

SUSTAINABILITY REPORT

2022

About this report

The MT Højgaard Holding Group strives for transparency in its sustainability reporting to increase the trust of shareholders, society and other stakeholders.

This sustainability report describes the MT Højgaard Holding Group's social, environmental and management strategies, targets, initiatives, results and challenges. We seek to disclose relevant and accurate information on how our activities affect human beings and the environment. The sustainability report is published at the same time as the annual report, and together they provide detailed insight into our business.

The report constitutes the Group's statutory corporate social responsibility report for the period 1 January – 31 December 2022 under section 99 a of the Financial Statements Act; our report on the gender composition of management under section 99 b of the Financial Statements Act; and our report on the diversity of governance bodies under section 107 d of the Financial Statements Act. The report also constitutes the Group's reporting in relation to the EU Taxonomy Regulation requirements on reporting of the taxonomy-aligned share of turnover, CAPEX and OPEX.

This report has been published in both Danish and English. In case of any discrepancy between the two versions, or in case of any doubt, the Danish version will take precedence.

MT Højgaard Holding supports the UN Global Compact, which we joined in 2015. This means that we have taken a stand on a number of issues in the areas of human rights, labour, environment and anti-corruption. The Group's annual Communication on Progress (CoP) describes our work on the Ten Principles and is available on the website of Global Compact. In 2014, the Group signed the Charter for Social Responsibility in the Property, Construction and Civil Engineering Industry in Denmark.

The sustainability report is published once a year. The previous report was published on 22 February 2022. The Group's external auditors, EY, have reviewed the sustainability report and issued a statement providing limited assurance on some of the Group's ESG key figures as described and delimited on page 50.

DELIMITATION

This report concerns MT Højgaard Holding, the parent company, and the subsidiaries in which the parent company holds the majority of shares and exerts a decisive influence. Seth, a Portuguese company of which MT Højgaard International holds a 60% stake, is not included in the report as the criterion of decisive influence is not met. Joint ventures are not included in the quantitative reporting.

Scandi Byg's sustainability and EU Taxonomy data are included in the Group's overall sustainability reporting for 2022. In the consolidated financial statements for 2022, Scandi Byg is shown as discontinuing operations. After a strategic review, MT Højgaard Holding decided in December 2022 to initiate a process to sell Scandi Byg and, in January 2023, MT Højgaard Holding entered into a binding collaboration and an option agreement concerning the sale of Scandi Byg to Nordic Wood Industries. The option must be exercised on 16 October 2023 at the latest, see company announcement no.

1/2023. Unless otherwise stated, all information provided in the report concerns the entire MT Højgaard Holding Group.

For the first time, Group figures include three new companies which were acquired in 2021, i.e. the contracting company NemByg A/S and the contracting and carpentry company Raunstrup, which are included in the financial reporting of Enemærke & Petersen, as well as the Faroese company RTS Contractors, which is included in the financial reporting of MT Højgaard International.

THE GROUP IS A MEMBER OF A NUMBER OF PROFESSIONAL AND INDUSTRIAL BODIES, INCLUDING:

General trade associations

- The Confederation of Danish Industry (DI)
- The Danish Society of Engineers (IDA)
- Greenland Business Association (GE)
- We Build Denmark
- Danish Standards (DS)

Associations with a specific sustainability focus

- The Danish Association for Responsible Construction
- Global Compact Network Denmark
- Green Building Council Denmark
- BLOXHUB
- Association for Wood in Construction
- Bygcirkulært.dk
- Knowledge Center for Circular Economy in Construction
- Upcycling Forum
- Circular Built Environment Network

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CIRCULAR ROAD BRIDGE

For the Municipality of Silkeborg, MT Højgaard Danmark is building a new circular road bridge over the Gudenå River in Silkeborg for the purpose of establishing an improved green corridor for the plant and animal life in the river. The project focusses on sustainability by optimising the CO₂e emissions from the project through the choice of materials and by providing documentation by means of a life cycle assessment (LCA).

COVER IMAGE:

MARITIME CENTRE, ESBJERG

NemByg has built the Maritime Centre in Esbjerg with an area of around 3,000 m². The building has kicked off the Havneøen Esbjerg Strand project which will create a new interesting urban district.



Letter from the CEO

Sustainable business conduct underpins our ability to make use of the opportunities offered by the green transition, but also our ability to handle the climate risks and other challenges faced by us as a society and a business, both in the short and the long term.

In a year characterised by challenging market conditions, price rises and high inflation, the introduction of new sustainability legislation and geopolitical instability, sustainability remained an essential element of our Group strategy.

In 2022, we strengthened the Group's contribution to the green transition by increasing our focus on a circular economy, partnerships and skills development, and we improved the life cycle-based data basis for our choice of materials and solutions in connection with construction projects.

In the short term, the construction industry faces a challenging market with increasing and volatile prices of energy and materials where private and social housing clients are somewhat reluctant to launch new projects. In the long term, our way of constructing and using buildings will have to change fundamentally. To meet the requirements of lower CO₂e emissions, we must choose materials and designs that enable us to construct sustainable and easily adjustable and maintainable buildings. We must also be prepared to reduce our resource consumption during the construction phase on a whole new scale.

In the MT Højgaard Holding Group, we are ready to face the changed landscape. Across the Group, we benefit from our focus on strategic construction partnerships and close collaboration with customers. Moreover, MT Højgaard Danmark's activities in critical infrastructure and other civil engineering projects provides a certain stability. Our ability to adapt in time and our resource awareness in critical situations have shown us that we are able to change our behaviour, if necessary. We bring that knowledge with us and use it proactively in our sustainability work.

A safe working environment

We have made targeted efforts to improve safety on our construction sites. Safety knowledge and training are essential to our employees. We do not compromise on health and safety in the workplace, and we do our best to reduce the number of occupational accidents as much as possible. Unfortunately, two people died in 2022 due to accidents on a construction site in Copenhagen and in Nuuk. That is extremely tragic and quite unacceptable. Naturally, both accidents were investigated thoroughly, and a number of preventive measures were implemented at both manage-

ment level and employee level, and a number of physical improvements were made on the construction sites.

A collaborating industry

We would like to leave our mark on the sustainability agenda of the construction industry and society. We therefore interact proactively with the outside world and our business partners. The green transition is our shared responsibility, and it requires close and open collaboration throughout the entire value chain of the construction industry. I am therefore pleased to see that the construction industry is increasingly willing to share the experience and knowledge that will bring us closer to our goal. There is an increasing common understanding that we have to join forces to solve the climate challenges and that we need to collaborate to turn our vast experience into scalable solutions.

As expected at the beginning of the year, the demand for sustainability certifications has risen, and today climate is even higher up on the agenda of our customers and other stakeholders.



Particular focus on data-driven sustainability

In 2022, we considerably strengthened our sustainability efforts across the Group. In particular, we focussed on life cycle-based data collection and documentation since reliable data on Group activities and the ensuing consequences for society, the climate and the environment are essential to be able to take action in the areas where it will make the greatest difference. This data-driven approach is a catalyst for the Group's continued development towards more sustainable operations.

With solid foundations in place and our ability to adapt, we are well prepared to work proactively for the green transition.

Henrik Mielke

CEO of the MT Højgaard Holding Group

Milestones for the year

The MT Højgaard Holding Group develops, plans and performs construction and infrastructure projects and services in Denmark and selected international markets. As one of the leading players in the construction and civil engineering industry in Denmark, we carry a heavy responsibility for contributing to the use of sustainable solutions in the built environment.

In 2022, we strengthened our sustainability efforts at project level as well as company and group levels to ensure that we can fulfil our strategic sustainability ambitions and live up to the demands and expectations of the outside world.

We established an extensive and more structured reporting framework across all our

business units. Through the implementation of a new reporting system supported by data manuals and instructions, we initiated a more efficient and transparent reporting process and improved data quality and validity in 2022.

We prepared the Group's first scope 3 climate accounts which map out our emissions from materials and waste flows as well as other indirect activities, which will be translated into reduction initiatives in 2023.

The Group's activities were screened against the EU Taxonomy Regulation, which enables reporting of both taxonomy-eligible and taxonomy-aligned turnover, CAPEX and OPEX.



(7.1% in 2021)

of the Group's employees are in training posts



(Not calculated in 2021)

of the Group's total greenhouse gas emissions come from the value chain (scope 3)



(21.5% in 2021)

of the Group's revenue comes from sustainability-certified or pre-certified projects



(57.6% in 2021)

of the Group's waste is prepared for recirculation



(10.3% in 2021)

of management positions in the Group are held by women

The big picture

The past year was characterised by turbulent energy and materials markets, and new EU legislation and Danish legislation governing CSR and sustainable construction practices will soon be introduced. Therefore, the need for sustainable solutions in the construction industry increased and was pushed up the agenda.

In collaboration with customers and business partners, the MT Højgaard Holding Group wants to play an active part in connection with the changes to society that are necessary to solve the urgent sustainability issues facing us today.

The energy crisis, the soaring electricity prices and the increased focus on supply security have emphasised the need for a rapid green transition of society. The demand for green and reliable energy and energy-efficient buildings was reflected in our projects.

Full reporting on the EU Taxonomy Regulation took effect at the beginning of 2022 and, in the course of the year, we ensured that more Group projects became taxonomy-aligned.

In February 2022, the European Commission submitted its proposal for the Corporate Sustainability Due Diligence Directive which aims at combating human rights violations and environmental negligence by increasing the requirements for companies' due diligence in the value chain. It is an essential focus area for us to ensure that our social and environmental activities extend to our supply chains.

The adoption of the EU Corporate Sustainability Reporting Directive (CSRD) has increased

the corporate sustainability reporting requirements and given a strong boost to ambitions compared to previous years. For large companies, such as the MT Højgaard Holding Group, the new standards will come into force on 1 January 2024, and we are preparing ourselves for the new extensive requirements, for example by including an auditor's statement providing limited assurance in this report.

On 1 January 2023, new environmental requirements for sustainable construction practices took effect in Denmark. This means that the environmental impact of construction projects must be assessed from a life cycle perspective. This will be a big step for sustainable construction practices in Denmark, and on the basis of our many years of life cycle assessments, we are ready to meet the new sustainability requirements.

We are still experiencing an increasing demand for construction and civil engineering projects that are competitive at an overall level as regards price, environmental impact and social factors. In particular, we find that sustainability is not only perceived as being related to CO₂e emissions, but now themes such as circular consumption, climate change adaptation, biodiversity and social responsibility are also considered relevant.



FJÆLLEBRO

Concrete experts from MT Højgaard Danmark have renovated the 180-year-old animal crossing under the railway at Fjællebro in Mid Zealand for the client Banedanmark

UN Global Goals

In the MT Højgaard Holding Group, we contribute to the realisation of the UN Global Goals through our initiatives and responsible business conduct.

The UN's 17 Global Goals frame the pressing challenges faced by the world in general and the construction and civil engineering industry in particular. In a Danish context, these challenges include climate changes, urbanisation, working conditions, social cohesion, housing prices, biodiversity, resource pressure, scarcity of resources and waste volumes.

The construction industry and the built environment have a significant impact on many people's lives before, during and after the construction phase, but also make a negative contribution to the environmental challenges. As a Group, we therefore carry a great responsibility for – and are capable of – providing solutions in relation to our business operations, the construction process and the finished product. If sustainability is to constitute a mandatory framework condition for how we

develop and construct projects, all of us will have to participate. As a result, it is important to integrate sustainability right from the outset in collaboration with clients and consultants.

The 17 Global Goals are closely connected and interdependent. The MT Højgaard Holding Group impacts all of them through our business conduct and commitment. However, we believe that some Global Goals are more relevant to us than others. In 2022, we worked with great focus on the Global Goals to improve the quality of our contribution.

As a Group, we believe that we can make a particular difference in respect of six Global Goals: nos 4, 8, 11, 12, 13 and 17. In these areas, we can maximise our positive contribution, while reducing our potential negative impact.



THE GLOBAL GOALS
For Sustainable Development

4 QUALITY EDUCATION



We work to ensure equal access to quality education and to promote lifelong learning opportunities for all through education and skills development programmes for employees in collaboration with local authorities and educational institutions.

SUBGOAL 4.3 IS OF PARTICULAR RELEVANCE TO US.

8 DECENT WORK AND ECONOMIC GROWTH



We contribute to the creation of decent jobs, both skilled and unskilled. As a Group, we focus on hiring people on the edge of the labour market and creating safe and motivating working conditions. We focus on employees' mental and physical working environment, and we are firmly focused on zero occupational accidents.

SUBGOAL 8.5 IS OF PARTICULAR RELEVANCE TO US.

11 SUSTAINABLE CITIES AND COMMUNITIES



We contribute to the creation of good, healthy and energy-efficient buildings through new build and refurbishment projects which support local and sustainable development. By means of lower environmental impact, resource optimisation and sustainability-certified construction projects, we contribute to making cities and communities inclusive, sustainable and flexible.

SUBGOAL 11.3 IS OF PARTICULAR RELEVANCE TO US.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



We make a targeted effort to increase resource efficiency and recycling, and we implement sustainable construction systems and practices that we use in collaboration with our customers and business partners. We ensure transparency as regards the outside world by reporting on our positive and negative impact on society.

SUBGOAL 12.5 IS OF PARTICULAR RELEVANCE TO US.

13 CLIMATE ACTION



We measure and strive to reduce our CO₂e emissions. We contribute to the climate action goal by constructing energy and resource-efficient buildings and infrastructure, both in Denmark and abroad. We work closely with our suppliers and business partners to develop and implement measures to reduce climate changes.

SUBGOAL 13.1 IS OF PARTICULAR RELEVANCE TO US.

17 PARTNERSHIPS FOR THE GOALS



We are prepared to lead the way, but all relevant parties in the value chain must work together to make the green transition a reality. We launch and participate in new initiatives where all players in the construction industry collaborate across disciplines to develop better and sustainable solutions.

SUBGOAL 17.16 IS OF PARTICULAR RELEVANCE TO US.

The strategic sustainability themes

MT Højgaard Holding Group's ambitions as regards the strategic sustainability themes form the framework for the sustainability work of the entire Group. The themes cover both social and environmental sustainability and are supported by collaboration and certifications. The themes were defined in 2020, and under each theme, we work on a number of initiatives and have set a number of targets for how to create sustainable results, both at Group level and in the business units. The Group's targets run until 2023, and new ones are therefore set in 2023. The next page describes targets, results and initiatives.

SOCIAL SUSTAINABILITY



Local and social responsibility

Through our building projects, we promote local collaboration and social responsibility.

- We take local responsibility and add local value through our projects and products.
- We work to promote diversity and employ people on the edge of the labour market.



Health and learning

We are a healthy and safe workplace that stimulates learning and knowledge-sharing.

- We are firmly focussed on zero occupational accidents, and the physical and mental health of our employees is paramount.
- We develop our employees and train the next generation.

ENVIRONMENTAL SUSTAINABILITY



Climate and environment

Ambitious climate and environmental initiatives form an integral part of our core operations and business models.

- We make targeted efforts to reduce our direct and indirect climate and environmental impact.
- We incorporate nature conservation and climate change adaptation into our projects.



Circular economy

We create a closed loop that eliminates the concept of waste.

- We increase reuse and recycling of materials and reduce waste.
- We use sustainable materials and solutions, and factor in flexibility.



Collaboration and certifications

We give priority to collaboration and promote recognised standards.

- We collaborate with relevant players to find solutions to sustainability challenges across the value chain.
- We use and contribute to the development of standards and certifications in the field of sustainable construction and civil engineering.

FOCUS AREA

TARGETS FOR 2023

RESULTS 2022

DEVELOPMENTS IN 2022

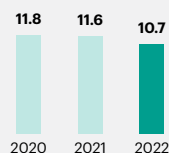
ONGOING AND PLANNED INITIATIVES



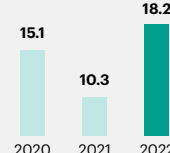
Local and social responsibility

15% of the Group's employees are women
15% of the Group's employees in management positions are women¹

Women in the Group %



Women in management positions %



The proportion of female employees has been relatively constant over the past three years. However, there was a minor decrease in 2022, and at present the proportion of female employees is 10.7%.

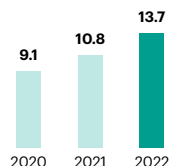
Through the implementation of planned initiatives and selected focus areas, we expect that the proportion of female employees and female managers will increase to the effect that our target for 2023 will be met.



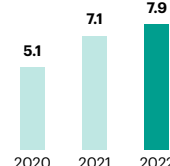
Health and learning

The accident rate is lower than **8**
8% of the Group's employees consists of employees in training posts

Accident rate



Training posts %



The accident rate increased, and in 2022 it reached an unsatisfactory level of 13.7. We therefore focus on this area in particular, aiming to create a zero accident culture.
The proportion of employees in training posts reached an all-time high of 7.9%, and therefore the target for 2023 was almost met.

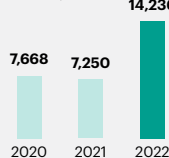
We work proactively to create a safe and healthy working environment by allocating the resources that are necessary for the identification and prevention of occupational accidents, e.g. through continued accumulation of know-how, education and training.
In line with the positive development for training posts, we will continue our current efforts.



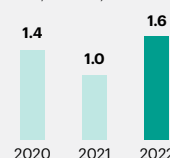
Climate and Environment

A reduction of scope 1 and scope 2 emissions of **10%** compared to 2020 (equivalent to about 6,901 tonnes of CO₂e)
A reduction of the emission intensity of **25%** (scope 1 and scope 2 emissions relative to revenue) compared to 2020, equivalent to 0.97

CO₂e emissions (scope 1 and 2)



Emission intensity (emissions/revenue)



Total scope 1 and scope 2 emissions increased significantly in 2022 as the result of a more accurate data basis and the inclusion of new construction site locations and other companies in the MT Højgaard Holding Group which were not previously included in the climate accounts.

We constantly strive to improve and strengthen the data basis and completeness of the climate accounts by covering all relevant Group locations as and when the relevant documentation becomes available. Most recently, the scope 1 and scope 2 accounts have been strengthened considerably, and the first scope 3 accounts have been published.

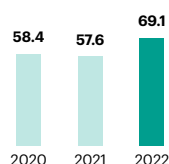
Scope 3 emissions are calculated, and a reduction target has been set



Circular economy

70% of waste is prepared for recirculation

Waste recirculation %



In 2022, the volume of recirculated waste increased significantly, equivalent to an increase of 11.5 percentage points since 2021. This is the result of a number of initiatives, e.g. improved waste separation at source and new collaboration agreements with waste recipients.

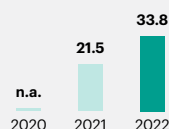
We engage in close dialogue with our waste management partners for the purpose of identifying new efficient circular solutions. There will be an increased focus on the incorporation of circular solutions during the design phase.



Collaboration and certification

Revenue from sustainability-certified or pre-certified projects constitutes **30%** of total revenue

Revenue from sustainability-certified or pre-certified projects %



In 2022, 33.8% of Group revenue was generated by sustainability-certified or pre-certified projects, which constitutes a significant improvement on 2021 when the percentage was 21.5%.

We expect that the target for 2023 will be met, but if the number of infrastructure projects increases, this target may be put under pressure. We will continue to strengthen our expertise and to inspire clients to invest in certified construction projects.

¹ The definition of management levels was changed in 2022 due to the amendment of section 99 b of the Financial Statements Act. Therefore, the figures for women in management positions for 2022 are not comparable with previous years since the figures for 2021 have not been restated to reflect the new definition.



LOCAL AND SOCIAL RESPONSIBILITY

The MT Højgaard Holding Group wants to be a diverse and inclusive workplace promoting social responsibility throughout the value chain.

The gender composition of the construction and civil engineering industry is unbalanced since only about 10% of the employees in Denmark are women. Among craftsmen, the proportion is only about 4%. Unfortunately, the unbalanced gender composition of the educational and labour markets makes it difficult to recruit women. Diversity can be divided into many other sub-groups, such as age, gender identity and ethnic origin, which are relevant when it comes to creating an inclusive working place. We believe that different backgrounds make our business stronger and are conducive to innovation and development. We want to create a diverse and inclusive workplace where all employees have equal opportunities to unleash their full potentials. To this end, a number of different initiatives are necessary in the fields of recruitment, culture and education.

We hire people on the edge of the labour market and reach out to local communities, offering

unemployed residents work on refurbishment projects, integrating young people in jobs with wage subsidies and setting up training posts.

SELECTED ACTIVITIES AND RESULTS IN 2022

Diversity and inclusion

The Group's target for 2023 is that 15% of the Group's employees should be women. The current proportion is 10.7%, a decrease of 0.9 percentage points compared with 2021. The decrease was due to a higher proportion of hourly paid employees in 2022, compared with 2021. The Group's proportion of women was negatively affected by the new companies acquired in 2021 which have a significantly higher proportion of hourly paid employees and a lower proportion of female employees. The proportion of women working as salaried employees (23%) differs very much from that of hourly paid women (2%).

A more balanced gender representation and increased diversity are to be obtained through the joint efforts of the entire MT Højgaard Holding Group. In order to actively increase the recruitment of the under-represented gender, the business units have taken a number of specific recruitment initiatives. By way of example, a more structured recruitment process has been established for the purpose of ensuring that vacancies appeal to both genders. If possible, the business units make sure that both genders are represented during the last part of the recruit-

	UNIT	2022	2021
Women in the group	%	10.7	11.6
Women in management positions	%	18.2	10.3

The definition of management levels will change in 2022, cf. the law amendment in § 99 b. It has not been possible to change comparative figures for 2021.

ment process. We want to improve the gender balance on the construction sites in particular, and we therefore have a particular focus on the recruitment of women as both craftsmen and construction/project managers.

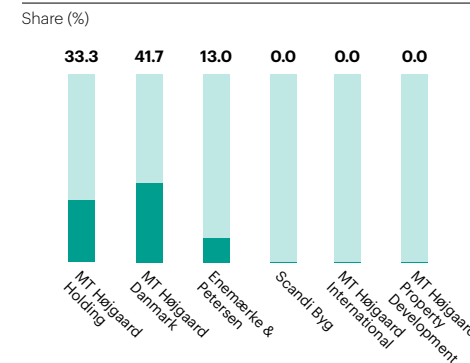
The management composition table shows the gender composition of management, see section 99b of the Financial Statements Act. The remaining statutory part of the report dealing with the Board of Directors and the Executive Board can be seen on pages 25-26. At management level, the proportion of woman was 18% in 2022, compared with 10% in 2021. This means that the target of 15% female managers in 2023 has been reached. It should be noted, however, that the Group adjusted its definition of "other management levels" in 2022 due to the amendment of section 99b which has narrowed the definition of persons with HR responsibility reporting directly to the Executive Board. Therefore, the figures for women in management positions for 2022 are not comparable with previous years since the figures for 2021 have not been adjusted to reflect the new definition.

Local responsibility

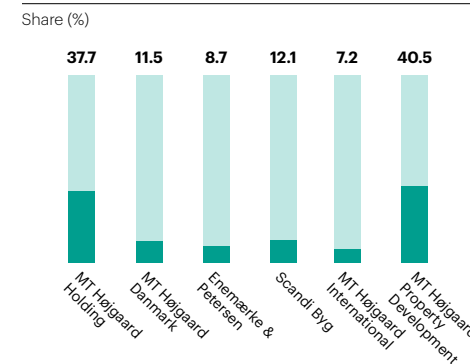
We are a large group with 3,389 employees (at 31 December 2022), and our exposure is mainly Danish. However, in the Danish market, MT Højgaard Danmark uses and recruits a good deal of foreign labour, primarily from Eastern Europe. In 2022, we improved our efforts to integrate those employees into Danish society, for example by making courses, guidelines and advice available in other languages than Danish and English.

In 2022, we endeavoured to recruit more employees locally for a number of the Group's

WOMEN IN MANAGEMENT POSITIONS 2022



WOMEN IN THE BUSINESS UNITS 2022



projects by collaborating with socio-economic enterprises and offering educational/training programmes to help people on the edge of the labour market.

MANAGEMENT COMPOSITION, % (number)

Reporting unit	Company	2025 target share of women	2022		2021	
			Women	Men	Women	Men
MT Højgaard Holding	MT Højgaard Holding A/S	40%	33% (2)	67% (4)	23% (3)	77% (10)
MT Højgaard Danmark	MT Højgaard Danmark A/S	40%	38% (3)	63% (5)	9% (6)	91% (61)
	MT Højgaard Vietnam Company Limited ¹	-	50% (2)	50% (2)	50% (2)	50% (2)
Enemærke & Petersen	Enemærke & Petersen A/S	20%	23% (3)	77% (10)	7% (8)	93% (106)
	Raunstrup A/S	20%	0% (0)	100% (5)	-	-
	NemByg A/S ¹	-	0% (0)	100% (5)	-	-
MT Højgaard International	MT Højgaard International A/S ¹	-	0% (0)	0% (0)	17% (1)	83% (5)
	MT Højgaard Grønland ApS	25%	0% (0)	100% (2)	0% (0)	100% (1)
	Arssarnerit A/S ¹	-	0% (0)	0% (0)	0% (0)	0% (0)
	MT Højgaard Maldives ¹	-	0% (0)	100% (1)	0% (0)	100% (1)
	R.T.S. Contractors SP/F ¹	-	0% (0)	100% (1)	-	-
	MT Højgaard Føroyar P/F ¹	-	0% (0)	0% (0)	0% (0)	100% (1)
MT Højgaard Property Development	MT Højgaard Property Development A/S ¹	25%	0% (0)	100% (4)	0% (0)	100% (4)
Scandi Byg	Scandi Byg A/S	40%	0% (0)	100% (6)	17% (4)	83% (19)

¹ The company is not covered by the requirements for target figures, cf. the law amendment in § 99 b. MT Højgaard Property Development has chosen to set a target voluntarily.



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CAMPUS AREA AT THE UNIVERSITY VILLAGE IN AARHUS

MT Højgaard Danmark employees at the University Village in Aarhus where MT Højgaard has built the first part of a new campus area in Nørrebrogade.



HEALTH AND LEARNING

The MT Højgaard Holding Group wants to be a healthy and safe workplace stimulating learning and knowledge-sharing.

Our ambition is to have zero occupational accidents. We therefore strive every day to maintain a healthy and safe working environment for all. We want our workplaces to have a strong safety culture. In addition to reducing the number of accidents, this also applies to employee well-being, collaboration and mental health safety. We want our employees to have the courage to say when a mistake has been made and learn from it.

The Group makes health and safety knowledge, training and safety equipment available. We attempt to identify and prevent the primary causes of mistakes and occupational accidents, and we assume co-responsibility for checking and ensuring that the working conditions of our sub-contractors and other external stakeholders are safe when they perform work for the MT Højgaard Holding Group. Each company has its own working environment organisation which helps incorporating working environment perspectives into all essential management and work processes.

In the MT Højgaard Holding Group, we want to assume responsibility for our employees' learning and training. Therefore, talent retention and focus on work enjoyment constitute a high-priority focus area which is underpinned by skills development at all levels.

In spite of high employment rates, low unemployment and shortage of labour, several thousand potential apprentices having completed vocational training are unable to find apprenticeships. In the Group, we make a broad effort to increase the number of training posts, and apprenticeships in particular are high on the agenda since we want to contribute to fill the shortage of trained workers in the construction industry.

SELECTED ACTIVITIES AND RESULTS IN 2022

Physical and mental working environment

The MT Højgaard Holding Group's ambition is to have zero occupational accidents, and our target is still to reduce the accident rate to 8. The number of accidents in the Group is still too high, and regrettably the accident rate is on the rise. In 2022, the Group's accident rate was 13.7, up from 10.8 in 2021, and the number of lost-time accidents rose from 49 in 2021 to 75 in 2022. This is definitely unacceptable, and our efforts to reduce the number of accidents and near misses will continue in 2023.

Two people died tragically in 2022 due to ac-

	UNIT	2022	2021
Accident rate	%	13.7	10.8
Employees in training posts	%	7.9	7.1

cidents on a construction site in Copenhagen and one in Nuuk. Both accidents were investigated and gave rise to a number of preventive training, registration and evaluation initiatives, and physical safety measures were taken. The accidents and the derived initiatives are further described in the corporate sections.

In 2022, for the first time, the Group calculated the number of accidents among hired-in employees. We are responsible for all employees working on our construction sites, and the calculation is, for example, used for identifying and eliminating any risk behaviour by employees working on our construction sites who are formally employed by our sub-contractors.

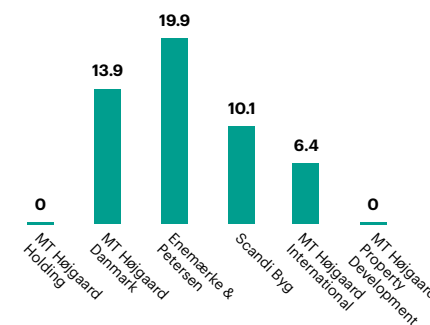
The Danish Working Environment Authority issued 60 orders against the Group, including three restrictive orders, 55 immediate improvement notices and two fines. This is an increase compared with 2021, when 39 orders were issued. The Group's objective is to reduce the number of immediate improvement notices to 40 or less.

Training and learning

The Group wishes to train the next generation and therefore we hire apprentices, trainees, student assistants and industrial PhDs. In 2022, the total number of training posts was 267, compared with 187 in 2021. The proportion of employees in training posts thus increased from 7.1% to 7.9%, which brings us closer to our 8% target for 2023.

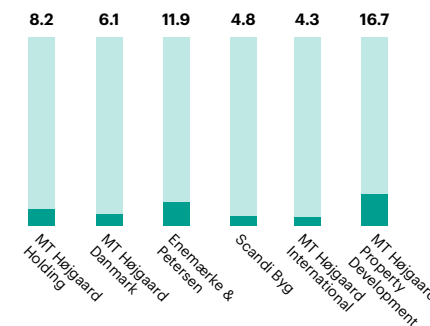
ACCIDENT RATE 2022

Frequency



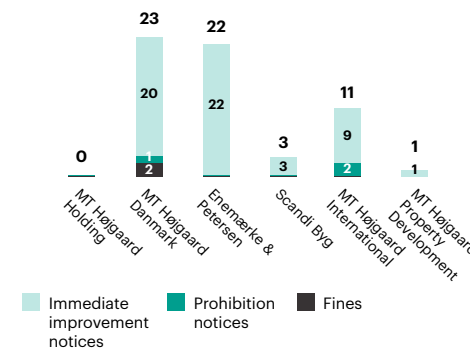
EMPLOYEES IN TRAINING POSTS 2022

Share (%)



DANISH WORKING ENVIRONMENT AUTHORITY RESPONSES 2022

Number





CLIMATE AND ENVIRONMENT

The Group makes targeted efforts to reduce direct and indirect emissions from our construction and civil engineering projects.

In Denmark, buildings account for 40% of national energy consumption. Overall, the construction process, materials and the energy consumption of buildings account for 30% of Denmark's CO₂e emissions. As a result, the reduction of climate impact is obviously high on the agenda for the MT Højgaard Holding Group. This includes building materials, energy consumption and waste generation during the construction process, our buildings and travels as well as the energy consumption of buildings under construction.

The Danish government also has high ambitions when it comes to sustainable construction projects. From January 2023, a life cycle assessment (LCA) is required for all new buildings, and buildings exceeding 1,000 m² are not allowed to emit more than 12 kg CO₂ per m² per year.

SELECTED ACTIVITIES AND RESULTS IN 2022

In the MT Højgaard Holding Group, we make an effort to integrate climate and environmental targets in our projects at an early stage in order to minimise the climate impact. We prepare LCAs for a large number of projects, which enables us to minimise the climate impact through the identification of the highest CO₂ emitting materials on a data-driven basis and through the engagement in dialogue with clients for the purpose of selecting sustainable alternatives.

The current LCA industry model for new builds does not take the climate impact of the construction site into account, but this is expected to become a requirement from 2025. However, the reduction of energy consumption during the construction phase is already a focus area at Group level. Certain projects have been registered for the Voluntary Sustainability Class, where waste fractions, energy consumption broken down by type of works as well as heating consumption are examined.

To be able to calculate and reduce the climate impact of building projects, it is essential that we receive updated and correct environmental data from our suppliers, and therefore we engage in regular dialogue. Product-specific

environmental product declarations (EPDs), in particular, are high on our wish list.

In 2022, scope 1 emissions of 10,783 tonnes accounted for 10% of total Group emissions, while scope 2 emissions of 3,453 tonnes accounted for 3%. In 2022, scope 1 emissions increased by 83% compared with 2021, while scope 2 emissions increased by 153% in 2022. The emission intensity rose from 1.0 to 1.6. The increasing emissions were partly due to the fact that the acquired companies NemByg, Raunstrup and RTS Contractors were included in the Group's statement for 2022 for the first time. In 2022, the Group's activities were higher in general, which also gave rise to increased consumption. Moreover, the effort to increase the data basis and improve the completeness of such data resulted in more extensive data. As regards scope 1 emissions, an additional number of data sources was

identified, and therefore the Group adjusted the data for 2021 to include them. As regards scope 2 emissions, electricity and heating consumption from the Group's construction sites where we pay for consumption ourselves was included for the first time.

In 2022, the Group made its first scope 3 climate accounts which identify emissions from seven out of the 15 scope 3 categories of the GHG Protocol. Total scope 3 emissions were 98,322 tonnes CO₂e, equivalent to 87% of total Group emissions. The category "Purchased goods", in particular, was of major importance to the climate accounts since it accounted for 78% of the total emission of greenhouse gases.

In 2023, the new data insight will be used for the preparation of reduction strategies for all the Group's business units.

SCOPE 1, 2 AND 3 GREENHOUSE GAS EMISSIONS 2022

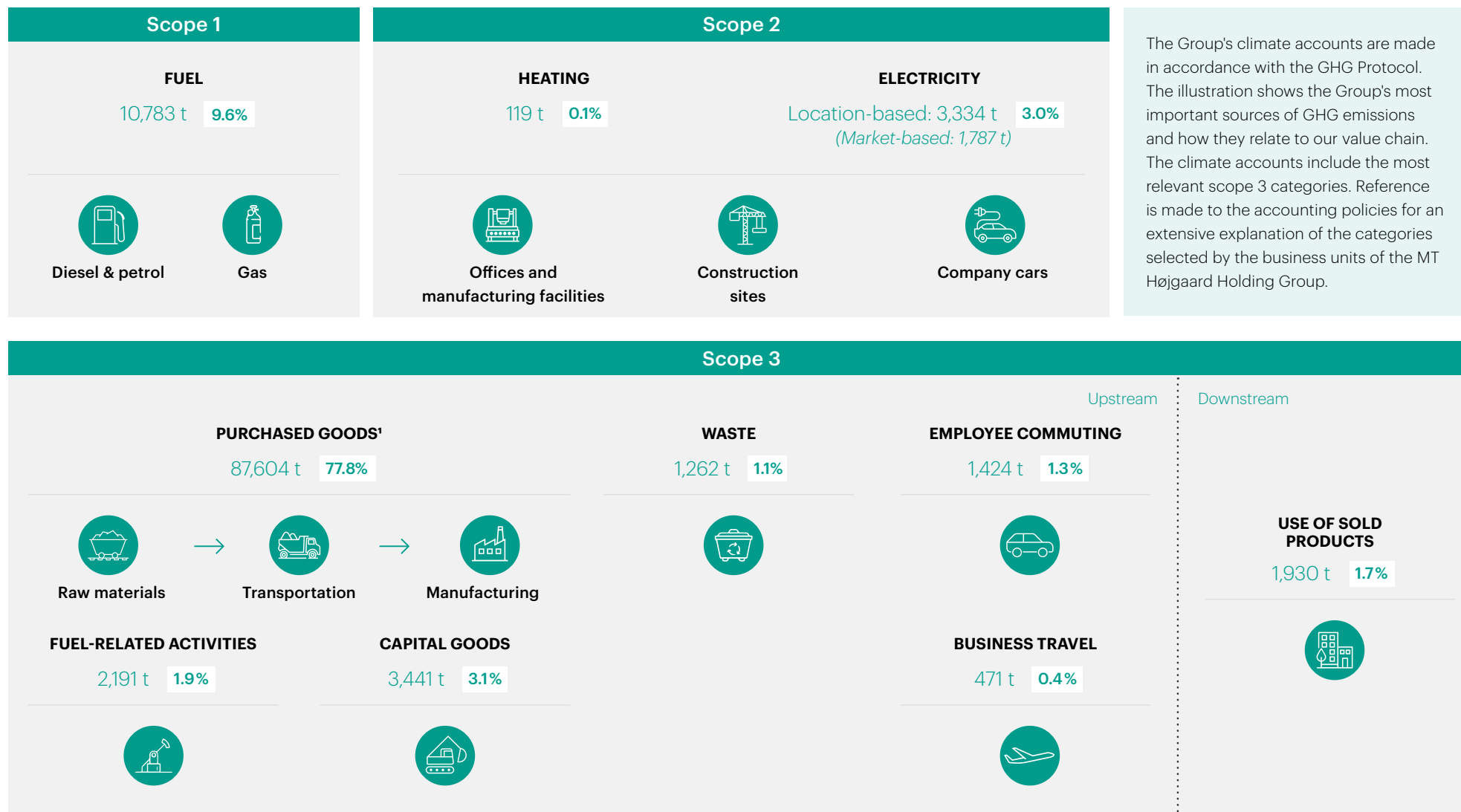


SCOPE 1, 2 AND 3 GREENHOUSE GAS EMISSIONS 2022

	SCOPE 1	SCOPE 2	SCOPE 3
MT Højgaard Holding	8	76	61
MT Højgaard Danmark	5,064	1,244	50,017
Enemærke & Petersen	2,943	1,284	16,256
Scandi Byg	579	422	24,724
MT Højgaard International	2,165	316	5,317
MT Højgaard Property Development	24	111	1,947

	UNIT	2022	2021
Scope 1 greenhouse gas emissions	Tonnes	10,783	5,887
Scope 2 greenhouse gas emissions	Tonnes	3,453	1,363
Scope 3 greenhouse gas emissions	Tonnes	98,322	Not calculated
Emission intensity scope 1 and 2	Tonnes/mDKK	1.6	1.0
Emission intensity scope 3	Tonnes/mDKK	11.0	Not calculated

Emissions in our value chain



¹ Under the GHG Protocol, CO₂e emissions from biogene sources must be reported separately from the climate accounts to provide an accurate and transparent picture of the Group's emissions. As a result, purchased materials with neutral or negative emissions are not included in the overall climate accounts. Total emissions from the biogene materials purchased by the Group are negative (-48,798 tonnes of CO₂e).



CIRCULAR ECONOMY

We need to ensure that the life cycle of buildings is seen from a circular perspective, taking all phases into account – from design and choice of materials to future reuse of building elements after dismantling.

Due to the global greenhouse gas emissions and resource pressure generated by the construction industry, the industry carries a responsibility for improving resource utilisation efficiency, regardless of where its activities are carried out. In Denmark alone, according to the Danish Environmental Protection Agency, 40% of all waste is generated by the construction and civil engineering industry. The basic principle of a circular economy is to keep materials and products in the economic cycle at the highest value for as long as possible. Circular solutions for construction projects must be considered and incorporated already in the design phase to enable us to construct flexible and adaptive buildings which can be adjusted as needed, thus increasing their life. We also have to work resource-efficiently, increasing the share of reused and recycled materials. Circularity cannot be achieved by one player alone. It depends on partnerships throughout the value chain.

SELECTED ACTIVITIES AND RESULTS IN 2022

In 2022, the Group launched a major waste optimisation project which includes the mapping and monitoring of waste data on construction sites. The initiative also includes close dialogue with the Group's business partners in the waste management area, as we are seeking to increase the share of reusable, recyclable or recoverable waste. In 2022, we also focussed on initiatives relating to correct waste separation on construction sites and waste reduction initiatives.

The Group's total recirculation rate (reuse, recycling and recovery of materials) was 69.1% in 2022, compared with 57.6% in 2021, which brings us close to our 70% target for 2023. These figures cover large differences between the business units. The Group's two largest business units, MT Højgaard Danmark and Enemærke & Petersen both improved their recirculation rates between 2021 and 2022: MT Højgaard Danmark from 59.8% to 70.1% and Enemærke & Petersen from 59.0% to 64.9%. The recirculation rate of MT Højgaard International was 16.6%, compared with 8.6% in 2021, which has a negative effect on the Group's overall result. The reason for the low recirculation rate is the lack of local infrastructure for recycling and recovery and the limited registration of data.

The Group will launch a number of initiatives in 2023 in the areas of waste minimisation, separation and recirculation.

69.1%

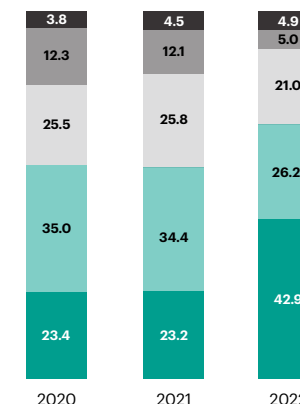
of the Group's waste is prepared for recirculation

The recirculation of building materials creates value as a result of lower environmental impact and costs. Due to the increasing prices of materials and energy and the decreasing limits for CO₂e emissions, it is necessary to consider circular solutions which must be developed by players across the entire industry. In recent years, the Group has entered into a number of partnerships aiming at developing circular solutions and, in 2022, Enemærke & Petersen purchased 20% of Genbyg, a DIY centre focusing on recyclable materials. The purpose is to create an ecosystem which ensures large-scale recycling of both dismantled materials and unused surplus materials.

To enable the increased reuse of building materials, it is important to design and assemble the building elements in a manner allowing for separation and recirculation. As a result, the Group launched a number of initiatives to strengthen the integration of separable designs into construction projects in order to allow structures to better meet the needs of the future and to be dismantled for reuse or recycling purposes.

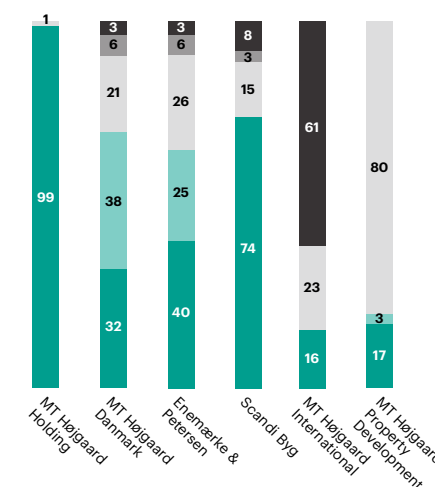
HANDLING OF THE GROUP TOTAL WASTE OVER TIME

Share (%)



HANDLING OF WASTE ACROSS BUSINESS UNITS 2022

Share (%)



■ Landfill ■ Mixed waste ■ Incineration
■ Materials recovery ■ Reuse and recycling

	UNIT	2022	2021
Waste recycling	%	69.1	57.6



COLLABORATION AND CERTIFICATION

Certifications play a key role in the MT Højgaard Holding Group's work towards the green transition as they put sustainability on a formula and provide the framework for a constructive collaboration process from start to finish.

In our experience, sustainable solutions must be incorporated at an early stage of each project, which calls for close dialogue and trusting collaboration. As contractors, we play a central role as a sparring partner and consultant to the client.

Voluntary certifications, such as DGNB and the Nordic Swan Ecolabel, are used more and more frequently to verify the sustainability of a project and support the dialogue on which solutions create the most value for the customer. Our Group has vast experience and expertise in sustainability certifications. In the construction projects developed by us, we often use the DGNB certification. Our modular buildings are certified with the Nordic Swan Ecolabel as a standard.

SELECTED ACTIVITIES AND RESULTS IN 2022

The Group is experiencing a heavily increasing demand for sustainability certifications, especially DGNB and the Nordic Swan Ecolabel. In 2022, the Group's business units were involved in 38 projects with pre-certification or certification under the three recognised standards: DGNB, the Nordic Swan Ecolabel and BREEAM. This was an increase from 31 projects in 2021, which shows that sustainability certifications have become an integral part of our way of building.

In five projects, more than one Group company was involved, e.g. MT Højgaard Property Development as client in a project carried out by MT Højgaard Danmark. Out of total Group revenue, revenue from projects that are either registered for certification, pre-certified or certified accounted for 33.8%, which was a significant increase compared with 21.5% in 2021. As a result, our target for 2023 of 30% revenue from certified projects was met.

We invest in certification training courses for our employees and, by now, our knowledge of sustainability in the construction process is quite solid. In 2022, a special focus area was to pass on knowledge about certification requirements to the construction sites to ensure their integration into the construction process,

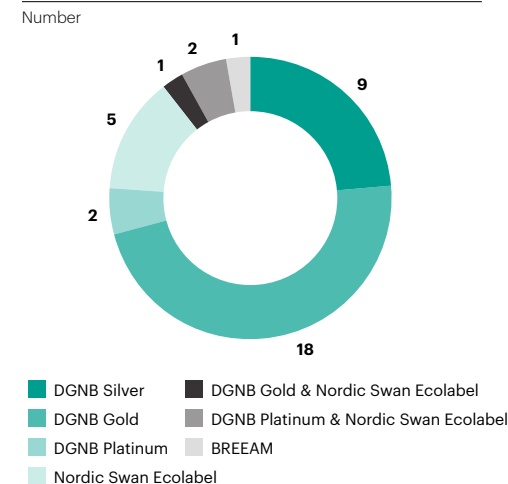
57.2%

increase in revenue share from certified projects

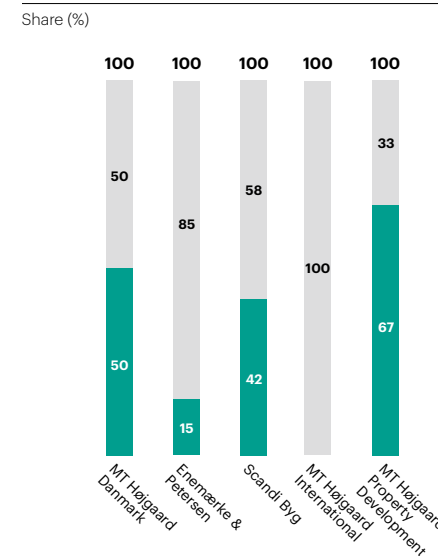
rather than having the certification process driven by sustainability specialists. At the same time, we worked to increase the efficiency of the certification process, e.g. by introduction of standard procedures, preparation of documentation and allocation of responsibility.

Collaboration with educational institutions was also high on the agenda in 2022, when a number of sustainability and innovation partnerships were launched, including partnerships with the Department of the Built Environment of Aalborg University and the construction information centre Molio.

SUSTAINABILITY CERTIFICATIONS 2022



REVENUE FROM PROJECTS WITH SUSTAINABILITY CERTIFICATION 2022



	UNIT	2022	2021
Number of sustainability certification	Number	38	31
Revenue from projects with sustainability certification or pre-certification	%	33.8	21.5

Note: Revenue is including Scandi Byg

The Group's EU Taxonomy work

In 2022, we made a targeted effort to create transparency and a common language for our customers and business partners with regard to the EU Taxonomy, and to ensure that our efforts to promote sustainable development contribute to the green transition.

As a listed company, the MT Højgaard Holding Group is subject to EU Taxonomy reporting requirements. The EU Taxonomy consists of a number of industry-specific technical requirements within six climate and environmental objectives combined with selected minimum social safeguards. The criteria are intended to create a common definition of the economic activities that contribute to the green transition. The Group must report annually on the taxonomy-eligible share of our activities and the taxonomy-aligned share of our activities. For the MT Højgaard Holding Group, the economic activities consist of construction and civil engineering projects, and the individual projects are therefore reviewed for compliance with the technical screening criteria. Compliance with the taxonomy requirements for minimum social safeguards is documented at company level.

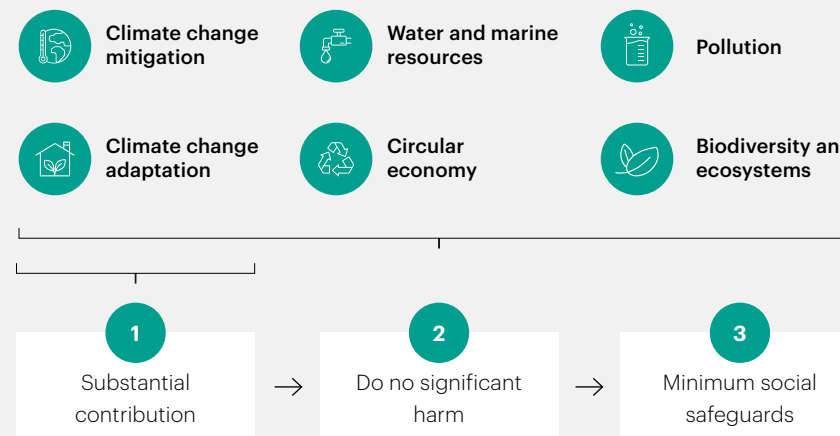
However, the Group does not only work with the taxonomy because we are subject to statutory reporting requirements. We use it actively as a lever for implementation of climate and environmental initiatives that can improve our products and processes even further. At the same time, we work with the taxonomy as a tool to strengthen collaboration in the value chain.

INTERPRETATION OF SCREENING CRITERIA

Being an EU regulation, the EU Taxonomy is directly applicable and therefore has not been implemented into Danish law. As a result, as of yet, there is no official interpretation of what alignment with the EU Taxonomy is in a Danish context or the degree of documentation which is necessary. Due to the lack of guidelines and consensus in the industry on how to interpret the EU screening criteria, it has been necessary for us to issue an interpretation within each of the activities where the Group generates a turnover, and thus from where CAPEX and OPEX derive. In particular, there is uncertainty on how to interpret the documentation requirements for the environmental objective mitigation of pollution. The Group's interpretation has been issued to be able to perform the Taxonomy screening in practice, and it has been issued after consultation with experts. We are participating actively in a number of expert groups on the subject, and this work will continue in 2023. We are aware that it may be necessary to adjust our assumptions and interpretations in 2023 if it turns out that they differ from new official EU guidelines or industry guidelines.

The taxonomy establishes six environmental objectives as shown in the figure. In order to be classified as sustainable, an economic activity must contribute substantially to at least one environmental objective without, at the same time, harming other environmental objectives.

Furthermore, the activity must comply with a number of minimum social safeguards, including the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.



So far, the EU has only defined how enterprises can make a substantial contribution to the first two environmental objectives, more specifically climate change mitigation and adaptation. Of these, mitigation has proved the most rele-

vant environmental objective for the Group in the vast majority of cases. We believe that our activities are being carried out in accordance with the minimum social safeguards.

EU TAXONOMY REPORTING PER BUSINESS UNIT

ECONOMIC ACTIVITIES 2022	ELIGIBLE			ALIGNED		
	TURNOVER	CAPEX	OPEX	REVENUE	CAPEX	OPEX
	%	%	%	%	%	%
Taxonomy-eligible activities	85.2	79.7	46.4	5.8	6.3	2.4
MT Højgaard Danmark	81.0	87.9	81.3	4.0	2.2	4.0
Enemærke & Petersen	93.2	90.7	99.4	7.3	3.8	7.8
MT Højgaard International	72.8	71.9	31.0	9.2	8.5	1.2
Scandi Byg	91.9	91.9	91.9	5.0	5.0	5.0
MT Højgaard Property Development	79.2	0.0	0.0	7.7	0.0	0.0
	NON-ELIGIBLE					
	TURNOVER	CAPEX	OPEX			
	%	%	%			
Non-Taxonomy-eligible activities	14.8	20.3	53.6			
MT Højgaard Danmark	19.0	12.1	18.7			
Enemærke & Petersen	6.8	9.3	0.6			
MT Højgaard International	27.2	28.1	69.0			
Scandi Byg	8.1	8.1	8.1			
MT Højgaard Property Development	20.8	0.0	0.0			
Total eligible and non-eligible activities	100	100	100			

Screenings performed for the purpose of establishing whether projects are taxonomy-aligned have been based on the Group's interpretation which also sets out specific documentation requirements. A summarising status on the Group's work with the six environmental criteria can be found on page 20, where, to save space, focus is on the Group's two large categories: New builds and refurbishment.

INITIATIVES AND RESULTS IN 2022

Based on the technical screening, the share of taxonomy-eligible and taxonomy-aligned

turnover, investments/CAPEX and operating costs/OPEX, see the EU definition, is reported. Taxonomy-aligned turnover is the most strategically relevant KPI for the Group, as our business model does not require heavy investments and operating costs relating to assets.

Taking the Group's activities as a whole, 85% of turnover is taxonomy-eligible, broken down on 13 different EU activity categories. 5.8% of Group turnover is taxonomy-aligned, and all business units contribute to the alignment percentage. The taxonomy-aligned projects concern four EU-defined activities: constructi-

on of new buildings, refurbishment of existing buildings, infrastructure for water transport and production of heating. The company with the highest alignment percentage is MT Højgaard International at 9.2% of turnover, which is attributable to a district heating project in Greenland and a coastal protection project in the Maldives. MT Højgaard Property Development has generated turnover on two taxonomy-aligned projects (7.7%); Enemærke & Petersen has achieved alignment on two refurbishment projects (7.3%); Scandi Byg on three new build projects (5.0%); and MT Højgaard Danmark on two construction projects (4.0%).

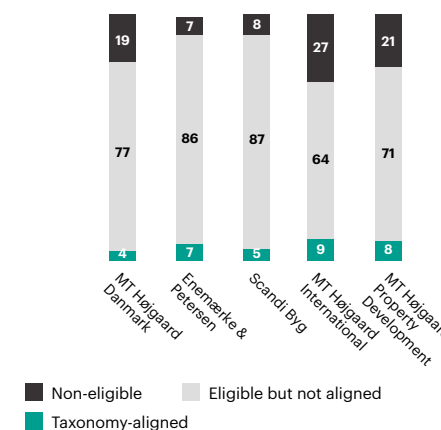
The highest degree of alignment is found in the category of refurbishment, closely followed by new builds. The Group has an expectation and ambition to increase alignment within these two categories in particular. A large potential has been identified in new build projects with pension funds as clients, as pension funds are also subject to the EU Taxonomy reporting requirements. To this should be added major refurbishment projects with a focus on energy efficiency.

The Group companies are working actively to implement initiatives designed to ensure that more projects will be aligned with the EU Taxonomy criteria. The business units are especially dependent on the client's ambitions. 2022 therefore saw a number of productive dialogues with clients as to how, using early screening, we can initiate initiatives to ensure alignment with all the EU Taxonomy requirements. At the same time, we worked on tools and processes in 2022 which will help us document alignment and increase the efficiency of the screening process.

Overall, 79.3% of Groupturnover is taxonomy-eligible, but not taxonomy-aligned. Within eight of the 13 EU categories where the Group has activities, none of the Group's projects are taxonomy-aligned. The projects in question are infrastructure and supply

TURNOVER FROM TAXONOMY-ELIGIBLE AND TAXONOMY-ALIGNED ACTIVITIES 2022

Share (%)



EU TAXONOMY REPORTING PER ACTIVITY TYPE

ECONOMIC ACTIVITIES 2022	ELIGIBLE		ALIGNED	
	TURNOVER		TURNOVER	
	mio. DKK	%	mio. DKK	%
Taxonomy-eligible activities	7,618.8	85.2	523.0	5.8
Construction of new buildings (7.1)	4,446.4	49.7	222.7	2.5
Renovation of existing buildings (7.2)	2,556.4	28.6	241.4	2.7
Installation of energy efficient equipment (7.3)	43.8	0.5	0.0	0.0
Installation of charger stations for vehicles (7.4)	1.2	0.0	0.0	0.0
Installation of instruments to control energy performance of buildings (7.5)	1.5	0.0	0.0	0.0
Infrastructure for personal mobility, cycle logistics (6.13)	1.1	0.0	0.0	0.0
Infrastructure for rail transport (6.14)	132.0	1.5	0.0	0.0
Infrastructure enabling road transport and public transport (6.15)	28.4	0.3	0.0	0.0
Infrastructure for water transport (6.16)	371.3	4.2	41.1	0.4
District heating/cooling distribution (4.15)	16.5	0.2	0.0	0.0
Production of heat/cool using waste heat (4.25)	17.9	0.2	17.9	0.2
Construction of supply systems (5.1)	1.3	0.0	0.0	0.0
Professional services related to energy performance of buildings (9.3)	0.9	0.0	0.0	0.0
Non-Taxonomy-eligible activities	1,326.7	14.8		
Total eligible and non-eligible activities	8,945.5	100		

projects and projects for the improvement of the energy performance of buildings. There can be several reasons why a project does not align with the taxonomy criteria. For a number of projects, it has not been possible to obtain the necessary documentation, either because we were not aware of the new requirements at the start-up of the construction process or because another player is responsible for that part of the process. This may result in a lack of access to documentation of water fittings, for example. For the majority of the projects, the reason is that they are not compliant with one or more screening criteria. Any failure to comply with one requirement will render the entire

project non-compliant. An often seen example is that new builds do not achieve an energy framework calculation which is 10% lower than the requirements of the Building Regulations BR18. The reasons for this are that many projects with turnover in 2022 were designed before the EU Taxonomy requirements were known. At the same time, a large part of the Group's clients are not subject to taxonomy reporting requirements (e.g. public-sector clients), and therefore they do not have any direct incentive to invest in alignment initiatives.

14.8% of the Group's economic activities does not fall within an EU-defined activity

category and is therefore registered as taxonomy-non-eligible. Non-eligible activities include a number of infrastructure projects focused on car driving, minor service tasks and the manufacture of site huts, revenue generated by divestment of companies and leasing of properties classified as current assets.

5.8%

of the Group's turnover is aligned with the EU Taxonomy

MINIMUM SOCIAL SAFEGUARDS

As specified in the EU Taxonomy Regulation, projects can be classified as environmentally sustainable only if the Group has procedures in place supporting that the activities are carried out in accordance with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

The MT Højgaard Holding Group has reviewed a broad section of its existing policies, processes and mechanisms concerning human rights, bribery, taxes and fair competition for compliance with the minimum social safeguards. The conclusion is that the Group is working in accordance with the minimum social safeguards of the EU Taxonomy. A number of focus areas have been defined to improve our approach to this area. The focus areas have been presented to the Executive Board, and they are included in the planned work for 2023. In 2023, we will focus particularly on strengthening risk assessments and effective systematic monitoring of potential and actual negative impacts. Further information on the Group's work in this area can be found on page 24.

COMMENTS ON GROUP ALIGNMENT

A large part of the Group's projects have been screened for alignment with the EU Taxonomy criteria and identification of potentials and action areas in our work going forward. The status on each of the six environmental criteria is described below with a particular focus on the Group's two large categories: new builds and refurbishment.

Criterion for significant contribution



CLIMATE CHANGE MITIGATION

● Alignment
● Difficulty

Requirements concerning the energy consumption of new build and refurbishment projects and air tightness testing are deemed to be met by a number of the Group's projects. This applies in particular to projects for which sustainability targets have been set. In 2022, life cycle assessments were mainly carried out in connection with certifications, but they are expected to become more widespread from 2023 when they become a legal requirement. We therefore expect that a considerable proportion of the Group's projects will comply with this criterion from 2023. For infrastructure projects and minor refurbishment projects, alignment will depend, to a greater extent, on whether the activities are within the scope of the taxonomy.



PROTECTION OF WATER AND MARINE RESOURCES

● Alignment
● Difficulty

Generally speaking, the requirements set out in the Danish legislation on environmental impact screening and reporting leave Danish construction projects in a good position with regard to alignment with requirements concerning environmental impact – including water resources. Residential projects are exempt from the water consumption requirements and therefore comply with this criterion in principle. The opposite is true of non-residential projects where the limits for water-consuming installations are in many cases exceeded for one or more types of installation. Future alignment will depend on whether the requirement values for water flow are agreed in an early dialogue with the customer.



TRANSITION TO A CIRCULAR ECONOMY

● Alignment
● Difficulty

The Group's projects comply with the Executive Order on Waste and thus help to ensure that waste is sorted correctly and that materials are prepared for reuse, recycling and recovery, if possible. However, not all projects currently meet the 70% requirement, even though recirculation of waste is a central KPI. Going forward, the waste management companies used by the Group will be a separate focus area as they are responsible for ensuring that sorted waste from the construction sites is reused and recycled as much as possible. In 2022, a common tool for assessment and integration of circular design based on ISO 20887 was prepared, which can be used for all projects.



POLLUTION CONTROL

● Alignment
● Difficulty

Parts of the requirements applicable to the chemical content of and emissions from materials are already incorporated into Danish and European legislation, and projects with building materials and components that are traded in the EU should therefore comply with most of the requirements on chemical content. As regards the remaining requirements, there is still no officially approved interpretation of what is required for a project to be aligned. There is also uncertainty as to how the threshold values for VOC and formaldehyde should be documented. In future, there will be particular focus on ensuring that company policies and contractual documents make clear the suppliers' obligations relating to screening and documentation of chemicals in building materials. Measures for reducing the emission of noise, dust and pollutants in construction sites are part of the work to achieve a safe workplace and therefore form part of any project's health and safety plan.



CLIMATE CHANGE ADAPTATION

● Alignment
● Difficulty

An overall climate risk and vulnerability assessment in the format required by the EU is not yet an integral tool of the Group's projects. Climate parameters are often considered in isolation within the relevant disciplines and to some extent in municipal planning and in connection with DGNB certifications. The Group has developed a standard tool for the assessment of climate risk and vulnerability which may be applied to all projects and, going forward, this is a focus area to enable integration in the early planning phases.



PROTECTION OF BIODIVERSITY

● Alignment
● Difficulty

In line with the requirements under Water and Marine Resources, requirements on environmental impact screening and reporting which cover such aspects as the assessment of possible impact on protected areas, including Natura 2000 sites, are set out in Danish legislation. It is therefore primarily the siting of projects on agricultural land, greenfield sites and woodland that may limit alignment with this criterion. In future, it will be important to have these concepts defined in more detail in order to identify areas that do not comply with the requirements.

ALIGNMENT: To what extent do our current projects comply with EU requirements?











- The criterion is only complied with to a limited extent or not at all.
- The criterion is complied with on many of the Group's projects.
- The criterion is complied with on most of the Group's projects.

DEGREE OF DIFFICULTY: What is needed to comply with the requirements in future?

- Compliance will require targeted efforts in several areas.
- Compliance will require targeted but limited efforts.
- Compliance will require minor adjustments.

Group stakeholders

Through the development, planning and performance of construction and infrastructure projects and services, we impact society and the communities around us. We have many different stakeholders from both inside and outside our value chain. Our stakeholder approach and interaction with them are central to our business strategy and our ambition to have a positive impact on society. The priority attached to our sustainability initiatives is based on dialogue with our stakeholders.

STAKEHOLDERS	CENTRAL AREAS OF INTEREST	HOW WE INTERACT
 Shareholders, investors and banks	Responsible business conduct Financial performance Risk management	<p>We have an open and trusting dialogue with our financial stakeholders and keep them informed in time of all relevant matters, results and risks by means of company announcements, annual and interim financial reports and general meetings.</p>
 Clients	Collaboration and partnerships Price, time and quality Certifications	<p>We are in close dialogue with clients concerning financial matters, environmental impact, social factors and possible solutions to challenges when they arise. Collaboration and partnerships characterised by early involvement and close dialogue are gaining momentum in the Group and have led to good results.</p>
 Consultants and advisors	Construction and development projects Sustainability advice	<p>Early involvement of architects and consultants/advisors is vital to many projects. Through frequent dialogue, we seek to find innovative solutions, thus improving the sustainability of each project.</p>
 Suppliers and sub-contractors	Framework agreements, price, time and quality Sustainable products and data Labour rights	<p>Our suppliers and sub-contractors are subject to an obligation to act responsibly, which is supported by Group screening processes and policies. We impose stricter and stricter requirements on our suppliers, and in particular the ability to provide solutions and data for the Group's environmental and climate initiatives constitutes a focus area.</p>
 Local communities and end-users	Influence on end-product Considerations shown during construction process Local labour	<p>By carrying out high quality projects which are respectful of the local environment, we strive to leave a positive footprint in the areas in which we operate. To the highest extent possible, we involve local communities and end-users in our projects by means of consultations, local committees and neighbour information and by recruiting in the community.</p>
 Employees	Career opportunities Working environment Diversity and inclusion	<p>We want to create a safe, secure and inspiring framework for our employees through a safe working environment, focus on diversity and inclusion as well as attractive career opportunities, which are underpinned by e.g. training courses for our employees and specific ambitions for further education of our employees.</p>
 Public authorities	Legislation and regulation Job creation and economy	<p>The political focus on environmental sustainability in the construction and civil engineering industry, in particular, is gaining momentum. We value regulatory initiatives such as the EU Taxonomy, the Voluntary Low Emission Class and the Voluntary Sustainability Class as they make our sustainability work more concrete. We engage in regular dialogue with public authorities and are aware of our social responsibility.</p>
 Educational institutions	Research and innovation Training posts	<p>We collaborate with educational institutions concerning training posts, research projects and various education fairs. We take responsibility and contribute to the education/training of skilled workers and salaried employees. This is e.g. reflected in the creation of apprentice and graduate programmes as well as industrial PhD programmes.</p>
 Media	Management Economy and market Sustainability	<p>We seek to engage in constructive, transparent and fact-based dialogue to ensure that our conduct, ambitions and activities in the market are reflected correctly. We therefore give interviews, answer questions and make public statements, if relevant.</p>
 Interest groups and trade organisations	Industry trends Legislation and political interests	<p>We interact with interest groups and trade organisations to promote the sustainability agenda and the competitive conditions of the industry and to share knowledge in the sustainability area.</p>

MATERIALITY ASSESSMENT

Dialogue with stakeholders

We make an effort to understand our internal and external stakeholders' expectations to the Group's sustainability commitment, both in relation to our day-to-day operations and our long-term strategy. Through dialogue with our stakeholders, we identify their expectations to us as regards the issues which are considered most relevant to the Group. The interaction is made through several channels, including in particular the day-to-day business activities, management dialogue, interviews and participation in forums and networks.

Materiality assessment

Going forward, the Group will perform a materiality analysis every year to identify and set priorities for the sustainability issues that are most important to our key stakeholders and to our ability to execute our strategy.

In 2022, we performed a materiality analysis which identified 14 material sustainability issues, divided into the following categories: E – Environment and climate, S – Social and G – Governance. The analysis took internal stakeholders into account, including regular interaction, qualitative interviews and quantitative investigations. The matrix illustrates the importance attached to the sustainability issues by our stakeholders and their importance to our ability to do business.

The materiality analysis guides the Group's sustainability focus and our reporting going forward. Climate changes are crucial to us, which is in line with the attention focussed on



● **ENVIRONMENT AND CLIMATE**

● **SOCIAL**

● **GOVERNANCE**

the issue by society and the construction industry. In addition to climate changes, circular consumption and a safe and healthy workplace have been identified as the most important sustainability issues for the MT Højgaard Hol-

ding Group. A responsible supply chain and working conditions are issues of increasing importance, and we will therefore give a high priority to the allocation of further resources to these areas in the years to come.

We continue to develop and update our materiality reporting in accordance with the recently adopted CSRD directive.

MATERIAL SUSTAINABILITY ISSUES

Based on the materiality analysis, we implement initiatives on a regular basis. In our assessment, eight of the 14 sustainability issues emphasised are particularly important and are therefore described here.

RISKS	DESCRIPTION	INITIATIVES
Climate change	As a business enterprise, we are required to reduce GHG emissions to maintain our competitiveness. New legislation may result in new construction process requirements, and the transition to a low-emission economy may give rise to considerable costs. Climate changes may also lead to a scarcity of resources and supply chain disruptions. In the long term, changed weather patterns will become a risk factor.	We continue our work to reduce GHG emissions and integrate climate considerations into our strategic decision-making processes. In 2022, the Group worked to collect and report on climate and environmental data to an even higher degree. The Group prepared its first scope 3 climate accounts, which will form the basis of the reduction strategies for 2023 formulated by all the Group's business units. We are working to integrate ambitious climate targets in the early phases of projects, and in many projects we prepare our own LCAs. This provides a basis for mapping emission reduction initiatives.
Circular consumption	In the near future, we will see a scarcity of materials, and in the past year we have experienced price increases and supply challenges. Therefore, we need to use resources more efficiently. Inefficient utilisation of energy and materials leads to both negative environmental impacts and cost increases.	The Group companies have committed themselves to increasing their waste recycling rates (reuse, recycling and recovery) to 70%. This is an ambitious target, which we will achieve by choosing the right materials, increasing sorting, forming partnerships and reducing the total amount of waste. The target requires close collaboration with suppliers, and the Group will invest in this effort in the coming years.
Energy consumption	In the construction and civil engineering sector, energy consumption is a significant contributor to GHG emissions, in particular in connection with the operation of equipment and machinery. Therefore, energy efficiency is central to lowering our energy consumption.	Our goal is to reduce our energy consumption. For a number of years, the Group has worked to reduce our energy consumption during the building phase and change to low emission energy sources. This is an action area that will continue for a number of years.
Safe and healthy workplace	When personal injury, accidents, bullying and stress occur, it has an impact on employees and subcontractors. For the individual employees, an unsafe and unhealthy workplace may have serious consequences. For the Group, it may result in project disruptions or high costs which may affect our performance and our ability to attract customers and employees.	Our goal is to be a healthy workplace with zero accidents. This makes high demands on correct training and safety equipment, aids and a culture in which employee health and safety has the highest priority. Concrete plans, routines and systems for preventing and dealing with accidents or near misses have been implemented in all the companies.
Discrimination and diversity	Traditionally, our sector has been male-dominated, which constitutes a challenge for the Group in terms of gender diversity.	Diversity and inclusion are an integral part of our recruitment initiatives and employee development processes. Even though we have a higher proportion of women than the construction industry in general, we have set targets to increase the proportion of women at all Group levels.
Responsible supply chain	A responsible supply chain means ensuring that suppliers and other business partners comply with the legislation and standards applicable to labour, human rights and the environment. In the construction sector, a responsible supply chain is particularly important as activities often involve a large number of suppliers, potentially located in countries with other standards or limited enforcement of legislation.	Our customers can trust us to ensure that we maintain a strict focus on responsibility throughout the value chain. We will continue to develop our due diligence process where we identify, prevent and remedy negative impacts on human rights as well as the climate and environment in dialogue with the relevant stakeholders.
Working conditions	It is essential to safeguard our employees' legal and ethical rights, including a fair salary and working hours. This is also one of the criteria which must be in place to attract and retain talented employees.	All stakeholders may report breaches of labour rights via the Group's whistleblowing scheme. In the Group companies which use foreign labour, there is an extra focus on working conditions and a number of integration initiatives have been implemented.
Ethical business practices and anti-corruption	Ethical business conduct is crucial to ensuring fair decision-making processes. With strong ethical business practices and anti-corruption measures in place, we are better positioned to succeed in a competitive market.	We do not accept unethical business conduct or corruption. Our compliance system is intended to ensure that employees do not engage in any kind of corruption, fraud, deception and breach of the Danish Competition Act. We have prepared training programmes for both existing and new employees to ensure compliance with our policies. We have set up complaints mechanisms for the reporting of suspected or known illegal and criticisable conduct.

Corporate responsibility and human rights

In the MT Højgaard Holding Group, we want our management and employees to act in an ethically acceptable manner, to assume social responsibility and to respect human rights. We implement and maintain responsible business practices and collaborate with our business partners to facilitate high supply chain standards.

As a Group, we are required and also have a strong wish to act professionally, fairly and with integrity in all our activities. We do not accept unethical conduct in any way, and we believe that firm integration and regular monitoring of ethical guidelines constitute a fundamental part of our corporate responsibility.

CODE OF CONDUCT AND OTHER POLICIES

Propriety and decency are part of how we do business. As a minimum, we comply with local legislation in the countries where we perform our activities, and all Group employees are subject to our Code of Conduct and are required to acquaint themselves personally and comply with the Code of Conduct in practice. The Code of Conduct aims at ensuring an acceptable business conduct, supporting a fair, safe and healthy working environment and ensuring that working conditions comply with internationally recognised human rights principles and standards. We do not accept corruption, anti-competitive conduct and other unlawful acts, internally or externally.

We have prepared training programmes for both our existing and new employees to ensure compliance with our policies. Our Group encourages clients, business partners, suppliers and employees to report any suspicion of criminal, unlawful and unacceptable matters as well as any breach of our Code of Conduct via our whistleblowing scheme. All concerns reported will be examined thoroughly, and the relevant measures will be taken.

SUPPLY CHAIN RESPONSIBILITY

We strive for sustainable conduct in our supply chain. Since our business partners constitute an important part of our business, we perform an individual assessment of each potential partner as to whether their standards are aligned with our expectations before entering into a business relationship. To do business with us, our suppliers must sign a Supplier Code of Conduct which has been developed in accordance with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. Moreover, we

expect our suppliers to comply with our Group standards, including the international human rights principles. As the regulatory pressure increases and our customers, investors and employees gain a broader understanding of our Group's responsibility for activities, we develop our policies for a responsible and sustainable supply chain.

RESPECT FOR HUMAN RIGHTS

As a signatory to the UN Global Compact, MT Højgaard Holding is required to comply with the 10 fundamental principles in the areas of human rights, labour, environment and anti-corruption. We also act in accordance with the UN Guiding Principles on Business and Human Rights and the UN Universal Declaration of Human Rights. Our responsibilities are described in our Code of Conduct, our Supplier Code of Conduct and our Human Rights Policy, which also comply with international guidelines, such as the ILO Declaration on Fundamental Principles and Rights at Work and the UN International Bill of Human Rights.

Although the risk of human rights violations can be considered as relatively low as regards the Group's own activities, human rights violations may occur throughout the entire value chain, and this stresses the importance of imposing requirements on our partners.

DUE DILIGENCE

We use a structured due diligence process in order to fulfil our responsibility and enforce human rights compliance. In 2022, we introduced an annual risk analysis identifying and arranging in order of priority any current and potential negative effects in the areas of human rights, labour, environment and anti-corruption. In 2023, we will launch a number of practical initiatives to take preventive measures concerning the findings of the risk analysis and, at the same time, we will be updating and streamlining compliance systems across the Group so as to be better equipped to communicate and impose increased requirements on our sub-suppliers.

>
SAMMENHOLDET
 MT Højgaard Danmark participates in Sammenholdet, a strategic partnership with Kemp & Lauritzen, Rambøll and LINK Arkitekter, with the Capital Region of Denmark as client.



Governance and management

The MT Højgaard Holding Group wants to obtain a more balanced representation of men and women at all levels.

This section comprises the Group's report on the diversity of the management bodies, see section 107 d of the Financial Statements Act, and parts of its report on the gender composition of management, see section 99 b of the Act. The remaining part of the report on gender diversity for managers with HR responsibility reporting directly to the Executive Board, see section 99 b of the Act, can be found on page 10. For further information, please refer to the Group's equal opportunities policy.

As regards the Board of Directors, the target is that 40% of the members elected by the general meeting should be women. This target has been achieved since 3 out of the 7 members of the Board of Directors elected by the general meeting are women, equivalent to 43%. A balanced gender composition of the Group's Board of Directors has thus been obtained. To achieve diversity in the composition of the Board of Directors, the Group strives for a broad composition as regards gender, age, professional background and experien-

ce. Management believes that this target has been achieved since these selection criteria were applied in connection with the election of members in 2022.

At present, the business units of the MT Højgaard Holding Group do not fulfil the criterion for balanced gender representation at the supreme management level since, according to the articles of association, the Board of Directors of each business unit consists of the Executive Board of the MT Højgaard Holding Group as well as a limited number of other management members or external candidates. The Executive Board of MT Højgaard Holding consists of a CEO and a CFO, who are both men, and therefore a balanced gender composition of the Board of Directors of each business unit cannot be achieved. As regards the business units which are subject to the statutory requirements concerning target

figures, 2025 targets are defined for female members elected by the general meeting. The targets vary between 20% and 50%, and they are shown in the table alongside the current composition.

At present, there are no women on the Executive Boards of the MT Højgaard Holding Group. No action was taken to change that situation during the year.



<

OEHLenschlÆGERSGADES SKOLE

As part of the TRUST partnership, Enemærke & Petersen has constructed a new five-storey building and refurbished the existing buildings of the school. The new building is classified as Building Class 2020 with low energy consumption and good indoor climate.

BOARD MEMBER	Meeting attendance
Carsten Dilling	●●●●●●●●
Morten Hansen ¹	●●●●●●
Anders Lindberg	●●●●●●
Christine Thorsen	●●●●●●●●
Pernille Fabricius	●●●●●●●●
Janda Campos	●●●●●●●●
Steffen Baungaard	●●●●●●●●
Peter Martin Facius	●●●●●●●●
Lars Tesch Olsen	●●●●●●●●
Stine Friis	●●●●●●●●

¹ Morten Hansen has been elected at the general assembly on the 16. march 2022

BOARD OF DIRECTORS GENDER COMPOSITION, % (number)

Reporting unit	Company	2023 target share of women	2022		2021	
			Women	Men	Women	Men
MT Højgaard Holding	MT Højgaard Holding A/S	50%	43% (3)	57% (4)	50% (3)	50% (3)
MT Højgaard Danmark	MT Højgaard Danmark A/S	20%	0% (0)	100% (4)	0% (0)	100% (3)
	MT Højgaard Vietnam Company Limited ¹	-	-	-	-	-
Enemærke & Petersen	Enemærke & Petersen A/S	50%	33% (1)	67% (2)	25% (1)	75% (3)
	NemByg A/S ¹	-	0% (0)	100% (5)	-	-
	Raunstrup A/S	20%	0% (0)	100% (3)	-	-
MT Højgaard International	Arssarnerit A/S ¹	-	0% (0)	100% (3)	0% (0)	100% (3)
	MT Højgaard Maldives ¹	-	0% (0)	100% (4)	0% (0)	100% (4)
	MT Højgaard Føroyar P/F ¹	-	0% (0)	100% (3)	0% (0)	100% (3)
	MT Højgaard Grønland ApS	25%	0% (0)	100% (3)	0% (0)	100% (3)
	MT Højgaard International A/S ¹	-	0% (0)	100% (5)	0% (0)	100% (5)
	R.T.S. Contractors SP/F ¹	-	0% (0)	100% (4)	-	-
MT Højgaard Property Development	MT Højgaard Property Development A/S ¹	-	0% (0)	100% (4)	0% (0)	100% (3)
Scandi Byg	Scandi Byg A/S	25%	0% (0)	100% (4)	0% (0)	100% (3)

¹ The company is not covered by the requirements for target figures, cf. the law amendment in § 99 b.

BOARD OF DIRECTORS GENDER COMPOSITION, % (number)

Reporting unit	Company	2023 target share of women	2022		2021	
			Women	Men	Women	Men
MT Højgaard Holding	MT Højgaard Holding A/S	50%	0% (0)	100% (2)	0% (0)	100% (2)
MT Højgaard Danmark	MT Højgaard Danmark A/S	10%	0% (0)	100% (2)	0% (0)	100% (2)
	MT Højgaard Vietnam Company Limited ¹	-	0% (0)	100% (1)	0% (0)	100% (1)
Enemærke & Petersen	Enemærke & Petersen A/S	20%	20% (1)	80% (4)	0% (0)	100% (2)
	NemByg A/S ¹	-	0% (0)	100% (3)	-	-
	Raunstrup A/S	20%	0% (0)	100% (3)	-	-
MT Højgaard International	Arssarnerit A/S ¹	-	0% (0)	100% (1)	0% (0)	100% (1)
	MT Højgaard Maldives ¹	-	0% (0)	100% (1)	0% (0)	100% (1)
	MT Højgaard Føroyar P/F ¹	-	0% (0)	100% (1)	0% (0)	100% (1)
	MT Højgaard Grønland ApS	0%	0% (0)	100% (1)	0% (0)	100% (1)
	MT Højgaard International A/S ¹	-	0% (0)	100% (1)	0% (0)	100% (1)
	R.T.S. Contractors SP/F ¹	-	0% (0)	100% (1)	-	-
MT Højgaard Property Development	MT Højgaard Property Development A/S ¹	-	0% (0)	100% (1)	0% (0)	100% (1)
Scandi Byg	Scandi Byg A/S	0%	0% (0)	100% (1)	0% (0)	100% (1)

¹ The company is not covered by the requirements for target figures, cf. the law amendment in § 99 b.

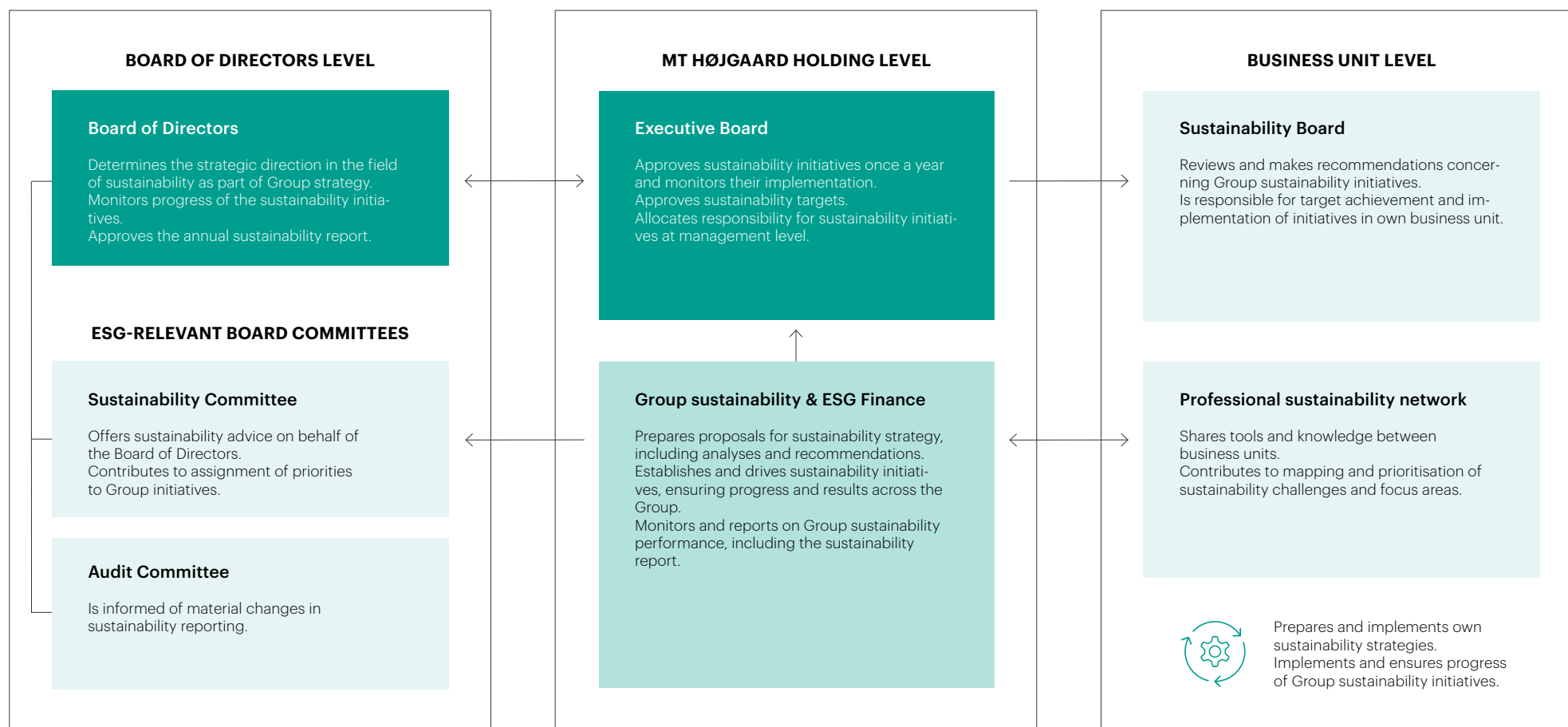


RULLESTENEN IN ROSKILDE

As part of the Musicon district in Roskilde, MT Højgaard Property Development and Scandi Byg are building the Rullestene cohousing community, which is made of wood and carries the Nordic Swan Ecolabel. The cohousing community consists of 47 owner-occupied dwellings and a large communal building, and there is a focus on sharing economy.

Governance structure

MT Højgaard Holding's governance structure in the field of sustainability fosters responsible and transparent decision-making. It also facilitates our efforts to fulfil the Group's social, environmental and governance-related ambitions.



Climate-related risks (TCFD)

MT Højgaard Holding wants to be open and transparent about the climate-related risks and opportunities identified in our business. This year, we therefore report on the basis of the TCFD (Task Force on Climate-related Financial Disclosures) recommendations for the first time. Next year, our reporting will include more extensive climate change scenarios for the identification of risks relating to our facilities, business model and supply chain.



GOVERNANCE

The Group's Board of Directors is in charge of the Group's overall climate-related risk management.

The Board of Directors regularly discusses the principal risks and any changes in those risks on the basis of quarterly reporting from the Executive Board. In 2021, a Sustainability Committee was set up to strengthen the Board of Directors' advisory role in this area. The Executive Board is responsible for assessing the climate-related risks and adjusting the initiatives, if relevant, together with the management of the business units.

Further information

A description of the Group's management structure in the sustainability area can be found on page 27.



STRATEGY

In 2022, MT Højgaard Holding made its first assessment of the risks and opportunities to which we may be exposed as a result of climate changes:

- Short-term risks: The fight for talent with sustainability skills and experience; political decisions, including increased reporting requirements and CO₂ taxes; insufficient climate data from suppliers
- Medium-term risks: Transition costs and unusable fossil fuel-driven assets; non-compliance with sustainability targets; shifts in market preferences away from our product types; scarcity of resources; supply chain disruptions
- Long-term risks: Damage to property as well as health and safety risks for the employees caused by extreme or shifting weather events

Further information

Our sustainability strategy can be found on page 8, and our report on climate and environmental initiatives on pages 13-14.



RISK MANAGEMENT

In 2022, the Group's climate risk assessment became integrated into our general risk management process, as described in the annual report. Formalised risk assessments, including climate and environmental risk assessments, are carried out by each business unit on a quarterly basis and reported to the finance department and the Executive Board of MT Højgaard Holding. The Executive Board reviews the overall risk assessment each year and adjusts the risk management principles, processes and activities as required, based on an analysis of the probability and potential financial impact of the risks identified. We strengthen our climate risk management processes on a continuing basis.

Further information

See page 34-36 of the annual report and the materiality analysis on page 22-23 of this report.



TARGETS AND DATA

For a number of years, the Group has calculated the direct GHG emissions from our own activities (scope 1) and the indirect emissions generated by the operation of facilities (scope 2). Our scope 1 and 2 reduction targets were set in 2021. In 2022, the Group prepared its first scope 3 climate accounts, which will be used for preparing reduction strategies for all the Group's business units in 2023.

Further information

The Group's climate targets are set out on page 9, and the reporting of direct and indirect emissions can be found on pages 13-14.

Business units



Enemærke & Petersen

Nationwide contractor specialising in new builds, refurbishments and building services as well as strategic partnerships

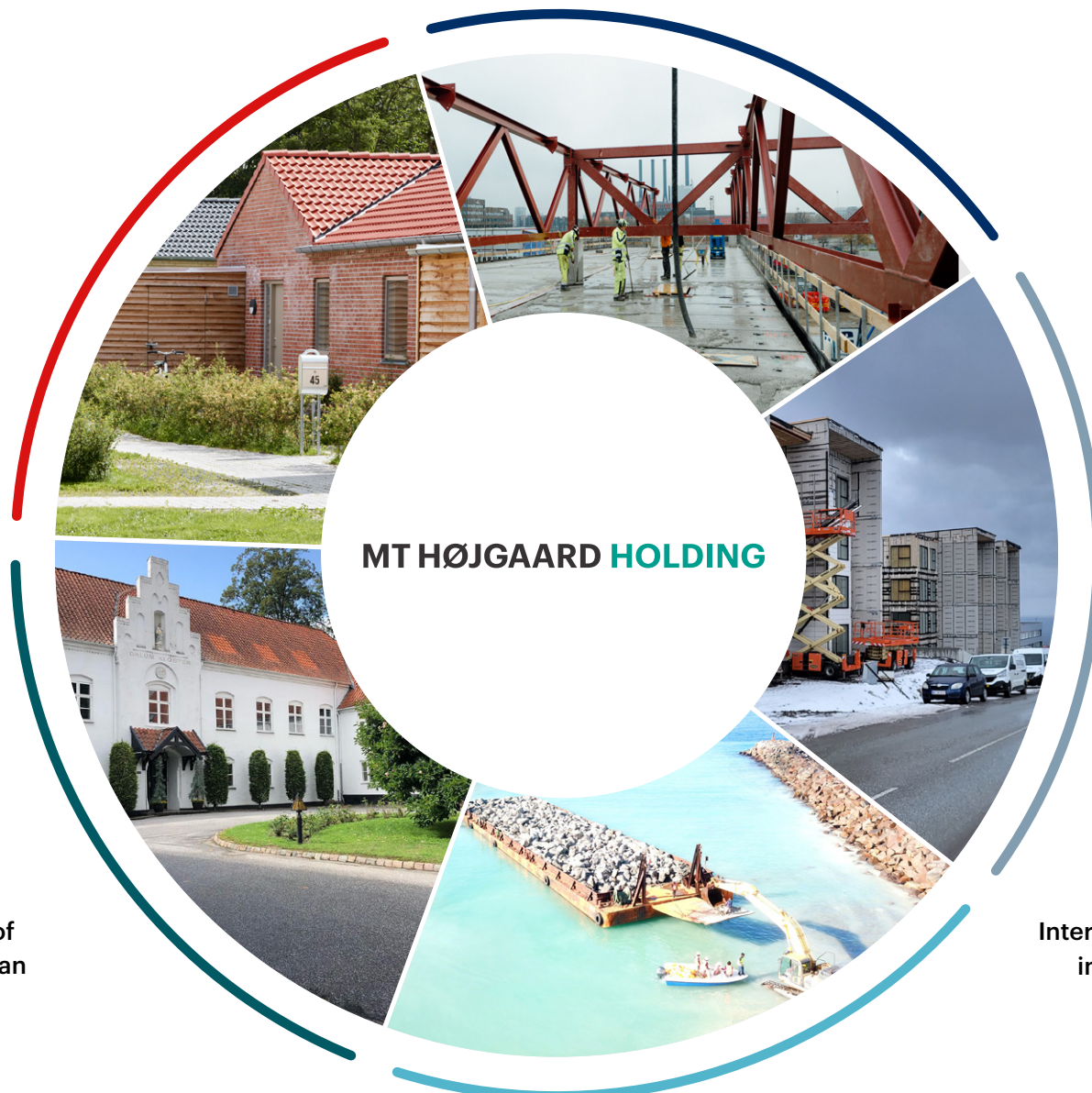
[Read more on page 34-37 >](#)



MTHøjgaard
Property Development

Development and realisation of construction projects and urban development

[Read more on page 46-49 >](#)



Major contractor specialising in construction, civil engineering and infrastructure projects

[Read more on page 30-33 >](#)



Market leader in the field of sustainable, certified flexible building in wood

[Read more on page 38-41 >](#)



International contractor specialising in construction, civil engineering and technical installations projects in selected markets

[Read more on page 42-45 >](#)

MT HØJGAARD DANMARK AT A GLANCE

REVENUE IN 2022

4,277 DKK mio.

Major contractor specialising in construction, civil engineering and infrastructure projects



“Sustainable solutions and production methods must be incorporated early in each construction or civil engineering project. Here, close collaboration between project participants is the key to maximising the effect.”

Carsten Lund, CEO



> DSB GODSBANEGÅRDEN

MT Højgaard Danmark is constructing the new DSB workshop at Godsbanegården in Copenhagen. The construction of the workshop aims at helping DSB achieve its goal of replacing all diesel-powered trains by electric trains and becoming CO₂ neutral in 2030.

The requirements for chemicals and the reduced consumption of energy and fuels for machines on construction sites are strict. The project will be DGNB Gold-certified, and efforts are also made to become EU Taxonomy-aligned.

MT Højgaard Danmark continues the positive trends and, in 2022, the company landed a number of major construction and infrastructure projects. We are aware of the obligation placed on us, and sustainability plays a central part in MT Højgaard Danmark's strategy. The company's sustainability team is in the process of establishing itself as a skills centre and support department, and a separate sustainability action plan provided the framework for the efforts in 2022.



Local and social responsibility

INITIATIVES

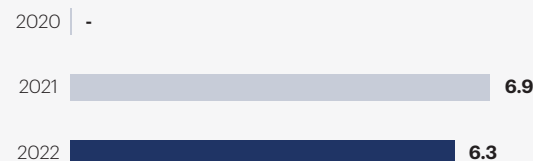
MT Højgaard Danmark has training posts all over Denmark. In 2022, we held an "Apprentices' Day" together with Enemærke & Petersen to give all apprentices in Jutland from all parts of the Group an opportunity to build a network and share a common experience of what it is like to work for the Group as an apprentice. A similar event is scheduled for Zealand. We are in an ongoing dialogue with young people at educational institutions in order to offer apprenticeships in training programmes of relevance to the construction and civil engineering industry.

Although the number of apprentices rose in 2022, we also saw a significant increase in the number of foreign hourly-paid workers because of the shortage of labour. Foreign hourly-paid workers now make up around one-third, which has challenged the intake of apprentices. In 2022, we strengthened our graduate programme and now offer multi-year courses where the graduates try what it is like to work on professionally challenging projects in a structured programme. We are making a targeted effort to hire our graduates and a good deal of them end up being permanently employed.

Around one-third of the hourly-paid workers are foreign labour. We are making a great effort to integrate them into our company and into Danish society as such. All important guidelines have been translated into English and Polish. In projects with a particularly high proportion of Polish workers, for example, we have project assistants who speak Danish as well as Polish and help with practicalities, such as how to open a Danish bank account, MitID, civil registration number, taxes and the like. When a serious incident occurs, we make sure that an interpreter is present to avoid misunderstandings.

TARGETS

We wish to maintain strong local commitment and use local labour as much as possible. Our goal is to increase the proportion of training posts to 8% of the total headcount and 10% apprenticeships among our craftsmen.



EMPLOYEES IN TRAINING POSTS
%

As the three MT Højgaard business units were only established as separate units in 2020, there are no separate data available for 2020.



Health and learning

INITIATIVES

In 2022, a hired-in worker tragically died on a construction site in Copenhagen. An investigation was opened to establish the causes of the accident, which has resulted in an increased focus on ensuring that necessary and specific instructions are given on all construction sites, especially for particularly hazardous work, and that they are communicated in an understandable way, whatever the language. On the construction site in question, more specific descriptions of work, risks and precautionary measures, including illustrations, are now available.

In 2022, the accident rate fell from 14.8 to 13.9. This is lower than the industry average. In order to increase focus on each individual's responsibility for providing a safe and healthy workplace, an internal supplementary training programme for the members of the working environment organisation was performed in 2022. All new employees attend mandatory courses to align their professional skills, and the internal courses available to employees for their continued professional development were adjusted and expanded in 2022. In 2022, MT Højgaard Danmark set up a Culture Patrol tasked to focus on strengthening identity through events across all parts of the organisation.

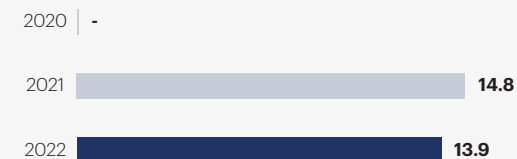
In 2022, we initiated a semi-annual pulse survey with a focus on employee well-being. The result was 8.0 in the spring of 2022 and 8.2 in the autumn. All surveys and comments are dealt with in the individual areas and any action necessary is taken.

TARGETS

In 2023, we will increase our accident prevention efforts to continue the trend of decreasing accident rates.

As a minimum, we want to maintain the current level of employee well-being, and we will make an effort in the challenged areas.

We want to reduce sickness absence.



ACCIDENT RATE
Accidents per million of working hours

¹ For 2021, the accident rate is excl. MT Højgaard Vietnam due to missing data. For comparison in 2022, the accident rate for MT Højgaard Denmark excl. Vietnam is 14.5.



Climate and environment

INITIATIVES

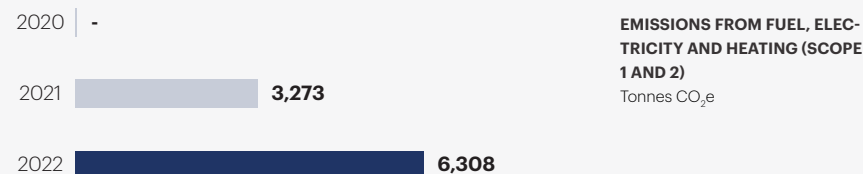
From 2023, LCAs must be carried out of new build projects exceeding 1,000 m² and, in the long term, this exercise is expected to also include the climate impact of construction sites. Therefore, MT Højgaard Danmark is still working to develop a model for how to measure the resource consumption of construction sites on an ongoing basis. By means of sensors on the construction site, it is possible to monitor the electricity consumption of each individual crane or electrical panel or to see if processes such as drying-out are proceeding according to plan, without having to make a physical inspection of the project which covers more than 60,000 m².

MT Højgaard Danmark wishes to use the knowledge gained by participating in a pioneering project concerning resource consumption minimisation with Molio, where together with other players, we will contribute to developing industry guidelines on resource measurement and savings. Our CO₂e emissions increased due to a combination of increased activity level and increased data collection since, in 2022, the electricity and heating consumption on construction sites was included in the figures for the first time.

An online database of chemical products on our construction sites was upgraded to also include information about whether the products meet the chemical DGNB requirements. The goal is to ensure that the database can also be used to handle chemical requirements in connection with certifications and the EU Taxonomy.

TARGETS

We will continue our work to register and reduce CO₂e emissions on our construction sites and, for example, participate in industry collaborations to test new methods, and participate in a dialogue with our customers about the future sustainability requirements for construction projects.



Circular economy

INITIATIVES

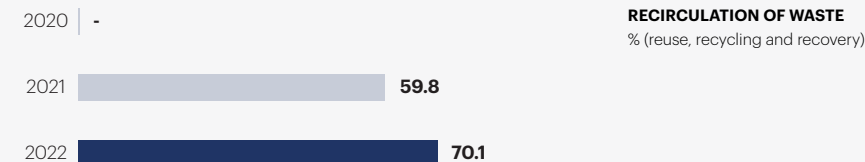
Correct waste separation at source and handling of construction waste are necessary to ensure that materials are recycled or degraded for other use. On selected construction sites, we have installed dashboards showing the status of sorted waste fractions. They raise awareness of correct sorting and improve our chances of taking action in case of any deviations. In 2022, our efforts resulted in an increase in the waste recirculation rate to 70.1%, up from 59.8% in 2021.

However, the effort to minimise waste starts in the planning phase. At the experimental construction project, "Effective Construction" in Fredericia, we use digital tools for a more efficient construction process. By preparing a detailed digital project basis, we ensure that accurate quantity data may serve as the basis for purchasing materials, thus reducing the risk of materials going to waste. Apart from calculating the climate impact of the building, we also monitor resource consumption and CO₂e emissions in order to identify the potential for reduction.

At the end of the life of the materials, waste may also be avoided by rethinking their context. At Gellerup Ny Skole og Fritidscenter, which is to receive DGNB Gold certification, we explore the possibilities of reusing wooden floors and sliding doors from existing residential blocks which are to be demolished, and we work together with the municipality to find and reuse materials from other schools.

TARGETS

MT Højgaard Danmark wishes to improve the separation of construction waste at source and maintain the target of 70% reuse, recycling or recovery across all projects.





Collaboration and certifications

INITIATIVES

In 2022, MT Højgaard Danmark had 14 projects which had been or were in the process of being sustainability certified. Together, those projects contribute almost 50% of the company's revenue, and this is testament to the fact that, today, sustainability certification has become an integral part of our business. Therefore, we work on an ongoing basis to facilitate the certification process by establishing fixed processes, documentation, areas of responsibility, etc.

MT Højgaard Danmark works to increase alignment with the EU Taxonomy in collaboration with our customers. As regards selected projects, we are therefore in dialogue to gain a common understanding of the taxonomy requirements and launch initiatives to ensure alignment. Sustainable and climate-friendly solutions must be incorporated at an early stage of each project, and finding the best solutions requires close dialogue and trusting collaboration between the client, the consultants and the executing contractor. Collaboration and framework agreements make up a large part of MT Højgaard Danmark's order portfolio, paving the way for inclusion of energy-friendly solutions and a more sustainable production in the construction projects of tomorrow. At Godsbanegården in Copenhagen, a part of DSB's Green Workshops, early involvement has rendered DGNB Gold certification possible, and we have an ambition of becoming taxonomy-aligned. We are working to minimise hazardous chemical products, reduce energy and fuel consumption on our construction sites and with a special focus on waste separation.

TARGETS

At MT Højgaard Danmark, we will continue to increase the number of sustainability-certified projects in our portfolio and upskill our employees to handle the sustainability requirements, through internal and external courses, etc.

We will make an effort to increase the number of EU Taxonomy-aligned projects.

2020 | -

2021 | 16.2

2022 | 49.5

**REVENUE FROM
SUSTAINABILITY-CERTIFIED
PROJECTS**
%

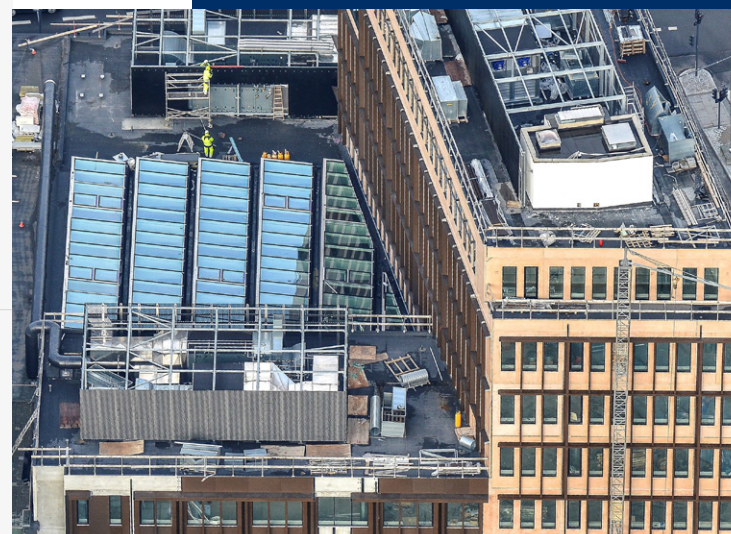
PFA MARINA PARK: NEW MULTI-USER OFFICE BUILDING

Ambitions are high for the PFA Marina Park. It is the first DGNB Platinum certified construction project for MT Højgaard Danmark and PFA. There are only three other Platinum certified office buildings in Denmark. In order to reduce the climate impact of the building, a large part of the aluminium used for the façade will be recycled aluminium whose CO₂e emissions are 63% lower than those of new aluminium.

In order to meet the DGNB Heart, very stringent requirements are made with regard to the indoor climate of the building and its fitting-out and architecture providing users with a high degree of health and well-being.

The design of the building provides for a high area utilisation rate on the office floors, and flexible installations mean that the areas can be fitted out and divided up as needed. Generally speaking, robust materials are used for the façade to ensure a long life.

The DGNB certification will make EU Taxonomy-alignment easier and, in collaboration with PFA and the Green Building Council Denmark, we have carried out a pilot project to clarify the requirements and ensure alignment.



< PFA MARINA PARK



**Enemærke &
Petersen a/s**



“In 2022, we expanded our sustainability focus and forged a number of climate partnerships across the industry. Partnerships are the way forward if we are to reuse and recycle materials on a larger scale. We have come a long way, but there is still much work to be done in the coming years to increase sustainability on the construction sites.”

Troels Aggersbo, CEO

Our sustainability work is centred firmly on collaboration. We want to contribute to the green transition in partnerships with other industry players, e.g. by upcycling used building materials, participating in development projects and delivering DGNB certified construction projects.

We have acquired a 20% stake in Genbyg, a DIY centre focussing on recyclable materials. Through our ownership stake, we want to set up an efficient system for recycling dismantled materials and unused surplus materials.

In collaboration with VELUX, EFFEKT and MOE, we are building BoligVærkstedet in Jernbanebyen, Copenhagen. The project will demonstrate scalable solutions that can provide good housing with significant reductions in emissions and resource consumption. Finally, we have also teamed up with a number of other players in long-term partnerships to increase the use of social employment.



ENEMÆRKE & PETERSEN AT A GLANCE

REVENUE IN 2022

3,650 DKK mio.

Nationwide contractor specialising in new builds, refurbishment and building services as well as strategic partnerships

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RECYCLING OF BUILDING MATERIALS HAS BEEN INCORPORATED INTO MAJOR REFURBISHMENT PROJECT AT ÅHAVEN IN ODENSE

We will dismantle the existing structures and build 363 residential units on the existing foundations. Most of the dismantled materials will be cleaned, reused or sold in collaboration with STARK and GENTRÆ. In the process, we will receive help from the TAMU and Comeback social projects for young people who are finding it difficult to gain a foothold in the labour market. The purpose is to provide them with construction worker skills and open their eyes to the construction industry as a potential place to work.



Local and social responsibility

INITIATIVES

To us, local and social responsibility means diversity and inclusion. We want to contribute to improving the gender balance on the construction sites, and we therefore focus on recruiting women as trainees and craftsmen as well as construction/project managers. The proportion of female employees is on a par with the general industry level, but we want to increase that proportion. We are therefore working to change our management culture and facilitate women's way into the crafts.

In 2022, we formalised our approach to social inclusion. We did so in collaboration with socio-economic enterprises and educational/training programmes designed to help people at the edge of the labour market, such as FRAK and TAMU, which we use in a large part of our projects. During the refurbishment of the social housing complex Nøjsomheden in Helsingør, Enemærke & Petersen launched a social employment initiative in collaboration with the social housing organisation and employed four young persons from the local community on the construction site. When their employment under the initiative terminated, one of them became employed by Enemærke & Petersen on a permanent basis.

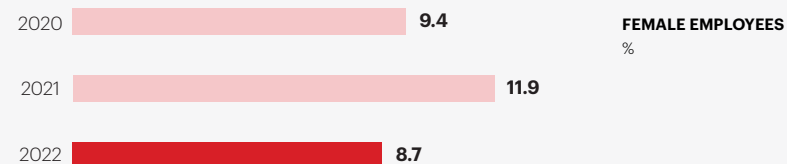
TARGETS

Collaboration with FRAK, a social employment initiative for young people, on at least five construction sites

Collaboration with TAMU, an adult vocational training programme for people aged 18-30, on at least five construction sites

Establishment of at least five after-school jobs at the building factory in Glostrup under the auspices of Jobplaneten

Job creation together with KAB through at least five job training courses



Health and learning

INITIATIVES

At Enemærke & Petersen, the number of occupational accidents continues to be too high at 37 accidents in 2022, up from 16 accidents in 2021, and the accident rate rose from 14.6 to 19.3. This is unacceptable. The accident statistics include NemByg and Raunstrup for the first time and have increased because of higher accident rates in the two companies.

To reduce the number of accidents Raunstrup has in 2022 collaborated with the mobile consulting service called the Working Environment Bus. A number of workshops are intended to lead to knowledge sharing, new processes and methods as well as improved technical aids. At NemByg, a new risk assessment tool was developed to help keep the working environment in focus. 2023 will see the launch of the 4S initiative: Collaboration, Safety, Health and Smile, which is intended to reduce the number of accidents. The initiative is based on whiteboard meetings being held on the construction sites, and a low score on one or more of the four indicators will result in initiatives being taken.

We have introduced the concept of "Relational Coordination" to strengthen collaboration on day-to-day construction site operations. The introduction of the concept has improved employee well-being, efficiency and quality on our construction sites.

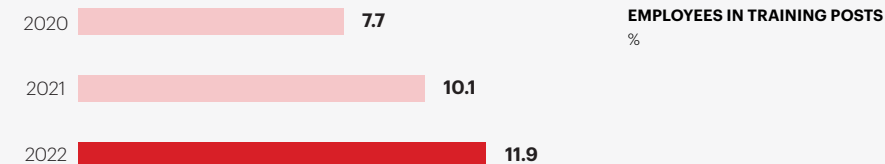
The proportion of employees in training posts increased to 12.5%, up from 10.1% in 2021. This is a satisfactory development and a result of a deliberate effort to train the next generation. Raunstrup collaborates with the educational institution Tradium in Randers to send carpenter apprentices to the contracting company A+ Illut in Greenland.

TARGETS

10% reduction of the number of occupational accidents through a fundamental change of how we approach the working environment.

Development of new concept to upskill craftsmen.

Increase of the number of employees in training posts to 14% of the total headcount.





Climate and environment

INITIATIVES

Enemærke & Petersen is making targeted efforts to reduce energy consumption on the construction sites. Automatic resource measurement was introduced, and energy, water and waste data were collected on a number of construction sites. Our CO₂e emissions, which included figures for the two acquired companies NemByg and Raunstrup for the first time, rose as a result of increased activity and more extensive data collection. For example, electricity and heating from construction sites were included in the figures for the first time.

In 2022, we introduced energy screening, which showed that around 60% of the energy consumed on the construction sites was consumed after hours. This percentage can be reduced by using energy optimised huts and controlling lighting and heating on the construction sites, etc. The energy screening process was carried out at 18 construction sites and resulted in large energy savings overall. We have thus paved the way for continued energy optimisation. In collaboration with VELUX, EFFEKT and MOE, we will build BoligVærkstedet in Jernbanebyen, Copenhagen. The project will demonstrate scalable solutions that can provide good housing with significant reductions in emissions and resource consumption. The goal is to carry out construction projects with a CO₂ footprint which is three times lower than prescribed by law and create room for more people on fewer and better square metres with an indoor climate which is three times better than that of a typical single-family house. We will build three prototype houses for BoligVærkstedet producing less than 4 kg of CO₂e emissions per m².

TARGETS

All construction sites will be energy screened in 2023.

All construction sites will be connected to a database providing an overview of energy consumption, waste and water.

In partnerships, development of an energy screening portal for clients.



Circular economy

INITIATIVES

We made targeted efforts to improve our mapping of waste flows and registration of waste data on the construction sites as this is necessary in order to increase our waste reuse and recycling rates. So far, some materials have been separated from the rest for reuse and recycling before registration via our collaboration with buyers, and therefore such materials have not contributed positively to waste statistics. This has now been corrected, making a positive impact on the 2022 figures.

Our efforts to improve waste separation and forge collaboration with buyers of materials resulted in an increase in recirculation from 59.0% in 2021 to 64.9% in 2022.

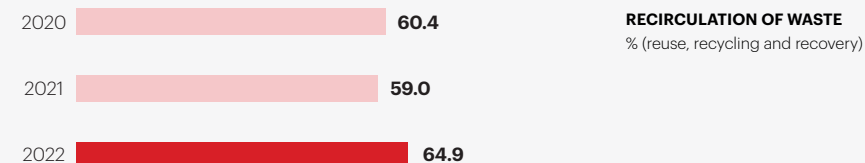
The circular economy and the green transition require industry-wide collaboration. Therefore, Enemærke & Petersen and Carl Ras each acquired 20% of Genbyg. Their experience with registration of materials is necessary in order to help clients reduce their climate footprints through increased recycling. Refurbishment projects represent a large part of our business, and after dismantling we are left with large amounts of recyclable materials. Here, we need to create an ecosystem to ensure large-scale recycling of both dismantled materials and unused surplus materials.

TARGETS

70% recirculation of waste in 2023

More materials for direct recycling from our construction sites

Collaboration with Genbyg in at least 10 construction projects.





Collaboration and certifications

INITIATIVES

Eleven employees from Enemærke & Petersen were enrolled in the DGNB consultancy training programme over the course of 2022. During the year, work was carried out on 12 projects with certifications, including three DGNB Silver, eight DGNB Gold and one Nordic Swan Ecolabel. The 12 projects together make up 15% of total revenue. We are making a targeted effort to ensure that all employees, including those on the construction sites, have knowledge of DGNB and in that way make it an integral part of the construction process.

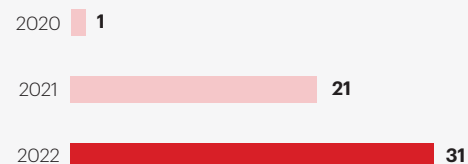
Enemærke & Petersen is a part of four strategic partnerships, including a partnership with Byggeri København, where all projects will be DGNB certified and where the ambition is to use mainly recycled materials. Raunstrup has entered into a collaboration with Stykka, which delivers flexible and durable interior solutions in massive wood. The solutions are timeless, upgradable and easy to repair. They therefore have a long life and significantly reduce the CO₂ impact. With Deas Asset Management as the developer, Enemærke & Petersen constructed the first newly built housing units in Aarhus carrying the Nordic Swan Ecolabel and meeting the stringent requirements for life cycle assessments with regard to choice of materials, quality assurance and documentation. The energy consumption of the housing units is low, they have good indoor climate, and the property produces its own electricity via solar panels.

TARGETS

10% increase in number of DGNB consultants in E&P.

Development of internal DGNB training programme and courses across the organisation.

Collaboration with the Advisory Board for Education and Training for the Building and Construction Industry and GBC-DK concerning adult vocational training on the construction sites in relation to DGNB.



EMPLOYEES WITH A DGNB CONSULTANCY DIPLOMA
Number

GALGEBAKKEN: THE LARGEST REFURBISHMENT PROJECT IN DENMARK

The Galgebakken residential area in Albertslund is being refurbished with a focus on sustainability. Galgebakken dates back to the mid-1970s and has 644 housing units. The project is Enemærke & Petersen's largest refurbishment project so far, and it is scheduled to be completed in 2025. Some of the many initiatives are:

- Collaboration with Fischer Lighting concerning reuse of bulkhead lamps to be retrofitted with LED prior to their sale to other construction projects.
- Old polystyrene roof insulation sheets will be converted and reused as granules for concrete floors in the refurbished housing units.
- Installation of large rooftop solar panel system on the site accommodation to cover a large part of the energy consumed on the construction site.

Obligation to ensure that the total number of apprenticeships provided corresponds to at least 14% of those employed on the construction site, including partial agreements and short-term traineeship agreements so that we will meet the objective from the Green Housing Agreement 2020. We collaborate with ABC – Albertslund Boligsociale Center and the Danish Association of Construction Clients' "Byg med Unge Alliancen" on this initiative. At the same time, a number of job training courses has been established for members of the local community to assist with clearing and odd jobs on the construction site.



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**RENOVATION OF
GALGEBAKKEN**

SCANDI BYG AT A GLANCE

REVENUE IN 2022

291 DKK mio.

Market leader within prefabricated modular buildings for housing and institutions with Nordic Swan Ecolabel certification.

MARK: FIRST CONSTRUCTION PROJECT WITH NORDIC SWAN ECOLABEL ON THE FAROE ISLANDS

On the Faroe Islands, Scandi Byg has constructed two buildings with a total of 48 apartments. This is the first construction project on the Faroe Islands which has achieved certification under the Nordic Swan Ecolabel. Some of the Nordic Swan Ecolabel criteria tighten the requirements under the building regulations of the various Nordic countries. As the Faroese building regulations are less stringent than the Danish regulations, we have, in collaboration with Ecolabelling Denmark, introduced requirements which apply specifically to the Faroe Islands and which tighten the requirements under the Faroese building regulations. This applies, for example, to the energy performance framework of the building.



scandibyg
TÆNK I NYE RAMMER



“Although we are in the middle of a challenging period, we believe that market demand will continue for Scandi Byg's strong products which clearly support the sustainability requirements of the future. We are confident that the market will turn around, and we also see a promising pipeline of projects with a focus on climate requirements”

Torben Bloch Nielsen, CEO

With effect from 1 January 2023, climate requirements are introduced into the building regulations in order to reduce CO₂e emissions from construction projects. In 2022, our work with regard to life cycle assessments (LCAs) and reduction of the climate impact of construction projects therefore played a central role in the dialogue with clients, architects and suppliers. We are seeing clients that are very committed to the possibilities of improvement right from project start-up, and this has, for example, led to changes in foundations, load-bearing structures and insulation materials.



Local and social responsibility

INITIATIVES

In the autumn of 2022, Scandi Byg was forced to initiate a procedure under the collective dismissals rules due to a number of unfortunate coinciding factors, such as rising inflation, interest rates and raw materials prices as well as nervousness and a lack of confidence in the market. A lower order intake meant that we had to dismiss 32 hourly-paid and seven salaried employees.

A number of initiatives have been taken to help the dismissed employees move on to new jobs as quickly as possible. For example, we collaborate with the local job centres, organise a "helping to land a new job" courses for all hourly-paid employees and organise a Job Day with visits from the temporary work agencies JKS and Randstad. In Scandi Byg, we have 10 apprentices who work across the different disciplines. In 2022, we decided to improve our apprenticeship programme and, among other things, we will focus more on ensuring that our apprentices work in and get to know a number of different business areas and collaborate more and improve their network internally in the group of apprentices.

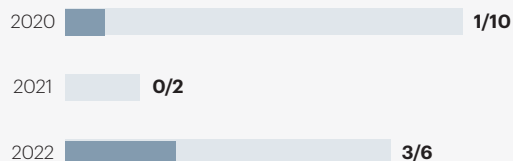
In 2022, we received three enforcement orders from the Danish Working Environment Authority, all of which concerned sawdust in the production. Measures were taken and matters were rectified.

TARGETS

Carry out a project focussing on collaboration across the different parts of the organisation.

Avoid enforcement orders from the Danish Working Environment Authority.

Continue to collaborate with at least one university or other educational institution, e.g. in the form of a semester case, a post graduate student or host visits from university students.



ENFORCEMENT ORDERS/VISITS FROM THE DANISH WORKING ENVIRONMENT AUTHORITY
Number



Health and learning

INITIATIVES

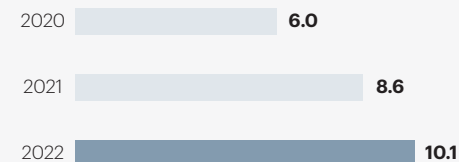
Contrary to expectations, the accident rate rose again in 2022, to 10.1. Therefore, we initiated a number of initiatives in the late summer to curb this trend: The team investigating the causes of accidents was expanded; registration of accidents is now a digital procedure and thus makes it easier to follow up; each month, a joint evaluation is made of all occupational accidents and near misses; and, finally, information is given back to teams via whiteboard meetings and information on info screens. Our aim is to learn from all incidents so that we may prevent them from occurring again. It looks as though the increased focus has had an effect, and our accident rate is still less than half the industry average.

In 2022, all workplace assessments were updated, and we continued our work to strengthen the day-to-day focus on risks via whiteboard meetings and wheels of improvement. The seriousness of injuries which did not involve any sickness absence decreased throughout the year, which means that only a few employees needed to see a doctor/be taken to the hospital emergency unit or needed to be redeployed into other jobs. Sickness absence for hourly-paid employees in Scandi Byg was 4.2%, which is higher than our target. The sickness absence, which adversely affected the average, was especially the absence recorded at the start of the year and in the period after the round of collective dismissals in the autumn. A major effort has been made to identify the causes of absence. Employees with a high sickness absence are invited to a sickness absence interview to find out how to reduce their absence.

TARGETS

Reduce the accident rate to 5,0% or less, via an ongoing focus on the lessons to be learned from all incidents and strengthening line managers' safety mindset.

Analyse causes of sickness absence, including define necessary initiatives to bring down the sickness absence rate to less than 3%.



ACCIDENT RATE
Accidents per million of working hours



Climate and environment

INITIATIVES

LCAs and climate requirements take up an increasingly large part of our discussions with clients and architects, and we find that wooden modular buildings more than comply with the coming climate requirements of the building regulations.

In collaboration with MT Højgaard Property Development, Scandi Byg has modelled all primary structures such as foundations, floors, walls, ceilings and façades on the basis of a detailed LCA of the building. With this model, we can open a dialogue with clients already at project start-up on how to reduce CO₂e emissions. This model was, for example, used for the screening of the Klimakassen house (for Fabulas) and a number of other projects where know-how from the assessment was used actively to challenge planned solutions. We are happy to share the model and have been contacted by a number of architects and other contracting companies.

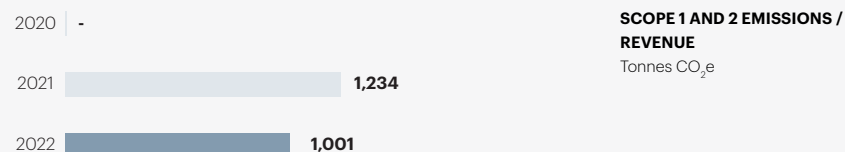
As a central part of our LCA work, we need correct environmental product declarations (EPDs) from our suppliers. Consequently, we asked for EPDs from our materials suppliers in 2022, but found that many suppliers are uncertain of the new sustainability requirements. We therefore had to explain what an EPD is, how to make it and how suppliers may apply for funding in this regard.

In collaboration with Løgstør Fjernvarme, a district heating company, and local businesses with large quantities of surplus heat, Scandi Byg has transitioned from natural gas to district heating, resulting in a CO₂e reduction for Scandi Byg of around 260 tonnes a year.

TARGETS

Identify and implement additional initiatives to reduce the energy consumption per unit produced (initiatives relating to production as well as contract work).

Bring the LCA model into use at the start-up of all new building projects, e.g. by ensuring that the client is presented with the result and that opportunities for further reducing climate impact are assessed.



Circular economy

INITIATIVES

In the spring of 2022, GXN performed an analysis of Scandi Byg's construction system in order to assess its circularity. The analysis divides the construction system into layers, elements, components and sub-components, and each part is assessed. These data are then compared with criteria for circularity, including types of assembly and materials as well as recycling potentials. In the analysis, Scandi Byg's construction system received a high score, e.g. because the buildings are easy to disassemble, move and use again in other contexts.

Based on the analysis, GXN developed a digital tool which provides a systematic overview of how to increase the circularity of the construction system. We are therefore working to change our methods for fastening roof materials, and we have also launched a number of initiatives concerning bio-based insulation.

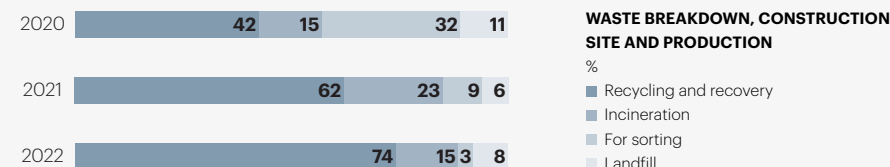
The number of separate fractions for production waste increased to 32, and this figure includes a return programme that was launched for several types of insulation. The percentage for waste for recycling in production is 79.6%. In the autumn, changes were implemented to increase waste separation on the construction sites to increase the recycling rate etc.

In late 2022, we calculated the waste percentages for our consumption of wooden and gypsum boards, and the calculations showed a potential for improving the utilisation of gypsum. We will continue our work to identify how the gypsum passes through the factory in order to implement relevant initiatives.

TARGETS

Increase the recycling rate of construction sites to 70% by making a targeted effort to adjust waste solutions during the construction period of the projects.

Implement initiatives based on gypsum mapping and, in this connection, set a target once the potential is known.





Collaboration and certifications

INITIATIVES

Sustainability certifications are increasingly gaining importance in the construction industry. In addition to our work concerning the Nordic Swan Ecolabel, four employees received their diploma as certified DGNB consultants from the Green Building Council. This means, among other things, that already in the initial dialogue we can advise the client on how to make a construction project sustainable in relation to the DGNB certification – and thus plan accordingly.

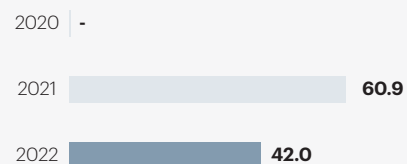
For the new Fælledby housing district, an agreement has been made for the first construction project to have the Nordic Swan Ecolabel as well as DGNB Platinum certification, which will be the first time a construction project in Denmark achieves this combination of certifications. We are working to get more framework agreements in place with clients with high sustainability ambitions. In this context, we are making a great effort to communicate knowledge of our modular building system. We are also in dialogue with a number of architects where we contribute to their accumulation of modular building know-how. We are still involved in a number of innovation projects intended to raise awareness of the benefits of using wood in the construction industry, e.g. the Build in Wood and WOODCIRCLES projects, both funded by the EU. We contribute with our technical construction expertise concerning pre-fabricated modular buildings.

TARGETS

Prepare presentational material showing how Scandi Byg meets the sustainability requirements, both from certifications, coming legislation and other issues that we find relevant, such as circular economy.

Train the sales organisation to enable them to clarify the client's expectations early in the customer dialogue and show how Scandi Byg may contribute.

Contribute to evaluation of the Voluntary Sustainability Class via experience gained from current projects.



REVENUE FROM SUSTAINABILITY CERTIFIED PROJECTS
%

LØGSTØR: TRANSITION FROM NATURAL GAS TO DISTRICT HEATING

Like many other companies, we were also affected by the skyrocketing gas prices in 2022 as two of our production buildings used to be heated by natural gas. We therefore made targeted efforts to find alternatives. What started out as an investment in district heating ended up being a partnership between Scandi Byg, Løgstør Fjernvarme and a number of local businesses. As a result, in future, our production buildings will be heated using surplus heat from the neighbouring businesses which produce more heat than they can use themselves. This transition to district heating will result in a CO₂e reduction of around 260 tonnes a year for Scandi Byg. This corresponded to a 26% reduction of Scandi Byg's total CO₂e emissions in 2022 or to a 1.5 million kilometres drive in an average diesel car.



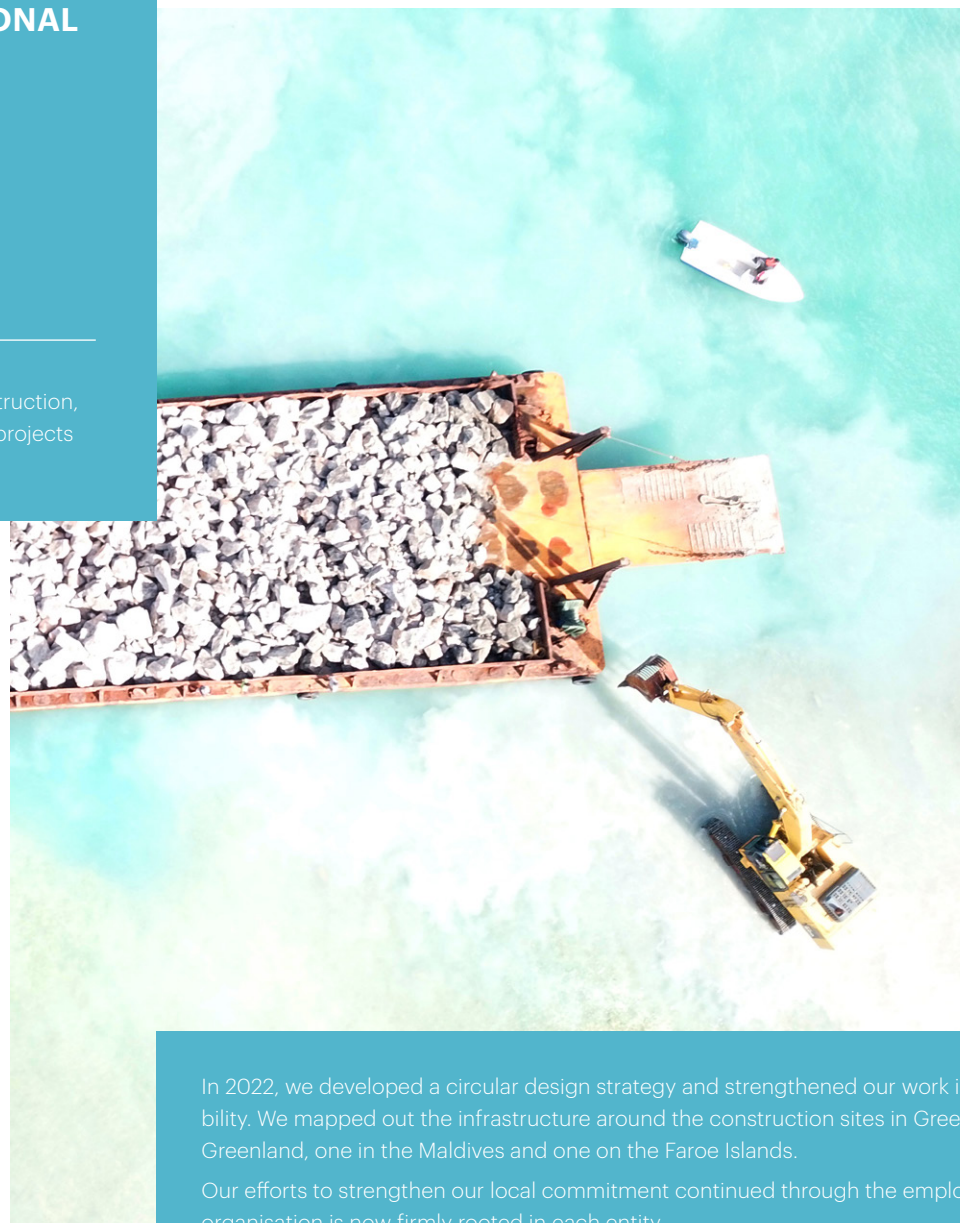
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SCANDI BYG'S PRODUCTION FACILITIES IN LØGSTØR

MT HØJGAARD INTERNATIONAL AT A GLANCE

REVENUE | 2022

720 DKK mio.

International contractor specialising in construction, civil engineering and technical installations projects in selected markets



COASTAL PROTECTION ON GN. FUVAMULAH, THE MALDIVES

The soon-to-be construction site with a steel mock-up of the concrete element to be used for coastal protection purposes.

In 2022, we developed a circular design strategy and strengthened our work in relation to climate accounts and social responsibility. We mapped out the infrastructure around the construction sites in Greenland and carried out an EU Taxonomy project in Greenland, one in the Maldives and one on the Faroe Islands.

Our efforts to strengthen our local commitment continued through the employment of local employees. The working environment organisation is now firmly rooted in each entity.



“We work in geographies without a strong sustainability tradition in the construction sector. We would like to change that culture, and we are in the process of laying the foundations for change through a strengthened organisation in the area, even stronger local commitment and mapping of the infrastructure around the construction projects.”

Henrik Mielke, CEO



Local and social responsibility

INITIATIVES

MT Højgaard International wishes to use local labour wherever our operations are located. In Greenland, however, there is a shortage of labour in some areas, and we therefore use labour from Sri Lanka. They are employed on the same terms as our local employees. This provides for a stable labour force. In Greenland, we have now employed a local quality, environmental and safety manager working across the different construction projects.

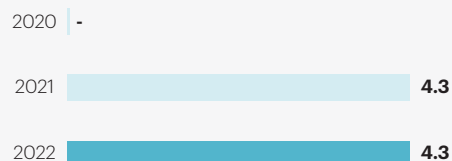
In the Maldives, we hire mainly local labour. In 2022, 93.5% of the workforce was either from the Maldives or Sri Lanka. Many employees are local residents who have been trained by Danish foremen for a number of years to be able to work on the construction sites of MTH Maldiverne.

We have an ambition to ensure local commitment and value creation by providing apprenticeships. In 2023, we will prepare a plan for our intake of apprentices in Greenland across the different departments of the entity since it has turned out to be difficult to give apprentices a sufficient amount of different tasks to cover all the learning objectives of the apprenticeship programme. Our technical installations company Arssarnerit has a service department with diverse tasks available for apprentices to perform, thereby providing them with the right skills. In 2022, we had 21 apprentices in Greenland, and 17 of those worked for Arssarnerit.

TARGETS

Prepare a new apprenticeship strategy for Greenland.

Maintain a high percentage of local labour (the Maldives and Sri Lanka) and at least 90% of all employees in the Maldives.



PERCENTAGE OF APPRENTICES
%
As the three MT Højgaard business units were only established as separate units in 2020, there are no separate data available for 2020.



Health and learning

INITIATIVES

A new working environment organisation has been set up with responsibility for health and safety being more locally rooted to the effect that, to a higher extent, the entities are able to work with the issues that are most important locally.

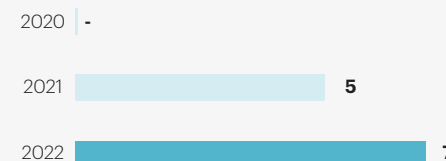
In Greenland, a fatal occupational accident occurred on 16 August 2022 in connection with the handling of construction waste from the 2nd floor, where a worker fell off a façade lift. The accident occurred in spite of correct instructions, equipment, etc., but it subsequently turned out that compliance with health and safety rules is generally insufficient. In Greenland, there have been some serious occupational accidents on the construction sites and not just those operated by MT Højgaard International. After the accident, initiatives were implemented to drive cultural change and improve health and safety on the construction sites in Greenland, and instructions and workplace assessments will be reviewed. We have also increased supervision to ensure that instructions are understood and complied with.

With a view to ensure regular maintenance of equipment in Greenland, the responsibility for purchasing, operations and maintenance was pooled together in one place. Maintenance agreements were entered into and a well-arranged inventory of tools, safety equipment, workwear, etc. was organised.

TARGETS

Weekly workshops on the sites to avoid occupational accidents.

Implementation of initiatives to contribute to a cultural change within work environment in Greenland.



NUMBER OF OCCUPATIONAL ACCIDENTS
Number



Climate and environment

INITIATIVES

It has turned out to be more complex than originally assumed to reduce the energy consumption of the site accommodation and on the permanent locations in Greenland. In 2022, we mapped out the infrastructure around our construction sites. We worked together with suppliers of materials, transport, energy, water, heating, accommodation, waste management, etc. in order to gain an insight into the resource flows involved in our construction activities. For one thing, we installed meters on a construction site to gain a better insight into where energy is consumed. The result of the mapping exercise will now be used to identify improvement initiatives, and it will enable us to focus our efforts in the areas where we can reduce energy consumption the most.

In the Maldives, we are working to establish better energy sources than the current diesel generators and to upgrade site accommodation to reduce the need for cooling.

The vehicle fleet in Greenland is renewed on a regular basis, and two electrical vehicles were acquired to replace some diesel vehicles.

The data for our CO₂e emissions show a significant increase. This figure does not reflect the true size of our emissions as we have significantly improved our data collection efforts in Greenland in collaboration with local utility companies and suppliers of fuel. Going forward, the data basis will provide a truer and better picture of MT Højgaard International's GHG emissions.

TARGETS

Implementation of energy saving measures in Greenland and the Maldives.
Mapping of infrastructure in the Maldives.

2020 | -

2021 | 622

2022 | 2,481

EMISSIONS FROM FUEL, ELECTRICITY AND HEATING (SCOPE 1 AND 2)
Tonnes CO₂e



Circular economy

INITIATIVES

With effect from the beginning of 2023, all waste will be registered in Greenland, and this will help us determine our future focus areas. On the Faroe Islands and in the Maldives, a large part of the waste is being registered on two EU Taxonomy projects, but an effort is still being made to register all waste.

A circular design strategy has been adopted across the different departments and entities of MT Højgaard International. The strategy describes how we intend to prolong the life of materials, reduce materials consumption and increase recycling. The construction design has a very large effect on whether this is possible to achieve, and we therefore want to change the existing construction culture in our markets which tends to demolish and build anew.

We want to deliver construction projects with a long life by using materials that can be maintained and replaced. And we want to work with architects who, via timeless architecture, can create the projects that the client wants, but which also allow for alterations if required by the client or the new owner.

TARGETS

Registration of 100% waste on the Faroe Islands and in the Maldives.
Ensuring that the circular design strategy is firmly rooted in Greenland, on the Faroe Islands and in the Maldives.

2020 | -

2021 | 9.6

2022 | 16.0

RECIRCULATION OF WASTE
% (reuse, recycling and recovery)



Collaboration and certifications

INITIATIVES

Certification is not a widespread practice in Greenland, on the Faroe Islands and in the Maldives, and in MT Højgaard International we have not been involved in any projects where the client expressed a wish for certification.

In the Maldives, we have developed a harbour construction and coastal protection standard in close collaboration with the authorities over the past 20 years, and our collaboration with a number of private-sector customers for whom we have built construction projects over the past six years is good.

In Greenland, we have a number of public- and private-sector partners which consult with MTH Grønland when developing new projects and carrying out existing projects.

TARGETS

Implement a collaboration project with ESANI (Greenland's waste management company) concerning reduction of landfills in Greenland.

ESANI: A NEW INCINERATION PLANT IN NUUK

ESANI A/S is an intermunicipal waste management company in Greenland, which has entered into an agreement with the utility company Nukissiorfiit to buy the surplus heat from two new incineration plants in Greenland and use the heat to produce district heating.

MTH Grønland is designing the building in Nuuk and is responsible for the shell, fitting-out work, etc. in collaboration with ESANI A/S. In addition, a building is planned in Sisimiut.

The new incineration plant will reduce the amount of waste in Greenland that needs to be placed in a landfill and will also reduce the dependency on the fossil fuels otherwise used for heating purposes.



< A VIEW OF THE NEW SOON-TO-BE-BUILT INCINERATION PLANT IN NUUK.



“We develop projects for people, the climate, society and the future.”

Mads Bøgelund Lauritzen, CEO



MT HØJGAARD PROPERTY DEVELOPMENT AT A GLANCE

REVENUE IN 2022

489 DKK mio.

Development and realisation of construction projects

Sustainability is at the forefront of MT Højgaard Property Development's strategy. We have come a long way and, going forward, we still want to be guided by high ambitions in projects and to be on the cutting edge of clients' and investors' sustainability requirements.

The sustainability department of MT Højgaard Property Development is a knowledge and skills centre promoting and supporting sustainable initiatives, projects and processes across the entire Group. Apart from making sustainability requirements for products and materials, we have also begun to incorporate sustainability into the Group's work processes.

<

DALUM KLOSTER: HISTORIC AREA TO BECOME ODENSE'S NEW DISTRICT

Across from the Dalum Paper Factory, which we are currently converting into an attractive new urban district, MT Højgaard Project Development has taken over the keys to Dalum Kloster. Our goal is to preserve the cultural heritage and qualities of the former convent, but in a new and greener version which is more in tune with the way we want to live today and in the future.



Local and social responsibility

INITIATIVES

MT Højgaard Property Development takes social responsibility through the buildings and districts we develop. In Odense, we have developed the Dalum Paper Factory with an ambition to create a community accommodating all generations and interests.

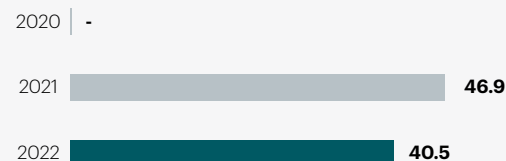
The district will consist of family-friendly terraced houses, exclusive New Yorker-style owner-occupied apartments and senior units as well as communal buildings, office areas and a supermarket. The local community and users have been involved through after-hours information events open for anyone interested in the project. The diversity in buildings and residents is expected to contribute to a diverse and vibrant residential area.

We see diversity and inclusion as a driving force for better projects and are therefore proud to have a diverse employee group in terms of gender, age and nationality.

Gladsaxe Erhvervsby is an organisation formed by enterprises rooted in the municipality of Gladsaxe. Here, we work closely together to develop and create an attractive business district. The goal is to make it more fun and attractive to work and do business in Erhvervsbyen.

TARGETS

We will still engage in close collaboration with housing associations, authorities, investors and other clients to create construction projects that will strengthen social life in the area and create new demographic compositions. We did not reach our goal of initiating at least one cooperative housing project in 2022, and therefore we repeat this objective for 2023.



WOMEN IN THE COMPANY

%
As the three MT Højgaard business units were only established as separate units in 2020, there are no separate data for 2020.



Health and learning

INITIATIVES

As a client, we make demands on ourselves and our business partners to ensure that a healthy and safe working environment is incorporated into our projects. Health and safety is the top priority on all of our construction sites.

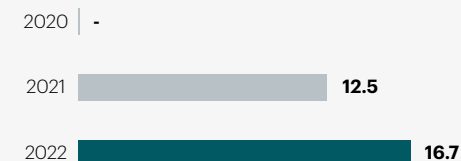
Three of our employees were awarded their diploma as DGNB consultants, thus obtaining more in-depth specialist knowledge within sustainability certification. While four other employees received the title of DGNB Auditor in connection with completed projects.

Collaboration with educational institutions and students provide us with new knowledge and contributes to training the next generation. We have strengthened our collaboration with AAU BUILD and, over the course of the year, we contributed with data and know-how about life cycle assessments of new build and refurbishment projects.

We provide six students with relevant work in parallel with their studies and, overall, the proportion of employees in training posts rose to 18.4%, up from 11.8%.

TARGETS

Continue our collaboration with educational institutions, including work experience and apprenticeships, and initiate collaboration with students working on their master's theses.



EMPLOYEES IN TRAINING POSTS

%



Climate and environment

INITIATIVES

In our industry, climate changes mean that sustainability needs to be incorporated into the project from the outset. In 2022, we had greater focus on the overall climate impact of our projects – not just with regard to the production of construction materials, but also elements such as transport and energy consumption in the construction process. Those initiatives form part of a pilot project called the Voluntary Sustainability Class.

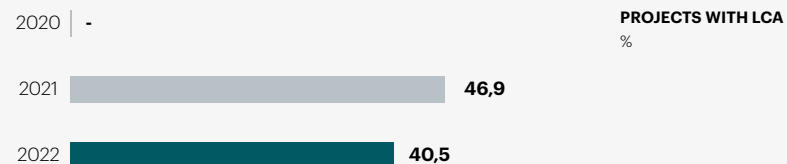
The sustainability team prepared a standard LCA model for Scandi Byg, which is used for a number of projects. The projects will comply with the Voluntary Emissions Class by having less than 8 kg of CO₂e emissions/m²/year. In accordance with the targets for the year, life cycle assessments were carried out on all of MT Højgaard Property Development's projects in 2022.

We also started the process of mapping out the climate impact of a building from sketch to finished project in order to identify the crucial parts of the process. Our aim is to strengthen our advice since early impact assessments are necessary to be able to comply with the increasingly stringent requirements.

Moreover, we strengthened our skills within advice and design of energy, indoor climate and especially daylight calculations.

TARGETS

Continue our work to collect knowledge and standardise LCAs for the entire Group.



Circular economy

INITIATIVES

The historical background is treated with respect when properties and areas are acquired, developed, refurbished or built. This is true with regard to refurbishment and preservation of the distinctive features of areas such as Dalum Kloster. But for MT Højgaard Property Development, respect is also about utilising existing materials as much as possible. At the Dalum Paper Factory, the existing structures will be reused, where possible, and brickwork will be cleaned and reused.

Another focus area is to minimise the waste of materials and, therefore, we work to optimise our consumption of materials and recycle construction waste. In order to evaluate on circular economy for the individual projects, a tool has been developed which evaluates 10 dismantling and adaptation design principles. The tool has been used in a number of projects.

MultiFlex Office is our flexible concept for office buildings which are easy to adapt to future needs. By using a hybrid wood/concrete structure, we are able to reduce the waste of materials and shorten the length of the construction period in a system which can also be dismantled and reused.

TARGETS

Promote the use of hybrid structures and assembly methods for better dismantling and recycling. Work to obtain increased focus on assembly methods to promote the recycling of materials and reduce waste, already in the planning phase.



Collaboration and certifications

INITIATIVES

The sustainability team of MT Højgaard Project Development advises on the integration of external requirements into the Group's construction projects, e.g. assistance with tendering, mapping out sustainability requirements from investors and ongoing advice about other sustainability measures. In 2022, we provided 10,047 hours of sustainability advice, broken down on 51 projects across the Group.

Increasingly, digital tools will become a sustainability driver. Therefore, in collaboration with MT Højgaard Danmark, we have digitalised data registration on the basis of DGNB criteria concerning the construction phase to allow us to achieve common ambitions faster and more accurately.

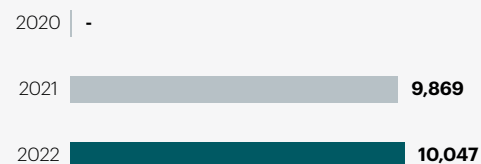
An industrial PhD project will be carried out in collaboration with the University of Aalborg, BUILD and MT Højgaard Danmark. The project is expected to generate new opportunities to manage resource consumption during the execution phase as construction processes account for a major part of the climate impact and resource consumption of buildings. The project is also expected to contribute to determining the future legal requirements in relation to emission-fee construction sites.

TARGETS

Continue the digitalisation of sustainability processes.

Implement sustainability programme to define the minimum sustainability requirements for future projects.

Expand and specialise training in sustainable construction practices for the other Group companies.



HOURS SPENT PROVIDING SUSTAINABILITY ADVICE
Number

DIGITALISATION OF DGNB SUSTAINABILITY PROCESSES

In our view, digitalisation is an important step towards a more efficient and sustainable construction industry. We have therefore launched a digitalisation project in response to the increasing documentation requirements which are very important in connection with sustainability certification of construction projects. It is only possible to verify through documentation that a construction project meets the sustainability criteria in force from time to time.

Traditionally, the collection of data has been a time-consuming process with manual handling of data from many different sources. By using digital tools to collect and structure technical specifications, periodic measurements, control reports, etc., it is possible to save time and resources, while also achieving a higher degree of accuracy and uniformity. As our basis, we have used the platform and the processes that are already being used on the construction sites, and the user experience is determined in close dialogue with the executing parties. This facilitates effective implementation of the new digital tools.



< **PFA'S MULTI-USER OFFICE BUILDING IN THE NORTH HARBOUR OF COPENHAGEN**

PFA's new multi-user office building is one of the projects where MT Højgaard Property Development has collaborated with MT Højgaard Danmark with regard to digitalisation of the construction site.

ESG key figures

The Group's ESG key figures serve as specific, accurate and adequate documentation of our sustainability work.

In the MT Højgaard Holding Group, we have worked with sustainability for many years, and it is our ambition to assume co-responsibility for the green transition. It is therefore important for us to provide transparent and reliable data documenting our progress in this area.

The mapping of the Group's environmental, social and governance impact and initiatives forms an important part of how we do business. As a result, the presentation of our ESG key figures aims at providing our stakeholders with an overview of the Group's sustainability work.

We collaborate with a number of ESG rating organisations in order to understand the expectations of the outside world, and we seek to ensure that their priorities are reflected in our business activities and communication. To us, the presentation of ESG data is more than just a reporting task since it aims at creating a data-based foundation for continued development towards increased sustainability.

All key figures have been stated in accordance with our accounting policies, which are described on the following pages. As regards ESG highlights and key figures, we have obtained an auditor's statement providing limited assurance for 2022, except for Scope 3 greenhouse gas emissions and the related emission intensity.

ESG DATA	Unit	2022	2021	2020
E - Environment				
Scope 1 greenhouse gas emissions ⁵	Tonnes	10,783	5,887	7,104
Scope 2 greenhouse gas emissions ⁵	Tonnes	3,453	1,363	564
Scope 3 greenhouse gas emissions	Tonnes	98,322	-	-
Emission intensity scope 1 and 2 ⁵	Tonnes/mDKK	1.6	1.0	1.4
Emission intensity scope 3 ¹	Tonnes/mDKK	11.0	-	-
Sustainable energy share ⁵	%	34.7	38.8	-
Waste recirculation	%	69.1	57.6	58.4
S - Social				
Average full-time employess ²	FTE, avg	3,004	2,785	2,680
Women in the group	%	10.7	11.6	11.8
Women in management positions ²	%	18.2	10.3	15.1
Employee turnover rate - hourly paid	%	50.9	69.4	-
Employee turnover rate - salaried	%	24.4	23.3	-
Accident rate - hourly paid	Frequency	20.8	15.1	-
Accident rate - salaried	Frequency	2.4	1.3	-
Employees in training posts	%	7.9	7.1	5.1
G - Governance				
Women in MT Højgaard Holdings board of directors	%	43.0	50.0	40.0
Meeting attendance at board meetings	%	95.0	85.2	93.8

1 Scope 3 greenhouse gas emissions and Emission intensity scope 3 are not covered by audit declaration with limited assurance.

2 Number of FTE in 2022 excl. Scandi Byg = 2,734

3 The definition of management levels will change in 2022, cf. the law amendment in § 99 b. It has not been possible to change comparative figures for 2021.

4 Employee turnover rate and Accident rate for 2020 are not divided into hourly paid and salaried employees

5 For 2021, Scope 1 is adjusted to 5,887 tCO₂e from 6,849 tCO₂e. Scope 2 is adjusted to 1,363 tCO₂e from 1,225 tCO₂e. Emission intensity scope 1 and 2 are adjusted to 1.0 from 1.1. Renewable energy share is adjusted to 38.8% from 37%. See elaboration on page 57.

Statement by the Executive Board and Board of Directors

We have today submitted the Sustainability Report for the period 1st of January to 31st of December 2022 for MT Højgaard Holding A/S.

We consider that the report provides a true and fair view of MT Højgaard Holding A/S' impact on society for the period 1st of January to 31st of December 2022.

In addition, it is our opinion that the information in the report is consistent with the applied accounting principles. Sustainability Report 2022 is recommended to be adopted on the general meeting.

Søborg, 23 February 2023.

EXECUTIVE BOARD



Henrik Mielke
President and CEO



Rasmus Untidt
CFO

BOARD OF DIRECTORS




Carsten Dilling
Chairman of the Board of Directors




Morten Hansen
Deputy Chairman of the Board of Directors



Anders Lindberg



Steffen Baungaard



Christine Thorsen



Janda Campos



Pernille Fabricius



Stine Marie Søderdahl Friis



Peter Martin Facius



Lars Tesch Olsen

Independent auditor's Assurance Report on selected ESG key figures

To the stakeholders of MT Højgaard Holding A/S

As agreed, we have performed an examination with a limited assurance, as defined by the International Standards on Assurance Engagements, on MT Højgaard Holding A/S Group's ('MT Højgaard Holding') ESG key figures (the 'selected ESG key figures') on page 50 for the period from 1 January to 31 December 2022.

In preparing the selected ESG key figures, MT Højgaard Holding applied the accounting principles (the 'applied accounting policies') described on pages 57-59. The selected ESG key figures needs to be read and understood together with the applied accounting policies, which Management is solely responsible for selecting and applying. The absence of an established practice on which to derive, evaluate, and measure the selected ESG key figures allows for different, but acceptable, measurement techniques and can affect comparability between entities and over time.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Sustainability Report, and accordingly, we do not express an opinion on this information.

Management's responsibilities

MT Højgaard Holding's Management is responsible for selecting the accounting policies, and for presenting the selected ESG key figures in accordance with the applied accounting policies, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records, and making estimates that are relevant to the preparation of the selected ESG key figures, such that it is free from material misstatement, whether due to fraud or error.

Auditor's responsibilities

Our responsibility is to express a conclusion based on our examinations on the presentation of the selected ESG key figures in accordance with the scope defined above.

We conducted our examinations in accordance with ISAE 3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information and additional requirements under Danish audit regulation to obtain limited assurance for the purposes of our conclusion.

EY Godkendt Revisionspartnerselskab is subject to the International Standard on Quality Control (ISQC) 1 and thus uses a comprehensive quality control system, documented

policies and procedures regarding compliance with ethical requirements, professional standards, applicable requirements in Danish law and other regulations.

We have complied with the independence and other ethical requirements of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour as well as ethical requirements applicable in Denmark.

Description of procedures performed

In obtaining limited assurance over the selected ESG key figures on page 50, our objective was to perform such procedures as to obtain information and explanations which we consider necessary in order to provide us with sufficient appropriate evidence to express a conclusion with limited assurance.

The procedures performed in connection with our examination are less than those performed in connection with a reasonable assurance engagement. Consequently, the degree of assurance for our conclusion is substantially less than the assurance which would be obtained had we performed a reasonable assurance

engagement.

As part of our examinations, we performed the below procedures:

- Interviewed those in charge of the selected ESG key figures to develop an understanding of the process for the preparation of the Sustainability Report and for carrying out internal control procedures.
- Performed analytical review of the data and trends to identify areas of the selected ESG key figures with a higher risk of misleading or unbalanced information or material misstatements and obtained an understanding of any explanations provided for significant variances.
- Based on inquiries we evaluate the appropriateness of accounting policies used, their consistent application and related disclosures in the selected ESG key figures. This includes the reasonableness of estimates made by management.
- Designed and performed further procedures responsive to those risks and obtained evidence that is sufficient and appropriate to provide a basis for our conclusion.
- In connection with our procedures, we read the other sustainability information in the Sustainability Report of MT Højgaard Holding's and, in doing so, considered

whether the other sustainability information is materially inconsistent with the selected ESG key figures or our knowledge obtained in the review or otherwise appear to be materially misstated.

In our opinion, the examinations performed provide a sufficient basis for our conclusion

Conclusion

Based on our examinations and the evidence obtained, nothing has come to our attention that causes us to believe that the ESG key figures (the 'selected ESG key figures') on page 50 for the period 1 January to 31 December 2022 have not been prepared, in all material respects, in accordance with applied accounting policies described on pages 57-59.

Frederiksberg, 23 February 2023
EY Godkendt Revisionspartnerselskab
CVR-nr. 30 70 02 28



Thomas Bruun Kofoed
State Authorised Public
Accountant
mne28677

Lars Fermann
State Authorised Public
Accountant
mne45879

TEGLSØERNE

In Nivå, MT Højgaard Property Development and Enemærke & Petersen have completed Teglsøerne, a residential development situated in beautiful surroundings. The development consists of both terraced houses and apartments of various sizes and a large multi-function communal building.



Sustainability data



Local and social responsibility

	Unit	2022	2021
Gender composition in the Group: The underrepresented gender (women)	%	10.7	11.6
- At management level	%	18.2	10.3
- On Executive Board	%	4.2	0.0
- On Board of Directors (MT Højgaard Holding)	%	42.9	50.0
Gender composition in functions			
- Salaried	%	23.6	29.4
- Hourly paid	%	2.5	2.3
Age composition in the Group			
- In the Group	<35 / 35-50 / >50 (%)	34 / 36 / 30	32 / 36 / 32
- At management level	<35 / 35-50 / >50 (%)	3 / 46 / 51	6 / 45 / 49
Number of employees (FTE, average for the year)	Number	3,004	2,785
Number of employees (HC)	Number	3,389	3,060
- Salaried/hourly paid employees	%	40 / 60	43/57
Employee turnover rate	%	41	45
Cases reported under whistleblowing scheme	Number	2	1
Cases concerning abusive or discriminatory behaviour	Number	1	2






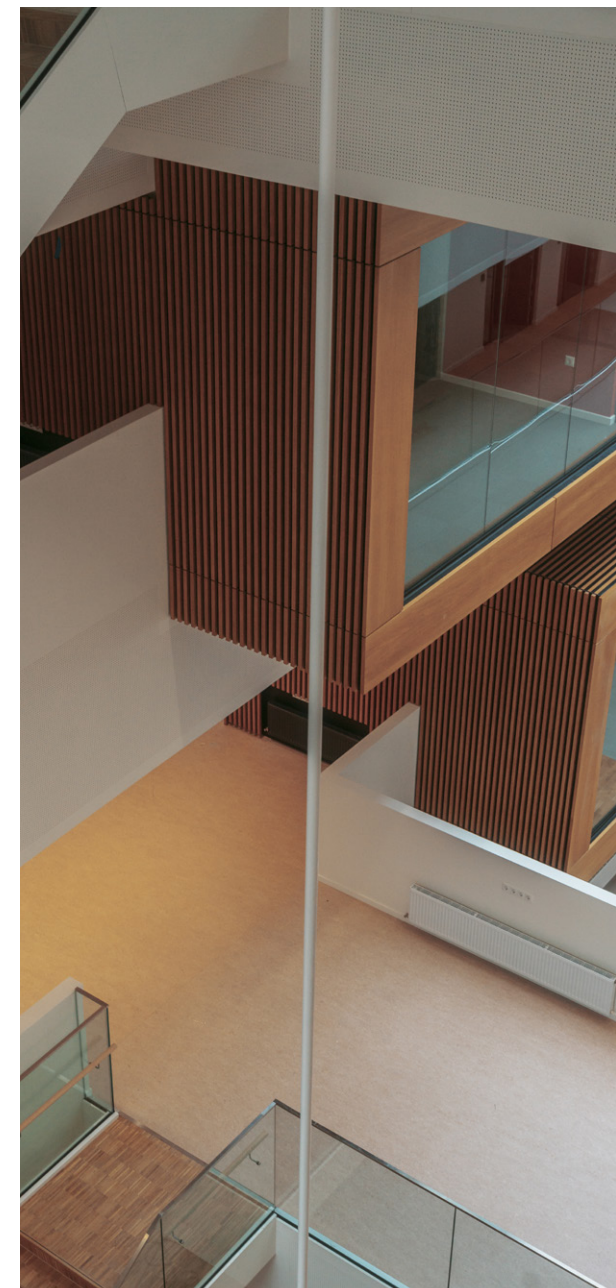
Health and learning

Lost-time occupational accidents	Number	75	49
Accident rate	Frequency	13.7	10.8
Accidents without absence from work	Number	183	168
Lost days	Number	813	522
Danish Working Environment Authority responses	Number	60	39
- Immediate improvement notices	Number	55	38
- Prohibition notices	Number	3	1
- Fines and sanctions	Number	2	0
Hours of training per employee	Number	24.0	25.8
Employees in training posts	%	7.9	7.1





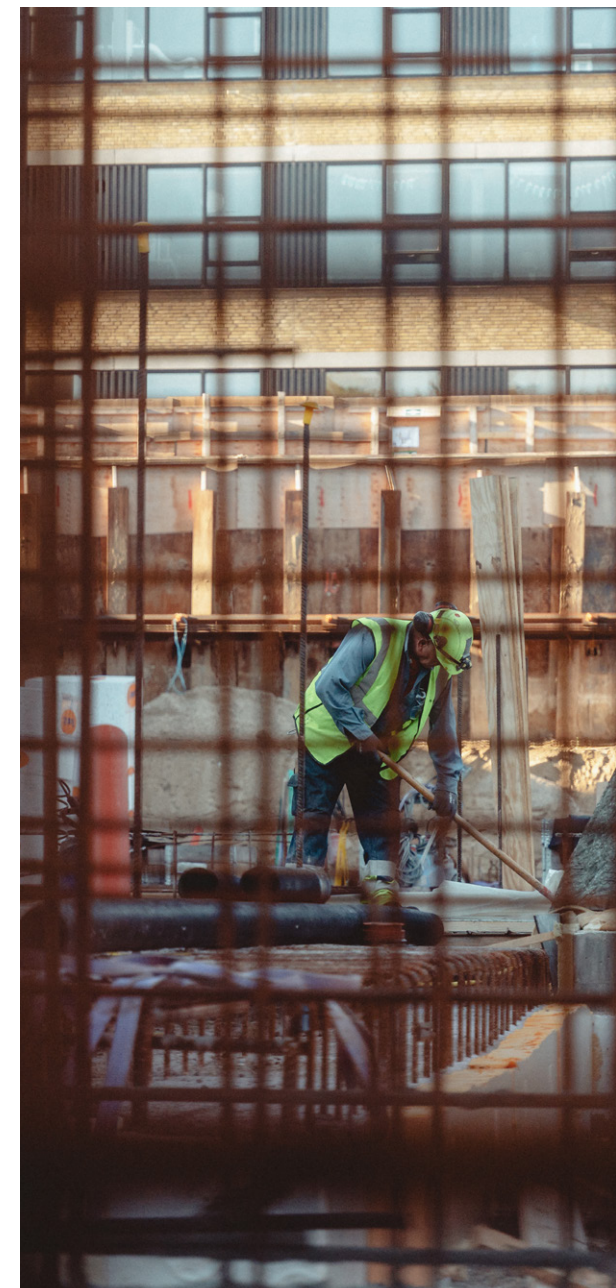
Sustainability data (continued)

	Enhed	2022	2021
 Climate and environment			
Scope 1 greenhouse gas emissions	Tonnes CO ₂ e	10,783	5,887
Scope 2 location-based greenhouse gas emissions	Tonnes CO ₂ e	3,453	1,363
Scope 2 market-based greenhouse gas emissions	Tonnes CO ₂ e	1,906	322
- Emission intensity: Relative emissions (Scope 1 and 2 relative to revenue)	Tonnes/DKK mio.	1.6	1.0
Scope 3 greenhouse gas emissions	Tonnes CO ₂ e	98,322	-
- Emission intensity: Relative emissions (Scope 3 relative to revenue)	Tonnes/DKK mio.	11.0	-
Energy proportion (Scope 2) from renewable energy sources (RE)	%	34.7	38.8
Water consumption at offices and production facilities	m ³	15,452	16,853
 Circular economy			
Total waste volume	Ton	26,018	21,738
Waste recirculation	%	69.1	57.6
- Reuse and recycling	%	43.0	23.2
- Materials recovery	%	26.2	34.4
Incineration	%	21.0	25.8
Landfill	%	4.9	4.5
Mixed waste	%	5.0	12.1
Hazardous waste (for incineration or landfill)	%	2.0	1.0
Relative waste volume relative to revenue	Tonnes/DKK mio.	2.9	3.0
 Collaboration and certification			
Sustainability certifications or pre-certification	Number	38	31
Revenue from projects with sustainability certification or pre-certification	%	33.8	21.5



Sustainability data (continued)

	Unit	2022	2021
 EU Taxonomy			
Eligible turnover	%	85.2	82.3
Eligible CAPEX	%	79.7	58.6
Eligible OPEX	%	46.4	96.2
Aligned turnover	%	5.9	0
Aligned CAPEX	%	6.3	0
Aligned OPEX	%	2.4	0
EU Taxonomy (excl. Scandi Byg)			
Eligible turnover	%	84.8	-
Eligible CAPEX	%	78.9	-
Eligible OPEX	%	39.1	-
Aligned turnover	%	5.9	-
Aligned CAPEX	%	6.4	-
Aligned OPEX	%	2.0	-
 Financial data			
Incl. Scandi Byg	DKK mio.	8,945	7,203
Excl. Scandi Byg	DKK mio.	8,654	6,966



Accounting policies

Introduction

The accounting policies of the MT Højgaard Holding Group aim to provide readers of the Sustainability Report with information on how the Group has calculated the most important figures reported for the period from 1 January to 31 December 2022. The accounting policies include descriptions of the definitions, estimates and methods forming the basis of the report.

To make the Group's Sustainability Report reliable and to support the development of well-founded and consistent data, we have endeavoured to follow the guidelines, definitions and recommendations set out in the following international reporting standards:

- The GHG Protocol
- The EU Taxonomy Regulation
- Sections 99 a, 99 b and 107 d of the Danish Financial Statements Act

Consolidation of data

The business units of the MT Højgaard Holding Group enter all data into the Group's reporting system in a consistent manner. The consolidated key figures thus cover the parent company MT Højgaard Holding A/S and all subsidiaries controlled by the Group.

New key figures in 2022

As we intensify our sustainability work, we look for new ways to improve our basis for making sustainability decisions. For the first time, our reporting therefore includes:

- CO₂e emissions scope 3
- Emission intensity scope 3
- EU Taxonomy-aligned turnover
- EU Taxonomy-aligned CAPEX
- EU Taxonomy-aligned OPEX
- Attendance rate for the meetings of the Board of Directors

Delimitation

The Group has decided to delimit data in accordance with the financial control method set out in the GHG Protocol guidelines. Data only cover the activities of which the Group has the financial control necessary to make strategic decisions, i.e. the activities for which the Group is invoiced directly for a purchased product or service. Subcontractors and joint ventures are not included.

Revised ESG key figures for 2022

In addition to a limited number of methodical restatements of data, the fundamental accounting principles for data processing remain unchanged compared with last year. The purpose of the revised ESG key figures for 2022 has been to improve the quality, accuracy and completeness of our ESG dataset.

Restatement

Unless otherwise stated, the Group will – based on a qualitative materiality assessment – restate the ESG key figures in case of significant changes to the ESG data basis. Such restatements may be triggered by structural changes to the

Group, the improvement of methodical accounting principles, the availability and improvement of the data basis and the identification of errors. Going forward, we will strive to follow a restatement policy based on the guidelines set out in the Science-Based Targets initiative (SBTi) and the GHG Protocol with a 5% limit.

Four restatements have been made of data for 2021:

1. The data basis for scope 1 has been clarified and includes more data sources for fuels consumption, including diesel and petrol, which were not detected in 2021. To provide an accurate basis for comparison, the figures for 2021 have been restated.
2. A methodical change has been made of the scope 2 emission factors for district heating and electricity. For the financial year 2021, one emission factor was used for district heating and another for electricity, but as regards the financial year 2022, the emission factors were based on the distribution of fuels for production by the local utility companies. The figures for 2021 have been restated accordingly.
3. The definition of the key figure Women in management positions was changed in the financial year 2022, and therefore the basis for comparison with historical figures is inaccurate since no restatement has been made.
4. The definition of projects registered for certification or pre-certified or certified projects has been restated to the effect that only projects with external revenue during the year are included.

Social sustainability

Full-time equivalents (FTEs)

An FTE is defined as an employee's contractual working hours compared with a full-time contract for the same job in the same country. FTEs are used for calculating the active workforce expressed as the number of full-time employees. An FTE of 1.0 corresponds to one full-time employee, while an FTE of 0.5 corresponds to one half-time employee.

Most FTEs are calculated according to the ATP method, i.e. on the basis of the contributions made to the Labour Market Supplementary Pension (ATP). However, the FTEs in the international companies are calculated on the basis of the employment contracts.

The average FTE, which is also reported in Consolidated financial highlights in the Annual Report, is calculated as an average number for each legal entity over the year, based on monthly measurements at the end of each month.

FTEs only include the employees on the Group's payrolls.

Gender diversity at Group and management levels

Gender diversity – all employees

Gender diversity is defined as the proportion of employed women (HC) out of the total workforce (HC), where headcount (HC) indicates the number of unique staff IDs on the payroll.

The gender diversity is based on the number of employees at 31 December 2022. It covers both hourly paid and salaried employees.

Gender diversity – management

Gender diversity at management level is defined as the proportion of female managers (HC) out of the total number of managers (HC), managers being defined as persons with HR responsibility reporting directly to the Executive Board.

Gender diversity – Executive Board

The gender diversity of the Executive Board is defined as the proportion of women members of the Executive Board at 31 December 2022.

Gender diversity – Board of Directors

The gender diversity of the Board of Directors is defined as the proportion of women members of the Board of Directors at 31 December 2022. Only Board members elected by the general meeting are included. Employee representatives and advisors to the Board of Directors are not included.

Employee turnover rate

The employee turnover rate shows the proportion of permanent employees out of the total number of permanent employees who leaves the company during the year, and it is calculated on the basis of the number of employees (HC) and not the full-time workforce.

The turnover rate is calculated for all permanent employees and covers all reasons for

termination, including retirement, dismissal and resignation.

The effective date of termination is reckoned from the month in which the employee no longer receives any wage/salary (some permanent employees may e.g. be entitled to wage/salary for a limited number of months after their effective date of termination).

Accidents and accident rate

A lost-time occupational accident is a sudden incident at work resulting in a person being physically or mentally injured and in at least one day's absence in addition to the day of the accident. An accident is only considered as a lost-time accident if the employee is absent for one or more days after the day of the accident.

An employee having suffered a work-related personal injury or illness must report the matter to his or her team manager/superior as soon as possible, no matter the severity thereof.

The accident rate is calculated as the number of lost-time occupational accidents per 1 million working hours, and it is measured relative to the number of working hours performed (contractual working time less the hours of absence).

The number of accidents and the accident rate are reported on a monthly basis to the Board of Directors and Group management.

Training posts

The proportion of employees in training posts is calculated as the number of apprentices, trainees, student assistants and industrial PhDs compared with the total number of employees. The number is calculated as headcounts (HC), i.e. the number of unique staff IDs on the payroll.

Orders issued by the Danish Working Environment Authority

The total number of orders issued by the Danish Working Environment Authority and broken down on restraining orders, immediate improvement notices and fines.

Attendance rate for meetings of the Board of Directors

The attendance rate for the meetings of the Board of Directors is calculated as the total number of ordinary Board meetings that the individual member has attended, compared with the total number of Board meetings.

The current Board of Directors consists of three representatives and seven members elected by the general meeting. The 10 Board members are all included when calculating the attendance rate for the meetings of the Board of Directors.

Environmental sustainability

Climate accounts

The Group's climate accounts have been made on the basis of the Greenhouse Gas Protocol (the GHG Protocol), which is an international standard. GHG emissions are assessed on the basis of global warming potential (GWP) over a period of 100 years under the GHG Protocol with calculation of GWP in accordance with IPCC's fourth Assessment Report.

The climate accounts include a delimitation of their scope, defining the different emission categories to be measured and stating the companies covered by them. Since the Group's own production is large, the climate accounts only recognise financial control. This means that only activities for which the Group is invoiced directly are recognised in the climate accounts. Consequently, activities over which the Group only has operational control are not recognised, and therefore sub-contractors' activities and any potential emissions therefrom are excluded from the climate accounts.

As regards the Group's individual business units, a delimitation of scope 3 categories has been made since not all categories are essential to each business unit. For units without direct construction activities, the category Purchased goods and services is not recognised. Waste, Fuel- and energy-related activities and Use of private car for business purposes cover all Group companies. For MT Højgaard International, Air travel is recognised since that category is found to cover significant emissions. For MT Højgaard Property Develop-

ment, the category "Use of sold products" is recognised since that category accounts for significant emissions. Reference is made to the table on page 60, which shows the GHG categories included for each business unit.

Scope 1

Scope 1 GHG emissions cover total direct emissions from the combustion of various fuels. This covers the number of tonnes of CO₂e emitted from the combustion of purchased fuels, including diesel, petrol-oil for engines, heating fuel and natural gas. Fuels purchased during the financial year are covered. It is assumed that all fossil fuels purchased by the Group have been combusted.

Scope 2

Scope 2 GHG emissions cover total indirect emissions from the consumption of electricity and district heating. This covers the number of tonnes of CO₂e emitted from purchased electricity for cars, buildings and construction sites as well as the number of tonnes of CO₂e emitted from purchased district heating for buildings and construction sites. Electricity and district heating purchased during the financial year are covered. It is assumed that all electricity and district heating purchased by the Group have been consumed. GHG emissions from electricity and district heating have been calculated on the basis of the specific emission factors of each local utility company. In accordance with the GHG Protocol, both local and market-based emissions are calculated.

The emission intensity of scopes 1 and 2 is defined as the total emission of CO₂e in tonnes relative to revenue in DKK million.

Share of renewable energy

Renewable energy is energy from renewable energy resources which may be replenished naturally, including solar, wind, hydropower, biomass and geothermal energy. The share of renewable energy is thus the total share of the energy consumption for electricity and heating which is generated by renewable energy sources. This share is measured in kWh of total electricity consumption as documented by means of RE certificates purchased nationally.

Water

The water consumption of the Group's buildings comprises owned and leased buildings. All buildings owned by a Group company are included. If an owned building is leased to an external party which pays for its consumption directly to the utility company, the consumption is excluded from our reporting. Water for construction sites is not included in our reporting.

Scope 3

Scope 3 greenhouse gas emissions (GHG emissions) are emissions from sources which are not owned or controlled directly by the Group. These emissions comprise the following categories: Purchased goods, Non-current assets, Fuel- and energy-related activities not included in scope 1 or scope 2, Air travel, Use of private car for business purposes, Use of

sold products and Waste. Reference is made to the GHG Protocol for a definition of the individual categories.

A number of delimitations of scope have been made for all the Group's business units, which means that the various companies include different scope 3 categories. The scope 3 categories broken down by business unit are shown in the illustration on page 60.

Purchased goods have been calculated on the basis of the most significant purchases of materials made by the business units during the year. The emissions calculated come from the Group's 15 largest groups of materials (including concrete, steel and insulating material). In collaboration with each business unit, MT Højgaard Holding collects data from suppliers in the value chain and calculates emissions on the basis of product- and industry-specific environmental product declarations (EPDs) and generic data. MT Højgaard Property Development and MT Højgaard Holding are not included in this category since their volumes of purchased materials do not match those of the remaining Group companies.

Non-current assets include the assets having been capitalised during the year. This category is of no relevance to MT Højgaard Property Development and MT Højgaard Holding.

Fuel- and energy-related activities are calculated automatically on the basis of the consumption of fuels, electricity and heating identified under scopes 1 and 2.

Environmental sustainability (continued)

SCOPE 3 CATEGORIES PER BUSINESS UNIT	MT Højgaard Holding	MT Højgaard Danmark	Enemærke & Petersen	MT Højgaard International	MT Højgaard Property Development	Scandi Byg
Purchased goods and services		●	●	●		●
Capital goods		●	●	●		●
Fuel- and energy related activities	●	●	●	●	●	●
Upstream transportation and distribution						
Waste generated in operations	●	●	●	●	●	●
Business travel	●			●		
Employee commuting	●	●	●	●	●	●
Upstream leased assets						
Downstream transportation and distribution						
End-of-Life treatment of sold products						
Use of sold products					●	
Processing of sold products						
Downstream leased assets						
Franchises						
Investments						

Business travel includes the distance travelled by air for business purposes by the employees. MT Højgaard Holding and MT Højgaard International are included in this category since they are responsible for the majority of the Group's air travel.

Use of private car for business purposes includes the number of kilometres travelled in private car by the employees for business purposes.

Use of sold products only includes the buildings sold by MT Højgaard Property Development. Emissions are calculated as electricity

and heating consumption per m² (expressed in kWh) over the expected life of the building.

Waste includes both construction waste and household waste. Emissions are calculated on the basis of the type of waste combined with the treatment of such waste. The management methods include reuse, recycling, recovery of materials, energy recovery, landfill and mixed waste.

Waste

Waste is defined as waste generated in operations. The Group's waste is measured in tonnes broken down by management method,

including reuse, recycling, material recovery, incineration, landfill and mixed waste. Both construction waste and household waste, which belong to the same category, are included. Total weight calculation of waste also includes hazardous waste since that category is a sub-category to the other categories. Hazardous waste is defined as waste with hazardous properties due to, for example, its content of harmful substances. Such waste may, for example, be harmful to health or the environment, inflammable, corrosive or poisonous.

The category "Waste" has been delimited in accordance with the financial control method, and it includes only the activities of which the Group has the financial control necessary to make strategic decisions, i.e. the activities for which the Group is invoiced directly for a purchased product or service.

Recirculated waste is defined as the part of waste which is managed as direct reuse, recycling or material recovery out of the total waste volume.

Waste intensity is defined as the total waste volume in tonnes relative to revenue in DKK million.

Sustainability certifications and accounting policies for EU Taxonomy reporting

Sustainability certifications

The number of projects that are either registered for certification, pre-certified or certified are recognised if the Group has generated revenue from the project in the financial year. The following certifications are relevant: The Nordic Swan Ecolabel, DGNB, LEED and BREEAM. If the project receives more than one certification (e.g. both the Nordic Swan Ecolabel and DGNB), they still only count as one. Duplicates are eliminated at Group level so that a certified project in which two or more Group companies participate only counts as one project.

The share of revenue generated by projects with sustainability certifications or pre-certifications is calculated as a percentage of total revenue (see the definition of revenue in the financial statements). For each certified project, the business unit states whether revenue has been generated by external parties or internally by a subsidiary. Projects generating internal revenue are eliminated to avoid double counting.

EU Taxonomy

The Group's financial activities consist of projects, and therefore EU Taxonomy screening is made of the individual projects. The projects are classified according to the relevant EU activity category (e.g. new builds or refurbishment projects). The EU activity categories thus define whether a project is eligible for screening. To determine whether a project is taxonomy-aligned, a thorough screening is

made to find out whether the project meets the technical screening criteria defined for the relevant activity category.

The accounting policies applied to identify relevant and eligible turnover, CAPEX and OPEX are based on the methods for identification and determination of KPIs for non-financial undertakings as specified in Annex 1 to the European Commission's Delegated Regulation. The mapping of eligible activities and the allocation of financial data have been made on the basis of data provided by the individual business units.

Turnover

For each company, the actually recognised turnover for the financial year 2022 has been used, and no allocation key has been used. Turnover has been specified at project level so that turnover for each project may be summed up to give the total turnover generated by each business unit, see the income statement on page 46 of the annual report. However, Scandi Byg's turnover is not recognised in the financial statements. As regards projects generating both internal and external turnover, the internal revenue has been eliminated to avoid double counting.

After screening, projects are categorised as non-eligible, eligible or aligned.

The two KPIs applicable to the turnover of a business unit are calculated as follows:
Turnover for eligible projects/Total turnover

Turnover for aligned projects/Total turnover

CAPEX

CAPEX covers investments (actually recognised additions to non-current assets) in property, plant and equipment and intangible assets for production during the financial year, before depreciation, amortisation and adjustments, e.g. as a result of revaluations and impairment losses in the current financial year, excluding changes in fair value. As well as leasing (IFRS 16) of vehicles and machinery for production purposes. For information about CAPEX investments and leasing, see note 2.2 (property, plant and equipment) and note 2.3 (leasing) of the annual report.

A number of investments have been allocated directly to a project or a group of projects, and other costs have been allocated to projects on the basis of a predefined allocation key which thus determines whether such investments may be categorised as non-eligible, eligible or aligned. If an allocation key is used, CAPEX and OPEX will be allocated only on the basis of external turnover to avoid double counting.

The two KPIs applicable to the CAPEX of a business unit are calculated as follows:
CAPEX for eligible projects/Total CAPEX
CAPEX for aligned projects/Total CAPEX

OPEX

OPEX covers operating costs relating to repairs and maintenance of the property, plant and equipment which are necessary to ensure

continued and efficient use of the assets. The companies' income statements are reviewed to identify the share relating to repairs and maintenance of property, plant and equipment, e.g. maintenance of vehicles and repairs and maintenance of production plant. OPEX constitutes a very small part of the Group's production costs, and since it is stated at an overall level in the financial statements, OPEX does not appear directly from the annual report. For some cost items, it may be necessary to estimate the share falling within the OPEX definition. OPEX costs are allocated to projects according to the principles which also apply to the allocation of CAPEX.

The two KPIs applicable to the OPEX of a business unit are calculated as follows:
OPEX for eligible projects/Total OPEX
OPEX for aligned projects/Total OPEX

TABLE 1: TURNOVER (continued)

ECONOMIC ACTIVITIES (1) (continued)	Code(s) (2)	Absolute turnover (3) DKK million	Proportion of turnover (4) %	Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')						Minimum safeguards (17) Y/N	Taxonomy-aligned proportion of turnover Year N (18) %	Taxonomy-aligned proportion of turnover Year N-1 (19) %	Category (enabling activity or) (20) E	Category ('transition al activity') (21) T
				Climate change mitigation (5) %	Climate change adaptation (6) %	Water and marine resources (7) %	Circular economy (8) %	Pollution (9) %	Biodiversity and ecosystems (10) %	Climate change mitigation (11) Y/N	Climate change adaptation (12) Y/N	Water and marine resources (13) Y/N	Circular economy (14) Y/N	Pollution (15) Y/N	Biodiversity and ecosystems (16) Y/N					
A.2 Taxonomy-Eligible but not environmentally sustainable activities (Not Taxonomy-aligned activities)																				
Infrastruktur vandtransport (6.16)		330.2	3.7%														3.7%			
District heating/cooling distribution (4.15)		16.5	0.2%														0.2%			
Production of heat/cool using waste heat (4.25)		0.0	0.0%														0.0%			
Construction of supply systems (5.1)		1.3	0.0%														0.0%			
Professional services related to energy performance of buildings (9.3)		0.9	0.0%														0.0%			
Turnover of Taxonomy-eligible but not environmentally sustainable		7,095.8	79.3%														79.3%			
Total (A.1 + A.2)		7,618.8	85.2%																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy-non-eligible activities		1,326.7	14.8%																	
Total (A + B)		8,945.5	100.0%																	

The above turnover includes Scandi Byg A/S. The Group's total turnover excl. the discontinued activity for Scandi Byg A/S is 8.654 DKK mio. and the Group's aligned turnover excl. Scandi Byg A/S is 508 DKK mio.

TABLE 2: CAPEX

ECONOMIC ACTIVITIES (1)	Code(s) (2)	Absolute turnover (3) DKK million	Proportion of turnover (4) %	Substantial contribution criteria					DNSH criteria ('Does Not Significantly Harm')							Minimum safeguards (17) Y/N	Taxonomy-aligned proportion of Capex year N (18) Percent	Taxonomy-aligned proportion of Capex year N-1 (19) Percent	Category (enabling activity or) (20) E	Category ('transition activity') (21) T
				Climate change mitigation (5) %	Climate change adaptation (6) %	Water and marine resources (7) %	Circular economy (8) %	Pollution (9) %	Biodiversity and ecosystems (10) %	Climate change mitigation (11) Y/N	Climate change adaptation (12) Y/N	Water and marine resources (13) Y/N	Circular economy (14) Y/N	Pollution (15) Y/N	Biodiversity and ecosystems (16) Y/N					
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
Construction of new buildings (7.1)		0.62	0.6%	100%	0%	0%	0%	0%	0%		Y	Y	Y	Y	Y	0.6%	-	-	-	
Renovation of existing buildings (7.2)		0.86	0.9%	100%	0%	0%	0%	0%	0%		Y	Y	Y	Y	Y	0.9%	-	-	T	
Infrastructure for water transport (6.16)		3.14	3.1%	0.0%	100%	0%	0%	0%	0%		Y	Y	Y	Y	Y	3.1%	-	-	-	
Production of heat/cool using waste heat (4.25)		1.70	1.7%	100%	0%	0%	0%	0%	0%		Y	Y	Y	Y	Y	1.7%	-	-	-	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		6.32	6.3%													6.3%				
A.2 Aktiviteter, der er omfattet af klassificeringssystemet, men som ikke er miljømæssigt bæredygtige (aktiviteter, der ikke er i overensstemmele med klassificeringssystemet)																				
Construction of new buildings (7.1)		46.83	46.7%													46.7%				
Renovation of existing buildings (7.2)		16.82	16.8%													16.8%				
Installation of energy efficient equipment (7.3)		0.70	0.7%													0.7%				
Installation of charging stations for vehicles (7.4)		0.01	0.0%													0.0%				
Installation of instruments to control energy performance of buildings (7.5)		0.13	0.1%													0.1%				
Infrastructure for personal mobility, cycle logistics (6.13)		0.04	0.0%													0.0%				
Infrastructure for rail transport (6.14)		0.39	0.4%													0.4%				
Infrastructure enabling road transport and public transport (6.15)		0.05	0.0%													0.0%				

TABLE 2: CAPEX (continued)

ECONOMIC ACTIVITIES (1) (continued)	Code(s) (2)	Absolute turnover (3) DKK million	Proportion of turnover (4) %	Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')						Minimum safeguards (17) Y/N	Taxonomy-aligned proportion of CapEx year N (18) Percent	Taxonomy-aligned proportion of CapEx year N-1 (19) Percent	Category (enabling activity or) (20) E	Category ('transition al activity') (21) T
				Climate change mitigation (5) %	Climate change adaptation (6) %	Water and marine resources (7) %	Circular economy (8) %	Pollution (9) %	Biodiversity and ecosystems (10) %	Climate change mitigation (11) Y/N	Climate change adaptation (12) Y/N	Water and marine resources (13) Y/N	Circular economy (14) Y/N	Pollution (15) Y/N	Biodiversity and ecosystems (16) Y/N					
A.2 Taxonomy-Eligible but not environmentally sustainable activities (Not Taxonomy-aligned activities)																				
Infrastruktur vandtransport (6.16)		8.32	8.3%													8.3%				
District heating/cooling distribution (4.15)		0.11	0.1%													0.1%				
Production of heat/cool using waste heat (4.25)		0.00	0.0%													0.0%				
Construction of supply systems (5.1)		0.19	0.2%													0.2%				
Professional services related to energy performance of buildings (9.3)		0.00	0.0%													0.0%				
Turnover of Taxonomy-eligible but not environmentally sustainable		73.59	73.4%													73.4%				
Total (A.1 + A.2)		79.90	79.7%																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy-non-eligible activities		20.40	20.3%																	
Total (A + B)		100.30	100.0%																	

The above CAPEX includes Scandi Byg A/S. The Group's total CAPEX related to the EU Taxonomy excl. the discontinued activity for Scandi Byg A/S is 94 DKK mio. and the Group's aligned CAPEX excl. Scandi Byg A/S is 74 DKK mio.

TABLE 3: OPEX

ECONOMIC ACTIVITIES (1)	Code(s) (2)	Absolute turnover (3) DKK million	Proportion of turnover (4) %	Substantial contribution criteria					DNSH criteria ('Does Not Significantly Harm')							Minimum safeguards (17) Y/N	Taxonomy-aligned proportion of OPEX year N (18) Percent	Taxonomy-aligned proportion of OPEX year N-1 (19) Percent	Category (enabling activity or) (20) E	Category ('transition al activity') (21) T
				Climate change mitigation (5) %	Climate change adaption (6) %	Water and marine resources (7) %	Circular economy (8) %	Pollution (9) %	Biodiversity and ecosystems (10) %	Climate change mitigation (11) Y/N	Climate change adaption (12) Y/N	Water and marine resources (13) Y/N	Circular economy (14) Y/N	Pollution (15) Y/N	Biodiversity and ecosystems (16) Y/N					
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
Construction of new buildings (7.1)		0.13	0.7%	100%	0.0%	0%	0%	0%	0%		Y	Y	Y	Y	Y	0.7%	-	-	-	
Renovation of existing buildings (7.2)		0.13	0.8%	100%	0.0%	0%	0%	0%	0%		Y	Y	Y	Y	Y	0.8%	-	-	O	
Infrastructure for water transport (6.16)		0.00	0.0%	0.0%	0.0%	0%	0%	0%	0%		Y	Y	Y	Y	Y	0.0%	-	-	-	
Production of heat/cool using waste heat (4.25)		0.16	0.9%	100%	0.0%	0%	0%	0%	0%		Y	Y	Y	Y	Y	0.9%	-	-	-	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0.42	2.4%														2.4%			
A.2 Aktiviteter, der er omfattet af klassificeringssystemet, men som ikke er miljømæssigt bæredygtige (aktiviteter, der ikke er i overensstemmele med klassificeringssystemet)																				
Construction of new buildings (7.1)		5.24	29.7%														29.7%			
Renovation of existing buildings (7.2)		1.59	9.0%														9.0%			
Installation of energy efficient equipment (7.3)		0.06	0.3%														0.3%			
Installation of charging stations for vehicles (7.4)		0.00	0.0%														0.0%			
Installation of instruments to control energy performance of buildings (7.5)		0.01	0.1%														0.1%			
Infrastructure for personal mobility, cycle logistics (6.13)		0.00	0.0%														0.0%			
Infrastructure for rail transport (6.14)		0.00	0.0%														0.0%			
Infrastructure enabling road transport and public transport (6.15)		0.00	0.0%														0.0%			

TABLE 3: OPEX (continued)

ECONOMIC ACTIVITIES (1) (continued)	Code(s) (2)	Absolute turnover (3) DKK million	Proportion of turnover (4) %	Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')						Minimum safeguards (17) Y/N	Taxonomy-aligned proportion of OPEX year N (18) Percent	Taxonomy-aligned proportion of OPEX year N-1 (19) Percent	Category (enabling activity or) (20) E	Category ('transition al activity') (21) T
				Climate change mitigation (5) %	Climate change adaptation (6) %	Water and marine resources (7) %	Circular economy (8) %	Pollution (9) %	Biodiversity and ecosystems (10) %	Climate change mitigation (11) Y/N	Climate change adaptation (12) Y/N	Water and marine resources (13) Y/N	Circular economy (14) Y/N	Pollution (15) Y/N	Biodiversity and ecosystems (16) Y/N					
A.2 Taxonomy-Eligible but not environmentally sustainable activities (Not Taxonomy-aligned activities)																				
Infrastruktur vandtransport (6.16)		0.74	4.2%													4.2%				
District heating/cooling distribution (4.15)		0.00	0.0%													0.0%				
Production of heat/cool using waste heat (4.25)		0.00	0.0%													0.0%				
Construction of supply systems (5.1)		0.12	0.7%													0.7%				
Professional services related to energy performance of buildings (9.3)		0.00	0.0%													0.0%				
Turnover of Taxonomy-eligible but not environmentally sustainable		7.76	44.0%													44.0%				
Total (A.1 + A.2)		8.18	46.4%																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy-non-eligible activities		9.47	53.6%																	
Total (A + B)		17.65	100.0%																	

The above OPEX includes Scandi Byg A/S. The Group's total OPEX related to the EU Taxonomy excl. the discontinued activity for Scandi Byg A/S is 15 mio.DKK and the Group's aligned OPEX excl. Scandi Byg A/S is 6 mio.DKK

Notes

Note 1 Company overview

Group	Reporting unit	Company
	MT Højgaard Holding	MT Højgaard Holding A/S
	MT Højgaard Danmark	MT Højgaard Danmark A/S MT Højgaard Vietnam Company Limited
	Enemærke & Petersen	Enemærke & Petersen A/S Raunstrup A/S NemByg A/S
MT Højgaard Holding Group	MT Højgaard International	MT Højgaard International A/S MT Højgaard Grønland ApS Arssarnerit A/S MT Højgaard Maldives R.T.S. Contractors SP/F MT Højgaard Føroyar P/F
	MT Højgaard Property Development	MT Højgaard Property Development A/S
	Scandi Byg	Scandi Byg A/S ¹

¹ Discontinued company: In January 2023, a binding collaboration and an option agreement was entered for the sale of Scandi Byg to Nordic Woods Industries. The option must be exercised at the latest on 16 October 2023, cf. Company announcement no. 1/2023.

A detailed overview of the Group's companies can be seen in note 5.4 of the annual financial statements.

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BACK SIDE:

AALBORG UNIVERSITY

In October 2022, MT Højgaard Danmark handed over the AAU Sund faculty building to Aalborg University and the Danish Road Directorate. At a time of rising prices, lockdowns and long delivery times for building materials, the project excels in that it was handed over on time and at the agreed price.





COMPANY INFORMATION

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