Ørsted

Interim ESG performance report

First nine months 2020

Contents

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1.1 CFO's review

Wind power generation increased by 29% for Offshore and 56% for Onshore.

- Divestment of our Danish power distribution, residential customer, and city light businesses closed.
- Continued stable operations despite COVID-19.
- Green share of heat and power generation increased from 83% to 89%.
- Scope 1 and 2 greenhouse gas intensity decreased by 9% to 69g CO_2e/kWh.
- Our scope 3 greenhouse gas emissions decreased by 19%.

Divestment

In August, we closed the divestment of the Danish power distribution, residential customer, and city light businesses. The divestment marks an important strategic milestone for Ørsted, as it essentially concludes our transformation into a global renewable power generator.

COVID-19

Our asset base continues to be fully operational, and we have maintained normal availability rates on our offshore and onshore wind farms. Construction of projects has largely progressed according to plans during the pandemic, both in Europe, Asia Pacific, and the US.

Renewable energy capacity

In September, we commissioned the 103MW onshore wind farm Willow Creek in the US, increasing our total installed onshore wind capacity to 1.7GW.

Our total installed renewable capacity has increased by 7% to 10.5GW in 9M 2020, compared with year-end 2019.

Heat and power generation

Offshore wind power generation increased by 29% to 10.3TWh in 9M 2020 mainly due to ramp-up of generation from Hornsea 1 and higher than normal wind speeds.

Onshore wind power generation increased to 3.9TWh in 9M 2020, an increase of 56% compared with 9M 2019. The increase was mainly due to the new onshore wind farms Sage Draw, Plum Creek and Lockett, which were commissioned in Q1 2020, Q2 2020, and Q3 2019, respectively.

Thermal heat generation decreased by 17% to 4.4TWh, primarily due to the warm weather in Q1 2020.

Thermal power generation increased by 5% to 3.1TWh in 9M 2020 compared to 9M 2019. The increase was primarily driven by higher power generation at the Esbjerg and Studstrup power stations, which delivered automatic frequency restoration reserves (aFFR) to the Danish power grid. The significant increase in power generation from the two power stations was partly offset by lower underlying power generation at other power stations.

We continue to develop our ability to offer the lowest marginal costs for ancillary services from our renewable capacity. From end September we have supplied ancillary services from our sustainable biomass-based heat and power generation at Studstrup Power Station, but we also utilise electric boilers and wind capacity in our ancillary services supply, whenever possible, based on fuel prices, heat and power demand and other factors impacting the marginal costs.

> "Our green share of generation increased to 89%. This was an increase of 6 percentage points compared to the first nine months last year.

In Q4, we plan to increase the use of sustainable biomass-based capacity for ancillary services, thereby offsetting some of the negative impact the coal based ancillary services in Q2 and Q3 will have on our green indicators for 2020.

Green share of generation

Our green share of generation increased to 89%, driven by higher wind-based generation, lower underlying thermal heat generation, and the bioconversion of Asnæs Power Station in late 2019. This was partly offset by higher thermal power generation associated with ancillary services. The green share of generation increased by 6 percentage points compared to 9M 2019.

Greenhouse gas emissions

Our scope 1 and 2 greenhouse gas intensity was reduced by 9% to 69g CO_2e/kWh in 9M 2020 compared with 9M 2019. The reasons for this were the same as for the increase in the green share of generation.

Marianne Wilnholt
CFO

Our absolute scope 1 greenhouse gas emissions increased by 9% to 1.5 million tonnes CO_2e in 9M 2020 compared with 9M 2019.

Our scope 3 emissions decreased by 19% in 9M 2020 compared with 9M 2019, mainly due to a 21% decrease in natural gas sales.

Safety

The total recordable injury rate (TRIR) for 9M 2020 was 3.8 injuries per million hours worked compared with 4.7 in 9M 2019. The improvement was driven by a 44% reduction in the number of total recordable injuries for our own employees and a 4% reduction in total recordable injuries for our contractors.

1.2 ESG target overview

Note	Indicator	Unit	Target	9M 2020	9M 2019	Δ	2019
	Strategic targets						
2.1	Installed renewable capacity	MW	30GW (2030)	10,542	8,487	24%	9,870
2.1	Installed offshore wind capacity	MW	15GW (2025)	6,820	5,602	22%	6,820
2.1	Installed onshore wind and solar capacity	MW	5GW (2025)	1,668	997	67%	997
2.4	Green share of energy generation	%	95 (2023), 99 (2025)	89	83	6%p	86
2.7	Scope 1 and 2 greenhouse gas intensity	g CO_2e/kWh	20 (2023), 10 (2025)[1]	69	76	(9%)	65
2.7	Scope 3 greenhouse gas emissions	Million tonnes CO_2e	50% (2032)[2]	19.4	23.9	(19%)	34.6
n.a.[4]	Employee satisfaction	Index 0-100	Top 10% (2020)[3]	n.a.	n.a.	-	77
3.2	Total recordable injury rate (TRIR)	Per million hours worked	2.9 (2025)	3.8	4.7	(19%)	4.9
	Additional sustainablity targets						
2.9	Certified sustainable wooden biomass sourced	%	100 (2020)	100	95	5%p	96
2.9	Coal consumption	Thousand tonnes	0 (2023)	526	429	23%	588
2.9	Green share of power for own consumption	%	100	100	100	0%p	100
n.a.[4]	Internal energy savings, accumulated from 2018	GWh	15 (2023)	n.a.	n.a.	-	8.8
n.a.[4]	Share of electric vehicles	%	100 (2025)	n.a.	n.a.	-	21
n.a.[4]	Learning and development indicator (annual employee survey)	Index 0-100	80 (2020)	n.a.	n.a.	-	77
n.a.[4]	Women in leaderhip positions, Leadership Conference	% female	22 (2023)	n.a.	n.a.	-	13
n.a.[4]	Women in leadership positions, middle management	% female	30 (2023)	n.a.	n.a.	-	25

[1] In addition to the emission reduction targets, we set a new target in January 2020 of being carbon neutral in 2025. We will continue to investigate solutions for the remaining emissions, which could also include investing in certified carbon removal projects.

[2] 50% reduction in total scope 3 emissions from the base year 2018.

[3] Our target from 2020 and onwards is an employee satisfaction survey result in the top ten percentile compared with an external benchmak group.

[4] We do not report on the targets marked with n.a. in the interim reports. They will be reported on in the annual report for 2020.

1.3 Overview by business unit

Note	Indicator	Unit	Offshore	Onshore	Markets & Bioenergy	Other activities/ eliminations	9M 2020	9M 2019	Δ	2019
	Revenue	DKK million	23,734	560	15,665	(2,917)	37,042	49,163	(25%)	67,842
	EBITDA	DKK million	10,622	807	1,493	199	13,121	12,871	2%	17,484
2.1	Installed renewable capacity	MW	6,820	1,668	2,054	-	10,542	8,487	24%	9,870
2.1	Decided (FID) renewable capacity (not installed yet)	MW	3,038	1,014	-	-	4,052	5,052	(20%)	4,129
2.1	Awarded and contracted renewable capacity (no FID yet)	MW	4,996	-	-	-	4,996	5,396	(7%)	4,996
2.1	Total renewable capacity (installed + FID + awarded and contracted)	MW	14,854	2,682	2,054	-	19,590	18,935	3%	18,995
2.2	Generation capacity, power	MW	4,091	1,658	2,833	-	8,582	7,401	16%	7,489
2.2	Generation capacity, heat	MW	-	-	3,491	-	3,491	3,425	2%	3,560
2.3	Power generation	GWh	10,336	3,922	3,146	-	17,404	13,559	28%	20,119
2.3	Heat generation	GWh	-	-	4,441	-	4,441	5,351	(17%)	8,312
2.7	Scope 1 and 2 greenhouse gas emissions	Thousand tonnes CO_2e	19	0	1,482	1	1,502	1,385	8%	1,850
2.7	Scope 3 greenhouse gas emissions	Thousand tonnes CO_2e	142	198	18,988	22	19,350	23,884	(19%)	34,604
2.7	Greenhouse gas intensity	g CO_2e/kWh	2	0	195	-	69	76	(9%)	65
2.4	Green share of energy generation	%	100	100	68	-	89	83	6%p	86
3.1	Number of employees	Full-time equivalents (FTE)	3,032	136	1,017	1,935	6,120	6,454	(5%)	6,526
3.2	Total recordable injury rate (TRIR)	Number/million hours worked	4.1	0.9	6.9	0.7	3.8	4.7	(19%)	4.9

1.4 Overview by country

Note	Indicator	Unit	Denmark	United Kingdom	Germany	The Nether-lands	The US	Taiwan	Other countries	9M 2020	9M 2019	Δ	2019
2.1	Installed green capacity	MW	3,060	4,400	1,384	-	1,698	-	-	10,542	8,487	24%	9,870
2.1	- of which, offshore wind	MW	1,006	4,400	1,384	-	30	-	-	6,820	5,602	22%	6,820
2.1	- of which, onshore wind	MW	-	-	-	-	1,658	-	-	1,658	987	68%	987
2.1	- of which, solar	MW	-	-	-	-	10	-	-	10	10	0%	10
2.1	- of which, biomass-based heat capacity	MW	2,054	-	-	-	-	-	-	2,054	1,888	9%	2,053
2.1	Decided (FID) renewable capacity (not installed yet)	MW	-	1,386	-	752	1,014	900	-	4,052	5,052	(20%)	4,129
2.1	Awarded and contracted renewable capacity (no FID yet)	MW	-	-	1,142	-	2,934	920	-	4,996	5,396	(7%)	4,996
2.1	Total renewable capacity (installed + FID + awarded and contracted)	MW	3,060	5,786	2,526	752	5,646	1,820	-	19,590	18,935	3%	18,995
2.2	Generation capacity, power	MW	3,396	2,342	692	464	1,688	-	-	8,582	7,401	16%	7,489
2.2	- of which, offshore wind	MW	563	2,342	692	464	30	-	-	4,091	3,564	15%	3,627
2.2	- of which, onshore wind	MW	-	-	-	-	1,658	-	-	1,658	987	68%	987
2.2	- of which, thermal energy	MW	2,833	-	-	-	-	-	-	2,833	2,840	(0%)	2,865
2.2	- of which, solar energy	MW	-	-	-	-	-	-	-	-	10	(100%)	10
2.2	Generation capacity, heat	MW	3,491	-	-	-	-	-	-	3,491	3,425	2%	3,560
2.3	Power generation	TWh	4,706	6,673	1,645	372	4,008	-	-	17,404	13,559	28%	20,119
2.3	Heat generation	TWh	4,441	-	-	-	-	-	-	4,441	5,351	(17%)	8,312
2.4	Green share of energy generation	%	73	100	100	100	100	-	-	89	83	6%p	86
2.7	Greenhouse gas intensity	g CO_2e/kWh	163	2	3	1	0	-	-	69	76	(9%)	65
2.7	Scope 1 and 2 GHG emissions	Thousand tonnes CO_2e	1,487	10	5	0	0	0	-	1,502	1,385	8%	1,850
3.1	Number of employees (FTE)	Number	3,873	1,043	219	37	303	121	524	6,120	6,454	(5%)	6,526

2.1 Renewable capacity

Indicator	Unit	Target	9M 2020	9M 2019	Δ	2019	2018
Installed renewable capacity	**MW**	**+30GW (2030)**	**10,542**	**8,487**	**2,055**	**9,870**	**8,303**
- Offshore wind power	MW	15GW (2025)	6,820	5,602	1,218	6,820	5,602
- Denmark	MW		1,006	1,006	-	1,006	1,006
- The UK	MW		4,400	3,182	1,218	4,400	3,182
- Germany	MW		1,384	1,384	-	1,384	1,384
- The US	MW		30	30	-	30	30
- Onshore wind power	MW	5GW (2025)[1]	1,658	987	671	987	803
- Solar power	MW	Note[1]	10	10	-	10	10
- Thermal heat, biomass	MW		2,054	1,888	166	2,053	1,888
Decided (FID) renewable capacity (not yet installed)	**MW**		**4,052**	**5,052**	**(1,000)**	**4,129**	**3,665**
- Offshore wind power	MW		3,038	4,256	(1,218)	3,038	3,356
- The UK	MW		1,386	2,604	(1,218)	1,386	2,604
- The Netherlands	MW		752	752	-	752	752
- Taiwan	MW		900	900	-	900	-
- Onshore wind power	MW		367	671	(304)	671	184
- Solar power	MW		647	-	647	420	-
- Thermal heat, biomass	MW		-	125	(125)	-	125
Awarded and contracted capacity (no FID yet)	**MW**		**4,996**	**5,396**	**(400)**	**4,996**	**4,796**
- Offshore wind power	MW		4,996	4,996	-	4,996	3,916
- Germany	MW		1,142	1,142	-	1,142	1,142
- The US	MW		2,934	2,934	-	2,934	954
- Taiwan	MW		920	920	-	920	1,820
- Onshore wind power	MW		-	-	-	-	530
- Solar power	MW		-	400	(400)	-	350
Sum of installed and FID capacity	**MW**		**14,594**	**13,539**	**1,055**	**13,999**	**11,968**
Sum of Installed + FID + awarded and contracted capacity	**MW**		**19,590**	**18,935**	**655**	**18,995**	**16,764**
Installed storage capacity	**MWac**		**21**	**21**	**-**	**21**	**1**

[1] The 5GW (2025) target is for onshore wind and solar power combined.

Additions to the capacities for the last 12 months:

Installed capacity

Q3-20: US: Willow Creek, onshore wind (103MW)
Q2-20: US: Plum Creek, onshore wind (230MW)
Q1-20: US: Sage Draw, onshore wind (338MW)
Q4-19: UK: Hornsea 1, offshore wind (1,218MW)
Q4-19: DK: Asnæs, biomass-based heat (125MW)

Decided (FID) capacity

Q3-20: US: Muscle Shoals, solar (227MW)
Q3-20: US: Western Trail, onshore wind (367MW)
Q4-19: US: Permian Energy Center, solar (420MW)

In September 2020, we commissioned the US onshore wind farm Willow Creek (103MW).

2.2 Generation capacity

Indicator	Unit	9M 2020	9M 2019	Δ	2019	2018
Power generation capacity	**MW**	**8,582**	**7,401**	**1,181**	**7,489**	**6,673**
- Offshore	MW	4,091	3,564	527	3,627	3,018
- Denmark	MW	563	563	-	563	563
- The UK	MW	2,342	2,279	63	2,342	1,733
- Germany	MW	692	692	-	692	692
- The Netherlands	MW	464	-	464	-	-
- The US	MW	30	30	-	30	30
- Onshore, the US	MW	1,658	987	671	987	803
- Solar, the US	MW	-	10	(10)	10	10
- Thermal	MW	2,833	2,840	(7)	2,865	2,842
- Denmark	MW	2,833	2,840	(7)	2,865	2,842
Heat generation capacity, thermal[1]	**MW**	**3,491**	**3,425**	**66**	**3,560**	**3,425**
Based on biomass	MW	2,054	1,888	166	2,053	1,888
Based on coal	MW	1,300	1,384	(84)	1,385	1,384
Based on natural gas	MW	1,782	1,774	8	1,774	1,774
Power generation capacity, thermal[1]	**MW**	**2,833**	**2,840**	**(7)**	**2,865**	**2,842**
Based on biomass	MW	1,216	1,190	26	1,216	1,190
Based on coal	MW	991	1,016	(25)	1,019	1,016
Based on natural gas	MW	1,006	1,010	(4)	1,010	1,012

[1] Fuel-specific thermal heat and power generation capacities cannot be added to total thermal capacity, as they are defined individually for each fuel type for our multi-fuel plants. All fuels cannot be used at the same time

At the end of 9M 2020, we reached a ramped up offshore generation capacity of 464MW at our Dutch wind farm Borssele 1 & 2. We expect the 752MW wind farm to be commissioned during Q4 2020.

The onshore wind farm Willow Creek was commissioned in September 2020 and added 103MW to our onshore generation capacity.

2.3 Energy generation

Indicator	Unit	Q3 2020	Q3 2019	Δ	9M 2020	9M 2019	Δ	2019	2018
Power generation, Ørsted total	**GWh**	**5,118**	**4,043**	**27%**	**17,404**	**13,559**	**28%**	**20,118**	**17,245**
Power generation, offshore wind	GWh	3,164	2,774	14%	10,336	8,034	29%	11,965	10,042
- Denmark	GWh	431	503	(14%)	1,561	1,572	(1%)	2,209	2,197
- The United Kingdom	GWh	1,942	1,778	9%	6,672	4,868	37%	7,416	6,116
- Germany	GWh	463	471	(2%)	1,645	1,509	9%	2,220	1,706
- The Netherlands	GWh	308	-	-	372	-	-	-	-
- The US	GWh	20	22	(9%)	86	85	1%	120	23
Power generation, onshore wind, the US	GWh	1,262	856	47%	3,914	2,502	56%	3,498	549
Power generation, onshore solar, the US	GWh	-	4	(100%)	7	12	(42%)	15	3
Power generation, thermal	GWh	692	409	69%	3,147	3,011	5%	4,640	6,652
- Denmark	GWh	691	409	69%	3,146	3,011	4%	4,635	6,262
- The Netherlands	GWh	-	-	-	-	-	-	-	390
- The United Kingdom	GWh	1	-	-	1	-	-	5	-
Heat generation, Ørsted total, Denmark	**GWh**	**321**	**508**	**(37%)**	**4,441**	**5,351**	**(17%)**	**8,312**	**8,768**
Total heat and power generation, Ørsted total	**GWh**	**5,439**	**4,551**	**20%**	**21,845**	**18,910**	**16%**	**28,430**	**26,013**

Offshore power generation increased by 29% in 9M 2020 relative to 9M 2019. The increase was primarily due to generation from Hornsea 1 (commissioned in Q4 2019), ramp-up generation from Borssele 1 & 2 and higher wind speeds.

Generation in Onshore increased by 56% in 9M 2020 relative to 9M 2019. The increase was primarily due to additional generation from Lockett (commissioned in Q3 2019), Sage Draw (commissioned in Q1 2020) and Plum Creek (commissioned Q2 2020).

Thermal heat generation was 17% lower in 9M 2020 relative to 9M 2019, primarily due to the warm weather in Q1 2020.

Thermal power generation was 5% higher in 9M 2020 compared with 9M 2019 due to increased power generation in Q2 and Q3 from ancillary services, but partly offset by lower combined heat and power generation.

2.4 Green share of generation

Indicator	Unit	Target	Q3 2020	Q3 2019	Δ	9M 2020	9M 2019	Δ	2019	2018
Ørsted's total power and heat generation	**%**		**100**	**100**	**0%p**	**100**	**100**	**0%p**	**100**	**100**
- From offshore wind	%		58	61	(3%p)	47	42	5%p	42	39
- From onshore wind	%		24	19	5%p	18	13	5%p	13	2
- From sustainable biomass	%		8	7	1%p	23	28	(5%p)	31	34
- From other green energy sources	%		0	0	0%p	1	0	1%p	0	0
- From coal	%		8	4	4%p	8	10	(2%p)	9	17
- From natural gas	%		2	8	(6%p)	3	6	(3%p)	5	8
- From other fossil energy sources	%		0	1	(1%p)	0	1	(1%p)	0	0
Green energy share, Ørsted	**%**	**99 (2025)[1]**	**90**	**87**	**3%p**	**89**	**83**	**6%p**	**86**	**75**
Green energy share, thermal heat and power generation	**%**		**45**	**37**	**8%p**	**68**	**62**	**6%p**	**68**	**58**

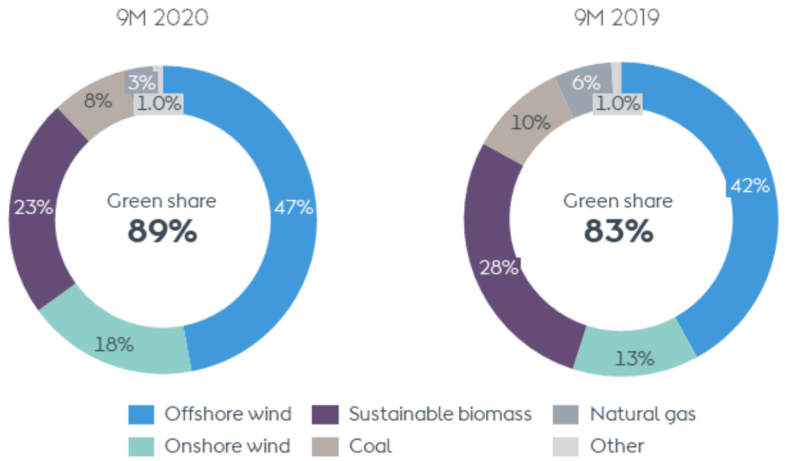
[1] Additional target is 95% in 2023.

The green share of our heat and power generation was 89% in 9M 2020, up 6 percentage points relative to the same period last year.

The share of generation from offshore and onshore wind increased by 10 percentage points as a result of new offshore generation capacity in the UK (Hornsea 1) and new onshore generation capacity in the US (Lockett, Sage Draw and Plum Creek) as well as higher offshore wind speeds.

The share of generation based on sustainable biomass decreased by 5 percentage points at Ørsted level. However, the green share of energy for our thermal heat and power generation increased by 6 percentage points to 68%.

Total heat and power generation by energy source, %



2.5 Energy business drivers

Indicator	Unit	Q3 2020	Q3 2019	Δ	9M 2020	9M 2019	Δ	2019	2018
Offshore wind									
Availability	%	94	93	1%p	94	93	1%p	93	93
Load factor	%	35	37	(2%p)	42	39	3%p	42	42
Wind speed	m/s	8.2	8.5	(4%)	9.5	9.0	6%	9.2	9.1
Wind speed, normal wind year	m/s	8.0	7.9	1%	8.9	8.8	1%	9.2	9.2
Onshore wind									
Availability	%	97	98	(1%p)	96	97	(1%p)	98	98
Load factor	%	36	39	(3%p)	43	44	(1%p)	45	41
Wind speed	m/s	6.7	6.6	2%	7.4	7.3	1%	7.3	7.3
Wind speed, normal wind year	m/s	6.6	6.6	0%	7.5	7.5	0%	7.5	-
Other									
Degree days, Denmark	Number	106	108	(2%)	1,607	1,517	6%	2,399	2,526
Energy efficiency, thermal generation	%	48	62	(14%p)	71	77	(6%p)	78	71

Offshore wind

Offshore wind speeds in Q3 2020 were 4% lower than in Q3 2019, but higher than for a normal wind year. However, for 9M 2020, wind speeds were 6% higher than in 9M 2019 due to high wind speeds in Q1 2020.

The availability in Q3 2020 was 1 percentage point higher than in Q3 2019.

The 4% lower wind speed and 1 percentage point higher availability resulted in a 2 percentage point decrease of the load factor in Q3 2020 compared with Q3 2019.

Onshore wind

Wind speeds in Q3 2020 were 2% above Q3 2019.

Availability was 1 percentage point lower than in Q3 2019, but in combination with the 2% higher wind speeds, this led to a 3 percentage point lower load factor in Q3 2020 compared with Q3 2019.

Other

The number of degree days in Q3 2020 was 2% lower than in Q3 2019, but 6% higher in 9M 2020 compared to 9M 2019, indicating that the weather in 9M 2020 on the whole was colder than in 9M 2019.

2.6 Energy sales and distribution

Indicator	Unit	Q3 2020	Q3 2019	Δ	9M 2020	9M 2019	Δ	2019	2018
Gas sales									
Gas sales	TWh	23.2	30.8	(25%)	69.9	88.3	(21%)	125.0	131.1
Power sales									
Power sales	TWh	6.3	6.3	0%	20.6	19.2	7%	27.6	27.3
- Green power to end customers	TWh	1.6	2.4	(33%)	5.9	6.9	(14%)	8.9	7.6
- Regular power to end customers	TWh	0.6	0.9	(33%)	2.2	2.9	(24%)	4.2	4.3
- Power wholesale	TWh	4.1	3.0	37%	12.5	9.4	33%	14.5	15.4
Power distribution									
Power distribution	TWh	1.2	1.9	(37%)	5.2	6.1	(15%)	8.4	8.4

Gas sales decreased by 21% to 69.9TWh in 9M 2020 compared to 9M 2019. This was primarily driven by a shut-down of the Tyra oil and gas field in the North Sea from September 2019 and a decrease in LNG sourcing.

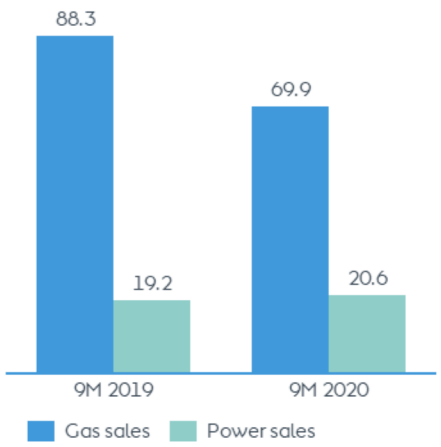
Power sales were up by 7% at 20.6TWh in 9M 2020 compared to 9M 2019. The overall increase in power sales was due to a 33% increase in power wholesale to 12.5TWh in 9M 2020, primarily driven by an increase in sale of our partners' share of generation from our wind farms, in particular Hornsea 1.

The increase in wholesale was partly offset by a 14% decrease in green power to end customers to 5.9TWh in 9M 2020 and a 24% decrease in regular power to end customers to 2.2TWh.

The decrease in green power to end customers was primarily driven by a reduction in the number of large B2B customers in Denmark and partially by the divestment of the residential customer business at the end of August. Lower consumption in 2020 due to COVID-19 has also partially contributed to the respective decreases in power sales to end customers.

Power distribution decreased by 15% to 5.2TWh in 9M 2020 compared to 9M 2019 due to the divestment of the Danish power distribution business at the end of August.

Gas and power sales, TWh



2.7 Greenhouse gas emissions

Indicator	Unit	Target	Q3 2020	Q3 2019	Δ	9M 2020	9M 2019	Δ	2019	2018
Direct GHG emissions (scope 1)										
Total scope 1 GHG emissions	Thousand tonnes CO_2e		449	265	69%	1,501	1,383	9%	1,846	3,483
Indirect GHG emissions (scope 2)										
Location-based	Thousand tonnes CO_2e		19	30	(37%)	95	96	(1%)	123	151
Market-based	Thousand tonnes CO_2e		0	0	-	1	2	(50%)	4	45
Indirect GHG emissions (scope 3)										
Total scope 3 GHG emissions	Thousand tonnes CO_2e	50% (2032)	6,261	8,237	(24%)	19,388	23,884	(19%)	34,604	36,234
- Category 2: Capital goods[1]	Thousand tonnes CO_2e		37	74	(50%)	235	74	218%	740	1,032
- Category 3: Fuel- and energy-related activities[2]	Thousand tonnes CO_2e		465	668	(30%)	1,817	2,199	(17%)	3,217	3,570
- Category 11: Use of sold products[3]	Thousand tonnes CO_2e		5,676	7,423	(24%)	17,128	21,420	(20%)	30,377	31,383
- Other	Thousand tonnes CO_2e		83	72	15%	208	191	9%	270	249
Greenhouse gas emission intensity										
Greenhouse gas intensity, Ørsted total	g CO_2e/kWh	10 (2025)[4]	83	62	34%	69	76	(9%)	65	131
Greenhouse gas intensity, thermal generation	g CO_2e/kWh		433	271	60%	194	160	21%	138	222
CO_2e per revenue, Ørsted	g CO_2e/DKK		45	18	150%	41	29	41%	27	46
CO_2e per EBITDA, Ørsted	g CO_2e/DKK		134	68	97%	114	111	3%	106	117

Primary emission source: [1] wind farm suppliers, [2] fossil-based power sales, [3] natural gas sales.

[4] Additional target 20 (2023).

Scope 1

Scope 1 greenhouse gas (GHG) emissions increased by 9% from 9M 2019 to 9M 2020. The main driver of the increase was the increase in the use of coal at the CHP plants, partly offset by a decrease in the use of natural gas.

In 9M 2020, fossil fuel-based heat and power generation was accountable for 98% of the total scope 1 emissions. The remaining 2% of scope 1 emissions originate from other fuel consumption, including cars and vessels.

Scope 2

The main source of location-based scope 2 emissions was power purchased to cover grid losses from distribution. In 9M 2020, grid losses accounted for 41% of the total location-based scope 2 emissions. The rest of the location-based scope 2 emissions originated from power purchased for the generation of heat in boilers at the CHP plants, power consumption during standstill and shutdown periods at the CHP plants and wind farms, and heat and power for office buildings.

All power purchased and consumed by Ørsted is certified green power, and therefore our market-based scope 2 greenhouse gas emissions from the power consumption amount to zero.

Heat consumption accounted for 1,000 tonnes scope 2 market-based greenhouse gas emissions.

Scope 3

Scope 3 greenhouse gas emissions decreased by 19% from 9M 2019 to 9M 2020. The main driver for this was the 21% reduction in gas sales.

Scope 3 emissions from fuel- and energy-related activities decreased by 17%, primarily driven by the 24% reduction in sale of regular power to end customers.

Scope 3 emissions from capital goods amounted to 0.2 million tonnes in 9M 2020 and related to the commissioning of the onshore wind farms Sage Draw in Q1 2020, Plum Creek in Q2 2020, and Willow Creek in Q3 2020.

2.8 Avoided carbon emissions

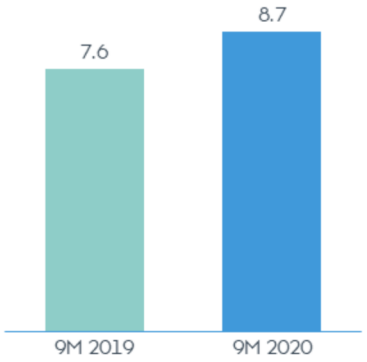
Indicator	Unit	9M 2020	9M 2019	Δ	2019	2018
Avoided carbon emissions	Million tonnes CO_2e	**8.7**	**7.6**	**14%**	**11.3**	**8.1**
- Avoided carbon emissions from wind generation, offshore	Million tonnes CO_2e	5.5	5.1	8%	7.6	6.3
- Avoided carbon emissions from wind generation, onshore	Million tonnes CO_2e	2.2	1.7	29%	2.3	0.4
- Avoided carbon emissions from sustainable biomass-converted generation	Million tonnes CO_2e	1.0	0.8	25%	1.4	1.4
Accumulated avoided carbon emissions	Million tonnes CO_2e	**54.2**	**41.8**	**30%**	**45.5**	**34.2**
- Accumulated avoided carbon emissions, offshore wind generation	Million tonnes CO_2e	43.7	35.7	22%	38.2	30.6
- Accumulated avoided carbon emissions, onshore wind generation	Million tonnes CO_2e	4.9	2.1	133%	2.7	0.4
- Accumulated avoided carbon emissions, sustainable biomass-converted generation	Million tonnes CO_2e	5.6	4.0	40%	4.6	3.2
Carbon emissions from heat and power generation						
Carbon emissions from heat and power generation	Million tonnes CO_2e	1.5	1.3	15%	1.8	3.4
Accumulated (2006 to present year) carbon emissions from heat and power generation	Million tonnes CO_2e	124	123	1%	123	121

Compared to 9M 2019, the avoided carbon emissions increased by 14% due to the increase in wind-based power generation.

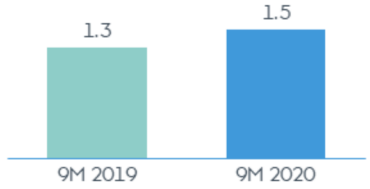
The avoided emissions from sustainable biomass-converted generation increased by 25% in 9M 2020 compared with 9M 2019 due to the bioconversion of Asnæs Power Station in late 2019.

By 9M 2020, we have avoided an accumulated total of 54.2 million tonnes carbon emissions since 2006. This is the result of our wind-based and sustainable biomass-converted energy generation and corresponds to 44% of the accumulated carbon emissions from thermal energy generation at Ørsted since 2006.

Avoided carbon emissions, million tonnes CO_2e



Carbon emissions, million tonnes CO_2e



2.9 Energy consumption

Indicator	Unit	Target	Q3 2020	Q3 2019	Δ	9M 2020	9M 2019	Δ	2019	2018
Direct energy consumption (GHG scope 1)	**GWh**		**2,164**	**1,548**	**40%**	**10,824**	**11,097**	**(2%)**	**16,889**	**22,054**
Fuel used in thermal heat and power generation	GWh		2,125	1,489	43%	10,719	10,923	(2%)	16,668	21,827
- Sustainable biomass	GWh		768	492	56%	6,019	6,347	(5%)	10,628	10,675
- Coal	GWh	0 (2023)	1,158	298	289%	3,728	2,853	31%	3,929	8,201
- Natural gas	GWh		139	653	(79%)	837	1,611	(48%)	1,960	2,770
- Oil	GWh		60	46	30%	135	112	21%	151	181
Other energy usage (oil, natural gas and diesel for vessels and cars)	GWh		39	59	(20%)	105	174	(69%)	221	227
Coal used in thermal heat and power generation	Thousand tonnes	0 (2023)	150	44	241%	526	429	23%	588	1,206
Certified sustainable wooden biomass sourced	%	100 (2020)	100	99	1%p	100	95	5%p	96	83
Indirect energy consumption (GHG scope 2)	**GWh**		**92**	**160**	**(43%)**	**469**	**515**	**(9%)**	**669**	**618**
Power sourced for own consumption	GWh		90	156	(42%)	455	503	(10%)	648	597
- Green power	GWh		90	156	(42%)	455	503	(10%)	648	512
- Regular power	GWh		-	-	-	-	-	-	-	85
Green share of power for own consumption	%	100	100	100	0%p	100	100	0%p	100	86
Heat consumption	GWh		2	4	(50%)	14	12	17%	21	21
Total direct and indirect energy consumption	**GWh**		**2,256**	**1,708**	**32%**	**11,293**	**11,612**	**(3%)**	**17,558**	**22,672**
Green share of total direct and indirect energy consumption	**%**		**38**	**38**	**0%p**	**57**	**59**	**(3%)**	**64**	**49**

The total fuel consumption used for heat and power generation was 2% lower in 9M 2020 compared to 9M 2019, driven by the 5% increase in thermal power generation and the 17% decrease in heat generation (see note 2.3).

However, the decrease in fuel consumption was significantly larger for natural gas (48%) than for sustainable biomass (5%). Coal consumption increased by 31% in 9M 2020 compared with 9M 2019 due to generation at Esbjerg and Studstrup power stations, associated with additional ancillary services.

We sourced 100% of our wooden biomass as certified sustainable wooden biomass in 9M 2020.

The power purchased and consumed by Ørsted decreased by 10% in 9M 2019 and was 100% sourced as certified green power, primarily from offshore wind.

3.1 Human capital

Indicator	Unit	9M 2020	9M 2019	Δ	2019	2018
Number of employees						
Total number of employees (end of period)	Number of FTEs	6,120	6,454	(5%)	6,526	6,080
Employees by countries						
Denmark	Number of FTEs	3,873	4,543	(15%)	4,547	4,454
The UK	Number of FTEs	1,043	1,042	0%	1,029	964
The US	Number of FTEs	303	185	64%	216	115
Germany	Number of FTEs	219	200	10%	205	202
Poland	Number of FTEs	219	185	18%	202	158
Malaysia	Number of FTEs	252	179	41%	190	135
Taiwan	Number of FTEs	121	78	55%	89	35
Other	Number of FTEs	90[1]	42	114%	48	17
Sickness absence	%	2.1	2.4	(0.3%p)	2.4	2.4
Turnover, 12 months rolling						
Total employee turnover rate	%	9.7	11.0	(1.3%p)	11.6	11.2
Voluntary employee turnover rate	%	5.6	7.0	(1.4%p)	7.2	7.1

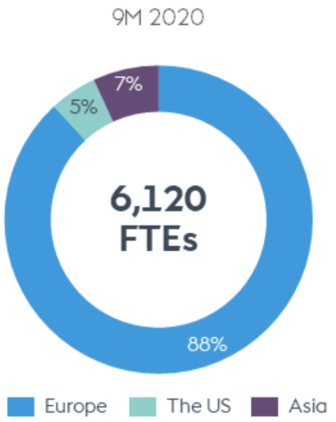
[1] The Netherlands 37, Singapore 31, South Korea 13, Japan 6 and Sweden 3

The number of employees was 6% lower at the end of 9M 2020 compared to year end 2019. This was primarily due to the divestment of the Danish power distribution business (Radius), the residential customer business and the city light business to SEAS-NVE on 31 August. Approximately 750 employees were transferred to SEAS-NVE as part of the transaction.

The relative growth rate in the number of FTEs was highest in our new markets outside Europe, in particular in the US and Taiwan.

At the end of 9M 2020, the total turnover rate decreased by 1.3 percentage points to 9.7%, and the voluntary turnover rate decreased by 1.4 percentage points to 5.6% compared to the previous 12 month period. The lower turnover rates were likely due to a decrease in the number of employees resigning their positions during the COVID-19 pandemic in Q2 and Q3 2020.

Geographical distribution of FTEs, %



3.2 Safety

Indicator	Unit	Target	9M 2020	9M 2019	Δ	12M rolling 9M 2020	12M rolling 9M 2019	Δ	2019	2018
Total recordable injuries (TRIs)	**Number**		**62**	**76**	**(18%)**	**92**	**95**	**(3%)**	**106**	**98**
- own employees	Number		15	27	(44%)	23	30	(23%)	35	37
- contractor employees	Number		47	49	(4%)	69	65	6%	71	61
Number of lost-time injuries (LTIs)	**Number**		**28**	**36**	**(22%)**	**37**	**44**	**(16%)**	**45**	**31**
- own employees	Number		8	13	(38%)	12	14	(14%)	17	12
- contractor employees	Number		20	23	(13%)	25	30	(17%)	28	19
Hours worked	**Million hours worked**		**16.3**	**16.1**	**1%**	**21.9**	**20.9**	**5%**	**21.7**	**21.0**
- own employees	Million hours worked		8.3	7.8	6%	11.0	10.3	7%	10.6	9.7
- contractor employees	Million hours worked		8.0	8.3	(4%)	10.9	10.6	3%	11.1	11.3
Total recordable injury rate (TRIR)	**Per million hours worked**	**2.9 (2025)**	**3.8**	**4.7**	**(19%)**	**4.2**	**4.5**	**(7%)**	**4.9**	**4.7**
TRIR, own employees	Per million hours worked		1.8	3.4	(47%)	2.1	2.9	(28%)	3.3	3.8
TRIR, contractor employees	Per million hours worked		5.9	5.9	0%	6.3	6.1	3%	6.4	5.4
Lost-time injury frequency (LTIF)	**Per million hours worked**		**1.7**	**2.2**	**(23%)**	**1.7**	**2.1**	**(19%)**	**2.1**	**1.5**
LTIF, own employees	Per million hours worked		1.0	1.7	(41%)	1.1	1.4	(21%)	1.6	1.2
LTIF, contractor employees	Per million hours worked		2.5	2.8	(11%)	2.3	2.8	(18%)	2.5	1.7
Fatalities	**Number**		**0**	**1**	**(100%)**	**0**	**1**	**(100%)**	**1**	**0**
Permanent disability cases	**Number**		**0**	**0**	**0%**	**0**	**0**	**0%**	**0**	**0**

The overall safety performance developed positively in 9M 2020 compared with 9M 2019.

Total recordable injuries in 9M 2020 decreased by 18% (14 recordable injuries less), and the lost time injuries decreased by 22% (8 lost time injuries less) compared with 9M 2019.

The total number of hours worked in 9M 2020 was 1% higher than in 9M 2019.

Consequently, the total recordable injury rate (TRIR) was 19% lower than in 9M 2019, and the lost-time injury frequency (LTIF) was 23% lower than in 9M 2019.

4.1 Responsible Business Partner Programme

Indicator	Unit	9M 2020	9M 2019	Δ	2019	2018
Screenings						
Pre-qualification screenings in high-risk countries	Number	16	25	(36%)	28	22
Risk screenings (all contracts above DKK 3 million)	Number	186	274	(32%)	346	160
Extended risk screenings	Number	57	55	4%	65	66
Assessments						
Self-assessments	Number	23	17	35%	20	13
Comprehensive assessments	Number	6	15	(60%)	18	11
Improvement areas						
Opened improvement areas	Number	21	100	(79%)	120	93
- Sustainability management	%	48	57	(9%p)	59	45
- Labour and human rights	%	48	36	12%p	33	37
- Environment	%	0	0	0%p	0	4
- Anti-corruption	%	4	7	(3%p)	8	14

The number of screenings and assessments is determined by the time schedule of the individual construction projects and the procurement priorities from year to year.

The number of risk screenings in 9M 2020 was 32% lower compared to 9M 2019, as there has was a slight decrease in new contracts across most sourcing areas. However, procurement for our offshore and onshore projects continued at a stable pace, as the COVID-19 pandemic has had limited impacts on the execution of our construction projects.

We are still not able to conduct comprehensive assessments, according to our plans as we are restricted from travelling due to COVID-19.

Only one comprehensive assessment was performed, while travel restrictions in Europe were eased during the beginning of Q3. The number of comprehensive assessments was therefore 60% lower in 9M 2020 compared to 9M 2019.

Self-assessments and virtual meetings with suppliers as alternatives to comprehensive assessments are still prioritised. The number of self-assessments was therefore 35% higher in 9M 2020 compared to 9M 2019.

The number of opened improvement areas in 9M 2020 was 79% lower than in 9M 2019, due to the COVID-19 situation and cancelled comprehensive assessments.

Accounting policies

2.1 Renewable capacity

Installed renewable capacity
The installed renewable capacity is calculated as the cumulative renewable gross capacity installed by Ørsted before divestments.

For installed renewable thermal capacity, we use the heat capacity, as heat is the primary outcome of thermal energy generation, and as bioconversions of the combined heat and power plants are driven by heat contracts.

Decided (FID) renewable capacity
Decided (FID) capacity is the renewable capacity for which a final investment decision (FID) has been made.

Awarded and contracted renewable capacity
The awarded renewable capacity is based on the capacities which have been awarded to Ørsted in auctions and tenders. The contracted capacity is the capacity for which Ørsted has signed a contract or power purchase agreement (PPA) concerning a new renewable energy plant. Typically, offshore wind farms are awarded, whereas onshore wind farms are contracted. We include the full capacity if more than 50% of PPAs/offtake are secured.

Installed storage capacity
The battery storage capacity is included after commercial operational date (COD) has been achieved. The capacity is presented as megawatt alternating current (MWac).

2.2 Generation capacity

Power generation capacity
Power generation capacity from wind farms is calculated and included from the time when the individual wind turbine has passed a 240-hour test.

The Gunfleet Sands and Walney 1 and 2 offshore wind farms have been consolidated according to ownership interest. Other wind farms and CHP plants are financially consolidated.

Heat and power generation capacity, thermal
The thermal heat and power generation capacity is a measure of the maximum capability to generate heat and power.

The capacity can change over time with plant modifications. For each power station, the capacity is given for generation with the primary fuel mix. Overload is not included.

Fuel-specific capacities measure the maximum capacity using the specified fuel as primary fuel at the multi-fuel plants. Therefore, the total sum amounts to more than 100%.

Power stations which have been taken out of primary operation and put on standby are not included.

2.3 Energy generation

Power generation
Power generation from wind farms is determined as generation sold. The Gunfleet Sands and Walney 1 and 2 offshore wind farms have been consolidated according to ownership interest.

Thermal power generation is determined as net generation sold based on settlements from the official Danish production database. Data for generation from foreign facilities are provided by the operators.

Heat generation
Thermal heat (including steam) generation is measured as net output sold to heat customers.

2.4 Green energy share

Green energy share
The green (renewable) share of our heat and power generation and the distribution of the generation on the individual energy sources and fuels are calculated on the basis of the energy sources used and the energy generated at the different energy plants.

For combined heat and power plants, the share of the specific fuel (e.g. sustainable biomass) is calculated relative to the total fuel consumption for a given plant or unit within a given time period. The specific fuel share is then multiplied by the total heat and power generation for the specific plant or unit in the specific period. The result is the fuel-based generation for the individual unit – for example the sustainable biomass-based generation of heat and power from the CHP plant unit within a given time period.

Energy generation based on renewable energy sources is added up to a total which tallies with total generation. The percentage share of the individual energy source is calculated by dividing the generation from the individual energy source by the total generation.

The following energy sources and fuels are considered renewable energy sources: wind, solar, sustainable biomass, and biogas. The following energy sources are considered fossil energy sources: coal, natural gas, oil, and sourced power.

2.5 Energy business drivers

Availability
Availability is calculated as the ratio of actual production to the possible production, which is the sum of lost production and actual production in a given period. The production-based availability (PBA) is impacted by grid and wind-turbine outages, which are technical production losses. PBA is not impacted by market requested shutdowns and wind farm curtailments, as this is deemed not to be reflective of site performance, but due to external factors.

Total availability is determined by weighting the individual wind farm's availability against the capacity of the wind farm.

Load factor
The load factor is calculated as the ratio between actual generation over a period relative to potential generation, which is possible by continuously exploiting the maximum capacity over the same period. The load factor is commercially adjusted.
Commercially adjusted means that, for Danish and German offshore wind farms, the load factor is adjusted if the offshore wind farm has been financially compensated by the transmission system operators in situations where the offshore wind farm is available for generation, but the output cannot be supplied to the grid due to maintenance or grid interruptions. Wind farms in other countries are not compensated for non-access to the grid.

New wind turbines are included in the calculation of availability and load factor once they have passed a 240-hour test for offshore wind turbines and commercial operation date (COD) for onshore wind turbines.

Wind speed
Wind speeds for the areas where Ørsted's offshore and onshore wind farms are located are provided to Ørsted by an external supplier. Wind speeds are weighted on the basis of the capacity of the individual wind farms and consolidated to an Ørsted total for offshore and onshore, respectively. Normal wind speed is a 20-year historical wind speed average.

Degree days
Degree days are a measure of how cold it has been and thus indicate the amount of energy needed to heat a building. The number of degree days are used to compare the heat demand for a given year with a normal year.

The number of degree days expresses the difference between an average indoor temperature of 17°C and the outside mean temperature for a given period. The need for heat increases with the number of degree days.

Energy efficiency, thermal generation
Energy efficiency is calculated as total thermal heat and power generation divided by total energy content of fuels used in the generation of thermal heat and power.

2.6 Energy sales and distribution

Sales and distribution
Sales of power and natural gas are calculated as physical sales to retail and wholesale customers and exchanges. Sales of power and gas are based on readings from Ørsted's trading systems. Internal sales are not included in the statement.

Power distribution is determined on the basis of data from the official system in Denmark which measures and calculates total area consumption.

2.7 Greenhouse gas (GHG) emissions

Scope 1 and 2 greenhouse gas emissions are reported based on the Greenhouse Gas Protocol.

Direct GHG emissions (scope 1)
The direct scope 1 emissions is based on the Greenhouse Gas Protocol and covers all direct emissions of greenhouse gases from Ørsted. The direct carbon emissions from the thermal heat and power stations are determined on the basis of the fuel quantities used in accordance with the EU ETS scheme. Carbon dioxide and other greenhouse gas emissions outside the EU ETS scheme are, for the most part, calculated as energy consumptions multiplied by emission factors.

Indirect GHG emissions (scope 2)
The scope 2 emission reporting is based on the Greenhouse Gas Protocol and includes the indirect GHG emissions from the generation of power, heat, and steam purchased and consumed by Ørsted. The scope 2 emissions are primarily calculated as the power volumes purchased multiplied by country-specific emission factors. Location-based is calculated based on average emission factors for each country, whereas market-based takes the green power purchased into account and assumes that the non-green power is delivered as residual power where the green part has been removed.

Indirect GHG emissions (scope 3)
The scope 3 greenhouse gas emissions are reported based on the Greenhouse Gas Protocol which divides the scope 3 inventory into 15 subcategories (C1-C15).
GHG emissions from:

- C1 are categorised spend data multiplied by relevant spend-category-specific emission factors
- C2 include upstream GHG emissions from installed wind farms. Carbon emissions are included from cradle to operations and maintenance for single wind turbines. Wind farms are included from the month when the wind farm achieved commercial operation date
- C3 are calculated based on actual fuel consumption and power sales multiplied by relevant emission factors. We include all power sales to end customers and use separate emission factors for green and non-green power sales
- C4 only include fuel for helicopter transport. Emissions from other transportation types are included in the emission factors we use for purchased goods and services
- C5 are calculated based on actual waste data multiplied by relevant emission factors
- C6 are calculated based on mileage allowances for employee travel in own cars and GHG emissions from airplane travel provided by our travel agent
- C7 are calculated based on estimates for distance travelled and travel type (e.g. by car and train)
- C9 are calculated based on volumes of residual products, estimated distances transported, and relevant GHG emission factors for transportation
- C11 are calculated based on actual sales of gas to both end-users and wholesale as reported in our ESG consolidation system. The total gas trade is divided into natural gas, LNG gas and biogas which have specific up- and downstream emission factors.

The subcategories C8, C10 and C12-C15 are not relevant for Ørsted, as we have no greenhouse gas emissions within these categories.

Greenhouse gas emission intensity
Greenhouse gas emission intensities are calculated as total scope 1 and scope 2 (market-based) emissions divided by Ørsted's total heat and power generation, revenue, and EBITDA, respectively. The GHG intensity for CHP plants is calculated as scope 1 greenhouse gas emissions from CHP plants divided by total heat and power generation from CHP plants.

2.8 Avoided carbon emissions

Avoided carbon emissions
The carbon emissions avoided due to generation from offshore and onshore wind farms are calculated on the basis of the assumption that the generation from wind farms replaces an equal quantity of power generated using fossil fuels.

The carbon emission factor from fossil fuels is calculated based on an average fossil-fuel mix in a specific country. Data is extracted from the International Energy Agency, IEA. Power generation at a wind farm does not have any direct carbon emissions, and no secondary effects from either CHP plants or offshore wind farms are included. The avoided carbon emissions are calculated as the offshore wind farm's generation multiplied by the emission factor.

The avoided carbon emissions due to conversion of combined heat and power plants and subsequent switch of fuel from fossil to sustainable biomass are calculated on the basis of the energy content of the fuel used at the CHP plants. It is assumed that the use of 1GJ of sustainable biomass fuel avoids the use of 1GJ of fossil fuels.

The following secondary carbon emissions are included in the calculation:

- Fuel used for production of sustainable biomass and conversion into wood pellets and wood chips.
- Fuel used for transportation and handling of sustainable biomass.
- Back-up fuel used together with biomass fuel at the power stations.

The accounting policies for avoided carbon emissions follow the principles of the GHG Project Protocol and the United Nation's Framework Convention on Climate Change (UNFCCC) methodology.

Carbon emissions
Accounting policies are described under 2.7 'Greenhouse gas emissions (GHG)'.

2.9 Energy consumption

Fuels used in thermal heat and power generation
Fuels used in thermal heat and power generation at the power stations are the total of each fuel type used for both heat and power generation.

Sustainable biomass covers all kinds of sustainable biomass-based fuels used in thermal generation, including wood pellets, wood chips, straw, bio oil, and sunflower husk pellets.

Certified sustainable wooden biomass sourced
Certified sustainable biomass is defined as wooden sustainable biomass, i.e. wood pellets and wood chips. Sustainable biomass is measured as sourced wooden sustainable biomass delivered to the individual combined heat and power plants within the reporting period.

Sourced certified sustainable wooden biomass must be certified within at least one of the claim categories accepted by the Danish industry agreement on certified biomass. Accepted claim categories are: FSC 100%, FSC Mix, PEFC 100%, and SBP compliant.

Certified sustainable biomass is calculated as the amount of sourced certified sustainable wooden biomass compared to the total amount of sourced sustainable wooden biomass delivered to individual power stations within the reporting period.

Fuels used in thermal heat and power generation
Fuels used in thermal heat and power generation cover all fuels used at the power stations.

Share of fuels in thermal heat and power generation
The share of different fuels in thermal heat and power generation is calculated as the share of the individual fuel consumption in GJ relative to the total fuel volume in GJ.

Other energy usage
Other energy usage covers usage of oil, natural gas, and diesel. This consumption covers, for example, oil for small power generators at building sites, gas consumption for heating, and diesel for vessels and cars. Emissions from flaring and venting carried out for safety or similar purposes are included. For gas treatment and gas storage facilities, the amounts are calculated on the basis of pressure and the dimensions of the process equipment that is emptied as well as by means of accredited measuring of the continuous safety flaring.

3.1 Human capital

Employees
Our reporting covers contractually employed employees in all Ørsted companies where Ørsted holds an ownership interest of more than 50%. Employees in associates are not included.

Employee data is recognised based on records from the Group's ordinary registration systems. The number of employees is determined as the number of employees at the end of each month converted to full-time equivalents (FTEs).

Employees who have been made redundant are recognised until the expiry of their notice period, regardless of whether they have been released from all or some of their duties during their notice period.

Turnover
The employee turnover rate is calculated as the number of permanent employees who have left the company relative to the average number of permanent employees in the financial year.

3.2 Safety

Safety
Occupational injuries are calculated according to operational scope. Data from companies wholly or partly owned by Ørsted, and where Ørsted is responsible for safety, is included. Occupational injuries and lost-time injuries are calculated for both our own employees and our suppliers. Data from all Ørsted locations are recognised.

The lost-time injury frequency (LTIF) is calculated as the number of lost-time injuries per one million hours worked. The number of hours worked is based on 1,667 working hours annually per full-time employee and monthly records of the number of employees converted into full-time employees. For suppliers, the actual number of hours worked is recognised on the basis of data provided by the supplier, access control systems at locations, or estimates.

LTIF includes lost-time injuries defined as injuries that result in an incapacity to work for one or more calendar days in addition to the day of the incident.
In addition to lost-time injuries, TRIR also includes injuries where the injured person is able to perform restricted work the day after the accident as well as accidents where the injured person has received medical treatment.

Fatalities are the number of employees who lost their lives as a result of a work-related incident. Permanent disability cases are injuries resulting in irreversible damage with permanent impairment which is not expected to improve.

4.1 Responsible Business Partner Programme

The Responsible Business Partner Programme (RPP) has been integrated into our procurement department's supplier contract screenings from 2015. The programme applies a risk-based due diligence framework to identify areas within our Code of Conduct where relevant suppliers need to improve their adherence to the code.

Screenings
We do risk screenings of all sourcing contracts above DKK 3 million and of potential suppliers for high-risk markets. Based on the risk screening evaluation, we conduct extended risk screenings of selected suppliers where additional parameters are included. Furthermore, additional extended screening procedures take place for all fuel suppliers as well as for top-spend suppliers.

Assessments
Based on the results from the extended screenings, several suppliers are asked to complete a self-assessment questionnaire,. We may also decide to conduct a comprehensive assessment, which often includes a visit to their production facilities.

Improvement areas
Based on the results of the assessment, an improvement plan is developed, covering all findings from the assessment. The number of opened improvement areas reflects the number of new improvement areas opened within the year as a result of the screenings and assessments.

Other Responsible Business Partner Programme procedures
A pilot approach has been implemented where suppliers in new markets are screened as part of the prequalification phase.