

The Nordomatic Policy **Sustainability**

Document Classification: **Internal**
Dated: 01.03.2026
Document Author: Group Head of People & Culture
Document Owner: CEO Toke Juul

About the Policy

Nordomatic is committed to leading the way in sustainable and intelligent building solutions. By optimising building management and reducing energy consumption and, thereby, CO₂ emissions, we contribute to a greener, smarter future. We aim to reduce the building's environmental footprint, foster responsible business practices, and promote long-term value creation for all stakeholders.

This policy applies to all Nordomatic operations, employees, partners, and suppliers. Our commitment to sustainability aligns with seven of the 17 United Nations Sustainable Development Goals (SDGs), supporting a better society and a healthier planet.

Principles and Commitments

Environmental Stewardship

CO₂ Emission Reduction through our services:

Through intelligent building management systems (iBMS), we optimise energy use, minimise energy waste, and significantly reduce CO₂ emissions. Our intelligent solutions allow clients to achieve energy savings while meeting their environmental standards.

CO₂ reduction in our operations and value chain:

Nordomatic is committed to achieving net zero and is updating our climate targets for validation by the Science Based Targets initiative.

To reduce Scope 1 emissions, we are transitioning to an electric vehicle fleet. While for Scope 2 emissions, we are sourcing renewable energy for our offices.

Resource Efficiency: We are dedicated to resource conservation within our operations, promoting sustainable sourcing, minimising waste, and enhancing recycling. As examples, we can mention:

- ✚ Empowering our People to turn our focus on sustainability into actions; Training managers and employees to understand how to act more sustainably in both a professional and private context, and how we, in our business, are responsible for advising and encouraging our customers to do the same.
- ✚ On-site recycling stations

- ✚ Prioritising materials with low environmental impact

Social Responsibility

Employee Well-being and Development: Nordomatic strives to provide a safe, inclusive, and supportive work environment. We actively support our employees' professional growth and well-being and uphold fair labour practices. For example, we measure the Employee Net Promoter Score (NPS) to understand employee engagement, satisfaction, and overall workplace experience. Nordomatic Academy provides employees with training and development opportunities to enhance their skills, support career growth, and drive innovation in smart building solutions.

Community Engagement: We believe in giving back to the communities in which we operate. We seek to make a positive difference, and we do so by providing more examples:

- ✚ Maintaining close relationships with schools to foster valuable apprentice programs.
- ✚ We engage in events/ activities for underprivileged children and their families (inspired by the UN SDG for prosperity for all). Example: an initiative where we (together with the local football club) entertain underprivileged kids with more fun and activities.
- ✚ Offering a working environment (voluntarily or paid employment) to people outside society.
- ✚ Giving community centres or schools the technical equipment so that they can use it in a technology lesson or workshop.
- ✚ Supporting various charitable organisations.

Economic Responsibility

Long-term Value Creation: We are committed to creating value for our shareholders and society. By prioritising sustainable growth and responsible business practices, we aim to build a resilient company that benefits all stakeholders.

Sustainable Procurement: We work closely with suppliers to meet our standards for ethical labour practices, environmental responsibility, and quality. We prioritise sustainable and responsible sourcing.

Ethical Conduct: We adhere to high standards of integrity, transparency, and morality. Our Code of Conduct and Anti-Bribery and Corruption policy guide us in acting responsibly, protecting human rights, and preventing corruption in all our dealings. For example, we choose not to accept jobs or cooperate in countries where human rights are not respected.

We encourage all employees to speak up. Every instance of unlawful discrimination or action must be reported and will be investigated. For this purpose, we have established a whistleblower channel. All reporting in our Whistleblowing channel can be submitted anonymously, and employees who speak up will not be subject to retaliation.

Diversity Policy: We believe diversity drives innovation, enhances performance, and enriches our culture. It enables us to better serve our customers, communities, and partners, and we encourage diversity in our operations.

Sustainability Goals

In alignment with the SDGs, Nordomatic sets measurable sustainability goals each year, focusing on reducing energy use, cutting greenhouse gas emissions, and advancing diversity and inclusion within our company. These goals are reviewed and measured annually to reflect our commitment to continuous improvement. Sustainability KPIs are integrated into management incentives to ensure alignment with our sustainability goals.

Sustainability Governance and Strategy

The Board actively oversees the implementation and progress of our sustainability initiatives to ensure accountability and alignment with our strategic objectives.

The Executive Management Team ('EMT') is responsible for pursuing a long-term, sustainable business and for deciding on strategy, objectives, and relevant policies to support it.

Sustainability is about value creation and risk management, so the organisation must know its

financial significance. It is part of Nordomatic's strategy to become the Global Impact Pioneer 2030.

For example, by growing our business, we further accelerate the positive impact on the planet our solutions contribute to. Still, we also need to consider any negative effects our resource utilisation has, e.g., emissions from company cars. We have developed a model for our strategic sustainability work, divided into three focus areas. These are inspired by and aligned with the triple bottom line: positive contributions to the Planet, People, and Profits (which can be read in more detail in the ESG report [CO2 Emissions Reduction & Building Management Optimisation](#)).

Reporting and Transparency

As part of our preparation for the Corporate Sustainability Reporting Directive (CSRD), Nordomatic has conducted a Double Materiality Assessment (DMA) and developed data collection processes to ensure compliance with regulatory requirements and enhance our sustainability reporting. This includes stakeholder engagement to identify and address our business's most significant environmental, social, and governance (ESG) impacts and risks.

Nordomatic also strives to align with the European Union (EU) Taxonomy, ensuring our activities contribute to sustainable economic goals. We are committed to transparency and accountability and will continue to publish our Sustainability Report, providing insights into our progress, impact, and alignment with sustainability frameworks.

Review and Update

This policy is reviewed and updated annually to remain relevant and practical. All employees, suppliers, and partners are expected to understand and uphold the principles outlined in this policy.

How to contact us

Please contact your direct manager with any questions regarding this policy.

Key Messages

The Nordomatic Sustainability Policy is a formal statement describing our commitment to environmental, social, and economic sustainability.

It explains our efforts to reduce our carbon footprint, waste, water use, and energy consumption through our services, operations, and value chain.

It describes how we strive to uphold fair labour practices, promote diversity and inclusion, and engage with the community.

Furthermore, it explains how we are committed to creating value for our shareholders and society, how we meet standards for sustainable procurement, behave ethically, and encourage diversity in our operations.