

Career Development Policy

1. Purpose

Movinn A/S recognizes that employee development is essential to maintaining a skilled workforce, supporting career progression, and ensuring high-quality service delivery. Continuous learning and professional development enable employees to strengthen their competencies, adapt to evolving business needs, and contribute to the long-term success of the organization.

This policy establishes Movinn's commitment to supporting employee development through structured training opportunities, skills enhancement, and career development initiatives.

Movinn seeks to provide employees with opportunities to improve professional qualifications while aligning development activities with operational needs and organizational growth.

2. Scope

This policy applies to:

- All full-time and part-time employees of Movinn A/S
- Employees seeking professional development or educational support
- Managers responsible for employee development planning

Training and development initiatives may include:

- Professional certifications
- Vocational training
- Academic education programs
- Industry-specific courses
- Skills development programs

Movinn encourages employees to engage in continuous learning and professional development.

3. Career Development Principles

Movinn promotes career development through the following principles:

Equal Opportunity

All employees have equal opportunity to request training or development support. Development decisions are based on:

- Individual performance
- Operational relevance
- Business needs
- Potential for professional growth

Movinn does not discriminate in development opportunities based on gender, age, nationality, or other personal characteristics.

Internal Growth and Capability Building

Movinn prioritizes developing internal talent to strengthen long-term organizational capability. Employees are encouraged to expand their professional skills and pursue career progression within the company.

Where possible, Movinn supports internal advancement and increased responsibilities through skills development.

4. Training Policy

Movinn supports training activities that enhance both employee competencies and organizational performance.

Training may include:

- Technical certifications
- Industry courses
- Professional education programs
- Leadership and management training
- Safety and compliance training
- ESG and ethics awareness training

Training may be delivered through:

- External education providers
- Universities or professional institutions
- Internal training sessions
- Online courses and certifications

Training programs may be fully or partially funded by Movinn depending on relevance and scope.

5. Skills Development

Movinn actively supports the development of practical and professional skills that strengthen employee performance.

Skills development may include:

- Operational skills
- Technical competencies
- Property management expertise
- Sales and revenue management knowledge
- Customer service and hospitality skills
- Safety and compliance awareness

Employees are encouraged to discuss development opportunities with their manager as part of ongoing performance discussions.

6. Examples of Training and Development Initiatives

Movinn has actively supported employee development through various educational and professional initiatives.

Examples include:

Fire Training Certification (relevant only to Sweden)

Movinn pay for external annual fire training to key staff members working in Sweden.

Office Premise Training

CEO, Patrick Blok, do monthly training sessions (1-2 hours) of employees in junior position to motivate and cultivate the proper mindset and company culture development. Training subjects include company culture, micro economics, relationship management, sales training and finance.

Technical Certification

Movinn supported and financed the Head of Operations in obtaining certification as a licensed electrician, strengthening technical capabilities within operational maintenance and safety management.

Property Management Education

Movinn supported and funded an Operations Manager in pursuing professional education as a Property Administrator. Although the program was not completed, Movinn actively encouraged the employee to complete the training as part of professional development.

Academic Education

Movinn supports higher education where it contributes to long-term professional development.

The company has supported and funded a Sales Assistant pursuing a university degree program consisting of:

- HD1
- HD2

This academic program from Copenhagen Business School is ongoing and aims to strengthen business and commercial competencies within the sales function.

Industry-Specific Training

Movinn supported the Head of Sales in completing a Revenue Management course from Cornell University, strengthening the company's expertise in pricing strategy, demand management, and revenue optimization.

7. Employee Participation

Employees who wish to pursue training or development opportunities are encouraged to discuss their goals with their manager.

Training requests may include:

- Professional courses
- Certifications
- Academic programs
- Industry training

Requests are evaluated based on:

- Relevance to Movinn's operations
 - Expected impact on employee performance
 - Organizational priorities
 - Budget considerations
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8. Monitoring and Continuous Improvement

Movinn monitors development activities through:

- Review of completed training programs
- Annual employee discussions regarding development needs
- Evaluation of training effectiveness

Development activities are reviewed as part of Movinn's broader ESG governance framework.

The company aims to ensure that employees have opportunities to improve their professional capabilities while supporting business growth.

9. Quantitative Targets

Movinn aims to support continuous professional development through the following objectives:

- Provide training or development opportunities to employees annually where operationally relevant
- Maintain ongoing professional development initiatives across key functions
- Encourage skills development aligned with operational needs and career progression

Movinn tracks participation in development programs and training activities as part of its internal governance processes.

10. Governance

Responsibility for implementing this policy lies with senior management.

Managers are responsible for:

- Encouraging employee development
- Identifying training needs
- Supporting professional growth

The CEO maintains overall oversight of employee development initiatives.

11. Review

This policy is reviewed periodically to ensure it remains aligned with organizational development needs and best practices.

Approved by,

Date: *1 February 2026*
Signature:



Patrick Blok
CEO Movinn A/S