ESG Report
2023

Statutory report cf. Section 99a and d of
the Danish Financial Statements Act for
the financial year 2023.

E G
Let's go further

Content

EG at a glimpse

Key Verticals

Healthcare & Citizen Welfare

Construction & Property

Industrials & Trade

45
Years of Experience

The EG Purpose
We craft the vertical software of tomorrow, bringing sustainable impact to customers and society

Values
Customer focus
Deliver what we promise
Respect for each other

Strategy
We build market leading positions in our business units supported by a strong common operating model while we maintain diversity and empowerment in our business units.

2,400+
Employees

32,000+
Customers

900+
Employees dedicated to R&D

2,346
DKK million
Revenue
2023

Key Markets

Denmark   Sweden
Norway   Finland

In 2023 we revised our purpose to make it clearer that sustainability is at the very heart of what we do. Our purpose in EG is:

We craft the vertical software of tomorrow - bringing sustainable impact to customers and society.

The CEO Statement: Let's go further

As a leading Nordic vertical software company with 32,000 customers, we have a substantial impact on the world around us. Customers, employees, investors and society at large depend on EG to balance the interests of all stakeholders. We take our corporate responsibility seriously and it is integrated in the way we make decisions and do business.

In 2023 we revised our purpose to make it clearer that sustainability is at the very heart of what we do. Our purpose in EG is:

We craft the vertical software of tomorrow - bringing sustainable impact to customers and society.

Our software helps our customers to run a more sustainable business. We minimise resource consumption and improve sustainable practices. Technology is accelerating the transition to more sustainable decisions and business practices. In EG we are part of this transition through the vertical software that we craft and deliver.

As a company, we want to be:
- a climate positive software company;
- a diverse and unified world class working place; and
- an honest, trusted and accountable software company

In this ESG report we give an overview of how we are progressing against these three objectives, and the initiatives and metrics we have in place.

We have made good progress during 2023 across all of the three objectives.

We have managed to reduce our CO_2 consumption per FTE from 0.136 tons CO_2e to 0.078 tons CO_2e. This has been achieved by using some of our own technology. EG has a large presence with the property management market including space management and energy management systems. We have consequently implemented our own Energy Management System, EG EnerKey / EG Omega, using sensor technology and artificial intelligence to assess where and when we need to turn energy consumption up and down in our facilities. Furthermore, we use our own software, EG Worksense, to make sure we optimise the use of our facilities and can reduce space and energy consumption, where it is not needed. We have also increased the share of our renewable electricity from 62% to 64% and we have improved the scope of our environmental reporting. All in all good and focused progress on the environmental side.

We value our employees as one of our most important assets and I am happy that we have been able to maintain a high level of employee engagement in 2023 and have a voluntary attrition of 7% which is well below our 10% target. On the diversity front we now have 34% females in EG with 30% of managers being female. To improve the share of female managers even further we

>> With this report we commit to making progress on the ESG initiatives and balance the interests of the stakeholders that depend on EG.

had 56% female attendance on leadership courses during 2023. At our annual Nordic leadership course the percentage of females was 73%. I am sure that the focus on female leadership training will lead to more female leaders in EG also at the higher management levels.

Within governance the key focus in 2023 has continued to be cyber security. We followed our security strategy to grow our central security team by bringing in and introducing Security Business Partners providing guidance and support to our organisation. We have also extended our partnerships with leading security vendors to provide us with best in class security technologies and knowledge to further automate and improve security of all systems and information owned by, or in the care of, EG. Lastly, our efforts are focusing strongly on the human aspects, making sure that both management, as well as every employee, understand their role in building a secure future for EG.

In EG, we deliver what we commit to as a company. With this report we commit to making progress on the ESG initiatives and balance the interests of the stakeholders that depend on EG.

Mikkel Bardram
CEO, EG A/S

Environment

A climate positive company

Material topics

- Carbon emission
- Energy management
- Climate risk
- Pollution and Waste

Social

A diverse and unified world class working place

Material topics

- Employee health and safety
- Diversity and Inclusion
- Wage level and equal pay
- Employee turnover rate

Governance

An honest, trusted and accountable software company

Material topics

- Data privacy
- Corporate governance
- Cybersecurity
- Transparency and reporting
- Stakeholder engagement
- Ethics and Compliance

← ESG initiatives →

← ESG metrics →

EG as a company

EG develops and delivers proprietary software-as-a-service solutions (SaaS) across its eight key verticals. EG seeks to continue building and strengthening its market leading positions in both new and existing vertical markets, through continuous product development and innovation as well as through strategic acquisitions.

To be trusted as an accountable business partner, we engage with our stakeholders continuously improving our offerings and solutions to the benefit of customers, owners, vendors, employees, and society.

In 2023, EG has progressed significantly in the onboarding of our companies to our common operating model, onboarding 19 business units. As depicted to the right, the EG Operating Model provides a common way of working, based on a collaborative culture and group-wide tools, policies, and processes, offering a central framework that adds value to EG's business units.

The EG Operating Model

People & Culture

Strategy and M&A

Product and Tecnology

Commercial

Shared Services

Process Excellence

Customer Support & Engagement

Agile product management

Business Units / Customers

Fulfilment/ Implementation

Agile software development

Digital Sales & Marketing
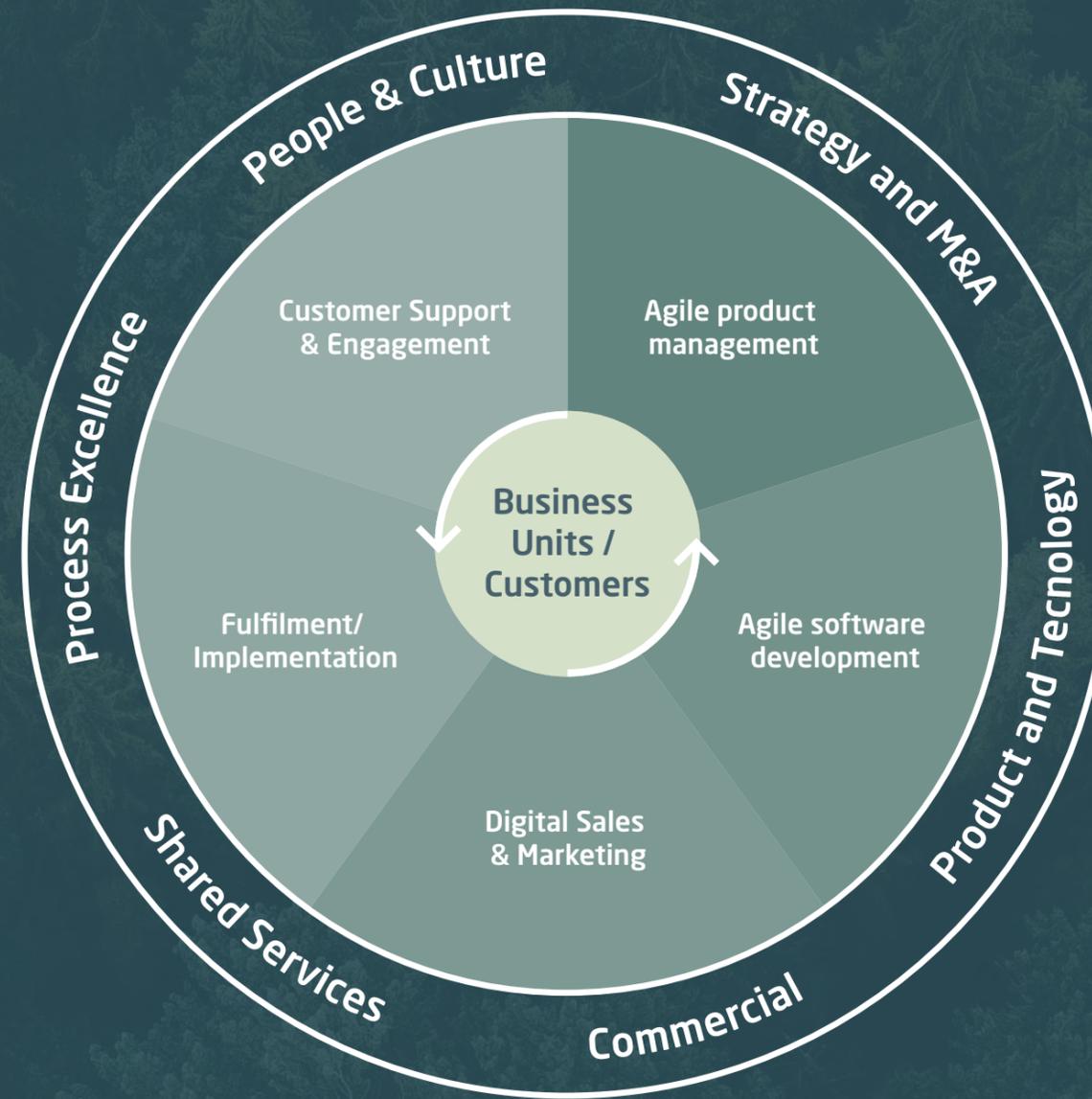
Governance, policies, actions and metrics

EG's ESG Committee sets the targets and prioritises the ESG activities based on our materiality assessment, ensuring that all policies supporting the strategy are updated and in place, along with the relevant key performance indicators.

The EG ESG Committee is a cross-functional senior management committee of EG, chaired by the CEO.

The Committee has in 2023 regularly evaluated the EG ESG activities, considering changes in applicable laws, regulatory guidance and best practice. They have also explored new ESG activities and initiatives in EG for 2024. In addition, they have been monitoring and discussing EG's ESG management principles, processes, controls, and key risks in 2023.

The EG ESG Committee has in 2023 diligently revisited, analysed and evaluated our material sustainability topics which we continue to maintain, and the committee is now in the process of setting new goals.

In 2024, we will continue to develop our ESG program and all relevant actions in compliance with all relevant laws and regulations. During 2024 we will prepare for the new ESG requirements according to the Corporate Sustainability Reporting Directive (CSRD), the European Sustainability Reporting Standards (ESRS) and the EU Taxonomy.

The EG ESG Committee reports on initiatives, progress, and the material ESG topics to EG's Board of Directors.

Overall
ESG Policy

Environment

- Environmental Policy
- Green Company Car Policy

Social

- Diversity and Non-discrimination Policy
- Health & Safety
- Employee Handbook
- Employee Privacy Policy
- Code of Conduct – workers

Governance

- Anti-Corruption and Bribery Policy
- Cyber and Information Security Policy
- Whistleblower Policy
- Data Ethics Policy GDPR Handbook
- Financial Policy
- IP Policy
- Competition Policy
- Software Policy
- Privacy Policy
- Code of Conduct – business partners
- E-mail Policy
- Tax Policy

Environment

We want to be a climate positive company

In 2023 climate changes manifested in global incidents caused by extreme weather, forest fires and drought which once again spurred concerns over global heating due to still more CO_2-emissions.

As an accountable company EG has a long-term commitment to being climate positive, and we aim to support our customers by enabling them to reduce their CO_2 footprint through many of our software solutions.

We have focused on reducing our own CO_2 footprint by reducing the number of square meters we occupy and by implementing our EMS system, EG EnerKey, and our Facility Management system for workspace optimisation, EG Worksense, in key locations.

During 2023 we also continued the dialogue with our key suppliers including data center providers to pursue reporting on scope 3. Our conclusion is that it is still too early for us to share data on scope 3 due to lack of maturity in data standards and availability of data, but we will continue to work with our key suppliers to establish a baseline for CO_2 emissions on scope 3.

We have also responded to the growing demand for software to reduce the CO_2 footprint in the industries we serve. Digitisation is a central part of the solution to reduce the risk for further consequences of the global warming, and we want to ensure that tools are made available for as many businesses as possible. The biggest positive environmental impact we can have as a software company is to support our customers achieving their climate ambitions.

Environmental Material Topics

EG has determined GHG emissions, energy management, climate risk, pollution, and waste to be significant topics for our business.

In 2023 we have progressed well towards our environmental targets. On at least three different areas we are moving in the right direction.

1. We have increased the share of renewable electricity from 62% to 64%.
2. We have reduced the CO_2 per FTE on both scope 1 and 2 and we have increased the scope we cover with our environmental reporting.
3. We have seen that the focus on our environmental initiatives and implementing our own Energy Management Software (EMS) has made a substantial and immediate difference to our energy consumption levels. We have seen reductions in our energy usage of 20-30% in the first couple of months we have been using the software in our facilities.

GHG reporting

EG continues to extend the coverage of Scope 1 and 2 GHG emissions, although proportionately down per FTE from last year due to new businesses awaiting onboarding to EG EnerKey / EG Omega and EG Worksense, it now includes 78% of employees and 83% of square meters.

- Scope 1 32%
- Scope 2 68%

- Electricity 52%
- Heating 16%
- Conventionel Vehicle 12%
- Electric Vehicle 11%
- Stationary Combustion 9%
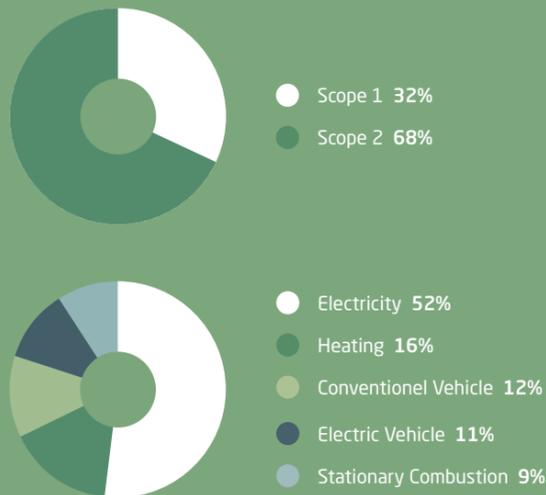
Climate Risk

The EG ESG Committee has evaluated our environmental policy based on climate risk and changes to relevant laws, regulatory guidance and best practice. As a distributed software company with no physical production our main exposure is the risk of energy shortage. We do have facilities in areas in Spain and India with high water stress. However, water is not material to our operations in any of our locations.

Pollution & waste

We recycle when possible and dispose of waste according to national regulations. Waste, such as obsolete IT equipment and mobile phones, paper, and food are sorted according to national requirements and recycled or disposed of at approved recycling facilities. Hazardous chemicals and hazardous waste are labeled, stored, and managed according to the authorities' instructions and disposed of at environmentally approved reception facilities. We ensure that all wastewater is treated in a public treatment plant according to national requirements. Our employees follow our environmental policy and reduce waste by recycling where possible, avoiding food waste and sorting waste for recycling.

Key Environmental Metrics

Metric	2024 Target	2023	2022	restated [1] 2021	2021
Total energy consumption[2]		3,924 MWh	4,531 MwH	4,645 MwH	3,349 MWh
Share of renewable energy within electricity consumption[3]		64%	62%	41%	49%
CO_2e emissions Scope 1[4]		128 tons CO_2e	207 tons CO_2e	228 tons CO_2e	184 tons CO_2e
CO_2e emissions Scope 1 per FTE		0.075 tons CO_2e/FTE	0.136 tons CO_2e/FTE	0.159 tons CO_2e/FTE	0.155 tons CO_2e/FTE
CO_2e emissions Scope 2 – local based[5]		270 tons CO_2e	301 tons CO_2e	340 tons CO_2e	298 tons CO_2e
CO_2e emissions Scope 2 per FTE – local based		0.158 tons CO_2e/FTE	0.198 tons CO_2e/FTE	0.238 tons CO_2e/FTE	0.251 tons CO_2e/FTE
CO_2e emissions Scope 2 – market based[6]		470 tons CO_2e	479 tons CO_2e	568 tons CO_2e	402 tons CO_2e
CO_2e emissions Scope 2 per FTE -market based		0.276 tons CO_2e/FTE	0.314 tons CO_2e/FTE	0.397 tons CO_2e/FTE	0.339 tons CO_2e/FTE
Does your company follow a formal environmental policy?	Yes	Yes	Yes	Yes	Yes
Does your company follow specific waste, water, energy, and/or recycling policies?	Yes	Yes	Yes	Yes	Yes
Does your Senior Management Team oversee and/or manage climate-related risks?	Yes	Yes	Yes	Yes	Yes
FTEs included in CO_2 reporting / share of total FTEs		1,704 / 78%	1,524 / 84%	1,430 / 94%	1,188 / 71%
M²s included in CO_2 reporting / share of total M²		27,859 / 83%	27,175 / 85%		

Accounting policies for the Key Environmental Metrics that are not disclosed on this page, see page 37.

[1] **Due to increase in scope of locations,** for 2021 numbers are restated to ensure comparative numbers

[2] **Energy consumption** associated with fuels and electricity consumption of vehicles, natural gas consumption, electricity, and district heating consumption at EG locations in Denmark, Sweden, Norway, and Poland. Wherever relevant, the consumption is converted to kWh by using conversion factor from BP Statistical Review of World Energy. Note that the energy consumption in vehicles covers 80% of EG vehicles, and the energy consumption in office buildings only covers the ones that are occupied by 78% of FTEs and 83% of our square meters.

[3] **The share of renewable energy** within the electricity consumption at EG locations in Denmark, Sweden, Norway, and Poland, including electricity consumption in office buildings and electric vehicles. At the locations where EG does not own or lease the entire office building, the electricity consumption is estimated according to the fraction of surface area that is owned or leased by EG. Renewable energy is obtained via energy attribute certificates and direct contracts for renewable energy purchase. Note that electricity consumption only covers office buildings that are occupied by 78% of FTEs. This share of renewable energy represents the fraction of renewable energy within the electricity consumption in scope.

[4] **Scope 1:** GHG emissions associated with combustion of fuels in vehicles that are owned or leased by EG and used natural gas at EG office buildings in Denmark. GHG emissions from combustion of fuels in vehicles is calculated based on the annual driven distance per vehicle, and the corresponding GHG emission factors (CO2e/km) published by the transport authorities or obtained from a leasing company. GHG emissions from used natural gas are calculated based on the annual consumption of natural gas and the latest GHG emission factor published by DEFRA. At the locations where EG does not own or lease the entire office building, the consumption is estimated according to the surface area that is owned or leased by EG.

[5] **Scope 2 local based:** GHG emissions associated with the purchased electricity and district heating consumed at most EG office buildings in Denmark, Sweden, Norway, and Poland and electricity consumed in vehicles that are owned or leased by EG, is calculated using location-based approach. The calculation is based on the annual consumption of electricity and district heating and the average grid GHG emissions factors published by local grid owner or International Energy Agency (IEA). At the locations where EG does not own or lease the entire office building, the consumption is estimated according to the fraction of surface area that is owned or leased by EG. Note that the GHG emissions only cover office buildings that are occupied by 78% of FTEs and make up 83% of total square meters available.

[6] **Scope 2 market based:** GHG emissions associated with the purchased electricity and district heating consumed at EG office buildings in Denmark, Sweden, Norway, and Poland, is calculated using market-based approach. It is calculated based on the annual consumption of electricity and district heating, the GHG emissions factors from suppliers, and the residue mix published by local grid owners or European residual mix. At the locations where EG does not own or lease the entire office building, the consumption is estimated according to the fraction of surface area that is owned or leased by EG. Note that the GHG emissions only cover office buildings that are occupied by 78% of FTEs and make up 83% of total square meters available.

Key environmental initiatives and achievements in 2023

In 2023 we:

- expanded entity scoping for Scope 1 and 2 GHG emissions;
- bought 1,287,532 kWh GHG-neutral and renewable energy for our facilities in Denmark, Norway, Sweden, and Finland for which we are billed directly;
- reached 100% wind power consumption at substantially all our facilities in Denmark;
- changed our energy consumption in Sweden and Norway to be GHG neutral and renewable energy;
- increased the share of renewable electricity from 62% to 65%;
- further implemented our Energy and Sustainability Management System, EG Omega/EG EnerKey at our own facilities;
- further reduced energy consumption through optimisation of office space utilisation by implementing our proprietary tool, EG WorkSense; and
- established several partnerships in order to share our knowledge and improve our solutions.

In 2024 we will focus on

Action

Continue to expand coverage of scope 1 and 2 GHG emissions reporting

Establish standard operating procedures for measuring and reporting Scope 3 GHG emissions

Increase the share of renewable electricity

Prepare for the new requirements according to the European Sustainability Reporting Standards (ESRS)

Develop plan to achieve <0 GHG emissions by 2030

Increase share of EV cars in the fleet of vehicles from 50% to 60%

Purpose

Develop plan for further GHG reductions

Target

<0 GHG emissions by 2030

100% EV cars in the fleet of vehicles

Case study

The race for Carbon neutrality: CO_2-reductions despite organic growth and 35 acquisitions

In 2023, EG achieved significant results by reducing energy consumption and optimising office space utilisation. However, these savings represent only a momentary milestone in our ongoing journey towards achieving carbon neutrality.

"Over the past four years, we have made 35 acquisitions and subsequently closed 39 offices due to mergers and employee relocations. Even in 2023, we made 6 acquisitions with 7 locations and 4,648 square meters. This means that every time we achieve a new milestone, we must reset our efforts to ensure continued carbon footprint reduction, despite our growing workforce and office space," explains Senior Manager Søren Kragh Sørensen, Facility, Property.

Nevertheless, the results are outstanding, particularly in Denmark:

"We achieved these results through a combination of reducing number of offices and implementing energy-saving measures across the board. For office space optimisation, we utilised our proprietary tool, EG WorkSense, to ensure we occupy only the necessary square meters. In terms of energy optimisation, we relied on EG EnerKey. Both solutions are not only favoured by our customers but have also proved invaluable in EG's efforts to lead the way in reducing our CO_2 footprint."

This is an ongoing process as new companies regularly become part of EG.

"When acquiring new companies, merging existing ones, or relocating employees to shared locations, we prioritise both energy optimisation and sustainability. For instance, in 2024, we will relocate our Odense office to a beautifully renovated granary near the harbor. This building has earned DGNB Gold Certification and complies with approximately 270 essential criteria. Even the old bricks used in the renovation have their own Environmental Product Declaration (EPD), highlighting the advantages of reusing these materials instead of using new ones".

By the end of 2023, EG operated 41 offices across eight countries, encompassing a total office space of 33,309 square meters to accommodate its 2,400+ employees.

Social

We want to be a diverse and unified world class working place

EG is committed to be an inclusive and attractive workplace, providing our employees with a safe and secure working environment characterised by continuous learning, great colleagues, and collaboration.

As a diverse organisation spanning multiple countries, we proudly boast a workforce with a notably higher representation of females compared to industry counterparts. Our overarching goal is to harness this diversity for the continual enhancement of our company and the refinement of our offerings to customers.

Our commitment extends to prioritising employee well-being and employee engagement. In 2023, we successfully elevated our Employee Engagement score, proving our ongoing focus in this area.

We meticulously adhere to national and international laws and agreements while executing initiatives aimed at attracting and retaining top talent.

Key aspects such as employee health and safety, diversity and inclusion, wage equality, and maintaining a low employee attrition rate are pivotal considerations in steering our business towards success.

Social material topics

Employee attrition rate

EG employees are skilled and experienced with an average age of 42 and average tenure of 7.1 years. In a highly competitive market, we are satisfied with a voluntary employee attrition rate of 7% even though we continuously try to improve our working place conditions to retain and attract the right people with the right skills and mindset.

Employee health and safety

Health and safety work conditions are both a human right and a prerequisite for running a productive, effective, and attractive workplace with zero work related injuries and a minimum of sick leave.

EG supports and respects the protection of internationally proclaimed labour rights. We do not use child labour, forced or compulsory labour in any of the countries in which we operate.

We monitor the health and safety of our employees with mandatory work assessments and in our Employee Engagement Survey, which takes place three times a year. In 2023, the overall Employee Engagement score in EG Pulse improved to 7.9 from 7.8 in 2022. In 2023 we had one work related injury, related to minor physical injury.

Wage level and equal pay

We strive to have an equal salary for each role at each job level. All our employees are offered the same benefit scheme and any potential salary adjustment within the annual salary review will be based on performance. However, salaries within EG may be individual and differentiated based on e.g. market factors and performance. A difference cannot be justified based on factors not related to performance and markets, such as gender. We track status and our statistics show no major pay gap, and minor issues are handled with specific interventions.

We comply with all national and international regulations regarding minimum wages and our wage level is equal to the wage level in all the countries we operate.

Diversity and inclusion

Diversity and inclusion are significant to the development of both the labour market and of our business. In EG, we believe that every person should have the same opportunities, and as a company we believe a diverse workforce is prerequisite for developing and delivering viable digital solutions for a diverse world.

We continue to strive for a female/male diversity balance substantially higher than the average in the Danish tech industry. 34% of the employees in EG are female compared to 26% in the Danish IT-industry, according to IT Brancheforeningen/ITB. 18% of top management and 30% of all our managers are women.

In 2023, EG has continued an enhanced focus on Diversity and Inclusion. EG's Global Diversity Committee have had an increased focus on Inclusive Leadership with the purpose of guiding and supporting the leaders in EG to foster a more inclusive culture. In EG's Nordic Leadership Training there is a continued focus on Diversity and Inclusion and 73% of the participants were women.

Key social initiatives and achievements in 2023

In 2023 we:

- were nominated for the Danish Diversity Award May 2023 in the category "Companies with more than 500 employees";
- signed Gender Diversity Pledge June 2023 (Dansk Industri);
- had 73% female participation in our annual Leadership Training Nordic course. 56% female participation across all Leadership training;
- introduced bias guide for recruiting managers and introduced inclusive leadership in our Leadership training;
- implemented a strong anti-discrimination policy;
- had 34% women among all managers hired last twelve months;
- hired 2 female SVPs and increased female BU management from 8% to 17%;
- acquired two companies with female CEO;
- increased awareness of EG Cores Values with an improved score from 8.0 to 8.2;
- increased engagement score from 7.8 to 7.9; and
- increased use of our Volunteer Program which allow employees to take paid time off to volunteer to support social, environmental or health objectives of their own choice during work hours.

In 2024 we will focus on

Action

Ensure minimum 2 candidates from underrepresented gender when recruiting to management positions

Ensure development of female successors for management positions

Continue to increase an inclusive mindset among leaders

Implement initiatives identified in Diversity Committee

Purpose

Build an even more inclusive and diverse culture

Increase employee engagement

Target

34% female leaders

Employee Engagement Score of min. 8.0

25% women in senior management

Case study

The EG Purpose – more than people management

Most of the improvements in our lives and in society have been brought about by technological developments, and in EG we believe that the present acceleration in technological development will continue to make the world a better place.

However, it requires companies and people who decide to invest time and energy into making this happen, who choose to apply the power of technology to make a positive change.

"In EG we can do exactly this", explains HR director Tina Bodin:

"We bring the value of technology to our customers, and we use our deep understanding of both our customers' needs and of technology to create standard vertical software that enables our customers to bring value to their own customers. It could be a simple app for the individual citizens with autism or a complex, intelligent energy management system for large retail chains that enables the user to contribute positively to the societies they operate in", Tina Bodin says:

"As our 2,400 employees come from many countries and with great diversity when it comes to factors like gender and culture, we have in 2023 formulated a common purpose, by asking all employees about their personal reason to work for EG".

The process has resulted in one statement, our purpose as a company:

We craft the vertical software of tomorrow – bringing sustainable impact to customers and society.

"Across all our business units we are developing and delivering standard software focused on specific sets of customers ensuring that it is easy to implement and cost effective. It is standard software that is continuously updated to include specific processes, local integrations, and local rules. As one of the largest software companies in the Nordics we have a big responsibility and opportunity to use technology to make a positive change. This is reflected in our purpose", says HR director, Tina Bodin.

Read more about working for EG **here.**

■ Tina Bodin

We craft the vertical software of tomorrow, bringing sustainable impact to customers and society

Case study

EG Volunteer Day: Employees impact through direct action

EG has a volunteer program, allowing all employees to take paid time off to volunteer during work hours, one day per year. Here are some of the highlights from 2023 showing how employees impact their local communities.
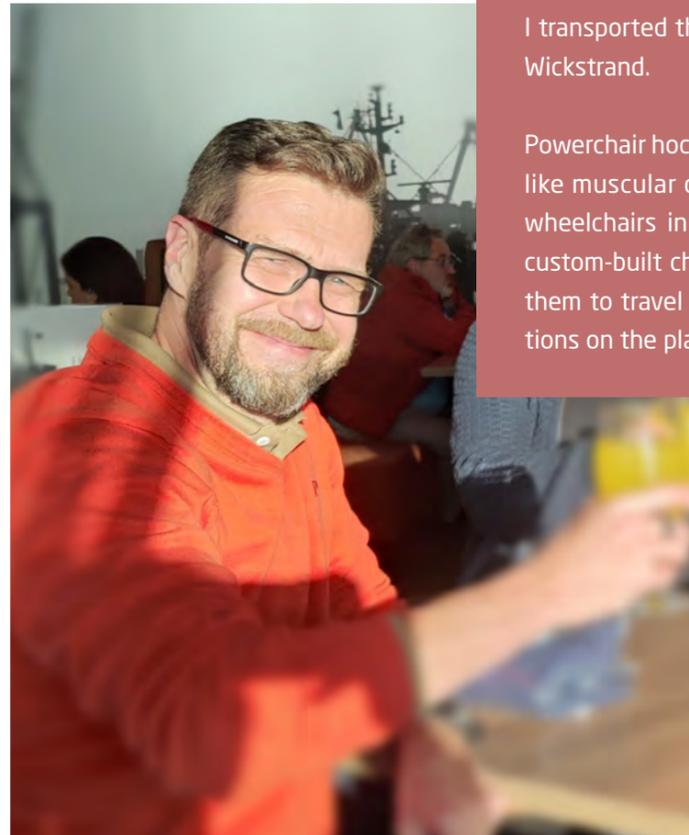
Denmark

EG Healthcare Product – and Consultancy team arranged a common volunteer day to support a Danish Red Cross store in Gellerup, one of Aarhus municipality's most challenging areas.

"We rolled up our sleeves and started improving the store's appearance. This included painting the walls, rearranging the store, and picking up a large donation for the store", explains Nina Brkovic.

The Red Cross stores are an essential part of the organisation's opportunity to offer social work and international emergency aid as all the profits from the stores are directed toward these causes.

Finland

Kai Wickstrand made it possible for the electric wheelchair hockey team Helsinki Outsiders to fly together for a tournament in Brussels.

"To ease and enable the team members to fly together I transported their equipment in a large van", says Kai Wickstrand.

Powerchair hockey players live with various disabilities like muscular dystrophies. Most people use electric wheelchairs in their everyday life and have another custom-built chair for sport. This makes it difficult for them to travel and especially to fly due to the limitations on the plane's cargo.

Denmark

Merete Heüman spend time with "Vågetjenesten", a service organised by Danish Red Cross and Ældresagen to prevent people from dying alone in nursing homes or care centers.

" I talk to them, read to them, or just sit by their side in silence. It has a great and positive impact during a difficult and sad period of people's lives", explains Merete Heüman.

Usually, a volunteer works 3-hour shifts, trying to cover as much of the final days and nights of the individual.

Denmark

Corporate PMO volunteered the humanitarian organisation "Together for You", packing an entire truck to Ukraine with clothes, medicine, food, and frontline equipment.

"We chose to help "Together for You", as we wanted to help the many people in Ukraine that are affected by the war", says Christina Petersen.

Spending the day out of the office packing clothes and emergency relief for Ukraine was a day well spent and gave the participant new perspectives on need for support.

Norway

Espen Strømsnes spent his Volunteer Day preparing the event Storkurs.

"The members came from local H4-clubs in the Oppland region to meet for a weekend with different workshops, socialising and just having lots of fun", Espen Strømsnes says.

Storkurs is an annual event organised by the organisation 4H, that wants to develop active and socially engaged young people with a sense of responsibility and respect for nature and people.

Poland

Lukasz Dragosz organised a LEGO Scrum workshop in the orphanage in Spytkowice 96. The goal of the workshop was to gather ideas from kids for a new Santa Claus centre in the nearby town Rabka Zdrój.

"Orphan kids lacks love and self-confidence, but after opening to Agile mindset they were open and courageous to share different opinions, listen with respect to others and discuss them together" says Lukasz Dragosz.

Rabka has a long tradition of specialising in the treatment of children and is called "City of Children from around the World".

Case study

EG Healthcare: Addressing Demographic Challenges with Innovative Software

The demand for treatment of both mental and physical health challenges are on the rise across all Nordic countries and citizens aged 70 or above will account for 49% of the healthcare cost in the Nordics by 2040.

"We must explore solutions to enable General Practitioners and specialists to allocate more time to patient care and welfare. Digitising administration and more efficient patients and citizen care are a crucial strategy to achieve this goal", says Executive Vice President, EG Healthcare & Citizen Welfare, Johnny Iversen.

EG is at the forefront, providing industry-specific software for the healthcare & citizen welfare industry. This includes hospitals, general practitioners, specialists, psychologists, chiropractors, physiotherapists, dentists, and other private practitioners in Denmark, Sweden, and Norway. Our investment in software for healthcare & citizen welfare stems from our belief that intelligent and efficient tools can alleviate the burden on both society and healthcare professionals.

"Overall, we address the need for delivering healthcare, social care and adjacent citizen services more efficiently facilitating seamless communication within the sectors", says Johnny Iversen.

Illustrative examples include secure video calls and local treatment for patients with chronic obstructive lung disease (KOL) and diabetes.

The demographics of Nordic and most European countries pose significant challenges to existing welfare models, resulting in a shortage of healthcare professionals to care for an aging population.

Facilitating fast and secure communication between general practitioners and hospital specialists allows diabetic patients to receive routine checkups from their local doctor instead of making quarterly hospital visits.

Empowering patients to conduct controls at home, with online result verification by their local general practitioner or the hospital, benefits all stakeholders by saving time and resources.

"In the near future, our software will become increasingly intelligent. Currently, we are exploring functionalities such as an intelligent mailbox, designed to filter irrelevant laboratory results and enable clinics to automatically handle cases with favourable test results. We are also developing a medical decision support tool that ensures medication is administered correctly, considering factors like gender, age, weight, diagnoses, other medications, and laboratory results. Our efforts include the development of a clinic cockpit, offering insights into individual patient situations and clinic-wide data analysis to identify areas of focus", says Executive Vice President, EG Healthcare & Citizen Welfare, Johnny Iversen.

EG has more than two decades of experience in providing software to general practitioners, specialist clinics and welfare specialists like case workers. Furthermore, EG extends its support to various healthcare professionals, including physiotherapists, chiropractors, dermatologists, and naprapaths.

In 2023, EG expanded its presence within the healthcare & citizen welfare industry through the acquisition of software companies like ShowMyDay, PatientSky, Groupcare, and CheckWare.

Defined Inclusive Leadership

Guidance to managers on soliciting feedback on their inclusive leadership

Inclusive Leadership incorporated into EG's manager onboarding process

Webinars for managers on inclusive leadership

Guidance to managers on nurturing a more inclusive culture

Support to managers and employees in collaborating and communicating across different cultures

Case study

EG Global Diversity Committee to Highlight Inclusive Leadership

To create market leading software, it is crucial to have diverse competencies and perspectives that align with EG's diverse customer base. Thus, fostering an inclusive environment where everyone feels valued and empowered to contribute is of utmost importance.

Tina Bodin, HR Director in EG, emphasises this commitment: "In EG we strive towards building an inclusive culture and an environment where discrimination does not exist and where each of us feel respected, included and free to be ourselves to enable our full potential".

Since EG established its Global Diversity Committee in 2022, the committee has strengthened EG's work with diversity and inclusion. The committee works as a soundboard to help drive and support EG's work around diversity & inclusion (D&I) in EG. It provides valuable insight, suggestions, and input to EG's work in cultivating a more inclusive and diverse workplace.

In autumn 2022, the committee made the strategic decision to intensify EG's focus on Inclusive Leadership to guide and support the leaders in EG in fostering more inclusive cultures within their teams.

"Leaders are essential in fostering an inclusive culture. Inclusive leaders value and respect diversity and unique perspectives and experiences. They strive to create an inclusive and safe working environment where everyone has the opportunity to participate, collaborate and contribute to the success of the organisation", says HR Director Tina Bodin, EG.

Key Social Metrics

	Metric	2024 Target	2023	2022	2021
	Total share of positions held by men	66%	66%	67%	67%
	Total share of positions held by women	34%	34%	33%	33%
	Women on the Board of Directors[1]	2[2]	1	1	1
	Women as share of top management	25%[3]	18%	18%	16%
	Women as share of all managers	34%	30%	31%	30%
	Does your company follow a sexual harassment and/or non-discrimination policy?	Yes	Yes	Yes	Yes
	Voluntary leavers		159	199	189
	Involuntary leavers		110	93	88
	Leavers in total		269	292	277
	Voluntary turnover ratio	<10%	7%	11%	12%
	Employee turnover ratio		12%	16%	18%
	Number of human rights violation cases	0	0	0	0
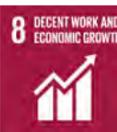
[1] EG's Board currently comprises ten members, of which seven members have been elected by the shareholders at the Annual General Meeting, and three by the employees. One shareholder-elected member is a woman.

[2] EG is on track with the goals that are set. EG will continue to implement actions to support the goals. As the defined target of two female boards members are not met yet, the Board of Directors will stay committed to reach the target within the set deadline 2024.

Diversity is a key focus area for the Board of Directors. The Board of Directors annually discuss the company's activities to ensure relevant diversity in the company.

EG has in early 2022 established a Remuneration & Nomination Committee to assist the Board of Directors with e.g., the oversight of the composition of the Board of Directors. The committee will annually review the composition and competencies of the Board of Directors.

The shareholders did not consider it necessary to change the existing composition of the Board of Directors at the annual general assembly or at the extra general assemblies in the reporting year.

[3] EG's long-term target for women as a share of top management is 34%.
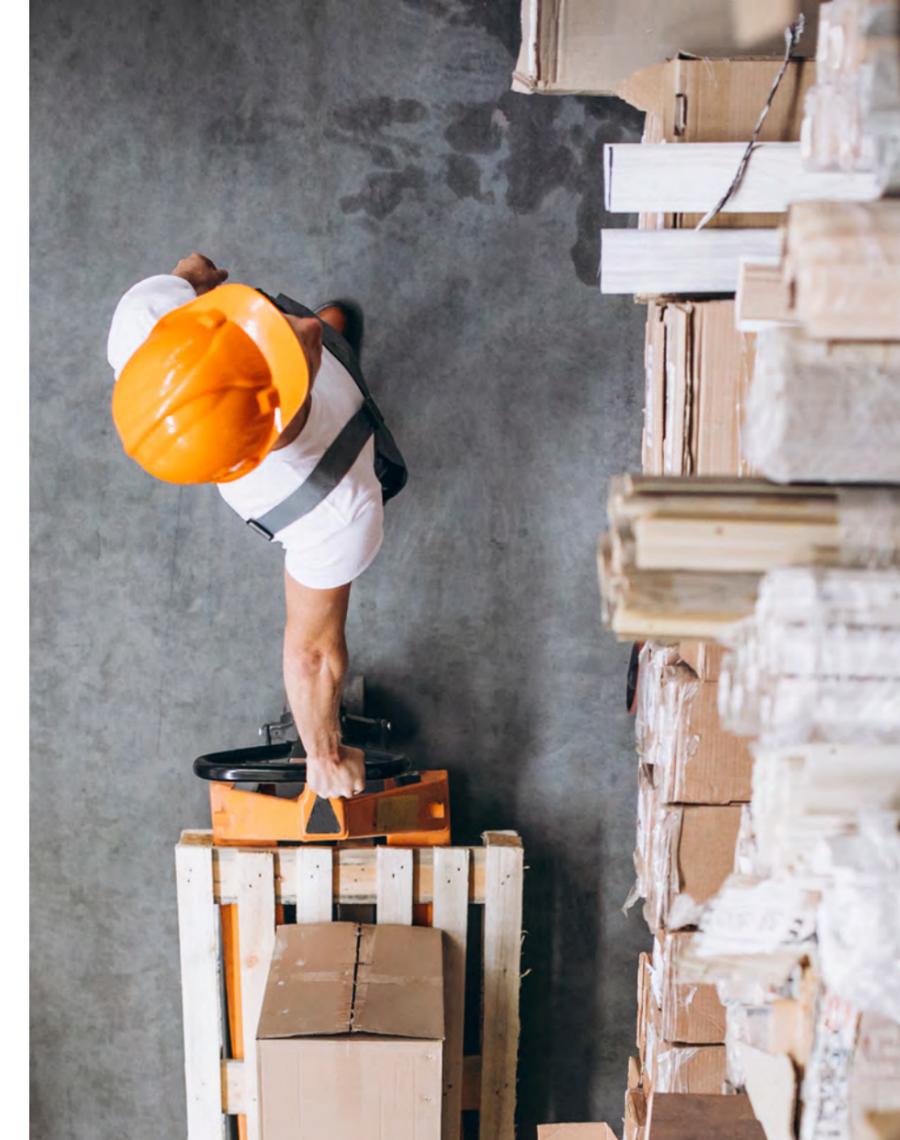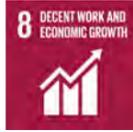
Metric	2024 Target	2023	2022	2021
Work-related injuries	0	1	2[4]	5
Does EG follow an occupational health and/or global health & safety policy?	Yes	Yes	Yes	Yes
Does EG follow a child and/or forced labor policy?	Yes	Yes	Yes	Yes
Does the child and/or forced labor policy also cover business partners?	Yes	Yes	Yes	Yes
Does EG follow a human rights policy?	Yes	Yes	Yes	Yes
Does the human rights policy also cover business partners?	Yes	Yes	Yes	Yes
Employee Engagement score	8.0	7.9	7.8	7.7
Employee eNPS	35	40	38	33
CEO pay ratio[4]		9:1	9:1	16:1

[4] CEO compensation devided by average FTE compensation.

[5] 2022 figure restated following final determination of investigation
concluded after publication of 2022 ESG report.

Accounting policies for the Key Social Metrics see page 37.

Governance

We want to be an honest, trusted and accountable software company

In EG, we carry out our operations responsibly, fair and in an integrity-driven manner throughout all our business transactions and relationships.

We want to make a positive impact in the locations we operate, complying to all applicable laws, rules, and regulations. Additionally, we are dedicated to upholding good corporate governance, striving to align to the recommendations on good Corporate Governance.

EG has instituted policies and guidelines that underlines responsible business practices and sustainability. These initiatives not only support our corporate strategies but are also important for us in order to achieve our corporate goals. By doing so, we aim to enhance our contributions and deliver value to our customers, business partners, and society at large.

EG recognises the significance of data privacy and security, transparency and reporting, stakeholder engagement, as well as ethics and compliance in our business operations, and we have conducted assessments to ensure their prominence.

Case study

Building the bridge between security and business

EG operates in many countries, organised in three divisions each holding several business units. They focus on delivering the best possible solutions to customers from very diverse industries, utilising a wide spectrum of IT-technologies.

"To a diverse business like EG, cyber threats are one of the biggest risks, we face together with our customers. And for each country and every industry we see different types of cyber threats" says CISO, Tomasz Wilczynski, EG.

As a response to these challenges in 2023 EG has developed a concept of Security Business Partners to integrate cybersecurity with the business units' operating model, ensuring that security is always a part of the business strategy and goals.

Security Business Partners are specialist from the central EG Security team, dedicated to the three divisions, Healthcare & Citizen Welfare, Construction & Property, and Industrials & Trade, cooperating closely with the business units within these divisions.

"Security Business Partners has turned out to be the missing link between our central security organisation and the local Security Coordinators in the business, enabling us to ensure a much more streamlined and effective collaboration.

Through the security and business partnership we make sure that security initiatives and tasks are a part of our business priorities and standard operating model."

Some of the immediate results of introducing Security Business Partners are that:
• security and business representatives work closely together on common goals;
• security related goals have become understandable for the business;

• security understands specific challenges and is able to create better solutions for the different business units; and
• clear security priorities and action plans are defined for each business unit.

"The close cooperation with the business also allowed us to reach our security program goals, effectively rollout endpoint detection and response solution across the whole organisation or introduce 'MFA everywhere' concept", says CISO, Tomasz Wilczynski, EG.

In 2024 we will continue the execution of the EG Cyber and Information Security Strategy with a continuous goal to further strengthen the security of our organisation, products, and customers' data.

Governance material topics

Cyber Security

EG recognises the importance of information security and privacy for our business. We continue to improve our cybersecurity and it has been a major strategy initiative for EG during 2023.

EG's Security Committee prepares for and responds to cybersecurity threats by implementing a strategy that is designed to protect and preserve the confidentiality, integrity and availability of all information owned by, or in the care of, EG. In 2023, we have further strengthened our governance by upscaling the IT Security team and adding specialist competences to the department. We improved our capabilities in such areas as application security, cloud security, data security, security awareness, security governance, cyber risk management, and security incident management.

Anti-Corruption and Bribery policy

EG business activities are conducted in compliance with all applicable anti-corruption laws and regulations in jurisdictions in which EG operates or does business.

Our zero-tolerance policy regarding corruption, bribery, and facilitation payments continues to be our guiding principle in our efforts in preventing such practices.

EG has an Anti-Corruption and Bribery policy to support this, and it applies to all employees. The policy highlights that employees must be aware that both giving and receiving gifts and hospitality can be used as means to promote corruption or be perceived to others as corruption.

EG has in 2023 not been involved in any cases regarding bribery or corruption and the overall corruption risk picture for EG still remains like previous years. We expect to have the same level of efforts regarding anti-corruption and bribery in 2024.

Our employees undergo training in anticorruption and bribery on a recurring basis facilitated by EG Group Legal and Compliance.

Find the Anti-Corruption and Bribery Policy **here**.
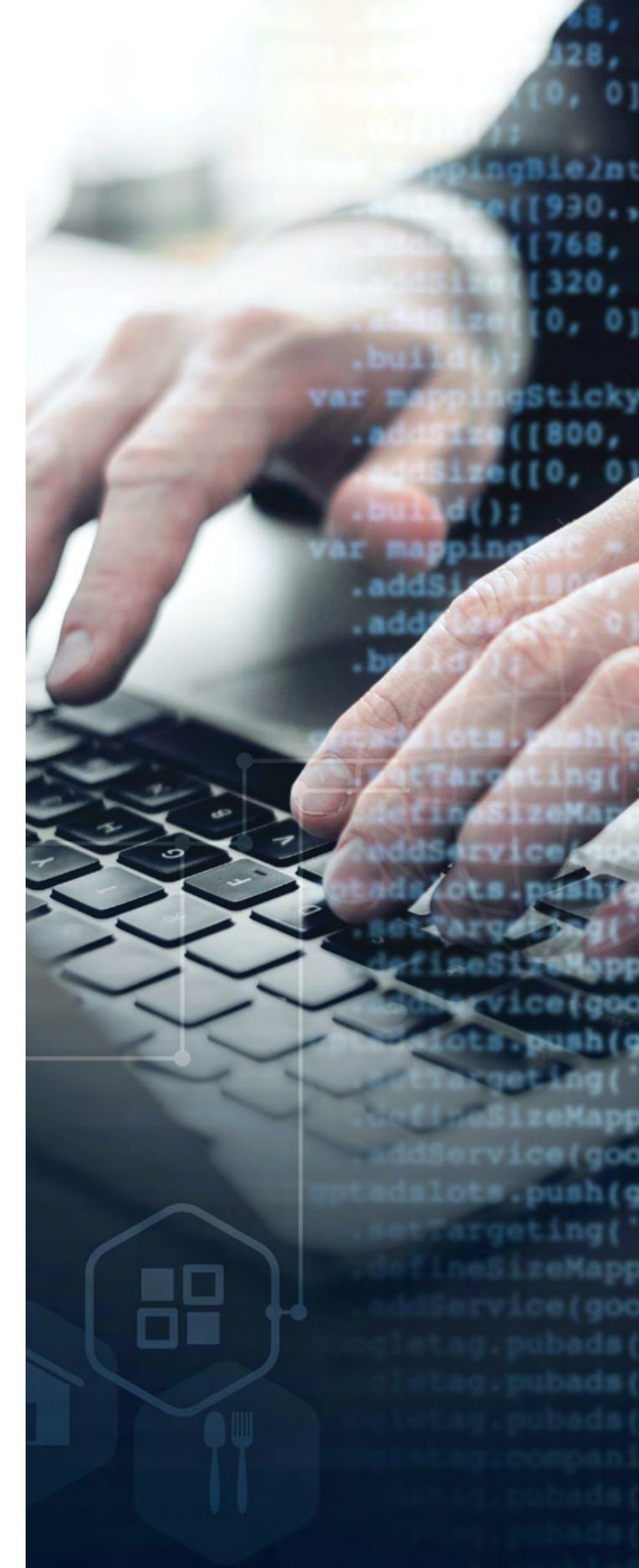
Transparency and reporting

All financial transactions within EG are recorded to facilitate the creation of transparent financial statements in conformity with both national and international standards, regulations, and generally accepted accounting principles.

No false or misleading entries may be made in the books and records of EG for any reason, and no employee is permitted to engage in any arrangement that results in such a prohibited act. EG has confirmed the Tax- and Finance Policy to support the objective.

Data Privacy

It is important to us that employees, partners, and other stakeholders have control over and the right of self-determination regarding their personal data. We are committed to responsible and secure data handling throughout our business and organisation, covering the data of employees, partners, and other stakeholders. We have implemented strong measures to protect personal data and we process personal data with regulations regarding data privacy and data security including the EU GDPR regulations.

We have policies in place regarding data privacy and we have in 2023 further added competences within data privacy. Data privacy training is a part of EG's awareness program, which all employees must attend and pass every year.

EG has in 2023 performed several controls that measure the degree to which the processes of the individual business units comply with EG's personal data and IT security policies and guidelines.

Find the full policy **here**.

Human Rights

Respect for human rights is fundamental within EG. We adhere to all relevant laws and regulations within the countries where we operate, and we support the UN Global Compact. EG is committed to respecting and supporting human rights and conducting our business activities in accordance with internationally recognised human rights standards.

We expect our employees to read and comply with the UN Global Compact and to support our ESG-initiatives as described in our UN Global Compact Communication on Progress and in our ESG report.

We also expect our business partners to support the Universal Declaration of Human Rights and Labour Rights and respect these rights within their sphere of influence and operate their business in a transparent and trustworthy way.

Our business partners must as a minimum comply with national laws and regulations as well as the principles expressed in the UN Global Compact initiative and principles.

EG does not see any significant risk regarding human rights in our operations or in relation to our business partners, as we mainly operate in the Nordic countries. We are not complicit in any human rights abuses.

EG expects to have the same level of efforts regarding human rights in 2024 and we are committed to continually setting and upholding high standards for safeguarding human rights.

We reinforce, promote and support our commitment to respect human rights through company-wide awareness and training programs for our employees.

Ethics and compliance

Strong ethics are fundamental to responsible and fair business practices. Within EG we have a code of conduct that extends to both our employees and our business partners.

Our Code of Conduct – Business Partners applies to all our suppliers, vendors and partners who provide their products or services to EG or any of our subsidiary entities. This code of conduct is aligned with our UN Global Compact commitment and the universal human rights set out in the UN International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

In addition, EG has a whistleblower scheme through which actual or potential breaches and critical concerns can be reported in confidence, serving as a prevention system and remedy of serious misconduct and illegalities.

EG has adopted a Data Ethics Policy ensuring that data is collected, stored, and used responsibly across the organisation. The management of data ethics is carried out by the relevant parts of the entire organisation, who have integrated these principles in their work.

EG has integrated this policy into our awareness- and education programs, which are mandatory for all workers to attend and pass.

Find the full policy **here.**

This constitutes our reporting according to cf. section 99d of the Danish Financial Statements Act.

Corporate Governance

It is important for EG to exercise good corporate governance practices and in that connection to comply with statutory requirements and, as deemed relevant to EG, the Corporate Governance Recommendations.

EG has a two-tier governance structure consisting of the Board of Directors and the Executive Management. The two bodies are separate and have no overlapping members.

The Board of Directors determines the overall strategy and acts as a sparring partner to the Executive Management, which is responsible for the operational management of EG. EG's Executive Management is responsible to the Board of Directors for ensuring that the day-to-day operations are conducted in a commercially and legally responsible manner. The Executive Management has established a Corporate Management composed of 10 members, including the Executive Management.

The Board of Directors has set up three committees: the Audit & Risk committee, the Remuneration & Nomination committee, and the M&A committee. The purpose of the committees is to prepare recommendations for decisions to be made by the Board of Directors.

On an annual basis, the Board of Directors conducts an evaluation of the effectiveness, performance, achievements, and competencies of the Board of Directors, including an evaluation of the performance of each individual board member and their cooperation with the Executive Management.

Key Governance initiatives and achievements in 2023

In 2023 we have:

- completed the merger of 22 companies;
- implemented standard articles of association, rules of procedure, and instructions to the executive management in all group companies;
- implemented common procedures for the appointment of management and board members in all group companies;
- established standard customer contracts to be offered in acquired companies;
- adopted and implemented AI Policy;
- introduced Security Business Partners to increase alignment of security with the business;
- reached goals set for the 2023 security program and extended the scope of controls;
- completed rollout of endpoint detection and response solution, and monitoring services across the entire organisation;
- extended use of best in class cybersecurity technologies;
- raised cyber security focus and culture across all employees;
- monitored and assessed current and emerging cyber security threats and ways to effectively adapt and respond to protect EG assets;
- performed supply chain due diligence in accordance with new Norwegian legislation; and
- improved EG compliance setup to meet new regulatory obligations.

In 2024 we will focus on

Action

Continue to monitor and assess current and emerging cyber security threats and ways to effectively adapt and respond to protect EG assets

Ensure that AI is deployed with transparency, fairness, and accountability to mitigate potential negative impacts

Improve EG compliance setup to meet new regulatory obligations such as NIS2, ESRS and CSRD

Purpose

Protection of EG, EG employees and customer data

Conducting EG business in a responsible, ethical, and transparent manner

Ensuring that the EG business partners comply and operate in accordance with the requirements of the Code of Conduct – Business Partners and of all relevant national and international laws

Target

Low chance of serious security breaches, data breach and loss of data

Compliance with the latest requirements and best practices in the countries where we operate

Making a positive difference to society by demonstrating responsibility towards the environment and for EG to reach the goal of being CO_2 positive in 2030

Case study

Building trust across companies and borders

Standardisation paves the road to transparency and EG has over the last four years worked hard to create a uniform company structure with standard procedures across companies and country borders.

"In June 2019 the EG group consisted of 24 companies. Since then, we have performed 35 business aquisitions all the way from Iceland to India, all with their own unique set of structures and procedures. Integrating and streamlining these companies to the EG Operating Model has been a huge task. But we always go for simplicity and transparency and now we have developed the right organisation, skills, and procedures to obtain just this, every time we buy a new company or an asset", says Sune Albert, General Counsel, Vice President, EG.

Some of the basic tools are implementation of standard articles of association and common procedures for the appointment of management and in the end are mergers of the legal entities.

"On top of that we make sure that the customers of the acquired companies are offered standard contracts, and we handle almost all contracts in the same Document Management system, enabling us to communicate, verify and document our agreements fast and easily. Finally, we also make sure that all data processing agreements are updated and follow our national and international legislation and requirements as well as our own quality standards. This is very important, both to the customers and to EG, as we must be compliant with all legal and GDPR regulations across borders and companies", says Sune Albert.

The magnitude of this effort is somewhat invisible even though essential and time consuming.

"During the last few years, we have established new companies, divested companies, merged 50+ companies and issued new contracts and data processing agreements to literally tens of thousands of large, medium, and small sized customers, offering all of them the same high level of data security and accountability. This is important, because trust matters", says Sune Albert, General Counsel, Vice President, EG.

At the end of 2023 EG consists of 34 companies implementing or already following the same standard set of procedures and following the same company structure.

Read more about compliance in EG **here**

Key Governance Metrics

Metric	2024 Target	2023	2022	2021
Number of board seats	7	7	6	8
Board meetings annually	6	6	6	4
Total board seats occupied by independents	57%	57%	50%	37.5%
Board members 0 - 35 years	1	1	1	1
Board members 36 - 50 years	2	2	1	2
Board members 51 - 70 years	4	4	4	5
Board members 71+	0	0	0	0
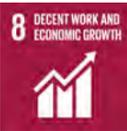
Metric	Target 2024	2023	2022	2021
Audit and Risk Committee meetings	4	5	5	4
Nomination and Remuneration Committee meetings	2	2	2	1
Mergers and Acquisitions Committee	4	4	-	-
Employee dismissal due to non-compliance with the anti-corruption policy	0	0	0	0
Are business partners required to follow a Code of Conduct?	Yes	Yes	Yes	Yes
Does EG follow an Ethics and/or Anti-Corruption policy?	Yes	Yes	Yes	Yes
Does EG follow a Data Privacy policy?	Yes	Yes	Yes	Yes
Has EG taken steps to comply with GDPR rules?	Yes	Yes	Yes	Yes
Does EG provide sustainability data to sustainability reporting frameworks?	Yes	Yes	Yes	Yes
Does EG focus on specific UN Sustainable Development Goals (SDGs)?	Yes	Yes	Yes	Yes
Does EG set targets and report progress on the UN SDGs?	Yes	Yes	Yes	Yes

Accounting policies for the Key Governance Metrics see page 38.

Case study

Security Incident Management: We protect all data

## Raising awareness about security incident management is a top priority in EG.

"Safeguarding our data is material both when it comes to our customers and our own data. The responsibility lies with all our employees as awareness and due diligence cannot be delegated, when it comes to data protection", says Marcin Sikorski, Lead Security Consultant, EG Security.

In EG the individual BU managers know and are responsible for handling risks within the various domains, working based on a set of preagreed procedures. Also in each BU, experienced Security Incident Managers have been appointed who have their standard operating procedures and can quickly contact experts in the Security department.

"In 2023 we have focused on developing both the skills of the local Security Incident Managers and all employees through developing a set of roles & responsibilities and awareness training, including simulated incidents", says Marcin Sikorski.

The organisation and the established procedures ensure a professional and coordinated response to threats.

"Preparation and awareness keep us ahead of wellknown as well as unknown threats and enables us to handle unforeseen situations".
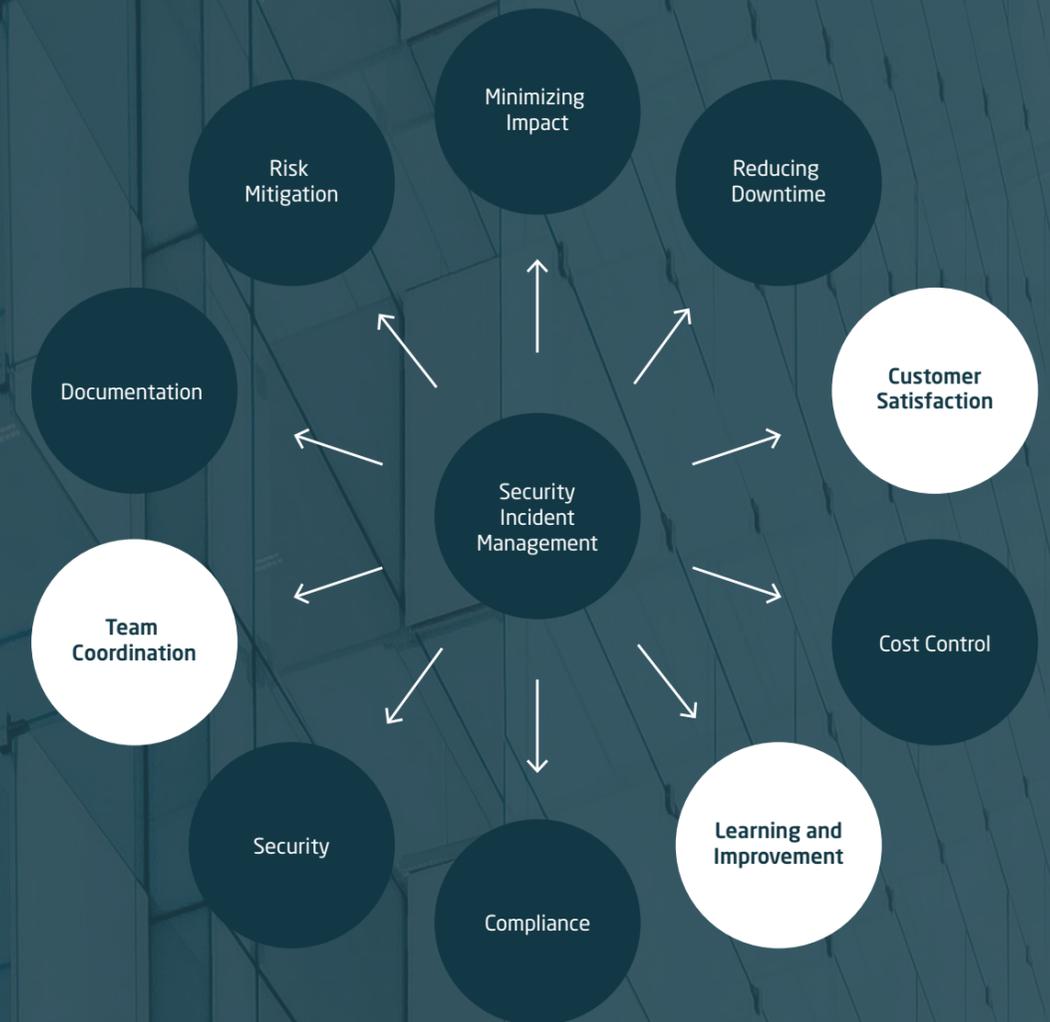
The Security Incident Management organisation has identified 10 areas of importance and this year's focus has been on:
1. Team coordination
2. Learning from security incidents and improvement
3. Ensuring customer satisfaction even during the crisis situation

"Even the best organisation cannot avoid incidents as the world has become highly complex and data storage and data exchange has grown extremely. But we can be always prepared and aware enabling us to act in all cases", says Marcin Sikorski, Lead Security Consultant, Information & Cybersecurity, EG.

Read more about processing of personal data in EG **here**

UN Global Compact

Compliance: EG reaffirms its support of the ten principles of the United Nations Global Compact in the areas of human rights, labour, environment, and anti-corruption, and we acknowledge and respect the UN Global Goals for Sustainable Development.

We have assessed the most significant risks in relation to our activities, business relations, products, and services, and we see no significant risk that the company or its vendors have violated UN Global Compact principles.

We also commit to sharing this information with our customers, employees, vendors, and other stakeholders using our primary channels of communication.

With our activities we will contribute particularly to five UN SDGs: Gender equality (SDG 5), Decent work and economic growth (SDG 8), Reduced inequalities (SDG 10) Climate action (SDG 13) and Peace, justice, and strong institutions (SDG 16).

8 DECENT WORK AND ECONOMIC GROWTH

13 CLIMATE ACTION

5 GENDER EQUALITY

We contribute particularly to five UN SDGs

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

10 REDUCED INEQUALITIES

Accounting policies for Key ESG Metrics

Key Environmental Metrics

FTEs included in CO_2 reporting / shared of total FTEs:
Total numbers of full-time employees working at locations included in the Scope 2 emission calculations / shown as a percentage share of total full-time employees.

M^2s included in CO_2 reporting / share of total M^2:
Total numbers of square meters at locations included in the Scope 2 emission calculations / shown as a percentage share of total square meters of all locations.

Key Social Metrics

Total share of positions held by men:
Total number of positions held by men shown as a percentage of total numbers of positions within EG.

Total share of positions held by women:
Total number of positions held by women shown as a percentage of total numbers of positions within EG.

Women on the board of Directors:
Total number of positions on the board of Directors held by women at the end of the reporting year, excluding employee representatives.

Women as share of top management:
Total number of full-time employee women in positions of Vice President or above shown as a percentage of total full-time employees.

Women as share of all managers:
Total number of full-time employee women in positions of manager or above shown as a percentage of total full-time employees.

Does your company follow a sexual harassment and/or non-discrimination policy?:
Yes/No: If EG create, publish, and periodically update a policy document that covers sexual harassment and/or non-discrimination EG affirmatively respond.

Voluntary leavers:
Total number full-time employees and full-time contracted staff who voluntary left EG.

Involuntary leavers:
Total number full-time employees and full-time contracted staff who involuntary left EG.

Leavers in total:
Total numbers of full-time employees that has left EG within the reporting year.

Voluntary turnover ratio:
Total number of voluntary leavers shown as a percentage of average full-time employees and contracted staff over the year.

Employee turnover ratio:
Total number of leavers shown as a percentage of average full-time employees and contracted staff over the year.

Number of human rights violations cases:
Number of cases reported to Head of HR according to the process described in Diversity & none-discrimination policy.

Work-related injuries:
Number of cases reported to the authorities according to local work environment standards and law.

Does EG follow an occupational health and/or global health & safety policy:
Yes/No: If EG created, published, and periodically updated a policy document that covers occupational health and/or global health & safety EG affirmatively responds.

Does EG follow a child and/or forced labour policy:
Yes/No: If EG create, publish, and periodically update a policy document that covers child and/or forced labour EG affirmatively respond.

Does the child and/or forced labour policy also cover business partners?
Yes/No: If business partners are required to follow a child and/or forced labour policy according to a policy document, EG affirmatively respond.

Does EG follow a human rights policy?
Yes/No: If EG create, publish, and periodically update a policy document that covers Human rights EG affirmatively respond.

Does the human rights policy also cover business partners?
Yes/No: If business partners are required to follow a human rights policy according to a policy document, EG affirmatively respond.

Employee engagement score:
Average score of the three (3) EG Pulse surveys done within the reporting year.

Employee eNPS:
Average score of the three (3) EG Pulse surveys done within the reporting year.

Key Governance Metrics

Number of board seats
Number: The number of board seats held by shareholder-elected members of the board calculated as of end of year. Employee representatives of the board are not included.

Board meetings annually
Number: The number of board meetings are calculated by the total number of meetings held in the reporting year. The calculation does not include committee meetings.

Total board seats occupied by independents
Percentage: The percentage of shareholder-elected "Independent Directors" (as defined by The Danish Committee on Corporate Governance) as compared with other board members is calculated as of end of the reporting year.

Board members age split
Number: The age split is based on the shareholder-elected board members recorded date of birth as of the end of reporting year.

Audit and Risk Committee meetings
Number: The Audit and Risk Committee meetings are calculated by the number of meetings as of end of the reporting year. The calculation does not include board meetings.

Nomination & Remuneration Committee meetings
Number: The Nomination & Remuneration Committee meetings are calculated by the number of meetings as of the end of the reporting year. It does not include board meetings.

Employee dismissal due to non-compliance with the anti-corruption policy
Number: Confirmed number of occurrences of employee dismissal due to non-compliance with the anti-corruption policy include both the total number of reports received through the Whistleblower Scheme and those in scope for investigation as per EG guidelines.

Are business partners required to follow a Code of Conduct
Yes/No: If business partners are required to follow a Code of Conduct according to a policy document, EG affirmatively responds.

Does EG follow an Ethics and/or Anti-Corruption policy
Yes/No: If EG has created, published, and periodically updated a policy document that covers Ethics and/or Anti-Corruption EG affirmatively responds.

Does EG follow a Data Privacy policy
Yes/No: If EG has created, published, and periodically updated a policy document that covers Data Privacy EG affirmatively responds.

Has EG taken steps to comply with GDPR rules
Yes/No: If EG has taken steps to comply with GDPR rules EG affirmatively responds.

### Does EG provide sustainability data to sustainability reporting frameworks
Yes/No: If EG provides sustainability data to sustainability reporting frameworks EG affirmatively responds.

Does EG focus on specific UN Sustainable Development Goals (SDGs)
Yes/No: If EG focuses on specific UN Sustainable Development Goals (SDGs) EG affirmatively responds.

Does EG set targets and report progress on the UN SDGs?
Yes/No: If EG set targets and report progress on the UN SDGs EG affirmatively responds.
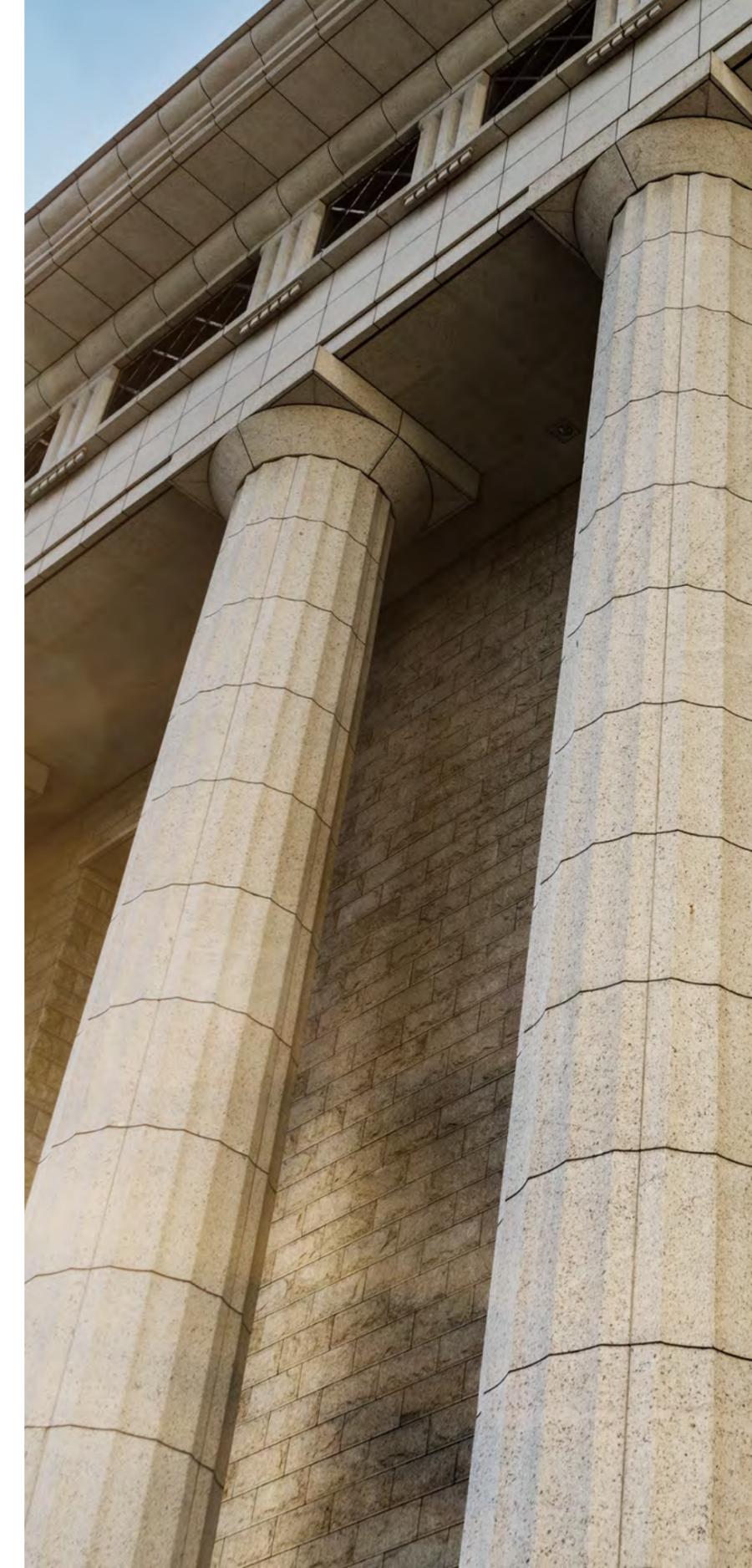
In EG we craft the vertical software of tomorrow, bringing sustainable impact to customers and society.

We believe that this is best done through industry-specific standard software that automates tasks and processes, freeing up time and resources for customers to focus on their core activity enabling them to become industry leaders.

Read more:
→ global.eg.dk/about-eg/