

PORT OF ROENNE
CSR REPORT

CONTENTS

#1	FOREWORD BY THOMAS BENDTSEN, CEO	3	#6	OUR ACTIONS IN 2021	15
			6.1.1.	EXTERNAL ACTIONS RECIPIENTS OF OUR SUPPORT IN 2021	15
#2	INTRODUCTION TO PORT OF ROENNE A/S	4	6.1.2.	PLANNED ACTIONS THAT WE FAILED TO ACCOMPLISH IN 2021	15
	2.1.1. WHO, WHAT, WHY (MISSION, VISION, STRATEGY)	4	#7	ACTIONS PLANNED FOR 2022	16
	2.1.2. COMMITMENTS ARISING FROM THE UN SUSTAINABLE DEVELOPMENT GOALS	5	#8	FINAL REMARKS	16
	2.1.3. OPPORTUNITIES AND RISKS	5	#9	FINANCIAL RATIOS	17
#3	ABOUT THIS REPORT	8			
#4	CSR ACTIONS AT PORT OF ROENNE A/S	8			
	4.1.1. IMPLEMENTING CSR INTO DAILY ROUTINES	8			
	4.1.2. COOPERATING WITH STAKEHOLDERS ON SUSTAINABILITY	10			
#5	SUSTAINABILITY AMBITIONS FOR OUR PORT	13			
	5.1.1. SUSTAINABLE PROCUREMENT	13			
	5.1.2. SUSTAINABLE WORKING LIFE	13			
	5.1.3. SUSTAINABLE SERVICES	14			

FOREWORD BY THOMAS BENDTSEN, CEO



**V. THOMAS
BENDTSEN**
CEO



Straight-forwardness and credibility are crucial elements of our organisation and must apply to our CSR efforts as well.

2021 was a pivotal year for Port of Roenne A/S: the organisation actively participated in the installation of the biggest offshore wind farm in Scandinavia, Kriegers Flak, despite the challenges of a worldwide COVID-19 pandemic and the societal restrictions which that entailed. The work had required years of preparation, and each and every employee assisted in developing the organisation so that it was possible to overcome these challenges.

As in 2020, the organisation was keenly focused on making sure that it could actively function 24/7/365. The management has focused on both the physical and the psychosocial challenges that undisputedly arise from a pandemic. In close cooperation with the OHS committee and thanks to a proactive, solution-oriented approach, the tasks were performed to perfection without endangering anyone's safety and/or health.

Our efforts to integrate the UN Sustainable Development Goals (SDGs) into the organisation's strategic and operational tasks continued throughout 2021, with preparation of strategies and objectives based on the four SDGs singled out by Port of Roenne to work on going forward. At the same time, our goal is SDG certification, perhaps already in 2022.

Straightforwardness and credibility are crucial elements of our organisation and must apply to our CSR efforts, as well. These elements apply to areas and situations where things perhaps did not proceed exactly as we had expected.

We set high norms, standards and values, often higher than the applicable laws and requirements on which we base our work. This means that we occasionally fail to accomplish everything we had expected to do in the year in question. You will be able to read more about this in this report, which also describes how we are going the extra mile to achieve these goals in 2022.

'Port of Roenne A/S' replaces our former official name 'Rønne Havn A/S' and with our promise 'Together We Create', we want to communicate that our purpose is to lay the foundation for sustainable development for the Bornholm community, but that we cannot achieve this alone. Becoming recertified to our four ISO certifications in 2021, we feel responsible for setting ambitious goals, not just for the organisation itself, but on behalf of the local community and the entire Baltic Region. We are convinced that, through interdisciplinary and cross-organisational contributions, we can intensify focus on the opportunities available through which all of us take responsibility for ensuring sustainable developments.

I hope this report will provide insight into the sustainability journey we have been taking over the past year, while at the same time highlighting our CSR results and ambitions for the years ahead.

Thomas Bendtsen, CEO

INTRODUCTION TO PORT OF ROENNE A/S

Port of Roenne A/S has been involved with sustainability since 2014. We are certified to the following ISO standards:

- Quality (ISO 9001:2015)
- Environment (ISO 14001:2015)
- OHS (ISO 45001:2018) and
- CSR (DS 49001:2011)

Our involvement with these four standards makes demands on us as an organisation and as a partner. We are continuously working to meet these requirements throughout the organisation. In 2021, we focused on integrating UN SDGs into our business strategies. You can read more about our efforts and pending tasks targeting SDG certification in this report.



2.1.1. WHO, WHAT, WHY (MISSION, VISION, STRATEGY)

Port of Roenne A/S is a public limited company owned by the Regional Municipality of Bornholm, the Confederation of Danish Industry (DI) and the Danish Confederation of Trade Unions, LO (FH). The company is tasked with managing the operation, maintenance and development of Bornholm's biggest commercial port with more than 3,300 ship arrivals a year. The company has a long history, primarily focused on the task of ensuring the reliability of supplies to and from Bornholm. We had 30 employees at the end of 2021. In 2021, another year affected by the pandemic, we generated revenue of DKK 86.0 million.

A SUSTAINABLE UNDERTAKING

In 2014, we began incorporating sustainability into the way we approach our everyday work. In 2015, and con-

current with our ongoing development, we became the first Danish port to be certified to four standards, not least the most recent DS 49001:2011, CSR.

The ISO certifications are now essential components of our organisation's DNA, which is deeply infused with quality, environmental awareness and a safe and healthy working environment. This is readily apparent in our operations and strategic efforts.

We also focus on how to increase our organisational sustainability, which is why we continuously measure our own carbon emissions. In so doing, we highlight and ensure that our internal initiatives have the desired effect in terms of our sustainability focus.

Our carbon emissions were 243 tonnes in 2021, which

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is roughly 5% lower than 2020, when carbon emissions totalled 257 tonnes.

According to our vision:

"We create opportunity. We develop our business so that the Port of Roenne A/S can create crucial opportunities for the development of our customers, partners and the Bornholm community."

We continuously work to develop our organisation so we are capable of taking commercial initiatives that support efforts by our local community and partners to become more sustainable and widen the scope of their corporate social responsibility.

These efforts are articulated in our new Strategic Plan from 2021: 'Together We Create'.

Besides defining the guidelines for the focus of our development, the strategy contains specific objectives that are drawn up on the basis of our four certifications and the four SDGs we singled out in 2020 as our organisation's focus targets up to 2025.



2.1.2. COMMITMENTS ARISING FROM THE UN SUSTAINABLE DEVELOPMENT GOALS

Since the autumn of 2020, Port of Roenne A/S has been working to integrate the UN Sustainable Development Goals (SDGs) into our daily work across our business areas and departments. We are keenly aware that the vast majority of our strategic and operational efforts support most of the 17 SDGs, but with our strategic focus and our 2050 Master Plan as the point of departure, we have singled out four SDGs which in our view are compatible with our vision, mission and objectives. At the same time, these four SDGs support the requirements of our four ISO certifications.

The four SDGs: SDG 7: Affordable and Clean Energy; SDG 8: Decent Work and Economic Growth; SDG 9: Industry, Innovation and Infrastructure; and SDG 12: Responsible Consumption and Production.

We realise that sustainability is not a task that we, as an organisation, can undertake by ourselves, and that it demands cooperation across organisations and the involvement of relevant partners.



2.1.3. OPPORTUNITIES AND RISKS

Based on our four selected action areas, we seek to identify and analyse some of the global situations that impact our local community. On this basis, we lay down a number of actions that we, as an organisation, can undertake to assist in reducing the adverse effects of global factors on Bornholm. This will enable you, the reader, to see how we, as an organisation on Bornholm, address climate change and demographic changes that we expect could potentially have the biggest impact on our undertaking:



ACCESS TO RELIABLE, SUSTAINABLE AND MODERN ENERGY

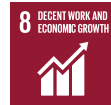
In the Western world, the primary focus of transitioning to sustainable energy is to replace the use of fossil fuels such as coal and oil with renewable energy, e.g. solar, wind and water power. In the Baltic Region, large-scale construction projects such as Baltic Pipe and Energy Island have been launched to create alternatives – e.g., natural gas and wind power – to conventional sources of energy.

Risks/opportunities

Bornholm's geographical location is an inherent opportunity to be an essential player in the establishment of energy-developing projects. At the same time, the island's location is logistically challenging in the planning of these projects. Therefore, it is crucial that Bornholm and relevant players are visible and present vis-à-vis project owners and the respective lobbyists to ensure focus on the opportunities and expertise available on Bornholm.

Action

- By actively participating in relevant networks, we work to raise awareness in Denmark and abroad of the benefits of Bornholm's geographical location.
- We have drawn up a plan to refurbish our lighting system by replacing all light sources on our premises with LED bulbs wherever possible, as these use less energy and can free up more energy. Together with national players, we are currently looking into the possibility of more sustainable bunkering solutions via the 'Bornholm Bunker Hub' project.



DECENT WORK FOR EVERYONE

In a society encountering major challenges in filling vacancies and attracting talented, skilled employees, it is important to ensure that prospective candidates' preferences and expectations for a future workplace are assured through a contractual framework that secures decent working conditions.

Risks/opportunities

Due to the demographic structure of Bornholm and the challenges relating to lodgings for newcomers or commuting employees, Bornholm risks having a shortage of qualified labour in the near future. This makes it crucial for each individual company to proactively work to safeguard wage earners' conditions in terms of the physical and psychosocial working environment.

Action

- We continuously monitor employees' well-being and launch initiatives on an ongoing basis to ensure flexible working conditions for each individual employee.
- We encourage skills enhancement by offering relevant training and courses.

- We register personal injuries and focus on training and knowledge-sharing to mitigate the risk of personal injury.
- We actively assist in local development by making apprenticeships/traineeships available in our organisation.



DEVELOPING SUPPORTIVE INNOVATION BY DEVELOPING A ROBUST, SUSTAINABLE INFRASTRUCTURE

The Bornholm community depends on shipping traffic to and from the island. This makes it crucial to have an infrastructure capable of supporting and complying with user demands and preferences. At the same time, information and knowledge constitute an important basis for societal development. Thus, internet access is essential for each individual company.

Risks/opportunities

Under the existing port conditions, climate change and particularly the rising frequency of extreme weather events increase the risk of supply delays in the form of cancelled or delayed ship arrivals. At the same time, weather trends increase the frequency of damage to the infrastructure.

Action

- We are currently under way with Stage 2 of our 2050 Master Plan which involves reinforcing our infrastructure to reduce the risk of disruptions of Bornholm's vital ferry service, which is a public service obligation.
- We are continuously inspecting our existing facilities and preparing maintenance plans for our areas on this basis.
- We have implemented a new IT system that is designed to assist in safeguarding our processes and registering damage, which is done through our adverse event reporting.
- In cooperation with external specialised companies, we have intensified focus on our IT security to safeguard the organisation and partners against undesirable delays arising from technological problems.
- We want to ensure that our existing and planned infrastructure is aligned with the preferences and needs of our most important stakeholders in terms of development potential and innovation plans.



ADAPTING CONSUMPTION AND SUSTAINABILITY TO PRODUCTION

At global level, a vast array of materials and objects are manufactured under substandard conditions. Overall, resource consumption, production and transport have multiple adverse impacts on our society.

Taking responsibility is crucial for ensuring sustainable consumption whereby products are manufactured safely and appropriately.

Risks/opportunities

Intensifying our focus on partners' production chains and business strategies could risk undermining our cooperation going forward if we fail to do this expediently and objectively. At the same time, by intensifying our focus we can enhance interdisciplinary and interorganisational cooperation on development possibilities.

Action

- We have launched technological, behaviourregulating initiatives to reduce our use of paper and increase the recycling of printed matter wherever possible.
- We intend to adapt our waste separation solutions to conform to the appropriate options for recycling and reuse of resources.
- We want to engage in dialogue with and visit a number of our suppliers to discuss current and future cooperation focused on sustainable solutions.
- We register the time spent internally on subsequent separation of ship waste to identify any shortcomings related to the information we provide relating to waste separation.

ABOUT THIS REPORT

This report describes the CSR actions taken by Port of Roenne A/S, including activities, opportunities, ambitions and developments relating to 2021.

The report conforms to Section 99a of the Danish Financial Statements Act and is part of the 2021 Financial Statements of Port of Roenne A/S.

In order to be able to monitor our developments within the individual financial ratios specified at the end of this report, we have established a baseline that goes back five years as the point of departure. If data is unavailable for the entire period, the base-line is defined as the year in which we began to measure the area concerned.

Please refer to the 2021 Annual Report of Port of Roenne A/S for further details.



CSR ACTIONS AT PORT OF ROENNE A/S

Our purpose is to carry out essential tasks for managing Bornholm's biggest traffic port as sustainably and responsibly as possible with excellent quality assurance, resulting in the development of the Bornholm community as a whole. This commits us to consider our impact on the climate, the environment and people throughout our value chain in everything we do, both internally and vis-à-vis our suppliers and customers.

Our CSR actions, strategies, policies and activities are regulated by the organisation's management, but in 2021 we decided to delegate the coordinating leadership of these day-to-day tasks to a QHSE (quality, health, safety and environment) Manager, while responsibility for internal and external communication with our stakeholders and partners is managed by our Head of Communications & Public Affairs.

Our QHSE organisation includes an OHS (occupational health and safety) committee comprising representatives

from each department. In May 2021, the chairmanship of the committee was transferred from the Assistant Manager for Port Service to the newly engaged Chief HR Officer.

To ensure compliance with current laws, requirements and internal processes, an external audit will be conducted every year, a process currently undertaken by the accredited certification body DNV. Prior to this audit, which is done during the first quarter, we conduct an internal audit of all our departments, and annual job appraisal interviews with our employees, in which an external consultant takes part.



4.1.1. IMPLEMENTING CSR INTO DAILY ROUTINES

Working on CSR is not a one-person assignment. It requires the dedication of our entire staff to ensure that we achieve the goals we set and that we meet the demands we have adopted for our own organisation and the wider world. This is why we ambitiously work according to our management system manual and its guidelines for how to work according to our ISO certifications.

WE TAKE CARE OF ONE ANOTHER

The most important resource for Port of Roenne A/S consists of our many talented, dedicated employees who keep our organisation up and running 24/7/365. And who ensure that we provide top-flight service at all times. This requires not only the dedication of each employee, but also understanding, support and goodwill at home. This goodwill is important when a ship calls earlier than expected, requiring an employee to be present to service the ship. This is also why it is important that our organisation is keenly aware of the needs of each individual employee. Safety, health and well-being are everyday elements that are given high priority by the management.

COVID-19 dominated our daily activities in 2021, which is why Port of Roenne A/S gave high priority to safeguarding our working conditions in the best possible way. Our goal

was to prevent the transmission of COVID-19 among our staff and, with the help of

Testing Centre Bornholm, we could offer weekly PCR testing of all employees. The testing was conducted on site, and the OHS organisation and management jointly adjusted the organisation's internal COVID-19 restrictions on an ongoing basis.

A healthy working environment is important to Port of Roenne A/S because this is where we take of one another in terms of physical safety, health and the psychosocial working environment.

Safety for us and our partners

All activities that involve Port of Roenne A/S employees must be conducted under safe and healthy conditions. This is why we are keenly focused at all times on performing specific tasks as safely as possible and ensuring that the employees involved are aware of relevant OHS provisions and legislation. It is extremely rare that we perform a task without the involvement of an external party. Therefore, it is also essential for occupational health and safety that our partners know the requirements specified for specific tasks.

We use Risk Assessment Method Statements (RAMS) as an important tool that we prepare to identify how to per- »

form a specific task to safeguard the occupational health and safety of everyone involved. RAMS are included in our risk assessments, supplemented by 'toolbox talks' for everyone involved before work commences on a specific task.

We realise that many of our partners, customers and suppliers often have activities on our premises that do not require our participation. This is why we have prepared an OHS pamphlet outlining the guidelines and special requirements for how activities must be conducted in terms of occupational health and safety. The OHS pamphlet is available to everyone on our website, where versions in both Danish and English are available. In this way, we hope to increase the general level of safety for everyone working at the port.

WE INTERWEAVE SDGS WITH ISO STANDARDS AND MAKE DEMANDS

We have been working to reduce our environmental impact for years. This has supported our environmental certification which requires us to make deliberate choices and take the actions required by the ISO standards. But we want to do more than this. We began working on the SDGs in earnest in 2021 by focusing particularly on promoting sustainability, not only within our own organisation but among our partners as well. We have defined sixteen goals based on the four SDGs we have selected. We have subsequently integrated the goals into our quality management system so that all sixteen goals are individually associated with a specific ISO standard. We have

done this to ensure cohesion with our known certifications. Our efforts aimed at these new, and to some extent unfamiliar, SDGs are called 'LEAN' by some, but we call them 'common sense'.

WE MAY BE NOISY, BUT WE'RE RECEPTIVE, TOO

Our role as a creator of opportunity who is responsible for infrastructure and development can be challenging. But challenges also bring opportunities. Our learning curve, as it relates to our possibilities for our stakeholders, rose steadily in 2021. New activities in our port areas combined with the start-up of Stage 2 of our 2050 Master Plan prompted complaints from our closest neighbours due to intensified waterfront activity, which has not previously been a source of disturbance worth mentioning. But we have listened to them, learned what to do and taken various communicative steps to heighten our visibility and level of information, in terms of our physical activities within our areas, but also concerning general information on what is happening in and around our organisation.



4.1.2. COOPERATING WITH STAKEHOLDERS ON SUSTAINABILITY

Heightening sustainability on Bornholm is difficult to achieve on one's own. The lessons learnt in 2021 show that the best initiatives and project proposals emerge when multiple players join forces to inspire and challenge one another and lay the groundwork for sustainable solutions. This is why we helped launch the following initiatives in 2021:

UTILISATION OF GREEN FUELS

We joined forces with several major players to establish a project group and consortium in 2021 that intends to work on establishing facilities for 'green' bunkering and alternative refuelling. In so doing, we can help increase the percentage of available sustainable energy, for shipping traffic as well, thereby reducing environmental and climate impacts arising from the extraction of hydrocarbons for petrol and heavy marine fuel.

GREEN FERRY OPERATIONS HAVE COME CLOSER

In 2020, we initiated dialogue with the ferry service operator about the possibility of complying with wishes to convert the coming rapid ferry to 'green fuelled' operations.

The dialogue continued in 2021, and the ferry service operator managed to establish facilities which will ensure that the existing rapid ferries can use shore power when they call at the port. This is a big step towards the final goal of green ferry service and reducing carbon emissions when ships without built-in particle filters are quayside.

POPULAR EXCURSION ACROSS THE DEEP BLUE SEA

From autumn 2020 to summer 2021, our new multipurpose quay was the setting for Siemens Gamesa's installation activities for establishing the Kriegers Flak offshore wind farm. The project was monitored by many interested Bornholm residents, and it created jobs and higher revenue for a wide array of Bornholm businesses. The two parties behind the offshore wind farm – Siemens Gamesa and Vattenfall – joined forces with Port of Roenne A/S to organise a popular excursion across the Baltic to see the wind turbines at their final offshore location east of the island of Møn.

In close collaboration with Bornholmslinjen (ferry service) and Bornholms Tidende (local newspaper), the three parties provided an opportunity for as many interested local residents as possible to buy a ticket for the trip. »

On the morning of 8 September 2021, Bornholmslinjen's ferry 'Hammershus' sailed out of the harbour in Rønne, heading west for Kriegers Flak. The expectant passengers arrived at Kriegers Flak in fine summery weather, where it was possible to see the results of the preceding months of hectic activity in Rønne first-hand.

On board were three Bornholm school classes who had won a competition sponsored by Port of Roenne A/S. The competition had asked students to visualise their view of wind energy, its significance for sustainability and future perspectives.

The popular excursion was well received by everyone, and many people wanted to participate. When the ferry arrived quayside in Rønne in the afternoon, it had many positive, satisfied passengers who had been given an opportunity to see the first offshore project in which Port of Roenne A/S has participated first-hand.

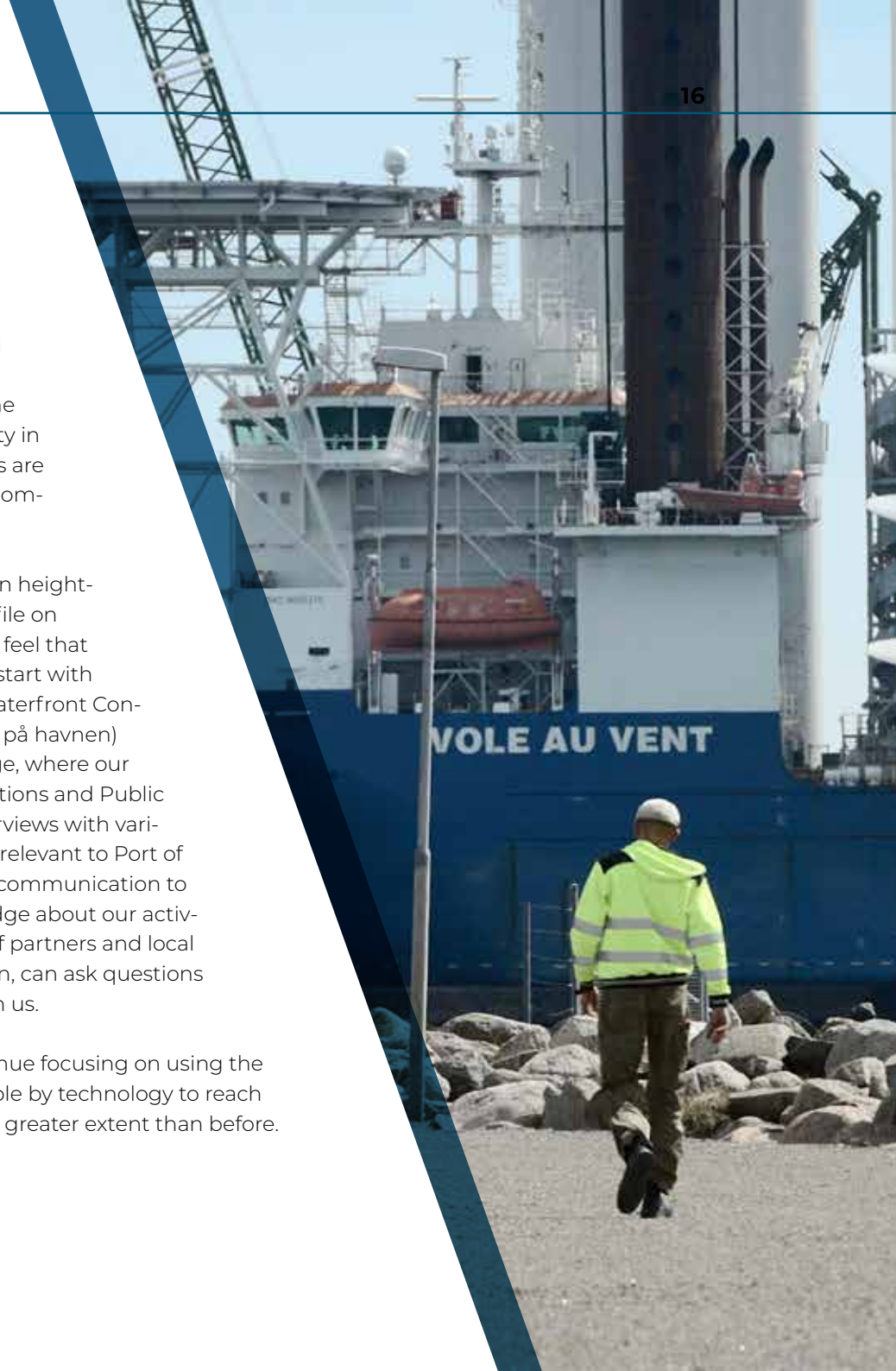
KNOWLEDGE-SHARING IS IMPORTANT TO EVERYONE

Despite the pandemic and the ongoing, fluctuating restrictions, it was possible for us throughout the year to share our experiences and knowledge of the significant infrastructural opportunities for a local community. Once again this year, we were pleased to welcome some of our many stakeholders, who paid a visit to our organisation.

It gave us an opportunity to discuss our business strategy, mission and vision, both for Port of Roenne A/S and the Bornholm community in general. But site visits are not the only type of communication we use.

In 2021, we focused on heightening our visible profile on social media, and we feel that we got off to a good start with initiatives such as 'Waterfront Conversations' (Samtaler på havnen) on our Facebook page, where our Head of Communications and Public Affairs conducts interviews with various guests on topics relevant to Port of Roenne A/S. We use communication to disseminate knowledge about our activities for the benefit of partners and local residents, who, in turn, can ask questions and get in touch with us.

In 2022, we will continue focusing on using the options made available by technology to reach our stakeholders to a greater extent than before.



OUR PORT SUSTAINABILITY AMBITIONS

In 2021, we were recertified within CSR, and this certification entails responsibility that we do not take lightly. We must continuously seek to develop our organisation but also take responsibility towards others. We will do this in a manner that gets the wider world to see the purpose of these new CSR requirements and expectations. Our desire to be a sustainable port is not just wishful thinking. It is something we expect of ourselves, and a promise we make to our stakeholders.

But in order to keep our promise, our entire value chain must assist us in this effort. Not just our infrastructure, but also the services available in our catchment area. They must assist us in this effort. This must happen, for instance, when a ship's crew separates its waste pursuant to our terms and conditions of waste management.

After this, the recipient of the waste must be willing to ensure that it subsequently processes the waste as sustainably as possible.

All of us must play a part in securing these sustainable solutions. This means that the creation and securing of decent working conditions, climate-proofing our infrastructure and the establishment of sustainable energy can ultimately make Port of Roenne A/S a leading port in the area of sustainable services in the Baltic Region by 2050 at the latest.

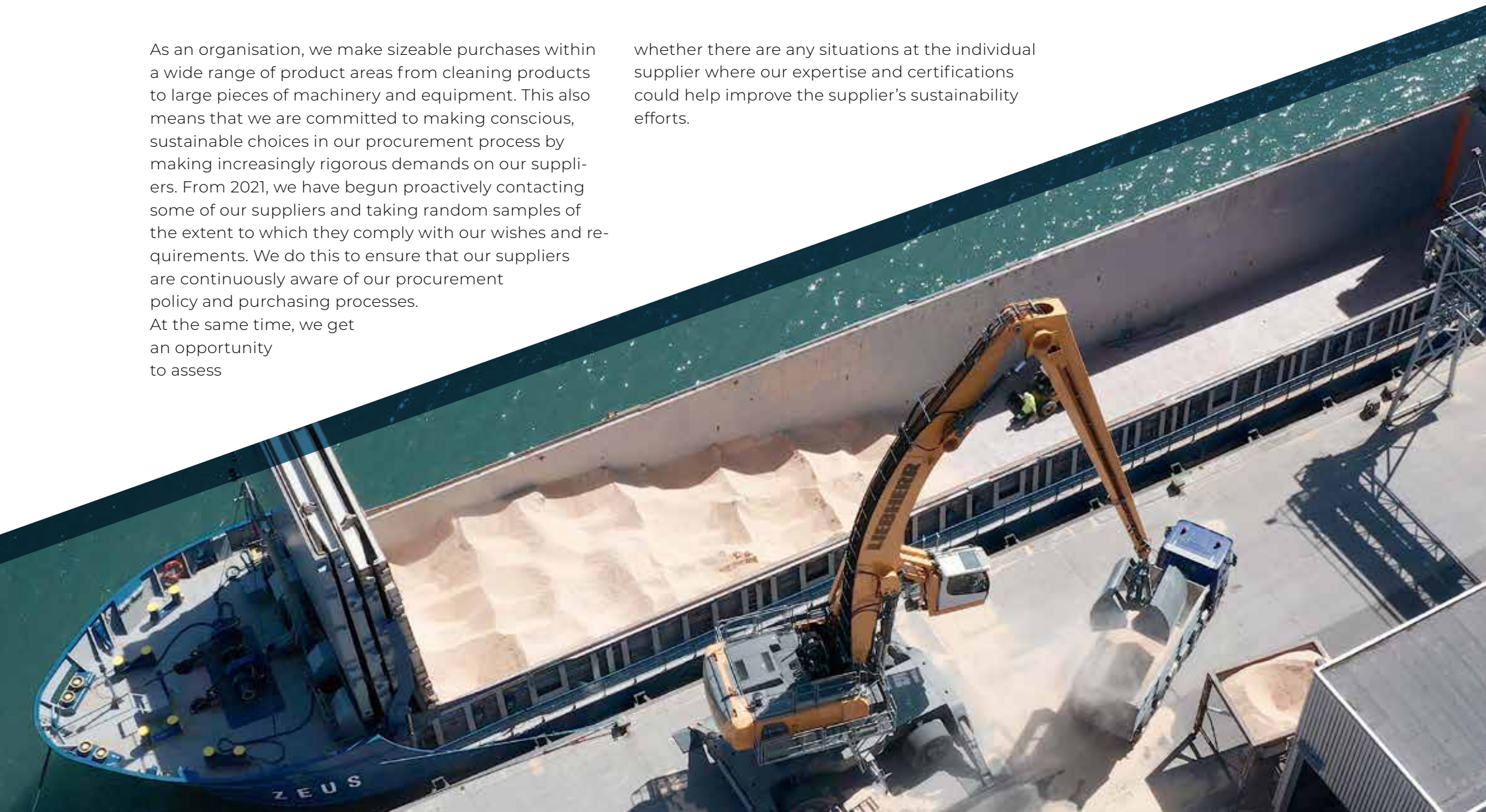


5.1.1. SUSTAINABLE PROCUREMENT

As an organisation, we make sizeable purchases within a wide range of product areas from cleaning products to large pieces of machinery and equipment. This also means that we are committed to making conscious, sustainable choices in our procurement process by making increasingly rigorous demands on our suppliers. From 2021, we have begun proactively contacting some of our suppliers and taking random samples of the extent to which they comply with our wishes and requirements. We do this to ensure that our suppliers are continuously aware of our procurement policy and purchasing processes.

At the same time, we get an opportunity to assess

whether there are any situations at the individual supplier where our expertise and certifications could help improve the supplier's sustainability efforts.



5.1.2. SUSTAINABLE WORKING LIFE

Employees of Port of Roenne A/S must be satisfied with their job. This is crucial for our organisation, as employees are our most important resource. Recognition, involvement and development, both individually and as a group, are elements of particular focus. In 2021, a specific HR department was set up to manage and coordinate efforts to ensure our employees' well-being.

After almost two years of the pandemic and nationwide restrictions that have impacted individual workplaces at several different levels, Port of Roenne A/S has also been hit by the repercussions of the restrictions on the psychosocial working environment.

This is evident in our job satisfaction survey from autumn 2021, where we lost ground compared to the same survey in 2020. This setback is primarily due to factors arising from the pandemic restrictions, as cooperation and a sense of community have always been essential elements of Port of Roenne A/S's working environment DNA. Two survey parameters were particularly impacted by the pandemic. As a result, our HR department will focus its efforts in the year ahead on promoting cooperation and a sense of community as soon as the pandemic restrictions allow. We regard a healthy work culture as essential for a healthy working environment, which is instrumental at the same time in enabling us to maintain our status as an attractive workplace and attract talented new employees.



5.1.3. SUSTAINABLE SERVICES

In 2021, we introduced the objective of 'performing while transforming' as part of the 'Together We Create' business strategy. This objective seeks to indicate how we will continue our high level of service and development of this, while our organisation develops at the same time.

As is apparent from the promise expressed in our strategy, we also expect to create this development together, not just as an organisation but in society as a whole. Our opportunities to provide sustainable services are heavily dependent on stakeholders also being motivated to pursue sustainable development going forward. This applies both to energy projects – e.g., 'Energy Island Bornholm' and 'Bunker Hub Bornholm' – and to the establishment and use of sustainable energy solutions.

We are in full swing with efforts to incorporate Bornholm into the sustainable energy solutions of the future, and we participate in several different networks, all focused on promoting these initiatives. We are convinced that by heightening our profile and improving our communications, we can help raise awareness of and interest in our potential to optimise our services – sustainably and satisfactorily.



OUR ACTIONS IN 2021

The pandemic was primarily responsible for the postponement of several actions planned for 2021. Through rigorous prioritisation, we successfully completed most of the actions outlined in the 2020 CSR Report.

- We have implemented the four SDGs we selected in all our departmental strategies.
- We were able to prepare a QHSE strategy which merges ISO and SDG targets.
- We have enhanced our contacts with stakeholders by holding face-to-face and online meetings.
- We participated in and financially supported Folke-mødet 2021 (National Political Festival).
- We prepared and implemented a new registration system for QHSE cases (adverse event reporting)
- We have continued to financially support specially selected actions.
- We continued working to reduce our own carbon emissions.
- We have sponsored various lectures and guided tours involving groups of stakeholders.
- Through our networks, we continued positioning ourselves as a sustainable services port.



6.1.1. RECIPIENTS OF OUR SUPPORT IN 2021

In keeping with our desire to financially support external actions related to our intentions and Code of Conduct, we financially supported the following in 2021:

- Træbådelauget (Wooden Boat Guild) to continue its work targeting and involving disadvantaged young people
- Business Centre Bornholm for its project 'Faglært er fedt' (Qualified Is Cool)
- TicPac: Hold Bornholm ren (Keep Bornholm Clean)
- Retention of a metalworker apprenticeship with a pre-arranged traineeship at Sydhavnens Motorværksted
- Barnets Blå Hus Bornholm for spring and summer trips in 2022, as well as toys for playing and togetherness
- Bornholm's Women's Crisis Centre for start-up packages (clothing, toys, etc.) for particularly vulnerable women



6.1.2. PLANNED ACTIONS THAT WE FAILED TO ACHIEVE IN 2021

The following actions were not launched or successfully completed in 2021, despite plans to do so; this was due to the pandemic and the ensuing restrictions.

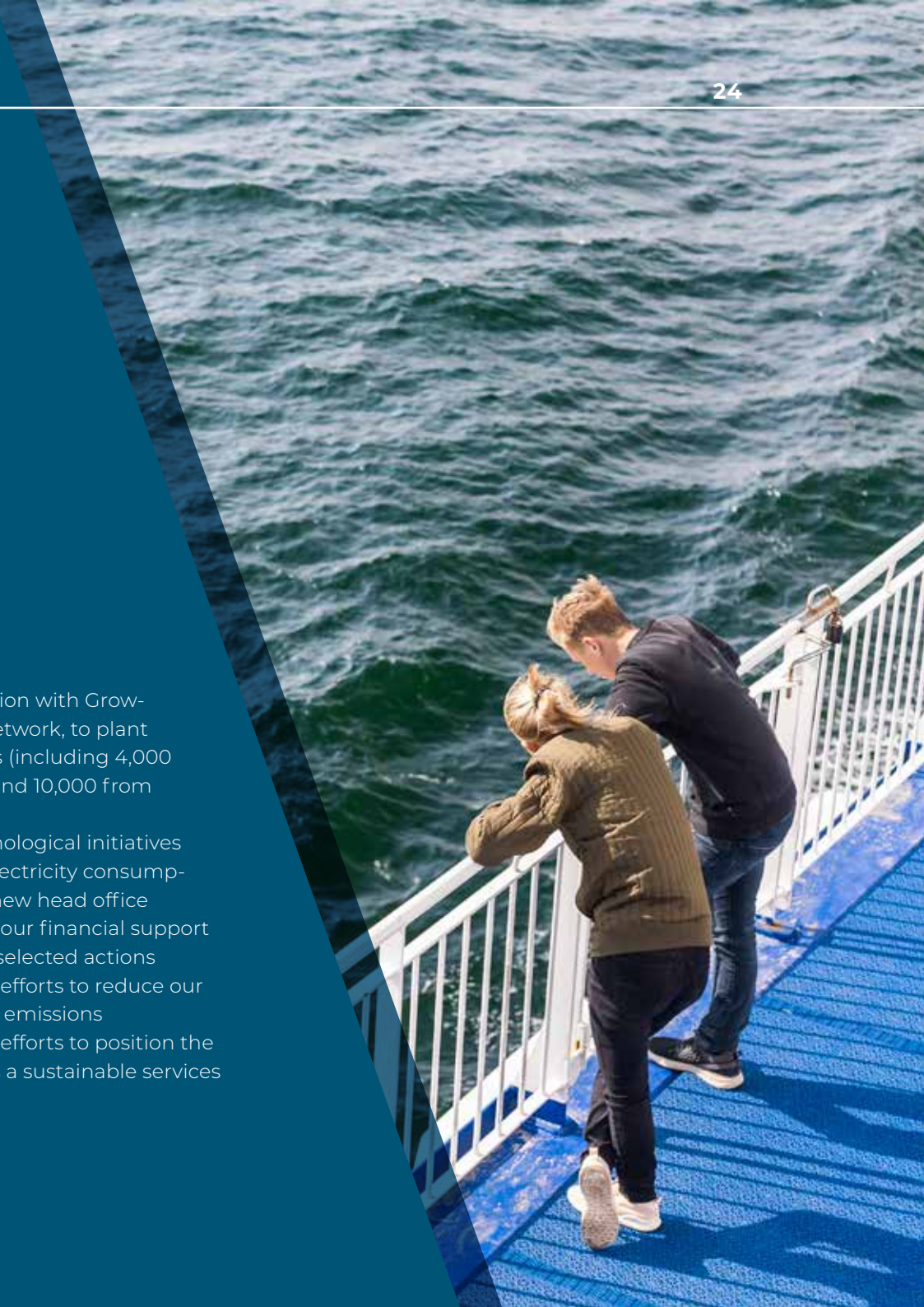
- The hosting of an experiencesharing group with a cluster association of local bulk customers.
- The hosting of an interdisciplinary OHS and environmental exercise in the Port of Roenne.
- The planting of 14,000 trees on Bornholm in cooperation with Growing Trees Network
The implementation of an information pamphlet on waste separation for ships.



OUR ACTIONS PLANNED FOR 2022

After two years in the shadow of the pandemic, we hope that 2022 will enable us not only to achieve the goals we failed to achieve in 2021, but to intensify our own efforts focused on sustainable initiatives. Accordingly, we have the following expectations for 2022:

- to become SDG certified through the DNV certification body
- to conduct interdisciplinary exercises involving important stakeholders
- to implement an information pamphlet on waste separation
- to participate in and financially support Folkemødet 2022 (National Political Festival)
- to engage the services of our first accounting trainee (replacing the office clerk traineeship)
- in cooperation with Growing Trees Network, to plant 24,000 trees (including 4,000 from 2020 and 10,000 from 2021)
- to use technological initiatives to reduce electricity consumption at our new head office
- to continue our financial support of specially selected actions
- to continue efforts to reduce our own carbon emissions
- to continue efforts to position the company as a sustainable services port.



FINAL REMARKS

We look back on a year that was once again in the shadow of COVID-19, but where we gradually managed to adapt our daily workflows to the frequently shifting restrictions of the pandemic. We did not let the pandemic impede our efforts, but we adjusted our workflows and the way we perform our tasks to the best of our ability to make sure everyone felt safe.

We are busy, but never too busy to take care of one another, our partners and our local community. Supporting this awareness is an essential component of our CSR actions. To many, our visions may seem overly ambitious, but we are already well on our way to achieving several objectives. It is part of our corporate DNA that we will and can create opportunities and improvements for the Bornholm community.

Again this year, our CSR actions reached a level where – well assisted by the four SDGs – we focused on launching

new initiatives aimed at enhancing our profile in the community and being more transparent about our activities in the Port of Roenne.

In 2022, we will develop our communications and seek out and involve more of our external stake-holders in our CSR actions. We are doing this because we truly believe in the promise we make to our community, our suppliers and our partners that 'Together We Create' the solutions of tomorrow.

Thomas Bendtsen, CEO

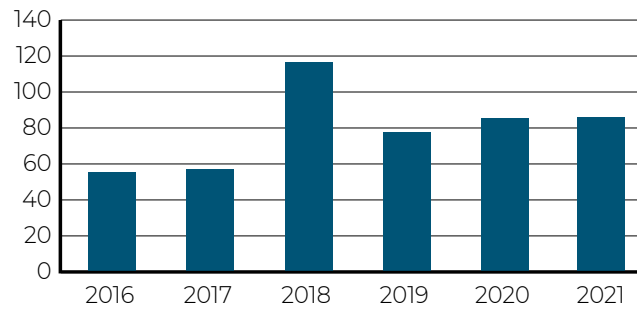


FINANCIAL RATIOS

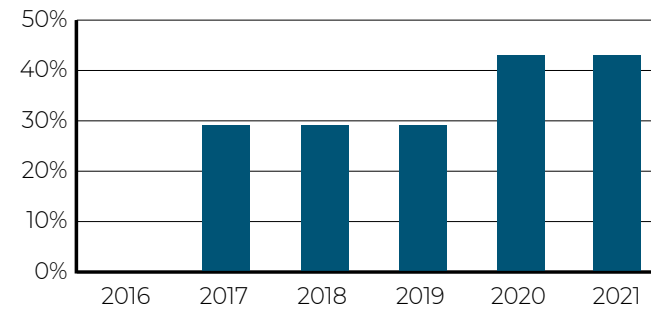


FINANCIAL RATIOS

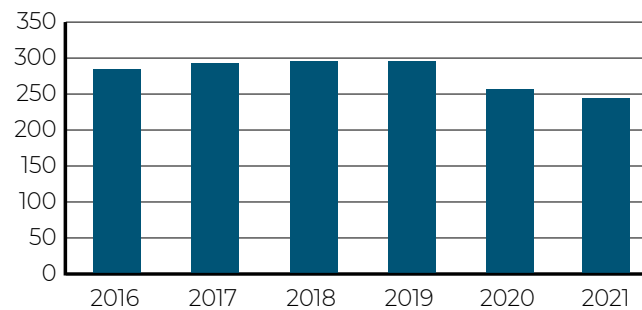
**REVENUE,
DKK MILLION**



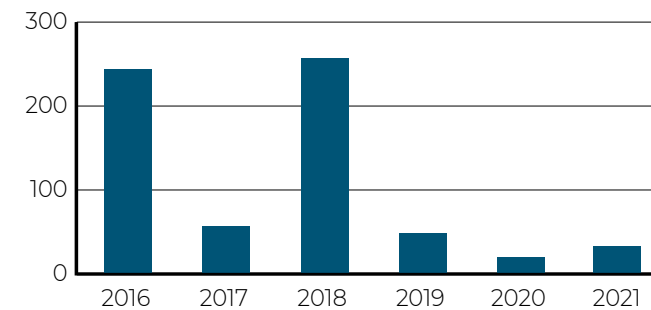
**GREEN
VEHICLES, %**



**CARBON EMISSIONS,
TONNES**

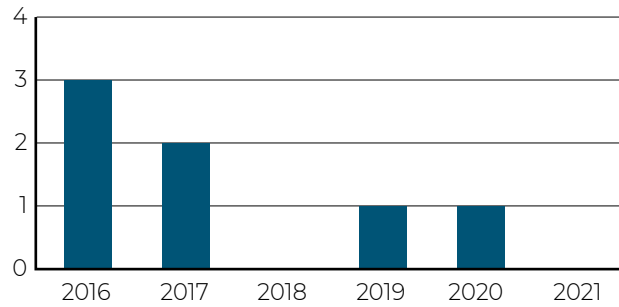


**WASTE REMOVAL FOR
INCINERATION, TONNES**

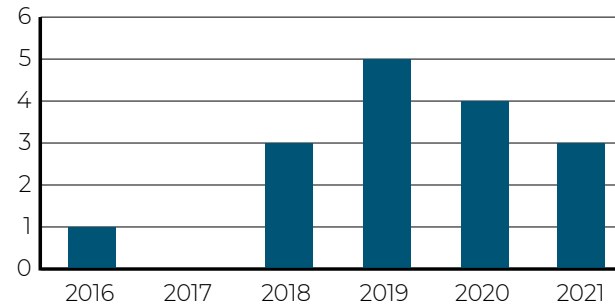


FINANCIAL RATIOS

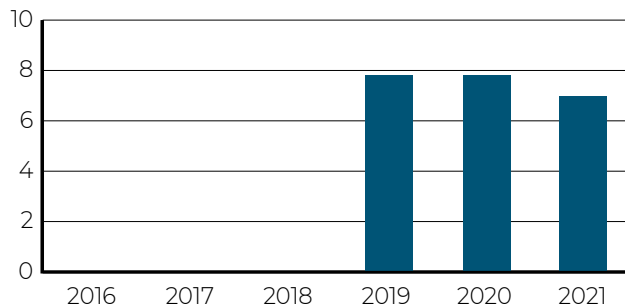
LOST TIME ACCIDENTS



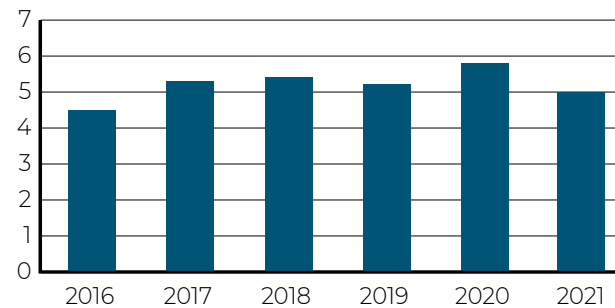
TRAFFIC ACCIDENTS/INJURIES



EMPLOYEE WELL-BEING



EMPLOYEE WELL-BEING, WORKPLACE ASSESSMENTS

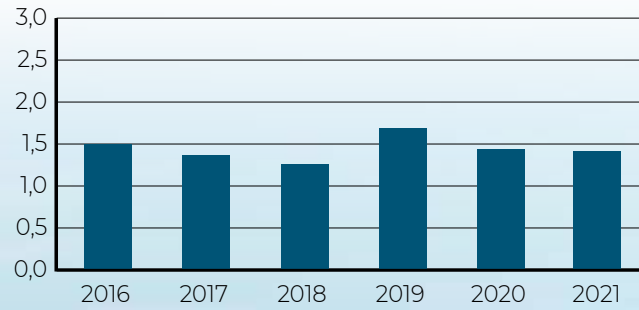


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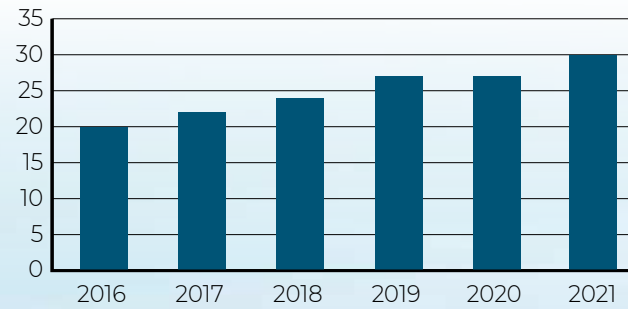


FINANCIAL RATIOS

SICKNESS-RELATED AB-SENCE



NO. OF EM-PLOYEES



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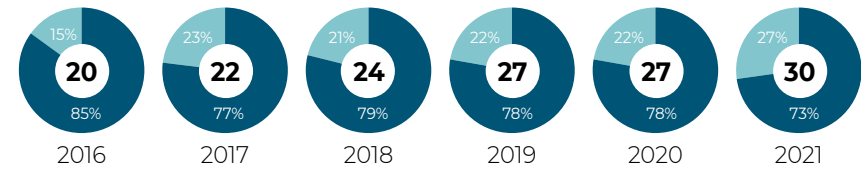


FINANCIAL RATIOS

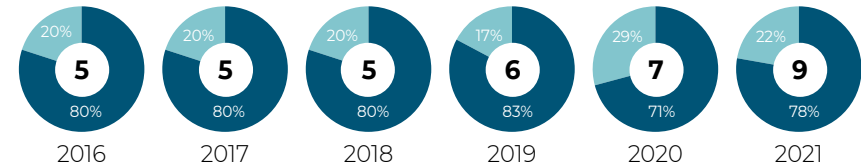
■ MEN ■ WOMEN



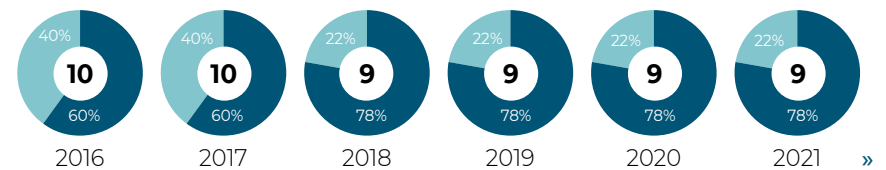
GENDER RATIO, ALL



GENDER RATIO, MANAGEMENT

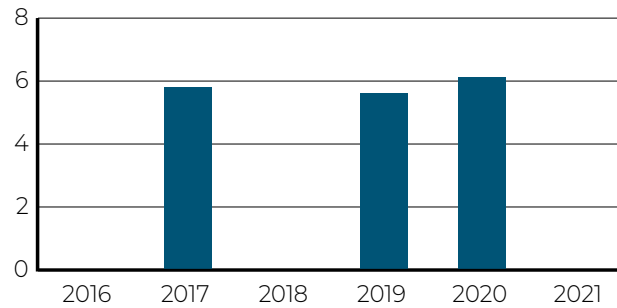


GENDER RATIO, BOARD

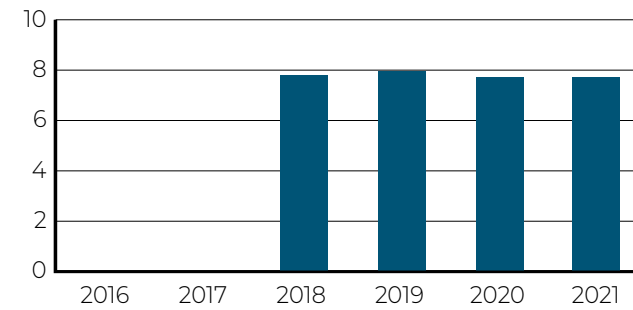


FINANCIAL RATIOS

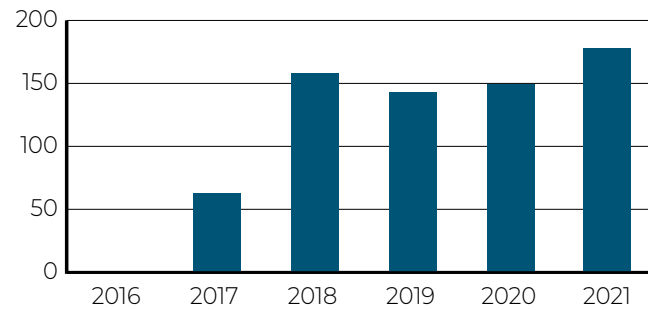
CUSTOMER SATISFACTION




SUPPLIER RATING



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