

Our Sustainability Report 2026

Niedersachsen
Ports

We Are the Ports for a
Sustainable Future.



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Intro- duction

A photograph of two men in dark blue suits standing outdoors in front of a background of green trees. The man on the left is older, with grey hair and glasses, wearing a bright pink tie. The man on the right is younger, with dark hair, wearing a striped tie. Both are smiling at the camera.

To us, sustainability is far more than just an aspiration.

It is an integral part of our responsibility. As the operator of the Seaports of Niedersachsen, we shape the infrastructure that connects the economy and society with each other. This means that we have a responsibility for the environment, the people, and for a sustainable development of our sites.

This report covers the time line from 2022 to 2024 and showcases in concrete terms, how we are living up to this responsibility.

We are working on designing our ports in a more environmentally friendly way – through the sensible deployment of resources, the reduction of emissions, and the testing of new solutions for a sustainable energy supply.

At the same time, it is the people, who are the focus of our activities. To us, a safe and secure work environment where you feel appreciated, and a trusting cooperation and togetherness are just as important as our contribution to society and to the development of the region.

Sustainability demands a clearly delineated structure. With transparent processes and established management systems, we are creating the basis that permits us to systematically realize responsibility and to continue to further develop ourselves.

And we are keenly aware of this fact: Sustainability is not a goal that you have to achieve merely one time. Rather, it is a path that we must continue to tread. Together with our employees, our partners, and the public at large.

Oldenburg, July 2026

Holger Banik

Volker Weiß

Management Niedersachsen Ports GmbH & Co. KG

Environment

The responsible interaction with our environment is a central prerequisite for sustainable business activities.

The Environment Section showcases, which measures are taken to reduce negative effects to the climate and eco systems as much as possible.

Due to the special location of our ports as a connection between land and sea, and oftentimes in the direct vicinity of fragile eco systems, harmony with nature is the focal point of our activities.

Within this context, climate change and the adjustment to its effects pose one of the greatest challenges that we are actively facing head-on in order to make a positive contribution towards today's and future generations.



The image shows two container wind turbines, which are green and white structures mounted on shipping containers. They are set against a blue sky with scattered white clouds. The turbines are positioned on a port site, with a white container in the foreground featuring the 'flowgen' logo and other text. The overall scene illustrates a sustainable energy solution for port infrastructure.

Environment - Container Wind Turbine

How Wind, Sun, and Storage Join Forces at the Port

It all started with a sobering question:
How can we source more renewable
energy directly at the port?

Within the realm of the EU project REDII Ports we are tackling exactly this challenge. It was our goal to examine regenerative energy sources not just on a theoretical level, but rather to integrate them into the existing port infrastructure. "You can talk about renewable energies all you want, but in the end, they have to be a good fit for our operation" says Thomas Tröster, Team Lead for Electrical Engineering in Emden.

Together with Master Craftsman for Electric Engineering, Jens Kampen, Tröster evaluated various options. In doing so, the team found a market-ready container solution that combines multiple components: Small-scale wind power, photovoltaics, battery storage, and charging infrastructure.

"You can buy these systems 'off the shelf'", emphasizes Kampen.

"But in order for them to work properly, you must understand them. And you have to tweak and integrate them."

From Product to Operational Solution

The Container Wind Turbine System (WTS) comprises:

- › Two small-scale wind turbines
- › Photovoltaic modules on top of the container
- › Integrated battery storage
- › A charging station for electric vehicles
- › An operation that is connected to the electric grid

Today, this system is located near the main gate at our Emden facility. But the real work had to be done after it was delivered. “It’s not just ‘drop it down and plug & play’ – that’s not how this works” so Kampen. We had to scrutinize and implement the prerequisites for connecting to the electric power grid, electrical protective measures & concepts, measuring & metering structures, plus requirements under applicable construction law and statutory building regulations.

Streamlining During Active Operation

The test operation revealed, where the system needed fine-tuning. One turbine had to be exchanged, and control parameters had to be tweaked multiple times. One concrete example was the braking logics of the wind power system. In the beginning, it would stop quite abruptly, partially also due to the aerodynamic conditions at the site.

The team developed a solution that was gentler on the material, which entailed that the turbine would be turned away from the wind before coming to a complete stop.

And even the electric efficiency was improved. “We would discover a relatively high reactive power component within the system” explains Kampen. Reactive power is an electric power that, even though it travels between power source and load, is not available to perform any useful work. It burdens lines and transformers and impairs the performance factor. We were able to streamline the software and noticeably increase the portion of usable effective power and the overall efficiency of the system.

“You can only identify those details during real-life operation” says Tröster. “But I always had the feeling: We’re going to get this running smoothly.”

» It's wind. It's solar. And it generates electric power. But the integration process is, where it really gets electrifying «

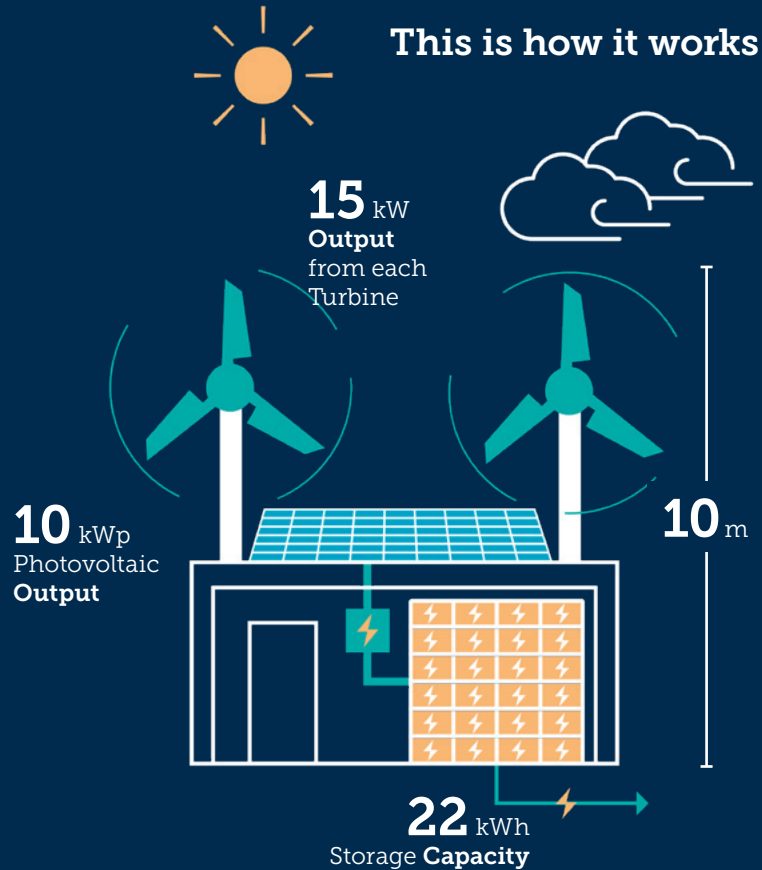


A Concrete Contribution to the Port

Today, the system feeds its energy into the local port infrastructure, thus contributing to a decentralized energy supply. The battery storage makes it possible that the generated energy can be utilized in a time-shifted fashion, for example: for buildings, or the connected charging infrastructure. Neither of the two gentlemen is talking about concrete energy yield numbers for a good reason: the output is too much dependent on wind, location, and the surroundings. But Kampen describes the benefit from an operational standpoint:

“It makes a great contribution to the supply of the port infrastructure. There are always consumers, who can make good use of the energy.”

Especially for large area ports or areas that require a temporary energy supply, this concept has its advantages: flexible choice of placement, modular extendibility, and a decentralized power supply. “It is not a large-scale system”, Tröster admits. “But it is a practical addition in places, where energy is needed immediately on site.”



» Deep down I always knew:
We're going to get this up and
running «

Realistic Assessment & Outlook

For very small companies, such a system does not make too much business sense. For mid-sized operations with a suitable area, and the commensurate need for energy, this may be a realistic option. “You need the willingness to invest, and patience” says Tröster. “And you have to be able to evaluate any offer from a technical standpoint” Kampen adds.

Currently, the team is working on improved monitoring, a streamlined metering connection, and additional analysis possibilities. In the not-to-distant future, extensions comprising additional regenerative components are feasible.

The Container Wind Turbine System (WTS) in Emden exemplifies our approach: no spectacular attempt to re-invent the wheel. But consistent integration, streamlining, and further development of existing technologies. With practical relevance, and geared towards the everyday operation.

A man and a woman in business attire are standing in a modern office with large windows. The man is holding a smartphone and showing it to the woman. They are both smiling and looking at the phone. The man is wearing a blue blazer over a pink shirt and dark trousers. The woman is wearing a black and white striped long-sleeved shirt and a black skirt. They are holding folders. The background shows a parking lot with several cars and greenery outside the windows.

Social Concerns

To us, sustainability means to take on responsibility for the people.

In this Social Concerns section, our employees are front and center. Because they are the foundation for a safe and reliable port operation and the productivity of our sites.

We are creating a work environment based on fair conditions, equal opportunity, and the highest health and safety standards.

Beyond that, we consider ourselves an active part of society and rally for a sustainable development of Niedersachsen's coastal region.

Social Concerns - Fit for Leadership

When Lucas Gall started at NPorts, there was one important thing already on his list during his job interview: Support for Managers. Because you need to respect the people.

"I realized that I was taking on personnel responsibility for the first time" says the Department Manager for the department Engineering & Technical Services in Wilhelmshaven. "And people are multi-faceted. Managing by meeting on an equal footing, winning people over. That's not as easy as it sounds."

To him, the fact that NPorts has the program "Fit for Leadership" and gives people the chance to supervise was a positive sign: Leadership is not a thing that is expected to be performed as a "side job". They view it as a task and take it seriously. Gall started immediately with the first module, and up until now, he has been using the program primarily as a tool for exchange and reflection.



Appreciation as a Leadership Exercise

To him, great leadership is not so much a method, but rather an attitude. "Great leadership means creating spaces, where people feel at ease and can find their own strengths." He suggests: "It's more about uncovering potential, getting fellow employees involved, and taking their perspectives seriously without making it feel fake." "Appreciation", says Gall "starts with concrete things: You have to take your time, don't ignore concerns or let them 'peter out'. You must put processes that got hung up back in motion.

A good example: A coworker asked for an interim evaluation. Gall took time out of his schedule to highlight these good performances in detail and

acknowledge them." He adds: "To me it is crucial to really understand, what my employees can do and where they stand." To him, appreciation can also mean that differing opinions can initially be OK. Even if a different decision is made in the end. "I show gratitude for such a perspective. And I always make sure that it never gets personal."

There is one learning moment from his everyday leadership work that Gall recalls very clearly: He is no longer afraid of making mistakes, and he addresses them openly. "Back in the old days, I would have never done that." Today, he sets boundaries and clarifies ambiguities and misunderstandings early on. He



Sabine Nitschke

Head of the Central Division HR and Administration

"We initiated this program to prepare our leadership personnel for new and future challenges, regardless of their experience level.

And of course, we keep in mind that various generations have differing expectations, and that appreciative interaction can strengthen motivation and employee retention..

At the same time, we promote the exchange across company sites and hierarchy levels so that we can develop a joint understanding of leadership at NPorts."





Hellen Siems

Contact person for the program Fit for Leadership:

"We have developed the program in-house, and together with a third-party service provider and based on feedback of the participants we have been able to continually redevelop and improve it.

tarting in 2027, we will be adding another format geared specifically towards qualifying new managers and to ingrain existing contents in a sustainable way. Because development is not a one-time step, but rather a continuous process.

And good leadership is effective beyond our company: It strengthens motivation and internal bonding, and it gives us as an employer visibility to the outside and makes us attractive."

remembers a small moment at the office that served him as an example: A conversation was interrupted by a colleague, and the initial dialog partner had to stand by for minutes. Lucas made sure to rectify this later, he apologized and clarified the situation. "In the earlier days I would have just let this fall on the wayside. Today I know: That was not OK."

He is rewarded by change within the team. In his experience: "Back then, when someone found themselves under a lot of pressure, they would 'grow a protective shield'. Maybe they would take a particularly offensive stance in order to leave no room for attack." To such tensions, he reacts with dependability: "Mistakes are opportunities to learn, and not a reason to blame someone. That also means not saying: 'How could you screw this up?!' People will notice this very quickly. Once this trust has been established, the cooperation changes. A defensive mode becomes real togetherness and collaboration."

The way Gall is looking at it, exactly this is a central factor for retention: "If people feel well and have a great superior, then precisely this human connection becomes the deciding factor why people love to stay." He describes the work relationship as an "energy barter transaction": Employees give their energy. And they need more in return than just money: Appreciation, fair treatment, dependability.

In his view, Fit for Leadership particularly promotes the exchange between managers. "There are people with similar problems. And they demonstrate: 'We are facing similar challenges and we support each other.'" In his opinion this works more within the subconscious than the conscious. As an impulse, a seed that germinates within the workaday life.

It changes a training program into a building block for an appreciative work environment. As a support. So that managers can go their own, authentic way. And so that employees love to stay on.

Prospective Leaders Development Program

Duration: 4 years (2 courses @ 2 years each, April 2023 until March 2027)

Participants: Any managerial staff on various levels – a total of some 120 employees

Program Schedule:

- Kick-Off
- Building Block 1: Personality & Role Competen
- Building Block 2: Communication & Cooperation
- Leadership Exchange Round 1
- Building Block 3: Team Development & Group Dynamics
- Building Block 4: Methodological Competencies
- Leadership Exchange Round 2

If Needed: Measures for Team Development or Face-to-Face Coaching



Governance



Responsible and Transparent Corporate Leadership is the Foundation for Sustainable Action.

To us, governance means more than just the compliance with rules & regulations. It also is an expression of our expansive responsibility as a central economic player and employer within the region.

Concise responsibilities, effective control mechanisms, and an open communication ingrain a sustainable development firmly in our corporate management and create trust and integrity internally and towards the outside.

Governance – Information Security

The panelists for this story will remain anonymous. And the reason is exactly, what this story is all about: Information Security.

Because people, who are professionally tasked with the protection of sensitive data, know that you have to carefully balance transparency and retention of information.

For quite some time now, information security has not just been a pure IT topic anymore. Cyber-attacks are directed towards the whole company these days. In the worst-case scenario, they can disrupt operations, damage trust, and cause economic damage. That means that today information security is a central task within corporate management.

Safety Does not Start With IT

If you want to protect a computer, you install an anti-virus program. Beyond that, the room where the computer is located must be secured, as well. It takes rules for access, clear guidelines for the handling of data, and people that know these rules and abide by them.

In all this, the human factor plays a central role. There is a number of risks involved, especially during stressful situations, when people are pressed for time, or when unexpected requests are made. Therefore, information security is always also a managerial and organizational task.



Things We Do Not Talk About

New Requirements Pursuant to NIS2

The European NIS2 directive makes information security even more a focal point of our corporate management. The requirements for risk management, control mechanisms, and strategic control are getting tougher.

And information security does not end at the boundaries of our company. Even supply chains are getting increasingly scrutinized: Going forward, IT service providers, cloud providers, and other partners must be integrated more and more into security concepts. This means that cyber security is becoming a strategic task, which has implications on investment decisions, internal processes, and responsibilities.

In order to systematically implement these requirements, we have relied on certified management systems for years now. Quality management, energy management, and henceforth even information security are

improvements are continually implemented.

And management systems are far more than just formal certificates. They create an organizational framework that helps companies to control complex requirements long-term.

Transparency – But Not at Any Cost

However, in this context – particularly in the area of information security – there is one special rule: Not everything that exists can be described in public.

To ensure this, an information security management system defines protection classes for information, from public to highly confidential. This way, a company can report about their responsibility and their standards in a transparent manner without divulging details at the same time that can be useful to potential attackers.

Thus, the anonymity of the panelists is more than just an editorial decision. It is a small example for how

professional interaction with sensitive information works.

Safety as an Integral Part of Sustainable Corporate Leadership

Sustainability means both, environmental and social responsibility, but also to ensure a company's long-term ability to act. A successful cyber-attack can cause serious economic damage or disrupt operation. Therefore, information security not only protects data, but it also ensures stability, trust, and added value. That makes it a central part of responsible corporate management for us.

With the envisioned certification by an information security management system pursuant to ISO 27001 in 2026 we are further strengthening this aspiration: Information security will be systematically ingrained as the basis for a stable, reliable, and future-proof port infrastructure.

From 2026 on



**Certified Information
Security Management
System pursuant to ISO
27001**

since 2025



**Certified Energy
Management pursuant
to ISO 50001**

since 2019



**Certified Quality
Management System
pursuant to ISO 9001**



Environment

Report Section

GRI
3-3
302-1
302-4

Energy and CO₂

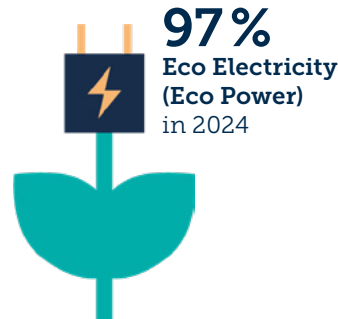
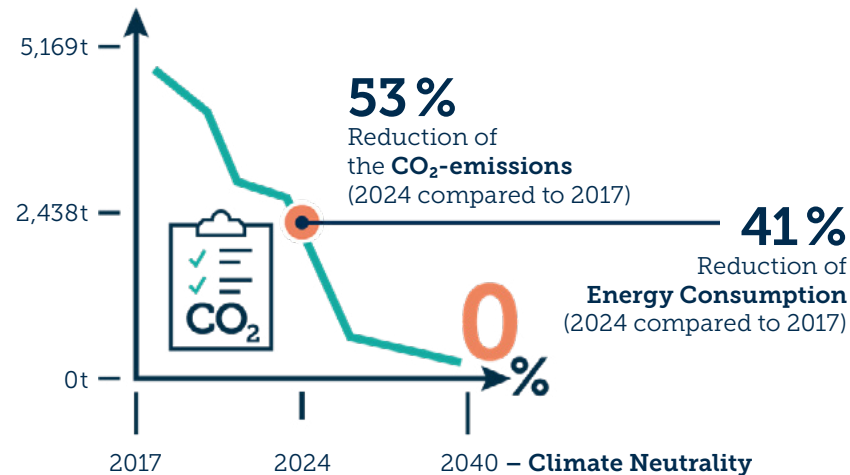
Our energy consumption is largely covered by electricity, natural gas, and diesel fuel (95%). Therefore, we are streamlining existing systems and we are step-by-step replacing fossil energy sources with more climate-friendly alternatives. In 2024, 32% of our total energy consumption was attributable to renewable energies.

A particularly exciting development is the continued switch to alternative fuels.

Going forward, we will also evaluate the electrification of ships, in addition to the use of HVO (Hydrated Vegetable Oil) and other synthetic green fuels.

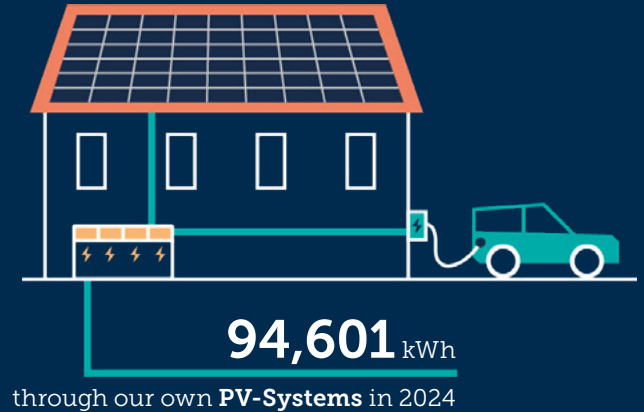
We were also able to further reduce our CO₂ emissions during the reporting period. The emissions reached a new low level of 2,438 metric tons. This success can be traced back to measures such as the switch to eco power, the continuing implementation of energy-efficient LED lighting, and a systematic energy management.

GRI
3-3
305-5



Photovoltaic (PV) Generation of Electricity

NP-22



In order to supply our properties with environmentally-friendly solar power, we are increasingly betting on our own production of solar energy through the use of PV systems on top of our roof areas in Emden, Norden, Norddeich, and Cuxhaven (since 2025).

In 2024 we used 73,733 kWh of the generated electricity ourselves. This equates to a high own consumption rate of around 78%. Based on an assumed electricity price of 0.32 €/kWh this means cost savings of approximately 24,000 € in 2024 alone.

Vehicle fleet & EV Charging Infrastructure

155

Vehicles in our fleet in 2024

61 %

Conventional engines



39 %

Alternative engines



Natural gas, liquid gas, hybrids, electric

thereof **30 %**

Electric engines

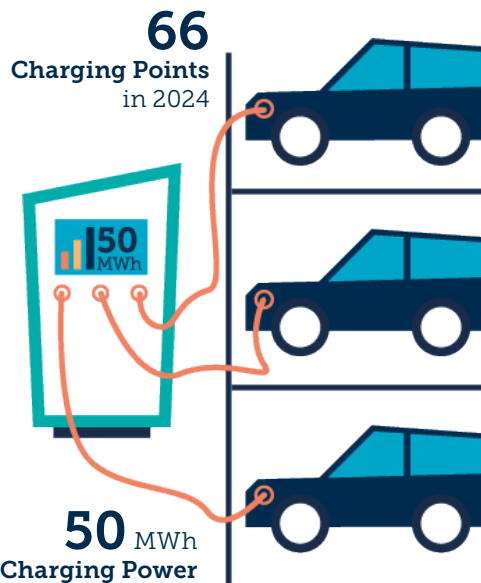


Note: The comparability with previous years may potentially be limited due to amended documentation/ new data situation.

GRI
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We are converting our fleet to more eco-friendly propulsions, and the portion of e-vehicles is continually increasing.

In order to reach a complete electrification long-term, we are consistently expanding the requisite infrastructure. There are already 54 AC charging points and 12 DC charging points in place, providing an annual charging performance of some 50 MWh.

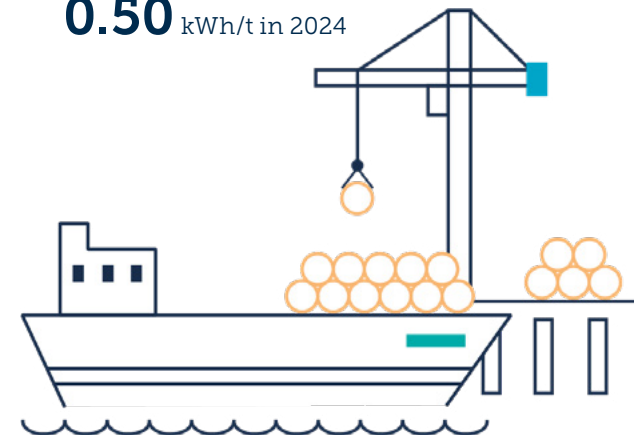


Energy Intensity

GRI
302-3

The energy intensity puts the energy consumption in relation to the amount of handled cargo (kWh/t). Within the reporting period, we were able to significantly increase our efficiency and reach the lowest value so far. This was made possible, for instance, through the modernization of equipment and its energy management.

0.50 kWh/t in 2024



NP-23 Environmental Rebate - ESI

In order to create incentives for more environmentally-friendly maritime shipping we, as a member of the World Port Climate Initiative (WPCI), have been granting a so-called ESI (Environmental Ship Index) rebate for certified ships since 2014. The ESI score informs about the environmental performances of ships in terms of their avoidance to produce air-pol-

luting emissions (NOx and SOx), as well as CO2. We use the index as a basis for granting of rebates on the harbor dues.

After a decline in 2021 due to more stringent environmental stipulations, the number of granted rebates climbed to a new peak of 226 in 2024.

Biodiversity & Compensation

As an interface between land and sea, we have a special responsibility for sensitive eco systems. We are trying to limit intrusions as much as possible, and we are compensating for unavoidable effects. In 2024 roughly one third of our areas remained reserved for nature.

GRI
304-1
304-2
304-3
NP-21

33 Projects
for the promotion
of **biodiversity**



Aside from compensation, we are implementing measures for the promotion of biodiversity. This includes, among other things, the creation of blooming areas, the installation of bird houses and insect hotels, the introduction of bee colonies, the installation of plants on noise protection walls, joint tree-planting and regular garbage collection efforts.

We intend to implement a total of 50 measures at our sites by 2030.

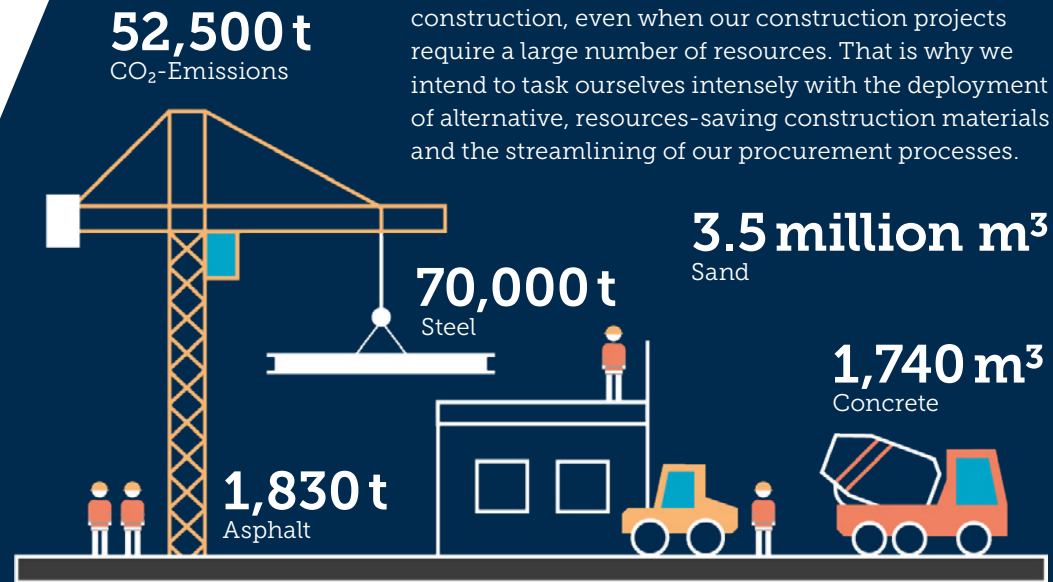
Resources/Building Materials

GRI
301-1

As an operator of system-relevant infrastructure, we are maintaining our port facilities and expanding it in a demand-driven manner. Many of our construction projects are essential so that Germany's supply security can be ensured and in order to actively support the energy transition.

GRI
305-3

We are consistently striving for sustainable construction, even when our construction projects require a large number of resources. That is why we intend to task ourselves intensely with the deployment of alternative, resources-saving construction materials and the streamlining of our procurement processes.



Construction projects in excess of 10 million EUR were taken into consideration. The diagram shows the amounts that occurred within the reporting period (2022 to 2024).

Social Concerns

Report Section

GRI 2-7 Total Number of Employees

692 employees ensure safety, reliability, and smooth processes at our ports. 24/7.

In 2024 we were able to offer 43 young people an apprenticeship in nine different professions in our company. In each of the years 2023 and 2022 this number was 47, respectively. We score above the federal and state average with an apprenticeship ratio of 6.6% in 2024.

649
Employees
in 2024



Severely Disabled Quota

We welcome people with health limitations, regardless of whether they have these limitations when they start, or whether they develop them within the course of their professional life. When it comes to selection decisions, merely expertise and personal qualifications count. In 2024 we employed 44 severely disabled persons. That translates to a ratio of 6.5%.

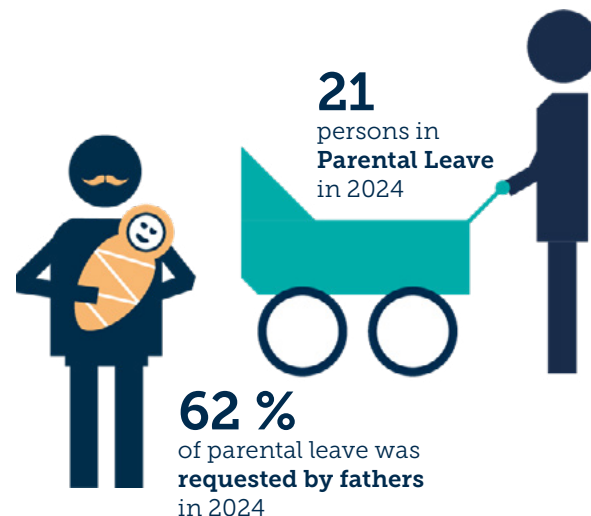
GRI 406-1

Employees Covered by a Collective Agreement

At NPorts approximately 98.1% of the employees work under the collective labor agreement for the public employees of the federal states (TV-L).

GRI 2-30

Parental Leave & Return to Work GRI 401-3



Occupational Health/ Safety Committeese GRI 403-4

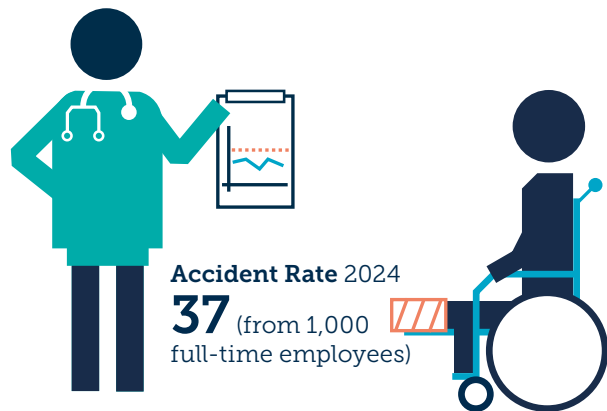
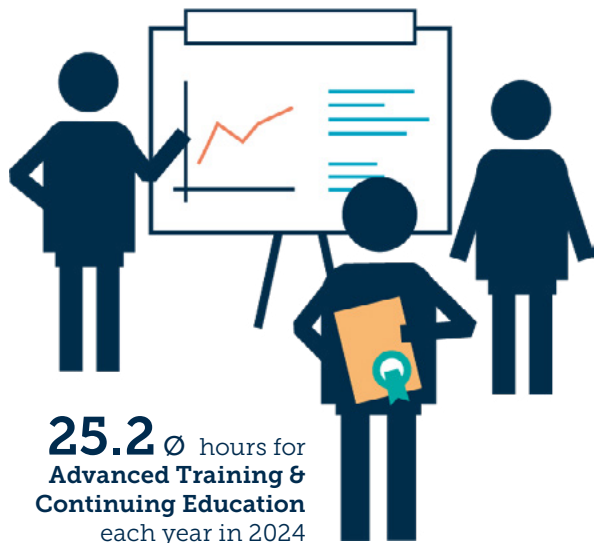
Our employees actively participate in occupational safety committees, the health work group AK Gesundheit, and additional work groups. Annually, there are about 50 of them (2024), who are actively involved in continually improving and developing measures for occupational safety & health and safety.

GRI
404-1

Advanced Training & Continuing Education

Through targeted support and further development, we are creating the prerequisites to maintain specialized expertise long-term, to ensure successful collaboration, and to actively design change in the port economy.

The average number of hours for each employee of advanced training and continuing education rose in 2024 by almost 38% when compared to the previous year.



Work-Related Accidents

The work at the port is highly demanding for our employees: Working with heavy loads, changing weather, and complex processes. With clear protective measures and regular instruction, plus systematic risk assessments we ensure a high degree of safety.

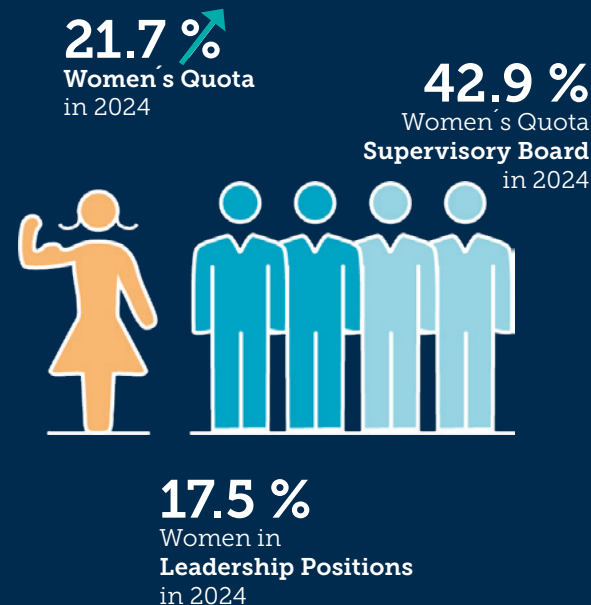
Our accident statistics shows a positive development: The number of reportable work accidents is declining and our accident rate is similar to the average of comparable industries*.

* Berufsgenossenschaft der Bauwirtschaft (2024) = 43.8
Berufsgenossenschaft Verkehrswirtschaft Post-Logistik
Telecommunication (2024) = 33.62

GRI
403-9
403-10

Diversity (Leadership Positions/Women's Quota)

Here at NPorts, we are pursuing the goal of women's and men's equality and we voluntarily seek guidance from Niedersachsen's Equality Act.



GRI
405-1



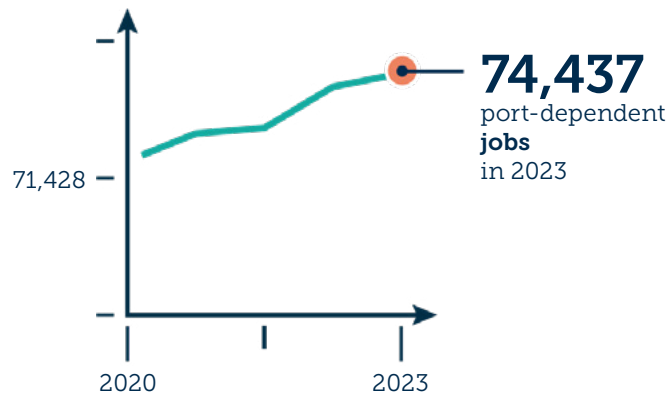
Governance

Report Section

Employment Assessment

At our 15 sites we are providing the port infrastructure to create added value. In return, our ports make the transshipment of goods possible, secure the supply of the population and economy, and ensure public services.

An expertise of the impact on employment shows: More than 74,000 employees in Lower Saxony depend on the ports in that state. Compared to 2020, this means an increase of approximately 3,000 employees (+ 4,2%). Since we are a part of Niedersachsen's Seaports, we contribute to securing jobs and to strengthening the economic development in Niedersachsen.



5.885 billion EUR
Added Gross Value
 by ports of Lower Saxony
 in 2024



783 million EUR
Tax Revenues
 by Niedersachsen's
 ports
 in 2024



Corruption/ Compliance

To us, acting in compliance with the policies and legal provisions is both, a commitment and a matter of course. That is why we rely on training and consistent sensitization, but also on routine checks for corruption-relevant risks within our processes. We have clear rules, documented processes, and defined reporting and escalation routes that support us in our effort to follow tips early on and to process them in a structured manner.

Despite these preventative measures, we cannot completely rule out that potential irregularities occur. In 2024 there were three critical concerns at NPorts within the realm of public-law procedure discovered and escalated for scrutiny. Two of the matters are currently still being clarified. We fully support the ongoing investigations and we have initiated the necessary internal measures for review.

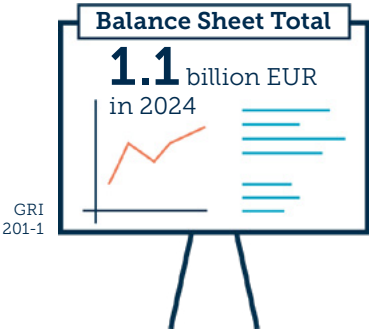
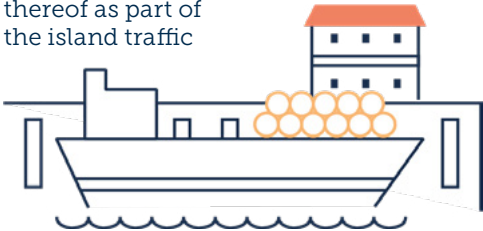
GRI
205-3

One proceeding was stopped in 2025 due to insignificance.

Business Performance

Ships' Calls
38,000
in 2024,
thereof as part of
the island traffic

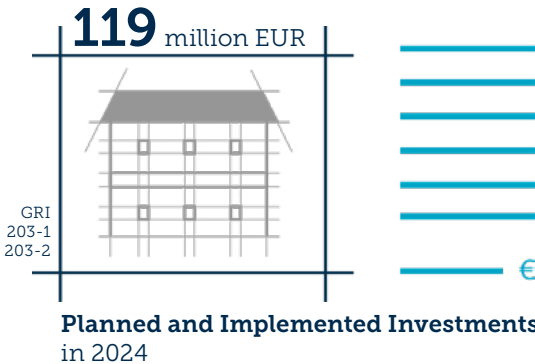
NP-11



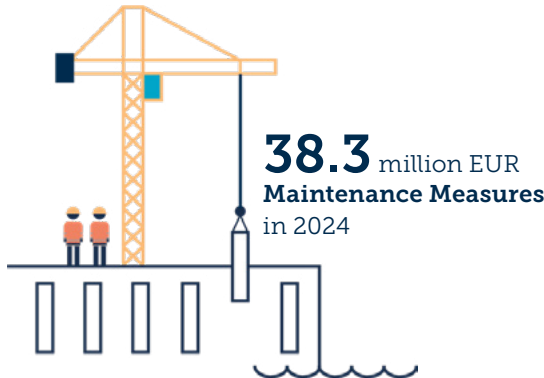
8.3 million
Passenger Transports in 2024



NP-12



Planned and Implemented Investments
in 2024



Appendix

Figures Section

The Company and Sustainability Management

Profile: The Company in Numbers

	Infrastructure Indicators	Unit	2024	2023	2022
NP-01	Total Area Owned by the Company*	ha	3,791.8	3,729.1	3,699.7
	Thereof Water Areas	ha	657.8	661.0	657.0
	Thereof Land Areas	ha	2,069.7	2,124.8	2,128.8
	Thereof Compensation Areas	ha	1,064.3	943.3	919.3
	Land Leased	ha	852.1	849.5	807.3
NP-02	Road Net	km	50.9	44.8	43.4
	Rail Grid	km	79.7	80.6	80.8
NP-11	Ships' Calls Total	Anzahl	38,277.0	42,104.0	33,028.0
	Thereof ocean-going vessels	Anzahl	35,612.0	39,841.0	30,355.0
	Thereof barges	Anzahl	2,665.0	2,263.0	2,673.0
NP-04	Quay Wall Length (with cargo handling possibility)	km	28.9	28.9	26.5

*Land and Water Area (without compensation)

		2024	2023	2022
GRI 2-7	Employees	649 + 43 Apprentices	634 + 47 Apprentices	613 + 47 Apprentices
NP-12	Cargo Handling	28,032,751 t	26,062,810 t	27,293,538 t
NP-13	Passenger Transports	8,293,976	8,124,182	7,999,958
	Balance Sheet Total	1,108,126 EUR	1,002,358 EUR	886,052 EUR
	Investments	119 million EUR	157 million EUR	125 million. EUR
	Maintenance Measures	38.3 million EUR	36.1 million EUR	31,5 million EUR

Energy Consumption at NPorts During the Course of the Year

GRI
302-1
302-4

Emissions	Energy Applied Scope Consumer	THG Fuels	2024	2023	2022	2017	hange in Per Cent vs. 2017*
			Energy Consumption in kWh				
Scope 1	Fuels	Natural Gas	3,688,270	4,191,415	4,793,878	6,073,393	-39%
		Light Fuel Oil	373,043	417,671	469,821	727,163	-49%
		Liquefied Gas	179,227	196,211	194,654	167,226	7%
	Fleet and Equipment	Diesel	1,089,230	822,358	787,081	3,376,310	-68%
		Gasoline	254,679	213,327	145,801	91,831	177%
		CNG	820	238	285	170,149	-100%
	Ships	Diesel (konv.)	1,191,435	532,093	4,153,737	5,869,638	-80%
		Diesel (HVO)	0	0	0	0	/
		Gasoline	0	0	0	2,763	-100%
		GTL	2,546,378	3,972,013	0	0	/
Scope 2	Electricity	conventional	141,076	138,055	104,963	977,182	-86%
		Eco Power	4,554,743	4,792,469	4,268,487	6,179,222	-26%
Energy Consumption Scope 1			9,323,082	10,345,326	10,545,257	16,478,472	-43%
Energy Consumption Scope 2			4,695,819	4,930,524	4,373,450	7,156,404	-34%
Total Energy Consumption NPorts			14,018,901	15,275,850	14,918,707	23,634,876	-41%

* Reference Value from 2024

Energy Intensity

GRI
302-3

	2024	2023	2022	2021
Energy Intensity (kWh Energy/t of handled cargo)	0.50	0.59	0.55	0.75

CO₂-Emissions* During the Course of the Year

GRI
305-1
305-2
305-5

Scope THG-Emissions	Energy Consumers	Deployed Fuels	CO ₂ Emission Factor*	2024	2023	2022	2017	Change in Per Cent vs. 2017**
				kg CO ₂ /kWh				
Scope 1	Fuels	Natural Gas	0.234	863	981	1,122	1,494	-42%
		Light Fuel Oil	0.315	118	132	148	231	-49%
		Liquefied Gas	0.267	48	52	52	46	4%
	Vehicle Fleet and Equipment	Diesel Fuel	0.266	290	219	209	1,013	-71%
		Gasoline	0.252	64	54	37	29	121%
		CNG	0.267	0	0	0	42	-99%
	Ships (1973)	Diesel (conv.)	0.266	317	142	1,105	1,761	-82%
		Diesel (HVO)		0	0	0	0	0%
		Gasoline	0.252	0	0	0	1	-100%
		GTL	0.266	677	1,057	0	0	/
Scope 2	Electric power	conventional	0.435	61	60	46	4,617	-89%
		Eco Power	0	0	0	0	552	/
CO ₂ -Emissions Scope 1				2,377	2,635	46	4,617	-49%
CO ₂ -Emissions Scope 2				61	60	42	552	-89%
Total CO ₂ Emissions				2,438	2,695	2,718	5,169	-53%

* in kg CO₂/kWh

** Reference Value from 2024

Utilization of Eco Electricity at NPorts

NP-22

	Total: Energy Consumption (kWh)	Total Electric Power Consumption (kWh)	Total Eco Power (kWh)	Portion of Eco Power from Total Energy Consumption in %	Portion of Eco Power from Total Electricity in %
2024	14,018,901	4,695,819	4,554,743	32.49	97.00
2023	15,275,850	4,930,524	4,792,469	31.37	97.20
2022	14,918,707	4,373,450	4,268,487	28.61	97.60

Electricity Generation by PV Systems at NPorts

NP-22

		Unit	2024	2023	2022
Emden	Electric Power Generation	kWh	62,773	71,690	77,421
	Own Consumption	kWh	41,910	50,295	49,885
Norden	Electric Power Generation	kWh	8,480	9,120	9,860
	Own Consumption	kWh	8,477	9,113	9,860
Norddeich	Electric Power Generation	kWh	23,348	24,927	26,356
	Own Consumption	kWh	23,346	24,910	26,349
Total	Total Electric Power Generation	kWh	94,601	105,737	113,637
	thereof own consumption	kWh	73,733	84,318	86,094

Utilization of Resources at NPorts*

GRI
301-1

Amount of consumed raw materials*					
Material	Unit	2024	2023	2022	Summe
Steel	t	21,641.8	32,140.3	16,200.0	69,982.0
Asphalt	t	1,826.4	0	0	1,826.4
Concrete	m³	631.6	1,110.2	0	1,741.9
Sand	m³	0	3,039,508.2	542,818.0	3,582,326.2

* Construction projects in excess of 10 million EUR were taken into consideration

GRI
305-3

Amount of induced emissions (in t CO ₂)			
Material	2024	2023	2022
Steel	1,005.1	20,478.2	9,072.0
Asphalt	61.3	0	0
Concrete	172.6	196.2	0
Sand	0	12,855.0	8,674.8
Total	1,239.0	33,529.5	17,746.8
Total	52,515.3		

* Calculation based on average emission values

(Routine Maintenance) Dredging Measures/Quantities

NP-24

	2024	2023	2022
Dredge Amounts Cargo Hold Space* (in m³)	157,351	140,075	240,176
Dredge Amounts from Recirculation Process (in m³)	4,656,307	3,702,949	3,704,296
Deployment Hours from Water Injection Measures	2,75	4,275	4,762

* Difference pre and post Sounding Survey

Enticements for Environmentally-Friendly Navigation

NP-23

		2024	2023	2022
Brake	ESI Value 30.1 to 50.0	1	2	1
	ESI Value > 50.1	0	0	1
	Total	1	2	2
Cuxhaven	ESI Value 30.1 to 50.0	127	76	102
	ESI Value > 50.1	10	17	7
	Total	137	93	109
Emden	ESI Value 30.1 to 50.0	31	60	14
	ESI Value > 50.1	44	58	41
	Total	75	118	55
Norden	ESI Value 30.1 to 50.0	0	0	0
	ESI Value > 50.1	0	0	0
	Total	0	0	0
Wilhelmshaven	ESI Value 30.1 to 50.0	10	7	2
	ESI Value > 50.1	3	0	3
	Total	13	7	5
Total NPorts		226	220	171

Total Waste Volume and Waste Separation Ratio 2024

GRI
306-3

2024	Separation Rate (%)	Waste containing hazardous substances (t)	Other, Non-Commingled Waste (t)	Construction Waste (t)	Organic Waste (t)	Commingled Waste (t)
Brake	97.86	109.44	7.02	42.35	0	253.37
Cuxhaven	55.44	2.10	5.97	45.59	9.26	152.20
Emden	83.9	265.68	0	29.72	0	78.77
Norden	79.82	5.13	3.80	108.13	73.21	37.74
Wilhelmshaven	22.15	0	0	1.98	0	6.96
Oldenburg	0	0	0	0	0	0
Total NPorts	78.58	382.35	16.79	227.77	82.47	529.04

Total Waste Volume Over the Course of a Year

GRI
306-3

Waste Volume in t	2024	2023	2022
Brake	412	526	624
Cuxhaven	216	214	262
Emden	392	126	774
Norden	228	612	215
Wilhelmshaven	9	2	10
Oldenburg	0	0	0
Total NPorts	1,007	1,202	1,885

Total Waste Volume and Separation Rates During the Course of the Year*

NP-27

		2024	2023	2022
Total NPorts	Metric Tons	1,007	1,202	1,882
Separation Rate	Per Cent	78.58	76.6	85.85

* The separation rate indicates the portion of separated waste from the total waste amount in Per Cent.

Summary of the Ship Wastes 2023 & 2024

NP-26

	MARPOL I (m3)*		MARPOL V (Litre)**	
	2023	2024	08/23 - 12/23	2024
Brake	1,594.69	486.51	481,270	1,178,500
Cuxhaven	1,119.31	1,070.81	625,250	1,523,110
Emden	1,426.70	1,866.81	1,159,590	3,188,500
Norden	0.00	0.00	9,600	43,200
Wilhelmshaven	122.04	159.15	135,900	398,530
Total NPorts	6,285,74	5,607.28	2,411,610	6,333,864

* MARPOL I: Only those quantities are captured that are actively being reported by the ships and/or those, for which NPorts had paid a refund.

** MARPOL V: These details are based on volumes (in liters) of the waste containers that were furnished and then disposed. It is possible that in some cases, the containers were not entirely full, which means that the reported volumes may vary from the actual quantities incurred.

Staff Figures by Various Categories*

GRI
2-7

HR Figures*	2024	2023	2022
All Employees	692	681	660
Female	177	168	160
Male	515	513	500
Permanent Employees**	634	619	604
Women	158	150	143
Men	476	469	461
Fixed-Term Employees***	58	62	56
Women	19	18	17
Men	39	44	39
Tenure-Tracked	13	13	16
Full-Time Employees	594	600	581
Women	100	99	101
Men	494	501	480
Part-Time/Other Work Models	98	81	79
Women	77	69	59
Men	21	12	20
Apprentices (incl. Student in dual work study program)	43	47	47
Apprentice Ratio	6.60%	7.40%	7.70%

* Calculations based on headcount at year's end; no employment with non-guaranteed hours

** Permanent employees

*** Non-permanent employees and apprentice/internship employees

Note: According to our employee's statements, none is diverse.

New Hires and Fluctuation

GRI
401-1

	2024		2023		2022	
	Number	Share*	Number	Share*	Number	Share*
Total New Hires	83	12 %	106	15 %	62	9 %
Thereof female	28	4 %	28	4 %	16	2 %
Thereof male	55	7 %	78	11 %	46	7 %
Thereof < 30	36	5 %	36	5 %	25	3 %
Thereof 30 to 50 Years of Age	35	5 %	52	7 %	29	4 %
Thereof > 50 Years of Age	12	1 %	17	2 %	8	1 %
Thereof Apprentices	13	1 %	16	2 %	8	1 %
Total Fluctuation	54	7 %	63	9 %	74	11 %
Thereof female	14	2 %	17	2 %	10	1 %
Thereof male	40	5 %	46	6 %	64	9 %
Thereof > 30 Years of Age	13	1 %	10	1 %	14	2 %
Thereof 30 to 50 Years of Age	16	2 %	19	2 %	28	4 %
Thereof > 50 Years of Age	25	3 %	34	5 %	32	4 %

* In relation to the total number of employees; calculated by headcount

Diversity at NPorts

GRI 405-1	Diversity Indicators	Unit	2024	2023	2022
	Listed by Gender				
	Thereof female*	Per Cent	21.7	21.3	22.7
	Thereof male*	Per Cent	78.3	78.7	79.1
	Job Areas				
	Technical/Nautical	Amount	246	204	204
	White-Collar/Office	Number	168	177	177
	Blue-Collar/Industrial	Number	235	253	253
	Management**	Amount	118	112	112
	Listing of Employees by Age Groups				
	< 30 years	Amount	48	49	41
	30 - 50 years	Amount	295	288	264
	> 50 years	Amount	306	297	308
	Diversity Among Executives				
	Female Executives	Quantity	23	22	21
	Male Executives	Quantity	95	90	94
	< 30 years	Amount	1	2	2
	30 - 50 years	Amount	54	47	47
	> 50 years	Amount	63	63	66
	Womens's Quota				
	general***	Per Cent	21.7%	21.3%	20.7%
	Management Positions***	Per Cent	17.5%	17.8%	17.3%
	Supervisory Board	Per Cent	42.9%	42.9%	42.2%
	Ratio of Severely Disabled	Per Cent	6,5%	7,0%	8,1%

* Calculated by head count

** Considered in the calculation: Branch Management, Central Division & Staff Division Mgmt. (Management Level 2), Department Management (Management Level 3), Team Leads (Management Level 4); not including Managing Directors

*** Calculation based on full time units

Employment Relations

GRI 2-30		Unit	2024	2023	2022
	Employees in Collective Labor Agreements	Quantity	679	668	644
	Share of the Total Number of Employees	Per Cent	98.1	98.1	97.6

Parental Leave

GRI 401-3		Unit	2024	2023	2022
	Total	Quantity	21	18	22
	Thereof female	Amount	8	6	7
	Thereof male	Amount	13	12	15

Accident Statistics

GRI 403-9		Unit	2024	2023	2022
	Reported Work-Related Accidents	Amount	37	31	33
	Reportable Work-Related Accidents	Amount	20	21	24

Occupational Safety and Health Protection

GRI 403-4		Unit	2024	2023	2022
	Employees in Occupational Safety Committees	Amount	49	49	49
	Employees in Health Committees	Amount	7	7	7

Anti-Corruption

GRI
205-1
205-2

Preventive Measures Against Corruption	2024	2023	2022
Information and Sensitization of the Employee	All	All	All
Total Number of Roles / Organizational Unit	109	104	100
thereof business areas considered corruption-prone	62	58	55

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(GRI = Global Reporting Initiative)

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We Are the Ports for a Sustainable Future.