

Sustainability policy

At Ramboll, our commitment to the sustainable development of societies is founded in our Fundamentals. This commitment applies across our own activities and operations and to how we design solutions, deliver our services and partner with our clients.

At Ramboll, we recognise the important role we have working with our clients, and within our industry, to influence practice and drive positive outcomes for society and the environment. Through our projects and decisions, our mission is to create sustainable societies where people and nature flourish. We are committed to creating a sustainability-centred culture where every employee is empowered to challenge typical approaches and identify opportunities to increase the positive impact we can have together.

As a signatory to the UN Global Compact, our approach is underpinned by its ten principles, and our sustainability priorities are informed by an impact assessment of the material relevance and strategic importance of sustainability aspects to our business.

Responsible Business Conduct and governance

We are committed to integrating sustainability due diligence into our business operations and core activities in line with recognised international standards for responsible business conduct: the UN Guiding Principles on Business and Human Rights and OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. We actively prepare for and comply with relevant environmental and sustainability regulation in all jurisdictions where we operate. To support effective governance, we are committed to embed sustainability considerations into the fundamentals of how we work, including our strategy and financial planning; operating model; project model; performance and incentives frameworks; and how we equip, enable, and empower our people.

Our decision-making is underpinned by Ramboll's values; supporting actions that align with our commitment to integrity, honesty, and accountability. We continue to prioritise clarity, transparency and credibility in our disclosures and communication to our stakeholders.

Environmental responsibility and impact

At Ramboll, we drive effective management of environmental risks and opportunities by maintaining an integrated environmental management system that adheres to relevant industry standards, including ISO14001. We identify and address the relevant environmental impacts and aspects of our activities and are committed for continual improvement in our environmental performance. We also work in collaboration with our supply chain to reduce impact

on the environment and to develop our approach to sustainable procurement.

We are committed to climate action. For our own operations this includes aligning business transition planning with the Paris Agreement and actively driving progress against science-based climate targets, including targeting net zero by 2040. We seek to identify and manage climate-related risks and opportunities to ensure resilience in our business strategy, operations, market positioning and services. In projects, we seek to improve climate resilience and actively reduce carbon emissions associated with designs and solutions. This includes promoting technologies and practices which reduce emissions across asset life cycles, systems and value chains.

Understanding Ramboll's impact on nature is important to our mission. We are committed to examining nature impacts and dependencies across our value chain. Through all our work, we are committed to protect, restore, and enhance natural environments, resources and ecosystems whenever possible.

Social responsibility and impact

At Ramboll, we are dedicated to respecting and promoting human rights in our own operations, value chain and wider society. We put processes in place to mitigate the potential negative impacts of our activities on the human rights of others, and acknowledge our responsibility to our own staff, workers in our value chain and the end users of products, systems and infrastructure we design or contribute to.

As an active member of society, we seek to contribute to the positive long-term development of societies. We promote collaboration, equity, inclusion and the resilience of communities through our solutions and through our engagement within our industry and with government and policy stakeholders. We also support and enable our employees to further contribute to society through our social impact programme. These efforts are designed to amplify the collective contributions we make towards societal well-being, leveraging the collaboration with our partners.