

# Environmental, Social and Governance Policy (ESG Policy)

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December 2025

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H+H International A/S





## H+H Environmental, Social and Governance Policy

### **H+H enables better homes for our communities.**

Sustainability is a strategic focus area for H+H and it is embedded in our business model. We are committed to conducting our business ethically and in a financially, environmentally, and socially responsible way.

We openly communicate on the nature of our activities, encouraging dialogue and reporting progress on our ESG performance. Reporting on ESG, including our Double Materiality Assessment is done in our Annual Report following the ESRS guidelines.

This policy applies throughout H+H globally and it is every employee's responsibility to work in a manner that is consistent with the policy.

## Environmental factors

We want to be part of the solution in creating sustainable and carbon neutral buildings. Working with our partners to reduce energy needs in homes, our commitment is more than the long lasting and insulating products we produce. In 2021 H+H became the first manufacturer of aircrete (AAC) and calcium silicate (CSU) products to have science-based targets approved in line with a 1.5-degree scenario. We partner with our customers, suppliers, and other stakeholders; finding new production methods to lower the environmental impact of homes.

To help ensure that environmental responsibility is always considered when H+H does business, we are committed to:

- Reducing H+H's scope 1, 2 & 3 emissions in line with our commitment to achieve zero emissions by 2050, including the short-term targets we have set to achieve this.
- Complying with all environmental legislation and requesting our key suppliers commit to do the same.
- Improving the utilisation of resources, energy efficiency, emissions, and waste minimisation.
- Innovation within our products and processes which among other objectives shall be environmentally driven.

## Social factors

People are the heart of H+H. We aim to conduct our business in a socially responsible manner, to contribute to the communities in which we operate and to respect the needs of all our stakeholders. The guiding principle is to strive for zero harm to our employees, contractors, customers, suppliers, shareholders, the public and other stakeholders.

We are therefore committed to:

- Supporting human rights and employee rights as set out in the UN Universal Declaration of Human Rights and the International Labour Organization's eight fundamental conventions.
- Ensuring that all activities are conducted in a manner consistent with the H+H Health and Safety Policy and continuously striving to eliminate all accidents to reach zero harm for all employees.
- Maintaining non-discriminatory behaviour and treating every employee with proper respect regardless of race, gender including gender expression or gender identity, age, national origin or citizenship, religion, political conviction, sexual orientation, marital status, disability or genetic information or any other legally protected categories. We will not tolerate any kind of harassment or abuse.

We know that people are different. We trust our differences enable us to see new opportunities and be more effective.

## Governance factors

We conduct all our business activities in a transparent and socially responsible manner. Even when times are difficult, we deliver quality products with the highest level of service to our customers.

Our operations run timely and effectively. We follow through on our commitment to serve our communities.

We endeavour to act professionally, fairly and with integrity in all our business dealings and relationships with consideration for the needs of all stakeholders including our people, contractors, customers, suppliers, the public and other stakeholders.

We are therefore committed to:

- Complying with all relevant legislation, regulations and codes of practice which apply to us including requirements related to environmental and social impacts.
- The implementation and enforcement of effective policies, procedures, training, and controls to reflect our zero-tolerance approach to bribery, corruption, and unlawful and anti-competitive arrangements.
- Operating an ESG Committee to monitor the implementation of and adherence to this policy and approve initiatives aimed at enhancing ESG within H+H.
- Setting short-, medium- and long-term ESG targets and evaluate and report these on an annual basis.
- Reviewing this policy annually to ensure its continuing suitability and effectiveness according to the nature and scale of our operation.