

InstallatørGruppen's Policy for Corporate Social Responsibility and Sustainability

1. Introduction

This Policy for Corporate Social Responsibility and Sustainability describes the framework and work related to corporate social responsibility and sustainability in InstallatørGruppen (hereinafter the Group) and the companies within the Group. The policy is an overarching umbrella policy that forms the basis for the Group's other policies.

2. Purpose

The purpose of the corporate social responsibility and sustainability policy is to define the Group's approach to sustainability and corporate social responsibility, and to make visible how the Group wishes to work with corporate social responsibility in the areas where the Group can contribute most to the green transition and sustainable development.

3. Focus Areas

Through a double materiality analysis, the Group has identified and assessed the topics that are most significant both for our business success and for our broader social and environmental impact. The analysis forms the basis for our focus and action areas within environment, society, and corporate governance.

3.1 Climate and Environment

The Group acknowledges our responsibility to minimise our environmental footprint and contribute to a sustainable future. We commit to:

- Promote energy efficiency and CO₂ reduction in all our operations and investments – both in relation to our own activities and in relation to helping our customers.
- Reduce our consumption of non-renewable energy and minimise waste through effective waste sorting and reduced packaging consumption.
- Select and promote sustainable solutions in our procurement and investments, in order to support a transition to a more sustainable economy.

3.2 Social Conditions

Our employees are the core of our business, and we commit to creating a safe, healthy, and supportive working environment. We will:

- Offer good working conditions for all employees in the form of safety and security in the workplace and well-regulated employment conditions.
- Maintain zero tolerance for harassment, discrimination, and violations of human rights.
- Promote diversity, inclusion, and equality in the workplace.
- Take responsibility for the development and education of our employees.

3.3 Corporate Governance

We are committed to running our business with integrity, credibility, transparency, and accountability. This entails:

- Managing the business in accordance with high ethical standards and good corporate governance.
- Ensuring full transparency regarding our environmental and social impacts as well as our governance practices.
- Combating corruption in all forms and ensuring that our business practices are fair and ethical.

The Group's policy for corporate social responsibility is based on the UN Sustainable Development Goals with a focus on climate and environment: sustainable energy (SDG 7), climate action (SDG 13), and sustainable cities and communities (SDG 11). Our efforts are directed at promoting green solutions and reducing our environmental footprint in order to contribute to a more sustainable future.

At the same time, we work towards gender equality (SDG 5) and decent work and economic growth (SDG 8), which supports an inclusive and fair working environment.

4. Reporting

The corporate social responsibility and sustainability policy is operationalised in the Group's sustainability plan, where short-term and long-term targets are established. Progress is reported annually in the Group's annual report.

5. Who is Covered?

The policy covers all those employed in the Group: employees, management, and board of directors.

6. Whistleblower Policy

The Group has implemented a whistleblower scheme. In addition to meeting legal requirements, this contributes to creating assurance that serious matters are addressed, and that our employees or members of management do not withhold information about serious matters related to the Group. The scheme also aims to ensure that serious matters can be reported within the framework of legislation and the Group's guidelines.

The whistleblower policy is available at installatorgruppen.dk.

7. Approval

The Policy for Corporate Social Responsibility and Sustainability was approved by the board of directors on 19 April 2024 and published on the Group's website (www.installatorgruppen.dk).