

CSR REPORT

2020

BY&HAVN

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Membership of
UN Global Compact
Medlemskab: October 2010

Number of Employees: 126

Sector: Real Estate Investment & Services

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of By & Havn's COP: www.byoghavn.dk/csr

This report includes a statement concerning By & Havn's social responsibility, see section 99 a The Danish Financial Statements Act. This report is a part of By & Havn's management report for the annual report for 2020 and covers the accounting period 1 January 2020 – 31 December 2020.

Photos: Peter Sørensen, Ole Malling, Rasmus Hjortshøj - COAST Studio, Kontraframe, Holo.



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OUR AMBITION

By & Havn develops new urban areas in Copenhagen and operates Copenhagen Port. Our ambition is to create healthy and coherent high-quality neighbourhoods with room for community activities, a vibrant urban life and a living port which form part of the Copenhageners' lives. By & Havn's activities generate funds for public infrastructure, which facilitates a more sustainable life for the people of Copenhagen.

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BY & HAVN'S SOCIAL RESPONSIBILITY

As an urban development company, landowner, and port authority, By & Havn plays a special role and holds a special responsibility in Copenhagen. The districts which By & Havn develop will shape the future and provide the basis for housing for tens of thousands of Copenhageners and for job creation. By & Havn's work reaches decades into the future and affects present as well as future citizens, businesses, and visitors in Copenhagen.

It is By & Havn's ambition to create sustainable neighbourhoods which are ready to meet the challenges of the future whether they concern climate adjustments or charging facilities for electric vehicles. By & Havn's work is based on a holistic and long-term approach to the company's various tasks.

The work involved in providing sustainable neighbourhoods for the future begins at the planning stage with a systematic assessment of the financial, environmental, and social sustainability of the projects. Sustainability and urban life initiatives help create value for the residents of the new neighbourhoods and for the Copenhageners.

In 2020, By & Havn worked on the development of the planned framework for Stejlepladsen and Vejlands Kvarter, which will be the next sustainable neighbourhoods with their own unique character which By & Havn plays a part in developing in Copenhagen. In 2020, the plans for the renovation of four warehouses at Sundmolen into modern and attractive office facilities were commenced.

In addition, in 2020, the company has come closer to bringing realisation of the Lynetteholm project: a new peninsula in Copenhagen port with a coastal landscape which could contribute to protecting the city against floods as well as provide new opportunities for recreational activities.

By & Havn continues to focus on development and partnership projects which test and create new knowledge about sustainability and urban life. In 2020, By & Havn formed a partnership with WWF, World Wildlife Fund. The purpose of this partnership is to increase biodiversity and create more life below the water in Copenhagen Port. In 2020, our entire society, and therefore also a number of By & Havn's activities, were affected by the COVID-19 pandemic. In particular, the pandemic has affected the dialogue with the users of the port, the residents of the neighbourhoods and the many Copenhageners who take an interest in the development of their city. However, digital solutions enabled the involvement of the public and the neighbours in the company's various projects, and it has been possible to keep them informed and hear their opinions and thus ensure the continued ongoing dialogue in relation to the company's projects.



As an organisation, By & Havn has observed the recommendations of the health authorities closely and continually regarding full or partial lockdown. The administrative staff have been working from home, and the operational staff who handle critical tasks have adapted their work procedures. The COVID-19 pandemic has resulted in increased focus on waste collection and cleaning in By & Havn's multi-storey parking facilities and urban spaces, which have been subject to an increase in use.

BY & HAVN'S CSR WORK

As a member of UN Global Compact, By & Havn supports the 10 principles of social responsibility and sound business conduct which are stipulated in the programme. Furthermore, By & Havn's social responsibility work is also based on the 17 UN Global Goals.

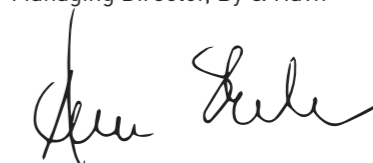
The 10 principles of UN Global Compact are divided into four categories: Environment, Human Rights, Labour Rights, and Anti-Corruption. These four categories make up the system for the company's work related to CSR and the UN Global Goals.

The primary focus of the company's CSR work is aimed at the environmental aspects of UN Global Compact and the UN Global Goals since this is the area in which By & Havn has been and is able to exert maximum influence on the surrounding world in relation to our business activities. In its day-to-day operations, By & Havn is also aware of the need to protect human rights and labour rights and implement anti-corruption measures.

The development of all the company's business areas needs to be financially viable, and at the same time, energy and resource efficiency, green transport, urban nature and climate adjustments, architectural quality as well as social communities and urban life must be considered and included.

With its membership of UN Global Compact, By & Havn intends to continue to support the 10 principles of social responsibility and sound business conduct which is stipulated in the programme. Furthermore, By & Havn also applies the 17 UN Global Goals in its efforts to ensure and improve By & Havn's efforts and results on an ongoing basis in relation to sustainability and social responsibility.

Anne Skovbro
Managing Director, By & Havn



WHO ARE WE?

By & Havn develops new neighbourhoods in Copenhagen and operates Copenhagen Port. Our ambition is to create healthy and coherent high-quality neighbourhoods with room for community activities, a vibrant urban life and a living port which form part of the Copenhageners' lives. By & Havn's activities generate funds for public infrastructure, which facilitates a more sustainable life for Copenhageners.

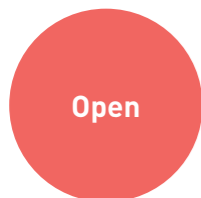
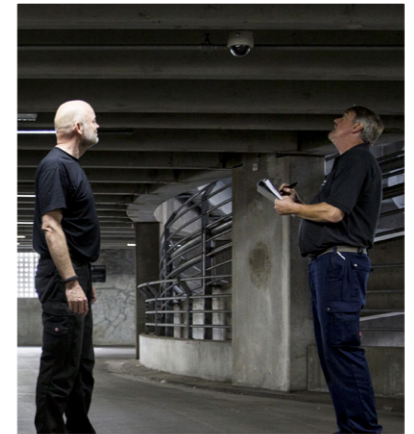
By & Havn is a development and operations company which creates long-term and holistic urban development and assumes responsibility for creating coherent and successful neighbourhoods such as Ørestad and Nordhavn. Revenue from By & Havn's activities is allocated to public assets, such as funding of large infrastructure projects in Copenhagen, including the metro and urban spaces, quays, wharfs, parks, and initiatives in the new neighbourhoods.

By & Havn is jointly owned by the City of Copenhagen (95 per cent) and the Danish Government (5 per cent) and is operated on a commercial basis. This ownership ensures a long-term perspective for By & Havn, and as a result, By & Havn ensures that the city is not developed on a plot-to-plot basis, but for the future – neighbourhood by neighbourhood.

By & Havn is responsible for the development of the neighbourhoods and for the establishment of roads and canals, parking facilities, urban spaces, and green spaces. By & Havn sells plots to various investors and for affordable housing projects and participates actively in urban life activities from the initial planning stages until the residents have moved in and the neighbourhood is populated.

By & Havn operates Copenhagen Port. The Port consists of a commercial port with container and cruise terminals operated by Copenhagen Malmö Port AB, and an active recreational harbour for bathing, leisure boats, tour boats and other recreational activities.

Together, the staff of By & Havn have identified the five values of the company. The ambition is that By & Havn should always act according to its basic values.



We include!



We take relevant interests into account!



Our words are our actions!



We work sustainably!



We respect differences!

BY&HAVN

GOALS & EFFORTS

- Not initiated ■
- In progress ▶
- Delayed ▬▬
- Goal not achieved ●
- Goal partly achieved ●
- Goal achieved ✔



GOAL	ACTION/DESCRIPTION	TIME	STATUS
Resource efficiency	Approval of DGNB pre-certification of Vejlands Kvarter. The ambition is platinum.	2021	▶
Resource efficiency	Approval of DGNB pre-certification of Stejlepladsen. The ambition is platinum.	2021	▶
Resource efficiency	Approval of DGNB pre-certification of Svanemølleholmen. The ambition is platinum.	2022	▶
Resource efficiency	All sales agreements include a DGNB clause.	Annually	◐
Resource efficiency	Key figure for sustainability.	Annually	✔
Resource efficiency	Final DGNB certification of Sundmolen. The ambition is platinum.	2022	▶
Resource efficiency	Final DGNB certification of Trælastholmen. The ambition is platinum.	2022	▶
Resource efficiency	Implementation of funds for sustainability initiatives in relation to the development of Stejlepladsen.	2021 -	▶
Energy efficiency	Reinsulating of roof and renovation of Nordre Tolbod to achieve energy efficiency.	2019-2021	▶
Energy efficiency	Active participant in Energispring and continued focus on optimisation of energy and water consumption.	Ongoing basis	▶
Energy efficiency	Implementation of IT tools for data mapping regarding energy consumption, etc.	2020 -	▶
Energy efficiency	Mapping of preliminary results of energy optimisation in relation to Energispring	2020	✔
Energy efficiency	Establishment of DGNB certification level for multi-storey parking facilities .	2020	▶
Energy efficiency	Establishment of DGNB certification level for existing warehouses.	2020	✔
Energy efficiency	Replacement of the company's ship Portus with an electrically powered new-built vessel.	2022	▶
Green transport	Preparation of analysis of future charging needs and charging patterns for electric vehicles.	2020	✔
Green transport	Development of strategy for increased number of charging points at parking facilities.	2021	▶
Green transport	Installation of further charging points at parking facilities	2021	▶
Green transport	Horizon 2020. Test of driverless transport.	2019-2022	●
Green transport	Sims. Survey of transport patterns.	2019-2022	▶
Urban nature	Decision on establishment of coastal landscape on Lynetteholm.	2020	✔
Urban nature	Preparation of strategy for environmental initiatives in the construction stage for Lynetteholm.	2021	▶
Urban nature	5-year partnership with WWF to create more life below water in Copenhagen Port.	2020 -	▶
Urban nature	Establishment of an Advisory Board on biodiversity for Vejlands Kvarter.	2020	✔
Urban nature	Development of green solutions for port operations, including shore power.	2021	▶

Communities & urban life	Strategy for temporary activities in By & Havn's development areas.	2020	✔
Communities & urban life	Establishment of a temporary urban space at Nordre Fælled Kvarter in Ørestad.	2020	✔
Communities & urban life	Specification of temporary activities at Nordhavn.	2021	▶
Communities & urban life	Development and establishment of the Simian exhibition site.	2020	✔
Communities & urban life	Test opening of the recreational area at Prøvestenen.	2020	✔
Communities & urban life	Holding of two annual neighbourhood meetings in Ørestad and Nordhavn.	Annually	◐
Communities & urban life	Involvement of interested parties in the creation of the Naturpark Nordhavn nature park.	2021	▶
Communities & urban life	Partnership with non-profitmaking housing organisations in relation to Vejlands Kvarter.	2020	✔
Communities & urban life	Partnership with non-profitmaking housing organisation in relation to Stejlepladsen.	2020	✔
Employees, health, and safety & labour market	Registration of work accidents and/or near-accidents.	Ongoing basis	✔
Employees, health, and safety & labour market	Two to three trainees/apprentices employed in training schemes.	Annually	✔
Employees, health, and safety & labour market	Establishment of 2-3 temporary jobs (e.g. trainee scheme, wage subsidy, etc.).	Annually	●
Employees, health, and safety & labour market	Social clauses implemented for relevant public procurement procedures and labour clauses for large public procurement procedures.	Annually	✔
Employees, health, and safety & labour market	Performance of external audits in relation to labour clauses for relevant and large public procurement procedures.	Annually	✔
Employees, health, and safety & labour market	Management development.	2020	▶
Employees, health, and safety & labour market	Preparation of joint standard of values.	2020	✔
Employees, health, and safety & labour market	Development of project manager skills and a new project model.	2020	✔
Employees, health, and safety & labour market	Max. 3.1 per cent absence due to sickness	Annually	✔
Employees, health, and safety & labour market	Absence due to sickness in 2020: 2.1 per cent.	2020	✔
Employees, health, and safety & labour market	Implementation of health insurance.	2020	▬▬
Anti-corruption	Screening and auditing of selected suppliers in relation to Supplier Code of Conduct.	2021	■
Anti-corruption	Code of conduct for employees and executive board.	2020	✔
Anti-corruption	Update of supplier selection policy.	2020	▬▬
Anti-corruption	Whistle-blower scheme. No reports in 2020.	Ongoing basis	✔

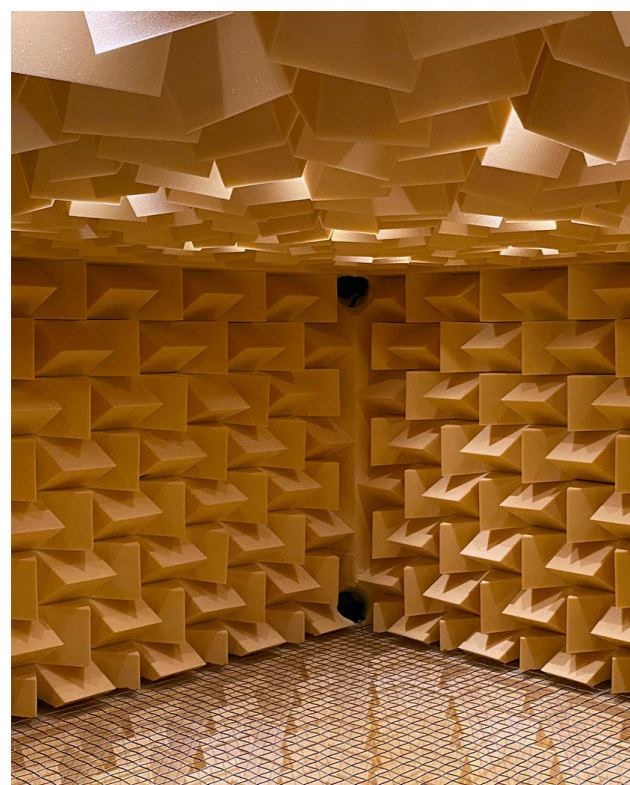
RESOURCE EFFICIENCY



By & Havn's sustainable urban development work focuses on improved use of resources, from area resources to materials. By & Havn stipulates that developers must obtain DGNB certification of buildings to minimum gold level. Therefore, By & Havn also requires a life cycle assessment which determines the effect of the building on the environment through all stages of its life cycle. Thus, focus is on reducing the CO2 embodied in the buildings.

SOUND-PROOFING MATERIALS FROM WAREHOUSE WILL BENEFIT STUDENTS

Sustainability and reuse are central focus areas for By & Havn in the renovation of the warehouses at Sundmolen. In 2020, a vacating tenant was unable to bring their specialised installations with them. The installations included two highly professional sound-proofed rooms with various types of sound proofing foam which was going to be incinerated. By & Havn contacted the Rhythmic Music Conservatory to ask if the conservatory could reuse the sound-proofing materials. The Rhythmic Music Conservatory accepted the offer and are able to reuse the sound proofing materials in various rooms at the conservatory for the benefit of the students.



OUR FOCUS

One of the great challenges of the future will be to utilise limited resources better in order to achieve environmentally friendly use of the resources. Resource efficiency and circular thinking has great potential in urban development.

In co-operation with construction industry players, we must keep exploring and testing new methods in relation to for example materials consumption in building structures in order to remain focused on reducing our overall environmental footprint.

STEJLEPLADSEN

In connection with the development of Stejlepladsen, the project company, which consists of By & Havn and PFA, has allocated DKK 40 million for sustainability initiatives. One of the purposes of the allocated funds is to use Stejlepladsen to develop and implement choice of resource-efficient materials, urban nature spaces and local communities. To reduce the carbon footprint of the project, a series of initiatives will be initiated to promote circular materials in the form of reused and reusable building facades and internal surfaces in materials such as recycled wood, reused clay pantiles, etc.

The visible use of recycled materials will contribute to the special identity of the urban spaces which will correlate with the expression of the existing housing units. In addition, green areas will be established with focus on biodiversity and extensive planted areas (approx. 800 trees). New and existing residents will be invited to participate in a series of new social communities based on the area's maritime culture.

CERTIFICATION OF SUSTAINABLE NEIGHBOURHOODS

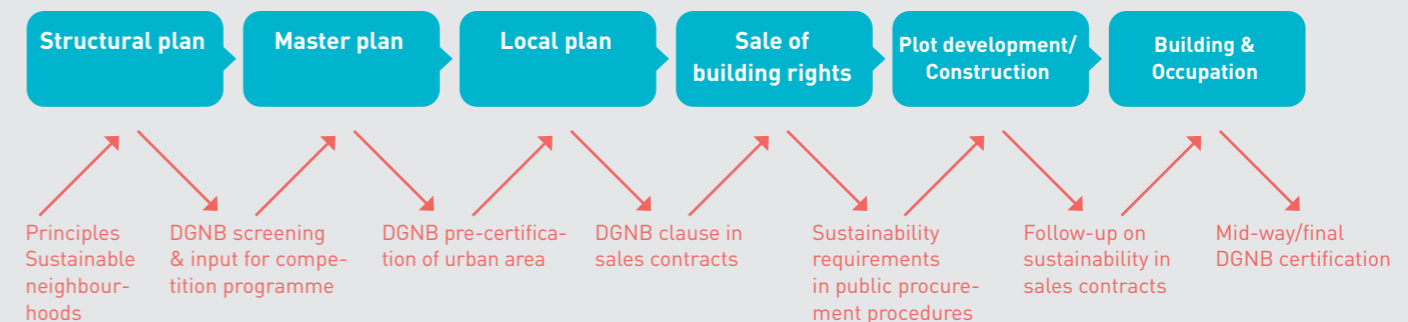
By & Havn's ambition is to achieve sustainability certification of all new neighbourhoods to a platinum level according to DGNB. The principles of the DGNB system for sustainable neighbourhoods constitute a central part of the entire planning process when By & Havn develops new neighbourhoods, from structural plan to district plan. Furthermore, DGNB clauses are always included in By & Havn's sales agreements with investors.

DGNB contributes to ensuring that, in the development of new neighbourhoods, By & Havn covers environmental initiatives but also financially sustainable development,

technical sustainability, initiatives for the promotion of a good urban life, high-quality urban spaces and a sound process until the final result is achieved.

It is By & Havn's goal that the two new neighbourhoods Vejlands Kvarter and Stejlepladsen should be pre-qualified to a platinum level in 2021.

In 2021, By & Havn will pre-certify Svanemølleholm and commence the work related to the final DGNB certification of Sundmolen and Trælsthølmolen to a platinum level. The three areas are expected to be certified by 2022.



WHAT IS DGNB?

It is By & Havn's goal that buildings and neighbourhoods located in plots sold by the company should rank among the best in the market in terms of resource-friendly buildings – both in terms of construction materials and subsequent consumption. By using the sustainability certification DGNB, the company focuses on for example waste management and energy and water consumption.

DGNB is based on a holistic interpretation of sustainability, and in addition to focusing on resource efficiency, DGNB includes the entire life cycle of the building, the extent of the bicycle paths network, distance to public transport, social meeting places, green spaces, and biodiversity. By & Havn uses DGNB as procedural tool in the planning of new urban areas. DGNB assesses a building, or an urban area based on five qualities: procedural, environmental, social, technical, and financial. The fundamental philosophy behind DGNB is that a building or an urban area will only be sustainable in the long term if each of these five parameters are sustainable.

Via an assessment of 32 criteria, DGNB enables assessment and comparison of buildings based on a common set of criteria and thus provides an unambiguous, measurable standard for all buildings certified according to the scheme. As a tool, DGNB makes sustainability measurable. However, targets and ambitions for the level of sustainability must be set. By & Havn's target is certification of neighbourhoods to a platinum level, while individual buildings must be certified to a gold level.

DGNB CERTIFICATION OF NEW BUILDINGS

The first sales agreements with requirements for DGNB certification were made in connection with the sale of building plots at Sundmolen and Redmolen in 2013 and 2014. By & Havn works actively to include DGNB clauses in sales agreements to ensure that investors are obligated to build sustainable new buildings in the company's areas.

	2016	2017	2018	2019	2020
Number of sales agreements concluded	20	18	9	10	16
of which DGNB clause	5	9	6	10	14
Percentage	25%	50%	67%	100%	87,5%

It is a requirement that the developers achieve minimum DGNB gold in connection with new buildings. However, By & Havn has accepted silver certification of a building in special cases. The share of contracts which include a DGNB clause has increased steadily in recent years, from 25 per cent in 2016 to 100 per cent in 2019. 2020 saw a small decline in the percentage of DGNB clauses. However, special circumstances apply for the two contracts in which DGNB clauses have not been included which mean that DGNB certification is currently not possible or relevant. In addition to the two contacts in which DGNB certification is not required, in 2020, only sales agreements subject to a requirement for DGNB gold were concluded.

ENERGY EFFICIENCY



ENVIRONMENT

It is By & Havn's ambition that the new neighbourhoods will be energy efficient. All new buildings will therefore be certified according to the DGNB system while existing buildings will be renovated with focus on optimisation of energy consumption.

Energy renovation of existing buildings is an important focus area for By & Havn. By & Havn owns many buildings which are let for commercial purposes or used by the company and which undergo renovation on an ongoing basis to reduce their carbon footprint.

This initiative is carried out in continuation of the target of the City of Copenhagen to achieve carbon neutrality by 2025 and the target in the Danish Climate Act to reduce the Danish carbon footprint by 70 percent by 2030. Traditionally, approximately 40 per cent of total carbon emissions originate from buildings, and efforts must therefore be made in this area if the overall national targets are to be achieved.

OUR FOCUS

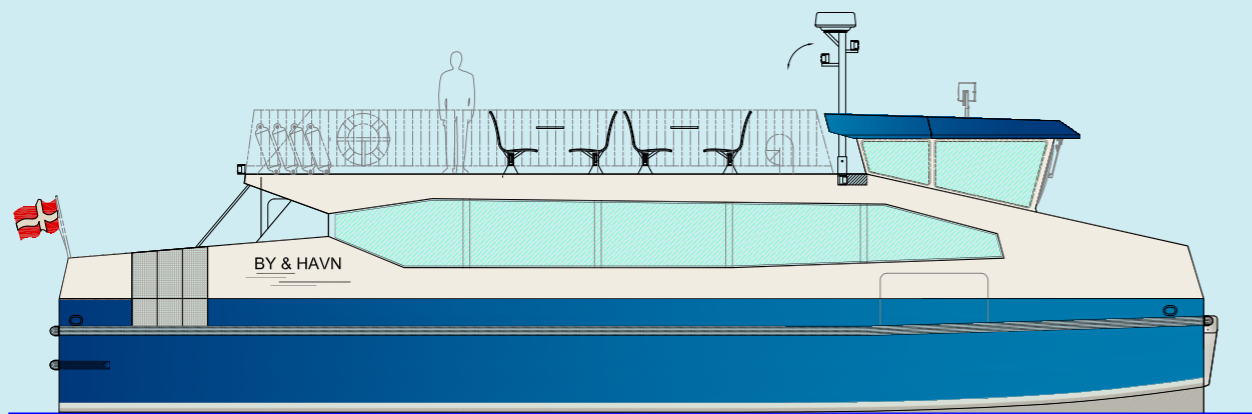
In the development of the new urban areas, the planning of the neighbourhoods can contribute to reducing energy consumption in buildings by planning neighbourhoods with new energy-efficient buildings and housing units which utilise floor space more efficiently compared to traditional buildings and by seeking new opportunities for reducing the carbon footprint via partnerships. The many new buildings have a substantial effect on the environment and resources, and it is therefore important to use new knowledge about, and tests with, energy-efficient new buildings.

Energy-efficient commercial leasing properties are also in demand and is therefore important for By & Havn to work strategically with the renovation of the company's older buildings. If not, there is a risk that By & Havn will become less competitive in the market for office leasing, and further, the existing buildings will have a negative impact on the environment.

ELECTRICALLY POWERED SHIP FOR BY & HAVN

In 2020, By & Havn decided to replace the company's 20-year-old ship Portus with an electrically powered new-built vessel. The vessel is currently being planned and commissioning is expected to take place in 2022.

The use of By & Havn's ship is expected to be intensified in the years to come, as inspection work will have to be carried out in connection with the establishment of Lynetteholm.



RENOVATION OF WAREHOUSES AT SUNDMOLEN

Energy renovation projects in the company's existing and older business rental properties are an important focus area as our existing and older buildings have a high energy consumption. In 2020, By & Havn decided to initiate thorough renovation of four warehouses at Sundmolen.

In that connection it has been examined which DGNB level could be achieved by renovating the warehouse. Warehouse 47, which will be fully renovated, can achieve DGNB silver certification as the project is a renovation project.

The remaining warehouses will only be partly renovated. The DGNB system only allows for certification of entire buildings, and DGNB certification can therefore not be achieved for the three remaining warehouses. However, the work will still be carried out according to the DGNB standards, for example in terms of the choice of materials, and materials of a high quality will be used in order to increase the lifetime and the potential for reuse, and recycled materials will be used when possible. The demolition and construction stages will consider the handling of construction waste, both in relation to demolition and waste disposal.

BY & HAVN'S PROPERTIES

IT tools are being implemented for data mapping in relation to energy consumption. In 2021, the provider of the IT tool will be chosen and subsequently, the tool will be implemented, first at Sundmolen and then for By & Havn's entire leasing portfolio. The mapping and subsequent analyses will reveal the potential of the energy efficiency improvement and determine if the arrangement of the leases is able to support conduct which results in energy optimisation.

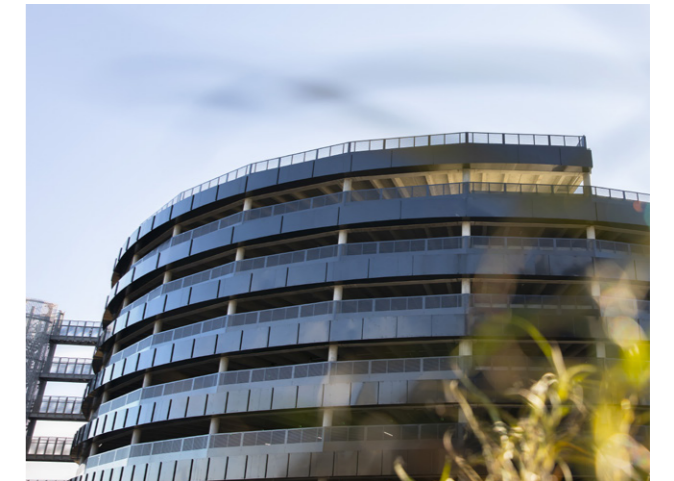
By & Havn participates in the partnership Energispring along with the City of Copenhagen. The purpose of the partnership is to promote energy savings in properties in Copenhagen. The company has entered seven leasing properties, including the four warehouses at Sundmolen and three administrative buildings at Tulipangrunden. In 2020, mapping was carried out of the preliminary results of Energispring. The mapping will be used in the continued energy optimisation work in the company's buildings.

For some years, By & Havn has carried out energy-efficiency work in and renovation of the old main building at Nordre Toldbod 7. The 150-year-old building is listed, and energy renovation must therefore be carried out with due respect for aesthetic aspects. In 2020/2021, the building will be subject to general renovation. In 2020, the roof was re-insulated.

MULTI-STOREY PARKING FACILITIES

For many years, By & Havn has focused on building and operating the multi-storey parking facilities with a view to reducing energy consumption. In 2020, By & Havn built the Hannemann multi-storey parking facility in Ørestad. The Parking facility is circular, and the circular ramp contributes to reducing the distances driven in the facility. In 2020, the construction of the Arena multi-storey parking facility in Ørestad was commenced.

Both facilities will include a power-saving lighting concept consisting of 100 per cent LED-bulbs, of which 2/3 turn off automatically as is already the case in most multi-storey parking facilities operated by By & Havn. Further energy reduction is achieved by leaving the facades of the multi-storey parking facilities partly open to reduce the use of artificial ventilation. The facade of the Hannemann multi-storey parking facility consists of for example plant boxes, and in a few years' time, it will have a green facade. The Arena multi-storey parking facility will have a facade consisting of wooden slats.



The DGNB system does not include a specific tool for the certification of parking facilities, and the so-called flex matrix in the DGNB system is therefore used. By & Havn wants to apply the same requirements to the company's multi-storey parking facilities which apply to other buildings. The commercially operated Asger Jorn multi-storey parking facility will therefore be used as a basis for future certification work. It is expected that this multi-storey car park will achieve DGNB gold certification.

GREEN TRANSPORT



The plans for Nordhavn and Ørestad as well as the future neighbourhoods Stejlepladsen and Vejlands Kvarter support green transport in Copenhagen. By & Havn contributes to the reduction of energy consumption in the transport sector by developing urban areas with easy access to public transport. In addition, the conditions for pedestrians and cyclists are good and the distances to shopping and activities are short, which reduces the need for transport.

In By & Havn's urban areas in Ørestad and Nordhavn, extensive shared parking facilities are established, which increases the motivation for cycling and walking, for short distances in particular. In addition, parked vehicles will not take up space in the streets, resulting in well-functioning streets and urban spaces.

In the district plans for Stejlepladsen and Vejlands Kvarter, which were drawn up in 2020, the internal infrastructure of these areas is designed with a view to limiting the traffic load in order to establish streets which are almost car-free. As in Ørestad and Nordhavn, shared parking facilities will be established. Along with other functions which generate traffic, the parking facilities will mainly be located along the outer perimeter of the areas, and the small streets inside the areas will be designed to accommodate pedestrians and vulnerable road users and will include play areas and recreational areas.

OUR FOCUS

The Copenhageners' ways of moving from A to B is in constant development. In the future we will continue to see all kinds of transport from scooters, electric bicycles, bicycle and metro, plug-in hybrids, self-driving cars, etc. The urban plans must support easy access to, and the opportunity to use, green means of transportation. New green means of transportation and the measures needed to ensure that the residents use their cars less and their bicycles or public transport more must be examined on an ongoing basis in order for this aspect to be reflected in the urban plans; if not, there is a risk that the long-term plans for the neighbourhoods will not be able to accommodate the constant development in new means of transportation.

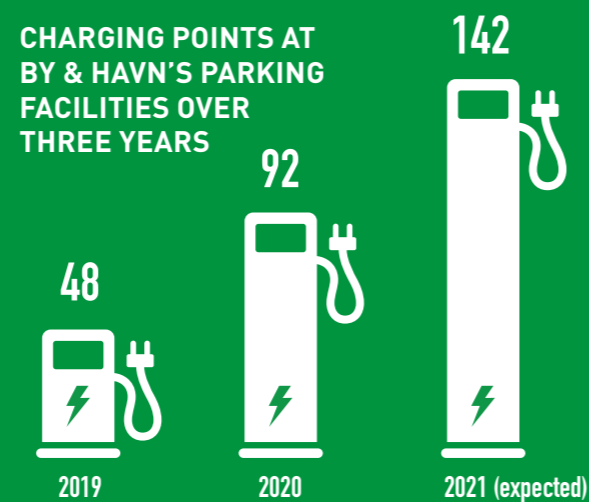


MORE CHARGING FACILITIES FOR ELECTRIC VEHICLES

It should be easy to own an electric vehicle in Ørestad and Nordhavn. The target for the green transition in road transport is 775,000 green vehicles on the roads in 2030. By & Havn is working on mapping out the challenges which owners of electric vehicles face today in the neighbourhoods where By & Havn operates multi-storey parking facilities and on finding solutions which support increased use of electric vehicles.

In 2020, By & Havn carried out an analysis of charging requirements and charging patterns for electric cars and projection models for the future charging requirements for the areas Ørestad City, Ørestad Syd and Indre Nordhavn. The projection model was prepared in co-operation with COWI. As part of the analysis, workshops with participation of owners of electric vehicles and interested parties were held in Ørestad and Nordhavn.

CHARGING POINTS AT BY & HAVN'S PARKING FACILITIES OVER THREE YEARS



PARTNERSHIPS FOR GREEN TRANSPORT

By & Havn investigates sustainable energy solutions via strategic partnerships.

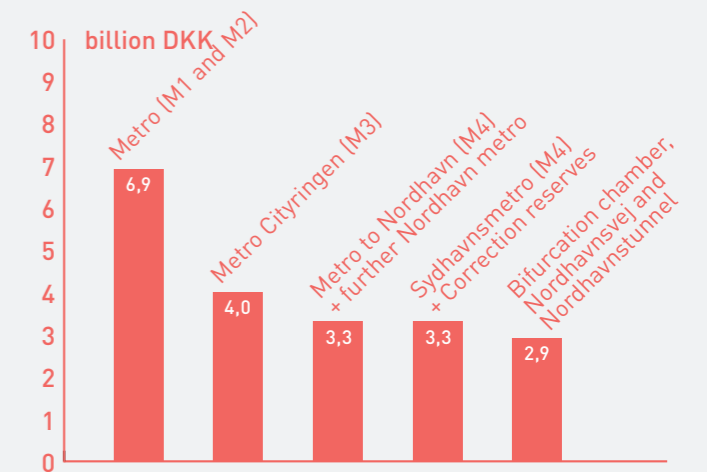
By & Havn participates in the SIMS project (Sustainable Innovative Mobility Solutions), a 4-year project on transport patterns funded by Innovation Fund Denmark which compares the use of city bicycles, car-sharing, lift-sharing, and public transport in Nordhavn, Folehavnen, and Nærheden (in Høje Taastrup). According to the original plan, the participating families and businesses would be offered the use of car-sharing, city bicycles, and lift-sharing in 2020 to examine if the offer would change their transport habits. This data collection period has been postponed to late summer 2021 as transport patterns changed significantly in 2020 because many people have been working from home as a result of the COVID-19 pandemic. The project is a partnership between Aalborg University, Roskilde University, the City of Copenhagen, Høje Taastrup Municipality, and several players.

In August 2020, the driverless bus drove for the first time in the Århusgade neighbourhood. The bus is part of the Horizon 2020 project "AVENUE", in which By & Havn along with Holo and 15 other partners test and compare self-driving transportation in Nordhavn, Geneva, Lyon and Luxembourg. Unfortunately, owing to extensive construction activity, it has not been possible to extend the route in the Århusgade neighbourhood. The test project is therefore expected to be terminated in early 2021, as the limits on the route prevent optimum testing and data collection.

URBAN DEVELOPMENT AND METRO

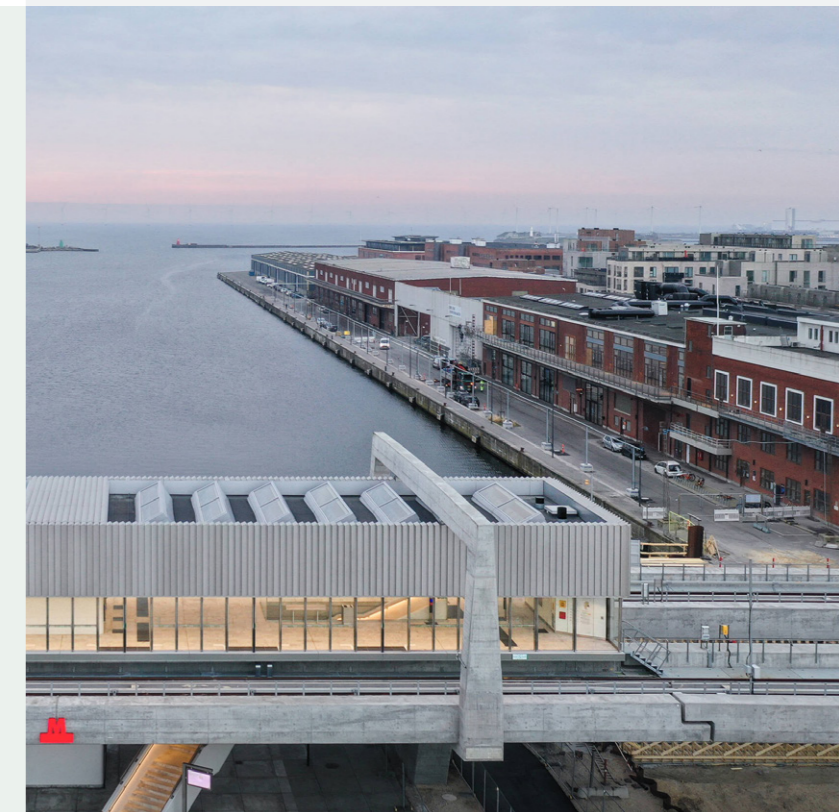
In 2020, the metro to Nordhavn opened with the stations Nordhavn and Orientkaj providing Nordhavn and its 3400 inhabitants 9000 jobs with the services of the metro stations Nordhavn and Orientkaj with connection to Cityringen.

Since 2007, By & Havn has contributed to the sustainable development of the capital in the form of new neighbourhoods with approx. DKK 20 million to general sustainable infrastructure. Most of this money has gone to co-financing the Copenhagen metro.



A pilot project was initiated in 2020 for testing an open and scalable charging network which was administratively and financially equal for all users. The pilot project is carried out in co-operation with the charging operator Spirii in three parking facilities: the Lüders multi-storey parking facility, the Nordre Fælled Nord car park, and the Hannemann multi-storey parking facility and will run until mid-2021.

In 2020, By & Havn received confirmation from the Danish Road Directorate on a grant from "Pulje til udbredelse af ladeinfrastruktur til elbiler" (Funds for extending the charging infrastructure for electric vehicles). The funds will enable installation of further charging points at By & Havn's parking facilities. The charging points are expected to be installed in the autumn of 2021.



URBAN NATURE



ENVIRONMENT

By & Havn contributes to the urban nature of Copenhagen by establishing green open areas, urban spaces, and parks which can act as both climate adjustment and nature areas for recreational use as well as form the basis of a healthy lifestyle for Copenhageners.

By & Havn also develops the city's urban blue space – Copenhagen Port. The development of urban green and blue spaces is carried in dialogue with residents, associations and interested parties. Often, the development of urban green and blue nature is carried out via partnerships.

In particular, By & Havn focuses on nature in the areas which have not previously been built up and which have often been allowed to grow wild. In large building projects, the impact on the surrounding environment and the surrounding nature areas are described in an environmental impact report, which also includes the measures required to prevent material impact on nature and the environment. Environmental impact reports were drawn up for Vejlands Kvarter, Stejlepladsen, and Lynetteholm in 2020

OUR FOCUS

In the development of the neighbourhoods, it is important that the urban areas are created with focus on quality of life with the urban spaces forming the framework of a healthy life with room for community activities.

We work actively with the framework of urban nature in the urban plans to ensure that the neighbourhoods appear as attractive places to work and live.

At the same time, it is important to consider natural habitats and biodiversity when new buildings are constructed. By & Havn takes part in dialogue with current and future residents, local interested parties, and green and blue interest organisations on the development of recreational areas and nature in the urban development areas.

BIODIVERSITY AND URBAN NATURE IN VEJLANDS KVARTER

Vejlands Kvarter is a new neighbourhood developed by By & Havn via a project company in co-operation with the pension fund PensionDanmark. The design of the area's urban space is based on integrating the bordering nature types of Amager Fælled in the built-up area. Different scenic transitions are created between the built-up area and the common, and just over a third of Vejlands Kvarter will become coherent nature and open areas.

In addition to carrying out the necessary measures in relation to protected Annex IV species, it is also an ambition to

integrate green initiatives in courtyards and urban spaces as well as in the built-up area by means of for example insect hotels, nesting boxes, wildflower beds, and rainwater beds along the buildings which may become new habitats for animals and plants.

In connection with the development of Vejlands Kvarter, the project company appointed an Advisory Board to qualify the nature project which constitutes one of the cornerstones in the development of the area. The Board is responsible for providing scientific sparring and inspiration and for giving its views and recommendations for the nature project to be used further on in the design process for Vejlands Kvarter.



PARTNERSHIP WITH WWF TO CREATE MORE LIFE AND NATURE IN COPENHAGEN PORT

In 2020, WWF World Wildlife Fund and By & Havn entered a 5-year partnership to improve habitats for fish and increase biodiversity in the port. The partnership involves a series of specific development projects and a shared nature-friendly vision for increasing life below the water surface.

The nature-friendly partnership will be based on UN Global Goal No. 14, Life Below Water, and it will raise the bar for nature below the water surface in the Copenhageners' port. In addition, the co-operation will increase the ownership and commitment of Copenhageners in the aquatic environment and biodiversity in their port.

In co-operation with By & Havn, WWF will assist in ensuring that future facilities in and around the port will be as nature friendly as possible. The first of several projects will be the placement of so-called "bio huts", which are a type of hotels and kindergartens for fish which help the fry hide from predators and thus increase the fish population and create a better environment in the port. Experience

has shown that the effect shows quick in the form of increased biodiversity in the water and more fish, which will also benefit the many anglers along the 42-kilometre quayside.

PARTNERSHIPS FOR GREEN PORT OPERATIONS SOLUTIONS

As a result of COVID-19 pandemic, virtually no cruise ships called at Copenhagen Port in 2020. The partnership for green port operations solutions between By & Havn, Copenhagen Malmø Port, and the City of Copenhagen continues their work to provide green solutions in port and shore power for cruise ships. Regarding shore power, a process has been commenced to ensure that the size and flexibility of the installation is adapted to the actual market prognoses. The shore power project has been granted EU support (TEN-T) at 20 per cent of the costs of construction, and the City of Copenhagen has earmarked DKK 77 million to be granted as debt financing for the establishment of shore power for cruise ships at Langelinie and in Nordhavn. The shore power installation at DFDS' terminal for the Oslo ferries is expected to be finished in 2021.

COASTAL LANDSCAPE ON LYNETTEHOLM

As part of the development of Lynetteholm it has been decided that a project for adaptive coast protection/a nature-based coastal landscape facing Øresund will be included. The project includes the establishment over several years of a coastal landscape of approx. 60 hectares on the east coast of Lynetteholm. The coastal landscape will be designed to withstand floods, and it will thus contribute to protect the city and at the same time give Copenhageners more room for recreational facilities and more urban nature.

In 2020, extensive environmental impact assessment work was carried out on the establishment of Lynetteholm, which will contribute to protecting Copenhagen against future rising sea levels and floods. At the same time, Lynetteholm will provide a useful application for surplus soil from other building and construction projects in the greater Copenhagen area.

The environmental impact report illustrates for example population and human health, seabed and water quality, biodiversity (flora and fauna) and impact on air and cli-

mate. The environmental impact report has also been subject to a public hearing.

In 2021, as part of the public procurement procedure for the construction work for the establishment of Lynetteholm, By & Havn will prepare a strategy for the climate and environmental initiatives to be carried out during the construction stage, including requirements on contractors, machinery, and materials.



COMMUNITIES & URBAN LIFE



The new neighbourhoods will be developed with an ambition to create healthy, sustainable, and coherent high-quality neighbourhoods with room for community activities, a vibrant urban life, and a living port consistent with the needs of local interested parties and of the Copenhageners.

The new neighbourhoods will accommodate a diverse mix of residents and different housing types. By & Havn sells plots for the construction of both affordable housing and private housing as well as owner-occupied housing and rental housing. In the company's current strategy period, it is By & Havn's aim to build more small housing units than previously aimed at young people and single-person households in the urban development areas.

By & Havn contributes to kick-starting communities by establishing cultural and sports networks, communal facilities, landowners' associations, etc. and by supporting and strengthening local cohesion and good neighbour relations.

TEMPORARY OPENING TO THE PUBLIC OF PRØVESTENEN SYD

In 2020, By & Havn entered a partnership with Prøvestenens Natur- og Fritidsforening, a nature and leisure association under Amager Øst Local Committee, on a temporary opening to the public of Prøvestenen Syd.

The part of Prøvestenen Syd which has opened to the public constitutes approx. 7 hectares, an area slightly larger than Ørstedsparken. Visitors can discover the grass areas and piers in the area which have a view of Amager Strandpark, the allotments, the boating clubs, and, obviously, Øresund. According to the original plan, the southern part of Prøvestenen was to be a marina and up to now, it has been used for various operations and construction work for By & Havn. By & Havn will continue to use part of the area but it has been decided that the temporary opening of Prøvestenen Syd will be extended to the summer of 2021.

OUR FOCUS

By & Havn's wants to create a framework for social activities in its urban areas. However, we are aware that this framework must be promoted and given priority in the planning stage, and that it must be included from the beginning and in a holistic perspective. A coherent neighbourhood is not only about infrastructure and buildings, but also very much about how the social dimension is included and about the distribution of housing types to ensure that the neighbourhood achieves varied and diverse housing as well as facilities for associations and places to meet which enables the residents to cultivate relations and communities with other people.

Social communities are important from the moment the first residents move into a new area. By & Havn is therefore engaged in establishing activities in areas which are not yet due to be built up. These temporary areas can kickstart urban life, create a feeling of ownership and give the area its own distinctive character and thus form the basis of a community feeling and commitment in the new neighbourhoods.

When By & Havn develops new urban spaces, its future users, neighbours, and local associations are consulted.

BY & HAVN PROVIDES AFFORDABLE HOUSING

More than half of the affordable housing built in the City of Copenhagen since 2000 is constructed in By & Havn's development areas. By & Havn will provide affordable housing in accordance with the goals of the City of Copenhagen via co-operation agreements with non-profitmaking housing associations.

For Vejlands Kvarter, agreements have been made with four non-profitmaking housing associations, which will build around 500 non-profit housing units, equivalent of a fourth of the total housing floorage in the neighbourhood. These housing units will include family homes, nursing homes and a large urban village for socially vulnerable people. Furthermore, for Stejlepladsen, an agreement has been made with KAB on the construction of around 200 non-profit housing units.

NEW BUILDINGS WITH FOCUS ON SOCIAL COMMUNITY

Furthermore, via partnerships, By & Havn will promote the building of new types of housing which support social community and activities, for example across generations.

Approximately 25 per cent of the housing which is expected to be built in Ørestad in the years to come will be community-oriented, for example in the form of house-sharing or supplementary shared facilities such as gym, dining hall, office space or workshops. The communities can also be centred around for example recycling and exchange facilities which are established as part of the building. This is for example the case in the building UN17 and the house-sharing property "Grønne Eng".

WHILE WE WAIT FOR THE CITY – TEMPORARY ACTIVITIES

In 2020, a temporary urban space of approx. 6.000 m² was established in an area between Hannemanns Allé and Nordre Fælled Kvarter in Ørestad which has not yet been built up. At some point in time, commercial buildings will be constructed in the area but until then, the residents can enjoy the view over the common, grow vegetables in garden plots and meet their neighbours surrounded by willows, lyme grass and wildflowers. This urban space has been established based on requests from the residents of Nordre Fælled Kvarter. The urban space is designed using already available resources. For example, hills and banks are made using soil which was already present in the plots, and the design was made using materials from By & Havn's materials stock. Benches are built using old rocks from the port, and the paths between the gardens are concrete paving slabs from the old Plug'N'play area.

Temporary activities are currently underway in three areas in Nordhavn: the of Nordhavnbassinet, the green point at Skudehavnbassinet and the area around the lakes in Ydre Nordhavn. In 2021, these three projects will be specified further, and a process is being prepared for involvement

of the various interested parties. The intention is that the project for the area around the lakes in Ydre Nordhavn will be a front runner of the future nature park, Naturpark Nordhavn. The involvement of interested parties in relation to the future nature park will commence in 2021.

DIALOGUE WITH NEIGHBOURS AND INTERESTED PARTIES

During the development and establishment of neighbourhoods, there is a risk of nuisance to the residents who are already living in the areas. Neighbours to large construction sites may experience nuisance from construction activities close to their homes or they may have questions or input in relation to the development carried out in their neighbourhood. To ensure good and regular communication with the neighbours, By & Havn host two neighbourhood meetings a year in both Ørestad and Nordhavn.

In 2020, the COVID-19 pandemic put a limit to social gatherings and thus the possibility of meeting physically with our neighbours in the neighbourhoods. By & Havn has therefore held digital neighbourhood meetings. In Nordhavn, two neighbourhood meetings were held in 2020, one of which was a digital meeting, whereas in Ørestad, it was only possible to hold one digital neighbourhood meeting in 2020.

To ensure ongoing dialogue, reference groups for interested parties have been appointed for some By & Havn's other big projects to provide ongoing information on the progress of the projects.

NEW PLACES TO MEET IN ØRESTAD

A group of young artists and By & Havn have converted the former bicycle cellar under Kay Fiskers Plads in Ørestad into Simian, an exhibition area for contemporary art. Simian opened on 5 September 2020. The project is funded by the City of Copenhagen, the Realdania fund "Underværker", the Danish Arts Foundation, the Det Obelske Familiefond foundation, the Augustinus Fonden foundation, Amager Vest Local Committee, and the homeowners' association GF Ørestad City.

The preparations for the establishment of Byens Hus, a 2,500 sqm residents and cultural house in Ørestad are in progress. Developing a joint plan for housing, day care, sports facilities, a café, and workshops in one building is a complex procedure, and it has taken longer than planned to develop a coherent solution. At present, the house is expected to be finished in early 2024. Byens Hus will serve as a meeting place and culture house for the entire neighbourhood. To provide a good framework for urban life until the house is finished, By & Havn has entered co-operation with the City of Copenhagen to establish a front runner for the house in Ørestad.

Furthermore, in 2020, By & Havn sold an area in Ørestad Syd to the City of Copenhagen with a view to establishing a football field with changing rooms/a clubhouse.

EMPLOYEES, HEALTH AND SAFETY & LABOUR MARKET



In its work, By & Havn focuses on human rights and labour rights, employee welfare, health, safety, diversity, good working conditions and upgrading employee skills.

EMPLOYEE WELFARE AND DEVELOPMENT

By & Havn's employees are key to the performance of the company's work and the achievement of its goals. In addition, employee welfare is important to be able to recruit and maintain the right resources now and in the future. We focus on health and safety and co-operation. One of the company's objectives is to ensure a high-level of employee welfare, commitment to the day-to-day work and good career development opportunities.

By & Havn has a zero-tolerance policy in respect of all types of suppressive and abusive or harassing behaviour. Suppressive, abusive, or harassing behaviour may have consequences under employment law. This is further described in the company's staff handbook.

In 2020, to create an even better framework for co-operation and improved welfare, and to help us achieve our goals, the employees of By & Havn prepared a joint standard of values, which will be implemented further in 2021.

In 2020, a management development scheme was initiated with a view to improving co-operation and handling of tasks across the company's management group in accordance with By & Havn's values and organisational structure.

In continuation of the company's business strategy 2020-2023, initiatives have been carried out to develop and increase employee skills. To an increasing extent, a substantial part of the company's activities will be carried out via project organisation, and to support this initiative, a project model has been developed, and 42 employees have received project management training via an internal scheme.

HEALTH & SAFETY

By & Havn stresses the safety of our employees as well as the promotion of good health and low absence due to sickness. We work constantly to provide a good physical and psychological working environment in co-operation with the Health and Safety Committee and the Co-Operation Committee.

OUR FOCUS

By & Havn depends on a highly qualified labour market and stable labour to ensure the operation of the company. If By & Havn does not contribute to the upgrading of skills in the labour market and to employee welfare, there is a risk that the company will not be able to recruit skilled and competent staff and that our work will not be carried out with commitment and efficiency.

By & Havn focuses on the health, safety, and welfare of employees, thus contributing to reduce the risk of work-related absence due to sickness or accidents- This is a cornerstone for a good working environment.

Furthermore, By & Havn focuses on providing good working conditions for the employees of its suppliers and sub-suppliers. There is a risk that cases where fundamental rights are challenged may have a rub-off effect on By & Havn's reputation.

By & Havn focuses on diversity. This commitment should be expected from a public player of By & Havn's size.

Work-related accidents and near accidents are subject to ongoing discussions in the Health and Safety Committee. In 2020, four work-related accidents were reported: two cases of twisted ankles, one case of backache and one case of a damaged meniscus. In 2020, one near accident was reported.

Via dialogue with employees and the Co-Operation Committee, focus is placed on absence due to sickness in the company. With effect from 2021, health insurance will be offered to all employees. The health insurance scheme will provide increased security for the employees and quicker assistance in case of illness. In addition, By & Havn expects to achieve less absence due to sickness.

In 2020, the average absence due to sickness was 2.1 per cent, which is lower than the company's target of maximum 3.1 per cent



The Co-Operation Committee was also involved in the preparation of the work in connection with the COVID-19 lockdown to ensure that both employees who worked from home and employees, particularly those in operations, who needed to go to work felt comfortable with their new work procedures.

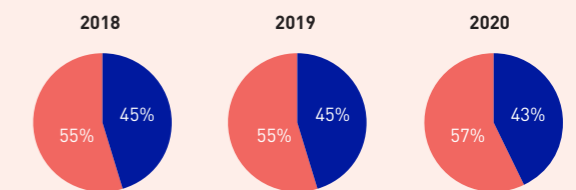
DIVERSITY

By & Havn has a diversity policy to ensure focus on equal treatment. A diverse workplace contributes to the development and strengthening of skills in By & Havn. The overall focus areas are the recruitment of employees, equal treatment and non-discrimination in the organisation and general awareness of diversity in management and among employees, which will also be a focus area in 2021.

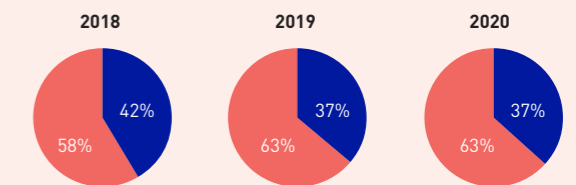
By & Havn's key figures show that, roughly, the company has an equal distribution of men and women in the entire organisation and a close to equal distribution on the managerial level. The management group includes 11 persons: 4 women and 7 men. It remains a target for By & Havn to attempt to maintain an equal gender distribution in our organisation and to avoid reductions in the number of the under-represented gender in the management team. By & Havn hires the applicant which the company considers is best suited for the job, irrespective of gender. The company's job postings invite all qualified candidates irrespective of ethnic origin, gender, religion, sexual orientation, disability, or age to apply for the positions advertised by the company. Members of By & Havn's Board of Directors are appointed by the company's owners and employees. The Board of Directors also has a close to equal gender distribution. This is the case both when employee representatives are included and when they are not.

The employee groups include 102 salaried employees and 24 blue-collar workers. The salaried employees are economists, legal staff, urban planners, engineers, maritime staff, property inspectors, clerical staff, etc. Our semi-skilled employees carry out operations and maintenance of the company's development areas and Copenhagen Port.

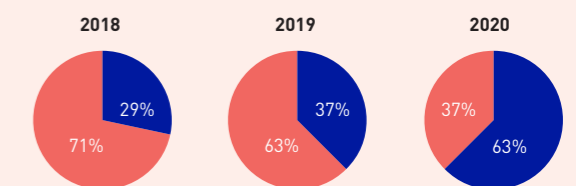
THE ENTIRE ORGANISATION



MANAGEMENT GROUP



BOARD OF DIRECTORS:



Man Woman



ANTI-CORRUPTION & POLICIES

GOOD WORKING CONDITION FOR THE SUPPLIER'S EMPLOYEES

By & Havn wants to support labour rights in contexts which are relevant and possible for the company. By & Havn has chosen to focus its labour rights work on demands for the company's suppliers and on upgrading employee skills. There is a risk that cases where the fundamental rights of suppliers' employees are challenged may have a rub-off effect on By & Havn's reputation.

By & Havn wants to co-operate with suppliers who make active efforts in terms of the influence of their business activities on society, including proper and good working conditions for their employees.

By & Havn ensures proper employment conditions for our suppliers' employees by incorporating labour clauses in all major construction contracts. By & Havn contributes to ensuring fair wages, work hours and other labour conditions for employees via demands in relation to pay and working conditions (labour clause) in all relevant public procurement procedures for building and construction projects and services with a threshold value over DKK 1 million. The use of labour clauses is regulated in By & Havn's "Labour Clause Policy".

To ensure compliance with the labour clauses on an ongoing basis, internal audits are carried out, and two annual external audits are carried out by an independent authority.

Bureau Veritas has carried out two external audits of contracts for By & Havn to ensure that the main contractors observe By & Havn's labour and social clauses.

In 2020, an extensive audit was carried out of a major construction contract for a multi-storey parking facility. Formal and substantive breaches of the labour clause were discovered for several subcontractors. All the formal and substantive breaches were rectified within a short period of time. To follow up on the audit, By & Havn has held a meeting with the contractor and underlined the importance of observing the clauses which apply.

Furthermore, an audit has been performed on a contract related to the refurbishment of a lease in Pakhus 54. The audit revealed a lack of documentation and missing overtime pay. All formal and substantive breaches were rectified by the supplier's provision of the missing documentation and supplementary payment of the missing pay to the relevant employees.

UPGRADING OF SKILLS IN THE LABOUR MARKET

By & Havn depends on a highly qualified labour market and wishes to contribute to the development of qualified labour. A lack of qualified labour could have negative consequences for the operation of the company.

By & Havn contributes to the upgrading of skills in the labour market via our social clauses in agreements/ contracts with contractors. By & Havn takes responsibility for training the future labour force by incorporating social clauses in all relevant building, construction, and service contracts. The use of social clauses is regulated in By & Havn's "Social Clause Policy".

The observance of the social clauses is ensured by means of internal audits, for example in connection with construction and follow-up meetings.

Furthermore, By & Havn ensures that the clauses are implemented in associated companies to the extent that this is possible within the corporate structure. The clauses form part of the contractual basis between By & Havn and the relevant associated company.

By & Havn also contributes to the upgrading of skills in the labour market via internal initiatives. Trainees are educated in the fields of technical design, administration, and finance.

In addition, By & Havn aims to have 2-3 temporary positions per year for business trainees. Unfortunately, owing to the COVID-19 pandemic, it was not possible to fulfil this aim in 2020, as it has not been possible to design a relevant scheme for temporary employees.

By & Havn's objective is to act in a proper and responsible manner via open and transparent processes and decisions in all the company's activities. It is therefore important to make active efforts to counter risks of corruption and nepotism. There is a risk that any cases relating to corruption or nepotism with suppliers or sub-suppliers may affect By & Havn's reputation as a credible business partner with transparent processes.

By & Havn applies a code of conduct for employees and the executive board which provides clear guidelines for their duties and behaviour on behalf of By & Havn. The code of conduct deals with the subjects of anti-corruption, fair and unrestricted competition, handling of confidential information, conflicts of interest, insider trading and the use of e-mail and social media.

By & Havn demands that suppliers and their sub-suppliers avoid all kinds of corruption, including bribery and similar illegal methods, as a means to obtain unlawful business influence or advantages. The company's expectations for suppliers in relation to anti-corruption and bribery is described in the guidelines "Code of Conduct for Suppliers". In 2021, By & Havn will carry out screening and auditing of selected suppliers in relation to its Supplier Code of Conduct.

By & Havn is covered by EU tender regulations and by the Danish Public Procurement Act and has a policy governing the choice of suppliers which emphasises that suppliers must be chosen on a professional, objective, and non-discriminatory basis. In 2020, By & Havn held a public procurement procedure for parking control in the company's areas. In 2021, By & Havn will update its policy governing the choice of suppliers.

OUR FOCUS

It is in By & Havn's interest that employees and suppliers conduct themselves in a proper manner and that By & Havn invites fair and unrestricted competition in relation to the performance of By & Havn's work.

It is important to By & Havn's reputation that the company acts in a professional and trustworthy manner and that it is a company with open and transparent processes.



ANTI-CORRUPTION

By & Havn operates a whistle-blower scheme which enables employees and business partners to report any illegal acts which are relevant to the company. This covers white-collar crime, breach of the principles of sound company management, breach of work safety measures, environmental pollution and physical violence or sexual violations or harassment. The scheme has been transferred to an external attorney-at-law who will receive and handle reports. No reports were made under the whistle-blower scheme in 2020.



