



Communication on Progress



**TOPAS
EXPLORER
GROUP**
Adventurous since 1973





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CEO statement

I look back at a year full of surprises that I could never have imagined. A year with difficult decisions when for instance valued employees have been laid off and projects which we had been looking forward to bringing to life were forced to be postponed to an uncertain future.

Despite of all the frustrations, I am proud to see that we are still here and able to continue our work. We already thought of ourselves as creative, but we discovered a whole new dimension to creativity. We have proven to ourselves that we can make things happen to an extend that we didn't even dream of a year ago. That feeling and that knowledge is very beneficial when we set our ambitions on the sustainability area.

Employees have shown tremendous flexibility during this period marked by great unpredictability, and they have performed well, also while completing tasks that are not usually within their work area and some have for a period of time even worked in sister companies in other countries. As a positive outcome of the situation, these work experiences have resulted in a valuable coherence between colleagues and sister companies.

The creativity and the coherence are both inspiring and strong motivating factors and I am looking forward to continuing our creative thinking, digging deeper into the sustainability area and with this report I take the opportunity to express my support and Topas Explorer Group's ongoing commitment to the Global Compact initiative and its principles.

Sincerely yours,

Jørgen Sølvsten Nielsen
CEO, Topas Explorer Group ApS

Introduction to Topas Explorer Group

Topas Explorer Group counts a number of different companies that all contribute to unique travel adventures. The business area covers shipping operations, hotel and lodge operations (including associated restaurants and catering) and travel agency operations. Together they form the foundation that enable us to create and sell good experiences.

Topas Explorer Group is an independent family-owned business. For almost 50 years, we have been committed to thrill both guests and employees and will continue to do so in the future. As an essential part of the business model, work is done to ensure that the company is locally based, and we make an effort to be an actor that contributes positively to the lives of our employees, our customers and our neighbors.

The location of our activities is carefully selected with nature in a special role for the operation both as a working environment and as an important part of the product we sell. That is why we at Topas Explorer Group have a deep and natural interest in taking care of nature.

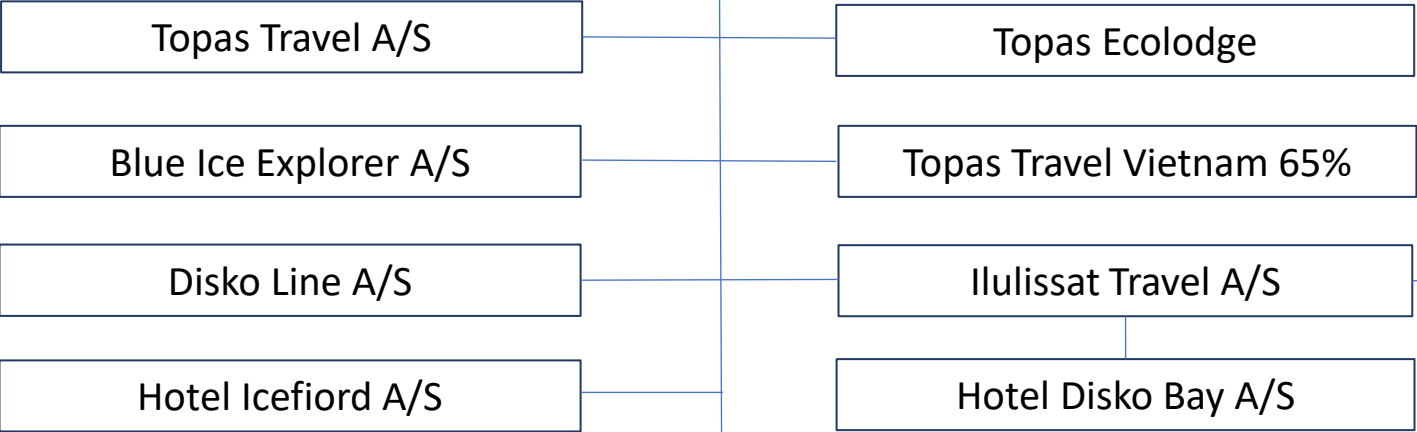
Respect for and commitment to both people and the planet are and always have been cornerstones of our business. Since 2018, the Global Compact network and the SDGs inspire and guide us to develop our strategies for an even more efficient effort in those areas.



Organizational chart



Topas Explorer Group ApS



Associated companies

Nuuk Water Taxi A/S (50%)

World of Greenland (50%)

Looking back



Roll-out of our CSR Policy and Code of Conduct

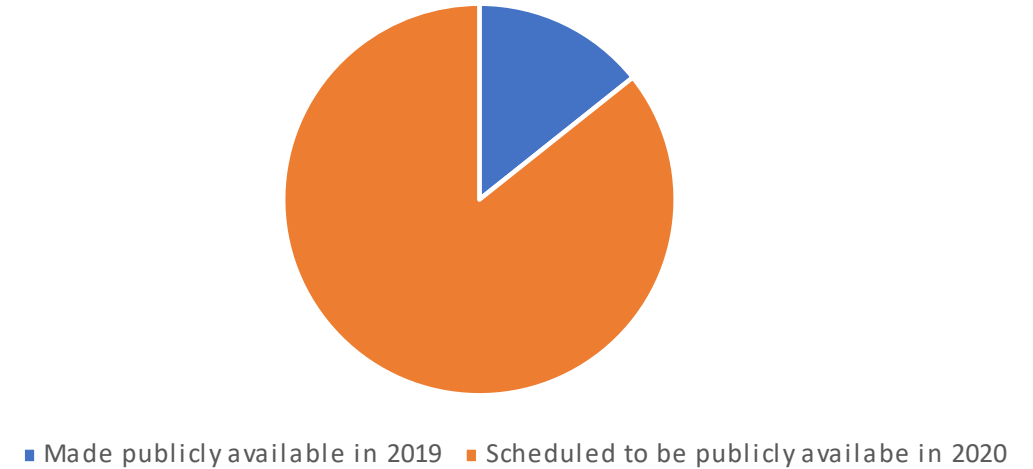
The word of CSR has spread at Topas Explorer Group, and we have presented our CSR policy and Code of Conduct to most, not all, of our employees in the different companies.

As knowledge of the CSR concept spreads internally our CSR Policy and Code of Conduct have appeared on most of our many websites. In this way, the documents are publicly available and easily accessible to both employees and anyone else who might be interested.

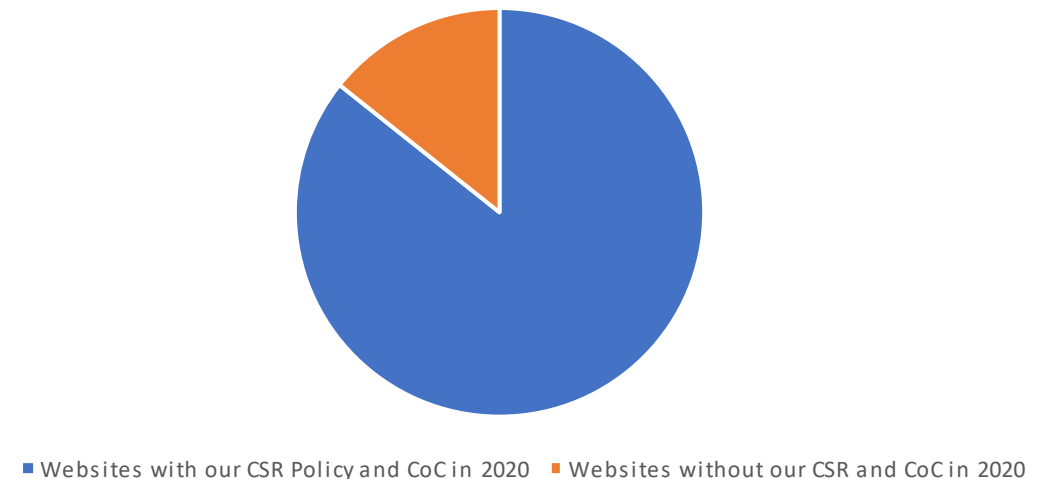
Knowing our CSR Policy and Code of Conduct, hearing about UN Global Compact and the ten principles and talking with colleagues about the possibilities for development aligned with the SDGs help us to a higher awareness of the possibility of making a difference in our daily work within the four areas; human rights, labour, environment and anti-corruption.

We are currently working to have the documents accessible on the remaining websites in 2021.

CSR policy and Code of Conduct made publicly available on our websites in 2019



CSR Policy and Code of Conduct made publicly available on our websites in 2020



Continuous efforts

Last year, we established what we then called “continuous efforts”. Many things were, however, discontinued in 2020 due to COVID-19. The implementation of our development goals for waste management and the employee satisfaction suffered that same destiny in the year that passed.

Waste management

We didn’t start measurements of the amounts of waste sent to landfill in any of our other companies during 2020, though it was our original aim. However, measurements have continued at Topas Ecolodge, which has been our pioneering company in the group regarding measurements of waste. Due to the crisis and the following redistribution of tasks, occasional shutdowns and general disruption of operations caused by the COVID-19 pandemic, the measurements are not as stable and precise as we could wish for.

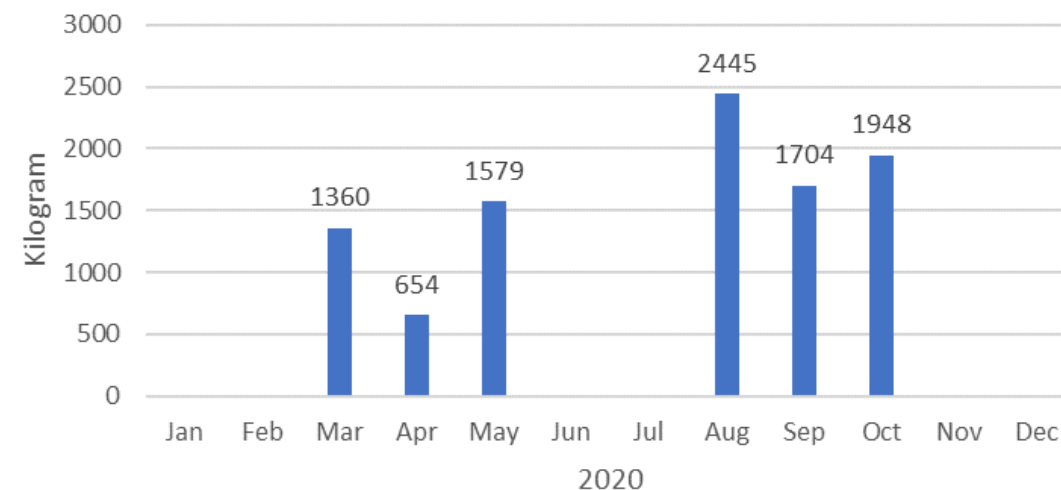
See figures to the right.

Employee satisfaction

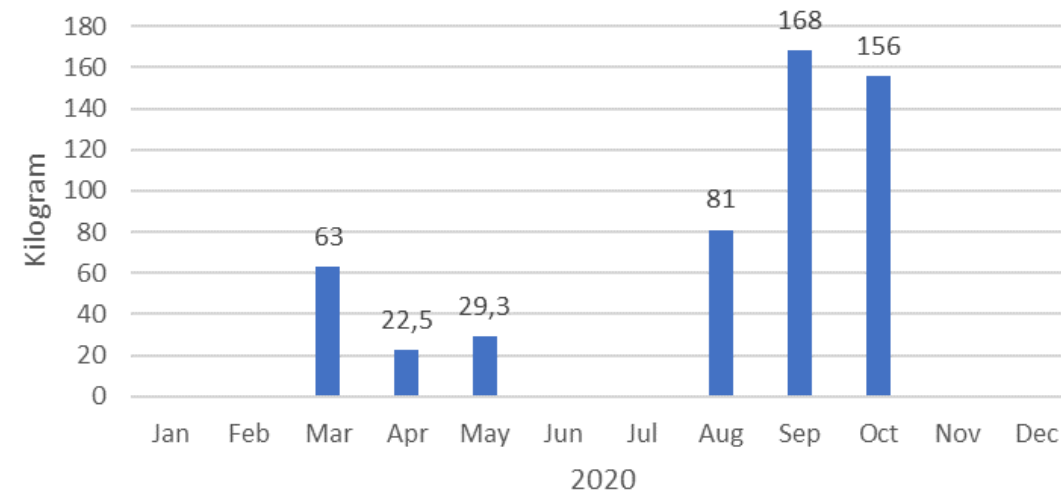
The first employee satisfaction survey was not completed in 2020 as scheduled. However, it is still our ambition to carry out this measurement.

See more details on our reassessed objectives for the survey on page 14 and 15.

Waste to landfill
Topas Ecolodge






Bottles recycled in the glass crusher
Topas Ecolodge



Projects that were put on corona pause




Incinerating toilet

An incinerating toilet has been installed and used at the Disko Island and we have gained experience with this facility. It meets the desire for less waste, but it does not seem to be as user-friendly as we expected it to be. However, we have not made a final evaluation of the experiment and whether we can spread the use of incinerating toilets in Greenland is still an unanswered question. When it is time for investment and new construction projects again, we will return to this pilot project and assess the pros and cons of the incinerating toilet.

	Experiment completed	
	Evaluation and conclusion still missing	

Hybrid boat

The machinery was bought but the necessary investment for the installation of the equipment has been postponed to 2021. Our fleet in Greenland is thus still waiting to have its first hybrid boat powered partly by diesel partly by electricity.

	Machinery purchased	
	Boat still waiting to be transformed	

Chief Sustainability Officer

As planned, a CSR manager was appointed and given the job title Chief Sustainability Officer in Topas Explorer Group in 2020.

The creation of this new position has meant that CSR has gained more space in our consciousness and working day. At weekly meetings between the various companies and staff functions, CSR has become an independant item on the agenda and the Chief Sustainability Officer has been given speaking time.

It has become common practice to send CSR-related questions in the direction of the Chief Sustainability Officer. This means that the ideas that the individual employee has been pondering over have been given a place where they can be discussed, and development can take place.

Every step and every initiative now become part of something bigger as we can begin to see the efforts as part of a coordinated work, both internally across companies in the group and globally within the Global Compact network.

The Chief Sustainability Officer works for improvements in all four areas; human rights, labour, environment and anti-corruption.

2019



CSR
TOPAS EXPLORER GROUP

2020





Looking into the crystal ball



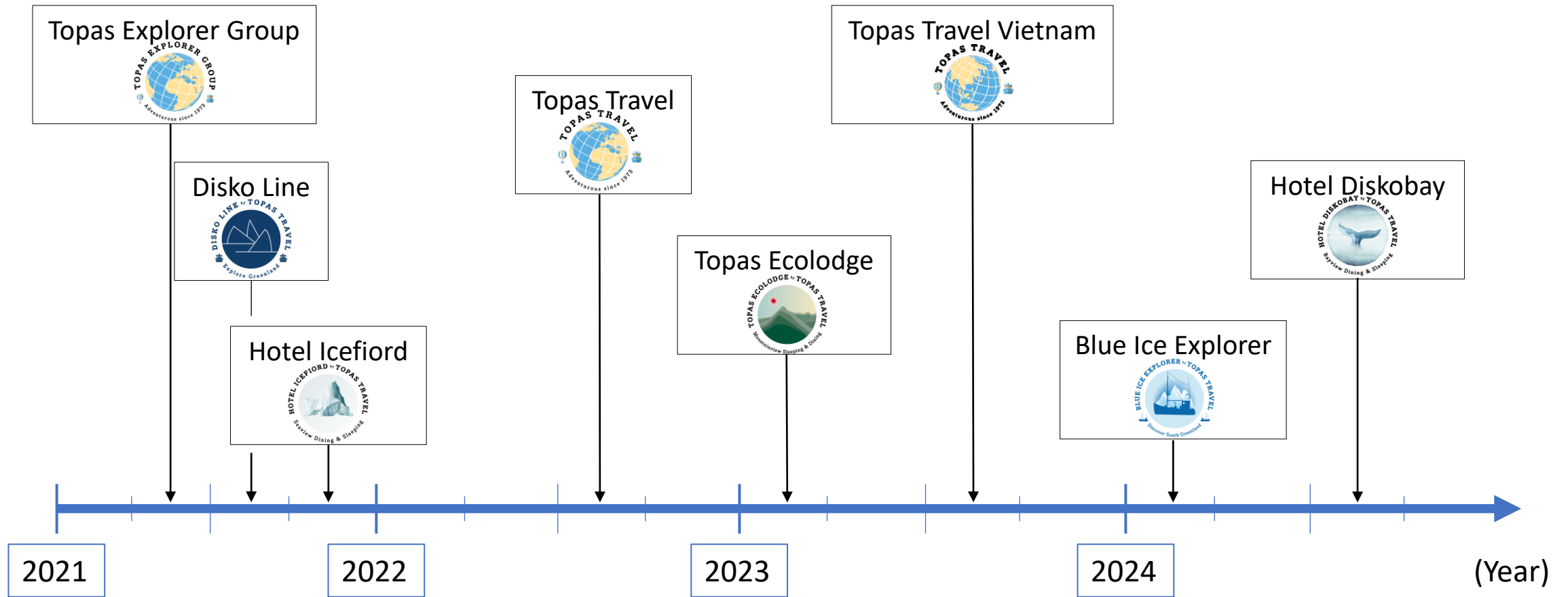
Employee handbook

In order to create a shared understanding of values and work routines in the company and thereby achieve a better working environment for the joy and benefit of all, we will over the coming years write employee handbooks for each of our companies.

It will be a dynamic document that needs to be updated regularly to fit current both internal and external conditions.

To encourage local anchoring of the employee handbook, it is our goal, that each company within the group has its own employee handbook. Some chapters will be universal for all companies in the group while others will be of local relevance and interest in the individual company.

On the next page, you will find the estimated time horizon for the creation of employee handbooks in Topas Explorer Group.



Time horizon for the creation of employee handbooks for Topas Explorer Group and each of its subsidiaries



Employee satisfaction survey

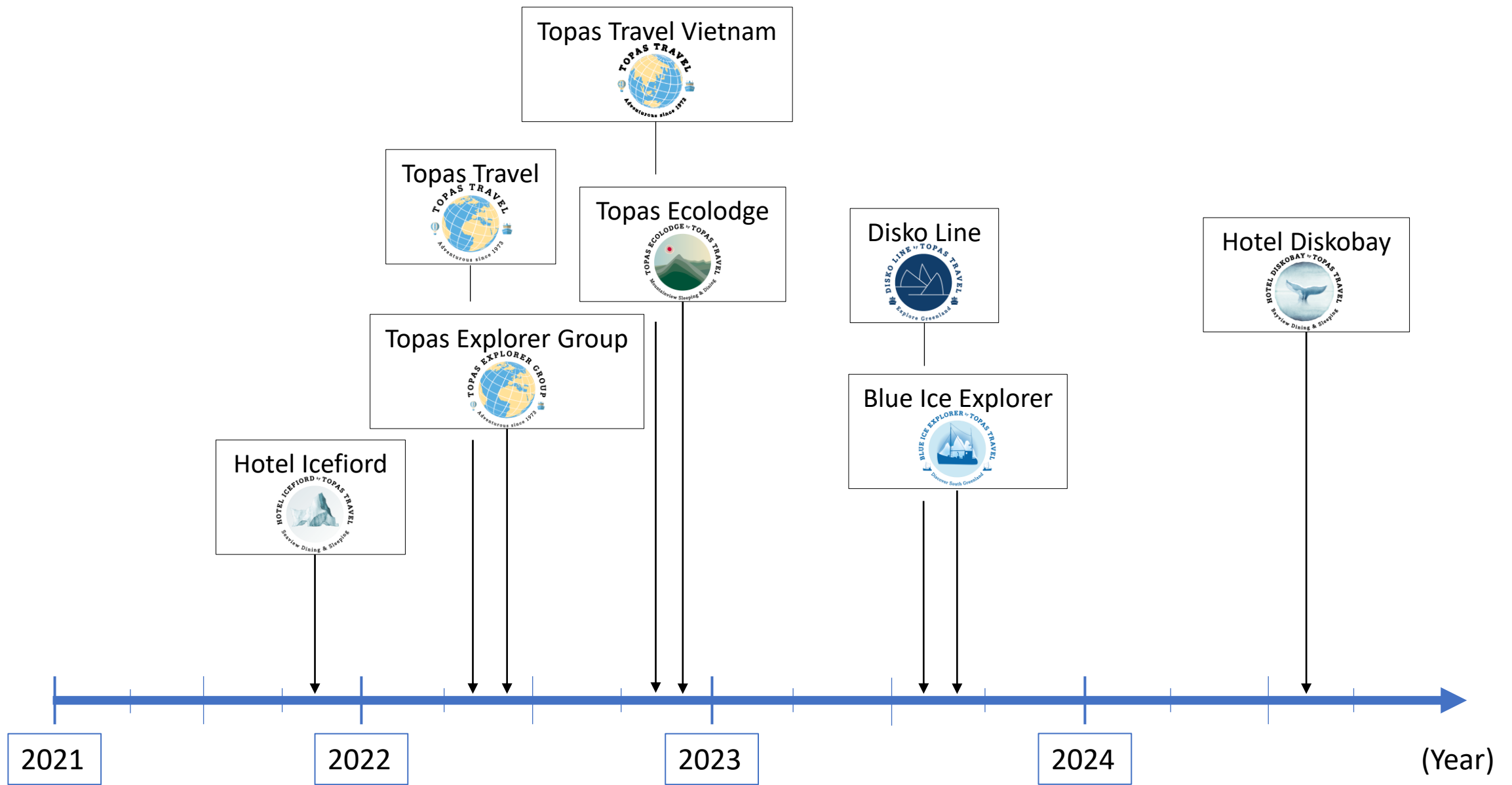
In 2020, we took the first baby steps on the path towards an employee satisfaction survey to start up measurements on the employee satisfaction in the different work environments within Topas Explorer Group. Unfortunately, it became one of the projects that was postponed due to the COVID-19 pandemic and the related business crisis.

We are now ready to pick up the threads and both develop and complete the first survey in one of our companies during 2021.

Adjustments in the survey are needed to ensure that it fits the situation and field of work of each company, which is why we do not expect that all companies in the group have completed their first employee satisfaction survey before the end of 2024.

Following the implementation and analysis of the first survey, the next step will be to identify relevant areas for action and set goals for the employee satisfaction level and, not least, to achieve these goals.

On the next page, you will find the estimated time horizon for the completion of the first survey in each company in Topas Explorer Group.



Time horizon for the completion of the first employee satisfaction survey in Topas Explorer Group and each of its subsidiaries



Calculation of climate impact

We haven't mentioned the elephant in the room, but... Time has come. We need to know more about the negative impact we have on the climate. The first step towards setting ourselves a goal of reduction is to know our current imprint. In other words: It is time to make a calculation of our climate impact.

The chosen tool for our calculations is the Greenhouse Gas Protocol and we will start this work in 2021. We will select one of our companies to be the guinea pig and role model for the other companies. The experience gained from this first calculation will benefit the sister companies when they embark on the same task. The ambition is to have an account for all three scopes (regarding the selected company) ready by the end of 2021.



A dedication to biodiversity

As a small and beautiful project, we are planning to convert one or more grass areas to wildflower vegetation in the area around Topas Explorer Group's headquarters and a nearby farm in Ry, Denmark.

With this tiny little piece of land, we are contributing to the global turnaround in the decline in biodiversity. With flowers we can create habitats for more insects. They pollinate flowers, which in turn become more flowers and at the same time, the insects are food for hedgehogs, birds and bats. The creation of habitats for one species thus benefits several species.

In addition to being beneficial to biodiversity, this initiative will also be a daily joy to the eyes of employees, neighbours and passers-by, all of whom will hopefully enjoy and be inspired by the beautiful flower blossom.

If this local project turns out to be a success, we will look at the possibilities of expanding the area and in the long run we could also include areas around our lodges in Vietnam.

On the next page, you will find an estimated time horizon for our floral dreams.

