

## Diversity Policy

HusCompagniet A/S, CVR-no. 36972963

## **1 Introduction**

At HusCompagniet we believe diversity to be a strength and that a diverse organisation which reflects the society in which we operate enables us to better reach our ambitions of being the co-creator of the homes of tomorrow.

This diversity policy serves as a mean to further improve our focus on realising a diverse and inclusive work environment, achieving the benefits of diversity and particularly to increase the proportion of the underrepresented gender across our various divisions and all layers of management.

The construction industry has traditionally been a male-dominated sector, and we are aware that HusCompagniet might also be perceived as such, thus challenging our ability to attract women. However, diversity among our employees and across all levels of management matters to us and with the guiding principles of this policy, we aim to change the perception of HusCompagniet and to impact the industry in which we operate.

## **2 Purpose**

HusCompagniet is a responsible employer and with this policy, we wish to promote diversity and equal opportunities. We recognise that striving for diversity also entails requirements to the company to respect and accommodate change in the needs and mindsets of our workforce and to create an environment where our people thrive and develop.

HusCompagniet's commercial success is a reflection of the qualities and capabilities of our employees. We recognise a diverse workplace as an asset to the company, which amongst others can contribute to increased creativity and innovation as well as improved problem solving, which in the end can affect the financial performance in a positive direction.

At HusCompagniet we are convinced that diversity encourages development and contributes to a better understanding of our customers' needs and therefore enables better solutions. Furthermore, a diverse workplace contributes to a better work environment for all our employees. We are committed to attract and retain talents to ensure growth and the best performance of HusCompagniet. We strive to have an open culture without prejudice, and we do not tolerate discrimination or transgressive behaviour.

Our goals and efforts within the area of diversity and inclusion shall at all times be in accordance with applicable law and national and international standards.

## **3 Ambitions**

HusCompagniet seeks to increase the representation of women on all management levels and through the initiatives of this policy to achieve a more balanced distribution of men and woman on all levels within the company.

Further, we have a continued focus on increasing general diversity in our organisation and it is our ambition to be an attractive workplace for all talented people and to ensure equal opportunities in relation to employment, conditions of employment, personal career development and promotions.

#### **4 Initiatives to increase diversity**

At HusCompagniet we want diversity of thought and action and we provide equal opportunities for all and respect each other's differences. We have therefore initiated a number of actions and principles in order to increase diversity and equal opportunity within the company:

- We encourage everyone to apply for positions irrespective of gender, age, sexuality, religion or ethnicity as employment at HusCompagniet is based solely on personal, commercial and professional capabilities and the decisive factor is always the qualifications of the candidate;
- We are continuously reviewing our recruitment and promotion processes and will adjust to mitigate biases and strive to ensure that diversity is considered in all our recruitments and promotions;
- Our decisions regarding recruitment, promotion and dismissal are determined based on competences, achievements and talent and must never be affected by race, ethnicity, social origin, gender, religion, sexual orientation or similar;
- We aim for all employees to have equal opportunities in relation to career development and the career and personal ambitions of individual employees are discussed as part of the annual performance reviews; and
- We track and aim to increase the gender balance over time by monitoring the development at least annually together with the review of this policy.

Any unfair or biased decisions, harassment or discrimination should be reported. Employees are encouraged to report to the immediate manager, members of the Executive Management or HR but anyone may report through our whistle-blower system, which can be found on the front page of our website.

#### **5 Reporting**

This diversity policy has been adopted by HusCompagniet A/S in accordance with Section 139c of the Danish Companies Act and the Recommendations on Corporate Governance. The policy applies to all companies in the Group.

HusCompagniet reports on diversity and the gender balance of management in accordance with applicable law.

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This Diversity Policy has been adopted by the Board of Directors of HusCompagniet on 7 March 2024 and reviewed on 7 May 2027. The policy is available on HusCompagniets website.