

Data Ethics Policy

InstallatørGruppen A/S
(CVR no. 43 89 18 71)

1 Introduction

- 1.1 This data ethics policy (the "Policy") has been established by the board of directors (the "Board of Directors") of InstallatørGruppen A/S ("InstallatørGruppen").
- 1.2 In this Policy, InstallatørGruppen's approach to data ethics is defined pursuant to section 99 d of the Danish Financial Statements Act (in Danish: *årsregnskabsloven*).
- 1.3 Data ethics concern the ethical considerations which InstallatørGruppen as a company must take into account when using data and new technologies.

2 InstallatørGruppen's commitment to data ethics principles

2.1 Data protection laws

- 2.1.1 InstallatørGruppen recognises the importance of having legally effective and meaningful privacy and data protection standards in place, applicable to all of its business activities. This is necessary not only to comply with the many evolving regulatory requirements across InstallatørGruppen's markets, but also for the trust of those countries' citizens, leaders, and business communities.
- 2.1.2 To assist with local compliance efforts, InstallatørGruppen directs that all personal data, however and wherever used in our business operations, must be handled strictly in accordance with applicable laws and our privacy and data protection standards, set out in internal policies.

2.2 Use of data

- 2.2.1 Data is an important asset of InstallatørGruppen's business. InstallatørGruppen has high standards in relation to where it collects data and how it use the data within its organisation:
- InstallatørGruppen sets high standards on itself in collecting data from its assets and other sources.
 - InstallatørGruppen sets high demands on its partners from whom it receives data. InstallatørGruppen encourages partners to work towards determining a set of data ethical principles for their own company.
 - InstallatørGruppen refrains from extensive collection of data which may be characterised as data-driven surveillance.

2.3 Accountability

- 2.3.1 All data collection involves human decisions. Therefore, InstallatørGruppen strives to implement mechanisms to control the context in which data is collected, the systems that are used for data processing, and the methods for ensuring data quality.
- 2.3.2 InstallatørGruppen acknowledges that data and systems can be misused or used for unintended purposes. InstallatørGruppen assesses and document permissible uses of our data and systems and take measures to avoid impermissible uses.
- 2.4 Processes and policies
 - 2.4.1 InstallatørGruppen will develop additional policies and procedures to ensure that we comply with the above-mentioned principles.

3 Governance and reporting

- 3.1 Each year we will account for this policy in accordance with section 99 d of the Danish Financial Statements Act (in Danish: *årsregnskabsloven*).

This Policy has been adopted by the Board of Directors on 1 June 2026.