



# Equality and diversity policy

November 2024

## Purpose and application

Embracing diversity, equal opportunities, and inclusion are essential to fostering a healthy work environment. This Equality and Diversity Policy establishes the guidelines and rules for these principles within MT Højgaard Holding and its subsidiaries, (hereafter referred to as "the Group"). The Group aspires to be an attractive workplace where diversity is celebrated and equal opportunities, as well as conditions for development, are available to everyone, regardless of gender or any other diversity markers. We believe that equality and diversity, in addition to a healthy working environment, contribute to a better understanding of customer needs and, consequently, better solutions.

This policy represents our pledge to uphold and advocate for equality and diversity at all levels of the Group. We also align with the standards set out in the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Declaration on Fundamental Principles and Rights at Work.

## Focus areas

### ***Gender balance at Management Level***

We are committed to promoting a more balanced distribution of women and men in our companies' top management and other levels of management. We do this by strengthening the recruitment base in the companies. In addition, the focus contributes to increased openness and transparency about companies' efforts to increase the proportion of the underrepresented gender in management. The diversity in management bodies, as required by section 107 d of the Danish Financial Statements Act, is reported in our Sustainability Report, while objectives and progress on gender composition in management, as per section 99 b of the Danish Financial Statements Act, are reported in the Annual Report.

### ***The proportion of women in the Group***

The ambition for a more balanced gender representation and broader diversity is not limited to management but extends to all professional groups within the Group. The proportion of women, especially among hourly workers at our construction sites, remains low. Due to a gender segregated education and labour market, it is challenging to recruit more women for these positions. Hence, we are focusing on a wide range of initiatives in recruitment, culture, and education.

### ***Career development***

We strive to ensure equal opportunities for career development and advancement regardless of gender, age, or background. This is supported by performance reviews and an emphasis on training and learning opportunities. We also aim to provide a supportive framework for employees returning from extended leave, typically due to a leave of absence, to enable them to quickly resume work and stay abreast of developments during their absence.

## ***Flexibility***

We want to nurture a flexible work culture that promotes a healthy balance between professional responsibilities and personal life, tailored to fit individual circumstances within the scope of project and task requirements.

## ***Remuneration***

Our commitment is to equitable compensation that accurately reflects the work undertaken. We strive to ensure that employees with the same skills, professionalism, and job titles receive equal pay, irrespective of gender, age, and background. We perform internal controls in parts of our value chain to ensure that pay and working conditions comply with applicable collective agreements.

## ***Tone***

We strive to cultivate a respectful workplace where employees demonstrate courtesy and inclusiveness towards one another.

## **Reporting and monitoring**

We have implemented a series of actions across the Group for monitoring and following up on the objectives of our equality and diversity policy. This also applies to our business partners where the policy has an impact. Procedures for reporting and collecting data on equality and diversity matters are in place across the Group. Elements of this reporting are incorporated into our annual Sustainability Report. The policy has been approved by the Executive Board of MT Højgaard Holding and is revised annually. Inquiries regarding the policy may be directed to the Strategy and Sustainability department.

Søborg, February 2024