

MANNAZ SUSTAINABILITY COMMITMENT

Sustainability Ambition and Global Alignment

Mannaz’ sustainability ambition is to **move what matters** across the **environmental, social and governance** dimensions. Our targets are anchored in globally recognised standards to ensure relevance and credibility. Mannaz is a business participant of the **UN Global Compact** and submits an annual **Communication on Progress (CoP)**. We integrate sustainability principles into daily operations and long-term strategy in alignment with European Union corporate sustainability regulations and international frameworks. Our **Sustainability Ambition** is guided by the **UN Sustainable Development Goals (SDGs)** and the Ten Principles of the UN Global Compact.

Mannaz Sustainability Ambition 2026

In Mannaz, we have chosen to place our focus on six of the SDGs as a part of our strategic priorities. They have a close relation to our business and client collaboration. We also deliver on other SDGs such as 3 (good health and well-being) and 8 (decent work and economic growth), but these six are in focus when acting and tracking of progress.



Be recognised by employees and clients as a company that **develops people with the relevant skills for having good jobs.**

This includes the **skills for a sustainable development**. E.g. our educational offerings include themes of sustainability (in the understanding of the broader SDG agenda – both green and social).



Be recognised by employees as an **attractive workplace with an inclusive culture that recognizes each person’s different circumstances with the aim of continuously reaching equality and fairness.**

Internally as well as externally, **we respectfully challenge preconceptions** and go out of our way **ensuring a psychological safe dialogue and exchange** is at the heart of our work **to create the right conditions for impactful work.**



Take a circular approach – reduce, reuse, recycle – **to our procurement and waste management.**

We consciously **apply the principle of reduce and reuse on part of our immaterial, intellectual production**. Reducing waste of brainpower by avoiding reinventing the wheel.



Minimise Mannaz CO₂ emissions by prioritising three paths to minimising CO₂:

- 1. Act** to improve impact to enable further action
- 2. Inspire and educate** to enable further action
- 3. Compensate** for our CO₂ emissions to bridge the gap between targets and impact of actions



Establish and nurture partnerships – public-private-civic society – as an approach to achieve the other five SDGs in focus.

We focus on partnerships where we together increase **updated knowledge**, strengthen **platforms**, and create a **larger outreach and impact.**

We will inspire, educate, and collaborate to **act sustainably** and **move what matters**

Examples of our past & ongoing initiatives across the 6 selected SDGs:

- By choosing Jeudan as the office provider for our headquarters in Copenhagen, we have switched to 100% green electricity from European windmills in 2024, certified by our electricity provider Ørsted.



- We updated our Travel Guidelines as part of *Mannaz Code of Conduct* to reduce Scope 3 emissions.
- In 2025, we have implemented an updated set of procurement principles that incorporate sustainability criteria, and we have rolled out a supply chain risk-management system in 2026 to ensure that our procurement activities are responsible, transparent, and aligned with our sustainability objectives.
- Including used & recycled elements of interior design in new office in Copenhagen.

ESG Assessment, Reporting, and Continuous Improvement

Mannaz evaluates and benchmarks its sustainability performance annually through **EcoVadis**. We aim to maintain the **EcoVadis Silver Medal**, awarded to the top 15% of assessed companies, and to strengthen our ESG capabilities by continuing as an EcoVadis Accredited Training & Consulting Partner since 2024 and remaining active within the EcoVadis network.

Beginning in 2026, Mannaz will publish annual ESG disclosures aligned with the **EU VSME framework**, ensuring transparency and compliance with evolving European sustainability requirements. To strengthen our reporting readiness, we prepared a VSME Pilot Report in 2025 covering the 2024 financial year. The next updated VSME Report will be published in 2026 for the 2025 reporting year, and this will continue annually thereafter.

By 2028, we aspire to have our climate targets validated by the **Science Based Targets initiative (SBTi)**, confirming alignment with science-based emissions-reduction pathways.

Our sustainability journey is grounded in four core pillars: **environmental stewardship, social responsibility, strong governance**, and long-term economic resilience. These principles are reflected in our internal **Mannaz Sustainability Targets** applicable for all Mannaz entities & at least 95% of Mannaz operations, which guide our actions, support continuous improvement, and ensure that sustainability remains embedded in our organisational culture and decision-making.



MANNAZ ESG & SUSTAINABILITY TARGETS

1. Environmental Sustainability by 2030

- Total Gross CO₂ Emissions - Scope 1: Our target was to achieve a **100% reduction** in absolute Scope 1 emissions (tons of CO₂eq) from the 2019 base year. We reached this milestone in 2022, and Mannaz is committed to maintaining zero emissions going forward. This aligns with our broader ambition to minimize our carbon footprint by prioritizing circularity and reducing greenhouse gas emissions across our operations.
- Total Gross CO₂ Emissions - Scope 2:
 - absolute **reduction by 70%** measured in tons of CO₂eq from the base year 2019.
 - share of renewable energy consumption: the aim is to ensure that **90% of the energy** consumed comes from sustainable green sources.
- Total Gross CO₂ Emissions - Scope 3:
 - Greenhouse gas intensity reduction target: Mannaz commits to measure Scope 3 emissions and to reduce material Scope 3 upstream emissions from Business Travel and Employee Commuting by **40% per full-time employee (FTE)** from the 2026 base year.
 - Furthermore, we engage suppliers to encourage their reductions, and we support their efforts on reducing emissions through what we buy, following our procurement policy.
- We have a commitment to join SBTi by 2028.

2. Social Sustainability by 2026

- Gender Balance: The target is to achieve and keep a gender balance with a maximum of **60%** of the same gender representation in the workforce. Mannaz emphasizes creating an inclusive and diverse workplace.
- Gender Balance, Management: Similarly, the target is to have a maximum of **60%** of the same gender representation in management positions, ensuring gender balance at leadership levels.
- Employee Turnover: The target is to maintain an employee turnover rate of 20%, indicating a stable, satisfied and motivated workforce.
- Absence due to illness: The target is to limit absence due to illness to **7 days** per full-time equivalent (FTE), promoting employee health and well-being.

- Health & Safety: The target is to have **zero** workplace accidents to foster a culture where health & safety of employees are core values.
- Human Capital: The target is to achieve and keep **75%** workplace satisfaction rate in Employee Engagement Survey as it reflects a positive work environment.

3. Governance Sustainability by 2026

- Strategic and Practical Approach: Mannaz updates their policies and onboarding processes to include key ESG elements, as well as focuses on creating long-term financial results, ensuring the business remains financially sound.
- Board Gender Balance: The target for gender balance on the board is aligned with broader diversity goals & set at a maximum of **60%** of the same gender representation.
- Quality & compliance: The goal is to have **zero** major non-conformities reported in ISO audit to ensure high standards of process, policies & operations.
- Business Ethics: **100%** of full-time employees trained in the *Mannaz Code of Conduct & Anti-Harassment Policy*.
- Sustainability in procurement:
 - Supplier screening: **100%** of active suppliers will be screened and risk-rated annually using a verified sustainability risk-assessment methodology and the *EcoVadis IQ Plus* system (excluding NGOs and small local suppliers not identifiable in the EcoVadis system).
 - Key suppliers (>100,000 DKK annual spend): Rollout for signing the *Mannaz Supplier Code of Conduct*: **40% in 2026, 60% in 2027, 80% in 2028, 90% in 2029**, and maintained thereafter.
 - Business associates delivering services for Mannaz: These partners will sign the stricter *Mannaz Code of Conduct* according to the following plan: **80% in 2026, 95% in 2027**, and maintained going forward.

Our ESG targets will be monitored quarterly & reported on an annual basis.

By setting these targets, the organization demonstrates its dedication to creating a sustainable and equitable future.

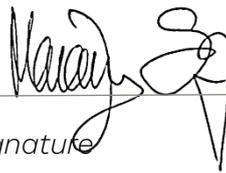


Signature

11th of March 2026

Martin Sogaard Nielsen, CFO

Mannaz A/S



Signature

11th of March 2026

Marianne Egelund Siig, CEO

Mannaz A/S

