

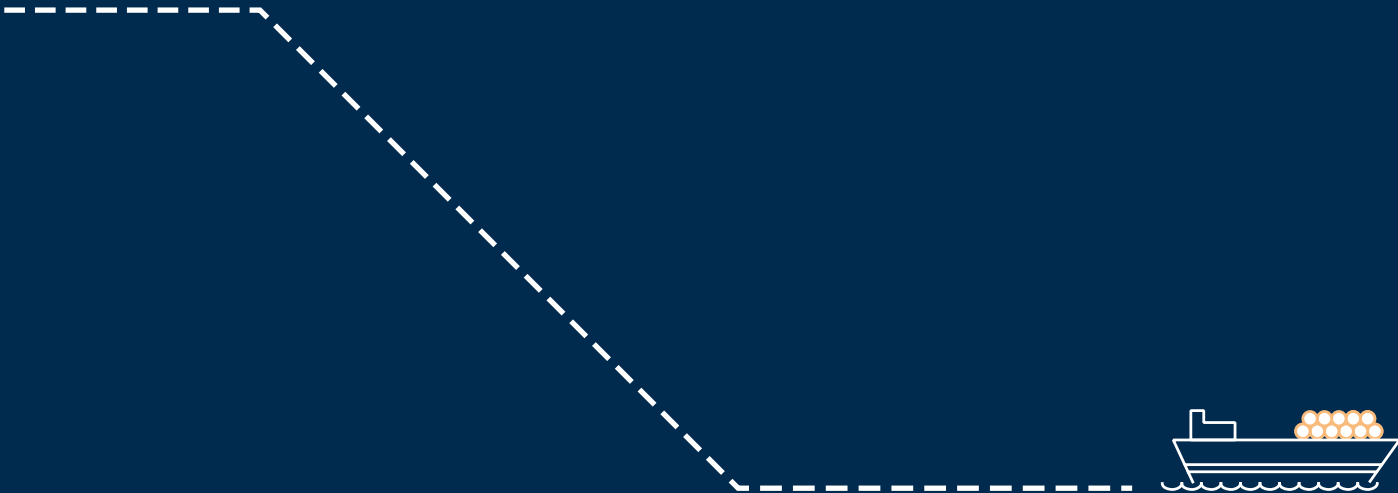
Sustainability Report  
2021

Facts and Figures

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We Are on the  
Right Track

# Appendix



## Profile: The Company NPorts

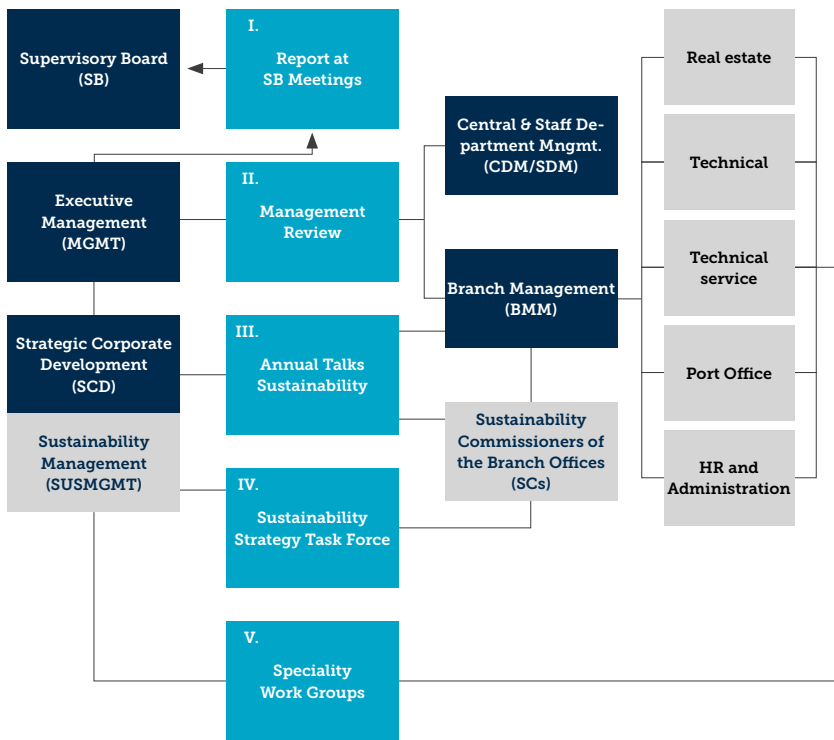
Infrastructure Indicators	Unit	2019	2018	2017	2016	
<b>Port Area Owned by the Company</b>	ha	2,708.7	2,681.1	2,671.0	2,656.2	NP-01
Thereof Water Areas	ha	649.9	649.9	648.2	648.0	
Thereof Land Areas	ha	2,058.8	2,031.2	2,022.8	2,008.2	
<b>Compensation Areas</b>	ha	927.9	856.9	856.9	847.0	
Thereof Compensation Areas Owned by the Company	ha	508.2	466.3	–	–	
Thereof Compensation Areas, Not Owned, But Financed by NPorts	ha	419.7	390.6	–	–	
Land Leased	ha	864.2	858.1	830.2	828.3	
<b>Road Network</b>	km	42.5	42.5	42.5	42.5	NP-02
<b>Railroad Facilities</b>						
<b>Rail Network</b>	km	78.7	78.7	78.7	78.7	NP-03
<b>Ships' Calls Total</b>	Number of Calls	43,274	42,143	43,003	39,705	NP-11
<b>Number of Sea Ships</b>	Number of Calls	39,796	38,537	38,905	35,822	
<b>Number of Barges</b>	Number of Calls	3,478	3,606	4,098	3,883	
<b>Quay Wall Length</b> (cargo handling capable)	km	26	26	26	26	

## Make-Up of the Supervisory Board (April 2019)

Item	Name	Institution	
<b>Chairman</b>	Dr. Bernd Althusmann	Niedersächsisches Ministerium für Wirtschaft, Arbeit, Verkehr und Digitalisierung (Niedersachsen Ministry of Economic Affairs, Labor, Transport and Digitization)	GRI 102-22 102-23
<b>Vice Chairwoman</b>	Corinna Gottschalk	Niedersachsen's Ministry of Finance	
<b>Member</b>	Sascha Gatena	Niedersachsen Ports GmbH & Co. KG	
<b>Member</b>	Frank Doods	Niedersachsen's State Ministry for Environment, Energy, Building, and Climate Protection	
<b>Member</b>	Uwe Jacob	Niedersächsisches Ministerium für Wirtschaft, Arbeit, Verkehr und Digitalisierung (Niedersachsen Ministry of Economic Affairs, Labor, Transport and Digitization)	
<b>Member</b>	Birgit Diers	Niedersachsen's Ministry of Finance	
<b>Member</b>	Prof. Dr. Kerstin Lange	Jade Hochschule Elsfleth	

## Sustainability Management at NPorts

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### I. Report During SB Meetings

**Involved Parties:** SB, MGMT

**Frequency:** annually

**Tasks:** Progress Monitoring and Reporting of the MGMT to the SB

### II. Management Review

**Involved Parties:** MGMT, CDM, SDM, BMM

**Frequency:** annually

**Tasks:** Verification of Corporate and Sustainability Goals and Suggestions for Improvement for Their Implementation

### III. Annual Talks Sustainability

**Involved Parties:** SCD/SUSMGMT, BMM, SCs

**Frequency:** annually

**Tasks:** Planning for the Implementation of the Sustainability Goals and Drafting of the General Annual Planning

### IV. Task Force Sustainability Strategy

**Involved Parties:** SCD/SUSMGMT, SCs

**Frequency:** Twice a Year

**Tasks:** Verification of the Goals, Exchange, and Recommendations for Management Review

### V. Speciality Work Groups

**Involved Parties:** SCD/SUSMGMT, Departments

**Frequency:** From 2 to 4 times a year

**Tasks:** Exchange of Experiences and Development of Sustainability Measures

## NPorts' Role in the Stakeholder Dialog

Stakeholder Group	Integration	Most Important Topics and Issues
Customers	Customer Talks/Dialog, Fairs&Exhibitions, Events, Cooperation Projects, Customer Surveys	Reliability and Compliance With the Law, Integrity, Quality of Service, State-of-the-Art and Affordable Infrastructure, incl. Hinterland Connections, Sustainability, New Settlements, Port Expansion, Port Tariffs, Services, Safety
Employees	Extensive Everyday Communication, Social Intranet, Further Education Database, Workers' Council Meetings with Management, Staff Meetings, Black Boards, Meetings, Occupational Safety Committee Meetings, Corporate Culture, Employee Talks	Reconcilability of Job and Family, Equality and Equal Treatment, Safe Workplace, Occupational Safety, Continued Development Opportunities
The State of Niedersachsen	Supervisory Board Meetings, Expert Dialogs	Financing, Acting in Compliance With the Law and Concluded Contracts, Future-Oriented Planning, Regular Reporting, Expansion of the Ports
Partners	Regular Partner Meetings, Network Meetings, Cooperation Projects	Knowledge Exchange, Goal-Oriented Work, Advancing Mutual Ideas
Authorities	Project Work, Approval Planning	Informing Proactively (Stakeholders), Contributions Contacts for Speciality Issues
The Public	Sustainability Management, The Media, Events	Regular, Transparent, Requirement-Based Information, Acting in Compliance With the Law, Reduction of Environmental Burdens
Politics	Shareholder Agreement, Implementation of the Sustainability Strategy	Sustainability, Securing the Necessary Work Places
Stakeholders	Project-Related Dialog	Making Information Available
Competitors (Market Companions)	Specialist Dialogs on Various Levels, Joint Projects	Hinterland Connection(s), Legal Questions and Legislature, Environmental, Planning and Award Procedures

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## Employees: Work Relations and Diversity in Annual Comparison

HR Figures	2019	2018	2017	2016	
<b>Total Employment Relationships</b>	686	706	709	702	GRI 102-7 102-8
female	146	145	142	144	
male	540	561	567	558	
Full-time employed	621	646	650	643	
Part-Time/Other Work Models	65	60	59	59	
Open-Ended	616	630	633	628	
Fixed-Term	70	76	76	74	
<b>Civil Servants (m/f)</b>	25	29	28	31	
<b>Apprentices (incl. Student in dual work/study program)</b>	56	56	54	49	
Portion	8.2%	7.9%	7.6%	7.0%	
<b>Technical Professions</b>	188	192	195	181	
<b>Commercial/Business Professions</b>	159	162	164	163	
<b>Industrial Professions</b>	339	352	350	356	
<b>Management</b>	58	61	58	56	
<b>Number of Employees in Coll. Labor Agreements</b>	661	677	681	671	GRI 102-41
In Relation to the Total Number of Employees	96.4%	95.9%	96.1%	95.6%	
<b>New Hires, Thereof Apprentices</b>	56 (15)	66 (19)	54 (21)	45 (16)	GRI 401-1
Diversity Indicators	2019	2018	2017	2016	GRI 405-1
<b>Employees 35 and Younger</b>	169	182	183	175	
<b>Employees Between Age 36 and 55</b>	324	329	332	331	
<b>Employees 56 and Older</b>	135	134	138	140	
<b>Managers 35 and Younger</b>	3	3	2	1	
<b>Managers Between 36 and 55</b>	36	38	36	37	
<b>Managers 56 and Older</b>	19	20	20	18	
<b>Women's Quota Overall</b>	18.8%	18.1%	17.5%	20.5%	
<b>Women's Quota Executives</b>	13.0%	12.7%	11.9%	21.4%	
<b>Women's Quota Supervisory Board</b>	42.9%	42.9%	33.3%	33.3%	
<b>Ratio of Severely Disabled</b>	7.9%	8.6%	8.2%	7.8%	

### Employees' Representation in Occupational Safety and Health Committees

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403-4

Employees in Occupational Safety and Health Committees	2019	2018	2017	2016
In Occupational Safety Committees	49	49	48	48
In Health Committees	7	7	7	7

### Energy Consumption and CO<sub>2</sub> Emissions During the Reporting Period

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302-1  
305-1  
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Scope GHG Emissions	Energy Consumer	Utilized Fuels	Energy Con- sumption in kWh 2019	Energy Con- sumption in kWh 2018	Change	CO <sub>2</sub> - Emission Factor (in kg CO <sub>2</sub> /kWh)	CO <sub>2</sub> -Equiv- alents (in metric t) 2019	CO <sub>2</sub> -Equiv- alents (in metric t) 2018	Change 2018/2019
Scope 1	Fuels	Natural Gas	5,179,878	5,392,478	-4%	0.25	1,274	1,327	-4%
		Light Fuel Oil	353,094	655,567	-46%	0.32	112	208	-46%
		Liquified Gas	169,317	232,197	-27%	0.28	47	64	-27%
	Vehicle Fleet/ Equipment	Diesel	1,235,080	1,300,103	-5%	0,3	371	390	-5%
		Gasoline	86,531	75,115	15%	0.32	27	24	13%
		CNG	83,634	132,139	-37%	0.25	21	33	-36%
	Cargo Handling Equipment	Diesel	1,592,623	1,530,872	4%	0,3	478	459	4%
Ships		Ship Dies	4,766,069	5,324,616	-10%	0,3	1,430	1,597	-10%
		Gasoline	0	0	0%	0,32	0	0	-100%
Scope 2	Lighting	Electricity (conventional)	674,597	807,026	-16%	0.57	381	456	-16%
		Electricity (Eco Power)	4,947,041	6,246,358	-21%	0	0	0	0%

<b>Energy Consumption Scope 1</b>	13,466,226	14,643,088	-8%	<b>Total Scope 1</b>	3,759	4,102	-8%
<b>Energy Consumption Scope 2</b>	5,621,638	7,053,384	-20%	<b>Total Scope 2</b>	381	456	-16%
<b>Overall Energy Consumption</b>	19,087,864	21,696,472	-12%	<b>Total 1 + 2</b>	4,140	4,557	-9%

## Reported and Reportable Accidents

	Total	Eye Injuries	Slips and Stumbles, Hits, Falls	Falling, Dropping, Slung Objects	Cuts, Bruising Burns, Stab Wounds	Heavy Lifting	Commuting Accidents
Reported Accidents 2018	35	2	13	6	5	1	8
Reported Accidents 2019	40	0	17	4	12	4	3
Reportable Accidents 2018	24	0	8	6	3	1	6
Reportable Accidents 2019	25	0	11	1	8	3	2

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## Committees for Occupational Safety and Health

Committee	Competences and Power of Decision	Frequency of the Meetings and Members/Chair
Central Occupational Safety Committee (ASA)	<ul style="list-style-type: none"> <li>• Discussion of Superordinate Topics, Definition of New and Evaluation of Existing Measures</li> <li>• Analysis Accident Report</li> </ul>	<ul style="list-style-type: none"> <li>• Rotation: Once a Year</li> <li>• Participants: Safety Committees, Safety Commissioners, Company Physician, Branch Managers, Head of HR and Admin, Workers Council, Disability Representation, and Equality Commissioner(s)</li> <li>• Chairman/Chairwoman: MGMT</li> </ul>
Occupational Safety Committees in the Branches	<ul style="list-style-type: none"> <li>• Discussion of Decentralized, Branch-Specific Topics and Issues, Definition of New and Evaluation of Existing Measures</li> <li>• Workplace Inspections</li> <li>• Accident Analyses</li> </ul>	<ul style="list-style-type: none"> <li>• Rotation: Three Times a Year</li> <li>• Participants: Safety Commissioners in the Branches, Safety Commissions, Company Physician, Disability Representation</li> <li>• Chairman/Chairwoman: BHM, at Headquarters: CDM, PA</li> </ul>
Task Force Corporate Occupational Health Management (AK Health)	<ul style="list-style-type: none"> <li>• Recommendations and Concepts for Health-Promoting Behavior</li> <li>• Contact for the Topic of Health at the Branches</li> <li>• Quarterly Reports to Management</li> <li>• Suggestion/Co-Determination for the Guiding Theme of the Year</li> </ul>	<ul style="list-style-type: none"> <li>• Rotation: Every Two Months</li> <li>• Participants: Six Colleagues (m/f) From All Sites Are Represented, Reps. From the Partnering Health Insurance</li> <li>• Chairman/Chairwoman Dept.Mgr.PA WHV</li> </ul>

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## Volume of Waste and Waste Separation Rate 2019 by Branch

2019 (in metric t)	Separation Rate (in %)	Wastes Containing Hazardous Materials	Other, Non-Commingled Wastes	Construction Waste	Organic Waste	Commingled Wastes	Total by Branch
Brake	97.51	70	26	32	3	190	321
Cuxhaven	81.10	14	16	198	10	181	420
Emden	99.05	5,045	0	130	1	52	5,228
Norden	95.31	12	4	674	9	34	732
Wilhelmshaven	73.7	56	2	3	1	22	83
Oldenburg	-	0	0	0	0	0	0
Total NPorts	97.15	5,197	48	1,036	24	479	6,784

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## External Initiatives, Associations, and Stakeholders

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Initiatives	Purpose
<b>Work Groups</b>	
Energy Hub Wilhelmshaven 2.0	Initiative for the Concentration of Local Activities for Energy Sustainability
Arbeitsgemeinschaft Niedersächsische Seehäfen	Stakeholder Lobby of the Port Economy
Roundtable Maritime Waste	Strategies and Measures for the Reduction of Waste in the Oceans
Wadden Sea Ports	Exchange for Sustainability Measures Between the Wadden Sea Ports
Arbeitsgruppe Synopse	Coordination of Maritime Survey of the Federal and State Authorities
Maritimer Strategierat Weser-Ems	Stakeholder Association for the Strengthening of the Maritime Economy in the Region
Arbeitsgruppe Deutsche Bucht	Information and Interest Exchange for the port companies in Hamburg, Bremen, and Niedersachsen
AG ElbeSeaports	Information and Interest Exchange for the port companies in Hamburg, Schleswig-Holstein, and Niedersachsen
<b>Maritime Cooperation Partners</b>	
MARIKO GmbH	Network association of maritime science and economy
Maritimes Cluster Norddeutschland e.V.	Maritime network North Germany
Seaports of Niedersachsen	Marketing company of (Lower Saxony) seaports
OFFIS e.V.	Research institute for maritime traffic
Fraunhofer-Center für Maritime Logistik und Dienstleistungen CML	Research institute for maritime logistics and services



Membership	
ÖKOPROFIT Energie Ostfriesland	Cooperation Project Between Communities and the Public Economy With the Objective of Lowering the Operating Costs While Saving the Natural Resources
Cluster für RessourcenKompetenz e. V.	Network of Companies in North-West Germany for the Coordination of Innovative and Future-Compatible Activities
Wirtschaftsverband Weser e.V	Regional Stakeholder Lobby in the Weser Area
WPCI/ESI (Environmental Ship Index)	ESI-Rebates as an Incentive for Eco-Friendly Maritime Shipping
Ems-Achse	Stakeholder Association for Strengthening the Economic Region Ems Axis
Hafenwirtschaftsgemeinschaft Cuxhaven e. V.	Stakeholder Representation of the Local Maritime Economy
VBW Verein für europäische Binnenschifffahrt und Wasserstraßen	Promoting the Multi-Modal Transport System Waterways/Ship/Port
Wilhelmshavener Hafenwirtschaftsvereinigung e. V.	Stakeholder Representation of Local Maritime Business
Emder Hafenförderungsgesellschaft e. V.	Stakeholder Representation of Local Maritime Business
HTG e. V. Hafentechnische Gesellschaft	Intellectual Exchange Regarding All Scientific and Practical Technical and Business Issues Around Port Construction, Port Operation, the Planning of Waterways
MARITIME LNG PLATTFORM	Promotion of LNG as an Alternative Fuel
VDV (Verband Deutscher Verkehrsunternehmen)	Stakeholder Representation of Public Transportation and the Rail Transport Sector
Offshore NETzwerk Norddeich	Stakeholder Representation of Local Companies in the Offshore Industry
IHK (Industrie- und Handelskammer)	Stakeholder Representation of Businesses
Nautischer Verein zu Emden e. V.	Promotion of the Public Interest in Maritime Affairs, Nautical Issues, and Maritime Shipping
Deutsche Seemannsmission e. V.	Promotion of the Public Interest in Maritime Affairs, Nautical Issues, Maritime Shipping and Related Professional Training and Education, and in Particular, the Increase of Safety for Human Lives at Sea
ESPO (European Sea Ports Organisation)	Stakeholder Representation of European Seaports (Member on Our Behalf is the Ministry of Economics)

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**People. Planet. Prosperity.**