

MEET OUR OWNER

AN INTRODUCTION TO THE RAMBOLL FOUNDATION

RAMBØLL
FONDEN



Shaping society – the Ramboll company was born	4
Johan Georg Hannemann	6
Børge Johannes Rambøll	8
Rambøll Fonden	10
The Foundation Charter	12
The Foundation Board of Trustees	14
Ramboll's governance principles	17
Our Legacy	18
Engaging with society - donations	22
Supporting excellence	24
More information	26

Constructed 1945 –
and still running!
The Balloon Ferris Wheel
in Tivoli Copenhagen.
One of the first steel
structures by Johan
Hannemann, professor,
Dr. Techn., Founder

“ We are always particularly pleased -
and proud - to undertake tasks that make
a contribution to society in general,
promote social welfare, stimulate cultural
activities or scientific research from which
humankind can benefit. As all employees
are sort of co-owners, each employee must
benefit.

Børge Johannes Rambøll
Professor Dr. Techn., Founder,
Ramboll Philosophy 1986

Shaping society – the Ramboll company was born

Ramboll's history goes back to 1945 when one October morning, two young engineering professors Børge Johannes Rambøll, Dr. Techn., and Johan Georg Hannemann Dr. Techn., walked through a door leading out to the Danish Technical University's flat roof in the centre of Copenhagen. From the top of the building, they looked out over the newly liberated, but somewhat damaged city.

The euphoria after five years of war was deeply felt by them both. They had the strong urge and need to help start a new development and re-build society - and so their business was born.

They dreamed of letting their knowledge work in this new transformation, and at the

same time bring inspiration and learnings from projects into the teaching at the Technical University of Denmark and thereby improve the engineering education.

In time, it it was clear that the two engineers were a perfect match. Johan Hannemann was the highly talented engineer who was able to quickly dissect any structure. And Børge Rambøll represented strong humanistic views and was very aware of the company's role in shaping of society.

Building on these roots Ramboll is today a truly global company that strives to create sustainable societies where people and nature flourish.





Johan Georg Hannemann 1907 – 1980

Johan G. Hannemann was the mastermind behind the technical innovations that put the company then labeled Ramboll & Hannemann on the global map. He had a head for numbers and structures. And above all he understood steel.

Not only did he cleverly work with the qualities of steel to invent ground-breaking constructions; in some respects he even incarnated the qualities of steel himself. He was a man of strong opinions; he always spoke his mind and he expected the same of his employees. He did not succumb to challenges of neither professional nor

personal nature. Even when he was infected with polio during his studies he insisted on not being pitied, and despite being bound to crutches for the rest of his life, he continued to travel and search for new adventures that sometimes put his physical capabilities to the test.

Johan Hannemann put great emphasis on treating the surrounding nature and fellow human beings with dignity and respect. He was careful to balance technical considerations with considerations for nature, and he lived as a vegetarian as he could not bear to think of animals being killed for the purpose of consumption.

From left: Børge Rambøll, Ib Mogensen, Johan Hannemann, Mogens Lindhardt, official from the Danish P&T (Post & Telegraph Service) and a workman, on site inspecting telemasts in the early 50s.





Børge Johannes Rambøll

1911 - 2009

Børge J. Rambøll was an engineer, author, Dr. Tech, painter and photographer, a man with many talents. He was the visionary leader with impact and multi-faceted outlook. He held honesty and compassion as a top priority and found moral principles and long-term visions important.

His philosophy was that when the employees were satisfied the rest would naturally follow – that being profit, happy clients and challenging projects. His humanitarian outlook inspired him to write the Rambøll Philosophy in 1986.

His main concern was to make sure that all employees were treated with respect and as equals.

And it was not only the employees that deserved respect: Clients, nature and

society in general were to be handled with utmost care and consideration.

For that reason, Børge Rambøll and Johan Hannemann from the very beginning declined taking on projects with political implications that were not in line with their beliefs, including working for the military and the commercial animal breeding industry and abattoirs.

He was the author of many books ranging from technical dissertations to philosophical inquiries and collections of poetry.

From left: Jørgen Jessen, Ib Mogensen and climbing the football goal crossbar: Børge Rambøll. Rambøll Annual Sports-event 1970, Gladsaxe, Copenhagen.



RAMBØLL FONDEN

In 1972 after 27 years of company growth, it was time to think about the succession. So the two founders together with three other partners decided to place the company and its responsibilities in a foundation structure. This would ensure the continuation of the company and the philosophy behind.

The objective was to create an eternal, self-owned company as a good workplace for as many employees as possible. Outside investors should not be able to profit from the company, and the revenue should be invested back into

the company's development. Most importantly, they wanted all employees to feel ownership of the company.

With all of this in mind, a foundation - Rambøll Fonden, which is the legal name of the Foundation - was created as a gift to present and future employees. The partners wanted to create a company that in the wide sense would benefit its employees, clients and the society at large.

A competent company with an ethical corporate culture, rooted in its Nordic heritage and strong values, based on a

humanitarian spirit, equality, mutual trust and creative collaboration.

By accepting this gift, employees would pledge to treat the company with respect, care for it, nurture and grow it, and pass it on to their successors. Today, the Foundation Board on behalf of all Rambøll employees continues to insist that the company build on the philosophy behind the original company and the ideas of the Founders.



The Foundation Charter

The Foundation was formally established in 1972 and is constituted by a charter. The Charter is a brief description of the legacy from the Founders and states the purpose, role and guiding principles of the Foundation.

The Charter stipulates that Rambøll Fonden as the principal owner of the enterprise is to develop the company in such a way that employees can experience an exciting and inspiring workplace in a long-term perspective. It also stipulates that the Foundation in addition supports

research and education, current and former employees in difficult situations and aid to humanitarian activities.

According to the Charter, the Foundation will always be the principal shareholder in Ramboll, but can practice its ownership together with others.

Today it is fairly common for Danish companies to be owned by foundations. Nevertheless, Rambøll & Hannemann changed the scene, to become one of the first engineering consultancies owned by a foundation.



“ Foundation ownership means Ramboll can truly live by its values. Ramboll cares for its employees and you can genuinely feel that the business wants to invest in your future and that of society.
Abigail Moore, Ramboll UK

“ Being foundation-owned enables Ramboll to continue to develop.
Charlotte Møller, Ramboll DK



“ Working for a foundation-owned company means that I am part of a bigger purpose than profit, which is to create value for people in our society. That makes my work as urban planner meaningful.
Job van Eldijk, Ramboll Sweden



“ I found that working in a foundation-owned company gives us refreshingly unique perspective to how we approach our workday today. At Ramboll we focus on how our work benefits society rather than just provide solutions.
Adam Selvey, Ramboll UK

The Foundation Board of Trustees

The Foundation is governed by a Board of 12 Trustees, including a Chairman and Vice-chairman of the Board. Eight trustees are appointed by the Foundation by a self-perpetual procedure among present or former employees. The remaining four trustees are elected by the employees of the Danish-registered companies according to legislation.

The Foundation Board of Trustees is solely bound to the foundation charter and not to any objective owner.

The trustees of the Foundation Board work to ensure that the enterprise, Ramboll Group and its affiliated and associated companies behave and operate economically responsible as a society consultant in an ethical and socially-minded manner to earn the respect and trust of clients and business partners and to increase satisfaction amongst employees.

RAMBØLL FONDEN ORGANISATION

12 TRUSTEES



White: Present or former employees elected by perpetual procedure

Blue: Employee-elected trustees

THE FOUNDATION BOARD



OWNERSHIP

OPERATIONAL
COMPANY



THE
BOARD OF
DIRECTORS

THE GROUP
EXECUTIVE
BOARD

Ramboll's governance principles

Rambøll Fonden is an independent Danish enterprise foundation with philanthropic obligations. The priority and role of the Foundation is to be an active owner of the Ramboll Group by continuing and perpetually representing the ownership as defined by the Founders.

Ramboll's overall governance model follows the Nordic tradition of an independent, but well-aligned tiered structure. Specifically, the structure consists of three impartial and unprejudiced governance levels. The Foundation Board, the Group Board of Directors, and the Group Executive Board.

The Foundation represents the majority ownership, while the Group Board of Directors and the Group Executive Board

represents the two-tiered board system responsible for the operation of the business as independent bodies. The Foundation is not involved in daily operations of the Ramboll Group.

As an active owner, the role of the Foundation is to:

- Ensure long-term existence of the company for the benefit of Ramboll Group employees
- Ensure that Ramboll lives up to ethical, responsible and societal behaviour
- Employ the Board of Directors in the Ramboll Group A/S
- Grant donations within research and education, humanitarian projects and aid to employees
- Distribute and appropriate of profit.

Our Legacy

When Ramboll was founded in 1945. Børge Rambøll and Johan Hannemann had a clear vision for how a responsible company should act. It was their true wish to ensure a long-term existence of the company for the benefit of Ramboll employees and the society at large.

In 1986 Børge Rambøll sat down and wrote 'The Philosophy', what today one would call a CSR book on values. In the document, he set the aims of the company, and in his own distinctive and philosophical way, he identified the principles by which the company should be led.

Since then, Ramboll has grown from a few employees who could sit around a table, discuss and take key decisions, to a global company. With this transition, it is important to be explicit about the beliefs that Ramboll is built upon. For this reason, the Foundation launched 'Our Legacy' in 2016 which is clearly linked to the 'Ramboll Philosophy'.

'Our Legacy' describes the fundamental beliefs that Ramboll was built upon and should guide the company's future development. 'Our Legacy' anchors Ramboll's fundamentals (mission, vision, values and commitments) and sets Ramboll apart from many of the company's competitors and peers.





'Our Legacy' outlines
four areas:

We behave decently and responsibly

When we engage with employees,
clients and business partners.

Our employees are our strength

Committed and skilled employees
enjoying their work are the source
of Ramboll's strength.

We are an active member of society

Ramboll is deeply rooted in a
Nordic tradition of social cohesion
and community spirit.

Excellence and insight are our hallmarks

We are a provider of high-quality
solutions tailored to client needs.

Engaging with society – donations

The Foundation has a continued purpose of giving back and contributing to society. The Foundation's donation policy is based on the charter and reflects the Founders' position and commitment to support technical and scientific development, to help Ramboll employees and to improve conditions for people and society at large. In recent years, the Ramboll Foundation has had the pleasure of increasing their donations.

Each year, the Foundation grants financial support to the following three areas.

- Research, studies and education
- Current and former employees and their families in difficult situations
- Humanitarian aid.

The donations are distributed four times a year.

The Foundation welcomes applications from all geographies. Donations are allocated to projects from around the world either through promotion of innovative and sustainable methods and tools, or through philanthropic mindset helping those in need with technical solutions and skills.



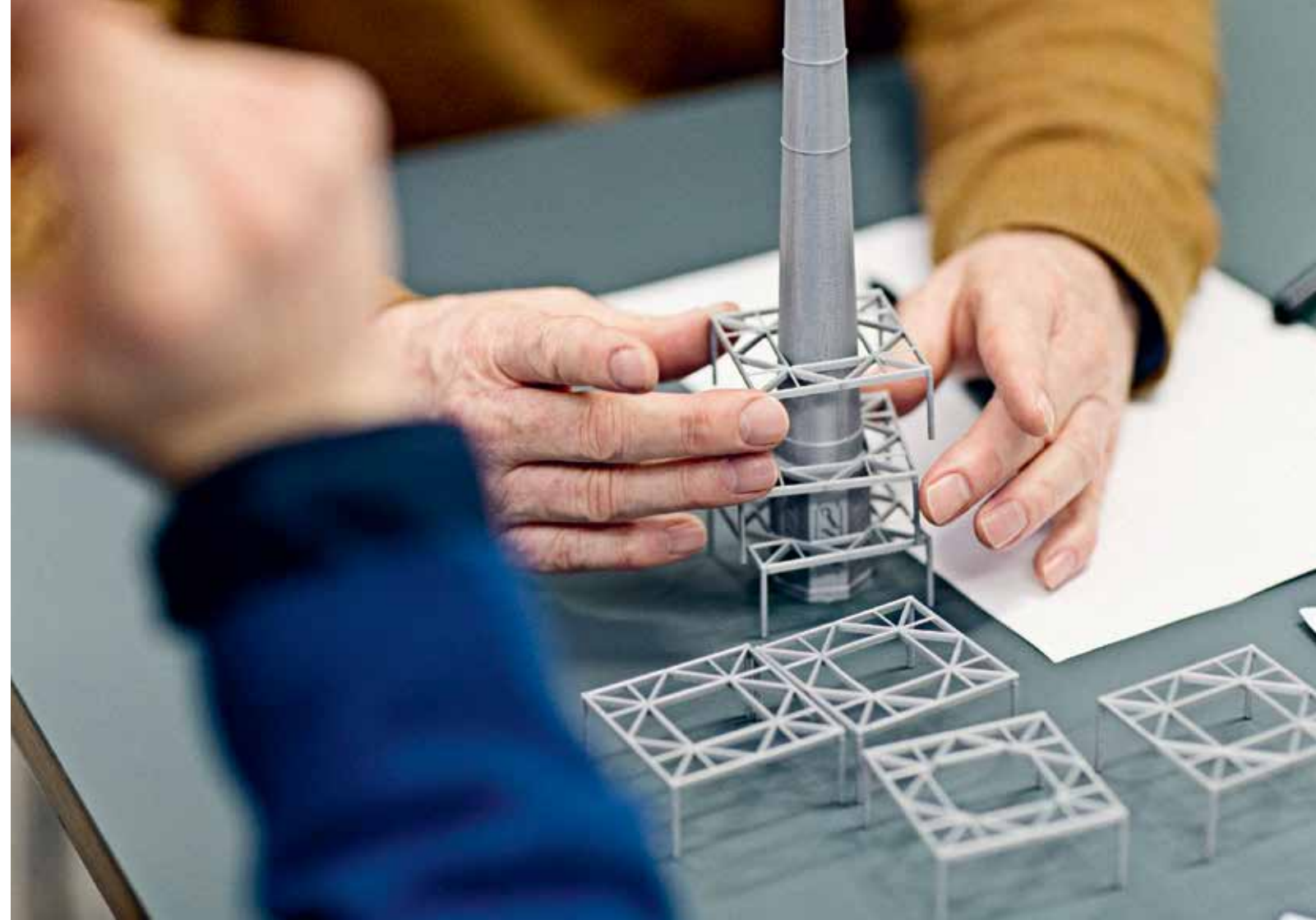
Supporting excellence

Excellence and insight are our hallmarks and we are a provider of high-quality solutions tailored to client needs and based on our employees' highest level of experience and expertise', as written in 'Our Legacy'.

The Foundation supports projects with Ramboll's experts, both locally and internationally.

The Foundation also supports further internal development of excellence with an annual donation of 500,000 EUR to PhD projects funded in cooperation with the Ramboll Group.

The Ramboll PhD programme gives Ramboll specialists the opportunity to delve into exciting professional topics to unearth state-of-the-art knowledge and develop competences and innovation solutions, for the benefit of themselves, Ramboll and their clients, and the society at large.



More information

You can find more information on the Foundation's website www.rambollfonden.com

DEFINITIONS

Rambøll Fonden is the legal name of the Ramboll Foundation

Foundation means the Ramboll Foundation

Foundation Trustees means the members of the Ramboll Foundation Board.

Foundation Board means the Board of Trustees of the Ramboll Foundation.

Group Board of Directors means the Board of Directors of the Ramboll Group.

Group Executive Board means the Board of Executives of the Ramboll Group.

Ramboll Group means Ramboll Group A/S; the Foundation's operational daughter company, including all its subsidiaries and associated companies.

Ramboll means the total enterprise, inclusive of the Foundation and the Ramboll Group.

Photographers:
Morten Larsen,
Henri Luoma,
Neil Hugh Mclean Goring,
Ole Torp Aundal,
Ramboll

“ When you plant a seed, you're glad if it sprouts. We watched it grow – thanks to outstanding employees

Børge Johannes Rambøll
Professor Dr. Techn., Founder

WWW.RAMBOLLFONDEN.COM

CAFE HANDEMANN

RAMBØLL
FONDEN

