



ENERGINET



SUSTAINABILITY REPORT

2022

HIGH ASPIRATIONS FOR SUSTAINABILITY

Energinet's vision of green energy for a better world has never been more relevant. 2022 was a year when energy was on everyone's lips. It has become clear that green energy is not only one of the key solutions to a climate-neutral future, but also to a geopolitically secure world. There are now even more and stronger arguments for our society freeing itself from fossil fuels, and the aspirations of our policy makers regarding the green transition are sky high.

We embrace this task at Energinet, and are committed to doing our part towards the green transition with focus and efficiency. We are doing this in part through our new 'Energy on time' strategy, which aims to set a common direction and greater pace in what we deliver to Danish society.

It is our clear ambition to have sustainability at the centre of all our activities. We are also responsible for managing our own resources and consumption in a way that aligns with our vision of contributing to a better world. This means that we are constantly working on initiatives to minimise the climate and environmental impacts of our facilities and operations, and that we impose strict conditions on our suppliers to deliver sustainable solutions.

Our operation of the electricity and gas systems and our extensive construction activities result in a considerable climate impact, which means that our responsibility for sustainable behaviour should be equally high.

The new EU sustainability legislation – the Taxonomy Regulation, together with the new reporting requirements in the Corporate Sustainability Reporting Directive, will make our sustainability performance very visible and comparable across companies. This applies to the whole spectrum of sustainability, with human rights and the working environment as key parameters.

We see it as an important push from the EU to hasten the pace of sustainable development, to the benefit of all!

In 2022, we gained a grounding in all the criteria in the EU taxonomy, and made great progress on our practices in relation to processes, documentation and the data foundation for our sustainability efforts. This is particularly true in relation to our value chain responsibility, centred on sustainable procurement, human rights and Code of Conduct, but we have also become clear on our biodiversity and environment goals.

We are therefore now ready to take more dramatic steps. The foundation is in place. It is time for even more action!

We are looking ahead towards the unique and ground-breaking work of establishing two energy islands for large-scale offshore wind power – one in the North Sea and one on Bornholm. The construction work is without precedent in Energinet's history, and we have taken the first key steps towards making the energy island projects a beacon for sustainability and safety.

Given the high pace at which we are required to deliver the green transition, we will face tough dilemmas in the coming years reconciling this with concerns for the environment, citizen involvement and working conditions. We must do our utmost to find the right balance.

We will be particularly aware of personal safety, and keep it at the top of our agenda. As our duties become more complex and the pace of delivery accelerates, the risks increase also. We therefore need to get even better at taking care of ourselves and everyone who works for us.

Energinet has high sustainability aspirations, and we are moving in the right direction. This applies to the green transition of the energy system, and also to greater awareness of and efforts to limit our own footprint along the way.



Thomas Egebo
President and CEO





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REPORT ON CORPORATE SOCIAL RESPONSIBILITY SUSTAINABILITY REPORT 2022

The report constitutes Energinet's report on sustainability and social responsibility, as well as the gender distribution of management, in line with section 99a, 99b and 107d of the Danish Financial Statements Act and statutory statements in relation to the EU Taxonomy Regulation. It thus forms part of the management's review in the Energinet Group's Annual Report 2022. Like the annual report, it covers the period from 1 January 2022 to 31 December 2022. The report also constitutes Energinet's CoP (Communication on Progress) on our commitment to the UN Global Compact.

ENERGINET'S VISION, STRATEGY AND BUSINESS MODEL

Energinet contributes to converting energy systems, with the aim of ensuring that citizens and businesses use renewable energy for everything, with a continued high level of security of supply and at an affordable price. This is what we call the energy trilemma. We must create value for society in a broad sense – for citizens, businesses, institutions and civil society.

If we succeed in resolving the energy trilemma, the Danish energy system can serve to inspire the rest of the world. We thus contribute to global climate action and initiatives by performing our core task and resolving the energy trilemma.

Specific and ambitious goals were set for the green transition when the Danish Parliament voted through the Danish Climate Act in 2019. The goals were to reduce greenhouse gas emissions in Denmark by 70% by 2030 and to become completely climate neutral by 2050. Although the climate crisis has previously been the primary driver for ambitious political initiatives, the Russian invasion of Ukraine has put European security of supply under pressure. The new geopolitical reality is making it a matter of urgency for us to convert our energy systems to renewable energy in just a few years.

A number of ambitious political climate goals were therefore agreed during 2022. These require us to make Denmark and Europe independent of Russian gas already by 2030.

Energinet's work is governed by objectives based on the Danish Government's ownership strategy, and by provisions in Danish and European legislation regulating Energinet's activities.

A focused strategy must ensure energy on time

The enormous changes in the world around us therefore have a major impact on how we fulfil our duty to society. Our 'Energy on time' strategy sets the direction for how we will deliver infrastructure, security of supply and markets that meet the future requirements and needs. We are

also focusing firmly on our core tasks and the unique value we create for society.

Sustainability underlies our strategy and our vision – 'Green energy for a better world' – as a key element in all our activities. The activities of integrating renewable energy and maintaining a high level of security of supply in ways that are affordable to society consume resources and impact the climate themselves. This is particularly the case when they have to happen at an extremely high pace. As a natural part of the energy trilemma, Energinet will therefore inevitably increase its carbon emissions in step with the green transition, through the construction and operation of plants, etc. Energinet's primary direct impacts come from transmission losses in the electricity transmission grid, electricity consumption from Energinet's substations and emissions of SF6 gas and methane.

We therefore have a focus on reducing our own negative impacts.

Energinet's general objective is to ensure the efficient operation and expansion of energy infrastructure, and contribute to developing the energy supply in a climate and environment-friendly manner. Sustainability Report 2022 describes Energinet's handling of and initiatives to address the negative impacts of our own operations, while contributing to global climate action. The report is Energinet's report on social responsibility and related policies and due diligence processes for the climate and environment, employee and social conditions, respect for human rights and combatting corruption and bribery, as well as the gender breakdown of the

ROLES OF THE COMPANIES IN ENERGINET

management. The report also contains goals, actions and objectives for each of the areas covered.

Energinet is owned by the Danish Government, and the framework for Energinet's portfolio of tasks has been determined by law. The minister acts as the owner of Energinet, in accordance with the guidelines in the Danish Government's ownership policy, the EU regulations and the rules set out in the Danish Act on Energinet. This means that the minister is obligated to supervise at a general level and consider developments in the enterprise. In December 2020, the minister approved three green indicators for Energinet's operations based on Energinet's climate targets.

They are now stated in the ownership document and included as part of the ongoing reporting to the ministry in line with other KPIs and indicators for the quality of Energinet's performance.

- SF6 gas emissions relative to grid volume
- Transmission losses relative to the amount of transported electricity
- Methane emissions relative to the amount of transported gas

Energinet also has the subsidiary, Energinet Associated Activities. Its purpose is to share knowledge about efficient integration of renewable energy into the electricity system globally via consultancy services, and to offer consultancy services related to open source IT cooperation and leasing of optical fibre and antenna positions. Energinet also gathered our internally focused companies within the group entity as of 1 January 2023. Read more about Energinet's structure and organisation at www.energinet.dk

GRID We operate and develop electricity and gas grids and gas storage facilities, and we establish interconnections.	SYSTEM We have the operational and long-term TSO responsibility for the electricity and gas system.	MARKET We participate in the development of energy markets and market rules in Denmark, the Nordic countries and the EU.
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SUSTAINABILITY PROGRAMME

Energinet's strategic sustainability priorities have been translated into a Sustainability Programme with five focus areas and nine programme strands. The programme is dynamic, and each strand is based on the same generic elements, describing the practices and approach to each programme strand.

The Sustainability Programme is a framework and management tool that gives Energinet a common base for putting its aims into action and being more sustainable in its work towards the green transition.

CLIMATE IMPACT

Energinet contributes actively to the green transition, and our climate impact is one of the highest priority areas. Building and maintaining Denmark's energy transmission grid and system has a considerable climate impact. Energinet therefore seeks to make the path towards the green transition more sustainable. Guided by its climate goal of CO₂ neutrality in several areas, Energinet has prepared three programme strands that cover reductions in our climate footprint in scopes 1, 2 and 3 (see Energinet's climate accounts on page 43).

PROGRAMME STRAND 1

Emissions from natural gas and SF₆ gas

PROGRAMME STRAND 2

Transmission losses and energy consumption for the transmission grid

PROGRAMME STRAND 3

Carbon-neutral passenger transport and administrative business operation, and other carbon emissions



ENVIRONMENTAL FACTORS

We have to balance the need to increase the pace of the green transition with environmental and biodiversity considerations, and we take this seriously.

Energinet's activities to expand energy infrastructure also have environmental impacts. Energinet's programme strands 4 and 5 cover our approach to environmental issues and biodiversity. They describe our general handling of environmental issues and initiatives aimed at benefiting biodiversity.

PROGRAMME STRAND 4

General environmental conditions

PROGRAMME STRAND 5

Biodiversity



WORKING ENVIRONMENT

Energinet aims to raise the bar for our working environment and safety standards and measure ourselves against the best in the field. The green transition is gaining pace, and this places stringent demands on Energinet's culture and our way of working. This requires a major focus on preventing accidents and handling safety, and on the physical and psychological working environment for our employees and suppliers. It demands an efficient and structured effort encompassing all aspects of Energinet's working environment, across offices, operations and construction projects. Going to work at Energinet has to be safe, and we have therefore always had a holistic approach to occupational health and safety. This is described in programme strand 6.

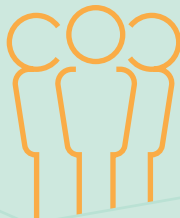
PROGRAMME STRAND 6
Physical and psychological working environment



EMPLOYEES

Energinet aims to attract, retain and develop enthusiastic employees with strong skills and foster diversity as an asset. We want to give our employees good conditions when they go to work at Energinet, so we can succeed in the green transition. We believe that motivated, happy and healthy employees thrive in the workplace, and this depends in part on the conditions we offer them. We want a culture that focuses on work-life balance, and room for diversity and inclusion, as programme strand 7 describes.

PROGRAMME STRAND 7
Diversity



VALUE CHAIN RESPONSIBILITY

Public procurement has a climate impact of 12 million tonnes of CO₂ per year ('Grønne indkøb for en grøn fremtid – strategi for grønne offentlige indkøb', Danish Ministry of Finance, 2020), and these emissions have to be reduced significantly if Denmark is to achieve its 70% reduction goal by 2030. Energinet is responsible for a large chunk of public procurement, and we therefore work actively with our value chains towards responsible and sustainable procurement. Value chain responsibility at Energinet also encompasses responsible business behaviour, human rights, external partnerships and anti-corruption.

PROGRAMME STRAND 8
Sustainable procurement

PROGRAMME STRAND 9
Responsible business behaviour



GOVERNANCE, RISKS AND COMPLIANCE

Energinet works on sustainability across the organisation. From establishing frameworks and guidelines at Group level, standardised processes, and collaboration with suppliers to specific decisions about procuring sustainable solutions in the given project – the strategies and aims have to be realised in the daily work activities.

The sustainability programme represents Energinet's systematic approach to integrating sustainability in the Group. The programme is regularly revised in line with developments in Energinet and the outside world, and to adapt it in response to our greatest risks, legislation and best practice.

Energinet's dual materiality analysis provides the basis for the sustainability programme, with priorities determined by the importance to our stakeholders and the impact on and from Energinet's business. The materiality analysis is determined by Energinet's executives, and the Group then lays the framework for each programme strand based on it. Energinet had a particular focus on programme strands 1-3 in 2022, which are of highest priority. Energinet's social responsibility group and other key employees in the Group regularly prepare descriptions, plans and updates for each area of the Sustainability Programme.

Energinet's Sustainability Programme also takes into account the sustainability risks identified in Energinet. Risk management, prevention and mitigating actions are documented continuously through risk registers and reporting to Energinet's Governance, Risk and Compliance committee and Audit and Risk committee. Several initiatives were also launched in 2022 to identify and manage risks, such as climate

and vulnerability analyses and an assessment and method for handling human rights. The rest of Sustainability Report 2022 describes sustainability initiatives that help manage our risks under the various sections.

Our key sustainability risks in 2022 have been:

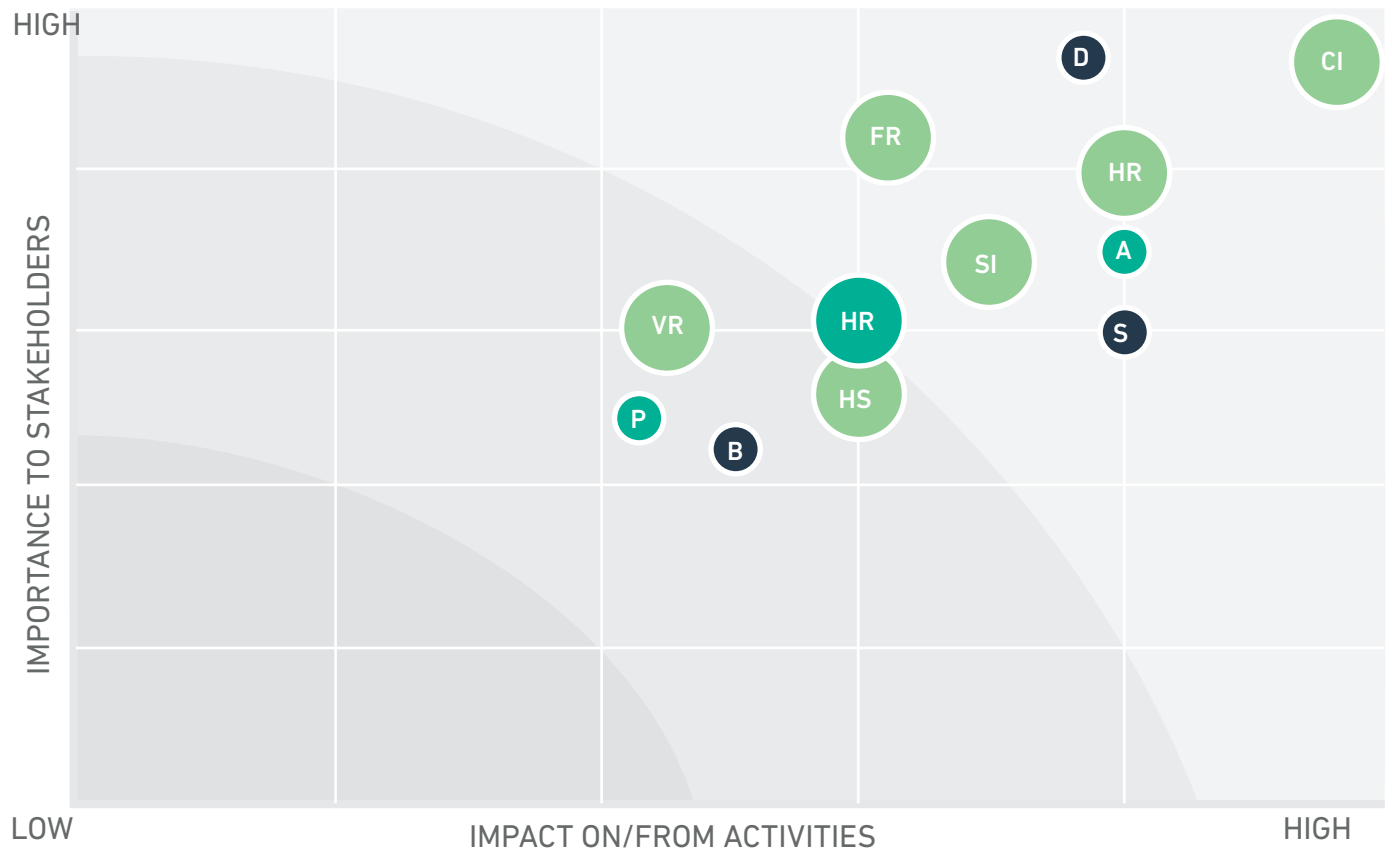
- Energinet takes care of employees – both its own and its suppliers'. The required expansion of infrastructure in the green transition and the faster pace called for in operations and projects, combined with larger and more projects, leads to more work pressure and a greater risk of critical workplace injuries. This may mean that Energinet fails to meet its targets in relation to workplace injuries, and could potentially see more of critical nature. Read more about our occupational health and safety initiatives on page 25.
- Strategic approach to biodiversity at Group level: We have to balance the need for a faster pace in the transition to a greener and more sustainable energy system with consideration for the environment and biodiversity through a strategic approach. Read more about our biodiversity and environment initiatives on page 21.
- Adequate follow-up on requirements related to the EU taxonomy: The Taxonomy Regulation places additional demands on Energinet and our suppliers, which we are handling through new initiatives. If we do not adequately observe and follow up on these requirements, this could have negative impacts on the climate, environment and people. Read more about our work with criteria and requirements on page 10.

Energinet's risk management and general governance structure are supported by a number of policies and guidelines related to sustainability. Energinet is a member of the UN Global Compact and follows the ten principles of the standard, which are reflected in Energinet's CSR policy.

The policy contains Energinet's approach and policy for the environment and climate, respect for human rights, anti-corruption and bribery, and social and employee conditions. Energinet also has a diversity policy, an Ethical Code of Conduct for employees, a Value Set for Data Ethics and a Code of Conduct for suppliers, which help set out guidelines for how we work with sustainability and compliance at Energinet.

As is evident in this report, sustainability is important in many aspects of Energinet's activities, and this work is also supported by the legislation from the EU taxonomy for sustainable activities. The EU taxonomy sets specific requirements for sustainability standards in relation to the climate and the environment, as well as minimum safeguards in areas like human rights. Energinet has reported on 'eligibility' and 'alignment' in line with the requirements of the regulation since 2022.

STRATEGIC PRIORITY SUSTAINABILITY AREAS



- CI** CLIMATE IMPACT
 - SF6 gas
 - Carbon emissions
 - Energy consumption
- FR** FINANCIAL RESPONSIBILITY
 - Responsible investments
 - Sustainable procurement
 - Responsible financial management
- HS** HEALTH AND SAFETY
 - Health and safety systems
 - Protective equipment
 - Employee involvement
- HR** HUMAN RESOURCES
 - Freedom/flexibility/holidays
 - Salary
 - Association and negotiation
 - Job satisfaction
 - Health
- A** ANTI-CORRUPTION
- VR** VALUE CHAIN RESPONSIBILITY
 - Child and youth labour
 - Forced and compulsory labour
 - Other areas in the Code of Conduct
- D** DIVERSITY AND ANTI-DISCRIMINATION
- HR** ENVIRONMENT FACTORS
 - Acute response
 - Water consumption
 - Waste management
 - Precautionary approach
 - Noise, odour, light and vibrations
 - Natural resources
 - Chemicals and other hazardous substances
 - Eco-friendly technologies
- P** PRODUCT LIABILITY
- SI** SUSTAINABLE INFRASTRUCTURE
 - Security of supply
 - Safety measures
 - Land and property
 - Availability of data (Open Source etc.)
- B** BIODIVERSITY
- S** SOCIETAL COMMITMENT

ENERGINET'S SUSTAINABLE ACTIVITIES IN RELATION TO THE EU TAXONOMY

The EU taxonomy helps create the framework for sustainable investments throughout Europe, while also taking sustainability to a new level – also for Energinet.

As a class D enterprise, Energinet must report in line with the EU taxonomy. Energinet started investigating which activities are covered (eligible) and preparing to classify activities as sustainable (aligned) in 2021. Following in-depth analyses of Energinet's business and financial statements, and screenings and assessments of our compliance with the technical criteria and minimum safeguards of the EU taxonomy, we have concluded that Energinet is aligned with the EU taxonomy in 2022. The degree of Energinet's alignment and sustainable activities reflects the fact that Energinet owns and operates the gas system and has major grid loss expenses that are not covered by the EU taxonomy.

While ever Energinet has activities related to natural gas, we will not be able to come close to being 100% sustainable in relation to the EU taxonomy. Natural gas is part of Energinet's core task, and it is still the predominant gas in the Danish gas system. However, the share of biogas is steadily increasing. Over time, this will mean higher eligibility (activities covered) and hopefully alignment (sustainable activities) for Energinet in this area.

In 2022, the majority of the eligible activities that can be classified as sustainable in the EU taxonomy are aligned, and we are pleased about this. But there is still room for improvement.

Work on the EU taxonomy

Our work with the EU taxonomy in 2022 has already identified some initiatives that can increase alignment percentages. We can look at some of the criteria for the transmission of renewable and low-carbon gases

and LCA analyses of solar energy, hydropower, etc., which may be below the EU taxonomy threshold values, thus increasing alignment. There are also several processes and activities to be further developed, broadly implemented and followed up on in 2023.

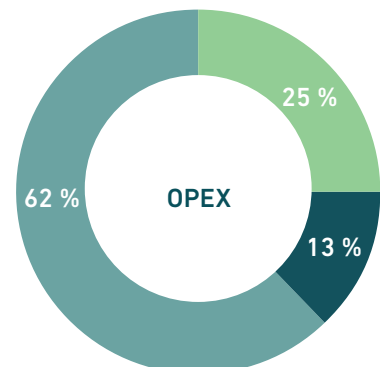
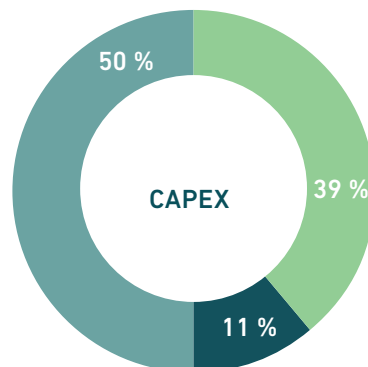
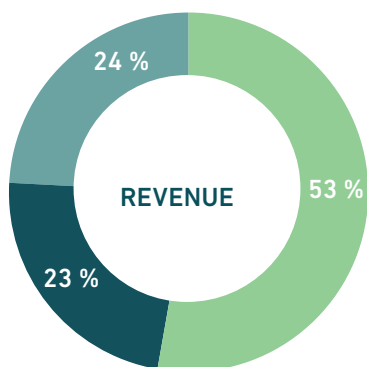
We use the EU taxonomy to increase our sustainability efforts and transparency, and to compare ourselves with others in the same sector. We are also working on using the EU taxonomy actively in tenders and dialogue with suppliers – for example in connection with the energy islands.

Sustainability has been integrated for the energy islands by operationalising the EU taxonomy, by using the criteria and minimum safeguards actively in business cases and tender documents. This results in a strict and transparent minimum level of sustainability for the energy islands. It is also reflected in the sustainability aims of both Energinet and policy makers, which will help improve practices throughout the Group.

Energinet's eligible activities

Energinet's economic activities covered by the EU taxonomy are shown in the figure above. All Energinet's activities related to the transmission of electricity are covered by the EU taxonomy under 'Transmission and distribution of electricity', irrespective of whether electricity is produced from renewable or fossil energy sources. This is clearly reflected in Energinet's eligibility statement for revenue, which is dominated by tariff income for electricity. However, activities related to gas are only eligible if they fall under 'Transmission and distribution of renewable and low-carbon gases'. Activities supporting natural gas are not eligible. This is evident

■ **ALIGNED**
 ■ **ELIGIBLE BUT NON-ALIGNED**
 ■ **NON-ELIGIBLE**



in much of Energinet’s CAPEX, where a large proportion of non-eligible activities stem from the Baltic Pipe project, the aim of which is to transport natural gas, while also supporting the phasing out of coal in the EU and transporting green gases in the long term. Energinet’s transmission losses have also been taken out of our OPEX, compared to our 2021 reporting. This item was removed in response to an update to the OPEX definition announced by the European Commission. The method for calculating the statement has been thus been adjusted, leading to a change in the distribution of eligibility.

Energinet’s sustainable (aligned) activities

The figure above shows the distribution of Energinet’s economic activities which are ‘non-eligible’, ‘eligible but non-aligned’ and ‘aligned’. Energinet’s greatest alignment







potential is found in activities related to the transmission of electricity. We have therefore decided to document our alignment in these activities in 2022.

Alignment has primarily been assessed on the basis that Energinet meets the criteria for a significant contribution to the ‘climate change mitigation’ objective, with all economic activities related to the transmission of electricity from wind and biomass meeting the threshold value of 100 g CO₂e/kWh.

To ensure alignment, Energinet also had to comply with the criteria not to significantly harm the remaining five environmental objectives. To meet these criteria, we have adapted our climate and vulnerability assessments in line with the EU taxonomy criteria for the environmental objective of

‘climate change adaptation’, prepared an extended waste management plan in relation to the criteria for ‘transition to a circular economy’, and estimated how much of the electricity grid is likely to contain PCBs.

Energinet has also focused on complying with the minimum safeguards, by mapping initiatives and processes that support the international standards mentioned in the EU taxonomy. This has resulted in changes to our Code of Conduct and the completion of a human rights assessment. Detailed plans have also been prepared for further developing a strong due diligence process in the area. For more information on human rights, see pages 36-39.

THE EU TAXONOMY’S SIX ENVIRONMENTAL OBJECTIVES		
	CLIMATE CHANGE MITIGATION	
	SUSTAINABLE USE AND PROTECTION OF WATER AND MARINE RESOURCES	
	POLLUTION PREVENTION AND CONTROL	TRANSITION TO A CIRCULAR ECONOMY
	PROTECTION AND RESTORATION OF BIODIVERSITY AND ECOSYSTEMS	

ABOUT THE EU TAXONOMY

The EU taxonomy is a new classification system which defines which economic activities can be classified as environmentally sustainable based on a number of technical assessment criteria. The EU taxonomy defines six environmental objectives, shown in the figure here. For each environmental objective, the EU has defined a number of sectors and related economic activities which could potentially make a significant contribution to one or more of the six environmental objectives. These activities are ‘eligible’ economic activities under the EU taxonomy.

In order for an economic activity covered by the taxonomy to be classified as environmentally sustainable, or ‘aligned’, the economic activity must: 1. Make a substantial contribution to one or more of the environmental objectives, 2. Avoid doing significant harm to the other environmental objectives and 3. Comply with the EU taxonomy’s minimum safeguards, as shown in this figure.



CONTRIBUTIONS TO GLOBAL GOALS

Energinet supports the UN's global goals and has chosen to focus on our contribution to four specific goals: 7, 9, 13 and 17 – with climate goal 13 serving as an umbrella for the others.

GLOBAL GOALS	
 <p>13 KLIMA-INDSAT</p>	<p>We believe Energinet can add value as we balance the challenges of climate change and our core business, strengthening our role as an innovative company that takes active responsibility for the green transition and supports Denmark's leading position in the area. In this way, Energinet is contributing to addressing the global climate challenges.</p>
 <p>7 BÆREDYGTIG ENERGI</p>	<p>Energinet has a direct responsibility to ensure that all Danes have access to reliable, sustainable and modern energy at an affordable price. The knowledge, tools and partnerships that Energinet continuously develops in order to achieve this can serve as direct inspiration and a driver for addressing global goal 7.</p>
 <p>9 INDUSTRI, INNOVATION OG INFRASTRUKTUR</p>	<p>A persistent focus on innovation and utilisation of the possibilities offered by digitisation are central to Energinet achieving the green transformation of the energy system. Globally, general technological development is also key to finding lasting solutions to both economic and environmental challenges</p>
 <p>17 PARTNERSKABER FOR HANDLING</p>	<p>Energinet believes that the green transition will increasingly require new and diverse partnerships in the energy sector and in society. We also want to fulfil our role at a high level in this area. We believe that our approach to cooperation and a strategic focus on partnerships in Denmark and internationally can contribute positively to strengthening the global partnership for sustainable development.</p>

Based on the four selected global goals, we have identified relevant targets to work with. We have compiled an overview of some of our activities in relation to the targets.

LINKS TO TARGETS FOR THE FOUR SELECTED GLOBAL GOALS

	GLOBAL TARGETS	ENERGINET'S ACTIVITIES
	13.2. INTEGRATE CLIMATE CHANGE MEASURES INTO NATIONAL POLICIES, STRATEGIES AND PLANNING.	<ul style="list-style-type: none"> • Climate accounts • Climate goals • Green indicators • Sustainability Programme (programme strands 1, 2 and 3) • Interdisciplinary project work related to the EU taxonomy
	7.1 UNIVERSAL ACCESS TO MODERN ENERGY	<ul style="list-style-type: none"> • Energy islands • Energinet Associated Activities • Viking Link
	7.2 INCREASE GLOBAL PERCENTAGE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • Energy islands • Green Hydrogen Hub • Green ancillary services
	7.A PROMOTE ACCESS TO RESEARCH, TECHNOLOGY AND INVESTMENTS IN CLEAN ENERGY	<ul style="list-style-type: none"> • DataHub initiatives • Open source cooperation • Energy origin • Global Power System Transformation Consortium (G-PST) collaboration
	7.B EXPAND AND UPGRADE ENERGY SERVICES FOR DEVELOPING COUNTRIES	Selected Associated Activities projects in developing countries, such as sharing experience with integrating renewable energy in Ethiopia, Vietnam and Indonesia
	9.1. PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALISATION	<ul style="list-style-type: none"> • TSO cooperation on a network development plan for the offshore electricity grid in the Baltic Sea and achieving the EU's climate targets • Viking Link • Energy island cooperation with Belgian and German TSOs
	9.5 ENHANCE RESEARCH AND UPGRADE INDUSTRIAL TECHNOLOGIES	<ul style="list-style-type: none"> • Energy Partnership Programme in Vietnam • Consultancy support in India, South Africa, Indonesia, etc.
	9.A FACILITATE SUSTAINABLE INFRASTRUCTURE DEVELOPMENT FOR DEVELOPING COUNTRIES	<ul style="list-style-type: none"> • Share experiences with the integration of renewable energy in places such as Ethiopia and Ukraine
	17.6 KNOWLEDGE SHARING AND COOPERATION FOR ACCESS TO SCIENCE, TECHNOLOGY AND INNOVATION	<ul style="list-style-type: none"> • Research cooperation with universities • TSO sustainability cooperation • Various delegations visit Energinet to find inspiration on the integration of renewable energy
	17.17 ENCOURAGE AND PROMOTE PUBLIC, PUBLIC-PRIVATE AND CIVIL SOCIETY PARTNERSHIPS	<ul style="list-style-type: none"> • Cooperation with society on citizen involvement • Data service providing information on the use of green electricity in Danish companies • Various Open Door labs, eg for green ancillary services and new green business models



KEY FIGURES 2022

CLIMATE ACCOUNTS

CLIMATE ACCOUNTS FOR ENERGINET, CO2 EQUIVALENTS (TONNES)

	2022	2021	2020	2019
DIRECT EMISSIONS (SCOPE 1)	24,665	23,834	32,300	19,419
1.1 Gas consumption in connection with transporting and storing natural gas	5,745	4,908	4,925	7,392
1.2 Leaks from the gas grid	5,433	6,245	5,589	5,420
1.3 Blow-off and flaring of natural gas	6,589	1,748	2,225	2,004
1.4 SF6 gas emissions from the electricity transmission grid	6,459	10,351	19,249	3,906
1.5 Fuel for our own and leased vehicles	439	582	312	697
INDIRECT EMISSIONS FROM ENERGY CONSUMPTION (SCOPE 2)	151,882	172,005	163,567	164,424
2.1 Energy consumption (electricity and district heating) in offices	592	500	428	538
2.2 Electricity consumption in connection with transporting and storing natural gas	5,935	4,689	4,252	6,808
2.3 Electricity consumption in connection with electricity transmission (excl. transmission losses)	1,324	1,768	1,241	1,785
2.4 Transmission losses in the electricity transmission grid	144,031	165,048	157,646	155,293
INDIRECT EMISSIONS FROM OTHER CONSUMPTION (SCOPE 3)	768	698	1,496	1,338
3.1 Travel by air	1,084	496	573	1,658
3.2 Climate compensation for travel by air	-1,084	-496	-573	-1,658
3.3 Travel by train, taxi and private vehicles	529	498	1,306	711
3.4 Helicopter transport and inspection of the electricity and gas grids	222	188	167	627
3.5 Hotel accommodation	17	12	23	-

»» CLIMATE ACCOUNTS FOR ENERGINET, CO₂ EQUIVALENTS (TONNES)

	2022	2021	2020	2019
Indirect emissions from other consumption (scope 3) – cost-based	300,267	322,759	251,278	584,462
CATEGORY 1: PURCHASED PRODUCTS AND SERVICES				
Contractor services	6,240	6,864	6,133	8,603
Consultants	13,739	12,421	8,721	10,618
Indirect acquisitions	6,497	6,173	6,033	4,096
Networks, software and telephony	5,097	4,146	5,142	4,794
Other	2,870	2,854	3,390	6,041
CATEGORY 2: CONSTRUCTION ACTIVITIES				
AC cables	69,687	87,370	26,951	445,533
DC cables and converters	22,108	1,326	16,618	16,142
Contractor services	111,413	116,717	63,057	21,893
Consultants	17,306	11,885	11,134	8,248
Gas facilities	13,410	33,034	69,656	10,609
Other electrical equipment	16,028	34,686	20,946	18,720
Other	15,872	5,283	13,497	29,165
Total emissions	447,582	519,296	448,641	769,644

SOCIAL KEY FIGURES

	2022	2021	2020	2019
Health and safety				
Deaths	1	0	0	0
Lost time injuries	43	35	13	19
Total LTIF (incl. suppliers)	6.7	5.5	3.4	5.5
Internal LTIF	2.3	0.6	0.7	1.9
Employees, health and well-being				
No. of employees (FTE)	1758	1521	1321	1342
Commitment (well-being check)	80	-	-	-
Absence due to illness	3.0%	2.2%	2.1%	2.4%
Employee turnover	16.9%	14.2%	10.6%	12.9%
Internal career development	67%	68.2%	-	-
Employee gender distribution				
General employee gender distribution – ratio of women/men (%)	34.7%/ 65.3%	32.8%/ 67.2%	32%/ 68%	32%/ 68%
Manager positions (other management) – ratio of women/men (%)	37.3%/ 62.7%	32%/ 68%	-	-
Trainees	11	6	5	5
Supervisory board composition without employee representatives				
Energinet's supervisory board – number of women/men	4/4	4/4	-	-
Energinet Forretningservice A/S – number of women/men	1/2	1/2	-	-
Energinet Eltransmission A/S – number of women/men	1/2	1/2	-	-
Energinet System Operator A/S – number of women/men	1/2	1/2	-	-
Energinet DataHub A/S – number of women/men	1/2	1/2	-	-
Energinet Gastransmission A/S – number of women/men	1/2	1/2	-	-
Gas Storage Denmark Holding A/S – number of women/men	1/2	1/2	-	-
Gas Storage Denmark A/S – number of women/men	1/2	-	-	-
Energinet Associated Activities A/S – number of women/men	1/3	1/2	-	-