

MT HØJGAARD HOLDING

Investor Relations Policy

December 2025

Investor Relations Policy

This Investor Relations Policy sets out the framework for MT Højgaard Holding A/S' (the "Company") communication with investors, analysts, and other market stakeholders.

The policy applies to the Company as a listed parent company and to relevant activities within the Group's subsidiaries.

Purpose and Principles

The purpose of the Company's communication with the capital market is to:

- Ensure open, accurate, and comprehensive information about the Company, providing a fair basis for the market's assessment of the Company's strategy, performance, development, and value creation.
- Ensure equal and simultaneous access to information for all market participants.
- Support confidence in the information provided by the Company among investors, analysts, and other stakeholders.
- Ensure that all disclosures are made in compliance with applicable legislation, stock exchange rules, and the recommendations on good corporate governance.

Authorised Spokespersons

The following persons are authorised to comment on matters relating to the Company's development:

- The Chairman of the Board of Directors
- The Chief Executive Officer (CEO)
- The Chief Financial Officer (CFO)

Other employees may comment on practical and factual matters but are not authorised to comment on financial expectations or other matters of a material nature.

Silent Period

The Company observes a silent period of four weeks prior to the publication of annual and interim financial reports. During this period, the Company does not comment on financial results, expectations, or market conditions.

Dialogue with Investors and Analysts

The Company maintains an active and professional dialogue with investors, analysts, and other stakeholders. Such dialogue may include investor meetings, conferences, presentations, and roadshows.

In connection with these activities, the following principles apply:

- The Company does not disclose non-public or inside information.

- The Company uses only presentation material based on information that has already been publicly disclosed.

Disclosure and Communication Channels

Company announcements are published via Nasdaq Copenhagen and are simultaneously made available on the Company's website (www.mthh.dk), where the following information, among other things, can be found:

- Company announcements and investor news
- Financial calendar
- Annual and interim reports
- Reports and presentations
- Information on corporate governance, ESG matters, and general meetings

Annual and interim reports are published in accordance with the Company's financial calendar.

Review and Responsibility

This policy is reviewed at least once a year and is approved by the Board of Directors.

The Executive Management is responsible for the Company's communication with the capital market and for ensuring compliance with this policy in daily operations.

The Board of Directors of MT Højgaard Holding A/S

Søborg, December 2025