

A.P. Moller - Maersk ESG data overview 2021

This ESG data table provides easy access to key ESG data for A.P. Moller - Maersk. The majority of the data is drawn from the 2021 Annual Report and 2021 Sustainability Report, which we encourage our stakeholders to read for more in-depth information on targets and progress. Where applicable, the data is referenced to NASDAQ's ESG Reporting Guide 2.0. The ESG data overview also includes A.P. Moller - Maersk's SASB reporting in alignment with the Marine Transportation Industry Standard and a TCFD index referencing our disclosures on the recommendations.

All data in this report marked with a '●' are in scope of the 2021 limited assurance provided by PwC. Please refer to the independent auditor's limited assurance report on pages 60-61 in the Sustainability Report 2021 for more information about the external review. The accounting policies for how the ESG data has been prepared, is also found in the Sustainability Report 2021, on pages 56-58.



NASDAQ ESG indicator	Indicator	Unit	2021	2020	2019	Assured by PwC	Further information
Environmental indicators			Scope: A.P. Moller - Maersk				
GHG EMISSIONS							
Total GHG emissions		1,000 tonnes CO ₂ eq	66,125	61,494	-	●	SR21
E1.1	Direct GHG emissions (scope 1 GHG protocol)	1,000 tonnes CO ₂ eq	36,863	33,902	36,204	●	SR21
E1.2	Indirect GHG emissions (scope 2 GHG protocol) - location-based	1,000 tonnes CO ₂ eq	310	305	287	●	SR21
E1.2	Indirect GHG emissions (scope 2 GHG protocol) - market-based	1,000 tonnes CO ₂ eq	330	337	-	●	SR21
E1.3	Total value chain GHG emissions (scope 3 GHG protocol)	1,000 tonnes CO ₂ eq	28,952	27,287	-	●	SR21
	... of which is Cat. 1 - purchased goods	1,000 tonnes CO ₂ eq	2,872	2,248	-	●	
	... of which is Cat. 2 - capital goods	1,000 tonnes CO ₂ eq	1,315	363	-	●	
	... of which is Cat. 3 - fuel and energy related activities	1,000 tonnes CO ₂ eq	3,538	3,110	-	●	
	... of which is Cat. 4 - upstream transportation and distribution	1,000 tonnes CO ₂ eq	11,118	11,224	-	●	
	... of which is Cat. 5 - waste generated in operations	1,000 tonnes CO ₂ eq	5	4	-	●	
	... of which is Cat. 6 - business travel	1,000 tonnes CO ₂ eq	121	81	-	●	
	... of which is Cat. 7 - employee commuting	1,000 tonnes CO ₂ eq	18	18	-	●	
	... of which is Cat. 8 - upstream leased assets	1,000 tonnes CO ₂ eq	849	641	-	●	
	... of which is Cat. 11 - use of sold products	1,000 tonnes CO ₂ eq	8,387	8,783	-	●	
	... of which is Cat. 12 - end-of-life treatment of sold products	1,000 tonnes CO ₂ eq	395	583	-	●	
	... of which is Cat. 13 - downstream leased assets	1,000 tonnes CO ₂ eq	334	231	-	●	
E2.1	Relative CO ₂ performance (actual EEOI)	g CO ₂ /(ton x nm)	13.0	12.2	12.5	●	SR21
E2.1	Relative CO ₂ reduction (relative EEOI vs. 2008 baseline)	%	42.6%	46.3%	44.9%	●	SR21
ENERGY CONSUMPTION							
E3	Fuel oil	1,000 tonnes	11,083	10,368	11,173	●	SR21
E3	Heavy fuel	1,000 tonnes	10,444	9,790	10,515	●	
E3	Marine diesel oil (MDO) and Marine Gas oil (MGO)	1,000 tonnes	639	577	658	●	
E3	Gas fuels	1,000 tonnes	28	11	10	●	SR21
E3	Liquefied Petroleum Gas (LPG)	1,000 tonnes	8	0	1	●	
E3	Liquefied Natural Gas (LNG)	1,000 tonnes	0	0	0	●	
E3	Natural gas	1,000 tonnes	20	11	9	●	

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NASDAQ ESG indicator	Indicator	Unit	2021	2020	2019	Assured by PwC	Further information
Environmental indicators			Scope: A.P. Moller - Maersk				
E3	Other fuels (excl. biofuels)	1,000 tonnes	306	120	130	●	SR21
E3	Kerosene (for air transportation)	1,000 tonnes	0.8	1.2	0	●	
E3	Diesel	1,000 tonnes	304	115	128	●	
E3	Gasoline	1,000 tonnes	2.2	2.5	2	●	
E3	Heating oil	1,000 tonnes	0.4	0.6	0	●	
E3	Biofuels	1,000 tonnes	81	32	8	●	SR21
E3	Renewable technologies	1,000 MWh	165	66	-	●	SR21
E3	Electricity	1,000 MWh	731	664	656	●	SR21
E3	Total energy consumption	TJ	473,188	432,767	463,815	●	SR21
OTHER AIR EMISSIONS							
	SOx	1,000 tonnes	108	102	569	●	SR21
	NOx	1,000 tonnes	889	824	888	●	SR21
OTHER ENVIRONMENTAL IMPACTS							
	Waste	1,000 tonnes	339	283	299	●	SR21
	Hazardous waste	1,000 tonnes	216	183	187		
	Non-hazardous waste	1,000 tonnes	123	100	112		
E6.1	Water consumption	1,000 m ³	1,834	1,736	1,696	●	SR21
	Total number of spills (hydrocarbon)	Number	231	441	503		
	Number of spills >10 m ³	Number	2	2	0	●	SR21
	Total volume of spills (hydrocarbon)	m ³	112	131	65		
	Percentage of fleet with Ballast Water Treatment systems	%	53%	28%	25%		SR21
E7.1	Formal environmental policy	Yes/No	Yes	Yes	Yes		CoC & SR21
E7.2	Specific waste, water, energy, and/or recycling policies	Yes/No	Yes	Yes	Yes		CoC & SR21
E8	Board of Directors oversight and/or management of climate-related risks	Yes/No	Yes	Yes	Yes		SR21
E9	Senior Management Team oversight and/or management of climate-related risks	Yes/No	Yes	Yes	Yes		SR21

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NASDAQ ESG indicator	Indicator	Unit	2021	2020	2019	Assured by PwC	Further information
Social indicators			Scope: A.P. Moller - Maersk				
OUR EMPLOYEES							
	Total number of employees	FTEs	85,375	83,624	83,512	●	AR21
	Engagement score	Percentile	59th	-	-		SR21
	Total number of new hires*	Number	13,040	5,694	9,942		
S3.1	Total employee turnover rate*	% (rate)	9.7%	8.6%	9.5%		
S3.1	Voluntary employee turnover rate*	% (rate)	6.8%	5.3%	6.5%		
	Employee retention rate*		83.2%	91.3%	84.8%		
DIVERSITY & INCLUSION							
S4.1	Gender – female/total	% (headcount)	31%	28%	28%	●	SR21
S4.2	Women in management (JL 4+ - % based on headcount)	% (headcount)	33%	31%	31%	●	SR21
S4.3	Women in leadership (JL 6+ - % based on headcount)	% (headcount)	22%	21%	20%	●	SR21
	Target nationalities/total (% based on headcount)	% (headcount)	72%	72%	71%	●	SR21
	Target nationalities in executive leadership (JL 8 & 9 -% based on headcount)	% (headcount)	15%	12%	13%	●	SR21
HEALTH & SAFETY							
	Fatalities	Headcount	4	1	5	●	SR21
S7	Lost-time injury frequency (LTIf)	Based on exposure hours	0.93	1.22	1.16	●	SR21
S6	Sexual harassment and/or non-discrimination policy	Yes/No	Yes	Yes	Yes		CoC & SR21
S8	Occupational health and/or global health & safety policy	Yes/No	Yes	Yes	Yes		CoC & SR21
S9.1	Child and/or forced labour policy	Yes/No	Yes	Yes	Yes		CoC & SR21
S9.2	Child and/or forced labour policy covers suppliers and vendors	Yes/No	Yes	Yes	Yes		Supplier CoC & SR21
S10.1	Human rights policy	Yes/No	Yes	Yes	Yes		CoC & SR21
S10.2	Human rights policy covers suppliers and vendors	Yes/No	Yes	Yes	Yes		Supplier CoC & SR21

JL: Job Level

* Data in scope are employees registered in A.P. Moller - Maersk's SAP HR system including white- and blue-collar employees, as well as seafarers. In scope are all entities currently available in SAP HR, excluding Hamburg Sud. Coverage of the total employee population for these KPIs have increased from approx. 80% for 2019, growing to 90+ for 2021. Calculation of retention as Headcount with Seniority >1 year / Overall headcount.

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NASDAQ ESG indicator	Indicator	Unit	2021	2020	2019	Assured by PwC	Further information
Governance indicators			Scope: A.P. Moller - Maersk				
	BOARD OF DIRECTORS						AR21
	Members	Number	10	10	10		
	Average age	Years	55	54	53		
	Average seniority	Years	7	7	6		
G1.1	Gender – female /total	%	30%	30%	20%		
G2.2	Independence – independent /total	%	60%	67%	67%		
	Nationality – Danish /non-Danish split	%	40/60	50/50	60/40		
	Meetings	Number	9	8	8		
	Attendance rate	%	100%	99%	98%		
	CHAIRMANSHIP						AR21
	Members	Number	2	2	2		
G1.2	Gender – female /total	%	50%	50%	50%		
	Independence – independent /total	%	50%	50%	50%		
	Meetings	Number	8	7	8		
	Attendance rate	%	100%	100%	100%		
	AUDIT COMMITTEE						AR21
	Members	Number	4	3	3		
G1.2	Gender – female /total	%	25%	0%	0%		
	Independence – independent /total	%	100%	100%	100%		
	Meetings	Number	7	6	8		
	Attendance rate	%	100%	100%	100%		
	REMUNERATION COMMITTEE						AR21
	Members	Number	4	3	3		
G1.2	Gender – female /total	%	25%	0%	0%		
	Independence – independent /total	%	75%	67%	67%		
	Meetings	Number	5	4	4		
	Attendance rate	%	100%	100%	75%		
	NOMINATION COMMITTEE						AR21
	Members	Number	3	3	3		

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NASDAQ ESG indicator	Indicator	Unit	2021	2020	2019	Assured by PwC	Further information
Governance indicators			Scope: A.P. Moller - Maersk				
G1.2	Gender – female /total	%	33%	33%	33%		
	Independence – independent /total	%	33%	33%	33%		
	Meetings	Number	2	5	7		
	Attendance rate	%	100%	100%	100%		
TRANSFORMATION & INNOVATION COMMITTEE							AR21
	Members	Number	5	4	4		
G1.2	Gender – female /total	%	40%	25%	0%		
	Independence – independent /total	%	80%	75%	75%		
	Meetings	Number	5	4	4		
	Attendance rate	%	95.80%	100%	100%		
EXECUTIVE BOARD							AR21
	Members	Number	5	5	4		
	Average age	Years	52.8	51.8	50		
G1.2	Gender – female /total	%	20%	20%	25%		
	Nationality – Danish /non-Danish split	%	67/33	67/33	50/50		
	Remuneration (individual)	USD	See Remuneration Report 2021				
TAX							
	Total tax for the year (continuing operations)	USD million	697	407	458		AR21
G2.1	CEO prohibited from serving as board chair	Yes/No	Yes	Yes	Yes		AR21
G5.1	Vendors/suppliers required to follow a Code of Conduct	Yes/No	Yes	Yes	Yes		Supplier CoC
G6.1	Ethics and/or Anti-Corruption policy	Yes/No	Yes	Yes	Yes		CoC
G7.1	Data Privacy policy	Yes/No	Yes	Yes	Yes		CoC
G7.2	Steps to comply with GDPR rules	Yes/No	Yes	Yes	Yes		CoC
G8.1	Published Sustainability Report	Yes/No	Yes	Yes	Yes		SR21
G9.1	Sustainability data provided to sustainability reporting frameworks	Yes/No	Yes	Yes	Yes		SASB, UNGC, CDP
G9.2	Company focus on specific UN Sustainable Development Goals (SDGs)	Yes/No	Yes	Yes	Yes		SR21
G9.3	Company sets targets and reports progress on the UN SDGs	Yes/No	Yes	Yes	Yes		SR21
G10	Company's sustainability disclosures are assured or validated by a third party	Yes/No	Yes	Yes	Yes		SR21

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ESG ratings

A.P. Moller - Maersk is rated by different ESG ratings. We favour transparent and meaningful methodology and feedback, helping us to improve on the most material aspects, and ratings which rely on publicly available information rather than generating a significant additional reporting workload.

	2021	2020	2019
CDP	B	B	B
EcoVadis	Silver	Silver	Silver
MSCI	AA	A	A
S&P DowJones	52	35	30
Sustainalytics	22.6 Medium risk	22.1 Medium risk	22.6 Medium risk
CA100+ Net-Zero Company Benchmark			
Meet criteria	2	-	-
Partially meet criteria	5	-	-
Do not meet criteria	2	-	-

Links to further information

- [Sustainability Report 2021 \(SR21\)](#)
- [Annual Report 2021 \(AR21\)](#)
- [Remuneration Report 2021](#)
- [Maersk Code of Conduct \(CoC\)](#)
- [Supplier Code of Conduct \(Supplier CoC\)](#)



SASB Marine Transportation Industry Standard

– Disclosures & Activity Metrics

Scope limited to operations of vessels for which Maersk holds the Document of Compliance (DOC). See notes on page 8.

Topic	Accounting Metric	2021	2020	Unit	Code
Greenhouse Gas Emissions	Gross global Scope 1 emissions	17,909,452	18,843,928	Metric tons (t) CO ₂ eq.	TR-MT-110a.1
	Long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	See pp. 18-28 in SR21	See pp. 16-22 in SR20		TR-MT-110a.2
	(1) Total energy consumed	238,974,545	244,483,349	Gigajoules (GJ)	TR-MT-110a.3
	(2) percentage heavy fuel oil	89%	83%	Percentage (%)	TR-MT-110a.3
	(3) percentage renewable (only considering biofuel)	1%	0.5%	Percentage (%)	TR-MT-110a.3
	Average Energy Efficiency Design Index (EEDI) for new ships	*	*	Grams of CO ₂ per ton -nautical mile	TR-MT-110a.4
Air quality	Air emissions of the following pollutants: (1) NOx (excluding N ₂ O)	453,948	476,686	Metric tons (t)	TR-MT-120a.1
	(2) SOx	52,265	51,114	Metric tons (t)	TR-MT-120a.1
	(3) particulate matter (PM10)	**	**	Metric tons (t)	TR-MT-120a.1
Ecological Impacts	Shipping duration in marine protected areas or areas of protected conservation status	***	***	Number of travel days	TR-MT-160a.1
	Percentage of fleet implementing ballast water (1) exchange	46	74	Percentage (%)	TR-MT-160a.2
	(2) treatment	54	26	Percentage (%)	TR-MT-160a.2
	Number of spills and releases to the environment	6	6	Number of spills	TR-MT-160a.3
	Aggregate volume of spills and releases to the environment	0.9	0.4	Cubic meters (m ³)	TR-MT-160a.3
Employee Health & Safety	Lost time incident rate (LTIR)	0.80	0.77	Rate	TR-MT-320a.1
Business Ethics	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	136	202	Number	TR-MT-510a.1
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	0	0	USD	TR-MT-510a.2

SASB Marine Transportation Industry Standard – Disclosures & Activity Metrics

Topic	Accounting Metric	2021	2020	Unit	Code
Accident & Safety Management	Number of marine casualties	10	16	Number	TR-MT-540a.1
	Percentage of which classified as very serious	20%	0%	Percentage (%)	TR-MT-540a.1
	Number of Conditions of Class or Recommendations	904	871	Number	TR-MT-540a.2
	Number of port state control (1) deficiencies	0.79	0.87	Ratio****	TR-MT-540a.3
	(2) detentions	0.005	0.005	Ratio****	TR-MT-540a.3
Activity Metrics	Number of shipboard employees	15,850	15,557	Number	TR-MT-000.A
	Total distance traveled by vessels	25,326,303	28,863,524	Nautical Miles (nm)	TR-MT-000.B
	Operating days	109,789	114,914	Days	TR-MT-000.C
	Deadweight tonnage	29,113,280	29,512,104	Thousand deadweight tons	TR-MT-000.D
	Number of vessels in total shipping fleet	310	313	Number	TR-MT-000.E
	Number of vessel port calls	22,823	26,152	Number	TR-MT-000.F
	Twenty-foot equivalent unit (TEU) capacity	2,427,399	2,459,419	TEU	TR-MT-000.G

For 2021, all SASB numbers include vessels under Allianca and Maersk Line Ltd. DOC. 2020 numbers have been restated accordingly.

SASB Disclosures - Scope and Notes

The scope of SASB Marine Transportation Industry Standard disclosures includes vessels for which Maersk holds the Document of Compliance (DOC). This includes bareboat charters where Maersk, Allianca or MaerskLine Ltd. holds the DOC.

Note that the scope of SASB disclosures differs from other ESG disclosures and data in this report, as well as from the Maersk Sustainability Report 2021. Because the SASB Marine Transportation Industry Standard is industry-specific, the disclosures exclude Maersk segments outside the marine transportation industry, such as Terminals & Towage, Logistics & Services, and Manufacturing & Others, which are included in our Sustainability and ESG reporting.

* No new vessels were delivered in 2020-2021

** We do not have systems that allow us to report on particulate matter yet. In 2021, Maersk became a founding member of the Alliance for Clean Air, which has as one of its goals to develop a methodology to measure emissions of particulate matter across scopes. In doing so, we commit to establish air pollution footprints on SO_x, NO_x, and particulate matter (including black carbon) during 2022 and set ambitious targets to reduce these air pollution emissions with a clear action plan. Subject to finalisation of the methodology in due time, we further aim to report these figures starting with our Annual Sustainability Report for 2022

*** Data unavailable. Assessment of feasibility of disclosure is ongoing

**** Number of port state control deficiencies and detentions are reported as a ratio, rather than number. It is the industry norm to report port state control performance as a ratio, representing deficiencies (or detentions) compared to total inspections, which provides important context to the metrics. The ratio is calculated as the number of deficiencies (or detentions) divided by the total number of PSC inspections

TCFD index

The table below provides section and page references to the A.P. Moller - Maersk 2021 Sustainability Report, where information recommended for disclosure by the Task Force on Climate-Related Financial Disclosures (TCFD) can be found. Further details will be provided in Maersk's annual disclosure to CDP.

Theme	Recommendation	Sustainability Report 2021 section/pages
Governance Disclose the organisation's governance around climate-related risks and opportunities.	Describe the board's oversight of climate-related risks and opportunities.	<ul style="list-style-type: none"> ESG strategy and governance/pp. 10-12
	Describe management's role in assessing and managing climate-related risks and opportunities.	<ul style="list-style-type: none"> ESG strategy and governance/pp. 10-12
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning where such information is material.	Describe the climate-related risks and opportunities the organisation has identified over the short-, medium- and long-term.	<ul style="list-style-type: none"> Materiality and stakeholder engagement/pp. 13-16
	Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning.	<ul style="list-style-type: none"> Climate change/pp. 18-28 How we engage with customers on sustainability/ p. 16
	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<ul style="list-style-type: none"> Climate-related risk disclosures/p. 28
Risk management Disclose how the organisation identifies, assesses and manages climate-related risks.	Describe the organisation's processes for managing climate-related risks.	<ul style="list-style-type: none"> Materiality and stakeholder engagement/pp. 13-16 Climate-related risk disclosures/p. 28
	Describe the organisation's processes for identifying and assessing climate-related risks.	<ul style="list-style-type: none"> Materiality and stakeholder engagement/pp. 13-16 Climate change/pp. 18-28 Climate-related risk disclosures/p. 28
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management.	<ul style="list-style-type: none"> Materiality and stakeholder engagement/pp. 13-16
Metrics and targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	<ul style="list-style-type: none"> Our greenhouse gas emissions footprint/p. 25 Performance data/pp. 54-55
	Disclose Scope 1, Scope 2 and , if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	<ul style="list-style-type: none"> Our greenhouse gas emissions footprint/p. 25 Performance data/pp. 54-55