

Environmental, Social & Governance (ESG)



Summit

MOVING LEADERS TO MOVE BUSINESSES



The Butterfly Commitment

At Summit, we have embraced the **Butterfly** as a symbol of our transformative journey with suppliers and customers, aiming to make a positive impact on the environment. Just like in Greek mythology, the Butterfly signifies change and transformation, embodying the concept of Psyche.

At Summit we firmly believe that our **Psyche** (thoughts, feelings, and motivation) can influence our behavior and actions. We will strive to empower a positive societal contribution through **Leadership** and **Collaboration**. Our ESG approach centers on the transformation expected of today's leaders.

How we work with ESG

At Summit, we are committed to conducting our business operations in a responsible and sustainable manner. We recognize the importance of considering environmental, social, and governance factors in our decision-making processes and our ways of working. This ESG policy outlines our commitment to integrating ESG considerations into our business strategy and operations.

Environmental

We will comply with all applicable environmental laws, regulations, and standards, striving to exceed minimum requirements whenever possible.

We are committed to reducing any negative environmental impacts and to improving our energy usage, increase recycling practices, and support social projects in practice.

Energy, material, transportation, and infrastructure usage are monitored and evaluated by the management team and by the board to ensure adoption of solutions that minimize a negative climate impact and carbon footprint.

In 2021 Summit invested in a consolidation of its offices to Nordhavn. Nordhavn is the only new urban district globally to receive DGNB's highest gold certification for sustainability.

Social

We work with the social dimension by managing and monitoring our relationship with our workforce and colleagues. We respect and follow the direction of the policies in the society we are part of. We strive to implement their recommended best practices and guidelines, contributing to the society's targets and long-term goals.

Summit has signed the Danish Industry Gender Diversity Pledge, which includes 16 principles to promote gender diversity. We are committed to implementing the 16 principles in our work with equality, justice, and diversity.

Monitoring and reporting:

Environment:

- **Energy**
 - Energy consumption (kWh)
- **Water**
 - Water consumption (m³)

Social:

- **People**
 - Number of employees
 - Employee turnover (%)
- **Diversity & Inclusion**
 - Gender split all employees (m/f) (%)
 - Gender split all leadership positions (m/f) (%)
 - Management team diversity (%)
- **Equity**
 - Pay ratio between gender, within job categories (%)
 - Pay ratio between gender, general (%)
- **Health**
 - Sick Leave Frequency (days/FTE)

Governance:

- **Board of directors**
 - Gender split Board of Directors (%)
 - Attendance rate on Board meetings (%)
- **Ethics and Human Rights**
 - Whistleblower cases (Ethics hotline), all
 - Whistleblower cases (Ethics hotline), substantiated.

Governance

We perceive corporate governance as a paramount necessity for both short and long-term planning. Our management framework and governance structures have mechanisms which include ESG responsibilities.

We engage with our stakeholders, including owners, employees, customers, suppliers, and the communities in which we operate, to understand their expectations and concerns regarding ESG issues. The Summit Management structure includes responsibilities to eliminate corruption, bribery and implement transparency in our approach to tax, supply chain compliance, reporting, fair competition, and responsible marketing. Our board will conduct strategic oversight of our ESG performance, ensuring that ESG considerations are integrated into our strategic decision-making processes.

The Summit Governance body consists of a professional **Gender Diverse** Board and Management Team.

How we work with CO₂ Reduction

The nature of our industry in **leadership assessments and development** is recognized as having a low CO₂ footprint originator. The business has moderate energy consumption characteristics; it avoids using a substantial amount of raw material or having heavy CO₂ emissions, typically caused by production and logistics operations. Despite this, we are committed and responsible for creating a sustainable approach to lowering our direct and indirect contribution to CO₂ emissions. Our predominant areas of attention and the associated initiatives are listed as follows:



<https://app.integritynext.com/profiles/f66fc57d-4173-441d-8e29-8fe3a62722ad>

Driving: The management team and employees are motivated and advised to use zero- to low-emission means of transport, meaning bicycles, walking and, whenever possible, using public transportation and car-pooling. The management team are provided with electric and electric-hybrid cars.

Air-Travel: We avoid flying whenever possible until petroleum-based aviation fuel is replaced. Instead, we have increased the usage of video-conferencing and online meetings. This is for internal and external meetings. When flying is necessary, we use economy class for the same reasons as car-pooling and public transportation.

Local consumption: We have contributed to the reduction of CO₂ emissions by increasing the use of local produce for day-to-day required items, including food and materials.

Work is already taking place in insulated and energy-optimized buildings and workspaces.

All appliances, including lighting, are installed with the most efficient, energy-optimized solutions.

Water consumption: by using water-efficient choices for all appliances, including faucet heads, toilets, and dishwashers, our water usage is reduced.

We have a continuous and ongoing focus for all our activities and approaches surrounding our business and, therefore, our environmental responsibility.

Summit's contribution to society

Summit and Hogan Assessment Systems are dedicated to promoting diversity and inclusion in the workplace. We pride ourselves in being the leader in the Science of Personality by employing one of the

industry's largest data science teams of PhD and Masters-level psychologists specializing in industrial and organizational psychology, research methods, personality, and statistics.

Hogan Research provides continuous free access to its extensive research, which supports our clients in meeting their transformative ESG strategies by understanding how to motivate their employees and teams to maximize collaboration and engagement.

A sample of the freely available ESG supporting research includes:

[Inclusive working behaviors](#)

[Empowering the Next Generation of Women Leaders](#)

[How personality can predict safe behavior](#)

[Personality Traits to Succeed in Cybersecurity](#)

At Summit, we are committed to maintaining a culture of transparency, integrity, and ethical behavior. We recognize the importance of providing a safe and confidential mechanism for employees, and stakeholders (incl. customers, suppliers) to report any concerns, misconduct, or violations of laws or company policies, transparency, integrity, and ethical behavior.

Anonymously alert on irregularities through our external reporting channel from WhistleB Whistleblowing Centre.



Scan the QR code or go directly to report.whistleb.com/en/summit