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Sustainability 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 strategic direction for sustainability at HusCompagniet and is supplemented by relevant operational policies, guidelines and procedures.

This policy covers environmental and social sustainability aspects of HusCompagniet’s operations. Governance-related matters, including business ethics and anti-corruption, are addressed separately in the Group’s Business Ethics and Anti-Corruption Policy.

2 Purpose and principles

At HusCompagniet, sustainability is an integral part of how we design, build and deliver homes. As a construction company, we influence the environment and society through our activities – from the design of our homes and selection of materials to the way we work with suppliers and manage our construction sites, to the lives lived in the houses we build after they are delivered to our customers.

We recognise that our decisions have an impact across the entire lifecycle of the homes we build, as well as on the people involved in and affected by our operations.

Our ambition is to reduce negative environmental impacts and contribute positively to society, while continuing to deliver high-quality, attractive and affordable homes for our customers.

Our approach to sustainability is guided by internationally recognised principles, including the UN Global Compact 10 principles in the areas of human rights, labour, environment and anti-corruption, and reflects our commitment to conducting business responsibly and with a long-term perspective. In the area of environment, we work systematically with Life Cycle Assessments (LCA) to understand, document and reduce the climate impact of our homes. We continuously work with development of our methodologies to support more informed design and material choices.

3 Sustainability

HusCompagniet’s approach to sustainability is embedded in how we design, build and deliver homes, with our primary impact driven by decisions on design, materials, suppliers and construction methods.

We are committed to the following principles:

- Climate and environmental impact in design and construction: We integrate sustainability considerations early in the design phase to reduce the environmental impact of the homes we build. Methods are continuously developed and applied to assess and improve the carbon footprint of our houses, including lifecycle-based approaches and optimisation of technical and architectural solutions, and optimization of the construction site.
- Environmentally responsible sourcing and use of materials: Building materials constitute the largest share of our climate impact. We work systematically to reduce emissions through responsible sourcing, efficient use of materials and increased focus on lower-carbon and more circular solutions, taking a lifecycle perspective.
- Responsible business conduct in the value chain: We are committed to conducting business responsibly across our value chain and to respecting internationally recognised human rights and labour standards. Clear expectations are set for suppliers and subcontractors through our Supplier Code of Conduct and are integrated into selection, onboarding and follow-up processes. We work to identify and address risks related to working conditions, health and safety, human rights and

environmental practices through dialogue, risk-based assessments and ongoing follow-up. We expect our business partners to support lawful, safe and responsible working conditions and to act in line with our standards for responsible business conduct.

- Health, safety and working conditions on construction sites: We are committed to maintaining a strong safety culture across all construction sites and to providing safe and healthy working conditions across our organisation. We work closely with our contractors and subcontractors to ensure that high standards for health and safety are consistently applied and to promote a shared safety culture. Safety performance is monitored and continuously improved through relevant metrics, reporting and follow-up, including the registration and learning from incidents and near misses. We promote employee well-being and a healthy work environment across our organisation, including a focus on work-life balance and the prevention of work-related stress.

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 Sustainability Policy has been adopted by the Board of Directors of HusCompagniet on 16 March 2022 and latest reviewed on 30 April 2026. The policy is available on HusCompagniets website.