

COPENHAGEN
CAPACITY

Update on key figures

Sustainability report 2023



Status for 2023

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

We inspire 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 takes 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.

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.

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 in 2023. 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 updated sustainability and ESG report, we present the development in our activities during the last year.

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

About this report

In 2022 Copenhagen Capacity launched the first sustainability report. It encompassed a thorough coverage of significant environmental, social and governance activities for the for Copenhagen Capacity, strategies, policies etc. For 2023 we do a lean version focusing on an ESG data overview of key performance indicators as well as UN Global Compact Communication on Progress.

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.

For a more thorough view on Copenhagen Capacities approach and work with sustainability, please read the report for 2022.



2023

Performance Highlights

2023 HIGHLIGHTS

32

The number of foreign companies established in Eastern Denmark in 2023. 11 of these evaluated as sustainable

1.757

The number of jobs expected to be created or secured through the international companies' investments

236

The number of international talents we helped attract or retain in 2023

15

The number of nationalities represented by employees in 2023

ESG overview

	Unit	2022 baseline	2023	Notes
Environment				
CO2 Scope 1	Ton CO2e	n/a	n/a	<i>Due to lease structure/no individual meters</i>
CO2 Scope 2	Ton CO2e	n/a	8,21	<i>Baseline calculation error</i>
CO2 Scope 3	Ton CO2e	234,53	223,00	
Water		n/a	n/a	<i>Due to lease structure/no individual meters</i>
Waste	Ton CO2e	0,14	0,14	
Energy	Ton CO2e	n/a	10,27	<i>Result based on electrical declaration as method and green certificates. Baseline calculation error</i>
CO2e per employee	Ton CO2e	5,57	5,78	<i>Based on 40 FTE in 2023</i>
Social				
Full time Employees	FTE #	43	40	<i>Average</i>
Gender diversity (share women)		53,7%	57,1%	
Gender diversity GM/upper management	Women	0%	0%	
Gender diversity other managers	Women	56%	67%	
Gender diversity new hires (women)	#	41%	75%	
High to low pay ratio	Times	3,1	3,0	
Gender pay gap	Times	1,10	1,8	<i>Excl. CEO</i>
Hires with disabilities, long-term illness etc.	#	1	1	
Employee engagement (Eletive)	Score	4,3	4,1	
Employee turnover		14%	39%	
Sick days	Days/FTE	0,64	1,10	
Governance				
Gender diversity Board of Directors (women)	Women	55%	45%	<i>5/11</i>
Attendance at Board meetings	Share	86,1%	88,5%	
Pay ratio to CEO	Times	1,88	1,71	<i>Based on December salaries</i>

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.

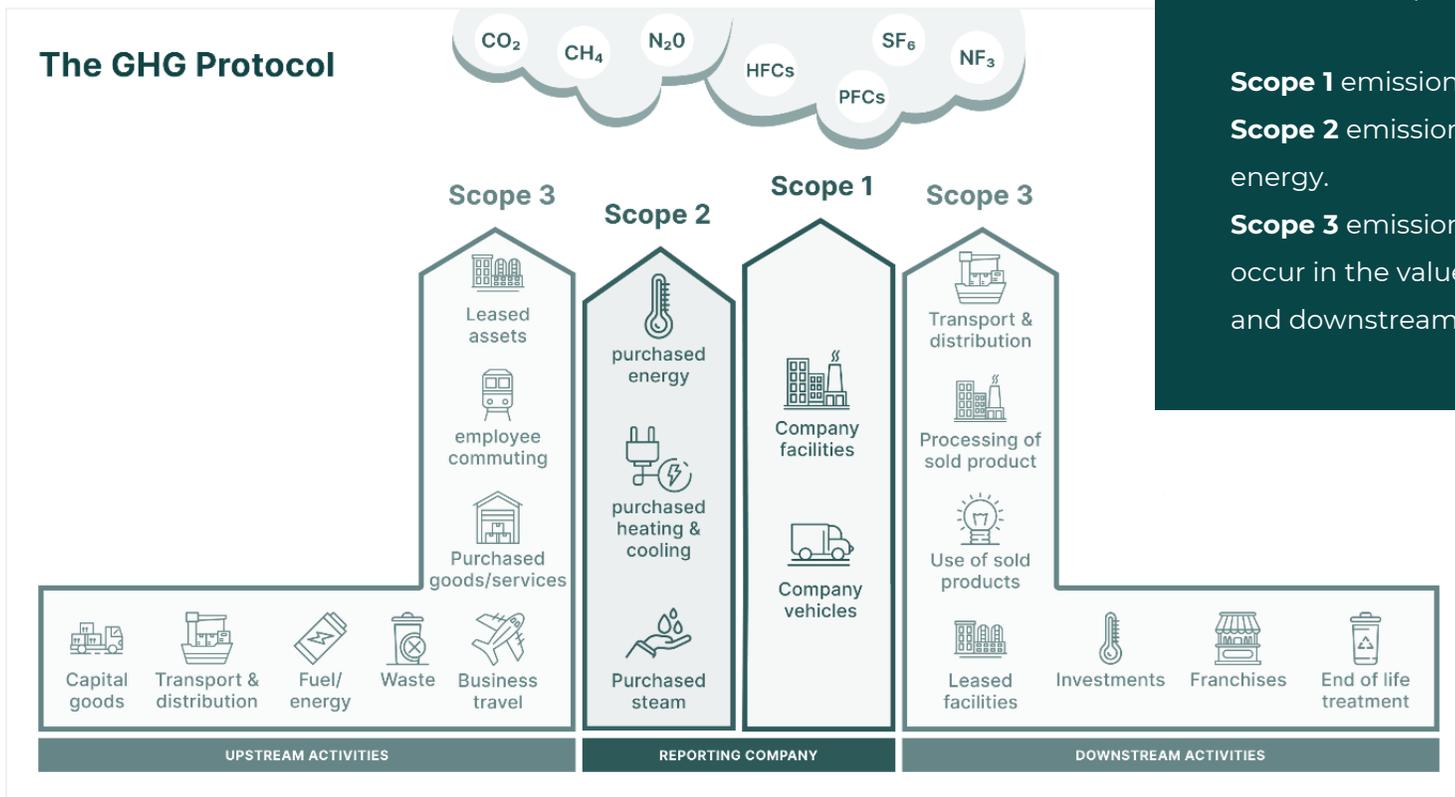
UNGC Communication on Engagement

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 second Communication on Engagement (COE). 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. 15
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. 12
Anti-corruption	
10. Businesses should work against corruption in all its forms, including extortion and bribery.	Governance p. 17

Environment

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 CO2e (scope 1+2+3)	Part of emissions (scope 1+2+3)	Emissions in ton CO2e (outside scope)	Emissions in ton CO2e (Scope 1+2+3+ outside scope)
Energy and Processes	10,27	4,4 %	0	10,27
Purchases	130,09	56,3 %	0	130,09
Transport	90,71	39,2 %	0,32	91,03
Waste	0,14	0,1 %	-0,76	-0,62
Total	231,21	100 %	-0,44	230,77

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

Scope	Ton CO2e (scope 1+2+3)	Part of emissions
Scope 1	0	0 %
Scope 2	8,21	3,60%
Scope 3	223,00	96,40%
Total	231,21	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 work-related car travel
-

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.

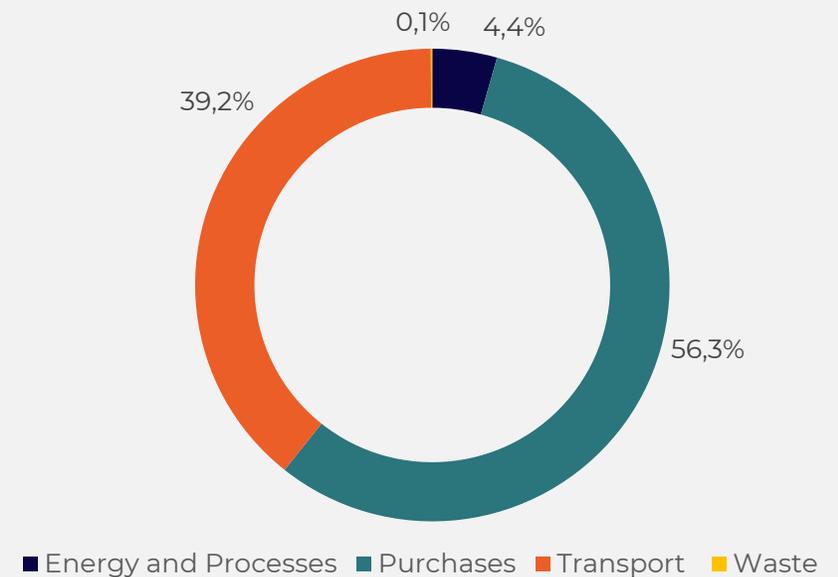
Copenhagen Capacity works to limit its travel activities and uses online conferencing and meetings as often as possible.

Although our business makes flights necessary, we are very aware of limiting them whenever possible. Our new travel policy, which means that destinations, which can be reached within 4 hours with public transport must be performed this way, has had an effect.

The transport category also includes employees work-related travel by car, based on the kilometres compensated for by Copenhagen Capacity.

CO2 EMISSIONS 2023

Scope 1, 2 and 3 emissions



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.

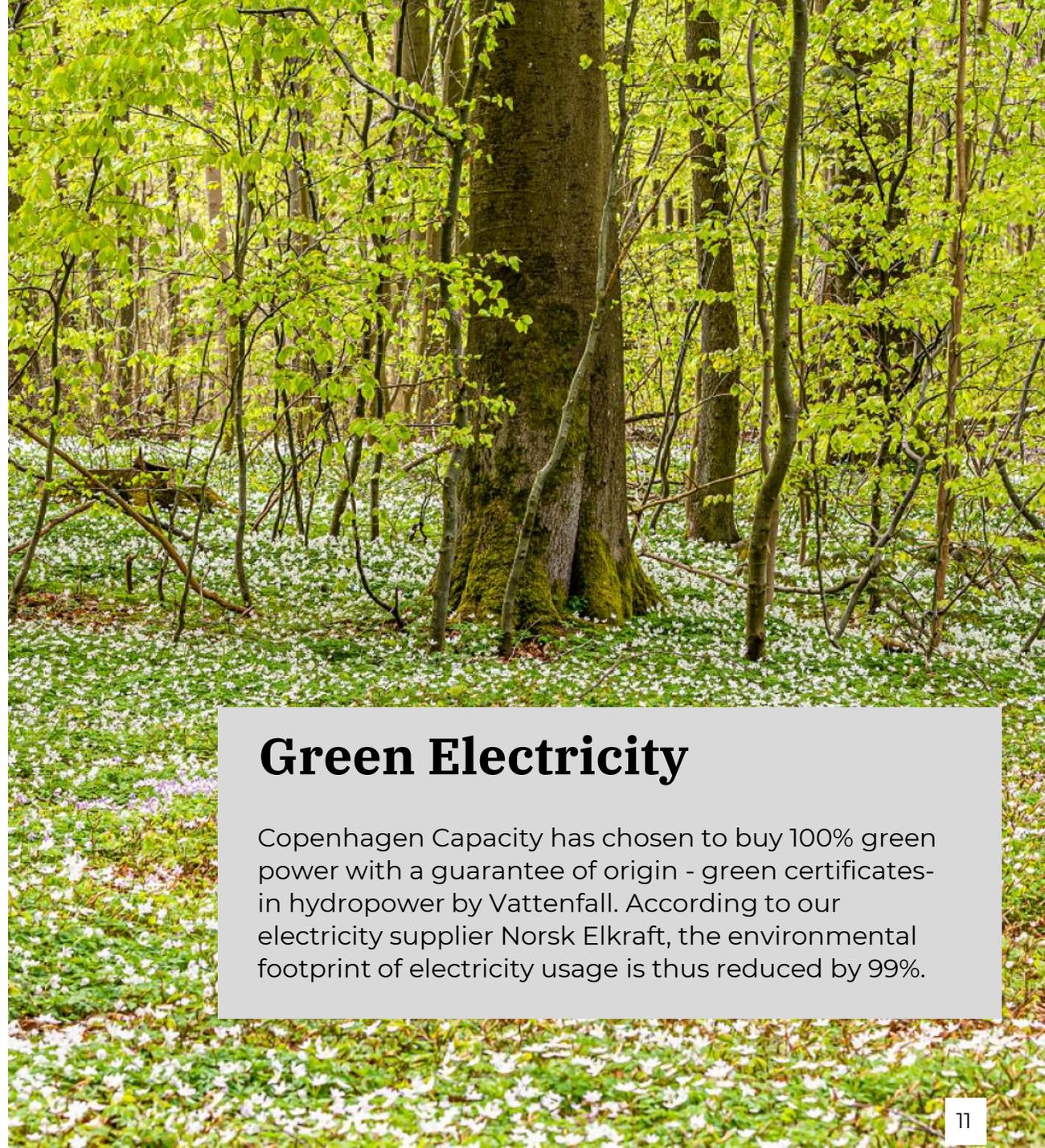
For all flights and work-related travel by car, Copenhagen Capacity has therefore donated 28.346,875 DKK for afforestation in Denmark, which contributes to Denmark reaching its climate targets.

Copenhagen Capacity's financial contribution means that over the next 100 years, 90,71 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.](#)

Photo credit: Klimaskovfonden



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%.

Foreign companies

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 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.

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

Social

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.

We require our partners in our talent attraction campaigns to sign a statement documenting that salary and terms of employment within the company corresponds 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 international talents work under safe and just conditions in the Danish labour market.



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.

We have introduced certified training on gender diversity provided by UN Global Compact to help 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 2023, Copenhagen Capacity had a gender distribution of 55 % of women and 45 % of men in the total pool of full-time employees. Moreover, on our Board of Directors, women account for 45% of the board and men for 55%. 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 strategy and daily operations of Copenhagen Capacity.



Gender distribution in 2023

Governance

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.

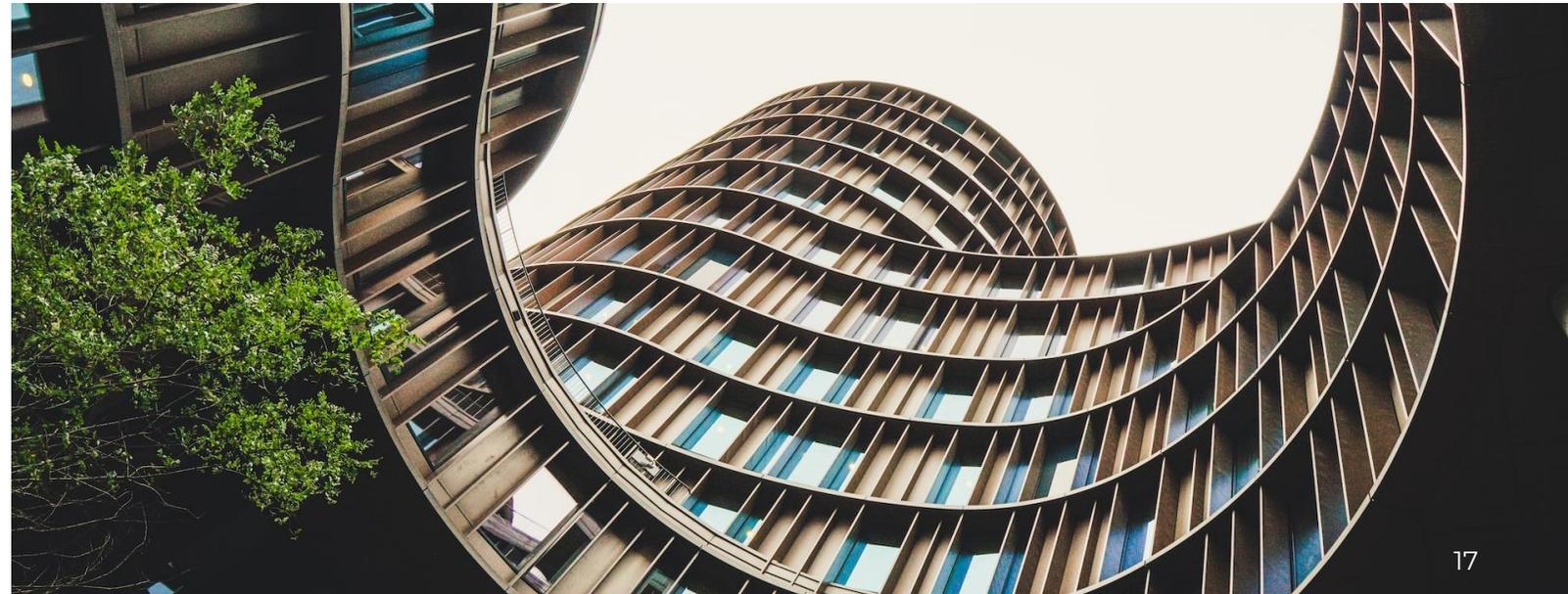
Code of Conduct

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 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.

