

An aerial photograph of a historic street in Copenhagen, Denmark. The street is lined with colorful, multi-story buildings with red-tiled roofs. A canal runs alongside the street, with several boats docked, including a white motorboat and a red and white fishing boat. The scene is captured in a warm, golden light, suggesting late afternoon or early morning. The text 'COPENHAGEN CAPACITY' is overlaid in the top left corner.

COPENHAGEN
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Copenhagen Capacity

Sustainability report 2022

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About this report

This sustainability report covers relevant and significant environmental, social and governance activities for the 2022 calendar year for Copenhagen Capacity complementing Copenhagen Capacity's Annual Report 2022. Our approach to sustainability reporting focuses on material issues and activities, in line with double materiality principles encompassing both the social and environmental impact of and on our business and ensuring consideration of context, completeness and balance.

We are guided by the ESG reporting principles set out by the Danish association for accountants FSR, Chartered Financial Analyst Finansforeningen and Nasdaq Copenhagen, the 10 guiding principles for United Nations Global Compact as well as the reporting standards set for CO2 reporting by the Greenhouse Gas Protocol. As a supplement to the annual sustainability report, we have prepared an ESG data overview of key performance indicators as well as UN Global Compact Communication on Progress which can all be found in this report.

Foreword

At Copenhagen Capacity, we want to take responsibility for our business' impact and contribute to tackling the challenges of our time.

We empower companies, talents, and society to thrive and grow in our region. But we can only succeed when this growth is decoupled from negative impacts on individuals, communities, and the environment. We need help to do that, we need scale, and we need the relevant skills and experience. That is why we work with foreign companies and talent.

As an organisation working in a global setting, Copenhagen Capacity must take active responsibility for the society and environment we operate in and the region we serve.

While this belief has been part of the organisation from the beginning, understanding what constitutes taking active responsibility has changed over time, and never more than in the last few years.

Sustainability has been our focal point for a long time. However, there have not been any common goals or strategies across the organization regarding how our services and products can help create a sustainable society. That will change in the coming strategy period.

Copenhagen Capacity joined UN Global Compact in 2022 to support the Ten Principles of the UN Global Compact with respect to human rights, labor, environmental and anti-corruption. I am pleased to reaffirm that Copenhagen Capacity will continue to support and engage with the UN Global Compact in advancing the Ten Principles and related initiatives.

This report presents Copenhagen Capacity's actions to support the UN Global Compact, The Sustainable Development Goals and reduce our environmental and social impact. We support transparency in our activities. Therefore, this report serves as a means of communication to disclose to our stakeholders how we take action on the principles of the UNGC and seek to strengthen our sustainability practices.

We are committed to integrating the UN SDGs and its principles in our strategic efforts, operations, and as part of our everyday work, thus contributing to sustainable developments.

With this first sustainability and ESG report, we now have a baseline to form our future direction and targets.

We hope you will enjoy reading the report and challenge us to be better.



Asbjørn Overgaard
CEO, Copenhagen Capacity



2022

Performance Highlights

2022 HIGHLIGHTS

31

The number of foreign companies established in Eastern Denmark in 2022. 16 of these evaluated as sustainable.

529

The number of international talents we helped attract or retain in 2022

22

The number of new employees that joined Copenhagen Capacity in 2022

17

The number of nationalities represented by employees in 2022

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ESG overview

Baseline performance data 2022

	Unit	2022 baseline	Notes
Environment			
CO2 Scope 1	Ton CO2e	0	
CO2 Scope 2	Ton CO2e	1,83	
CO2 Scope 3	Ton CO2e	234,53	
Water		n/a	N/A due to lease structure and no individual meters
Waste	Ton CO2e	0,14	
Energy	Ton CO2e	2,80	Result based on electrical declaration as method and green certificates Based on 43 FTE
CO2e per employee	Ton CO2e	5,50	
Social			
Full time Employees	FTE #	43	Numbers: Dec. 2022
Gender diversity (women)	%	53,7 % women	
Gender diversity GM/upper management (women)	%	0	
Gender diversity other managers (women)	%	55,55	
Gender diversity new hires (women)	#	9/22	
High to low pay ratio	times	3,10	
Gender pay gap	times	1,10	
Hires with disabilities, long-term illness etc.	#	1	
Employee engagement (eletive)		4,30	Nov. numbers: Benchmark 3,9
Employee turnover	%	13,95	Nov. numbers
Sick days	Days/FTE	0,64	Data is from May 1st 2022 -Nov. System to register sick days (Navision) implemented May 1st
Governance			
Gender diversity Board of Directors (women)	%	55	5/9
Attendance at Board meetings	%	86,11	
Pay ratio to CEO	times	1,88	Based on November salaries

ESG data

We are guided by the ESG reporting principles set out by the Danish association for accountants FSR, Chartered Financial Analyst (Finansforeningen) and Nasdaq Copenhagen, the 10 guiding principles for United Nations Global Compact as well as the reporting standards set for CO2 reporting by the Greenhouse Gas Protocol. The CO2e results have been calculated using *Klimakompasset* – a tool developed by the Danish Ministry of Business.

The ESG overview is supplemented with data on employee engagement, hires with long-term illnesses etc. which gives a more complete overview of the values and actions of the organization.

UNGC Communication on Engagement

Copenhagen Capacity joined the UN Global Compact (UNGC) in 2022 to support the Ten Principles of the UN Global Compact with respect to human rights, labor, environmental and anti-corruption. Copenhagen Capacity will continue to support and engage with the UN Global Compact. This report serves as our first Communication on Engagement (COE) and thus our baseline. Measurements on development will follow in the next COE report.

UNGC PRINCIPLES	COPENHAGEN CAPACITY RESPONSE
Human Rights	
1. Businesses should support and respect protection for internationally proclaimed human rights.	Human and Labor Rights p. 14
2. Businesses should make sure that they are not complicit in human rights abuses.	Human and Labor Rights p. 14
Labor	
3. Businesses should uphold the freedom of association and the effective recognition to the right to collective bargain.	Human and Labor Rights p. 14
4. Businesses should uphold elimination of all forms of forced and compulsory labor.	Human and Labor Rights p. 14
5. Businesses should uphold the effective abolition of child labor.	Human and Labor Rights p. 14
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Diverse Workplace p. 26
Environment	
7. Businesses should support a precautionary approach to environmental challenges.	
8. Businesses should undertake initiative to promote greater environmental responsibility.	Environment p. 14
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	Governance p. 33
Anti-corruption	
10. Businesses should work against corruption in all its forms, including extortion and bribery.	Governance p. 33

Our Organisation

In this section

- 8 About Copenhagen Capacity
- 9 Purpose
- 10 Materiality assessment
- 11 Sustainability Strategy

About Copenhagen Capacity

Copenhagen Capacity assists foreign businesses, investors and talent in identifying and capitalizing on business opportunities in the region.

Our organization

Copenhagen Capacity is a commercial foundation and not for profit, founded in 1994 by the cities of Copenhagen and Frederiksberg as well as the then-present counties Frederiksborg, Københavns and Roskilde amter.

Core tasks

Copenhagen Capacity is Eastern Denmark's official investment promotion organization, focused on attracting and retaining international investments, companies, and talents. This is done through the development and marketing of the region's strengths in close cooperation with relevant participants. Specific focus is on Greater Copenhagen's strengths in life science, digital/tech, and green transition. Copenhagen Capacity will continue to work with the region's positions of strength to reinforce the region's international competitiveness.

Copenhagen Capacity works with already-established Danish and foreign companies across the country. We help these companies to attract international talent. When it comes to attracting and retaining foreign investments, our efforts are exclusive to Eastern Denmark and are done in coordination with Invest in Denmark.

Our strategy

Our strategy (2021-2023) has three strategic priorities. We will work to ensure that Eastern Denmark is a continued growth engine for all of Denmark, that Copenhagen becomes the most sustainable capital in the world, and that we continue to be a digital frontrunner.

Strategic priorities:

- Greater Copenhagen as a growth engine for all of Denmark
- The most sustainable capital in the world
- Digital frontrunner – for greater, comprehensive impact

We believe this will pave the way for the metropolitan region to become an even greater lever for Denmark's sustainable growth. But to a greater extent, we will also work with the whole country – for example, in relation to talent attraction and the nationwide business clusters.

OUR VISION

” The metropolis as a lever for all of Denmark's sustainable growth”

OUR MISSION

” We attract international companies and talent to strengthen the capital's sustainable development”

Purpose

As an organization working in a global setting, Copenhagen Capacity must take active responsibility for the society and environment we operate in and the region we serve. While this belief has been part of the organization from the beginning, the understanding of what constitutes taking active responsibility has changed over time, and never more than in the last few years. Today, working actively and strategically with all aspects of corporate risks and responsibility is a baseline requirement for our stakeholders and employees.

Although sustainability has been a focal point in especially the investment promotion team, there has not been any common goals or strategy across the organization as to how Copenhagen Capacity with all its services and products can help to create a sustainable society.

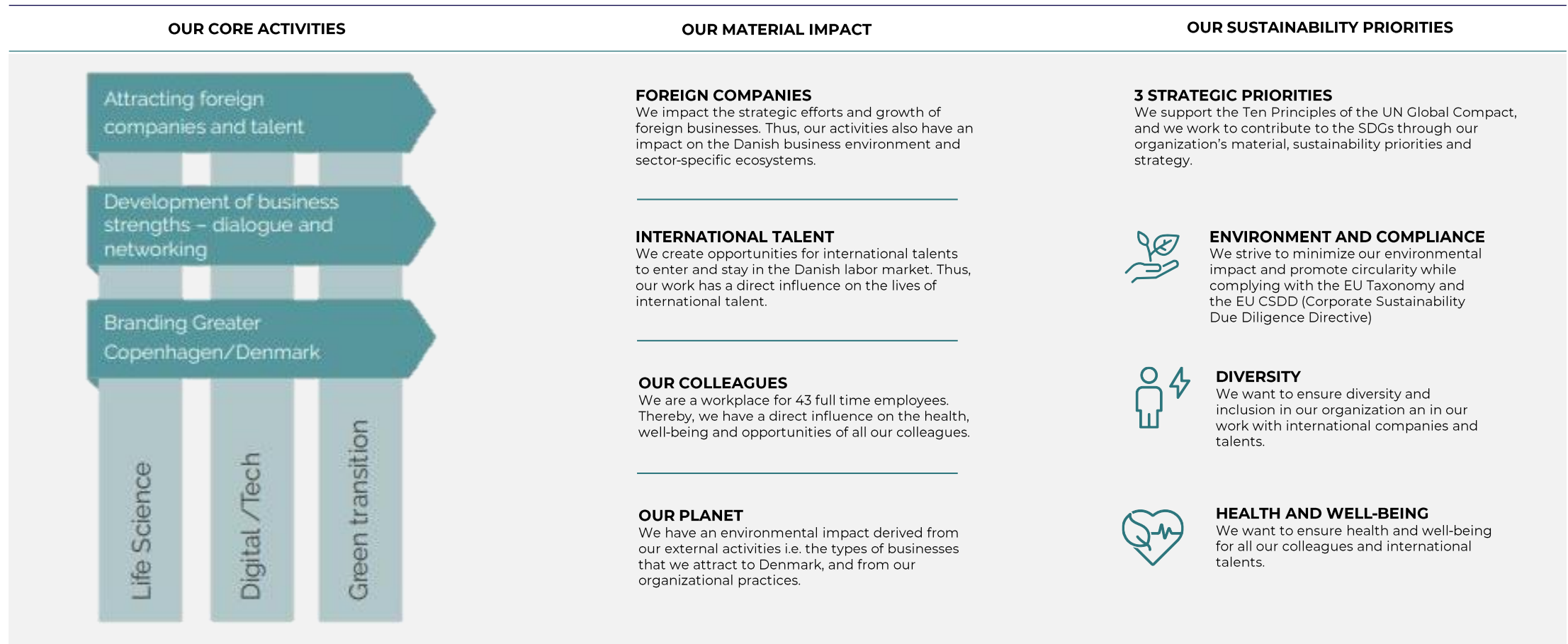
Going forward, Copenhagen Capacity will work systematically with sustainability. In order to do so convincingly, a clear overview of the data needed and currently available will be a focal point. Several baselines will need to be developed across areas before deciding on the final strategy and KPIs, and 2023 can therefore be seen as a year of data collection, before a full-fledged strategy is launched by the end of 2023.

This report outlines the first baseline, a CO2 emission and ESG report, as well as the sustainability targets and activities for Copenhagen Capacity in 2023. The targets have been created in close collaboration with the management team and department heads.



Materiality assessment

By realising our ambitions to support foreign companies in entering the Danish market, attracting and retaining international talents and branding the Greater Copenhagen Region internationally – we create value for stakeholders, our organisation and society at large. We have conducted a materiality assessment to identify and prioritize the ESG topics on which we can have the greatest impact.

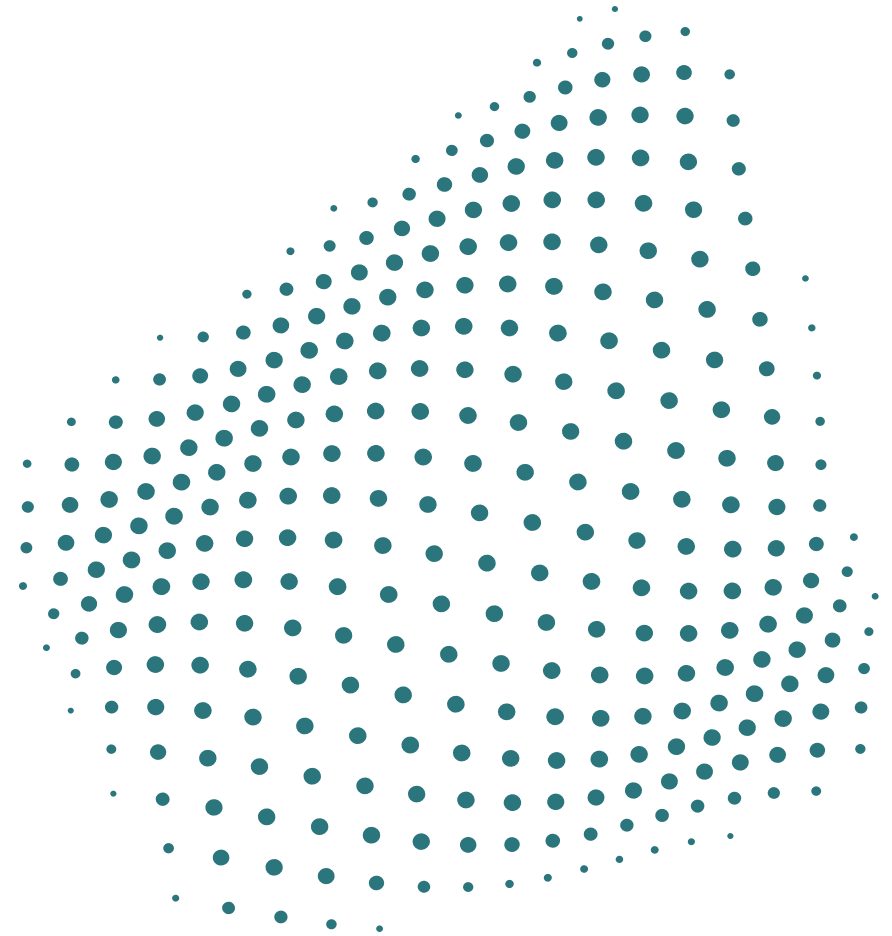


Sustainability strategy

Sustainability should be at the core of our business activities. Before defining the future strategic direction or activities, we have conducted a materiality assessment which defines the areas and activities where Copenhagen Capacity should focus its efforts in the future. It forms the foundation of knowledge needed before formulating the sustainability strategy, which will be incorporated into the new overall strategy for Copenhagen Capacity in the upcoming strategy period for 2024-2027.

In our work, we asked ourselves:

- *What is Copenhagen Capacity here to do? What is our purpose, and does that still ring true?*
- *What kind of business environment, societal and geopolitical reality are we operating in? What are the trends and tidal waves that are defining our business now and in the future?*
- *What kind of data regarding our own business can we access? Do we have the full overview of who we work with and how we do it?*
- *How should a sustainability strategy be formulated, communicated and implemented in order to have effect?*

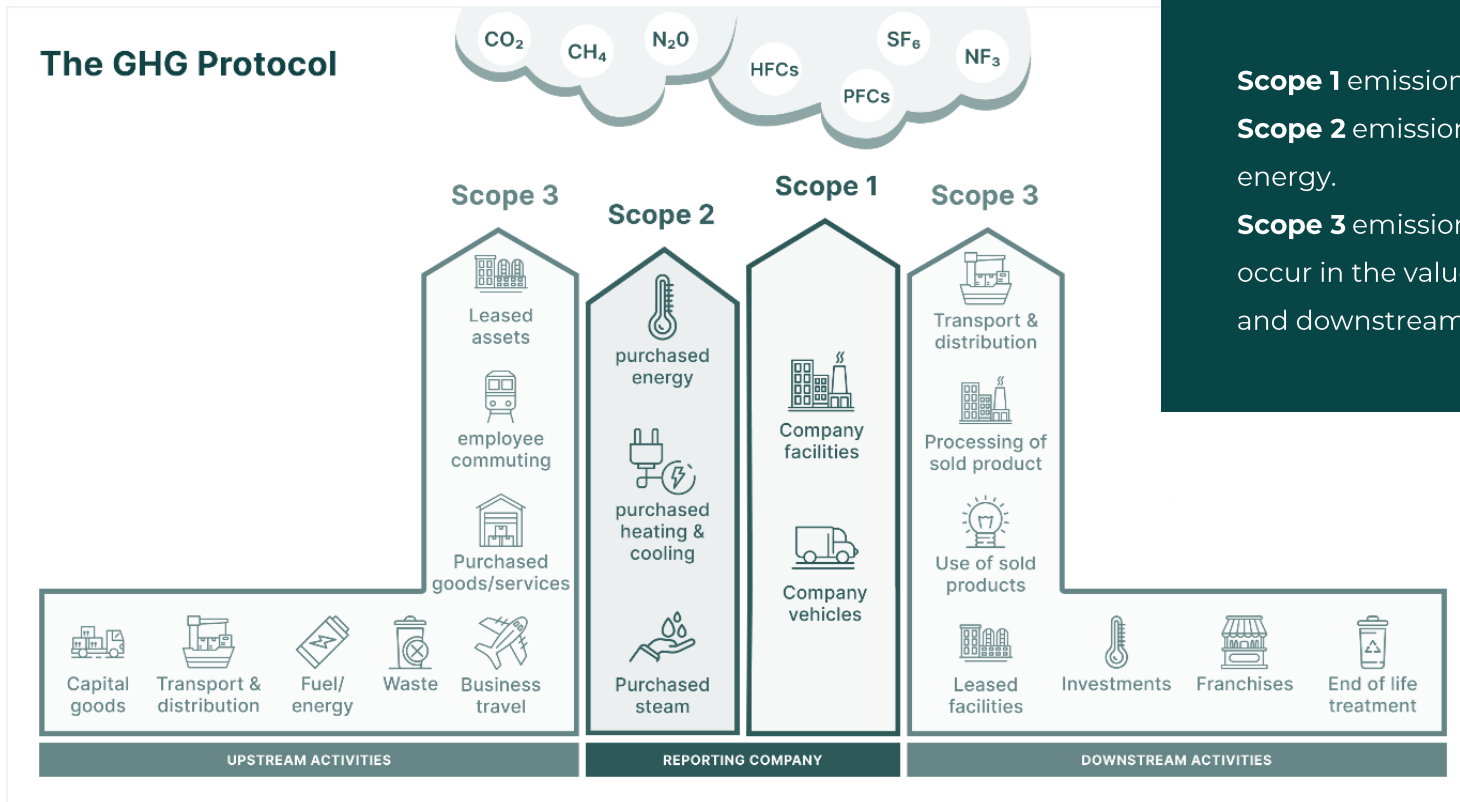


Environment

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How is it measured?



What are scope 1+2+ 3 emissions?

The GHG Protocol Corporate Standard classifies a company's GHG emissions into three scopes.

Scope 1 emissions are direct emissions from owned or controlled sources.

Scope 2 emissions are indirect emissions from the generation of purchased energy.

Scope 3 emissions are all indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions

Our footprint

The climate and biodiversity crisis is changing the world we live in at a rapid speed. It is defining the playing field for companies across the globe and the focus and activities of Copenhagen Capacity. We believe it is our duty to do all we can to accelerate the green transition, both in our work and operations.

Copenhagen Capacity's environmental footprint is largely defined by its Scope 3 emissions. As a service organisation our environmental footprint is not defined by a car fleet, manufacturing, or intense energy costs for production like other companies.

Measuring scope 3 emissions helps us understand the magnitude of our impact. Scope 3 emissions, however, are widely acknowledged as the most time-consuming to reduce. They are not within our immediate control, but through continuous dialogue with suppliers, we should strive to make these changes.

We will continue to refine this data and in the coming sustainability strategy set our reduction targets, which will largely target suppliers across all activities as well as addressing business travel.

Table 1. Main results: overview of total CO₂e emissions

Main category	Emissions in ton CO ₂ e (scope 1+2+3)	Part of emissions (scope 1+2+3)	Emissions in ton CO ₂ e (outside scope)	Emissions in ton CO ₂ e (Scope 1+2+3+ outside scope)
Energy and Processes	2,8	1,2 %	0	2,8
Purchases	144,91	61,3 %	0	144,91
Transport	88,50	37,4 %	0,42	88,92
Waste	0,14	0,1 %	-2,28	-2,41
Total	236,35	100 %	-1,86	234,49

Table 2. Main results: GHG (Greenhouse Gas Protocol).
Emissions outside scopes are not included and is therefore not included in the total

Scope	Ton CO ₂ e (scope 1+2+3)	Part of emissions
Scope 1	0	0 %
Scope 2	1,83	0,80 %
Scope 3	234,53	99,2 %
Total	236,35	100 %

Measuring matters

Copenhagen Capacity's Scope 3 emissions are based on economic input-output modelling according to the Klimakompasset calculator. The emissions covered as part of our office's operations are spending and activities-based input on electricity, district heating, and cleaning. The general construction of the building and potential maintenance is descoped.

Due to the nature of our organisation, we have reported on the following relevant upstream and downstream Scope 3 categories:

SCOPE 3 CATEGORIES

Employee commuting

Business travel

- Flights
 - Employee commuting
-

Purchased goods and services

- Cleaning
 - Printing
 - Lawyers, accounting, marketing
 - Insurances
 - Canteen food
 - Software licenses
 - Office electronics
-

Waste

- Food waste
 - Paper
 - Cardboard
 - Electronic waste
-

Energy



Transport

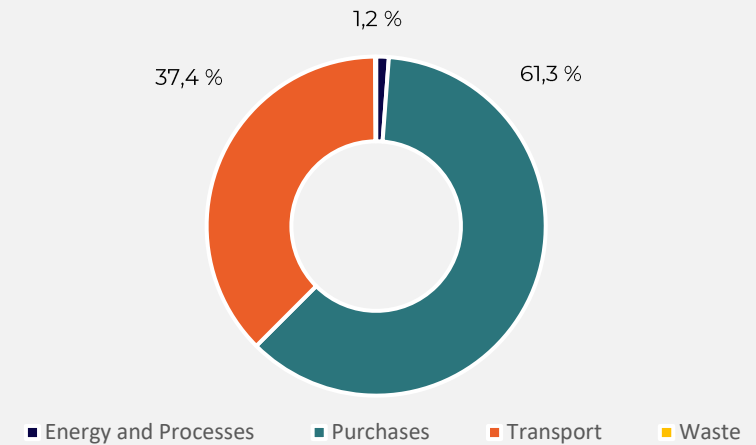
As shown in the ESG overview, transport and flights constitute a significant portion of the emissions. As travel activities in 2022 were still somewhat affected by the COVID pandemic, there is reason to believe the number of flights would be even higher in a year dominated by business as usual. Furthermore, our travel overview unveiled many flights to destinations easily reached by train. This has led to a change in our travel policy.

The emissions result is based on a series of methodical choices. We have established our calculations on the Radiative Forcing Index, which means that we factored in that CO₂e emitted higher up in the atmosphere has a more significant greenhouse effect than CO₂e emitted on land. The result is also spend-based input.

The transport category also includes employees commuting by car, based on the kilometres compensated for by Copenhagen Capacity.

CO₂ EMISSIONS 2022

Scope 1, 2 and 3 emissions



Action in 2023

Copenhagen Capacity works to limit its travel activities and has increased the use of online conferencing and meetings.

For 2023, a **new travel policy** will enter into force, where, amongst other things, destinations which can be reached within 6 hours with public transport must be performed this way.

New woodlands

For Copenhagen Capacity, the world is our business. Although we are introducing a new travel policy some travel activities - flights especially- cannot be avoided.

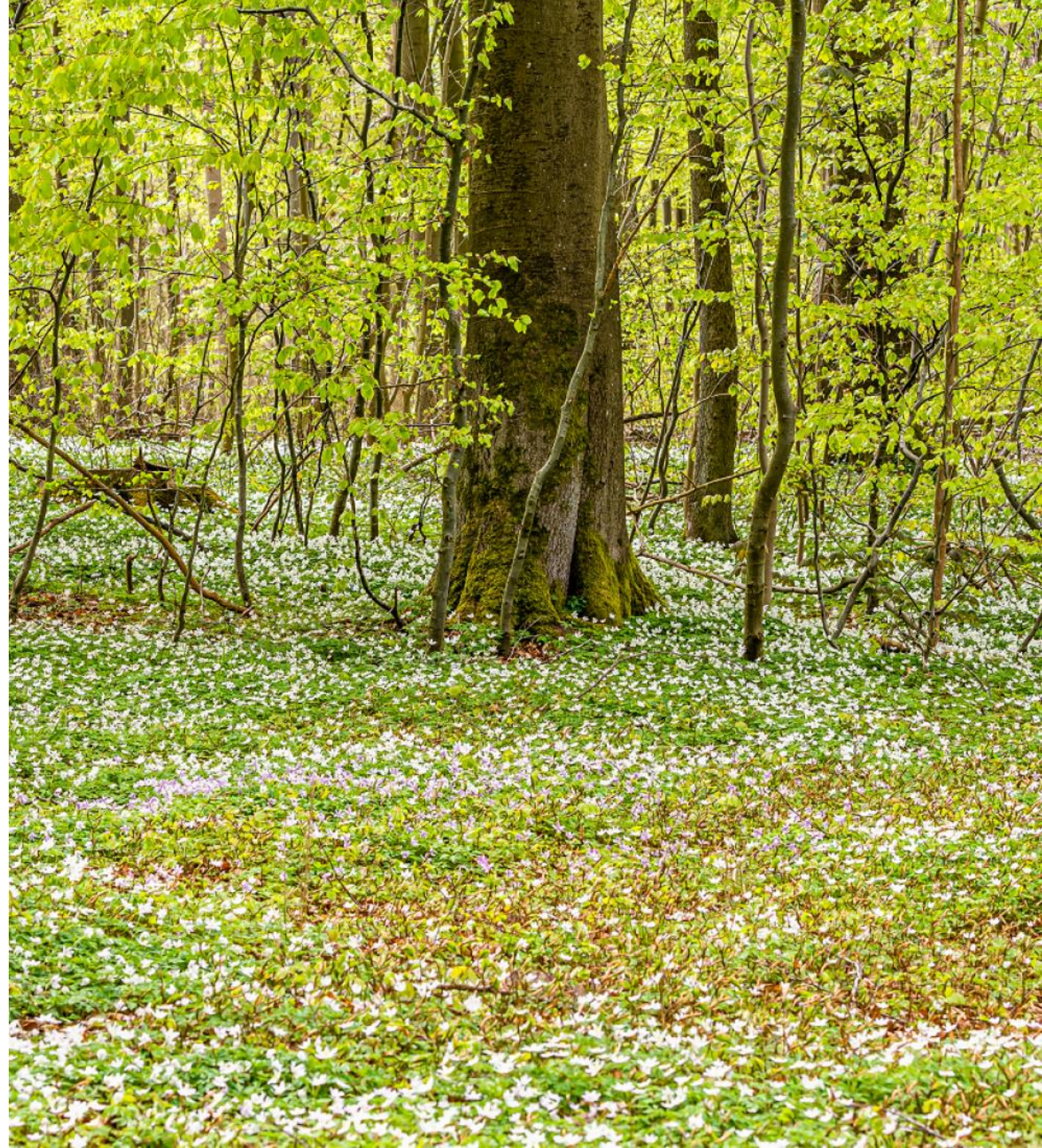
In the EU, Denmark has the second lowest amount of protected nature. Copenhagen Capacity has therefore decided to make the donation to Klimaskovfonden, which has developed a new and credible standard for establishing new forests in Denmark.

For all flights and commuting by car, Copenhagen Capacity has therefore donated 24.628 DKK for afforestation in Denmark, which contributes to Denmark reaching its climate targets.

Copenhagen Capacity's financial contribution means that over the next 100 years, 78,81 tons of CO₂ will be stored.

The Danish climate foundation, *Klimaskovfonden*, was established by the Danish Parliament and works to accelerate nature's own methods to catch and store greenhouse gasses and thereby support Denmark's climate targets and the establishment of more than 250.000 hectares of new forest. Furthermore, the foundation is obliged to consider other aspects in its projects, such as biodiversity, clean drinking water, nature, environment, outdoor activities and cultural heritage.

[You can read more about the Danish Klimaskovfond here.](#)



Green Electricity

Copenhagen Capacity has chosen to buy 100% green power with a guarantee of origin - green certificates - in hydropower by Vattenfall. According to our electricity supplier Norsk Elkraft, the environmental footprint of electricity usage is thus reduced by 99%.



Photo credit: Vattenfall



Case

Circularity in cities

Copenhagen is a world leader in sustainable development. From timber buildings to seawater cooling systems. From cycle lanes to wind power. This is a place where innovative architecture and urban design have always thrived.

In recognition of its pioneering approach to urban design, Copenhagen has been named the UNESCO-UIA World Capital of Architecture 2023. The city will host inspiring events throughout the year, including the annual UIA World Congress from 2-6 July 2023, where more than 10.000 delegates are expected to take part.

Copenhagen Capacity will take full advantage of these events to attract foreign companies within circularity in the built environment and talented individuals to make our common future solutions circular.

Action in 2023

Running a joined talent and investment promotion campaign with activities throughout 2023 to attract companies and talents with expertise in circularity to the Greater Copenhagen Region.

Establishing baselines

The old saying, “you can’t really know where you are going until you know where you have been”, applies to our sustainability efforts, too.

The year of data collection

Even though we are already addressing sustainability in some areas, we still need accurate baselines on others to charge ahead and set up targets for the upcoming new strategy. Therefore, we might as well name 2023 ‘the year of data collection’.

The EU Taxonomy

The new EU regulation, the EU Taxonomy and CSDD (Corporate Sustainability Due Diligence Directive), provides us with the tools to evaluate whether a company and solution are sustainable and compliant. It is, therefore, a great tool to map the companies we work with in our talent and investment promotion activities.

Additional criteria

Furthermore, we have decided to add diversity and circularity criteria to the mapping, covering environment, social and governance factors. For talent activities alone, this means going through data for more than 500 companies.

Action in 2023

Mapping of the companies we work with, in both talent and investment promotion, according to EU Taxonomy, CSDD, Circularity and women in leadership.



A sustainable workplace

We are determined to ensure a sustainable workplace to minimise our organisation's environmental impact and foster a healthy working environment for our colleagues.

Since 2021, we have taken multiple steps to improve our environmental performance from our internal operations, which we understand at Copenhagen Capacity as creating "order in own house". These efforts have included setting up and implementing a waste sorting system, promoting energy efficiency and changing the lunch provider, among other things.

Waste sorting system

In 2021, we implemented a new waste sorting system in line with Copenhagen's municipal guidelines to improve the waste recycling generated in our office.

We removed the bins in every room at our office and instead installed bins in the kitchen for:

- bio and food
- plastics
- general
- paper
- cardboard

Partnerships

To strengthen our environmental efforts at our workplace, we have partnered with our sister organisation, Wonderful Copenhagen, to upgrade our sustainability practices within our shared space, which includes service activities such as the canteen, cleaning and maintenance of the space etc.

In addition, our collaboration with Wonderful Copenhagen serves as a platform for knowledge sharing on sustainability-related matters as well as collaborating on educating and awareness raising on key ESG topics across all employees in our shared office space.

Energy savings campaigns

A key priority is cutting our energy consumption within our office space to reduce our environmental impact as well as electricity costs. This initiative was an internal energy savings campaign introduced by our Sustainability Advisory Board.

The campaign aimed to nudge our colleagues to switch off the lights and turn off electronic appliances when leaving office spaces and meeting rooms by introducing a three-week-long competition coupled with awareness posters in the office.



Foreign companies

Evaluation of investment cases

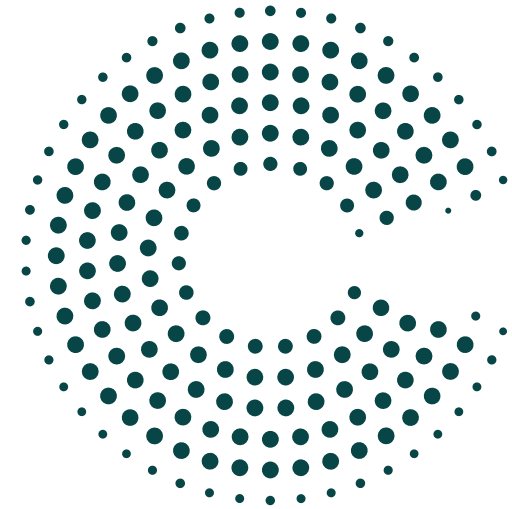
At Copenhagen Capacity, we want to take responsibility for the impact of our business and contribute to tackling the challenges of our time.

We empower companies, talents, and broader society to thrive and grow in our region. But we can only succeed when this growth is decoupled from negative impacts on individuals, communities, and the environment. We need help to do that, we need scale, and we need the relevant skills and experience. That is why we work to attract foreign companies and talent.

We evaluate all companies attracted according to the EU Taxonomy and the EU Corporate Sustainability Due Diligence Directive to assess whether a company is sustainable. That is done in a framework together with the Ministry of Foreign Affairs of Denmark, Invest in Denmark. The new EU regulation gives us the tools to evaluate whether a company and solution is sustainable and compliant and is, therefore, a great tool to ensure we attract the right companies.

Action in 2023

Our goal in 2023 is to attract 10 sustainable investments from abroad, which equals 50% of the overall target of 20 investments.



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Foreign companies

Introducing a new Sustainability Service

We have an impact on businesses and society alike through our investment promotion activities. Thus, we want to ensure that foreign companies entering the Danish business environment consider a sustainable set-up and leverage our national expertise to further strengthen their sustainable business practices - thereby contributing to national and global actions on climate change.

The Sustainability Service

To assist foreign companies in unleashing their sustainability potential in Denmark, we have developed a new Sustainability Service, as an addition to our already established services, which serves as a tool for our investment managers to engage with the companies.

Given that we engage with a broad range of businesses, from start-ups to multinationals across sectors and industries, we have developed the service to cater to the needs of individual firms and their managers.

The Sustainability Service has three dimensions on which we guide the companies 1) business-specific ESG matters, 2) local sustainability networks 3) sustainable set-up.

Expert, service providers

Denmark has a long-standing position as a frontrunner in the green transition and a spearhead of sustainable development. That means we have extensive, accumulated knowledge and competencies that foreign companies can benefit from when accelerating their sustainability journey in Denmark.

Therefore, a key element in our Sustainability Service is to connect foreign companies with the local experts that best fit their specific needs, whether in compliance with the EU Taxonomy or conducting a Life Cycle Assessment on a specific product.

Action in 2023

We aim to finalize and implement our new sustainability service at the beginning of the year. Thus, in 2023, we will promote Denmark to all foreign companies as a destination for sustainable business and an opportunity to improve existing sustainability practices with the support of Danish experts.

Sustainability Service Overview

ASSESS YOUR CURRENT ESG PERFORMANCE AND FILL THE GAP

- EU Taxonomy compliance
- Life-Cycle-Assessment (LCA)
- Non-financial reporting
- Sustainable funding
- Sustainable business models

ENGAGE IN LOCAL NETWORKS

- UN Global Compact Denmark
- B-Corp Nordics
- Sector specific networks

CHOOSE A SUSTAINABLE SETUP IN DENMARK

- Climate friendly office space
- Carbon neutral transportation
- Clean energy data centers
- Clean energy and heating
- Waste sorting
- Purchasing locally
- Fairtrade coffee
- Organic lunch providers



Photo credit: Savory Institute

Case

Regenerative farming

Agriculture covers more than 60% of the land in Denmark – the highest rate in all of Europe.

Grasslands are vast landscapes that can if properly managed, address some of humanity's most urgent challenges, such as water and food insecurity, poverty, and climate change.

The holistic management of grasslands can result in the regeneration of soils, increased productivity and biological diversity, and economic and social well-being.

The Savory Institute works with farmers to regenerate these essential and fragile grasslands.

Copenhagen Capacity has, together with our partners in Invest in Denmark, attracted the Savory Institute to Copenhagen in 2022..

Social

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Social

People are at the very core of our mission and organisational purpose.

Every day we work towards supporting international talents in accessing the Danish labour market, guiding business owners through the Danish business ecosystem and enabling the best possible working environment for our colleagues to thrive in their everyday work life.

Our commitments

We strive to establish diversity and well-being at the very centre of all our activities and ensure that our organisation and partners fully adhere to labour and human rights. We believe that any business should eliminate any forms of forced or compulsory labour, uphold the effective abolition of child labour and elimination of discrimination in respect of employment and occupation.

SOCIAL PRIORITIES

Our colleagues	<ul style="list-style-type: none"> • Diversity & inclusion • Health & well-being
International talent	<ul style="list-style-type: none"> • Diversity & inclusion • Health & well-being
International companies	<ul style="list-style-type: none"> • Diversity & inclusion



Human- & Labor Rights

Copenhagen Capacity is a signatory member of the UN Global Compact, and we work to protect the Universal Declaration of Human Rights.

We adhere to the Danish labour laws, and we support and encourage freedom of association for all our employees. Likewise, we expect all partners to adhere to human and labour rights when hiring and managing talents.

Actions in 2023

New partnership agreement

From January 2023, we will require all partners in our talent activities to sign a statement documenting that salary and terms of employment within the company must correspond to [Danish Standards](#). That means that salary, holiday entitlements, terms of notice etc. must adhere to Danish standards. If the company is not a party to a collective bargaining agreement, it must agree that it meets this condition ([Please see Rules and Rights when working in Denmark](#)). This initiative is to ensure that all international talents work under safe and just conditions in the Danish labour market.

Employee training

Education plays a key role in ensuring that all our activities are in tune with human rights as well as preparing all employees for identifying red flags and the ability to take appropriate action. Therefore, we will introduce mandatory courses on human rights from the UN Global Compact Academy to all employees in 2023. Likewise, new employees will be required to complete courses on the platform.



Our colleagues

Diverse workplace

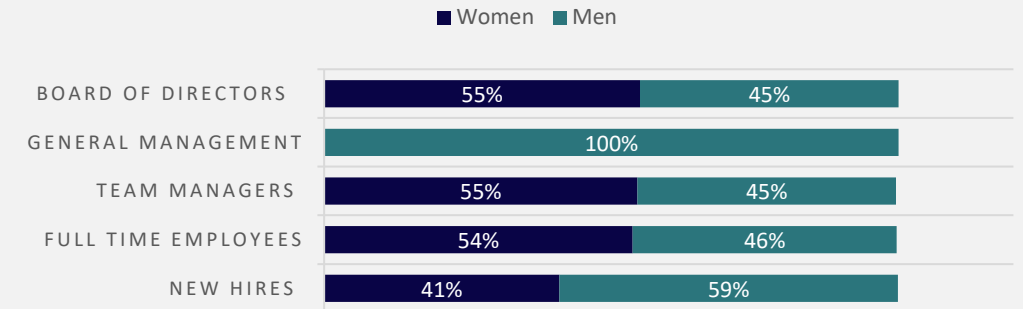
We aspire to create an inclusive and diverse workplace with equal opportunities for everyone regardless of gender, sexuality, religion, nationality, and abilities. We believe that a diverse organisation not only fosters a healthier environment but it also serves as the basis for higher performance. Combining diverse perspectives, competencies and knowledge leads to greater achievements, enabling us to do what we do best – helping international talents and businesses thrive and branding Copenhagen abroad.

Action 2023: Employee training

In 2023, we are introducing certified training on gender diversity for all employees. These courses are provided by UN Global Compact and ensure that all employees have a common understanding of the importance and current challenges related to gender diversity.

Gender diversity

Gender equality is a focal point of our sustainability priorities. In 2022, Copenhagen Capacity had a gender distribution of 54 % of women and 45 % of men in the total pool of full-time employees. Moreover, on our Board of Directors, women account for 55% of the board and men for 45%. The general representation is relatively equal in terms of gender distribution throughout the organization. General management, currently consisting of only the CEO and COO, is overseeing the daily strategy and operations of Copenhagen Capacity.



Gender distribution in 2022

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Our colleagues

International organisation

We welcome colleagues from all nationalities, cultures and backgrounds. Today, we are proud to have 17 different nationalities represented at Copenhagen Capacity. In 2022, we held a workshop on how to give feedback in an organization with many nationalities. We also updated our employee handbook and onboarding process to continuously uphold the elimination of discrimination in respect of employment and occupation and to ensure that all new employees thrive in the organisation and have the best possible start to their work life at Copenhagen Capacity.

Action in 2023: Employment

In 2023, we will be offering people with disabilities or individuals with previous injuries or illnesses a chance to come back to the workforce. We will work to strengthen HR collaboration with jobcentres to welcome employees that might struggle with long-term sickness, disabilities or other challenges for a shorter or longer term.

17
nationalities
and counting...



43

The number of full time
employees in 2022

22

The number of new employees
that joined in 2022



Our colleagues

Employee engagement

We aim to create an engaging environment for our colleagues to contribute and influence their work life, responsibilities and our organisation.

In 2022, we introduced a new bi-weekly employee survey platform, Eletive, to engage our employees. This survey platform enables us to measure several success indicators among our employees, ranging from engagement, health, satisfaction and motivation. Thus, the survey serves not only as a tool for engagement but also provides direct, actionable insights into employees' perceptions.

In 2022, the overall employee engagement score, measured by Eletive, was 4,3. That is higher than the benchmark of 3,9. This result indicates a highly engaged group of employees. We plan survey follow-ups when the results come in. Last year, the survey showed a below benchmark score on "feedback". As a result, a workshop for all employees on feedback was held to improve this practice in teams as well as among employees and managers.

4,3

Employee engagement score
2022 (above industry average)

13,95

Employee turnover
In 2022 in percentage

Collaboration on Working Environment Committee (CWEC)

Our CWEC group works to improve the working conditions and workplace environment at Copenhagen Capacity. They lead and coordinate safety and health on behalf of and in dialogue with all employees.

This committee consists of voluntary employee representatives and management and thereby serves as a forum for dialogue and collaboration between management and employees.



Case

Working at Copenhagen Capacity

Throughout its history, Copenhagen Capacity has worked towards creating an engaging and social work environment for all employees across teams and departments. That has led to prioritizing social activities beyond the annual Christmas and summer party and has created events for all employees to join and interact.

These activities include, but are not limited to:

- **Social January**
- **Sustainability Talks**
- **Table tennis tournament**
- **Chinese New Year's Dinner**
- **Dancing Class**
- **Weekly Yoga Class**



International talents

Supporting talents

Copenhagen Capacity is dedicated to supporting and retaining international talents in their ambitions of entering the Danish labour market. Likewise, we support foreign talents present in Denmark. Through our talent attraction and retention activities, we have an immense impact on the lives of international talents. Therefore, we want to ensure they work under the best conditions according to the Danish labour market and maintain good health and well-being in Denmark.

Actions in 2023

Gender diversity: Female talent leadership

We want to attract more international female talents to the Danish labour market, including in STEM-dominated sectors. In 2023, we will work towards communicating and promoting the opportunities for female candidates in our talent activities, such as Young Professionals in Denmark. Likewise, we will focus on female leadership by promoting women in management positions to guide more international women towards management positions from a long-term perspective.

Health and well-being among talents

We want to ensure the health and well-being of the international talents we support in the Danish labour market. That includes addressing the increased challenges of mental health problems in our society. Thus, we will aim to integrate new initiatives into our talent programs going forward.



Foreign companies

Supporting female-led businesses

We believe that we have a responsibility to contribute to and promote more women in leadership positions.

Therefore, a key priority in 2023 is to define a baseline of how many of our investment cases and companies in talent attraction activities have women in top management. Based on this assessment, we will correspondingly define appropriate strategic actions. That way, we want to work towards equal gender representation in the top management of the foreign businesses we attract to Eastern Denmark.



Governance

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Governance

Business ethics

Copenhagen Capacity prioritizes good governance and a high standard of business ethics in all our activities and interactions with international and national stakeholders. We work against and prevent corruption in all its forms, including extortion and bribery.

Code of Conduct

Business ethics are ingrained in our way of working, and our expectations of our employees are expressed in our Code of Conduct, which includes appropriate rules and guidelines. We expect all employees to adhere to the Code of Conduct to ensure best practices.

Accountability and transparency

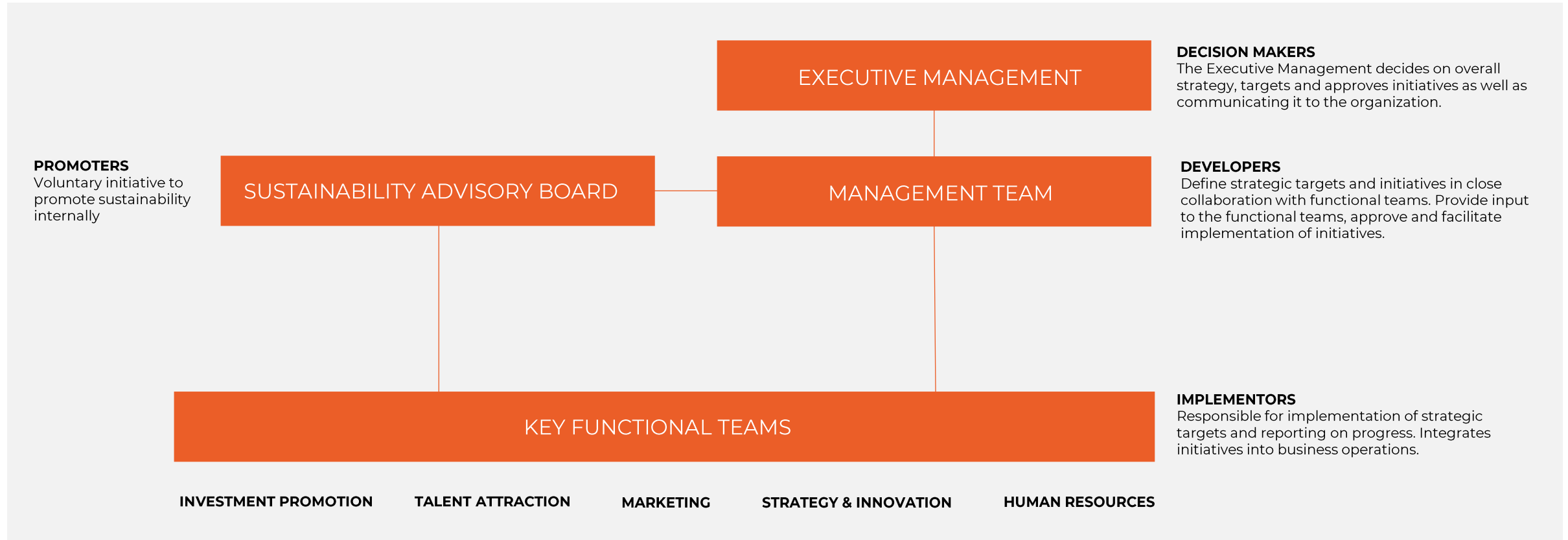
We are accountable to our stakeholders and committed to transparency across all our activities. Therefore, we disclose our business practices and performance, material impact and sustainability efforts to our stakeholders annually in two reports, our Annual Report and our Sustainability Report.

The Sustainability Report also serves as our Communication on Engagement (COE), expressing our commitments and contributions to the principles of the UN Global Compact. Furthermore, we have created a strong governance structure to ensure the progress of our efforts.



Sustainability Governance

Strong sustainability governance is instrumental in driving progress across our sustainability activities. Thus, we have created an appropriate sustainability governance structure to ensure steady engagement and alignment across teams in Copenhagen Capacity.





CASE

Sustainability Advisory Board

Since the fall of 2021, Copenhagen Capacity has had its very own Sustainability Advisory Board initiated and run by volunteer employees, engaging all departments, with a mandate from the upper management to further the sustainability efforts within the organization.

The mission of the Sustainability Advisory Board is to facilitate a sustainability-minded culture within Copenhagen Capacity by raising awareness and informing about crucial sustainability topics as well as contributing valuable inputs to the management and, in that way, creating more sustainable business practices.

The Sustainability Advisory Board has two key responsibilities:

Internal campaigns

Developing monthly internal campaigns to raise awareness of topics such as mental health, installing new waste sorting, digital habits and energy use etc.

Sustainability Talks

Planning quarterly Sustainability Talks in collaboration with Wonderful Copenhagen and an external speaker to educate and inspire employees on sustainability topics.

Board of Directors

Gender diversity

Diversity and inclusion are key priorities at Copenhagen Capacity, including the representation and composition of our Board of Directors. Today, the Board has a gender distribution of 55% women to 45% men. Additionally, our Chairman of the Board is the female leader Marianne Phillip, and Chairman and Partner M&A, Kromann Reumert.

Board attendance

The Board of Directors plays a key role in overseeing the management of Copenhagen Capacity and setting the strategic direction for our organisation. Thereby, the engagement of the Board members in board meetings is important. Board meeting attendance in 2022 was 86%.

55 %

Women on the Board of
Directors

86 %

Attendance in board
meetings in 2022

