

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 Training Partner in 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.

An integral part of this journey is our commitment to promoting environmental stewardship, social responsibility, optimized governance, and economic viability – all of them reflected in our commitment to achieve the following internal **Sustainability Targets**.



MANNAZ ESG & SUSTAINABILITY TARGETS

1. Environmental Sustainability by 2030

- CO2 Emissions Total per Employee (Scope 2+3): Mannaz aims to minimize their carbon footprint by focusing on circularity and reducing CO2 emissions. The goal is to reduce the combined CO2e emissions per employee by 80%.
- Share of Sustainable Energy: The aim is to ensure that 90% of the energy consumed comes from sustainable green sources, highlighting a shift towards renewable energy.

2. Social Sustainability by 2026

- Gender Balance: The goal is to achieve a gender balance with a maximum of 60% of the same gender representation in the workforce. Mannaz emphasizes creating an inclusive and diverse workplace.
- Gender Balance, Management: Similarly, the target is to have a maximum of 60% of the same gender representation in management positions, ensuring gender balance at leadership levels.
- Employee Turnover: The aim is to maintain an employee turnover rate of 20%, indicating a stable, satisfied and motivated workforce.
- Absence due to Illness: The target is to limit absence due to illness to 7 days per full-time equivalent (FTE), promoting employee health and well-being.
- Health & Safety: Zero workplace accidents to foster a culture where health & safety of employees are core values.
- Human Capital: Achieving 75% workplace satisfaction rate in Employee Engagement Survey as significant milestone that reflects a positive work environment.

3. Governance Sustainability by 2026

- Strategic and Practical Approach: Mannaz updates their policies and onboarding processes to include key ESG elements, as well as focuses on creating long-term financial results, ensuring the business remains financially sound.
- Board Gender Balance: The target for gender balance on the board is aligned with broader diversity goals & set at a maximum of 60% of the same gender representation.
- Quality & compliance: The goal is to have zero major non-conformities reported in ISO audit to ensure high standards of process, policies & operations.
- Business Ethics: All full-time employees trained on Mannaz Code of Conduct & Anti-Harassment Policy.
- Sustainable procurement: key suppliers > 100k DKK annual spend and all associates roll out plan for signing the Supplier Code of Conduct is as follows: 60% in year 2024, 80% in year 2025, 100% in year 2026.

All metrics will be measured compared to baseline year 2019 unless stated otherwise.

KPIs will be monitored monthly & reported on an annual basis.

By setting these goals, the organization demonstrates its dedication to creating a sustainable and equitable future.



Signature

29th of August 2024

Martin Sogaard Nielsen, CFO

Mannaz A/S



Signature

29th of August 2024

Marianne Egelund Siig, CEO

Mannaz A/S

