

An aerial photograph of Copenhagen, Denmark, taken during sunset. The sky is filled with warm, orange and red clouds. The city below is densely packed with buildings, many with dark roofs and light-colored facades. Several prominent church spires are visible against the horizon. The overall atmosphere is serene and historic.

# CONSIDER COPENHAGEN

GREATER COPENHAGEN  
FINANCIAL HUB

GREATER  
COPENHAGEN

*"In Denmark, we know that strong financial institutions contribute to growth, innovation and competition. Today, we have a strong position in fintech and the investment industry, and we're open for business."*

Rasmus Jarlov  
Minister for Industry, Business and Financial Affairs





# Copenhagen's key attributes as a financial hub

1

## Copenhagen has a vibrant investment industry with an attractive talent pool

- High concentration of capital among some of Europe's largest asset owners, such as ATP, PFA and Danica
- Home to international asset management players such as Nordea Asset Management and Danske Bank Asset Management
- Access to highly skilled investment professionals, especially within fixed income, high yield and alternatives

2

## Copenhagen is a fintech forerunner with a booming start-up community

- Northern Europe's hub for fintech with a huge international network of partnerships
- Exciting dynamics between tech research institutions, mature tech companies and a fast-growing start-up community
- Strong regulatory support for fintech innovation

3

## Denmark is a brilliant place to do business, with favourable regulatory conditions

- No. 1 in Europe for ease of doing business and a country in which establishing a financial business is straightforward
- Highly educated, motivated and productive workforce, a flexible labour market, and a stable economic and political climate
- Denmark offers a special tax rate of 32.8% for foreign high-earners

4

## Copenhagen offers a high quality of life, making it easy to attract and retain staff

- Copenhagen is a safe and beautiful city with great infrastructure
- Full of professionals highly proficient in English
- Rich cultural life and a thriving expat community

*“Justified confidence is the guiding principle at the Danish FSA, both as the foundation for well-functioning financial markets and in our relations with the outside world. As is typical of Danish regulators, the team is committed to being available for preliminary, informal talks on planned business models as well as timely handling of administrative requests.”*

Jesper Berg  
Director General, Danish Financial Supervisory Authority





1

**COPENHAGEN HAS A VIBRANT  
INVESTMENT INDUSTRY WITH  
AN ATTRACTIVE TALENT POOL**



## Optimal conditions

Denmark offers a high concentration of capital among some of Europe's largest asset owners. The country has clear rules, the regulators are easily accessible, and establishing a financial business is straightforward.

## ...for top talent

Copenhagen has a strong investment industry that attracts both local and international talent.

More than 2,000 professional portfolio managers work in Copenhagen, Danish institutions are pioneering alternative investments, and Danish asset managers have been rated among the best in Europe over the past 15 years by Morningstar.

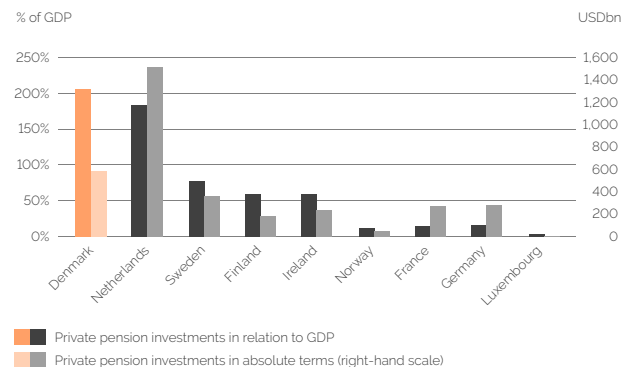
# Home to some of Europe's largest asset owners

Greater Copenhagen is home to some of Europe's largest asset owners, such as ATP, PFA and Danica. 11 of Europe's top 100 pension funds are Danish. And of the 20 largest European pension funds, ten are Nordic.

This concentration of capital with the Danish pension funds has its roots in the Danish labour market model, where employees and employers have created a unique pension system. Since its inception in the 1970s, it has amassed assets of over EUR 500bn. Pension assets amount to twice Denmark's GDP, which is more than four times the OECD average.

## Denmark has the world's largest pension sector in relation to GDP

Private pension investments in 2015



Source: OECD 2016

## 11 of Europe's top 100 pension funds are Danish

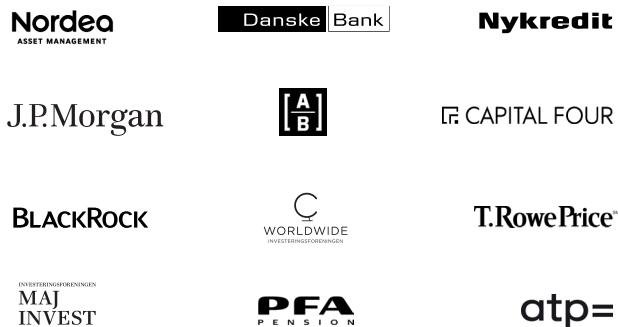
Largest Danish pension managers' European ranking by AuM

- 4** ATP
- 5** PFA Pension
- 15** Danica Pension
- 22** Sampension
- 31** PKA
- 40** PensionDanmark
- 61** Industriens Pension
- 72** PenSam
- 86** DIP/JØPAP Pension
- 94** MP Pension
- 96** AP Pension

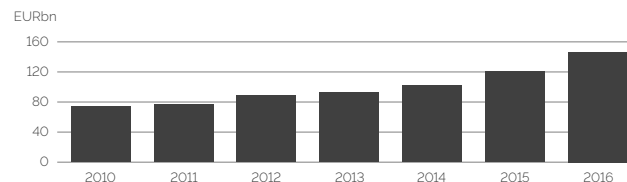
Source: IPE 2017

# Nordic Asset Management Capital

Copenhagen is home to major European players such as ATP, PFA and Nordea. The strong performance of Danish asset managers has led to a substantial increase in international clients. Asset management for foreign investors has doubled since 2010.



## Assets under management for foreign investors



Note: Chart based on a sample of IFB members together representing the majority of asset management in Denmark.

Source: IFB

## Assets under management at the end of 2015

	EURbn	AuM/GDP
France	3,787	174%
Germany	2,026	67%
Italy	1,156	70%
<b>Denmark</b>	<b>367</b>	<b>135%</b>
Belgium	279	68%
Austria	104	31%

Source: EFAMA



*"Nordea is the leading investment manager in the Nordic region with approximately EUR 215bn in assets under management. Based on our strong Nordic position, and a longstanding presence in other European markets, we've developed a large global business, servicing global clients from sales offices across the world. It's my experience that our Nordic way of doing business resonates with global clients, from São Paulo to Singapore."*

**Christophe Girondel**  
**Head of Institutional and Wholesale Distribution, Nordea Asset Management**



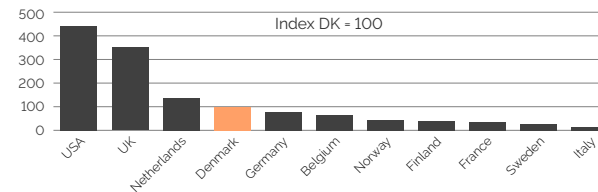
# Access to top financial talent

In Greater Copenhagen, you will find a community of over 2,000 portfolio managers in the asset management industry. They have consistently delivered some of the best results in Europe. Morningstar has rated Danish asset managers among Europe's top three performers every year since 2002.

Local talent is sourced from universities and business schools that consistently score high on global rankings. Investment firms also benefit hugely from the proud Danish research traditions within theoretical physics and mathematics at leading academic institutions such as the Niels Bohr Institute and the Technical University of Denmark.

International talent is sourced from all over the world, and Copenhagen's investment community is truly international.

## Many CFAs in Denmark



Source: CFA Institute

The number of chartered financial analysts in a country can be used as a measure of the degree of specialisation in asset management.



*"Danish pension funds are among the most long-term and internationally minded investors. We invest to provide our customers with good pension income during their retirement, so we have a preference for very long cash flows. We invest across asset classes, including significant private investments."*

**Allan Polack**  
CEO, PFA Pension

## Competitive edge in fixed income, high yield and alternatives

The asset management industry in Copenhagen is home to a number of specialist investment teams across a wide range of asset classes.

In particular, Copenhagen is home to a cluster of investment teams with world-leading expertise in fixed income, high yield and alternatives.



*"We're striving to establish Copenhagen as the best place in Northern Europe for doing financial business and look forward to welcoming new members and helping them establish their business here."*

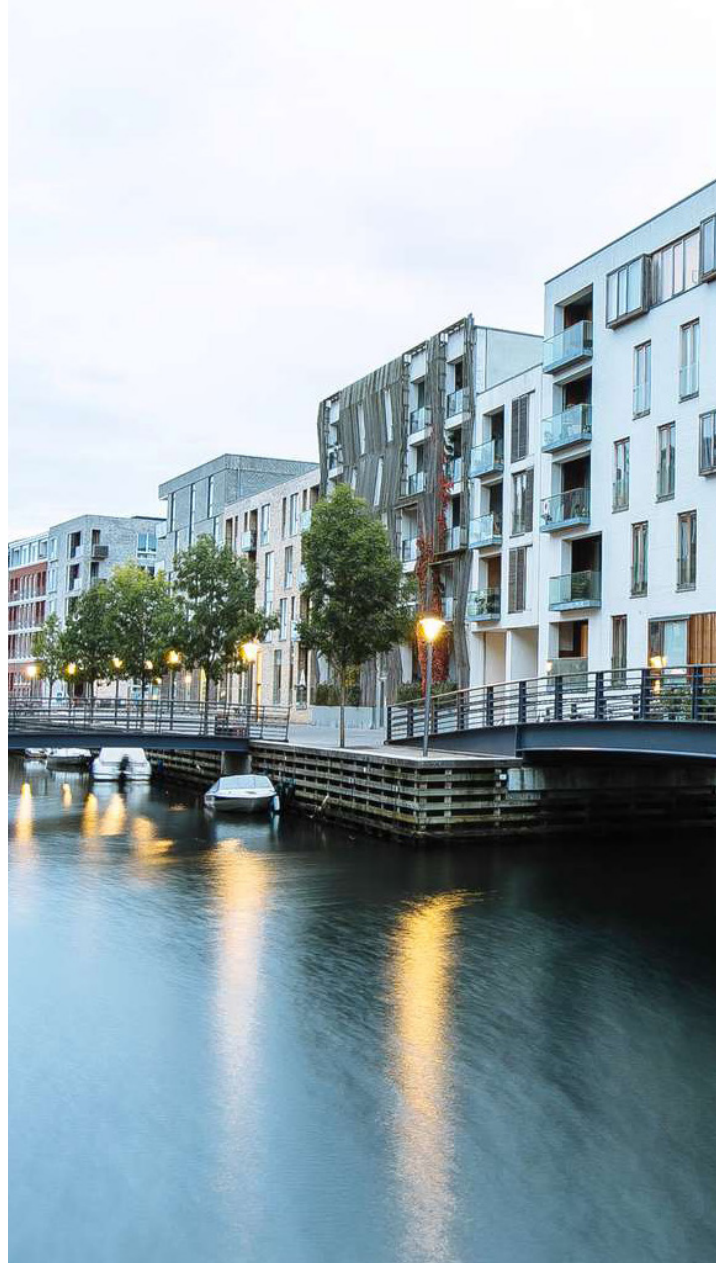
**Ulrik Nødgaard**  
CEO, Finance Denmark

# Rejuvenating the lead in fixed income

The Danish covered bond market goes back to 1797 and has a value of EUR 375bn. That makes it the second largest in Europe, only surpassed by Germany.

During the past two decades, entrepreneurial investors have utilised the high level of competence within fixed income to advance a strong fixed-income hedge fund cluster in Copenhagen.

Today, eight investment firms run 14 fixed-income hedge funds out of Copenhagen and have delivered strong performance. In fact, five of the Copenhagen-based funds were nominated for the EuroHedge Fixed Income Award in 2017, with Nykredit Mira winning the award.



*"The Danish covered bond market is unique. As one of Europe's largest and most liquid bond markets, it offers not only attractive financing for home-owners and businesses, but also a stable investment opportunity with healthy returns and low risk for bond investors worldwide."*

**Michael Rasmussen**  
CEO, Nykredit

Photo:  
Thomas Høyrup Christensen / Copenhagen Media Center

# Specialised in high yield

High yield and direct credit are two of the specialities of the Copenhagen investment community. More than ten seasoned high-yield investment teams have been built since 1999.

The main competitive advantages of Copenhagen cited by the high-yield teams are a strong deal flow in direct credits, direct access to sophisticated, professional asset owners with significant allocation to high yield, and access to top local and international talent.

Among the pioneers are Capital Four, a leading credit asset management boutique with a multinational team of more than 50 based in Copenhagen. Northill Capital acquired approx. 55% of the company in 2016.



Photo:  
Cees van Roeden / Copenhagen Media Center

# World leader in cleantech investments

Denmark's position in cleantech is based on a long history of innovation by leading companies such as Vestas, Grundfos, Danfoss and Ørsted.

In fact, Denmark is one of the world's heaviest investors in cleantech, with close to a thousand companies active in the field.

This makes for an abundance of cleantech investment opportunities. For years, Danish pension funds have been investing significantly in wind power and other cleantech projects.

This ecosystem has fostered highly specialised investment firms focused on cleantech assets, including Copenhagen Infrastructure Partners.

Export of Danish cleantech is supported by EKF, Denmark's Export Credit Agency. The agency secures public and private financing for Danish cleantech, and is a world leader in public financing of wind farms. EKF has a total portfolio of approx. EUR 10bn.



*"Copenhagen Infrastructure Partners invests in energy projects, primarily in northern Europe and North America, in the form of wind farms and biomass power plants. We combine our experience from Danish cleantech companies with long-term capital, and have delivered very competitive returns for our investors, which include Danish pension funds."*

**Jakob Barüel Poulsen**  
**Copenhagen**  
**Infrastructure Partners**

*"The quality of the local talent pool is outstanding. Young professionals often have international experience from studying and working abroad and compete effectively against other top-tier professionals globally. The local teamwork-oriented working culture helps to differentiate us from our Anglo-Saxon competitors."*

Sandro Näf  
CEO, Capital Four





2

# COPENHAGEN IS A FINTECH FORERUNNER WITH A BOOMING START-UP COMMUNITY

Photo:

Astrid Maria Rasmussen / Copenhagen Media Center



Photo:  
Ty Stange / Copenhagen Media Center

## Shooting for the moon

Copenhagen boasts a diverse, collaborative and fast-growing fintech community with success stories such as Tradeshift, Pleo and Chainalysis. It is built around one of Europe's leading fintech incubators and accelerators, with a global network of partnerships that help companies scale internationally.

## ...from a strong foundation

Denmark offers strong regulatory support for fintech entrepreneurs, and the innovative financial sector works closely with fintech start-ups.

Copenhagen is a research power centre in mathematics, AI and blockchain, with an exciting research and start-up community.



# Copenhagen is a fintech forerunner

Copenhagen has a booming fintech scene that benefits from collaboration between the financial sector and the research world. Close to 200 exciting start-ups work out of Copenhagen, spanning everything from credit rating and payment processing to capital raising and wealth management. The number of Copenhagen-based fintechs has nearly tripled in two years.

Denmark's innovative financial sector works closely with fintech start-ups and has made many investments in this area. Danish fintech start-ups currently have more than 50 ongoing pilots and partnerships with banks, insurance companies and pension funds.



Copenhagen FinTech Lab has mapped the Danish fintech community, which consists of more than 100 exciting start-ups spanning everything from capital raising to wealth management.

# Northern Europe's fintech hub

The thriving fintech community is built around the Nordic region's largest dedicated fintech co-working space and incubator, Copenhagen FinTech Lab.

50 start-ups and 170 entrepreneurs from more than 20 countries use the co-working space as their base, creating a bustling atmosphere. Start-ups include rising stars such as Chainalysis, Firmo, Deon Digital and Cardlay.

These companies benefit from the services of Copenhagen FinTech Lab, including mentor programmes; high-quality legal guidance; help hiring tech talent; face time with specialists in audit, tax, risk and accounting; and guidance within public relations and public affairs.

Copenhagen FinTech Lab is also an accelerator that helps companies scale internationally. A global network includes partnerships in Canada, Singapore, the UK, India, Poland, Bahrain, the Nordic countries and others.

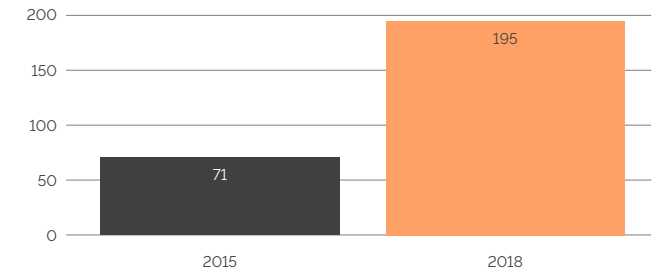


## Strong fintech talent pool

More than 17,000 people work in fintech in Denmark across start-ups, suppliers of IT and technology, and the established financial sector. In two years, there has been an 8% increase in fintech jobs.

## Fintech start-ups are booming

The number of fintech start-ups in Denmark has nearly tripled since 2015.



Source:  
Copenhagen FinTech

# Hotbed for AI and blockchain research

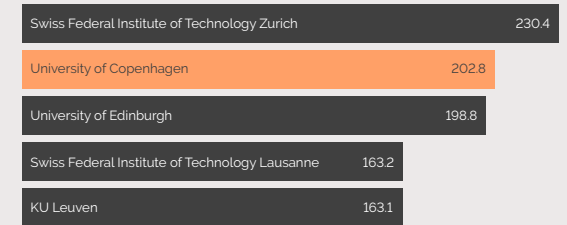
Denmark has thriving collaboration between research and business. This is especially promising for growth within fintech, where the substantial academic ecosystem has helped establish Copenhagen as a beacon within research in AI and blockchain.

Copenhagen has become home to a number of data science institutions with a particular focus on AI and blockchain. Among these are the SCIENCE AI Centre at the University of Copenhagen, where approx. 100 affiliated researchers work closely with the financial industry. The faculty includes world-leading researchers within core fields such as machine learning, natural language processing, algorithms & complexity and computer vision, and the SCIENCE AI Centre maintains strong collaborations with adjacent fields such as economy and biology.

Another important entity is the European Blockchain Centre, located at the IT University of Copenhagen, which works to create innovative blockchain-based solutions.

Copenhagen is also home to a number of private research and innovation centres, including the SAP Innovation Centre, the IBM Client Innovation Center, Tradeshift Frontiers innovation lab and incubator, and many more.

## European leader in computer science



Source: Shanghai ARWU Ranking of Academic Subjects 2017 – Computer Science & Engineering

## The Danish STEM tradition

Denmark has a significant research tradition in science, technology, engineering and mathematics (STEM). For instance, the foundations of atomic physics and modern physics were laid at the Niels Bohr Institute. And today the Department of Computer Science at the University of Copenhagen is one of the European leaders in fields such as machine learning, natural language processing, algorithms & complexity and computer vision. Furthermore, the IT University of Copenhagen and the Technical University of Denmark are among the global leaders in their fields.

# Efficient regulatory support for fintechs

The Danish Financial Supervisory Authority (FSA) has established FT Lab, a sandbox initiative where selected companies have the opportunity to test their innovations. In cooperation with the FSA, the companies can test their products on real customers. The intention of FT Lab is to provide companies with an efficient process for clarifying whether their activity requires a licence and reducing time to market.

The Danish FSA also offers fintech start-ups guidance on understanding rules and regulations as well as hand-held supervision to ensure a level playing field.

In Copenhagen FinTech Lab, recognised as one of Europe's top fintech accelerators, start-ups also have access to advice from a number of leading and highly specialised law firms, including Kromann Reumert, DLA Piper and Kammeradvokaten.



*"To make it better and more attractive to establish a fintech start-up in Denmark, we have established a number of fintech initiatives. These include better guidance for start-ups to help them navigate the financial regulations, and FT Lab – our regulatory sandbox – where fintech companies can test their innovations in a secure environment together with the FSA. We want these initiatives to be a noteworthy help for fintechs opening up shop in Denmark."*

**Jon Kyed**  
**Deputy Director, Fintech, Payment Services and Governance Division,**  
**Danish Financial Supervisory Authority**

*“Growing Pleo out of Copenhagen was a no-brainer. The payment infrastructure here is extremely advanced, which is crucial to our product, and since Danish employees have a high degree of autonomy in their work life, there was a good product/market fit.*”

*“A strong start-up ecosystem and internationally minded universities gave us access to the talent we needed in the very early stages and are still something we benefit from in our recruitment process.”*

Jeppe Rindom  
CEO & Co-founder, Pleo





3

**COPENHAGEN IS A BRILLIANT  
PLACE TO DO BUSINESS,  
WITH FAVOURABLE  
REGULATORY CONDITIONS**



Photo:  
Ty Stangé / Copenhagen Media Center

## Energetic workforce

The Danish workforce has one of the highest standards of education in the world and is one of the most efficient.

## ...in a business- friendly setting

Denmark is one of the world's best places to do business. Reasons for this include the most flexible labour market in Europe, a business-friendly legal system, high levels of trust and a truly digital society.

Foreign high-earners have a reduced tax rate of 32.8% including labour market contribution.

Copenhagen is located at the heart of Europe. It is only 13 minutes from the city centre to Copenhagen Airport, the Nordic hub offering direct flights to the rest of Europe and the world.

# Denmark tops European and world rankings of best place to do business

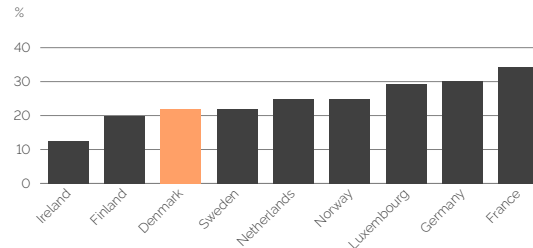
The World Bank has been measuring ease of doing business since 2003, and Denmark tops the European rankings.

Key factors include legal conditions, tax laws and shareholder rights. Forbes is another fan of Denmark, naming it the world's best country for doing business in 2016.

Denmark also offers a competitive corporate income tax rate of 22%.

## Low corporate taxation

Denmark has a competitive corporate income tax rate of 22%.



## Europe's best places to do business according to the World Bank

1. Denmark
2. UK
3. Sweden
4. Norway
5. Finland

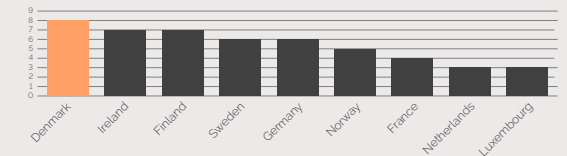
Source: World Bank: Doing Business 2016

## Most business-friendly legal system in Europe

Denmark has clear regulatory frameworks and excellent access to the relevant authorities, making it an easy country for financial institutions to operate in.

For example, protection of legal rights in relation to financial services is stronger than in most other countries. Denmark has clear legislation, efficient courts and a well-functioning legal system. In fact, the World Bank says we have the most business-friendly legal system in Europe.

## Strong legal protection for financial services



Note: Legal rights index measured on a scale from 1 to 10, where 10 is best.

Source: World Competitiveness Report 2015-2016



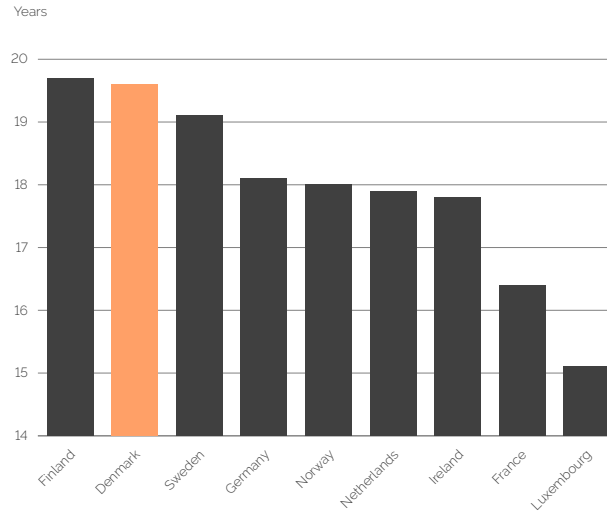
# Highly educated, motivated and productive workforce

Danish industry's strong productivity is due partly to a labour force with unique qualities.

One in four young Danes pursues a higher education, resulting in a large talent pool. In fact, the OECD reckons we have one of the highest standards of education in the world.

The Danes are also highly motivated. We even have our own special word – *arbejdsglæde* – to express how much we enjoy our work. Perhaps that is why Danish workers are seen as the most motivated in the world, according to IMD.

## Years in education



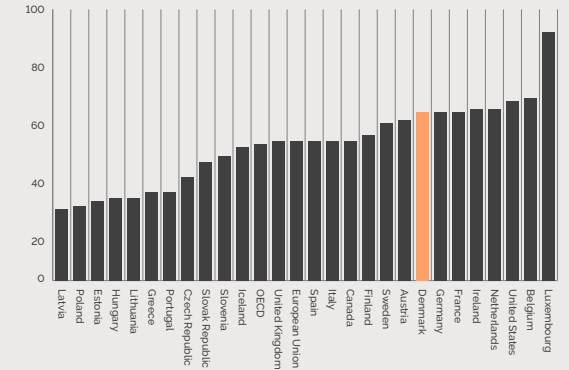
Source: OECD

## High productivity

When Danes go to work, they really go to work. GDP per hour worked is among the highest in the world.

## Labour productivity 2015

GDP per hour worked, total economy, US dollars, current prices and current PPPs



Source: OECD Compendium of Productivity Indicators 2016

# A flexible and business-friendly labour market

According to IMD, the Danish labour market is the most flexible in Europe, with a highly educated labour force, a high employment rate and high levels of mobility.

- It is easy to hire and fire, thanks to a typical notice period of three months.
- The labour market is underpinned by an economic safety net and extensive active labour market policies.
- The social partners and the state together provide a strong social safety net.

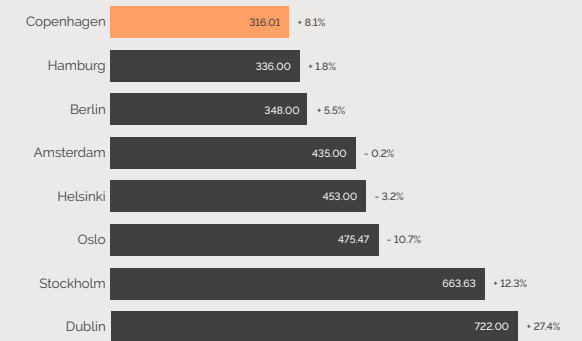


## Low commercial rents

Copenhagen has very low commercial rents compared to other major cities in northern Europe.

### Commercial rents

EUR per m<sup>2</sup> 2015 (change from 2014)



Source: fDi Benchmark 2015 values

Photo:  
Tuala Hjarnø / Copenhagen Media Center

## Fast and easy access to the Danish labour market

The Danish labour market is easily accessible for highly qualified professionals. Options include a number of different schemes for non-Danes wanting to work in Denmark. EU nationals benefit from the free movement of labour within the EU, while third-country nationals can use the pay limit scheme.

The pay limit scheme makes it possible to employ third-country nationals in Denmark on the condition of paying a minimum salary of EUR 56,000 per annum. The fast-track scheme reduces processing time to just 5-10 days.

# 32.8%

### Reduced tax rate for foreign high-earners

Foreign employees who meet certain conditions may choose to pay Danish tax at a rate of 27% plus labour market contribution, i.e. 32.8%, for a period of seven years.

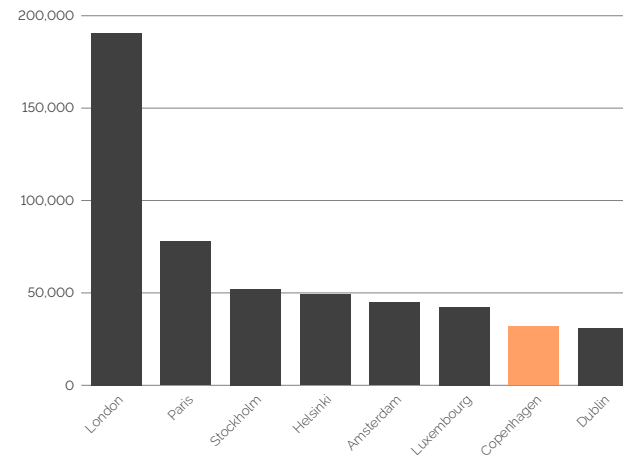
# Copenhagen has a highly competitive cost level

Copenhagen has a highly competitive cost level compared with other financial hubs in Europe.

Denmark offers the world's lowest employer costs, with employers paying less than 1% (max. EUR 1,350) per employee per year in social contributions. This is because healthcare and social welfare benefits are financed by the Danish state and most pension schemes are private rather than public.

Compared with other major cosmopolitan cities in Europe, Copenhagen's real estate is very affordable. Office rents are much lower and first-rate houses sell for EUR 6,000-9,000 per square metre, compared to EUR 22,000-37,000 in London.

**Apartment prices in selected European cities, DKK per sqm**



Note: Chart shows latest available data  
Source: OECD

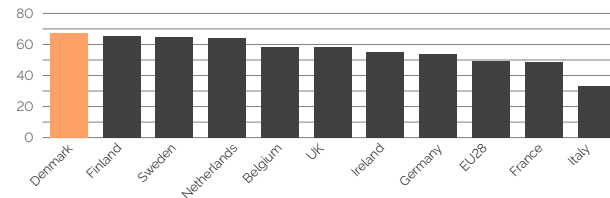
# A truly digital society

Denmark is a highly digitised nation. Denmark's strong digital foundations have led to it being crowned Europe's most advanced digital economy by the European Commission.

What is more, the World Economic Forum deems Danes to be some of the world's best users of IT for boosting competitiveness and wellbeing. The average Dane rarely uses cash and spends more time on the internet than any other nationality.

In many countries, the public sector is lagging behind. But in Denmark the public sector has served as a spearhead for digitising the entire nation. All interaction with the authorities has been digitised for both private citizens and businesses.

## Denmark is the EU's most advanced digital economy

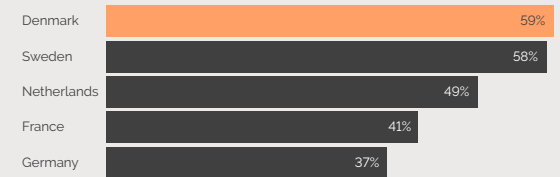


Note: Figures for 2016 based on indicators for connectivity, human capital, use of internet, integration of digital technology and digital public services. Source: European Commission Digital Economy and Society Index

## High technological readiness

According to IMD, the Danes rank second in the EU for IT skills, but their technological readiness goes beyond this. The Danes are not just capable, but also very positive about the opportunities that new technology brings.

## New technologies offer more opportunities than risks



Note: Percentage of population that agrees with statement. Source: Google Consumer Barometer 2017

## IMD digital competitiveness ranking

- 1 USA
- 2 Singapore
- 3 Sweden
- 4 Denmark
- 5 Switzerland

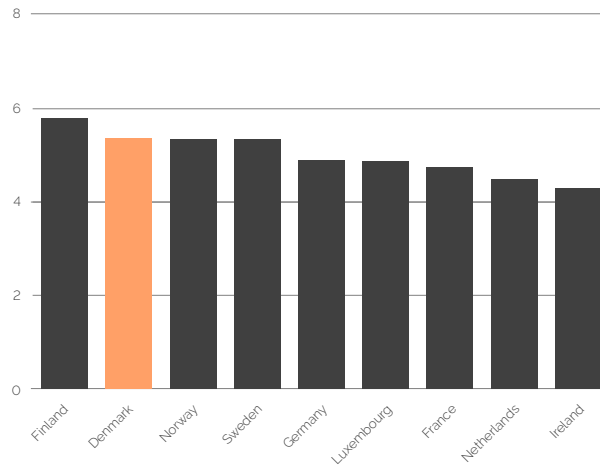
Source: IMD World Digital Competitiveness Ranking 2018

# High level of trust a key success factor

In Copenhagen, you can trust your neighbours and your business partners. Denmark boasts unusually high levels of trustworthiness. For the past five years, Transparency International has named Denmark the world's least corrupt country. The same holds true for the country's financial sector.

Denmark scores particularly highly in the World Economic Forum's annual index for trustworthiness and confidence in the financial sector. And IMD reckons Denmark has the least amount of bureaucracy in the whole of the EU.

## High levels of trustworthiness and confidence in the financial sector



Trustworthiness and confidence on a scale from 1 to 7, where 7 is best.  
Source: World Competitiveness Report 2015-2016



*"Growing demand from our customers over a number of years made it natural to consider moving to Denmark. Several factors made it an easy decision. One key factor in moving out of London was that we could see there was a highly skilled asset management community here in Denmark. I'm also impressed by how easy it's been to interact with the Danish authorities compared to other markets we've moved into. So it's been relatively easy for us to establish and grow our business in Denmark."*

**Peter Beske Nielsen**  
**Managing Director & Global Head of**  
**Alternative Distribution, Blackrock**

## Particularly stable economic and political climate

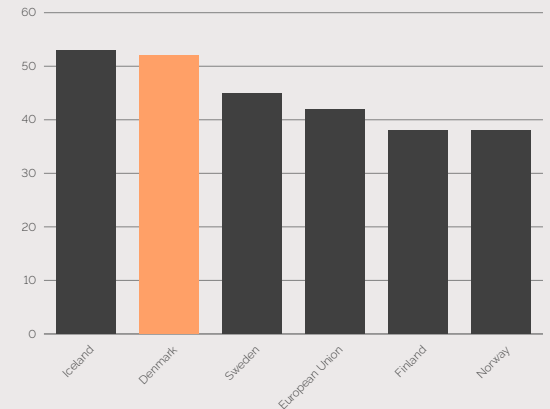
For the past 30 years, Denmark has had a stable economic and political climate that makes it possible to do business without the unpleasant surprises witnessed in a number of other countries. Inflation, interest rates and youth unemployment are all low and stable.

Denmark is rated AAA by all major agencies, including Standard & Poor's, Moody's and Fitch.

### Globally oriented economy

The Danish economy is well integrated into the global economy. Exports account for more than half of Denmark's GDP.

### Exports as a percentage of GDP



Source: World Bank 2015 values

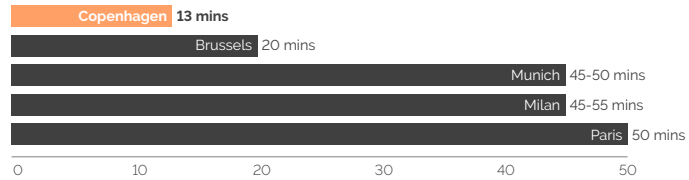
# Geographical advantage at the heart of Europe

All European cities and major international destinations are within easy reach of Copenhagen, thanks to its central location and efficient airport with particularly good international connections.

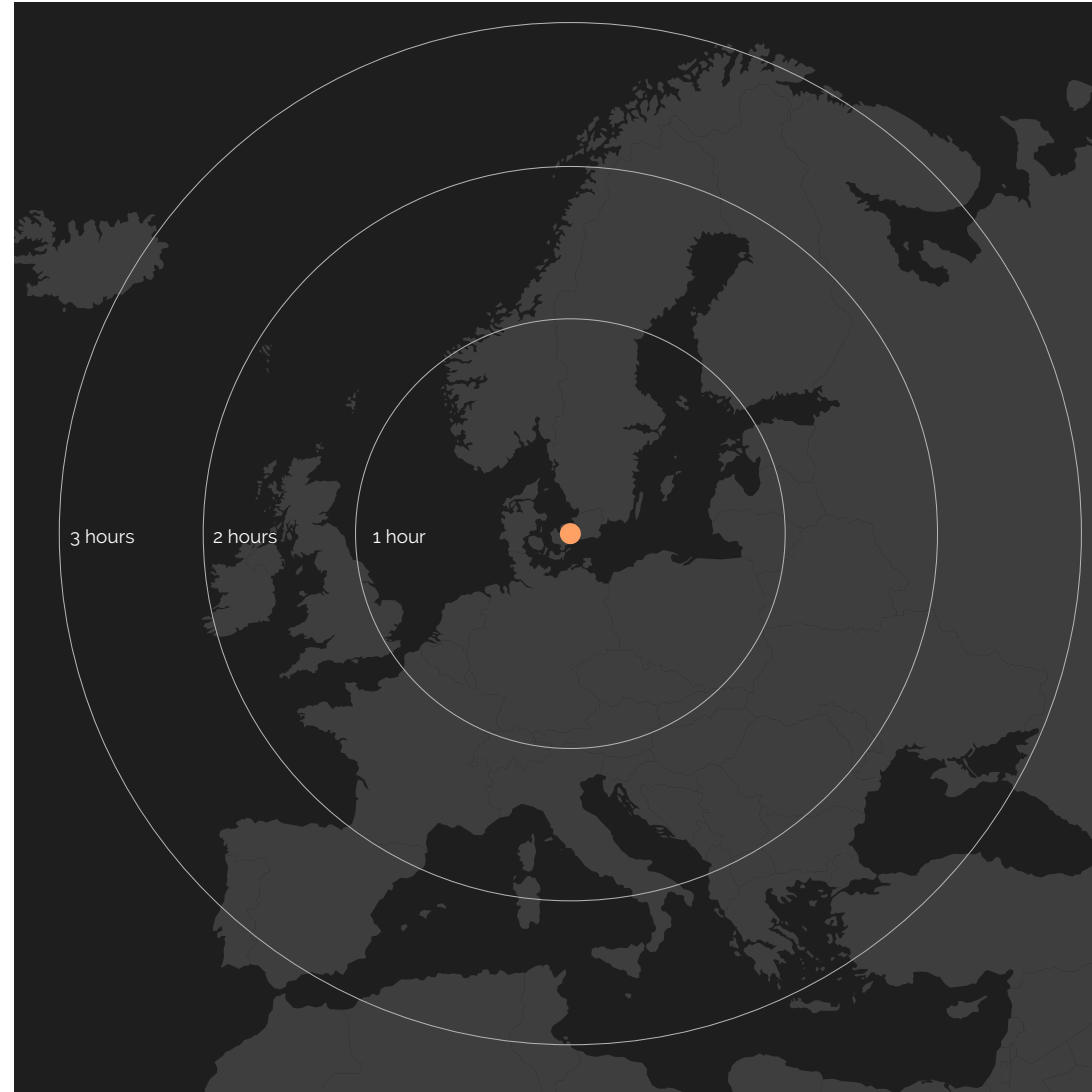
The largest hub in northern Europe, Copenhagen Airport is less than a 15-minute metro ride from the city centre and has direct flights to more than 150 international destinations, including over 100 cities in Europe. For example, Copenhagen has 22 daily flights to London.

## Airport-city transit times

via fastest mode



Source: KPMG





*“Copenhagen has proven to be a great place to attract and hire talented people to an international workforce not just from Europe, but from more than 30 countries all over the world, bringing employees, companies, ideas, events and investors together.*”

*“We see candidates and their families being attracted by a mix of the city, the Danish lifestyle and the opportunity to work with high-tech and ambitious ideas.”*

Gert Sylvest  
Co-founder, Tradeshift



A cityscape at sunset with a prominent tower and a modern building. The scene is bathed in a warm, orange glow. In the foreground, a metal railing is visible. In the background, a tall, ornate tower with a spire stands next to a modern building with a grid of windows. A large, cylindrical structure with a glass-enclosed top is on the right side of the frame.

4

**COPENHAGEN OFFERS  
A HIGH QUALITY OF LIFE,  
MAKING IT EASY TO ATTRACT  
AND RETAIN STAFF**



## Ranked the world's best city

*Monocle*, *Metropolis* and *Wallpaper* are just some of the magazines to have named Copenhagen the world's best city.

Key factors include sustainability, safety and architecture.

## ...and the happiest people on the planet

The UN's World Happiness Report has found the Danes to be the world's happiest people on several occasions, most recently in 2016.

The report's criteria include tangibles such as income and health, as well as cultural values such as honesty and freedom.

# Copenhagen is a great place for living, working and thriving

**It is easy to attract and retain staff in Copenhagen because we have a very high quality of life. In fact, some say Copenhagen is the best city in the world.**

The reasons for this include:

- Copenhagen is a green, safe and beautiful city with good infrastructure and short commutes.
- Denmark has an attractive tax scheme for foreign high-earners. Together with low rents and good public services, this makes Copenhagen a cheaper place to live than other cities.
- Copenhagen is a very cosmopolitan city, and Danes have excellent English skills.

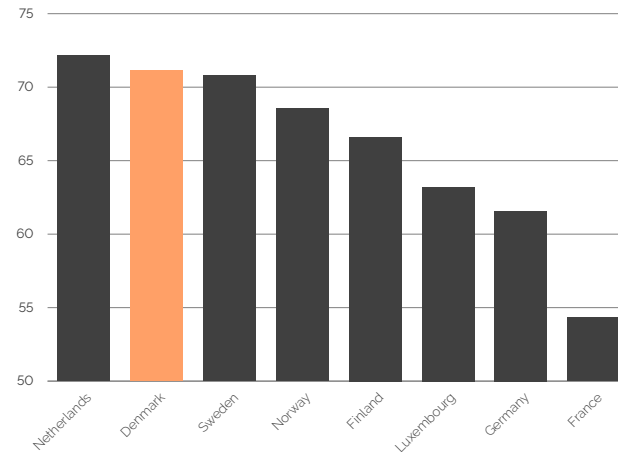


# Easy to fit in and almost everyone speaks English

Living and working in Copenhagen, it is easy to get by speaking English. An analysis from EF shows that Denmark ranks among the very best in terms of English proficiency. Another analysis from IMD finds that the Danes have the world's best language skills.

Copenhagen is also a city of professionals. In fact, IMD says Denmark is the country with the most R&D jobs per capita in the world.

## English skills



Note: The Netherlands, Denmark, Sweden, Norway and Finland are ranked first to fifth, while Luxembourg, Germany and France come in seventh, ninth and 29th respectively. Scale from 1 to 100.

Source: EF Education First English Proficiency Index 2016



Copenhagen's restaurant scene is among the world's most distinct and innovative. It ranges from fancy to chilled, from New Nordic to post global. In 2018, the Michelin Guide bestowed stars on 26 Danish restaurants, including 15 in Copenhagen.

Photo from Geranium, 3 stars in Michelin Guide  
Photo: Claes Bech Poulsen

# Welcoming international school communities

There are numerous international schools in and around Copenhagen, including 15 primary and lower-secondary schools and seven upper-secondary schools.

While most of the international schools teach in English, there are also schools teaching in German and French.

The schools on offer also include International Baccalaureate (IB) World Schools.

Photo:  
The brand new European School Copenhagen, completed in autumn 2018  
NORD Architects



# Copenhagen is ideal for working parents

Denmark has a very attractive school and nursery system.

Greater Copenhagen alone is home to more than 1,180 childcare providers. Danish municipalities guarantee childcare from the age of six months. By law, parents pay no more than 25% of the cost of childcare – the remainder is funded by the public sector.

Add to that international schools, accredited universities and a flourishing expat community, and you have even more reasons for your partner, your family and your company to make Copenhagen your new home.

And you and your partner can both work if you so wish: Copenhagen has a diverse and dynamic job market, and there are successful programmes for accompanying partners. For instance, 83% of the participants in the Copenhagen Career Program have a job six months after doing a salary subsidy job.



## Dual careers are common in Copenhagen

*"Short commutes and good childcare have allowed us both to pursue demanding careers as our children have grown up."*

**Katrine Sperling**  
VP Media Relations, Novo Nordisk A/S

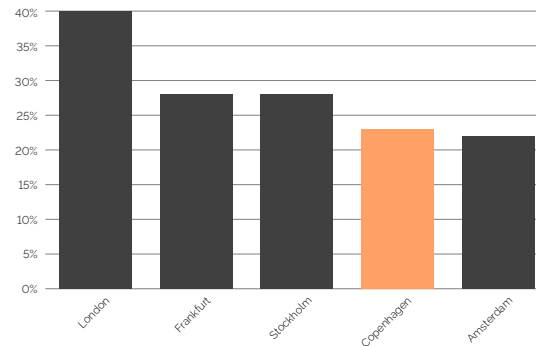
**Joachim Sperling**  
Head of Corporate Affairs, Axcel

# Ten minutes to get to work

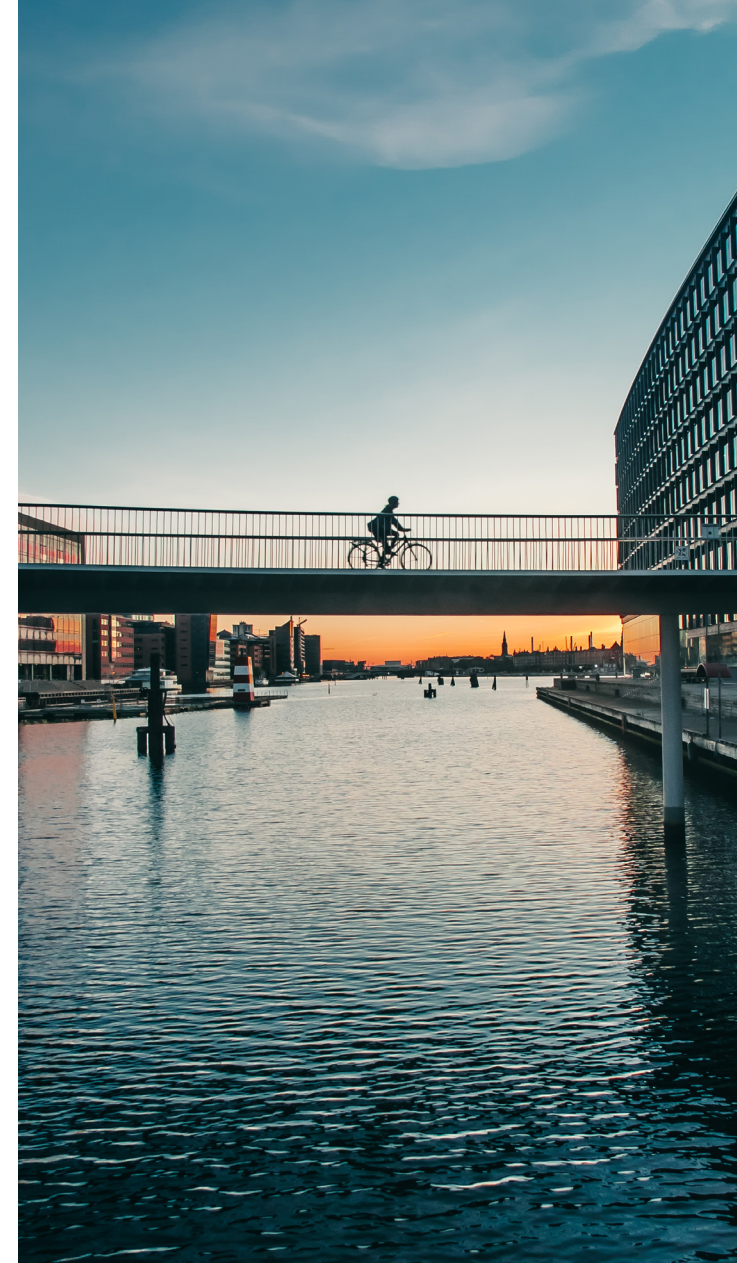
For Danes, cycling is a popular, preferred mode of transport. And Copenhagen is a safe, beautiful city where we can live close to nature and still cycle to work. We also have a modern metro and well-developed rail network. Mercer rates Copenhagen's infrastructure the fourth-best in the world, and data from TomTom shows less traffic congestion than in other big cities.

A recent study from the European Commission shows that 98% of Danes see their city, town or village as a safe place to live – one of the highest percentages in Europe alongside Finland.

## Congestion level



Source: TomTom





*“Copenhagen is one of Europe’s leading biopharma and medical technology hubs and is a nexus for healthcare innovation, venture capital and the stock market. As a significant healthcare investor with total assets of EUR 40bn, it’s a great advantage for Novo Holdings A/S to be based in Copenhagen. At a personal level, I find Copenhagen a great city to live in with so much to offer.”*

Kasim Kutay  
CEO, Novo Holdings A/S, and former partner at Moelis & Company





## Further information

### Copenhagen Financial Hub

We support international financial companies in making a successful start in Greater Copenhagen.

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### Copenhagen FinTech

We connect the Danish and Nordic fintech ecosystems and run the Copenhagen FinTech Lab, our incubator and co-working space for entrepreneurs. We can help accelerate your fintech business through targeted programmes and matchmaking.

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