

## **Granlund Group's Code of Conduct**

**Granlund emphasizes competence, impartiality, consideration of interests, honesty, equal treatment of people and openness in all his activities. In the following, we have explained these basic pillars of the ethics of our operations.**

### **Know-how**

Leading expertise combined with good customer service are the cornerstones of our operations. In our operations, we refine our expertise for the benefit of our customers. It is our duty to continuously develop our expertise, e.g. by training our experts and developing our operating models.

### **Lawful and ethical activities**

We comply with the laws and regulations applicable to our operations and our internal guidelines. In addition to our legal obligations, we adhere to industry-generally accepted, ethical business principles that promote fair, responsible and transparent operations.

In addition to the Code of Conduct, our operations are guided by the following guidelines and policies, among others: Corporate Governance, Supplier Code of Conduct, Human Rights Policy, Anti-Corruption and Anti-Bribery Policy, Occupational Health and Safety Policy, Quality and Environmental Policy.

### **Impartiality, integrity, interests**

We are the customer's impartial expert, and we have no ties to, for example, industry, contracting companies or the like, which jeopardise our impartiality. We work in good cooperation with other stakeholders, and our operations are guided by our professional expertise and the needs of our customers. We do not accept or give inappropriate gifts of goods, food, drinks, travel or other benefits. We actively participate in seminars, excursions and other events in the field, but we primarily pay for accommodation, travel and seminar costs ourselves. We only accept low-value and open invitations that are part of normal marketing and do not create a conflict of interest. We do not try to influence public decisions or decision-makers in a way that is contrary to the law or otherwise inappropriate.

We are obliged to communicate our commitments to other companies engaged in business. We do not accept a side job that interferes with work, and we always discuss and agree on keeping a possible side job outside the company with the company management.

### **Honesty**

We keep our promises to each other, our customers and other stakeholders. We take responsibility for the services and solutions we provide to our customers. If problems arise, we will actively help to solve them.

### **Openness**

We are transparent and open both in our operations and in our decision-making. When processing information related to individuals, we comply with the data protection principles. In our own internal and external communications, our goal is activity, timeliness and comprehensibility. Through communications, we also aim to improve the awareness of our own industry. The main target group of communications is real estate and construction industry operators as well as current and future professionals.

### **Safe and equal working life**

We always act equally. We behave appropriately and fairly towards each other and all our stakeholders, and we do not discriminate against anyone. We value people regardless of their work tasks or roles. We respect



each other's individuality and promote diversity, equality and inclusion in our work communities. We take care of the safety of our working environment. We intervene in grievances, such as inappropriate behaviour.

### **Environmental responsibility**

We want to lead the way in the green transition in our industry, and environmental responsibility is an integral part of our strategy. We strive to minimize the environmental impact of our own operations, and we encourage our partners to do the same. We offer services that also help our customers find environmentally sustainable solutions.

### **Report violations**

The whistleblowing channel offers the opportunity to report suspected misconduct confidentially. Any shortcomings raised will be investigated and appropriate measures will be taken to remedy the situation.

We encourage you to report violations of the Code of Conduct without delay through the Granlund Group's anonymous [Whistleblowing channel](#).

18.12.2025

**Pekka Metsi**

CEO

Granlund Group