

Catalysing the green energy transformation

Our climate targets are designed to align our company and entire carbon footprint with the 1.5 °C pathway. Here, you can see how we progress on our main performance indicators in our seven programmes to align our business with science and catalyse the green energy transformation.

By 2025, we will be carbon-neutral in our own energy generation and operations (scopes 1 & 2)

By 2040, we want to reach carbon neutrality in our total carbon footprint (scopes 1, 2 & 3)

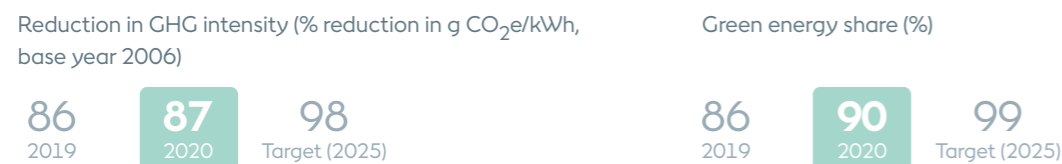
- Performing well
- Performing well, but with challenges this year
- Significant challenges

Progress towards our carbon-neutral targets

Programme 1

Decarbonisation of energy generation and operations (scopes 1 and 2)

We reduce the emissions across our energy generation and operations to become carbon-neutral in scopes 1 and 2 by 2025.



Programme 2

Decarbonisation of our supply chain and wholesale buying and selling of natural gas (scope 3)

To achieve carbon neutrality by 2040, we reduce emissions from our supply chain and from wholesale buying and selling of natural gas.

Reduced carbon emissions in scope 3 (% , base year 2018)



Levers to decarbonise our company

Programme 3

Deployment of offshore wind

We deploy offshore wind farms globally.

Installed offshore wind capacity (GW)



Programme 4

Deployment of onshore renewable energy capacity

We deploy onshore renewable energy technologies, including onshore wind and solar PV.

Installed onshore wind and solar capacity (GW)



Programme 5

Greener combined heat and power plants

We phase out coal from our combined heat and power (CHP) plants by replacing coal with certified sustainable biomass and closing down coal-fired capacity.

Coal consumption (million tonnes)



Levers to support wider green energy transition

Programme 6

Green energy integration

We support new technologies that can help balance supply and demand of green energy and that use green power to decarbonise industry.

Strong commitment to engage in the development of green hydrogen technologies and pursue storage projects that allow us to optimise our generation assets.

Third-party assurance of data

The programme indicators and targets shown on pages 28-31 and in the bottom row on pages 32-43 in this report are part of our ESG performance report 2020 and have been subject to third-party assurance by PwC.

Read about the scope of the assurance in our ESG performance report, page 38.

Programme 7

Supporting green financing

Green financing proceeds allocated to offshore wind projects, total (DKK billion)



Avoided emissions potential from allocated green bond proceeds annually¹⁾ (million tonnes CO₂e)



Our target is to exclusively use green financing instruments

¹⁾ Total avoided emissions includes both projects under construction and projects in operation. Please refer to our 'ESG performance report' and 'Green bond impact report'.

Addressing the sustainability impacts of the green energy transformation

The green transformation is a driver for positive change beyond mitigating global warming. But it can also have potential negative impacts on, for instance, biodiversity or local communities. Here you can see how we progress on our programmes to ensure a sustainable green transformation.

Programme 8 Sourcing certified sustainable biomass

We use sustainable wooden biomass to phase out coal at our CHP plants.

Share of our biomass that is certified sustainable (%)



Programme 9 Protecting marine biodiversity

To protect biodiversity, we avoid and reduce impacts on marine ecosystems throughout the development, construction, and operation of all our offshore wind farms.

Red-List species recorded in areas with Ørsted offshore operations (number)



Programme 10 Local communities

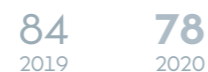
We want to develop our renewable energy projects so that they create benefits for local communities and address community concerns and expectations.

Based on frequent engagement with our local stakeholders, we strive to tailor our local initiatives to the needs of local communities, including community benefit funds, apprenticeships and scholarships, and local supplier development.

Programme 11 Resource management

We work to reduce, reuse, and recycle waste materials where possible to limit the impact on natural resources and lower carbon emissions.

Other waste from production and administration reused or recycled (excluding wastewater from the oil pipeline) - (%)



Ensuring responsible business practices

We conduct our business with responsibility and accountability, ensuring respect for our employees, business partners, and suppliers. Here you can see how we perform on the key indicators of our nine programmes to ensure responsible business practices.

Programme 12 Workplace safety

We strive to create a safe workplace for employees, contractors, and suppliers.

TRIR (per million hours worked)*



*TRIR is the total recordable incident rate, which is the number of recorded incidents divided by the total number of hours worked.

Programme 13 Employee health and well-being

We implement a holistic approach to physical, social and mental health, and well-being to enable good employee performance and engagement.

Share of employees that have recorded incidents of stress – both light and heavy cases (%)



Programme 14 Employee development

We are building a culture of continuous learning and development to retain existing talent and engage new talent.

Employee learning and development (index 0-100 where 100 is high learning opportunities)



Programme 15 Employee satisfaction

Employee satisfaction and motivation is important to us, and we aim to remain in the top 10 % in a benchmark of peer companies.

Employee satisfaction (index 0-100 where 100 is high satisfaction)



Programme 16 Inclusion of diversity

We promote, encourage, and advocate for a culture where different perspectives are valued and leveraged, and where it is safe to speak up.

The share of women in positions as senior directors or higher - Leadership Conference (%)



The share of women in positions of directors, senior managers, managers, and team leads (%)



Programme 17 Good business conduct

We prohibit all forms of bribery and corruption. We promote compliance internally and with our business partners through due diligence, training, and reporting of misconduct.

Substantiated whistle-blower cases (number)



Programme 18 Human rights and responsible business partners

Through screenings and assessments, we identify performance gaps in our suppliers' adherence to our Code of Conduct (CoC) for business partners. We take action to close any gaps.

The number of screenings (on all sourcing contracts above DKK 3 million) and number of assessments opened



Programme 19 Information and cyber security

We work to ensure the security of corporate information and critical infrastructure through a risk-based approach and in close collaboration with our business partners.

We carry out ongoing global campaigns for safe behaviour in the workplace.

Programme 20 Responsible tax practices

We are transparent in our tax reporting and voluntarily disclose country-specific information about our tax position in our annual report.

Global corporate income tax paid in 2020 (billion DKK)

