

05. ESG Performance Data

Environmental Performance

Emissions	Units	2018	2021	Comments
Scope 1 (direct CO ₂ emissions)	Metric tonnes	241,506	135,015	Emission factors used for calculation: EU MRV, Norwegian Ministry of Climate and Environment Guest is measured as APCN (available capacity), the APCN for 2021 is adjusted to include only capacity on ships in service but not adjusted for passenger capacity restrictions.
Scope 1 (direct CO ₂ emissions) per guest *	CO ₂ / MT	0.13	0.13	
Scope 2 (indirect CO ₂ emissions)	Metric tonnes	-	4,056	Emissions factors for shore power (electricity): Ministry of Transport, for purchased electricity Hurtigruten Svalbard: Rasmus Bøckman Projectleader Longyearbyen, Multiconsult
Sum of scope 1 & 2 emissions	Metric tonnes	241,506	139,071	
Hybrid electric ships	#	-	3	All our ships have shore power connectivity (when at a port that supports the systems we have installed)
Ships with shore power connectivity	#	-	14	
Electric snowmobiles	#	-	8	
Electric buses used for excursions	#	-	1	
Energy consumption fleet				
Scope 1 energy consumption fleet	Gigajoules	-	1,997,296	Conversion factor used for MGO and Biofuel GJ/MT from the Norwegian Ministry of Transportation Standard conversion factor kwh to gigajoules
Scope 2 energy consumption fleet	Gigajoules	-	80,501	
Scope 1 & 2 energy consumption fleet	Gigajoules	-	2,077,798	
Energy consumption fleet heavy fuel oil	%	-	0%	We banned heavy fuel oil more than ten years ago
Energy consumption fleet biofuels	%	-	10%	
Other environmental data				
Spills to the environment	#	6	4	Includes compartmental oil leaks, and oil and fuel leaks to sea
Number of ships recycled	#	0	0	
Guests participated in Citizen Science Projects	%	-	15%	Average percentage of guests
Citizen Science Programs	#	-	10	Number of projects that were offered to our guests
Children in Young Explorer Program	#	-	0	Due to the pandemic we did not offer our Young Explorer Program this year
Science projects supported	#	-	6	Number of science projects we have supported in year

Social Performance

General	Units	2018	2021	Comments
Employees	#	2,514	2,730	Includes all employee types except for consultants on land
Employees working on ships	#	1,717	1,810	
Employees working at our land-based offices	#	797	920	
Women on ships	%	-	30%	
Women in Hurtigruten Group	%	43%	39%	
Turnover	%	9.8%	26.6%	Rate driven by both the reorganisation of the company, organisational fatigue post Covid-19 and the high mobility in the workforce observed across industries
Maritime apprentices	#	178	110	Number was higher in 2018 as we had more ships in the Hurtigruten Norway fleet, which now is used by Hurtigruten Expeditions
Completed training sessions (Hurtigruten Academy)	#	-	15,000	
Average training per employee	#	-	5.5	
Employees entitled to parental leave	%	-	77%	For all employees entitled to parental leave, local regulations apply and determine the length of the leave
Employees covered by collective bargaining agreement	%	-	43%	Shows what percentage of employees are covered by a CBA
Ratio of highest paid individual to avg. salary in company	#	-	9.8	Calculated based on base salary
Diversity & Inclusion				
<i>Age distribution:</i>				
Under 30	#	-	24%	
30-50	#	-	54%	
Over 50	#	-	15%	
Not defined	#	-	6.5%	
Average age	#	39	38	
Nationalities	#	44	61	
Gender pay gap - land-based employees	%	83%	88%	Measured as women's average salary as a percentage of men, mainly described due to more men in senior land-based positions
Gender pay gap - sea-based employees	%	-	-	There is no gender pay gap for seafarers in same role, as all salary is based on CBA
<i>Women in leadership positions:</i>				
Executive management team	%	38%	50%	
Senior leadership	%	34%	32%	
Captains	%	0%	4%	
Senior officers / leadership onboard	%	-	12%	Includes Hotel Managers onboard ships (and Expedition leaders for Hurtigruten Expeditions)
Manager level	%	-	55%	Includes Managers and Department heads
Health & Safety				
LTIF (Lost Time Incident Frequency)	#	2.22	1.43	Lost Time Incident Frequency, Calculated based on a 24-hour exposure period
Marine casualties	#	0	0	
Sick leave	%	4.7%	4.1%	
Port state control detentions	#	-	0	
Port state control detentions (average per inspection)	#	-	4.6	
Community Impact				
Projects supported through the Foundation (in countries)	#	6 (4)	16 (11)	
Donations from the Foundation	€	44,000	116,000	Donation from the Hurtigruten Foundation
Green Stay Percentage	%	-	15%	Average percentage for Q4 as this was not an available option during the pandemic
People positively impacted through the Foundation	#	-	7,500	
Local vendors for Hurtigruten Norway	#	-	230	

Governance Performance

Responsible Business		2018	2021	Comments
Board diversity	%	-	25%	Women on Board of Directors in Hurtigruten Group, Hurtigruten Norway, Hurtigruten Expeditions, Hurtigruten Svalbard and Hurtigruten Foundation
Corruption risk	#	2	0	Number of calls at ports that have the 20 lowest ranking in Transparency International's Corruption Perception Index
Fines	#	-	0	* We received a fine in February 2022 for an incident on MS Roald Amundsen in 2020 which will be reported in our 2022 report
Facilitation payments	#	-	0	Number of incidents where bribes have been requested
Spending from local suppliers (F&B)	%	-	19%	Percentage spending from Hurtigruten Norway and Hurtigruten Expedition Food & Beverage category
Ports we purchase F&B locally from	#	-	15	

Data Privacy & Security

Complaints from outside parties	#	-	16	Mainly cases where customers have asked to be deleted from marketing registers, but we fail to follow up and delete
Complaints from regulatory parties	#	-	0	
Identified leaks or loss of customer data	#	-	2	
Data privacy training	Min/employee	-	1.48	Training time spent on our online GDPR training course for employees

* Measured as Available Passenger Cruise Night