



MOLSLINJEN

COMMUNICATION ON PROGRESS 2021

UN GLOBAL COMPACT





MOLSLINJEN



TABLE OF CONTENTS

EXECUTIVE SUMMARY	4
1. MOLSLINJEN'S BUSINESS MODEL IN A DEMANDING YEAR	6
2. MOLSLINJEN'S CONTRIBUTION TO SUSTAINABLE DEVELOPMENT	8
2.1 CONTRIBUTION TO THE FREEDOM OF MOVEMENT	8
2.2 CO2 PHASE-OUT / REDUCTION	8
2.3 MOLSLINJEN'S CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS	11
3. MOLSLINJEN AND THE UN: OUR CORPORATE SOCIAL RESPONSIBILITY IN A SUSTAINABLE DEVELOPMENT	17
3.1 THE UN AND OECD GUIDELINES FOR RESPONSIBLE BUSINESS CONDUCT	17
3.1.1 ACCOUNT FOR DATA ETHICS ACCORDING TO SECTION 99D OF THE DANISH FINANCIAL STATEMENTS ACT	17
3.2 THE UN GLOBAL COMPACT – THE FRAMEWORK FOR MOLSLINJEN'S CORPORATE SOCIAL RESPONSIBILITY	18
4. MOLSLINJEN'S CSR POLICY	19
5. MOLSLINJEN'S DUE DILIGENCE PROCESS	20
5.1 SOCIAL SUSTAINABILITY	20
5.1.1 ACCOUNT FOR THE GENDER MAKE-UP OF MANAGEMENT, CF. SECTION 99B OF THE DANISH FINANCIAL STATEMENTS ACT	28
5.2 ENVIRONMENTAL SUSTAINABILITY	29
5.3 ECONOMIC SUSTAINABILITY	35
5.4 ACCOUNTABILITY IN BUSINESS RELATIONS	36
6. ACCESS TO REDRESS AND COMPLAINTS	37
7. KEY PERFORMANCE INDICATORS	37

EXECUTIVE SUMMARY

Even though the Corona year 2021 has been a challenging year, Molslinjen continued to keep focus on sustainability. We are pleased that our new owners, EQT, not only attached importance to our work on sustainability when acquiring the company but also wished to further speed up our efforts. Our dedicated efforts to develop our business sustainably are starting to show. We have taken the first steps to substitute fossil fuels with fossil-free alternatives on all our ferries. We have launched our first ever electrically driven ferry, Grotte, which sails between Esbjerg and Fanø. We buy only green electricity. The relocation of our ferry terminal in Aarhus has meant a shorter route and fewer harbour manoeuvres, which has reduced our carbon footprint. Our social, environmental, and economic impact assessments now cover all our ferry activities. However, the changes have also resulted in new challenges. By moving the ferry terminal, public transportation to the ferry was no longer available to our employees and guests. How does a company that has freedom of movement at the heart of its services deal with such a challenge? As a temporary solution in a busy summer period, we introduced shuttle busses from Kombardo Expressen, Molslinjen's bus service, to bring our ferry passengers to and from the centre of Aarhus. As so often before, we tackle new challenges in the same spirit as we invite our guests onto our ferries: Kom-bar-do.

The quickly changing guidelines from the authorities, which have been introduced in the light of the ongoing COVID-19 pandemic, and the fear of what it could mean to us privately and publicly has left an impression. Molslinjen's employees have been under a lot of strain to continuously adapt. Work routines have changed drastically, and we have all had to navigate our way through uncharted waters. Molslinjen takes these challenges very seriously. Nationally, the crisis has brought both challenges and fears, but the Danish population has managed to find new, creative ways to engage with their surroundings. This has meant that Molslinjen became key in enabling free movement around the country. This increased travelling to all parts of the country reminded us of why we are here as well as the responsibilities that follow.

In this annual Communication on Progress (COP) Report we describe how Molslinjen contributes to sustainable development as well as our efforts to prevent or mitigate adverse impacts on human rights as well as environmental and economic sustainability. We describe our systematic approach to CSR based on the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises. In line with the international expectations for our CSR, we account for Molslinjen's policy for CSR, due diligence processes, and how we ensure access to remedy for impacted stakeholders. As part of our due diligence process, we outline progress in establishing and conducting regular impact assessments on human rights as well as environmental and economic sustainability. We also describe our work to improve gender representation, including the gender balance in management (also serving to fulfill the requirements of section 99b of the Danish Financial Statements Act). At the end of the report, the reader will find our key performance indicators (KPIs), which will primarily show the reader our progress with implementing the management system from the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises. We have also chosen a KPI to express our progress with reducing our CO2 emissions, as this is a strategic focus for Molslinjen.

Over the last 11 years, we have succeeded in reducing our CO2 emission per transported kg by more than 60 percent on Kattegat through a targeted and multi-faceted effort. The reductions are a result of investing in new efficient ferries, Artificial Intelligence systems, lean marine (automated fuel savings), advanced bottom paint, and interceptor control.

We are proud to present this report on progress. We are proud to build our business around our commitment to contribute to a sustainable future. This is not driven by a singular effort but is a result of our collective efforts and careful attention to our social responsibility. We are grateful to be in the company of colleagues who work every day to improve our business responsibly.

 **KOMBARDO EXPRESSEN**

100

SETRA

Denne bus udleder
op til 90% mindre CO₂

Tanket med fossilfri diesel

i samarbejde med

 **CIRCLE K**

DK CT 81 925

THULE
DK CT 81 925

1. MOLSLINJEN'S BUSINESS MODEL IN A DEMANDING YEAR

Molslinjen is a ferry company which creates cohesion in Denmark. We connect Denmark for people and goods. We create mobility and provide the infrastructure needed in a society rich in islands, where the ferry is often a vital connection and the prerequisite for growth.

In 2021, like the rest of the world, Molslinjen was affected by the continued global pandemic. It has required our full attention and caution, because we must deliver the best and safest transport for everyone. Even with a pandemic raging, we have kept our eye on the ball: Molslinjen intends to provide freedom of movement with the least possible environmental cost. In 2021, we have made environmental restorations of several ferries, put our first electric ferry into operation, and prepared new ferries for fossil-free fuel – all as part of our environmental strategy to limit our CO2 emissions by 70 percent before 2030 and make all our west routes CO2 free before 2028.

Our new head office and ferry terminal in Aarhus are up and running with green energy and shore power for the ferries. The head office is built of 50 percent recycled material and has solar cells on the roof. The new ferry port is built to require fewer harbour manoeuvres for the ferries, and the location means a shorter route between Aarhus and Sjællands Odde.

In 2019, we joined the Blue Denmark climate partnership whose purpose is to reduce the industry's carbon footprint. In the partnership we look at alternative fuels among other things. We are learning from the partnership and are particularly happy to be able to share green solutions with others, meaning that we can move the industry towards sustainability faster.

2021 has put great demands on all Molslinjen employees. The COVID-19 pandemic has put extra pressure on Molslinjen, and our employees have been decisive for ensuring that we can now proudly transport people around Denmark, safe and sound. However, the changeable conditions have also taxed the resources of our employees. They have faced unexpected tasks, new and changing requirements vis-à-vis the customers, and new requirements internally to ensure everyone's health – often at short notice and with many new procedures. It has affected their surplus of mental resources, and we will do our best to compensate for that in 2022. We would like to thank everyone for their priceless effort to enable Molslinjen to see 2022 as a larger, stronger, and more sustainable company. New employees have started with a can-do spirit, and our existing employees have taken on a great responsibility and shown an impressive perseverance. The efforts of the employees clearly reflect Molslinjen's spirit:

"KOMBARDO"

THE FREEDOM OF MOVEMENT TO AND FROM THE ISLAND OF FANØ

In the peak season, the tailbacks to and from the ferry have often been so long that it has been a challenge to our guests and sometimes even affected local traffic in Esbjerg and on Fanø. When Molslinjen took over the west routes, we immediately accepted the challenge. Being aware of our responsibility for the freedom of movement of the islanders and the guests, we launched a third ferry on the short line in 2021, and we could even introduce the ferry company's most environmentally friendly and first electric ferry, Grotte. The Grotte ferry means that we are getting closer to optimising the freedom of movement without heavily straining the environment.

The launch of a third ferry has worked as intended, reducing the wait on the line significantly. Before the launch of the third ferry, there were periods with waits of up to four hours of great inconvenience to guests and the local community. Today we can reduce the wait to approx. 20 minutes.



2. MOLSLINJEN'S CONTRIBUTION TO SUSTAINABLE DEVELOPMENT

2.1 CONTRIBUTION TO THE FREEDOM OF MOVEMENT

Ferries are crucial to the positive development of our islands – socially, culturally, and economically. For most islanders, the ferry is essential for getting around. Molslinjen is proud to make this possible.

Our work to create connections across the country is a great responsibility. If we do not do our job well enough, we can complicate or hinder transportation. It is therefore central to Molslinjen that we do what we can to prevent and mitigate this risk. We stay focused on making a positive difference to the freedom of movement where we can.

Transportation to and from small islands is often long and can be cumbersome. Molslinjen's ferry routes are crucial to the freedom of movement for both islanders and their guests, and it is therefore important that we make an effort to make the transport good, accessible, reasonably priced, and of proper quality. Molslinjen's discount schemes and flexible ticket booking options are initiatives that contribute to this focus.

We wish to contribute to the freedom of movement, which is why it is important for us to connect islands and enable people to move freely and easily around the country. We have expanded our lines to cover four new islands. In collaboration with the island communities we seek to contribute to the islanders' freedom of movement in the best possible way.

2.2 CO2 PHASE-OUT / REDUCTION

Today, transport still affects the environment. Our strategy for contributing to the freedom of movement means continued strong focus on environmental sustainability and environmental impacts through our energy consumption. Our main principles for our environmental strategy are to:

- Reduce CO2 emissions per transported kg
- Develop even more energy efficient engines and hulls
- Reduce other emissions

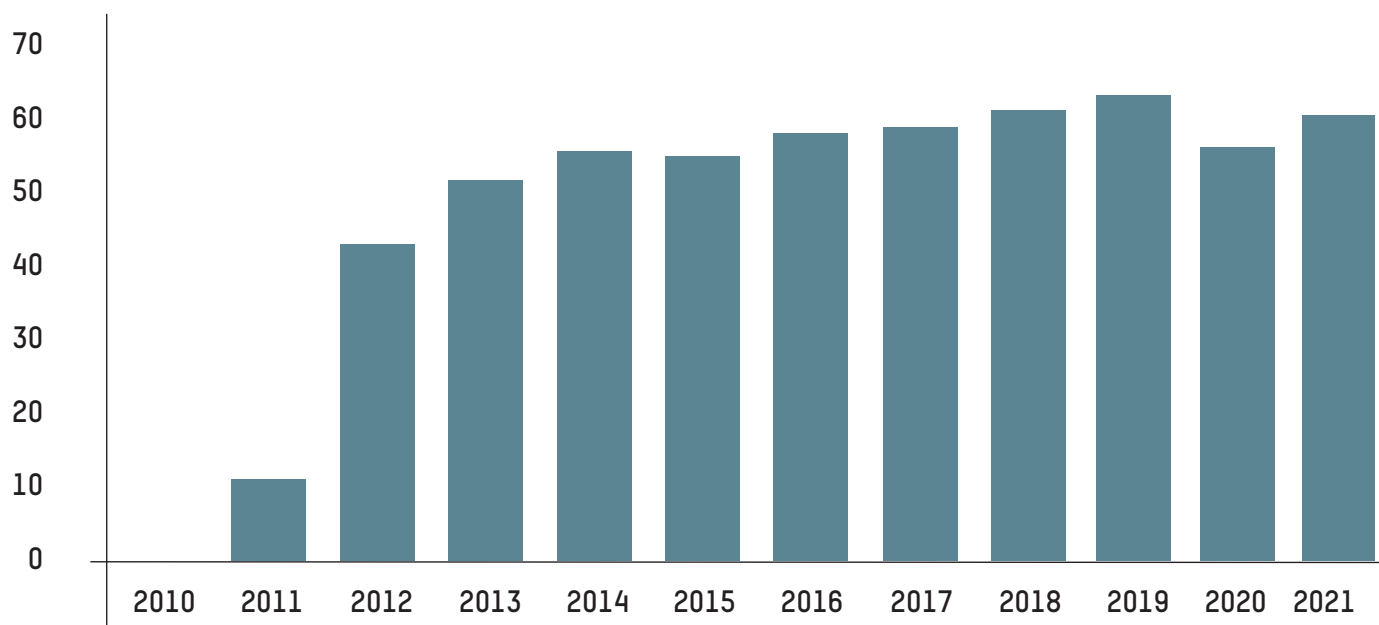
These principles help us keep a clear direction in order to contribute to an environmentally sustainable development in Denmark and internationally.

As part of our environmental strategy we have installed solar cells on the roof of our new head office in connection with the establishment of a new ferry port. Also, the location of the new port means fewer harbour manoeuvres and a shorter route, which has resulted in a drop in oil consumption. While the ferries are in the port, they are connected to shore power, which further reduces the noise level and emissions to air.

We constantly work on opportunities to minimise our environmental impact and to contribute to a sustainable development. In particular we want to have more electric ferries and more environmentally friendly ferries. In 2021, we launched our first electric ferry, Grotte, for Fanølinjen. It is our goal to replace all ferries on our short lines with electric ferries.

As a result of our work we have reduced our CO2 emission per transported kg by more than 60 percent on the Kattegat route over the last 11 years. We have done that by optimising our sailing, engines, and maintenance as well as buying more energy efficient ferries (actions implemented across the entire company).

Accumulated reduction of CO2 emissions per transported kg in % on the Kattegat route



*CO2 emission per transported kg in percent has been made up on the basis of our energy consumption times the relevant emission factor.

Up until 2030 we expect to be able to phase out fossil fuel. More electric ferries will be launched, and on the routes where we cannot change to electric ferries, as electric ferries can only sail short distances today, we expect to be able to use biofuel.

In 2019, we joined the climate partnership which the government has entered into with Blue Denmark with the purpose of reducing the industry's carbon footprint. With our CEO as deputy chairman, Molslinjen plays a leading role, and we hope to further inspire and be inspired through this partnership.

Furthermore, together with our owner, EQT, we have committed ourselves to the global climate initiative Science Based Targets initiative (SBTi), which validates the climate efforts of companies to contribute to reaching the Paris Agreement's goal of a maximum temperature rise on the planet of 1.5 degrees by the end of this century. We expect to apply with the SBTi for approval of our goals during the second quarter of 2022. SBTi is a partnership between CDP, the UN Global Compact, World Resources Institute (WRI), and the World Wildlife Fund WWF.

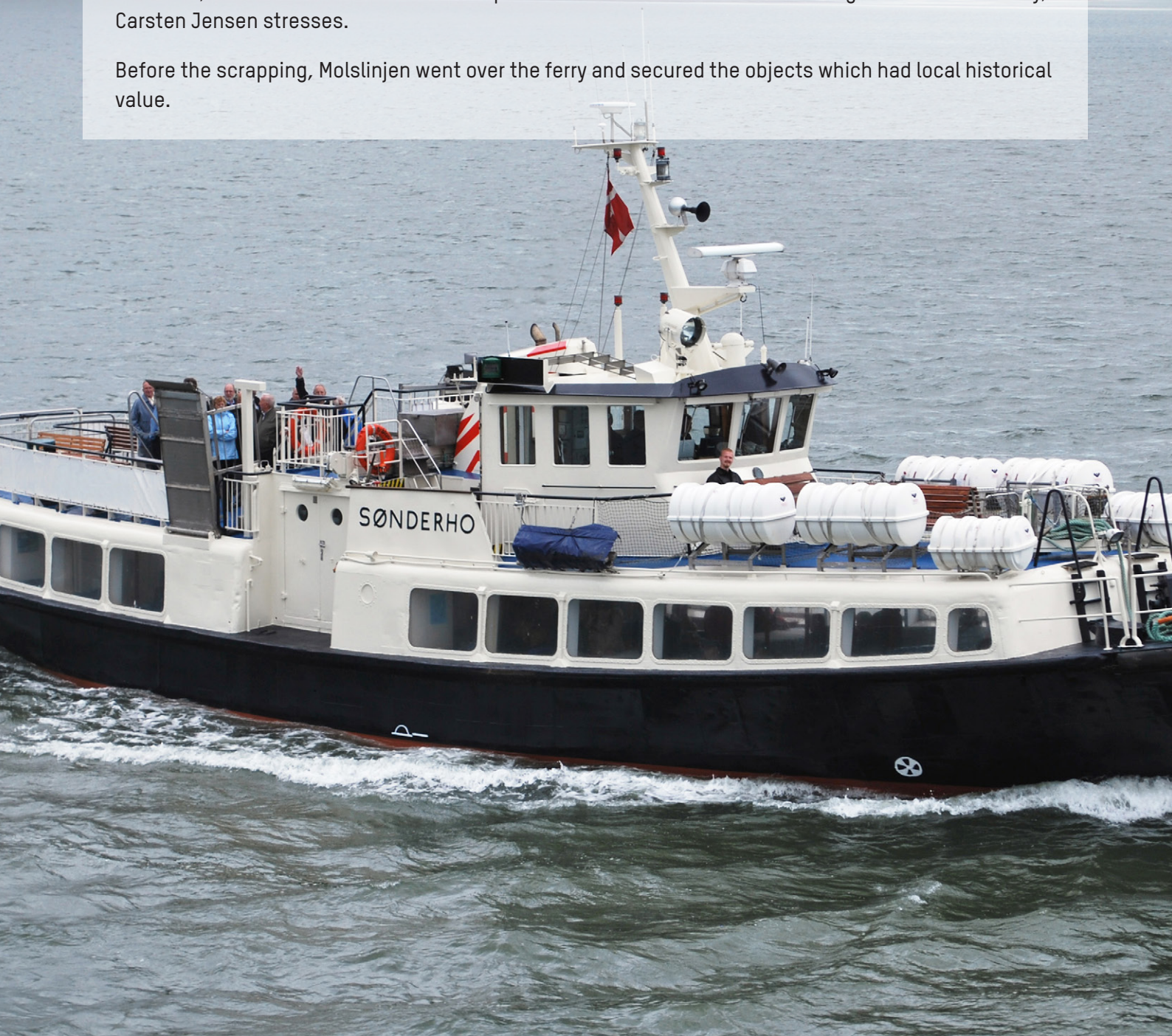
WE HAVE A NEW ELECTRIC FERRY, GROTTE. WHAT DO WE DO WITH THE OLD SØNDERHO FERRY?

In the beginning of October, Molslinjen launched its first electric ferry, Grotte, on the Esbjerg-Fanø route. However, this meant that we had a tough decision to make, as with three working ferries on the short distance, the soon-to-be 60-year-old ferry, Sønderho, became superfluous.

Therefore, Sønderho sailed one last time to Smedegaarden A/S in Esbjerg where the old ferry was scrapped and recycled in the most environmentally friendly way. "Sønderho is tired and from a different time, and we found that it would not be environmentally sound to launch a new electric ferry and at the same time prolong the life of such an old ferry," explains Carsten Jensen, Molslinjen's CEO.

Throughout recent years, Sønderho has been seldom used on the ferry link itself, but it has sometimes been hired for excursions and company trips. At Smedegaarden A/S more than 90 percent of the scrapped ferry will be recycled. The remaining 10 percent will be responsibly sorted based on the strictest environmental requirements. "We might achieve a better scrapping payment elsewhere in the world, but a collaboration with a local partner means fewer risks and more to gain for sustainability," Carsten Jensen stresses.

Before the scrapping, Molslinjen went over the ferry and secured the objects which had local historical value.



2.3 MOLSLINJEN'S CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS

In 2015, the 17 UN Sustainable Development Goals for states were adopted. They define the international community's priorities and goals for sustainable development for the period 2015-2030. The Sustainable Development Goals are ambitious and require the contribution of the business community.



Through our work with the UN and OECD guidelines, Molslinjen has initiated a number of activities to address our social responsibility. Those actions contribute not only to the achievement of the Sustainable Development Goals, but also to elements of sustainability that are not covered by the specific priorities reflected in the Sustainable Development Goals.

Molslinjen's concrete initiatives thus support the fulfilment of the following Sustainable Development Goals:

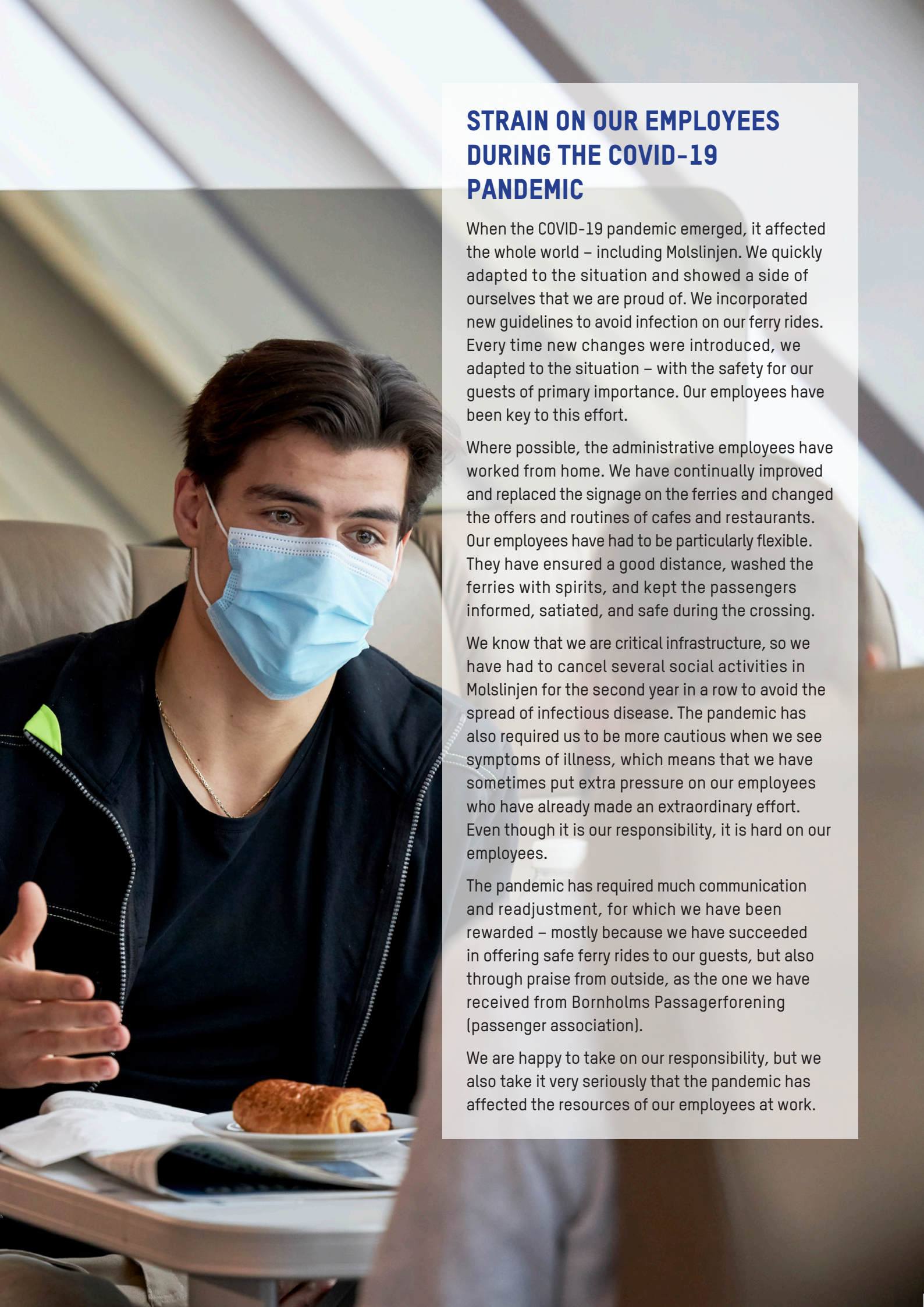


Only half the world's population has good access to public transport. It looks better in Denmark which, despite its many small islands, is well connected. We are proud of contributing to Sustainable Development Goals nos. 9 and 11 for sustainable societies and a good infrastructure for everyone. We exist to improve the infrastructure in Denmark so that more people have access to more. We connect small towns and islands with large towns and the mainland and create the framework for an accessible Denmark. All this is centred in our work for the right of free movement, which we also describe in paragraph 2.1 Contribution to the freedom of movement.

THE NEW FERRY TERMINAL IN AARHUS

In 2020, Molslinjen opened its new head office and ferry terminal at the port of Aarhus, built of 50 percent recycled materials. The new ferry terminal is placed further out in the water, as we wished to reduce the distance and harbour manoeuvres for our ferries. The relocation has also resulted in reduced pollution above the city of Aarhus. On the other hand, an unexpected challenge has arisen: Public transport, which was previously close to our ferry terminal, has not moved as well. We are working on getting public transport to the new ferry port, but until then all our guests and employees must find a way to get to our ferries themselves. In order to quickly come up with a solution at the time when we had the most guests, we introduced free Kombardo shuttle buses for walking guests to and from the ferries.





STRAIN ON OUR EMPLOYEES DURING THE COVID-19 PANDEMIC

When the COVID-19 pandemic emerged, it affected the whole world – including Molslinjen. We quickly adapted to the situation and showed a side of ourselves that we are proud of. We incorporated new guidelines to avoid infection on our ferry rides. Every time new changes were introduced, we adapted to the situation – with the safety for our guests of primary importance. Our employees have been key to this effort.

Where possible, the administrative employees have worked from home. We have continually improved and replaced the signage on the ferries and changed the offers and routines of cafes and restaurants. Our employees have had to be particularly flexible. They have ensured a good distance, washed the ferries with spirits, and kept the passengers informed, satiated, and safe during the crossing.

We know that we are critical infrastructure, so we have had to cancel several social activities in Molslinjen for the second year in a row to avoid the spread of infectious disease. The pandemic has also required us to be more cautious when we see symptoms of illness, which means that we have sometimes put extra pressure on our employees who have already made an extraordinary effort. Even though it is our responsibility, it is hard on our employees.

The pandemic has required much communication and readjustment, for which we have been rewarded – mostly because we have succeeded in offering safe ferry rides to our guests, but also through praise from outside, as the one we have received from Bornholms Passagerforening (passenger association).

We are happy to take on our responsibility, but we also take it very seriously that the pandemic has affected the resources of our employees at work.



Sustainable Development Goal no. 3 is about improving the health of everyone, of all ages. Molslinjen contributes to goal no. 3 through our efforts to provide a healthy and safe working environment for our employees as well as the right to health of our passengers. Particularly during the COVID-19 pandemic, the global efforts concerning goal no. 3 have been challenged. Molslinjen does everything we can to minimise the risk of infection during the ferry rides, which, being a vital connection for many islands, must be safe, also during a pandemic. You can read more about our efforts in this area in paragraph 5.1 on social sustainability where we describe our actions to ensure the health of our employees and guests.



Sustainable Development Goal no. 12 is about responsible consumption and production, and it also covers food waste, chemical waste, and chemical use. Molslinjen contributes to Sustainable Development Goal no. 12 by handling our risks in particular in respect of environmental sustainability, both regarding food waste and reduction of CO2 and other harmful substances and in our handling and transportation of chemicals. Through our due diligence processes, described in paragraph 5, we identify these risks and describe our actions to prevent or mitigate them. We annually measure our handling and improve our efforts if we are not satisfied with the results.



The aim of Sustainable Development Goal no. 4 is to ensure inclusive quality education with equal opportunities for everyone. Sustainable Development Goal no. 5 about gender equality includes a subsidiary goal of reducing gender discrimination globally. Sustainable Development Goal no. 10 aims at reducing inequalities. Molslinjen continually works at preventing discrimination across the organisation – it is part of our work on the right to non-discrimination, equal access to promotions, equal pay for equal work, the right to education, and the right to a living wage. Molslinjen measures living wage on the locations where we operate and makes sure that our wage levels are above that and at the same level as similar job functions. In recent years, we have cooperated with educational institutions and Blue Denmark on promoting women's interest in maritime subjects. Furthermore, we make an effort to increase the representation of women at all levels at Molslinjen.

GREEN CONVERSION

Apart from having a new electric ferry, Molslinjen has started to use biodiesel. As of 1 January 2022, both engine-driven ferries between Esbjerg and Fanø sail on 100 percent biodiesel.

Today, biodiesel is primarily made from waste oil from the food industry, and it is cleaned and supplied with hydrogen so that it can be used as fuel for the ferries. Biodiesel is a steppingstone on the way to converting our ferry operation. The Express 5 and Hammershus ferries are prepared for the green conversion.





Sustainable Development Goal no. 13 requires immediate action to fight the climate changes, specifically by reducing CO₂ emissions. Sustainable Development Goal no. 7 asks us to ensure eco-friendly energy for everyone. Molslinjen does that through our gradual changeover to eco-friendly transport solutions for our guests, for instance with electric ferries, through the preparation of our diesel engines to alternative fuels, and through enabling owners of electric cars to charge their cars at our ferry terminal. Through our work on environmental sustainability, we handle our risks in respect of energy consumption and emissions to air. That means that over the last 11 years we have reduced our CO₂ emission per transported kg by more than 60 percent, and that we have changed our power supply to 100 percent green power.



Sustainable Development Goal no. 14 asks the international community to protect life below water. Molslinjen primarily operates on the sea, which may affect life below water. We continually work on minimising the effect of our ferry rides on biodiversity, and we optimise our lines in such a way that they are not harmful to the environment or to others at sea. An environmental report is drawn up for each new ferry launched, and we regularly receive updated surveys of the effect of our operation on life below water, and we have learned that we affect sea life at a minimum.



The last Sustainable Development Goal, no. 17, is about partnerships formed to attain the goals. We contribute to goal no. 17 through our partnership with Blue Denmark about a climate-friendly maritime Denmark as well as through our continuous work on ensuring responsibility in our business relations. Since 2017, we have adapted our expectations for business relations to make them agree with the UN and OECD guidelines for responsible business behaviour. In 2021, we have contacted some of our important relations directly to learn from each other. You can read more about our approach to business relations in paragraph 5.4.

The goals that are not emphasised in this report are not unimportant to us. In our systematic approach to corporate social responsibility, we have found that we are not the type of business that can contribute special value to the remaining goals. Through our work with the international minimum standard for social responsibility, the UN and OECD guidelines, we ensure that we prevent or mitigate the negative impacts that we may have in all areas of social, environmental, and economic sustainability. You can read more about it below.

3. MOLSLINJEN AND THE UN: OUR CORPORATE SOCIAL RESPONSIBILITY IN A SUSTAINABLE DEVELOPMENT

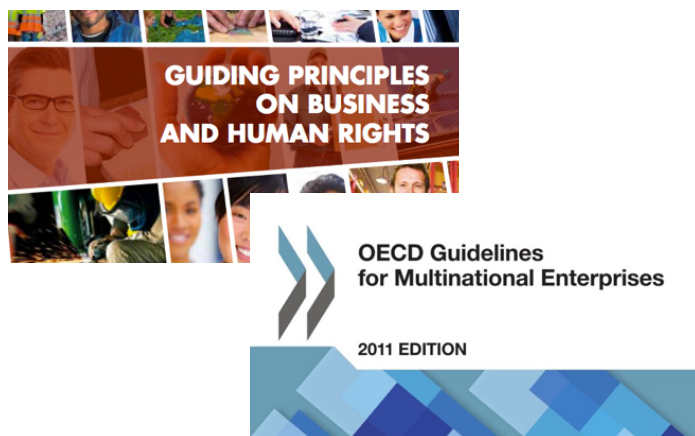
Molslinjen wants to contribute to the UN's broader objectives for sustainable development. We are part of the UN Global Compact. Our CSR/ESB/sustainability efforts are based on a systematic approach to all the core elements of sustainable development in the UN Guiding Principles on Business and Human Rights as well as the OECD Guidelines for Multinational Enterprises. Molslinjen works with the UN and OECD guidelines because they define the present international minimum standard for social responsibility. We want to take full responsibility from the start.

Our systematic and principles-based approach to social responsibility also forms part of ensuring that we contribute to fulfilling the Sustainable Development Goals which are valid from 2015 to 2030.

3.1 THE UN AND OECD GUIDELINES FOR RESPONSIBLE BUSINESS CONDUCT

The foundation for our social responsibility is built on the global minimum standard for responsible business conduct. The standard has a principles-based approach to ensure that we systematically relate to all the risks we might have of negative impacts on human rights, the environment, and economic sustainability.

The standard is defined through the UN Guiding Principles on Business and Human Rights and OECD's Guidelines for Multinational Enterprises.



According to the UN and OECD guidelines, companies must as a minimum:

- Have a policy for human rights, environment, and anti-corruption.
- Implement a due diligence process in respect of the above areas.
- Ensure access to redress for rights holders and mending of damages through appropriate complaint mechanisms, where negative impacts have been established.

In 2018, Molslinjen established a CSR committee consisting of the CEO, the executive secretary, and the head of human resources. The committee has the overall responsibility for the day-to-day implementation of CSR at Molslinjen and for progress reporting to Molslinjen's board of directors.

In 2021, the newly appointed board formed a sustainability committee to further strengthen focus on sustainability in the company.

We prepare this COP report as part of our membership of the UN Global Compact, and the report also serves to meet sections 99a, 99b, and 99d of the Danish Financial Statements Act.

Molslinjen notes that the Danish Financial Statements Act prescribes that companies must report on whether they have a policy for “social conditions and employee relations”. Molslinjen’s respect for human rights comprises all the elements stated in the explanatory notes to the act as examples of social conditions and employee relations. Our CSR policy comprises a commitment to continually assess the impacts on human rights of all our activities, including our use of new data technology, where especially impacts on the right to privacy are relevant. Also, our work on environmental sustainability includes impacts on the climate. We thus find that all matters included in the legislation are covered by our CSR policy, which is described in the next paragraph.

Finally, we find that our regular impact analyses compared to all core elements of sustainability according to the UN and OECD guidelines create a solid and well-informed basis for not only identifying risks of impacts on stakeholders but also identifying sustainability risks for the company and thus meeting the expectation for double materiality analysis mentioned in the EU directive on corporate sustainability reporting.

3.1.1 ACCOUNT FOR DATA ETHICS ACCORDING TO SECTION 99D OF THE DANISH FINANCIAL STATEMENTS ACT

Molslinjen complies with all the requirements of the act for the handling and keeping of personal and employee data (GDPR). For 2021, the company has not found a need to establish a policy for data ethics, as Molslinjen generally considers data in its possession to be business critical, which is why the company does not sell, share, or in any other way make data available to third parties, as well as it does not use data for other purposes than those for which it has been gathered. However, Molslinjen reserves the right to change its position and establish a policy for data ethics when a further examination of the potential of data in the company’s possession has been completed in 2022.



3.2 THE UN GLOBAL COMPACT – THE FRAMEWORK FOR MOLSLINJEN’S CORPORATE SOCIAL RESPONSIBILITY

The UN Global Compact is the world’s largest CSR initiative, which Molslinjen joined in 2017. Each year, Molslinjen, together with thousands of other members, draws up a progress report in which we describe the work on translating the ten principles of the UN Global Compact to the company’s strategy and actions. The ten principles comprise human rights, including the International Labour Organization’s core employee rights; environment, including the climate; and anti-corruption. We translate the principles from the UN Global Compact through our systematic work on the UN and OECD guidelines.

4. MOLSLINJEN'S CSR POLICY

In June 2017, Molslinjen's board of directors adopted a CSR policy. The new board adopted the policy in 2021:

"Molslinjen will contribute to the freedom of movement by offering fast and comfortable travels. Through our services, we will display corporate responsibility by continually identifying, preventing, or mitigating negative impacts on a sustainable development.

The triple bottom line

Our commitment rests on internationally recognised principles necessary to achieve sustainable development, i.e. principles pertaining to human rights (including employee rights), environment, and anti-corruption.

The principles are listed by the UN Global Compact and are made operational through the UN Guiding Principles on Business and Human Rights.

We abide by national legislation, no matter where we operate. Furthermore, we will continually identify, prevent, and mitigate negative impacts on the core principles of human rights, environment, and anti-corruption. We will communicate on how to handle these impacts.

We will handle the potential and actual negative impacts that we cause, to which we contribute, or with which we are directly associated through our business relations, such as our suppliers.

Our expectations for our employees

We expect our employees to assist us in living up to our commitment by acting in accordance with this policy in their day-to-day work. We will integrate the policy in the day-to-day work for employees as well as management through training, communication, and continuous impact analyses.

Our expectations for our business relations

We expect all our business relations to meet the globally agreed minimum standard for responsible business conduct as stated in this policy. Business relations must avoid causing or contributing to negative impacts on the human-rights, environmental, and anti-corruption principles and must address negative impacts as they arise. If we become aware of negative impacts that are not handled at our business relations or in our value chains, we will use or build up our ability to influence the company that causes or contributes to the impacts so that they handle these, and we will ensure that the impacts are prevented or mitigated in future.

Integration

This policy is reflected in all relevant policies, guidelines, and procedures in the company. To ensure that they are complied with, we encourage all our employees, customers, business relations, and other stakeholders to make us aware of significant potential and existing negative impacts on human rights, the environment, and anti-corruption that can be related to our services, products, or business relations.

Policy development

This policy has been developed and approved by the board of directors. Molslinjen has used external experts to contribute to drawing up the policy. The policy is publicly available and is communicated internally and externally. To reflect the ongoing implementation and ensure that we maintain focus on sustainable development we will take the policy up for review every two years."

5. MOLSLINJEN'S DUE DILIGENCE PROCESS

With the help from experts, we carry out annual operational analyses of Molsslinjen's risks of impacts in the areas covered by the ten principles of the UN Global Compact. Today, the analyses cover all our routes. We found risks of causing negative impacts in respect of 22 of 48 human rights, and we identified three significant risks. Apart from that, we have identified risks in 13 out of 20 areas for environment and eight out of 16 areas for economic sustainability. There are two reasons for why we identify more risks than typically described in a COP report. First and foremost, Molsslinjen looks for risks in all 48 human rights across the company, including impacts that are not significant but may constitute a minor pressure on the rights of our stakeholders. The UN guidelines emphasise that the purpose of due diligence is to identify, prevent, or mitigate negative impacts before they become significant.

In 2021, we have completed impact analyses on the Kattegat, Bornholm, and west routes. Furthermore, we look for risks of impacts – meaning that we also identify risks where nothing has gone wrong because we already handle the risk well. We handle the vast majority of our risks so well that they do not turn into actual impacts. In these cases, we describe what we do and make sure to continuously measure whether what we do works; or present new initiatives where we believe that we can do better. As an example, any company that has uniforms will have a risk of negative impacts on the right to suitable clothing. At Molsslinjen the employees wear uniforms on our ferries, which means that we are responsible for our uniforms fitting properly and being of good quality. We have a committee of employees who handle uniform requests.

The process for due diligence concerning social, environmental, and economic sustainability is an ongoing learning process at Molsslinjen. It has shown us that thorough consideration of the negative impacts which we cause or to which we contribute prepares us better for preventing something from going wrong. It also creates a better-informed basis of identifying and analysing risks that are important to the company. In that way, our regular impact analyses give us the tools to handle risks for Molsslinjen's stakeholders, environment, and economy as well as our business.

5.1 SOCIAL SUSTAINABILITY

Through the impact analyses we identify where we risk negative impacts on all 48 human rights. Where we do not find an immediate risk, we describe why.

Where we identify a risk, we describe what we do to prevent or mitigate such a risk. We also introduce new actions to prevent or mitigate the risk if we can see that we can do more. We measure the effect of our actions every year. We inform persons who can experience impacts of our work through our employee manual on our employee app, Actimo, as well as in our public communication.

Of the 48 human rights, Molsslinjen has identified risks of impacts on 23 rights, of which three risks are significant. We assess significance based on the number of persons who can experience the impact, the seriousness of the impact, and whether the impact can be redressed, if things were to go wrong.

Our indicators show that we generally handle our risks well. The three most significant risks we face concern: the right to a healthy and safe working environment, the right to freedom of movement, and the right to health. We handle those as described below.

THE RIGHT TO A HEALTHY AND SAFE WORKING ENVIRONMENT

WHY DOES MOLSLINJEN FIND THAT WE RISK A NEGATIVE IMPACT?

The ferry industry as well as passenger and vehicle transport involve great risks to the well-being of our employees. There is a risk of occupational injuries in the terminal, on deck, or during transport. Furthermore, accidents can happen in case of impacts, heavy seas, other accidents aboard, or collision. The crew may also be affected by exhaust gases, or they can get lifting injuries. The catering crew can experience injuries from preparing food. There is also a risk of the crew meeting angry passengers or being exposed to a danger of infection. The psychological working environment can be affected by the responsibility for safety, including the safety of other people, that crew members may have during time pressure, as swift boarding and travel time are crucial to our lines.



WHAT DO WE DO TO PREVENT OR MITIGATE THE IMPACT?

Excerpt from our actions:

1. We have a “safety first” policy from the top management which requires us to never compromise on safety.
2. We have clear markings and procedures for boarding/exit to minimise risks of occupational injuries.
3. All Molslinjen crew members receive safety training, and we conduct regular safety drills and prepare safety analyses.
4. Our ferries are built of material with a minimum fire risk, and all ferries are equipped with several fire extinguishers. There is no smoking on all ferries.
5. We have strict procedures for the handling of hazardous chemicals with a requirement for reporting.
6. Employees in particularly straining functions receive all necessary safety equipment as well as machines to minimise physical loads.
7. There are regular measurements of the amount of harmful particles/gases which may be emitted from the ferries and from vehicles.
8. We have an efficient reporting system where employees report near misses to our health and safety committee, which deals with them at board meetings. Furthermore, we have health and safety committee meetings in case of personnel matters.
9. We provide courses in food safety and the safety of our staff.

We keep statistics both on the number of reports of risky situations and on occupational injuries. In 2021, we registered no serious incidents across our routes. We convey how we handle our risks and the efficiency of our actions to our employees. We do that through our employee app, Actimo, through safety training, in talks with the employees, and through our Safety Management System (SMS).



EMPLOYEE SATISFACTION SURVEY AT MOLSLINJEN IN 2021

In 2021, Molslinjen held an employee satisfaction survey, which is implemented every two years but had to be skipped in 2020 due to the pandemic. Employee satisfaction is still high, but the survey showed a small decline in the general satisfaction with the work compared with previous results. It was expected and reflects the many changes and the pressure that the employees have been under in the last couple of years during the COVID-19 pandemic. In the light of the result, Molslinjen will examine how to increase employee satisfaction.



SAFETY FIRST

In 2021, during a routine safety inspection, a Molslinjen employee found the beginning of a crack in the surface of a connecting rod in one of the four engines on Express 1. Cracks can arise, but they need to be handled; otherwise, they will constitute a safety risk. We have for a long time had a standard procedure that if one connecting rod has just an indication of a crack, all 80 connecting rods must be examined and potentially replaced. Therefore, in 2021, Molslinjen examined all connecting rods in the engines of Express 1. It subsequently turned out that the indication of a crack disappeared when polished.

THE RIGHT TO HEALTH

WHY DOES MOLSLINJEN FIND THAT WE RISK A NEGATIVE IMPACT?

We can have significant negative impacts on the right of our guests to health if a ferry is wrecked, is in distress, or catches fire. Car accidents may also occur, or someone may fall, be seasick, or get injured aboard the ferry. Furthermore, guests may fall ill if our restaurants serve bad food. Guests and local communities can be exposed to harmful exhaust gases and particles in quantities that are dangerous to health, and the wake waves can keel over small boats/kayaks.



WHAT DO WE DO TO PREVENT OR MITIGATE THE IMPACT?

Excerpt from our actions:

1. We always have health-educated staff aboard, and our crew receive first-aid training.
2. We test and maintain all safety equipment aboard (fire extinguishers, life jackets, and -boats). Furthermore, we are in constant radio contact with the mainland during the entire ferry ride.
3. Molslinjen's crew are trained in handling traffic and passengers getting on and off the ferries, and we have clear signing and markings indicating how to get on and off the ferries.
4. We ensure clear signage with safety instructions everywhere on the ferries, and we clearly mark if there are slippery floors on a ferry.
5. We use catering suppliers that are recognised for their high food safety level. We maintain the highest standards for preparation of food aboard.
6. We play safety videos on all monitors on departure.
7. During the COVID-19 pandemic, Molslinjen has introduced special precautions. We ask all passengers to wear face masks on the ferries when the authorities find it necessary. We have installed UV light to destroy virus and bacteria in ventilation systems. We have set up distance markers on the floors, and hand sanitizers are accessible to our guests. Our handling has been approved through unannounced visits from the Danish Maritime Authority. If passengers are very vulnerable, we allow them to stay in their cars during the ferry ride, if they want to.

In 2020, we had no serious accidents for passengers on and around the ferries. Each year we measure the number of injuries that have caused compensation from Molslinjen's insurance. In 2021, the figure was 0. Molslinjen has an online customer complaint system and communicates the handling of the health of our passengers through signing and guidance of the passengers as well as other measures.

FREE FERRY RIDES

When the COVID-19 pandemic broke out the first time, free ferry rides were offered in Denmark for a period. We have been happy to contribute to opening Denmark from inside, while traffic across our external borders was reduced. In 2021, free ferry rides across the different parts of the country were introduced again, and they were a great success. While we do what we can to offer low prices, we have only been able to offer free rides with the help of the government.

The result has been that even more people than usual have chosen to enjoy their summer holidays in Denmark, where they have discovered corners of the country that they did not know and seen islands that they have dreamt about for long. In many ways it was a consolation that Molslinjen is glad to be part of.



THE RIGHT TO FREEDOM OF MOVEMENT

WHY DOES MOLSLINJEN FIND THAT WE RISK A NEGATIVE IMPACT?

Our main task is to contribute to the freedom of movement between the mainland and the islands. This means a great responsibility, because, if we do not succeed in our task, we may prevent or complicate the freedom of movement for our guests. We are responsible for ensuring fair prices, regular and frequent departures, a good experience on the ferries, and room for everyone.



WHAT DO WE DO TO PREVENT OR MITIGATE THE IMPACT?

Excerpt from our actions:

1. We have ticket solutions and discount schemes for commuters.
2. We have technology and techniques for sailing that minimise the impact of waves on the ferries.
3. We only cancel departures for safety reasons.
4. We have complaint mechanisms for our guests on our website, and the crew aboard the ferries are prepared to receive and answer complaints.
5. We are in ongoing dialogue with the local population on the islands to which we sail, in order to learn how to improve.
6. Fanølinjen has got a third ferry, which has reduced the queue time for the ferries significantly.
7. During the COVID-19 pandemic we temporarily offered free ferry rides for walking passengers on several of our routes.
8. All new ferries are built to optimise accessibility for as many as possible.

We communicate on how we handle this risk on our website and with signs, and we forewarn our passengers about cancellations and the reason for them. In 2022, the Ministry of Transport will further assess whether the capacity to and from Bornholm is to be increased.



5.1.1 ACCOUNT FOR THE GENDER MAKE-UP OF MANAGEMENT, CF. SECTION 99B OF THE DANISH FINANCIAL STATEMENTS ACT

The maritime sector faces special challenges when it comes to gender representation, which is why in recent years we have put the topic on the agenda on Molslinjen's management layers. As part of our work on social sustainability, we have made an effort to ensure equal opportunities for both genders to become part of the maritime sector, including Molslinjen. In 2020, the board of directors set a goal of at least 20 percent representation of women on the board before the end of 2021. Employee representatives are elected by Molslinjen employees and are not included in this target figure. In Denmark we can only measure the distribution of men/women in the company, which is why this account does not include more genders.

With EQT's takeover of Molslinjen, the objective of a 20 percent representation of women on the board has been increased. In 2021, Molslinjen got 25 percent women on the board. A versatile and inclusive organisation which reflects Molslinjen's customer mix makes the company stronger, increases the competitiveness, and creates a good and innovative working environment.

28 percent of Molslinjen's management group are women, whereas the percentage of women middle managers is 15 compared to 14 in 2020. We have not yet reached the goal of a share of women middle managers of 18 percent; however we will seek to reach a goal of 20 percent by 2022. Molslinjen aims at reaching the goal by having increased attention in the recruitment phase and forward-looking.

We have initiated several measures to prevent the challenges we have identified as regards gender representation:

- We use statistics on the representation of men and women among employees and in the management tier to determinedly improve the representation.
- We ensure that sexist and other discriminatory language and behaviour are not tolerated and may lead to disciplinary consequences.
- We encourage a better representation in the maritime sector, for example through ongoing collaboration in trade associations and with educations relevant to the sector.
- We invite students from the Aarhus School of Marine and Technical Engineering to visit the ferries.
- Together with 14 other ferry companies, we have signed a charter for more women in shipping, which commits us to work determinedly to increase the share of women in the Blue Denmark.

Another focus area at Molslinjen is the right to equal pay for equal work.

We generally ensure that the pay level is fixed for different job categories and emphasise to all managers that pay and bonus within the different categories of pay can only differ as a result of a special effort, special competences, or seniority. Finally, Molslinjen is conscious of showing diversity in our marketing to signal that the ferry company wants to reflect society in our staff composition.

5.2 ENVIRONMENTAL SUSTAINABILITY

Molslinjen has special focus on environmental sustainability, as it is particularly relevant to our company which needs energy for transport. Throughout the last many years, we have done a lot to reduce our emissions to air, which, among other things, has meant that every day we transport each kg 60 percent more efficiently when it comes to energy consumption than we did just 11 years ago. Further, we will also minimise other impacts that we could have on the environment, such as food waste and other waste.

In 2021, we identified risks of negative impacts on nine environmental areas across our lines. The areas where we risk causing negative impacts are marked yellow:

1. Water Consumption	2. Use of energy	3. Use of Raw Materials - in particular scarce natural resources	4. Use of Chemicals	5. Use of Ozone Depleting Substances or Persistent Organic Pollutants (POPs)
6. Handling and Transportation of Dangerous Substances	7. Emissions to Surface and Groundwater	8. Emissions into soil	9. Air Emissions	10. Noise Emissions and Light Emissions
11. Odour Emissions	12. Dust Emissions	13. Preservation of Biodiversity (animals and plants)	14. Animal Welfare	15. Waste Management of Water
16. Waste Management of Solid Waste	17. Waste Management of Hazardous Substances	18. Waste Management of Food Waste	19. New Environmentally Friendly Technologies	20. Diffusion of Environmentally Friendly Technologies

We work on different initiatives to respond to the areas in which we have a potential risk of causing negative impacts. Examples of these initiatives can be found here:

<https://www.molslinjen.dk/om-molslinjen/samfundsansvar#initiativer>



THE ELECTRIC CARS ARE HERE!

In recent years, we have seen a great increase in the number of electric cars on our ferries, and we do not expect this development to stop soon. We are happy to see the development and have started to provide better services for electric cars. The guests can charge their electric cars on many of our ferries. However, electric cars provide a new challenge, as the fire risk is different for lithium batteries than for gas and diesel engines.

Fire safety experts do not believe that electric cars constitute a larger fire risk than cars with combustion engines, but the risk must be prevented differently.

Molslinjen has therefore updated our fire safety procedures and technical measures to the highest standards, and our employees have been instructed in how to handle potential fires from electric cars.

We prevent or mitigate all these risks through different actions of which we measure the effect annually. Examples of how we identify and handle our risks are:

FOOD WASTE

WHY DOES MOLSLINJEN FIND THAT WE RISK A NEGATIVE IMPACT?

Molslinjen's ferries have cafés and restaurants with buffets. There is a risk in case of buffets, and due to the three-hour rule which applies to food in Denmark some excess food must be thrown away.

IN WHICH AREA DOES THIS CHALLENGE APPLY?

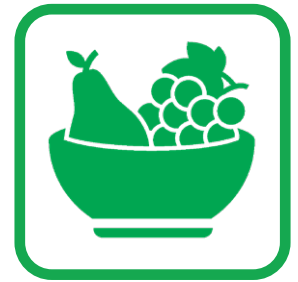
Molslinjen's catering, in particular our buffet, may cause food waste.

WHAT DO WE DO TO PREVENT OR MITIGATE THE IMPACT?

Excerpt from our actions:

1. We employ a project manager to work on reducing the food consumption on our ferries. We have used Express 3 as a pilot project to find the best solutions in the area.
2. In our cafés and restaurants, we adapt the preparation of food to the expected consumption in relation to the number of guests.
3. On most of our ferries, we have introduced the new Baristas Coffee Shop which offers coffee, snacks, and small meals such as salads and sandwiches.
4. During the COVID-19 pandemic we have experienced a decline in the demand for buffet food, to which we have quickly adapted to avoid food waste.
5. We cooperate with Unilever as well as the "WUOW" app to further reduce our food waste.
6. We will examine the possibility of cooperating with a research project or students to reduce food waste. Optimally, the project will also include proposals for our handling of animal welfare.

In 2020, we had a food waste of 48 kg per day for the period June to October. During the COVID-19 pandemic in 2021 for January to May, this average dropped to 20 kg per day. As a consequence of the Covid-19 pandemic and restaurant closures no further calculations of food waste were conducted. While we are happy to minimise food waste, it will be difficult to maintain this figure when the demand increases again.





ENERGY CONSUMPTION AND EMISSIONS TO AIR

WHY DOES MOLSLINJEN FIND THAT WE RISK A NEGATIVE IMPACT?

The diesel engines of our ferries are energy intensive. Therefore, we face a risk in this area.

WHICH AREA CAN BE AFFECTED?

We consume fuel to sail our ferries and for energy-intensive functions on the ferries (light, catering, etc.). The energy consumption causes emissions in our immediate environment as well as generally, and our emissions have a global effect too.



WHAT DO WE DO TO PREVENT OR MITIGATE THE IMPACT?

Excerpt from our actions:

1. We continually optimise our fuel consumption through different initiatives.
2. We change nozzle rings on turbochargers as soon as needed.
3. We use heat recovery from the cooling water of diesel engines to produce electricity on our ferries.
4. We have incorporated a smaller diameter on our seawater pump impeller for the main engines.
5. Everywhere possible, we have changed to low-energy consumption, for example to LED lights on the ferries.
6. Our crew has constant focus on sailing optimisation and timely departure.
7. Our ferries have been given anti-fouling bottom paint to reduce fuel consumption and emissions by 5 percent.
8. We have shore power for our ferries in the ferry port in Aarhus to minimise both noise and energy consumption when the ferries are not sailing. The new ferry port is built to minimise bends and distance with an expected reduction in oil consumption of 5 percent.
9. We only use fuel containing less than 0.1 percent sulphur.
10. Express 5, which will be used between Rønne and Ystad from 2023, will have the world's most efficient four-stroke engines that are prepared for alternative fuels.
11. The engines of the Hammershus ferry are also prepared for alternative fuels.
12. In 2021, we launched our first electric ferry, Grotte, on Fanølinjen. We plan to replace all ferries on the west routes with electric ferries.

Each year, we measure the accumulated reduction of CO₂ emissions per transported kg in percent, with 'baseline' in 2010 for the Kattegat route. Over the last 11 years, we have succeeded in reducing our carbon dioxide emission by more than 60 percent on Kattegat through a targeted and multi-faceted effort. The reductions are a result of investing in new efficient ferries, Artificial Intelligence systems, lean marine (automated fuel savings), advanced bottom paint, and interceptor control. We still aim at having reduced our carbon dioxide emission by 70 percent in 2030.



5.3 ECONOMIC SUSTAINABILITY

At Molslinjen, we do not let unethical considerations influence our decisions or actions. In 2021, several actions have been implemented to ensure and continue our good practice. We have identified risks of negative impacts in the following eight areas, marked with yellow:

1. Accurate Accounting Records and Bookkeeping (including keeping financial records of the past five years)	2. Bribes to or Corruption of Public Officials (including both 'active' and 'passive' corruption – also referred to as 'solicitation'; see also 'extortion and blackmail' below)	3. Bribes to or Corruption of Private Counterparts (including both 'active' and 'passive' corruption – also referred to as 'solicitation'; see also 'extortion and blackmail' below)	4. Trading in Influences in Relation to Business Partners, Government Officials or Employees
5. Bribes, Corruption or Trading in Influence Through the Use of Intermediaries	6. Use of Facilitation Payments (unless you are subject to threats or other coercion)	7. Political contributions and sponsorships in expectation of undue advantages	8. Offering or Accepting Gifts Beyond Stated Value (approvals)
9. Permitting or Participating in Money Laundering	10. Hiring Government employees whose jobs create conflict of interest with former job duties of such employees	11. Abstain from Cronyism and Nepotism	12. Clearly define Job Duties based on Skills, Qualifications and Experience
13. Extortion or Blackmail	14. Fraud or Embezzlement	15. Anti-trust and competition	16. Tax Evasion/Aggressive Tax Planning

We have a zero-tolerance attitude towards unethical economic behaviour at Molslinjen. It ranges from all forms of bribery, including gifts, to nepotism. We also have optimised control questions and procedures to ensure full transparency in all our transactions and the use of third parties.

An example of the way in which we handle our responsibility for economic sustainability is:

EMPLOYMENT OF PUBLIC EMPLOYEES

WHY DOES MOLSLINJEN FIND THAT WE RISK A NEGATIVE IMPACT?

Molslinjen is in close interaction with the authorities and depends on ongoing permits. Therefore, there is a risk that we may benefit from hiring public employees. Hiring core employees from the authorities that grant Molslinjen permits can create a conflict of interest.



WHAT DO WE DO TO PREVENT OR MITIGATE THE IMPACT?

Excerpt from our actions:

- 1.** Molslinjen only hires people based on their qualifications and experience – managed by the HR department.
- 2.** If a potential candidate for a management or specialist position comes from employment at a public authority that interacts with Molslinjen, the HR department must intervene in the process to ensure that both the candidate and his or her future manager at Molslinjen avoid conflicts of interest.
- 3.** In case of new appointments, the HR department asks about possible conflicts of interest in relation to previous employments.

In 2021, Molslinjen did not employ any core employees from the public sector.

5.4 ACCOUNTABILITY IN BUSINESS RELATIONS

We ask business relations to meet the global minimum standard for corporate social responsibility: the UN and OECD guidelines – and we meet the same international authoritative standard. While our risk pictures may look different, we want all companies to follow the same process, where they identify their own risks, handle them, and are transparent about what they do. We can share our impact analyses with business relations, where we are transparent about what we do to prevent and mitigate our risks. We want them to be able to share the same with us. As we see it, this is the pragmatic way to create transparency in value chains. At the same time, everyone will have the same starting point in respect of the social responsibility we should take.

In 2021, we have worked on integrating our updated requirements of business relations in the entire company to ensure that our business relations know our expectation for them to also meet the UN and OECD guidelines. Among other things, we have updated our website with our Code of Conduct for business relations together with FAQs.

In 2021, we started the first focused collaborations on social responsibility with some of our important business relations. In 2022, we expect to contact further business relations and update our standard e-mail signature across the business to include a link to our policy for social responsibility and our expectations for business relations.

Where we know risks of significant negative impacts at our business relation, we ask them to handle the risks and communicate publicly or to us about how they are going to handle them.

6. ACCESS TO REDRESS AND COMPLAINTS

Our effort for sustainability is highly facilitated by our employees and guests, who help us identify risks and find the best solutions through commitment and communication – for everything from the right not to be exposed to discrimination to the right to a worthy treatment if detained.

Molslinjen has many different options for both employees and guests to tell us if something goes wrong. For our employees, we have a HR department, an employee app, an open-door policy as well as employee representatives and various committees that can handle employee wishes and challenges. In addition, we have several effective mechanisms for our customers to invite them to tell us both if something has gone wrong and if they have suggestions for how we can become a better company.

Although Molslinjen does a lot to involve our employees and guests, we want to make our commitment more focused on sustainability. In 2021, we have sought to develop our existing as well as new complaint mechanisms, communication channels, and opportunities for suggestions. They must be able to help everyone who is affected by Molslinjen's behaviour. It is important to us that our complaint mechanisms are a source of learning for the company. We need and learn much from the suggestions that we receive from guests and employees about how we can improve on social, environmental, and economic sustainability.

Our mechanisms are based on dialogue, openness, and fairness. We ensure redress where something has gone wrong, and we appreciate the help we get to prevent or mitigate that something may go wrong.

In 2022, we wish to combine communication on our impact analyses with our complaint mechanisms. In that way we hope to make it easier for those who have worries, praise, questions, or criticism to learn what we do or to contribute insight into challenges that we may have overlooked.

7. KEY PERFORMANCE INDICATORS

The follow-up on key performance indicators for the work with corporate social responsibility in 2020 shows the following results:

1. Impact analyses from 2020 for the Kattegat route and Bornholmslinjen

Result 2021: In November 2021, a follow-up was conducted on the impact analyses for the Kattegat route and Bornholmslinjen. The vast majority of the concrete action points to prevent or mitigate possible negative impacts were implemented or are in the process of being implemented. It involved changes in management systems, manuals, and tools. The CSR committee and the company's board of directors found the results satisfactory.

New indicator: Follow-up on impact analyses for the Kattegat route, Bornholmslinjen, and the west routes from 2021.

	2017	2018	2019	2020	2021	2022
The Kattegat route	(1st analysis)	✓	✓	✓	✓	✓
Bornholmslinjen				(1st analysis)	✓	✓
The west routes					(1st analysis)	✓

2. Preparing one new set of impact analyses annually, until all business areas are covered.

In 2021, the west routes prepared their first impact analyses on human rights, environment, and anti-corruption. This indicator is repeated annually. The plan is to prepare impact analyses on Kombardo Expressen in 2022.



3. Sharing impact analyses with the employees through Actimo in 2021

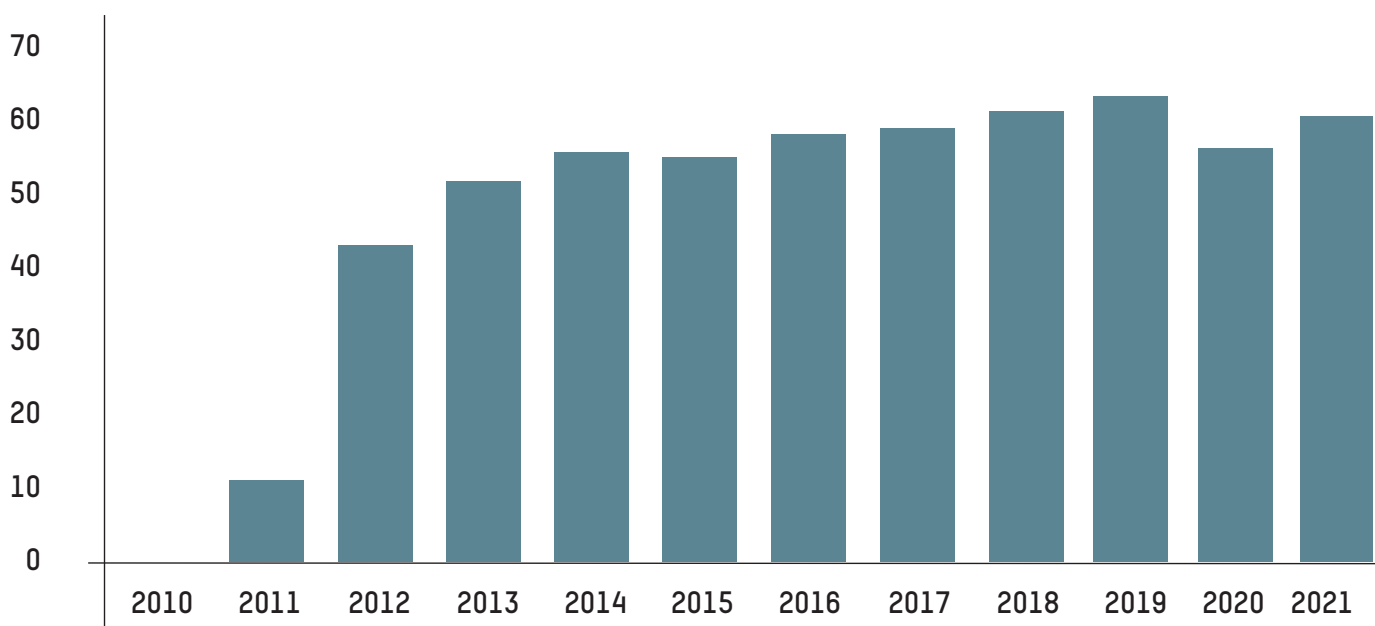
Today, Molslinjen uses the employee app 'Actimo' which contains the company's policies and employee manual. In 2021, Molslinjen updated the employee manual with relevant new information from the impact analyses.

New indicator: Molslinjen expects to share access to the impact analyses through Actimo in 2022.

4. CO2 reduction per transported kg

One of Molslinjen's main sustainability risks comes from the fuel consumption on our ferries. We have therefore chosen to focus strategically on reducing our fuel consumption as well as replacing fossil fuels with energy sources with a lower carbon footprint. For the same reason, we specifically highlight this environmental area under our key performance indicators. This indicator shows the accumulated CO2 reduction per kg in percent on the Kattegat route, which is the route from which we have the most emissions.

Accumulated reduction of CO2 emissions per transported kg in % on the Kattegat route



*CO2 emission per transported kg in percent has been made up on the basis of our energy consumption times the relevant emission factor.

5. Update of complaint mechanisms at Molslinjen

In 2021, Molslinjen has initiated the update of complaint mechanisms. In 2022, Molslinjen expects to link results from our impact analyses on human rights, environment, and economy with a complaint mechanism so that the information about Molslinjen's handling of social responsibility will be more easily accessible for persons who want to share suggestions, or who have questions or worries.

6. Collaborations with business relations about the global minimum standard

Molslinjen is in the process of updating our approach to accountability in business relations. In 2021, we have contacted the first eight important business relations about our new expectations from them. We have chosen business relations based on an assessment of our knowledge of significant risks and which relationships are important to us. As we see it, these two parameters are absolutely crucial to where we invest our resources to share knowledge, experience, and results from Molslinjen and dialogue with the business relations on establishing management systems in agreement with the international standard.

New indicator: In 2022, a new indicator will be to contact more business relations and update our e-mail signature across the business to include our expectations from business relations.



MOLSLINJEN