

NCI Advisory

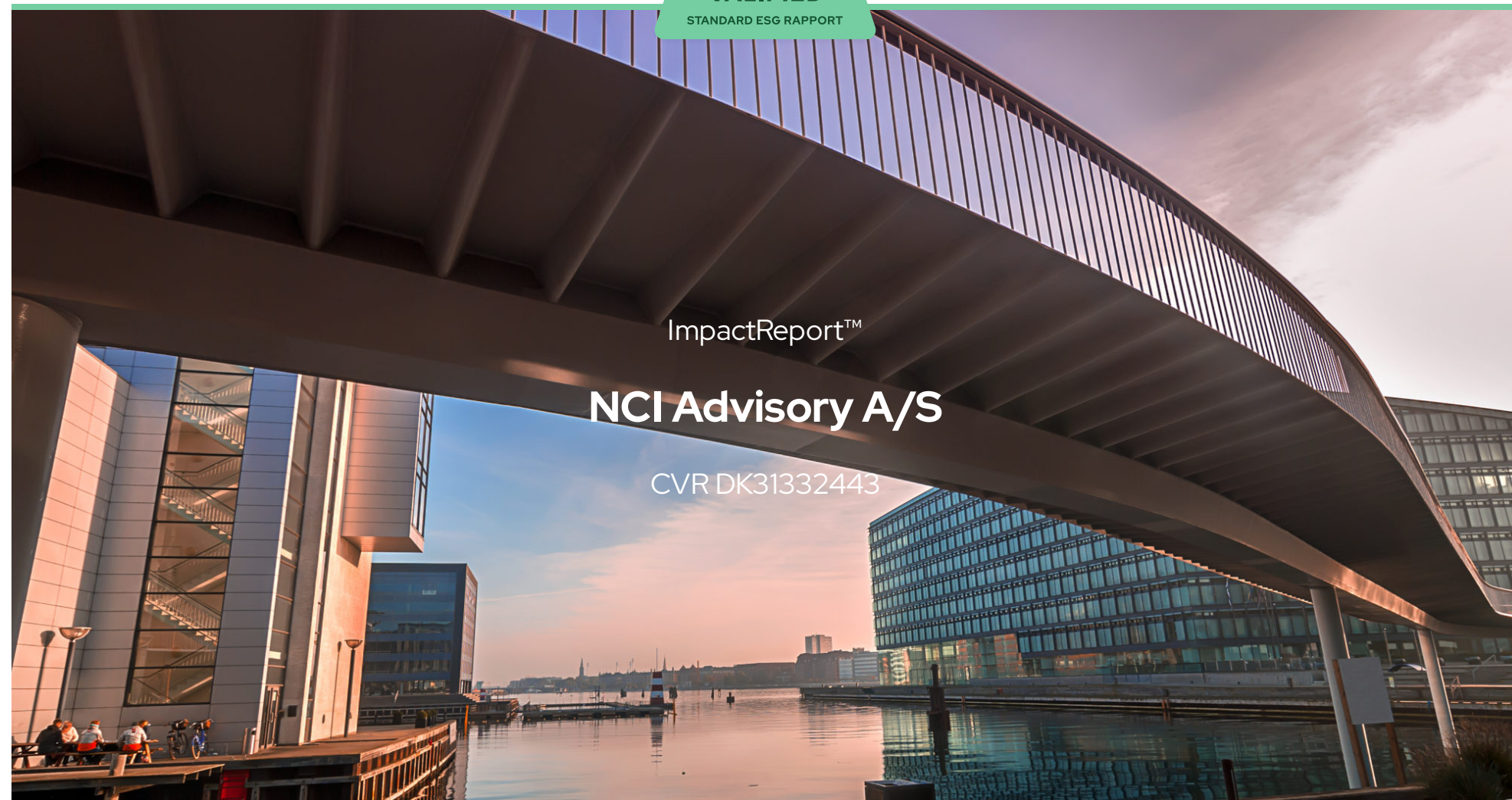
VALIDIFIED

STANDARD ESG RAPPORT

ImpactReport™

NCI Advisory A/S

CVR DK31332443





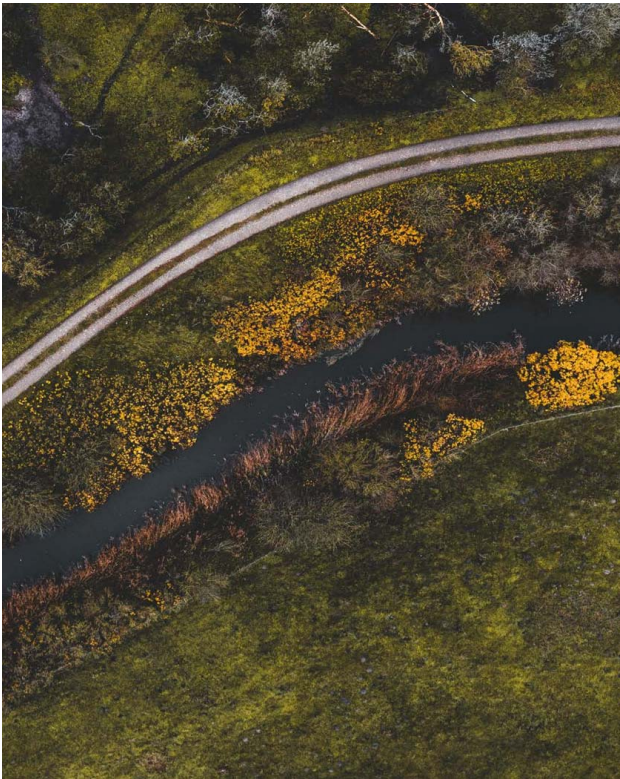
From the CEO

In NCI Advisory, we prioritize high quality and strong, long-term relationships. We think ahead and work collaboratively. This results in a successful business, but it cannot stand alone. We also need to focus on sustainability.

It is crucial for our business and our team to have a strong reputation and responsibility, which includes the climate and UN conventions. This year, we have particularly chosen to have focus on our CO2 emissions and water consumption in terms of contributing to the climatechange and be part of reaching the overall climategoals by 2030. We achieve this through understanding our emissions, focusing on essential areas, and restructuring our work processes. We still have opportunities for optimization in this direction.

Jørgen Beuchert, CEO

NCI Advisory A/S



Less environmental impact

As a company in the financial sector, with high ethical standards, it is natural for us to contribute to climate initiatives and the global challenges we face. Therefore, at NCI Advisory, we have also made the choice to reduce our greenhouse gas emissions, particularly CO₂. That's why we have chosen to focus on Sustainable Development Goals 7, 12, and 13 in our business.

This means that we will improve waste sorting, optimize work processes, and make better use of our energy sources. By investing in the right companies and sectors, we can support sustainable development on a local and global scale through our business.

Our objective is also to use investments to make a difference and provide better opportunities for our clients while also achieving returns. Therefore, we have chosen to work with Sustainable Development Goal 8, which means that through our investments, we can contribute to sustainable economic growth.



CO2 & climate

Our CO2 emissions and environmental impact primarily exists from our procurement activities as well as our water consumption and transportation. Our CO2 emissions in 2022 was mainly due to our purchases and transportation.

An important objective is to reduce our CO2 emissions, and we will work towards lowering it next year and beyond. We will amongst others focus on our procurement activities.



CO2e Scope 1

11,8

ton

2022

CO2e Scope 2

1,86

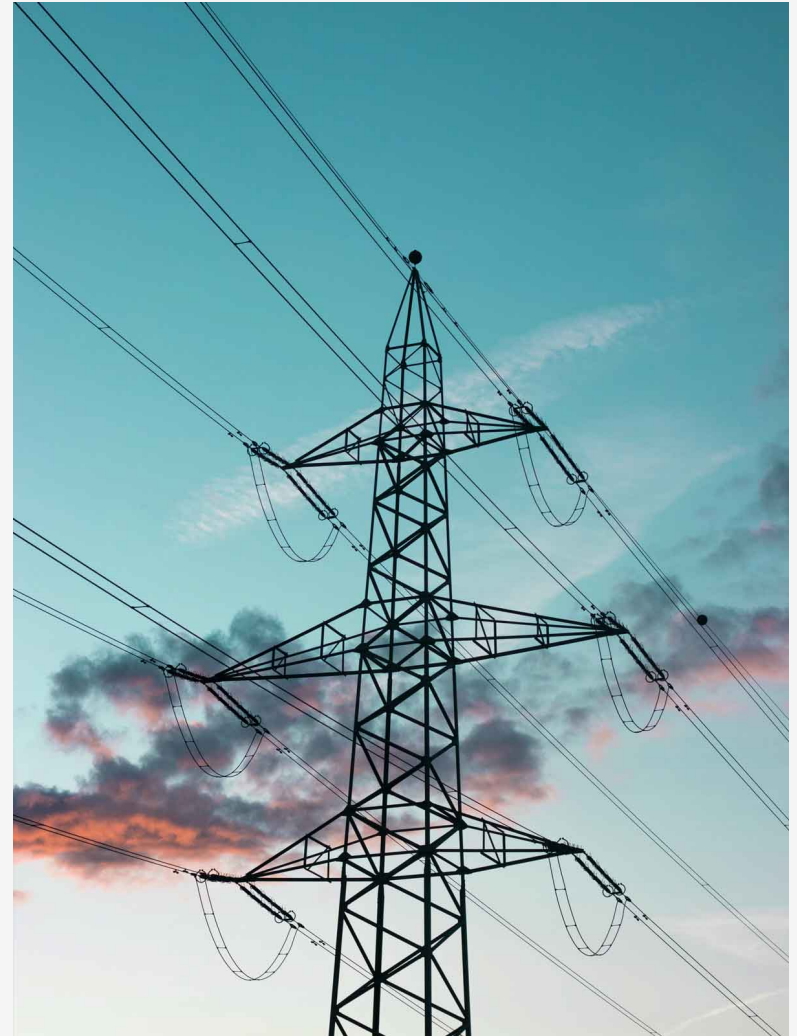
ton

2022

Energy & ressources

As a smaller company, our water and electricity consumption is already limited. However, there are areas where we can make adjustments and optimize our CO2 emissions, thereby making better use of our energy resources. In our business, we have chosen to focus on reducing our energy consumption by implementing energy-efficient upgrades and monitoring our usage.

This approach enables us to ensure the most efficient operations possible, benefiting both the environment and cost savings.



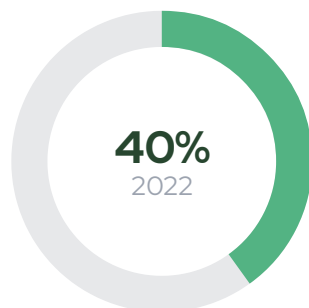
Energiforbrug**37,4**

MJ

2022

Vandforbrug**86,0**m³

2022

**Forbrug af
vedvarende
energi**

Social commitments

In NCI Advisory, we are high level specialists in our field, and in order to attract, keep and motivate professionals, it is crucial that we act responsible. Consequently, our short and long-term success relies on high standards in everything we do, and thereby retaining our talents and nurturing their development.

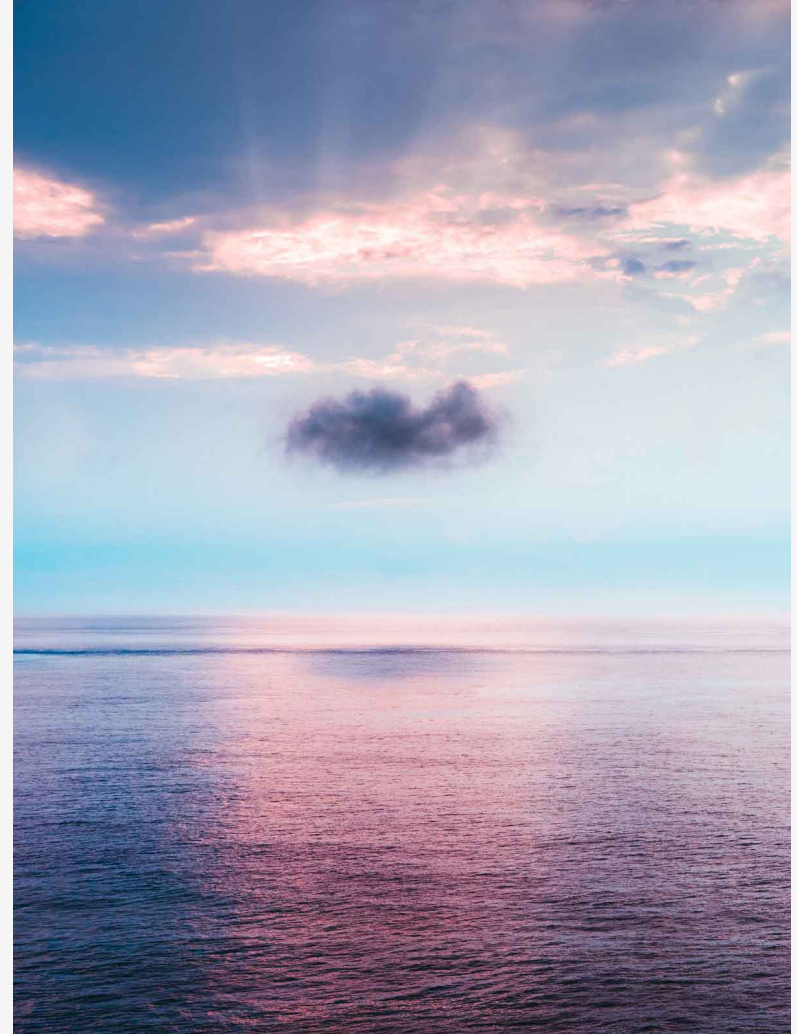
Ensuring a forward looking, flexible and agile workplace is an essential element of our strategy. We strive to be accommodating to needs and create an environment that foster freedom with responsibility.



Social relations

In NCI Advisory, we are a small team with an equal gender split. We find that a balanced work/private life is important. We actively work on employee retention by offering flexible conditions and the option to work from home or elsewhere. We take pride in maintaining this, as it is essential for our employees, and it creates satisfaction, motivation and support loyalty.

We strive to keep an environment where the team feels secure and comfortable. We strive to be an inclusive and engaging workplace. Our social commitment particularly emphasizes making balanced decisions across the organization.



Fuldtidsansatte

4,00

2022

Kvindelige
fuldtidsansatte

50,0

%

2022

Medarbejderomsætning

0%

2022

Employees & Customers

We strive to create a workplace that offers a wide range of opportunities for employees to utilize their skills and knowledge. We involve our employees in the company's sustainability initiatives and motivate them to make sustainable choices both in the workplace and at home. This benefits our company and brings joy to the organization. We continue our efforts to generate strong returns for our clients, and our goal is to influence companies to reduce their climate footprint through our investment practices.

We trust in our employees, and we do not have control measures in place to ensure workours, production out put etc. We belive that by trusting and giving high level responsibility across the organization, we foster the optimal working environment. Our sick leave levels are low. We do not maintain a specific record of sick leave, as our focus is on fostering a culture of trust and responsibility, rather than meticulously tracking this particular aspect.

**Fastholdelsesgrad af
kunder**

100

%

2022

**Kvinder i øvre
ledelseslag**

25,0

%

2022

**Lønforskel mellem
køn**

0,00

Mænd : Kvinder

2022

Sygefravær

0,00

Dage/FTE

2022

Governance

At NCI Advisory, we are very focussed on our ethical standards and reputation, and we are of the opinion that good corporate governance is crucial for achieving our goals. We consider engaging in a constructive dialogue with partners and issuers, as a precondition for successful business operations, and we take our social responsibility seriously. We always strive for maximum transparency and openness regarding our activities and initiatives.

Responsible management

Solid short and long-term decision-making in the management and board is the foundation for strong future competitiveness. Therefore, we emphasize that the board is composed of members with diverse competencies and backgrounds, and that they actively participate in meetings. We have a goal of achieving 100% attendance at board meetings and we foster a culture of full alignment and consensus.



Mænd i bestyrelsen

3

2022

Kvinder i bestyrelsen

0

2022

**Tilstedeværelse på
bestyrelsesmøder**



Sustainable Development Goals

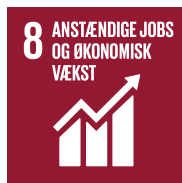
In our strategic approach to corporate social responsibility, we have chosen to work with the following Sustainable Development Goals (SDGs) as guiding principles that align with our values and business foundation. We recognize that we cannot solely achieve the SDGs, but we can contribute to them at an industry level and make a positive impact. This applies not only to our investments but also to the way we conduct our business.

Additionally, in NCI Advisory, the team and stakeholders have for many years supported the education of an Tanzanian school girl and boy, and we have and will continue to support optional humanitarian causes every year that may need our contribution, which comply with SDG 16.



Bæredygtig Energi

Vi skal sikre, at alle har adgang til pålidelig, bæredygtig og moderne energi til en overkommelig pris



Anstændige Jobs og Økonomisk Vækst

Vi skal fremme vedvarende, inklusiv og bæredygtig økonomisk vækst, fuld og produktiv beskæftigelse samt anstændigt arbejde til alle



Ansvarligt Forbrug og Produktion

Vi skal sikre bæredygtigt forbrug og produktion

**Klimaindsats**

Vi skal handle hurtigt for at bekæmpe klimaforandringer og deres konsekvenser

**Fred, Retfærdighed og Stærke Institutioner**

Vi skal støtte fredelige og inkluderende samfund. Give alle adgang til retssikkerhed og opbygge effektive, ansvarlige og inddragende institutioner på alle niveauer

Appendiks

This sustainability impact report is in conjunction with the annual report. The data presented is compiled for the year 2022. The sources of data include our expense-management system and other internal systems.

Environment (Miljø)	Opgørelse	Enhed	Periode
Total CO2e emission i Scope 1	11,8	ton	2022
Total CO2e emission i Scope 2	1,86	ton	2022
Total CO2e emission i Scope 3	24,3	ton	2022
Årligt energiforbrug	37,4	MJ	2022
Andel af energiforbrug fra vedvarende energikilder	40,0	%	2022
Årligt vandforbrug	86,0	m ³	2022

Social (Medarbejdere)	Opgørelse	Enhed	Periode
Gennemsnitligt antal fuldtidsansatte	4,00		2022
Andel kvinder af fuldtidsansatte	50,0	%	2022
Andel af kvinder i de øvre ledelseslag	25,0	%	2022
Lønforskel mellem kønnene	0,00	Mænd ifht. kvinder	2022
Medarbejderomsætning	0,00	%	2022
Sygefravær ifølge seneste opgørelse	0,00	Dage/FTE	2022
Fastholdelsesgrad af kunder	100	%	2022
Governance (Ledelse)	Opgørelse	Enhed	Periode
Antal kvinder i virksomhedens bestyrelse	0		2022
Antal mænd i virksomhedens bestyrelse	3		2022
Tilstedeværelse på bestyrelsesmøder	100	%	2022

Bemærkninger til rapporten

Rapporten verificeres ikke af en uafhængig tredjepart. Selvom vi har bestræbt os på at sikre, at indholdet af rapporten er retvisende, garanteres der ikke for nøjagtigheden og/eller fuldstændigheden heraf, og vi fraskriver os derfor ansvar for enhver skade eller tab, som måtte opstå som følge af dispositioner foretaget på baggrund af rapporten.

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