

Climate policy for North Media A/S

Applicable to:	All companies of the North Media Group
Approved by:	The Board of Directors of North Media A/S
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1 Purpose

North Media's climate policy sets out how we, as a group, will seek to combat climate change by reducing our CO₂e emissions and adapting our business model to climate-related changes. The policy, which is based on our materiality assessment, focuses on energy efficiency, the uptake of renewable energy and the management of climate risks. It applies across all business areas and supply chains, which are expected to be able to contribute actively to the objectives.

2 Content and objectives

North Media's objectives are to reduce the Group's Scope 1, 2 and 3 CO₂e emissions by 50% by 2030 compared with the base year of 2018 and to achieve climate neutrality by 2050 at the latest. Our efforts include:

- Transitioning our transport to be 100% fossil-free by 2030
- Investing in renewable energy, energy-efficient technologies and responsible procurement
- Adapting to climate change by ensuring resilience to climate-related risks in our operations and value chain
- Optimising energy consumption and transitioning to renewable energy sources across all operations
- Using solar power systems and battery solutions and transitioning to 100% green energy.

3 Scope and exceptions

The climate policy applies to all of North Media's activities, including energy and transport consumption and the supply chain. Exceptions may occur in geographies facing technical constraints on the effective use of renewable energy.

North Media works with its suppliers to reduce their CO₂e footprint and integrate sustainable solutions into their operations.

4 Management responsibility

North Media's Executive Board is responsible for implementing and monitoring the climate policy. The Executive Board must ensure that the policy is integrated into the strategy and operating models and that progress towards the objectives is reported on a quarterly basis.

5 International standards

North Media adheres to the guidelines set out by the Science Based Targets initiative (SBTi), the EU climate targets and the EU Taxonomy. Our policy complies with international standards and regulatory requirements.

6 Stakeholder engagement

North Media engages in dialogue with stakeholders, including customers, employees and suppliers, to ensure that their perspectives are incorporated into our climate targets. We actively use feedback from stakeholders to improve our policy and sustainability initiatives.

7 Availability

The climate policy is available on the North Media website and forms part of staff training programmes. It is reviewed annually to ensure that it remains relevant and in compliance with the latest standards.