



Added[®] Values⁴

Sustainability report
2025

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The background of the slide is a photograph of an industrial facility, likely a power plant or refinery. It features large blue and silver machinery, including a prominent vertical silver duct or chimney, various pipes, valves, and electrical control panels. The scene is brightly lit, and the overall color palette is dominated by blue and silver tones.

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Applied practise

Basic ESG disclosure for SMEs

Our sustainability report is based on the “ESG template developed by the Danish Business Authority aimed for small and medium-sized enterprises that are not covered by the legal requirements for sustainability reporting but may voluntarily choose to document their sustainability performance” *

The ESG report is based on the Basic Module in the European Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME Standard).

Added Values' ESG report covers the timeperiod from 1st of January 2025 till 31st of December 2025.

**Source: esg-danmark.dk/gratis-vsme-skabelon-til-smver-nu-ogsaa-paa-engelsk/ (Version 3.2)*

Introduction

About Added Values

Since 2013, we have advised Danish and international energy companies on their investment journey from fossil to sustainable energy production.

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

In addition to ensuring an affordable and robust supply, economic considerations, environmental impact, and sustainability must be considered – while naturally also complying with the energy policy framework.

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 we are proud of it.

On our own, Added Values may not move the needle significantly when it comes to the global climate footprint. But our advisory services do.

Resilience House

Introduction

Longterm energy consultancy

We advise a range of Danish and international utility companies on the green transition of their heat production. This may include mapping the potential for district heating in smaller towns and exploring opportunities to integrate local surplus heat from sources such as biogas plants.

We also work on assessing how future heat production can be organised in the most sustainable and cost-effective way, including phasing out coal-based plants and ensuring a high level of supply security.

In addition, we assist with analyses of geothermal potential and the utilisation of local surplus heat as part of strategies to phase out fossil energy sources. For other clients, we calculate which green energy installations would be the most beneficial to invest in as part of the transition to CO₂-neutral heat production.

Finally, we also contribute to the design and commissioning of large technical facilities such as seawater-based heat pumps that will secure sustainable district heating solutions for the future.

Introduction

Basic information (B1)

Basic information	(B1)
Legal form	P/S (Ltd. partnership company)
NACE sector classification code	71.12.90 Technical consultancy
Size of balance sheet	Omitted
Turnover	Omitted
Number of employees	20 FTE
Reporting period	1 st January 2025 till 31 st December 2025
CRN	DK35045627
Address	Head quarters: Lysholt Alle 8 7100 Vejle Denmark

E: Environment

Greenhouse gas (GHG) emissions (B3)

GHG emissions	(B3)
Scope 1 CO ₂ eq emissions*	0 ton
Scope 2 CO ₂ -eq emissions*	2.924 ton
Scope 2 CO ₃ -eq emissions*	Omitted

*Scope 1:

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.

**Scope 2:

The indirect emissions, Scope 2, are included in Bagger-Sørensen's accounting. Added Values' lease in "Resilience House" is 344 m², including our share of common areas. "Resilience House" is part of Dandy Business Park.

E: Environment

Resource use and waste management (B7)

We strive to do as much as possible to act sustainably. Our 2025 initiatives included:

Carpooling

When we carpool to client visits, we reduce CO2 emissions while having time for professional and casual conversations.

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. Obsolete office equipment, batteries, and similar items are delivered for recycling.

S: Social conditions and responsibility



S: Social conditions

Workforce: General characteristics (B8)

Type of contract (39a)	No. of employees
Temporary employment	0
Permanent employment	20
Total number of employees	20 /20 FTF

Gender (39b)	No. of employees
Female	3
Male	17
Other	0
Not registered	0


S: Social conditions

Workforce: Health and safety (B9)

Recordable work-related accidents (41a)	Year 2025
Number	0
Rate	0
Work-related fatalities (41b)	
As a result of work-related injuries and work-related accidents	0
Due to work-related ill health	0

S: Social conditions

Respect and openness



A healthy and supportive working environment is essential to us. A positive workplace climate not only strengthens employee well-being and engagement but also contributes to delivering high-quality solutions for our customers.

Respect, well-being, and community are core values in our daily work. That is why we focus on openness and flexibility every single day.

In addition to good working conditions, a high degree of autonomy, and freedom in the role, we also offer a range of employee benefits, including health insurance, a lunch buffet, fresh fruit, Friday breakfast, paid child sick days, and company events.

S: Social responsibility

Our social responsibility

We believe that diversity and charity are important. Therefore, we have always supported several organizations and charitable purposes.

In previous years, we have donated funds to **Heart & Soul in Horsens**, **Horsens Pride** and **The Danish Hospital Clowns**.

I 2025, we donated 50,000 DKK to **Café Parasollen in Vejle**

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: parasollenvejle.dk



S: Social responsibility

We support the fight against childhood cancer


In 2025 we supported the Children's Cancer Foundation.

As part of the "Football Shirt Friday 2025" initiative, we donated DKK 10,000 to this good cause.

Source: fodboldtroejefredag.dk



børne cancer fonden

Danske Spil 

VÆR MED

FOR VIRKSOMHEDER

OM OS

Q&A



#FodboldtrøjeFredag



S: Social responsibility

CSR on multiple levels

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 Childhood Cancer Foundation and Café Parasollen.

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

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 pride in

G: Governance

People first

Added Values is jointly owned by Mogens Bech Laursen, Ole Hede Larsen, Tommy Mølbak, and John Hald, and Neino Holm is company CEO. Our board of directors is chaired by Søren Heine.

This has been the structure since the company was established in 2013.

From the very beginning, we have applied a people-first approach. 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; one in which all professional skills and personal competencies are brought into play.



G: Governance

Value-based leadership

Our approach to leadership is rooted in values.

We believe that meaning, trust, and respect are the most essential drivers; whether we are working with people or managing projects.

Through everyday dialogue and an open-door policy, we ensure a healthy working environment. And we mean it; we don't do annual performance reviews. It's the ongoing, day-to-day "calibration" that fosters well-being and delivers the best results.

Our open, trust-based leadership philosophy applies both internally and externally. In practice, this means we treat business partners and customers the same way we treat our colleagues: with mutual trust and respectful behaviour.

On a practical level, we also use workplace assessments as an important tool. Through employee satisfaction surveys, we identify both small and large needs and wishes that help strengthen well-being and community.

But ultimately, it is the underlying, often invisible culture that creates the strongest foundation. Diversity, respect, and collaboration are what drive our organisation and shape our results

Summing up

We have always strived to ensure the best employee conditions, a responsible environmental footprint, and a healthy management culture.

Today, the green transition is increasingly a competitive factor and a clear customer expectation. More and more stakeholders require their suppliers and partners to act sustainably, think environmentally, and demonstrate social responsibility.

The projects we solve for our customers aim at ensuring a more resilient CO₂-neutral power and heat production. Something we take great pride in.

At the same time, we integrate sustainability into our own culture by engaging all employees in ongoing dialogue and focusing on how we, together, can reduce our climate impact.

With this ESG report, we want to show that we actively embrace the shared responsibility that underpins our society.

Thank you for your attention.

Added Values
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