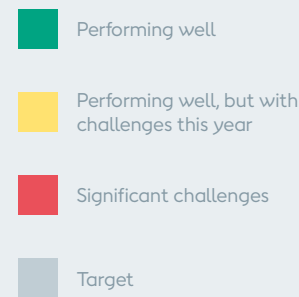


Overview of our programme performance

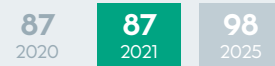
Here, you can see how we progress on our main performance indicators in our 19 programmes across four categories – climate, nature, people, and governance.



Science-aligned climate action

Programme 1 Decarbonisation of energy generation and operations

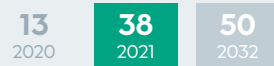
Reduction in GHG intensity (scope 1-2) (% reduction in g CO₂e/kWh, base year 2006)



We reduce emissions across our energy generation and operations to become carbon-neutral in scope 1 and 2 by 2025, with a target of reducing our emissions intensity by at least 98 %.

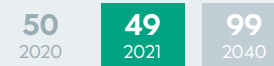
Programme 2 Decarbonisation of our supply chain and wholesale buying and selling of natural gas

Reduction in carbon emissions (scope 3) (% reduction in MtCO₂e, base year 2018) – incl. gas sales



We reduce emissions from our supply chain and from wholesale buying and selling of natural gas to achieve net-zero across all scopes by 2040.

Reduction in GHG intensity (scope 1-3) (% reduction in g CO₂e/kWh, base year 2018) – excl. gas sales



Programme 3 Deployment of offshore wind and onshore renewables

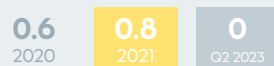
Installed offshore and onshore capacity (GW) – excl. hydrogen and green fuels



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

Programme 4 Greener combined heat and power plants

Coal consumption (million tonnes)



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.

Programme 5 Integrated and reliable energy systems

Build a global leadership position in renewable hydrogen and green fuels.

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

Green energy in balance with nature

Programme 6 Biodiversity

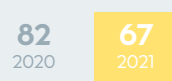
Red List species recorded in areas with Ørsted offshore operations (number)



We commit to ensuring that, no later than 2030, all new commissioned projects must have a net-positive biodiversity impact.

Programme 7 Circular resource use

Total amount of waste diverted from disposal (%)



We work to reduce, reuse, and recycle waste materials where possible and have introduced a ban on the landfilling of wind turbine blades.

Programme 8 Minerals and metals

We have mapped and identified ten metals in our supply chain: cadmium, cobalt, copper, iron, lithium, nickel, manganese, rare earth elements, silicon, tellurium.

We engage with key suppliers based on the OECD Guidelines to help shape solutions in the supply chain of minerals and metals.

Programme 9 Sustainable biomass

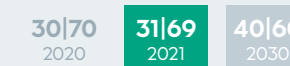
Certified sustainable wooden biomass sourced (%)



We have an ongoing target of only using certified sustainable wooden biomass at our CHP plants.

Programme 12 Inclusion of diversity

Gender balance in total workforce (%)



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

Programme 14 Employee development and satisfaction

Employee satisfaction (index 0-100)



We have an ongoing target of being in the top 10 % among our peer benchmarking companies. Our strategic aspiration is to foster a global, inclusive, and effective organisation. Employees' development and satisfaction are key in making this happen.

Programme 17 Responsible tax practices

Global corporate income tax paid (DKK billion)



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

A green transformation that works for people

Programme 10 Local communities

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.

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

Programme 11 Human rights

We will deliver a human rights impact assessment (HRIA) of our own operations in 2022.

We want to ensure that human rights are respected in our own operations, by our suppliers, and by our joint venture partners.

Programme 13 Employee safety, health, and well-being

Total recordable injury rate (TRIR) per million hours worked



We are committed to creating a healthy, safe, and inclusive workplace and promoting a sustainable approach to the working lives of our employees.

Employees experiencing stress (%)



Governance that enables the right decisions

Programme 15 Responsible business partners

Risk screenings on all sourcing contracts above DKK 3 million and assessments conducted (number)



We identify performance gaps through screenings and assessments, and we act on our findings through supplier-driven corrective and preventive improvement plans.

Programme 16 Good business conduct

Substantiated whistle-blower cases (number)



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.

Programme 18 Sustainable finance

EU taxonomy-eligible revenue, OPEX, EBITDA, and CAPEX*



We exclusively deploy green and sustainable financing to advance our green transformation and renewable energy build-out, and we align our reporting with recognised ESG frameworks and ratings.

Programme 19 Information and cyber security

We carry out ongoing, global security communication on secure behaviour in the workplace.

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.

* For details, please see our ESG performance report 2021, pages 10-11.