

# Sustainability Policy

## Objective

Sustainability is incorporated into Multiconsult's business through the Group's vision, "bridging the past and the future". It is by understanding the past we can make progress, and we will promote sustainable development wherever we are given the opportunity to leave our mark.

## Our commitment

We are committed to contribute to the achievement of the Sustainable Development Goals, the Paris Agreement and to contribute to the achievement of National climate reduction targets, as well as National and International agreements for nature preservation and climate adaptation.

## How we work

Multiconsult's approach to sustainability involves prioritizing and contributing to climate and environmentally friendly choices, social sustainability, and governance. We are openly and transparently reporting our work and our results in accordance with the Global Reporting Initiative (GRI) standards and the recommendations of the Task Force of Climate related Financial Disclosures (TCFD) and Science Based Targets. We will adhere to all current legislative frameworks related to sustainability, such as the Corporate Sustainability Reporting Directive (CSRD) and the EU Taxonomy for Sustainable Activities.

Multiconsult embeds sustainability through three axes:

- Through our assignments
- Through our own operations
- Through our contribution to society

### Through our assignments, we undertake to:

- Identify ESG related risks and strive to mitigate these risks by providing alternative sustainable solutions to our clients
- Promote ambitious solutions for environmental, social, and economic sustainability to all our clients, and engage clients to clarify the sustainability ambitions for their projects. Solutions that contribute to nature positivity, climate adaptation and reduce global CO<sub>2</sub> emissions will be offered in assignments
- Contribute to the green energy transition by helping industries replace emissions and fossil input with renewable alternatives
- Help clients and partners to ensure fair working conditions in their supply chains, inspire to set their own goals for sustainability and contribute to the fulfilment of the goals
- Prioritize projects with high environmental and climate ambitions and increase green revenues stemming from taxonomy aligned and sustainable certified projects (such as BREEAM, BREEM Infrastructure)

### Through our own operations, we undertake to:

- Be a responsible employer and foster a culture of sustainability through visible leadership, involving our employees at all levels and evaluate our management based on their performance related to sustainability targets
- Continuously develop new competencies and nurture a culture of sharing best practices for sustainable solutions
- Reduce our climate gas emissions in line with the Science Based Targets Initiative, to limit global

warming to 1,5-degrees. We will compensate for emissions, including for air travel, based on a strict CO<sub>2</sub> compensation practice

- Become climate neutral by 2040 the latest, and all daughter companies will set their own goals and reduce their emissions in line with these targets
- Create an inclusive, productive, safe, secure, and developing working environment, and to work towards ensuring equality and diversity.
- Create value for the Multiconsult Group by ensuring commercial and sustainable supplier agreements

**Through our contribution to society, we undertake to:**

- Contribute to furthering and improving the sustainability standard of the industry sectors and supply chains in which we operate, to preserve biodiversity, limit global warming to 1,5 degrees in a just transition and improve social standards. To do this, we will continuously engage with key stakeholders
- Contribute to research and development within our field to enhance sustainability performance
- Proactively engage in dialogue with all of our stakeholders to raise awareness of sustainability
- Contribute to the development of regulatory frameworks and policies on key sustainability topics relevant to the industry and take a role in the public space to promote these positions and share knowledge and best practices
- Engage with stakeholders to continuously improve our performance
- Contribute resources and expertise to the development and improvement of the community, either locally or in other areas where our activities have an impact



*Grethe Bergly*

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