change: in particular rising sea levels and increasingly frequent extreme weather events such as heatwaves and heavy rainfall impose increasing demands on flood protection and the port infrastructure as well as port operations and maintenance. Accordingly, practices for adaptation to climate change have to be systematically integrated into port strategy, planning and operations in order to safeguard the future viability of the ports of Bremen.

Targets and practices

E1 - Climate change		
Target	**Practices**	**SDG**
To achieve full defossilisation of the port infrastructure in Scope 1 and 2 by 2035.	Reducing emissions by gradual electrification of company fleet	
	Replacing fossil energy sources with renewable, e.g. hydrogen, biofuel or synthetic fuels, installation of heat pumps etc.	
	Increasing share of self-generated renewable energy	
	Opting for propulsion systems with renewable energy sources when purchasing new service vessels	
To improve energy efficiency and replace fossil energy with renewable alternatives in cooperation with other port stakeholders	This includes: - Establishing shore power infrastructure for all vessel classes (also over and above EU requirements, e.g. for RoRo vessels) - Expansion of renewable energy generation - Heat generation (for buildings) using green energy - Decarbonisation of company vehicle fleet - Decarbonisation of company vessel fleet - Commuter behaviour of workforce. - Improving sustainability in procurement and construction	
To reduce Scope 3 emissions (by 20% by the year 2035 relative to 2025)		

Target	Practices	SDG
To increase energy efficiency in line with DIN EN ISO 50001.	Individual practices to raise energy efficiency in accordance with energy management plan of action	
	Installation and ongoing development of *Interwatt* software as analysis tool	

Adaptation to climate change		
Target	Practices	SDG
Systematic integration of concepts for adaptation to climate change in port strategy, planning and operations. These requirements are updated regularly (approximately every five years).	Drawing up concepts for adaptation to climate change for the port facilities in Bremen and Bremerhaven	
	Investigating scope for permanent integration of adaptation to climate change in planning, operations and maintenance of the infrastructure of the ports of Bremen	
	Preparing an assessment of the financial risks of climate change	
	Monitoring trends in climate change and damage incidents	
	Redesigning the drainage system in automobile parking areas (East)	
	Networking and raising awareness of port stakeholders	
The flood defences satisfy the requirements of the current design flood events and planning in accordance with the Coastal Protection Master Plan which takes into account a time horizon for the next 100 years.	Adapting flood defences in line with rising sea levels	
	Introducing a digital flood protection monitoring system	
	Gradual integration of all 72 flood barriers into the monitoring system	

Climate risks

VSME C4, Para. 57

The anticipated global, regional and local impacts of climate change face society with immense challenges. The primary interest must consequently be to take decisive cli-mate action to mitigate climate change. The consequences of climate change are already clearly evident all over the world, particularly in connection with extreme temperatures, while other effects, such as the increasingly swift rise in sea levels, will only gradually become apparent. Even if we take decisive action now to mitigate cli-mate change, the consequences still remain inevitable, and all coastal regions will be particularly severely affected. It is therefore important to examine the consequences of climate change at an early stage and integrate the findings of these analyses permanently in all port management procedures.

In addition to the rise in water levels resulting from rising sea levels and the increasing frequency of high and low water levels inland, the climate-related risks identified by bremenports for the ports of Bremen also include the risk of heat (and consequently drought), heavy rainfall as well as storms and extreme weather events (thunder-storms, hail, tornadoes).

Exposure

The greater part of all port sites and facilities is exposed to the sea level and only a very small part lies in the non-tidal area of the Middle Weser. As a rule, however, these sites are protected by flood barriers.

Waterside facilities and operations and the maritime logistics chain are influenced by sea levels and currents, while waterway transport inland is subject to the influence of high and low water levels.

Buildings and outdoor facilities and operations are exposed to the influence of temperature, snow and rainfall, wind and weather and this also applies to hinterland logistics.

The local topography generally results in moderate exposure to extreme precipitation, although local depressions may be more severely exposed.

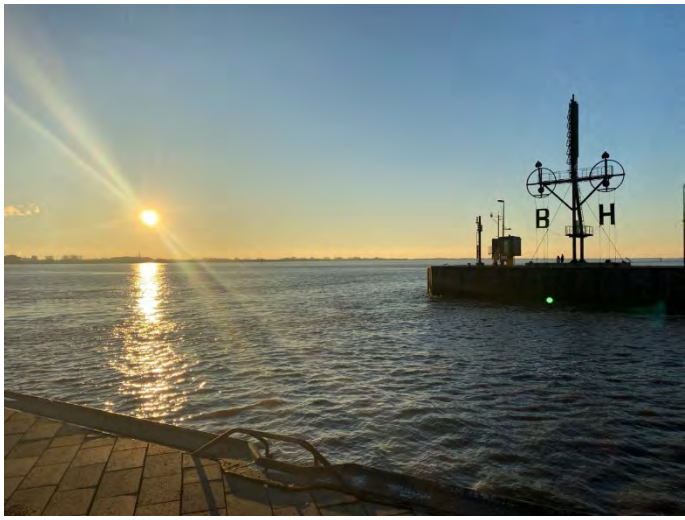


Fig. 15: Historical semaphore (optical wind force and direction indicator) at the entrance to the lock for leisure craft (Photo: Staff)

Susceptibility

The above risks can lead to operating restrictions, damage to infrastructure and strain on the workforce, both at the ports of Bremen and also along the maritime and shore logistics chain (entire value chain).

Higher and increasingly frequent storm surges raise the demands on flood protection and increase the risk of damage to the port infrastructure. The flood defences have to be closed more and more frequently and the need for safety measures increases. This in turn leads to the need for higher staff levels and increases wear and tear on equipment.



Fig. 16: Storm surge at "Pingelturm" lighthouse in Bremerhaven

Heatwaves cause not only damage to infrastructure, such as roads, rail infrastructure and steel bridges, but also impose physical strain on employees who work outdoors. There is increasing demand for air-conditioning in buildings and vehicles; at the same time, the risk of air-conditioning failure increases. Heatwaves and lack of rainfall lead to drought stress and the need to water green spaces and compensatory mitigation sites.

In extreme cases, heavy rainfall can lead to short-term operating restrictions and damage to port and/or traffic infrastructure.

The same applies to storms and extreme weather events. Storms, thunderstorms, hail and even tornadoes can cause operating disruptions, damage to infrastructure and raise the need for maintenance. There is moreover a higher risk of accidents at workplaces in the port areas.

Time horizons

Climate change is leading to a continuous rise in the average temperature. This means firstly a change in average conditions such as mean sea level and average precipitation volumes. Secondly, it affects the intensity and frequency of extreme weather incidents such as storm surges, storms, heatwaves and severe weather. The extent of these changes, however, depends on the climate scenario – for instance a climate-action or high-emissions scenario – and the specific climate risk concerned.

The division into two risk clusters and the dependency on climate scenarios prevent any reliable stipulation of time horizons. bremenports fundamentally classifies the relevant time horizons of the identified risks resulting from climate change as long-term. However, the actual extreme weather events (storms, storm surges, severe weather) occur at short notice and already pose a significant risk. In the Double Materiality Assessment, "long-term" is defined as a period of more than five years, "short-term" as a period of less than one year.

Practices have been initiated to adapt to climate change for these risks and transitional events.

Potential negative impact of climate-related risks

VSME C4, Para. 58

In case of the occurrence of the above risk events, each would have at least a short-term, but potentially significant impact on our business activities, in some cases involving severe financial losses resulting from damage, increased expenditure or operating restrictions.

Financial impact involving more expenditure, operating disruptions and damage are anticipated primarily as a result of storm surges. Financial risks resulting from an ongoing rise in sea levels are assessed as high over the long term. However, a rise in sea levels as a result of climate change has already been taken into account in the public flood defences, so that the public protection level is very high, even under changing climatic conditions. Should there be a strong rise in the sea level over the long term, however, this could have a lasting negative impact on our business operations in that area.

Heavy rainfall and severe weather are more likely to lead to short-term and locally restricted operating restrictions and damage and would also affect hinterland logistics. More frequent, prolonged or more intensive heatwaves impact on a large part of our assets and outdoor operations and could in extreme cases also affect hinterland logistics. Depending on the extent of the specific individual incident, the financial and business risks are assessed as low to medium.

Owing to its geographical location, the port area is particularly exposed to high wind speeds. Storms can result in large-scale damage and short-term operating re-strictions at the port and in the logistics chain. However, in view of the unpredictable climate change trend, the extent of the climate-related risk is assessed as uncertain.

Implemented practices for adaptation to climate change

The greater part of the port facilities is located inside the public flood defences and therefore protected from storm surges. When deciding the height of the flood protection system, a long-term (secular) rise in sea levels is already taken into account, based on observations of the past. The assumed secular rise in sea levels was raised in 2007 owing to the anticipated increasingly swift rise in sea levels resulting from climate change (based on the IPCC Report).

It can be assumed that this additional climate allowance will be raised once again to allow for a rise in sea levels of 2 metres in the next update of the Coastal Protection Master Plan for Lower Saxony/Bremen, which specifies the height of the flood barrier systems for the Federal Land of Bremen. In other words, flood protection in Bremen is already adapted to the anticipated effects of climate change. In Bremerhaven, bremenports is responsible for the adaptation and maintenance of flood protection facilities for the Federal Land of Bremen.

Monitoring flood protection

The flood defences in Bremerhaven essentially consist of dykes. There are various passages through the dykes in and around the port and city area which can be closed by floodgates.



Fig. 17: Maintenance work at the mitre gates of Geeste flood barrier

Employees of the relevant departments at bremenports undergo regular training in the operation and functionality of the floodgates. They are also inspected by bremenports at regular intervals, alternating with the official inspection (every 2 years). In the course of these annual inspections, the functionality of the floodgates is checked and any faults that are detected are remedied promptly.

Emergency exercises (filling and distributing sandbags etc.) are also carried out between 1 and 3 times a year in cooperation with the volunteers of the local THW group (*Federal Agency for Technical Relief*) to ensure that in case of emergencies, additional helpers are available who are familiar with the local circumstances.

In 2004, in addition to these regular drills, a disaster response exercise was carried out on the subject of flood protection, organised by *Bremerhaven fire department*. In addition to bremenports employees and the *firefighters*, this event also included members of the *police force*, the *army*, *THW* volunteers, members of the *German Red Cross (DRK)*, *Bremerhaven search and rescue dog unit*, the *German Life Saving As-sociation (DLRG)* and *Bremen's Port Authority (HBH)*.

The exercise simulated the following scenario: a severe storm surge was forecast for the North Sea coast, with a hurricane and heavy rainfall also leading to high water levels in the River Weser further inland. As the storm surge began to rise, the water level in the Weser in the city of Bremerhaven reached a dangerous level.

The different team members were confronted with 25 situations to prepare for the im-pact of such a disaster: for example, flood barriers had to closed and secured at ten different locations throughout the entire city, there were searches for missing persons, ship crews had to be rescued and pumps set up, dykes reinforced with sandbags and cultural artefacts had to be taken to safety. In addition to the human resources, the search and rescue dogs also provided support.

Flood protection calls for cooperation between many different players and regular training is essential to ensure that Bremerhaven is well prepared in case of emergency.



Fig. 18: bremenports employees with the equipment purchased for flood protection

Energy and greenhouse gas emissions

Energy consumption

VSME B3, Para. 29

The 2023 amendment of *Bremen's Climate Protection and Energy Act* specifies binding GHG reduction targets: CO_2 emissions in the Federal Land of Bremen (including the steel industry) are to be reduced by a minimum of 60 % by the year 2030, by a minimum of 85 % by the year 2033 and by a minimum of 95 % by the year, all relative to the level of base year 1990.

One of the items in the plan of action in Bremen's Climate Action Strategy 2038 stipulates that companies in which Bremen owns a majority share, i.e. also bremenports GmbH & Co. KG, are called upon to satisfy their function as a role model and contribute towards the achievement of the climate action goals. In real terms, this means that these companies already have to reach the target of an 80 % CO_2 reduction by 2030.

Total energy consumption amounts to 12,915 MWh in 2024 and 13,045 MWh 2025. Our energy consumption breaks down into renewable and non-renewable sources:

Breakdown of energy consumption	2021 (in MWh)	2022 (in MWh)	2023 (in MWh)	2024 (in MWh)	2025 (in MWh)
Renewable energy					
Energy consumption from electricity	7,004	6,718	6,251	6,062	5,536
Energy consumption from self-generated electricity	0	0	0	0	2
Energy consumption from fuels	559	479	535	546	582
Non-renewable energy					
Energy consumption from electricity	884	850	561	733	818
Energy consumption from fuels	7,795	7,764	6,019	5,574	6,107
Total share of renewable and non-renewable energy					
Electricity	7,888	7,568	6,812	6,795	6,354
Self-generated electricity	0	0	0	0	2
Fuels	8,354	8,243	6,554	6,120	6,689

Greenhouse gas emissions

VSME B3, Para. 30

This section examines the greenhouse gas emissions of bremenports GmbH & Co. KG and the Other Special Asset Port.

Scope 1 & 2

During the reporting period, the estimated GHG gross emissions in tons of CO_2 equivalent (tCO_2e) pursuant to the specifications of the GHG Protocol (Version 2004) amount to:

Estimated greenhouse gas emissions	2024 (in tCO_2e)	2025 (in tCO_2e)
Gross greenhouse gas emissions (Scope 1)	1,367	1,516
Location-based Scope 2 gross greenhouse gas emissions	2,651	2,440
Market-based Scope 2 gross greenhouse gas emissions	84	93
Total volume (gross) Scope 1 and location-based Scope 2 greenhouse gas emissions	4,018	3,956
Total volume (gross) Scope 1 and market-based Scope 2 greenhouse gas emissions	1,451	1,609

Source of our Scope 1 and 2 emissions



Fig. 19: Cycling to work – and directly to the pier (Photo: Staff)

Scope 1:

Our Scope 1 emissions result from fuels that are used in heat generation, our fleets of motor vehicles and service vessels. In order to reduce our Scope 1 emissions, we consistently opt for heat pumps when replacing heating systems and, if necessary, also use solar heat. Our fleet of cars is gradually being changed over to electric vehicles. Where operationally and technically possible, we have leased only electric ve-hicles since July 2025.

Scope 2:

In Scope 2 emissions, we distinguish between market-based and location-based emissions. Market-based Scope 2 emissions are directly linked to purchased energy sources, while location-based emissions refer to the emissions that typically occur for a specific region, e.g. electricity mix in Germany.

In accordance with our "*Guidelines for energy-efficient and sustainable procurement*", we have invited tenders primarily for green power since 2011. The decrease in the share of green power since 2018 and consequent increase in our Scope 2 emissions is due to the acquisition of new plant which cannot yet be operated with renewable energy. The emissions resulting from these

operations are subsequently offset. We also plan to assume active responsibility for the generation of our own energy. Two photovoltaic systems feed an annual average of 35,000 kWh electricity into the public grid, thus avoiding around 18t CO_2 equivalents per annum. The self-generated electricity from another newly installed photovoltaic system is used directly in one of our signal boxes.

Scope 3 emissions

VSME B3, Para. 50

During the reporting period, the estimated GHG gross emissions in tons of CO_2 equivalent (tCO_2e) pursuant to the specifications of the GHG Protocol (Version 2004) amount to:

Estimated greenhouse gas emissions	2024 (in tCO_2e)	2025 (in tCO_2e)
Gross greenhouse gas emissions (Scope 3)	N/A	509,063
Total (gross) location-based greenhouse gas emissions	4,018	513,019
Total (gross) market-based greenhouse gas emissions	1,451	510,672

Sources of our Scope 3 emissions

Until 2024, only emissions from business trips were recorded and offset. Employees travelling on *Deutsche Bahn* long-distance trains are already using GHG-neutral transport; air travel is restricted to a minimum. Since comprehensive Scope 3 emissions will be reported for the first time starting in 2025, making a comparison with previous years impossible, this disclosure will be omitted for the 2024 reporting year.

Emissions from commuter traffic are estimated on the basis of a representative staff survey. As incentives to reduce emissions from commuter traffic, we offer a subsidised "job ticket" for local public transport as well as a leasing system for company bicycles and pedelecs.

As from business year 2025, we have also included up-stream emissions of energy sources (in full) and from the purchase of goods and services, capital goods, waste and leased assets (estimate). Owing to intermittent construction projects and procurement, Scope 3 emissions are subject to significant annual fluctuations.

By far the largest share of Scope 3 emissions arises from leased assets. The influence on the operation of these long-term leased properties is classified as very low.

Against this background in particular, the measures listed above to improve energy efficiency and replace fossil fuels with renewable alternatives in cooperation with other port stakeholders, as well as a joint commitment to climate protection, are particularly important.

Due to a lack of data, these figures are based on realistic estimates. Emissions are calculated on a cost-based method, the emission factors derive from various public databases (e.g. DEFRA), unless these are not included in the national conversion factors of the German Environment Agency (UBA). The reported

emissions by the leasehold sites of the Other Special Asset were extrapolated using data provided by the operators of the superstructure

The Scope 3 categories relating to upstream and downstream transportation, the pro-cessing, use and end-of-life treatment of sold products as well as franchise activities and investments are of no relevance in connection with the business activities of bremenports and the Other Special Assets.

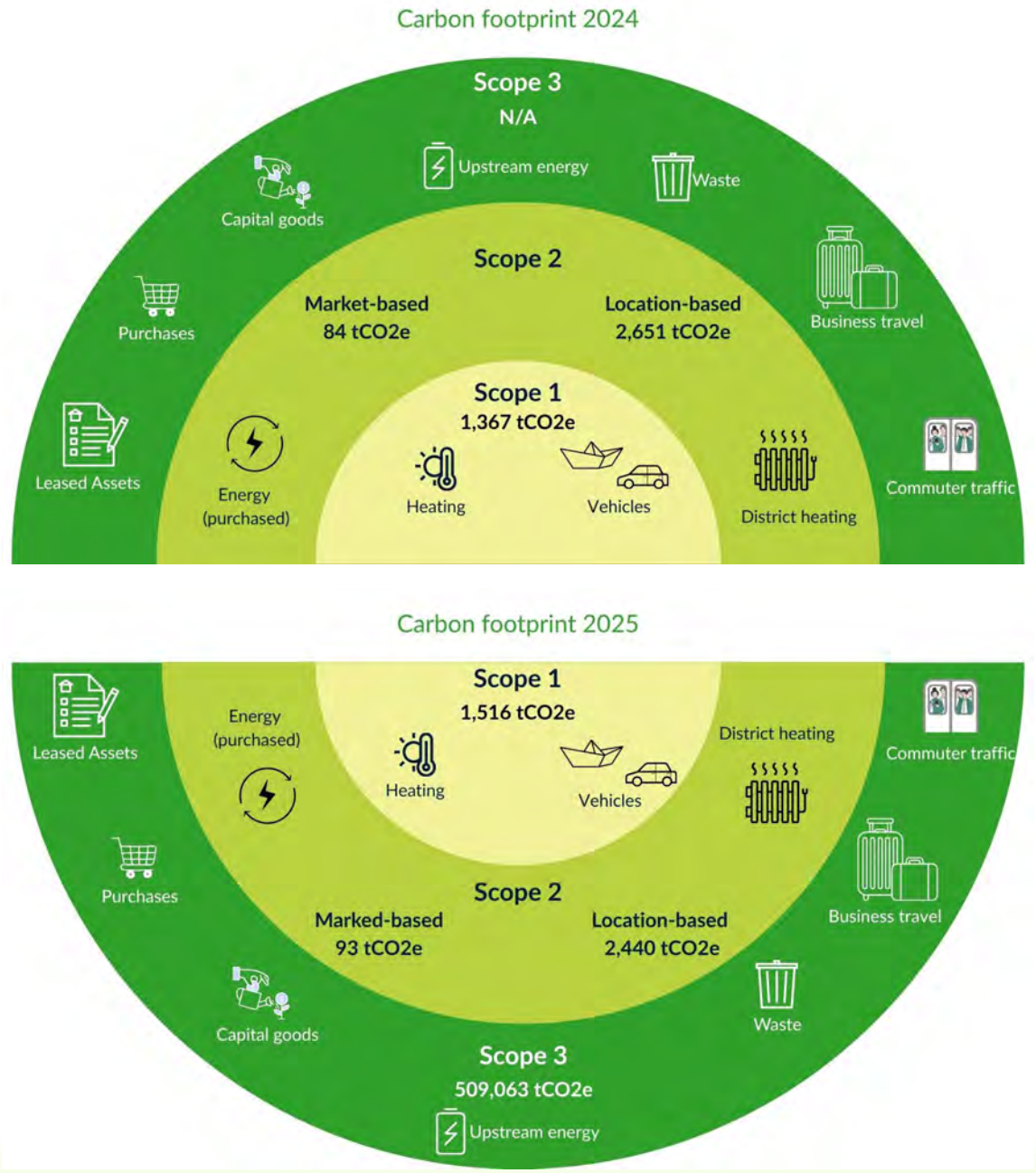


Fig. 20: Carbon footprint in 2024 and 2025

Greenhouse gas intensity

VSME B3, Para. 31

The greenhouse gas intensity indicates how many tons of CO_2e are emitted per million euros turnover. We have added the GHG intensity for bremenports and the Other Special Asset.

GHG intensity	2024	2025
	tCO_2e / EUR million[6]	
Location-based greenhouse gas emissions Scope 1 / 2	44	30
Market-based greenhouse gas emissions Scope 1 / 2	16	12
Total intensity of location-based greenhouse gas emissions	N/A	3,924
Total intensity of market-based greenhouse gas emissions	N/A	3,906

Reduction targets

VSME C3, Para 54, 55, 56

We have specified 2035 as the target year for reaching our GHG reduction targets. 2023 has been selected as the base year for the Scope 1 and 2 targets, 2025 for Scope 3.

The following table shows the target values and reference values from the base year:

Reporting area	2023 Base year Scope 1 + 2 (in tCO_2e)	2025 Base year Scope 3 (in tCO_2e)	2035 Target year (in tCO_2e)
Gross greenhouse gas emissions (Scope 1)	1,341	N/A	0
Gross location-based Scope 2 greenhouse gas emissions	2,470	N/A	1,200
Gross market-based Scope 2 greenhouse gas emissions	91	N/A	0
Total volume (gross) location-based greenhouse gas emissions pursuant to Scope 1 and Scope 2	3,811	N/A	[7]1,200
Total volume (gross) market-based greenhouse gas emissions pursuant to Scope 1 and Scope 2	1,432	N/A	0
Gross greenhouse gas emissions (Scope 3)	N/A	509,063	[8]400,000
Total volume (gross) location-based greenhouse gas emissions	N/A	513,299	401,200
Total volume (gross) market-based greenhouse gas emissions	N/A	510,667	400,000

[6] The turnover figures for the Other Special Assets are subject to the final audit (as of September 17, 2026).
[7] Estimation for the electricity mix in Germany in 2035.
[8] Reduction of Scope 3 emissions (by at least 20% by 2035 compared to 2025).

Examples of energy efficiency and climate action projects in 2024/2025:

- Signal box: roof refurbishment, installation of a photovoltaic system and replacement of oil heating with a heat pump
- Refurbishment of air-conditioning and installation of a heat pump in an inspection building



Fig. 21: Oslebshausen lock – energy savings potential thanks to smart and sustainable lock control

Transition plans

VSME C3, Para. 55 & 56

The sustainability strategy and transition plan are currently being developed. Publication is scheduled for 30.9.2027.

Air, water and soil pollution

VSME B4, Para. 32

No pollutant emissions were reported in PERS, apart from Scope 1, 2 and 3.

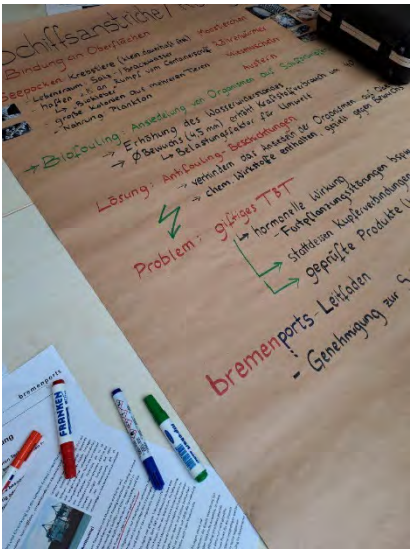


Fig. 22: Teamwork during the water quality project day for trainees

Water quality

Pollution of the port waters results amongst other things from the anti-fouling coatings used in shipping to prevent the natural fouling of ship hulls. However, coatings that contain biocides continually release these biocides into the water. Furthermore, in addition to the biocides, microplastics are also released into the water and the har-bour sediment. Since tributyltin (TBT) was banned in 2008, coatings containing cop-per with additional co-biocides have increasingly been used, but these also entail environmental risks. Nor has any significant research been conducted to date on the introduction of polymeric components.

The port waters are subject to further pollution from fossil fuels, oils and lubricants containing contaminants and pesticides, incorrect disposal of ship-generated waste water or illegal underwater cleaning of ship hulls and propeller polishing. To date, there are no water quality standards which apply to the mostly manmade port waters, particularly those in the brackish water zone in Bremerhaven. Nevertheless, these influence the water quality of adjacent areas.

We therefore aim to minimise the negative impact of marine shipping and port operations on water quality and the resulting effects on humans and nature.

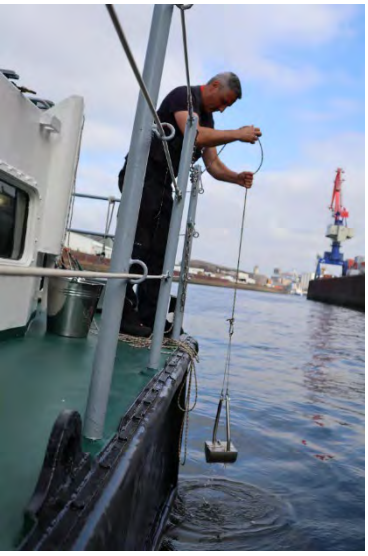


Fig. 23: Sediment extraction using a box corer

Monitoring the port waters

There is currently no systematic monitoring in place to classify the water quality at the ports in Bremerhaven and Bremen. Use of these waters that has been permitted pursuant to water legislation, such as the discharge of cooling water or waste water from the shipyard docks, is monitored by *Bremen's Senator for the Environment, Climate and Science* in accordance with the requirements of the Waste Water Directive.

The environmental authority regularly takes samples of precipitation discharged into the port waters. Only general recommended figures have been issued, as no further requirements are imposed on the treatment of precipitation. Monitoring of directly discharged precipitation shows that the recommended values are generally observed. Sporadic incidents of non-compliance are frequently a consequence of accidents. Samples of the port waters are taken at selected locations four times per annum. The parameters are specified in agreement with the environmental authority.

Eco-friendly underwater cleaning

Biofouling refers to the growth of microorganisms, plants, algae and animals on underwater structures, such as ship hulls and port facilities. This growth raises fuel consumption, operating costs and carbon emissions.

An alternative to TBT and other underwater coatings containing biocides is the con-trolled underwater cleaning of ship hulls with an abrasion-resistant coating which is cleaned when the vessel is in port. To date, however, there are no national or international regulations for granting licences for this type of underwater cleaning. To come up with a solution for the ports of Bremen, a number of business enterprises and institutions, under the overall coordination of the *Senator for the Environment, Climate and Science*, set up a project entitled *CLEAN* to promote "freedom from hull fouling by means of proactive cleaning on abrasion-resistant, biocide-free coatings for the shipping business". In the course of the project, in which bremenports also participated, fundamental requirements for obtaining approval were identified and published for the first time in national guidelines.

Since then, hull cleaning has been permitted in the areas behind the locks at the ports of Bremen subject to compliance with the conditions set forth in the guidelines.

Avoiding the introduction of invasive species

In the course of international shipping, invasive species, pests and germs spread into new habitats when they are carried as "stowaways" in ballast water and biofouling.

The Japanese shore crab, for example (Hemigrapsus sanguineus), which is native to the Pacific, has spread throughout the entire world within just a few decades. The species has also proliferated in the

German Wadden Sea and is now an active predator which is decimating the populations of invertebrates such as mussels and young indigenous shore crabs, which are then not available as food for other animals, thus disrupting or permanently changing the food web.



Fig. 24: bremenports employees "spring cleaning" the River Geeste - inclusive of cleaning the water level gauge boards and replacing the twig beacons to mark the fairway

Combating invasive species is a very complicated and expensive procedure, so that prevention takes top priority.

Dealing with waste water from ships

In addition to ballast water, shipping also produces waste water from flue cleaning systems as well as domestic sewage. As international, EU and national regulations overlap, Bremen's port and environmental authorities drew up guidelines in November 2021, the first Federal Land to do so, and published a *leaflet for the treatment of waste water from ships at the ports of Bremen*.

The above leaflet assists freight forwarders, ship masters and representatives of the ports and authorities and provides clear information about the valid requirements.

Air quality

The emissions caused by marine shipping are particularly relevant for international ports in terms of quantity. In addition to CO_2, large quantities of sulphur and nitrogen oxides and particulates occur, adversely affecting the environment and human health.

The primary sources of these emissions are shipping, feeder traffic (road, rail, inland waterway), the necessary transhipment and storage work at the terminals as well as all the other services and activities of the public authorities that form part of regular port operations.

bremenports has no direct influence on marine shipping and does not have the necessary influence on the market to exert active control. We use incentive systems to encourage the development of low-emission propulsion systems in an effort to reduce the negative effects on the port and surrounding area.

Monitoring air emissions and concentrations

Monitoring the legal limits for ship emissions

In 2017, the *Federal Maritime and Hydrographic Agency (BSH)*, with the support of bremenports, installed an air monitoring station at the northern end of Bremerhaven Container Terminal, which analyses the exhaust gas plumes of passing ships and thus helps to detect infringements of the obligation to use low-sulphur fuels (MAR-POL - Annex VI, EU Sulphur Directive).

Monitoring compliance with the concentration limits for the population in the port vicinity

Monitoring air quality in the port vicinity is the responsibility of the *Senator for the Environment, Climate and Science*. *Bremen's air monitoring system (BLUES)* has collected data to monitor air quality at eight stationary measuring points in Bremen and Bremerhaven since 1987. The relevant measuring stations for the ports of Bremen are located at Hansastrasse in Bremerhaven and Hasenbüren in Bremen. The evaluated data shows that the concentration limits for ambient emissions are observed and that there is no problematic pollution for the population. The data measured at each station in Bremen and Bremerhaven for any given period of time is available on the website of the *Federal Environmental Agency* or via the app provided there.



Fig. 25: Airpointer at Container Terminal IV (Überseehafen Bremerhaven) for measuring ship exhaust gas plumes (Photo: Staff)

Promoting and demanding the reduction of greenhouse gases and air pollutants by ocean-going vessels

Shore power connections for marine and inland shipping

In June 2020, Bremen's Senate resolved to develop a comprehensive range of shore power facilities for marine shipping at the ports of Bremen. As from 2030, shore power will be compulsory for certain types of vessels pursuant to the EU requirements of the *Alternative Fuels Infrastructure Regulation (AFIR)* and *the Fuel EU Maritime Regulation*. It remains to be seen to what extent these connections will be used in future and to what extent this will impact on air quality.



Fig. 26: Construction work for shore power supply for marine shipping in Bremerhaven

ESI discount for low-emission ocean-going vessels

The ports of Bremen offer incentives for more eco-friendly vessels, over and above the legal requirements, by applying the *Environmental Ship Index (ESI)*, an international standard developed by the *World Port Climate Initiative (WPCI)*. Bremen's Schedule of Port Charges has granted a discount since 2012.

The ESI awards a score for the emissions of nitrogen oxides, sulphur oxides and carbon dioxide and awards additional points for a shore power connection. The scale ranges from 0 (IMO limits) to 100; scores of more than 0 mean that the vessel surpasses the legal requirements.

Presentation of the Green Focus Award

Every year since 2014, bremenports has presented the Green Focus Award to the ship with the lowest emissions and the shipping company or charterer with the lowest-emission fleet overall in the preceding year.

The Green Focus Award is based on the ESI scores for the preceding year. To qualify, vessels have to call at the ports of Bremen several times during that year. This provision gives regular port customers an advantage over vessels that only use the port once.

In 2024 and 2025, the years under report, the awards were presented in the course of the bremenports sustainability conference ENVOCONNECT. In 2024, the previous year's winner, the *CMA CGM Group*, was again rewarded with both awards. As a global provider of sea, land, air and logistics solutions, *CMA CGM* has already been investing in decarbonisation for many years and is diversifying its energy mix in order to achieve net zero emissions by the year 2050.



Fig. 27: The winners of the Green Focus Awards 2025

In 2025, the Green Focus Award in the category "Cleanest Ship" went to the car carrier *Auto Advance*, while the award for the "Cleanest Fleet" went to the traditional Japanese shipping company *NYK Line*.

Since 2024, bremenports has also presented another Green Focus Award, in the category "Commitment". This award is presented to an individual who has shown exceptional commitment to the topic of ports and sustainability. The first year, Professor Benjamin Wagner vom Berg convinced the jury; the following year, the award was presented to Dr Alexander David.

Reducing the emissions of bremenports' own fleet

All bremenports vessels use conventional or diesel-electric hybrid propulsion systems fuelled with barge diesel; with a sulphur content of 0.001 %, this is classified as "sulphur-free".

bremenports is aiming for emission-free propulsion systems such as fuel cell, hydro-gen technology or e-fuels. An engineering firm is currently identifying suitable options, depending on the requirements of the individual vessels.

Water

VSME B6, Para. 35, 36

Fresh water consumption by bremenports GmbH & Co. KG refers primarily to the use of sanitary facilities and staffrooms at the workplaces and to cleaning these locations. Water consumption is recorded and monitored by means of meter readings and ser-vice charge invoices for leased premises. There are no production processes with significant water consumption, such as thermal energy processes or water-intensive manufacturing processes, at bremenports.

No fresh water is used for feeding the cattle on the compensatory mitigation sites, for adding water to the harbour basins or for irrigating the sites at the Integrated Disposal Facility for Dredging Spoils (IBE) in Bremen-Seehausen and consequently no impact on the water cycle.

	2024	2025
Water extraction	4,248 m^3	6,439 m^3
of which water extraction at locations in areas with high water stress	0 m^3	0 m^3
Significant water consumption	0 m^3	0 m^3

The increase in water consumption in 2025 was caused by a leak at a compensatory mitigation site. Appropriate action was taken to prevent further leakage of the water as soon as this became known.

Biodiversity

VSME B5, Para. 33

Expansion of the infrastructure in the Weser estuary can affect the sensitive marine and coastal ecosystem. Accordingly, we make every endeavour to keep land consumption for new projects to a minimum. Before any development takes place, potential alternatives are considered, existing sites are given preference or repurposed to ensure optimum nature protection.

If sealing natural sites is unavoidable, comprehensive legal requirements have to be satisfied. Particularly stringent standards apply to compensatory mitigation measures owing to the proximity to protected areas and Lower Saxony Wadden Sea National Park.

bremenports has meanwhile created approx. 1700 hectares of compensatory mitigation sites, of which 1000 hectares alone are on Luneplate / Tegeler Plate. Luneplate is a designated EU Bird Sanctuary and the largest nature reserve in the Federal Land of Bremen. Over the years, it has evolved into a valuable resting place for migrant birds, such as barnacle geese, wigeon, teal, golden plover, avocet and lapwing, some of which occur in "internationally significant" numbers, the highest possible rating.



Fig. 28: *Konsonanz* chamber music ensemble at the 10th anniversary celebrations of Luneplate Nature Reserve – cycle trip with live music

	2024	2025
Areas with biodiversity in need of protection[9]	1,247 ha	1,248 ha
Total land consumption	2,329 ha	2,610 ha
Total sealed sites	1,017 ha	1,297 ha
Total near-natural sites on the location premises	52 ha	52 ha
Total near-natural sites outside the location	1,260 ha	1,261 ha

A comprehensive list of the protected areas is provided as from page 54 to 55.

[9] Location in an area and near an area with biodiversity in need of protection.

Nature experience activities

Observation points (in particular bird hide and observation platform) provide good views of this valuable ecosystem and are popular excursion destinations.

bremenports employees offer regular guided tours of Luneplate for the general public. Six times a year, these tours give visitors the opportunity to visit the compensatory mitigation sites and experience native flora and fauna at first hand. The tour dates are posted on our website.



Fig. 29: Water buffalo on Luneplate (Photo: Staff)

Keeping natural habitat sites functional

448 hectares of the compensatory mitigation sites created by bremenports are still undergoing systematic development. The remaining 832 hectares have already passed into the maintenance phase.

Most of these habitat sites are maintained by our own staff as "green port infrastructure", a fact which is rated positively by the relevant nature conservation authorities. Our target is therefore to continue to implement these compensatory mitigation measures ourselves. The condition of the overall 56 practices is rated by experts annually on the basis of a five-step scale, ranging from fully functional to non-functional. Once the sites have been successfully developed, the official acceptance procedure is conducted together with the environmental authority. In 2025, the condition of 96 % of the sites was rated as functional or higher.

Ensuring future availability of compensatory mitigation sites

bremenports develops compensatory mitigation sites with the help of natural habitat site pools even before construction projects actually impact on nature. This creates ecological benefits over the interim period and also means that port construction pro-jects can be implemented more quickly.

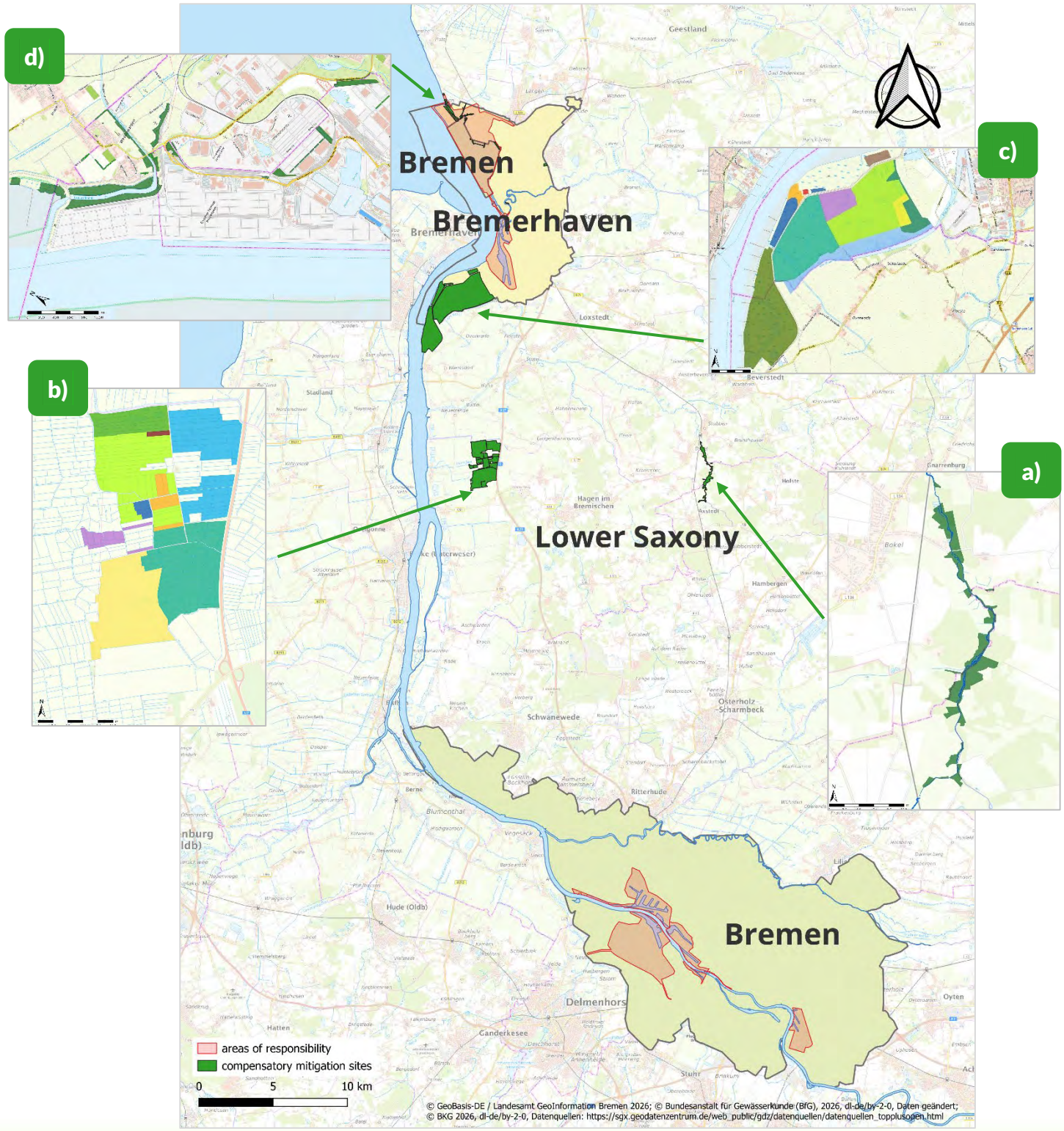


Fig. 30: Compensatory mitigation sites in the port area in the city of Bremen and Cuxhaven rural district: a) Billerbeck compensatory mitigation site pool, b) Drepte lowland compensatory mitigation measures, c) Luneplate compensatory mitigation measures, d) Compensatory mitigation sites in the Überseehafen district belonging to the city of Bremen.

Resource consumption and circular economy

Policy E5 – Circular economy

Significant quantities of materials and high financial expenditure are incurred in the management of the Other Special Assets in order to maintain the water depths. All the necessary practices are implemented to reduce the quantities of dredging spoils by using water injection and restricting the non-reusable share to a minimum. Suitable dredging spoils can be returned to the water provided this is within the limits of background contamination. Dewatered dredging spoils can also be used in dyke construction or recovered for use as sealant, for example, by external purchasers. These procedures help to reduce the incidence of waste, to minimise impact on European protected areas and protected species and are an integral part of responsible port management.
Port construction projects and port operations are another significant source of waste. All hazardous waste is correctly disposed of without exception. We aim for the direct reuse of suitable demolition material whenever possible during construction projects.

Targets and practices

E5 - Circular economy		
Target	**Practices**	**SDG**
In the course of sediment/dredging spoils management for the Other Special Asset Port, bremenports aims to raise the share that is recovered and minimise waste disposal.	Continuing the use of water injection equipment to reduce the need for dredging	
	Continuing to top up the harbour basins with low-particulate surface water from the Weser to reduce the need for dredging	
	Monitoring contaminants in the sediment to identify external sources of pollution and develop proposals for addressing these pollution sources	
	Using treated dredging spoils as a secondary raw material for our own construction and filling work	
	Participating in specialist committees and national working groups to promote the use of suitable dredging spoils as a resource by specialist authorities and construction firms and raise the share of (external) recycling.	

VSME B7, Para. 37

In view of the continuing rise in the global consumption of resources, it is increasingly important to establish a circular economy. The circular economy forms an integral part of the UN *Sustainable Development Goals (SDGs)* and can make an important contribution towards achieving the objectives of the Paris

Agreement. It enables the circular management of resources and can thus play a significant role in replacing fossil fuels.

The dredging spoils that occur in connection with maintaining water depths at the ports of Bremen account for by far the largest waste flow at the ports of Bremen, which is why we are currently focussing compensation for dredging spoils.

Our company practises the principles of a circular economy.

Waste management

VSME B7, Para. 38

Dredging spoils

Waste generated	2024	2025
Hazardous waste – other dredging spoils - total	0 m^3	406 m^3
Non-hazardous waste – other dredging spoils - total	58,772 m^3	116,009 m^3
• of which waste transferred for recovery or reuse	40,239 m^3	84,508 m^3
o of which recovered and used for internal construction projects	37,635 m^3	78,597 m^3
o of which recovered externally	2,604 m^3	5,911 m^3
• of which waste for disposal	18,533 m^3	31,907 m^3

Treatment of dredging spoils

The aim is to minimise the extent of conventional dredging and sediment removal from the water as far as possible in order to minimise the impact on nature and avoid negative effects, such as changes in the oxygen and nutrient content of the water, mobilising nutrients and contaminants from sediments, increased mortality of macro zoobenthos and changes in the composition of fish and fauna.

The sediment/dredging spoils management concept developed for the ports of Bremen focuses primarily on implementing appropriate practices to reduce sedimenta-tion or, where possible, to relocate sediment to other water locations.

In and around the tidal quays, sedimentation can be kept at a low level by means of water injection (WI) and thus reducing dredging operations to a minimum.

In the port areas behind the locks in Bremen and at Fischereihafen in Bremerhaven, the occurrence of sediment is low, so that the use of WI makes it possible to minimise the need for conventional dredging. However, the situation at the port area of Überseehafen in Bremerhaven behind the lock is different, as substantial sedimentation from the Weser estuary enters and settles in these port areas. The influence of port maintenance on the occurrence of this sediment is limited and cannot be avoided or further reduced.



Fig. 31: Integrated Disposal Facility for Dredging Spoils in Bremen-Seehausen

Different legal regulations apply to the treatment of sandy and silty dredging spoils. As a rule, sandy dredging spoils can be relocated to other water areas subject to compliance with the applicable legal requirements. The same fundamentally also applies to silty dredged material.

However, the silty dredging spoils from some areas behind the locks at the ports of Bremen still fail to satisfy the requirements for relocation within the marine environment, so that the material has to be disposed of on shore.

The German Closed Substance Cycle and Waste Management Act (KrWG) defines “disposal” as recovery or disposal. In both cases, the dredged material first has to undergo treatment, i.e. dewatering, which takes place at the Integrated Disposal Facility for Dredging Spoils (IBE) in Bremen-Seehausen.



Fig. 32: Dyke construction in Bremerhaven

If the dredged material does not satisfy the criteria for recovery, the dewatered dredging spoils are then disposed of at the mono-landfill site in Bremen-Seehausen in compliance with the legal regulations specified in the Landfill Ordinance (DepV). If the treated dredging spoils satisfy the recovery requirements, various options are available for recovery and further use.

bremenports endeavours to raise the share of dredging spoils that can be recovered. In recent years, a high recovery share could be achieved after suitable treatment. This is attributable to the continuous improvement in sediment quality.

Use of dredging spoils as a secondary resource

Dredging spoils consist of soil, soil material or excavated material that contains different shares of mineral and organic components. Provided the contaminant concentration satisfies the relevant criteria, we endeavour to return the dredging spoils to the economic cycle. Dewatered dredging spoils that satisfy the criteria for recovery are used, for instance, as a secondary raw material for construction and filling projects. They are used to produce the mineral safety elements of the mono-landfill for dredging spoils (technical barrier, mineral sealant) or for the construction of additional dewatering fields at the *Integrated Disposal Facility for Dredging Spoils in Bremen-Seehausen* (IBE) for the construction of the peripheral barriers and also as safety elements.

There is still great and as yet unexploited potential for the use of dewatered dredging spoils in dyke construction. Although dredging spoils have already been successfully used for dyke construction on a large scale in Bremen in cooperation with the dyke maintenance organisations and Bremen definitely plays a pioneering role in that connection, outside Bremen there are still unjustified reservations about this use, which makes it difficult to find additional external customers who are willing to use this secondary raw material. bremenports continues its endeavours to raise the share of external use, actively participates in various national and international committees and also leads a nationwide working group which promotes knowledge sharing and networking between various producers of dredging spoils, i.e. the parties responsible for dredging spoils management at port management companies, in the federal waterway administration bodies and in reservoir associations. The members also include engineering offices which handle the planning processes for potential recovery measures.

Other waste from business operations

In addition to the dredging spoils, the business activities of bremenports and the Other Special Assets generate further quantities of waste:

Other waste from business operations	2024	2025
Total hazardous waste[10]	14,136.20 t	2,101.65 t
Total non-hazardous waste	32,568.27 t	23,424.98 t
Total	46,704.47 t	25,526.63 t

[10] https://www.umweltbundesamt.de/en/topics/waste-resources/waste-management//waste-types/waste-classification

3 Social

Policy S1 – Own workforce

Contented and healthy employees are a crucial factor for bremenports' success. Occupational safety and the well-being and health of our staff therefore take top priority. Our in-house health management system supports our workforce in respect of fitness, health and nutrition.
In view of the current shortage of skilled labour, employer attractiveness is a significant criterion for attracting and keeping qualified employees. We do so by offering an appropriate work-life balance and a family-friendly corporate culture, as evident from the range of different models for working hours, working from home and the berufundfamilie +vielfalt (work and family + diversity) certification. As a holding company owned by the Federal Land of Bremen, we offer employees job security and also provide vocational training in numerous different branches. The collective agreement for civil service employees (TvÖD) ensures equal pay for all genders. bremenports regards a cosmopolitan corporate culture, free from violence and harassment, as a matter of course.

Targets and practices

S1 – Own workforce		
Target	**Practices**	**SDG**
To achieve a quota of more than 95 % healthy employees	Preventive medical check-ups pursuant to the Ordinance on Preventive Medical Health (examination by our in-house doctor)	3 GOOD HEALTH AND WELL-BEING
	If medically indicated, optimisation of the ergonomic situation at the workplace	
	Continuing the offers and practices drawn up by the BFG steering committee (Work, Family, Health) in future and making them a fixed element of our corporate culture. Initiating and implementing further campaigns, practices and support to strengthen the work-life balance. Established practices: - organising Health Days - conducting staff surveys on health and mental stress - extending the promotion of health at the workplace - promoting staff sports events - offering all employees a company bike - offering *Hansefit* and *EGYM gym* subsidies on a permanent basis - Organising a Family Day every 2 years - Continuing onboarding programme for new employees (in-house mentoring programme, bus tour, welcome event) - Conducting audits for the *berufundfamilie + vielfalt* (work and family + diversity) certification	

Target	Practices	SDG
	Conducting annual workshops for the ongoing development of our corporate culture	
To aim for a 100% quota of trainees who successfully complete vocational training	Offering entry qualifications for vocational training	
	Enabling trainees to do internships in other countries	
To implement and regularly update the plan of action for women.	Regular monitoring and updating the plan of action for women every 2 years.	
Occupational safety: to have zero notifiable accidents at work	Analysing the causes of accidents	
	Instructing staff in health and safety matters in general and for specific tasks	
	Updating and completing all risk assessments – in general, inclusion of people with disabilities, pregnant women/nursing mothers	
	Implementing measures to improve the workplace situation for employees with disabilities	
	Digitising health and safety instructions for outside companies	
To maintain a level of 15 hours of training per employee and achieve an average grade pf 3 (satisfactory) or higher for assessment of the qualification.	Encouraging the return of more feedback on training courses (also for external courses).	
	Organising a *Talent Compass*	
	Offering in-house management training as well as general training in method and social skills	
	Providing further training for our own staff, e.g. ship masters, divers, supporting Bachelor / Master students	

Our workforce

VSME B8, Para. 39, 40, VSME C5, Para. 59

In view of increasing demands and the shortage of skilled labour, bremenports' attractiveness as an employer is decisive for recruiting and retaining qualified employees.

We offer our employees fair remuneration, job security and numerous perks such as a company pension, annual bonus, payments into an employee savings scheme and a performance-based pay.

Our workforce	2021	2022	2023	2024	2025
Permanent contract employees	394	408	421	425	424
Temporary contract employees	13	10	15	13	9
Male employees	291	302	311	314	312
Female employees	116	116	125	124	121
Non-binary employees/without gender specification	0	0	0	0	0
Share of women	28.5 %	27.8 %	28.7 %	28.3 %	27.9 %
Share of disabled employees	5.2 %	5.5 %	5.0 %	5.0 %	5.1 %
Turnover rate (voluntary resignation)	2.5 %	3.6 %	2.5 %	2.3 %	3.9 %
Fluctuation rate (employees leaving for other reasons)	7.1 %	6.7 %	7.1 %	6.9 %	8.5 %
Gender ratio at management level (female-to-male ratio)	0.23	0.26	0.28	0.3	0.28

In both years under report, we did not work with any self-employed persons without personnel who work exclusively for our company. The number of agency employees who work for our company amounted to 2 (2024) and 1 (2025).

Combining family and work

VSME B1, Para. 25, VSME B8, Para. 39, 40, VSME C5, Para. 59

Our governance considers family issues, promotes health and pays due attention to diversity, ensuring that bremenports offers ideal conditions for a work-life balance. Amongst other things, bremenports offers its employees flexible working time models, mobile work and options for parents during school holidays. Schemes such as our Health Check, Nutrition, Exercise, Mental Health etc. promote mobility and health with perks such as company bicycles, membership of *Hansefit* and *EGYM gyms*. A staff survey is conducted at three-year intervals to verify the efficacy of these practices.

Fair remuneration

VSME B10, Para. 42

The *collective agreement for civil servants* (TVöD) serves as the basis for all employment contracts. Allocation to the individual remuneration group is based on the job characteristics as stated in the current pay scale as well as professional experience (pay levels).

Our employees therefore receive pay that corresponds at least to the minimum national wage rate.

Owing to the automatic pay scale system, employees are allocated to pay groups according to their job characteristics, thus ensuring equal treatment. The 2017 *Pay Transparency Act* (EntgTranspG) also promotes equal treatment and guarantees employees the right to information about the salary structures of comparable groups.



Fig. 33: bremenports employee

The percentage wage gap between our female and male employees amounts to 7.84 % (2024) and 4.26 % (2025). The wage gap occurs because female employees often work in areas which are allocated to lower pay groups. Moreover, career breaks – for instance maternity leave – mean that female employees do not move up the pay levels so quickly, resulting in lower earnings compared with male employees.
98.82 % (2024) and 98.58 % (2025) of our workforce are covered by collective agreements.

Training

VSME B10, Para. 42

Structured annual staff appraisals are performed to identify the individual scope for development and further training requirements.

We systematically address the shortage of skilled labour by training our own staff. Between 2022 and 2025, a highly diverse range of training courses of varying lengths were designed and implemented for employees and management staff. The contents cover various key topics, for instance in the fields of communication, intergenerational cooperation, resilience and general well-being.

Since 2023, management training has been offered in cooperation with a partner company in Bremerhaven with the aim of promoting knowledge sharing.

Average number of annual training hours per	2021	2022	2023	2024	2025
Male employee	16	21	25	24	21
Female employee	25	18	15	16	11
Non-binary employees/employees with no gender specification	0	0	0	0	0

Health and safety

VSME B9, Para. 41

Assuming responsibility for our workforce and their working conditions is a fundamental element of who we are.

A company-wide management scheme is in place to ensure occupational health and safety for our own and external staff. In 2021, we recruited our own occupational health and safety officer, who works in cooperation with the occupational health services, the fire officer and the safety officers to advise the board of directors and the management team as well as the entire workforce in all matters relating to occupational health and safety.



Fig. 34: bremenports staff take part in a dragon boat race, Bremerhaven 2025

The Occupational Health and Safety Committee - ASA – provides opportunities for co-determination and influencing occupational health and safety matters at workplace level. Fourteen in-house employees meet every three months to discuss occupational health and safety issues and accident prevention. All employees are represented through the ASA and can submit their concerns through the works council, the disabled employees' representative or the spokesperson for the safety officers.

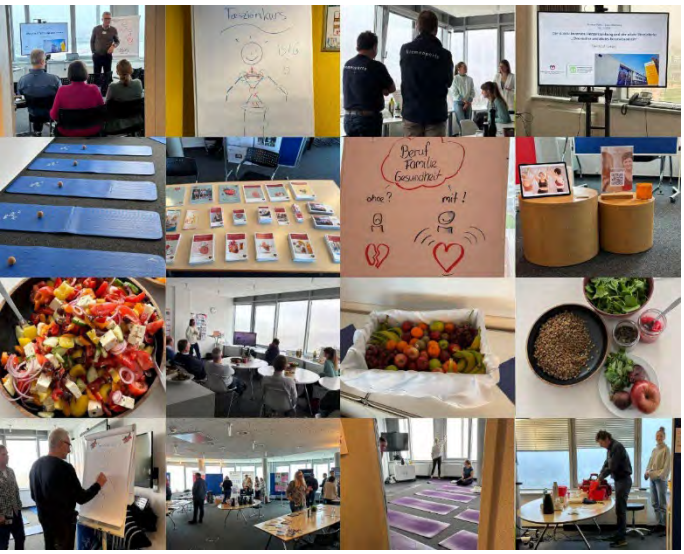


Fig. 35: Takes place every 2 years – Health Day 2024

In 2024 there were 8 notifiable accidents at work, and 7 in 2025, corresponding to a share of 2.73 (number of accidents at work divided by the total number of working hours performed by all employees in the year multiplied by 200,000) for 2024. The share for the year 2025 was 2.39.

There were no deaths resulting from work injuries or work-related diseases during the period under report.

All accidents at work are subsequently analysed with the persons concerned. Wherever possible, practices are specified for the avoidance of similar incidents, both for our own and also external staff.

Employee participation

VSME C6, Para. 61

We have a complaints-handling mechanism for our own workforce. In the reporting period, there were no internal or external complaints. Any complaints submitted to bremenports are answered by our press spokesperson in consultation with the department concerned. A copy is retained by the IMS team.

There is an internal ideas portal and document management system (DMS) which employees can use to submit comments and suggestions for improving processes directly to the management. These comments / ideas / suggestions for improvement are discussed by the IMS team and, where applicable, implemented. Feedback is provided to the management in the course of the regular IMS meetings.



Fig. 36: bremenports employees and trainees on the lookout for new skilled colleagues

Employees who suffer discrimination can refer the matter to their supervisor, the works council, women's or disabled persons' representatives, HR department, the appeal body pursuant to Section 13 German Equal Opportunities Act or the in-house social advice office.

The Occupational Health and Safety Committee – ASA – provides opportunities for co-determination and influencing occupational health and safety matters. Fourteen in-house employees are members of the committee which meets every three months to discuss occupational health and safety issues and accident prevention. All employees are represented through the ASA and can submit their concerns through the works council, the disabled employees' representative, the spokesperson for the safety officers or the occupational health and safety officer.

Internal protective and complaint mechanisms

VSME C7, Para. 62

bremenports has set up an internal reporting system pursuant to the Whistleblower Protection Act. Reporting infringements and/or information exposes any such abuses and avoids potential further damage.



Fig. 37: Made-to-measure employer – for industrial, commercial and commercial occupations

The importance of the whistleblowing system became evident from a case outside the reporting period (in 2026). Information was submitted about suspected criminal offences (including the use of anti-constitutional symbols, theft, fraud in connection with working hours). As a consequence, the matter was reported to the prosecuting authority. Following further internal investigation of the allegations, the employees concerned have meanwhile been dismissed with the consent of the works council.

The *Equal Opportunities Act* (AGG) is intended to prevent discrimination at the workplace. It protects employees against discrimination on grounds of race, ethnic origin, gender, religion/ideology, disability, age or sexual identity. bremenports has established an appeal body pursuant to the AGG.

The inclusion officer, disabled persons' representative and the works council cooperate in matters relating to persons with a disability or equivalent status. The Integration Agreement (company agreement between management and works council) also supports participation at the workplace for disabled persons or persons with equivalent status at bremenports.

A binding operational procedure has been in force since 2019 which provides a standard template for risk assessment. Risk assessments are drawn up or updated on the basis of a stocktake and needs assessment. This is done every 36 months in the non-industrial sector and every 24 months in the industrial sector.

In addition to the above, an organisational procedure "Performance and documentation of inclusive risk assessments" was introduced to assess the risk at workplaces of employees with a severe disability and to implement suitable practices to minimise such risks.

These risk assessments enable bremenports to identify and eliminate potential hazard sources at an early stage. Employee recommendations are recorded centrally as part of the Integrated Management System; suggestions for improvement can be submitted on the intranet and are discussed with the management and implemented where necessary.

There were no confirmed incidents concerning human rights in connection with our workforce during the reporting period. Nor are we aware of any confirmed incidents in connection with our stakeholders outside our own company.

Affected communities

Policy S3 – Affected communities

bremenports encourages a frank and fair exchange of opinions with the local population and other stakeholder groups. This cooperation ensures that any nuisances resulting from operation of the port infrastructure are identified promptly and can be remedied. bremenports is additionally actively involved in specific projects in the fields of education, culture, sports and social activities. bremenports endeavours to make the port a tangible experience for the public as far as this is possible in compliance with safety and security aspects. Local businesses would also benefit from expansion of the ports in connection with improving our de-fence capacities (dual use) as this would lead to increasing cargo throughput quantities.

Targets and practices

S3 – Betroffene Gemeinschaften		
Target	**Practices**	**SDG**
Regular participation in specific projects in the fields of education, culture, sport and social activities	Supporting organisers of local cultural activities, such as - Supporting *Bremen Film Festival* (new category: Ports) - *Futureport* exhibition at *Bremen's Hafenmuseum* - PR work for local cultural events	
	Cooperation with regional educational institutes, such as - Participation in *MINT: Pink*, (STEM subjects for girls) - Funding beehives at *ERNST!* school in Bremerhaven - Ongoing development of the "*Marwilo*"(maritime economy and logistics) project for regional educational institutions - Guided tours of the company for pupils at Bremerhaven schools	
	Activities for seafarers (Mission to Seafarers / Welcome Club)	
To reduce the number of complaints about nuisances from noise and odours	Providing ongoing support for terminal operators, Trade and Industry Inspectorate and Senator for Economic Affairs, Ports and Transformation in the dialogue with local residents regarding noise at Neustädter Hafen and Industriehäfen in Bremen and ports in Bremerhaven	

Target	Practices	SDG
To make the port a tangible experience for the local population despite access restrictions	Helping to make the port a tangible experience, amongst other things by - Offering visitor programmes at the port for port-related interest groups, - Visitor gallery at Bremerhaven Cruise Terminal, - Container observation platform, - Supporting the development of public spaces/recreational areas in the port district	3 GOOD HEALTH AND WELL-BEING 11 SUSTAINABLE CITIES AND COMMUNITIES
	Creating 6 public charging points for cars and bicycles at Überseehafen	13 CLIMATE ACTION 17 PARTNERSHIPS FOR THE GOALS
To report no critical security or data protection incidents.	Supporting the Smart Port Community with a dedicated section on cybersecurity that draws up specific practices to raise the cybersecurity level.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	Successful 27001 certification	

The *Double Materiality Assessment* identified the topic *ESRS S3 – Affected communities* as material. A policy, targets and practices were consequently drawn up for this topic. As topic S3 is not a standard part of VSME reporting, no further quantitative or qualitative information is reported.



Fig. 38: The bremenports YouTube channel features videos of our highly diverse activities

4 Governance

Policy G1 – Governance

The port industry is a complex environment. bremenports is therefore in constant dialogue with other ports and stakeholders. We are active in highly diverse projects and networks to promote the innovative strength of the port business.
Compliance and the integration and implementation of legal requirements is essential for a company's success. bremenports regards it as its duty to fulfil such requirements fully and without exception. The protection of whistleblowers or mandatory training in corruption prevention issues are intended to ensure this.
A financial risk for the port infrastructure derives from the tight budgetary situation in the Federal Land of Bremen. Insufficient funding can lead to investment backlogs and impede infrastructure projects. This calls for precise planning and implementation as well as regular consultation with the appropriate bodies.

Targets and practices

G1 - Governance		
Target	**Practices**	**SDG**
No infringement of laws	Continuing the in-house Compliance working group	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	Raising awareness of procedures pursuant to the Whistleblowing Act on the intranet, on bulletin boards and when onboarding new employees.	
	Management of legislation information and update service	
No incidents of corruption	Conducting corruption risk assessments at five-yearly intervals	
	Raising awareness of anti-corruption requirements on the intranet, on bulletin boards and when onboarding new employees	
	Introducing online anti-corruption training courses	

Our management practices

VSME C9, Para. 65

The gender ratio in the governing body (Supervisory Board) is 0.56 (female-to-male ratio). [11]

[11] The ratio is 0.56 female per male.

bremenports has a Supervisory Board and an Advisory Board on a voluntary basis.

The Supervisory Board of bremenports GmbH & Co. KG comprises 14 members, with equal numbers of employer's and employee representatives. The delegates of the *Free Hanseatic City of Bremen (FHB)* are appointed for the duration of the legislative period, the employee representatives appointed by the works council serve until the next works council elections. The Supervisory Board is chaired by the *Senator for Economic Affairs, Ports and Transformation.*

The Advisory Board – as the name says – has an advisory role. Its members are ap-pointed by the general partner, the *Free Hanseatic City of Bremen*, and are expected to have special expertise in this subject area.

Corruption and bribery

VSME B11, Para. 43

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

We abide by the *Public Corporate Governance Code* of the *Free Hanseatic City of Bremen* to ensure good and responsible management practices and comply with the relevant administrative regulations.

Preventive measures are intended to avert corruption in the first place. An Anti-Corruption Code of Conduct has therefore been drawn up, and all new recruits receive instruction on this topic and on the internal reporting mechanism (whistleblowing) as part of the onboarding process. This instruction process is documented. To date, there is no obligation for our employees or business partners to read and sign the above Code of Conduct at regular intervals. Employees are systematically in-formed of any new provisions and/or changes via the IMS. New recruits continue to be offered anti-corruption training twice a year by the *Central Anti-Corruption Office of the Federal Land of Bremen (ZAKS).* This training is compulsory for all employees whose job is subject to a high risk of corruption.

The Anti-Corruption Officer conducts a risk analysis every 5 years. The last risk analysis for the year 2024 has been completed. On the basis of a questionnaire, the risk analysis allocates jobs and positions to risk categories 1 (very low risk of corruption) to 6 (very high risk of corruption). A scheme has been drawn up for regular future online training courses. In future, the frequency of these compulsory further training courses will depend on assignment to the risk category.



Fig. 39: The port and city are located side by side in Bremerhaven and Bremen (Photo: Staff)

In the period under review, 2024/2025, there were no legal proceedings owing to breaches of legal regulations which led to significant non-monetary sanctions.

Nor were there any convictions for breach of corruption and bribery regulations in 2024 and 2025. The total monetary penalties for infringements therefore amounted to € 0 in both years.

VSME-Index

Disclosures		Section	Reference
B1	Basis for preparation	General information	S. 3, 6 – 10, 35, 42 und 53 No information was omitted because it referred to classified EU information or sensitive information.
B2	Practices, policies and future initiatives for transitioning towards a more sustainable economy	General information	S. 13 – 15
B3	Energy and greenhouse gas emissions	Environment	S. 22 – 26
B4	Air, water and soil pollution	Environment	S. 27 – 31
B5	Biodiversity	Environment	S. 33 – 35, 54 – 55
B6	Water	Environment	S. 32
B7	Resource consumption, circular economy and waste management	Environment	S. 36 – 39 There are no mass-flows.
B8	Workforce – General characteristics	Social	S. 42
B9	Workforce – Health and safety	Social	S. 44
B10	Workforce – Remuneration, collective bargaining and training	Social	S. 43
B11	Convictions and fines for corruption and bribery	Governance	S. 50

Disclosures		Section	Reference
C1	Strategy: Business Model and Sustainability – Related Initiatives	General information	S. 10 – 13
C2	Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	General information	S. 15
C3	GHG reduction targets and climate transition	Environment	S. 26 – 27
C4	Climate risks	Environment	S. 18 – 21
C5	Additional (general) workforce characteristics	Social	S. 42
C6	Additional own workforce information – Human rights policies and processes	Social	S. 45
C7	Severe negative human rights incidents	Social	S. 45 – 46
C8	Revenues from certain sectors and exclusion from EU reference benchmarks	Governance	bremenports is not involved in the sectors of controversial weapons, cultivation/production of tobacco, fossil fuels or the production of chemicals.
C9	Gender diversity in the governance body	Governance	S. 49 - 50

Maps of the ports

Ports facilities in Bremerhaven - Maps of the area of responsibility

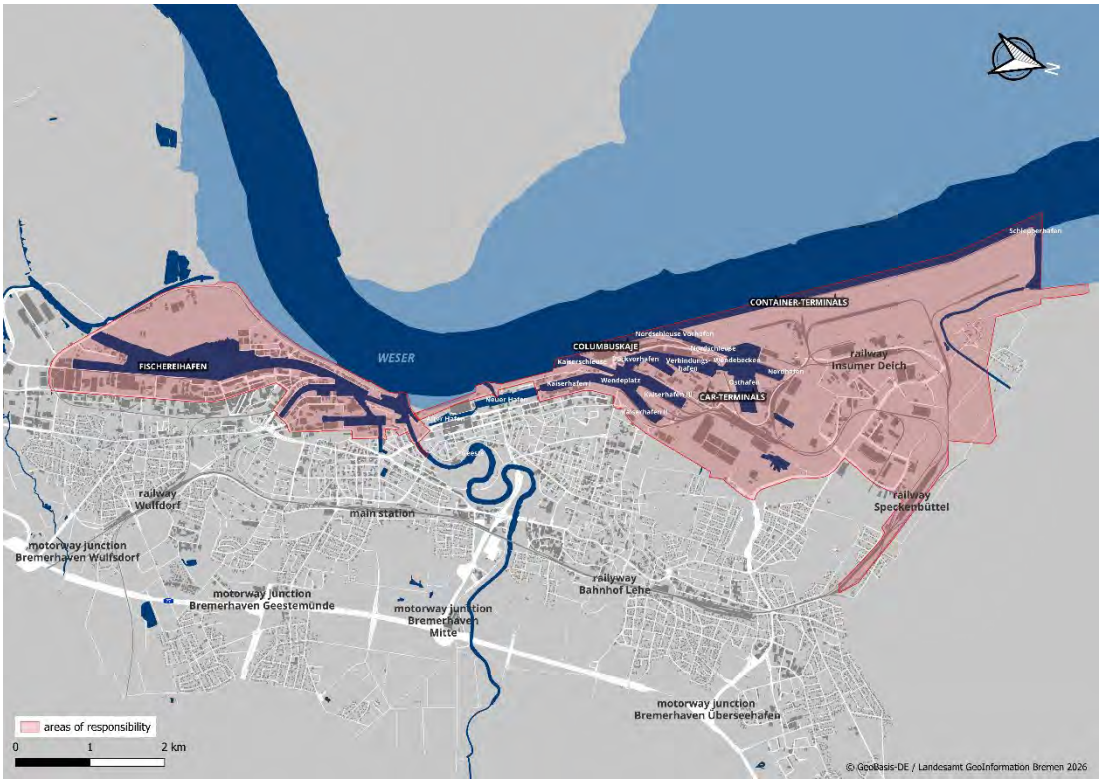


Fig. 40: Ports facilities in Bremerhaven

Ports facilities in Bremen - Maps of the area of responsibility

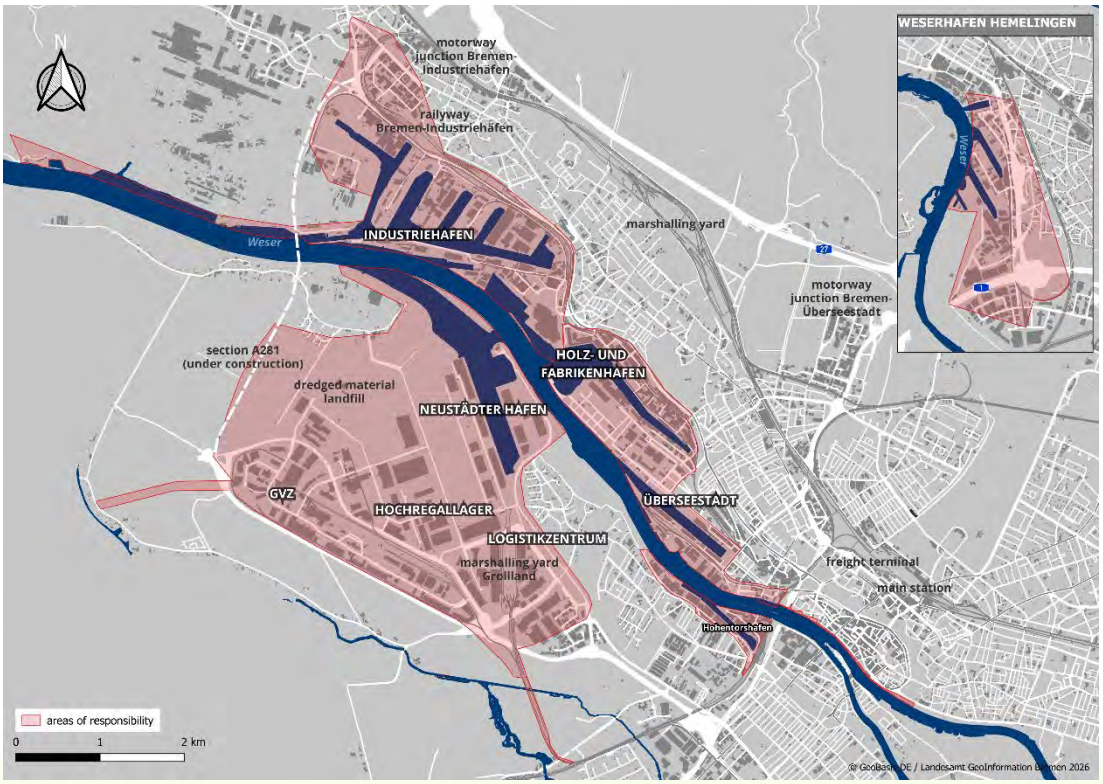


Fig. 41: Ports facilities in Bremen

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FUTURE FOCUS

Protected areas and our operating locations

Protected area	Adjacent port areas	Type of habitat	Relevance for protected species
Operating locations owned, leased or managed by bremenports and located inside or adjacent to protected areas or areas with a high biodiversity value outside protected areas			
Weser Flora Fauna Habitat near Bremerhaven [DE2417-370]	Überseehafen area and Fischereihafen area, Bremerhaven	Estuarine [tidal river estuary]	Migration area and adaptation zone for migratory fish such as shad, river and sea lamprey
Luneplate Nature Reserve (large parts of the Weser FFH area [DE2417-370] and Luneplate Bird Sanctuary [DE 2417-401] have been designated as Luneplate Nature Reserve since 17.02.2015	Überseehafen area and Fischereihafen area, Bremerhaven	Tidal lower course of the river with tidal inlets and brackish flats, reedbeds, wet fallows, salt marsh with flooding in winter, seasonally flooded grassland, ditches, ponds and shrubs	Migratory fish (shad, river and sea lamprey), waterfowl and waders, meadow and reedbed birds, plant species found in brackish reedbeds and salt marshes
Lower Saxony Wadden Sea National Park Bird Sanctuary [DE2210-401]; Flora Fauna Habitat [DE2306-301]; UNESCO World Heritage Site	Überseehafen area, Bremerhaven	mostly: estuarine [see above], vegetation-free mud, sand and mixed flats, Atlantic salt meadows	Breeding ground and partial habitat for a particularly high number of rare bird species; migratory route for sea lampreys; habitat for porpoises and seals
Weserportsee Nature Reserve	Überseehafen area, Bremerhaven	Different types of habitats are closely interlinked (ponds, wet hollows, reedbeds, shrubs, open sandy areas and infertile grassland)	Habitat for various species of fauna and flora, some of which are endangered

Protected area	Adjacent port areas	Type of habitat	Relevance for protected species
Operating locations owned, leased or managed by bremenports and located inside or adjacent to protected areas or areas with a high biodiversity value outside protected areas			
Weser Flora Fauna Habitat between the Ochtum estuary and Rekum [DE2817-370]	Klöcknerhafen, Bremen	Inland water (tidal lower course of the Weser with strong bank reinforcement)	Spawning grounds and larvae / fish nursery habitat for shad, river and sea lamprey
Niedervieland Bird Sanctuary [DE2918-401]	Dredging spoils treatment site, Bremen - Seehausen	Large extensively farmed wet grassland area with ditches, alluvial forest, reedbeds, large and small ponds	Breeding area for bluethroat, marsh harrier, short eared owl, spotted crake, corncrake, stork; habitat for visitors: wood sandpiper, golden plover, ruff, hen harrier, smew, Bewick's swan
Flood polder nature reserve	Neustädter Hafen, Bremen and dredging spoils treatment site in Bremen - Seehausen	Floodplain area with sporadically flooded wet grassland, alluvial forest, reedbeds, ruderal areas and small ponds	Habitat for bluethroat, sedge warbler, bittern, marsh harrier, black-necked grebe, gadwall, shelduck, amphibians and dragonflies as well as purple loosestrife, flag iris and willow

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