

Global Commitment

Ramboll acts honestly and decently towards clients, employees, society, and company, as set out in Our Legacy which describes our values, anchored in the nordic business tradition. Our vision, mission, values and commitments permeate our efforts on sustainable development and guide how we act, especially when we are facing dilemmas.

Ramboll is committed to acting responsibly and seeks to promote and provide services and solutions that contribute to a sustainable development, while avoiding projects with an aggressive, destructive, or suppressive purpose towards nature or people.

Our commitment to sustainability and corporate responsibility rests on a fundamental respect for conventions and internationally recognised principles on human rights, the environment and anti-corruption. These principles are expressed by the UN Global Compact and made operational by the OECD Guidelines, the UN Guiding Principles on Business and Human Rights, and the UN Sustainable Development Goals. As a precondition, we respect the rule of law and comply with international and national regulations wherever we operate.

Ramboll is dedicated to creating value for our stakeholders. We are an active member of society, contributing to its sustainable development, and mitigate adverse impacts through our activities, and address such impacts if they occur.

We integrate opportunities and risks related to sustainability into our core business strategy and business operations and act as a trusted partner to our clients, delivering best in class solutions that create innovative sustainable results together with our clients.

We care for our employees and put health

and safety first through a zero-harm culture and safety in design. We recognise the value of diversity and inclusion and commit to treating all human beings as equals. We respect human rights by implementing procedures and processes in line with the UN Guiding Principles on Business and Human Rights and internationally recognised health and safety principles, which enable us to identify, prevent, mitigate, and account for how we address our actual and potential impacts on people, society, clients, and the environment.

We support a precautionary approach to environmental challenges, and we work to reduce our own adverse environmental impacts on the planet. We support environmental justice and apply stakeholder engagement in our projects and own operation. We promote increased environmental responsibility and environmentally friendly services, solutions, and technologies to protect global ecosystems.

Ramboll commits to the most ambitious global standards for climate action and commits to a long-term target to reach net-zero emissions by no later than 2050, backed up by near-term science-based targets across the entire value chain. The near-term targets, covering greenhouse gas emissions (GHG) from Ramboll's own operations (scopes 1 and 2), are consistent with reductions required to keep global warming to 1.5°C, the most ambitious goal of the Paris Agreement. Ramboll's emission target from the value chain (scope 3) meets the Science-Based Targets Initiative criteria for ambitious value chain goals.

As independent consultants we abide by our professional opinion, regardless of external pressure. We are committed to being open and transparent about our

business activities and will not participate in or support any form of bribery, corruption, or fraudulent practices.

Similarly, we expect all our business associates mitigate adverse impacts on human rights, including the health and safety of people, the environment or anti-corruption, and to swiftly address any adverse impacts if they arise. We prevent or mitigate adverse impacts that may be directly linked to our operations or directly linked to our operations or services by our business associates, and we use our leverage as a company to influence and encourage our business associates to demonstrate respect for human rights, including the health and safety of people, the environment and anti-corruption.

Our employees are expected to act in compliance with this commitment. Employees have an obligation to act upon and speak up to their management or through Ramboll's reporting mechanisms, if they identify or suspect concerns regarding our services, operations or business associates that are unacceptable in relation to our commitment.

Our commitment and its implications for our business behaviour is further explained in our Code of Conduct and is reflected in our Group policies to ensure sound business principles throughout our company. We believe sustainable and responsible business conduct will ensure long-term success for Ramboll.

Our commitment is publicly available and is communicated internally and externally. Every year we revisit the commitment to ensure that it is applicable and embedded in our policies and processes.

Copenhagen March 2022

JEFF GRAVENHORST
Chairman of the Board

JENS-PETER SAUL
Group Chief Executive Officer

MARIANNE SØRENSEN
Group Chief Financial Officer

LONE TVIS
Group Chief People Officer

PETER HEYMANN ANDERSEN
Group Chief Operating Officer

MICHAEL SIMMELSGAARD
Group Chief Operating Officer

MATHEW RILEY
Group Chief Operating Officer