



# SUSTAINABILITY REPORT 2023

*Together we create a sustainable future*

PORT OF  
**ROENNE**  
Together we create

**ABOUT THE REPORT**

This is Port of Roenne A/S' annual sustainability report.

This report constitutes Port of Roenne A/S':

- Compliance with the statutory disclosure on corporate social responsibility, see the Danish Financial Statements Act, section 99a
- Compliance with the Danish Standard of Corporate Social Responsibility (DS 49001:2011)
- Annual reporting obligation in accordance with the membership obligations of the UN Global Compact

The report covers the accounting period from January 1st to December 31st, 2023.

Previous years' reports are available on our webpage; see [www.portofroenne.com](http://www.portofroenne.com).

**WE SUPPORT**



# SUSTAINABILITY INITIATIVES 2023

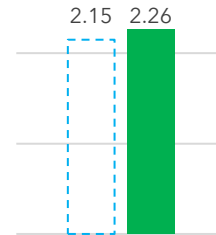


## ENVIRONMENT & CLIMATE INITIATIVES



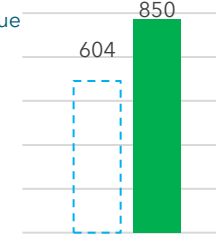
### CO<sub>2</sub>-emissions

Tons/million DKK revenue



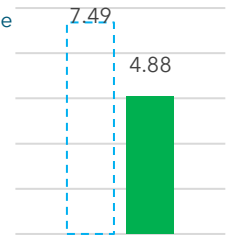
### Paper Consumption

Amount/ million DKK revenue



### Waste Management

Hours/ million DKK revenue

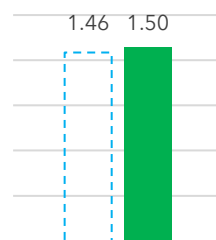


## SOCIAL INITIATIVES



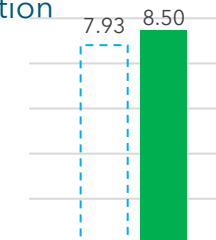
### Sick leave

In %



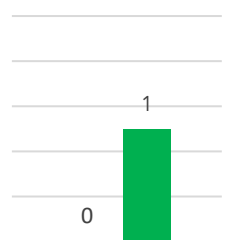
### Employee satisfaction

Average, scale 1-10



### Accidents at work

Number

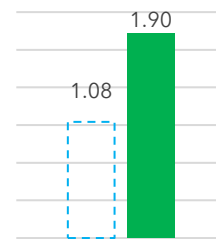


## GOVERNANCE INITIATIVES



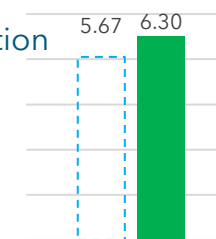
### PtX-investments

Million DKK



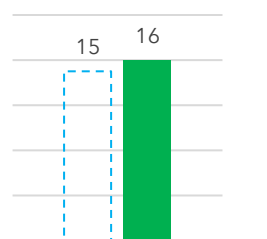
### Customer satisfaction

Average, scale 1-7



### Internal audits

Number



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# #1 - INTRODUCTION



**Max Hansen, CFO** **Susan Hansen, QHSE & Sustainability Manager**



*At Port of Roenne A/S, we are highly committed to the green transition.*

*We approach this in collaboration with external companies who, to a large extent, know far more about the topic than we do, but where our industrial knowledge is our strength.*

*Alone, we cannot solve the severe climate issues facing society, but together, we can move forward and find opportunities to benefit society in general, both now and in the future, because;*

**TOGETHER WE CREATE**

## NATURE BARES ITS TEETH - THAT MAKES AN IMPRESSION

Climate and sustainability have never had as much focus as in recent years, and we must all realize that we are in a race against time to address the increasingly evident impacts of climate change on our society.

2023 was a year when the impact of climate change was felt at our latitudes with extreme heatwaves, unprecedented levels of precipitation, and powerful storms that could almost bring a community to a standstill.

We are witnessing these overriding events, which constitute strong evidence that our climate is in crisis. Concrete sustainability initiatives are needed, and time is running short. If as a society we do not change course, we will not be able to tackle the harmful effects of global warming, and in doing so, as a society we will jeopardize the opportunities of future generations.

This requires, among other things, investments and commitment. While Port of Roenne A/S is a very small player on an international level, it is essential for us, as a company, to actively contribute to the green transition.

## THE SOLUTIONS ARE OUT THERE

Our primary function is to operate the port and help create conditions that ensure the social navigation service of Bornholm, whether it is a matter of passenger or freight transport. But working with the green transition is a significant focus, also for us.

We do not have the answers to how, as a society, we can develop our conduct to meet current needs without harming the opportunities of future generations. Still, we want to help find solutions to steer society toward a greener future.

Factors such as economy, resources, and demographics could mean that the activities we control may not yet be 100 percent sustainable and that we may have to compromise in some places. Still, we believe every step in the right direction is one step towards a more sustainable society.

## IT IS OUR HOPE TO INSPIRE OTHERS

This report highlights the most important sustainability-related activities and targets we are currently working on at Port of Roenne A/S. We seek to be as transparent about our work as our contractual obligations allow, and we encourage all readers of this report to consider what we can do to give more to nature and society than we take.

## #1.1 – FINANCIAL HIGHLIGHTS AND FINANCIAL RATIOS

		2019	2020	2021	2022	2023
CLIMATE DATA:	Scope 1 CO <sub>2</sub> e (tonnes)	170.51	127.03	149.10	155.97	111.88
CLIMATE DATA:	Scope 2 CO <sub>2</sub> e (tonnes)	78.74	77.06	105.14	122.74	13.90
CLIMATE DATA:	Scope 3 CO <sub>2</sub> e (tonnes)	365.89	251.42	385.34	387.83	145.01
SOCIAL DATA:	Full-time employees (FTE)	27	27	28	32	34
SOCIAL DATA:	Sickness absence, in %	2.00	2.59	2.48	2.35	1.46
SOCIAL DATA:	Number of Lost Time Accidents (LTA)	1	1	0	0	0
GOVERNANCE DATA:	Revenue (DKK million)	77.39	85.29	85.97	124.65	125.92
GOVERNANCE DATA:	Number of ship calls	3.496	3.178	3.354	3.553	3.496
GOVERNANCE DATA:	Gender diversity, in % (men/woman)	78/22	78/22	73/27	67/33	64/36

### ACCOUNTING POLICIES

#### CLIMATE DATA

##### Scope 1 (direct emissions)

All direct emissions from sources owned or fully controlled by the company.

##### Scope 2 (indirect emissions)

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

##### Scope 3 (indirect emissions)

Indirect emissions from activities not owned or controlled by the company but that the company indirectly affects in its value chain.

#### SOCIAL DATA

##### Full-time employees (FTE)

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

##### Sickness absence, in percentage

Total number of sick days/total number of working days.

##### Lost Time Accidents (LTA)

Number of occupational injuries that have resulted in the inability to maintain business productivity.

#### GOVERNANCE DATA

##### Revenue (in DKK million)

The company's net revenue for the  
For the latest financial year, see the separate annual report.

##### Ship calls

Total number of ship calls for the last financial year.

##### Gender diversity

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

## #1.2 STRUCTURED WORKING METHODS

### OUR BUSINESS MODEL

At Port of Roenne A/S, we see ourselves as a service company for the port's many users, a prerequisite for increased growth and development for the Bornholm community. Those are big words, but we act on this vision in our work.

It also helps us offer service solutions to existing, new, and potential customers based on professionalism, reliability, commitment, and collaboration around the clock all year round.

We have a workforce of highly skilled employees with extensive industry knowledge. Our knowledge base is constantly expanding, our IT systems are advanced, and our concepts are constantly evolving, helping us stay ahead of our customers' demands.

It all contributes to our ability to work together - and in close collaboration with our stakeholders - to solve the many different tasks that daily life at the port entails.

### EFFICIENCY IN OUR WORK

A delay within our industry can significantly impact the other links in a significant value chain. For this reason, we intensely focus on ensuring that our daily operations run as smoothly and efficiently as possible and that any sudden issues that arise are resolved as quickly as possible without unnecessary delays.

We intend to be as transparent a company as possible, subject to the constraints of the markets we work in and the confidentiality of our customers.

Our customers are facing increasingly complex challenges in their value chains, and we want to support them through increased efficiency and standardized work procedures based on equal parts of experience and the use of new technologies.

### THE FUTURE HAS TO BE MORE SUSTAINABLE

As an organization, Port of Roenne A/S has developed a lot in a very short time, partly due to expansions of our infrastructure, and our ambition for the coming years is to consolidate our position through efficiency, cooperation, and sustainability and contribute to the continued development of sustainable solutions in our industry.

# #1.3 MANAGING OF THE SUSTAINABILITY WORK

## HOW WE MANAGE THE PROCESSES

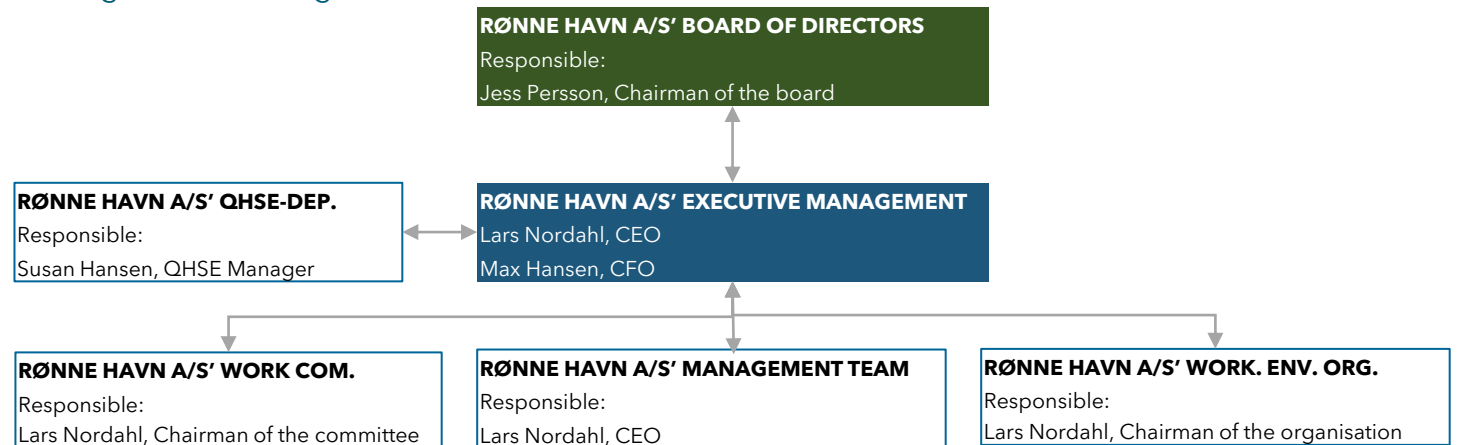
As illustrated in the organizational model below, the ultimate responsibility for sustainability work at Port of Roenne A/S is anchored in the board of directors, which approves the overall business strategy and major investment initiatives.

In collaboration with relevant departments, the executive management prepares and monitors the sustainability strategic initiatives and objectives and initiates overall business sustainability initiatives.

The management team implements the developed sustainability strategies, including developing departmental strategies and objectives, and contributes to ensuring the development of the established organizational goals and strategies.

The QHSE department controls processes and data, including objectives and sustainability development, primarily through audits and rounds, and monitors organizational sustainability development and reports to the executive board.

The working committee (SU) and the working environment organisation (AMO) monitor employee involvement, performance and development, and provide the executive board with recommendations regarding policies, sustainability initiatives, established goals and strategies.



# #1.4 WHEN SUSTAINABILITY IS THE ESTABLISHED PRACTICE

## STRATEGIC OPERATIONAL WORK

Since we were certified in CSR (DS 49001:2011) in 2015, Port of Roenne A/S' sustainability work has evolved significantly in line with developments in the field, both nationally and internationally, but our approach remains unchanged:

*We take a conscious, active role in sustainability work.*

With the CSR standard as a guide, we have integrated sustainability into our way of working so that, in addition to our current certifications, we have **also** incorporated the UN Sustainable Development Goals and ESG topics into our corporate strategy and business operations.

With this approach, we want to ensure that the entire organization is aligned and working together to achieve our set goals, and it helps us prioritize our efforts.

To keep track of our progress in each area, we conduct an annual evaluation of our efforts, allowing us to adjust our initiatives and objectives within the areas of the environment, social responsibility, and corporate governance, also known as ESG.

## PRIORITISATION IS NECESSARY

As much as we would like, it is impossible for us to work on all sustainability initiatives at once if we want to be serious about sustainability.

This is why we "only" work primarily with four of the 17 UN Sustainable Development Goals, which we have also integrated into our certification work.

We have prioritized this because we want our work aligned with the sustainability agenda, which continues to grow in complexity and demands, and where we as a company need to be able to navigate in this.

## THE EYE LEVEL PRINCIPLE

Our strategic approach to sustainability work lies with our board of directors, our company's ultimate management level. Still, the daily facilitation of the work is based on an "eye level" principle, where each employee must be able to identify their contribution to the work.

It is no easy task and requires ongoing training to raise awareness for everyone in the company. For this task, each department and committee is assisted by our QHSE department, which provides advice and guidance throughout the company.



# #1.5 ACTIONS TAKEN

## WE COMBINE CSR AND ESG

CSR (corporate social responsibility), or social responsibility, is a definition concerning the company's social responsibility, specifically focused on voluntary actions and initiatives with a positive environmental or social impact.

ESG is a collected term for the environmental, social, and governance aspects of the company that allows external parties to form an overview of a company's sustainability performance.

We have chosen to combine CSR and ESG in our sustainability work to work with areas of social responsibility that are not measurable. At the same time, through data collection, we have a precise, quantifiable, measurable tool that can provide a nuanced assessment of our overall sustainability performance.

We started this work in 2022, and in 2023 we continued developing our processes to create a symbiosis between CSR and ESG to ensure that we can report in accordance with the requirements and regulations which we are subject to.

Our expectations for 2024 include additional reporting requirements and data collection due to the European Sustainability Reporting Directive (CSRD) and associated reporting standards (ESRS).

## ENVIRONMENTAL INITIATIVES

Port of Roenne A/S is aware that there is a great need to reduce the global environmental impact, and we have initiated efforts within:

- CO<sub>2</sub>-reductions
- Renewable energy projects
- Sustainable industry, and
- Waste management

## SOCIAL RESPONSIBILITY

At Port of Roenne A/S, we consider it essential that a workplace is safe and inclusive while also taking social responsibility, for which reason we, among other initiatives, work with:

- Health and safety
- Wellbeing
- Gender diversity and culture
- Cooperation and policies

## RESPONSIBLE, GOOD CORPORATE GOVERNANCE

We are aware that we have a unique social role in the society of Bornholm, which is why we continuously are working with initiative regarding:

- IT and data security
- Good business practices
- Accountability and credibility
- Good ethical conduct



## #1.6 - ADJUSTING IS NECESSARY

### NEW KNOWLEDGE REQUIRES ACTION

We are subject to numerous types of legislation that continuously adjust the society we live in, and the new knowledge these adjustments bring usually requires changes in our internal processes and competence plans.

In 2022, we started in earnest with mapping our carbon footprint as part of our new reporting structure, and the latest knowledge gained from this resulted in a need to adjust our data collection. Therefore, in 2023, we have introduced new processes regarding our environmental data work.

Alongside this, we are working to acquire as much knowledge as possible about the new European requirements for sustainability reporting. This is done through skills development and participation in relevant networks to ensure we can meet the upcoming reporting requirements.

At the same time, we have realized that we need to adjust our objectives within the selected four UN Sustainable Development Goals to better align with our business development and the associated change in climate footprint. This work will begin after the turn of 2023/2024.

### MATERIALITY IS UNDERGOING DEVELOPMENT

Based on several dialogues with some of our closest stakeholders, in 2023, we intensified the involvement of our most important stakeholders' participation in our activities to gain increased knowledge about current and future wishes and requirements that may affect our sustainability efforts and community-oriented initiatives.

This work will continue in 2024, focusing on our local community in relation to the next part of our port expansion, which was launched shortly before the turn of the year and will affect the area around the Port of Roenne throughout 2024.

### VOOUR KEY STAKEHOLDERS:



Employees



Owners



Local communities



Customers



Investors



Authorities

In 2024, we will also work on developing a Double Materiality Assessment, which includes how sustainability topics could affect Port of Roenne A/S, but also how Port of Roenne A/S can affect the topic

## #1.7 - WE DO NOT ACHIEVE EVERYTHING AT ONCE

### OBJECTIVES ARE OUR NAVIGATION POINTS

With a rapidly evolving organization, it is essential to have goals and strategies to support and guide our development on multiple levels.

2023 was no exception, where we have had a particular focus on developing our communication efforts related to the local community, which is one of our most important stakeholders and which is crucial to our vision of creating conditions and contributing to ensuring a well-functioning and secure supply-chain for the community on Bornholm.

We work with long-term objectives, all based on our certifications. While we intend to achieve the planned annual milestones, we also recognize that only some of them were completed in 2023 due to our organization's current bustle of business and development.

But this is a premise we accept and on which basis we adjust our internal planning for 2024 because our goals are navigation points for our work. Our most important task is to ensure that the supply chain to and from Bornholm can be maintained securely 24/7/365.

In 2024, we will continue our work to support and develop Bornholm's infrastructure and do this as transparently as possible, taking into account the confidentiality principles and cooperation agreements that our work is based on.



## #2 - ENVIRONMENTAL RESPONSIBILITY

### FOCUS ON A GREENER FUTURE

We must all take care of nature's resources, and the responsibility rests with all of us. We take this very seriously, so we aim to be CO<sub>2</sub> neutral in Scope 1 and 2 by the end of 2030. This requires developing new processes, training, and cross-functional collaboration with several stakeholders because we cannot solve the problem alone.

In 2023, we focused on strengthening our environmental mapping to understand better and explain to others what actions need to be taken to increase the sustainability work at Port of Roenne A/S and start executing some of these.

Increased focus on waste management, prevention of spill, control and response, and chemical management are just some of the measures we initiated in 2023 and will continue with in 2024.

### CLIMATE & ENVIRONMENTAL RESPONSIBILITY & THE UN WORLD GOALS

Our work on climate and environment primarily involves The UN Sustainable Development Goals (SDGs) 7, 9, 12 and 13, where we focus on SDGs 7, 9 and 12, or more precisely: 7.2, 9.1, 12.5 and 12.7, in which we are certified.

However, we have also identified 13.1 as a significant factor in our work.



## #2.1 NEW INITIATIVES BASED ON KNOWLEDGE

### OUR PERFORMANCE IN 2023

- ✓ We have participated in the National Center for Green Energy, which project was led by the regional municipality of Bornholm
- ✓ We have made our Scope 3 emissions visible in our climate reporting
- ✓ We have involved external partners in the mapping of our chemical work
- ✓ We have increased the number of waste solutions

### OUR INITIATIVES FOR 2024

- We wish to participate in the establishment of a project on shore power and green fuels
- We wish to participate in the development of sustainable solutions related to our business areas
- We wish to continue to explore opportunities to replace our fleet of cars with sustainable solutions
- We wish to continue to encourage our partners to increase resource recycling

### ONLY TOGETHER WE CAN IMPROVE THE CLIMATE

During this year's climate summit (COP28), preliminary data from the World Meteorological Organization (WMO) were presented, indicating that 2023 was expected to become the world's warmest year.

This may sound like something other than an issue that Port of Roenne A/S can help solve, but we believe we can. We participate in several research and development projects (R&D projects) that explore the possibilities of promoting sustainable development within the maritime industry. We have chosen this approach as we believe it is essential to work together to develop usable, sustainable solutions

### GOAL SYMBIOSIS CREATES VALUE AND RESULTS

When we set goals, it is based on a wish to make a difference, and in 2023, we have experienced that several of our internal goals are in symbiosis with the goals of some of our business partners.

This means that we can create synergy effects across organizations to a greater extent, which we find adds value to our efforts and, at the same time, increases the probability of achieving our goals.

### WISHES MAY BRING UNWANTED RESULTS

Several of our initiatives are the results of our collaboration with customers and suppliers, where we try to incorporate their needs and wishes in our planning, which subsequently proves helpful elsewhere in our operations.

The most recent examples of this were seen in early 2023;

- A customer approached us with a request regarding adjustments to the existing infrastructure. The requested adaptations were due to an internal customer requirement to transition to electrification of their most critical equipment
- One of the maritime industries approached us, wishing to know how our work processes were carried out, as it had been decided that the industry should have an increased focus on energy, water, and waste management to reduce the industry's CO<sub>2</sub> emissions

Familiar to both inquiries was that Port of Roenne A/S had to make some adjustments to existing infrastructure and workflows, including the preparation of process descriptions, to comply with the customer's internal requirements, but that these changes subsequently benefited ourselves and other customers and contributed to our sustainability work

## #2.2 WE ENDORSE RENEWABLE ENERGY INITIATIVES

### NEW TECHNOLOGY ON THE QUAY

Access to water and electricity is essential for most of our society, including the vessels carrying passengers and goods to and from Bornholm.

In recent years, we have seen increased societal awareness regarding the availability of shore power solutions in commercial ports, and based on our Masterplan 2050, we are continuously working to find the most appropriate solutions within renewable energy solutions in our industrial area.

### WE HAVE TO START SOMEWHERE

We know that there are industries with greater societal focus on shore power solutions than others and where industries are working on developing guidelines and solutions to meet the international requirements regarding increased use of renewable energy.

This knowledge is included in our work with renewable energy solutions in our areas, where we make priorities based on the involvement of key partners and thorough feasibility studies. Some of these solutions seem like minor initiatives, but we see them as essential to our sustainability development.

### UPGRADING PROVIDES EASIER SERVICE ACCESS

We have offered shore power for many years at several of our smaller quays through utility poles. These function as self-service solutions for small vessels needing electricity and water (electricity up to max. 63A).

In 2023, in collaboration with TallyKey, we decided to replace and upgrade the utility poles on several of our smaller quays to provide easier access and service for the individual user.

### POWER FOR THE LARGE VESSELS IS ON ITS WAY

An upgrade can make a big difference and often does not require significant infrastructural changes, so it can usually be done relatively quickly. Setting up new establishments are significantly more complicated and of a long-term nature, which we got confirmed in connection with our collaboration with Bornholmslinjen in 2023 regarding the establishment of shore power for the shipping company's highspeed ferries.

However, this has kept us from starting work on expanding our current shore power facilities, which is why, in 2024, we will look into solutions for large commercial vessels. These studies include technical and commercial perspectives and the involvement of relevant partners.



SDG 7.2



SDG 9.1

12  
RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION13  
CLIMATE  
ACTION

## #2.3 RESOURCE- CONSCIOUS ACTIVITIES

### RECYCLING IS A MUST

Gradually, we are all becoming more aware of the importance of recycling the resources we use daily. Much happens unconsciously through waste sorting and the subsequent further processing and recycling this entails. Still, in some areas it is essential that we as a society increase our focus on the possibilities of recycling materials and thus indirectly reduce our waste generation, and at Port of Roenne A/S we believe that there are many opportunities with which a company can contribute to this.

### OUR USED IT EQUIPMENT GETS A NEW LIFE

Although we take good care of our equipment, everything wears out and needs to be replaced at some point, including our IT equipment, which is an integral part of Port of Roenne A/S's infrastructure.

Our local IT partner manages data erasure, collection and recycling of our used IT equipment and has the skills to ensure that the components' sorting, dismantling and post-processing are done in the most environmentally responsible way possible.

This means that used IT equipment from Port of Roenne A/S is given a new life elsewhere, in whole or in part, thereby reusing valuable resources and reducing the waste associated with manufacturing new equipment.

### RESOURCE FOCUS IN CONTRACTS

Since 2017, Port of Roenne A/S has been engaged in several major construction activities and the establishment of new infrastructure, and in 2023, demolitions became a more significant part of these activities than before. Large building masses must be removed before Phase 3 (and 4) of the port expansion can be initiated, and under normal circumstances, this will generate large amounts of construction waste.

Based on our chosen SDGs, ISO certifications, and applicable legal requirements, in 2023, we mapped the possibilities for recycling building materials. Based on this work, we drew up a demolition agreement that, in addition to requirements for the safe handling of potentially hazardous materials and proper waste sorting, also included a request to recycle any materials that might prove suitable.

At the time of completion of this report, the selected contractor is still in the process of demolition, so there currently needs to be final data for the extent of recycled resources.

In the future, we expect to incorporate resource awareness and sustainability principles into our contracts with external parties.



SDG 9.1

SDG 12.5

## #2.4 THE FIGHT AGAINST CLIMATE CHANGE

### THE HEAT IS RISING - SOMETHING NEEDS TO HAPPEN

Throughout 2023, we experienced first-hand examples of extreme weather conditions that challenge our society and way of life. Conditions increasingly attributed to global warming are expected to worsen if we do not change our behavioral patterns.

And we have focused precisely on behavioral patterns in the way we make purchases in 2023 by making adjustments to our purchasing policy, so that sustainability is taken into account to a greater extent when we buy work related products. This covers all areas, including food and chemical choices.

In 2023, the latter was reviewed by members of our working environment organization with external consultancy assistance, where, among other things, options for substitutes of a more environmentally friendly nature were discussed.

We hope these initiatives, actions, and work on adjusting our policies based on a sustainability agenda will eventually branch out to our closest business partners, thereby contributing to increased synergy and increased expectations for more sustainable procurement practices.

However, our actions are not limited to our purchasing but also, among other things, to our building plans;

### CONSTRUCTIONS ON SUSTAINABLE BUILDING BLOCKS

Building sustainably is about taking extensive consideration of the environment and climate and including scientific studies on the impact of climate change on our society, and the earlier in the planning process, the better.

By the end of 2023, we will have started phases 3 and 4 of our planned port expansion, and an essential element in preparing the tender material was that the contractor must focus on sustainable solutions in the construction.

In our work with the port expansion plans, we have placed great emphasis on incorporating the latest technology and developments within sustainable construction, including the use of robust alternatives to traditional construction methods that use large amounts of concrete, chemicals, and fuel. Add to this the prioritization of local raw materials and resources.

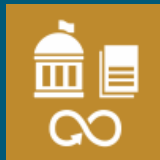
This places expectations on the contractor to incorporate sustainable solutions into the planning and execution of the project work and on ourselves as the client to engage in dialogue-based discussions with the contractor about the sustainable development of the method by which the port construction is carried out.



7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



SDG 12.7



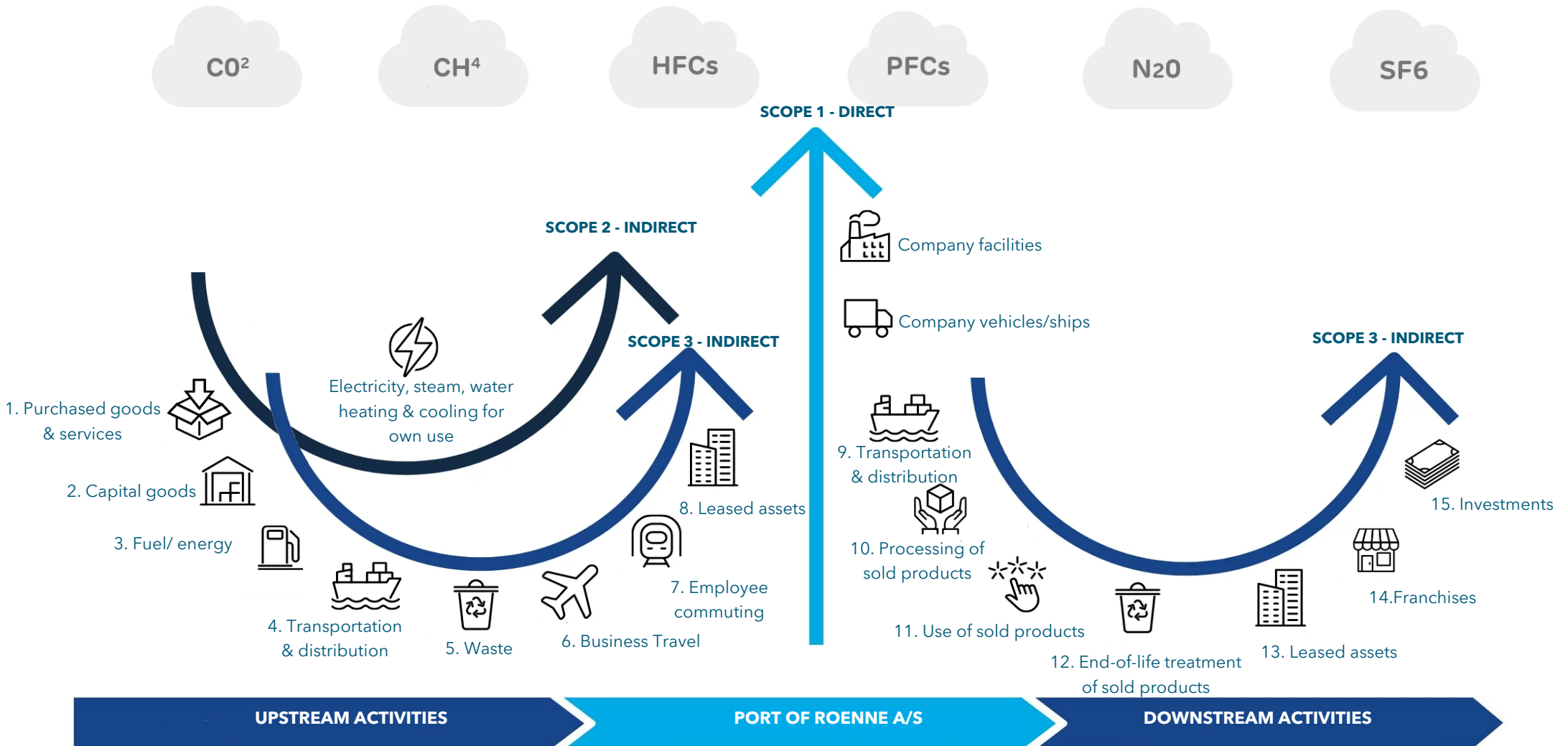
SDG 13.1



# #2.5 - ESG DATA ACCOUNTING POLICIES

## CALCULATIONS USING GREENHOUSE GAS PROTOCOL (GHG)

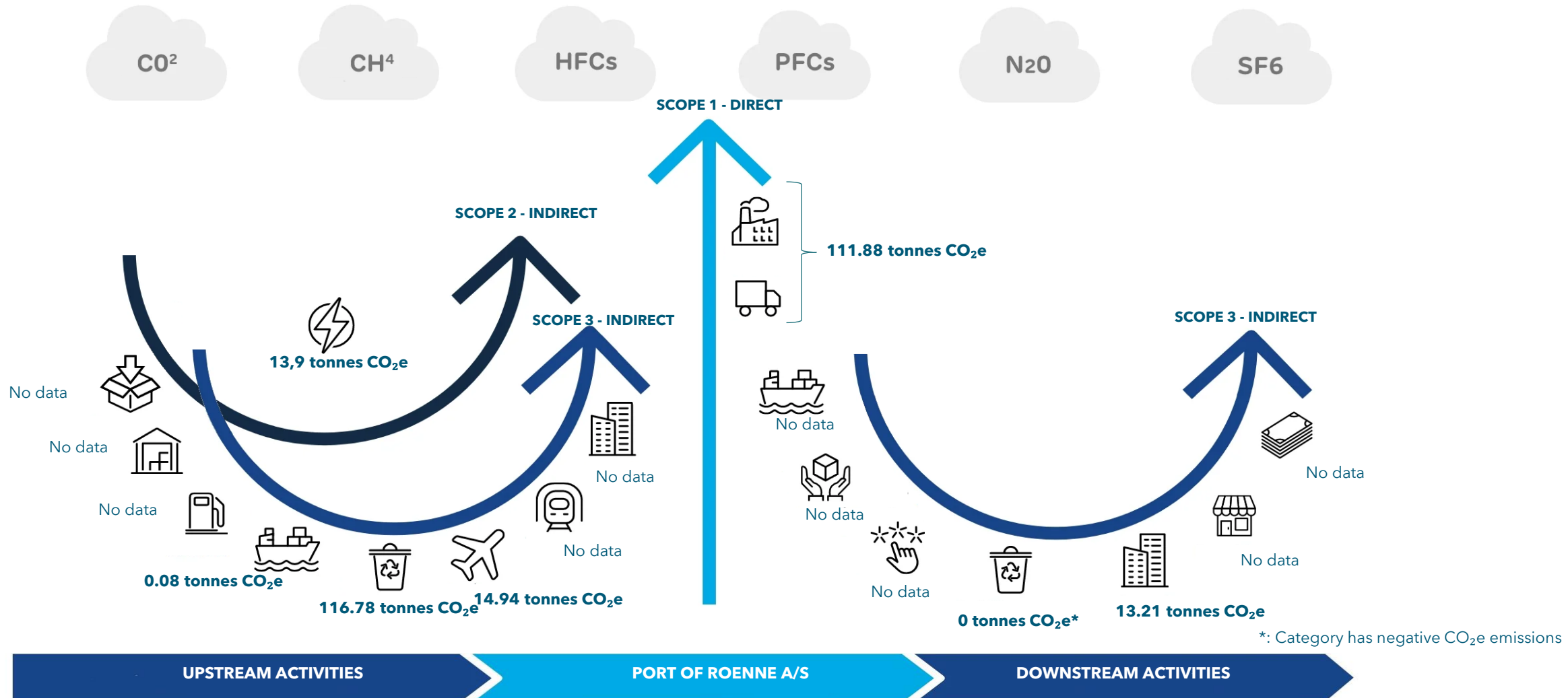
GHG is a recognized international standard that calculates greenhouse gas emissions and converts them into CO<sub>2</sub>e (equivalents) in three categories (scope 1-3). At Port of Roenne A/S, we have calculated our emissions based on this standard.



# #2.6 - PORT OF ROENNE A/S' VALUE CHAIN

## PORT OF RONNE A/S' CO<sub>2</sub>-EMISSIONS DISTRIBUTED BY SCOPE 1-3

At Port of Roenne A/S, we continue to work on mapping our Scope 3 emissions. We have included categories 4, 5, 6, 12, and 13, as we consider these to be the most important categories for our operations. However, we expect to increase the number of categories in the near future.



## #2.7 - EMISSIONS

### TOTAL EMISSIONS

In 2023, the total emissions for Port of Roenne A/S, based on available data, amounted to:

**270.79 tonnes CO<sub>2</sub>e**

### SCOPE 1 AT PORT OF ROENNE A/S

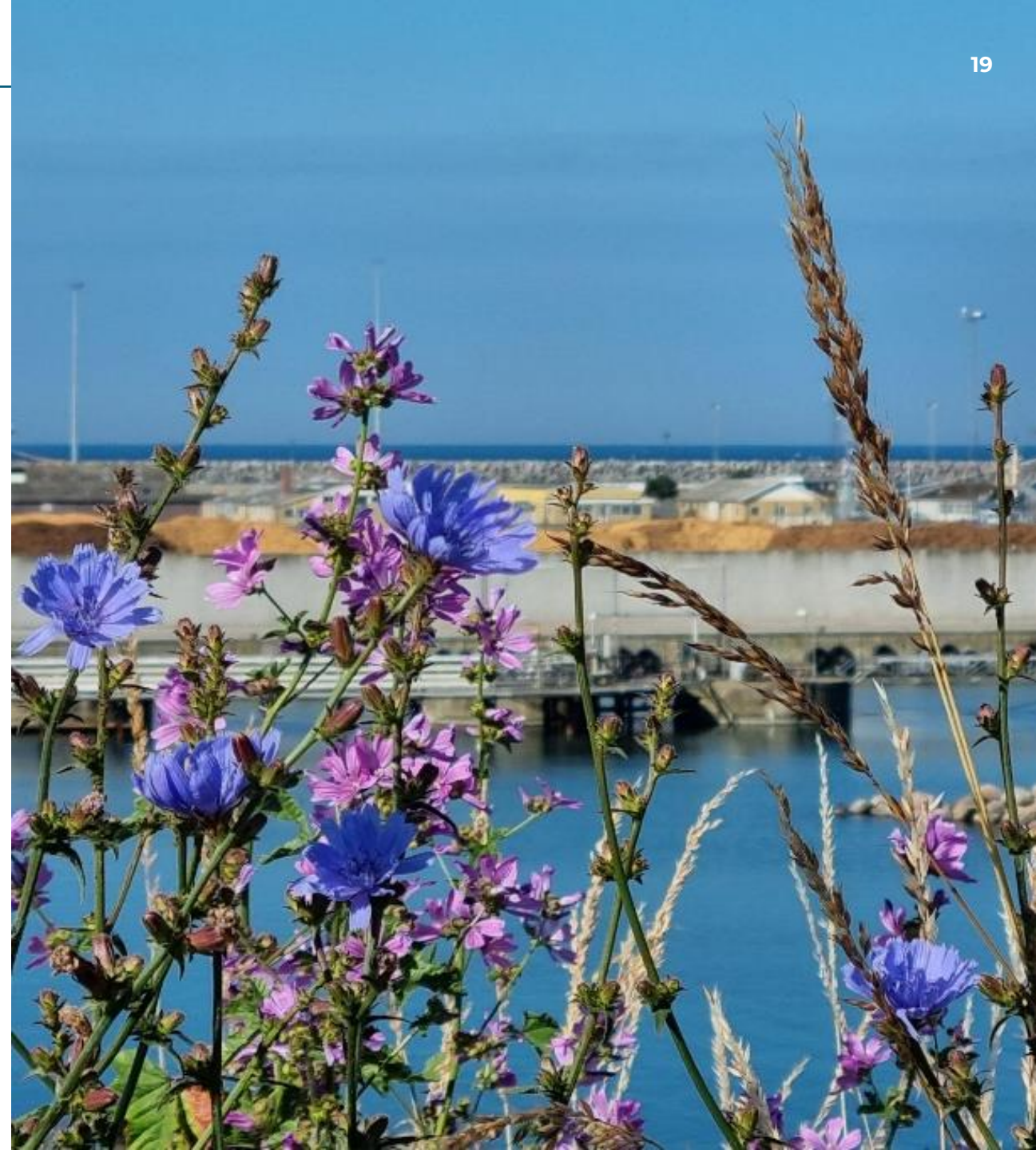
The direct emissions in Scope 1 originate from the company's ten machines and two vessels, including three mobile cranes and three electric cars. Scope 1 emissions accounted for 41.3% of the total CO<sub>2</sub> emissions in 2023.

### SCOPE 2 AT PORT OF ROENNE A/S

The indirect emissions in Scope 2 originate from the company's electricity, water, and heat consumption in its own buildings and lighting of streets and port facilities. Scope 2 emissions accounted for 5.1% of the total CO<sub>2</sub> emissions in 2023.

### SCOPE 3 AT PORT OF ROENNE A/S

The indirect emission in Scope 3 is a consequence of the activities of Port of Roenne A/S, where the emission arises from actions owned or controlled by a 3rd party. Scope 3 emissions accounted for 53.6% of the total CO<sub>2</sub> emissions in 2023.



# #3 - SOCIAL RESPONSIBILITY

## EMPLOYEE INVESTMENT

At Port of Roenne A/S, we prioritize the individual employee's personal and professional development through targeted investments to benefit both the employee and the company.

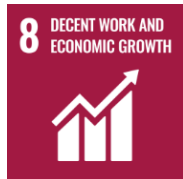
For us, it is essential to contribute to a diverse workforce, focusing on creating a safe and secure working environment for each employee across ethnicity, gender, and culture.

One of the most essential tools for this is our internal working procedures, which aim to empower, develop, and support employees to achieve their potential across the organization while ensuring healthy and safe working conditions in our areas

## SOCIAL RESPONSIBILITY & THE UN SDGs

Our work with social responsibility primarily covers SDGs 7, 8, 10, and 17, focusing on SDGs 7 and 8, including 7.a and 8.3, in which we are certified.

However, we know that 10.3 and 17.17 are essential factors in our internal work on social responsibility.



## #3.1 THE GEARS OF THE PORT

### OUR PERFORMANCE IN 2023

- ✓ We have completed the feasibility study for PTX on Bornholm - the project was led by Port of Roenne A/S
- ✓ In 2023, we had 0 registered workplace accidents with absence (Lost Time Accidents)
- ✓ Our average employee satisfaction score in 2023 was 7.93 (on a scale of 1-10)
- ✓ We hosted the event "Open Port" with around 1,500 participants

### OUR INITIATIVES FOR 2024

- We wish to continue our participation in the projects SafePtX and SafeSBU, led by DBI and Force Technology
- We wish to continue our community engagement through local events and sponsorships
- We wish to continue our work to ensure a healthy and safe working environment for all employees
- We also wish to host an "Open Port" event in 2024, this time with the participation of external participants

### AN INCLUSIVE WORKPLACE

Port of Roenne A/S is a workplace that wants to promote inclusiveness and diversity, with respect for cultural differences, both among employees and the people we collaborate with in our daily work, which helps to ensure that the society on Bornholm functions.

We continuously focus on developing our organization in line with our surroundings by engaging in initiatives to promote a healthy and safe working environment, both physically and mentally.

### TRAINING IS IMPORTANT FOR SAFETY

Our employees are the most important part of ensuring that the port's operational tasks are carried out in a professional manner, and the success of the organization depends on all employees, regardless what function they perform, for which reason retention and recruitment of the right employees are extremely important issues for us.

Port of Roenne A/S has a duty to ensure the working conditions of our employees, including ensuring that work assignments can be performed in a safe and responsible manner. An important part of this is to develop procedures and provide ongoing training for all employees to continuously develop individual skills and ensure a healthy and safe working environment for everyone at the port.

### BATTLE FOR COMPETENCES

In 2023, the tight competition for skills continued, both on the local and national labor market, and we have been in the fortunate position of retaining most of our employees while receiving unsolicited inquiries from qualified job seekers. We see this as a positive sign that we are an attractive workplace.

### OUR WORK BEHAVIOR HAS CHANGED

With the rapidly evolving technological possibilities being introduced into our daily lives, we have noted that our work behavior is also gradually changing. Increased business meetings, training and course offerings have been fully or partially replaced by virtual solutions, IT systems and app solutions are helping us improve our work's quality, and materials are becoming more sustainable. This is positive regarding more efficient use of working time and less environmental impact.

At the same time, we have observed that for many of our employees, these changes have led to a change in how they work, with flexibility becoming an essential factor in the working conditions. As a result, in 2023, we have introduced new employee policies where the impact of technology on the way we work plays a significant role.

## #3.2 THE FUTURE MUST BE GREENER

### HUB BORNHOLM

Port of Roenne A/S works to support the UN's Sustainable Development Goal 7, Sustainable Energy, primarily by participating in an international collaboration involving both companies and knowledge institutions to strengthen access to research within green energy and with Bornholm as a hub in the Baltic Sea for the maritime, sustainable transition

### GREEN FUEL SOLUTIONS ARE GETTING CLOSER

An essential part of the transition to sustainable energy is the introduction of new green fuels, e.g., for shipping. Through the Bornholm Bunker Hub collaboration, we are working to make the port and Bornholm a green refueling station for some of the 60,000 ships that pass by Bornholm every year.

In addition to cooperation with the parties Ørsted, Topsoe, Rambøll, Bunker Holding, Wärtsilä, Bureau Veritas and Molslinjen in the Bornholm Bunker Hub, we also collaborate with other ports to ensure that there is as uniform implementation of green fuels for shipping as possible. This work was intensified in 2023 in line with the increased awareness and growing demand for green solutions in the maritime sector, and the work will continue in 2024 with Port of Roenne A/S as an active participant.

### AT THE LEAD OF EU RESEARCH

In the autumn of 2023, we at Port of Roenne A/S, in collaboration with DTU Wind & Energy Systems, DTU Management, Bornholm's Regional Municipality, Bornholms Energi & Forsyning, Gate21, Rambøll, Danfoss Drives, Topsoe, Ørsted Hydrogen and Skovgaard Energy, presented the results of an EU-supported study on the possibilities of producing green so-called e-fuels on Bornholm.

The study, which showed that it is possible to produce sustainable green fuels on Bornholm, partly due to the planned establishment of the Energy Island and partly by using wastewater for energy production, was handed over to the Baltic Energy Island partnership for further research after the presentation.

### WE CONTINUE OUR INVOLVEMENT IN RESEARCH

Port of Roenne A/S is also represented in Baltic Energy Island, whose vision is to innovate the global energy system based on the planned energy islands, of which Bornholm is one. Our involvement in Baltic Energy Island currently consists of involvement via a seat on the board of directors and financial investments. An important part of our strategic work is to contribute to the continued research into sustainable energy



SDG 7.A



SDG 17.17

## #3.3 SAFETY IS TOP OF OUR AGENDA

### WE DO NOT COMPROMISE ON SAFETY

An industrial port is no place to compromise on safety, and to ensure that our employees work in safe conditions, we continuously focus on workplace design and safety. Through ongoing dialogue across our departments and with inspiration from our business partners, we ensure that we always have accurate and up-to-date policies and work processes that ensure the health and safety of our employees.

### INVOLVEMENT GIVES RESULTS

Our approach to ensuring a healthy and safe workplace is to ensure that each employee feels involved in the relevant processes from start to finish and that the procedures and policies in place are by our daily operations.

To help coordinate this, we lean towards our two committees, SU and AMO, which contribute to knowledge sharing and are active partners in the development of initiatives. Each committee has employee-elected representatives who, through their commitment and creativity, contribute to maintaining our high level of safety and thereby promote the company's development potential.

### TRAINING, TRAINING, AND TRAINING

As an essential part of the infrastructure on Bornholm, it is vital that we can carry out our operations safely and healthily, and to ensure this, we have established our training programmes.

In addition, all employees are encouraged to participate in relevant courses and training that can contribute to Port of Ronne A/S to maintain a high level of health and safety in our workplace.

### WHEN BEST PRACTICE IS BEST

We continuously work to identify and mitigate risks, which results in improved procedures and an increase in our employees' safety.

The tools we use in this regard are internal surveys and audits. In 2023, 4 internal surveys led by the Work Environment Organization have been conducted, and the QHSE & Sustainability Manager has held three internal audits.

The results of these, as well as other health and safety data, are processed in relevant internal forums, and this structured approach contributed to the fact that in 2023, we had 0 recorded lost time accidents.



7 AFFORDABLE AND CLEAN ENERGY



SDG 8.3



10 REDUCED INEQUALITIES



17 PARTNERSHIPS FOR THE GOALS

## #3.4 DIVERSITY ON THE QUAY

### DIVERSITY IS A MARKET ADVANTAGE

Diversity in the workforce helps to develop work culture, and we see examples in our daily work that our diversity provides a market advantage in several of the areas in which we interact.

This is one of the reasons why we continuously work to ensure an inclusive workplace where cultural, social, and biological differences contribute to a good synergy reflected in how we work.

Our organization's business development has indirectly led to a change in the gender diversity of our workforce over the past six years, which is one of the reasons why our current workforce is 64% men and 36% women.

### WITH PEOPLE IN FOCUS

At Port of Roenne A/S, we want to ensure fair employment conditions, equal opportunities for advancement, and good labour rights for all employees to provide a good working environment, and to monitor the effectiveness of this work, we conduct annual well-being surveys which include these elements.

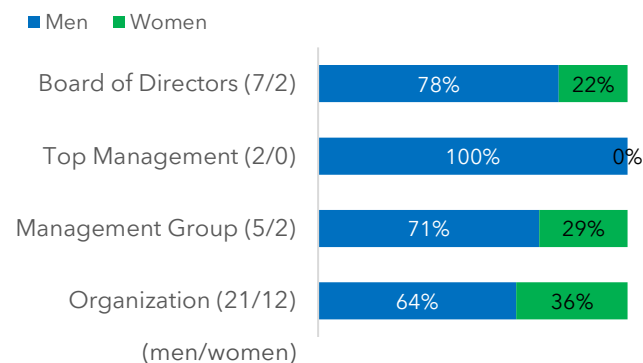
In 2023, the average satisfaction score was 7.93 (on a scale of 1-10), a minor reduction compared to 2022.

### WE KEEP WORKING

Just as our workplace is changing, there are significant societal changes in diversity, inclusion and equality that also affect our industry and place expectations and demands on us as an employer.

This requires change adjustments to existing conditions and objectives. Although we have already initiated several measures, we will continue to conduct - and further develop - internal policies and processes that can promote our business conduct, contribute to local job creation, and create equal opportunities in the labor market by UN Sustainable Development Goals 8.3 and 10.3.

Diversity composition 2023:



SDG 8.3

SDG 10.3



## #3.5 - LOCAL COMMITMENT

### INCREASED LOCAL COMMUNICATION

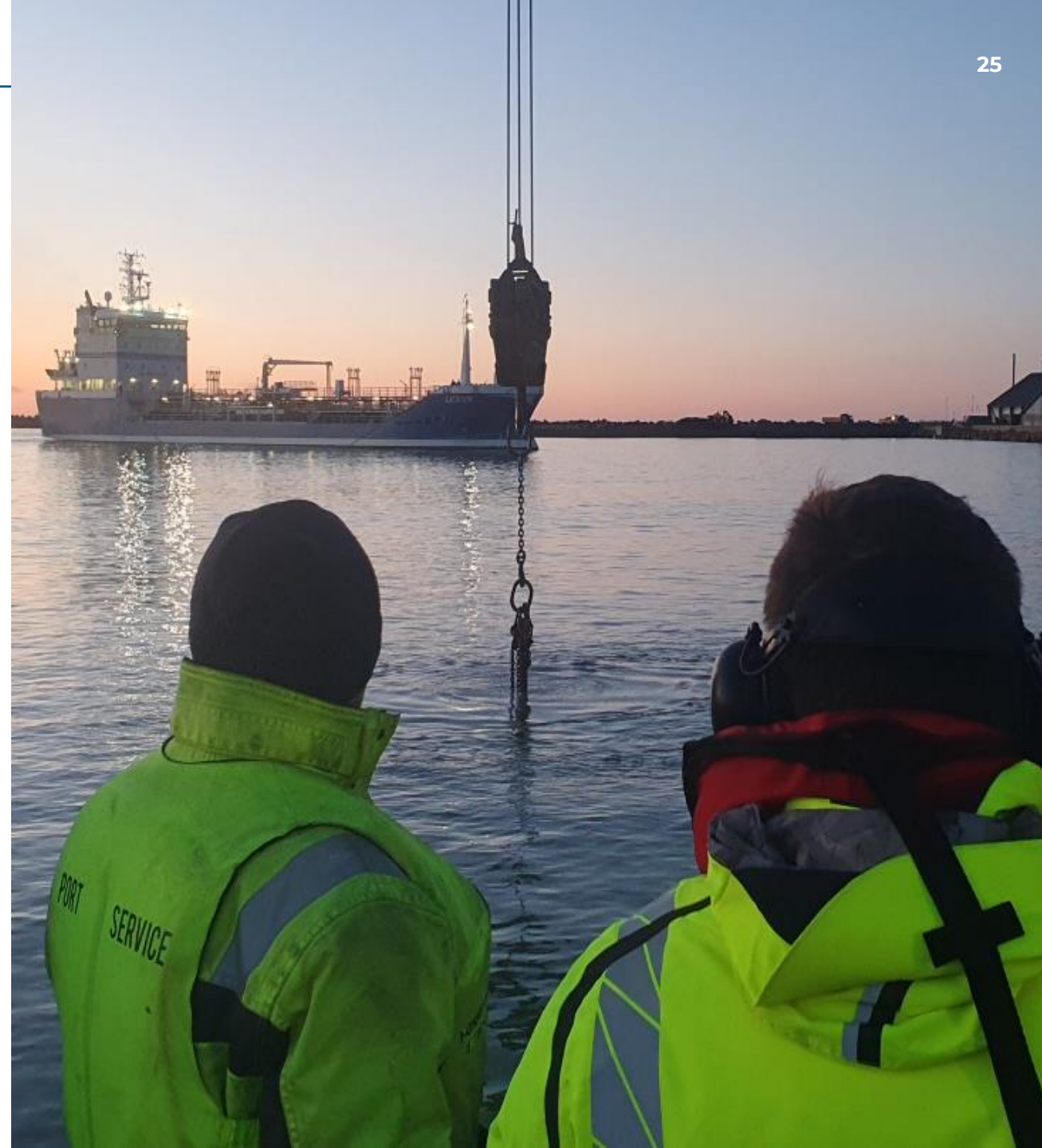
Our primary object is to operate the Port of Roenne and ensure the societal service of Bornholm in the best way possible. However, we also have a social responsibility towards the local community and want to engage in closer dialogue with our local stakeholders.

There are many methods and possibilities, and in 2023, we focused on informing as much as possible about our upcoming port expansion and our business in general. This included hosting an "Open Port" event in April, where everyone had the opportunity to come and talk with us about the port's present and future and where it was estimated that around 1,500 visitors stopped by during the day.

### COMMUNITY INVOLVEMENT THROUGH EMPLOYEES

As part of our CSR certification, we annually support various local initiatives. Our involvement and financial support vary yearly and are based on our internal selection process, where all employees are encouraged to provide input on possible projects. A subsequent vote selects the projects Port of Roenne A/S chooses to support that year.

In 2023, we have provided local, community-related sponsorships to 7 local projects.



## #4 - GOVERNANCE

### ETHICAL WORKPLACE

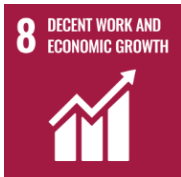
For us, high standards of responsible business conduct are fundamental to how we work and work to create added value in our communities. Therefore, we have developed a set of ethical standards that are implemented in our procedures and encourage our business partners to take inspiration from them.

We have made this choice because we believe that good corporate governance helps to create trust among our many stakeholders, especially our close business partners. This trust helps ensure long-term success for all parties involved, including promoting job tenure and the opportunity for innovation in a trust-based environment.

### CORPORATE MANAGEMENT AND UN'S WORLD GOALS

Our corporate governance work primarily covers SDGs 8, 9, 16, and 17, focusing on SDGs 8 and 9, including 8.3 and 9.1, in which we are certified.

However, 16.6 and 17.16 are essential to our internal work on responsible business conduct.



# #4.1 OUR ACTIVITIES ENTAIL RESPONSIBILITY

## OUR PERFORMANCE IN 2023

- ✓ We have updated our Code of Conduct, which includes the UN’s ten principles of ethical business conduct
- ✓ We have developed and implemented an internal policy regarding good IT behavior
- ✓ We have conducted collaborative audits with 18 of our suppliers in 2023
- ✓ We have engaged in industry networks to gain greater insight into the upcoming ESG reporting requirements

## OUR INITIATIVES FOR 2024

- We wish to conduct an internal information campaign to ensure awareness of our whistleblower scheme
- We wish to establish IT ethics training for all our employees
- We wish to continue our participation in sustainability-oriented activities and networks
- We wish to continue to gather knowledge about the requirements of the European Reporting Directive (CSRD)

## SOCIAL RESPONSIBILITY STARTS IN MANAGEMENT

Port of Roenne A/S plays an essential role in Bornholm's infrastructure and societal stability, as the vast majority of freight and passenger transportation to and from Bornholm occurs via Port of Roenne.

We are acutely aware that with this role in the local community comes a responsibility in social obligations, where we can help highlight the importance of conducting business in a decent manner and on a foundation of reliability.

This starts at the top management level and branches throughout the organization. For this reason, we have integrated the UN's 10 Principles for Ethical Business Conduct into our business strategy.

The ten principles help signal to our stakeholders that we have developed procedures and policies around ethical and practical frameworks for our responsibilities in human rights, labor, the environment, and anti-corruption.

Together with our selected UN Sustainable Development Goals, these principles are incorporated into our daily operations as a natural part of our business behavior and Code of Conduct.



### Human Rights

1. Port of Roenne A/S supports and respects the protection of internationally proclaimed human rights
2. Port of Roenne A/S wants to help ensure that human rights violations do not occur



### Labor

3. Port of Roenne A/S recognizes workers' right to organize and collective bargaining
4. Port of Roenne A/S distances itself from any form of forced labor
5. Port of Roenne A/S supports efforts to eliminate child labor
6. Port of Roenne A/S distances itself from discrimination in employment and working conditions



### Environment

7. Port of Roenne A/S supports a precautionary approach to environmental challenges
8. Port of Roenne A/S wants to contribute to initiatives that promote greater environmental responsibility
9. Port of Roenne A/S encourages the development and deployment of environmentally friendly technologies



### Anti-Corruption

10. Port of Roenne A/S distances itself from any form of corruption, including extortion and bribery

## #4.2 ETHICAL TOOLS MINIMIZE RISKS

### NO TO UNETHICAL CONDUCT

We operate in many different industries and come in contact with many different cultures and behavior norms daily. In our work with risk mapping regarding working conditions, we have identified a risk of unethical behavioral situations that could affect our reputation and working environment.

To mitigate this risk, we have developed a Code of Conduct that describes our approach to ethical conduct and culture at the Port of Roenne, covering our company and business partners.

Acting by this policy ensures fair, transparent, and legal business operations and mitigates several risks to the company. We regularly review and update our Code of Conduct and ensure through

Our working committee (SU) and the working environment organization (AMO) ensure that all our employees know the policy and work according to it.

In 2023, we updated the section on ensuring proper working conditions for persons working on our premises, and new employees have been introduced to the conduct policy during their onboarding process.

### IF IT IS DIFFICULT TO SAY

Port of Roenne A/S has a zero-tolerance policy towards bribery and corruption that applies to our entire company, and we expect external parties to respect and comply with our cooperation.

Our approach covers all forms of bribery and corruption, including cash payments, gifts, and personal favors, all aimed at securing an advantage for the giver.

We are also aware that our geographical location can present challenges for those who may experience attempts at bribery and corruption, which is why we have established a whistleblower scheme that allows our employees to report possible misconduct anonymously.

This scheme is evaluated annually, both by our employee committees and by the management, to ensure that the scheme is functional and complies with both our guidelines and legislation.

In 2023, no reports were registered to the whistleblower scheme. In 2024, we intend to conduct an internal information campaign about the scheme to ensure employee awareness of the whistleblower scheme.



SDG 8.3



## #4.3 IT IS ALSO INFRASTRUCTURE

### IT IS IN - BUT ALSO AN EXPOSED TARGET

Responsible management of corporate IT is a critical issue in today's society, where the undue influence and misuse of data are growing, and the threat of cybercrime has become commonplace.

Port of Roenne A/S is increasingly dependent on having an IT-based infrastructure that is functional around the clock and complies with our and our partners' needs and regulations, including GDPR.

We need to constantly protect our IT solutions and position against cybercriminal, legal, business, and reputational risks, and this requires a high level of internal attention to the use of IT solutions.

By our aim to be an efficient, responsible, and transparent company, we have developed policies regarding IT behavior and data processing (GDPR) to help raise awareness of Port of Roenne A/S' work in this regard.

We intend that by the end of 2024, all employees have received training in data ethics and can actively contribute to protecting the company from cybercrime

### MONITORING - ALSO ONLINE

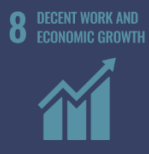
As a port, one of our most important responsibilities is to monitor and secure the navigation of the Port of Roenne. Still, our IT solutions are also continuously monitored to prevent unauthorized parties from accessing our data.

In 2023, we continued, in close cooperation with external parties, to focus on the increased risk of cybercrime, including hacker attacks.

### RESPONSIBLE PROCESSING OF DATA

Our customers', partners', and employees' data must be protected in the best possible way and treated with respect, and this requires a high level of data processing quality from every single employee to ensure this.

We work to high standards of data ethics in a world where the controversial use of data has become more common, leading to greater scrutiny and increased regulation. These processes are audited once a year by an external company, which contributes to our commitment to accountability in data processing as well.



SDG 9.1

SDG 16.6

## #4.4 DEVELOPMENT THROUGH DIALOGUE

### INNOVATION THROUGH INVOLVEMENT

We are an evolving company, and our innovative development is far ahead of our Masterplan 2050. This development was made possible thanks to solid and reliable partnerships with critical stakeholders, nurtured through engaging communication processes deeply embedded in our business methodology.

Several of these stakeholders find that at least once a year, we invite them to a dialogue about our cooperation, including discussions of possible improvements on both sides to further strengthen the collaboration and continue our joint development for the benefit of the society of Bornholm.

These dialogue meetings are conducted physically, written, and online and are categorized by us as collaborative audits.

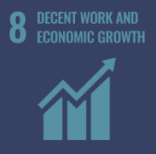
In 2023, we conducted 18 of these types of audits. In addition, there are other types of meetings with several of our Danish and international stakeholders, all aimed at raising awareness of opportunities for innovative, sustainable solutions within our industry.

### SUSTAINABLE VALUE CHAINS FOR US ALL

Our activities, including construction projects, impact our surroundings, so our activities must be carried out as sustainably as possible. This is done by addressing sustainability risks in our value chains and inviting dialogue around opportunities to create shared visions for a sustainable future across value chains and borders.

For Port of Roenne A/S, this meant, among other things, that we in 2023 worked on developing possible processes to ensure our compliance with the internal sustainability initiatives we have launched. This is something that requires cross-organizational involvement and knowledge sharing, in addition to an in-depth mapping of the work in our value chain on the same topic.

At the same time, we hope that the increased societal awareness of ESG reporting requirements will contribute to a gradual increase in transparency in our value chain. In doing so, we will be able to benefit from our close cooperation with key stakeholders and continue to contribute to an increased global community around sustainable development and transformation.



SDG 9.1

SDG 17.16

## #4.5 - COOPERATION IS THE KEY

### ACTIVE ENGAGEMENT IS OUR APPROACH

Active engagement with key stakeholders is at the core of our sustainability approach. Engaging and involving Port of Roenne A/S stakeholders increases our understanding of societal challenges associated with our business activities while supporting our work on developing solutions and actions in our roadmap to deliver on ESG commitments.

Ongoing engagement with the local community, business partners and authorities are essential elements for us in our work, and especially about our vision of developing our business so that Port of Roenne A/S provides opportunities for the development of our customers, business partners and the society of Bornholm.

In 2023, we engaged in several sustainability-focused activities and networks, and we expect to continue in the same way in 2024, both locally, nationally, and internationally.

### SELECTED BUSINESS PARTNERS AND MEMBERSHIPS:



## #5 - ESG PERFORMANCE DATA

### THE REPORTING APPROACH IS TRANSPARENCY

Here at Port of Roenne A/S, our approach to sustainability reporting focuses on material issues and activities that are by the principles of double materiality, encompassing both the social and environmental impact of and on our business and ensuring consideration of context and balance.

We have defined our reporting principles based on our values :

- Professionalism
- Reliability
- Commitment
- Cooperation

In addition to the provisions set out in our certifications, which have both directly and indirectly influenced the content and quality of this report in terms of materiality, stakeholder engagement, sustainability context, completeness, balance, comparability, accuracy, timeliness, use of internationally recognized GHG emission calculators, transparency and reliability.

In addition, we have chosen the same data collection and reporting approach in our annual reporting to ensure cohesion between these reports.





# #5.1 - SUMMARY OF OBJECTIVES AND PROGRESS

The table below shows our objectives and progress against our four selected SDGs



## OUR CURRENT INITIATIVES

- Investment in a project relating to the establishment of a local PtX facility



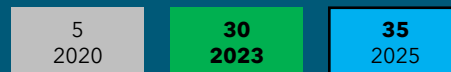
PtX-investments in million DKK

- Investments in shore power systems to increase consumption of shore power



Amount kWh/ million DKK in revenue

- Contribution to the establishment of local, sustainable bunker facilities



Number of calls

- Reduction of own CO<sub>2</sub>-emissions through energy efficiency measures



Tonnes CO<sub>2</sub>/ million DKK in revenue



## OUR CURRENT INITIATIVES

- Focusing on employees' well-being in the workplace



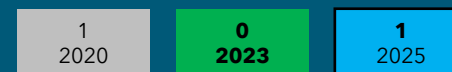
Average employee satisfaction on a scale 1-10

- Investments in employee development (education & training)



Average number of training days per employee

- Increase knowledge about safety and security measures



Number of reported LTAs (lost time accidents)

- Focusing on employees' health in the workplace

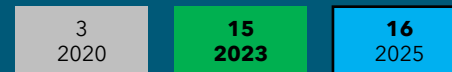


Sick leave in %



## OUR CURRENT INITIATIVES

- Continuous improvement of processes and infrastructure



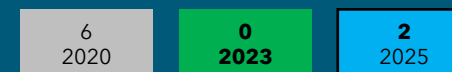
Number of internal audits

- Increase systematic registrations regarding process challenges



Number of registered findings ("UTH")

- Development of data infrastructure security solutions, including testing



Number of server crashes <1 hour

- Increase stakeholder involvement in infrastructure development



Average customer satisfaction on a scale 1-7



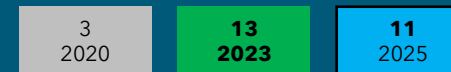
## OUR CURRENT INITIATIVES

- Investments in IT solutions to reduce paper consumption



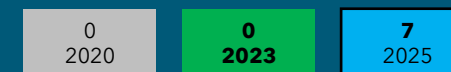
Number of paper sheets/ million DKK in revenue

- Increase the possibility of proper waste sorting of maritime waste



Number of waste sorting fragmentations

- Create focus on external parties' procurement processes



Number of vendor audits

- Create focus on knowledge of correct waste handling



Number of hours/ million DKK in revenue

## #5.2 PORT OF ROENNE A/S' ESG DEVELOPMENT #1

Performance - Climate and environment	Unit of measurement	2023	2022	2021	2020	2019
<b>Energy consumption</b>						
Diesel	Litres	33.988	53.074	49.403	40.229	68.639
Electricity	KwH	2.873.347	1.854.779	1.772.715	1.056.280	729.272
Renewable energy share of total electricity consumption <sup>1</sup>	Percentage (%)	100	-	-	-	-
Water consumption	M3	17.493	18.314	3.954	15.733	10.929
Total heating consumption	GJ	1.052	202	284	260	254
Waste volume <sup>2</sup> (ex sewage)	Tonnes	195	234	260	189	133
- of which hazardous waste <sup>2</sup>	Percentage (%)	0.94	0.71	1.75	1.60	16.71
Waste volume (sewage)	Tonnes	11.823	9.981	8.569	9.604	9.497

<b>Greenhouse Gas emissions (CO<sub>2</sub>e)</b>						
Direct emissions (Scope 1) <sup>2</sup>	Tonnes CO <sub>2</sub> e	111.88	155.97	149.10	127.03	170.51
Indirect emissions (Scope 2) <sup>2</sup>	Tonnes CO <sub>2</sub> e	13.90	122.74	105.14	77.06	78.74
Value chain emissions (Scope 3) <sup>2</sup>	Tonnes CO <sub>2</sub> e	145.01	387.83	385.33	251.44	365.89
<b>Total emission (Scope 1-3)</b>	<b>Tonnes CO<sub>2</sub>e</b>	<b>270.79</b>	<b>666.54</b>	<b>639.57</b>	<b>455.53</b>	<b>615.14</b>
<b>CO<sub>2</sub>e-intensity</b> (CO <sub>2</sub> e-emissions vs revenue) <sup>2</sup>	<b>Tonnes CO<sub>2</sub>e</b> <b>/ million DKK</b>	<b>2.15</b>	<b>5.38</b>	<b>7.44</b>	<b>5.36</b>	<b>7.99</b>

1: Data only available from 2023

2: Source: The Danish Business Authority, Climate Compass

## #5.2 PORT OF ROENNE A/S' ESG DEVELOPMENT #2

Performance - Social	Unit of measurement	2023	2022	2021	2020	2019
Number of employees	FTE	34	32	28	27	27
Sickness absence	Percentage (%)	1.46	2.35	1.41	1.44	1.69
Lost Time Accidents	Number	0	0	0	1	1
Employee average age	Years	50.3	48.7	49.0	47.3	47.4
Employee satisfaction	Scale 1-10	7.93	8.50	6.96	7.87	7.87
AMO audits	Number	4	4	4	3	4
QHSE audits	Number	6	2	-	-	-
Gender diversity, in total (Men/ women)	Number <sup>3</sup>	21/12	22/11	22/8	21/6	21/6
	Percentage	64/36	67/33	73/27	78/22	78/22
Gender diversity, in management (Men/ women)	Number <sup>3</sup>	5/2	5/2	5/3	5/2	5/1
	Percentage	71/29	71/29	63/38	71/29	83/17
Gender diversity, executive board (Men/ women)	Number <sup>3</sup>	2/0	2/0	2/0	2/0	2/0
	Percentage	100/0	100/0	100/0	100/0	100/0
Gender diversity, the board (Men/ women)	Number <sup>3</sup>	7/2	7/2	7/2	7/2	7/2
	Percentage	78/22	78/22	78/22	78/22	78/22

<sup>3</sup>: Number of employees per 31.12.23

## #5.2 PORT OF ROENNE A/S' ESG DEVELOPMENT #3

Performance - Governance	Unit of measurement	2023	2022	2021	2020	2019
Completed onboarding processes	Number	1	10	5	5	3
Whistleblower cases	Number	0	0	0	0	-
Vendor audits	Number	18	25	28	23	10
Data ethics training	Percentage	0	-	-	-	-
External IT audit findings	Number	0	0	0	0	0

Performance - Financial	Unit of measurement	2023	2022	2021	2020	2019
Net revenue	Million DKK	125.9	124.6	86.0	85.3	77.4
Annual revenue	Million DKK	35.0	34.4	17.7	10.4	28.9
Equity	Million DKK	357.9	338.6	235.1	208.1	204.9
EBIT	Percentage	38.8	38.0	32.3	33.4	46.0
ROA	Percentage	4.0	4.1	2.9	3.4	4.3
Equity ratio	Percentage	29.3	29.4	24.3	24.5	24.8

## #5.3 - DATA IMPACT

### CHANGES THAT HAVE AFFECTED OUR INITIATIVES IN 2023

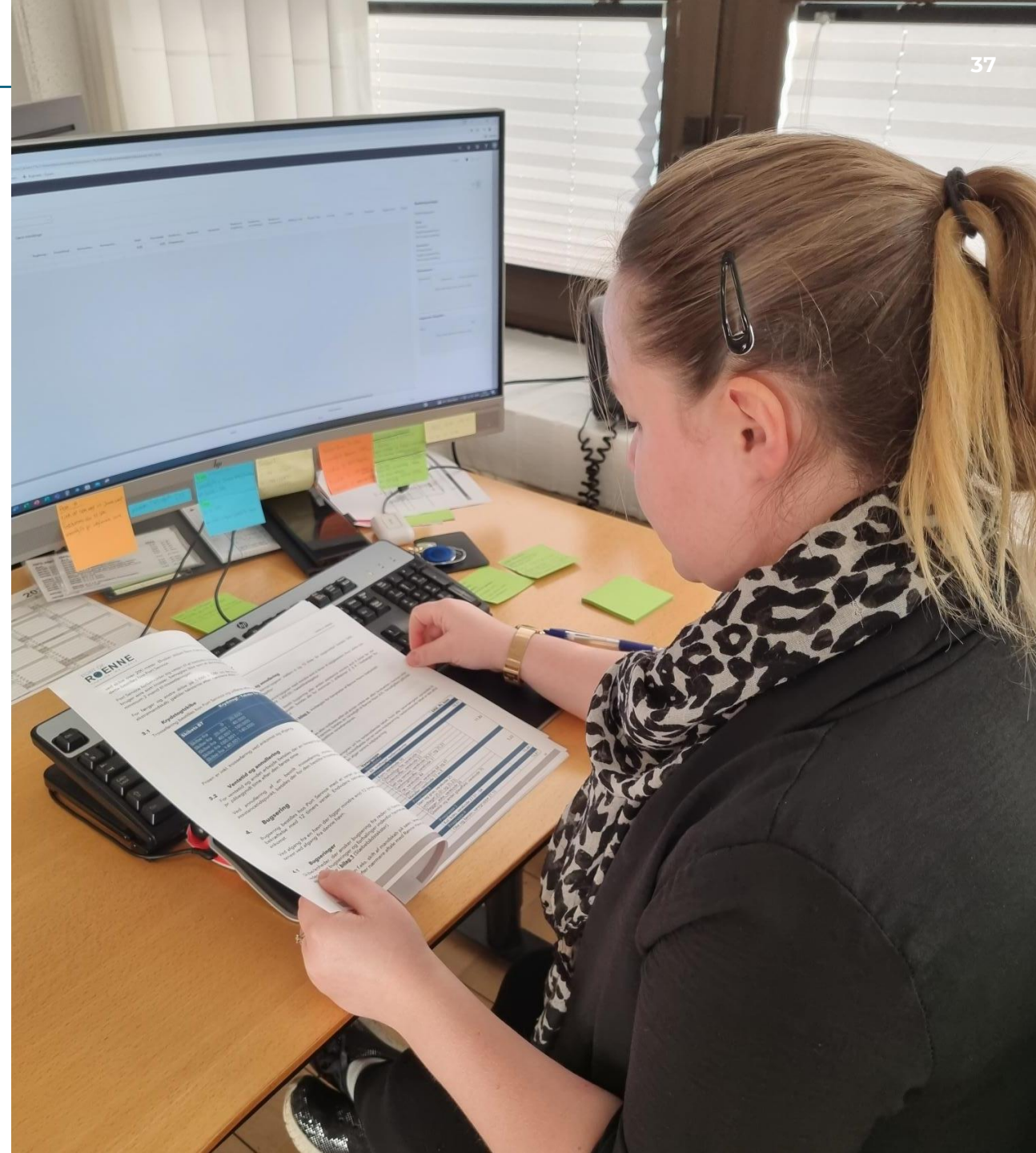
In 2022, our first independent sustainability report was published, where for the first time we reported our internal initiatives related to our certifications and work with the UN Sustainable Development Goals.

At that time, our data included our most important focus areas, particularly the distribution of our CO<sub>2</sub> emissions within Scope 1-3.

In line with the increased national and international focus on ESG reporting and its content, we have chosen to adjust our reporting in 2023 to include data where we currently have not created any objectives but where we expect to establish initiatives before the following sustainability reporting.

As a result of this decision, in 2023, we have conducted data collection in areas that have not previously been included in our reporting but which we believe will become essential elements in our sustainability work.

In addition, throughout 2023, we have acquired a considerable number of buildings - the majority of which is intended for demolition in connection with the following port expansion phase - and this has affected several of our sustainability initiatives, including an increase in our indirect CO<sub>2</sub> emissions.

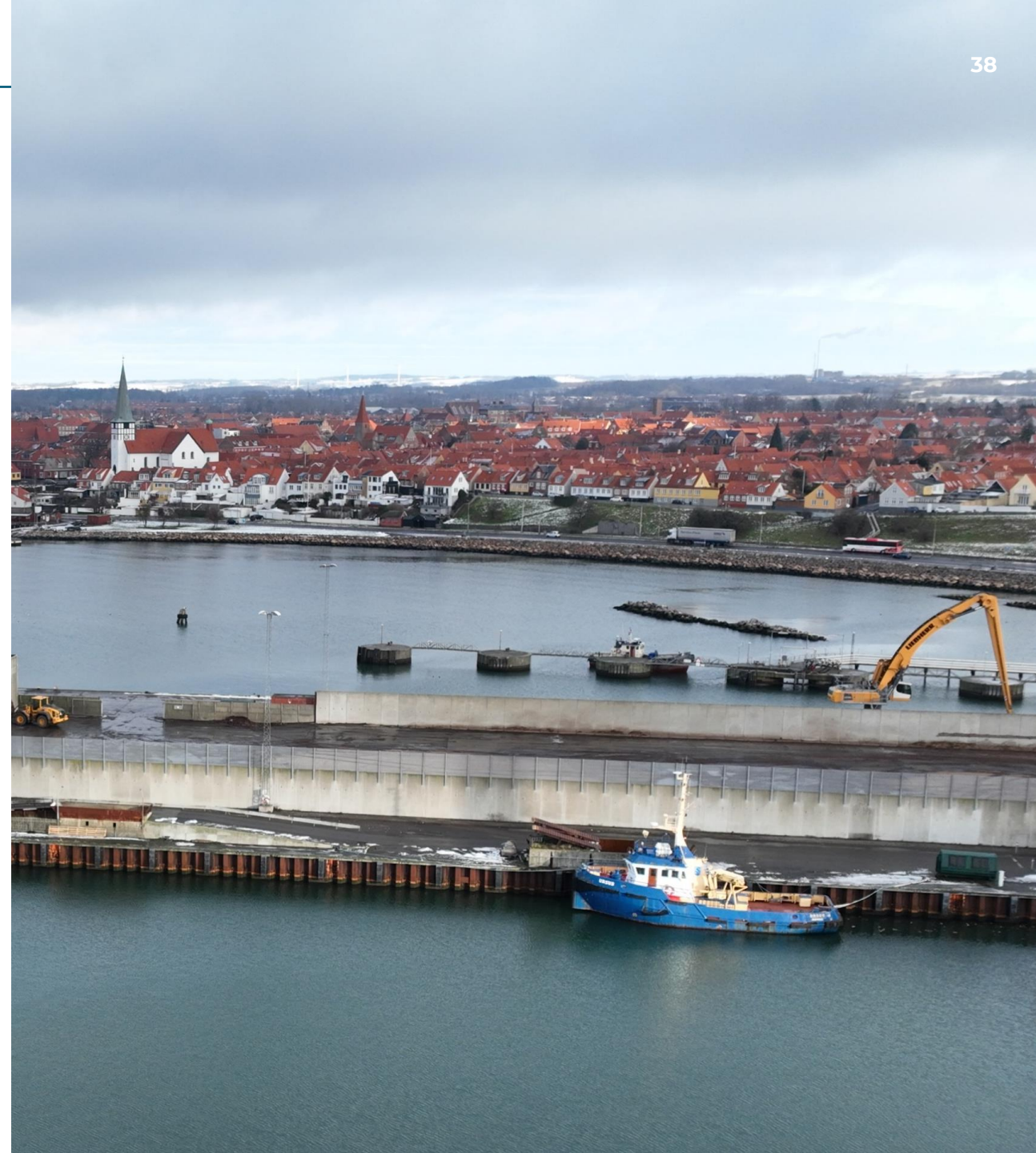


## #5.4 - TERMINOLOGY

### TECHNICAL TERMS USED IN THIS REPORT

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

AMO	- Working Environment Organization
CFO	- Chief Financial Officer
COP28	- Conference of the parties (UN climate conferences)
CSR	- Corporate social responsibility
CSRD	- Corporate Sustainability Reporting Directive (EU directive)
ESG	- Environmental, social and corporate governance
ESRS	- European Sustainability Reporting Standard (EU standards for sustainability reporting)
FTE	- Full-time equivalents (Full-time employees)
GDPR	- General Data Protection Regulation
GHG	- Greenhouse Gas Protocol
ISO	- Internation Organization for Standardization
LTA	- Lost Time Accidents
QHSE	- Quality, Health, Safety and Environment
R&D	- Research & Development
SU	- Working committee



# PORT OF ROENNE

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