

Diversity Policy

HusCompagniet A/S, CVR-no. 36972963

1 Introduction

This diversity policy (the "Policy") has been adopted by HusCompagniet A/S ("HusCompagniet" or the "Company") in accordance with Section 139 c of the Danish Companies Act and the Recommendations on Corporate Governance.

The Policy sets out HusCompagniet's guiding principles to increase diversity amongst the Company's Board of Directors and other layers of management. A number of the principles in this Policy are applicable to the entire organization.

2 Purpose

HusCompagniet's Diversity Policy has been prepared with a purpose to promote diversity and equal opportunities. The Policy should be viewed in context with the CSR-policy and Value & Ethics of the Group.

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 Group, 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 the Company's development and contributes to a better understanding of the customers' needs and therefore better solutions. Furthermore, a diverse workplace contributes to a better work environment. Our target is to have diversity and provide equal opportunity at management level and amongst other employees. We are committed to seek and maintain the best talents to ensure the best growth and performance of the Company. We strive to have an open culture without prejudice and to avoid discrimination.

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

3 Target level and policy for the under-represented gender

In connection with the annual report for the financial year 2019, the Board of Directors of HusCompagniet set a target to increase the representation of women on the Board of Directors to 25% by 2025 and 30% by 2030. This target was reached in 2020 as the Board of Directors of HusCompagniet consists of two women and four men. The composition of the Board of Directors of HusCompagniet is therefore in accordance with the Danish Business Authority's guidelines on equal gender distribution on the Board of Directors.

Further, HusCompagniet has a continued focus on increasing the representation of women on other management levels. Other management levels includes the executive management and their direct reports with employee responsibility. The representation of women in management in 2020 is 20% and HusCompagniet aims to increase the representation of women to 25% by 2025 and 30% by 2030, in line with the targets for representation on the Board of Directors. The initiatives, as described further below, shall support achievement of these targets.

The construction sector has traditionally been and still is a male-dominated sector, which poses a challenge for both HusCompagniet and other companies within the sector. HusCompagniet's ambition is to be an attractive workplace for both men and women and that both genders shall have equal opportunities in relation to employment, conditions of employment, education and promotions. HusCompagniet seeks to achieve a more well balanced distribution of men and woman on all levels within the Group through the Company's initiatives to increase diversity as stated below.

4 Initiatives to increase diversity

HusCompagniet aspires to provide equal opportunities for all and aims to respect differences. Therefore, we have initiated a number of initiatives and principles in order to increase diversity and equal opportunity within the Group. These initiatives and principles include:

- HusCompagniet aims to track and increase gender balance over time by monitoring the demographics of the Company's employees;
- Everyone is encouraged to apply for positions irrespective of gender, age, religion or ethnicity;
- Decisions regarding recruitment, promotion and dismissal is never affected by the applicants' or employees' race, ethnicity, social origin, gender, religion, sexual orientation or similar;
- HusCompagniet aims for all employees to have equal opportunities in relation to career development and career and management ambitions of individual employees are discussed as part of the yearly performance reviews; and
- Employment at HusCompagniet is always based solely on personal, commercial and professional capabilities.

Notwithstanding the initiatives above, the strategy and goals of HusCompagniet will always be given due consideration during recruitment, promotion and dismissal processes. In order for the Company to employ the best-suited candidates, the decisive factor is the qualifications of the candidate.

5 Reporting

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 16 March 2022 and is available on the Company's website.