



Diversity Policy  
HusCompagniet A/S

## **1 Scope and objectives**

This policy applies to HusCompagniet A/S, CVR-no 36972963, and all consolidated subsidiaries (the “Group”) and is applicable to all employees of the Group, regardless of position or function.

The policy sets out the overall principles and ethical framework within this area and is supplemented by relevant operational policies, guidelines and procedures.

## **2 Purpose and principles**

At HusCompagniet we believe diversity and inclusion are essential to our culture, our performance and our ability to achieve our ambitions of being the co-creator of the homes of tomorrow. We work systematically with diversity and inclusion through defined priorities and ongoing follow up.

A diverse organisation that reflects the society in which we operate strengthens our ability to attract and retain talent, fosters innovation and improves decision making. It also contributes to a healthy and respectful working environment where all employees are able to thrive and develop.

HusCompagniet is committed to fair and equal treatment and to ensuring that all employees have equal opportunities to succeed, develop and progress. Employment-related decisions are based solely on relevant professional qualifications, competencies and performance. Discrimination, harassment or other transgressive behaviour is not tolerated.

The construction industry has traditionally been a male-dominated sector, and we recognise that this also affects our organisation. HusCompagniet therefore has a particular focus on improving gender diversity across all levels of the company, including management. Our work with diversity and inclusion shall at all times be conducted in accordance with applicable law and relevant national and international standards.

HusCompagniet sets ambitious gender diversity targets for management and regularly follows up on progress. These targets help set the direction for our continued efforts to strengthen gender diversity across the organisation.

## **3 Commitments and initiatives**

HusCompagniet aims to increase diversity across the organisation and to ensure equal opportunities in relation to employment, conditions of employment, personal career development and promotions. Our management diversity targets set the direction for these efforts, and progress is followed up regularly. To support this ambition, HusCompagniet is committed to:

- encourage qualified candidates to apply for positions regardless of gender, age, sexual orientation, religion or ethnicity;
- continuously reviewing our recruitment, promotion and decision-making processes to mitigate bias and ensure fair and objective assessment;
- ensure that our decisions on recruitment, promotion and dismissal are based on competences, performance and talent only, while supporting improved gender diversity;
- support equal opportunities for career development and discussing individual development and ambitions as part of ongoing performance dialogue; and
- monitor the gender balance in the organisation and follow up on progress against applicable diversity targets, on a regular basis.

#### **4 Speak up**

HusCompagniet encourages all employees to speak up if they become aware of conduct that may constitute a breach of this policy. Concerns can be raised through the relevant internal channels, including line management, HR or the Group's whistleblower scheme.

HusCompagniet does not tolerate retaliation against employees who raise concerns in good faith.

#### **5 Consequences and non-compliance**

Compliance with this policy is mandatory.

Any breach of this policy may result in employment-related consequences, including a reprimand, warning, termination, or immediate dismissal, depending on the nature and severity of the breach.

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This Diversity Policy has been adopted by the Board of Directors of HusCompagniet on 7 March 2024 and latest reviewed on 30 April 2026. The policy is available on HusCompagniets website.