

## Sustainability Policy

HusCompagniet A/S, CVR-no. 36972963

## **1 Introduction**

At HusCompagniet, we endeavour to innovate and build more environmentally sustainable homes for our customers, and to do so in a way that ensures the safety of our people and partners and minimizes negative impact on the environment.

This Sustainability Policy governs HusCompagniet's approach to sustainability, guided by our commitment to the ten principles of the UN Global Compact on environment, human rights & labour rights and anti-corruption.

Our strategic work with sustainability is informed by the UN Sustainable Development Goals, which guide HusCompagniet's progress towards preserving environmental, social and economic value, and ultimately our long-term value creation.

## **2 Governance**

This policy applies to all of HusCompagniet's businesses (the term "HusCompagniet" includes all of the Company's subsidiaries and associated companies at any given time). This policy is supported by subject- and user-specific policies, which guide our employees, operations and the conduct of our external partners. An independent whistleblowing system is available for reporting of offences without fear of reprisal. This policy has been approved by the Group CEO and by the Board of Directors of HusCompagniet.

This Sustainability Policy has been prepared with reference to recommendation 1.4.1 in the Danish Corporate Governance Recommendations and is made available on our website.

Moreover, HusCompagniet is subject to the Danish Financial Statements Act, Section 99 a, which requires us to report on non-financial social responsibility matters as part of our annual report. In addition, we are committed to complying with all relevant environmental regulations and standards, including the EU Deforestation Regulation (EUDR), to ensure responsible and sustainable practices throughout our operations and supply chain.

## **3 Climate and environment**

HusCompagniet is committed to reducing the climate-related and environmental impacts of our operations throughout the life cycle of the homes that we build. As a part of this, we work to protect ecosystems and biodiversity.

Climate change and the transition to a low-carbon economy, as set forth by the Paris Agreement, are among the defining challenges and opportunities of this generation and is a key strategic sustainability priority for HusCompagniet.

We aim both to minimize the CO<sub>2</sub> emissions in our operations and, importantly, to develop and promote homes that reduce the environmental impact and carbon footprint of a home throughout its entire lifecycle. For HusCompagniet, this means sourcing more sustainable, less carbon-intensive building materials that are more readily recycled or reused at end-of-life, thereby reducing the carbon footprint of our operations, and enabling our customers to choose renewable energy and environmentally friendly solutions for their homes. As part of our commitment to meaningful climate action, HusCompagniet has joined the Science Based Targets initiative (SBTi). This commitment means we will develop clear, measurable, science-based targets covering carbon accounting standards (Scope 1, 2, and 3), submitting them to SBTi for validation within 24 months of our pledge confirmation date of January 15, 2025.

## **4 Human rights and labour rights**

HusCompagniet is committed to respecting human rights and labour rights, and we strive to advance these principles with our employees in our own operations, as well as with our partners, subcontractors, suppliers and throughout the value chain.

Our people are the core of our business and we strive towards a diverse and inclusive work culture and environment. HusCompagniet commits to treating all people with respect, and to opposing discrimination of any form, including on the basis of age, gender, race, religious beliefs, political opinion or sexual orientation.

We support the rights set forth in the Universal Declaration of Human Rights, and the Fundamental Labour Conventions of the ILO. HusCompagniet respects the right to freedom of association and collective bargaining.

We work with our suppliers and subcontractors to promote sound working conditions and protect human and labour rights throughout our supply chain, in line with our Supplier Code of Conduct.

## **5 Health and safety**

The safety of our people and the partners, suppliers and subcontractors that we work with is a key priority for HusCompagniet.

This includes mental health and well-being, an important factor in the development of our people. We are committed to developing organisational competencies and governance to promote a safe working environment for our employees, suppliers and subcontractors. Our aim is to further and continuously strengthen the safety culture at all of our construction sites.

## **6 Business ethics and anti-corruption**

Respect for business ethics and anti-corruption are fundamental to a fair and sound business environment. At HusCompagniet, we are committed to conducting business responsibly and in compliance with applicable laws and regulation, and we have a zero-tolerance policy for bribery and corruption in any form. Our Anti-Corruption and Business Ethics Policy outlines requirements related to i.e. anti-corruption, anti-money laundering and international trade sanctions, and we work to ensure that our employees understand and abide by our ethical values.

HusCompagniet takes active measures to ensure that when working with suppliers and subcontractors, ethical business practices are upheld by our business partners. We require that our suppliers adhere to our Supplier Code of Conduct, which includes, among other things, commitments related to business ethics and anti-corruption.

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This Sustainability Policy has been adopted by the Board of Directors of HusCompagniet on 16 March 2022 and latest reviewed on 7 May 2025 and is available on the Company's website.