



Added<sup>®</sup>  
Values<sup>®</sup>

ADDED VALUES

# Sustainability Report 2024

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# Introduction

**Our sustainability report or ESG report contains a range of stories and facts from the past year.**

The range includes figures/facts, specific SDG initiatives, and our climate ambitions. We also report on our exciting advisory projects in collaboration with our clients and on the everyday work with our unwritten culture and management approach. All in words and pictures.

For us, the overall picture is important. The individual sections of the range cannot stand alone. Therefore, this year's report or account will be a "stew" of what we as a company have prioritized to spice up 2024 with.

In the report, we want to show how we put actions behind our words when we say that we want to contribute to increased sustainability and that we take our social responsibility seriously.

At the same time, we also want to show that as a workplace, we are just as responsible and ambitious when it comes to our daily well-being and our company culture.

We believe that openness and respect are two important keys to valuable growth and knowledge.



*Added Values has rented premises in "Resilience House" in Dandy Business Park in Vejle, owned by Bagger-Sørensen & Co. Therefore, our CO2 emissions are part of Bagger-Sørensen's ESG accounts, as the figures are distributed based on the square meters of the individual leases in "Resilience House".*



*Resilience House*

*Added Values<sup>®</sup>*



# Our mission

As a company, Added Values' daily actions may not significantly impact the global climate footprint. But our advisory services do.

Since 2013, we have been helping Danish and international energy companies in their investment journey from fossil to sustainable energy production.

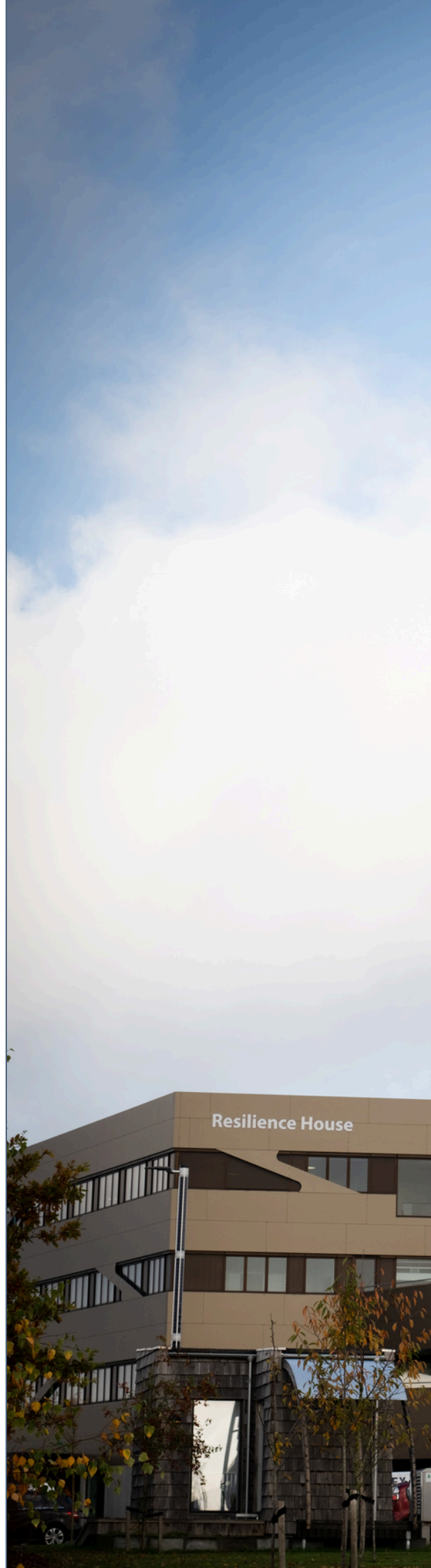
We advise them on how to get the most out of their current plants and how new energy plants and sources can be combined when investing in greener energy technologies.

In addition to ensuring a cheap and robust supply, considerations of economy, environmental concerns, and sustainability must also be considered, as well as compliance with energy policy frameworks.

We believe that knowledge and insight come with responsibility, and we are motivated by contributing to the transition of our energy systems.

That is our mission. And it makes us proud.

“We are motivated by co-driving the green transition”



# Some of our customer cases

Here is a brief selection of our green advisory projects in 2024:

- For **Aabenraa Fjernvarme**, we have helped map the potential for district heating opportunities in some smaller towns and the integration of surplus heat from, for example, biogas plants.
- For **Kredsløb** in Aarhus, we have calculated how district heating in Aarhus can best be produced in the future – with a focus on the climate, economy, heat customers, and supply security. The goal is to phase out the coal-fired power plant units.
- We have advised **Sønderborg Varme** on, among other things, the use of local surplus heat in their strategy to phase out fossil heat.
- For **Silkeborg Forsyning**, we have calculated which green energy plants they should invest in as part of their transition to CO<sub>2</sub>-neutral heat production.
- For **DIN Forsyning** in Esbjerg, we are helping to design and commission the large seawater-based heat pumps that will ensure sustainable district heating in the area in the future.



See our website for information on our projects and services.



# Our three SDGs

**All of UN's Sustainable Development Goals are equally important focus areas.**

But to have the best opportunities to make the greatest difference, we need to choose and focus on a selected the goals.

Therefore, we focus on:

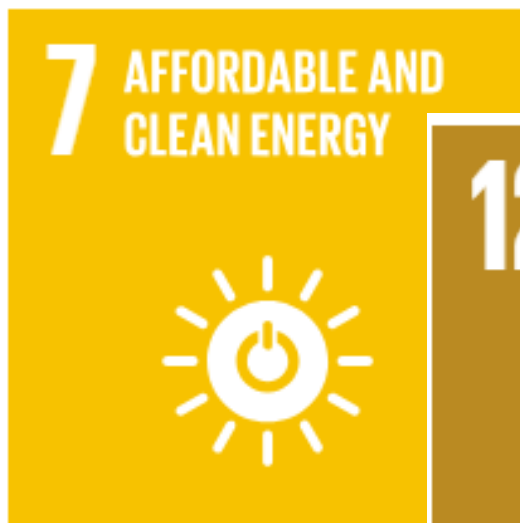
- our business, which is centered on advising on the phase-out of fossil fuels and designing the CO<sub>2</sub>-neutral electricity and heat production of the future.
- our daily office life, where we can concretely recycle more, minimize waste, and generally do what we can to better take care of our shared resources.

## UNs 17 Sustainable Development Goals



Source: <https://um.dk/en/danida/strategies-and-priorities/the-un-sustainable-development-goals>

# Our three SDGs



## Our initiatives in 2024

### Goal 7

#### Target 7.2

Through our consulting and collaboration with clients in the energy sector, our goal is to increase the overall share of renewable energy in the global energy mix.

### Goal 12

#### Targets 12.3, 12.4, 12.5

Waste sorting and increased focus on reducing food waste. We focus on reducing road transport emissions by remote workdays, carpooling, and arranging more online client meetings.

### Goal 13

#### Targets 13.2, 13.3

We contribute by advising the energy sector on how fossil fuels can be phased out in favour of sustainable power and heat production within the current regulatory and market conditions. Additionally, we contribute through our communication about new technologies that promote this goal.



# Our initiatives for increased sustainability

**We strive to do as much as possible to act sustainably.**

## **Our 2024 initiatives included:**

- Carpooling
  - When we carpool to client visits, we reduce CO2 emissions while having time for professional and casual conversations. In fact, our road traffic emissions were reduced compared to 2023.
- Online Meetings
  - We increasingly use online meetings. Even though it makes sense to save time and kilometers by arranging online client meetings, it is sometimes necessary to be physically present, for example, when inspecting a specific energy facility.
- Waste Sorting
  - At the office, we sort all our waste and share waste containers with other tenants in Dandy Business Park.
  - As tenants in the building, any food waste from the lunch buffet is part of Bagger-Sørensen's ESG report.
- Office Supplies
  - On a very practical level, we strive to minimize the use of print, paper, pens, etc. However, we probably can't completely do without them yet.



Together we make the difference ...

# Our social responsibility

**For more than 10 years, we have supported several associations and organizations because we believe that diversity and charity are important.**

In previous years, we have supported, among others, Heart & Soul in Horsens, Horsens Pride, and the Danish Hospital Clowns.

In 2024, we decided to support more locally and thus donated 50,000 DKK to:

- **Café Parasollen**

Café Parasollen in Vejle is an organization under Danish YMCA's Social Work. The employees and volunteers collaboratively handle the many different daily tasks such as shopping, cooking, baking, cleaning, tidying up, selling food and beverages, and not least, socializing, conversing, and engaging in activities with the guests.



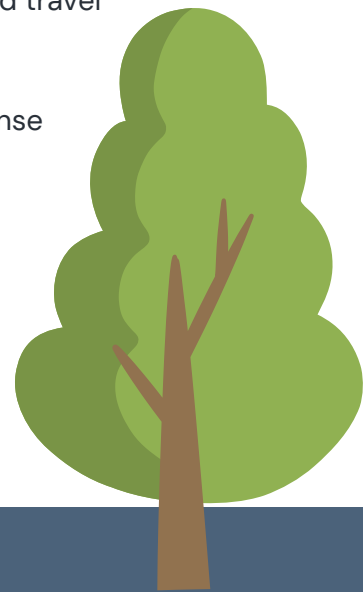
Source: <https://www.parasollenvejle.dk/>



# Continued focus on sustainability and social responsibility

**As we constantly strive to act sustainably and take social responsibility, in 2025 we will focus on:**

- More sustainable office supplies
  - We will purchase more office supplies that are produced sustainably
- More carpooling
  - We will strive to have more carpooling for client visits
- More online meetings
  - We will hold more online meetings, when possible, thereby reducing road travel emissions
- Supporting locally
  - We will support local charitable causes because we believe it makes sense



**Next year, we will naturally continue to support charitable local causes and initiatives that help vulnerable groups and promote openness and tolerance.**





# ESG reporting

E

Environment

S

Social

G

Governance

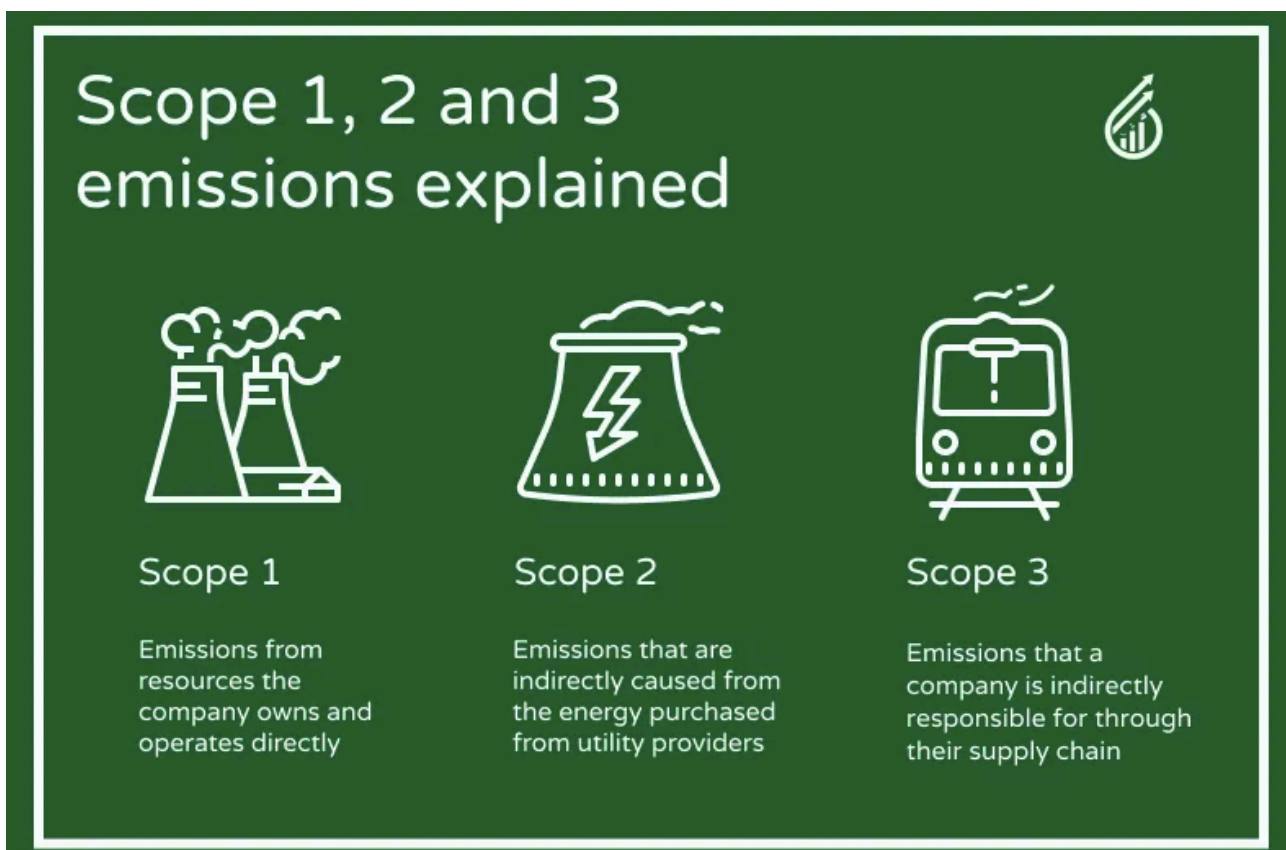
# (E) Climate accounting

This is our second ESG report. We will continue to work on expanding the report and including more elements in our climate accounting. As we grow, our ambitions will naturally also grow, and we will continue to focus even more on green initiatives and our climate strategy.

## **Applied practice:**

We use the Danish Business Authority's "Climate Compass" as the basis for our climate accounting. It is based on the principles of the international GHG protocol (Greenhouse Gas protocol) and is easy and user-friendly to work with. Our climate accounting is divided into Scopes 1, 2, and 3. We naturally report on all emissions from Scope 1 and 2 but only selected categories from Scope 3 are included.

Our climate accounting is divided into Scopes 1, 2, and 3.



Source: <https://www.emission-index.com/greenhouse-gases/scope-1-2-3-emissions>

# Scope 1

**Added Values has no Scope 1 emissions, as we have no fossil emissions. We have rented our office space and have no company cars.**

Added Values is headquartered in "Resilience House" in Dandy Business Park in Vejle, owned by Bagger-Sørensen & Co. Therefore, our CO2 emissions are part of Bagger-Sørensen's ESG report, as the figures are distributed based on the square meters of the individual leases in "Resilience House."

Our Scope 1 figure is included in Bagger-Sørensen's ESG report.

Added Values' CO2 emissions for  
Scope 1:

0 tons





# Scope 2

The indirect emissions, Scope 2, are included in Bagger-Sørensen's accounting.

Added Values' lease in "Resilience House" is 344 m<sup>2</sup>, including our share of common areas. Resilience House is part of Dandy Business Park.

Added Values' CO<sub>2</sub> emissions for  
Scope 2:

3,009 tons



# Scope 3

As a consulting engineering firm in rented office space and without company cars, our emissions are limited.

Regarding Scope 3, two "upstream" emissions have been selected:

## No. 1: "Purchased goods and services."

For us, this includes the purchase of office supplies, desks, mobile phones, and computers.

## No. 6: "Business travel".

This refers to business travel through company driving/other employee transportation to and from client visits.

## SCOPE 3 EMISSIONS CATEGORIES



Source: Greenhouse Gas Protocol.  
Technical Guidance for Calculating Scope 3 Emissions [version 1.0].

# Scope 3

## No. 1: "Purchased goods and services."

For us, this includes the purchase of primarily mobile phones and computers.

Converted to CO<sub>2</sub> emissions, this corresponds to 3.47 tons





# Scope 3

## No. 6: "Business travel"

This refers to business travel through company driving/other employee transportation to and from clients.

Although many meetings can be handled online or on the phone, it is important for us to meet our clients in person so we may look each other in the eye and thereby achieve the best consulting.

Converted to CO2 emissions, this corresponds to 2.69 tons





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Values®

# (E) Our numbers

**18**

Employees and managers

**0,509 tons**

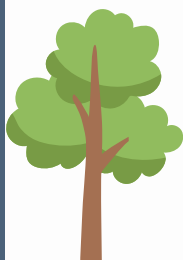
CO2 emission per person

**0,026 tons**

CO2 per m2\*

**9,169 tons**

Total CO2 emission



Our 344 m2 office space lease includes our part of the shared areas.





# (S) Respect and well-being

We are constantly working to improve the work environment to enhance employee well-being and motivation.

To us, respect, well-being, and community feeling are central values in our everyday work life. Therefore, we focus daily on openness, flexibility, diversity, and tolerance.

In addition to good working conditions and significant influence and freedom in the job, we also offer extra benefits such as:

- Fresh fruit, lunch buffet, and Friday breakfast
- Christmas gifts
- Company-paid summer vacation week
- Company-paid Christmas vacation week
- Child's days of illness
- Health insurance

2024

Owners and employees  
in numbers

13 employees  
4 owners  
1 CEO





# (S) Respect and well-being

Social responsibility is important. Both as a company and as part of society.

Therefore, we place great emphasis on arranging company events to enhance employee well-being and job satisfaction and to create a work culture where each employee feels appreciated.



"We take the fun parts seriously"



# Social responsibility

Taking social responsibility and being socially responsible can be done in many ways. One way is to support various projects and organizations, as we have done when we donate money to e.g. The Danish Hospital Clowns and Café Parasollen in Vejle.

Another way is through our long time collaboration with various educational institutions and by guiding master's students and hiring newly graduated engineers.

## **Collaboration with universities**

For many years, several of Added Values' managers and employees have been affiliated with SDU and AU as supervisors and examiners for bachelor's and master's exams in the fields of study in which we have great expertise. We take great pride in this. In this way, we gain knowledge of the latest research and developments at the universities, and we can contribute with our experience and expertise for everyone's benefit.

Additionally, several of our employees are supervisors for master's theses and PhD dissertations. This is also a social responsibility that makes sense and that we take seriously.





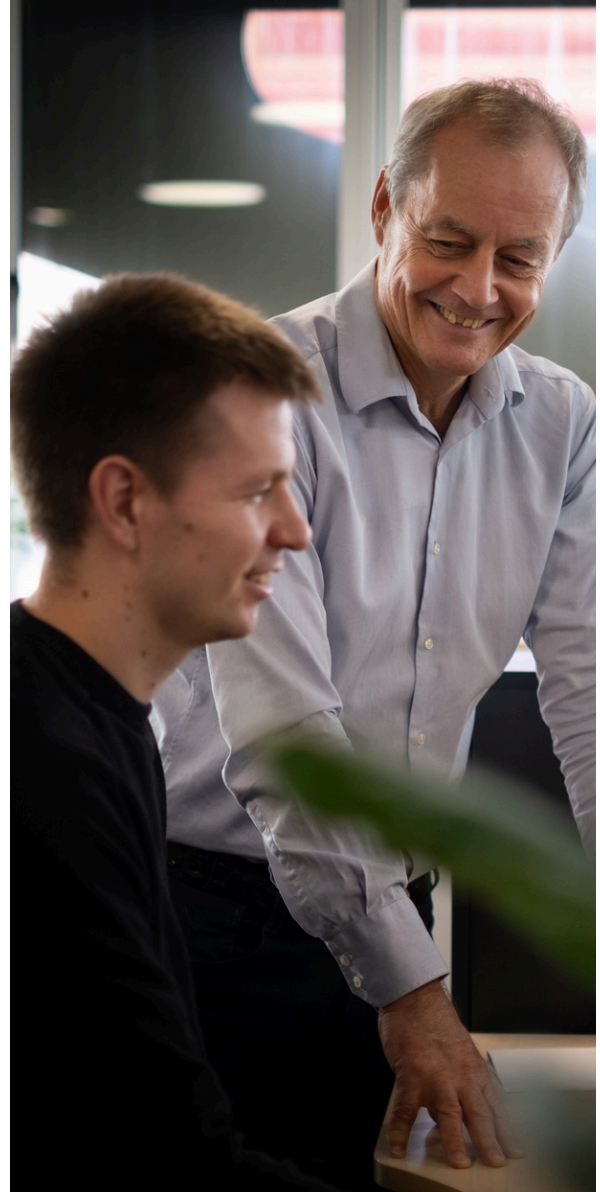


# (G) Value-based management

Added Values is jointly owned by Mogens Bech Laursen, Ole Hede Larsen, Tommy Mølbak, and John Hald, and the company is led by Neino Holm (CEO). Additionally, we have a board of directors chaired by Søren Heine. This has been the structure since the company was established in 2013.

From the very beginning, we have prioritized each person's well-being. It is important to us that everyone has the best possible work-life balance. Not only does this increase job satisfaction; it also yields the best results.

As owners, we take our responsibility as a workplace seriously. And we have high expectations that everyone contributes to creating the best team, where everyone's professional and personal competencies come into play.



“A strong company culture improves employee satisfaction and fosters innovation and success”



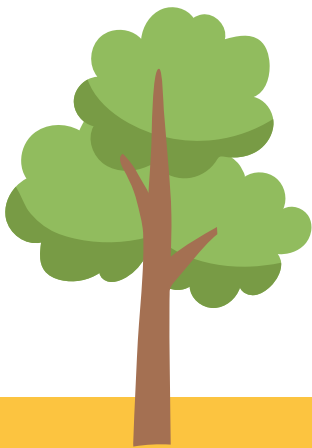
# Daily dialogue is key

Added Values' approach to management is value-based. We firmly believe that meaning, trust, and respect are the most important focal points, whether it concerns company culture or project solving

Through daily dialogue and an open-door policy, we ensure a healthy work environment. And we mean it; the annual performance review does not exist. It is the daily "calibration" that provides healthy well-being and the best results.

Our open and trust-based leadership strategy applies both internally and externally. This means that we interact with the company's business partners and clients as we would with our employees: We trust each other and behave respectfully.

On a very practical level, we naturally also use regular workplace assessment as a tool. Through employee satisfaction surveys, we focus on small and large wishes and needs that help increase our well-being and community-feeling.



“Openness, respect, and teamwork drive the company and create our results”

# Politikker

We run our business responsibly, and therefore we continuously update our internal policies and procedures, which include our data protection policy as well as IT policy and security. The other policies are described in our employee handbook.



“An apple a day. Or two ...”

# Conclusion

We have always tried to secure the best employee conditions, a sensible environmental impact, and a healthy management culture.

The green transition is increasingly becoming a competitive parameter and a customer requirement. Therefore, more people are demanding that their suppliers and partners be sustainable, environmentally conscious, or socially responsible.

The projects we solve for our customers are almost all aimed at ensuring a more robust and CO<sub>2</sub>-neutral power and heat production. We take pride in this.

At the same time, we make sustainability a part of our culture by involving all employees in dialogue and focusing on how we can collectively reduce our climate footprint.

With this ESG report, we want to show that we take part in the shared responsibility that our society relies on.

Thank you for your attention.

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