

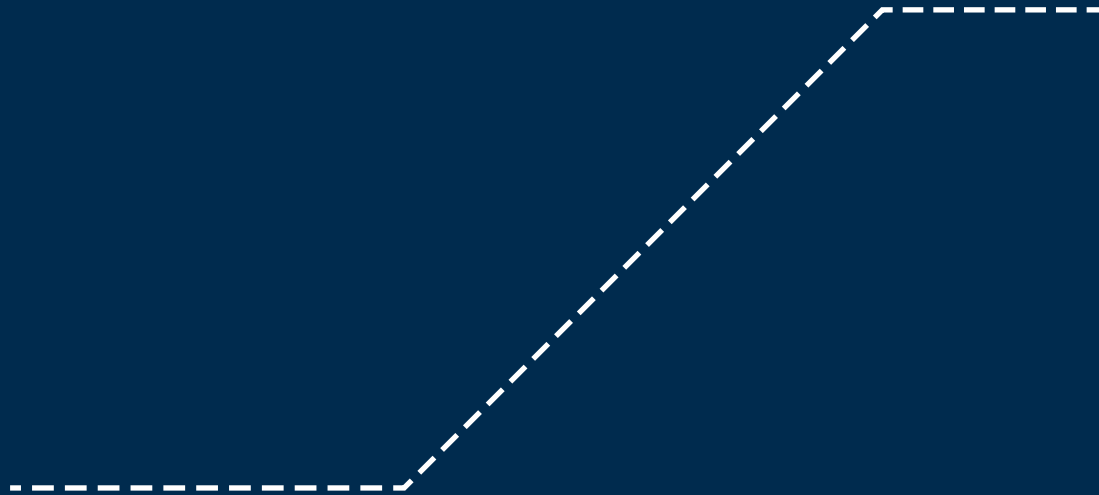


Niedersachsen
Ports

hafen⁺

Sustainability Report
2023

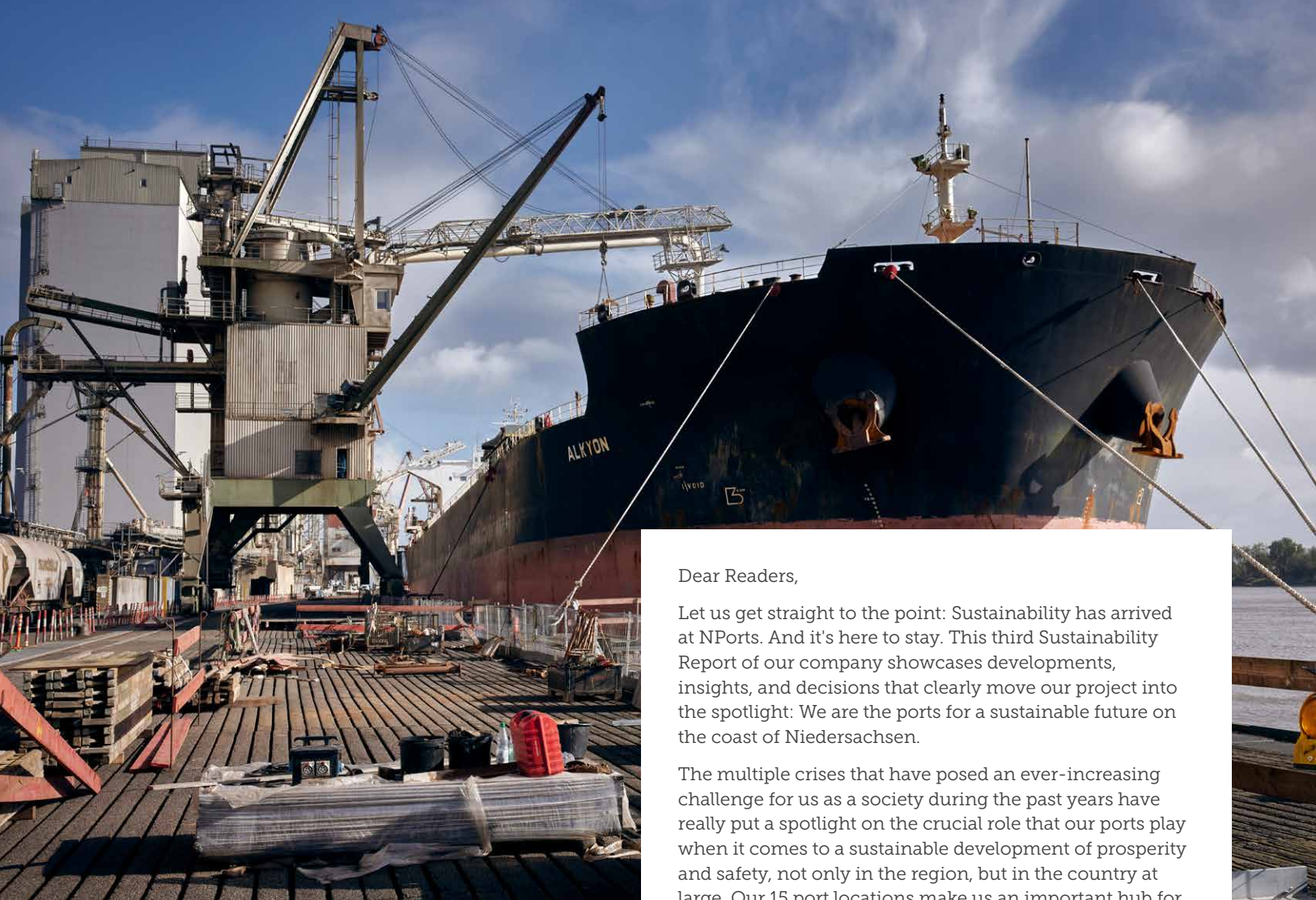
We Are the Ports for a
Sustainable Future.





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Foreword

Dear Readers,

Let us get straight to the point: Sustainability has arrived at NPorts. And it's here to stay. This third Sustainability Report of our company showcases developments, insights, and decisions that clearly move our project into the spotlight: We are the ports for a sustainable future on the coast of Niedersachsen.

The multiple crises that have posed an ever-increasing challenge for us as a society during the past years have really put a spotlight on the crucial role that our ports play when it comes to a sustainable development of prosperity and safety, not only in the region, but in the country at large. Our 15 port locations make us an important hub for Germany's energy supply. Our powerful seaports make up the logistical backbone for Europe. This is where we are designing the energy transition and ensuring supply security in a meaningful way for our country.

Aside from the apparent topics like LNG and supply chains, our sustainability strategy has enabled us to take a more comprehensive and holistic look at things for the past six years. And this is what makes us successful in all four fields of action: Climate & Air, Employees & Safety, Nature & Resources, Customers & Region. And it has propelled us forward by a clear margin. The name of our strategy is **hafen+** and we are feverishly working on all levels that all of the ports of NPorts epitomize this demonstrable 'plus' by being a reliable stakeholder of sustainable development. For people, for the environment, and for economic strength.

Therefore, the reduction of our energy consumption and emissions with the help of new technologies and smart digital solutions is our declared goal, which we are pursuing through numerous efficiency measures. Since our first energy monitoring in 2014, we have been able to conserve 20% energy. Nowadays, our electricity needs are met at a rate of almost 100% by renewable sources, and the lighting within our ports has been converted at a rate of 39% to Energy-efficient LED systems. By the year 2025, we intend to make that number 100%. In this report,

we will address additional measures and the current state of our efforts to lower the emissions that result from our infrastructure work and the construction measures that go along with it.

It is becoming increasingly clear that time is of the essence in order to meet the Paris climate target. To reach this target, we have decided to proceed with even more ambition and to consistently focus our measures onto our corporate goal: "Climate Neutrality by 2035". Within this context, we are going to take a closer look at materiality and impact. The realignment our fields of action will result in sustainability being firmly anchored in our corporate strategy and becoming an impact-oriented guiding principle in any of NPorts' areas of activity.

Today, we are brainstorming and engaging in concrete collaborations with others so that we can tackle the

challenges that the future has in store for us, and, ideally, we would like to be able to actively control them too. This includes exciting flagship projects, where we can improve our knowledge about climate protection and biodiversity in maritime spaces and develop concrete solutions, often in an international joint effort with other institutes. For all of our ambitious dealings, the central factor remains to be the people, who make up what we are, and who accompany us along our journey. And this is the reason, why we feel an obligation to provide to all of our co-workers at our locations an attractive, safe, and healthy work environment. This will ensure that a great team of motivated, male and female facilitators will have our backs, while we are tackling the great tasks of Germany's Sustainable Transition.

You too are cordially invited to support us along the way!



Holger Banik

Executive Board
Spokesman

*Niedersachsen Ports
GmbH & Co. KG*

Olaf Lies

Chairman of the
Supervisory Board
Minister

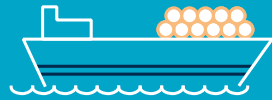
*Niedersächsisches Ministerium
für Wirtschaft, Verkehr, Bauen
und Digitalisierung
(Lower Saxony Ministry of
Economic Affairs, Transport,
Construction and Digitization)*

Volker Weiß

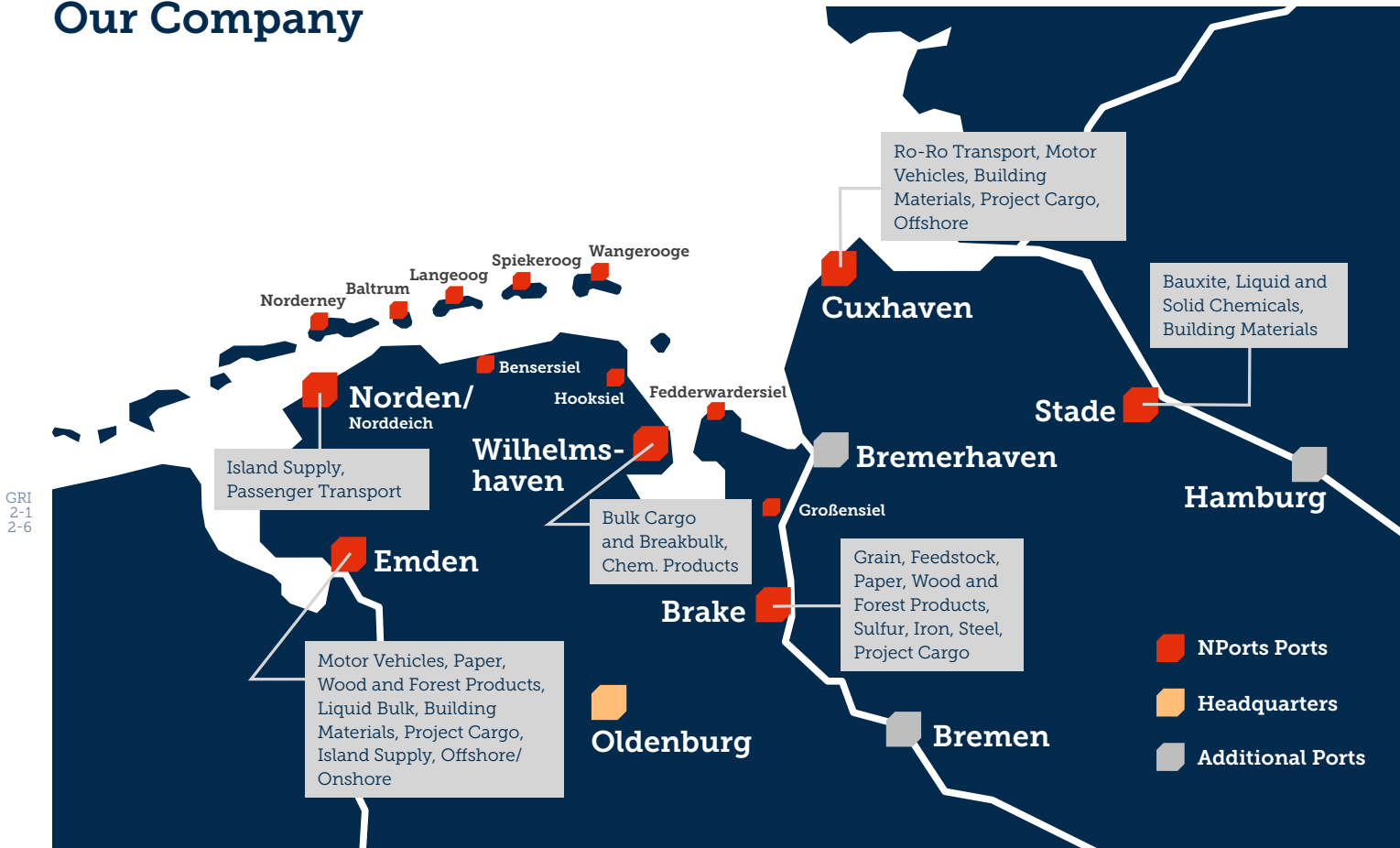
Technical
Director

*Niedersachsen Ports
GmbH & Co. KG*

Our Loaded Strategy



Our Company



Cargo Handling Focus of the Ports of NPorts

GRI 2-1, 2-6 Niedersachsen Ports GmbH & Co. KG (abbreviated: NPorts) is a port infrastructure company. As a 100% affiliate of the State of Niedersachsen, we provide the port infrastructure (such as quay facilities, sluices & sea locks, road and rail grids, lighting facilities) for maritime shipping and logistics in 15 port sites in Niedersachsen. We are the operators of the infrastructure in five large seaports, seven island supply ports, and three regional ports with different focuses. The company was founded in 2005 and has its corporate headquarter in Oldenburg.

GRI 2-1 Our port locations, comprising a total area of 2,700 hectares, make us one of the largest operators of public seaport infrastructure in Germany. With their daily efforts, 682 employees create the right conditions to achieve a cargo handling figure of some 25 million metric tons and in excess of 7 million transported passengers.

We are an important part of the maritime value-added chain. In a joint effort with our partners in the transport, logistics, commerce and industry sectors, we are forging the future of our ports and developing diversified and innovative solutions to create sustainable logistics.

Niedersachsen Ports Facts & Figures

Employees	629 + 53 Apprentices
Balance Sheet Total 2021	753.9 MM €
Balance Sheet Total 2020	781.8 MM €
Port Area¹	2,700 ha
Rail Grid	80.8 km
Quay Wall Length (With Cargo Handling Option)	26 km
Cargo Handling 2021	24,7 million t (thereof 21.2 t in sea transport)
Cargo Handling 2020	24,7 million t (thereof 21.3 t in sea transport)
Cargo Handling 2021	7,0 million passenger transports
Cargo Handling 2020	6,4 million passenger transports

All Numbers as of 12/31/2021

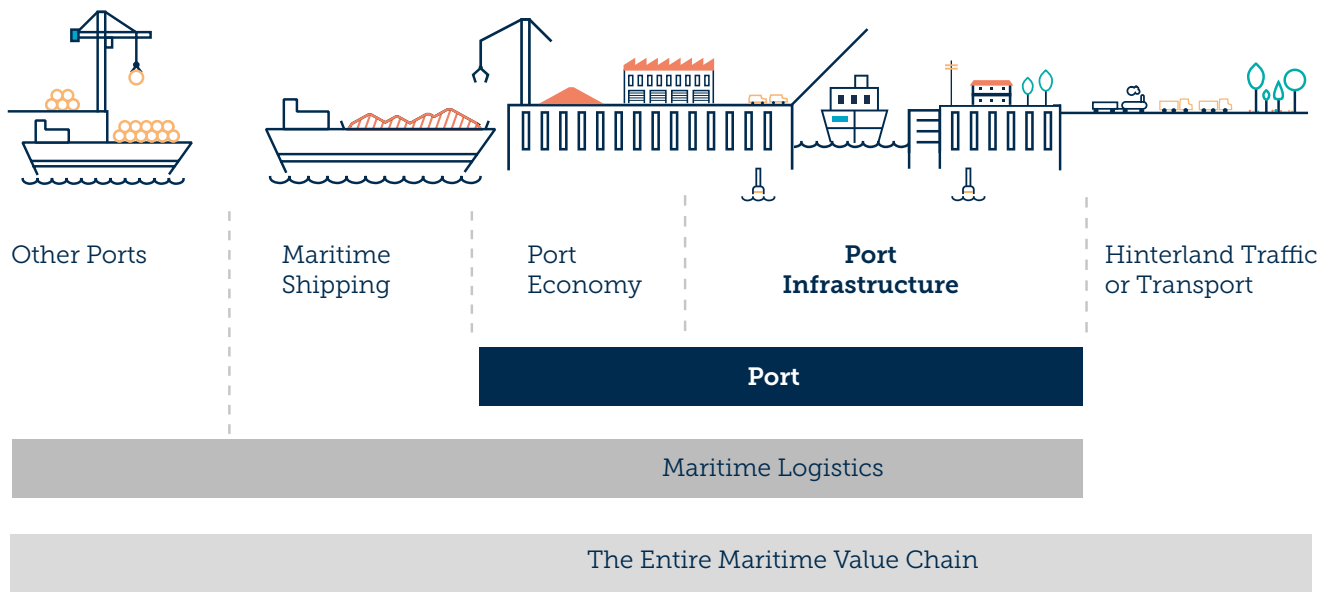
¹ Land Area plus Water Area (without compensation areas)

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Our Value Chain

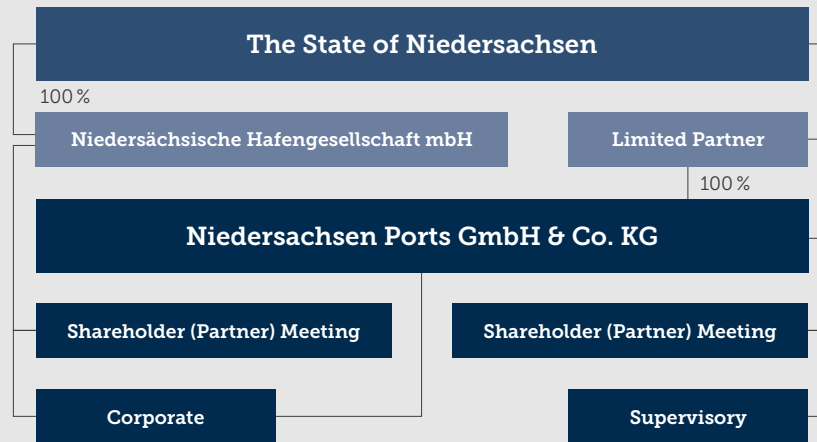
GRI 2-6 NPorts' tasks include the operation of the port infrastructure, planning, development and maintenance of the port facilities and surface areas, and the marketing of the commercial and industrial real estate in the ports. We settle companies here with an affinity to the port, ensure a streamlined traffic control, the safety in the ports and provide numerous other services. We supply electricity and water to ships, ensure the proper disposal of ships' wastes, provide the mooring of ships at port and provide storage areas.

The large Seaports of Brake, Cuxhaven, Emden, and Wilhelmshaven are controlled by our branch offices on site. Some of the branch offices are responsible for additional ports. Cuxhaven manages the Seaport of Stade; the branch Norden controls the seven island supply ports. Brake is responsible for the Regional Ports of Fedderwardersiel and Großensiel; Wilhelmshaven tends to the Port of Hooksiel.



The Port Infrastructure Within the Maritime Value Chain

The Structure of Niedersachsen Ports



Our Corporate Structure/Governance

Owner of NPorts is the State of Niedersachsen, both as limited partner, and as sole shareholder of the general partner GmbH. Shareholder (partner) meeting and supervisory board constitute the bodies of NPorts. The shareholder meeting is staffed and provided by the Ministry of Finance of Niedersachsen.

Our Supervisory Board, the highest control body, is made up of male and female representatives of the Niedersachsen Ministry of Economic Affairs, Transport, Construction and Digitization, the Ministry of Finance, the Ministry for Environment, one female university professor, and one employee representative. Currently, there are no additional committees, advisory boards and delineations of individual areas.

The ministries provide the competencies as they pertain to NPorts. In this scenario, the Ministry of Economic Affairs gets to be the Chair, since they are the competent ministry for us. And one of the supervisory committee's members is a female Professor for Transport and Port Management, who, as a representative of research, brings the commensurate subject-matter expertise to the table.

The supervisory board seats are staffed by the Government of the State of Niedersachsen. Tenure of office is five years. The committee convenes at least four times a year. In

case of particularly urgent or complex occasions, special supervisory board meetings can be convened (please see composition in the appendix).

The Shareholder Agreement and the By-Laws regulate the quorum and the protocol, and/or, which of the business transactions require the supervisory board's approval. The Shareholder Agreement stipulates that transactions of special importance must be reported to the supervisory board. In urgent cases, any concern may also be directly brought to the shareholder's attention.

Depending on the occasion, we will inform the supervisory board about topics and projects that relate to sustainability. This also includes crucial concerns of our stakeholders that we will bring up during supervisory board meetings.

The supervisory board's compensation is determined by the State of Niedersachsen. The supervisory board members receive a quarterly lumpsum and a fee for each meeting. There are no additional incentives, such as bonuses.

Our Strategy: The Way We Act Today and Tomorrow

Especially since the beginning of the Ukraine war, the role that ports play for a secure and future-proof energy supply in Germany has become particularly clear.

NPorts' ports have become unique hubs for Germany's Energy Transition. Because conducting business sustainably requires sustainable and independent energy production. Our approach: Designing the Energy Transition. Ensuring Supply Security.

GRI 2-6 And, without ports, you can hardly imagine such an energy production. Some commensurate examples are the construction of the import infrastructure for energy sources, such as liquefied natural gas (LNG) and green gases; the local generation of renewable energies (photovoltaics, wind power, hydrogen production from electrolysis, and alternative fuels); and also making the offshore expansion possible by extending our berths.

As an important stakeholder and trend setter, we are counting on the power of the dialog to make our impact felt beyond the confines of our own company. We participated in drafting the outlook paper "The Port of Niedersachsen 2025". In close collaboration with the Ministry of Economic Affairs, Transport, Construction, and Digitization and other stakeholders, we contribute to the strategic mid-term alignment of the Seaports of Niedersachsen and set important accents for the port politics of Niedersachsen. Beyond that, our suggestions also contribute to the creation of the [National Port Strategy](#) of the Federal Ministry for Digital and Transport.

In order to keep pace with the times, we will increasingly integrate sustainability into our corporate culture and corporate strategy. On the one hand, we redeveloped our corporate strategy in early 2022 and explicitly included the topic "Sustainable Action" as a field of action. In this context, we want to reduce our impact on the environment and the climate, and, among other things, we have set ourselves the ambitious goal of "Climate Neutrality by 2035". It was our own ambition, rather than political stipulations, that made us continue our leading role in pursuing sustainable business practices. On the other hand, we will work hard on future-relevant topics, such as alternative building materials and sustainable procurement, but also biodiversity and conservation of resources.

In addition to the various challenges that we are facing, there are also the ever-increasing demands from different stakeholders, such as politics, customers, and employees regarding sustainable action. On the one hand, this means strategic further development. And on the other hand, there is increasing pressure for transparency.

Therefore, we are planning to lift our sustainability performance to a whole new level during the coming reporting period: We intend to deal with and tackle the new regulations as early as possible. This primarily concerns the Corporate Sustainability Reporting Directive (CSRD) that features a novel transparency obligation for large corporations like NPorts.

For us this means that in 2023, we will address this directive and align our sustainability strategy and our sustainability program accordingly. Furthermore, we want to continue to strengthen the close connection between sustainability and corporate strategies and integrate them into each other in the long term.

Our Mission Statement

Sustainable thinking and acting is engrained in our business activities and is an integral part of our corporate culture. This awareness is at the heart of our corporate mission statement 'Port Pamphlet' that we developed in 2016.

Our employees can access the Port Pamphlet via our intranet, which we hand out to all new hires.

Since we are a part of the maritime logistics chain, we take responsibility for our actions and keep the social and environmental effects in mind that arise from the operation, the development, and the marketing of our port infrastructure. Three core principles are meaningful to us:

1. Regional Responsibility

Our Ports. Your Future. Together with our customers, we keep making our ports more and more productive and align them to be 'future-proof'. Through the cooperation with our partners, we significantly contribute to the development of the coastal region of Niedersachsen.

2. Sustainable (added) Values

We are creating added value for a sustainable and future-relevant port economy. Our activities can stand up to the tough scrutiny of our customers and reflect our appreciation of mankind and environment.

3. Motivating Work Environment

We are a strong community. The cooperation in our company is built on mutual trust and respect. We provide for a motivating work environment.

Our superordinate objective shows us the way towards sustainable action: "Niedersachsen Ports is a future-relevant and responsible port company."

Sustainability Organization at NPorts

Our corporate-wide sustainability management bundles all relevant activities. At the apex of the sustainability organization is the corporate management. The operative responsibility lies with the central and staff department managements and with each branch management. The Staff Department for Strategic Corporate Development controls the strategic implementation and serves as interface for any questions and issues around this topic. The Sustainability Commissioners in the individual branches support the work on site. The staff division Communication and Public Relations coordinates the entire process in its internal and external effectiveness.

At NPorts, sustainability - even with our supervisory board - has gained a palpably higher significance across all levels. During regular management reviews, and in discussions with the individual branches, we evaluate the individual sustainability goals, and in particular, their meeting such goal and the pertinent measures. The Sustainability Team and management convene on a monthly basis to exchange the status of progresses made, and to make decisions (see table attached)

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Our Sustainability Strategy

The first time we developed our Sustainability Strategy hafen+ was in 2017. We perceive it as a value-added strategy, i.e., a strategy with many stories and faces that we propel in all of our 15 port locations.

The strategy that will be updated in 2023 encompasses four areas, in which we can and want to make a contribution to the sustainable development (see Image p. 12). In each area, we had set ourselves long-term strategic and operational goals. The goals are continuously implemented with the help of suitable measures and their success is measured by an indicator system, so that tracking the goals is transparent and comprehensible.

Operational Goals of the Sustainability Strategy by 2015

Climate & Air

We make a proactive contribution towards climate protection and towards cleaner air.

Operational Goals:

- + Compared to 2017, the direct **greenhouse emissions** will be reduced by another 25%.
- The **exterior lighting** for surface areas operated by NPorts will be completely swapped out (100%) and replaced with **LED technology**.
- + The number of **ships' calls** that receive an environmental rebate from us will climb to 500 each year.
- The number of passenger cars fueled by **alternative fuels** will have increased - compared to 2018 - to 50%.

Nature & Resources

We are managing our ports responsibly and we are using our resources in a smart and sparing way.

Operational Goals:

- + Four **environmental projects** will have been implemented.³
- + NPort will have a certified **environmental system** (PERS) in place.
- The **separation rate** for our waste will have increased.

hafen+

Operational Goals:

- + Compared to 2018, the average number of hours for **advanced training and continuing education** will have increase by 10%.¹
- + The **accident rate** remains below the average for comparable industries.²
- We will be able to maintain the certification »**Job and Family**«.

Employees & Safety

We further the expertise development of our employees and to provide an attractive and safe work environment.

Operational Goals:

- + Compared to 2018, the **total handling tonnage** will have increased by 10%.
- Compared to 2018, **customer satisfaction** will have increased to 75%.⁴

Customers & The Region

We expand our ports in a customer-oriented manner and we create the awareness for the added values within the region.

1 We also intend to continuously monitor the quality of the advanced training and continuing education we provide.

2 Comparable industries are the construction industry and the freight and transport industry.

3 The environmental projects we are implementing are projects that exceed the statutory requirements.

4 According to customer survey.

In 2019, we started integrating the sustainability strategy into the corporate strategy. In our understanding, the crucial sustainability goals are corporate goals. With our continued development of our corporate strategy, we have gone one step further. Case in point: acting sustainably is defined as a strategic field of action. For the mid to long term, we are pursuing a stronger connection so that we can make in a multi-dimensional way and based upon various criteria.

The integration will result in sustainability gaining more radiance at NPorts. We believe that the adjustment of the sustainability strategy will give us a stronger focus on the essential things, and it will provide crucial leverage to design the transformation in a more effective way. The unified goals will give us guidance, even when the seas get rough from time to time. In order to achieve this, it is crucial to expand reporting and the sector-transcending collaboration of the commensurate business and commercial areas.

In addition, in the reporting period 2020/2021, we have conquered a number of milestones that deserve to be highlighted:

- › In the **Field of Action Climate & Air**: By the end of the reporting period, the degree of corporate-wide lighting with LEDs had reached 39%.
- NP-25 › In the **Field of Action Employees and Safety**: At the end of the reporting period 2021, we had implemented our HR development concept that we developed in 2016.
- › In the **Field of Action Nature & Resources**: Once again, our management system aced the certification pursuant to PERS. And we intend to build on that.
- › In the **Field of Action Customers & Region**: With the completion of the road bridge across the rail track facilities along Berliner Straße in 2020, we have created a no-intersection access to the Port of Brake (this was a € 7 million investment for NPorts)

Interest Groups and Stakeholder Dialog

Our business model makes us the hub between the land and the sea and the interface for many stakeholders. Within an internal workshop we were able to identify and prioritize them. Among our most important stakeholders are our employees and our management staff, our customers and (business) partners, politics (namely our shareholder), and the local community (see Table of Contents p. 45).

With our introduction of the NPorts app, we were able to reach a new level of stakeholder communication. With this app, any customer or interested party can gain insight into the activities in all of our locations at a glance. With this, we ensure the sensible integration of our interest groups while increasing the visibility of our ports at the same time.

Some time ago, we put the things that we consider a matter of course into words, so that we could share them with everyone. Since then, our Mission Statement has become the guideline of our actions. Beyond that, we have agreed on those values with our Covenant for Cooperation and Leadership that serve as basis and orientation for our **Fellow Employees**. Nine principles explain, what makes us at NPorts a team, and what we can count on among each other. The Covenant was instrumentally developed by the workgroup 'Unternehmenskultur' (Corporate Culture), together with a broad circle of corporate leaders. It is the basis for a new leadership understanding at NPorts: Not only have responsibility, reliability, and development become desired traits of our leaders since then, but they make up the entire team spirit at NPorts. This makes the Mission Statement and the Covenant important cornerstones of our sustainable corporate culture.

We are in a state of constant and direct exchange with our **Customers**: Through surveys, we can utilize customer demands and perspectives for the future continued development of the ports. And the results find their way into our planning for the future.

We promote our innovative power within the context of various **Collaboration Projects** with the science and business communities. By means of coordination and organization of the projects, we are in constant exchange with a variety of regional and international participants.

Material Report Topics

Material topics are topics, that we can influence within the course of our core business, and with their help, we can therefore apply a maximum possible leverage along the entire value chain.

The current sustainability strategy was developed based on the first Materiality (Relevance) Analysis. We have determined the material topics through a multi-step process. In the spirit of a 360-degree view of our company, we have involved our most important interest groups: Employees just as much as customers, politics, administration, as well as maritime and environmental associations. We discussed the 21 identified topics internally, prioritized, and condensed them into seven material topics and another seven additional topics of importance that are reflected in the four strategic.

In the coming reporting period and in line with the increasing regulatory demands on reporting pursuant to the Corporate Sustainability Reporting Directive (CSRD), we will perform a new Materiality Analysis. We intend to prepare the Materiality Analysis in accordance with the European Sustainability Reporting Standards (ESRS) and use it as a basis for fine-tuning our sustainability strategy, as well as for the sustainability reporting pursuant to CSRD, which will be mandatory for us, come 2026.

Climate & Air

We make a proactive contribution towards climate protection and towards cleaner air.

Key Topics:

Energy

Climate Protection, and Air Pollutants (direct and indirect CO₂-Emissions)

Air Pollutants (NOX)

Nature & Resources

We are managing our ports responsibly and we are using our resources in a smart and sparing way.

Key Topics:

Sustainable management of ecosystems (prevention principle and compensation areas)

Waste (own and imported waste)

Water

Employees & Safety

We further the expertise development of our employees and to provide an attractive and safe work environment.

Key Topics:

Employee Development (Qualification and Training)

Occupational Safety and Health Protection

Reconcilability of Job and Family (Work/Life Balance)

Equality and Equal Treatment

Employee Management and Employee Dialog

Customers & The Region

We expand our ports in a customer-oriented manner and we create the awareness for the added values within the region.

Key Topics:

Economic Performance and Customer Satisfaction

Anti-Corruption and Compliance

Regional Responsibility (employment effects, procurement)

Global Objectives as a Benchmark

The sustainability strategy of the State of Niedersachsen is oriented along 17 goals for a sustainable development of the United Nations (Sustainable Development Goals or SDGs). For us, as an affiliate of the State of Niedersachsen, reaching those goals does play an important role.

And, of course, our Sustainability Strategy is guided by the 17 SDGs. That's why we have aligned the SDGs systematically on a global, federal, and state level with our Sustainability Strategy. For us, the 17 goals are an important frame of reference, and we live by it, even in our everyday life.



SUSTAINABLE DEVELOPMENT GOALS

SDGs

At the core of the Agenda 2030 are the 17 goals for sustainable development (Sustainable Development Goals, SDGs). They consider the Three Pillars of Sustainability – Social, Environmental, and Economic – at equal shares. The idea: All countries in this world - developing and emerging countries, as well as industrialized countries - must make a contribution towards a sustainable development. But also corporations, communities, and citizens are encouraged to do their part.

(Source: German Federal Ministry for Economic Cooperation and Development)

The 17 SDGs of the United Nations

	End poverty in all its forms everywhere
	End hunger, achieve food security and improved nutrition and promote sustainable agriculture
	Ensure healthy lives and promote well-being for all at all ages
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
	Achieve gender equality and empower all women and girls
	Ensure availability and sustainable management of water and sanitation for all
	Ensure access to affordable, reliable, sustainable and modern energy for all
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
	Reduce inequality within and among countries
	Make cities and human settlements inclusive, safe, resilient and sustainable
	Ensure sustainable consumption and production patterns
	Take urgent action to combat climate change and its impacts
	Conserve and sustainably use the oceans, seas and marine resources for sustainable development
	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
	Strengthen the means of implementation and revitalize the global partnership for sustainable development

Good Climate

Climate change and the adjustment to its consequences pose one of the biggest challenges for us. As an energy-intensive company, we wish to make an essential contribution towards climate protection. We therefore increasingly support the utilization of renewable energies for the maintenance and the expansion of the ports. We are always striving to seek out energy-saving and lower-emission alternatives to keep our footprint as low as possible. What's good for the climate is good for our company.

GRI 3-3
302-4 We actively apply measures for the protection of the climate. Our business model closely associates energy, greenhouse gas emissions, and air pollutants. In 2017 we decided to reduce our emissions by 2025 by 25% and to significantly lower our energy consumption, for instance, by switching the entire outdoor lighting to 100% LEDs. On the other hand, we have contributed to the climate protection through increased utilization of alternative fuels. During the reporting period, we have already accelerated these projects quite a bit.

For the future, we intend to set ourselves even more ambitious goals. In doing so, we want to position ourselves as a trend setter for the energy transition, in a twofold way: As a company, we have set ourselves the goal "Climate Neutrality by 2035" (within scopes 1 and 2). To make this happen, we are creating a road map in 2023/2024 (the so-called Transformation Concept): The other way that we are doing this, is by being a supporter of the energy supply security and of the energy transition. Our ports are crucial hubs for sustainable energy sources of the future, and for providing the suitable heavy-load capable port infrastructure for the installation and expansion of offshore wind turbines in the North Sea.

And now that we find ourselves in this crisis situation, we are substantiating our trend setter role anew: We are the first German port to have made the import of LNG possible. To achieve this, we constructed the first LNG jetty in November of 2022 so that the stationary floating facility there, the so-called FSRU² Terminal, could go operational in December of 2022. In December of 2023, we will commission another LNG jetty in Stade-Bützfleth, which will be available as a berth for an additional FSRU. Starting in 2027, the FSRU terminal is slated to be replaced by a larger, land-based terminal. This land-based terminal will be able to handle larger amounts of liquefied gas.

2 FSRU stands for Floating Storage and Regasification Unit. It is a tank storage ship that can take on the natural gas from the LNG vessels and prepare it for feeding it into the German natural gas grid.

This way, with the help of the floating unit, up to 5 billion m³ of gas can be transferred each year. And the land-based units will have an annual throughput capacity of up to 13 billion m³ of gas.

Energy

In order for us to reach our goal of "Climate Neutrality by 2035, we are developing a transformation concept in 2023/2024 for its implementation. It contains a road map with concrete measures for the coming years and it is forward-looking in terms of the innovations that the future will bring. To optimally derive the commensurate goals and measures, we are planning the introduction of a new energy management software in 2023. With it, we will capture our consumption and emissions even more systematically, more automated, and in a safer manner.

Energy Management

The superordinate topic 'energy' was placed with our staff department 'Strategic Corporate Development'. The operational responsibility is in the hands of each individual branch. During frequent meetings, pertinent topics and projects are discussed and measures are decided. The round table 'Energy Efficiency' offers a platform for all employees working on the topic. The coordination of the strategic and operational goals, measures, and parameters for the topics energy and climate protection is overseen by the Sustainability Management within the scope of the Sustainability Strategy.

In 2019, we performed an energy audit pursuant to DIN EN 16247-1 once again. On this basis, we were able to create an energy monitoring system. We have been using it since 2016 to capture any energy-relevant data. The database is the controlling instrument of our energy policy and it simultaneously serves as the base for the energy audit. Aside from the utilized energy sources, the system relates the pertinent energy consumptions to the facilities, buildings, and systems. Through the monitoring,

GRI 3-3

GRI 302-1

we were able to identify the large energy drivers and to derive commensurate measures. The next energy audit will be performed in 2023.

In general, there are four factors that are crucial for our energy consumption:

- › **Cargo Handling:** The handling quantity and the material and work deployment needed for it are influencing our energy consumption, for instance through the deployment of equipment and systems.
- › **System Technology and Control:** Technical innovations in the existing system technology and for the system control are improving the energy efficiency.
- › **Behavior:** Our employees are operating equipment and systems that use a lot of energy. Training, education, instructions, etc. can contribute to a more efficient utilization.
- › **Environmental Conditions:** On the one hand, the weather dictates the operation of heating systems in our warehouses, workshops, and buildings. On the other hand, the number of storm events, for instance, influences the dredge activities necessary for maintaining the proper water depths.

Energy Consumption

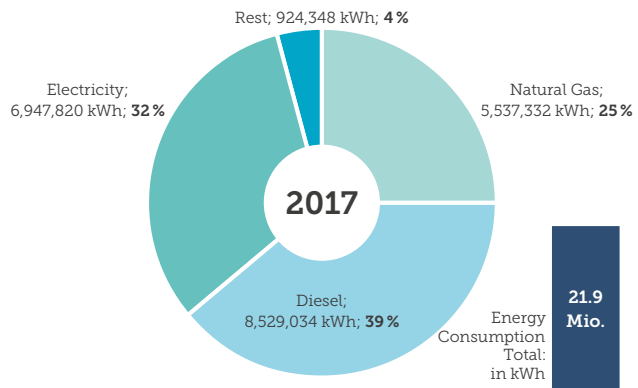
Electricity, natural gas, and diesel make up slightly more than 95% of our energy consumption. To make the deployment more environmentally and climate friendly even for these energy sources, we optimize the utilization of traditional energy sources, and, wherever possible, replace them through climate friendly and energy saving alternatives.

GRI 302-4 Here, one of the ongoing activities lies in the modernization and/or retrofitting of our buildings, for instance by utilizing more energy-efficient heating systems and the replacement of windows and attic insulations. We also improve our land and water vehicle fleet using sustainability aspects through energy-efficient propulsion systems or alternative fuels. One important measure that immediately pays a dividend towards our Sustainability Strategy: The gradual streamlining of the port lighting by deploying smart LED systems.

GRI 302-1 302-4 All told, we were able to reduce our energy consumption since the first energy monitoring in 2014 by 20%. Compared to 2017, we were able to save 15%. We have achieved this great success with a plentitude of energy efficiency measures, such as the optimization of processes, the increase of efficiency of our heating systems, of the vehicle fleet, or the lighting system.

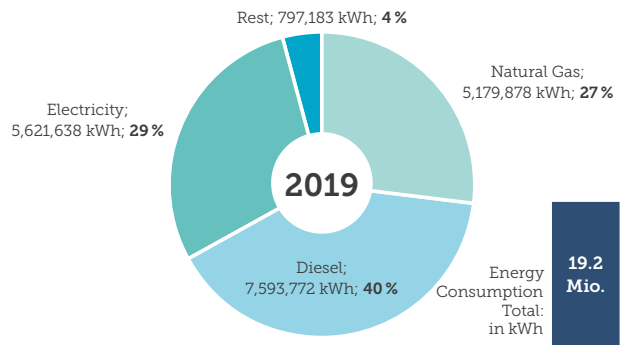
In 2021, we were able to decrease our electricity consumption compared to 2017 by 22%; and our gasoline consumption

Energy Consumption (by fuel) in kWh in Per Cent of the Total Consumption: 21,938,534 kWh

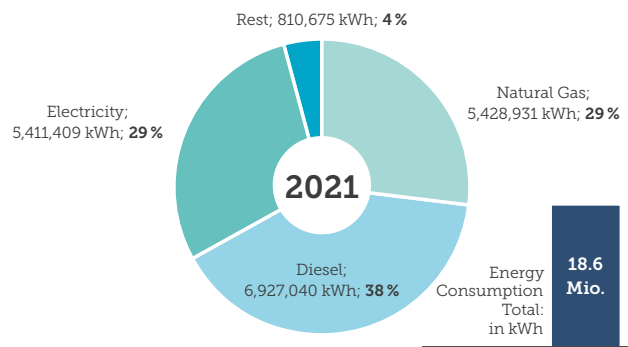


The Energy Data For 2017 Were Retroactively Adjusted.

Energy Consumption (by fuel) in kWh in Per Cent of the Total Consumption: 19,192,471 kWh



Energy Consumption (by fuel) in kWh in Per Cent of the Total Consumption: 18,578,055 kWh



tion by 64%. At the same time, however, the liquefied gas portion in 2021 increased by 50% when compared to 2020. In comparison to 2017, our natural gas consumption has decreased by 2%, and compared to 2020, it increased by 14%. On the one hand, this increase can be traced back to weather conditions, since the winter of 2021 was comparably cold. On the other hand, this can be explained by renovation work and construction sites in 2021 that resulted in an increased consumption of natural gas. All the other energy values in 2021 were reduced. (See table in the TOC on page 49).

We should note that: When it comes to energy consumption, we have already made good progress, but our immediate influence on it has its limits. Some of the reasons are founded in technical particularities stemming from our business model. Increased dredging, for instance, is directly related to an increased consumption of ships' diesel. Since dredging is dependent on natural environmental impact, the natural sediment dynamics of the North Sea can clearly influence the annual energy consumption. In addition, detrimental weather conditions may yet again drive up the consumption of natural gas within the coming years.

GRI 302-3 Another parameter is the energy intensity. It puts energy consumption in relation to business figures, such as the cargo handling volume. The energy consumption amounts to 0.75 kWh for each metric ton of handled cargo (2021), or 0.77 kWh/t for 2020, respectively. In 2019, this figure was 0.64. The difference can be explained by the fact that the amount of handled cargo decreased much more than the energy consumption, due to the Covid pandemic. Which again shows that the energy consumption relates only indirectly to the handled amount of cargo.

Energy Intensity kWh Energy per Metric t of Handled Cargo

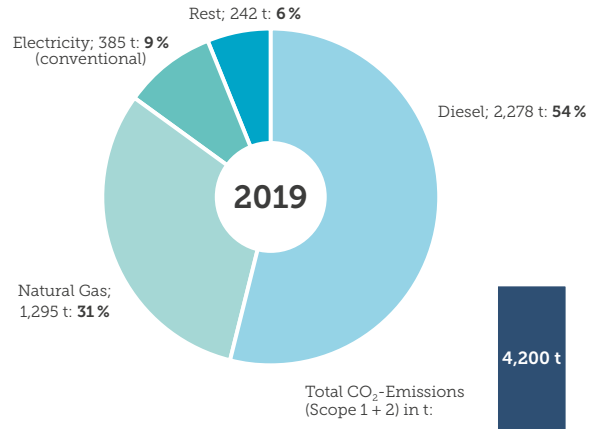


Climate Protection and Air Pollutants

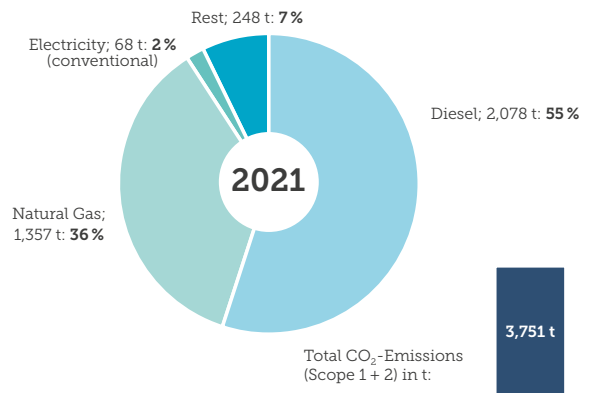
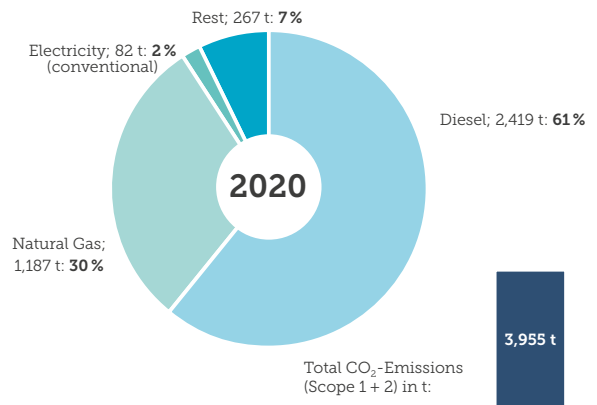
Maritime shipping - when you compare it by each ton kilometer - produces significantly less CO₂ than transport on land. Still, the exhaust fumes from ship's engines impair the environment, since ships traveling outside the SECA and ECA area are largely operated with heavy fuel oil. It contains significantly more sulfur oxides and other pollutants (such as heavy metals, nitric oxides, etc.) than you will find in fuels used in land transport. While maritime shipping produces 3% of the CO₂ emissions globally, 13% of all air pollutants are attributed to it.

The air emissions in the port come from various sources: from the port operators, the maritime shipping industry (such as ship owners and ship operators), and from other companies within the port. Some of the emissions that occur in the port we have only minimal influence, such as emissions from external ships or from the hinterland traffic.

CO₂ Emissions (CO₂ Equivalents) of NPorts



The Energy Data For 2017 Were Retroactively Adjusted.



In the future, we intend to largely reduce emissions that are directly influenceable by us. As mentioned earlier, we have set an ambitious goal for ourselves: Climate Neutrality by 2035. We must partition this goal into smaller steps and set some intermediate goals for ourselves. This is, what we intend to achieve in 2023/2024. As always, we will apply our standards in line with the scopes of the Greenhouse Gas Protocol (GHG protocol). In doing so, we put an emphasis on direct (Scope 1) and indirect GHG emissions (Scope 2). The indirect Emissions in the

GRI 5-3, 305-1, 305-2, 305-5
 upstream and downstream value chain (Scope 3) will not be captured at first (See image p. 18) Within the current Sustainability Strategy, we have formulated our express goal to reduce our emissions by 2025 (compared to 2017) by 25%. Even as early as 2019, we were able to reach almost half of that goal with a reduction of 11%. In 2021, we were able to achieve a reduction of 21%. Switching largely over to eco power (eco electricity), the increased use of liquefied gas, resulting in less use of diesel fuel, have certainly played a major role in this (see image below).

GRI 305-4
 There has also been a positive development for the ratio between GHG emissions and the number of employees. While we had recorded 12 tons in CO₂ equivalents for each employee in 2014, in 2017, this number was only 7 metric tons. In 2021, we were able to record a new low with only 5.5 tons. This shows that just within the previous reporting period, the intensity of GHG emissions decreased by 21%.

Direct Emissions

In order to lower our direct emission - climate gases and air pollutants, among others - we generally pursue two approaches: (1) Improvement of the energy efficiency, and (2) Promotion of renewable energies in the port.

Vehicle Fleet

	Total Number	Diesel/ Gasoline	Alternative Fuel Vehicles (Net. Gas, Hybrid + e-Cars)		Thereof e-Vehicles	
2019	96	73	23	24%	14	15%
2020	85	64	21	25%	15	18%
2021	95	69	26	27%	20	21%

GRI 302-4 Energy Efficiency

One way to increase the energy efficiency is the gradual change-over to an **eco-friendly vehicle fleet**. In 2021, 21% of our fleet consisted of e-vehicles.

A step-by-step expansion is in the planning. In addition to this conversion, streamlining of our facilities and systems, as well as the purchase of eco-friendly IT devices for our administration, the lighting in the port plays a significant role as a source of energy and emissions. It accounts for roughly one fifth of our electricity consumption.

The above-described **Roundtable "Energy Efficiency"** also double as a branch-transcending group of experts for port lighting. These experts consist of female and male colleagues, whose main tasks are the maintenance of the electrical systems (lighting, sluices, communication technology, bridges, transformers, etc.), and the conversion of the port lighting to LED technologies. Experts from all port locations meet at regular intervals to discuss the gradual implementation of this project. LED light sources feature a significantly longer life span than the high-pressure sodium vapor lamps you typically find in a port setting, and they consume less energy. They are also easier to dispose of, since they operate without the need for detrimental substances such as mercury or lead.

At the time of drafting this report, the Roundtable had developed a guideline for **eco-friendly lighting**. This guideline does not only aim at GHG and energy savings. It also elaborates on how the impact of light pollution on insects and maritime creatures may be reduced.

We are intent on taking advantage of the savings potential compared to conventional lighting (up to 70%). In this regard, we were able to make a big step forward during the reporting period: There is an implementation plan in place in every branch office, delineating concrete measures and figures in order to reach the 100% LED goal by 2025. While in 2020 the LED portion of the overall lighting (LED ratio) was still only at 22%, we were able to reach portion of some 39% in 2021.

To sensitize and train in particular our junior staff for this topic, we are participating in the Germany-wide initiative "Energy Scouts". Within this context, the chambers of commerce and industry are organizing further education for apprentices and relay knowledge regarding topics like energy efficiency, energy transition, and conservation of resources. They develop and implement energy projects throughout the branches so that we can improve our energy efficiency. During the reporting period, we trained four new Energy Scouts. Since 2017, we have trained a total of 20 Energy Scouts.

Renewable Energies

To us, renewable energies are an important tweak mechanism for the permanent reduction of the CO₂ output from electricity consumption. In 2014, we started to switch over to eco power. In 2021, we received some 97% of our electric power from renewable sources.

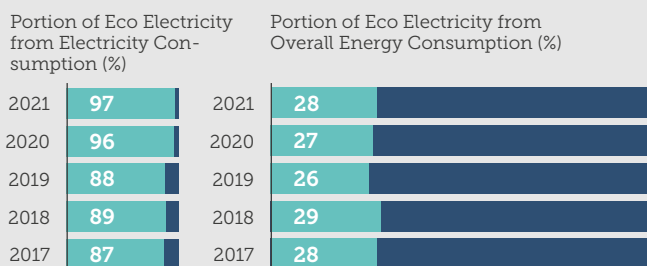
GRI 304-1

NP-25

GRI 404-2, NP-29

GRI 302-1, 305-2, NP-22

Utilization of Eco Electricity at NPorts



In 2021, slightly more than a quarter (28%) of our total energy consumption was attributable to renewable energies. We also focus on our own generation of solar energy through PV systems on our roofs. In December of 2018, our first PV system on the roofs of our workshops with a capacity of 100 kWp went online and onto the grid at the Port of Emden. At this point, there are additional systems in Norddeich and Norden in operation, and another one is being planned for Cuxhaven.

Electricity Generation by PV Systems at NPorts

		Unit	2021	2019
Emden	Electricity Generation	kWh	78,876	84,795
	Own Consumption	kWh	5,799	54,626
Norden	Electricity Generation	kWh	8,627	–
	Own Consumption	kWh	8,627	–
Norddeich	Electricity Generation	kWh	23,291	–
	Own Consumption	kWh	23,291	–
Total	Total Electricity Generation	kWh	110,794	84,795
	Thereof Own Consumption	kWh	83,717	54,626

With the help of the PV systems, we supply our own properties in the port with eco-friendly solar power. In 2021 we were able to generate 110,794 kWh of electricity with our PV systems, 83,717 kWh of which we used for own consumption. If you assume an electricity price of €0.22, this would mean a savings of €18,418 (2021) and €11,503 (2020), respectively.

In addition, we have been taking advantage of geothermal energy at our site in Emden for years now, and we are determined to utilize the energy source in new buildings at a much higher rate in the future. An example of additional goals and ideas to increase the portion of renewable energies are small wind power plants.

Air Pollutants

The utilization of fuels (particular ships' diesel) is connected to the contribution of air pollutants, among other things. The emissions from fuels, in particular nitric oxides (NOx) and of fine particulates (fine particle dust) are a particular challenge for the efforts to keep the air clean. We intend to also reduce these emissions with the help of alternative fuels.

In 2019, we tested the deployment of alternative fuels, and we have already been able to put them to use in places. For instance, we were able to convert the water injection device on our dredger in Cuxhaven, as well as part of our fleet vehicles from diesel fuel to GtL (Gas-to-Liquid). Our Emden fleet will gradually be converted to GtL. GtL is a liquid fuel derived from natural gas, instead of oil. It is less of a water pollutant compared to conventional diesel fuel and it reduces the fine particulates emissions by 30 to 50%; nitrogen oxide emissions are reduced by 25% in comparison. Another example is the possibility for fuel bunkering for ships in the first LNG fueling in Emden, using the Ship2Ship process, where one ship transfers LNG to another ship. In the Ports of Emden and Cuxhaven, ferry boats have already been fueled with LNG in a truck-to-ship scenario since 2015. In another project, we are testing the possibility to utilize methanol as fuel on one of our dredging vessels.

Indirect Emissions

Enticements for Environmentally-Friendly Navigation

In order to improve the ecological balance sheet of commercial shipping, new approaches towards the protection of the climate and the preservation of cleanliness of the oceans are required. We are pursuing two approaches to create incentives for more eco-friendly shipping.

For one thing, as a member of the World Port Climate Initiative (WPCI), we have been granting a so-called ESI (Environmental Ship Index) Rebate for certified ships since 2014. The ESI Certificate is issued by the WPCI. The index informs about the environmental performance of ships in

NP-23

Annual Number of Ships' Calls Receiving an ESI Rebate

2021	2020	2019	2018	2017	2016
120	213	198	90	99	67

terms of their avoidance to produce air-polluting emissions (NO_x and SO_x), as well as CO₂. We use the index as a basis for granting vessels rebates on harbor dues, thereby promoting sustainability in maritime shipping. In 2020, we have granted this ESI rebate to 213 ships, in 2021, this number was 120. The background of this decrease was the increase of the minimum numbers of points to be reached to be eligible for the rebate, due to tighter environmental stipulations.

GRI
305-5

Shore Power

Once a ship is in port, it can significantly reduce harmful emissions by feeding shore power into the board grid for the length of its stay. On the quay and on board, electrical connectors and transformers must be installed, which will provide power with the voltages and frequencies required throughout the ship's grid. Unlike barges, leisure crafts, and smaller ocean-going vessels, there are currently only very few freight vessels in Europe that are equipped to receive shore power in our ports. Those smaller crafts have already been supplied with shore power for many years. Small water crafts and official vehicles are able to take on shore power via the existing 340 shore power dispensing units. For the long term, we are planning to expand the offering and performance, particularly in places, where there is a demand from larger ships with electric power. In Cuxhaven, we have already built a 630-kW shore power facility for larger freight vessels.

At the time of the drafting of this report, we completed a modernization project for shore power facilities in the Osthafen of Norddeich. With this, we are pursuing two things: (1) Ensuring a reliable electric power supply for the berth occupants, and (2) The upgrade for tackling future challenges, such as the higher electricity consumption of ships.

In particular, the increased electricity consumption by ships with ancillary e-propulsion needs to be tackled. Shore power facilities are essential to mooring ships, since those vessels turn off their diesel engines at port, but their lighting, heating, and additional electricity-powered equipment must continue to be operated on board.

That is why in 2020, new supply lines were installed for the electric power posts. In the years that followed, two older power posts were replaced by new ones, and five other ones were modernized. In addition, all power posts were equipped with digital meters and feature remote reading so that the meter tallies and monthly reports can be captured digitally. The surge protection was also modernized.

Research Projects

In May of 2020, we completed the project "WASh2Emden – innovative and eco-friendly hydrogen applications in the Seaport of Emden". Within the context of this project, we examined the possibilities to store excess electric power in the shape of green hydrogen and make it available for many different applications within the port, which in turn would significantly reduce CO₂ emissions and air pollutants.

The result was that the overall potential is very great, but the frame conditions for the realization need to be adjusted. The wind turbines around the Port of Emden alone could theoretically power a quarter of the City of Emden for a year with green electricity, or provide 854 metric tons of green hydrogen for mobile applications within the port.

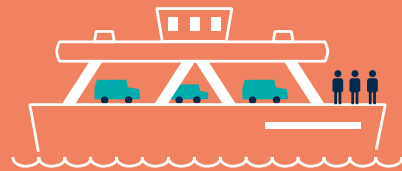
A hydrogen economy can be well implemented and, mid-term, it can be realized without any problems. Economically, and in consideration of the current frame conditions, the production of green hydrogen for the generation of conventional grid power, or even net-bound wind power makes only sense, if one could be exempted from the high contributions, for instance through very large energy consumptions.

In 2019, we conducted a comprehensive survey of the energy consumption for the entire Port of Emden in this context. The interesting and positive findings showed that we as port infrastructure operator NPorts, are only responsible for less than 1% of the CO₂ emissions in the Port of Emden. And here too, we are operating the entire port infrastructure, such as bridges, locks, the port pumping station, the lighting, and other facilities.

To continue to keep an eye on our energy consumptions and CO₂ emissions, we work within the project dashPORT with a smart software solution to visualize the energy consumer and consumptions. With the help of it, we can derive commensurate measures for the reduction of energy consumptions and costs, and of CO₂ emissions.

With the development of a prototype at the Port of Brake, dashPORT aims at realizing efficiency gains through the deployment of artificial intelligence and IoT applications. This is meant to optimally fine-tune the energy requirements of ports, thereby improving their ecological and economic balance sheet. In 2021, the project won 1st place in the MCN Cup of the Maritime Cluster of Northern Germany in the category "How Can We Make Ports and Maritime Logistics More Sustainable?".

GRI
305-5



**Powerful Cargo for
Our Team Spirit**

Safe Employment

To us, a sustainable HR policy, where people are front and center, is a prerequisite and a significant factor of our business success. We promote the long-term and sustainable development of our employees by equipping them with the necessary know-how and competences for the future. In order for us to attract and retain highly qualified personnel, we are positioning ourselves as an attractive employer that respects people, affords them a safe work environment, and promotes their health.

Our ports are active and alive around the clock, on 365 days a year. During the reporting period, some 682 employees were once again able to achieve this extraordinary performance for our customers. We make it our task to provide an environment in a constantly changing world that promotes motivation, inner drive, and self-responsibility. Especially during the past two years, a lot has happened in this regard.

HR Development

To us, HR development means a key to success: It is the philosophy, motor for change, and framework impetus for many different areas, such as reconcilability of job & family, training and continuing education, and the promotion of health and well-being. Central topics of our HR development are digitization, development of our expert staff and our management personnel, our cooperation and leadership, as well as the further development of our employer brand. Even at the time of the drafting of this report, a new agenda emerged that builds onto the first concept and is designed to harmonize continuity and agility in implementation.

Today's professional world is dynamic and change is normal. Digitization, increased requirements and customer demands raise new questions in need of answers. It is therefore our superordinate goal to enable our employees to keep up with the changes they face in a professional context: From new-hire to job familiarization to the continuing qualification, we are here to offer invaluable support. This is also true when it comes to the corporate-wide digitization and the rapidly changing work requirements due to the pandemic that make a collaboration of teams possible that work in a hybrid setting.

In 2016, we had passed the first personnel development concept, which we further developed in the following years, and implemented in 2022. With this concept,

we were able to create the bases even for fringe topics of personnel development on a corporate level. It encompasses the most important topics from the field of action Employees & Safety. As a result, we were able to significantly strengthen our employer brand and the HR communication, among other things, improve the onboarding and job familiarization of new employees so that they can grow faster into their responsibilities, and we also focused on well-prepared management staff. Now that the foundation has been created and at the time of the drafting of this report, we have agreed upon an agile, but also consistent continuation of the personnel development. Before the background of constant changes and in view of internal, but also external demands, we believe agility to be a necessity.

We report our progress on an annual basis to the supervisory board. As part of our communication with the corporate management, we report every two weeks on the status of projects and come to an agreement on the progress of the measures. During the monthly meetings of the different HR managements, we exchange ideas and fine-tune topics together with the executives during various rounds.

An important development in this context is our concept for the topic of Employer Branding that we conceptualized in a joint effort between the Communications and HR Departments in 2019. During the reporting period, aside from revamping our career page, we have further fortified our activities in the social media. In our company blog 'Hafenpost', we report about everyday life events at NPorts.

Development of Competencies and Further Education

To us, qualification is the key for the interdisciplinary abilities of our crew and therefore crucial to the competitiveness of NPorts. The specialized qualification promotes the development in the individual areas of work, such as Engineering & Technical, Port Office, etc. The interdisci-

plinary offerings cover a great variety of competencies for a successful cooperation.

To us, qualification has a twofold meaning: (1) Maintaining and further development of the required basic qualifications of all employees for the fulfillment of their daily tasks; (2) Recognition and strengthening of female and male employees with a great potential within the company, whom we would like to further develop.

GRI 404-2

Since the fall of 2018, we have had a comprehensive database for training and continuing education that is accessible to any of our coworkers via our social intranet, free of charge. All told, towards the end of 2021, you could find 207 offers in the database (92 interdisciplinary, and 115 specialized). If the suitable training cannot be found, our employee are encouraged to make suggestions.

The demand-driven determination of the right continued education is a fixed component of the performance review we conduct every two years. At that time, the further education requirements are determined. Eight to twelve weeks after the further continuation is completed, it is evaluated jointly by managers and employees. If warranted, additional measures will be identified to ensure that the desired quality can be achieved or maintained.

GRI 3-3 404-2

Currently, we are in the process of developing a qualification management tool. To accomplish this, we first defined the setpoint (target) qualifications for each function and harmonized corporate-wide. A systematic alignment with the individual actual qualification should then compute the commensurate need for additional training for each person. In 2022, capturing the setpoint qualifications was completed and transitioned into the chosen software. During the next step, in a largely homogeneous process, the actual qualifications were collected, uploaded into the software, and we established a reporting system. In the future, we are also planning on capturing the interdisciplinary qualifications.

GRI 404-1

The promotion of further education of all employees is a corporate goal. We evaluate the average number of hours for further and continued education as a control parameter on an ongoing basis. For 2020, this value was 20.8 hours in training and further education. In 2021, it was 11.21. Due to Covid, we registered a significant decline in further education hours. Especially in the commercial area, virtual continued education is not expedient and had to be postponed due to the prohibition of contact.

GRI 404-2

In addition, we have determined in our corporate goals two days of further development of interdisciplinary competencies per year as a target for our managerial

Average Number of Hours for Training and Continued Education*

	2021	2020
Total	11.21	20.81
Women	10.73	24.69
Men	10.48	19.79

* The figures for the continued education do not include the training hours, but do include the hours that our apprentices spend in continued education.

staff. The management staff development program "Fit for Leadership for Current Staff" is also focused upon this objective. With it, we want to promote the interdisciplinary competencies of existing and future managers. The program is set to start in the spring of 2023.

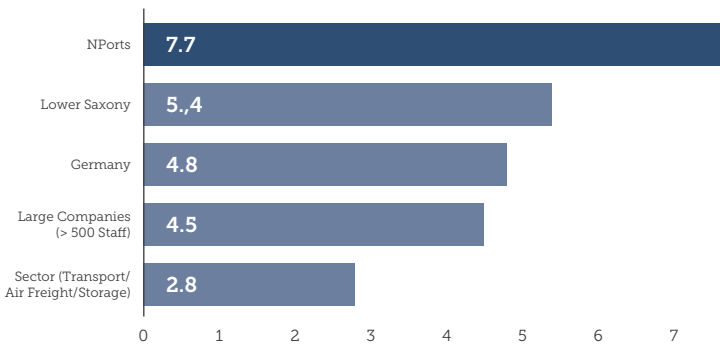
Apprenticeship and Internship

To us, the long-term cooperation with younger people is just as important as the cooperation with specialized and managerial staff. In each of the years 2020 and 2021, we were able to offer 54 and 53 young people an apprenticeship in nine different professions in our company. Therefore, we score far above the federal and state average with an apprenticeship ratio of 7.8 % (2021). We train more people than we can retain. Much to the benefit of the apprentices themselves and of other companies: Because in a rural, economically challenged region, a good start into your professional life is essential. That is why we will continue to invest in education, training, and apprenticeships as part of our social responsibility for a strong region.

Even though we cannot offer apprenticeships for the profession Industrial Mechanic any longer at our branch Brake, we are in the process of fine-tuning new apprenticeship/traineeship concepts and occupational profiles. We are also noticing a decline in applicant numbers. Therefore, the topics recruiting and employer attractiveness are material focuses of our future staff development.

Additional traineeship programs that we are proud of are the dual course of study in civil engineering that we started offering at our branch Cuxhaven, and our trainee program for male and female engineers.

Apprentice ratio 2020



Source: BIBB Report 2022 (the data are from 2020), https://www.bibb.de/dokumente/pdf/Internettabellen_Datenreport_2022_27072022.pdf

Occupational Safety and Health Protection

GRI 403-1 To us, safety and health of our employees are two important topics that we each control within the scope of our own respective responsibilities. We work in accordance with the statutory ordinances on occupational safety

and the accident prevention regulations. In addition, we have our occupational safety externally audited within the scope of our certification pursuant to DIN ISO 9001. This management system includes all employees: from management to the apprentices, and from the branch offices to our headquarters.

Occupational Safety

GRI 3-3 At NPorts, occupational safety is uniformly structured corporate-wide. Management has delegated the responsibility to the individual branch managements, and to HR management (for the headquarter), respectively. Our headquarter is also in charge of adjustments, when it comes to the organization of occupational safety. Within the scope of its responsibilities, the Workers' Council actively contributes to the design of the occupational safety. It scrutinizes risk assessments and operating instructions and suggests suggestions for the improvement of occupational safety.

We have assigned safety specialists and safety commissioners for all of our locations. They support and advise the Responsible parties on the employer side during the decision-making process for occupational safety. For large projects, we generally put a safety and occupational health coordination in place or we obligate our contractors do so.

Every year at each site, three ASA meetings (occupational safety committee meetings) take place, where the local topics of occupational safety are discussed and adjusted, and work-related accidents are analyzed. At the annual, joint and centralized ASA meeting, superordinate topics are discussed, new and transcending measures are determined, or existing ones are evaluated (see TOC)

GRI 403-4

Within the spirit of an all-encompassing occupational safety scheme, we create a risk assessment for each work place. For any risk or danger, we examine the necessary technical, organizational, or individual safety measures, and implement the identified measures. Regular on-site work place inspections supplement the risk assessments, which we continuously update. In order for us to uniformly list and represent them company-wide, we have introduced "Handlungshilfe 4.0", a database for any risk assessment. That is also, where we store the General Operating Instructions and training records. Parallel to this, we developed Dangerous Goods Operating Instructions. It can be accessed by everyone via the intranet.

GRI 403-2

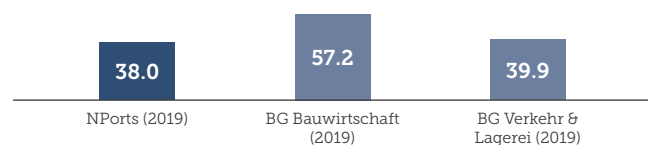
The results from the risk assessments and the reported work-related accidents get incorporated into the evaluation and improvement of the Management System for Occupational Safety. Our employees can report work-related hazards and dangerous situations to their superiors, safety commissioners, the specialists for occupational health and safety, or the Workers Council and have them discussed.

GRI 403-2

Then, the need for action is investigated so that potential measures for the prevention of accidents can be derived. In order to keep our employees sensitized and provide safe work places, we perform safety instructions and training for all employees. These are conducted based on the risk assessments of the work places at least once a year. As warranted by occasion, for instance due to the occurrence of an accident, we conduct additional training. Assigned personnel, e.g. for the storage and storage removal of dangerous goods, will receive initial and repeat training pursuant to the regulations.

GRI 403-5

Reportable Work Accidents in 1,000 Full-Time Workers



Source: Deutsche Gesetzliche Unfallversicherung (German Statutory Accident Insurance/ ~Workman's Comp), <https://publikationen.dguv.de/widgets/pdf/download/article/3893>

GRI
403-9
403-10

We capture our work-related accidents in a comprehensive statistic by category (See appendix). We take any work-related accident seriously, explore its root cause, and conduct - where necessary and depending on the occurrence - work place inspections and training, and deduce commensurate safety measures. It is our goal to maintain an above-average occupational safety record compared to the rest of our industry.

The injury rate equals the number of reportable work-related accidents for each 1,000 full-time employees. The number of reportable work-related accidents (for each 1,000 full-time employees) is 41.11 for 2021, and it has increased when compared to 2019 (38.0). There are many reasons for this and they cannot be related to special events or hazards. The 24 appointed stat officials are not part of the calculation, since they are employed by the state. In this context, we have no reportable work-related accident that was registered.

GRI
403-3

Preventative occupational medicine was unified by corporate-wide applicable regulations. Our preventative medicine cadaster determines the compulsory and voluntary preventative examinations by occupational groups. HR files the performed preventative exams in the personal management system.

GRI
403-3

We commissioned an external occupational health physician service that, in addition to preventative occupational exams, also offers consultation and support services for our employees. The assessments made by the occupational health physicians find their way into the risk assessments and, in case of health-related impairments, into the work place design for the employees. In addition, we have a number of first aid responders available that goes above and beyond the required minimum. We train them in the required intervals.

Occupational Health Management (OHM)

GRI
3-3
403-1
403-6

Healthy employees are the backbone of our business success. The corporate-wide Occupational Health Management (OHM) helps us to stay on a path to success and supplements the measures of the Occupational Safety and of the operational integration. It is our goal

GRI
403-4

to promote health, satisfaction, and cooperation, and also, to maintain our employees' performance level in the long run. For this, we have various offers for our employees. During the reporting period, we have put a special emphasis on the topic "Healthy Leadership", which we promote through compulsory training sessions. We are executing the OHM as a partner project with the

JadeWeserPort companies, which significantly increases the efficiency of the offered measures.

There are six employees from all sites represented at the "Arbeitskreis Gesundheit" (Work Group 'Health'), plus the Workers Council, the JadeWeserPort companies, and the partnering health insurance company that function as contacts. In addition, they recommend and conceptualize offers for good healthy behavior. They report on a quarterly basis to the directors and to the corporate executives about the current state of affairs.

In the BGM, we announce a guiding theme. The guiding them is determined based on the suggestion from the AK Gesundheit together with management. In 2020 and 2021k, we have looked deeper into the lead topic "Stress", with various online presentations, for instance for the topic of self-management and time management, and also with a compulsory event for management staff on the topic of 'Healthy Leadership'. The lead topic for 2021 was "Ergonomics at the Work Place" and it focuses on the commercial employees we had identified, and within this context, we started some training measures, which, due to Covid-19, prolonged until 2022. Due to the pandemic, we have published online offers for various topics, such as "Healthy Nutritional Eating at Work", "Healthy Sleep", etc. During Covid-19 times, we supplemented our corporate fitness offer with additional online opportunities.

The occupational integration management (BEM) and the associated labor agreement support employees with health impairments. It specifically aims to facilitate their professional integration after longer absences due to health issues (> 42 days). In this context it is our goal to discover operational causes for an illness and to devise strategies for the avoidance of such causes.

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Employment Relations and Employer's Welfare

As a responsible employer, we want to design our employment relations in a fair and attractive manner. No matter, if someone is a full-time or a part-time employee: That does not make a difference to us. Beyond the statutory old age insurance (~social security), there is a scheme under the collective labor agreement for a corporate, mostly employer-paid old age 'pension', analogous to the one that public servants receive.

The Works Constitution Act sets the prerequisites for the implementation of significant operational changes. The implementation is only compliant with the law, when the participation rights of the Employees' Representation are met. These can relate to a right of co-determination, or to negotiations about the reconciliation of interests in case of an operational transition (such as the sale of the crane operation).

Reconcilability of Job and Family (Work/Life Balance)

A family and phase-of-life-conscious HR policy is pivotal for the motivation, satisfaction, performance, and health of employees. Here at NPorts, we are proud ourselves of a corporate culture that emphasizes partnership, gives enough leeway for self-initiative, self-reliance, and trust, and that supports the reconcilability of job and family demands.

During the reporting period, we continuously strive to optimize work conditions and we have expanded our recent measures for the reconcilability of job and family. Examples for this are the provisioning of home office work places, and personal points of contact at each of our sites, that our employees can turn to.

Due to Covid-19, expanding the home office possibilities was a necessary measure for protection. This measure was crucial in propelling the acceptance and the involvement with teams working in a hybrid setting forward. Since 2021, we have expanded our home office regulation to all employees. Now, this offer can be taken advantage of, regardless of the individual need for assistance or care situation. Provided, however, that the workplace at home meets the requirements for occupational safety. Aside from that, and after consulting with their supervisor, employees may work one day a month from home. We have been systematically tracking the work at the home office for documentation purposes since 2021. In 2021, firm agreements were made in 32 cases. In addition, and independent from Covid-19-related home office rules, in

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96 cases work was performed in the home office setting during the second half of 2021.

Beyond that, we have been offering a 'mini time out' since 2021 within the scope of a part-time model. The total amount is maximum of four months. This means that initially, one works a full work schedule for two months at half the salary. The same number of months is then taken as comp time and is also paid as half the salary. This time can be combined with vacation time. In addition, we have been offering to buy up to five days of vacation per year since 2021.

We have been certified as a family-friendly employer since 2017, and we were re-certified in 2020 for an additional three year. Since then, we have implemented a plethora of measures within the context of the prescribed target agreements. In 2018, we developed the **Job and Family Portal** in our social intranet, which offers extensive information about parental leave, parental benefits, care for relatives, home office, working hours options, or even site-dependent child care offers. There are NPorts-specific data sheets and links towards further information pages that round off the offer. It is important to us that the employees are well-informed at any stage of their life and work situation, and that they feel supported. During the re-certification phase, we concentrated on the expansion of the home office rules, the mini time out, the additional vacation, and on the development of possibilities to better address agreement needs, also within the context of fixed working hours and shift work.

All employees at NPorts are eligible for parental leave, regardless of whether they are working full time or part time. In 2019, we developed a guideline for re-onboarding after a parental leave. It supports managers and HR departments in their quest to prepare for professional leave times as well as possible, to keep in touch with the parent, and to help make the re-entry as ideal as possible. In doing so, we are focusing on the individual needs of the parents and we try to reconcile them as well as possible with the professional requirements.

More and more, parental leave is also used by male employees: A welcome development that we love to support. During the reporting period, a total of 40 persons took advantage of parental leave, of which 22 were male.

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Promotion of Parental Leave (Number of Persons)

	2021	2020	2019
Total	24	16	15
Female	8	10	8
Male	16	6	7

The rate of return to employment is currently at 100%. It needs to be noted that this calculation cannot consider employees, whose parental leave extends beyond the end of 2022. Of the 16 employees that took advantage of parental leave in 2020, 10 have already returned after the time was up; five were women, and five were men. And again, in 2021, 18 persons came back from parental leave, 14 of which were men, and four were women.

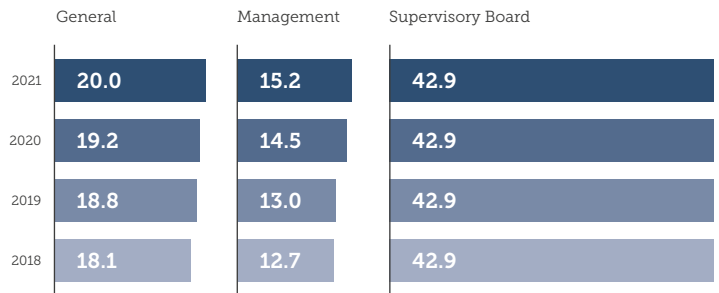
Equality and Equal Treatment

Here at NPorts, we pursue the goal of equality between women and men. We are voluntarily guided by the Niedersachsen Equality Act. In this context, we have assigned an Equality Commissioner, and she gets involved in all HR matters. The Equality Commissioner’s task and a summary of the results of the measures are published internally in an annual report. Aside from her blog and the annual women’s meetings, we have introduced a complaints body pursuant to the General Equal Treatment Act (AGG), and an anonymous, legally compliant whistleblower system that can also be used to report discrimination and sexual harassment (See chapter “Strong Region”).

According to our self-conception, the working conditions of women and men should make the reconcilability of job and family possible and should realize the professional equality. The promotion and adherence of these goals are followed by our equality commissioner. Voluntarily, and driven by our self-conception, we have determined target quotas and measures for the promotion of equality in the Equality Plan for the years 2019 through 2021. By the end of 2021, the women’s quota should be increased from 17% to 20%. The goal for management level was set at 15% from previously 12%. We are proud to say that we have reached these set goals. In 2021, the share of women of the overall number of employees increased from 19.2% (2020) to 20.0%. We were able to increase the women’s quota in managerial positions from 14.5% (2020) to 15.2%. Thereby, we reached our set objective.

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Women’s Quota at NPorts at Different Levels



Another Aspect of equal treatment can be found in the principle “The Same Pay for the Same Work”. Here by us, the Collective Labor Agreement for Public Servants of the States (TV-L) regulates the remuneration of 96.5% (2021) and 96.4 % (2020) of all employees. Due to the historically based different interpretation of the tariff stipulations of the labor agreement for the pay scale grouping in the individual branch offices, we are working on establishing a transcending pay scale grouping transparency across all locations. For four areas, we were already able to agree upon grouping matrices: (1) technical jobs, (2) nautical jobs and Port Office, (3) tasks in the area of real estate, and (4) management positions.

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In addition, we subscribe to the equal treatment of people, regardless of ethnic background, religion or fundamental beliefs, disability, age, or sexual identity. We back this up through our zero-tolerance policy towards any kind of discrimination and bullying. We instituted a neutral complaints body pursuant to the AGG, whose purpose is to investigate discrimination.

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8,5 % Schwerbehindertenquote

We welcome employees that come to us with health limitation or that suffer from health-related limitations during the course of their career. When it comes to selection decisions, merely expertise and personal qualifications count. By the end of 2021, we were employing 56 severely disabled persons. With a total of 13 women and 43 men, the quota of severely disabled employees was at 8.5% in 2021.

Leadership and Dialog

We have summarized and put in words our corporate culture in our "Agreement of Cooperation and Leadership". And in this respect, our management carries a special responsibility. During annual workshops for management staff, we focus on topics centering around culture, responsibility, and leadership. In order to prepare managers even better for their tasks, we are currently putting out a project for public procurement to (further) develop leadership staff (see chapter "Development of Competencies and Further Education", p. 23).

To us, as a decentralized company with six locations, controlled information and communications flows between different levels and locations are of the essence. As a complement to everyday communication and the work of committees, our social intranet, and the further developed NPorts App that was introduced in 2020, are two crucial pillars of the internal dialog. In addition, we conduct regular employee surveys, the last one was in early 2020. The participation rate was 56%. The result was an overall satisfaction index of 4.33 out of 6. Employees were particularly satisfied with their working hours and with their expectation regarding self-reliance, own responsibilities, and expert knowledge.

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Talks with the employees represent a special form of dialog. Within the scope of such employee talks, employees may voluntarily request every two years to receive feedback on their performance & objectives, their behavior, and on their career perspectives. On this occasion, they can also express any wishes and concerns they may have. Also at such time, new objectives as well as further education and compatibility needs are determined. We conduct such talks with our management staff on an annual basis. Beyond that, we involve employees in formal occupational health committees, in the health work group AK Gesundheit, the work group Corporate Culture (see appendix), and in work groups for digitization.

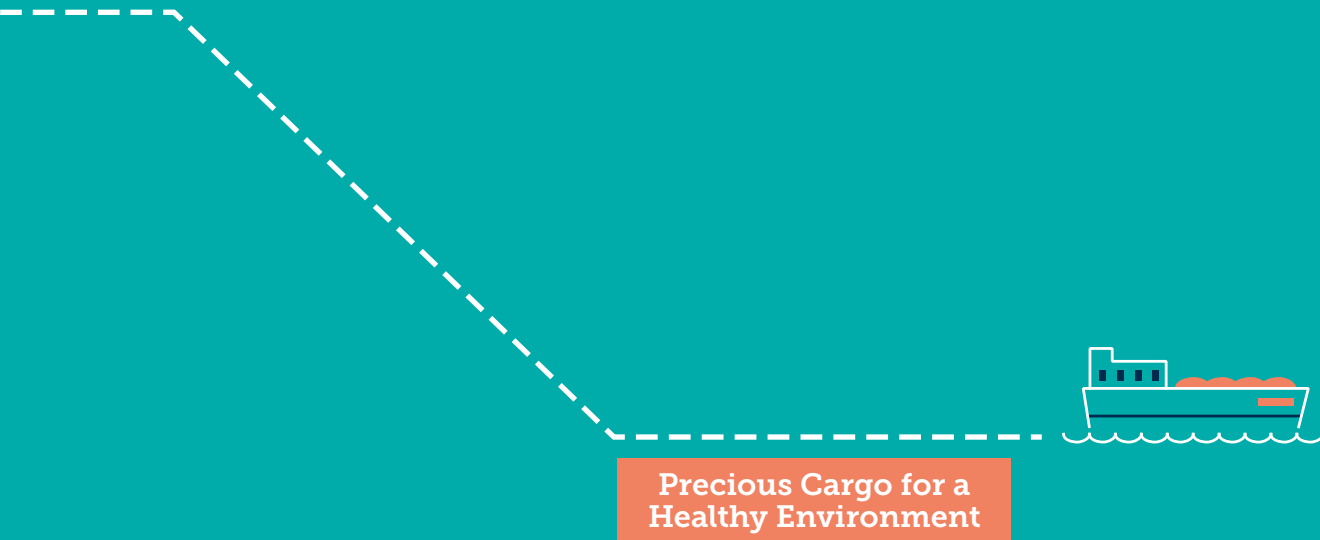
During the entire reporting period (2020/2021), 139 talks with management staff were conducted. The number of employee talks amounted to 318 for 2020 through 2021, compared to 438 in the previous period. It was largely impossible to conduct these talks in person due to the Covid-related prohibition of contact.

The below table will give you an overview of the talks held with personnel that are management staff themselves (annual talks) and with Employees that are not management staff themselves (talks every two years).

Portion of the Employees, Who Have Talks

	2021	2020	2019	2018	2017
Annually	91 %	70 %	69 %	86 %	75 %
Every 2 Years	58 % (Cycle 22/21)*	59 % (Cycle 19/20)		78 % (Cycle 17/18)	

* At the time of the publication of the Report End of Nov. 22



Healthy Environment

Due to the location of our ports as a link between sea and land, and due to its direct vicinity to protection-worthy areas, it is our special focus that our work is in harmony with nature and the environment. For this reason, the prevention principle is the basis for our actions. When we develop new port areas, we make up for our impact towards the environment through expansive compensation measures. This creates important eco systems and invaluable habitats for animals and plants in our region. We dedicate about a quarter of our entire area to the protection of nature.

By us, the control of environmentally relevant aspects of our business activities is with the staff department Strategic Corporate Development, and with the specialized departments at the individual port. In 2016, we adopted our Environmental Policy. The integration of the sustainability strategy into our corporate strategy firmly anchors our environmental policy into our corporate goals.

The strategy itself and the proposed measures are checked and fine-tuned during the year together with all of the branch managers and corporate management. In addition, and depending on demand, meetings on topic-related aspects are held multiple times a year with the responsible colleagues. During the reporting period, there were ten annual talks with the branch offices, 24 regular appointments with business management, and eight meetings with the sustainability commissioners. In addition, there are special meetings with both male and female external experts.

The work groups are organized by the staff department Strategic Corporate Development/Sustainability Management. The purpose of the meetings is the verification of implemented activities and the initiation of new ones, plus the continued verification of the measures' compliance with the law.

Environmental Management System

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The basis for our environmental activities is our Environmental Management System. This is guided by PERS (Port Environmental Review System), which is the international environmental management system for ports. PERS was derived from ISO 14001 and was developed by ports for ports. The standard requires the implementation and documentation of certain environmental requirements. After their extensive two-year review, the certificate is awarded by the environmental initiative EcoPorts of the European Seaports Organization (ESPO). In this context, points of scrutiny are, for instance, the compliance with statutory requirements, the mapping of ecological effects on different parts of the port, and the reduction of negative effects on the environment through the ports.

In 2016, we started to get our branch offices certified pursuant to PERS. Our goal: to unify the systematic in the individual branches, and to establish a joint management. And in 2019, we succeeded in doing so.

Responsible for the management system is the Staff Department Strategic for Corporate Development and the expert staff of each relevant area. Depending on the complexity of the tasks, we will also hire outside personnel when warranted. That way we make sure that the current standards are followed and that there is constant improvement.

Life-Cycle-Management

A comprehensive environmental management also encompasses the examination of the materials that we use for our buildings, and their durability/lifespan. We would like to put a stronger emphasis on this topic going forward, and within this context, we want to implement a life cycle management. With it, we intend to systematically explore, how the deployed materials can be kept within the system for the longest time possible, thus saving resources and avoiding a lot of emissions. For our buildings, for instance, we use concrete and steel. The production of one metric tons of concrete releases 0.06 tons of CO₂e; the production of one metric ton of steel even more, namely 2.4 tons of CO₂e. With the help of our life cycle management, we intend to explore the deployment of alternative resources and approaches to solutions for maintenance.

Even at this point, we are participating in different collaborative research projects, so that we can develop solutions. By utilizing the 3D hydro mapper, we are

developing a model for the automated assessment and prioritization of the status quo of the water edifices. The objective: To discover damages early on and initiate maintenance measures as needed and at an optimal point in time. Within the project Port_AI, and with the help of high-resolution, high-frequency, and comprehensive building data, we are producing 'digital twins', which form the basis for a smart infrastructure management. Only a consequent, digital management of the port infrastructure makes the frugal deployment of resources, a forward-looking maintenance, and an early and comprehensive detection and assessment of damages possible. Not only does this lead to cost savings. But the extension of life cycles of edifices and materials also generates significant energy and CO₂ savings.

Sustainable Management of Eco Systems

GRI 304-1 On a daily basis, we act as a hub between land and sea, and between the mainland and island world, in direct proximity to invaluable natural areas and to the Wadden Sea National Park. Therefore, to us, the responsible treatment of the eco systems comes naturally.

GRI 304-2 When building and operating infrastructure, we are always trying to keep the intrusion into nature as minimal as possible, or to completely avoid any such impact in the first place. Our approach is a mix between prevention and compensation. By following the prevention principle, we examine before each larger construction of maintenance measure the effects on nature and bio-diversity. We build in a demand-oriented manner and only things that are sensible for the business development of the customer and the region at large. In this context, we are paying attention to the utilization of gentle processes that will avoid noise pollution to the best extent possible.

GRI 304-3 NP-26 When we build new port facilities and need to develop new areas for that purpose, we compensate for this intrusion into nature through extensive compensation measures (so-called compensation areas). While complying with the statutory regulations, we often compensate more than the compensation measures required to offset the intrusion. When implementing such measures, we closely collaborate with environmental authorities and associations to find the best possible solutions and to include as many relevant factors as possible. This way, new eco habitats can develop for indigenous species of animals and plants on land plots that were previously subject to intense farming.

On all compensation areas, monitoring (with commensurate reporting) is performed by environmental engineering offices in regular intervals. They ensure the eco-compatible further development according to the determined compensational targets and the preservation of the created biotopes. From this, we derive preservation and maintenance measures that we then implement ourselves or with the help of partners. In 2021, the extent of our compensation areas had reached an area of 922 hectares, which is equal to more than a quarter of NPorts' total area. This means that a large portion of our surface areas is earmarked just for nature.

With our responsibility for nature and invaluable eco-systems, we go above and beyond the traditional compensation measures by actively getting involved in environmental projects. This active involvement is evident in many examples, where real added values for nature are created within the ports by applying creative solutions, thus making the port sites attractive and lively sites. For instance, we are giving our areas an ecological upgrade by providing nesting grounds and an ever-increasing number of flowering meadows to endangered animals and insects, so that they can make the port their home. A good example is an old bunker on the North Sea Island of Norderney that we have converted as a shelter for endangered bats. We also revamped side and center strips of roads on the island and converted them into flowering meadows to give insects an invaluable biotope for a long time to come. At the tidal drainage creek Baumrönne in Cuxhaven, we installed artificial double nests. House martins, barn swallows, and sparrow couples have adopted these nesting spots to rear their young.

One of our latest projects focuses on the conservation of the very endangered swifts. They nest at high altitude in crevasses under roof shingles or gaps in buildings. However, due to more rigorous restorations of buildings, their biotopes and nesting opportunities become more and more scarce. For this reason, we installed nesting boxes on our buildings in Oldenburg with the support from the environmental association NABU. Now we have to wait until May, when the swifts return to Germany from the Congo basin in Africa.

But we are not going to leave it at that. We also encourage our employees to install nesting opportunities on their private properties. To assist in this endeavor, we provided a guideline on how to install nesting spots at existing buildings, and how to directly integrate them when planning a new building. In addition, we are currently contemplating the development of a sustainable real estate management plan.

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We are also in constant contact with local environmental organizations, such as the Ökowerk ('Eco Works') in Emden, the organization NABU in Oldenburg and Brake, the WWF, BUND, plus the Dutch and Danish NGOs regarding Wadden Sea initiatives.

Water and Sediment Management

Our core business makes us as port infrastructure company responsible for maintaining the water areas in our ports. Going forward, we want to systematically approach the topic 'water' more vigorously. Initially, we intend to capture our own water consumption with the help of the new energy management software. Aside from the plain water consumption and the sinking of groundwater level in construction sites, for instance, we are intent on discussing approaches in the management of sediments and water management.

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And we have already implemented measures for the reduction of our impact on bodies of water at this point. For instance, through pinpoint dredging, we ensure a navigable target water depth. In order to safeguard the UNESCO World Natural Heritage Site Wadden Sea, we have developed a comprehensive Dredging Management Program for our island ports. It reduces the impact of our dredging on the sensitive Wadden Sea and simultaneously provides important data about its development and its current status. Aside from taking certain dredge spoil from the water (see table below), we also utilize additional processes, such as water injection (2,693 dredging hours in 2021), and re-circulation in Emden (4,614,144 m³ in 2021).

NP-24 Dredging Measures

	2021	2020	2019	2018	2017
Dredging Quantities By storage space volume (in m ³)	155,226	218,176	175,286	118,291	155,271
Dredging Quantities through re-circulation processes (in m ³)	4,614,144	3,780,116	2,827,516	3,089,251	2,348,234
Deployment Hours During Water Injection Measures	2,693	2,935	2,603	2,216	3,312

The increase in dredge quantities by storage space volume in 2020 can be explained by the increased sedimentation due to natural sediment dynamics.

Since 2020, the Ölhafen (Oil Port) and the Wendehafen ('Turn Around Port') in Emden have become part of our maintenance area. The same year, there was a test performed for tidal control to test different floodgate control settings at the flood barrage and to determine the impact of a flexible tidal control. In 2021, within the context of the project "DUAL Ports", disposal measures were performed at the Ölhafen. The project's objective was to de-carbonize regional ports and to reduce their environmental footprint. These measures in 2020 and 2021 resulted in increased dredge amounts due to the re-circulation process. Within the AMISIA project, we intend to design the dredging maintenance in a more productive and eco-friendly manner with the help of innovative technologies and automated systems.

To ensure that as few cargo residues are carried into the surrounding waters of the ports as possible, we clean the port areas intensely and permanently, for instance by using motorized sweeper trucks. In addition, we mechanically remove deposits from the drainage systems.

One good example for this is our Seabin. It gets deployed in suitable port basins and ensures that floating debris from the water's surface are routinely 'fished off'. We also participate in the Roundtable 'Ocean Waste' on a regular basis that is organized by Niedersachsen's Ministry of the Environment. This Roundtable is attended by various interest groups, such as NLWKN, water authorities, the Association of German Ship Owners, companies and representatives of the ports. Together, we develop waste avoidance strategies at this Roundtable and exchange ideas to get acquainted with different points of view and try to unify them.

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Waste Management

Our waste volume can be split into three categories: (1) Own wastes from port maintenance and administration, (2) Ships' wastes that are generated by ships in our port, and (3) Construction wastes originating from externally awarded construction contracts.

In 2017, we introduced a systematic waste management for our own wastes. It serves to facilitate eco-friendly disposal and is guided by the Europe-wide established waste key numbers. The operational responsibility is with the individual branch offices that determine and implement the individual measures. In 2019, we made

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the entire waste management uniform. This includes communication and process development for capturing and documenting the waste volume and containers.

The commensurate systematic and the key operating figures of our waste management were developed and implemented by a work group. We did this, so that we can streamline our waste separation systems and include them in our reporting, down to the individual branch. This includes, among other things, volume (quantity), source location creating the waste, and waste type (e.g. hazardous waste, commercial waste, metal, etc.) individual branches. A direct comparison of the waste management of the individual branches is almost impossible, due to the differing sizes and task areas of the ports.

Ships' wastes are managed by the Port Office department. Monitoring of international regulations for maritime traffic is the Port Authority's responsibility here. Proper separation, documentation,

Proper Disposal of Our Own Waste

The waste disposal in our ports is guided by the principles of the waste hierarchy: Avoidance, Recycling, Disposal. For the avoidance of waste, we have implemented various measures, such as preferring to choose products with less packaging when making purchases, or returning empty containers for oils to our suppliers.

The recycling and disposal of waste requires for them to be properly separated, which by and large we already do. For this, we have developed waste collection points and waste roadmaps for the employees. Here, we distinguish between the different categories, such as residual waste, scrap wood, mixed scrap metal, cable scrap, electric appliances, waste paper, supplies and substances containing oil, waste oils, hazardous waste, Green Dot items (clean and dry everyday recycling items), and construction rubble. We distinguish our main waste sources by these categories: waste containing dangerous goods, mixed waste, organic waste, construction waste, and other, non-mixed wastes.

Despite of all our avoidance and our reuse, we will continue to generate waste within the scope of our activities for maintenance and new construction measures. In 2021, NPorts' entire waste volume was 8,483 metric tons. The increase in the waste volume from the past years can be attributed to the larger construction measures of the branch offices. In the reporting years 2020 and 2019, at our headquarters in Oldenburg, we only generated such wastes that we were able to hand over to a community

disposal provider. Therefore, no waste and no separation rate were documented. The wastes from previous years can be traced back to retrofitting construction measures.

Volume of Garbage and Separation Rate by Branch

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in metric tons	2021	2020	2019	2018	Separation Rate 2021 (in %)
Brake	319	330	321	567	94.04
Cuxhaven	271	318	420	1,197	61.48
Emden	7,727	6,569	5,228	745	99.00
Norden	113	216	732	153	61.87
Wilhelmshaven	53	63	83	7	67.41
Oldenburg	0	0	0	1	0
Total NPorts	8,484	7,495	6,784	2,669	96.92

Our separation rate of 96.92% in 2021 is a bit lower than in 2019 (97.5%), but is still higher (by 13 per cent points) than in the base year 2018 (83.8%). Large projects often result in a high separation rate. Since there is no large-quantity disposal every year, the separation rate will differ slightly from year to year. However, in the construction yards, the waste quantities are consistent.

Ships' Waste

In addition to our own waste, we are trying to keep the environmental impact from ships' wastes as low as possible. That is why we have developed a Ships' Waste Management Plan for every site. Subject to NPorts' General Terms of Use, any incoming ship is required to pay a waste disposal lumpsum. While leveraging this fee, we have also created incentives for the proper and environmentally responsible disposal of ships' wastes in our port. The ships can receive a refund of the disposal costs of up to 70% for waste that is within the usual scope, in terms of type and quantity, if they turn over their wastes to be properly disposed of. This waste removal must be reported to the individual port and occurs under supervision of the authorities.

This chiefly concerns ships' wastes of two categories: Oil (MARPOL Annex I) and Ships' Garbage (MARPOL Annex V). The first is typically removed by a tanker truck or a barge and then transferred towards proper disposal. Ships'

waste pursuant to MARPOL Annex V is typically picked up from the ship by a container service.

Our Ships' Waste Management Plan regulates the reporting and disposal of the waste. Such plans are strictly monitored and renewed every two years. Through our consistent implementation of the Ships' Waste Management Plans, we are able to showcase our positive contribution for the protection of the seas (see overview).

Ships Waste in NPorts' Ports

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	MARPOL Annex I	MARPOL Annex V
2021	3,092.00 m ³	710.00 t
2020	2,085.10 m ³	983.20 t
2019	2,466.40 m ³	832.70 t
2018	2,603.80 m ³	726.60 t
2017	2,404.49 m ³	596.96 t
2016	2,677.71 m ³	588.79 t

Sustainable Procurement

As a regionally anchored player, we look at procurement as an important lever for our sustainable management. Whenever possible, we are supporting regional procurement that has an economic, environmental, and social impact.

Centralized Procurement (Purchasing) has been actively productive since 1/1/2022. It is in charge of the procurement of deliveries and services, such as work wear, technical devices (i.e., computers, monitors, small devices for the construction yards and workshops). The procurement of construction and freelance services is exempted from this. This is the responsibility of the specialized departments. The specialized departments send their purchasing requests to Procurement and Procurement ensures the availability of the goods.

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We acknowledge our need for action when it comes to sustainable procurement, but as a public sector principal, certain restrictions under public procurement law apply to us during the procurement process. But the laws and the subsequently adopted regulations thereto that can be applied in Niedersachsen below and also above the EU threshold values, afford us the possibility to consider

sustainability aspects in various phases of a procurement process. Also, there are Sustainability regulations already laid down by us that must be followed (compulsory) during procurement, e.g., in Niedersachsen's Waste Act (NAbfG) and within the scope of application of Niedersachsen's Directive on Fleet Motor Vehicles in the State's Administration.

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As a public sector principal, we are obligated to conduct public procurement procedures on a regular basis to obtain delivery, service and construction performances, which explains, why we cannot establish and develop a firm roster of suppliers. Put up for public procurement are services for the construction and operation of building facilities and services of any kind (such as maintenance services). For the construction of new buildings or complex technical facilities, for instance, we contract with suitable and high-performing industrial and expert construction companies, while applying economic aspects. Any materials are mostly sourced from wholesale companies, where we purchase material for the maintenance of the ports, but also things like office supplies.

Another challenge lies in the restrictions of the market. As an example, the market currently does not offer any dredgers that put out significantly lower emissions. Therefore, NPorts has initiated their own steps: Step-by-step, the fleet is being converted from diesel fuel to a liquefied fuel made from natural gas (Gas to Liquids), GtL). With this, we are reducing our emission output and pay it forward towards the superordinate goal of climate protection.

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On top of that, we have taken additional steps to delineate environmental criteria for the Procurement and to apply those to certain product groups. On the one hand, we are increasingly sourcing certain product groups based on environmental criteria within the scope of public procurement. This includes construction lumber FSC, paper FSC & PEFC, paints, cleaning agents, eco-power, electric appliances (w. Energy Star rating), etc. Going forward, we are striving to systematize and deepen these approaches and transition them into our public procurement criteria. On the other hand, we are guided by the criteria of the State of Niedersachsen when choosing suppliers. In this respect, we also consider criteria such as minimum wage, human rights, and anti-discrimination.

Precious Cargo for the
Strengthening of Our Region



Strong Region

Our ports strengthen the economic performance along the coast and contribute to the conservation of jobs within the region and to the creation of new ones. An important benchmark of the quality of our work is our customers’ satisfaction, for whom sustainability plays an ever-increasing role. To us, being competitive is only one part of the equation. We make our best effort to contribute to the strengthening of our region.

Ports are on the cutting edge between land- and sea-bound transport and therefore form an important link between industry and commerce. That makes us and our ports an important contributor for social well-being and the health of our country’s economy. Our core responsibility is to ensure that our customers can use our port facilities and areas 24/7.

Together with our customers, we contribute to the continued development of the coastal region. In unison with the services of the port economy, we - and our port infrastructure and our expertise - are turning our ports into high-quality logistics sites. We adjust to various needs and follow new trends that are in need of Attractive business solutions. Our activities create transparent added values for our business partners, and thus also for the region.

Business Performance

We are a 100% affiliate of the State of Niedersachsen and it is our task to operate and expand the port infrastructure with public funds. In contrast to private companies, our business performance must be categorized differently. Because we also fulfill public tasks and functions, for which we also receive subsidies from the State of Niedersachsen. Thus, our measures cannot merely be viewed from business point of view; they are much farther reaching. Through their direct and indirect effects, they strengthen the macro-economic developments and contribute to an economically strong region. The state of the economy, political developments, and even the weather, for instance, directly impact our results. But at the same time, our income from port usage fees flows back into the economy in the shape of salaries and wages, tax revenues, and as investments in the infrastructure, and often times it even flows directly back into the regions.

NPorts Creates Economic Added Value to the Coastal Regions of Niedersachsen.

	2021	2020	2019	2018
Number of Ships’ Calls (incl. Cargo Handling)	32,651	37,715	43,274	42,143
Total Cargo Handling (million t)	24.69	24.68	29.62	28.34
Passenger Transport (million)	7.03	6.38	9.87	9.67
Generated Value				
Revenue (million €)	62.86	61.05	64.40	62.41
Balance Sheet Total (million €)	754	782	791	793
Retained Economic Value (million €)*	63.71	62.15	65.89	64.25
Distributed Value				
Operating Costs (million €)**	48.50	52.67	45.12	44.66
Personnel Costs incl. Social Contributions (million €)	38.93	38.33	37.25	36.28
Payments to Investors (million €)***	0	0	0	0

*Consisting of Revenue plus Capitalized Own Svcs. (Total Performance); there were no distributions.

**Consisting of Material Costs and Other Operational Expenditures.

***Payments to Investors did not occur, since we do not make a profit. Instead, we receive grants from the shareholder, however, there are no foreign shareholders involved.

Customers and Customer Relations

Generally, merchandise finds the way of the best price to performance ratio. In the global competition and in view of increasing regulation (e.g., lower emission values for ships in the North Sea), and in view of the great societal challenges, customer satisfaction is key for our competitive success. Other factors that play a role here are the vicinity to the sales markets and the costs and the possibilities for the hinterland and regional transport. And even the sustainability topic is gaining more and more traction.

We have various customers. This includes, among other things, German and international ship owners, cargo handling, logistics and industrial companies, as well as service companies in the port areas. On the one hand, our customers are locally or regionally established compa-

nies. On the other hand, they are comprised of regional branches or factories of globally operating companies, such as Volkswagen in Emden, or Siemens in Cuxhaven.



We were not able to repeat the customer survey we conducted in 2018 and 2020/2021 due to the special effects of Covid-19. In 2018, two thirds of the customers were satisfied or extremely satisfied with our service. Even back then, the topics of “Sustainability” (15%) and “Innovations” (14%) were mentioned by our customers as important topics. We are convinced that this appreciation has further increased during the reporting period. We took this opportunity to tackle these topics even harder together with the customers in conjunction with various projects.

Therefore, we, together with the port handling company J. Müller, are trying to leverage technical know-how, in order to improve the energy efficiency at this cargo handling company and for the port infrastructure at large, so that we can reduce costs on both sides.

During the project “WAShEmden”, we investigated the potential for utilization of excess amounts of electricity from the wind turbines for the port economy.

The performance assessment from our customers, combined with the internal assessment of processes and improvements helps us develop goals and measures for our consistent improvement of quality. Therefore, the customer satisfaction is an investment in advancing our company together with our partners on a broad front.

Regional Responsibility

Regional Business Effects

The German port economy has always played a central role in international supply chains. Therefore, it has a significant impact on the job market and the macro-economic value creation. That has become clearer than ever, since the energy crisis broke out in early 2022. Apart from the purely economic and ecological aspects as hubs for the energy transition, ports, like NPorts', also have an obvious responsibility for the regional economy and thus a socio-political responsibility. Often, the socioeconomic impact is separated into direct (employment effects, taxes, and created value) and indirect (intermediate consumption and consumer spending) impacts (see chart on the next page).

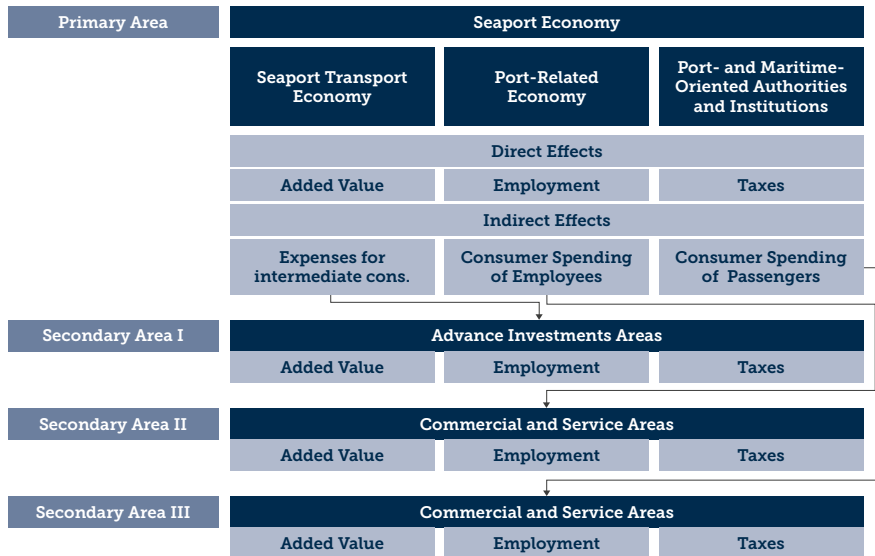
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Quality and Customer Satisfaction

To us, the satisfaction of our customers takes on a central role. In order to improve it, we have developed a corporate-wide Quality Management System (QMS). With it, we are striving to continually improve the internal processes and performances for our customers. Conformity of our QMS with DIN EN ISO 9001:2015 has continuously been certified since 2019. We also passed our external monitoring audits in 2020 and 2021 with flying colors, which highlights the successful alignment of the quality management to the leading international standard.

This way, we have identified and digitally captured 65 significant corporate processes and made them available to all employees. In addition, we continuously (re)view the processes on a branch-transcending level and adapt them as needed. 2021's significant risks are based on global Market developments due to the Covid-19 pandemic and due to massive increases in raw material and other prices.

In order for us to take into account the needs of our stakeholders, we have identified & compiled their requirements. Since that time, we have uncovered a lot of improvement potential through our internal quality audits and have integrated it into the planning of measures. Examples for this are the optimization of individual processes, documents, IT systems, or responsibilities. In this task, we are supported by trained internal auditors at every site.



Direct and Indirect Effects from the Seaport Economy on the Regional Economy

We had commissioned an expertise on the forward projection of the employment effects of the nine seaport sites in Niedersachsen calculated a number of 47,374 port-dependent employees in 2020 in these areas. In 2012, this figure was only 43,212. The increase of some 10% resulted in particular from the handling of more work-intensive goods and high-value goods within the ports, such as containers, automobiles, and wind energy systems.

An expanded examination that takes all of Niedersachsen into consideration, adds additional jobs within the logistics chain and the export industry that depend on the seaports of Niedersachsen, such as employees at export-dependent companies. Pursuant to this exami-

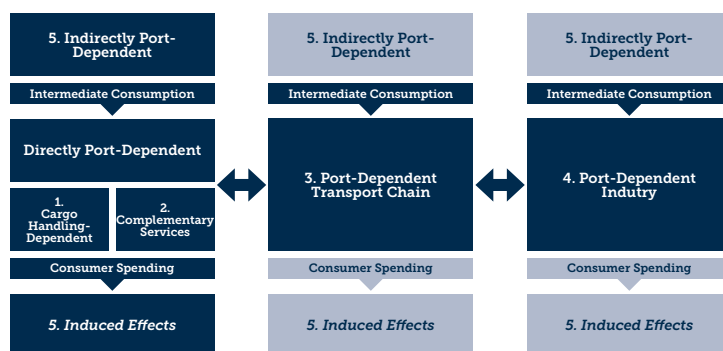
GRI 203-2 Employment Effects

In a relatively economically challenged area like our coastal region, the employment impacts of the port economy play a crucial role. Not only do they ensure the well-being of the people that live here, but - through the value chain - of the people in all of Germany (see graphic above). According to a 2017 study, the number of directly port-dependent employees was estimated to be 36,100 (1 and 2) Another 140,000 can be attributed to the port-dependent transport chain (3), and 1.35 million to the port-dependent industry (4). If you also take the so-called indirect and induced impacts (5) into account, we are talking about some 5.6 million employees nationwide that are working for the German ports and/or in the port-dependent industry.

nation, the figure for the entire State of Niedersachsen will increase to 71.428 port-dependent employees for 2020. They generated an added gross value of 4,736 million Euros and created a tax revenue of 594 million Euros for the state. For 2021, we anticipate an increase in the added gross value and tax revenues of 10%. In order to calculate the port-dependent tax revenue, we took into account (assessed) income tax, corporate tax, value added tax, and business tax (trade tax).

The increase in port-dependent employment confirmed the importance of the state's investments in the port infrastructure and the transport-related connections to these ports. It also showcases the role that Niedersachsen's ports play for securing Germany's energy supply and the Importance for society at large for the retention of jobs in the coastal region, but also in all of Niedersachsen.

The following graphic highlights the port-dependent employees of the six regions of our NPorts ports. Compared to 2015, the port-dependent employment rose by one fifth in the region Wilhelmshaven. Even Cuxhaven (19.6%) and Brake (9.3%) enjoyed relatively high growth rates. In the port region of Emden, the industries automobile, the import and export of raw materials, suppliers to the ship and port building industries, as well as the offshore wind energy sector were responsible for the significant



Varieties of Port-Dependent Employment

Source: ISL

Port-Dependent Employees Within the Port Regions

Port Regions for NPorts	Port-Dependent Employees (Number)		Increase 2015–2020 in %	Share for the Region (2020) in comparison to all of Lower Saxony in %
	2015	2020		
Brake	2,318	2,534	9.3	5.3
Cuxhaven	2,715	3,248	19.6	6.9
Emden	9,907	9,125	-7.9	19.3
Oldenburg	2,254	2,324	3.1	4.9
Stade	5,053	4,813	-4.7	10.2
Wilhelmshaven	6,274	7,629	21.6	16.1
Total Development NPorts Ports	28,521	29,673	4.0	62.6
Total Development in Nine Port Regions of Niedersachsen	45,344	47,374	4.5	100.0
Share of NPorts Ports in the Total Value of the Nine Port Regions of Niedersachsen	62.9 %	62.6 %	-0.3%	

With Reference to: Holocher, K. H.; Wengelowski, P. (2022): Gutachten zur Fortschreibung der Beschäftigungswirkungen der niedersächsischen Seehäfen. Im Auftrag der Niedersachsen Ports GmbH & Co KG. Bremen, p. 32.

decline. Despite a decline of almost 8%, Emden (when measured by the port-dependent employees) is still our largest port site, followed by Wilhelmshaven and Stade.

Overall, there was a moderate growth in jobs for all port regions of 4.5% between 2015 and 2020. NPorts' growth of 4% is comparable. With it, we took care of about two thirds of the port-dependent employees in Niedersachsen in 2020.

GRI 203-1 203-2 Infrastructure Investments

The indirect positive effects of our work relate to infrastructure projects that - in turn - benefit other participants and the community or region at large. To ensure a great expanded port infrastructure, we are investing in various projects and measures.

The restoration of the South Pier and the expansion to make room for a second berth for large ships (GSLP) in Brake will increase the performance potential and the competitiveness of the port and have a positive effect on the region. This way, larger ships with grain and feed stock can be processed. The completion of the port security in Brake, on the other hand, port-expansion areas are made usable for port activities. That means that even in this area we are increasing added value.

As a preservation measure, we are restoring the Niedersachsenbrücke jetty and cargo handling facility Umschlaganlage Voslapper Groden (UVGI in Wilhelmshaven). We are even planning the restoration and preservation of the Great Sea Lock in Emden. The implementation is slated to start in 2023 and construction will take seven years. In addition, we want to ensure the island supply for the Island of Norderney- To achieve this, we are retrofitting the South Mole (breakwater) in the Ferry Port of Norderney. The Helgoland Quay and the Wangeroog Quay in Wilhelmshaven were completely rebuilt. The projects resulted in the following infrastructure investments

Planned and Implemented Investments (in million €)

	Planned Total Investment	By 2021 Implemented Investment
Large Ship Berth South Pier (GSLP)	16.5	12.5
Completion of the Port Security	2.5	0.83
Restoration of the Niedersachsenbrücke jetty	10.0	10.2
Restoration of the Umschlaganlage Voslapper Groden (UVG)	10.7	6.2
New Construction Helgoland Quay and Wangeroog Quay	12.0	11.0
Renovation of the South Mole	8.0	0.5
Restoration of the Great Sea Lock	70.0 – 100.0	3.5
Total Investment	159.7*	44.7

* in consideration of the maximum investment for the restoration of the Great Sea Lock

The impact of such measures is clear: In terms of business progress, we are providing the ideal infrastructure that the market demands and that gives our business partners an upper hand when it comes to competitiveness. berths with a greater water depth will make the processing of larger ships possible. That, in turn, lowers the freight charges for each ton of cargo. And the added value for the environment: Less energy consumption and less CO₂ for each unit of transport. In addition, we provided the right prerequisites under port law, so that we can also fuel up LNG ships that are generally more eco-friendly, at the berth. With this we are paying it forwards towards our own climate goals and those that were set by politics.

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Anti-Corruption and Compliance

To us, acting in compliance with the policies and legal provisions is both, a commitment and a matter of course. Because, as a public infrastructure company of the State of Niedersachsen, we get a whole lot of attention. And it is our intention to do our self-conception justice and be perceived as a company that acts sustainably and with integrity, and to perpetually ensure a trustworthy collaboration with our stakeholders. Therefore, it is crucial to us to invest in preventative measures. Because our Compliance Management ensures legal conformity and compliance with important standards and standards of behavior.

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Not only NPorts is involved in the implementation of the Compliance Management, but also external participants such as customers and authorities. By us, the Compliance Management is an integral part of the Process and Quality Management System. Especially in the environmental arena, we are invested in a comprehensive cadaster of relevant legislature (cf. PERS reference). The additional monitoring measures encompass specialized magazine subscriptions and legal panoramas, they also include newsletters from the chambers of commerce and industry and gazettes from commensurate ministries, and attending expert meetings and training, and the consultation of external legal advice.

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Our employees have the opportunity to consult with various contacts about the implementation of our policies and practices. A few good examples are the management, immediate superiors, a specialized department, the workers' council, the representative(s) for the severely disabled, the contacts for combating corruption, or the equality and quality management commissioners. They can also obtain information from the complaints body pursuant to the General Equal Treatment Act (AGG) and the Whistleblower System.

It took a whole bunch of measures for us to ensure the currentness of the legal basics.

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Expert Presentations Regarding the Prevention of Corruption

Every year since 2014, we have offered expert presentations regarding the prevention of corruption with focus on various topics through our external person of trust. This includes, among other things, topics like Negative Impact of Corruption, Compliance & Consequences, Structures & Manifestations, Policies for the Prevention of Corruption, and the Whistleblower System.

The objective of these events is to give participants an overview of the effect mechanisms and the consequences of incidents of corruption, giving examples of celebrity case instances. In addition, valuable impulses are conveyed for self-critical reflection and thereby a stronger alignment of the preventative measures. With an annual audience of some 30 participants, the internal in-person training courses are well received and rated positively throughout.

E-Learning Compliance

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Beyond that, we have implemented another annually repeating e-Learning Compliance event. It picks up the contents of the aforementioned expert presentations and, via case studies, provides a knowledge assessment. For the roughly 300 employees in areas with increased corruption potential (cf. hereafter "Corruption Vulnerability Atlas"), participation is mandatory. Voluntary participation is being offered for all others. In 2021, some 50% (ca. 300) of our employees completed the e-Learning offer.

Corruption Vulnerability Atlas

In 2018, we created our Corruption Vulnerability Atlas. This atlas depicts the results of the Corruption Vulnerability Analyses of all departments, areas of business, and locations of NPorts. From an organizational chart, you can see the degree of potential corruption for any of the organizational units at a glance. With it, we want to sensitize especially those employees in an area with an increased potential for corruption and put a focus on the safe design of and compliance with the process workflow. There are five potential criteria for an increased vulnerability for corruption:

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- › Possibility of granting undue advantages ≥ 10.000 €/year
- › Regular invitation for offers
- › Possibility of manipulation of evaluations, test results, access to confident information
- › Concentration of competences: e.g., decision and execution
- › Frequent external contacts to persons that may experience advantages or disadvantages from the decisions of the employees

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Whistleblower System

Since July of 2019, we have also introduced a whistleblower system. The system gives everyone the opportunity to give our external person of trust anonymous tips regarding corruption or for a misconduct via the Internet. There is also the option to clarify general questions with the person of trust.

The whistleblower message is relayed to our independent external person of trust via an IT system (ISO 27001) that is certified in a privacy law compliant manner (EuroPriSe Seal). This person will verify the tips and counsel us on the further steps. If requested by the whistleblower(s), the person of trust will stay in touch. This is a low-threshold system and may be used by employees, but also - and without restriction - by external persons. The system can be accessed through our compliance page.

With this large step, we intend to decrease the risks of a criminal act and facilitate the resolution of such cases. With it, we can also uncover actual flaws and loopholes within the system and keep people from being tempted to commit such acts. It is primarily our intent to protect whistleblowers with this system. Even going forward, they should be able to trust in the system and feel, like they can question things, without imperiling or losing their position or their reputation within the company.

We see reported tips as an opportunity: They show us key instances in our company that we can first internally investigate here. This allows us to address and resolve these problems internally, without them getting pointed out to us from external pressure, for instance through the media, which could needlessly damage our reputation.

Through both the existing IT safety standards, and in consideration of the collaboration with the external person of trust, who is obligated to keep confidentiality, our whistleblower system offers a very high protection standard and thus exemplary complies with the protection demands of the EU Whistleblower Directive off 10/23/2019; Directive (EU) 2019/1937 for the provision of internal reporting channels.

Sensitization

In order to inform our employees about this, we have introduced the system via the intranet, in the expert presentations of the external person of trust, and through our e-Learning. We inform any of our business partners about the whistleblower system and our compliance pages as part of our automated e-mail signatures. Since the introduction of the system, we have not registered any tips regarding corruption incidents or legal proceedings due to anti-competitive conduct, the formation of cartels or monopolies or other misconduct. To us, this is a great sign and we are proud of it.

Beyond this specific information, we perform a general sensitization around the topic "Corruption and Bribery". There is continuous reporting to all members about important developments at the supervisory board meetings. In addition, the employees are informed in writing each year about the internal policies.

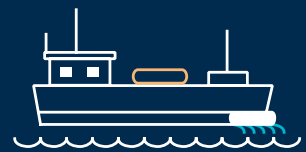
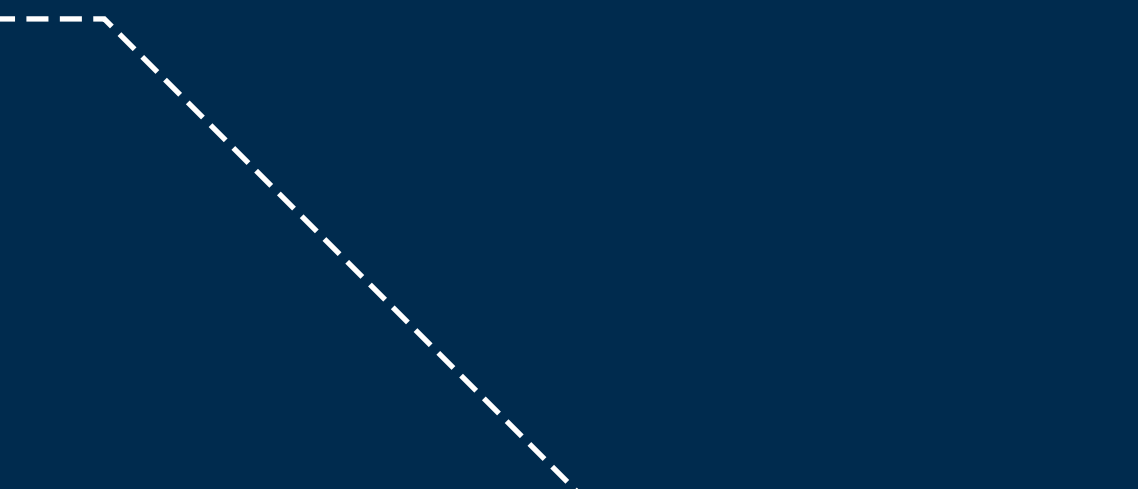
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Preventative Measures Against Corruption	2021	2020	GRI 205-1
Information and Sensitization of the Employees	All	All	
Business Areas Identified as Vulnerable to Corruption	55 of 100	47 of 95	

Appendix



**A Boatload Full of Figures,
Data, and Facts**

The Company and Sustainability Management

Profile: The Company in Numbers

NP-01	Infrastructure Indicators	Unit	2021	2020	2019	2018	2017	2016
	Total Area Owned by the Company	ha	3,644.2	3,639.5	3,636.5	3,538.0	3,257.8	3,503.1
	Thereof Water Areas	ha	651.8	651.8	649.9	649.9	648.2	648.0
	Thereof Land Areas	ha	2,070.4	2,071.2	2,058.8	2,031.2	2,022.8	2,008.2
	Thereof Compensation Areas	ha	922,0	926.5	927.9	856.9	586.9	847.0
	leased out	ha	897.0	882.6	864.2	858.1	830.2	828.3
NP-02	Road Net	km	42.5	42.5	42.5	42.5	42.5	42.5
NP-03	Railroad Facilities							
	Rail Grid	km	80.8	80.3	78.7	78.7	78.7	78.7
NP-11	Ships' Calls Total	Quantity	32,651	37,715	43,274	42,143	43,003	39,705
	Number of Ocean-Going Vessels	Amount	29,540	34,598	39,796	38,537	38,905	35,822
	Number of Barges	Amount	3,111	3,117	3,478	3,606	4,098	3,883
	Quay Wall Length (cargo handling capable)	km	26	26	26	26	26	26

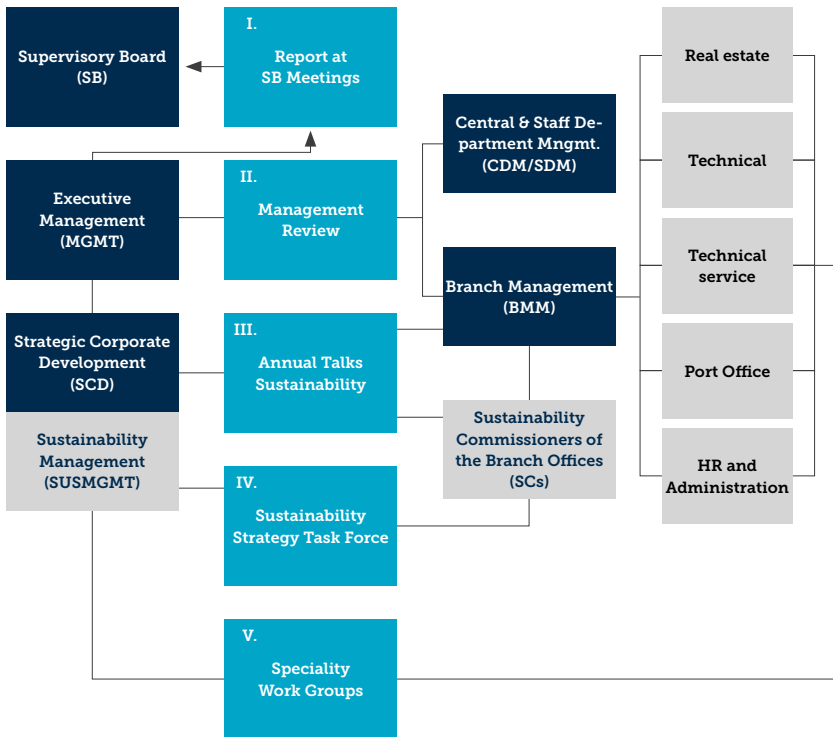
Summary of the Supervisory Board During the Reporting Period*

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Position	Name	Institution
Chairman	Dr. Bernd Althusmann	Niedersächsisches Ministerium für Wirtschaft, Arbeit, Verkehr und Digitalisierung (Niedersachsen's Ministry of Economic Affairs, Labor, Transport and Digitization)
Co-Chair	Corinna Gottschalk	Niedersächsisches Finanzministerium (Niedersachsen's Ministry of Finance)
Member	Sascha Gatena	Niedersachsen Ports GmbH & Co.
Member	Frank Doods	Niedersächsisches Ministerium für Umwelt, Energie, Bauen und Klimaschutz
Member	Uwe Jacob	Niedersächsisches Ministerium für Wirtschaft, Arbeit, Verkehr und Digitalisierung
Member	Birgit Diers	Niedersächsisches Finanzministerium
Member	Prof. Dr. Kerstin Lange	Jade Hochschule Elsfleth

*At the time of publication, the Supervisory Board had been newly assigned.

Sustainability Management at NPorts



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: MDIR, CA MGR, SA MGR, BM

Frequency: annually

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

III. Annual Talks Sustainability

Involved Parties: SU/NHM, NLL, NHB

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: SU/NHM, NHB

Frequency: Twice a Year

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

V. Specialty Work Groups

Involved Parties: SU/NHM, Departments

Frequency: From 2 to 4 times a year

Tasks: Exchange of Experiences and Development of Sustainability Measures

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NPorts' Role in the Stakeholder Dialog

Interest Group	Integration	Most Important Topics and Concerns
Customers	Customer Talks/Dialog, Fairs & Exhibitions, Events Collaboration Projects, Customer Surveys	Reliability & Legal Conformity, Integrity, Service Quality, Modern & Affordable Infrastructure That Includes Hinterland Connections, Sustainability, New Commercial Settlements, Port Expansion, Port Tariffs, Services, Safety
Employees	Comprehensive Frequent Communication, Social Intranet, Further Education Database, Worker's Council Meetings with Management, Staff Meetings, Black Boards, Meetings, Occupational Safety Meetings, Corporate Culture, Employee Talks	Reconcilability of Job and Family (Work/Life Balance), Equality and Equal Treatment, Safe Work Place, Work Security, Further Development Opportunities
State of Niedersachsen	Supervisory Board Meetings, Expert Talks	Financing, Contract- & Legal-Conform Action Risk Management, Forward-Looking Planning, Regular Reporting, Port Expansion
Partners	Regular Partner Meetings, Network Meetings, Cooperation Projects	Knowledge Exchange, Goal-Oriented Work, Advancing of Mutual Ideas
Authorities	Project Work, Approval Planning	Active Information (Stakeholders), Contributions and Contacts for Specialty Issues
The Public	Sustainability Management, The Media, Events	Regular, Transparent Information as Needed, Acting in a Legally-Compliant Manner, Reducing the Burden on the Environment
Politics	Shareholder Agreement, Implementation of the Sustainability Strategy	Sustainability, Securing the Necessary Jobs
Stakeholder Representations	Project-Related Dialog	Providing Information
Competitors (Other Market Players)	Expert Discussions on Various Levels, Joint Projects	Hinterland Connection, Legal Questions & Legislation, Environmental, Planning, and Public Procurement Procedures
Environmental Associations	Events, Conferences, Projects, Joint Projects, Consulting Regarding Environmental Protection	Sustainability Performance, Environmental Focuses, Environmental Protection, Emissions Within the Port, Light Pollution, Alternative Fuels, etc.

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GRI 2-7 Employee Parameters

Staff Parameters by Various Categories

HR Figures*	2021	2020	2019	2018	2017	2016
All Employees	682	700	686	706	709	702
Female	155	153	146	145	142	144
Male	527	547	540	561	567	558
Permanent Employees**	619	633				
Women	141	143				
Men	478	470				
Fixed-Term Employees***	63	67	70	76	76	74
Women	14	10				
Men	49	57				
Tenure-Tracked	24	25	25	29	28	31
Full-Time Employees	609	630	621	646	650	643
Women	96	96				
Men	513	534				
Part-Time/Other Work Models	73	70	65	60	59	59
Women	59	57				
Men	14	13				
Apprentices (incl. Student in dual work/study program)	53	54	56	56	54	49
Apprentice Ratio	7.8	7.7			7.6	6.9

*Calculations based on headcount at year's end; no employment with non-guaranteed hours

**Permanent employees

***Non-permanent employees and apprentice/internship employees

GRI 401-1 New Hires and Fluctuations

	2021		2019	
	Quantity	Share*	Quantity	Share
Total New Hires	51	7.5 %	77	11.0 %
Thereof female**	14	2.1 %	19	2.7 %
Thereof male	37	5.4 %	58	8.3 %
Thereof 35 Years of Age and Younger	37	5.4 %	56	8.0 %
Thereof 36 to 55 Years of Age	14	2.1 %	19	2.7 %
Thereof 56 Years of Age and Older	0	0	2	0.3 %
Thereof Apprentices	16	2.3 %	21	3.0 %
Total Fluctuation	49	7.8 %	36	5.6 %
Thereof female	10	1.6 %	9	1.4 %
Thereof male	29	4.6 %	27	4.2 %
Thereof 35 Years of Age and Younger	19	3.0 %	14	2.2 %
Thereof 36 to 55 Years of Age	12	1.9 %	7	1.1 %
Thereof 56 Years of Age and Older	18	2.9 %	15	2.3 %

*In relation to the total number of employees; calculated by headcount

**According to our employee's statements, none is diverse.

Diversity at NPorts

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Diversity Indicators	Unit	2021	2020	2019	2018	2017	2016
Listed by Gender*							
Female Employees**	Per Cent	22.7	21.8	21.3	20.5	20.0	20.5
Male Employees**	Per Cent	77.3	78.2	78.7	79.5	80.0	79.5
Job Areas							
Technical/Nautical Professions	Quantity	189	200	188	192	195	181
Business/Commercial Professions	Quantity	178	171	159	162	164	163
Industrial Professions	Quantity	315	329	339	352	350	356
Management Positions***	Quantity	63	59	58	61	58	56
Listing of Employees by Age Groups							
Employees 35 Years of Age and Younger	Quantity	172	179	169	182	183	175
Employees Between Age 36 and 55	Quantity	294	311	324	329	332	331
Employees 56 Years of Age and Older	Quantity	153	151	135	134	138	140
Diversity Among Executives							
Female Executives	Quantity	17	15	14	13	11	12
Male Executives	Quantity	46	44	44	48	47	44
Executives 35 Years of Age and Younger	Quantity	5	4	3	3	2	1
Executives Between Age 36 and 55	Quantity	33	34	36	38	36	37
Executives 56 Years of Age and Older	Quantity	25	21	19	20	20	18
Women's Quota							
Women's Quota Overall***	Per Cent	20.0	19.2	18.8	18.1	17.5	20.5
Women's Quota Executives***	Per Cent	15.2	14.5	13.0	12.7	11.9	21.4
Women's Quota Supervisory Board	Per Cent	42.9	42.9	42.9	42.9	33.3	33.3
Ratio of Severely Disabled							
Ratio of Severely Disabled	Per Cent	8.5	7.7	7.9	8.6	8.2	7.8

*According to our employee's statements, none is diverse.

**Calculated by head count

***Considered in the calculation: Branch Managements, Central Divisional Management & Staff Department Management (Management Level 2), Departmental Management (Management Level 3) Team Management (Management Level 4); Without Managing Director(s)

****Calculated by Full-Time Units

Employment Relation

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	Unit	2021	2020	2019	2018	2017	2016
Employees in Collective Labor Agreements	Quantity	658	675	661	677	681	671
Share of the Total Number of Employees	Per Cent	96.5	96.4	96.4	95.9	96.1	95.6

Parental Leave

GRI
401-3

Promoting Parental Leave	Unit	2021	2020	2019	2018	2017	2016
Total	Quantity	24	16	15	21	18	17
Female	Quantity	8	10	8	11	11	8
Male	Quantity	16	6	7	10	7	9

GRI 404-1

Apprenticeship and Internship

	Unit	2021	2020	2019	2018	2017	2016
Apprentices (incl. Student in dual work/study program)	Number	53	54	56	56	54	49
Ratio of Apprentices	Per Cent	7.8	7.7	8.2	7.9	7.6	6.9

GRI 403-9

Accident Statistics

	Unit	2021	2020	2019	2018	2017	2016
Number of Injured							
Reported Work Accidents	Number	41	49	40	35	39	28
Reportable Work Accidents	Number	31	27	25	24	28	42

GRI 403-4

Occupational Safety and Health Protection

	Unit	2021	2020	2019	2018	2017	2016
Employees in Committees							
In Occupational Safety Committees	Number	49	49	49	49	48	48
In Health Committees	Number	7	7	7	7	7	7

GRI 403-4

Committees for Occupational Safety/Health	Competences and Executive Power	Frequency of the Meetings and Seats/Chair
Central Occupational Safety Committee (ASA)	<ul style="list-style-type: none"> › Discussion of Superordinate Topics, Definition of New and Evaluation of Existing Measures › Analysis Accident Report 	<ul style="list-style-type: none"> › Rotation: Once a Year › Participants: Safety Committees, Safety Commissioners, Company Physician, BMs, Head of HR and Admin, Workers Council, Disability Representation, and Equality Commissioner(s) › Chairman/Chairwoman: MGD/IR
Occupational Safety Committees in the Branches	<ul style="list-style-type: none"> › Discussion of Decentralized, Branch-Specific Topics and Issues. Definition of New and Evaluation of Existing Measures › Workplace Inspections › Accident Analyses 	<ul style="list-style-type: none"> › Rotation: Three Times a Year › Participants: Safety Commissioners at the Branches, Safety Committees, Company Physician, Workers' Council, Representative(s) for the severely disabled › Chairman/Chairwoman: BM, at Headquarters: CA MGR, PA
ask Force Corporate Occupational Health Management (AK Health)	<ul style="list-style-type: none"> › Recommendations and Concepts for Health-Promoting Behavior › Contact for the Topic of Health at the Branches › Quarterly Reports to Management › Suggestion/Co-Determination for the Guiding Theme of the Year 	<ul style="list-style-type: none"> › Rotation: Every Two Months › Participants: Six Colleagues (m/f) From All Sites are Represented, Reps. From the Partnering Health Insurance › Chairman/Chairwoman: Dept.M PA WHV

Energy Consumption and CO₂-Emissions

Energy Consumption* at NPorts During the Course of the Year

Scope GHG Emissions	Energy Consumer	Utilized Fuels	Energy Consumption in kWh 2021	Energy Consumption in kWh 2020	Energy Consumption in kWh 2019	Energy Consumption in kWh 2018	Change in Per Cent vs. 2019 **	Change in Per Cent vs. 2017 **
Scope 1	Fuels	Natural Gas	5,428,931	4,747,077	5,179,878	5,537,332	5 %	-2 %
		Light Fuel Oil	513,514	550,169	353,094	551,454	45 %	-7 %
		Liquefied Gas	237,343	158,578	169,317	195,585	40 %	21 %
	Vehicle Fleet/ Equipment	Diesel Fuel	1,323,039	1,394,010	1,235,080	1,306,428	7 %	1 %
		Gasoline	25,034	58,271	86,531	68,708	-71 %	-64 %
		CNG	32,587	58,901	83,634	107,479	-61 %	-70 %
	Cargo Handling Equipment	Diesel Fuel	918,737	1,936,453	1,592,623	1,610,771	-42 %	-43 %
		Ships (1973)	Ships' Diesel	4,685,264	4,733,231	4,766,069	5,611,835	-2 %
			Gasoline	2,197	41,753	104,607	1,122	-98 %
	Scope 2	Electricity Consumers	Electricity (traditional)	162,342	218,012	674,597	895,455	-76 %
Electricity (Eco Power)			5,249,067	5,232,295	4,947,041	6,052,365	6 %	-13 %
Energy Consumption Scope 1			13,166,646	13,678,443	13,570,833	14,990,714	-3 %	-12 %
Energy Consumption Scope 2			5,411,409	5,450,307	5,621,638	6,947,820	-4 %	-22 %
Overall Energy Consumption			18,578,055	19,128,750	19,192,471	21,938,534	-3 %	-15 %

*Values for 2019 and 2017 vs. previous reports were adjusted due to improved data situation

**Reference Values from 2021

CO₂-Emissions* During the Course of the Year

Scope GHG-Emissions	Energy Consumers	Utilized Fuels	CO ₂ -Emission Factor 2021*	Emissions in CO ₂ e 2021	Emissions in CO ₂ e 2020	Emissions in CO ₂ e 2019	Emissions in CO ₂ e 2018	Change in Per Cent vs, 2019	Change in Per Cent vs, 2017
Scope 1	Fuels	Natural Gas	0,25	1,357	1,187	1,295	1,384	5 %	-2 %
		Light Fuel Oil	0,32	164	176	113	176	45 %	-7 %
		Liquefied Gas	0,28	66	44	47	55	40 %	21 %
	Vehicle Fleet/ Equipment	Diesel	0,3	397	418	371	392	7 %	1 %
		Gasoline	0,32	8	19	28	22	-71 %	-64 %
		CNG	0,25	8	15	21	27	-61 %	-70 %
	Cargo Handling	Diesel	0,3	276	581	478	483	-42 %	-43 %
		Ships	Ships' Diesel	0,3	1,406	1,420	1,430	1,684	-2 %
			Gasoline	0,32	1	13	33	0	-98 %
Scope 2	Electricity Consumers	Electricity (traditional)	0,42	68	82	385	510	-82 %	-87 %
		Electricity (Eco Power)	0	0	0	0	0	0 %	0 %
CO₂-Emissions Scope I				3,683	3,873	3,816	4,223	-3 %	-13 %
CO₂-Emissions Scope 2				68	82	385	510	-82 %	-87 %
Total Emissions CO₂				3,751	3,955	4,200	4,734	-11 %	-21 %

*Values for 2019 and 2017 vs. previous reports were adjusted due to improved data situation

**in kg CO₂/kWhGRI
306-3

Total Waste Volume and Waste Separation Ratio 2021

2021	Separation Rate (in %)	Wastes Containing Hazardous Materials (t)	Other, Non-Commingled Waste (t)	Construction Waste (t)	Organic Waste (t)	Commingled Waste (t)
Brake	94.04	77.13	23.85	74.90	4.25	136.19
Cuxhaven	61.48	26.91	7.92	83.09	8.66	144.39
Emden	99.00	4,988.85	6,676.63	442.81	0.00	77.39
Norden	61.87	4.08	3.8	59.68	7.52	38.29
Wilhelmshaven	67.41	30.16	0.00	5.37	0.00	17.18
Oldenburg	0	0.00	0.00	0.00	0.00	0.00
Total NPorts	96.92	5,127.13	6,712.2	665.85	20.43	413.44

NP-27

Total Waste Volume and Separation Rates During the Course of the Year

	Unit	2021	2020	2019	2018	2017
Total NPorts	Metric Tons	8,484	7,495	6,784	2,669	1,553
Separation Rates	Per Cent	96.92	96.68	97.15	83.8	82.0

Anti-Corruption



















GRI
205-1
205-2










Anti-Corruption Measures	Unit	2021	2020	2019	2018	2017	2016
Information of the Employees	Quantity	All	All	All	All	All	All
Business Areas Considered Vulnerable to Corruption	Quantity	55 of 100	47 of 95	47 of 95	47 of 95	44 of 95	44 of 95

External Initiatives, Associations, and Lobbies

Initiatives	Purpose
Work Groups	
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
Arbeitskreis ElbeSeaports	Information and interest exchange of the port companies at the Lower Elbe Ports of Brunsbüttel, Glückstadt, Hamburg, Stade, and Cuxhaven
e4PORTS Netzwerk	Focus network of the German seaports for Energy Transition topics
Sustainable shipping and harbours at the Wadden Sea Initiative	Concentrating the stakeholder perspectives for the conservation of the Wadden Sea
Arbeitskreis #ZukunftWeser	Stakeholder association for the positive adjustment of navigable fairways of the Outer and Lower Weser River, and to support its implementation
Maritime Cooperation Partners	
MARIKO GmbH	Network Company of maritime science and economy
Maritimes Cluster Norddeutschland e. V.	Maritime Network Northern Germany
Seaports of Niedersachsen	Port Marketing Company
OFFIS e. V.	Research Institute for maritime transport
Fraunhofer-Center für Maritime Logistik und Dienstleistungen CML	Research Institute for maritime logistics and services

Memberships	
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 (River Ems Axis)	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 (European Barge and Waterways Assoc.)	Promoting the Multi-Modal Transport System Waterways/Ship/Port
Wilhelmshavener Hafenwirtschaftsvereinigung e. V.	Stakeholder representation of local maritime businesses
Ender Hafenförderungsgesellschaft e. V.	Stakeholder representation of local maritime businesses
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 (Chamber of Commerce and Industry)	Stakeholder representation of businesses
Nautischer Verein zu Emden e. V.	Promotion of the public interest in maritime affairs, nautical issues, and shipping
Deutsche Seemannsmission e. V.	Promotion of the public interest in maritime affairs, nautical issues, maritime shipping, and related professional training & 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).

GRI Standard	GRI	PERS	Page	Reference in the Report or Explanation
GRI 2 General Details (2021)	GRI 2-1 Organization Profile		7	Our Company
GRI 2 General Details (2021)	GRI 2-2 Entities that are Part of the Sustainability Reporting of the Organization		-	There are no Subsidiaries
GRI 2 General Details (2021)	GRI 2-3 Reporting Period, Reporting Frequency, and Point of Contact		56/57	About this Report
GRI 2 General Details (2021)	GRI 2-6 Activities, Value Chain, and Other Business Relations		7/8/10/38	Our Company; Our Value Chain; Our Impact Today and Tomorrow; Customers and Customer Relations
GRI 2 General Details (2021)	GRI 2-7 Employees		46	Appendix: Employee Parameters
GRI 2 General Details (2021)	GRI 2-9 Management Structure and Composition		8/11/44 45	Our Corporate Structure; Sustainability Organization at NPorts; Appendix: Sustainability Management at NPorts and Composition of the Supervisory Board
GRI 2 General Details (2021)	GRI 2-10 Nomination and Election of the Highest Controlling Body		8	Our Corporate Structure
GRI 2 General Details (2021)	GRI 2-11 Chair of the Highest Controlling Body		8/44	The Chair of the Supervisory Board is not Simultaneously an Executive
GRI 2 General Details (2021)	GRI 2-13 Delegation of the Responsibility for the Management of the Effects		11/31/45	Sustainability Organization at NPorts; Appendix: Sustainability Management at NPorts
GRI 2 General Details (2021)	GRI 2-16 Conveyance of Critical Concerns		8	Our Corporate Structure
GRI 2 General Details (2021)	GRI 2-19 Remuneration Policy		8/28	Our Corporate Structure; Equality & Equal Treatment
GRI 2 General Details (2021)	GRI 2-22 Application Statement for the Strategy for Sustainable Development		4/11	Foreword
GRI 2 General Details (2021)	GRI 2-25 Procedures for the Removal of Negative Effects		31/41	Anti-Corruption and Compliance
GRI 2 General Details (2021)	GRI 2-26 Procedure for Obtaining Advice and Reporting of Concerns		42	Anti-Corruption and Compliance
GRI 2 General Details (2021)	GRI 2-27 Compliance with Laws and Regulations		41	No Known Infractions
GRI 2 General Details (2021)	GRI 2-28 Membership in Associations and Interest Groups		51	Appendix: External Initiatives, Associations, and Lobbies
GRI 2 General Details (2021)	GRI 2-29 Approach for the Integration of Stakeholders		13/38/45	Stakeholder Groups and Stakeholder Dialog; Quality and Customer Satisfaction; Appendix: NPorts' Role in the Stakeholder Dialog
GRI 2 General Details (2021)	GRI 2-30 Collective Labor Agreements		47	Equality and Equal Treatment; Appendix: Employment Relations
GRI 3 Material Topics (2021)	GRI 3-3 Management of Material Topics		16/19/23 24/25/31 41	Energy, Climate Protection, and Air Pollutants Staff Development; Occupational Safety & Health Preservation; Healthy Environment; Anti-Corruption & Compliance
GRI 201 Economic Performances (2016)	GRI 201-1 Directly Generated and Distributed Economic Value		37	Business Performance
GRI 203 Indirect economic impacts (2016)	GRI 203-1 Infrastructure Investments and Supported Services		40	Infrastructure Investments
GRI 203 Indirect economic impacts (2016)	GRI 203-2 Material Indirect Economic Effects		39/40	Employment Effects; Infrastructure Investments
GRI 204 Procurement Practices (2016)	GRI 204-1 Share of Expenditures for Local Suppliers		35	Sustainable Procurement
GRI 205 Combating Corruption (2016)	GRI 205-1 Sites that were examined for Corruption risks		41/42/51	Anti-Corruption and Compliance; Corruption Vulnerability Atlas, Sensitization; Appendix: Anti-Corruption
GRI 205 Combating Corruption (2016)	GRI 205-2 Communication and Training for Policies and Procedures to Combat Corruption		41/42/51	Anti-Corruption and Compliance; Appendix: Anti-Corruption
GRI 205 Combating Corruption (2016)	GRI 205-3 Confirmed incidents of corruption and actions taken		42	No Known Incidents
GRI 206 Anti-Competitive Conduct (2016)	GRI 206-1 Legal Proceedings Due to Anti-Competitive Conduct, Formation of Cartels & Monopolies		42	No Known Incidents
GRI 302 Energy (2016)	GRI 302-1 Energy Consumption Within the Organization		16/17/19	Good Climate: Energy Consumption, Renewable Energies; Appendix: Energy Consumption at NPorts During the Course of the Year
GRI 302 Energy (2016)	GRI 302-3 Energy Intensity		18	Good Climate: Energy Consumption
GRI 302 Energy (2016)	GRI 302-4 Reduction of Energy Consumption		16/17/19	Good Climate: Energy Consumption, Energy Efficiency, Energy Consumption at NPorts During the Course of the Year
GRI 303 Water and Waste Water (2018)	GRI 303-1 Water as a Jointly Used Resource		33	Water and Sediment Management
GRI 304 Biodiversity (2016)	GRI 304-1 Own, Leased, and Rented Operation Sites Situated in or Next to Protected Areas and Areas With a High Diversity Value That are Outside of Protected Areas		19/32	Sustainable Management of Eco Systems
GRI 304 Biodiversity (2016)	GRI 304-2 Material Effects From Activities, Products, and Services on the Bio-Diversity		32	Sustainable Management of Eco Systems

GRI Standard	GRI	PERS	Page	Reference in the Report or Explanation
GRI 304 Biodiversity (2016)	GRI 304-3 Protected or Re-Naturalized Biotopes		32	Sustainable Management of Eco Systems
GRI 305 Emissions (2016)	GRI 305-1 Direct GHG-Emissions (Scope 1)		19	Climate Protection and Air Pollutants; Appendix: CO ₂ -Emissions During the Course of the Year
GRI 305 Emissions (2016)	GRI 305-2 Indirect, Energy-Driven GHG Emissions (Scope 2)		19	Climate Protection and Air Pollutants; Appendix: CO ₂ -Emissions During the Course of the Year
GRI 305 Emissions (2016)	GRI 305-4 Intensity of the GHG Emissions		19	Climate Protection and Air
GRI 305 Emissions (2016)	GRI 305-5 Reduction of the GHG Emissions		19/21	Climate Protection and Air
GRI 306 Waste (2020)	GRI 306-1 Generated Waste and Material Waste-Related Effects		33/35	Waste Management
GRI 306 Waste (2020)	GRI 306-2 Management of Material Waste-Related Effects		33	Waste Management
GRI 306 Waste (2020)	GRI 306-3 Generated Waste		34/50	Waste management; Annex: Total waste generation and waste separation rate 2021, Total waste generation and separation rates over the year
GRI 308 Environmental Assessment of the Suppliers (2016)	GRI 308-1 New Suppliers that were audited according to Environmental Criteria		35	Sustainable Procurement
GRI 401 Employment (2016)	GRI 401-1 New Hires and Employee and Fluctuation		24/46	Appendix: New Hires and Fluctuations
GRI 401 Employment (2016)	GRI 401-2 Corporate Benefits Only Offered to Full-Time Employees, But Not to Temp Workers or Part-Time Employees		23/24/27	Employment Relations and Employer's Welfare
GRI 401 Employment (2016)	GRI 401-3 Parental Leave		27/47	Employment Relations and Employer's Welfare: Reconcilability of Job and Family (Work/Life Balance); Appendix: Parental Leave
GRI 403 Occupational Safety and Health Preservation (2018)	GRI 403-1 Management System for Occupational Safety and Health Preservation		25/26	Occupational Safety and Health Protection: Occupational Safety, Corporate Health Management (BGM)
GRI 403 Occupational Safety and Health Preservation (2018)	GRI 403-2 Identification of Dangers, Risk Assessment, and Investigation of Incidents		25	Occupational Safety and Health Protection: Occupational Safety
GRI 403 Occupational Safety and Health Preservation (2018)	GRI 403-3 Occupational Medical Services		25/26	Occupational Safety and Health Protection: Occupational Safety
GRI 403 Occupational Safety and Health Preservation (2018)	GRI 403-4 Involvement of Employees, Consulting and Communication for Occupational Safety and Health Preservation		26/29/48	Management (BGM); Leadership and Dialog; Appendix: Occupational Safety and Health Preservation, Exclusions for Occupational Safety/Health
GRI 403 Occupational Safety and Health Preservation (2018)	GRI 403-5 Employee Training on Occupational Safety and Health Preservation		25	Occupational Safety and Health Protection: Occupational Safety
GRI 403 Occupational Safety and Health Preservation (2018)	GRI 403-6 Promotion of Employees' Health		26	Occupational Safety and Health Protection: Occupational Health Management (OHM)
GRI 403 Occupational Safety and Health Preservation (2018)	GRI 403-9 Work-Related Injuries		26/48	Occupational Safety and Health Protection: Occupational Safety; Appendix: Accident Statistics; No Further Work-Related Injuries Known
GRI 403 Occupational Safety and Health Preservation (2018)	GRI 403-10 Work-Related Diseases		26	Occupational Safety and Health Protection: Occupational Safety; No Work-Related Diseases Known
GRI 404 Training and Further Education (2016)	GRI 404-1 Average Number of Hours for Training and Further Education for Each Year and Employee		48	Safe Employment: Development of Competencies and Further Education; Appendix: Apprenticeship and Internship
GRI 404 Training and Further Education (2016)	GRI 404-2 Programs for the Improvement of the Competencies of the Employees and for Interim Assistance		19/26	Safe Employment: Staff Development, Competence Development and Further Education; Occupational Safety and Health Protection: Occupational Health Management (OHM)
GRI 404 Training and Further Education (2016)	GRI 404-3 Percentage of Employees Receiving a Regular Assessment of Their Performance and Their Professional Development		29	Leadership and Dialog
GRI 405 Diversity and Equal Opportunity (2016)	GRI 405-1 Diversity in Control Bodies and Among Employees		28/47	Employment Relations and Employer's Welfare Equality and Equal Treatment; Appendix: Diversity at NPorts
GRI 406 Non-Discrimination (2016)	GRI 406-1 Incidents of Discrimination and Counter Measures Taken		28	No Incidents of Discrimination Known
GRI 407 Right to Assemble and Collective Bargaining (2016)	GRI 407-1 Sites and Suppliers, Where the Right to Assemble and Collective Bargaining May be at Risk		-	No Known Threats
GRI 414 Social Assessment of the Suppliers (2016)	GRI 414-1 New Suppliers Verified by Social Criteria		35	Sustainable Procurement

The Following Corporate-Specific Details of NPorts Relate to Indicators That Go Beyond the GRI Standard.

NP-01	Size of the Areas	7/44	Our Company; Appendix:
NP-02	Road Net	44	Appendix
NP-03	Railroad Facilities	7/44	Our Company; Appendix:
NP-04	Quay Wall Length	7	Our Company
NP-11	Ships' Calls (With Cargo Handling)	37/44	Strong Region: Economic Performance; Appendix
NP-12	Cargo Handling	37	Our Company; Appendix:
NP-13	Passenger Transports	37	Our Company; Appendix:
NP-21	Implemented Environmental Projects	32	Sustainable Management of Eco Systems
NP-22	Use of Renewable Energies	19	Good Climate: Renewable Energies
NP-23	Number of Ships' Calls, Where a ESI Rebate Was Given	20	Good Climate: Indirect Emissions
NP-24	Dredging Measures	33	Healthy Environment: Sustainable Management of Eco Systems
NP-25	Number of Deployed LED/LEP Light Sources	13/19	Sustainability at NPorts; Good Climate: Direct Emissions
NP-26	Ships' Wastes Pursuant to MARPOL	32	Healthy Environment: Ships' Waste
NP-27	Waste Separation Rate for Own Waste	34/35/50	Healthy Environment: Waste Management; Appendix
NP-29	Trained Energy Scouts	19	Good Climate: Direct Emissions

Glossary

CNG (Compressed Natural Gas)	Compressed Natural Gas as Fuel
DIN EN (Deutsches Institut für Normung – Europäische Norm)	European Standard of the German Institute for Standardization
ECA (Emission-Controlled Area)	Special Zones for Maritime Shipping With Special Environmental Regulations for Emissions and for the Disposal of Waste and Gray Water
EcoPorts	Environmental Initiative of European Ports; Since 2011 Integrated in ESPO
Energy Star	US American Environmental Symbol for Energy-Saving Appliances, Construction Materials, Public/ Commercial Buildings or Tenant Dwellings
ESI (Environmental Ship Index)	Environmental Certificate for Ships by WPCI
ESPO (European Sea Ports Organisation)	Network Organization of European Ports
EuroPriSe (European Privacy Seal)	German Certificate for the Private Industry for Privacy-Compliant IT Products and IT-Based Services
FSC (Forest Stewardship Council)	System for the Certification of the Sustainable Forestry
GRI (Global Reporting Initiative)	International Framework for Sustainable Reporting
GtL (Gas to Liquids)	Process for the Production of Synthetic Fuels from Natural Gas
ISO (Internationale Organisation für Normung)	International Association of Standardization Organizations for the Development of International Standards
LNG (Liquefied Natural Gas)	Liquefied Natural Gas as Fuel
MARPOL (Marine Pollution)	International Convention for the Prevention of Pollution From Ships
PEFC (Programme for the Endorsement of Forest Certification Schemes)	International Certification System for Sustainable Forestry
PERS (Port Environmental Review System)	International Environmental Management System for Ports, Influenced by ISO 14001
PV (Photovoltaik)	Conversion of Light Energy Into Electric Energy With the Help of Solar Cells
SECA (Sulphur Emission Control Area)	Special Zones of Maritime Shipping With Special Environmental Regulations for the Emission of Sulfur and Sulphur Oxides
UNESCO (United Nations Educational, Scientific and Cultural Organization)	United Nation Organization for Education, Science, and Culture
SDGs (Sustainable Development Goals)	17 Global Goals for Sustainable Development by the United Nations Within the Scope of the Agenda 2030
GHG-Emissions (Green House Gas Emissions)	As per Greenhouse Gas Protocol (GHG Protocol) Differentiation Between Direct (Scope 1), Indirect (Scope 2), and Additional Indirect Emissions (Scope 3)
WASH2Emden	Project Regarding Hydrogen Applications at the Seaport of Emden
WPCI (World Ports Climate Initiative)	International Climate Protection Initiative of Leading Ports for the Reduction of Emissions



About this Report

This is our third Sustainability Report, which we have developed, following the GRI Standards. The report, and also our entire dedication for sustainability is guided by the concept "hafen+": We are the ports for a sustainable future."

The report at hand refers to the reporting period 2020/2021. In this report, we have also integrated data and information about the port-specific environmental management standard PERS (see GRI Index on page 53).

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People. Planet. Prosperity.