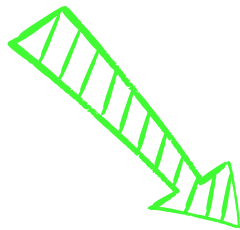


SUSTAINABILITY POLICY

Policy statement & purpose

At Mannaz A/S, we are committed to contribute towards a more sustainable future through responsible business practices that benefit our clients, employees, and the broader community. Our sustainability policy is guided by our core values of environmental stewardship, collaboration, global reach with local understanding, inclusion, diversity, psychological safety, efficient governance, high quality & compliance.



Scope & objectives

The scope of our sustainability policy applies all employees across our operational locations in Denmark, Sweden & UK, as well as to the stakeholder groups in our ecosystem as outlined below:

- Our society & local community
- Our own organization
- Our suppliers and partners
- Our environment

Environmental, social & governance areas covered by the policy have been determined to be material for our business stakeholders as outlined reflecting current industry standards for consulting & learning business.

SUSTAINABILITY COMMITMENT

As Mannaz A/S, we recognize the importance of integrating sustainability principles into our daily operations & long-term business strategy in alignment with the **European Union regulations** and international standards on corporate sustainability.

We are dedicated to achieving our Sustainability Ambition 2025 through continuous improvement of our sustainability efforts, underpinned by the **United Nations Sustainable Development Goals (SDGs)** and our commitment to the Ten Principles of UN Global Compact.

Additionally, we strive to maintain **EcoVadis** Silver Medal awarded to the top 15% of companies assessed & further develop our sustainability practices by becoming accredited EcoVadis Consulting & Training Partner since 2024. This helps identify strengths & areas for improvement, as well as mitigate risks related to ESG factors & enhance our standing with clients and suppliers who prioritize sustainability.

Sustainability Services & Advocacy

Mannaz A/S is committed to supporting our clients in understanding and managing the environmental and social impact associated with their operations and consumption. Through our consulting, leadership development, and capability building services, we empower organizations to make informed and responsible decisions that contribute to a more sustainable future.

We integrate environmental, social & governance considerations into our advisory work by providing tools, assessments, and learning solutions that help clients evaluate their sustainability maturity, identify areas for improvement, and implement effective mitigation strategies.

Environment

We are committed to minimizing our environmental impact through:

- Partnering with clients to promote sustainability.
- Reducing waste by minimizing printed materials, using eco-friendly

resources, and managing services electronically.

- Integrating **reuse, upcycling and recycling** into our processes.
- Minimizing energy usage and carbon footprint by using low-energy bulbs, promoting car-pooling, public transport, cycling, and virtual meetings.
- Using eco-labeled materials whenever possible.
- Using fully renewable energy sources for our main office in Copenhagen.

Society & local community

We aim to contribute to a well-led, coherent society by:

- Complying with legal requirements in all operating countries.
- Ensuring respect of labor & human rights for employees & stakeholders.
- Ensuring no engagement in forced labor, child labor, or human trafficking.
- Adhering to the rule of law and anti-corruption practices.
- Promoting leadership development through internships and development programs.
- Hosting free conferences and events to share leadership practices.
- Promoting **gender equality**, diversity and inclusion in both private and public sectors.

Governance

We drive sustainable business governance by:

- Ensuring ongoing quality and risk management.
- Continuously developing sustainability related services and learning opportunities to stay relevant to clients.
- Implementing agile people processes to support organizational and individual development.

- Strengthening community within the organization.
- Reviewing processes to incorporate sustainability practices.
- Ensuring equal opportunities in recruitment and promoting an inclusive environment.
- Offering parental leave allowances and ensuring equal pay for equal work.
- Working with suppliers who share our commitment to sustainability and sourcing products locally.
- Supporting our 2030 ESG targets agenda in daily operations.

Policy Development & Ownership

Our sustainability policy is a dynamic process. We are dedicated to keeping it alive in the organization and developing its contents in line with the changing requirements and needs of our ecosystem.

The policy is governed by our ISO process and as such is monitored, maintained, and implemented as part of our management system. Follow up on compliance with the policy is conducted annually by the Executive Leadership Team, led by CEO & CFO.

Sustainability policy is reviewed and updated at least every 2 years to reflect changes in our sustainability strategy & communicated to all our employees, part of our on-boarding process, communicated to clients during proposal processes and to suppliers & other business partners during the contracting process.

Further details regarding specific Mannaz sustainability related policies, commitments & targets can be found on our website under the following link:

<https://www.mannaz.com/en/about-us/our-approach-to-sustainability/>

CEO'S STATEMENT

Mannaz A/S remains committed to upholding the principles of environmental, social & governance sustainability in our operations, daily practices and delivered services. Through collaborative efforts with our clients, suppliers and all stakeholders, we aim to create value, drive innovation, and contribute to a more sustainable future for our planet, our society and the clients we serve.

Marianne Egelund Siig, CEO Mannaz A/S



For inquiries, feedback, or grievances related to this policy, please contact Head of Finance & Sustainability, Karolina Wodyk, kwy@mannaz.com or CFO, Martin Søgård Nielsen, man@mannaz.com.

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