

# FURETANK SUSTAINABILITY REPORT 2025



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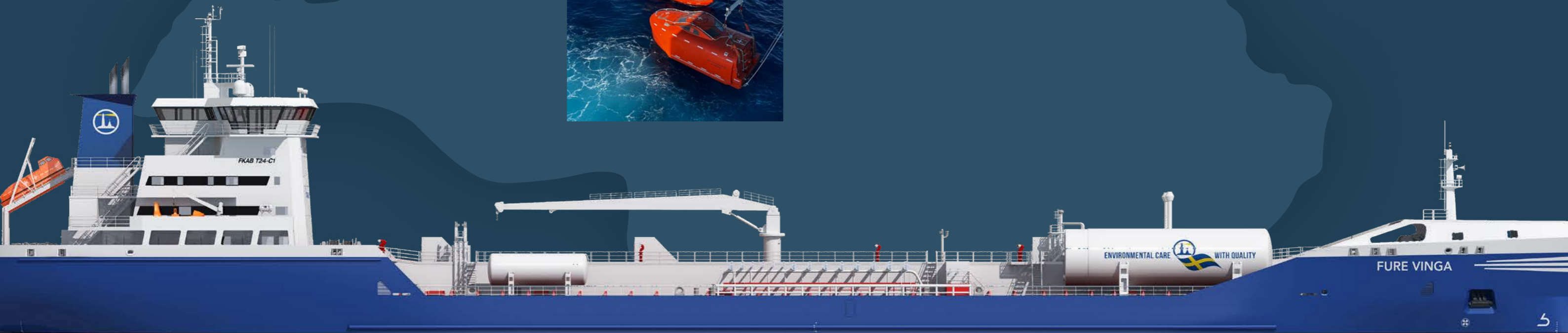
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# HIGHLIGHTS OF THE YEAR

In 2025, Furetank reached several major milestones on our journey towards sustainable shipping. At the same time, steady progress was made across a range of areas, including improved gender balance in our crews, employee health, and the continued expansion of our environmentally efficient fleet.

Jubilee year: Ten years since the first VINGA vessel order. Four more delivered in 2025 — adding up to 22 sister ships in total, including those on order.



Furetank spoke at Sweden's leading political forum Almedalsveckan in a Wäritsilä Marine [seminar](#) on preparing for the 2050 environmental regulations.



Gender balance progress: In 2025, the number of female crew members on board our vessels increased from 20 to 31 following fleet expansion and recruitment campaigns.



Furetank participated in several committees within Swedish and international shipping forums, such as OCIMF, INTERTANKO and Lighthouse, to help advance the green transition.

The 17 goals defined in the UN Sustainable Development Agenda lay out the roadmap for global communities, politics and industry to reach a sustainable future. All stakeholders must play their part. The participation of businesses is key, since they account for a considerable share of climate emissions, but also have the resources and ability to develop new, sustainable solutions.

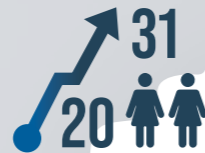
At Furetank, we are working hard to fulfil our part of this worldwide responsibility. On every page presenting a sustainability theme in this report, we have inserted the relevant goal or sub-target to which our efforts contribute.



Renewable fuel milestone: Furetank completed its first bunkering of 200 tonnes of ISCC certified Liquefied Biomethane (LBM).



The Furetank Health Challenge engaged crew members across the fleet, allowing everyone to participate at their own level and making physical activity a natural part of everyday life on board.



Red Lockers on board: To promote an equal and inclusive working environment, lockers with free menstrual products were installed on all vessels.



# From bold vision to breakthrough

- In 2025, courage and consistency were proven right

**T**his year marked a defining moment in Furetank's sustainability journey. Ten years have passed since we placed the first order for the VINGA series — an investment driven not only by commercial ambition, but by a clear conviction that shipping must reduce its environmental footprint. Back then, our aim was to design vessels prepared for a future powered by renewable fuels. A decade later, that vision has finally been realised.

The VINGA series has grown to 22 sister ships, including those on order. During 2025 we welcomed four additional vessels into the fleet — each representing another step towards more climate-efficient operations.

Most importantly, 2025 was the year when long-term environmental investments were finally matched by regulatory recognition. With the inclusion of Liquefied Biomethane (LBM) within the FuelEU Maritime framework, we were able to immediately transition our EU-based fleet to renewable fuel — fulfilling a vision that has guided us from the very beginning.

For the first time, political frameworks rewarded our consistent and substantial investments in environmentally superior vessels. With returns now materialising, we can continue to innovate, refine our operations and remain at the forefront of sustainable shipping — confident that we are on the right path.

The results of this shift from fossil to renewable fuel have been remarkable:

- Our gas-powered vessels are now operated on certified biofuel delivering more than 100 per cent greenhouse gas savings on a well-to-wake basis.
- The Furetank fleet reached 2040 FuelEU Maritime greenhouse gas intensity targets already in 2025.
- Our emission reductions for a fleet of 14 vessels equalled the FuelEU Maritime requirements for 170 comparable, older intermediate tankers operating on marine gas oil.

The transition is essential in addressing the climate challenges facing our planet. (These achievements are described in greater detail on pages 8–9).

Safety and security were other key priorities throughout the year. Furetank passed all vettings with flying colours, and strengthened our cybersecurity efforts as part of enhanced preparedness. In a changing geopolitical landscape, national security and resilience have come into sharper focus, highlighting the importance of a strong Swedish merchant fleet. During the year, we took part in the largest civil-military maritime defence exercise since the Second World War, aimed at strengthening Swedish resilience at sea. We remain in close dialogue with national decision-makers.

Looking back at past decisions, we feel a strong sense of pride. Committing to major environmental investments at a time when most in our industry hesitated, required courage and conviction. Today, the results are clear: we have never been stronger. Bold decisions have proven to be the right ones. Today we are grateful for how far we have come — and excited about the journey ahead.



**LARS HÖGLUND**  
Chairman of the Board

# MOVING INTO FOSSIL-FREE VESSEL OPERATIONS WITH RENEWABLE FUELS

In 2025, Furetank took a major step towards fossil freedom by operating its EU-based fleet on renewable fuel. A large-scale agreement for mass-balanced liquefied biomethane (LBM) enabled an immediate transition to renewable propulsion. New EU legislation made it possible for Furetank to complete the shift it initiated a decade ago.

Access to biogas in large volumes has long been a bottleneck for Furetank and other shipping companies that selected gas propulsion as the fastest route to renewable fuels. With the FuelEU Maritime regulation, which entered into force on January 1 2025, it became possible to account for the use of liquefied biomethane through a mass-balance system.

This means that certified biomethane is injected into one part of the European gas grid and withdrawn at another — a system long established for green electricity. In mid 2025, Furetank signed an agreement securing the LBM needed to operate its wholly and partly owned gas propelled vessels within the EU for the remainder of the year.

## The result of ten years work

The transition to renewable fuel has been a strategic objective since Furetank converted its first vessel to gas propulsion in 2015, according to Viktoria Höglund, Sustainability Strategist at Furetank.



**VIKTORIA HÖGLUND**  
Sustainability Strategist  
Furetank

“It is remarkable that we have finally reached the point we have worked towards for so long. The right incentives are now in place to make the business case viable. We have secured partners capable of delivering the volumes and quality of gas we have been looking for, with very significant greenhouse gas emission reductions,” she said.

## More than 100 per cent GHG reduction

The ISCC-certified LBM provides more than a 100 per cent reduction in greenhouse gas emissions on a well-to-wake basis. While cutting emissions by more than 100 per cent may sound like science fiction, it comes down to the fact that biomethane produced from sources such as manure both reduces and captures emissions in several stages.

This production process prevents methane — a potent greenhouse gas — from being released during the natural decomposition of waste, while simultaneously replacing fossil fuels in vessel operations. In addition, residues from the biogas process return carbon to the soil as organic

“The shift from LNG to biomethane means that we have done everything currently possible to enter the fossil-free era. This way, Furetank demonstrates that the 2050 climate targets are within reach in the immediate future, thanks to the incentives now in force.”

fertiliser, reducing emissions associated with synthetic fertiliser production.

## Breakthrough for renewable fuels in shipping

Agricultural group Cargill produces the biogas gas from waste streams, while Titan Clean Fuels liquefies and delivers the end product: mass-balanced liquefied biomethane (LBM).

“What makes this agreement stand out is its scale. Furetank has secured significant volumes, becoming one of the first movers in this market. FuelEU Maritime is set to drive meaningful change, and we are only seeing the beginning of LBM as one of the most accessible compliance solutions for shipping, requiring no engine modifications in LNG-fuelled vessels,” said Willem Olde Kalter, responsible for Biogas and FuelEU at Cargill.

“This is a perfect demonstration of all players in the supply chain working together to make a pioneering deal happen. The security of this product, with end-to-end transparency as the gas is produced in Europe, means the entire production chain can be verified and certified. Demand for LBM is accelerating rapidly and will continue to grow”, said Lana Sissing, Client Manager at Titan Clean Fuels.

Watch Sweden’s Minister of Infrastructure, Andreas Carlson, comment on Furetank’s renewable transition.



## Next step: pilot fuel & shore power

A small share of vessel operations — approximately ten per cent of total fuel consumption — cannot yet be powered by LBM. Part of this consists of the pilot fuel required to initiate combustion in gas engines, traditionally marine gas oil.

During 2025, Furetank conducted its first trial replacing this pilot fuel with HVO100 renewable diesel, enabling FURE VALÖ to arrive at the Donsö Shipping Meet on 1 September in a fully fossil-free mode.

The remaining emissions are linked to the operation of energy-intensive cargo pumps. Although all relevant Furetank vessels are fully prepared for shore power connection, insufficient port infrastructure currently makes this solution unavailable in most ports. Read more on page 12.

## Furetank finalist for 2025 Biogas Award



The jury’s motivation:

*Biogas at sea? Absolutely – a natural choice for the family-owned shipping company Furetank from Donsö in the southern Gothenburg archipelago. They demonstrate how the maritime sector can reach its climate targets well before 2050.*

Furetank was selected as one of three finalists for the 2025 Biogas Award, recognising key contributions to the development of biogas in Sweden.

The awarding organization, BioDriv Öst, works to accelerate the transition to fossil-free transport and promote sustainable regional development. They regard biogas as a cornerstone of a resilient fuel supply and a circular, sustainable society.

*As early as 2015, Furetank converted a vessel to run on gas, and by 2018 they were already bunkering liquefied biomethane. Gas-powered vessels with strong environmental performance have now secured their place in modern shipping.*

*With a clear ambition to drive the climate transition forward, Furetank’s work is making waves even on international waters.*

# GREENHOUSE GAS EMISSION REDUCTIONS IN NUMBERS

2025 brought a long-awaited breakthrough in emission reductions, thanks to the transition during the year from fossil fuel to renewables; from LNG to liquefied biomethane (LBM). This was a monumental step on the journey that will reduce Furetank's carbon footprint year on year, as we are able to purchase LBM in greater volumes.

Our total emissions vary with fleet size and composition, Furetank's ownership share, vessel utilisation, and the availability of biofuels of varying climate performance.

The left-hand chart below shows the fleet's total emissions for each year, reported in accordance with the IMO DCS, and the total number of vessel days they are in our ownership. During 2025, Furetank's fleet expanded by the equivalent of two full vessel years.

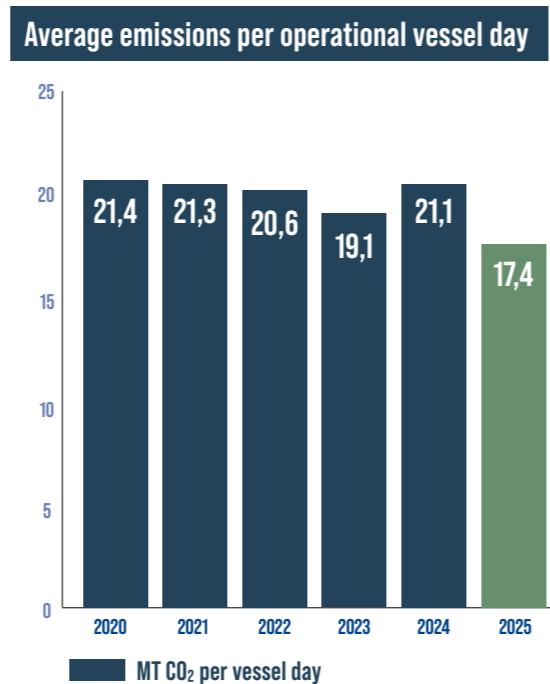
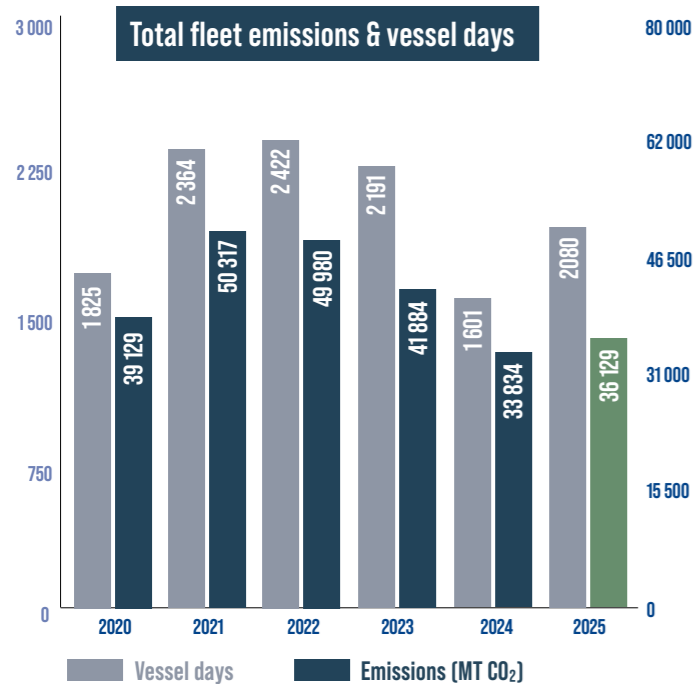
The right-hand chart shows fuel consumption per operational vessel day, and thus the average carbon footprint of our vessels independent of fleet size. This clearly shows the leap forward that came with the transition from fossil LNG to renewable LBM during 2025 — a markedly positive development that we expect will be significantly amplified in the years ahead.

## FuelEU Maritime compliance

The chart on the right illustrates how Furetank performs against the EU's new emissions regulations for shipping, the FuelEU Maritime regulation, which came into force in January 2025.

The chart compares the EU regulatory limit against Furetank's actual fleet performance in 2024 and 2025, broken down by vessel type.

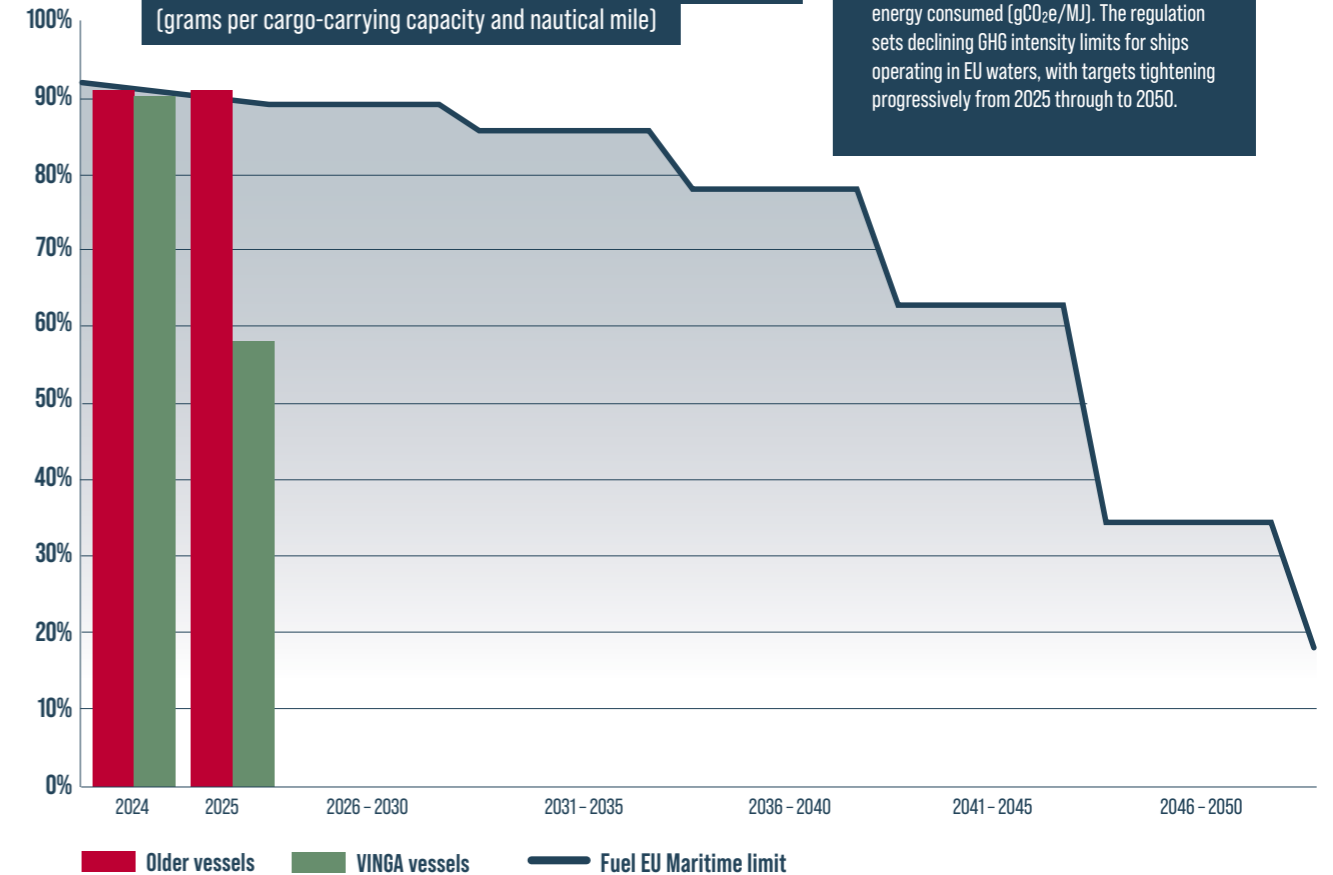
As illustrated, the newer VINGA vessels, LBM-powered from mid-2025, which make up the majority of Furetank's fleet, achieve significantly lower GHG intensity than the two remaining older diesel-powered ships Fure Skagen and Fure Spear. This clearly reflects the emissions benefit of renewable gas propulsion.



### IMO DCS Emissions Data

The figures shown are collected in accordance with the IMO Data Collection System (DCS), a mandatory global reporting framework under MARPOL Annex VI. The annual emissions figures are calculated from verified fuel consumption records and cover CO<sub>2</sub> emissions from all voyages undertaken during the reporting period.

## GHG intensity – Furetank fleet vs. FuelEU Maritime limits (grams per cargo-carrying capacity and nautical mile)



The emissions metric used by the EU is greenhouse gas (GHG) intensity, measured in grams of CO<sub>2</sub> equivalent per megajoule of energy consumed (gCO<sub>2</sub>e/MJ). The regulation sets declining GHG intensity limits for ships operating in EU waters, with targets tightening progressively from 2025 through to 2050.

## Our key achievements in 2025 can be summarised as follows:

- Furetank's fleet as a whole has already met the EU requirements set for 2040 — a full 15 years ahead of schedule.
- Our emission reductions from renewable fuel powering the Furetank-managed fleet equalled the FuelEU Maritime requirements for 170 comparable older intermediate tankers operating on marine gas oil.
- During the first compliance period from 2025 to 2029, ships are required to reduce their greenhouse gas intensity by 2% compared to the 2020 baseline, allowing a maximum GHG intensity of 89.34. With a combined GHG intensity of 59.40 well to wake of in 2025, Furetank's fleet holds a significant compliance surplus.
- Furetank has taken this compliance surplus and established a FuelEU pool, acting as pooling manager. The surplus is traded to help other shipping companies that currently lack the ability to achieve compliance.

In summary, we are pleased with the progress made in 2025, yet continue to work every day towards further reducing emissions from our fleet.

## Next steps on the journey towards zero

Although the certified biofuel purchased during 2025 was certified to deliver more than a hundred per cent reduction in CO<sub>2</sub> emissions on a well-to-wake basis, there remains some distance to travel on the road towards zero emissions. This is primarily due to the following factors:

- Although the FuelEU Maritime regulation came into force on 1 January 2025, throughout spring 2025 we worked to identify business partners and negotiate a large-scale deal for mass-balanced biomethane within the European gas network. It was not until the second half of the year that our VINGA vessels were able to run on renewable gas.
- Two older vessels in the fleet, Fure Skagen and Fure Spear, lack dual-fuel capability and run on conventional diesel. With only a few years of service remaining, both vessels will eventually be phased out.
- All newly built VINGA vessels are shore power-ready, which would further reduce emissions, but ports have yet to offer this facility (see page 12).
- Outside the EU, the same emissions requirements do not apply, making it unviable to offer competitive freight rates using biofuel. Furetank would welcome IMO taking note of the EU regulatory framework and introducing a similarly robust system of incentives for emissions reductions at a global level.

# STRENGTHENING NATIONAL RESILIENCE THROUGH MARITIME PREPAREDNESS

Contributing to national resilience and strengthening preparedness in times of crisis are integral parts of sustainable business. For Furetank, sustainability includes safeguarding people, operations, and critical supply chains in uncertain times. As Sweden carried out its largest maritime defence drill since World War II, Furetank took an active role by deploying a tanker vessel and crew.

The operation took place in September 2025 during the Donsö Shipping Meet. It formed part of a broader national effort to test how the shipping industry and national defence together can support the country in times of crisis and war. Supporting this capability is not only an operational responsibility, but a sustainability commitment to society.

## Unique civilian-defence collaboration

The scenario for the exercise was set in a state of highest alert, where Swedish supply lines had to be secured, and vessels with vital cargo needed to be guided safely into Swedish ports. As part of this simulated threat scenario, a hostile boarding of Fure Valö was neutralised by the police tactical unit.

The exercise was coordinated by the Swedish Transport Administration and BT-POS Sjö in collaboration with the Swedish Civil Contingencies Agency (MSB), the armed forces, numerous shipping companies and maritime organizations.

”Drawing on the lessons of World War II, we know that shipping is likely to be among the first sectors affected if the worst were to happen. Compared to other industries and modes of transport, we are more immediately exposed—so all actors and functions involved in moving vessels in and out of ports need to train together to ensure coordination in an emergency situation,” said Carl Carlsson, chairman of BT-POS Sjö, to Sjöfartstidningen.

## Starting over – building future readiness

The advanced ship simulator at the Donsö Maritime Training Centre, placed in the former Furetank offices, was used to coordinate activities between vessels.

”If there is unrest in the world, do we have enough vessels, and how would things work in practice? During the long peace after World War II, the Swedish merchant fleet has not trained or coordinated with the military. Now we are starting over. For a family-owned shipping company like Furetank, taking part is crucial for our long-term future”, Furetank Chairman Lars Höglund said.

“For a family-owned shipping company like Furetank, taking part is crucial for our long-term future”

## Donsö Shipping Meet a strategic platform

Looking ahead, closer cooperation between merchant shipping and the defence forces could hopefully support long-term skills development and recruitment within the Swedish maritime sector. Since only Swedish crew members may serve in times of war, maintaining a strong national competence base is essential for both industry resilience and total defence capability.

At the same time, there is a growing awareness in Sweden of the strategic importance of the maritime industry. Interest and engagement from policymakers and public authorities have increased, reflecting a broader understanding of shipping’s role in safeguarding critical supply chains.

Using Donsö Shipping Meet as a platform for the exercise demonstrated how public authorities, private companies and academic institutions can collaborate in practice to strengthen Sweden’s overall preparedness and resilience.

Step into the action on board FURE VALÖ in this film by Trafikverket, capturing the exercise in real time.



**SUSANNE ADOLPHI**  
National coordinator  
Swedish Transport Administration

”The long-term goal is to ensure transport capacity in both peacetime and wartime, and for all of us within the transport sector to identify our roles and how we can contribute to strengthening our capabilities. It shows that there is a strong shared commitment to cooperation, taking responsibility, and enhancing our total defence capability.”



# SHORE POWER CONNECTION

## - next step in cutting emissions and improving health

High-voltage shore power connection reduces emissions at berth, cuts noise and vibration, and extends maintenance intervals — making our vessels cleaner, quieter and better for the environment. All newly built VINGA vessels are fully equipped for shore power connection, pending the development of port infrastructure.



Launch of the OCIMF shore power guidelines, June 2025. Clas Gustafsson, Technical Manager at Furetank, pictured centre.

For several years, Furetank has actively worked to gain access to onshore electrical connections in ports. This is a crucial effort, as emissions in port account for a significant share of total tanker emissions in Northern European trade, often in urban areas that are more sensitive to pollution and noise than offshore environments.

In 2025, fourteen per cent of the fuel consumed by our fleet was used during port operations. Consequently, powering all shoreside operations with certified renewable electricity would represent a substantial environmental gain.

### First in Europe with full shore power capability

In 2021, FURE VINGA became the first tanker vessel in Europe equipped to receive shore-supplied electricity at full operational load — 6.6 kV and 1,850 kVA — enabling cargo operations without running auxiliary engines.

Today, this capability is integrated into all newly built VINGA vessels. The bottleneck lies in the slow pace of port infrastructure development, constrained by regulatory requirements, investment challenges, technical standardisation issues and grid capacity limitations.

### Contributing to international guidelines

Furetank is represented in the Oil Companies International Marine Forum (OCIMF) working group that developed and issued [guidelines for shore power connections](#) for tankers in June 2025, helping to accelerate international standardisation and implementation.

“This is a slow process. But we have taken on similar challenges before. Furetank was the first tanker operator to run vessels on liquefied gas without a fixed route, facing the significant challenge of bunkering from trucks in different ports. It was demanding, but we contributed to breaking the classic ‘chicken-and-egg’ deadlock: who should take the first step — supply or demand?”

Now we are once again pushing from the demand side, making substantial technical investments years before port connections are available. Access will come, but in most ports it will take seven to eight years. We have chosen to lead, because we want to drive development forward,” said Clas Gustafsson, Technical Manager at Furetank.

One of the most advanced initiatives is an ongoing pilot project in Rotterdam, where a demonstration facility is being installed at a lay-by berth to test various connection solutions and validate the technology. Furetank maintains close dialogue with the port authorities to be among the first users of the system.

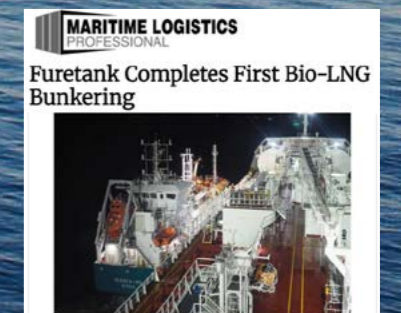
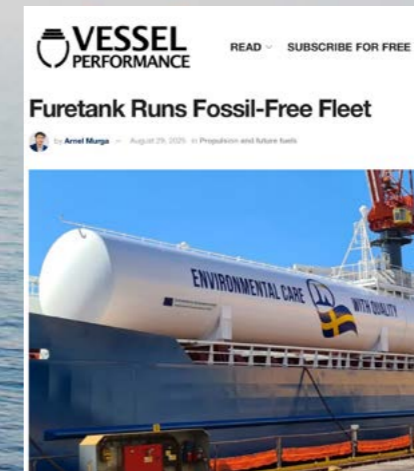
### Preparing crews for the transition

Furetank is proactively preparing its crews for the transition to shore power. In 2025, all Chief Engineers underwent training at the Donsö Maritime Training Centre to gain in-depth knowledge of the technology, associated risks, safety procedures and relevant international regulations.

Transitioning safely towards more sustainable operations is fundamental. Ensuring that those responsible on board each vessel possess the necessary expertise is the right place to begin.

# FURETANK'S SUSTAINABILITY EFFORTS IN THE MEDIA 2025

Our sustainability initiatives gained widespread attention in Swedish and international media throughout the year. Here is a selection of news coverage highlighting Furetank's contributions to the sustainable transition in shipping, as well as to Swedish and European resilience. Click on each press clipping to read the full article.



# The VINGA series – A long-term investment in climate performance

A proven design maximizing fuel efficiency has generated strong market interest in the VINGA series, which has now grown to 22 sister ships, including vessels on order. Every system on board has been reviewed and refined to achieve the highest possible environmental performance and energy efficiency.

Cornerstone of Furetank’s business model is to offer customers transport solutions with the lowest possible climate and environmental impact. We make substantial investments to meet — and exceed — international targets set for shipping. The VINGA vessels rank best in their size segment globally under the IMO’s energy efficiency standards.

The UN International Maritime Organization (IMO) regulates emissions from new vessels through the Energy Efficiency Design Index (EEDI), where a lower value indicates lower emissions. The current requirement for tankers in the VINGA size segment is to achieve an EEDI below 8.45. The 2025 newbuildings achieved values as low as 5.18.

- LBM (LIQUEFIED BIOMETHANE) AS FUEL AT SEA AND IN PORT
- SCR ON AUXILIARY ENGINES
- INERT GAS ON LBM
- PROPELLER NOZZLE MINIMIZES REQUIRED ENGINE OUTPUT – ICE CLASS 1A

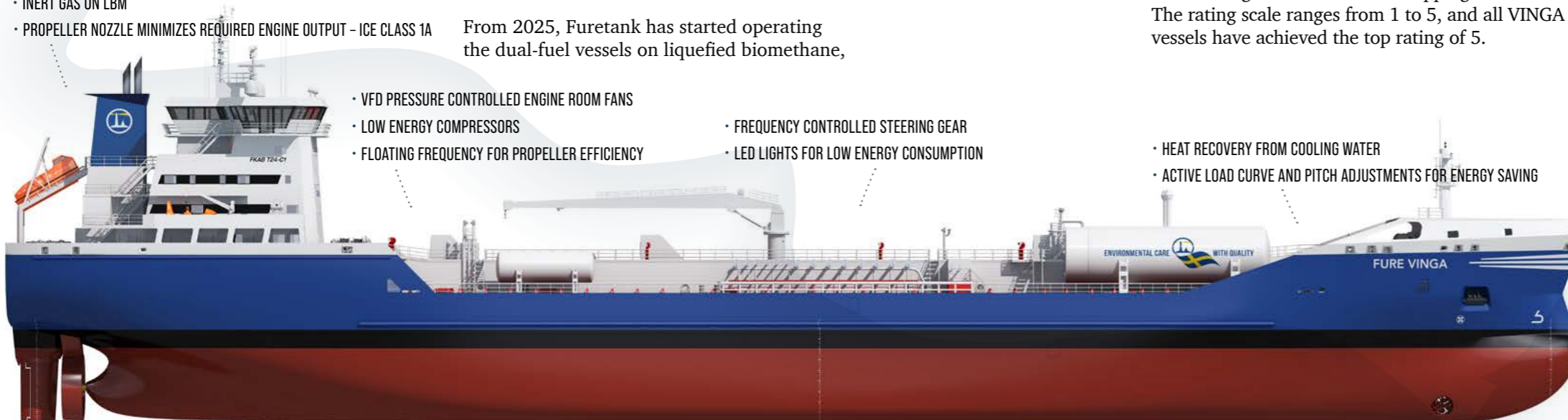
During 2025, four additional VINGA vessels were delivered from China Merchants Jinling Shipyard in Yangzhou. The series now comprises 17 vessels in operation and five on order, scheduled for delivery over the next two years. As these vessels will serve our market for at least two decades, we have invested significantly in adopting the best available technology from the outset.

## All systems optimized

The vessels have been designed by Furetank and FKAB Marine Design in collaboration with Wärtsilä, with the objective of reducing fuel consumption as far as possible. Furetank has developed vessels since the 80’s and used our experience to optimize every detail. All systems have been improved into a unique combination of interacting, energy-saving technical solutions. Throughout the design and construction process, energy efficiency has been improved.

From 2025, Furetank has started operating the dual-fuel vessels on liquefied biomethane,

- VFD PRESSURE CONTROLLED ENGINE ROOM FANS
- LOW ENERGY COMPRESSORS
- FLOATING FREQUENCY FOR PROPELLER EFFICIENCY
- FREQUENCY CONTROLLED STEERING GEAR
- LED LIGHTS FOR LOW ENERGY CONSUMPTION



- UPS BACKUP ON ALL PROPULSION AND NAVIGATION
- CLASS NOTE AVM-APS ALTERNATIVE PROPULSION SYSTEM

- ELECTRIC CARGO PUMPS MINIMIZE NOISE POLLUTION IN PORT
- PROPELLER NOZZLE REDUCES NOISE LEVEL

significantly reducing our climate footprint, while also delivering substantial environmental and health benefits. (See page 6-7).

## Continuous advancements

Recent improvements include two newly developed methane slip reduction solutions, co-developed, tested and implemented by Furetank and Wärtsilä. The Low Load Optimisation package and the [Greenhouse Gas Reduction package](#) have demonstrated the potential to reduce methane slip by more than 50 per cent. At the time of writing, further testing is ongoing to achieve additional improvements.

Another pioneering initiative is equipping the VINGA vessels to receive shore-supplied electricity at full operational load — 6.6 kV and 1,850 kVA — enabling cargo operations without running auxiliary engines (read more on page 12).

## Surpassing IMO targets

With the introduction of new VINGA vessels, the average carbon dioxide emissions from Furetank’s intermediate fleet have been reduced by more than 50 per cent compared with 2008 levels. As a result, the VINGA vessels have already met – and surpassed – the IMO’s emission 2030 target of a 40 per cent reduction in emissions per transport work.

The vessels have also achieved excellent ratings in [the Clean Shipping Index \(CSI\)](#): an

independent and holistic labelling system of vessel environmental performance. It serves as a practical tool for differentiating port and fairway fees, and for selecting more sustainable shipping alternatives. The rating scale ranges from 1 to 5, and all VINGA vessels have achieved the top rating of 5.



- HEAT RECOVERY FROM COOLING WATER
- ACTIVE LOAD CURVE AND PITCH ADJUSTMENTS FOR ENERGY SAVING

- NEW LOW DRAG HULL DESIGN
- HIGH PERFORMANCE ANTI FOULING FOR LOW FRICTION

“Climate change is a reality and we believe that politicians mean what they say. Thus, if we are to survive as a shipping company in the future, we must do our absolute best to reduce our climate and environmental impact. The VINGA vessel series is our most comprehensive effort so far.”

**LARS HÖGLUND**  
Chairman of the Board

## Strong market interest

Year by year since their introduction, more VINGA sister vessels have replaced older and less environmentally efficient tonnage in the Northern European market. From the start, the VINGA design has attracted co-investors who believed in the concept. The initial order placed with the shipyard in China comprised two vessels for Furetank, one for Älvtank and one for Erik Thun Group. As the vessels demonstrated strong technical performance and high fuel efficiency, interest quickly grew.

One vessel was sold to our Canadian partner Desgagnés. The series also caught the attention of Algoma Central Corporation, also from Canada. Furetank and Algoma has formed the 50/50 joint venture FureBear and jointly ordered ten vessels — a major commitment reflecting strong confidence in the design.

“Co-investing in the VINGA series was a great decision for Algoma. We had experience in intermediate product tankers with our Canadian-flagged fleet and saw Furetank as a leader in the segment, with an outstanding new vessel design. The environmental efficiency and fuel economy have delivered the benefits we expected,” said Wes Newton, Executive Vice President, Algoma Central Corporation, during his visit to the 2025 Donsö Shipping Meet.

Furetank’s customers have also recognised the value of the VINGA vessels. Finnish fuel producer Neste has purchased two sister ships from Furetank. Equinor has two VINGA vessels on long-term time charter contracts operating along the Norwegian coast and supporting Iceland’s energy supply. Contributing to European resilience, Fure Vanguard has been time chartered under a five-year agreement with the United Kingdom Ministry of Defence.

As a result, the series has grown to a record 22 vessels, including those currently under construction and on order for delivery in the coming years.

- CHEMICAL FREE BALLAST WATER TREATMENT
- EAL OIL IN ALL EQUIPMENT ON OPEN DECK
- ULTRASONIC ANTI FOULING
- VGP COMPLIANCE FOR ALL OIL TO WATER INTERFACES

# Optimizing trade brings great environmental benefits

Designing environmentally efficient vessels has a significant impact on climate emissions. However, another important factor that is often overlooked is how effectively we optimize trade. Furetank has chosen to run its own experienced and dedicated chartering department. In this way, we provide exceptional service to customers, achieve direct climate benefits and economic sustainability, enabling significant environmental investments.

It is a part of Furetank’s vision to be a full-scale shipping company, providing our customers with premium-class service. Since 2012 we have operated our own chartering department based in Gothenburg, in order to optimize flexibility and efficiency.

“Over the years, we have built a strong brand and a solid reputation in the European market for managing an efficient fleet. From our customers’ perspective, Furetank Chartering should be seen as a highly reliable partner. Flexibility is a crucial part of this. In our intense and busy trade, vessels can easily encounter delays in congested ports. We always strive to have a backup solution ready to maintain the highest possible level of service for our customers”, said David Andersson, general manager of Chartering.

## Reducing time in ballast

The chartering department operates vessels for Furetank as well as Erik Thun AB, Stavanger Offshore AS, Thun Tankers, Älvtank, O. H. Meling, DSD Shipping, Transport Desgagnés Inc and FureBear, the joint venture between Furetank and Algoma Central Corporation. The fleet included 24 intermediate tankers during 2025, mainly operating in north-western Europe.

This critical mass of vessels enables us to consistently provide the right-sized vessel, in the right position, at the requested time – generating better and more sustainable results for the fleet as a whole. Efficient fleet trading delivers significant environmental benefits, yet rarely receives the attention it deserves.

Combining volume contracts and spot volumes, Furetank Chartering is always looking to triangulate. As an example: if one vessel is sent into the Baltic Sea there is already a plan for a cargo going across the Baltic sea or back to the continent, and the next cargo leaving from there, and so on. Plans are made two to three weeks ahead of time. “The math is simple; carrying as much cargo as possible in relation to the sailed distance drastically reduces our emissions per transported ton of cargo”, David Andersson said.

## Statistics proving climate efficiency

Furetank’s ballast versus laden ratio compared to benchmarks is visualized in the two pie charts. This relation also brings economic efficiency; a prerequisite for the large investments Furetank continuously undertakes in innovation, optimization and climate-efficient technology when developing new vessels.

Furetank is in a major fleet renewal phase, significantly increasing the size and uniformity of our fleet. This development enhances our ability to optimize trade, reduce emissions, and improve operational flexibility. The increased fleet homogeneity allows for even better planning, vessel substitution when needed, and a further reduction of ballast voyages, strengthening both our environmental and economic sustainability.

“With a large fleet of vessels of similar capacity and performance, Furetank Chartering is able to offer our customers an enhanced level of service while optimizing fleet trading patterns and minimizing ballast time. By ensuring high capacity utilization, we also help reduce the environmental footprint of our customers’ operations.”

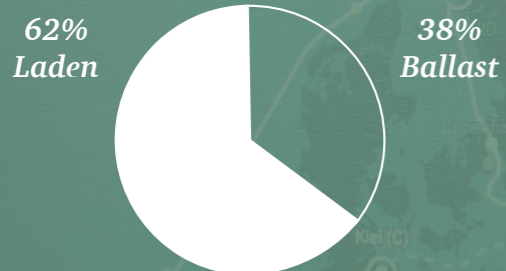
**DAVID ANDERSSON**  
General Manager of Chartering



8.4 - Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation.

13 - Take urgent action to combat climate change and its impacts.

Furetank Chartering fleet



Competing fleet 15-18000 DWT



WATCH A VIDEO  
IN YOUR BROWSER



Ensuring healthy lives and promoting well-being at all ages is essential to sustainable development. The UN Environment Programme calls air pollution the "greatest global environmental threat to public health", causing around seven million premature deaths every year.

Reducing harmful emissions was one of Furetank's main objectives when designing the VINGA vessel series. These improvements can be translated into substantial economic savings for societies along European fairways, according to the [Swedish Environmental Institute, IVL](#).

Another important focus in promoting human health is the reduction of noise.

# HUMAN HEALTH

## Reducing air pollution saves human lives

Health-affecting emissions from sea transport mainly consist of NO<sub>x</sub>, SO<sub>x</sub> and hazardous particles. They cause serious human illnesses such as asthma, bronchitis, cardiovascular and pulmonary diseases. When determining which fuel should power our new vessels, our conclusion was that dual fuel gas propulsion was the best choice currently available for environmental, climate and human health performance.

We also optimized every system on board for maximum energy efficiency and reduced fuel consumption. When the vessel design was complete, we asked IVL to perform an independent environmental assessment of our measures, based on EU guidelines and [resulting in a scientific report](#). The results were striking.

Emissions from the new vessels were compared with those of earlier-generation ships in the same size segment operating on marine gas oil (MGO). NO<sub>x</sub> emissions were reduced by 86 percent, while SO<sub>x</sub> and hazardous particulate emissions were virtually eliminated. As Furetank has transitioned to liquefied biomethane (LBM) as the primary fuel, climate-affecting CO<sub>2</sub> emissions are also drastically reduced, approaching zero.

The health benefits of these reductions can also be translated into monetary savings for coastal societies. External cost is an established concept used by environmental economists to capture negative impacts of consumption and production. Environmental degradation and human health impacts from air pollution are typical examples of external costs.

The report concluded that the economic value of reduced health impacts and crop losses stemming from Furetank's VINGA vessels compared to a conventional vessel is between EUR 820,000 and EUR 4,800,000 annually. The results are visualized in the bar chart. To better understand the difference in harmful emissions in populated areas, where the most far-reaching impacts on human health take place, we also display a comparison of a discharge operation in Oslo. The grey and blue bars clearly show the dramatic improvements.

Conventionally, during this type of maneuvering, two diesel-powered auxiliary engines would be running. We replace one of them with our battery hybrid UPS system. The second one is the shaft generator, powered by the main engine. This enables us to run on LBM and reduce harmful emissions, while also increasing safety and redundancy.

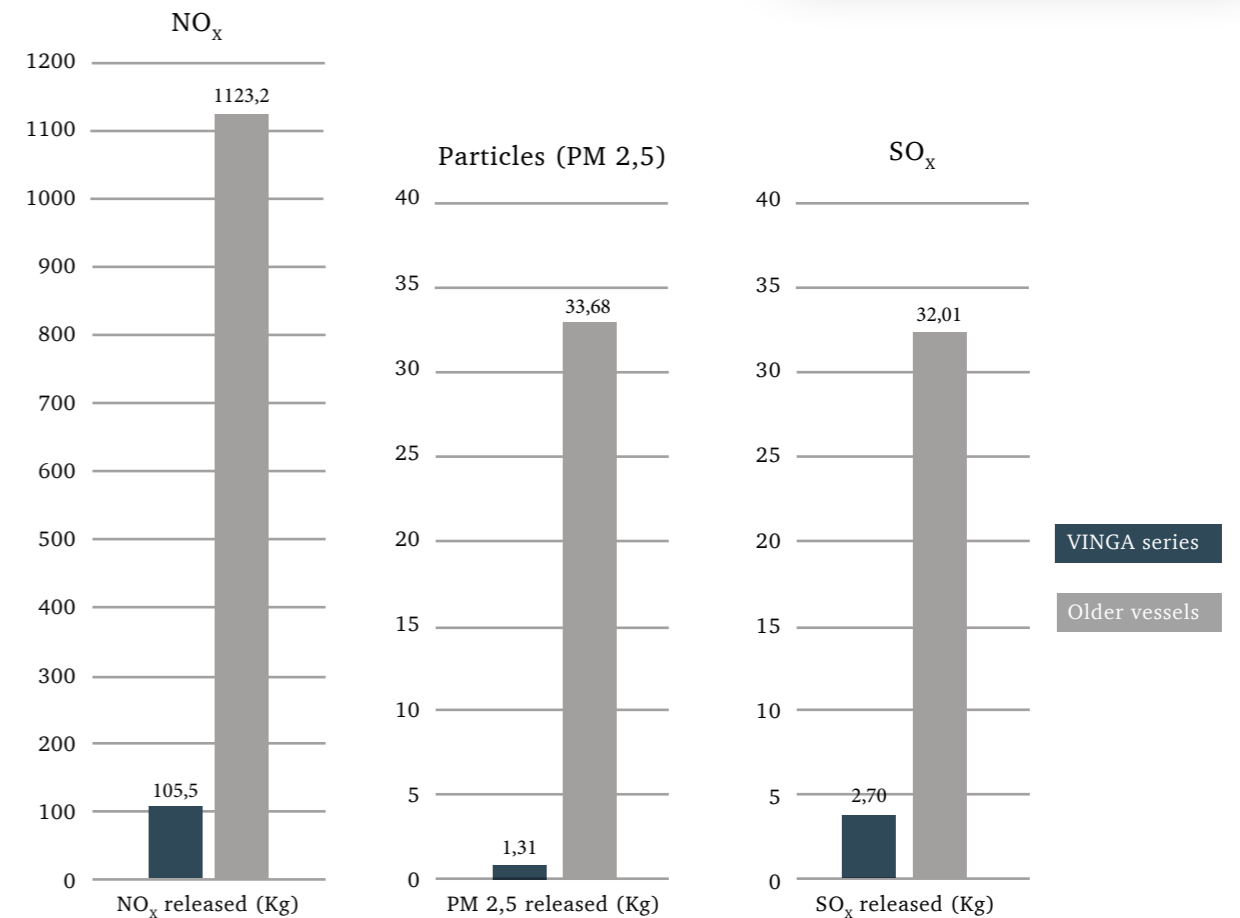


**3.9** - Substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

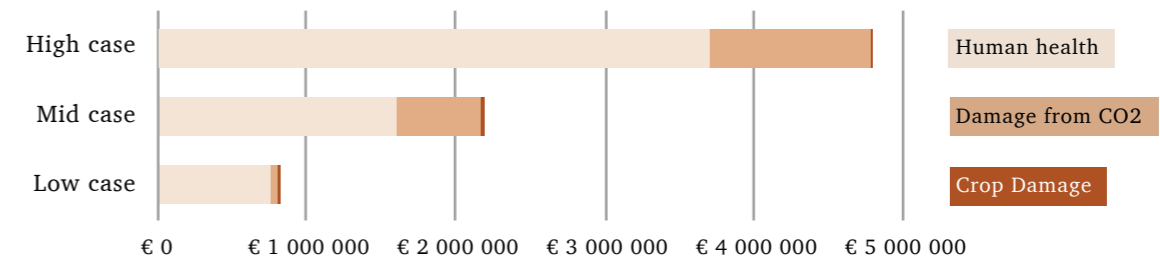
**14.1** - Prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.



VINGA vessel emissions: LBM vs. gasoil during passage in/out and discharge operations in Oslo



Annual reduction in health impacts: gas-fuelled vessel vs. conventional ship



# HUMAN HEALTH

## Low noise cargo operations

According to the World Health Organization (WHO), excessive noise seriously harms human health. It can disturb sleep, cause cardiovascular and psychophysiological effects, reduce performance, provoke annoyance responses and changes in social behaviour. When designing our new VINGA vessel series, we made noise reduction a priority.

For the benefit of Furetank's employees and other people spending their days in areas close to our operations, we made a number of adjustments to the vessel design. For example, the VINGA series is equipped with low noise electric cargo pumps, low noise compressors and VFD-controlled engine room fans equipped with noise reducing silencers. Our crews have noticed a considerable improvement.

"The main difference is noticeable in ports when we are discharging or maneuvering. The electric cargo pumps are much quieter than the conventional ones and engine vibrations are a lot less noticeable. People can rest better on board. It is a big change and a clear difference from all previous vessels that I have worked on" says chief officer Rico Charles Lim.

Furetank has measured the difference in sound levels, choosing a set of measuring points on deck as well as on the quay during discharging when noise levels peak. We calculated the sound levels as perceived by the human ear and compared the values with our previous generation of vessels.

The result is quite remarkable. Since the decibel is a logarithmic scale, what might look like a moderate reduction in figures (see bar chart) makes a big difference to the ear. The perceived noise was reduced by 73–85 percent at the three measuring points.



The same conclusion was drawn by the [Silent@Sea](#) project, led by IVL Svenska Miljöinstitutet. It measured both airborne and underwater noise from gas-powered vessels compared to conventional vessels.

Furetank's VINGA series was part of the study. [The results](#) show that the same engine emitted less noise on liquefied gas than on diesel. In interviews, the crew expressed that they could hardly hear the engine: probably because of a significant reduction of low frequency noise, particularly noticeable to humans.

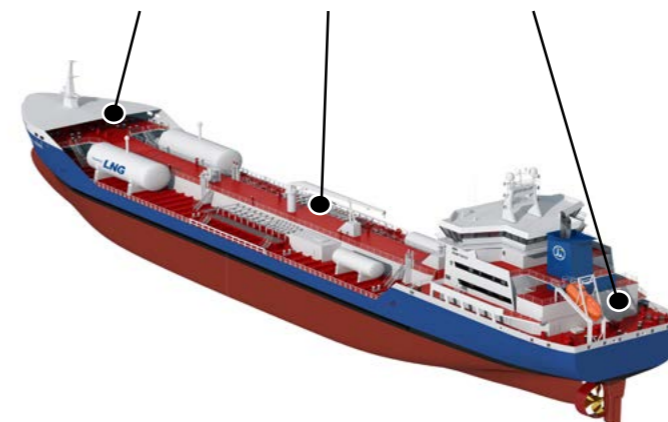
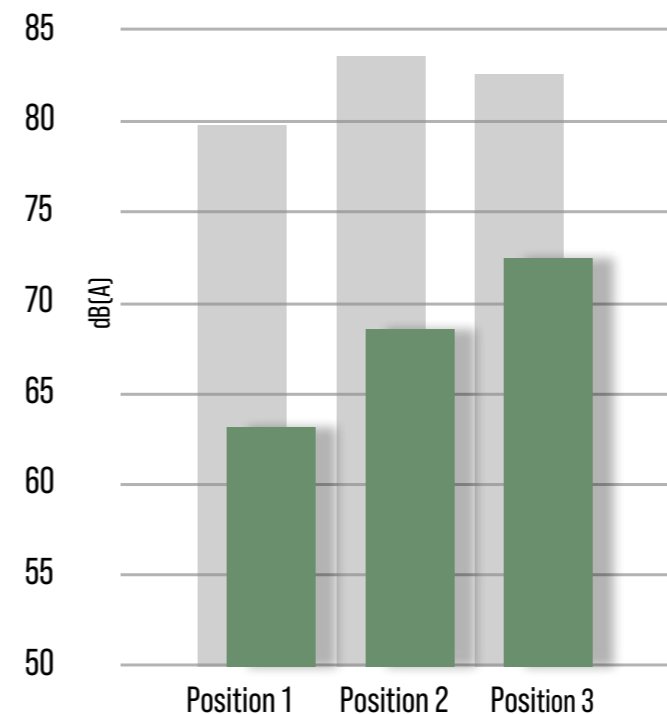
Underwater noise is a concern for aquatic life, and the results turned out positive in this aspect as well: The VINGA vessels emitted less noise in the water when running on liquefied gas. Furetank has also improved the underwater sound levels through a vessel design with ducted propellers and a lower than usual design speed.

VINGA series

Noise from cargo operations

Conventional vessels

VINGA series



"At Furetank, we are doing everything we can to reduce our footprint in terms of air and noise pollution. We do this for the benefit of those who live close to marine fairways, ports, and anchorage areas, as well as for our employees on board. They live, work, and breathe in this environment 24/7."

**JONATAN HÖGLUND**  
Deputy CEO



WATCH A FILM ABOUT THE SILENT@SEA PROJECT



3.4 - Reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

# OCEAN HEALTH

Healthy oceans are a prerequisite for a healthy planet and healthy human communities, as stated by the UN. Eighty per cent of all life on Earth is found in the ocean. It captures carbon dioxide, controls our climate and sustains us all, providing 50 per cent of our oxygen. Furetank's zero vision targets include causing no damage to the environment and safeguarding ocean health.

Furetank always strives to comply with, and even exceed, all applicable customer, national and international regulations. In order to fulfill these objectives, we actively take part in research projects and apply technological advancements. These are our current efforts.

## Caring for the underwater environment

**M**any onboard and underwater systems are traditionally based on chemicals that are inevitably released to the oceans to some extent. Furetank has taken several innovative measures to move away from harmful substances and adopt new solutions.

### Biodegradable lubricants

Our VINGA vessels are designed to qualify for trade in sensitive areas, holding a VGP (Vessel General Permit) for all oil-to-water interfaces. This includes using only biodegradable, [Environmentally Acceptable Lubricants \(EAL\)](#) on all water interfaces. We have made the extra effort and investment to extend this practice to all deck machinery and equipment which could potentially cause leaks reaching the ocean, such as cranes, winches etc.

### Airguard seal on propeller shaft

All vessels in the VINGA series have a ducted propeller. The propeller shaft is equipped with a [Wärtsilä Airguard seal](#), an anti-pollution and environmentally compliant solution. It works with compressed air which is applied to the void space between the seal rings. It is set higher than the seawater pressure, resulting in a small amount of air forced out into the seawater. The void space is connected to an inboard drain collection system. Any seawater or lubricant oil that infiltrates the void space is automatically drained inboard, setting off an alarm and preventing lubricant oil leaking outboard or seawater entering the stern tube.

### Aluminium anodes on hull

Most tankers trafficking European waters use sacrificial zinc anodes to protect the hull from corrosion. They purposely release zinc and cadmium into the ocean. But the research society has raised warnings about harmful effects these

heavy metals might have on aquatic organisms, potentially affecting cellular processes, growth and reproduction capacity. Furetank has replaced all zinc anodes with the less harmful alternative aluminium.

### Ultrasonic anti-fouling system

Box coolers, regulating the temperature of various onboard systems, require an anti-fouling system to prevent marine organisms from attaching, growing, and impairing cooler functionality. The conventional solution involves copper rods, which release copper into the water, creating a hostile environment for aquatic life. Furetank is testing an innovative alternative — [an ultrasonic anti-fouling system](#). It emits sound waves that generate vibrations on cooler surfaces, preventing organisms from attaching. The results are still being evaluated, but we see this approach as a promising step toward reducing emissions to the sea.

### Graphene-based marine coating

Furetank has applied a new biocide-free, graphene-based [hard foul-release coating](#) to the hull and propeller of the transport vessel M/S Sigrid, which is specifically designed for the safe transport of radioactive waste. The vessel is operated by Furetank on behalf of Svensk Kärnbränslehantering AB (SKB), an assignment which requires a solution free from toxic bottom paints.

As Sigrid is dry-docked annually for inspection, she provides an excellent test platform for this new surface treatment: a copper-free, high-sleek anti-fouling solution designed to enhance vessel performance. Trials have shown positive results, with reduced biofouling, and during 2025 the vessel demonstrated significantly lower fuel consumption thanks to the ultra-low-friction coating. A win-win for the ocean environment and the climate.

## Protecting sensitive ecosystems

**H**ow shipping companies manage ballast water directly impacts an important aspect of ocean health: biodiversity. Ballast water is often taken on in one marine environment to stabilize the vessel and ensure safety, then discharged in another due to cargo changes. This can result in invasive species disrupting local ecosystems. Furetank is ahead of regulatory requirements in preventing this unintentional transfer of organisms. Underwater noise is another, less frequently mentioned type of pollution that also needs to be addressed.

### Chemical-free ballast water treatment

The [Ballast Water Management Convention \(BWMC\)](#) obliged shipowners to install ballast water treatment systems on all vessels by 2024. Furetank has gone even further with its investments.

While conventional systems rely on chemical additives to eliminate unwanted hitchhikers in ballast tanks, Furetank has chosen the chemical-free [PureBallast system](#) from Alfa Laval. It uses filtration and UV light for biological disinfection, generating no disinfection by-products (DBPs) that could cause long-term environmental harm or pose risks to onboard personnel. The system also features low energy consumption, contributing to fuel savings.

### Research project for silent seas

Marine life of all dimensions, from plankton to whales, reacts to noise. Some effects are known to us, like disturbed communications for species using sound, and extensive research has proven that noise is a health concern for the animal called human. Rising underwater noise levels from human activity is a growing environmental issue that must be addressed. The VINGA design features a low-noise propeller surrounded by a duct to reduce underwater noise. Furetank participated in the Swedish Environmental Institute IVL research project Silent@Sea in order to deepen knowledge of the effects of underwater noise. Read more on page 20.



*"Today the vulnerability of our oceans is obvious, with disturbed marine life and lifeless seabeds due to influence from land and shipping. Furetank has strived since the 80's to be at the technical forefront of environmentally friendlier vessels. Basically all vessels we designed ourselves have been one step ahead of legislation."*

**CLAS GUSTAFSSON**  
Technical Manager



**14.1** - Prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.

**15.8** - Introduce measures to prevent the introduction and significantly reduce the impact of invasive alien species on land and water ecosystems and control or eradicate the priority species.

# SAFETY



Furetank Rederi AB operates a fleet of oil and chemical tankers transporting hazardous cargo, which entails risks for employees, other people, and the surrounding environment if handled incorrectly. This makes safety a core value in our industry. Furetank and all employees representing us have a responsibility for health, safety and environment throughout the organisation.

Furetank's Health, Safety, Quality, and Environmental (HSQE) policy focuses on providing a safe working environment (see Employee Relations), developing safety procedures and practices for ship operations to ensure the safety of vessels, ports and the wider community.

### Complying with external regulations

Through the HSQE policy, Furetank ensures that all tasks conducted by personnel ashore or on board are effectively supervised to comply with national and international regulations, such as [SOLAS](#), [MARPOL](#), [ISM Code](#) as well as customer requirements.

Our compliance with these requirements is monitored by classification societies, port

authorities and oil companies. Furetank has well-established routines for continuous follow-ups of incidents and benchmarking against other shipping companies within the industry.

### Safety procedures

Furetank's safety management system comprises of company specific procedures, guidelines and checklists. It is based on the regulations and requirements earlier mentioned, serving as an efficient tool to safeguard compliance with applicable requirements.

We establish safety assessments and security plans specific to each vessel and shore facility: all to prevent incidents and accidents in any way possible. In order to maintain constant focus on

*“We uphold our procedures and protocols to ensure high standards of safety and operational efficiency. The zero-vision mission is more than a goal; it’s a way of life that defines our operations and drives our success.”*

**DONALD WERNER**  
HSQE Manager



safe operations, a safety committee on board makes frequent rounds led by the safety officer. All findings are reported back into the system.

“From day one when joining Furetank, it is clear that the safety culture is embedded in the company’s DNA. With a fleet of many identical vessels, crew members are familiar with all onboard systems. There is always someone at the office to ask about safety rules and regulations, spare parts arrive as soon as they are needed, and everything maintains a high standard. Overall, safety procedures work very well, and we very rarely receive any external safety remarks,” says Captain Richard Svelander.

To verify the effectiveness of our safety management system, Furetank has an extensive internal audit programme where we regularly visit our vessels. In 2025, the number of Lost Time Injuries (LTI) was slightly higher than in 2024, yet remained at a low level overall. We follow up on all incidents carefully to prevent recurrence, striving to reach the target of zero incidents. Meanwhile, Total Recordable Cases (TRC) showed further improvement compared to previous years. Our compliance with these requirements is monitored by classification societies, port authorities and oil companies. Furetank has well-established routines for continuous follow-ups of incidents and benchmarking against other shipping companies within the industry.

### PERSONAL SAFETY

	2025	2024	2023	2022
Lost time injury frequency (LTIF) <sup>1</sup>	0,6	0	3,8	0,74
Total reportable case frequency (TRCF) <sup>2</sup>	2,4	3,6	4,7	3,72

<sup>1</sup> The number of LTI's per 1 000 000 hours worked

<sup>2</sup> The number of TRC's per 1 000 000 hours worked



**3** GOOD HEALTH AND WELL-BEING

**8** DECENT WORK AND ECONOMIC GROWTH

**16** PEACE, JUSTICE AND STRONG INSTITUTIONS

**3.9** - Substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

**8.8** - Protect labour rights and promote safe and secure working environments for all workers.

**16.5** - Substantially reduce corruption and bribery in all their forms.

### Safety team and external forums

The Furetank HSQE/vetting team consists of co-workers with diverse backgrounds: master mariners, naval architects and marine engineers. Some with many years in shore-based safety and security roles and others recently joining from our vessels. This gives us a strong competence base, as well as the benefit of recent onboard experience.

The company's ongoing expansion necessitates increased office resources to support the internal audit program and provide shore-based assistance to our vessels. In 2025, the HSQE/Vetting team was enhanced by the addition of two Marine Superintendents. These additional resources were allocated both to address requirements associated with fleet growth and to facilitate the transfer of duties in light of upcoming staff retirements.

In order to enhance our safety work with knowledge and best practice from other parties, Furetank exchanges experiences in several forums such as the Swedish Shipowners' Association committees for environmental and safety matters. We actively participate in the [Shell Maritime Partners in Safety Programme](#), which includes activities on board our vessels and within the shore organisation.

Furetank is a member of the International Association of Independent Tanker Owners [INTERTANKO](#). They are a valuable safety partner with useful platforms for information and benchmarking. By engaging in committees and forums, we acquire valuable insights and offer our expertise.

### Anti-corruption

Most of Furetank's operations take place in Europe, but the maritime sector is a global industry, involving regions where the concepts of integrity and ethical business conduct may differ. Counteracting corruption is vital to advancing the UN 2030 Agenda, as it undermines economic and social development and hinders opportunities for non-corrupt companies to compete on equal terms.

Furetank adheres to national and international anti-corruption legislation and conducts due diligence to assess risks related to business partners. The company has a policy in place to counteract bribery in the form of gifts or similar practices that may pose a risk of corrupt behaviour. This commitment is outlined in the Company Code of Conduct.

## Cybersecurity as a cornerstone of safety

In 2025, Furetank appointed a Chief Information Officer, with a strong focus on strengthening cybersecurity across the company, both on shore and on board our vessels. Furetank's growing responsibilities within national security require robust contingency planning. A secure and stable IT environment is absolutely vital in a crisis.

We continuously develop our policies, procedures and safeguards for the protection of our intellectual properties and personal data, ensuring the continuity of our shipping operations.

To strengthen our safeguards, Furetank is a member of [NORMA Cyber](#), a Norwegian service provider of cybersecurity intelligence, incident response and support. Furetank holds a Cyber Essentials Certificate of Assurance from the U.K. National Cyber Security Centre. This certification is renewed each year, demonstrating the company's robust cyber security management practices.



**LOUISE TORGNYSDOTTER**  
CIO Furetank

*"From day one when joining Furetank, it is clear that the safety culture is embedded in the company's DNA."*

*"We proactively work to create long-term value through IT, where strategic direction meets practical execution. Our work is guided by NIS2, the EU directive strengthening cybersecurity and resilience across critical sectors. Ensuring cybersecurity in both direction and execution is of paramount importance."*

# DIVERSITY

The 2030 Agenda for Sustainable Development promises to leave no one behind. According to UNDP, achieving the global goals requires a gender-balanced, diverse and inclusive workforce. The dignity of each individual must be respected to the utmost, free from any form of discrimination or abuse. For Furetank, our diverse crews are a valuable asset, which we support and care for in multiple ways.

Inclusion means ensuring equal opportunities for all, regardless of their background, so that they can achieve their full potential in life. This is especially important in a contained environment like ship life. At Furetank we

want to offer a positive work and life situation for all employees, with mutual respect and understanding between colleagues.

Furetank works in accordance with national and international regulations for employment conditions and working environment. Our equal treatment policy sets the framework for how we are expected to treat each other within the company, both on board and ashore, as well as towards external contacts.

## Building gender balance across all ranks

WATCH INTERVIEW WITH AILENE

A balanced share of women and men in our crews is an important factor in ensuring everyone's well-being on board. Furetank has actively worked for many years to attract skilled female seafarers, encouraging more women to see the strong career opportunities available at sea.

Furetank applies skills-based recruitment while also striving for a more even distribution of women and men. Promoting gender balance and equality is especially important in a traditionally male-dominated industry.

For a shipping company, Furetank has a relatively high proportion of female crew members. Particularly encouraging is the progress seen in recent years. Over the past three years, the expansion of Furetank's fleet has resulted in substantial recruitment and a threefold increase in the number of women in our crews. By the end of 2025, we had reached a historic milestone, with 31 women serving on board. This includes roles across all ranks on board.

"I think it's fantastic. Women are represented from the roles of mess stewards, cooks, trainees and cadets all the way up to the highest-ranking officers in the engine room and on the bridge. We see strong interest from female maritime students at career fairs — they view shipping as an exciting industry where they may not previously have seen their

place. Increasingly, they also let us know that they want to join us at Furetank specifically. They see on our social media and hear from others that we are forward-looking and inclusive.

We are very proud that so many women thrive with us, and that word is spreading about Furetank as a good place to work. We actively develop our culture to ensure that both women and men feel welcome and enjoy working with us," said Yvonne Höglund, Furetank HR Director.

### Supporting family life

Furetank actively works to support family life and help our employees attend important family events at home. Striving for flexibility benefits both crew members and the company. A good work environment and strong family relationships encourage employees to stay with us for many years.

In the Philippines we work with the [Net Ship Family Foundation](#), which aims to recognise the families of seafarers as part of the corporate family and to support them in their needs and concerns. They are provided with economic, social and spiritual assistance in case of sickness, death or accidents. Families also have access to psychosocial counselling and support to maintain family bonds while their relatives are at sea.



# AND EQUALITY

### Red lockers

To promote an equal and inclusive working environment, lockers with free menstrual products were installed on all vessels.



It is a basic human right not to be discriminated against or subjected to harassment. Furetank has zero tolerance for any type of discrimination or harassment.

### Discrimination

Discrimination occurs when a person is treated unfavourably, when their dignity is violated, or when they are placed in a position of dependency on someone issuing orders. Such unfavourable treatment or violation of dignity must be related to one of the seven legally recognised grounds of discrimination:

- Gender
- Ethnicity
- Religion or other belief
- Age
- Disability
- Sexual orientation
- Transgender identity or expression

### Harassment

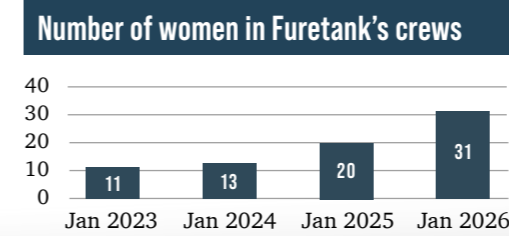
Harassment is behaviour that is unwelcome. It is the person subjected to harassment who determines what is unwelcome or offensive. We encourage all members of staff experiencing discrimination or harassment to speak up and report any incidents, without having to worry of negative consequences.

A person who has been subjected to discrimination shall be offered help and support without unnecessary delay. For early detection of irregularities, Furetank has introduced a whistleblower function through which anyone can anonymously report experienced or suspected misconduct to an external, independent professional party. Suspected criminal activity is reported to the police authorities. Failure to comply with this policy will result in disciplinary action, which may include termination of employment.



YVONNE HÖGLUND  
HR Director

"In the personnel department, we aim to eliminate inequalities of all kinds. It is important for us to stay in close contact with employees and have them all feel our presence and support. We often visit the vessels to meet our seafarers in person and talk about the importance of respecting and treating each other well. We feel that they are very engaged in maintaining a friendly atmosphere on board, and many of them tend to stay with us for a long time."



5.1 - End all forms of discrimination against all women and girls everywhere.

5.5 - Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

10.2 - Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

10.3 - Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

# EMPLOYEE RELATIONS



**8.8** - Protect labour rights and promote safe and secure working environments for all workers.



The well-being and engagement of our employees is the basis of a successful business and continuous development. Safeguarding fair employment conditions and physical safety in the working environment is, naturally, a top priority. Furetank also puts great effort into softer values, such as crews enjoying their spare time on board and being able to participate in important family events.

Furetank works in accordance with national and international regulations concerning employment conditions and the working environment, particularly the international Maritime Labor Convention (MLC) adopted by the International Labour Organization (ILO) and the Swedish Work Environment Act.

### Safe working environment

Furetank has set an overall zero-vision target, which includes zero accidents and zero harm to people.

The company has a Working Environment Policy regulating working conditions both at sea and ashore. Furetank commits to providing a safe and healthy working environment with safe systems of work. All seafarers regularly undergo medical examinations. A drug and alcohol policy is in place and all employees must adhere to it at all times.

All who are directly or indirectly working with hazardous materials are provided with information and instructions about the materials and their potential hazards, as well as necessary protective clothing, equipment and instructions on how to use and maintain such equipment.

All procedures and instructions related to the working environment are established and maintained in the Furetank Safety Management System.

*“Furetank offers a familial environment, I feel that I can always call people in the office for support.”*

### Employee well-being

All employees receive the benefit of healthcare insurance paid by the company, to ensure that they are helped swiftly when falling ill. The addition of new VINGA vessels, with four more being delivered during 2025, has further improved the working environment offered to onboard personnel. Improvements have also been aimed at enhancing quality of life on board, such as a well-equipped gym, sauna and pleasant living quarters.

Healthy food and social activities are other important aspects of an enjoyable ship life. To strengthen health, well-being and camaraderie on board, Furetank encourages physical activity through company-wide initiatives like the annual Furetank Health Challenge. It engages crews across the fleet in friendly competition and shared goals.

With activities logged individually and as a team, the challenge allows everyone to participate at their own level, reinforcing inclusion and motivation. Combining team-based and individual rewards, the initiative makes physical activity a natural part of everyday life on board.

## Intranet for dialogue and employee involvement

A milestone in Furetank’s people agenda during 2025 was the launch of Furennet, an intranet for all staff, both ashore and at sea. Its purpose is to bridge the perceived distance between employees at sea and the shore-based support organisation, and to give everyone greater insight and influence over their working environment and daily tasks.

Through Furennet, all employees receive company news at the same time and can share positive moments and memorable experiences in a social feed. This fosters cohesion and a sense of belonging. It is valuable in itself for a positive working climate, but also

an important investment in lowering the threshold for getting in touch and asking for support when challenges arise on board. On Furennet we launched initiatives such as the Health Challenge and the Gingerbread Challenge, where vessels compete in a friendly way while strengthening team spirit on board.

The intranet also enables employee surveys, giving our seafarers the opportunity to influence, for example, the content of staff conferences by highlighting what they want to learn more about and what knowledge would strengthen them in their roles.



*Want to see the living quarters on board our new VINGA vessels? Lars Höglund gives you a guided tour. Join him in this film to experience the spacious surroundings that our seafarers call their second home.*



## CHARITY DONATIONS

As part of our broader sustainability commitment, Furetank supports charitable organizations that contribute to social well-being and community development. By engaging in charitable causes, we aim to make a positive difference in society. In 2025, our charitable contributions included support for the following organizations and initiatives:

The Savior Mission Räddningsmissionen  
The Gothenburg City Mission Stadsmissionen  
The ERDA Foundation  
The Bahay Aruga house of care  
The Swedish Sea Rescue Society  
Sjöräddningsällskapet  
Charity golf event Sjöslaget  
Sobriety organization Länkarna  
Community associations on Donsö  
Grunden BolS  
Donsö IS  
Donsö SMU



## FURETANK – Not a giant but a leader

### Furetank Rederi

Hinsholmens bryggväg 50  
SE-426 79  
Västra Frölunda  
Sweden

### Furetank Chartering

Hinsholmens bryggväg 50  
SE-426 79  
Västra Frölunda  
Sweden

### Furetank Danmark

Havnepladsen 4  
DK-4300 Holbaek  
Denmark

### Nolsö Shipping

Kongsgil 22  
FO-110 Torshavn  
Faroe Islands  
nolsoshipping.eu

**FURETANK.SE**