



Samskip 2021 Sustainability Report



samskip

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Introduction

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This is the Annual Sustainability Report of Samskip B.V., including Samskip Multimodal B.V., and Samskip HF. The report covers our activities from 2021, as well as future visions and aspirations for 2022 and beyond. The intention of this report is not only to celebrate our successes, but also to be transparent in our reporting and look forward to future improvements. Our approach is to focus on the social, environmental, ethical, and business development aspects of the organisation, with an emphasis on partnerships, which make us stronger and more adaptable to sustainable practices.

With this report, we aim to give insight into the sustainability world of Samskip by telling our story – old and new – and looking at our initiatives to reduce our negative impact on the planet, and start creating a positive one. Reporting on our energy, emission, water, waste, and pollution management. We have a wealth of initiatives that drive the reduction of CO₂-e. Most notable are our projects to develop an ultraprecise carbon foot printing system for our operations, and our increased use of alternative fuels, such as biofuels, LNG, and hydrogen. At Samskip, we strive to increase network digitalisation and automation through innovative technology, such as our Nav-Tech eye gear, which allows us to digitally

link to the Nav-Tech glasses our employees are wearing, to see what they see and give real time guidance and situational assessment. What underpins our efforts, however, are our employees themselves, who we aim to develop under our guidance and career progression opportunities. We aim to promote diversity, engage employees in responsible business practices, keep them safe, and educate them on sustainability. By demonstrating business integrity, we also show our understanding of the importance of compliance and information security.

Throughout this report, we describe our emissions in terms of CO₂-equivalents, or CO₂-e in short.





By adding the “e” for equivalent, we take all other greenhouse gases (GHGs) into consideration as well, leading to a more reliable number when it comes to environmental impact.

To supplement this report, we are guided by the GRI standards. Therefore, we ensure the highest quality for our report in terms of accuracy, transparency, inclusiveness, and reliability. A list of indicators we comply with can be found here, giving a complete overview of relevant key performance indicators. The report is currently not assured.

“The shift towards sustainability is larger than just reaching emission targets. At Samskip, our people pioneer and lead the green transition of the logistics industry. And our goal is not only to help our clients realise their sustainability ambitions, but to make it easy. Committed to reaching Net-Zero by 2040, with ambitious reduction targets for the coming years, we at Samskip are the ambassadors of green logistics.”

– KARI-PEKKA LAAKSONEN, GROUP CEO

»» Message from our CEO

We are incredibly proud to be publishing our annual sustainability report for the year of 2021. It was a successful year for Samskip with many changes in the organisation, and exciting developments. But it was not without its challenges.

We have struggled with our performance, especially in the UK due to Brexit and Covid-19-related issues. Solving issues like terminal congestion and driver shortages have been high on our agenda. We have been working extremely hard both internally and externally with our partners to adjust our operating model to make it better suited to the new normal. But, despite these hurdles, Samskip has thrived, with increasing revenues, improved profitability levels and falling global emissions.

The most notable development for us this year is the announcement of our revised strategy, with the new long-term vision of making green logistics easy. Together with our employees, the leadership team sees the importance of aligning the company with sustainable practices for the protection of our environment and to limit the catastrophic consequences of climate change.

That is why we are putting sustainability at the centre of our company, rolling out a new strategy and investing in development and innovation in the form of new technologies, alternative fuels, and optimisation software. Sustainability will be at the core of our company culture.

Samskip has always been dedicated to minimising our impact on the environment, and providing a safe, secure, and sustainable workplace for our people. But this year, we have decided to take it a step further. This sustainability report is a crucial milestone for Samskip, and in it we aim to show our history and commitment to decisive and deliberate climate action.



KARI-PEKKA LAAKSONEN,
GROUP CEO

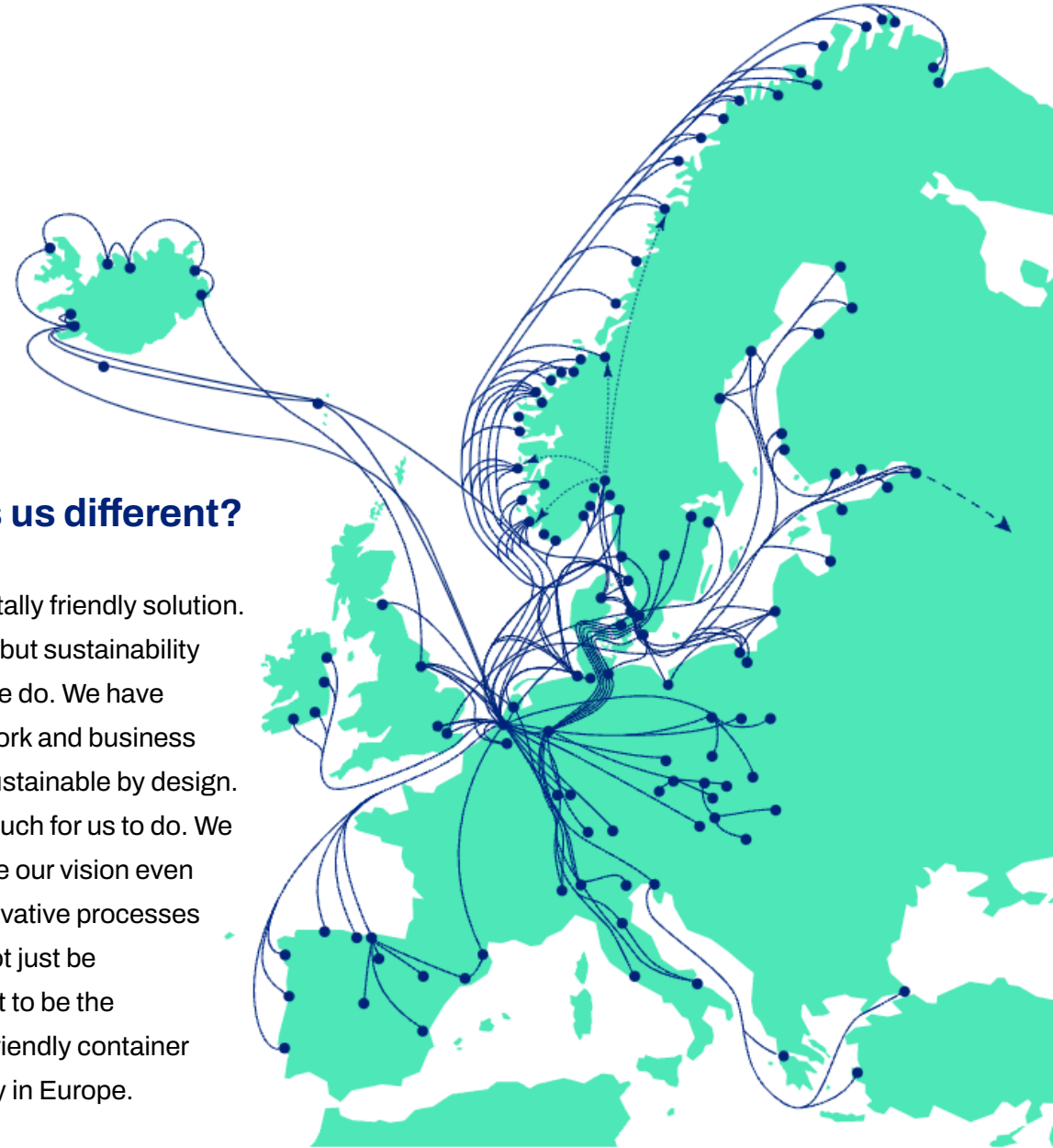
About Samskip

As a global logistics company, we offer transport and related services by road, sea, river, rail, and air, around the world, focusing on cost-efficient, reliable, and environmentally friendly solutions.

We have the largest European multimodal container transportation network, with logistics operations spanning all over the globe, with 32 offices in 20 countries, and with over 1500 permanent employees. Our high-frequency logistics, and freight-forwarding services connect destinations across Europe, the United States, Russia, and Central Asia. Whether it's door-to-door or from docks to the railway terminal, we focus on utilising multimodal transportation, and making our customers' journeys as smooth as possible.

So what makes us different?

We are *the* environmentally friendly solution. We may not be perfect, but sustainability is at the heart of what we do. We have built a multimodal network and business model that makes us sustainable by design. However, there is still much for us to do. We will keep pushing to take our vision even further through our innovative processes and ideas. We aim to not just be 'good' or 'compliant' but to be the most environmentally friendly container transportation company in Europe.



2021 in Numbers*



€674+
million annual turnover



409.296
tons of CO₂-e emissions



6,5%
reduction in operational
carbon footprint compared
to 2020 baseline



850.000
transported container units
(TEUs)



118.000+ kg
of goods transported with
Samskip Air



21
vessels



50+
shortsea departures per
week



80+
rail departures per week



140.000 m²
rail terminal

* Does not include NorLines or recently acquired SeaConnect



800+
trailers and chassis



300+
trucks in operation



18.000+
containers (incl. flats and reefers)



100%
renewable energy in all our locations



2
vessels running on 100% biofuel



2
LNG vessels



4
sustainable partnerships



Active in **38**
countries worldwide



32 offices in
20 countries

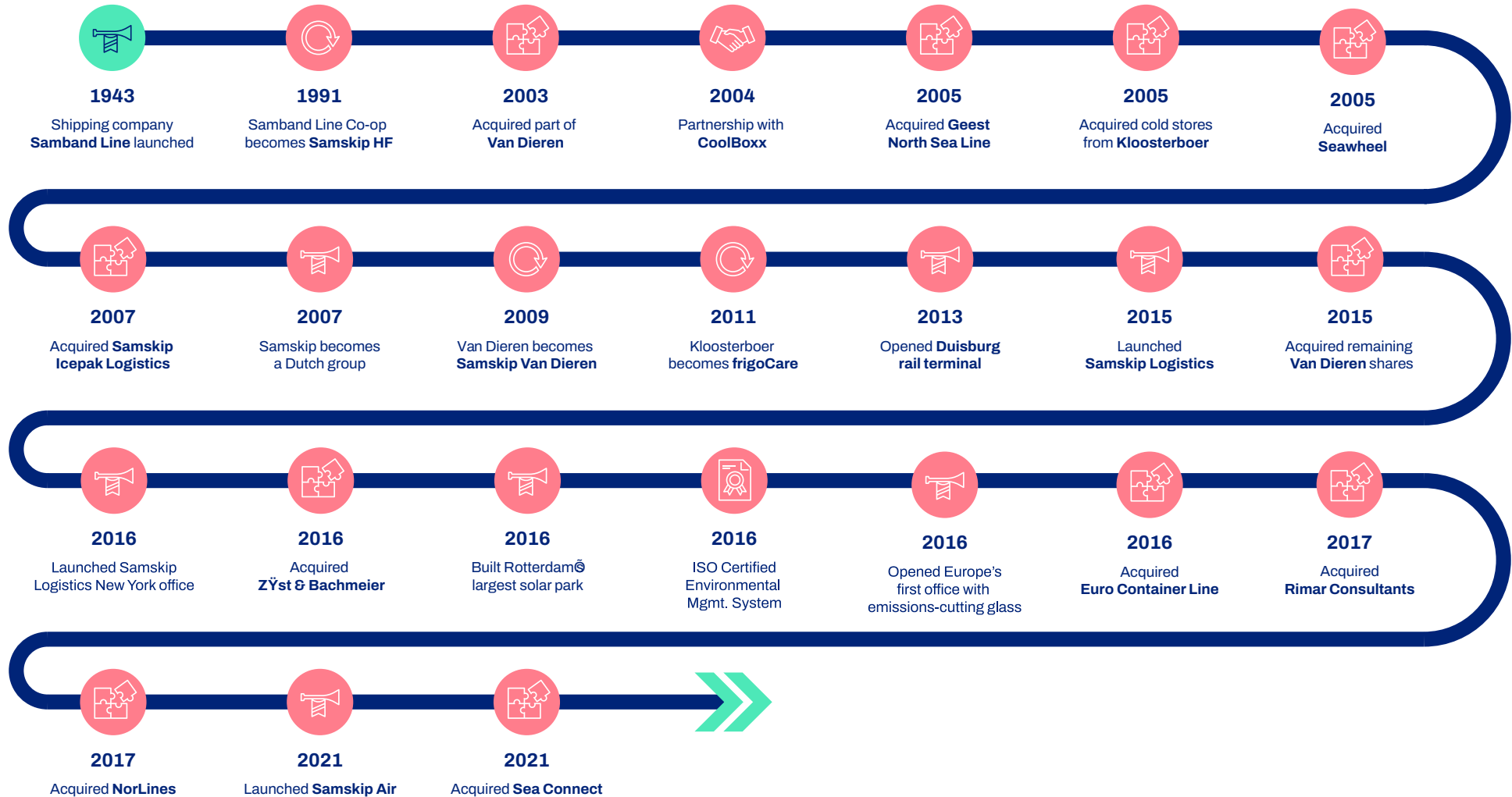


1.500+
employees around the world

* Does not include NorLines or recently acquired SeaConnect

Our Journey

Samskip was originally founded in Iceland in 1990. This marked the start of a dynamic history of transformation and growth through strategic acquisitions, and expansion, leading up to the Rotterdam-based multinational we are today.



Vision, Mission and Values

Together we make things happen! To do so, we live by the following words:

Although we are professionals, we like to be flexible and personable. To support this reality, we use and develop top-notch technological solutions, which are key to helping our clients reach their goals swiftly, safely, and in the most sustainable way possible.

Our Vision, Mission, and Values are carefully constructed to honestly reflect our beliefs, aspirations and plans for the future.

Our Values capture our DNA, attitude, morals, and mentality at Samskip. These attributes help us to realise our Mission and Vision for the future.

OUR VALUES

Pioneering

Our DNA

We believe that opportunities are created by innovating, by challenging the status quo, thinking critically and creatively.

Committed

Our Attitude

We are committed to our people, partners, and planet, and take responsibility for our actions and their impact on the world around us.

Reliable

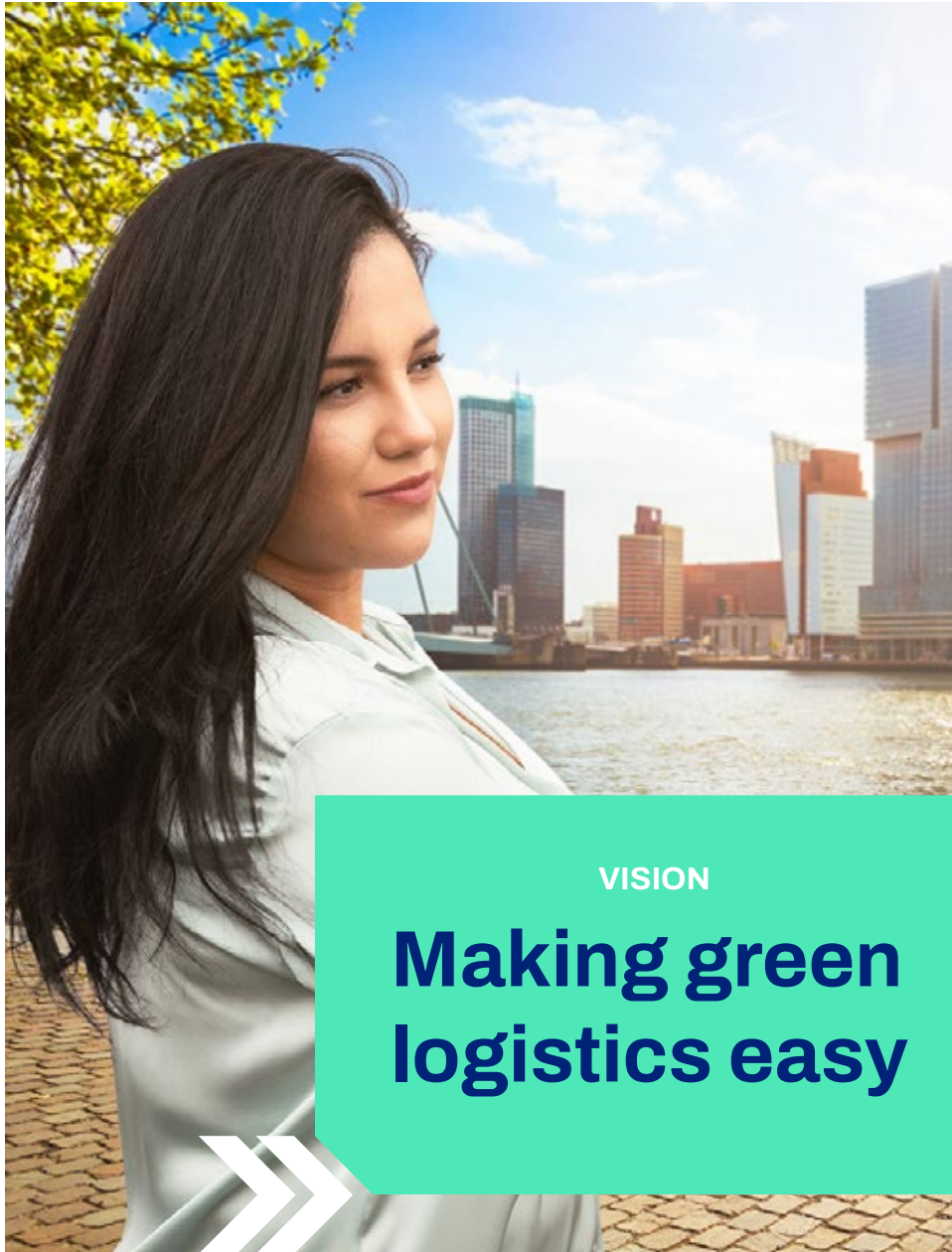
Our Morals

We are reliable professionals that deliver on our promises to our people, partners and customers.

Winning together

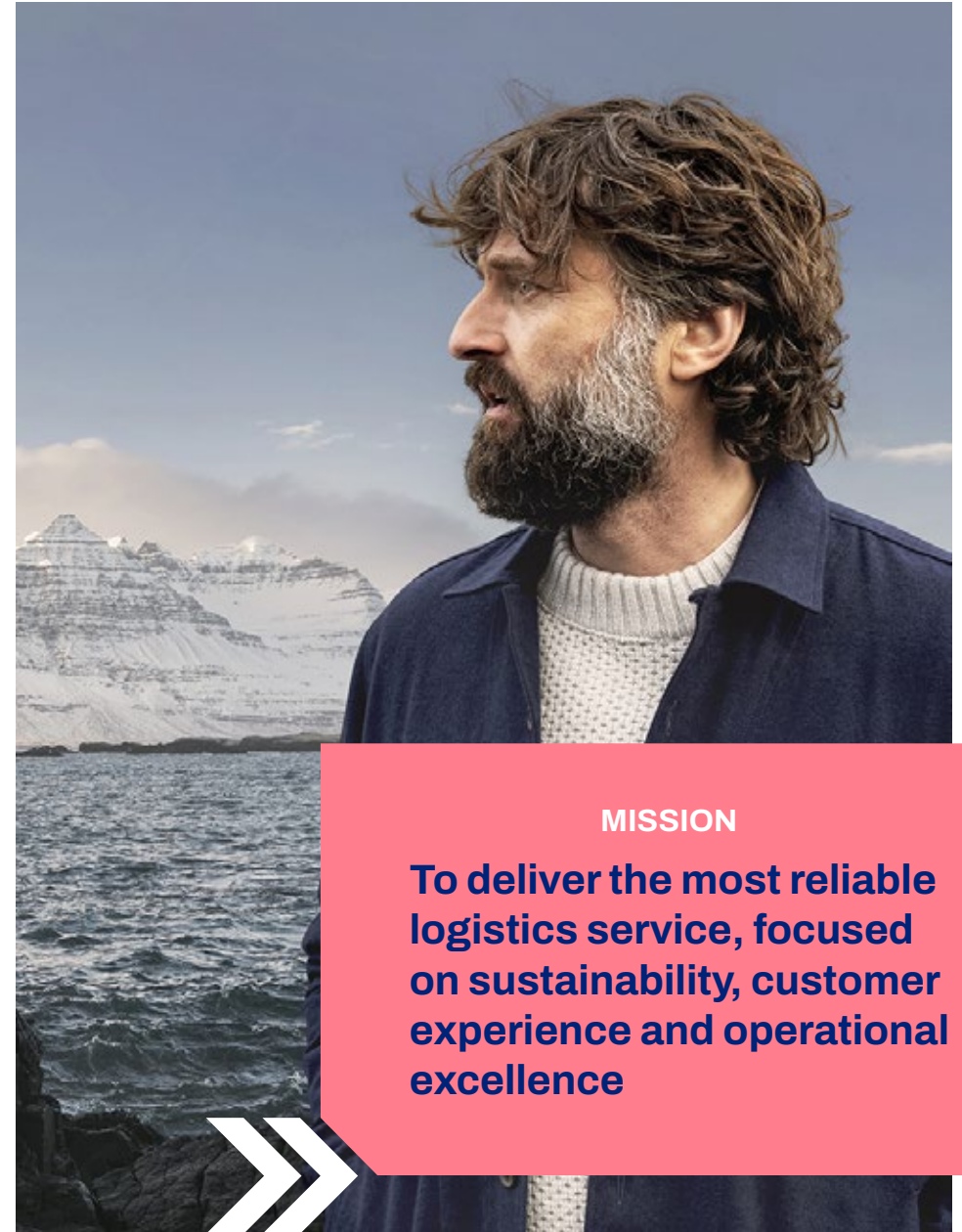
Our Mentality

We collaborate and help each other to succeed; together we create an inspiring place to work; together we win.



VISION

**Making green
logistics easy**



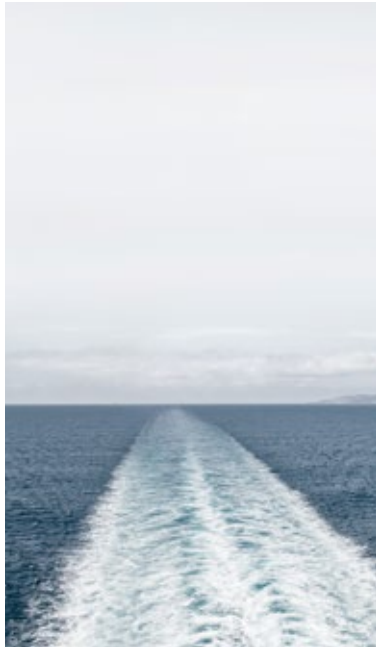
MISSION

**To deliver the most reliable
logistics service, focused
on sustainability, customer
experience and operational
excellence**

Our 5 Strategic Pillars

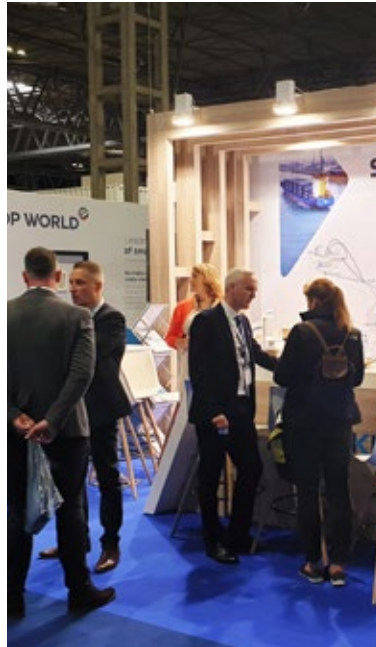
Our Strategic Pillars form the foundation on which we can realise our ambitions and potential growth.

Network



Continuously develop our **Profit-driven Network**

Customer



Be **Customer Centric** in our decision making

Sustainability



Put **Sustainability** at the centre of our company

Our People



Empower **Our People** to reach their full potential

Operation



Achieve and sustain **Operational Excellence**

Digitalization & Technology Will Be the Driving Force of Success

Our Performance

Our CO₂-e emission results are calculated with a carbon footprinting model that Samskip has developed in collaboration with experts from leading research institute TNO. The calculations

themselves are based on the latest draft (March 2022) of the upcoming ISO14083-certification. We intend to have our carbon footprinting model ISO14083-certified once the standard is published

in November 2022. Please feel free to reach out to us for any questions about the CO₂-e-calculation in this report.

Reduction GHG emissions for 2021

Environment (Baseline year: 2020)		
	2021	2022 Targets
Operational GHG emissions (WTW)	409.043 tonnes CO ₂ -e	
	6.5% absolute reduction in CO ₂ -e emissions	10% absolute reduction in CO ₂ -e emissions
	6.7% reduction of CO ₂ -e emissions per tonne-km of transported goods	
Scope 1 GHG emissions	297.900 kilo-tonnes CO ₂ -e	15% absolute reduction in CO ₂ -e emissions
	8.0% absolute reduction in CO ₂ -e emissions	
Scope 2 GHG emissions	296 tonnes CO ₂ -e	N/A ¹
	83.8% absolute reduction in CO ₂ -e emissions	
Scope 3 GHG emissions	111.100 tonnes CO ₂ -e	N/A ²
	1.8% absolute reduction in CO ₂ -e emissions	

1 Targets for Scope 2 GHG emission reduction yet to be set
2 Targets for Scope 3 GHG emission reduction yet to be set

Operational emissions include scope 1, scope 2, and scope 3 emissions that are directly caused by the movement of cargo, e.g. burning of fuel on our ships (scope 1), cooling temperature-controlled warehouses (scope 2), and the emissions from 3rd party hauliers (scope 3). It does not include scope 1 emissions from personnel company cars, scope 2 emissions from offices, nor scope 3 emissions from other procured services such as business travel, etc.

As seen below in table 2, we present our calculated carbon footprint per container transport operation category between the years 2020 and 2021. We were supported by experts on carbon footprinting for transport and logistics from TNO, the Netherlands Organisation for Applied Scientific Research, to be sure that we did everything up to standard. These calculations are based on the latest draft (March 2022) of the ISO 14083. We intend to have our carbon footprinting system audited and certified for this new standard once it is published in November 2022.



Total CO₂-e emissions and carbon efficiency per transport operation category (TOC) for 2020 and 2021

Transport Operations Category	2020		2021	
	Total CO ₂ -e (kton, WTW)	kg CO ₂ -e/ton-kmGCD (WTW)	Total CO ₂ -e (kton, WTW)	kg CO ₂ -e/ton-kmGCD (WTW)
Short-sea container transport	271.3	0.04582	249.8	0.04041
Rail line haul of containers	47.2	0.02303	41.0	0.02290
Road transport of containers	114.0	0.09718	114.8	0.09360
Inland barge transportation of containers	4.3	0.03290	3.4	0.03225
Totals	436.9	0.04710	409.0	0.04396

All carbon efficiency numbers are based on greatest circle distance (GCD) and not actual travel distance, as Samskip believes this to be a better measurement of efficiency of transport, taking into account not only the energy and carbon intensity of operations but also the operational efficiency, incl. routing. Using GCD is also recommended by the latest ISO 14083 draft.

Results from our latest employee survey

Social	
	2021 Performance ¹
Employee Engagement Score	7.3/10
Employee Net Promotor Score	18, with 21% detractors, 39% neutrals, 39% promoters

Governance and security results

Governance		
	2021 Performance	2022 Targets
Information Security Breaches	0	0
Whistleblowing reports	0	0

¹ The 2021 employee survey was only distributed among employees in Iceland. We're expanding this survey to global level over 2022.

Our Industry

The problem and our solution

The facts are clear. The negative environmental footprint of the transport industry is significant.

Transport accounts for around one-fifth of global CO₂-e emissions. But there is one specific modality that is responsible for the lion's share of those emissions...

Road transport alone accounts for 15% of total CO₂-e emissions. This is why we do everything we can to move cargo off the roads and encourage our customers to opt for tailored and innovative multimodal transport solutions instead. One such solution is replacing long-haul trucking with rail transport through our state-of-the-art railway terminal in Duisburg.

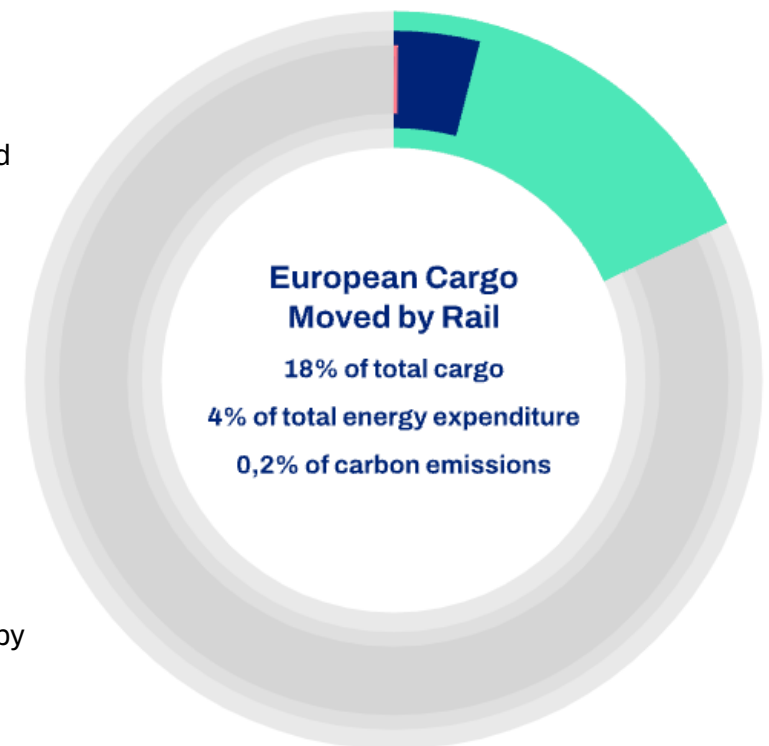
Rail is the least emitting freight transport modality. For example, approximately 18% of European cargo is moved by rail, yet it only accounts for 4% of total energy expenditure in cargo transport, and

only 0.2% of carbon emissions

From there, cargo can be transported to its destination by LNG truck, or by inland barge for an even more environmentally friendly option. No matter the destination, we make sure to leverage the many different transport solutions that our multimodal network offers, and we always try to pick the less energy and carbon intensive modalities to transport our customers' goods.

The shipping industry is responsible for around 940 million tonnes of CO₂-e annually. Here at Samskip, we want to make a real positive difference, and to actively contribute to lowering these numbers. The International Maritime Organisation has set a target to cut these emissions by 50% by 2050, but this target is in no way ambitious enough to stop climate change. That's why we have committed to the Science Based Targets Initiative, with the target of reaching Net-Zero by 2040.

This is only a taste of the plans we have to become the most environmentally friendly logistics solutions provider in Europe.





Sustainability at Samskip

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- » **Our Sustainability Strategy**
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- » **Materiality**
- » **Samskip and the Sustainable Development Goals**
- » **Our Achievements**

Message from our Head of Sustainable Development

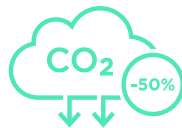
What a transformational year 2021 has been for Samskip!

Sustainability has taken centre stage in our group strategy, gaining significant attention from our leadership and resulting in a wave on sustainable development, with numerous projects taking off with great success.

Take for instance our alternative-fuel initiatives, which have already saved thousands of tonnes of greenhouse gas emissions (CO₂-e). With the expansion of our biofuel program and introduction of new and innovative vessels, I am confident that they will continue to do so in the future, ultimately forming the lion's share of GHG savings needed to achieve our vision of making green logistics easy.

I see a bright and sustainable future ahead of

us – and here at Samskip, we are committed to making that future a reality. That commitment is made clear with our pledge to the Science-Based Targets initiative (SBTi), and our ambitious decarbonization targets.



50% reduction in emissions by 2030



Net-Zero emissions by 2040

Targets, however, are not what yields results; actions are. That is why this year we have moved two of our vessels to run entirely on 100% sustainable marine biofuels, a first in the container shipping industry. This initiative has resulted in reduction in emissions of over 12.500 tons of CO₂-e.



**ÓLAFUR ORRI ÓLAFSSON,
HEAD OF SUSTAINABLE
DEVELOPMENT**

Together with the rest of our decarbonization initiatives we have seen a reduction in over 29.300 tons of CO₂-e compared to our 2020 baseline year across Scope 1, 2, and 3. That is a fantastic 6.7% decrease absolute emissions in just one year! At the same time, we have also decreased our carbon intensity per tonne-km by 6.7%.

Another highlight is our new ultraprecise carbon footprinting system, which we developed at the turn of the year with guidance from TNO. This is one of our most impactful and fundamental sustainability projects, as it allows us to calculate emissions per order based on real fuel data, opening the door to countless reduction initiatives, a very important and exciting milestone in our journey.

Although we have come a long way, we are still just at the start, and our leadership echoes a clear message throughout our organization: sustainability and decarbonization of our operations is a top priority to all of us. There is a lot of work to do, but with our sustainable ambitions, bold objectives, and dedicated people, we have all the tools in hand to be the industry leader in green logistics. Together we will make green logistics easy!



The Samskip Arnafell finds itself in the most beautiful places, operating between the Faroe Islands and Iceland.

Our Sustainability Strategy

We have always believed that sustainability is one of the fundamentals of doing business; it is the key to the long-term continuity of our business and society, and we are committed to seizing every opportunity to be more sustainable. We focus our efforts on the areas of Environment, People, Customers, and our Quality. Through aligning and structuring our actions and initiatives along these principles, we aim to demonstrate our commitment to becoming Europe's most sustainable container transport provider.

From these key areas, we have developed our sustainability strategy, which is focused on the following high-level objectives to reach our long-term goal of Net-Zero emissions:



1. Decrease the carbon intensity of our activities

The most important step to getting to net-zero emissions is transitioning to renewable and clean fuels. We currently have LNG and biofuel certified vessels and trucks, and we are hard at work developing other innovative shipping solutions that will utilise creative energy-saving technology and renewable alternative fuels. But transitioning a company of our size over to alternative fuels is no easy feat, and from a more holistic perspective, on its own not the most sustainable way to lower our impact on the environment. This is where improving our material and process efficiency comes in as the second piece to decreasing our carbon intensity.

If we can not only switch over to alternative fuels, but also improve our technology such that we decrease the amount of energy we consume, then ultimately that is the most sustainable route; the one that will fully minimise the negative impact of our business on the environment. One of the ways in which we are tackling this problem here at Samskip, is by using operations research and optimisation to minimise empty milage and fuel consumption through improved routing. We will develop a central optimisation engine along with the ability to test our new vessel ideas digitally through advanced modelling with a digital twin copy of a ship. These technologies will enable us to perfect our planning, minimise emissions, get insight for tactical decisions, and grow our network.

“Decreasing our carbon footprint by using low-to-zero emission fuels is great, but if we can decrease your energy usage at the same time, that is even better. If the goal is to minimise the negative impact on the planet, we should not only focus on alternative fuels, but also on our overall fuel consumption – fossil or not!”

– ÓLAFUR ORRI ÓLAFSSON, HEAD OF SUSTAINABLE DEVELOPMENT

2. Create and offer low-to-zero emission freight transport services to our customers

As a customer-centric company we are not only looking at improving our own sustainability performance, but also of that of our customers. We must therefore be ready to offer tailored low-to-zero emission freight services to all clients that wish to decrease their Scope 3 emissions. With the launch of our ultraprecise carbon footprinting system we will be able to report all emissions on a per-order basis for this year and onwards. With this we have laid the foundation for the next chapter in our journey to offering tailored low-to-zero

emission shipping. This will include the development of a mass-balancing system, which will allow us to optimise the procurement of alternative fuels and maximise the utility and distribution of low-emission services across our network.

3. Build a company culture that promotes and celebrates sustainability

The only way to truly change a business is to change it from within. Our people are driving the company and not the other way around. That is why fostering a sustainable company culture is of such high importance to us. We strive to create a culture where all employees actively add to our transition from the bottom-up. 2021 has marked the beginning of a new approach, as we laid the foundation for a strong company culture of constant improvements. While culture is hard to grasp, we still aim to quantify the results of our many

initiatives by proactively collecting feedback through our periodical workforce surveys. Although we are still in the starting blocks, we are already increasing visible leadership with the development of our Better Samskip room, and we are excited to reintroduce social activities – stronger and more frequent than ever – as covid restrictions are lifted.

These fundamental objectives that guide our approach to becoming truly sustainable are supported by setting clear targets and delivering on them. We have set ourselves the ambitious goal of becoming the lowest carbon emitter, per tonne-km of transported cargo, within our direct competition by 2025, and of receiving the EcoVadis Platinum certification by the same year. This would put us in the top 1% of most sustainable companies within our industry, defined by EcoVadis as postal courier and multimodal freight transport activities.

Looking further beyond the horizon, we have also committed to the Science-Based Targets initiative (SBTi). The initiative guides companies in setting targets to decrease their emissions to be in line with the goals of the Paris Agreement of limiting global warming to well below 2°C compared to pre-industrial levels. Not only that, Samskip is a signatory of the Net-Zero standard and has committed to the more ambitious goal of 1.5°C. We are also signatories of the We Mean Business coalition. Although we are still working on setting clear SBTi approved targets for the coming years, we will undoubtedly target halving our emissions by 2030 and reaching Net-Zero emissions by 2040.



Key targets

Decrease our annual CO₂-e footprint by **10% by 2023**

Compared to a 2020 baseline

Decrease our annual CO₂-e footprint by **20% by 2025**

Compared to a 2020 baseline

Decrease our annual CO₂-e footprint by **50% by 2030**

Compared to a 2020 baseline

Reach **net-zero emissions** by **2040**

Introduce a **net-zero-emission vessel** into our network by **2025**

Introduce an **absolute-zero-emission vessel** into our network by **2030**

Decrease empty milage by **10% by 2025**

Get the **EcoVadis Gold Medal** by **2023**

Top 5% of sustainable companies in industry

Get the **EcoVadis Platinum Medal** by **2025**

Top 1% of sustainable companies in industry



Green Logistics – Our Approach to Business

Why is green logistics so important?

Sustainability is at the heart of our philosophy and approach to doing business. It is vital to highlight the importance of pioneering and engaging in our own approach to green logistics.

As a leading multimodal logistics provider, we consider it our responsibility to go beyond simply getting our client's cargo swiftly and safely from point A to point B. We also see it as our obligation to address the negative effects of our operations on the environment and society around us.

In our journey to becoming a truly sustainable company, we aim to continuously develop a more sustainable approach towards logistics through our utilisation of multimodal transport and innovative use of less polluting energy

sources, driven by ambitious targets set to reduce greenhouse gas emissions.

Through this, every day, we work towards our vision of ***making green logistics easy***.

A multimodal approach – easy!

We continue to connect our logistics transport systems in the most efficient way possible. To do this, our multimodal approach to logistics remains a key driver.

Our multimodal operations aim to fully embrace and utilise green transportation by offering our clients cost efficient, reliable, and environmentally friendly solutions through calculating and presenting optimised routes tailored to their needs.

Our multimodal approach to achieving green

transportation also brings about the following benefits for our customer:

- Reducing transportation costs
- Reducing CO₂-e emissions
- Improving energy efficiency
- Reducing oil dependency
- Increasing flexibility, frequency, and quality of service offerings
- Reducing road congestion and road degradation
- Lessening potential for accidents

To continue achieving all of the benefits that come from embracing multimodal transportation, we work hard to ensure that we combine and utilise the advantages of each mode of transport.

We firmly believe that there does not need to be a trade-off between offering seamless and

integrated transport solutions and respecting the environment in which we operate. We demonstrate this belief directly by moving as much cargo off the road as possible. By doing so, we typically eliminate the majority of CO₂-e emissions purely by virtue of our multimodal business model – sometimes as much as 80%!

Customer Spotlight

At Samskip, we are thrilled to be able to offer our customers a wide range of multimodal solutions, that not only focus on creating a positive impact on the environment, but also prioritise flexibility and customisability without sacrificing service punctuality and quality.

Our customers are vital stakeholders that push us to continuously learn, innovate and improve, container by container, with each shipment. We value the ability to contribute to a greener logistics and transportation sector and meet the demand for cutting edge innovation. For this reason, we want to share some of the recent work and success that we have achieved with its customers:



CASE STUDY

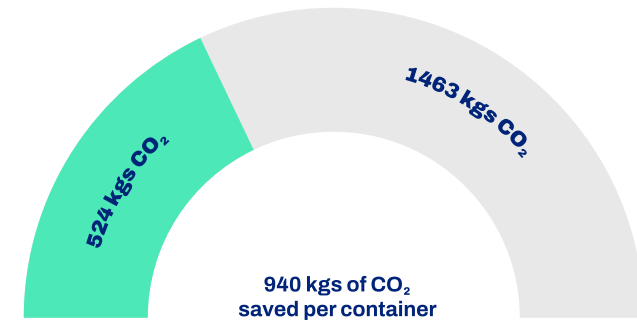
Howdens Joinery Ltd

Howdens is a leading supplier of kitchens, joinery, and hardware products in the UK, with fast growing operations in France and Belgium. The FTSE100 company has proven its commitment to a green future by making its manufacturing carbon neutral in 2021, and recycling the total of its production waste.

Samskip works as the European logistics partner helping Howdens realise a green supply chain. Particular focus is on the long distance between suppliers in northern Italy and the Howdens distribution centre at Raunds in the UK, a move which, if done by trailer, would generate over a ton of additional emissions per load when compared to a multimodal solution.

When the truck collects the cargo, nothing special would strike you. However, after only a short drive to the nearby rail terminal in Padova, the container begins its multimodal journey by rail to Melzo. A pre-planned connection sees the container depart on its second train, this time internationally to Rotterdam. There, our colleagues are ready to transfer the container from railhead to quay for loading on one of our vessels to Tilbury, some of which have already been fully converted to run on biofuel. Once in the UK, with customs clearance in place again thanks to Samskip, one of our trucks will take care of the last-mile delivery.

By choosing the right partner with the right network of multimodal solutions and connections, in 2021, Howdens has been able to save an astonishing 59% of projected CO₂-e emissions compared to using all-road transport. That's over 1.8 million kilograms of carbon emission saved! Safe. Secure. Sustainable. Multimodality at its best.



Samskip Multimodal Transport

Venice ————— Raunds

Modality	Kms	CO ₂
	37	35
	197	49
	797	199
	1	1
	312	94
	157	146
Total	1,501	524

Road Transport

Venice ————— Raunds

Modality	Kms	CO ₂
	1,574	1,463
Total	1,574	1,463

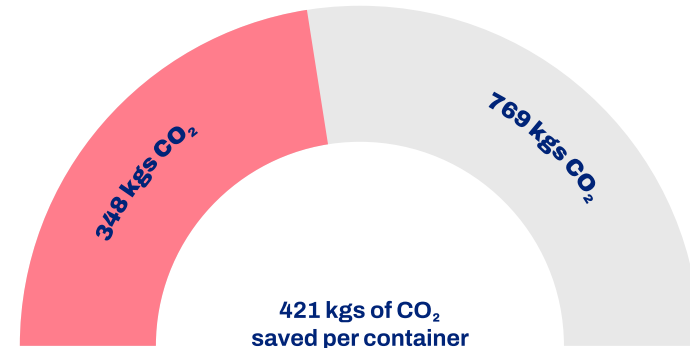
CASE STUDY

Perfetti Van Melle

As the company behind many famous sweets like Mentos, Chupa-Chups, and Fruittella, Perfetti Van Melle is loved by many, young and old. What you probably did not know yet, is that Perfetti Van Melle is taking care of the future generations as well. Perfetti Van Melle and Samskip have bundled their power to move cargo off the road, and onto our inland barge connections to create a greener supply chain.

Perfetti Van Melle’s multimodal journey starts in Weert, where a Samskip truck picks up the goods. After a short drive to the barge terminal in Roermond, the container is shipped on an inland barge to Rotterdam. Once arrived, the container is swiftly moved from the barge terminal to the short sea terminal, from where the vessel to the UK departs. Last-mile delivery is then again done by one of our trucks. The candy arrives in Northampton, well in time for their enthusiastic customers, young and old.

By choosing Samskip, Perfetti Van Melle is able to save over 55% of CO₂-e compared to traditional road transport.



Samskip Multimodal Transport

Weert ————— Northampton

Modality	Kms	CO ₂
	23	21
	211	93
	312	94
	152	140
Total	698	348

Road Transport

Wheert ————— Northampton

Modality	Kms	CO ₂
	603	769
Total	603	769



Through our multimodal transport solutions, we aim to go beyond giving customers increased choice. We want to also educate and demonstrate that environmentally conscious and sustainable alternatives don't have to be more expensive or less efficient. At Samskip, we create win-win solutions for our customers, as we keep on winning together.

“We continue our partnership with Samskip to build a more sustainable supply chain from the EU for our Kitchen products. At Howdens, it's critical we continue to work to reduce our carbon emissions in line with our commitment to our Trade customers and the end user”.

– SIMON WHEELER, DIRECTOR OF SUPPLY PLANNING, HOWDENS

Materiality

Having a solid understanding of the most impactful material issues is vital in the formulation of a holistic sustainability strategy. This is why we continue to adapt our perspective on materiality, making sure to revise the topics that matter most on a regular basis. In this analysis, all entities under Samskip BV were considered, and we ensured that every stakeholder was represented. This materiality guide is based on desk research and industry benchmarking. In the future, we plan to conduct a full assessment.

These materiality topics are guided by the level of stakeholder interest and impact on our organisation. The issues highlighted in green are seen as low impact and stakeholder interest, the issues in orange are of medium impact and stakeholder interest and those in red should be considered of high importance.

Stakeholder interest	Global competitiveness	Corporate Governance	Customer Satisfaction	Workforce Health and Safety
	Data Security and Privacy	Regulation Change	Automation	Network Optimisation
	Ethical Conduct	Innovation	Emerging Industry Trends	Energy Consumption and GHG Emissions
	Diversity and Inclusion	Waste	Route Optimisation	Employee Working Conditions
	Biodiversity	Community Engagement	Talent and Culture	Diversity and Inclusion
Impact				

Samskip and the Sustainable Development Goals

We are working towards the United Nations Sustainable Development Goals. Through our policies, activities, and reporting, we contribute to the following goals.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Innovation is at the core of Samskip. We create and implement cutting edge technology, which not only makes our operations smoother, but also more sustainable.

13 CLIMATE ACTION



Through our innovative approach to continued R&D, and the use of vessels that run on renewable and alternative fuels, we aim to significantly reduce our CO₂-e emissions.

7 AFFORDABLE AND CLEAN ENERGY



We are currently working towards asset electrification, as well as the use of clean hydrogen, which will help reduce our energy consumption and emissions.

8 DECENT WORK AND ECONOMIC GROWTH



We constantly strive to foster a healthy and fair working environment for all of our employees.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



We work collaboratively with the Aurora Foundation on projects focusing on economic empowerment and opportunity creation in Sierra Leone.

17 PARTNERSHIPS FOR THE GOALS



Many of our partnerships are with organisations that help improve our business in a sustainable way.

Our Achievements

To benchmark our sustainability efforts, we have undergone stringent EcoVadis assessments, measuring our labour, ethics, environmental, and procurement efforts. EcoVadis is one of the most trusted sustainability ranking systems in the world. We are proud to be one of the 258 companies within our industry that have taken steps to improve their sustainability performance. We currently have a Silver Medal, which places us in the top 25% of most sustainable companies within our industry. This is a good start, but we aim to do better. Therefore, we have set a goal to achieve a Gold (Top 5%) Medal by the end of 2022 and a Platinum (Top 1%) Medal by 2025.

Samskip Multimodal is currently working towards their ISO 14001 recertification to continue to fulfil strategic ambitions and reach client expectations.

In December 2020, Samskip ranked 3rd on the FleetBoard Drivers' League. Since 2014, Samskip SIA has been running a coaching programme to



promote fuel-efficient driving among 200 truck drivers they employ. Due to a built-in Mercedes FleetBoard computer system, we have managed to not only save on CO₂-e emissions, but also reduce fuel consumption, avoid unnecessary truck damages, and decrease the number of accidents.



Our Environment

- » Our Environmental Pledge
- » Environmental Protection
- » Green Power
- » Green Innovation
- » Our Suppliers

Respect for the environment sits at the very core of sustainability. It is what enables the long-term continuity of our company, economy, and society.

At Samskip, operating on sea, river, road, rail, and air, we see every corner of the world for its beauty. With every journey, we continue to grow our understanding and appreciation of the natural wonders of our planet. We rely on nature to conduct our business smoothly and in return, we must respect it. We may not be perfect, but we will pledge to do the best we can to create a positive impact on the environment.

Our Environmental Pledge

Despite many unknowns and uncharted waters, we strive to be at the forefront of sustainable development and innovation. Through our multimodal network, we make every journey a smooth process, and take the utmost consideration of the available opportunities to reduce our negative environmental impacts. And with our online carbon calculator our customers have the ability to monitor the CO₂-e footprint of their multimodal journey, discovering the significant amount of carbon they can save by choosing multimodal transport with Samskip.

Our vessels might not be equipped to battle sea monsters, but they are helping pioneer towards a new generation of low-to-zero emission and fuel-efficient container shipping. We are proud to have successfully implemented the use of 100% FAME biofuel on two of our vessels in 2021, saving an average of 89% of CO₂-e emissions compared to traditional fossil fuels. This is a first in our industry, and we will continue to move away from fossil fuels by increasing this number to four vessels in 2022, making the move low-emission shipping a reality for Samskip.

In recent years, we have also focused on increasing intermodality to reduce road congestion, implemented new digitalised processes, and facilitated partnerships to make a meaningful and positive impact on the planet. Tackling the issue of empty mileage is one of our key priorities. Globally, over 20% of trucks on the roads are driven empty. This is why we are devoted to optimising our cargo flows transportation and reducing the number of empty miles across our network.

Samskip's CO₂ Reduction Project

At Samskip, we have many ongoing projects that reduce our CO₂-e emissions. From the office to our vessels, to our company cars, we reduce our carbon footprint wherever possible.

Our offices

We were the first in the Europe to install carbon-cutting laminated glass to keep our offices cool and minimise the use of air conditioning as much as possible. The glass used, SRM35+, provides a strong reduction of incoming infrared light, causing a major impact on comfort and productivity. As a result, this glass has also reduced the temperature in the summer from 4-7 degrees, allowing us to save energy.

Our employees

This year, we installed 6 electric car charging stations at our offices in Rotterdam to encourage employees to consider taking electric or hybrid vehicles to get to work, when cycling, public transport, or carpooling is not an option for them.



Our customers

We have long had a carbon footprint calculator which allows our customers to see the expected CO₂-e emissions for their transport and the savings they can expect when moving with Samskip, compared to a trucking alternative. Today, with the help of TNO, we are developing an ultraprecise carbon footprinting system that will allow us to report the carbon footprint of our customers' orders based on real fuel data.

Our industry

Industry experts at TNO also advise us on the new ISO 14083. This will be the universally recognised standard for computing and reporting transport emissions. Before its release date in November 2022, we aim to be fully compliant and ready for certification.

Carbon Footprinting System

The transport industry contributes to a sizeable proportion of the world's CO₂ production. The significant rise in emissions is a main cause of human-induced climate change, contributing to various forms of pollution and damage to our ecosystems.

We are dedicated to reducing our carbon footprint drastically over the coming years and have already taken action, resulting in a 6.7% reduction in the past year. The measurement of our carbon footprint is made possible in collaboration with TNO, who have provided advice and help in developing a carbon footprinting system. We use primary fuel data, as well as default data where necessary, to gain an accurate picture of our emissions, and the progress we are making through our various reduction projects. This is a more accurate and convenient way to calculate the carbon footprint of a journey, helping to make better decisions for people and planet.

In addition to our carbon footprinting system, the online CO₂-calculator, accessible through



our website, allows any current or potential customers to get a better understanding of the expected CO₂-e footprint for any transport lane, and the expected savings they can achieve when using different modalities of transportation at Samskip, as opposed to the road-transport alternative. For example, if a customer were to book an order from Rotterdam, the Netherlands, to Hull, in the UK, that customer would save

572kgs of CO₂-e by transporting with the Samskip multimodal network instead of by road!

With these two integral tools, we will be able to transparently communicate and spread awareness on the impacts of our operations, and the positive change our customers can enforce by switching to Samskip.

Our Environment in Numbers

Scope 1 CO₂ emissions

297.900 tons CO₂-e

8,0% down from 2020

Scope 2 CO₂ emissions

296 tons CO₂-e

83,8% down from 2020

Scope 3 CO₂ emissions

111.100 tons CO₂-e

1,7% down from 2020



Renewable Electricity

100% in all offices and warehouses globally



Number of ongoing alternative fuel projects

10



Number of vessels run on 100% biofuel

2



Number of vessels run on LNG

2

Environmental Protection

Waste and Water Management

Big on waste... reduction

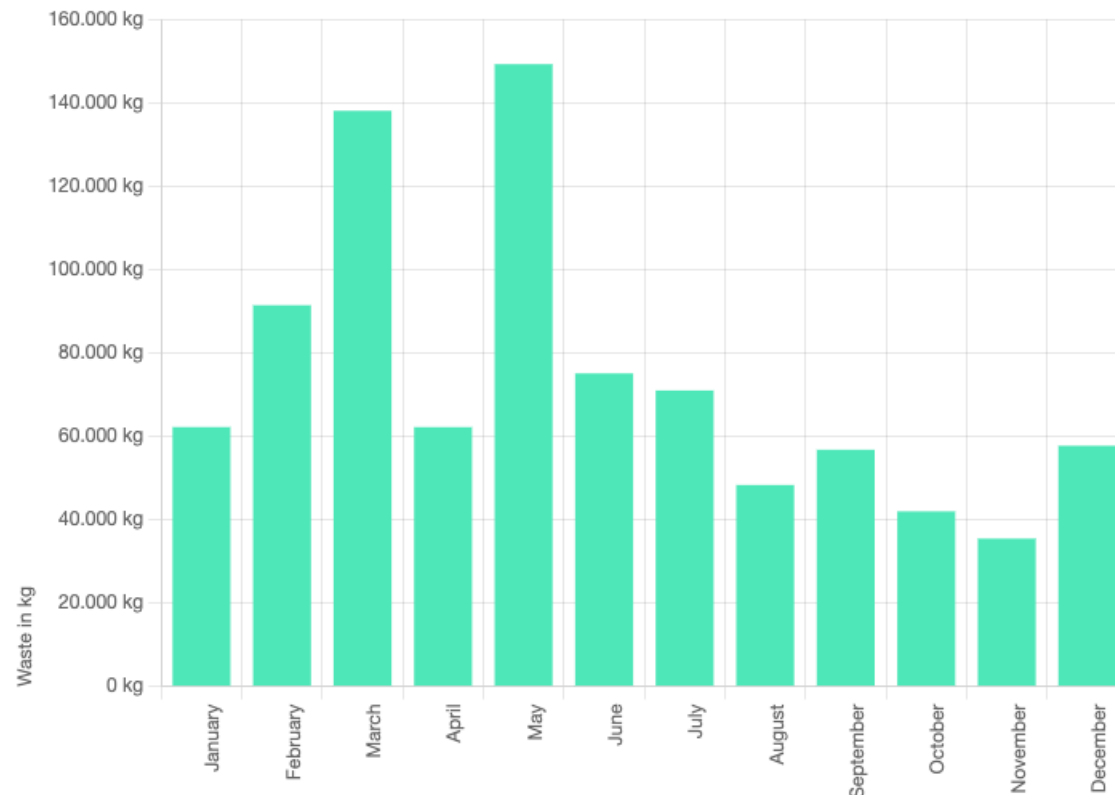
Like many companies, having large scale operations with different facilities and many people often means a lot of waste. However, we believe that what matters is how you deal with the waste, so we decided to take action.

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Waste in 2021



Waste sorting station

We have taken a proactive approach to the minimisation and proper disposal of waste. In our canteens, we have made sure to take measures to limit food waste by encouraging employees to limit their uneaten or unused foods, as well as having sorting bins and a waste classification system in place for easier recycling.

2021 also marked the opening of our waste sorting station in our Iceland location. This has been an incredibly successful and efficient initiative with our facilities sorting through all of the waste we produced, and with ease!



	kg	kg CO ₂ -e	%
Sorted	563.356	68.177	63,30%
Unsorted	309.473	136.357	34,80%
Undetermined	16.760	0	1,90%
Total	889.589	204.534	100%



Every drop counts...

While our vessels often sail across the seas, we cannot overlook the scarcity of consumable water that we face on land. While our operations may not be very water-intensive, we do place extra care and effort in being fully aware of the water that we do use across our locations and in our day-to-day activities. We make sure to keep a close eye on our water consumption through precise monitoring and tracking, in order to identify potential reduction areas and adjust our usage accordingly.



Cold water consumption

2019	19.800 m ³
2021	17.792 m ³
2 year difference	-10%

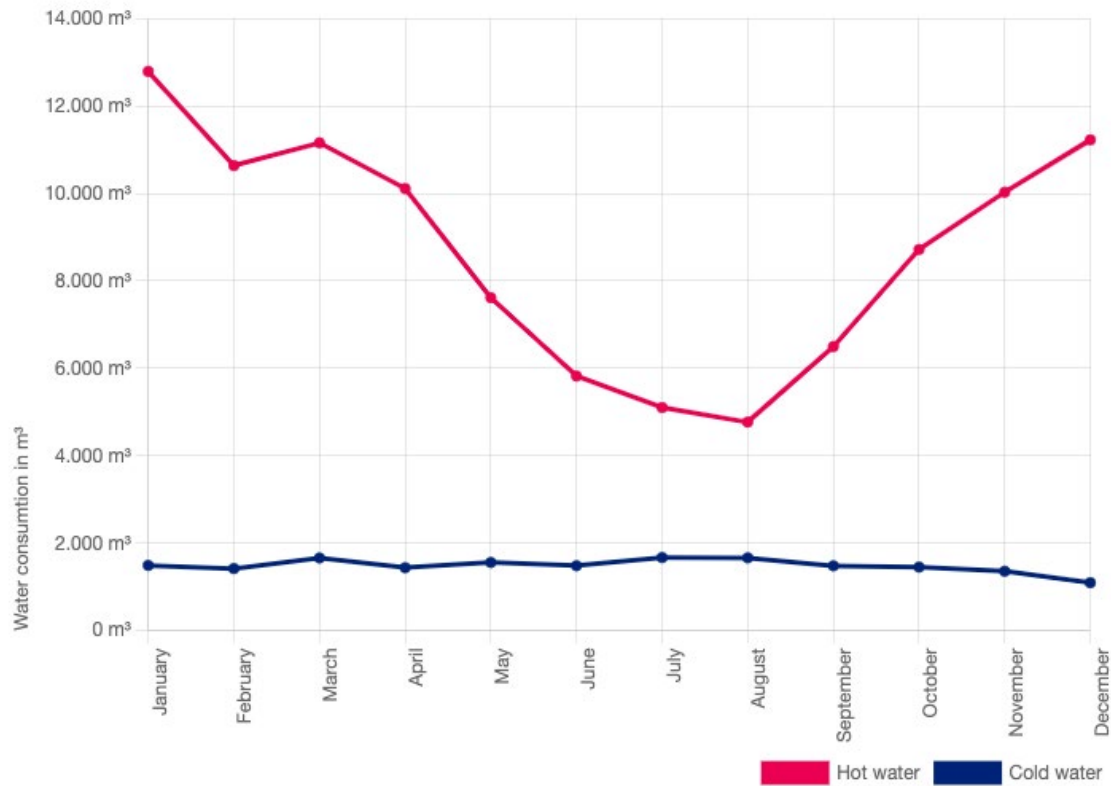


Hot water consumption

2019	140.896 m ³
2021	104.482 m ³
2 year difference	-26%

Saving water is an important part of our environmental management system, and the actions we have taken are yielding results. In Iceland in 2021, we achieved a 26% reduction in hot water usage, as well as a 10% reduction in cold water usage, compared to our 2019 baseline.

Water consumption in 2021



Samskip employees rolled up their sleeves, and took matters into their own hands by organising a trash pickup event.

Our Place in the Natural World

Regenerating our Ecosystems with Ecobal

In the past year, we have engaged in an exciting new initiative with Ecobal (meaning Ecological Balancing) to support the revitalisation of Europe's forests and to offset our carbon footprint. Ecobal is an organisation that helps companies contribute to a healthier natural environment by offsetting their carbon footprint and promoting biodiversity in Europe.

Through Ecobal, we have reserved 50,000 square meters of woodlands across Poland, France, Italy, Romania, and Spain. Ecobal is responsible for the maintenance and protection of these large areas of land, as well as the facilitation of the planting of hundreds of new seedlings, which are typically done by Ecobal clients and suppliers in order to take a hands-on approach towards aiding the regeneration of natural habitats.

We can track the progress and growth of these areas using geofencing technology and will receive verification of our offsetting and forest conservation efforts through ECO₂ compensation certificates issued by Ecobal.



Ecobal helps to balance emissions by revitalising forests.

Through engaging in this exciting initiative, we aim to not only offset the CO₂-e produced by our operations but also have a positive and far-reaching effect on the biodiversity and natural habitat of our surroundings. We hope that our actions together with Ecobal can help restore the surroundings and the affected communities to what they once were.

Green Power

Biofuel usage in marine vessels and HVO trucks: the power of cooking oil and residual waste

We are proud to be one of the first companies to implement biofuel in our marine vessels and HVO in our trucks. Through our partnership with the sustainable cargo initiative – GoodShipping – we now run two of our vessels on 100% marine biofuels, significantly reducing our carbon footprint. The initial usage of biofuels has enabled an average CO₂-e reduction of up to 89%.

This initiative demonstrates our longstanding dedication to taking a leading role in reducing CO₂-e emissions within the sea freight industry.

Originally running on traditional fuels, the Samskip Endeavour, an 800TEU capacity containership, was the first to pilot using sustainable biofuels more than three years ago through this partnership with GoodShipping. Now, with their help, the Samskip Endeavour runs on 100% biofuel. We



**ÁSBJÖRN GÍSLASON,
COO AND DEPUTY CEO AT
SAMSKIP**

“Sustainability runs through Samskip as a core value from every perspective. Therefore, we take great pride in and welcome the collaboration with GoodShipping to strengthen our deep partnership, becoming one of their fulfilment and innovation partners. We always aim to build a better future and to leave a positive footprint on our planet. By playing a forward-thinking and pioneering role in the energy transition, our customers can now benefit from a simple and easy means of decarbonising their cargo streams. We get to pioneer advanced marine biofuels, and the environment benefits from an immediate carbon reduction.”



“This announcement marks yet another important milestone in our journey beyond the fossil default. Reducing fuel emissions and consumption is a vital next step for the maritime transport industry, so we are extremely pleased to have found a stable fulfilment outlet for our sustainable cargo streams with Samskip, deepening a long-term partnership that is helping to change the way our market thinks about future fuels.”

– KATARIN VAN ORSHAEGEN, COMMERCIAL LEAD AT GOODSHIPPING

aren't stopping there, as we also have another vessel with biofuel potential: the Samskip Innovator. This vessel was piloted following the negotiations at COP26 in Glasgow (one of the biggest annual climate change conferences!), and is now permanently bunkered with 100% marine biofuel as well.

The biofuels we use are ISCC-certified, made from sustainable waste streams, and have proved to be a successful substitute for conventional marine fuels as part of our operations between the Netherlands, the UK, and Ireland. Our biofuels supplier, GoodFuels, is supporting our efforts to rapidly extend the use of these biofuels.

GoodFuels' second-generation sustainable biofuels consist of certified feedstock, labelled as waste or residue. Using these alternatives fuels means that there are no land-use issues, no competition with food production, or deforestation during the production process.

In another partnership with TMA and Unilever, we aim to bring biofuel to land transport on a large scale. The biofuel that would be used is certified as a 100% ISCC-EU product produced from cooking oils and residual waste, and can be used in regular diesel engines. Through this collaboration, we plan to put in place and utilise a Mass Balancing System, which gives clients a choice on which

fuel to use for their transport routes from a mix of available traditional and alternative, renewable fuels in our system. This would allow the local sourcing and use of biofuels upon request by a client for their transportation. We saved 14,500 kilograms of CO₂-e through this partnership – this amounting to a reduction of around 90% compared to traditional fuels! Those who choose this system can therefore fuel anywhere, anytime. We will strive to encourage more customers to adopt this system.

The power of LNG trucks

A few years ago, we partnered up with Don Trucking, a transport company that has pledged to become carbon neutral by 2025. With 60 Liquefied Natural Gas (LNG) trucks currently in operation, Don Trucking has supported us by introducing 40 LNG trucks in our fleet, offering shippers an easier way to reduce their emissions throughout the supply chain. In the next three years, Don Trucking aims to introduce the first 4-5 electric vehicles in their fleet.

In Germany, we are currently using 100% LNG trucks with Don Trucking, and in the Netherlands our fleet with them consists of about 30% of LNG powered trucks, with the aim of increase this in the coming years. Although LNG is a fossil fuel, and transitional, these trucks are, emission-wise, a better alternative than trucks running on regular diesel, as the trucks still meet the high demands on performance, fuel efficiency and operating range.

Besides reducing emissions, we also collaborate to reduce the total amount of empty loads by combining cargo space for multiple clients. As a result, we can increase efficiency by 10% by 2024, leading to even more emissions savings.

“We are committed to provide our customers with shipping options that are aligned with their corporate and social responsibility objectives. Moving to a greener solution and reducing carbon emissions is a core strategy for Samskip. We acknowledge that it is increasingly important to be able to offer customers a new way of doing business with us. Further enhancing the use of LNG in our network is a combination that our customers in regional and long haulage require.”

– FRÉDÉRIC LECA, CHIEF OPERATING OFFICER, AT SAMSKIP

“We are very pleased to see an active involvement from logistical service providers towards sustainable solutions. More and more companies are looking to sustainable shipping alternatives and we are proud to be doing this together with Samskip. We take pride to lead by example and show that transporting cargo with a significant reduction of emissions is possible and that the time to make that switch has come.”

– DARIUSZ HEJNICKI, BOARD MEMBER, AT DON TRUCKING

Regenerative Power

Our ambition to use the most renewable energy sources aren't limited to our fleet, we seek to embrace renewable and alternative energies in all our operations, no matter how small the change. We believe that it all adds up.

Fossil fuels are a thing of the past... Our offices in Iceland and Norway, are both currently fossil fuel free, running purely on a combination of renewable energies. We aim to apply this approach to all our offices and in any steps of our operations that requires energy. For the parts of our operations that are not renewable, we also plan on buying certificates of origin to understand and transparently communicate where we source our non-renewable energy from.

Electricity is a thing of the future... All of our offices globally are powered by 100% renewable electricity, coming from wind, solar, hydro, and geothermal electricity sources, and we are proud of it! We also actively promote the use of electric and hybrid cars to our employees and have installed multiple charging stations across our office locations to accommodate and provide the



necessary infrastructure for our employees to charge their electric or hybrid vehicles when at work. Our vessel terminals in Iceland and the rail network in Duisburg also have electric trucks that help us move containers around the very large premises.

In the past, we have used solar panels alongside other alternative energy sources to power our facilities, such as our FrigoCare warehouse in Rotterdam. However, while this facility has been sold during the course of 2021, and is therefore no longer under our care, we remain motivated

to constantly search for further opportunities to increase the use of renewable energy throughout our operations.

At many of the ports that our ships dock in, we shut down the engines and connect our ships to electricity to charge their batteries to ensure that we do not waste fuel.

No matter where we operate, whether on land, sea, at our terminals, or in our offices, we aim to be adaptive and flexible in adopting technologies that contribute to achieving more sustainable practices.

Green Innovation

Taking full advantage of our knowledge and skills, our teams of experts not only strive to utilise existing cutting-edge technology but also pair unique and innovative approaches to maximise operational efficiency. Combining this with our sustainable mindset, we know that technology and digitalisation will be the driving force behind our success, in sustainability and elsewhere!

On our path to sustainability, green innovation lies at the core. This year, we have relentlessly pursued our mission of Making Green Logistics Easy. We have done this by launching a plethora of projects focused on reducing our local and greenhouse gas emissions, placing the shift of our fleet of vessels, barges, trucks, and trains, over to using alternative fuels and renewable energy sources at the core of our efforts

Sailing at the forefront of technological and digital change is not always easy, but we do our best to stay ahead and drive exciting advancements.



Some of the exciting advancements ahead include developing network optimisation models, using digital twin simulations of ships, and our Nav-Tech Eye technology to remotely assess and respond to situations, as well as guide our decision-making processes.

Automated Network Optimisation Model

We love investing in and giving a platform to our employees to pursue innovative ideas and projects that aim to drive our business activities

forward. One of our data analysts, Sandra, who was pursuing her master's degree in Econometrics and Operations Research, wanted to do her thesis project for Samskip; of course, we supported her. Titled "Container routing and empty repositioning in a multimodal network," the paper presents a network routing optimization engine which uses operations research to minimise cost and CO₂-e emissions in our European multimodal container transport network. This proof-of-value project was a great success and showed very promising results.

With route optimisation being an incredibly important lever for our multimodal business model, developing a decision tool, the model can help us to reduce overall costs, prevent late deliveries, minimise energy intensity, and in turn the emissions of our network. We are very proud of Sandra and her outstanding project. Without ambitious and motivated people like her, our future-looking and sustainable ways of working wouldn't be possible.



Hydrogen take-me-home device

While we are always looking for new opportunities to innovate through new builds, we are equally ambitious to improve and adapt our existing vessels and technology. One of these innovative solutions is the 'hydrogen take-me-home device'. This means installing a hydrogen fuel cell onto existing compatible vessels, to allow them to run emission free for a number of hours before switching back to their regular power supply.

As hydrogen is a clean-burning fuel, we are able to eliminate all greenhouse gases and local emissions when sailing in ports, fjords, or other coastal regions close to populated areas. Using existing equipment and vessels makes it a very efficient solution, running at low cost, and reduced power usage and emissions.

VETNIS

For almost three years, we have been engaged in an exciting partnership with VETNIS, led by Auðun Freyr. VETNIS is a development company focusing on the production and distribution of green hydrogen to power local Icelandic heavy-duty transport. VETNIS aims to become the leader in producing and distributing green hydrogen made using renewable energy sources for transport and heavy industry in Iceland.

Choosing VETNIS as our partner was a great step towards realising our ambitions to be frontrunners in the development and use of alternative fuels in Iceland and Europe.

Together we are taking on the challenging task of developing and testing the use of hydrogen in heavy duty road transport. We expect hydrogen powered trucks to soon be able to travel 600-700km without refuelling, which is about the same as our existing trucks. We are currently modelling and simulating different solutions to explore various possibilities and options in this exciting partnership.



Gisli Arnarson (COO Domestic, Samskip Iceland), and Auðun Freyr (Founder of VETNIS), meet at the Samskip premises in Iceland.

Nav-Tech Eye



An employee is using the Nav-Tech Eye smart glasses, making it possible to monitor work from ashore.

Understanding different challenges and perspectives is necessary in the creation of our well-oiled community.

Often when our crew members on the water or in remote locations run into unexpected troubles and need help, it might be natural to wish that you could see what they see to give the most accurate advice possible. The use of the Nav-Tech Eye makes this a reality.

We use this cutting-edge technology in order to:

- Help superintendents, auditors, surveyors, and crew engineers quite literally see through the eyes of the crew members.
- Better distribute our people to be able to provide the needed assistance to emergency situations regardless of the type of problem.

We have also started using the Nav-Tech eye for other functions such as for use in crew-seminars which has traditionally been held in person but can now be held digitally.

This initiative helps drastically reduce travel, saving time, lowering costs, and reducing emissions.

“The Nav-Tech Eye is one of the most promising innovations we've got going on right now, it allows us to look through the eyes of our vessel crew using smart technology. We can solve problems without sending mechanics to the vessel and provide training to new employees from ashore, thereby saving time and resources.”



**ERIK HOFMEESTER,
HEAD OF VESSEL MANAGEMENT**



Our Suppliers

Code of Conduct

Given the international nature of our operations, we engage and work with a wide variety of suppliers and partners. We recognise that a large majority of emissions are found throughout the supply chain and for this reason, we firmly believe that we are all responsible in addressing and encouraging sustainable behaviour and operations. We consider sustainability to be a core aspect of doing business, as it represents long-term continuity of both our business and of society as a whole. To assist with this, we have a supplier code of conduct in place. Within this code we aim to align our suppliers with our emphasis on reducing our carbon footprint through focusing on Environment, People, Customers, and Quality, our principles of sustainability.

Going beyond these principles, we outline the minimum expectations we have for our suppliers in terms of following international frameworks

like the United Nations Global Compact (UNGC), UN Guiding Principles on Business and Human Rights, and the International Labour Organisation's Declaration on Fundamental Principles and Rights on Work (ILOD). We make sure to cover and request compliance on all important areas such as business integrity, labour practices, health and safety and environmental management.

For all the contracts that we provide our suppliers, we ensure compliance and alignment to our vision by attaching our supplier code of conduct and ensuring that the supplier agrees with these requirements.

Our Approach to Supplier Audits 2022

As we continuously strive to achieve operational excellence while ensuring that we minimise our negative impact on our environment and society,

it is important to have strict selection criteria alongside our supplier Code of Conduct, to ensure that our new and existing suppliers align with our priorities and vision. As part of this supplier checking process, we evaluate the following aspects:

- Strategic fit
- Financial fit
- Quality & sustainability
- Legal fit
- Cultural fit

We also make sure to conduct audits on our suppliers and track their standards and certifications, such as ISO14001 and ISO9001. Depending on the category and type of supplier, we conduct multiple audits a year concerning aspects such as business ethics, human rights, sustainability, and quality.

Supplier Reporting

The relationship with our suppliers is an extremely important factor in not only how we aim to run our business, but also how we cooperate with our network of stakeholders in collectively improving our sustainability efforts. We try our best to keep track of our achievements and progress, as well as those of our suppliers, in order to work towards shared progress and success in achieving a sustainable supply chain.

Total number of suppliers

1.081

Our strategic and preferred suppliers

80% of total spend





Our People

- » **People at Samskip**
- » **Fostering a Sustainable Culture at Samskip**
- » **Our Work with Charities**

Our people are at the forefront of our operations, leading the way towards innovation and constituting the driving force behind our success. We value collaboration and cooperation, and are working towards creating a more inspiring and community-based environment to work in. Actively upholding, protecting, and ensuring respect for our employees' rights, health and safety, and access to learning and growth are key aspects of our renewed people-oriented approach. We strive to continuously improve and share in our progress and success.

Together we make things happen!

People at Samskip

Ensuring the Health and Safety of our Employees

We take the health and safety of our people very seriously, no matter where they are working from.

Solidarity in the wake of COVID-19

The COVID-19 pandemic proved to bring tough times for many people. Although it significantly impacted our business, we never lost our strong sense of community and solidarity. COVID-19 brought about many changes across our

locations. Some of which, however, were positive developments such as:

- The introduction of our 'hybrid working policy'. This policy gave employees the choice and opportunity for more flexibility in determining their working arrangements by choosing, with their managers, when to work from home, encouraging a better work-life balance.
- The provision of necessary office equipment such to use at home to our employees at our

various offices, in order to make their working from home experience more comfortable!

While for many COVID-19 may have proven to be a challenge to the bonds and connections formed as colleagues and friends, we tried to make the best of the situation in hopes of uniting and standing together even more strongly.

Our Iceland facilities have operations that require the presence of on-site staff in order to function properly. This meant that drastic actions were needed to ensure the safety of those who had to continue working on-site. Our employees came together with a truly 'all hands on deck' approach by:

- Choosing to work either day or night shifts in order to limit the number of people on the premises.
- Adapting the building to allow for appropriate social distancing.
- Making sure to provide employees in need with medical face masks, gloves, and necessary sanitising agents to safely execute their tasks.

Working together, Winning together: Fostering Employee Engagement

We win by being empowered and engaged... We want our employees to be a part of a community with a safe, ambitious, and fun working environment, where they feel challenged, and get real opportunities to learn and grow.

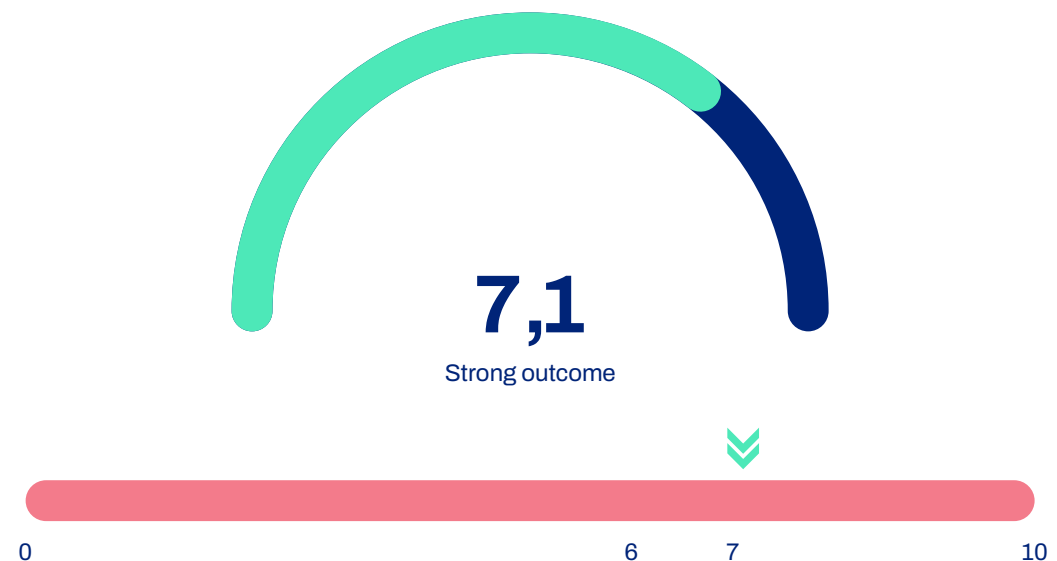
We recognise that creating a bond and getting to know your fellow employees is an important exercise for teambuilding and providing opportunities to form healthy connections with your colleagues outside of the workplace.

Prior to COVID-19, we tried to organise as many educational and social activities as we could to include and cover everyone's interests. From lectures by guest speakers on a variety of topics like sustainability and human rights, to organising bowling, nature hikes or happy hours! While these activities had to be put on pause during lockdowns, we are excited to continue organising these events once it is deemed safe by national rules and regulations in our countries of operation.

Alongside these activities, we try and make work life as enjoyable as possible. In Iceland, we conduct our quarterly satisfaction survey in order to see how employees feel about topics such as work life, management, and their experience overall. The thoughts, voices, and feedback of our employees are extremely important to us, in order to learn, change, and further develop to be the best employers we can be. This is why we are expanding this practice across our entire organisation.

We are happy with the results that we have achieved and strongly believe that a proactive approach in listening and addressing any thoughts or suggestions of our employees leads to the best possible outcomes.

Our office in Rotterdam takes a unique approach by conducting 'stay interviews'. These interviews create an in-depth understanding for our human resources department of what it is that our people value, and how we can do even better to keep providing the best possible working experience!



Continued Learning: Our Fuel for Success

We win through continued learning and growth...

With our people leading the charge on our collective progress as an organisation, we place great importance on re-investing into the growth and development of our employees. This is not only to encourage internal employee progression but also to allow us to continue to thrive in the fast-paced and innovative environment that we operate in, staying ready for any challenges.

We take great care in the recruitment and selection of our people, attracting, and eventually selecting those bright and skilled individuals who embody our vision through their work. In our talent management, we make sure to practice equal opportunity recruitment, personnel management, promotion, wages, and training opportunities to ensure an equitable and fair personnel treatment.

Our employees undergo career management performance reviews with their supervisors. These talks, however, don't only cover past performance but also act as a vital moment for both the giving and receiving of feedback,

discussing work satisfaction, career goals, and learning and development opportunities. That said, we recognise that there is always room for improvement, as we work to strengthen our culture of circular feedback. With that, we can learn together in order to grow together.

We offer a large variety of training opportunities for employees to upskill and further improve or diversify their areas of expertise. For example, we offer many different job-specific training materials such as:

- Proper handling of dangerous goods
- Conflict and time management
- Leadership skills

We conduct and host our training in various formats, such as face-to-face, virtual, hybrid, and through our online learning management system, Samskip Academy.

We don't only focus on the growth and development of our current employees, but we also seek to attract and invest in young and dynamic minds through our Management

Traineeship Programme. This programme aims to provide eager, promising graduates from top universities with the opportunity to learn by doing, gain on the job skills and be positively challenged in our organisation. We have a job rotation approach in place to let our trainees experience a variety of scenarios within the two-year traineeship period. Our trainees also receive personal mentors that don't only help with settling in and becoming acquainted with life at Samskip, but also help them on their career path and how to best grow after the initial joining period.



LAURENS DOURLEIJN,
MANAGEMENT TRAINEE,
SUSTAINABILITY

“Joining a company that's right on the verge of a strategic transition, that's one thing as a recent graduate. But when that company actively involves you, and encourages you to add to their company-wide transformation, that is something different. The Management Traineeship program gave me the opportunity to put my theoretical knowledge into practice by doing various projects, while simultaneously offering me a steep learning curve about the company and the logistics sector in general with a role in an operational department. It's really that combination that makes this traineeship work so well.”

“The best thing about working at Samskip is that everyone’s door is always open. Everybody is very enthusiastic about their departments and will love to tell you about their work. Opportunities to switch jobs or departments are everywhere, and people are happy to help you get the best out of yourself.”



**KAYLEIGH TIJSSEN,
MANAGEMENT TRAINEE,
TRANSFORMATION**



Employee Growth and Work Life Balance

Taking care of the mental and physical health and wellbeing of our people is one of our highest priorities. Of course, we make sure to comply with all relevant local and international labour and working conditions legislation and requirements, but we aim to go beyond compliance to provide our people with the best and most comfortable working experience possible.

Our human resources team strives to make sure that our people are treated fairly and have the amenities they need to thrive. Achieving a healthy work-life balance lies at the centre of all our people-related processes.

To ensure our employees are fairly compensated for the work they do, we have a compensation philosophy in place that is competitive within our operational markets. With this philosophy, we aim to retain, attract, and motivate our high-quality employee-base allowing us to continue advancing towards achieving our mission.



We offer a range of health and fitness related benefits and opportunities for our people to have easy access in their free time during and after work. In our larger international offices, we have well equipped gyms, and in Iceland we also offer group classes such as yoga and fitness bootcamps, so that everyone has an option to get active, no matter their preferences.

A healthy diet is also something we believe to be vital to the wellbeing of our people. So, we make sure to have large and well-equipped canteens and restaurants in our offices that cater to everyone's tastes and dietary restrictions. Our Icelandic office has an outstanding restaurant that is loved by our colleagues and praised by our visitors. We make sure our fitness fanatics, as well as our food lovers are definitely well taken care of!

A healthy mind is just as important as a healthy body. For this reason, we have multiple mental health related initiatives and benefits in place to ensure our employees are as stress-free as possible with adequate access to the appropriate mental health facilities. We have multiple mental health assistance programmes and trainings in place, ranging from stress management to mental health awareness trainings, both online in Samskip Academy and through in-person events.

Mental health was even more of an essential topic for us during the periods of lockdowns and isolation brought on by the COVID-19 pandemic. As a result, we opened more channels and procedures for employees to be able to reach out to professionals if they needed assistance. We also organised workshops to promote interaction and healthy mental health habits, and to discuss dealing with mental health challenges.

Our Commitment to Diversity and Inclusion

Across the seas, across continents, and across cultures...We are committed to promoting and

maintaining an equal opportunity, diverse, and inclusive working culture, and environment throughout our operations and locations.

We seek to embrace the differences we have in our organisation. From the diversity of backgrounds and experiences that our people bring, comes a richness of ideas, approaches, and perspectives that creates immense value for our company and culture. By tapping into the strengths that each individual has at Samskip, we hope to bring a creative and high-performance atmosphere and approach to delivering our services.

This approach to diversity, equity, and inclusion is embedded throughout our processes. From recruitment to compensation, we aim to always act in the fairest and most equitable manner. In Iceland, for example, we have an equal pay policy in place that complies with the local legislation regarding equal pay and as part of this, the compliance of our equal wage management system is audited every year.

We also make sure that we have active measures to maintain our culture and approach to inclusivity

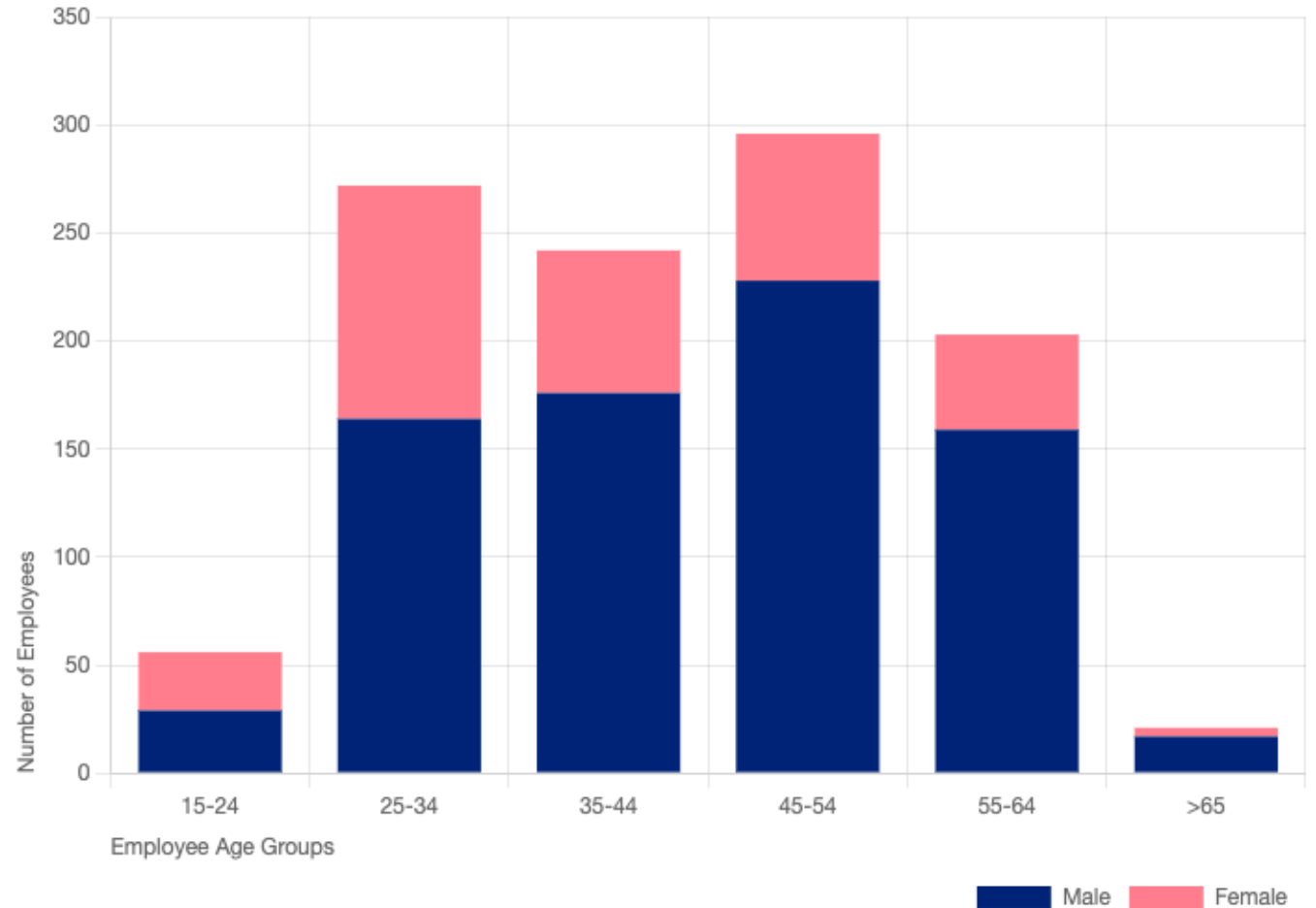


and anti-discrimination and harassment, such as having an anti-bullying committee in Iceland and a whistleblowing procedure across all operations to report and appropriately deal with any occurrences of discrimination and/or harassment. Within the reporting period, there have been 0 incidents of discrimination or harassment.

Our human resources department takes each reported case very seriously and when deemed necessary, will conduct full investigations that can end in disciplinary action for the parties involved.

We are equal opportunity employers and offer our positions to the best suited and most qualified candidates without considering discriminatory factors such as gender identity, race or ethnic origins, religion or belief, age, and sexual orientation. We also seek to strive toward equality across all levels and roles in our workplace to reflect the people we have hired.

Samskip Employee Age and Gender Distribution*



* Does not include Samskip's employees in Iceland due to the unavailability of data

» Fostering a Sustainable Culture at Samskip

Our Sustainability Initiatives

We love to hear the bright ideas of our employees and give them the space and opportunity to create and pursue sustainability initiatives of their own!

Running toward a more sustainable future!

Samskip has previously invited its global employees to participate in the Rotterdam Marathon around the city and will do so again in 2022. In our field, we undertake all kinds of challenges every day. What's one marathon against our fearless teams? Those interested employees sign up in teams to participate in this physical challenge and test their stamina. No matter the activity, we **win together!**

Big or small, every initiative counts

In our Iceland location, there has been a departure from the use of plastic cups and the use of single-use plastic. Instead, our employees have all been



provided with Samskip reusable water bottles and when necessary, use more easily recyclable paper cups and other more environmentally friendly product alternatives.

We have abandoned the use of physical paper waybills and we also encourage a 'think before you print' policy to reduce using paper unnecessarily in our office, an initiative that has been embraced by our eager employees.

Iceland Wetland Fund

Established in 2018, the Iceland Wetland Fund aims to have companies, associations, and individuals finance the restoration of wetlands in Iceland. In practical terms, this means collaborating with farmers, landowners, municipalities, and the Icelandic government to restore large areas not being used for cultivation or forestry.

As one of the founders of the Icelandic Wetland Fund, we pride ourselves on being able to contribute to the reclamation of Iceland's Wetlands and to the vital mission of reducing greenhouse gas emissions in Iceland. Through our support of and active participation in the fund, we place a key focus on the recovery and preservation of Iceland's biosphere, birdlife, and aquatic resources.

We engage in these actions not only because it affects the surroundings that we operate in and that many of our employees call home, but also because wetland restoration has been proven by the Intergovernmental Panel on Climate Change (IPCC) as a fast and achievable means to aid in greenhouse gas emissions reduction.



The impact of the fund's actions is assessed by experts of the Soil Conservation Service of Iceland and reviewed in collaboration by scientists from both the Agricultural University of Iceland and the University of Iceland, which is then finally submitted to the IPCC for review.

5.320 tons CO₂
curbed through reclamation
of wetlands in 2021



Our Work with Charities

Enriching Icelandic Communities

As an international multimodal transport solutions company that seeks to move cargo sustainably, we recognise that we are in a fortunate position to use our influence to connect and improve the communities around us. We offer all employees the opportunity to take work off and volunteer at a charity of their choice. While it has to be on a case-by-case basis, so that it does not interfere with our operational performance, we are very supportive, and love to see our people go out and help the communities around us.

Across our locations, we engage in community building and help leave our natural and societal environments in a better state than when we found them. In Iceland, many of our employees work together to volunteer at a local shelter every year, which focuses on providing a safe space for

women and children who are at risk of domestic violence.

Multimodal experts by day, chefs by night? Last year our employees volunteered to cook a new-years meal to take to the shelter.

Who knew Santa's helpers could be dressed in blue and white? Over Christmas time our employees also got together to create gifts for children living at the shelter, in hopes of spreading a bit of Christmas joy.

OUR COLLABORATIONS – IN THE SPOTLIGHT

Aurora Foundation

One of our closest collaborations has been with the Aurora Foundation, which we have worked with and supported since its founding in 2007.

The Aurora Foundation was founded as a non-profit organisation by the majority shareholders of Samskip in 2007 in order to aid in the development and cultural enrichment of communities. The Aurora Foundation has pursued many different projects to provide a positive influence on communities and boost their ability to pursue cultural and creative opportunities that they usually would not have the resources for.

We have had the opportunity to be right beside the Aurora Foundation in many of these projects. We frequently provide free shipping for many different projects from Iceland to Rotterdam and to Sierra Leone, the foundations primary country of focus. We offer our multimodal transportation expertise to deliver items safely and for a good cause!



OUR COLLABORATIONS – IN THE SPOTLIGHT

Aurora Foundation

We have donated several hundred computers and other IT equipment for use in Sierra Leone, and since 2016, over 300 students have received IT trainings on the equipment donated by Samskip. The IT equipment that is not needed, is all recycled and repurposed by Samskip's partners in the Netherlands to reduce our contribution to e-waste. Our IT experts have also been closely involved in supporting the Aurora Foundation with the required IT infrastructure for their own systems and the trainings that the foundation provides locally to support local colleges, universities, community centres, and schools. We will continue this support in hopes of spreading our value of winning together even further across borders and communities.

Another exciting project we were closely involved in was providing the safe transport and delivery of over 60 hospital beds donated by the Akureyri Hospital in Iceland in 2017. Coordinated by the Aurora Foundation, together we managed to safely provide and distribute these hospital beds to multiple different hospitals in Sierra Leone.



OUR COLLABORATIONS – IN THE SPOTLIGHT

Universities and Research

Engaging with the community around us goes far beyond volunteer and charity initiatives. We seek to help identify, develop, and support those young, dynamic minds that are driving innovation and sustainability initiatives around the world. Engaging with university and academic institutions allows for valuable learning opportunities for both the students and us at Samskip.

Sailing towards a collaborative and sustainable future. We previously sponsored the Stichting Solar Boat Team, which aimed to give support to the students at the Delft University of Technology in the creation of the ‘Solar Boat.’ The boat eventually went on to compete in and win the Solar Sport One Competition 2020. We aim to show that **winning together** at Samskip means that the wider society also wins.





From Compliance to Care

- » Our Ethical Responsibility
- » A Security System You Can Rely Upon

Conducting business with integrity is fundamental to us. Every employee is expected to maintain the highest standards of legal and ethical conduct. We foster a culture of respect and fairness, which celebrates differences, rather than turning against them. We wish to challenge our own methods and ways of doing things, to ensure continuous improvement, and growth through innovation. To demonstrate our commitment, we guarantee the right of every employee to voice concerns about their treatment and to have those concerns heard.

We are committed to following the laws of the countries in which we operate. However, we go beyond compliance. To become a truly responsible business, we don't just follow, but bring new and better ideas into the light. To do this, we regularly give our expert advice on upcoming regulations. For example, we contributed to the development of the new environmental requirements for SOx and NOx, two of the main pollutants caused by the burning of various fossil

fuels by ships. We are also an active member of several industry groups, such as TLN, and the UK Chamber of Shipping's Carbon Working Group, to influence positive change in shipping.

Here at Samskip, we strive to reform our industry for the better, and recognise that to do so, we must take the lead and show other organisations how together we can sail towards a more sustainable future.

Our Ethical Responsibility

As a growing company, we wish to maintain a high level of ethical, and responsible business standards. As a result, we expect our employees to respect one another, be inclusive, and thrive.

At Samskip, we have a Management Board and Extended Executive Committee who govern our business. At least 10 meetings are held per year with the Supervisory Board to take care of any major decisions.

Our Code of Conduct encourages our employees to abide by our values, ensuring that high ethical standards are embedded into our DNA, attitude, morals, and mentality. We're working on implementing the Code of Conduct in our contracts, so that all new employees read the code, and agree to its terms.

Conducting business ethically requires that employees:

- Obey all relevant laws within their operating region.
- Treat others fairly, with dignity, and with respect.
- Avoid any and all cases of corruption and bribery.
- Prepare all records of financial transactions accurately and with integrity.
- Report financial conditions and results of operations honestly and promptly.
- Deal honestly and fairly with customers, business partners, and suppliers.
- Avoid actual and potential conflicts of interest (situations where one makes or influences a decision that may result in personal gain for oneself or others).
- Respect and properly manage our own data and information and those of our stakeholders.

Employees are expected to come forward with any legal, ethical or safety concerns

either directly to management or through our whistleblowing procedure. Any concerns raised will be investigated and treated seriously. We pay particular attention to the possibility of anti-competitive practices, and conflict of interest. Being a large company, it is important to ensure our employees understand the potential legal and professional repercussions of misconduct. A whistleblowing procedure was recently implemented to allow employees to anonymously report their concerns.

At Samskip, we train our employees on ethical business practices. This covers information on anti-competitive training. We ensure that new employees are trained on this as part of their onboarding.

At Samskip, we want to maintain a reputation that our customers and clients can rely upon.

A Security System You Can Rely Upon

We take cyber security seriously and are committed to continuously improving our IT system security in line with industry best practices and common security frameworks. Our team consists of highly skilled and motivated individuals that are alert on the latest developments and trends in cyber security. We work closely with various authorities that serve their constituency by proactively analysing and advising on threats and vulnerabilities, as well as aiding in handling incidents that may occur.

We have many systems and practices in place to ensure the best protection of our data:

- Samskip uses Microsoft Defender as the primary AV security solution on servers and workstations.
- Server and workstation updates are controlled with Microsoft Azure automation.
- Updates, patches, and vulnerability management are controlled and monitored

using various tools including Microsoft Advanced Threat Protection and Azure automation services to ensure safety, reliability, and control.

- Data in transit and in rest is always encrypted and stored in secure data centres. Data on workstations is encrypted with BitLocker.
- End user devices must be enrolled in Azure for mobile device management and users must authenticate with their Active Directory credentials and use of multi-factor authentication is mandatory to access our systems.
- Our password policy ensures minimum length, complexity, and prevents the use of common dictionary words. Employees receive training on cyber security topics to raise awareness and increase security around common phishing attacks.
- Regular phishing test email campaigns are sent out to ensure our employees can

recognise potentially malicious emails and respond accordingly.

- Our servers are backed up nightly, and offsite copies are transferred in immutable form to external storage and to a cloud backup partner for long-term retention or disaster preparedness.

Regular internal audits and penetration tests are performed on our network and systems. We also use external security companies to perform external and internal penetration tests.

We use good practices in all areas of cyber security. We are a company you can trust.



Appendix

- » **GRI Context Index**
- » **Calculations of our Carbon Footprint KPIs**



GRI Content Index

The General Reporting Initiative (GRI) standards create a common language for organisations – large or small, private or public – to report on their sustainability impacts in a consistent and credible way. By reporting in accordance with the GRI standards for 2021, we strive to enhance global comparability and increase the transparency and accountability of our organisation. Within this Sustainability Report, we refer to the following standards:

Disclosures	Description	Reference chapters	Comments
GRI 2: General Disclosures			
2-1 Organisational details	a. Legal name	About Samskip (p. 5)	Samskip BV
	c. Location of headquarters	About Samskip (p. 5)	The Netherlands
	d. Countries of operation	About Samskip (p. 5)	Europe
2-2 Entities included in the organisations’s sustainability reporting	a. Entities included	About Samskip (p. 5)	Samskip BV including Samskip Multimodal and Samskip HF
2-3 Reporting period, frequency, and contact point	a. Reporting period and frequency	About the Report (p. 2)	2021, on an anual basis
	d. Contact person for report	Message from Our Head of Sustainable Development (p. 17)	Ólafur Orri Ólafsson, Head of Sustainable Development
2-4 Restatements of information	a. Restatements from previous reporting periods	Our Journey (p. 8)	Mergers and acquisitions

Disclosures	Description	Reference chapters	Comments
2-5 Ownership	a. External assurances	About the Report (p. 2)	Not assured
2-9 Governance structure and composition	a. Governance structure and committees	Our Ethical Responsibility (p. 70)	Management Board and Extended Executive Committee
2-16 Communication of critical concerns	b. Total number of critical concerns	Our Ethical Responsibility (p. 70)	0 reports. However, we have not actively collected this data. Will be included in 2022 report.
2-17 Collective knowledge of the highest governance body	a. Measures taken to advance the knowledge of sustainable development	Employee Growth and Work Life Balance (p. 59)	See pages for more info
2-22 Statement on sustainable development strategy	a. Statement from the CEO on the relevance of sustainable development	Message from our CEO (p. 4)	See pages for more info
2-23 Policy commitments	a. The policy commitments for responsible business conduct	Our Ethical Responsibility (p. 70)	See pages for more info
2-24 Embedding policy commitments	a. Embedding policy commitments for responsible business conduct	A Security System You Can Rely Upon (p. 71)	Training provided to employees

Disclosures	Description	Reference chapters	Comments
2-25 Processes to remediate negative impacts	a. Provision of remediation procedure	Fostering a Sustainable Culture at Samskip (p. 62) Our Ethical Responsibility (p. 70)	Whistleblowing procedure
	b. Approach to identifying and addressing grievances	Our Ethical Responsibility (p. 70)	Anonymous reporting through the whistleblowing procedure
	d. Stakeholder involvement	Fostering a Sustainable Culture at Samskip (p. 62) Our Ethical Responsibility (p. 70)	All internal stakeholders have access to the whistleblowing procedure
	e. Tracking the effectiveness of the grievance mechanisms	Our Performance (p. 12)	Whistleblowing KPI
2-26 Mechanisms for seeking advice and raising concerns	a. Mechanisms for raising concerns about the organisation's business conduct	Fostering a Sustainable Culture at Samskip (p. 62) Our Ethical Responsibility (p. 70)	Whistleblowing procedure
2-28 Membership associations	a. Industry associations, other membership associations, or international advocacy organisations	Carbon Footprinting System (p. 35) From Compliance to Care (p. 68)	TNO, TLN, UK Chamber of Shipping's Carbon Working Group
2-29 Approach to stakeholder engagement	a. Approach to engaging stakeholders	Message from our Head of Sustainable Development (p. 17)	Message from our Head of Sustainable Development

Disclosures	Description	Reference chapters	Comments
GRI 3: Material Topics 2021			
3-1 Process to determine material topics	a. How topics were identified and prioritised	Samskip and the Sustainable Development Goals (p. 30)	See pages for more info
3-2 List of material topics	a. List of material topics	Samskip and the Sustainable Development Goals (p. 30)	See pages for more info
GRI 205: Anti-corruption 2016			
205-1 Corruption risks	b. Risks related to corruption identified through risk assessments	A Security System You Can Rely Upon (p. 71)	See pages for more info
205-2 Communication and training about anti-corruption	e. Total number of percentage of employees who have received training on anti-corruption		To be determined in 2022
205-3 Confirmed incidents of corruption and actions taken	a. Total number of confirmed incidents of corruption	Our Ethical Responsibility (p. 70)	0 reports
GRI 302: Energy 2016			
302-1 Energy consumption within the organisation	a. Total energy consumption	Our Performance (p. 12)	Total energy consumption to be calculated in 2022
302-2 Energy consumption outside of the organisation	b. Calculation tools used	Our Environment in Numbers (p. 36)	Carbon Footprinting Calculator
302-3 Energy intensity	a. Energy intensity ratio	Our Performance (p. 12)	Total energy consumption to be calculated in 2022

Disclosures	Description	Reference chapters	Comments
302-4 Reduction of energy consumption	a Reduction of energy consumption achieved	Our Performance (p. 12)	Total energy consumption to be calculated in 2022
302-5 Reductions in energy requirements of services	b. Basis for calculating reductions in energy consumption, such as baseline or base year	Our Performance (p. 12)	2020
GRI 305: Emissions 2016			
305-1 Direct (Scope 1) GHG emissions	a. Scope 1 emissions	Our Performance (p. 12)	297.900 kg-tonnes of CO ₂ -e
	Methodologies, assumptions and calculation tools	Appendix (p. 72)	See Appendix for more info
305-2 Energy indirect (Scope 2) GHG emissions	a. Scope 2 emissions	Our Performance (p. 12)	296 tonnes CO ₂ -e
	g. Methodologies, assumptions and calculation tools	Appendix (p. 72)	See Appendix for more info
305-3 Indirect (Scope 3) GHG emissions	a. Scope 3 emissions	Our Performance (p. 12)	Does not include all procured services, only those directly related to movement of goods
305-4 GHG emissions intensity	a. GHG emissions intensity ratio for the organisation	Our Performance (p. 12)	Average of 0,04296 kg CO ₂ -e per tonne-km, based on Great Circle Distance and Well-to-Wake/Wheel principle

Disclosures	Description	Reference chapters	Comments
GRI 306: Waste 2020			
306-1 Waste generation and related impacts	a. Significant waste related impacts	Waste and Water Management (p. 37)	See page for more info
306-2 Management of significant waste-related impacts	a. Actions to prevent waste generation	Waste and Water Management (p. 37)	Waste sorting station
306-3 Waste generated	a. Total waste generated	Waste and Water Management (p. 37)	464.354 kg
306-4 Waste diverted from disposal	b. Hazardous waste	Waste and Water Management (p. 37)	3.129 kg
	c. Landfill	Waste and Water Management (p. 37)	165.208 kg
306-5 Waste directed to disposal	a. Total waste directed to disposal	Waste and Water Management (p. 37)	165.208 kg
	b. Total weight of hazardous waste directed to disposal	Waste and Water Management (p. 37)	3.129 kg
GRI 403: Occupational Health and Safety 2018			
403-1 Occupational health and safety management system	b. Description of activities covered by a health and safety management system	Working Together, Winning Together: Fostering Employee Engagement (p. 55)	See page for more info

Disclosures	Description	Reference chapters	Comments
403-2 Injury rates, diseases, lost days and absenteeism	a. Injury rate		To be calculated in 2022
403-4 Formal agreements with trade unions covering health and safety	b. Joint health and safety committee		To be determined in 2022
403-5 Worker training on occupational health and safety	a. Occupational health and safety training	Employee Growth and Work Life Balance (p. 59)	Training provided on handling dangerous goods
403-6 Promotion of worker health	a. Health promotion services	Our Commitment to Diversity and Inclusion (p. 60)	Mental health workshops
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	a. Approach to preventing negative occupational health and safety impacts	Working Together, Winning Together: Fostering Employee Engagement (p. 55)	See page for more info
GRI 404: Training and Education 2016			
404-1 Average hours of training per year per employee	a. Average hours of training undertaken by employees	Employee Growth and Work Life Balance (p. 59)	X hours
404-2 Upgrading employee skills and transition assistance programmes	a. Percentage of employees who received a regular performance and career development review		To be calculated in 2022

Disclosures	Description	Reference chapters	Comments
404-3 Percentage of employees receiving regular performance and career development reviews	a. Type of programmes implemented to upskill employees	Employee Growth and Work Life Balance (p. 59)	See page for more info
GRI 406: Non-Discrimination 2016			
406-1 Incidents of discrimination and corrective actions taken	a. Total number of incidents	Fostering a Sustainable Culture at Samskip (p. 62)	0 reported incidents
	b. Status of incidents and actions taken	Fostering a Sustainable Culture at Samskip (p. 62)	Whistleblowing procedure
GRI 413: Local Communities 2016			
413-1 Operations with local community engagement, impact assessments, and development programmes	a. Local community development programmes	Our Performance (p. 12) Our Work with Charities (p. 64)	Environmental monitoring and community programmes in Iceland
413-2 Negative impacts on communities	a. Operations with significant actual and potential negative impacts on local communities	Our Industry (p. 15)	See page for more info

Calculations of our Carbon Footprint KPIs

We offer multi-modal transport services for which the following relatively uniform Transport Operation Categories (TOC) were identified:

1. Short-sea container transport;
2. Rail line haul of containers;
3. Road transport of containers;
4. Inland barge transportation of containers.

Total CO₂-e emissions and carbon efficiency per transport operation category (TOC) for 2020 and 2021

Transport Operations Category	2020		2021	
	Total CO ₂ -e (kton, WTW)	kg CO ₂ -e/ton-kmGCD (WTW)	Total CO ₂ -e (kton, WTW)	kg CO ₂ -e/ton-kmGCD (WTW)
Short-sea container transport	271.3	0.04582	249.8	0.04041
Rail line haul of containers	47.2	0.02303	41.0	0.02290
Road transport of containers	114.0	0.09718	114.8	0.09360
Inland barge transportation of containers	4.3	0.03290	3.4	0.03225
Totals	436.9	0.04710	409.0	0.04396

Emission factors and sources that were used in case fuel use data available

Transport Operations Category	Fuel type	Unit	Value	Source
Short-sea	HFO	gCO ₂ -e/g fuel (WTW)	3.915	March 2021 ICCT report shared by fuel supplier, Table 4 (CO ₂ -e100)
Short-sea	MGO	gCO ₂ -e/g fuel (WTW)	4.043	
	MGO	kg/L (density)	0.837	Draft ISO 14083, Table I2, North American GHG Emission Factors
Short-sea	MDO	gCO ₂ -e/g fuel (WTW)	3.93	Same value as HFO
Short-sea	IFO180	gCO ₂ -e/g fuel (WTW)	3.915	
Short-sea	IFO380	gCO ₂ -e/g fuel (WTW)	3.915	
Short-sea	RMD380	gCO ₂ -e/g fuel (WTW)	3.93	Same value as MDO
Short-sea	MR1-100	gCO ₂ /g fuel (WTW)	0.575	Information provided by GoodFuels
Short-sea	MDF1-100	gCO ₂ -e/g fuel (WTW)	0.518	
Short-sea	MR1-50	gCO ₂ /g fuel (WTW)	2.281	50% MGO, 50% MR1-100
Short-sea	MDF1-50	gCO ₂ -e/g fuel (WTW)	2.309	50% MGO, 50% MDF1-100
Road		kgCO ₂ -e/kg fuel (WTW)	3.78 ¹	Draft ISO 14083, Table A1, European GHG Emission Factors
Road		kg/L (density)	0.832	

¹ Please note that the emission factor for road does not take into account a factor for biodiesel blending

Default emission factors and sources that were used in case of missing fuel data

Transport Operations Category	Unit	Value	Source
Rail	kgCO ₂ -e/ton-km (WTW)	0.017	GLEC Framework v0.2, Table 38
Road	kgCO ₂ -e/ton-km (WTW)	0.075	GLEC Framework v0.2, Table 42
Barge	kgCO ₂ -e/ton-km (WTW)	0.0.026	GLEC Framework v0.2, Table 36
Short-sea	kgCO ₂ -e/TEU-km (WTW)	0.160	GLEC Framework v0.2, Table 46, Intra North Europe

Methodology

The carbon footprint methodology that was used for the computations is in compliance with the current status (March 2022) of the ISO 14083 committee draft. Note, however, that it is not published yet and might change due to ongoing development and negotiations. This section explains what carbon footprint KPIs have been computed, how they have been calculated and how the data gaps have been dealt with.

In case of any further questions on the methodology, assumptions, or carbon footprinting process, please reach out to Ólafur Orri Ólafsson, the Head of Sustainable Development at ooo@samskip.com.