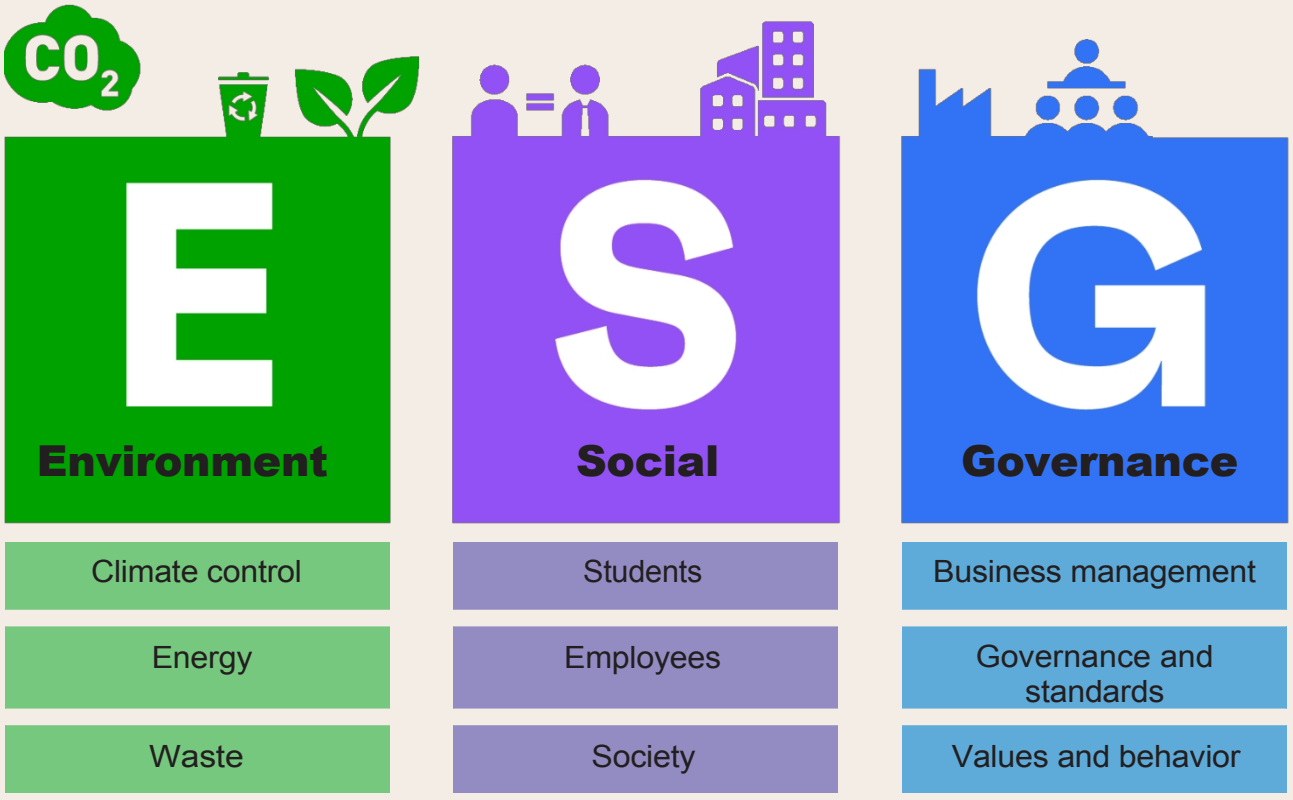
ESG and climate report 2024



NIELS BROCK

UDDANNELSE SIDEN 1881

Content

Introduction

At Niels Brock, the green transition is not just a goal, but an integral part of our identity and practice. With around 8,000 pupils and students, we act as an important role model, and we therefore prioritize the work with the green transition both as a workplace and educational institution.

Changed legislation - same high ambitions
We live in a world of change and there is new legislation coming from the European Commission - the omnibus, which will redefine EU legislation in the areas of CSRD and ESG. This change will take us from a compliance approach to a more value-creating approach.

The omnibus will also change the rules for which companies are directly affected by the legislation. But it will not change our ambitious goal of presenting a full ESG report by 2026. Although we will probably never be covered by the legislation, we prioritize ESG reporting, both to measure our development to ensure we are moving in the right direction and to be a practical example for our .

As we have chosen to follow the CSRD legislation, in December 2024 we initiated a project in the Sustainability Committee to prepare a double materiality analysis. The project is expected to be completed in summer 2025. We have also started work on reporting on our scope 3 emissions.

Niels Brock's ambitious climate strategy includes reducing CO2 emissions by 50% by 2030 compared to 2016.

In addition to focusing on scopes 1 and 2, this report will also look at waste management and water consumption, which technically belong to scope 3.

By presenting the school's ESG key figures and CO2 accounts, we want to document our work with sustainability and create openness and transparency, and to identify focus areas so that we can develop relevant action plans.

1. ESG key figures

We are pleased to see several positive trends in our Environmental, Social, and Governance (ESG) and climate reporting.

Although our report does not yet include scope 3 data, we have chosen to include CO2 emissions from student travel as a key figure, as it is a strategic focus area to reduce the environmental impact of our many student trips.

Working with ESG metrics is neither a theoretical nor static task, but rather a practical and very dynamic process. This is why we are constantly learning and expanding the dashboard accordingly. For example, this year we have included more information about students and we have chosen to use different and better data sources than before, e.g. in relation to salary differences, where we now use the government's salary overview. The ESG key figures include an overview broken down by 2024, 2023 and 2022 respectively.

1.1 Environmental - Environmental data

What	2024	2023	2022	Remark
CO2 Absolute Scope 1 emissions	0	0	0	
CO2, Absolute Scope 2 emissions	180,5 t	175t	221 tons	Buying green power so only heat
CO2, Absolute Scope 3 emissions	N/A	N/A	N/A	Scope 3 not calculated
Total CO2	180,5 t	175t	201.7 tons	Minus study trips
CO2, total vs. revenue	0.0031 kg	0,00039	0,00053	Minus study trips
CO2, study trips (Scope-3)	575 tons	905 tons	N/A	41 study trips 2024 37 study trips 2023
Energy consumption (kWh)	5.126.677	4.780.753	4.893.468	
Energy intensity	0.0088 kWh	0.011 kWh	0.010 kWh	Total energy consumption in relation to net sales
Renewable energy share	17,2%	19,1%	14,4%	Renewable energy share in relation to total energy consumption
Water consumption (liters)	8.363.000	7.588.000	7.707.000	
Water consumption (liters) per head per day	5,6	6,25	7,43	
Waste management sum of hazardous waste	0	1,802 kg	0	
Waste management - share of recyclable waste	19%	15%	10%	2022 goal 15% 2023 20% target 2024 goal 25%

1.2 Social - Social data

What	ESG key figures			Remark
	2024	2023	2022	
Sick leave	9 days per year	8.9 days per FTE	9.4 days per FTE	Benchmark all business schools 2024 10.8
Accidents at work	2	1	1	
Employee turnover	8,3	10,3	17,35	Benchmark all business schools 2024 13.1%
Employee satisfaction	86%	86%	81%	Employees answered "very " or " lot" when asked if they were happy with their work
Gender diversity in the organization (M/F)	49/51	50/50	48/52	
Age distribution M	20>: 0% 20-29: 5,07% 30-39: 24,16% 40-49: 20,44% 50-59: 31,62% 60-69: 17,11% 69<: 1,6%			20>: 0,12% 20-29: 4,09% 30-39: 18,00% 40-49: 24,92% 50-59: 31,84% 60-69: 20,31% 69<: 0,72% Benchmark all business schools 2024
Age distribution K	20>: 0,28% 20-29: 5,61% 30-39: 24,21% 40-49: 27,52% 50-59: 27,05% 60-69: 15,33% 69<: 0%			20>: 0,12% 20-29: 4,74% 30-39: 19,87% 40-49: 27,00% 50-59: 33,56% 60-69: 14,52% 69<: 0,19% Benchmark all business schools 2024
Gender pay gap	Women earn annually incl. pension 9,110 DKK less than men (regardless of position)	Women earn DKK 5,600 less than men annually including pension	Women earn DKK 5,354 less than men annually including pension	
Share of positions on special terms (M/F) - Flex - Senior scheme - Child reduction	Flex (2.97%): 12/88 Senior scheme: 100/0 Child reduction: 45/55			Political target 3.5%
Student satisfaction EUX (GF and SF)	82%	78%	76%	Students responded "strongly agree" or "somewhat agree" to the statement "I like school"
Student satisfaction HHX	81%	79%	79%	Students responded "strongly agree" or "partially agree" to the statement "I like going to school".
Gender diversity EUD/EUX all classes (M/F)	70/30	65/35	55/45	Calculated at the start of the study
Gender diversity HHX (M/F)	63/37	59/41	59/41	Calculated at the start of the study
Gender diversity International department (M/F)	53/47	64/36	56/44	Calculated at the start of the study
HHX students on special support schemes (M/K)	13,8% 49/51			School year 2024/25 All upper secondary education 12% 1
EUX students on special support schemes (M/F)	17,2% 47/53			15% EUD as a whole 2
Students (main course) on special support schemes (M/F)	11,2% 5/95			

1 https://www.ft.dk/samling/20231/almdel/buu/spm/363/svar/2070249/2909318.pdf
2 https://www.ft.dk/samling/20231/almdel/buu/spm/363/svar/2070249/2909318.pdf

1.3 Governance - Management data

What				Remark
	2024	2023	2022	
Gender diversity in Niels Brock's Board of Directors M/F	64/36	50/50	36/64	
Gender diversity in the Executive Board M/F	0/100	0/100	0/100	
Gender diversity in top management M/F (strategic management)	33/67	40/70	80/20	
Gender diversity in other management M/F (not o-group)	30/70	38/62	62/38	
Pay gap between CEO and employees	2.4 times higher	2.5 times higher	2.6 times higher	In relation to the median salary

2.0 Analysis and action plans

This section analyzes the figures in the tables above, however, environmental data will treated separately in section 3 Climate accounting.

2.1 Environmental - Environmental data

Our environmental data shows improvements in all areas. It is particularly noteworthy that, despite an increase of 1300 students at Niels Brock and the acquisition of a new building, we have managed to reduce energy, water and waste consumption. At the same time, a higher recycling rate has been achieved.

In the ESG report for 2023, we included data from student travel for the first time as part of the Niels Brock ESG metrics. We noted then that the mode of transportation has a significant impact on the carbon footprint. We have focused on replacing airplanes with buses wherever possible, and the report clearly shows that this has a positive effect. Even though we have run four more study tours this year, we have saved over 300 tons of CO2.

2.2 Social - Social data

Our social data shows improvements in almost all areas. It is particularly pleasing that the organization has almost equal gender distribution and that the age distribution shows a healthy balance between young and more experienced employees. We have a smaller proportion of employees in the 20-29 age group, which is to be expected for an educational institution as most employees are teachers with long higher education degrees.

Satisfaction with Niels Brock as a workplace is at a satisfactory level. We have experienced a decrease in employee turnover and a stable number of sick days, which indicates general well-being among employees. The two workplace accidents that have occurred at Niels Brock were both of a minor nature. However, it is still our goal that there should be no work-related accidents at all. One of the accidents involved a fall over wires in a classroom, and this has led us to remove all wires in the classrooms.

2.2.1 Salary differences and employees on special terms

There is still a pay gap between men and women. Working with figures and data is a process in which we must continuously decide which data sources we want to use. From this report onwards, we use the National Wage Survey instead of internal data.

The difference in pay can be attributed to the different job functions and seniority-based bonuses among academic employees. Here, the difference is not considered to be an expression of gender discrimination.

The biggest pay gap between women and men is found in the group of specialized workers, which covers the areas of school custodians and cleaning. In the officers' room, all employees are men with a craft background and they receive a higher salary than the cleaning staff, which mainly consists of women. Therefore, the difference in pay is not considered to be an expression of gender discrimination here either. The table below shows an overview of job functions and pay gap, where index 100 represents men. If the number is below 100, it means that women earn less than men.

Job function	Index
Lawyers/economists	99
Magistrates	102
Civil servant-like	99
Office clerks	99
Special workers and others.	86
Managers	106

This year we have included data on employees on special terms covered by the statutory schemes, including flex and senior schemes and Niels Brock's child reduction scheme. Currently, 2.9% of employees are employed under social clauses. In addition, there are people in job trials or internships that are not included.

The senior scheme is a relatively new opportunity that is not yet fully utilized. We expect to see a growth in the number of employees on the senior scheme and have incorporated the possibility of the scheme in the employee development interviews. As a very special Niels Brock scheme, all employees are offered to reduce working hours by 10% per child under the age of 3 without a reduction in salary.

2.2.2 Student data

In 2023, the school chose to include student data in the climate accounts as they are the largest group at the school.

Well-being

In 2023, we launched the project "Focus on learning, well-being and education". This has led to a slight improvement in the well-being of both EUX and HHX students. Well-being is closely monitored through frequent student well-being surveys so that proactive action can be taken.

Special support schemes

As with other upper secondary schools, Niels Brock has also seen an increase in the need for Special Educational Support (SPS), and for the first time these figures are included. The number of students receiving SPS at Niels Brock is slightly higher than the average for all upper secondary schools and vocational programs in general. Unfortunately, it has not been possible to obtain specific figures for HHX and the commercial EUX, so there is no direct basis for comparison. However, we observe the same trend at the schools we normally compare ourselves with, namely an increasing proportion of students who need both SPS and extended time for exams.

Diversity

We still find that more boys than girls choose Niels Brock. We are pleased that Niels Brock is an attractive educational option for boys, who often struggle in the education system, but we are aware that better diversity will have a positive effect on both well-being and the learning environment. In addition to trying to develop study programs that are more appealing to girls, we are very aware of creating a good learning environment for the many boys through authoritative classroom management and more active teaching methods.

In the international department, diversity is about both nationality and gender. When it comes to nationality, we have not yet achieved the desired diversity, as a large proportion of students still come from Nepal and Bangladesh. However, we have been successful in achieving a more equal distribution between men and women in the international programs.

2.3 Governance - Management data

On the management data front, there have been no significant changes from 2022 to 2024. Niels Brock still has more women at all management levels. The Board of Directors has gained a preponderance of men, which is solely due to the student representatives, which in 2024 consisted of two men.

3.0 Climate accounting and action plan

In this section, we will present Niels Brock's total CO2 e impact divided into scope 1 and 2. All figures in the report are stated in tons.

The figures for 2024 for electricity, water and heating will be inaccurate as the consumption in kWh for both H.C. Andersens Boulevard and Sankt Petri Passage are based on an estimate based on average consumption per m² in Niels Brock's other locations. The actual figures will be available during June 2024.

The figures for Sankt Petri Passage are based on Niels Brock having used the building for 6 months, but kWh is calculated based on 8 months. This is because the school has used a varying number of rooms since February 2024. However, it is assessed that this has a relatively small impact in relation to the figures presented.

In addition to scope 1 and 2, this report also includes water, waste and student travel, although these items technically belong to scope 3. As we have data available and these items have long been part of Niels Brock's reporting, these figures will also be analyzed here.

3.1 Discharge on scopes

Scope 1: Niels Brock had no emissions in scope 1.

Scope 2: which is the indirect emissions from the purchase of energy for the building's electricity, district heating and district cooling, is also relatively limited considering the size of Niels Brock. This is primarily due to the fact that Niels Brock in May 2022 chose to exclusively purchase green electricity, which has a positive impact on total emissions, as green certificates are considered climate neutral.

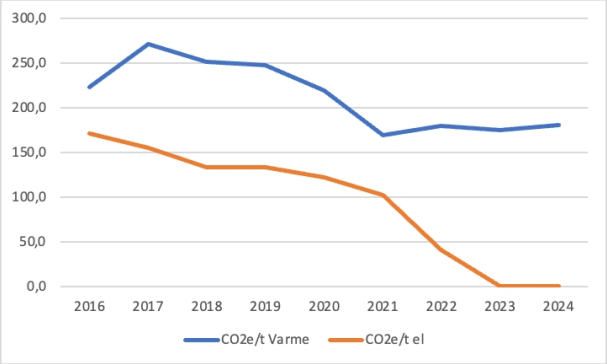


Figure 1 Total Scope 2 load scope-2

Figure 2 CO2e consumption per m2 index 2016

3.2 Analytics and reporting

This section dives into the individual areas of the report. It's worth noting that we only have the actual figures for the CO2e load for electricity and heat for the years 2020 - 2023. Therefore, the load for the period 2016 to 2020 is calculated based on the figures from 2020.

We have chosen to calculate comparative figures per m2 to take into account that the school has had a varied number of square meters during the period. This is why we see an increase in consumption from 2023 to 2024, as we have moved into the building on Sankt Petri Passage in 2024.

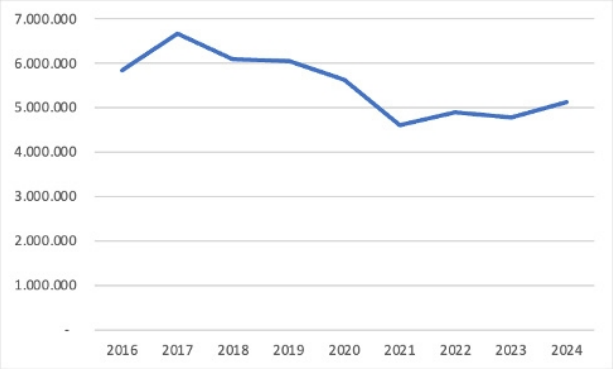


Figure 3 Total kWh consumption in the period 2016-2024

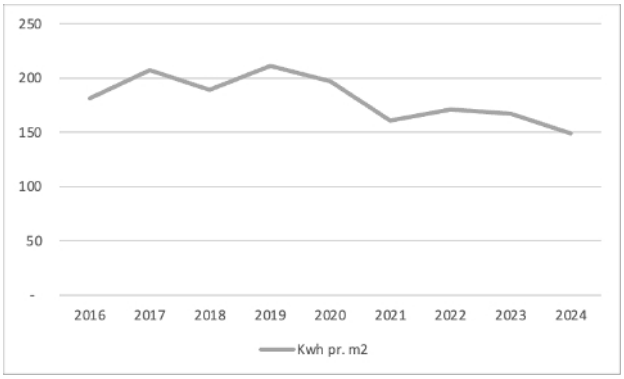


Figure 4 KWh per m2 in the period 2016-2022

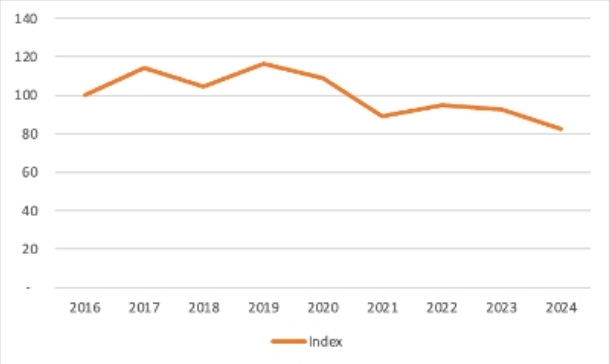


Figure 5 KwH index 2016 per M2

3.2.1 Electricity consumption

Electricity consumption at Niels Brock has generally been decreasing since 2017, although there are also years with slightly increasing consumption. The downward trend is partly due to the ongoing switch to more energy-efficient solutions such as LED, the introduction of censor-controlled lighting and the closure of an IT server room. The small increases are mainly due to the fact that the school has carried out major renovation projects that have required a lot of power.

In 2022, we chose to switch to 100% green electricity in May, which is why the carbon footprint on electricity has fallen to 0. Despite the fact that we buy green power, it is still the school's ambition to save electricity, and we see a slight decrease in consumption from 2022 to 2024 despite more m2.

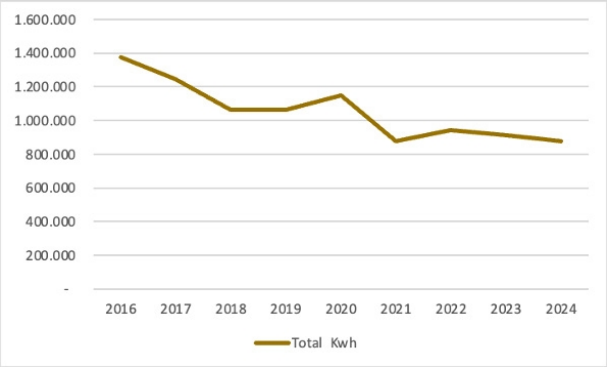


Figure 3 Total kWh consumption in the period 2016-2024

Niels Brock expects a general slight decrease in electricity consumption measured in kWh per m2 as investments in energy-saving features and renewable energy sources continue. Therefore, it is expected that the CO2e impact in 2025 will be 0 (zero) due to the purchase of green electricity.

3.2.2 Warmth

Heat consumption at Niels Brock has generally been slightly decreasing since 2017 - both in terms of total kWh and per m2. However, this development covers significant differences in the building stock. This is primarily due to HOFOR switching from steam to water during the period, which has resulted in a decrease in consumption. Naturally, we have seen an increase in kWh consumption in 2024, as we have taken a new building into use. However, we still see a decrease in the actual consumption per m2 (the figure is, as previously written, inaccurate due to missing data).

We expect heat consumption to remain at a stable level in the coming years.

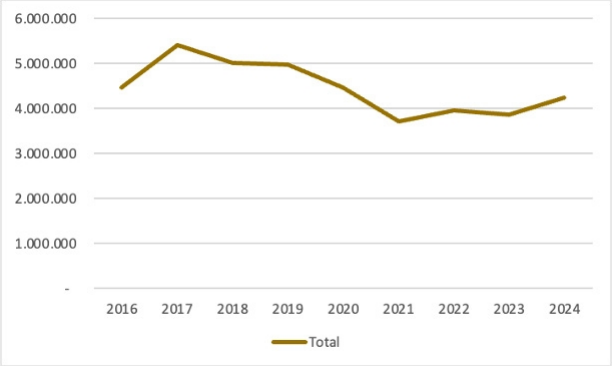


Figure 10 Total kWh for the period 2016-2024

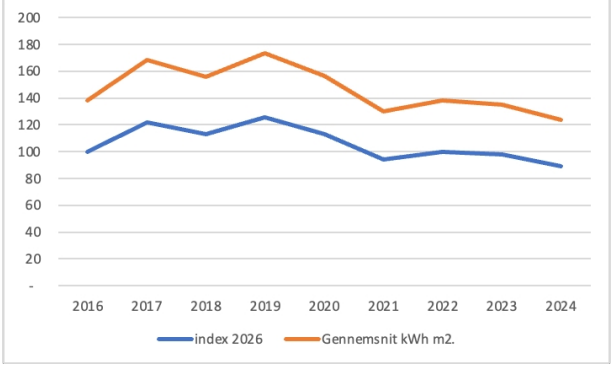


Figure 11 kWh per m2. for the period 2016-2024 actual consumption and index 2026

Niels Brock expects a general slight decrease in electricity consumption measured in kWh per m2 as investments in energy-saving features and renewable energy sources continue. Therefore, it is expected that the CO2e impact in 2025 will be 0 (zero) due to the purchase of green electricity.

4.0 Other CO2 and environmental impacts

Water consumption and waste fall under scope 3 - purchase of goods and services in carbon accounting, but since we have data available, we have chosen not to present data on this in this report.

4.1 Water

Niels Brock's ambition is to reduce the number of liters of water consumed per day per head (YE and YV). We have experienced a relatively stable water consumption for many years, but there is a significant decrease from 2021 to 2022. This decrease is due to the installation of sensor-controlled taps and water-efficient toilets at all addresses.

It was not expected to see a reduction in water consumption, but as shown in the figure below, we can see a decrease the number of liters per person.

Quite naturally, overall water consumption has increased as a new building has been commissioned and more students have been admitted. Water consumption is expected to continue at current levels as the replacement of fixtures and toilets is largely complete.

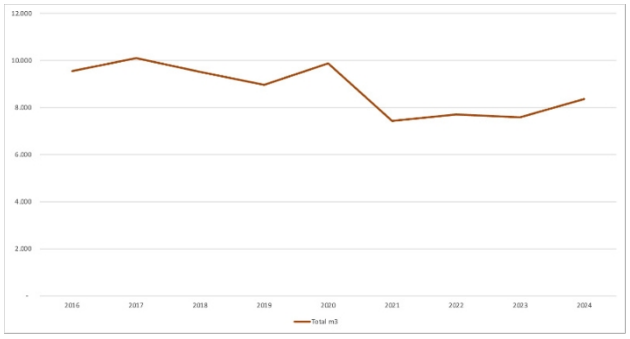


Figure 13 Total water consumption in liters for the period 2016-2024

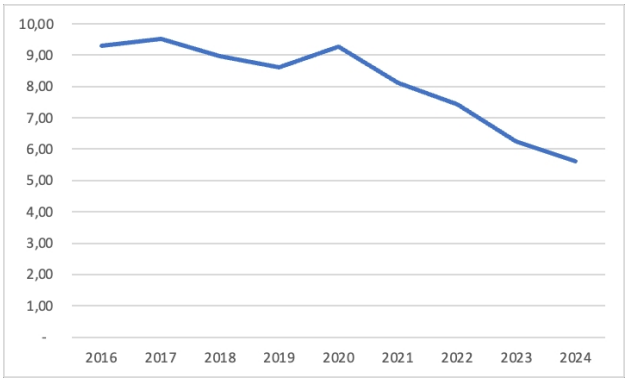


Figure 14 Water consumption in liters per FTE per day for the period 2016-2023

4.2. Waste

Although the target of 25% waste recycling has not been reached, the figures show that we have reduced our waste by more than seven tons from 2023 to 2024. It is especially in the category 'waste for sorting' that the amount has decreased. One of the reasons for this is that in 2023 we entered into two partnerships: one with UFF-Humana, which took over some of our classroom furniture that was
replaced. This furniture has now been sent to schools in Africa where it can be given a new life. The second partnership is with a private organization that takes over used furniture in general. The organization refurbishes the furniture and uses it in residential homes and helps vulnerable citizens moving into their own homes. Previously, this furniture was thrown away, so we are happy that it is now getting a new life .

In day-to-day operations, there are still challenges in sorting waste correctly. This means that the largest category is still residual waste. Regardless, we maintain our ambitious goals. Reducing waste and CO2e is important, but our goal is primarily about recycling and thus an indirect CO2e saving. Our target for 2024 was a 25% recycling rate. The result was 19%.

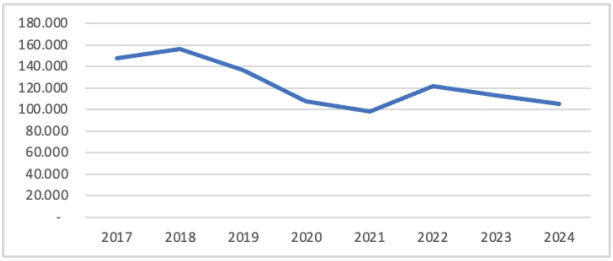


Figure 15 Waste in tons for the period 2017-2024

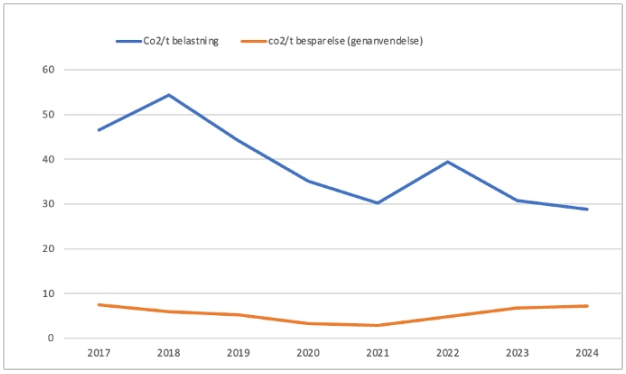


Figure 16 CO2e/t load and savings for the period 2017-2024

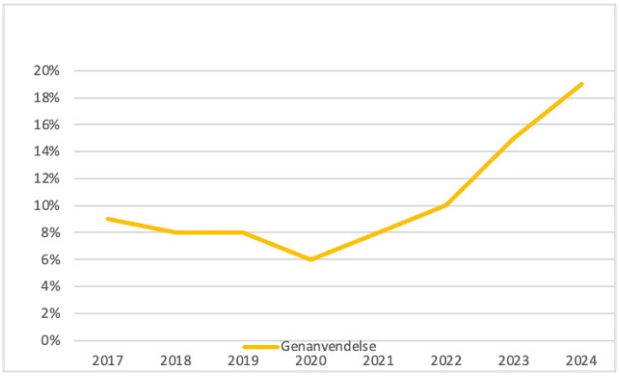


Figure 17 Recycling rate 2017-2024

5.0 Accounting policies

In this report, we have chosen to calculate the CO2 impact via the Danish Energy Agency's climate compass when looking at scope 1 and 2.

5.1.1 Prerequisites

jf. mangamentnotat		2016	2017	2018	2019	2020	2021	2022	2023	2024
M2		**32.311**	**32.223**	**32.232**	**28.658**	**28.658**	**28.658**	**28.658**	**28.658**	**34.404**
ÅE		4.676	4.834	4.828	4.734	4.861	4.118	4.736	5.596	6.923
ÅV		459	466	481	472	464	466	452	474	542
Hoveder i alt		**5.135**	**5.300**	**5.309**	**5.206**	**5.325**	**4.584**	**5.188**	**6.070**	**7.465**

The address Sankt Petri Passage 1, only counts for 50% of the total building mass, as Niels Brock only officially took over the building on June 1, 2024

5.1.2 Electricity

Electricity is supplied via Jysk Energi, and as we have purchased green certificates, this is considered to be climate neutral.

5.1.3 District heating

District heating is supplied by HOFOR and the CO2 load is calculated via the climate compass.

5.1.4 Waste

Waste is included with the CO2e emissions that the waste management company creates by collecting the waste. Data for calculation comes from wastenet.dk