



SUSTAINABILITY REPORT 2025



Deltamarin Oy

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“We shape a sustainable future for the maritime and offshore industries with leading design and engineering services.”

2025 Yearly Review

At Deltamarin, we are dedicated to driving sustainability through innovative solutions, ensuring social, economic and environmental responsibility across all aspects of our operations. Our greatest impact on sustainability and energy efficiency is achieved through our customers, who adopt our innovative solutions in their own operations.

In 2025, maritime decarbonization continued to be shaped by several regulatory developments at both European and international level. These regulatory developments directly influence ship design requirements, increasing the importance of energy efficient vessel concepts, emission modelling, fuel flexibility studies and regulatory readiness assessments. These regulatory developments, such as FuelEU Maritime, EU ETS and IMO NZF, overall has a positive effect on the business opportunities for Deltamarin. At the same time, uncertainty related to the final adoption timeline of IMO NZF temporarily slowed some investment decisions during the latter part of the year.

During the reporting period, several vessels designed by Deltamarin entered service with improved environmental performance compared to conventional reference vessels. Two Hoegh Aurora class ships were delivered during 2025, these operate on LNG fuel instead of heavy fuel oil, it has been calculated to reduce GHG emissions by approximately 15-20%. Also using LNG fuel, two sister vessels for BYD were delivered during the year. Deltamarin has also designed Methanol dual fuel PCTC's for CMES, two of these PCTC's were delivered during 2025, CM Hong Kong and CM Shen Zhen. When using bio or e-methanol as fuel, carbon footprint is over 50% lower compared to industry standard PCTC's. Several vessels currently under construction are also designed with improved energy efficiency and alternative fuel capability. According to customer assessments and design modelling, many of these vessels target emission reductions exceeding 50 percent compared to conventional reference vessels.

Using a standard emission factor of approximately 3.12 kg CO₂ per kg of fuel, a vessel consuming 10,000 tonnes of fuel annually produces approximately 31,200 tonnes of CO₂ emissions. If design optimization enables a 15 percent improvement in fuel efficiency, annual emissions may decrease by approximately 4,700 tonnes of CO₂ per vessel. When scaled across fleets and typical vessel lifetimes of 20–30 years, the cumulative impact of design-stage optimization can be substantial.

In addition to project delivery, Deltamarin contributes to the development of sustainable shipping through research, industry cooperation and technical publications. During the reporting year Deltamarin R&D Manager Mia Elg finalized her doctoral thesis at Aalto University on Modelling, analyzing and optimizing Ship Energy Systems.

During 2025, the company's experts participated in:

- International maritime conferences and technical forums
- Academic research related to ship energy modelling
- University lecturing and knowledge sharing
- Classification society technical committees
- Regulatory working groups addressing maritime greenhouse gas reduction measures

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1. Company Profile and Business Areas

Company Basic Information

Company Name:	Deltamarin Ltd
Legal Form:	Private limited company
Registration No.:	1704468-3
Year of Establishment:	1990

Market:	B2B
Primary Operations:	Finland
Location of Headquarter:	Postikatu 2 20250 Turku, Finland

Other Offices:

Deltamarin Ltd	Helsinki, Finland
Deltamarin Ltd	Rauma, Finland
Deltamarin Sp. z o.o.	Gdansk, Poland
Deltamarin (China) Co. Ltd	Shanghai, China

Reporting Information

Standard:	VSME
Module:	Basic and Comprehensive
Consolidation basis:	No, individual basis
Reporting Year:	1.1.2025-31.12.25
Turnover:	26 632 912,83 EUR
Balance Sheet total:	18 601 526,44 EUR
Number of Employees:	212

Deltamarin is an independent ship design and engineering company serving shipowners, operators and shipyards worldwide. The company provides design, consulting and construction support services across the full lifecycle of vessels, from early concept development to detailed engineering and shipyard support during construction.

Deltamarin develops bespoke vessel designs based on the specific operational and technical requirements of each customer. This approach allows energy efficiency, sustainability and regulatory readiness to be integrated into solutions that are optimized for the intended vessel operation.

The maritime industry is undergoing a significant transformation driven by climate regulation, fuel transition and increasing expectations regarding environmental performance. In this context, ship design plays a critical role in determining the energy consumption and emissions profile of vessels throughout their operational lifetime.

Deltamarin's sustainability contribution is primarily realized through the design solutions delivered to its customers. By optimizing hull forms, propulsion, machinery and onboard energy systems,

and by enabling alternative fuel solutions, the company supports shipowners in reducing fuel consumption, improving operational efficiency and preparing their fleets for future regulatory requirements.

2. Strategy: Business Model and Sustainability Objectives

2.1. Design Philosophy for Sustainable Shipping

Energy efficiency and environmental performance are central considerations in modern ship design. Since vessels typically operate for several decades, design decisions made before construction have long-term implications for fuel consumption, emissions and regulatory compliance.

Deltamarin's design philosophy integrates sustainability considerations into the early concept phase of vessel development. By combining hydrodynamic optimization, propulsion system integration and energy system modelling, the company supports shipowners in developing vessels that are both operationally efficient and environmentally responsible.

In addition to newbuilding projects, improving the efficiency of the existing fleet is an important part of maritime decarbonization. Retrofit and upgrade studies therefore form a significant component of Deltamarin's sustainability-related work.

2.2. Energy Efficiency and Environmental Performance Studies

Deltamarin conducts analytical studies that help shipowners evaluate energy efficiency improvements and emission reduction opportunities.

These studies typically aim to:

- identify fuel and energy saving opportunities
- estimate emission reduction potential
- assess regulatory compliance (CII, EU ETS, FuelEU Maritime and emerging IMO measures)
- evaluate operational and economic implications of design choices

Each study is tailored to the vessel type and operational profile and combines engineering analysis with practical implementation recommendations.

2.3. Digital Design and Modelling Framework

To support data-driven vessel optimization, Deltamarin applies an integrated digital modelling framework combining several analytical tools:

DeltaWay – digital ship layout and structural modelling used during concept design.

DeltaSeas – propulsion performance modelling that incorporates operational conditions and environmental factors such as weather.

DeltaKey – system-level modelling of ship energy flows, fuel consumption and emissions.

Together, these tools enable early-phase evaluation of alternative technologies and design configurations, including wind-assisted propulsion, hybrid energy systems and alternative fuel concepts.

2.4. Sustainability Objectives

Through its design and consulting activities, Deltamarin aims to support the maritime industry's transition toward lower emissions and improved energy efficiency.

The company's sustainability objectives include:

- enabling fuel-efficient vessel designs
- supporting the integration of alternative fuels
- improving the environmental performance of existing vessels
- assisting customers in navigating evolving environmental regulations
- contributing to industry knowledge through research and collaboration.

3. Our Sustainability Report

This report has been prepared in accordance with EFRAG Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME). We started collecting data in 2025, so year 2024 is the first year for which data had been collected. 2024 was never reported separately but the numbers have been added for comparison in the 2025 report. The reporting period for this sustainability report is consistent with the period for financial statements.

3.1. Notice

The reporting is prepared in accordance with the VSME standards to ensure that all information is consistent, comparable, and fully compliant with applicable regulatory requirements. This report focuses on the areas that are material to our operations. For each topic, we have applied the principles of double materiality, assessing both Deltamarin's impacts on the environment and society, as well as the ways in which environmental and societal changes may influence Deltamarin's business activities. The report has been compiled in a manner that ensures full transparency, and the accuracy and reliability of the information presented can be verified.

3.2. Calculation of Emissions

GHG protocol has been used when calculating the carbon footprint of Deltamarin. According to the GHG protocol direct emissions are reported as Scope 1, indirect emissions from purchased energy

are reported as Scope 2, meanwhile indirect emissions across the value chain are reported as Scope 3.

During 2025 Deltamarin decided to take in to use the CarbonLink software, that is directly linked to our travel and cost claim software. The software automatically calculates emissions during the year based on transactions using the GHG protocol. In 2025 59% of the emissions could be calculated based on activity and the remaining part is calculated on cost basis. Since this software has been used for 2025 emissions but not 2024, this might affect comparability.

3.3. List of Relevant VSME Datapoints for Deltamarin

Basic Module:

- B1: Basis for Preparation
- B2: Practices, Policies and Future Initiatives
- B3: Energy and GHG Emissions
- B4: Pollution
- B5: Biodiversity
- B6: Water
- B7: Resource Use & Waste
- B8: Workforce - General
- B9: Workforce – Health & Safety
- B10: Workforce – Remuneration & Training
- B11: Convictions & Fines

Comprehensive Module:

- C1: Strategy: Business Model and Sustainability
- C2: Practices, Policies and Future Initiatives
- C3: GHG Reduction Targets and Climate Transition
- C4: Climate Risks
- C5: Additional Workforce Characteristics
- C6: Human Right Policies and Processes
- C7: Severe Negative Human Rights Incidents
- C8: Revenues from Certain Sectors and Exclusion from EU Reference Benchmarks
- C9: Gender Diversity Ratio in Governance Body

4. Environmental Responsibility

4.1. Carbon Footprint

Emissions (tCO ₂ e)	2025	2024
Scope 1:	0	0
Scope 2:	0,09	0,12
Scope 3:	509,35	515,11
Total	509,44	515,23

Emissions	2025	2024
Revenue (tCO ₂ e/M€)	19,13	16,38
Personnel (tCO ₂ e/person)	2,4	2,37
Production Volume tCO ₂ e/production hour	0,0015	0,0013

Consulting sector reference (Architects, Engineers, Design) 5-50 tCO₂e/M€

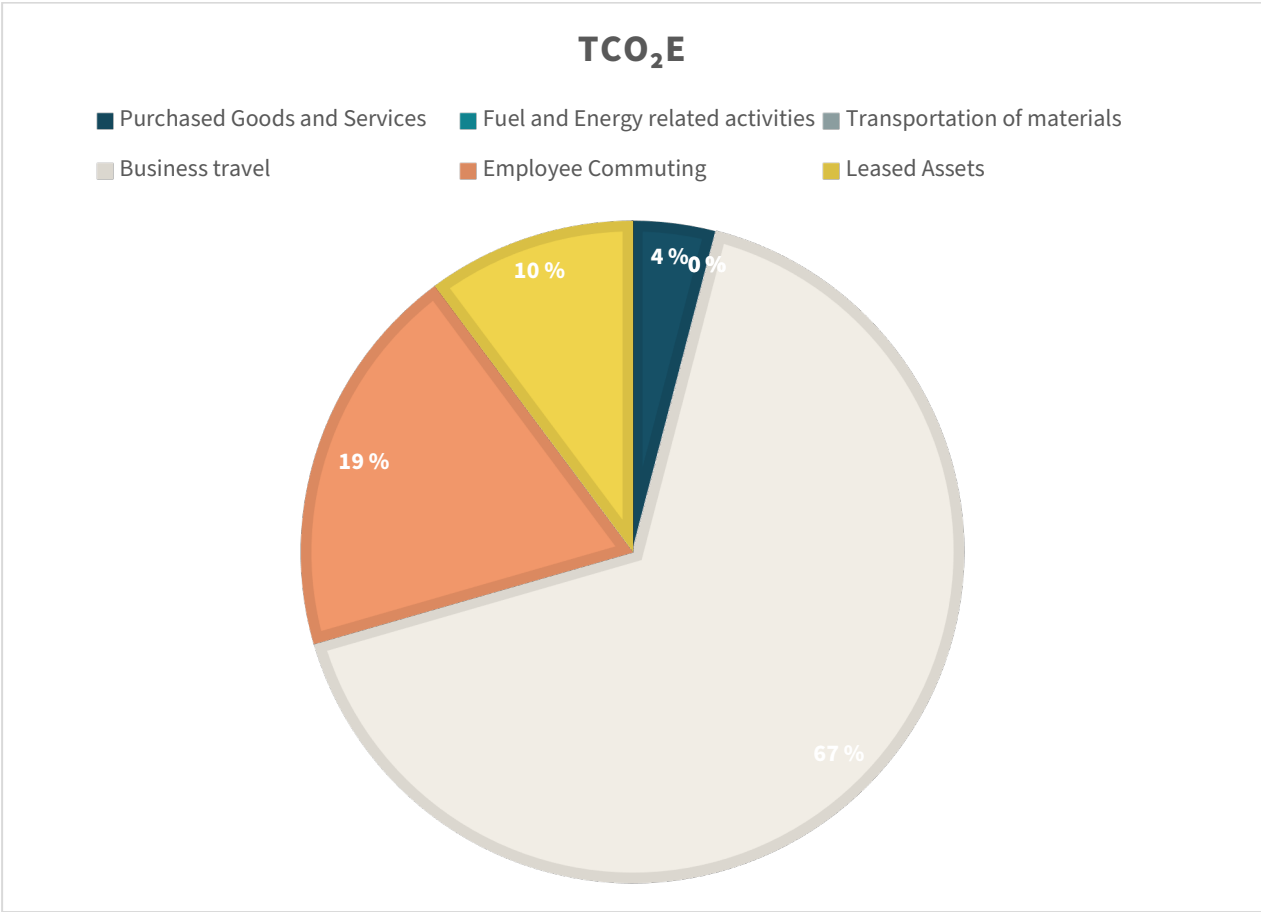


Figure 1 Scope 3 Specification

4.2. Energy Consumption

Electricity Consumption 2025	Renewable Energy Source (MWh)	Fossil Source (MWh)	Total
Purchased Energy	229,73	45,69	275,42
Purchased Heating	400,03	78,42	478,45
Total	629,76	124,11	753,87

Electricity Consumption 2024	Renewable Energy Source (MWh)	Fossil Source (MWh)	Total
Purchased Energy	221,42	93,74	315,16
Purchased Heating	352,94	146,16	499,10
Total	574,36	239,90	814,26

4.3. Water Usage

Water Consumption (m3)	2025	2024
Turku Office	663,32	662,35
Helsinki Office	447,34	447,34
Rauma Office	86,80	81,70
Total	1 197,46	1 191,39

5. Social Responsibility

5.1. Workforce: General Characteristics

Number of Employees at Deltamarin	2025	2024
Men	175	179
Women	37	38
Total	212	217

Type of Employment Agreement	2025	2024
Permanent Employment Contract	94,8 %	93,1 %
Fixed-term Employment Contract	5,2 %	6,9 %
Total	100 %	100 %

Employee Turnover at Deltamarin	2025	2024
Turnover -%	7 %	8 %



Figure 2 Workforce gender distribution and average age of employees

5.2. Workforce: Health and Safety

Work-related Accidents	2025	2024
Work-related accidents at the workplace	0	0
Commuting accidents	1	4
Number of Fatalities Resulting from Work-related Accidents and Occupational Diseases	2025	2024
	0	0
Sick Leave Absences	2025	2024
Sick leave absence - %	2,8 %	2,5 %

5.3. Workforce: Compensation, Collective Agreements and Training

Share of Employees Receiving at Least Minimum Wage, as Defined in Collective Agreements	2025	2024
	100 %	100 %
Share of Employees Covered by Collective Labor Agreements	2025	2024
Senior salaried employees in the consulting sector:	73 %	72 %
Salaried employees in the consulting sector:	27 %	28 %
Total share of employees covered by collective labour agreement	100 %	100 %

Average Annual Training Hours per Employee	2025	2024
Men	42,1h	30,8h
Women	29,6h	22,9h
Average all	39,9h	29,4h

5.4. Human Rights Policies

Available Whistleblowing Service (intended for employees)	✓
Available Code of Ethics	✓
Available Human Right Policies	✓

Our Code of Ethics and Human Rights Policies include following

Child Labour	✓
Forced Labour	✓
Human Trafficking	✓
Discrimination	✓
Accident Prevention	✓

Severe Negative Human Rights Violations

Confirmed Cases within The Company Related to:

Child Labour	✗
Forced Labour	✗
Human Trafficking	✗
Discrimination	✗

6. Corporate Governance

6.1. Management and Leadership

Gender Distribution at Leadership Level	Men	Women
Members of the Board	100 %	0 %
Management and Department Managers	100 %	0 %

6.2. Good Governance

Convictions and Fines Related to:

Corruption	✗
Bribery	✗
Company complies with GDPR	✓

6.3. Quality Assurance

ISO 9001:2015	✓
Kiwa External Audits 2025	2
Internal Audits 2025	4

“We provide the best design and engineering services for maritime and offshore industries.”

