



# **ESG REPORT 2024**

## **PLAN2LEARN APS**

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# 1. ENVIRONMENTAL DIMENSION

## - EFFORTS TO REDUCE OUR ENVIRONMENTAL FOOTPRINT

### **We use sustainable energy for our data centers**

By purchasing and using sustainable energy, we actively invest in renewable energy sources such as solar and wind energy. This choice is based not only on our desire to reduce our environmental impact, but also on the recognition that a green energy supply is essential to create a more sustainable and climate-friendly future.

### **Used IT hardware donated to local educational institutions**

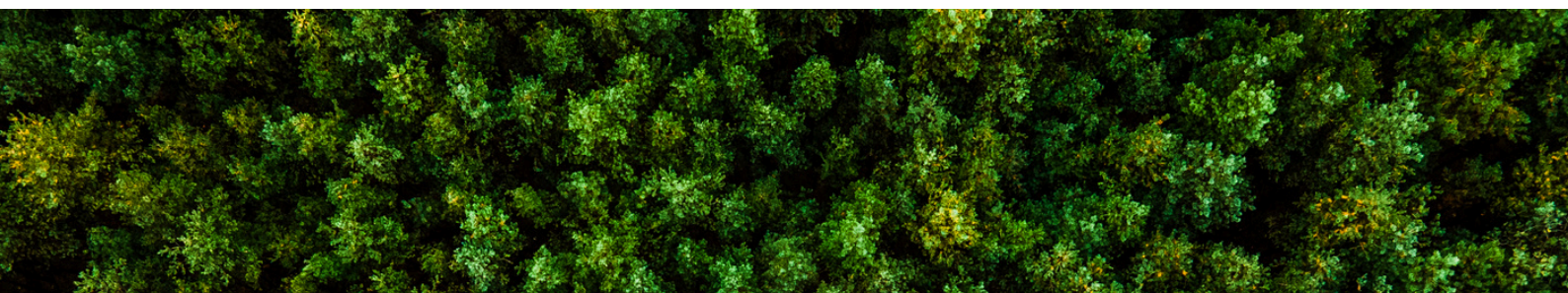
We have chosen to donate our used IT equipment to local educational institutions, including Aarhus Tech. This practice of donating used IT hardware is not only a win-win situation for us as a company and educational institutions, but it is also a sustainable approach to the reuse and recycling of electronic equipment. By giving our used IT equipment a second life and letting it benefit others, we reduce the amount of electronic waste and contribute to a more sustainable future.

### **Waste and resources**

By sorting our waste correctly, we actively participate in the effort to reduce the amount of waste ending up in landfills and increase the recycling of resources. We have implemented clear and easily understandable waste sorting stations in our workplace, making it easy for our employees to distinguish between recyclable materials, waste, and any hazardous waste.

### **Cooperation with landlord on establishment of electric charging stations in parking area**

In our efforts to promote sustainability and support our employees in making environmentally friendly choices, we have entered into an innovative collaboration with our office landlord to establish electric charging stations in our parking area. This initiative is part of our commitment to reducing our environmental footprint and promoting a greener future.



# 1. ENVIRONMENTAL DIMENSION

- EFFORTS TO REDUCE OUR ENVIRONMENTAL  
FOOTPRINT

## Electricity consumption 2024

As a forward-thinking software company, we are embarking on an ambitious journey to reduce our electricity consumption for the year 2024 compared to 2023. Below are our electricity consumption for 2023 and 2024 presented. Fuzion Skanderborg and Fuzion Aarhus are our data centres, while ProOffice gruppen office space is where Plan2Learn is located.

The energy consumption at our data centres are a bit lower in 2024 compared to 2023, while the consumption has increased for our office space.

KWH	2023	2024 (forecast based on months up until October included)
Fuzion Skanderborg	12222	12165
Fuzion Aarhus	1260	1241
ProOffice Gruppen office space (where Plan2Learn is located)	57725	63301



## 2. SOCIAL DIMENSION

- OUR EFFORTS TO BE SOCIALLY RESPONSIBLE FOR OUR EMPLOYEES AND THE WIDER COMMUNITY

### **We offer school internships and apprenticeships to students at various educational institutions**

As a software company, we are dedicated to strengthening young people's professional skills and career development. That is why we have introduced the practice of offering school internships and apprenticeships to students from different educational institutions. We are thrilled to be able to contribute to the professional development of the next generation by providing them with practical experience and valuable insight into our company.

Our school internship program allows students to work alongside experienced professionals in their respective fields. This creates a dynamic and inspiring learning experience where they can learn from the best in the industry and build a valuable network.

### **Internships for physically and mentally challenged people**

We have established a meaningful collaboration with Aarhus municipality to create internships targeted at physically and mentally challenged people. Also we collaborate with the organization ASPIT on internships for people with ASD (autism spectrum disorder). These initiatives reflect our commitment to promoting equal opportunities and creating an inclusive work environment.

### **We sponsor five runs per employee per year**

In our pursuit of creating a dynamic and healthy work culture, we have implemented a unique and engaging practice, which involves sponsoring five runs per year per employee. This initiative is part of our overall vision to promote wellness, physical activity and a strong community among our employees.

### **We offer free flu vaccines to all employees**

We value the health and well-being of our employees. As part of our committed approach to employee care, we offer free flu vaccine to all our employees. This initiative reaffirms our commitment to a healthy and safe working environment.

### **NGOs are offered a significantly reduced price**

By offering a significantly reduced price to NGOs, we want to make it more affordable for these organizations to benefit from our technological expertise and solutions. We understand that many NGOs work with limited resources and budgets, and by reducing the cost of our services, we strive to ease their financial burden and support them in their important work.

# 3. CORPORATE DIMENSION

## - EFFORTS FROM OUR MANAGEMENT THAT MAKE US A SUSTAINABLE BUSINESS

### **We have data ethics and privacy (GDPR) policies**

As a responsible software company, we prioritize ethical considerations in handling data, and as a testament to our commitment, we have implemented a comprehensive Data Ethics Policy. We have also implemented a privacy policy (GDPR). These policies serve as a guiding framework that outlines our principles and practices regarding the collection, processing, and use of data.

### **Used IT hardware donated to local educational institutions**

We have chosen to donate our used IT equipment to local educational institutions, including Aarhus Tech. This practice of donating used IT hardware is not only a win-win situation for us as a company and educational institutions, but it is also a sustainable approach to the reuse and recycling of electronic equipment. By giving our used IT equipment a second life and letting it benefit others, we reduce the amount of electronic waste and contribute to a more sustainable future.

### **Keeping up to date with legislation**

In our unwavering commitment to sustainability, we maintain a vigilant watch on legislation that directly or indirectly impacts our operations. Recognizing the dynamic nature of sustainability regulations, we prioritize staying informed about the latest legal developments to ensure that our practices align with the evolving standards and expectations.

### **Responsibility for sustainability is anchored in our top management**

At the helm of our company, our top management recognizes the paramount importance of sustainability in the contemporary business landscape. By assigning specific roles and responsibilities related to sustainability at the highest levels of leadership, we aim to ensure that our commitment to sustainable practices is not only acknowledged but actively championed.

### **Suppliers share our understanding of a sustainable business**

As a software company committed to sustainability and ethical business practices, our choice of suppliers is grounded in a shared commitment to responsible conduct. Inscale and Crossworkers, two key partners in our supply chain, were selected due to the alignment of their respective codes of conduct with our core values. The criteria for selection included a focus on ethical business practices, social responsibility, environmental stewardship, and compliance with laws and regulations.

# MATERIALITY MATRIX

**The materiality matrix provides a visual overview of the focus areas we have chosen and prioritized in relation to its impact on 1) society, environment and people and 2) business, economy, reputation and strategy.**

*The materiality matrix is generated by a ESG Profile tool provided by [Lederne.dk](https://esgprofilen.lederne.dk) (<https://esgprofilen.lederne.dk>)*

Categories:

■ Environment (E) ■ Social conditions (S) ■ Management (G)

