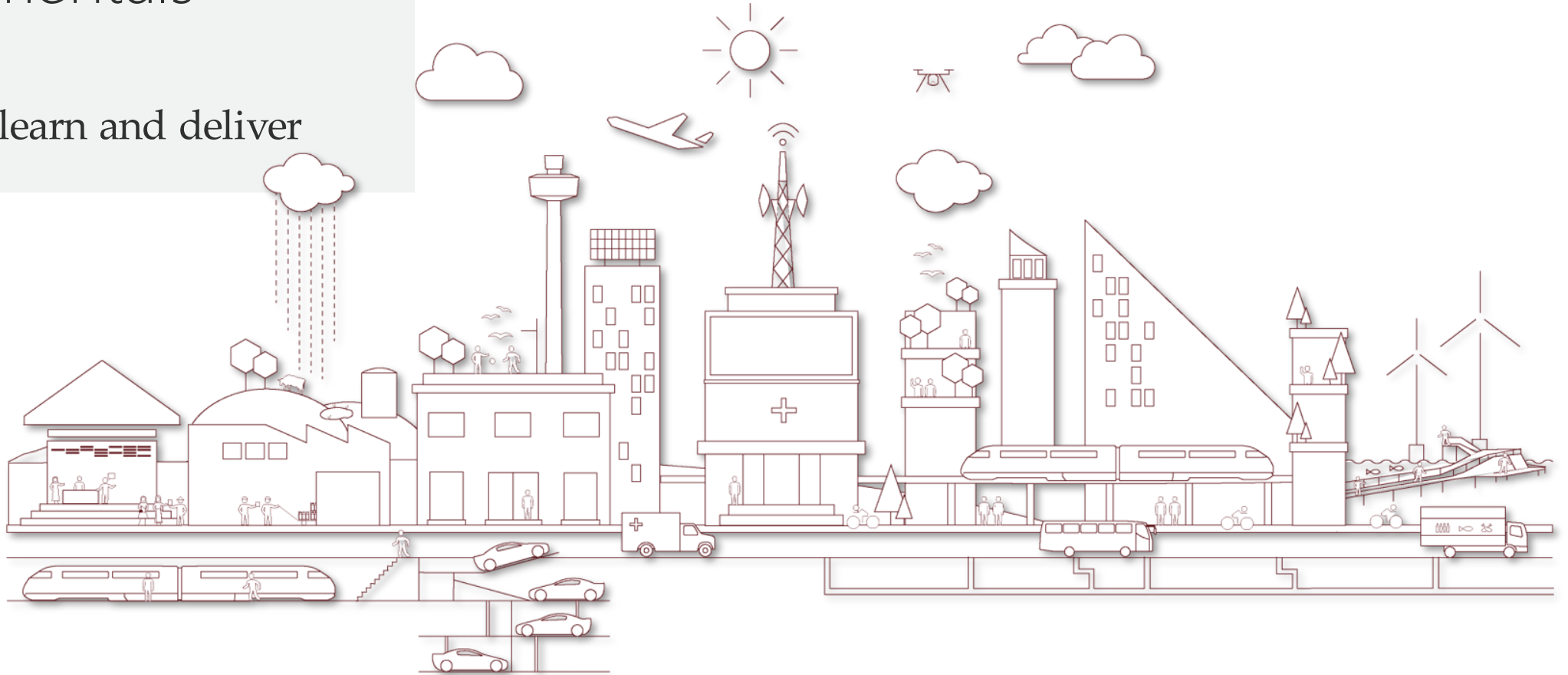


# NIRAS Fundamentals

We listen, learn and deliver



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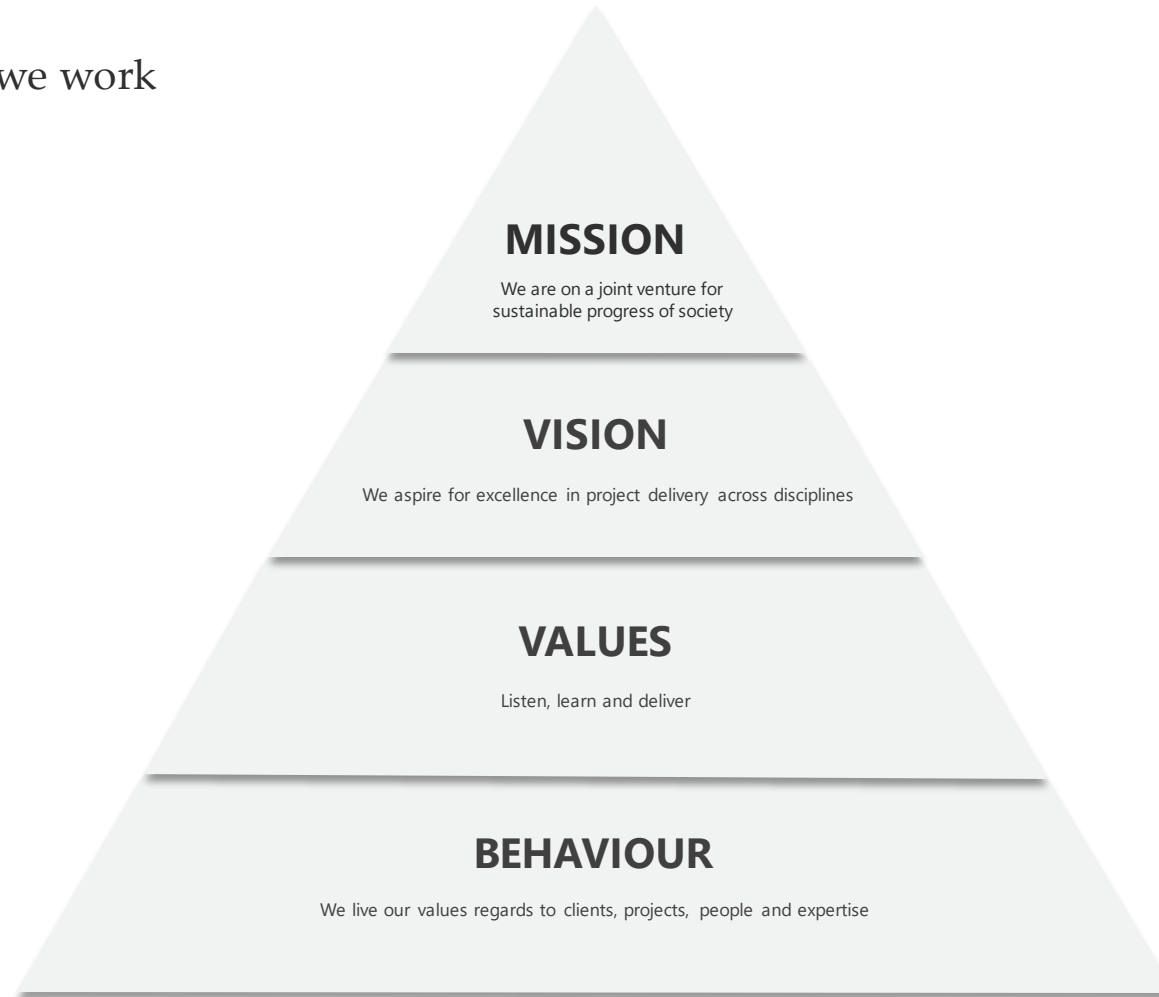
Merger, acquisitions and growth  
create a need to clarify identity

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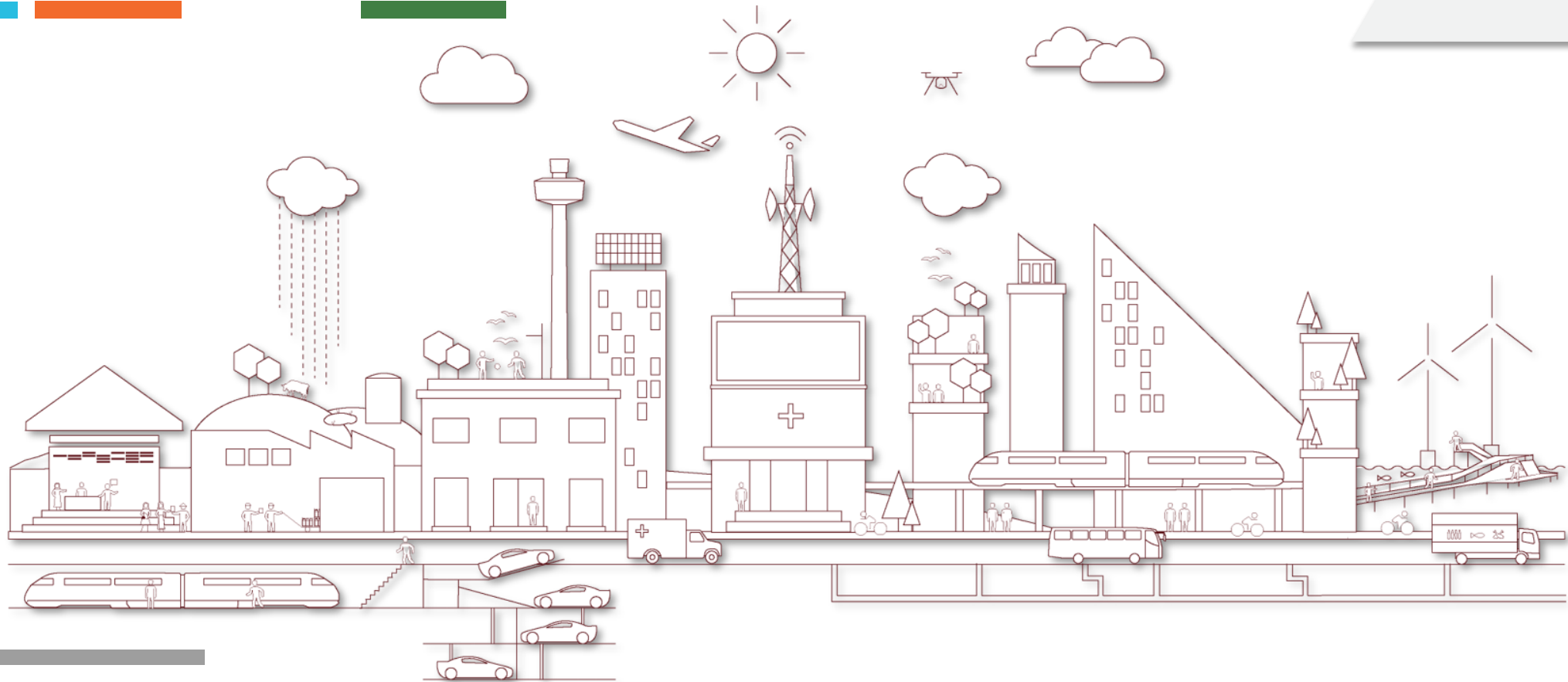
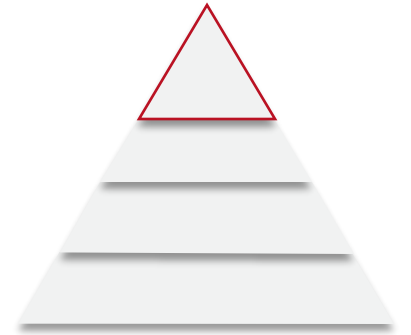
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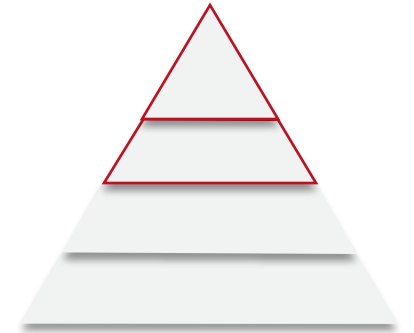
The foundation of the way we work



We are on a joint venture for **sustainable progress** of society



# Our vision is to aspire for excellence in project delivery across disciplines



Long lasting and growing **key-client relations**

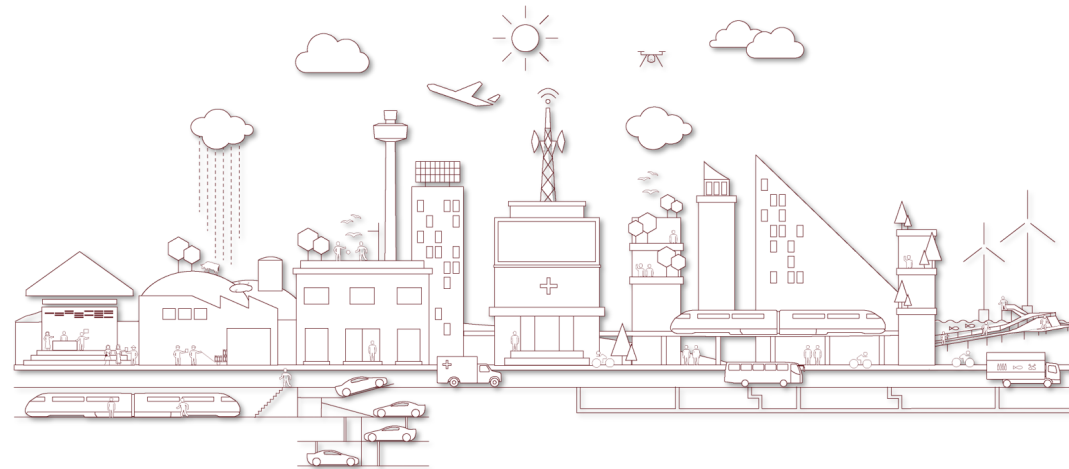
Dedicated and **purpose-driven people**

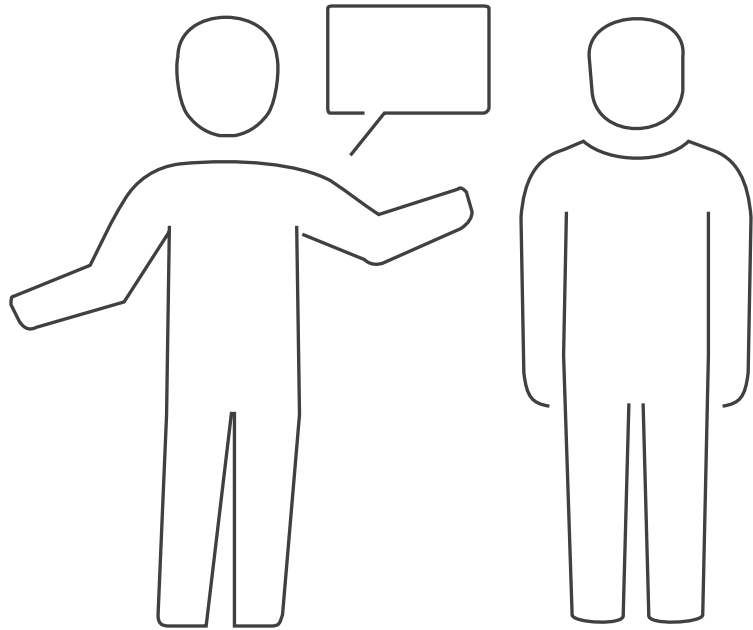
**Partnerships** in expertise and execution

Recognized commitment to the **17 UN SDGs**

Clear **values** and aligned **behaviors**

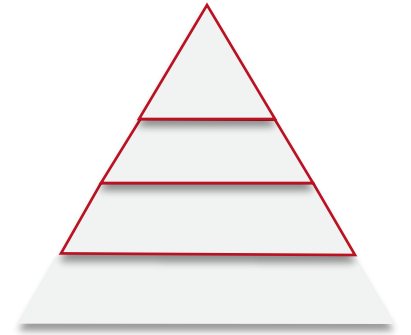
Healthy **finances** and **profitability**





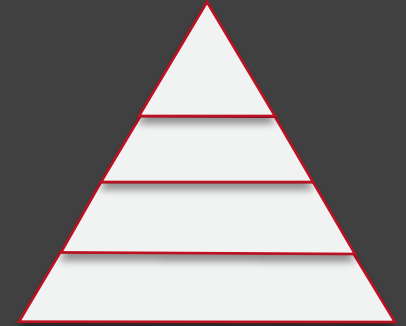
# Listen, learn, deliver

Living our values builds Excellence  
Across Disciplines



# Fundamentals

## Living our values builds Excellence Across Disciplines



### CLIENTS

- We engage in networks and brand our people, projects and expertise
- We build partnerships with our clients beyond their projects
- We apply a careful bid–no-bid process and secure profitability
- We organize a tender process enabling high quality
- We celebrate wins and seek learning from all tenders



### PROJECTS

- We understand our client and the complexity and life-cycle of projects
- We provide fit-for-purpose project management and teams
- We fulfill expectations in a time and cost-effective process
- We raise concerns instantly and act to resolve problems
- We seek feedback in order to learn and improve



### PEOPLE

- We help and support our colleagues across the organization
- We work proactively with feedback to learn and flourish
- We provide career opportunities and nourish innovation.
- We facilitate job rotation to build networks and culture
- We secure a pipeline of talents from universities and our network

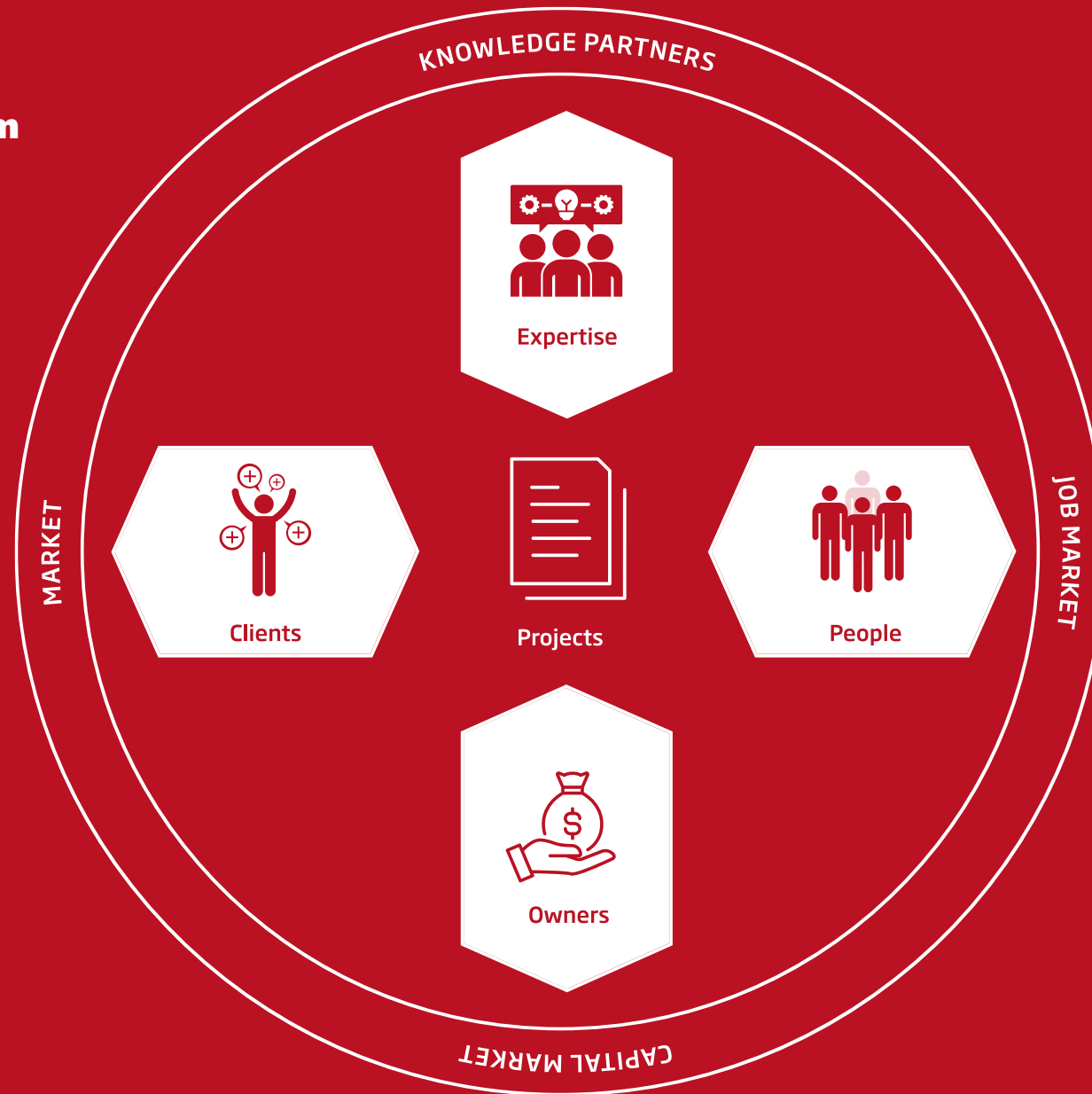


### EXPERTISE

- We aspire for excellence across all our areas of expertise
- We develop expertise and access knowledge through partnerships
- We eagerly share our knowledge and insights
- We orchestrate networks of specialists
- We facilitate smart access to CVs, references and knowledge

# Fundamentals

In our business-ecosystem





# Fundamentals

## Forretningens økosystem

MARKET

### CLIENTS

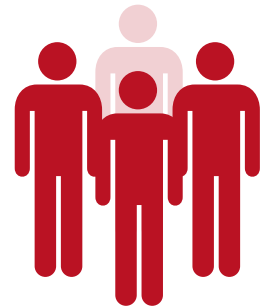
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Expertise



Projects



People



# Fundamentals



**Expertise**



**Clients**



**Projects**



## PEOPLE

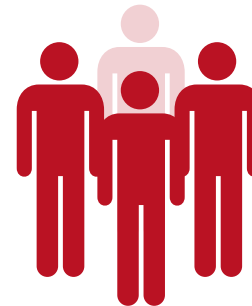
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**JOB MARKET**

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JOB MARKET

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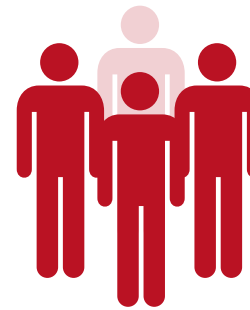
**Expertise**



**Clients**

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**People**

**JOB MARKET**



# NIRAS Fundamentals

## Values, Behavior, Mission & Vision

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### We listen, learn and deliver – living our values builds Excellence Across Disciplines

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