
2021

annual report



SUSTAINABILITY

Using UN goal 7 as a guideline as well as supporting goal 9, 11, 12 and 13, we base our CSR strategy on the following four strategy points: Energy & Society, Responsible Commerce, People & Culture and Responsible Operations.





POWERING BUSINESS. RESPONSIBLY.

Energy is crucial to a well-functioning society characterised by progress and quality of life. A vital global commodity that is only really noticed when it is not available. In the Energi Danmark Group, we notice everything that relates to energy. We have a thorough understanding of the energy markets across all of Europe. With our broad and specialised range of expertise we cover all current energy markets. Our comprehensive understanding of the markets allows us to offer advice and risk management within consumption

and production. Our mission is to safeguard our customer's energy investments while also providing the best possibilities for sustainable trading. We aim to be a competent and trustworthy partner, providing valuable service, now and in the long term. With an organisation that never sleeps, specialised employees and high-tech tools, we predict energy prices minute by minute. We monitor all relevant changes and analyse enormous data volumes that have a major impact on the energy bill. We are awake and alert. Always.

SUSTAINABILITY REPORT

This 2021 Sustainability Report is a statutory report on the Energi Danmark Group's Corporate Social Responsibility in accordance with Section 99a of the Danish Financial Statements Act. The sustainability report covers both the Danish parent company as well

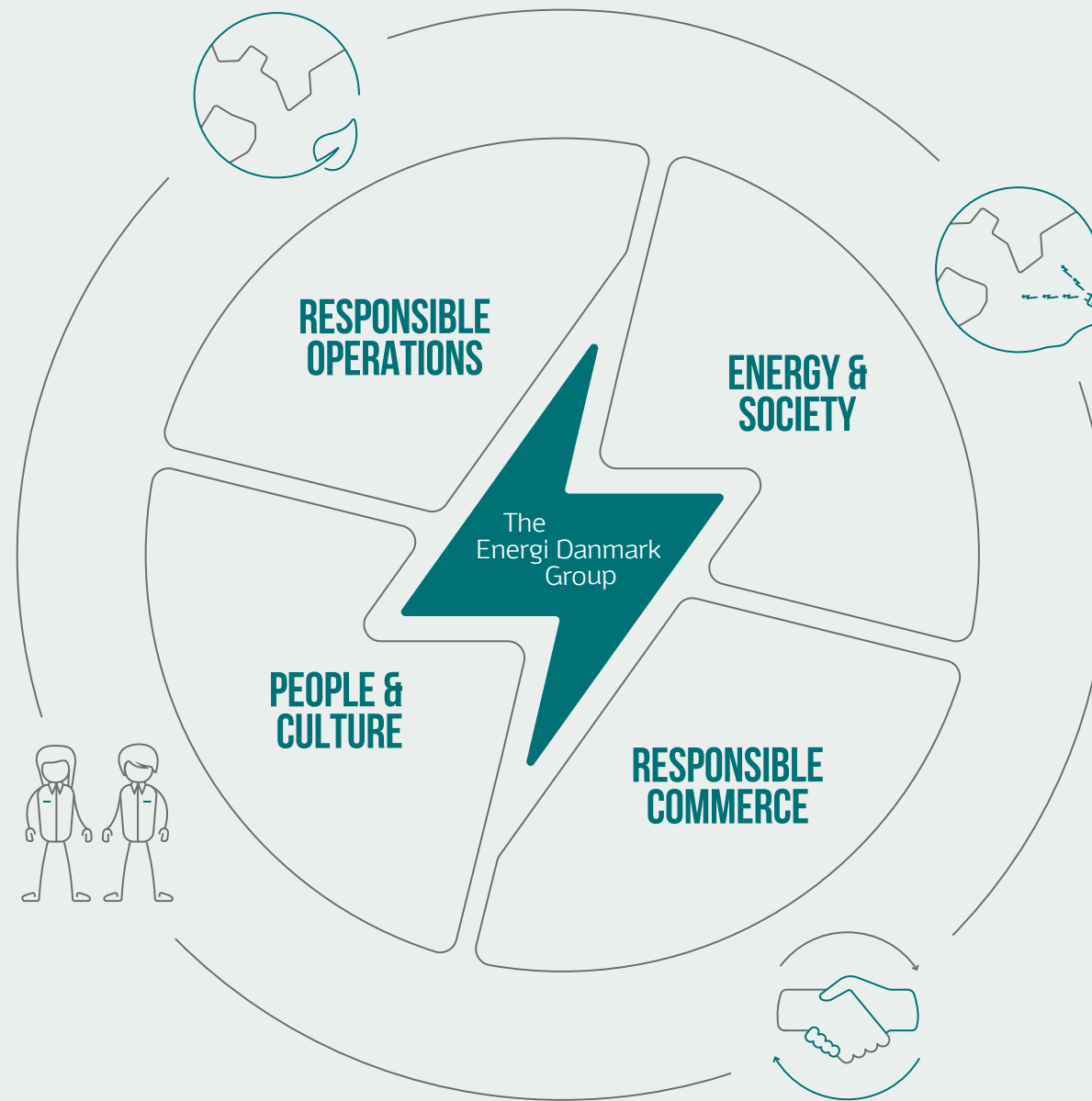
as all the Group's subsidiaries, thus providing insight into our international activities, what our sustainability targets are, and how we aim to reach them. The sustainability reports from previous years can also be found on www.energidanmark.com. ■

OUR SUSTAINABILITY AGENDA

The Energi Danmark Group welcomes the 17 Sustainable Development Goals from the UN as an essential and relevant framework with regard to the use of the Earth's resources. We have chosen to focus our sustainable initiatives on goal 7: Affordable & Clean Energy, which is where we can make a difference through our core business. The objective of this UN goal is to ensure access to financially accessible, reliable, sustainable and modern energy for everyone. The Energi Danmark Group is secondarily also supporting goal 9: Industry, Innovation & Infrastructure, goal 11: Sustainable Cities & Communities, goal 12: Responsible Consumption & Production and finally goal 13: Climate Action. We believe that these supporting goals are highly relevant to our business area and therefore important for us to acknowledge and support.

Using UN goal 7 as the guideline as well as supporting goal 9, 11, 12 and 13, we base our CSR strategy on the following four strategy points: Energy & Society, Responsible Commerce, People & Culture and Responsible Operations.






The CSR strategy has been developed through a dynamic process with research and discussions in Energi Danmark's CSR group – sponsored by our CFO – with subsequent adjustment and approval in the management and board of directors of Energi Danmark A/S. The CSR strategy and the underlying analyses and priorities are reviewed and updated annually.



ENERGI DANMARK GROUP'S SUSTAINABLE DEVELOPMENT GOALS

Main goal

Secondary goals

7 AFFORDABLE AND CLEAN ENERGY 	9 <small>INDUSTRY, INNOVATION AND INFRASTRUCTURE</small> 	11 <small>SUSTAINABLE CITIES AND COMMUNITIES</small> 
	12 <small>RESPONSIBLE CONSUMPTION AND PRODUCTION</small> 	13 <small>CLIMATE ACTION</small> 

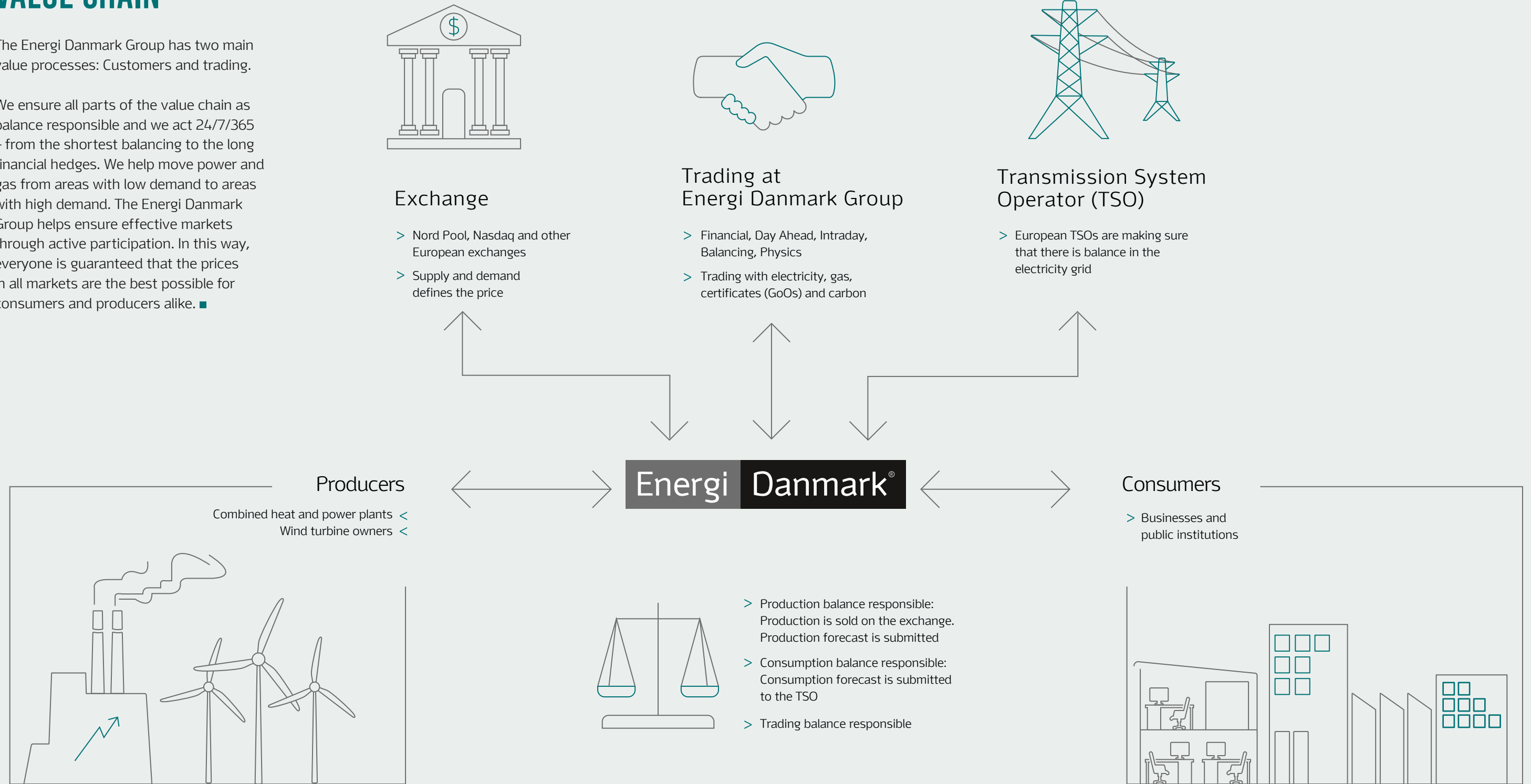
SUSTAINABLE DEVELOPMENT GOALS

			1 <small>NO POVERTY</small> 
2 <small>ZERO HUNGER</small> 	3 <small>GOOD HEALTH AND WELL-BEING</small> 	4 <small>QUALITY EDUCATION</small> 	5 <small>GENDER EQUALITY</small> 
6 <small>CLEAN WATER AND SANITATION</small> 	7 <small>AFFORDABLE AND CLEAN ENERGY</small> 	8 <small>DECENT WORK AND ECONOMIC GROWTH</small> 	9 <small>INDUSTRY, INNOVATION AND INFRASTRUCTURE</small> 
10 <small>REDUCED INEQUALITIES</small> 	11 <small>SUSTAINABLE CITIES AND COMMUNITIES</small> 	12 <small>RESPONSIBLE CONSUMPTION AND PRODUCTION</small> 	13 <small>CLIMATE ACTION</small> 
14 <small>LIFE BELOW WATER</small> 	15 <small>LIFE ON LAND</small> 	16 <small>PEACE, JUSTICE AND STRONG INSTITUTIONS</small> 	17 <small>PARTNERSHIPS FOR THE GOALS</small> 

VALUE CHAIN

The Energi Danmark Group has two main value processes: Customers and trading.

We ensure all parts of the value chain as balance responsible and we act 24/7/365 – from the shortest balancing to the long financial hedges. We help move power and gas from areas with low demand to areas with high demand. The Energi Danmark Group helps ensure effective markets through active participation. In this way, everyone is guaranteed that the prices in all markets are the best possible for consumers and producers alike. ■

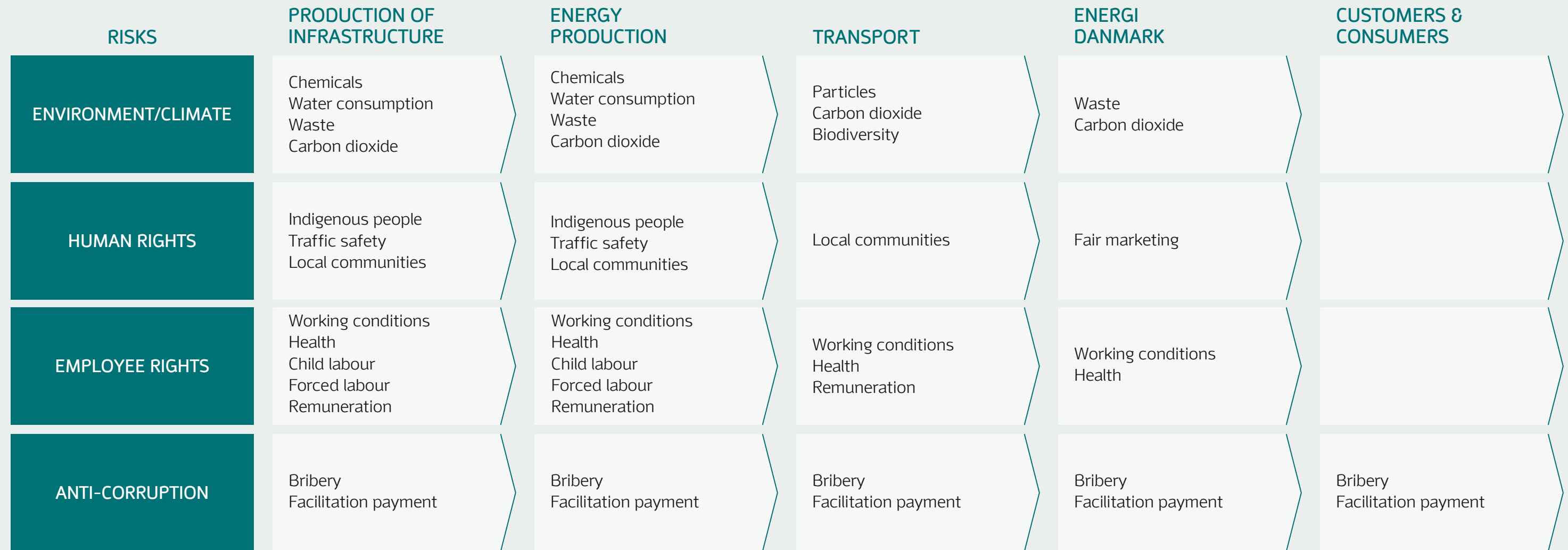


RISKS IN THE VALUE CHAIN

As a basis for our annual update of the CSR strategy, we conduct a series of analyses, including a risk analysis of the possible negative consequences that our business and our entire value chain can have for the world. It is our responsibility to minimise this risk as much as

possible; therefore, we follow up regularly on changes in risks (due diligence) and adjust our actions accordingly. The responsibility for this follow-up lies with the relevant departments.

Our operating activities impact a number of groups of people – our stakeholders. Part of the stakeholders are represented in the below value chain. ■



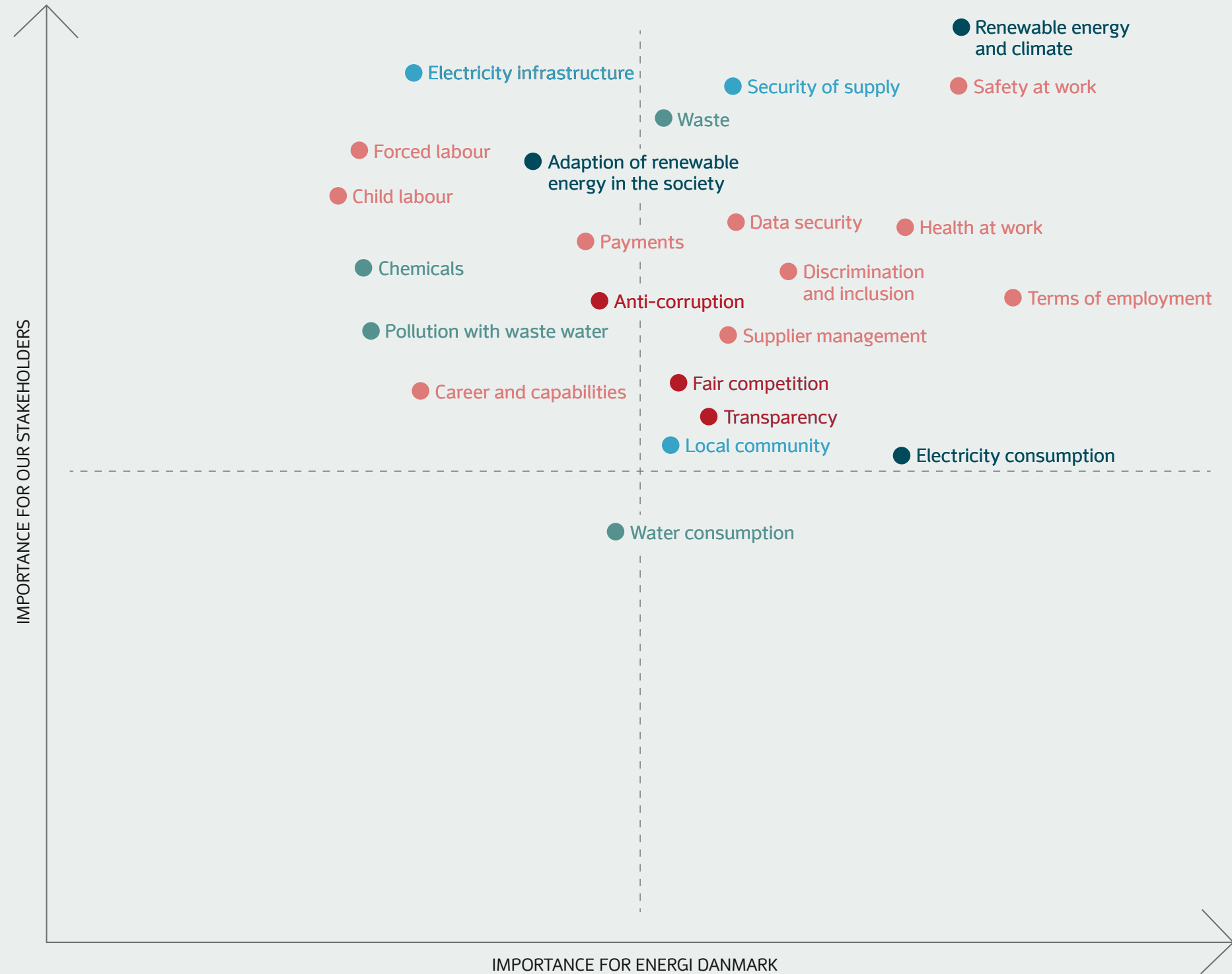
MATERIALITY ANALYSIS

Stakeholders

Following is a list of all the stakeholders that we affect positively or negatively via our activities.

- > Owners
- > Management and employees
- > Customers and consumers
- > Suppliers and partners
- > Authorities and legislators
- > NGOs and society
- > Local communities

Through thorough analysis and workshops, we have identified a long series of factors that are part of our responsibility towards society. We have prioritised these based on the effect on our own business and on our stakeholders. The following analysis shows the key factors for the Energi Danmark Group and our surroundings – and thus the factors that we have chosen as elements in our CSR strategy. ■





ENERGY & SOCIETY

The Energi Danmark Group is conscious of its social responsibility. Our business is based on healthy and responsible business activities. We want to contribute to society through our role in the value chain of the energy eco-system. The Energi Danmark Group works continuously to develop products and services that we identify a need for, now and in the future. With a focus on the future, we will contribute to sustainable societal growth, which can also provide additional business value for our customers and stakeholders. Within Energy & Society we focus on system data security, delivery reliability and electricity infrastructure, local society and adoption of renewable energy in society.



DELIVERY RELIABILITY AND ELECTRICITY INFRASTRUCTURE

Without electricity, most of the world as we know it would shut down. At the Energi Danmark Group, we consider our contribution to both supply and delivery reliability to be our most important task and we are involved in the delivery and trading of energy across borders. As a balance responsible party within consumption, production and trade, the Energi Danmark Group helps ensure a balance between consumption and production, as well as supply and demand. We work continuously to become even better at predicting needs and trends, thereby creating stability and security in relation to delivery and supply; securing the entire electricity infrastructure.

In December 2021, Energinet established an updated framework for the delivery of ancillary services from renewable energy. We want to be at the forefront when it comes to utilising these new possibilities. And therefore, during 2021 we initiated a dialogue with a major OEM (manufacturer of original equipment) and one of our close technology suppliers regarding launch of the first wind turbine site in our portfolio, which will be able to permanently provide ancillary services from renewable production units.

SYSTEM DATA SECURITY

As part of our security, we have extensive IT policies in place, as employees' attentiveness with regard to safe use of email and internet facilities is crucial for avoiding the majority of potential virus and hacker attacks. To the Energi Danmark Group and as a balance responsible party IT security is essential. This is why we constantly keep our knowledge and processes updated. All IT and system data security across the Group is managed centrally from Denmark at Energi Danmark.

During 2021, Energi Danmark has been fully compliant with the legal requirements laid out in the L68 Law as

well as the current BEK 820 Act "IT Readiness in the electricity and natural gas sector", as of August 14, 2019. In relation to our role in the electricity and natural gas sector, Energi Danmark is a company on the highest level, which means the law sets specific requirements for our IT Security.

Our work to be compliant with GDPR (General Data Protection Regulation) is a continuous process. In 2018, Energi Danmark established a GDPR steering committee. The steering committee adopted in that connection an annual cycle of work to ensure that we continually update our employees regarding key GDPR information through the use of awareness campaigns and ongoing training. Among other things, this is done using a system acquired especially for this purpose. In 2021 – as well as the previous years – we have followed the annual cycle. Furthermore, we follow internal and external processes and guidelines so we can continue to document and manage any incidents such as data leaks or requests for access to personal data, etc.

Energi Danmark processes large amounts of data every day. We are very aware of both the security and data ethical risks involved in this. We have several elements in existing policies and procedures that describe data ethics. During 2022, we will establish a specific data ethics policy.

LOCAL COMMUNITIES

Energi Danmark Group is committed to the local communities we are part of and we want to influence social development in a more sustainable direction.

In 2019, our subsidiary, Energi Salg Norge, entered into a climate pact with the City of Oslo and has committed to help achieve the city's ambition to reduce the emission of greenhouse gases by 95% by 2030. 2021 was thus the third year, where Energi Salg Norge supplied the City of Oslo, our most complex customer in the

Norwegian market so far. By becoming a signatory, Energi Salg Norge became a member of the Enterprises for Climate Network. The pact is a recognition of intent, but also a forum for collaboration, exchange of experience and an opportunity to demonstrate the results that have been achieved by certain companies. At the same time, the pact should also be viewed as a desire to reduce our own emissions, while also influencing other companies and customers to do the same.

At Energi Danmark, we are also aware that our activities and the activities of our suppliers can disturb the local communities around us. We always try to minimise any disturbances and engage in dialogue with the relevant stakeholders.

ACCOMMODATION OF RENEWABLE ENERGY IN SOCIETY

The Energi Danmark Group takes responsibility for climate issues. We have a general Environment & Climate policy of contributing to the development of renewable energy and we are encouraging our customers to do the same. By offering climate friendly options and products, we want to play an active role in solving the global climate challenges of today.

Again in 2021 we have had great success with our climate friendly product: Power Purchase Agreement (PPA) in which Energi Danmark facilitates an agreement between the customer and the producer of a solar or wind turbine park. The agreement means that the customer's climate friendly electricity originates from a plant developed exclusively on the basis of the agreement, contributing to the customer's carbon neutrality and helping to add new renewable energy to society.

At the end of 2021, Energi Danmark's new product "PPA Pool" saw the light of day. On behalf of 12 customers, Energi Danmark signed an agreement which means that Better Energy will build a new solar park to cover the electricity consumption of the pool. This new solution ▶

A SELECTION OF ENERGI DANMARK'S DEVELOPMENT PROJECTS IN 2021

In collaboration with various market participants, Energi Danmark participates in several projects that will investigate potential areas of development when it comes to the flexibility and production market.

GRIDSCALE – THERMAL STORAGE OF RENEWABLE ENERGY

Stiesdal Storage Technologies has developed a thermo-mechanical electricity storage system. This project has the potential to solve one of the greatest challenges associated with the green transition: How to store wind and solar power in a profitable manner so that our energy system can supply green electricity at all times of the day and year.

In 2021, the project drew closer to the crucial next phase, in which Energi Danmark will, among other things, help investigate the impact of the solution on the transmission and distribution networks using the first fully functioning pilot plant.

If the test phase proves successful, commercial storage units could become a reality as early as 2025.

FLEXIBLE CITIZEN ENERGY COMMUNITIES

In September 2021, Energi Danmark joined a new EUDP funded development project about creating and running flexible energy communities. The hope is that energy communities can help in providing flexibility to the electricity system through demand-response and efficient use of local storage units.

Energi Danmark takes on the responsibility of helping these communities create real life value out of the flexibility they provide, by offering them balancing services for the shared electricity system.

Energi Danmark participates in the following two test zones:

- > Nordhavn - a new city area under development in Copenhagen, including solar, battery storage, heat pumps and large residential areas.
- > Nordvest-kvarteret - an existing area in Copenhagen, including a school, rental apartments and a majority of privately owned residential areas.

The project is set to run till the end of 2023.



paves the way for all companies, large and small, to be able to purchase electricity from newly constructed plants, even though their consumption alone does not correspond to an entire solar power station or wind farm. 2021 thus became a milestone for the green transition, as all companies with the help of Energi Danmark now have the opportunity to help increase the amount of new renewable energy in society.

Energi Danmark have investigated how to closer involve consumers in the important task of balancing the electricity grid while simultaneously providing these costumers with access to a secondary revenue stream and cleaner energy. We call it Demand Response. This area has in 2021 been extended to several costumers with plans to include even more high electricity consuming processes in the coming year. Demand Response concerns consumption flexibility, i.e. being able to reduce electricity consumption in periods of power shortage in the electricity grid or increase it in periods when there is a surplus of electricity. As an example, the customer may have the possibility of powering down a cooling system during periods in which operation is not affected and the same cooling system can store the energy if there is a surplus. In the past, the electricity supply would simply have remained constant but, by shutting off power, other consumers can benefit from the energy instead. When there is a shortage of electricity in the grid and Demand Response is activated, Energinet.dk, for instance, is not forced to activate an emergency generator, which potentially gets energy from non-renewable sources. The flexibility in Demand Response thus benefits supply stability and the climate because the electricity is utilised optimally. Meanwhile, commercial consumers of electricity receive payment for offering such flexibility, which helps motivate them to take part in a cost-effective and safe accommodation of renewable energy in the electricity system.

[Read more about PPA and PPA Pool here](#) →

[Read more about Demand Response here](#) →

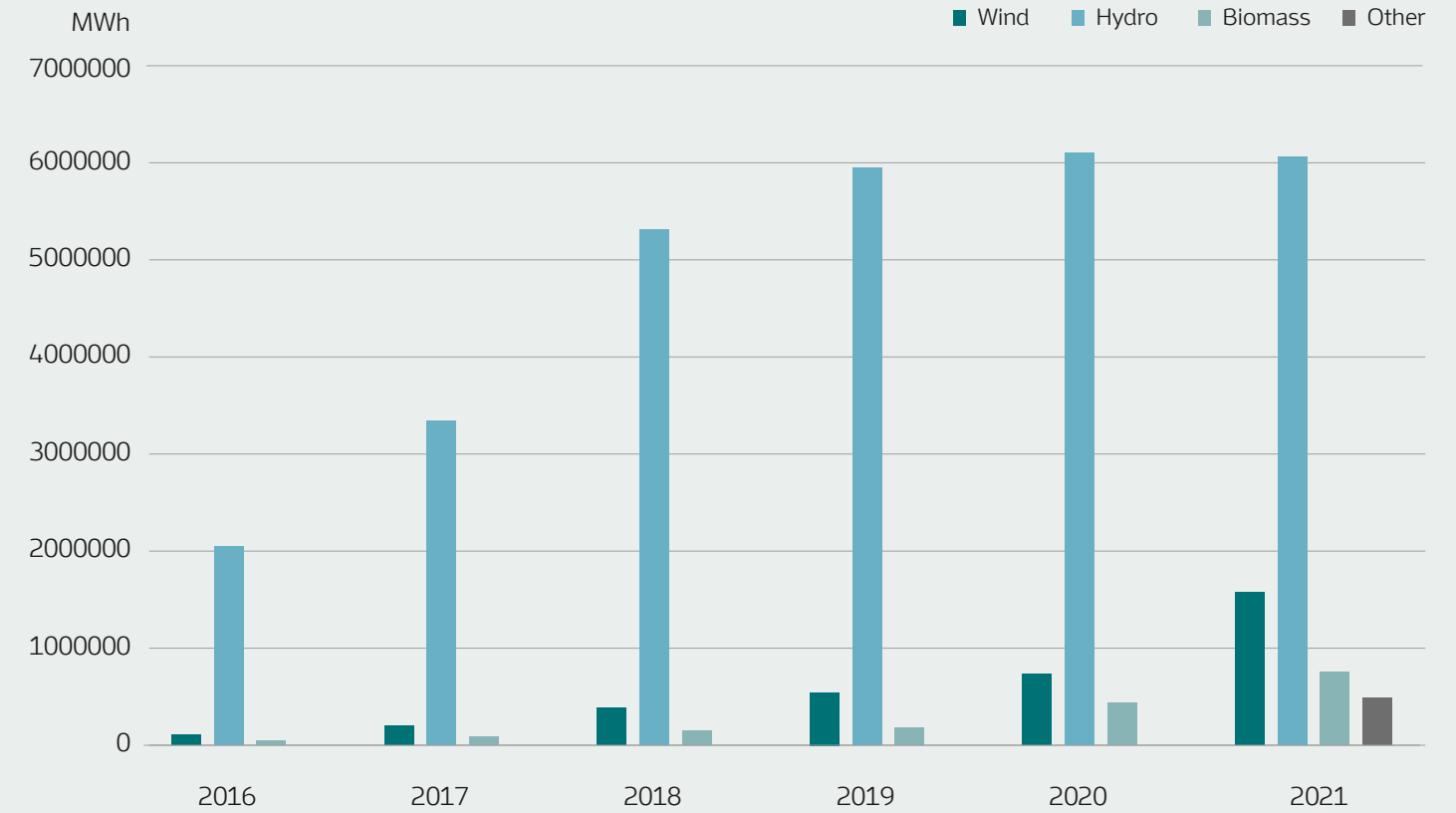
CLIMATE FRIENDLY ENERGY

The Energi Danmark Group’s customers can buy climate friendly energy, also referred to as Guarantees of Origin, produced from wind power, hydropower, biomass or other renewable energy sources. The Energi Danmark Group and the customer thereby help shine a light on the need for renewable energy, while making it attractive to produce more renewable energy. A customer can choose to cover its needs partly or entirely through wind turbines, either from a specific or non-specific turbine. By selecting a specific wind turbine that is less than two years old, the customer actively supports brand new wind turbines and the expansion of renewable energy. It is also possible to cover energy consumption in whole or in part through the purchase of energy from hydropower. The Energi Danmark Group has fixed agreements in place with hydropower plants in Sweden, Norway and Finland to purchase climate friendly electricity. The purchase is documented through certificates.

Interest in covering electricity through wind power, hydropower and biomass has been increasing since 2016. In 2021, more sources of renewable energy have been added to the options, and total sales of Guarantees of Origin increased by 22.1% from 7,274,580 MWh in 2020 to 8,894,640 MWh in 2021. The Energi Danmark Group considers this to be a very positive trend and we therefore also attempt to promote the choice of climate friendly energy among our customers.

To the right is an overview of sold MWh across the Group from 2016 to 2021 within the various sources of renewable energy. ▶

CLIMATE FRIENDLY ENERGY SOLD ACROSS THE GROUP



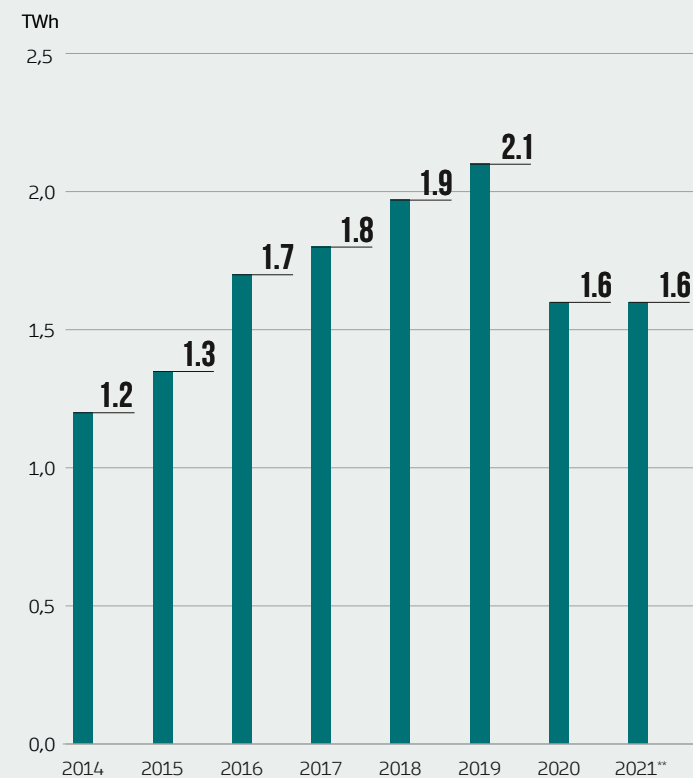
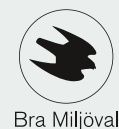
Group	Wind power	Hydropower	Biomass*	Other**
2016	109,066 MWh	2,047,781 MWh	42,452 MWh	
2017	200,099 MWh	3,336,496 MWh	91,839 MWh	
2018	384,299 MWh	5,309,701 MWh	147,924 MWh	
2019	544,166 MWh	5,947,183 MWh	183,058 MWh	
2020	738,510 MWh	6,097,928 MWh	438,142 MWh	
2021	1,578,944 MWh	6,057,863 MWh	759,016 MWh	489,737 MWh

* There is an ongoing discussion about the climate friendliness of biomass. So far, we relate to the Danish government’s position and thus include biomass in renewable energy.

** Other renewable energy sources than wind power, hydropower or biomass.

BRA MILJÖVAL EL

In our subsidiary Energi Försäljning Sverige AB, customers are given the opportunity to purchase the product Bra Miljöval El (Good Environmental Choice Electricity), which guarantees that electricity comes from wind power, hydropower or biomass. Bra Miljöval is a Swedish electricity label from the Swedish Society for Nature Conservation. For the last seven years, Energi Försäljning Sverige AB has been the electricity supplier



**The result for 2021 is an expected estimate as we do not have the final result at the publication date.

that has sold most Bra Miljöval El in Sweden. In 2020, Energi Försäljning Sverige AB has sold a total of 1.6 TWh of Bra Miljöval El. The statement showing the most TWh sold is published one year in arrears.

Besides the energy being climate friendly, care must be taken not to disrupt the natural course of rivers, just as wind turbines must not be situated in particularly sensitive nature areas. For every kWh of Bra Miljöval electricity sold, Energi Försäljning Sverige AB is obligated to donate a sum for environment improvement projects and energy effective solutions via the Environmental Fund, the Energy Efficiency Fund and the Investment Fund. Together with our customers, we have been able to support several projects directed at reducing energy consumption and installing solar power during 2021.

CANCELLATION OF CARBON EMISSION ALLOWANCES

At Energi Danmark, it is possible to buy and subsequently cancel carbon emission allowances. This allows the customer to help reduce the total number of carbon emission allowances available in Denmark and the rest of Europe. By cancelling carbon emission allowances, the customer also helps push the price of the allowances up, thereby making it less attractive for the part of industry that creates the most pollution to release large quantities of carbon emissions.

ADVISORY SERVICES

Energi Danmark offers advisory services to all its customers so we can help to establish a climate friendly strategy. This can include, for instance, consultancy and information on the management and regulation of consumption, so the energy is used optimally, to the benefit of both customers and the environment. ■

» WE HAVE FOR A LONG TIME FOCUSED ON GREEN ENERGY AND PUT SUSTAINABILITY HIGH ON OUR AGENDA. TOGETHER WITH OUR CUSTOMERS, WE HAVE BEEN ABLE TO SUPPORT SEVERAL PROJECTS DIRECTED AT REDUCING ENERGY CONSUMPTION AND INSTALLING SOLAR POWER. THESE PROJECTS ALL HAVE A POSITIVE IMPACT ON THE ENVIRONMENT.

JOHANNA NILSSON

Project Manager, Sustainability and Operations, Energi Försäljning Sverige AB



RESULTS FOR THE YEAR 2021

RISKS	FOCUS AREAS	GOALS	ACTION	RESULTS
<ul style="list-style-type: none"> › Data safety 	SYSTEM DATA SECURITY Policy <ul style="list-style-type: none"> › Human rights policy 	<ul style="list-style-type: none"> › Energi Danmark is compliant with all legal requirements regarding data security 	<ul style="list-style-type: none"> › Regular implementation of new requirements 	<ul style="list-style-type: none"> › Energi Danmark is compliant with L68 and BEK 820 › Energi Danmark is compliant with GDPR
<ul style="list-style-type: none"> › Electricity infrastructure › Delivery reliability 	ELECTRICITY INFRASTRUCTURE & DELIVERY RELIABILITY Policy <ul style="list-style-type: none"> › Climate policy 	<ul style="list-style-type: none"> › Optimisation of delivery reliability 	<ul style="list-style-type: none"> › Regular optimisation measures 	<ul style="list-style-type: none"> › Delivery reliability improved
<ul style="list-style-type: none"> › Local community 	LOCAL COMMUNITY Policy <ul style="list-style-type: none"> › Human rights policy 	<ul style="list-style-type: none"> › Support for relevant NGOs and projects 	<ul style="list-style-type: none"> › Screened for NGOs and projects 	<ul style="list-style-type: none"> › Donation for various charitable organizations
<ul style="list-style-type: none"> › Renewable energy and climate › Accommodating renewable energy (RE) in society 	RENEWABLE ENERGY AND CLIMATE & ACCOMMODATION OF RE IN SOCIETY Policy <ul style="list-style-type: none"> › Climate policy 	<ul style="list-style-type: none"> › Demand Response concept further developed › New climate friendly PPA product ready for market › Ambition to increase the amount of RE sold 	<ul style="list-style-type: none"> › Continued cooperation with Kiwi on Demand Response concept › Development of new climate friendly products › Introduced new PPA product to first customers › Nudged customers to buy more RE 	<ul style="list-style-type: none"> › 22.1% increased amount of RE sold compared to the previous years › New climate friendly products are being developed - including completion of a new PPA product and signed PPA with several (approx. 20) customers

GOALS 2022

RISKS	FOCUS AREAS	GOALS	PLANNED ACTIONS
<ul style="list-style-type: none"> › Data safety 	SYSTEM DATA SECURITY Policy <ul style="list-style-type: none"> › Human rights policy 	<ul style="list-style-type: none"> › Remain compliant with the requirements stipulated in BEK 820 in regards to IT Preparedness in the Electricity- and Natural Gas sector › Govern our information in accordance with GDPR requirements › Establishment of a data ethics policy 	<ul style="list-style-type: none"> › Do risk assessments and incorporate findings into our contingency planning › Establish a data ethics policy
<ul style="list-style-type: none"> › Electricity infrastructure › Delivery reliability 	ELECTRICITY INFRASTRUCTURE & DELIVERY RELIABILITY Policy <ul style="list-style-type: none"> › Climate policy 	<ul style="list-style-type: none"> › Optimisation of delivery reliability 	<ul style="list-style-type: none"> › Regular optimisation measures
<ul style="list-style-type: none"> › Local community 	LOCAL COMMUNITY Policy <ul style="list-style-type: none"> › Human rights policy 	<ul style="list-style-type: none"> › Support for relevant NGOs and projects 	<ul style="list-style-type: none"> › Screening for relevant NGOs and projects
<ul style="list-style-type: none"> › Renewable energy and climate › Accommodating renewable energy (RE) in society 	RENEWABLE ENERGY AND CLIMATE & ACCOMMODATION OF RE IN SOCIETY Policy <ul style="list-style-type: none"> › Climate policy 	<ul style="list-style-type: none"> › Demand Response concept further developed › New climate friendly PPA product ready for market › Ambition to increase the amount of RE sold 	<ul style="list-style-type: none"> › Continued cooperation with Kiwi and IBM/ Andel on Demand Response concept › Development of new climate friendly products › Introduce new PPA product with consumption in more than one price area › Increase activity with PPA contracts › Nudge customers to buy more RE



RESPONSIBLE COMMERCE

In energy trading groups such as the Energi Danmark Group, the primary task is to ensure optimal management of customers' risks within energy purchases. We help energy consumers and energy producers to exercise active and financially advantageous trading strategies rather than being passive players in the energy market.

In this context, we focus on responsible trade with suppliers and partners with emphasis on forced labour, child labour, anti-corruption, responsible procurement and pollution from the production of power.



SUPPLIER MANAGEMENT

Trade with suppliers depends upon mutual trust and respect for good business ethics. The great majority of our purchases are made through energy exchanges in the financial energy market and thus without any direct trade contracts with suppliers. The energy exchange is highly regulated, however, and there are strict requirements for registering with the exchanges.

Energi Danmark Group has developed a Supplier Code of Conduct with a specific focus on human rights, labour rights and anti-corruption, as well as the climate and environment. The guidelines set down in our Code of Conduct are based on the UN Global Compact's ten principles for business.

We do not accept any kind of child labour or forced labour, including slave labour or human trafficking. At the Energi Danmark Group, we have a Human Rights Policy covering forced labour and child labour. Our Supplier Code of Conduct does also make demands on our suppliers regarding child labour or forced labour.

ANTI-CORRUPTION

The Energi Danmark Group wishes to work actively to help fight all forms of corruption. Corruption contradicts the group's core values and is therefore unacceptable. We expect all employees to use their common sense with respect to the Group's and society's interests and that all employees act in accordance with the law, regulations and standards. Likewise, we also wish to work with our suppliers to fight corruption.

We have in place an anti-corruption policy and committed to incorporating the anti-corruption policy into all relevant business areas.

We have also in place a whistleblower scheme so that employees who experience any unacceptable or illegal

conduct in the Group can anonymously report this directly to the Group's auditor, who will impartially investigate the matter in more detail. The whistleblower scheme is accessible via the Intranet with our whistleblower policy and whistleblower investigation procedure, which explains the steps that will be taken when a report is submitted. There have been no incidents in 2021.

The Energi Danmark Group has a policy in place concerning the prevention of market abuse. The policy is compliant with the current EU legislation on insider trading, illegal disclosure of insider information and market manipulation, MAR, and on integrity and transparency in wholesale energy markets, REMIT. Our compliance setup is supplemented by an energy trade monitoring software system. The system enables Energi Danmark at an early stage to spot and handle trades which potentially could give rise to questions in relation to REMIT.

POLLUTION WITH WASTE WATER AND CHEMICALS

The Energi Danmark Group wishes to reduce pollution in order to protect biodiversity and prevent the destruction of natural ecosystems. In connection with our own operating activities, neither waste water nor chemicals are discharged into the environment, so it is mainly in our cooperation with suppliers in which energy is produced and transported that we will try to minimise the negative impact on the environment. ■

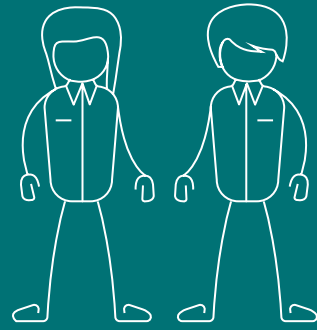


RESULTS FOR THE YEAR 2021

RISKS	FOCUS AREAS	GOALS	ACTION	RESULTS
<ul style="list-style-type: none"> > All risks 	<p>SUPPLIER MANAGEMENT</p> <p>Policy</p> <ul style="list-style-type: none"> > Human rights policy > Environmental policy > Climate policy > Employee rights policy > Diversity policy > Anti-corruption policy 	<ul style="list-style-type: none"> > First batch of suppliers risk assessed > Supplier Code of Conduct approved by EMC > Supplier Code of Conduct signed by first suppliers 	<ul style="list-style-type: none"> > Risk assessment of suppliers > Further implementation of Supplier Code of Conduct 	<ul style="list-style-type: none"> > Supplier screening and risk assessment in process > REMIT trade monitoring system is minimising compliance risks
<ul style="list-style-type: none"> > Anti-corruption > Fair competition 	<p>ANTI-CORRUPTION & FAIR COMPETITION</p> <p>Policy</p> <ul style="list-style-type: none"> > Anti-corruption policy > Policy on the prevention of market abuse 	<ul style="list-style-type: none"> > First batch of suppliers risk assessed > Supplier Code of Conduct approved by EMC > Supplier Code of Conduct signed by first suppliers > Presentation of whistleblower scheme to new employees > Implemented internal training in anticorruption policy 	<ul style="list-style-type: none"> > Risk assessment of suppliers > Presented whistleblower scheme to new employees > Implementation of internal training in anticorruption policy > Further implementation of Supplier Code of Conduct 	<ul style="list-style-type: none"> > Supplier screening and risk assessment in process > REMIT trade monitoring system is minimising risks > Whistleblower scheme fully implemented
<ul style="list-style-type: none"> > Pollution from wastewater > Pollution with chemicals 	<p>POLLUTION FROM WASTEWATER AND CHEMICALS</p> <p>Policy</p> <ul style="list-style-type: none"> > Environmental policy 	<ul style="list-style-type: none"> > See "Supplier management" 	<ul style="list-style-type: none"> > See "Supplier management" 	<ul style="list-style-type: none"> > See "Supplier management"

GOALS 2022

RISKS	FOCUS AREAS	GOALS	PLANNED ACTIONS
<ul style="list-style-type: none"> > All risks 	<p>SUPPLIER MANAGEMENT</p> <p>Policy</p> <ul style="list-style-type: none"> > Human rights policy > Environmental policy > Climate policy > Employee rights policy > Diversity policy > Anti-corruption policy 	<ul style="list-style-type: none"> > Maintaining and developing our current policies and rules > Further enhancement of our compliance setup > Further implementation of Supplier Code of Conduct > Supplier Code of Conduct signed by suppliers 	<ul style="list-style-type: none"> > Further strengthening of our compliance setup by hiring a Compliance Officer > Further implementation of Supplier Code of Conduct
<ul style="list-style-type: none"> > Anti-corruption > Fair competition 	<p>ANTI-CORRUPTION & FAIR COMPETITION</p> <p>Policy</p> <ul style="list-style-type: none"> > Anti-corruption policy > Policy on the prevention of market abuse 	<ul style="list-style-type: none"> > Enhancing our Fair Competition compliance setup > Implement education programme within anti-corruption and ethics policy 	<ul style="list-style-type: none"> > Further strengthening of our compliance setup by implementing a Fair Competition Policy
<ul style="list-style-type: none"> > Pollution with waste water > Pollution with chemicals 	<p>POLLUTION FROM WASTEWATER AND CHEMICALS</p> <p>Policy</p> <ul style="list-style-type: none"> > Environmental policy 	<ul style="list-style-type: none"> > See "Supplier management" 	<ul style="list-style-type: none"> > See "Supplier management"



PEOPLE & CULTURE

At the Energi Danmark Group, our employees are our most valued resource and instrumental in implementation of our business strategies. We therefore focus on strategic competences and capability building. We want to provide a working environment that encourage our employees to develop their professional and personal skills. We continuously focus on diversity and inclusion, employee engagement, data security, work health and safety.



CAREERS AND CAPABILITIES

At the Energi Danmark Group, our holistic leadership approach is based on trust and respect for the individual employee. It is therefore essential that employees have working conditions that encourage and enable them to reach their full potential. We create our positive working environment based on our three core values: Teamwork, timing and trust.

As part of our human resource policy, Energi Danmark offers appropriate supplementary training in relation to each employee's areas of work. As a knowledge-heavy company, it is crucial that we constantly keep our finger on the pulse and follow the latest developments in the energy market.

We have implemented a policy for employment rights in the Energi Danmark Group. All countries in which we have offices are compliant with legislation concerning employment issues and rights.

HEALTH AND SAFETY AT WORK

The Energi Danmark Group prioritises health and safety at work. It is essential that we have a workplace which focuses on such parameters as healthy food, exercise and work environment, all of which contribute to a high level of employee satisfaction and well-being. We prioritise work safety because we wish to minimise work-related accidents and injuries.

Every other year, we conduct an Engagement Survey for the entire Group. In 2021, an impressive 94% of all employees completed the survey. The survey showed that 81% of the employees in the Group would recommend Energi Danmark as a place to work, compared to 75% in the survey from 2019. We are of course pleased to see that our efforts to improve the conditions for our employees are shown positively in the recent survey. However, there is still room for improving this area

even more in the future, which is why we will continue this journey by focusing on leadership development, individual work-life balance and career development opportunities. Hopefully, next survey will show that our initiatives successfully have further increased the number of employees who would recommend the Energi Danmark Group as a place to work.

Work-life balance remained an important focus point in 2021, when COVID-19 once again forced many of us to work from home from time to time. However, we had incorporated some good routines from 2020 that made the adjustment relatively easy. Although we often worked apart with some employees at home and others in the office, the collaboration in the various teams was at the same high level as always, and the feedback from both employees and managers has been very positive. It has, of course, required a lot of flexibility from both immediate managers and employees to ensure that work tasks and family life all came together, but the results were impressive, and the experiences we have gained this year will hopefully have a positive effect on work-life balance in the future also.

Throughout the year, all employees have taken great responsibility not to expose colleagues to unnecessary risk of COVID-19 infection. At the end of 2021, we introduced corona passport for both employees and visitors. It was received very positively, and it was clear that the main focus of all employees was to take care of each other.

At the Energi Danmark Group, we like to promote physical health among our employees. Each year, Energi Danmark participates in the DHL relay race, in which all employees have the opportunity to either run or walk five kilometres together with their colleagues. Energi Danmark also participated in this year's "Bike to work" campaign. 22 employees participated, and they covered a total distance of no less than 4,020 km. ▶

Multiple employees participate in daily resistance training, as part of which a physiotherapist has given them exercises for preventing and relieving office-related injuries as well as boosting the energy level during the day.

At our headquarters in Aarhus, employees have the opportunity to buy a healthy lunch from the canteen, which has been awarded bronze certification for its organic food. The kitchen staff have a strong focus on healthy, tasty and appetizing food, and delicious salads and other vegetables have a prominent place on the buffet every day. Both for the health and well-being of employees, but also because we are very aware that meat leaves a significantly larger CO₂ footprint than vegetables. This awareness is clearly reflected in the canteen's food purchases, where fruit and vegetables account for almost 40%. By comparison, meat accounts for only 15%.

At the Energi Danmark Group, our employees' safety and well-being is key to everything we do. Energi Danmark's internal work environment organisation ensures that we carry out the mandatory physical WPA measurements (in Denmark only) while we work to achieve long-term results in employee well-being and lower sick leave and ensure that work does not lead to injuries or illness. In addition, the work environment organisation helps with sparring and questions from both employees and management.

All employees in the Group have a general ongoing obligation to identify and reduce the risk of work-related accidents. Safety and improved processes will always be one of our key focus areas.

EMPLOYEE DATA SECURITY

The Energi Danmark Group works continuously with the EU's GDPR (General Data Protection Regulation), which became effective in May 2018.

It was our original goal to implement a single HR system across the entire Group in 2021. However, our research has shown that the ideal solution is not necessarily a single system, but rather to streamline the way data is stored and shared across the Group's systems. Finding the right setup is a big and time-consuming task and it will proceed in 2022.

It is a high priority for our systems to ensure uniform processing and storage of personal data, to the benefit of both current and potential employees.

DIVERSITY AND INCLUSION

Energi Danmark Group has a diversity policy. We do not tolerate any form of discrimination on the grounds of e.g. race, skin colour, gender, language, ethnicity, religion, political or other views, cast, national or social origin, wealth, birthplace, union affiliation, sexual orientation, health, age, disability or other characteristics. We offer the same opportunities for all our employees and candidates, regardless of the above characteristics.

At Energi Danmark, we want to help our senior employees to remain with the company for as long as possible if it aligns with the needs of both the company and the employee. We therefore implemented a Senior Policy last year. We look forward to it being relevant for some of our employees to take advantage of the opportunity.

The main purpose of the Senior Policy is to create a framework for the senior employee's working life, allowing the senior employee to remain with Energi Danmark on more flexible terms and working hours. The purpose is to retain senior expertise while offering the senior employee a smooth transition from working life to retirement. ■



DIVERSITY AND GENDER DISTRIBUTION

IN THE MANAGEMENT TEAM

REPORT FOR THE UNDERREPRESENTED GENDER

This is the Energi Danmark Group's statutory report for gender composition in accordance with section 99b of the Danish Financial Statements Act. The aim is to create focus on the under-represented gender, which is currently female due to the distribution within the Energi Danmark Group. Men are in the majority within the whole energy industry, and in the Energi Danmark Group most of the employees are also men.

As of 31 December 2021, 66% of employees were men. The Energi Danmark Group would very much like the gender distribution among employees of the Group to reflect the distribution of women and men in society. As Energi Danmark is an international energy trading group, diversity within its work force is seen as an asset. The Group is thus aware of the advantages of having a diversified organisation, which also includes a versatile management team composition. The Energi Danmark Group recruits its employees solely based on talent and personality, and offers the same opportunities to all employees, regardless of e.g. nationality, religion, political convictions, gender and age. We encourage all employees to achieve their full potential in line with their personal ambitions and goals.

STATUS FOR THE UNDER-REPRESENTED GENDER ON THE BOARD OF DIRECTORS AND AT OTHER MANAGEMENT LEVELS

The Energi Danmark Group appoints and promotes managers based on the approach that the most suitable person is always appointed regardless of gender. All employees can aspire to be part of the management and the Group's aim is for women and men to take equal advantages of the opportunity. We offer our employees the opportunities to develop professional competencies through participation in relevant courses etc. when it complements the Group's strategic goals.

In 2014, Energi Danmark's Board of Directors adopted a target figure for the proportion of the under-represented gender on the Board, and a policy to increase the proportion of the under-represented gender at the Group's other levels of management.

The goal and vision for 2021 was:

- > An 85/15 distribution on the Energi Danmark's Board of Directors, requiring at least one woman to be elected into the Board by close of 2021.

- > 28% of Energi Danmark's management to be comprised of women in 2021. We strive to reach the goal of a 72/28 gender distribution at the management level by close of 2021.

Status on Board level: We did not reach our goal of an 85/15 gender distribution. As of 31 December 2021, Energi Danmark's Board of Directors was made up of five people, of whom all were men.

In November 2021, the European Commission approved the consolidation of Energi Danmark's ownership. The consolidated group of owners are Andel and NRGi. In this connection, the Board of Directors elected its officers as follows: CEO Jesper Hjulmand and CFO Ole Hillebrandt Jensen from Andel, CEO Jacob Vittrup and CFO Morten Bryder Pedersen from NRGi as well as director Jens Otto Veile who has been on the Board since 2004.

We maintain our goal and extend the time frame to the end of 2024. In the time to come, the Board of Directors will consider the optimal composition of board members in the long run, and in these considerations, gender diversity is one of the focus points.

Status on management level: We did not reach our goal of a 72/28 gender distribution. As of 31 December 2021, Energi Danmark's management level was made up of 18 people, of whom 4 were women (22%). This is at the same level as last year.

We have had only one replacement at this level in 2021. The CEO of the Finnish subsidiary Energia Myynti Suomi (EMS) left his position in September. His successor was recruited internally for the position.

There are very rarely replacements at this level, which is why we have decided not to set a new target figure. However, we will continue to use our diversity policy as an active tool in everyday life to ensure equal opportunities and career development of female as well as male talents. In this way, we create the best possible conditions for diversity at management level.

GOALS FOR GENDER DISTRIBUTION ON THE BOARD OF DIRECTORS

By the end of 2021, we established our new goal and vision for 2024, which is:

- > An 85/15 distribution on Energi Danmark's Board of Directors. ■

RESULTS FOR THE YEAR 2021

RISKS	FOCUS AREAS	GOALS	ACTION	RESULTS
<ul style="list-style-type: none"> > Career and challenges > Employment terms > Remuneration 	<p>CAREERS AND CAPABILITIES</p> <p>Policy</p> <ul style="list-style-type: none"> > Employee rights policy 	<ul style="list-style-type: none"> > Define and implement annual HR core processes > Focus on leadership training and development > Optimizing and developing the onboarding process > Attract more international candidates > Define and implement new career paths and job structure 	<ul style="list-style-type: none"> > Current processes made more visual and linked together within the annual HR framework > Started implementation of more specific tools and training for primarily new leaders > New onboarding process defined > Strengthened focus on internal recruitment, student workers, interns and international candidates 	<ul style="list-style-type: none"> > Attraction of more international candidates > More internal recruitments > Hiring of more student workers with potential for permanent employment after graduation
<ul style="list-style-type: none"> > Work health > Work safety 	<p>WORK HEALTH & SAFETY</p> <p>(diet, exercise, working environment, stress)</p> <p>Policy</p> <ul style="list-style-type: none"> > Employee rights policy 	<ul style="list-style-type: none"> > 76% of employees would recommend Energi Danmark as a workplace > 85% of employees experience a good working relationship with other units > Sick leave below the standard for the energy business > Attrition below 15% 	<ul style="list-style-type: none"> > Completed MTU and APV > Acted proactively in handling potential long-term illness (mental wellbeing) by stepping in at the first signs 	<ul style="list-style-type: none"> > MTU and APV completed with high response rate > 81% of employees would recommend Energi Danmark as a workplace > 81% of employees experience a good working relationship with other units > Sick leave: 1.87% (compared to an average of 2% for utility companies) > Attrition: 15.88%
<ul style="list-style-type: none"> > Data safety 	<p>EMPLOYEE DATA SECURITY</p> <p>Policy</p> <ul style="list-style-type: none"> > Employee rights policy 	<ul style="list-style-type: none"> > Implementation of a single system throughout the Group 	<ul style="list-style-type: none"> > Continued the process towards defining overall needs, challenges, risks etc. in a future system > Looked into the different system options offered by the providers in the market 	<ul style="list-style-type: none"> > More thorough knowledge of the providers on the market to figure out the best solution both data and technical wise
<ul style="list-style-type: none"> > Discrimination and inclusion 	<p>DIVERSITY</p> <p>Policy</p> <ul style="list-style-type: none"> > Employee rights policy > Diversity policy 	<ul style="list-style-type: none"> > New targets established > Gender distribution of 85/15 on board of directors by close of 2021 in process > Gender distribution of 72/28 in Top Management by close of 2021 in process 	<ul style="list-style-type: none"> > Discussions at board level and decision on new targets 	<ul style="list-style-type: none"> > Gender distribution of 100/0 (5 men) on board of directors > Gender distribution of 78/22 (14 men and 4 women) in Top Management > New target established at board level: Gender distribution of 85/15 on Board of Directors by close of 2024

GOALS 2022

RISKS	FOCUS AREAS	GOALS	PLANNED ACTIONS
<ul style="list-style-type: none"> > Career and challenges > Employment terms > Remuneration 	<p>CAREERS AND CAPABILITIES</p> <p>Policy</p> <ul style="list-style-type: none"> > Employee rights policy 	<ul style="list-style-type: none"> > Define and implement annual HR core processes > Attract more international candidates > Optimizing and developing the onboarding process > Focus on leadership training and development > Make internal career opportunities visible across the organization 	<ul style="list-style-type: none"> > Make process for planning and holding holidays clear > Define more common leadership standards > Set up a structure for career levels and link these to daily tasks, responsibilities, seniority, level of experience etc. > Make new onboarding process digital
<ul style="list-style-type: none"> > Work health > Work safety 	<p>WORK HEALTH & SAFETY</p> <p>(diet, exercise, working environment, stress)</p> <p>Policy</p> <ul style="list-style-type: none"> > Employee rights policy 	<ul style="list-style-type: none"> > Increase employee satisfaction where MTU and APV have pointed out that there are currently challenges / opportunities for improvement > Sick leave below the standard for the energy business > Attrition below 15% 	<ul style="list-style-type: none"> > Evaluate the results of the engagement survey and plan specific actions accordingly, if necessary > Potentially implement smaller thermometer measurements during the year to get a snapshot and have the opportunity to act accordingly
<ul style="list-style-type: none"> > Data safety 	<p>EMPLOYEE DATA SECURITY</p> <p>Policy</p> <ul style="list-style-type: none"> > Employee rights policy 	<ul style="list-style-type: none"> > Streamlining of the Group's employee information through our various systems 	<ul style="list-style-type: none"> > Narrowing down the providers who can best handle the task and clarifying the need for integration
<ul style="list-style-type: none"> > Discrimination and inclusion 	<p>DIVERSITY</p> <p>Policy</p> <ul style="list-style-type: none"> > Employee rights policy > Diversity policy 	<ul style="list-style-type: none"> > Gender distribution of 85/15 on Board of Directors by close of 2024 in progress 	<ul style="list-style-type: none"> > Ongoing focus at board level on the future composition of the board



RESPONSIBLE OPERATIONS

The Energi Danmark Group aim to be transparent in all we do to maintain fair competition and good business ethics.

We have an overriding Environment and Climate Policy with a specific focus on energy and water consumption – as well as waste handling. And we work continuously to reduce the negative impact on the environment from our own operations. Since 2014, we have been certified in accordance with ISO 14001 and have implemented quality and environmental policies in order to identify all environmental impacts, including ensuring the proper handling of significant environmental aspects and to ensure on-going identification of new aspects.



TRANSPARENCY

In general, the energy business is much regulated, and there are high demands on transparency. We are meeting the demands as part of our corporate social responsibility.

Transparency is key in maintaining fair competition and good business ethics. Each year, we publish the most important events in our annual report, both positive and negative. Similarly, we inform on an ongoing basis about current events on websites and in newsletters. Due to our issuance of corporate bonds, we are also obliged to publish all relevant news on the First North exchange.

ELECTRICITY CONSUMPTION

Our headquarters in Aarhus are located in a newly built sustainable building, which is awarded a gold medal in the EU standard for sustainable buildings DGNB. The Malmö office of our Swedish subsidiary, Energi Försäljning Sverige AB, is also located in a sustainable office building: The impressive 29-storey high “The Point”.

As all of our offices are sub-leases of larger offices, we do not have so many opportunities to minimise our energy consumption. We have, of course, chosen new and energy-efficient buildings that do not use so much energy. Instead, we focus on all our energy coming from renewable energy. In 2021, we reached our goal of ensuring that our entire electricity consumption is renewable, and we are thus from this year onwards climate neutral on our own consumption of electricity.

ISO CERTIFICATION

Since 2014, we have been certified in accordance with ISO 14001. ISO 14001 is the most renowned

international standard in environmental management systems and is used worldwide.

In January 2020, our ISO certification was renewed for a three-year period.

The certification applies to both Energi Danmark and all subsidiaries in Denmark, Sweden, Finland, Norway and Germany within advisory services and trade with energy products as well as derivative electricity products. The certification ensures that customers always receive the expected service regardless of which country they are trading in.

Internal audits are carried out every year and the most recent one was completed in April 2021. ▶

»» **THE ISO CERTIFICATION HAS INTERNAL VALUE FOR US AS A GROUP, BECAUSE CONTINUOUS AUDITS AND QUALITY ASSURANCE HELP US TO ALWAYS DO OUR BEST.**

JØRGEN HOLM WESTERGAARD
CEO of Energi Danmark Group

WATER CONSUMPTION

Being certified with DGNB, our office in Aarhus has been built with a focus on maintaining the natural water cycle and reduce potable water demand by recycling waste water and using local resources.

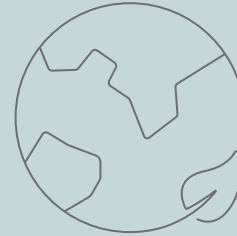
For 2021, it was not possible to get data on water consumption for all locations. Many of our subsidiaries are part of bigger buildings and the cost is part of the total rent.

WASTE

All of our offices share office buildings with other companies and therefore follow the guidelines recommended in the buildings concerned. It is extremely difficult to provide an accurate idea of our waste generation as our waste is managed jointly with other companies. As a minimum, we sort paper, cardboard, plastic and glass, while some offices also sort biological waste and metal.

We do everything we can to reduce food waste. Among other things, employees can buy excess food from lunch to take home. And should there still be leftovers, the kitchen staff freezes it for later use or serves it in a new context the next day.

We also apply due diligence and look to minimise the negative effects on the environment when purchasing. Our kitchen staff focus – to the extent that it makes sense – on buying food that are close to the expiry date. Through this, we help fight waste of good food. ■



We are well aware that the main challenge facing the global society probably is the climate change.

During 2021, we have screened and measured our own impact on the climate coming from CO₂ emissions. We measure both the direct internal emissions (scope 1) and the indirect internal emissions (scope 2). Scope 1 emissions are mainly coming from fuel for own and leased vehicles. Scope 2 emissions come from district heating and our electricity consumption.

We have set a target of minimising our negative impact in scope 1 and 2, and hereafter compensating the remaining part, resulting in a net carbon neutrality in scope 1 and 2 from end 2021.

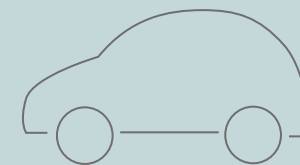
As a power trading company we see the majority of total CO₂ emissions coming from our suppliers and customers (scope 3). We will start screening and measuring these emissions in the coming years.

FIRST STEP TOWARDS CARBON NEUTRALITY

CALCULATION OF OUR DIRECT INTERNAL EMISSIONS (SCOPE 1)

Fuel for own and leased vehicles: During 2021, our fleet of owned or leased vehicles included 37 cars that operated with electricity or with hybrid, diesel and gasoline engines. Five of those cars (14%) were electric vehicles that do not directly contribute any CO₂ emissions to the atmosphere. A total of 35% (13 cars) of the fleet consisted of hybrid vehicles that generate emissions in the range between 35 and 77 g CO₂ per km. The remaining 19 cars operated with gasoline or diesel, and contributed a total of 53.2 tons of CO₂, which is approximately 75% of the total CO₂ emissions of our fleet. The total CO₂ emissions from the company's vehicles was equal to 71.2 tons CO₂. On average a car of Energi Danmark generated 94g CO₂/km.

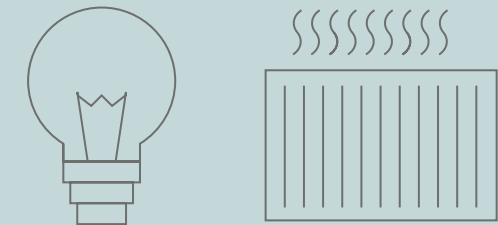
It is worth mentioning that out of the approximately 300 million passenger cars in Europe, only 5.5 million are plug-in-hybrids or electric. Energi Danmark however, has taken steps towards a carbon neutral future, with almost 50% of our fleet already being plug-in-hybrids or electric cars.



CALCULATION OF OUR INDIRECT INTERNAL EMISSIONS (SCOPE 2)

Electricity consumption: In 2021, we reached our goal of ensuring that our entire electricity consumption is renewable, and we are thus from this year onwards climate neutral on our own consumption of electricity.

District heating: Our district heating consumption is still uncertain and will thus be compensated as soon as data is available.



COMPENSATION OF OUR NEGATIVE IMPACT ON THE CLIMATE

We have compensated the 71.2 tons (71,193 kg CO₂) of direct internal emissions (scope 1) through Ecotree, where 99 trees have been planted, which are estimated to absorb as much as 84 tons of CO₂. Our indirect internal emissions from district heating will be compensated in 2022, when we have the exact figures.

WELCOME TO OUR NEW SUSTAINABLE HEADQUARTERS

In the autumn of 2021, Energi Danmark's new domicile in Aarhus was completed. On this page, you can gain insight into some of the building's sustainable initiatives.

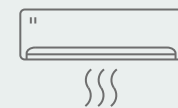
Charge stations
In front of the building, you will find plenty of charging points to charge your electric car.



Good opportunities for cyclists
Both indoor and outdoor bicycle parking as well as changing facilities make it easier to choose the bicycle as a means of transport to and from work.



Good daylight conditions
Large window sections and glass walls ensure good inflow of light. In addition, skylights light up the atrium.



Healthy indoor climate
All rooms have a consistent temperature and good ventilation with fresh air that is replaced five times an hour.



High quality materials
All building material (red bricks, concrete elements, dark grey tiles and FSC-labelled oak) are of high quality to ensure longevity and with low degassing to ensure a healthy indoor climate.

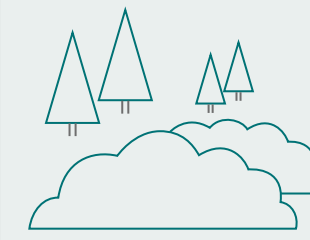
Solar panels
Solar panels have been installed on the roof. In 2021 (from September onwards), they produced 22,338 kWh of electricity.

Biodiversity
All visible roof surfaces are covered with moss to support biodiversity.

Low energy consumption
The building has been developed in accordance with the most recent energy rating requirements (A2020). Only the very best low-energy buildings achieve the A2020 energy label.



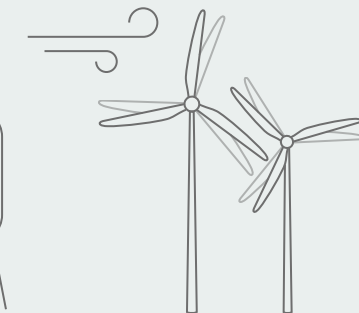
Sustainable outdoor areas
A large green area provides opportunities for 'walk and talk' and outdoor relaxation, while also contributing to the biodiversity of the neighbourhood.



Public transport
The light rail has a station located just a few hundred meters from the building. There are also several city bus stops nearby.



Renewable energy
Our entire energy consumption originates from renewable energy sources.



DGNB SUSTAINABILITY CERTIFICATION

The domicile has received a gold medal in the EU standard for sustainable buildings DGNB.

Environmental quality	66.0%
Economic quality	83.9%
Sociocultural and functional quality	62.3%
Technical quality	69.4%
Process quality	75.0%
Site quality	58.7%
Total score	70.9%

The building is evaluated based on a number of criteria within the six main areas to the right.

To receive the gold medal, the building must achieve a minimum of 50% in each category and 65% in total.



RESULTS FOR THE YEAR 2021

RISKS	FOCUS AREAS	GOALS	ACTION	RESULTS
<ul style="list-style-type: none"> Transparency 	<p>TRANSPARENCY</p> <p>Policy</p> <ul style="list-style-type: none"> Human rights policy Environmental policy Climate policy Employee rights policy Diversity policy Anti-corruption policy 	<ul style="list-style-type: none"> Reporting on policies 	<ul style="list-style-type: none"> Included new KPIs in CSR Annual Report Published Annual CSR Report 	<ul style="list-style-type: none"> CSR Annual Report published
<ul style="list-style-type: none"> Electricity consumption 	<p>ELECTRICITY CONSUMPTION</p> <p>Policy</p> <ul style="list-style-type: none"> Environmental policy 	<ul style="list-style-type: none"> Internal audits of ISO 14001 conducted External audits of ISO 14001 conducted 6 of 6 sites ISO 14001 certified 100% of electricity consumption green or CO₂ compensated 	<ul style="list-style-type: none"> Conducted internal audits of ISO 14001 Conducted external audits of ISO 14001 Collected electricity consumption data Purchased 100% green electricity 	<ul style="list-style-type: none"> Internal audits of ISO 14001 conducted External audits of ISO 14001 conducted 6 of 6 sites ISO 14001 certified Data for electricity consumption collected 100% green electricity consumption
<ul style="list-style-type: none"> Water consumption 	<p>WATER CONSUMPTION</p> <p>Policy</p> <ul style="list-style-type: none"> Environmental policy 	<ul style="list-style-type: none"> Internal audits of ISO 14001 conducted External audits of ISO 14001 conducted 6 of 6 sites ISO 14001 certified Data for water consumption collected 	<ul style="list-style-type: none"> Conducted internal audits of ISO 14001 Conducted external audits of ISO 14001 Collected water consumption data 	<ul style="list-style-type: none"> Internal audits of ISO 14001 conducted External audits of ISO 14001 conducted 6 of 6 sites ISO 14001 certified Data for water collected where possible
<ul style="list-style-type: none"> Waste 	<p>WASTE</p> <p>Policy</p> <ul style="list-style-type: none"> Environmental policy 	<ul style="list-style-type: none"> Internal audits of ISO 14001 conducted External audits of ISO 14001 conducted 6 of 6 sites ISO 14001 certified Data for waste consumption collected 	<ul style="list-style-type: none"> Conducted internal audits of ISO 14001 Conducted external audits of ISO 14001 Collected waste consumption data 	<ul style="list-style-type: none"> Internal audits of ISO 14001 conducted External audits of ISO 14001 conducted 6 of 6 sites ISO 14001 certified Data for waste collected where possible

GOALS 2022

RISKS	FOCUS AREAS	GOALS	PLANNED ACTIONS
<ul style="list-style-type: none"> Transparency 	<p>TRANSPARENCY</p> <p>Policy</p> <ul style="list-style-type: none"> Human rights policy Environmental policy Climate policy Employee rights policy Diversity policy Anti-corruption policy 	<ul style="list-style-type: none"> Reporting on policies 	<ul style="list-style-type: none"> Inclusion of new KPIs in CSR Annual Report Publish Annual CSR Report
<ul style="list-style-type: none"> Electricity consumption 	<p>ELECTRICITY CONSUMPTION</p> <p>Policy</p> <ul style="list-style-type: none"> Environmental policy 	<ul style="list-style-type: none"> Internal audits of ISO 14001 conducted External audits of ISO 14001 conducted 6 of 6 sites ISO 14001 certified 100% of electricity consumption green 	<ul style="list-style-type: none"> Conduct internal audits of ISO 14001 Conduct external audits of ISO 14001 Collect electricity consumption data Purchase 100% green electricity
<ul style="list-style-type: none"> Water consumption 	<p>WATER CONSUMPTION</p> <p>Policy</p> <ul style="list-style-type: none"> Environmental policy 	<ul style="list-style-type: none"> Internal audits of ISO 14001 conducted External audits of ISO 14001 conducted 6 of 6 sites ISO 14001 certified 	<ul style="list-style-type: none"> Conduct internal audits of ISO 14001 Conduct external audits of ISO 14001
<ul style="list-style-type: none"> Waste 	<p>WASTE</p> <p>Policy</p> <ul style="list-style-type: none"> Environmental policy 	<ul style="list-style-type: none"> Internal audits of ISO 14001 conducted External audits of ISO 14001 conducted 6 of 6 sites ISO 14001 certified 	<ul style="list-style-type: none"> Conduct internal audits of ISO 14001 Conduct external audits of ISO 14001

KPI DEFINITIONS

ENERGY & SOCIETY

Wind power

Amount of sold MWh (megawatt hours) of electricity produced by wind turbines.

Hydropower

Amount of sold MWh (megawatt hours) of electricity produced by hydropower plants.

Biomass

Amount of sold MWh (megawatt hours) of electricity produced by the combustion of biomass, for example straw, wood and biodegradable waste.

Other

Amount of sold MWh (megawatt hours) of electricity produced by other renewable energy sources than wind power, hydropower or biomass.

Bra Miljöval EI

Amount of sold MWh (megawatt hours) of electricity produced by renewable sources, for example wind turbines, hydropower plants and the combustion of biomass with Bra Miljöval certification.

RESPONSIBLE TRADE

Training of all employees

Number of employees in Energi Danmark who have actively taken part in training in our policy on anti-corruption and fair competition.

Supplier risk assessment

Suppliers being risk assessed for sustainability issues.

Supplier Code of Conduct

Suppliers who have signed our Supplier Code of Conduct.

PEOPLE & CULTURE

Women in senior management

A count has been taken of how many women are on the Board of Directors for Energi Danmark A/S. This is calculated as a share of all board members.

The number of women in top management in Energi Danmark has also been calculated. This group consists of Executive Management Committee (EMC) and managers.

A manager is defined as head of a department, no matter if the manager is responsible for staff or not.

Recommend Energi Danmark as a workplace

Percentage of employees in Energi Danmark who would recommend Energi Danmark as a workplace to others measured in annual employee satisfaction survey in all branches.

Working relationship with other units

Percentage of employees in Energi Danmark who have a good working relationship with other units in the organisation measured in annual employee satisfaction survey in all branches.

Sick leave

Average percentage of sick leave per employee in the Energi Danmark Group during the year. The percentage only covers employees in Denmark and Sweden, as our Norwegian, German and Finnish subsidiaries still does not register absenteeism in the Groups staff management system "HR Orkidé". The percentage is calculated in relation to the planned working hours. Employees who do not register absences in connection with their employment, such as hourly paid student assistants, are not included in the calculation.

Sick leave standard

The industry standard is based on the category "Supply etc." in the Confederation of Danish Industry's (DI) statistics of absence for 2021.

Attrition

Percentage of employees that have left the Energi Danmark Group for any reason during the year.

RESPONSIBLE OPERATIONS

ISO 14001 certified departments

Number of departments that have valid ISO 14001 Environmental certification.

ISO 14001 - Internal audits

Number of audits performed on own sites via personnel in Energi Danmark, who do not work on this site on a daily basis, i.e. first party audits.

ISO 14001 - External audits

Number of audits performed on own sites via persons who do not work for Energi Danmark, i.e. third party audits. We use auditors from DNV GL.

Electricity consumption

The amount of fossil fuel and renewable energy respectively is listed for each site. It is not always possible to obtain these figures from the owners of office buildings for some sites.

Water consumption

The amount of consumed water in cubic metres is listed for each site. It is not always possible to obtain these figures from the owners of office buildings for some sites. ■