

GREENHOUSE GAS EMISSIONS REPORT 2019

Climate change is one of our times most important global challenges. In recognition of this, the United Nation includes climate action as one of its 17 Sustainable Development Goals, a blueprint to achieve a sustainable future.

Nordic Capital is committed to tackling climate change within its own organisation and in portfolio companies, by demonstrating its importance from our perspective as an investor while supporting our aim to achieve more transparency. We believe that a company that is fully aware of its impact on the environment and vice versa is well equipped to manage the associated risks and to put a long-term sustainable business model in place. For this reason, Nordic Capital assesses climate-related risks and opportunities throughout the investment process, including the ownership period, and encourages portfolio companies to ensure both resource efficient practices and lower greenhouse gas emissions.

In addition, Nordic Capital seeks to lead by example; measuring, striving to reduce, compensating, and increasing awareness internally about our climate impact. This report summarises the result of these efforts in our own organisation. To integrate climate change measures into our policies, strategies, planning and daily operations in line with Sustainable Development Goal 13 and target 13.2, we publish our carbon footprint (scope 1–3) and continue to drive further climate-related actions.

RESULTS

In 2019, the direct CO₂e emissions from Nordic Capital's own operations amounted to 3,872 tonnes which is 26.1 tCO₂e per employee. Most emissions are related to scope 3 and are primarily from air travel.

Source	Scope 1	Scope 2	Scope 3	Total	Share of total
Energy Consumption	-	157	11	168	5%
Heating and cooling	-	97	1	98	3%
Electricity	-	60	10	70	2%
Grid mix	-	60	8	68	97%
Renewable	-	-	2	2	3%
Business travel	-	-	3,333	3,333	86%
Air travel	-	-	3,212	3,212	83%
Economy	-	-	642	642	20%
Business	-	-	2,570	2,570	80%
Ground travel	-	-	84	84	2%
Hotels	-	-	37	37	1%
Commuting	-	-	46	46	1%
IT-equipment	-	-	323	323	8%
Office consumables	-	-	2	2	0%
Waste	-	-	-	-	0%
Total before climate compensation	-	157	3,715	3,872	100%
<i>Climate compensation project</i>	-	-157	-3,715	-3,872	-100%
Total after climate compensation	-	-	-	-	-

GHG emissions have been reported by the three WBCSD/WRI Scopes.

Scope 1 includes direct GHG emissions (tCO₂e) from sources that are owned or controlled by the company such as natural gas combustion and company owned vehicles.

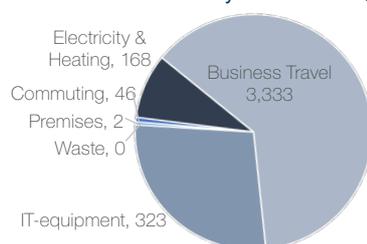
Scope 2 accounts for GHG emissions (tCO₂e) from the generation of purchased electricity, heat and steam generated off-site.

Scope 3 includes all other indirect emissions (tCO₂e) such as waste disposal, business travel and staff commuting. It also includes minor emissions related to distribution of electricity and heat.

Emissions by scope - tCO₂e



Emissions by source - tCO₂e



METHODOLOGY

In order to accurately record our GHG emissions (CO₂e), actual data is primarily used where it is available, up to date and geographically relevant. Secondary data in the form of estimates, extrapolations and industry averages is used only when primary data is not available. 97 percent of the reported data in this report is based on actual data. Details about the quality of data submitted for this assessment and key assumptions made are stated in the table below.

	<p>Energy consumption Electricity, heating and cooling, incl. from extraction, refinement and distribution. This figure is based mainly on actual data, otherwise estimated based on data per m² office space and country average heating requirements.</p>
	<p>Business travel Air and rail travel, taxi and hotel accommodation. Air and rail travel data is reported using exact and actual data, while remaining business travel data is partly based on actual and partly estimated based data per employee travel behaviour.</p>
	<p>Commuting Includes all employees everyday commuting habits to and from work. This information is based on actual data collected through a survey with a 73% response rate. 27% is estimated based on average distance, average method of travel and geographic location.</p>
	<p>IT- Equipment and office consumables Copy paper and IT equipment. Copy paper is to 99% based on actual data from purchase invoices and IT equipment is based on actual purchases.</p>
	<p>Waste Waste management includes recycling. The majority (58%) of reported data is based on actual data and the remainder is estimated based on the number of employees and office location with respect to waste management practices in a country.</p>

ACTIONS

This report complies with the Greenhouse gas (GHG) Protocol. Our GHG assessment is an essential tool in the process of monitoring and reducing our organisation's climate impact, as it allows us to set targets and action plans going forward. It also supports our drive to be transparent about our climate impact in reporting to our investors, employees, and other important stakeholders.

With real data on hand, we can better continue our efforts to lower our negative climate impact in 2020 and have already initiated such activities. This includes holding an increased number of virtual meetings and training sessions and making smarter choices when it comes to the selection of mode of transportation,

greener fleets and non-stop flights. In addition, we will continue to;

- compensate for our CO₂e emissions, in the main generated by unavoidable business travel, through our partnership with Solar Sisters. Solar Sisters provide solar lights to poor rural households in Sub-Saharan Africa through an innovative entrepreneurship model.
- improve energy efficiency in Nordic Capital's office spaces
- increase the purchase of renewable energy where possible

The quality of this report is assured by consultancy ZeroMission.

