Sustainability work is not only about reporting — it is also about risk management and preparedness.

Asta Autelo
Commercial Director, Consultancy

The future of the planet and its sustainability are issues that are far larger than ourselves.

Pekka Metsi
CEO

Granlund

It is important that family and career are not at odds. At Granlund, there is room for both.

Mira Lindholm-Heikkinen
Group Manager, Energy Management

SUSTAINABILITY REPORT

2025

We are building a sustainable future

Innovations drive us towards sustainable growth

"Innovation and development are vital to the credibility of our business," as our co-founder **Olof Granlund** once said. He could not have been more right. The development of the real estate and construction industry as a whole has always been part of Granlund's DNA. Each year, we invest 6% of our net sales in innovation and development, regardless of the economic cycle.

OUR GROWTH target is ambitious: by 2030, we aim to triple our net sales from the current level and derive 40% of our net sales from outside Finland. This will not be easy, but it is possible: in addition to pursuing organic growth, we want to join forces with strong companies. This approach has driven our success in Finland, and I am confident it will also work on the international stage. For us, the two most important metrics of success are employees´ satisfaction and customers´ satisfaction. If they are at a high level, we will succeed.

DATA CENTER projects provide a bright spot in the current construction market. They are characterised by an international customer base. We are the leading data center consultancy in Finland, and we have sought to also engage Finnish contractors in our projects. This way, we contribute to the positive development of the Finnish economy.

IN THE EARLY YEARS of Granlund, we advertised our company as Finland's first heating expert. That is what we still are, but we have also expanded our expertise to many other areas. The focus has shifted from energy efficiency to the reduction of adverse environmental impacts. Our work involves a tremendous amount of engineering calculations, analysis and the drawing of conclusions. We look for solutions that enable us to reduce emissions ourselves and help our customers and the entire real estate and construction sector to achieve that goal.

WE CANNOT accomplish this alone. Silos do not contribute to sustainability or productivity. Cooperation in the sector has advanced significantly, but there is still room for improvement. The future of the planet and its sustainability are issues that are far larger than ourselves. Our collective handprint shapes the world we leave behind for future generations. For an expert operator like Granlund, this is also the only possible direction: when we walk the talk, we multiply our impact.

Every Granlund consultant is also a sustainability consultant.

Pekka Metsi
CEO, Granlund Oy

Our sustainability journey

1960

- The engineering office “Insinööri toimisto Olof Granlund & Antti Oksanen” is founded.
- Focus on energy efficiency and the efficiency of heating

The establishment of water protection and the environmental administration lays the foundation for environmental and climate-related policy steering.

1970

- Energy analyses of buildings
- Automated data processing introduced in design work: energy simulation via punch cards
- 360-degree approach to energy efficiency: structural energy efficiency incorporated into our thinking

Oil crises shift the focus to energy saving. Energy efficiency standards and codes are created.

1980

- Granlund’s services expand to include all areas of MEP design

The management of indoor air quality and the chemical load emerges as a priority. The Ministry of the Environment is established in 1983.

1990

- Lifecycle model strategy
- RIUSKA simulation software for analysing the energy consumption, indoor conditions and HVAC systems functionality of buildings
- Development of energy efficiency related regulation in cooperation with the authorities

Sustainability gains traction. Energy efficiency translates into practice through adjustments, automation and energy monitoring.

- BREEAM certifications and lifecycle consulting added to the service offering
- Granlund Manager software introduced to support customers' sustainability actions

- LEED certifications, RTS environmental rating and the Nordic Swan Ecolabel added to the service offering
- Granlund serves as the primary consultant to the Ministry of the Environment and the Ministry of Economic Affairs and Employment in the nZEB specification process
- The first sustainability strategies for customers
- WELL certification for the head office in Helsinki

- Launch of the first AI-assisted energy survey tool
- The first environmental product declarations (EPDs) for construction products developed for customers
- Commitment to the Science Based Targets initiative (SBTi)
- Carbon footprint testing for residences featured at the Tuusula Housing Fair

- A guide for biodiversity footprint calculation and development in the built environment
- Carbon footprint limit values for construction projects, and RT instruction cards
- Sustainability as a cross-cutting strategic theme for all business areas
- The Circular Economy in Building Services project
- Granlund's carbon handprint, i.e. positive climate impacts, greater than the negative impacts

2000

Stronger energy efficiency regulation introduced. The EU's Energy Performance of Buildings Directive (EPBD) creates a common framework for energy efficiency in Europe.

2010

The E-value, building codes, construction regulations and legislation are implemented as policy instruments related to energy efficiency.

2020

The EU's Energy Performance of Buildings Directive (EPBD) begins to also steer the reduction of the emissions of the building stock. The circular economy grows.

2025

Carbon control and climate declaration included in the Construction Act. The impacts of construction on nature begin to be calculated and quantified.

Sustainability in figures

+200

new professionals joined Granlund last year.

96%

of Granlund employees have completed training on the Code of Conduct.

NPS 80

was the average score from project feedback in energy efficiency projects, sustainable construction and energy management in 2025.

eNPS 51

was the job satisfaction figure for Granlund's personnel as a whole in 2025. In the previous year the job satisfaction score was 49.

2x

Our target is to double our net sales related to sustainability services by 2029, using 2024 as the base year.

100%

renewable energy used at all of Granlund's properties.

674 tCO_2e

is our emission reduction target by 2030, validated by the Science Based Targets initiative (SBTi).

2,392 tCO_2e

was our carbon footprint in 2025. The number of personnel increased from the previous year, and with it, our total emissions. In 2024, our carbon footprint was 2,334 tCO_2e.

667,850 tCO_2e

was our carbon handprint in 2025. It consisted of a realised handprint 12,427 tCO_2e and a potential handprint of 665,423 tCO_2e. Includes 5 service categories and 51 projects.

WE ARE BUILDING A DIGITAL SOCIETY IN A SUSTAINABLE WAY

Data centers are becoming one of the largest areas of private sector investment in Finland. Society's critical infrastructure must be implemented in a sustainable way.

Jari Innanen,
Business Director, Data Centers

Data centers are the backbone of the digital economy

Data centers serve as drivers of the economy. They are the subject of polarised discussion: while they create jobs in Finland, they also raise sustainability-related questions. The key is, how data center projects are implemented.

Very low-emission and affordable electricity production, a cool climate and a stable operating environment make Finland an attractive location for data centers.

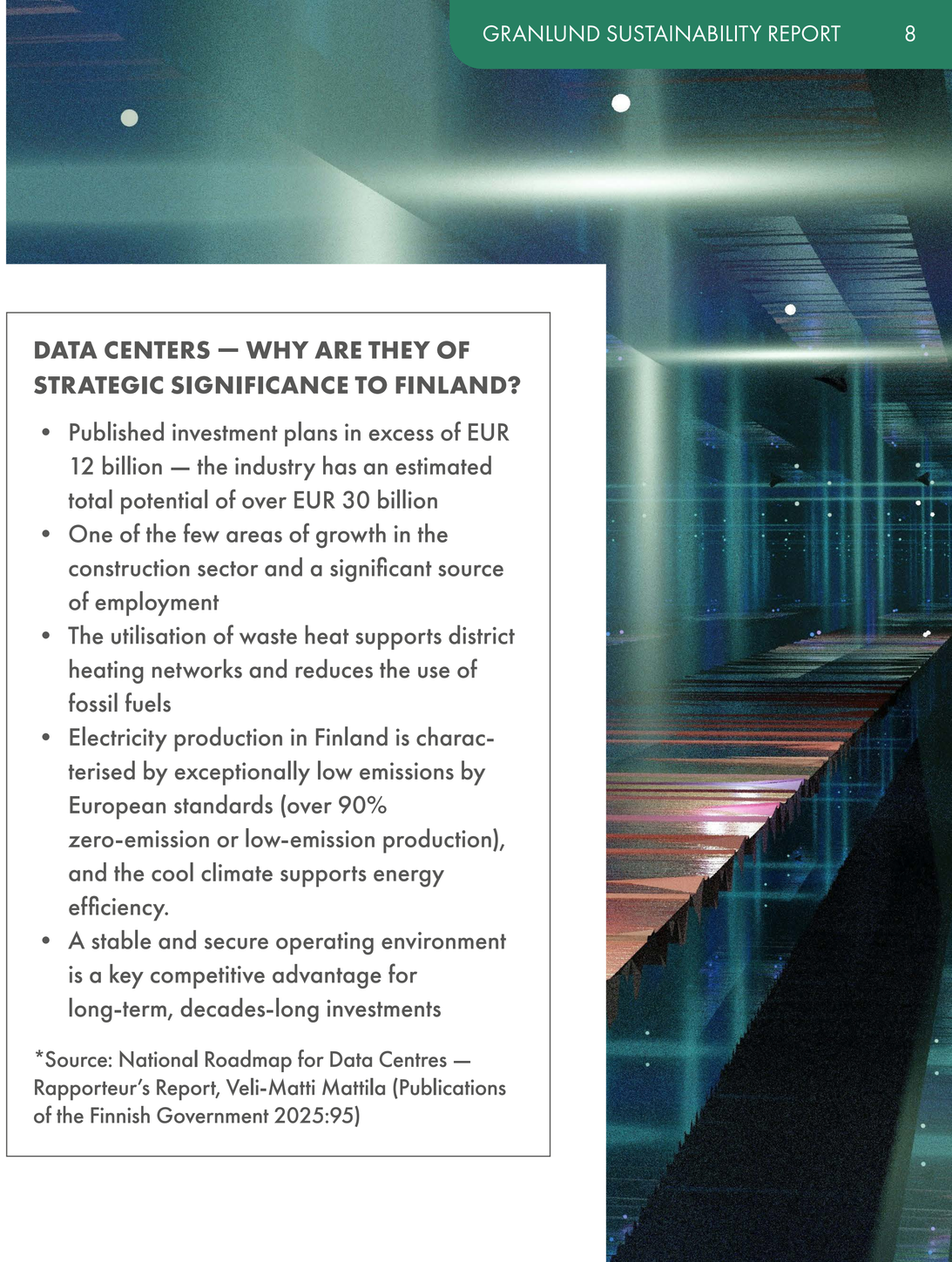
As energy accounts for 50–70% of the operating costs of data centers, energy efficiency is a crucial requirement in the industry. The energy efficiency of a data center is determined by the design phase: technical solutions, the dimensioning of cooling and the management of lifecycle impacts.

ACCORDING TO the National Roadmap for Data Centres* report published by the Finnish Government in 2025, data centers located in Finland are generally highly efficient and have a good Power Usage Effectiveness (PUE). When comparing the share of energy used for purposes other than actual data processing, Finland ranks second after Belgium. The share of renewable energy is the highest in Finland.

"Data centers are becoming one of the largest areas of private sector investment in Finland, and they represent critical infrastructure for our digital society. This infrastructure must be built sustainably," says **Jari Innanen**, Business Director, Data Centers at Granlund.

DATA CENTERS have grown to become Granlund's largest industry in terms of headcount. Over 300 Granlund professionals in Finland and Sweden work on data center projects.

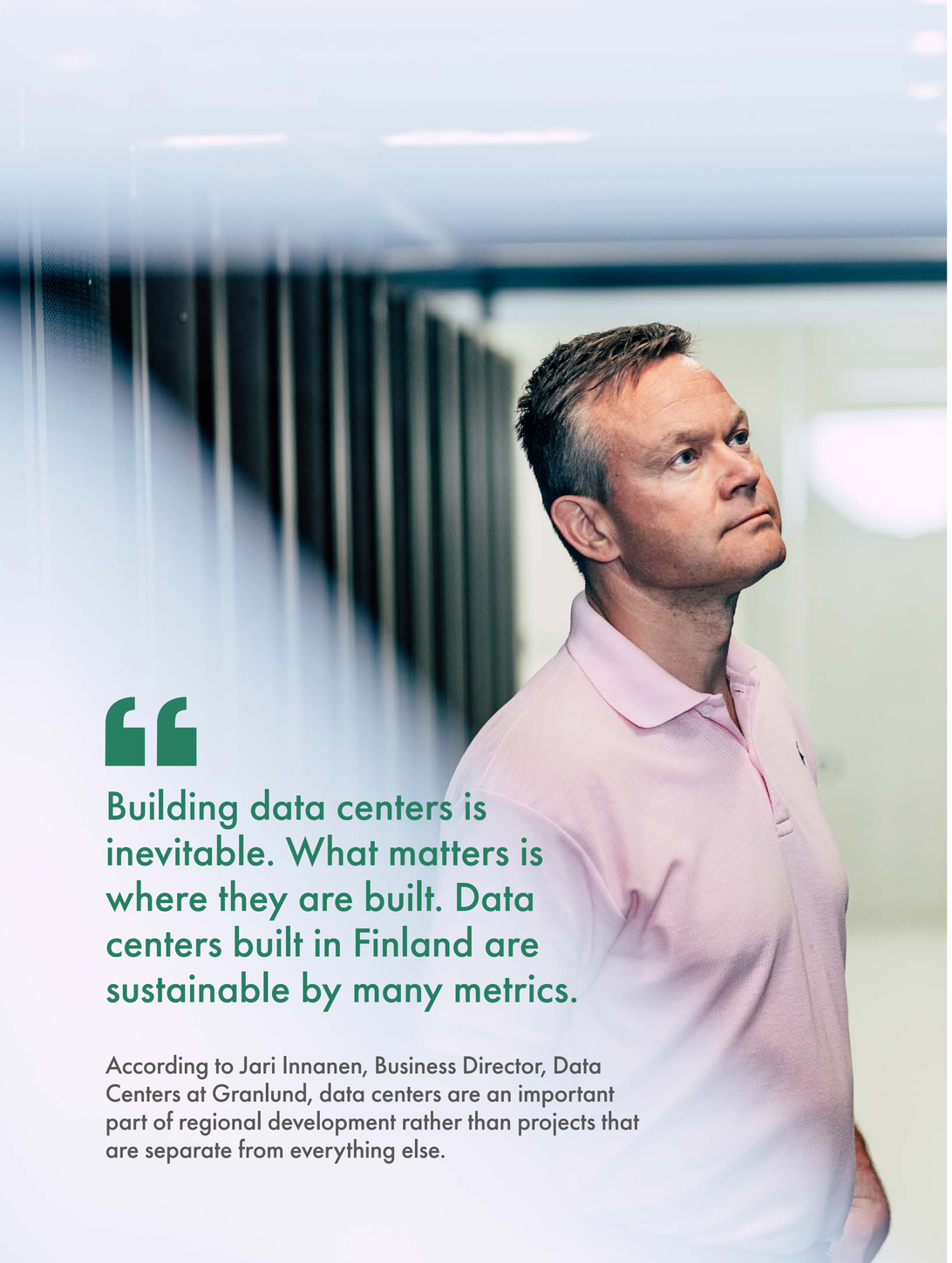
"Data centers represent a rare driver of growth amid the ongoing slump in construction: the



DATA CENTERS — WHY ARE THEY OF STRATEGIC SIGNIFICANCE TO FINLAND?

- Published investment plans in excess of EUR 12 billion — the industry has an estimated total potential of over EUR 30 billion
- One of the few areas of growth in the construction sector and a significant source of employment
- The utilisation of waste heat supports district heating networks and reduces the use of fossil fuels
- Electricity production in Finland is characterised by exceptionally low emissions by European standards (over 90% zero-emission or low-emission production), and the cool climate supports energy efficiency.
- A stable and secure operating environment is a key competitive advantage for long-term, decades-long investments

*Source: National Roadmap for Data Centres — Rapporteur's Report, Veli-Matti Mattila (Publications of the Finnish Government 2025:95)



> Building data centers is inevitable. What matters is where they are built. Data centers built in Finland are sustainable by many metrics.

According to Jari Innanen, Business Director, Data Centers at Granlund, data centers are an important part of regional development rather than projects that are separate from everything else.

segment's labour deamnd will increase fourfold in the years to come. This illustrates the scale of the upcoming investments."

AI, CLOUD SERVICES and automation are developing rapidly, and the global need for digital infrastructure will not decrease. Data centers are the backbone of the entire digital economy and, according to Innanen, it is very important from a regional policy perspective that there are also data centers in Finland.

"Building data centers is inevitable. What matters is where and how they are built. Data centers built in Finland are more sustainable by many metrics, although there is always room for improvement."

The issues to be resolved include controlling the carbon footprint and nature footprint of construction projects, the circular economy of materials, and opportunities for flexibility during peak electricity demand.

GRANLUND IS also increasingly acting as a strategic partner for municipalities in assessing locations, waste heat recovery and the local economic impacts. Indeed, data centers are an important part of regional development rather than projects that are separate from everything else.

According to Jari Innanen, data centers should not be viewed solely through the lens of consumption: their waste heat can support the Finnish energy network as a whole and be utilised in the heating of nearby properties and residential areas. Data center projects should be directed towards municipalities where there is an economically viable demand and need for heating within a reasonable distance.

THE PUBLIC debate has included criticism related to the energy consumption of data centers and the sufficiency of electricity. According to the National Roadmap for Data Centres, Finland's power system has absorbed data centers without major issues.

However, the report highlights the large scale of data center investments and potential price spikes during windless periods as risks. To secure their operations, data centers need flexibility in their energy use. Developing opportunities for flexibility and related technologies can simultaneously strengthen their role as part of the Finnish electricity system.

"The nature of the data center business typically demands continuous readiness without disruptions. Any flexibility in electricity use is therefore driven solely by the data center's own operational needs," the report states.

Supercomputers pay for themselves many times over

LUMI and Roihu, two supercomputers located in CSC's Kajaani data center, make Kajaani one of the most significant hubs of high-performance computing in Europe.

> It is important that the infrastructure is implemented in an energy-efficient manner.

CSC – IT Center for Science Ltd is a non-profit company entrusted with a special assignment and owned by the state of Finland and Finnish higher education institutions. As part of the national research system, CSC develops, integrates and provides high-quality ICT services for research, education, culture, the public administration and businesses.

The data center in Kajaani models climate change, supports medical research and trains AI models, among other activities. Rather than being an individual technology investment, it represents national and European research infrastructure whose impacts extend from universities to businesses, and society as a whole.

"It is important that infrastructure is designed and implemented in an energy-efficient, secure and reliable manner," says **Juha Oinonen**, Director at CSC.

CSC's data management solutions and computing environments provide researchers and businesses with leading-edge research resources. Oinonen is in charge of CSC's operations related to the Funet data network and data centers.

LUMI IS part of the European joint undertaking on high-performance computing and one of the world's most powerful supercomputers. To be deployed in spring 2026, the supercomputer Roihu will triple the current performance of Finland's national supercomputing resources. Roihu will be located in CSC's Kajaani data center.

Granlund played a key role in the design of the LUMI data center, which began its operations in Kajaani in 2021. Granlund was responsible for the MEP design and project management of the LUMI data center at the beginning of the 2020s. LUMI has won several international awards for its environmental sustainability. The excess heat generated by LUMI is utilised in the city of Kajaani's district heating network.

Over 20 years of cooperation with CSC had created the foundation for a data center upgrade project related to the introduction of the supercomputer Roihu. The data center's infrastructure is designed to be scalable and to last from one generation of computers to the next.

"The changes required by Roihu were implemented while the facility continued to operate. Combined with the special requirements associated with high-performance computing, this meant that close cooperation was essential at the various stages of the project," Juha Oinonen says.

CSC IS a company entrusted with a special assignment and owned by the state of Finland and Finnish higher education institutions. Its task is to ensure that researchers and higher education institutions have access to computing and data management environments that enable scientific breakthroughs.

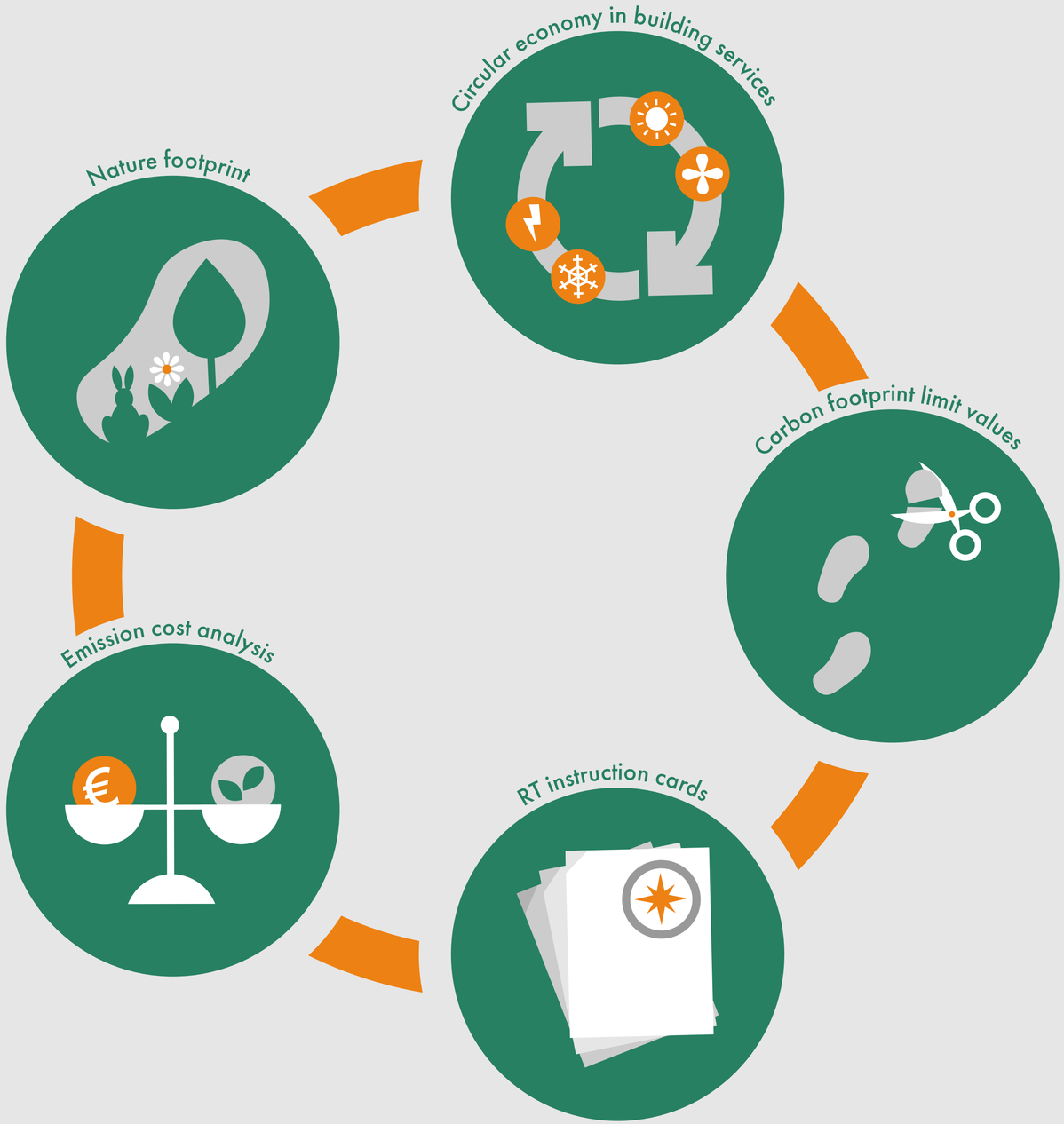
The investments are great, but the impacts are even greater.

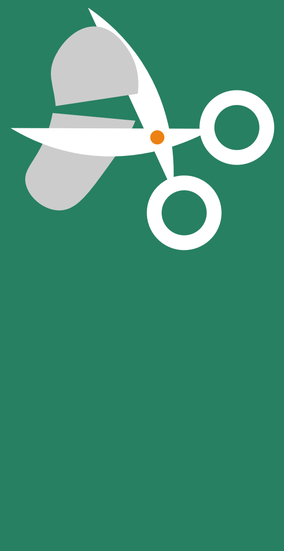
"High-performance computing is an investment that pays for itself many times over through research, innovation and competitiveness. It is important, in many ways, that European data is located in a European infrastructure," Oinonen says.

5×

more impactful sustainability

We lead the way in sustainability in the real estate and construction sector. However, we cannot change the world on our own, which is why we develop new operating models, guidelines and solutions that benefit the entire sector.





1

CARBON FOOTPRINT LIMIT VALUES

A new framework for low-carbon control

The best results are achieved by controlling emissions throughout construction projects. The new limit values provide a common framework for carbon footprint calculation.

The real estate and construction sectors generate approximately one-third of Finland's carbon emissions. In recent years, emissions arising from the use of energy have decreased, and the energy efficiency of buildings has been simultaneously improved. Materials and their manufacture now account for as much as 60–70% of the lifecycle emissions of new buildings.

MANY OPERATORS in the sector have already taken significant measures to reduce lifecycle emissions, but to build competence and accelerate emission reductions, the sector also requires a clear regulatory framework. We have played a key expert role in the preparation of the legislative steering of the carbon footprint by representing the consultancy industry in the Ministry of the Environment's working group tasked with drafting a decree.

COMMISSIONED BY the ministry, we prepared default carbon footprint values for building services. We updated them in 2025 and assessed the cost impacts of carbon footprint limit values. The impact assessment provided, for the first time, public information on the costs of low-carbon solutions and the most cost-effective solutions in different projects. Our assessment concerning building services, in turn, highlighted the significant role of building services materials.

CARBON FOOTPRINT limit values are an important step towards taking lifecycle impacts into account, as they enable the elimination of the largest emissions in construction projects. However, the steering effect of limit values only applies to new construction.

The role of renovation materials with regard to emissions has not been widely recognised. We helped FIGBC (Green Building Council Finland) to make this visible with the Sustainability Health Check report, for which we calculated the climate impacts of renovation materials for the first time in Finland. The calculations showed that the climate impacts are of the same magnitude as for new construction.

The role of renovation activities with regard to emissions has not been widely recognised.

Tytti Bruce-Hyrkäs
Business Director, Sustainability

2

RT INSTRUCTION CARDS

Concrete instructions make choices easier

The RT instruction cards, which were created at our initiative, provide designers, developers and clients with tools for moving towards even lower-carbon construction.

At the turn of the year 2025–2026, the Building Information Foundation RTS published three RT instruction cards to support planning and design. We spearheaded the initiative for instruction cards to harmonise operating practices across the industry and provide all operators with the same level of readiness to promote low-carbon construction. We created the processes included in the cards together with a working group and wrote the content. The cards are clear tools that provide a path to effective carbon control even if the organisation in question does not yet have adequate expertise of its own.

AN ARCHITECT can use the card to determine the optimal site positioning and orientation of a building, for example. These factors affect the planning of heating and cooling.

In subsequent stages of planning and design, the cards steer the user towards more detailed choices: for example, what kinds of impacts do different facade materials have on emissions and how large window openings affect heating and cooling.

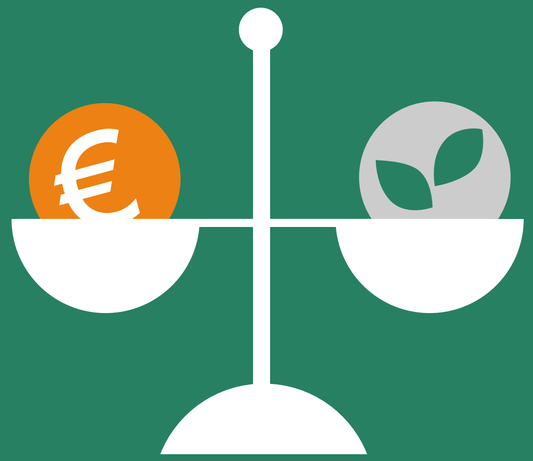
RT 103926 "Carbon footprint control in a construction project" is a general card that provides background guidance for carbon footprint assessment and control. The card presents key concepts, the relevant legislation and the most effective solutions. The card serves as an introduction to the topic and suits both new construction and renovation.

RT 103928 "Carbon footprint control — Instructions for developers and clients" provides guidance on carbon footprint control in all project phases, from the needs assessment to implementation and commissioning. The instruction card underscores the importance of setting targets, securing resources and the use of procurement criteria.

RT 103927 "Carbon footprint control — Instructions for principal designers and architects" covers the integration of low-carbon targets into the design process, comparisons of alternatives, and collaboration accross design disciplines.

Things are difficult if there is no process. They get easier when there is a process in place and you follow it.

Charlotte Nyholm
Group Manager, Sustainable Construction



3

EMISSION COST ANALYSIS

Emission reductions are more cost-effective than expected

Emission cost analysis reveals the largest sources of emissions in construction projects and the cost of reducing those emissions.

Emission cost analysis synthesises the emission reduction measures of a construction project into a single overview and prioritises them on the basis of their impact and cost-effectiveness.

IT IS A COMMON MISCONCEPTION that reducing emissions by using lower-carbon materials results in significant additional costs. In fact, significant reductions in emissions can be achieved at additional costs amounting to just tenths of a percent of the total costs of a project.

We have carried out emission cost analyses for a wide range of sites and projects, and we have found that emission reductions can often be achieved at surprisingly low cost.

If we can influence choices already in the early stages of planning and design, we can even reduce costs by optimising the quantities of materials and employing alternative design solutions.

In later stages, emissions can still be influenced through choices of products and materials.

THE KEY IS to assess what is the best overall solution for the project at hand. The most significant emission reduction measures often relate to materials used in large quantities. For a building with a concrete frame, for example, the emissions caused by the manufacture of the structures can be significantly reduced by replacing the material with low-carbon concrete and hollow-core slabs.

For small projects in which the steel frame accounts for a very large proportion of emissions, reductions can be effectively achieved by influencing a single material, namely steel. A supermarket is an example of such a building.

However, surprisingly large impacts have been cost-effectively achieved even when it comes to the smaller parts of buildings, such as the bricks used to build the facade, or building services.

Iida Alander
Environmental Specialist

The cost impact of low-carbon construction depends on the means

For a new residential building with a weak baseline, the cost impact of meeting the climate declaration's limit value can range from EUR -18 to as much as EUR +45 per gross square metre, depending on the choices made.

For example, changing the shape of the building from a complex and irregular shape to a simpler design reduces material usage in the facade and the carbon footprint.

Source: Cost impact assessment of limit value steering in climate declarations (Granlund 2025)

4

BIODIVERSITY FOOTPRINT

Combating biodiversity loss is essential

As much as 30% of biodiversity loss is the result of construction. That is why it is essential to measure and control the biodiversity footprint.

According to studies, the majority of the nature impacts of construction occur outside the plot of land where construction takes place. Despite this, the prevention of biodiversity loss has thus far been focused only on the plot of land, and reliably measuring value chain impacts has not been possible.

The biodiversity footprint measures the negative impact of human activity on nature. It indicates the extent of the adverse impact on biodiversity caused by a product, company or construction project.

We analysed the biodiversity footprint of construction in a collaborative project we put together, which involved three property owners: CapMan Real Estate Oy, Sponda Oy and Senate Properties, and two product manufacturers: Kiilto Oy and Saint-Gobain Finland Oy. Our analysis revealed that as much as 99% of the impacts caused by construction occur outside the plot of land. The vast majority of the impacts occur in the construction value chain; for example, in the manufacture of materials.

FOR THE FIRST TIME, we quantified the nature impacts of the construction value chain. Without measurement, they cannot be controlled.

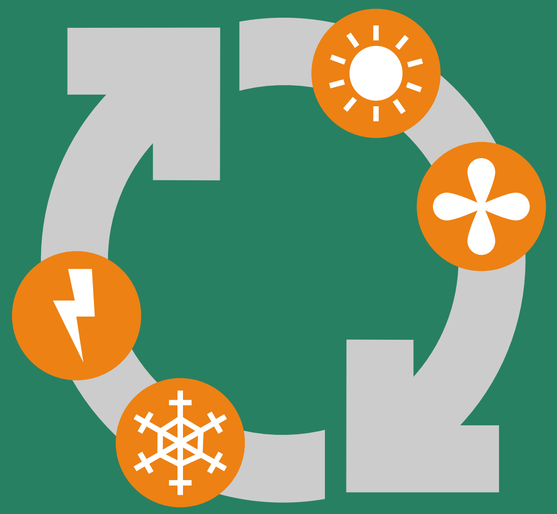
Still, biodiversity footprint calculation is only in its early stages. The assessment of nature impacts is highly multifaceted because nature is a very complex system. Development efforts are needed, as there is no standardised and common method in use yet.

In construction, biodiversity loss is caused particularly by climate change, as well as land use and changes therein, such as the land area taken up by a mine or the clearing of forests. New construction shrinks the habitats of plants and animals. It affects population sizes and genetic diversity, thereby impacting the overall viability of species.

Negative impacts on nature can be mitigated by reducing the use of virgin materials, applying circular economy practices and reducing the carbon footprint through means that do not have adverse impacts on nature. The country where the raw materials are sourced and where the product is manufactured have a large effect on the biodiversity footprint.

Gypsum produced in Finland has a lower negative impact on nature than gypsum produced in Southern Europe.

Emma Väliaho,
Environmental Specialist



5

CIRCULAR ECONOMY IN BUILDING SERVICES

Reuse would lead to cost savings and lower emissions

In the construction of business premises, MEP components and systems are usually the second-largest source of lifecycle carbon emissions, right behind the structural frame of the building.

In office buildings, hotels and commercial properties, spatial reconfigurations typically occur at intervals of less than 10 years due to changes in tenants or ownership. However, MEP systems have a much longer lifecycle. For this reason, we made a proposal to Finnish Building Services Industries and Trade (Talteka) on a project in which we became the first organisation in Finland to investigate the prerequisites for the circular economy and reuse of MEP components.

MEP products are often only circulated as materials, such as plastic, metal or waste electrical and electronic equipment. However, circular economy in building services should aim for the reuse of equipment and components.

FOR OFFICE and commercial buildings, MEP components and systems are usually the second-largest source of lifecycle carbon emissions, right behind the structural frame of the building. Their reuse can enable significant reductions in emissions.

Product reuse can also lead to significant cost savings, as many types of MEP equipment, such as air handler units, are expensive.

There are many barriers to the development of the circular economy in building services, such as revenue models that do not always support reuse. The lack of expertise or shared processes has also been a factor. MEP marketplaces are also still in development. When a building undergoes a change of use, circular economy can be taken into consideration to a significant extent. We have been involved in several conversion projects in which existing technical systems and old construction materials have been efficiently utilised.

Charlotte Nyholm
Group Manager, Sustainable Construction

The largest cost savings and reductions in the carbon footprint are achieved by reusing:

- ventilation ducts
- air handler units
- chilled beams
- water cooling units
- LED lighting
- switchboards

The property owners participating in the Circular Economy in Building Services project were CapMan Real Estate and Sponda. The project participants also included AMP Yhtiöt Oy, Ahlsell Oy, Green Building Council Finland, the HVAC product information registry LVI-info.fi, and the Finnish Electrotechnical Trade Association. The project has received support from the Ministry of the Environment through the Low-carbon Built Environment Programme, which is funded by the EU's Recovery and Resilience Facility (RRF). The project has also received funding from the Foundation for Quality of Construction Products and the Helsinki Circular Economy Cluster Programme.

WE DEVELOP TOGETHER WITH OUR CUSTOMERS

“

Our transition plan helps companies set priorities and make decisions in the face of changing regulations and requirements.

Asta Autelo,
Commercial Director, Consultancy

Climate transition plan gave a strategic head start

Technopolis decided to prepare for climate change and regulatory changes before they become mandatory. A climate transition plan prepared with Granlund's support incorporates key climate and sustainability risks into business risk management and decision-making.

For Technopolis, sustainability is an important part of business strategy in an industry where climate change and regulatory changes have a direct impact on the value and profitability of the properties owned by the company. Technopolis rents out business premises in several countries. The energy efficiency, emissions and efficient use of properties and premises are significant aspects in its business. With Granlund's support, Technopolis decided to draw up a climate transition plan to strengthen its preparedness for future changes.

"The question is no longer whether we report on sustainability, but how to prepare for future changes in advance. We wanted to make sure that we will not be caught off guard by any surprises," says **Johanna Kivelä**, Head of Sustainability at Technopolis.

THE WORK began in connection with preparations for the EU's CSRD reporting obligations, but it quickly became clear that, above all, the climate transition plan serves business risk management.

"The aim was to establish a clear overview of how climate change and regulatory changes will affect the real estate sector and whether the current solutions will be sufficient in the future," Kivelä says.

ONE OF the key challenges was the constant change in the regulatory environment. Technopolis operates in several Nordic countries and in Luxembourg. The national climate and energy regulations develop at a different pace in each of these markets.

"We need to continuously set priorities for our sustainability efforts based on what is most relevant

"It is valuable to have a partner that is able to explain what the changes actually mean for us," says Johanna Kivelä, Head of Sustainability at Technopolis.

at any given time and in the long term, taking different countries and their needs into account."

GRANLUND'S EXPERTS played a pivotal role in the process. They helped structure sustainability efforts and link the practical implications of changing regulations to Technopolis' business operations and property portfolio.

"It is valuable to have a partner that actively monitors regulation and is able to explain what the changes actually mean for us — not just as requirements, but as part of our overall thinking," Johanna Kivelä says.

ACCORDING TO Kivelä, close and smooth cooperation with Granlund helped advance the climate transition plan faster and in a more structured manner than what Technopolis could have accomplished on its own.

"Granlund's experts have an in-depth understanding of the real estate and construction sector, which enabled candid discussion and constructive sparring. We spoke the same language."

THE CLIMATE transition plan was completed in late 2025, and its effects are already visible in Technopolis' day-to-day operations. The plan serves as the background for the updated sustainability roadmap, and it supports decision-making in both the short and the long term.

> A climate transition plan helps to anticipate the impacts of changes in a timely manner.

Facts about the TCFD

The preparation of the climate transition plan was based on the international TCFD (Task Force on Climate-related Financial Disclosures) framework, which helps companies report on the financial risks and opportunities associated with climate change in a consistent manner. The framework helps to identify how climate change affects business now and in the future.

According to Johanna Kivelä, a climate transition plan provides a strategic head start. It enables proactive rather than reactive decisions.

"It validated our previously identified priorities and helped us determine what to focus on next."

For Technopolis, the climate transition plan also represents a strategic head start. When climate risks and regulatory risks are identified in a timely manner and linked to business management, decisions can be proactive rather than reactive.

This also benefits customers: business premises are developed in a controlled manner, energy efficiency is systematically taken into consideration, and preparations for future requirements are made even before they become concrete.

"The climate transition plan provides us with the assurance that we are on the right path. For us, sustainability is a way to prepare for the future instead of just reacting to it."

CSRD — key facts about sustainability regulation

- The Corporate Sustainability Reporting Directive (CSRD) imposes an obligation on certain companies to report on their climate and sustainability impacts more extensively than before.
- While the CSRD only applies to some companies, climate risks concern all companies.
- Reporting obligations may change, but financing providers' and customers' need for information will not. Many companies will continue their climate transition planning even if reporting obligations are streamlined.

"A CLIMATE TRANSITION PLAN PROVIDES STRUCTURE AMIDST UNCERTAINTY"

Asta Autelo, Commercial Director, Consultancy at Granlund, sees Technopolis' climate transition plan as an example of how sustainability work should be approached in the current operating environment.

"It is not only about reporting — it is also about risk management and preparedness. Companies need to think about what kinds of sustainability risks they are affected by, and how they should respond to the risks in both the short and long term — also from a financial perspective."

A climate transition plan helps companies set priorities and make decisions in the face of changing regulations and requirements. At its best, it provides clarity and supports business continuity in spite of uncertainty.

A climate transition plan helps to

- identify and assess climate-related and regulatory risks
- align current actions with future requirements
- avoid surprises and react to changes in a timely manner

"Upgrading the MEP systems improves the energy efficiency of the Sello property and reduces the repair backlog," says Property Manager Olli Paunola.

Waste heat recycling reduces the carbon footprint

Sello shopping center develops its energy efficiency with a long-term view. In cooperation with Granlund, energy recycling solutions and building services upgrades were implemented at the property to reduce energy consumption and emissions.

Energy use has a significant effect on a property's maintenance costs and environmental impacts. At Sello shopping center in Espoo's Leppävaara district, energy efficiency is developed systematically.

"For us, energy efficiency is a key aspect of sustainability. It reduces our carbon footprint and helps us control our costs in the long term. We continuously monitor and optimise our systems," says **Olli Paunola**, Property Manager at Sello.

THE ELECTRICITY and district heating used by Sello are produced on a carbon-neutral basis, a virtual power plant has been connected to the property, and there are over 2,300 solar panels on the roof. In spite of all this, reducing energy consumption remains a key goal.

"Repairs and renovations that improve energy efficiency had already been done at Sello in the past. However, the project implemented with Granlund represents the next phase of development, where building services are upgraded more extensively and energy efficiency is improved further."

THE PROJECT stemmed from the practical need to upgrade the property's ageing building services. Changes were also made in connection with the comprehensive renovation of K-Citymarket, which is a long-term tenant at the property.

"The Sello property is over 20 years old, which creates pressure to overhaul its systems. Upgrading the MEP systems at the property improve energy efficiency and reduce the repair backlog. At the

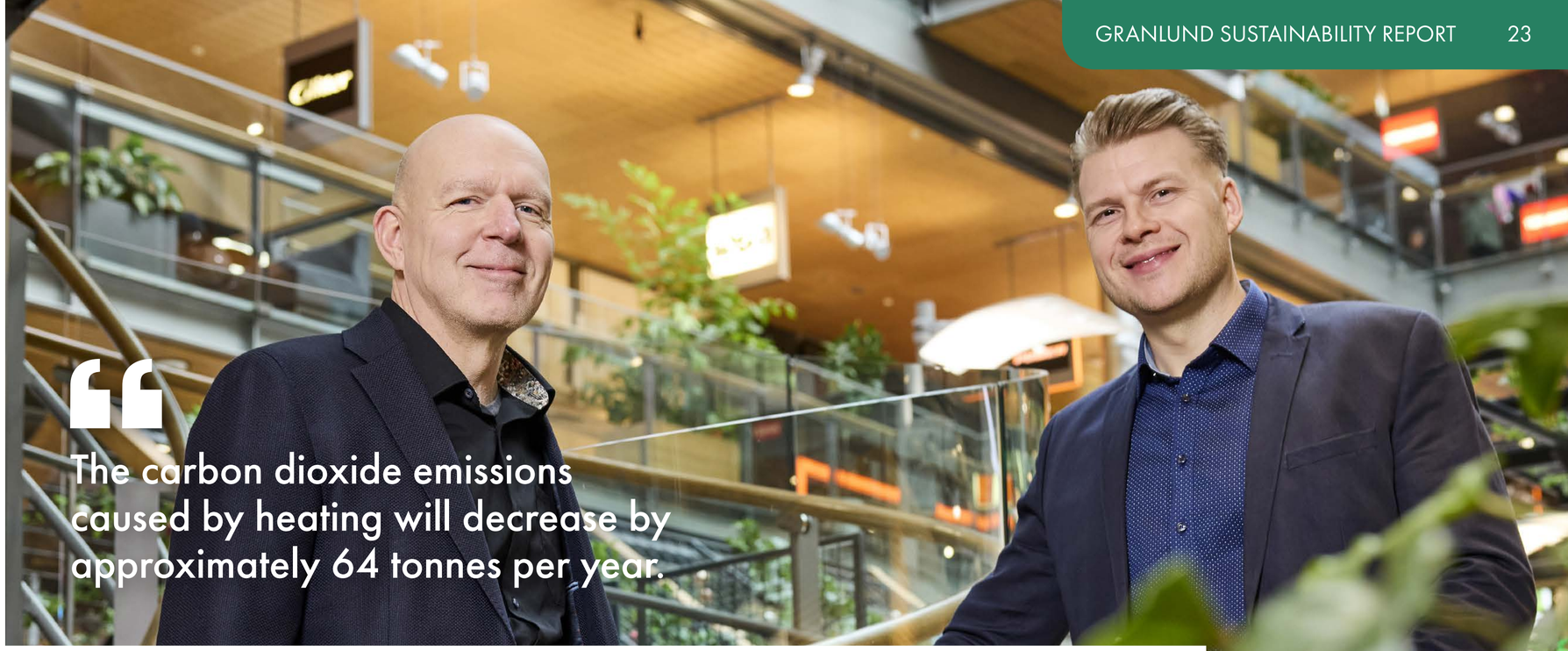
same time, it enables us to ensure that the premises meet our tenants' needs."

NOW, CONDENSATION heat from K-Citymarket's refrigeration units, heat from the exhaust air of restaurants' roof exhaust fans, and heat generated by battery arrays at the property is recovered and used for heating the property. In addition, one water cooling unit was replaced with a heat pump, which produces cooling in the summer and heat in the winter for use by the building.

In the second phase, energy recycling was expanded by installing a separate heat pump system that further enhances the recycling of waste heat generated in the property.

"Sello's various MEP systems continuously generate heat. When heat that was previously directed out of the building is recycled and reused, the need for district heating is reduced and energy efficiency is improved," says **Miika Nuuttila**, Chief Operating Officer, Energy Efficiency Projects at Granlund.

IN THE project, Granlund acted as a comprehensive partner to the owners and Sello. Experts assessed energy solutions and prepared profitability calculations. They were also responsible for overall planning and design, construction management, competitive tendering and the supervision of implementation. According to Paunola, the decision to choose Granlund as the project partner was mainly due to the company's expertise and the past positive experiences of Sello's owners, namely the pension insurance companies Keva, Elo and Ilmarinen.



> The carbon dioxide emissions caused by heating will decrease by approximately 64 tonnes per year.

THE FIRST upgraded systems have been in use since June 2025, and the second change project is in its final stages.

The aim is to reduce the need for purchased district heating by approximately 3,250 MWh per year. The systems use approximately 755 MWh of electricity per year. The carbon dioxide emissions caused by the heating of the property will decrease by approximately 64 tonnes per year.

"The systems have functioned as planned, and it looks like our expectations will be met. The key is that we achieve our energy saving targets and are able to keep the maintenance costs of the property under control. In the long term, this also benefits the tenants," Paunola says.

The project that has now been implemented provides Sello with a good foundation for the next development measures.

"This has been an important starting point for us. Improving energy efficiency is an ongoing process, and it is now easier for us to move on to our next projects."

Olli Paunola from Sello and Miika Nuuttila, Chief Operating Officer, Energy Efficiency Projects at Granlund.

Logistics student Osku Uusitalo appreciates the modern energy solutions at the Roihupelto campus. “It is great that energy is produced as cleanly as possible.”

A large energy-efficient campus provides great conditions for learning

The new Roihupelto campus in Helsinki is Finland’s largest vocational school. Careful MEP design and a modern energy solution ensure that the premises are pleasant to study and work in.

When logistics student **Osku Uusitalo**, 18, comes to the large campus of Helsinki Vocational College in the morning, the building’s energy systems or building services are not on his mind. What he notices is that the premises make it easy for him to focus on what matters most: studies that lead to working life. He will graduate as a bus driver in spring 2026.

“It is very peaceful and pleasant here. Everything is spacious and new. There is plenty of light, the air is fresh and the temperature inside the classrooms is just right. The facilities are very functional, and it is easy to move from one area to another. I also enjoy the fact that we have a wide variety of students from different fields studying under one roof,” says Uusitalo, who values a strong sense of community.

He also appreciates the energy solutions of the new campus.

“My values are quite green, so I think it is great that energy is produced as cleanly as possible.”

THE OBSERVATION of a pleasant learning environment says a lot about the success of the design. Granlund employees played a key role in this respect: they served as a design partner to the general contractor Lujatalo and were responsible for MEP design and lifecycle planning.

There is so much technology on the large campus that, in some ways, it resembles a light industrial environment more than a school building. From left: Petri Heinilä, Perttu Vuorenmaa and Osku Uusitalo.

Ambitious targets were set for the building's energy consumption. The energy solution is based on a system consisting of nearly 100 geothermal wells. The modern geothermal plant is one of the largest in Finland, and it generates a majority of the building's heating and cooling energy.

"Energy efficiency was improved by a number of ingenious heat recovery solutions. Heat is recovered from, for example, the spray booth, separate exhausts for welding, compressed air compressors and the kitchen's refrigeration equipment," says **Petri Heinilä**, the project's user representative at Helsinki Vocational College.

THE ROIHUPELTO campus is one of the City of Helsinki's largest construction projects in recent years and also the largest vocational school in Finland. The campus opened in January 2026 after a five-year design and construction project.

The campus brings together several fields of vocational training under one roof. The building combines teaching facilities, workshops and practical training environments. According to Heinilä, in many ways, the campus resembles a light industrial environment more than a traditional school building.

"At the property, there are over 500 pieces of machinery and equipment related to teaching and practical training. Their placement and integration with the functionality of the premises and MEP systems was exceptionally demanding."

LECTURER IN Logistics **Perttu Vuorenmaa** has worked in many kinds of learning environments during his thirty-year career. Teachers and students were extensively consulted in the design of the Roihupelto campus to ensure that the premises correspond to their diverse needs as closely as possible. According to Vuorenmaa, this is evident in daily life at the new campus.

"Our old premises were often in buildings that were not originally designed to be used as schools. These premises have been created for learning right from the start. You notice it right away: it is easier for the students to concentrate, and teaching goes more smoothly."

> **My values are green, so I think it is great that energy is produced here as cleanly as possible.**

The campus is designed to support the changing needs of vocational training. The aim was to create an environment where students in different fields interact and learn to work together — just like in working life.

"Here, the students gain visibility into each other's work and develop an understanding of how different professions are interconnected."

THE PLANNING and design was strongly guided by the technical and pedagogical goals set by the City of Helsinki. Many solutions are utilised to support teaching.

For the purpose of monitoring energy consumption, an information board was installed on the campus to allow everyone to see what proportion of energy is produced with geothermal heat and what proportion is produced with solar power. Some of the HVAC system components feature transparent panels, allowing students to observe the functioning of the systems in practice.

GEOTHERMAL FIELD ENSURES THE ENERGY EFFICIENCY OF THE CAMPUS

Granlund's Group Manager for Sustainable Construction **Panu Rautio** is satisfied with the outcome of this large and demanding project. The Roihupelto campus demonstrates what can be accomplished when energy-related and environmental aspects are planned carefully and in close cooperation with the various parties involved.

A large geothermal field was built on the Roihupelto plot, which is nearly six hectares in size. The placement of the boreholes and the spacing between them are critical to the system's performance.

"Geothermal design for a large property requires experience and understanding of the operation and dimensioning of boreholes. In the Roihupelto project, the advantage was that boreholes could be placed in different parts of the building. When the boreholes are also utilised for cooling, energy efficiency is improved considerably, as the waste heat from cooling can be fed back into the borehole field. At the same time, this ensures pleasant conditions for the users of the premises, even in summer," Rautio says.

Granlund guided the project from the outset with the help of the RT environmental classification tool, which aims to ensure environmentally efficient construction and high-quality indoor conditions.

> **When geothermal wells are also utilised for cooling, energy efficiency is improved considerably. Waste heat from cooling can be fed back into the borehole field.**

The Roihupelto campus in figures

97 geothermal wells

One of Finland's largest geothermal plants was built on the campus. Its implementation was made possible by the large size of the plot: 56,000 m².

90% geothermal heating

Geothermal heat generates the majority of the building's heating and enables energy-efficient cooling without a separate cooling system.

45,000 m² of learning environments

The Roihupelto campus is the largest vocational school in Finland. It offers 13 vocational qualifications.

4,500 students

At full capacity, the campus serves thousands of users. The building is also used by other Helsinki residents. The large gymnasium, for example, serves the needs of sports clubs. Workshops for young people lower the threshold for vocational training.

WE TAKE CARE OF OUR EMPLOYEES

“

For us, sustainability is not a separate programme. It is how we operate on a daily basis.

Minna Lappalainen,
Director of Human Resources

“Being in constant high gear began to feel like a normal state”

Jere Korpisalo’s career was interrupted by burnout, but the support of the employer, effective occupational healthcare and a carefully managed return to work enabled him to recover and, ultimately, find a new way of working.

No-one else can save you. You have to do it yourself.

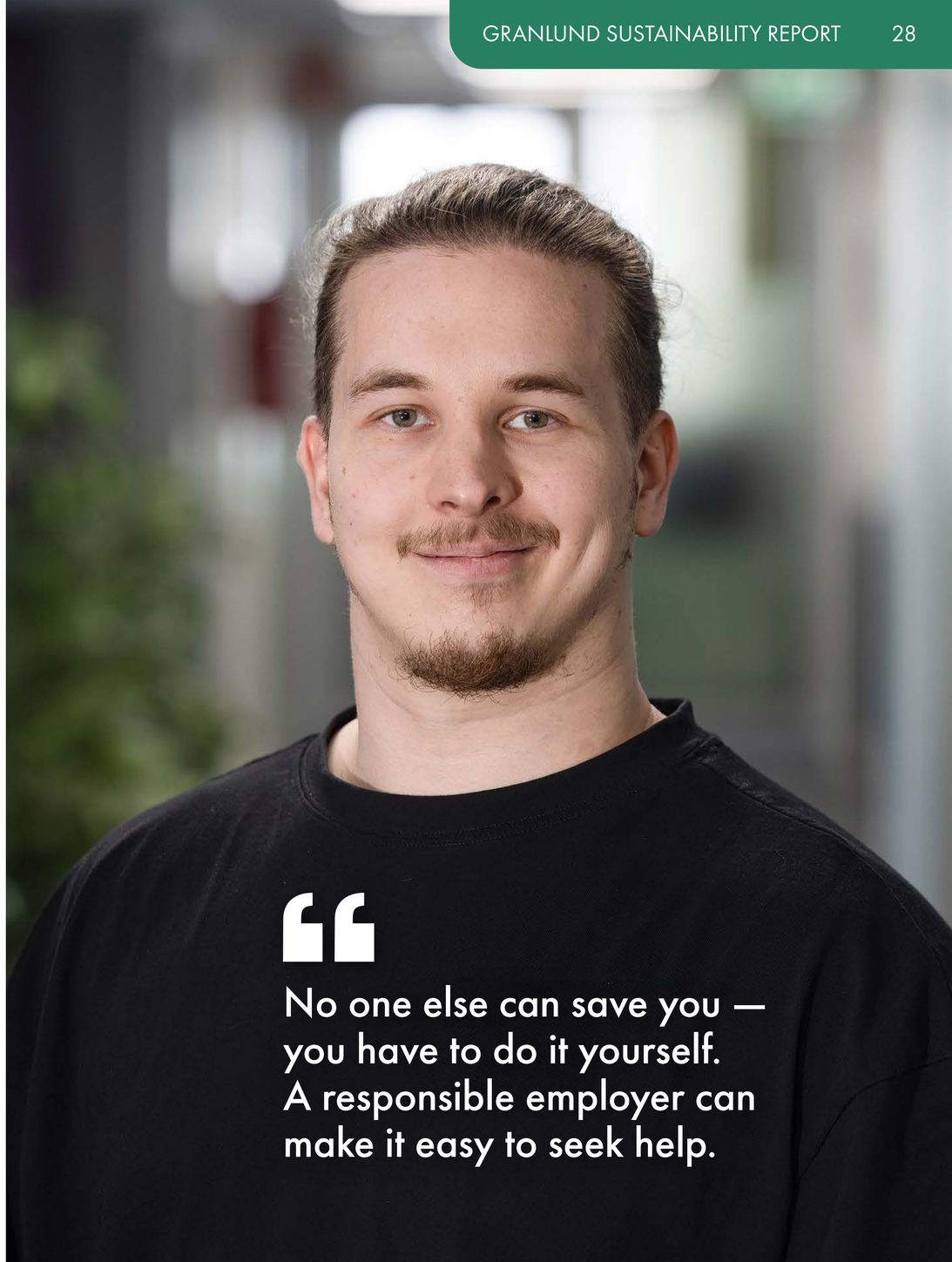
The words of the occupational health physician were a wake-up call for **Jere Korpisalo**. He has always had a strong drive to move forward. The sense that he needs to constantly develop and never stand still. The strain had gradually become overwhelming, and it was no longer possible to continue as before.

JERE KORPISALO joined Granlund in 2019 as an HVAC specialist. The young man’s career progressed quickly, he took on more responsibility, and his ambition drove him forward. Demanding too much of himself gradually turned into stress. He felt that his ability to focus was not sufficient. He began to feel anxious about daily life.

“For a long time, I thought this was how it was supposed to be. That work is supposed to take a lot of energy.”

The most insidious feature of burnout is that you do not recognise it in time. The threshold shifts little by little. Being in constant high gear begins to feel like a normal state.

IN KORPISALO’S case, the turning point came through the intervention of occupational healthcare. An external assessment provided him with the



vocabulary and perspective to understand the situation. This first happened at an appointment with an occupational health nurse in autumn 2022.

Receiving a diagnosis of depression and starting therapy helped him move forward, and Korpisalo took on a new role as a project development manager. The need for a complete stop was recognised when an occupational health physician re-evaluated the situation during a follow-up appointment in autumn 2023.

"I thought the situation was not that bad, but the assessment placed me well beyond the threshold for severe burnout."

According to Korpisalo, seeking help can feel like a failure, especially for conscientious and career-oriented experts.

"I had believed that the more I do, the more important I am. For a long time, I took that to mean that I just need to endure a little bit more. I thought that asking for help is a sign of giving up, when in fact it is often the only way to break the cycle."

WHEN THE NEED TO GO ON SICK LEAVE became imminent, what proved decisive was the sense that taking a break was allowed.

"The message from my workplace was clear: take all the time you need to recover. The work will get done."

Burnout is never solely an individual matter. What matters most is having an environment where the individual is empowered to stop, recover and return to work. The supportive stance of the work community and supervisor provided Korpisalo with a sense of security when his self-confidence was at its weakest. He was on sick leave for two months.

AFTER THE SICK LEAVE, Jere Korpisalo made a gradual return to work. He started at 60% working time and then progressed to 80% before returning to full-time hours.

"It was really important to me that my return to work was not rushed. I was given the time I needed to rebuild the way I work."

Korpisalo's livelihood remained secure during his part-time return to work, which allowed him to focus on his recovery without financial pressure.

AT THE BEGINNING OF 2025, Jere Korpisalo transitioned to his current role as Group Manager. His personal experience of burnout has influenced his approach to work and management. Putting your health first, even in working life, has been one of the most important lessons he has learned.

"I am more attuned to the signs of stress and more conscious of the example I set. If I do not maintain boundaries, I cannot expect others to do so either."

Korpisalo aims to bring up issues in discussions with his team members at an early stage, when stress is reflected in small changes in daily life. He emphasises that his recovery is an ongoing journey.

Although he feels less burdened, setting boundaries still requires conscious effort.

His ability to cope with the demands of work is built on three pillars: sleep, regular meals and exercise. When these begin to falter, he knows he is going in the wrong direction.

"When you feel that you are running out of energy, the most responsible thing you can do is to power down the computer. Forcing yourself to keep working when you are tired often creates a strain that outweighs your contribution to the job at hand."

AT GRANLUND, WE LOOK AFTER OUR EMPLOYEES' ABILITY TO COPE WITH THE DEMANDS OF WORK

Sustainability is woven into Granlund´s daily operations — especially when work is stressful and the limits of coping with the demands of work are reached.

"For us, sustainability is not a separate programme. It is how we operate on a daily basis. Employees´ well-being is an integral aspect of our sustainability," says Director of Human Resources **Minna Lappalainen**.

HOW GRANLUND SUPPORTS COPING WITH THE DEMANDS OF WORK

- Early support models
- GraNautti supervisor training programme for reinforcing good leadership
- Close cooperation with occupational healthcare
- Flexible and gradual return to work
- Mental health support as part of the occupational healthcare agreement
- 1-to-1 discussions

Expert work is demanding, and an individual employee's ability to cope with the demands of work cannot be left solely to the individual. It is the employer's responsibility to create operating models that help recognise stress in a timely manner, lower the threshold for seeking help, and support a safe return to work.

"For us, sustainability does not mean that no-one ever experiences burnout symptoms. It means that we take a serious and constructive stance towards burnout, and help is available when it is needed."

Gradual return to work

60% → 80% → 100%

Returning to work is made easier by reduced working hours, which can initially be implemented in the form of shorter working days or a three-day work week, for example. Working hours are then gradually increased according to the individual's resources. The goal is always to return to full-time work.

8.02/ 10

"My workload is in balance with my resources"

In Granlund's monthly Fiilispulssi employee survey, the average score for the question that measures the balance between workload and resources was 8.02 (on a scale of 0–10). This indicator has improved from a good level to an even better level — five years ago, the corresponding indicator was already at the high level of 7.49.

A high score for a survey question on workload and resources is significant at a time when workload and mental health challenges have increased broadly in society.

Minna Lappalainen
Director of Human Resources

A natural balance between work and family life

Granlund has a long track record of building a family-friendly culture, and this is reflected in the way the company operates: work adapts to the needs of other areas of life. In particular, parental leave taken by men has become increasingly common.

“Having senior executives go on family leave can encourage others to seize the opportunity as well,” says Juho Lepistö, a member of Granlund’s Management Team.

> My return was very smooth. I felt that I was cared for.
>
> "Family leave is not an obstacle to career development. It is one stage among other stages," says Mira Lindholm-Heikkinen.

When your child defines the rhythm of your day, everything shifts to a new perspective. The calendar no longer dictates the pace. Your day moves from one moment to the next: feeding, then sleeping. Plans change on the fly.

These insights came to **Juho Lepistö**, Director of the Project Management Business Unit at Granlund, when he first went on parental leave in autumn 2025.

"Before I went on leave, I thought the days at home might feel long and I would need to fill them up somehow, but it turned out that finding fun things to do is easy, and the days often pass all too quickly when the child's routines set the pace."

FOR LEPISTÖ, it was clear that his employer has a flexible and favourable stance towards parental leave. As a father to two sons, he wanted to be more present in the daily life of his youngest child during the baby stage, and to share the responsibilities with his wife.

The family leave reform of 2022 strengthened the role of fathers, but parental leave for men was already commonplace at Granlund even before that. The reform simply gave more visibility to a culture that was already in place.

When you stay home with a small child, it is the ordinary moments that carry the most meaning.

"I spent a lot of time on basic things like feeding and dressing the child, going outside for walks, and putting the child to sleep. Being there and building a connection was what mattered the most. One lesson I learned during my parental leave was that you should go outside every day — it is good for both the child and the parent."

THE THREE-MONTH parental leave highlighted a key element of Granlund's operating culture: the work adapts to different life situations. This strengthens trust and long-term commitment.

Parental leave has increased steadily at Granlund in recent years, especially among men. It is a natural part of working life at different career stages.

"Having senior executives go on parental leave helps to set an example and encourage others to seize the opportunity as well," says Juho Lepistö, a member of Granlund's Management Team.

MIRA LINDHOLM-HEIKKINEN, Group Manager, Energy Management went on parental leave in summer 2024 when her first child, a daughter, was born. She did not need to give a second thought to reconciling work and family life, as the work community's stance was warm and positive right from the beginning.

"My baby news was met with joy and congratulations."

Lindholm's daily life is divided between two cities. The family has homes in Oulu and Helsinki. Having previous experience of flexibility in how the work is performed, she felt peace of mind about the new circumstances.

"I have always been enthusiastic about my work. It gives me a lot of energy. When we welcomed a new addition to our family, it felt natural to shift my focus elsewhere for a while."

WHILE SHE was on parental leave, Lindholm-Heikkinen received a welcome phone call. She was offered her current position of Group Manager.

"It felt really good. The promotion confirmed that Granlund values the expertise of professionals regardless of their life circumstances. Family leave is not an obstacle to career development. It is one stage among other stages."

DURING HER parental leave, Lindholm-Heikkinen chose to finish a few projects already under way. Beyond that, her starting point was clear: her parental leave was truly a leave.

"I felt no pressure to be reachable. I visited the office with the baby to see my colleagues when I felt like it. I never feared that I would be sidelined or fall behind, even if I were completely disconnected."

FOR LINDHOLM-HEIKKINEN, returning to work after nine months of leave confirmed what Granlund's family-friendly culture is all about.

"My return was very smooth: the work community was more interested in how I was doing than the state of my to-do list. We reviewed my responsibilities without any rush, and everything fell naturally into place."

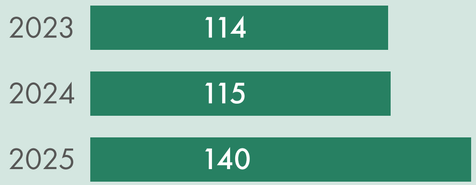
Mira Lindholm-Heikkinen points out that family leave is a broader social issue. People must be able to make decisions about their lives without fears about their work.

"It is important that family and career are not at odds. At Granlund, there is room for both."

HOW GRANLUND SUPPORTS FAMILY LEAVE

- A family leave culture that is based on trust
- Encouraging parental leave at all levels of the organisation
- Flexible solutions for the timing and duration of leave
- Individualised and light return support

Number of fathers who took family leave



We have taken a long-term approach to building our family-friendly culture, and family leave taken by fathers has increased in particular. The family leave reform in 2022 have further strengthened the existing trend: for an expert organisation, we have an exceptionally large number of men on parental leave at any given time. Taking time off is an established part of working life at all levels of the organisation.

Minna Lappalainen
Director of Human Resources

We are not done yet

We are good at calculating sustainability indicators. We have the ability to present high-quality proposals that support the achievement of sustainability targets.

HOWEVER, SUSTAINABILITY in the real estate and construction sector requires much more than that: it requires cooperation and timely action by all those involved in projects and the day-to-day management of a given property. Sustainability in the sector is still a work in progress, and the level of ambition sometimes leaves much to be desired.

THERE ARE still blind spots in our sector. It is not enough to focus solely on new construction, as renovation activities also have a large impact. It is not enough to focus solely on climate impacts, as the sector's impacts on nature are at least as significant. It is not enough to focus on environmental responsibility, as there is plenty to do in the area of social responsibility as well.

SUSTAINABILITY IS not a separate element that can just be bolted on when a building is finished. The most significant decisions regarding impacts are made in the early stages of projects, and they need to be purposefully managed throughout the project. When the focus is on the whole, it is possible to find the best and most cost-effective solutions for promoting sustainability.

IF THE circular economy truly gains momentum, it could have a major impact on emission reductions. At the moment, however, only a fairly small number of pioneers are systematically driving development forward. There is still a lack of commercial platforms and service models related to the circular economy.

SUSTAINABILITY IS never separate from society and financial realities. Managing real estate assets and ensuring the resilience of buildings in a changing climate is also a form of sustainability action. Keeping properties in good condition and repairing them is not only cheaper but also more environmentally friendly than new construction.

PEOPLE'S NEEDS change. Migration and society's reforms are resulting in a growing number of buildings being left vacant. We need to decide what to do with the vacant premises. If the decision is to demolish the building, there should be a clear path for the circulation of its materials.

AT GRANLUND, we want to continue to create a sustainable and smart future together with our customers and stakeholders. We want to open up our development work to the entire sector. We have accomplished a lot, but there is still a lot to be done. Our job is to make sure that the next steps take us in the right direction.

Sustainability is not a separate element that can just be bolted on to a building.

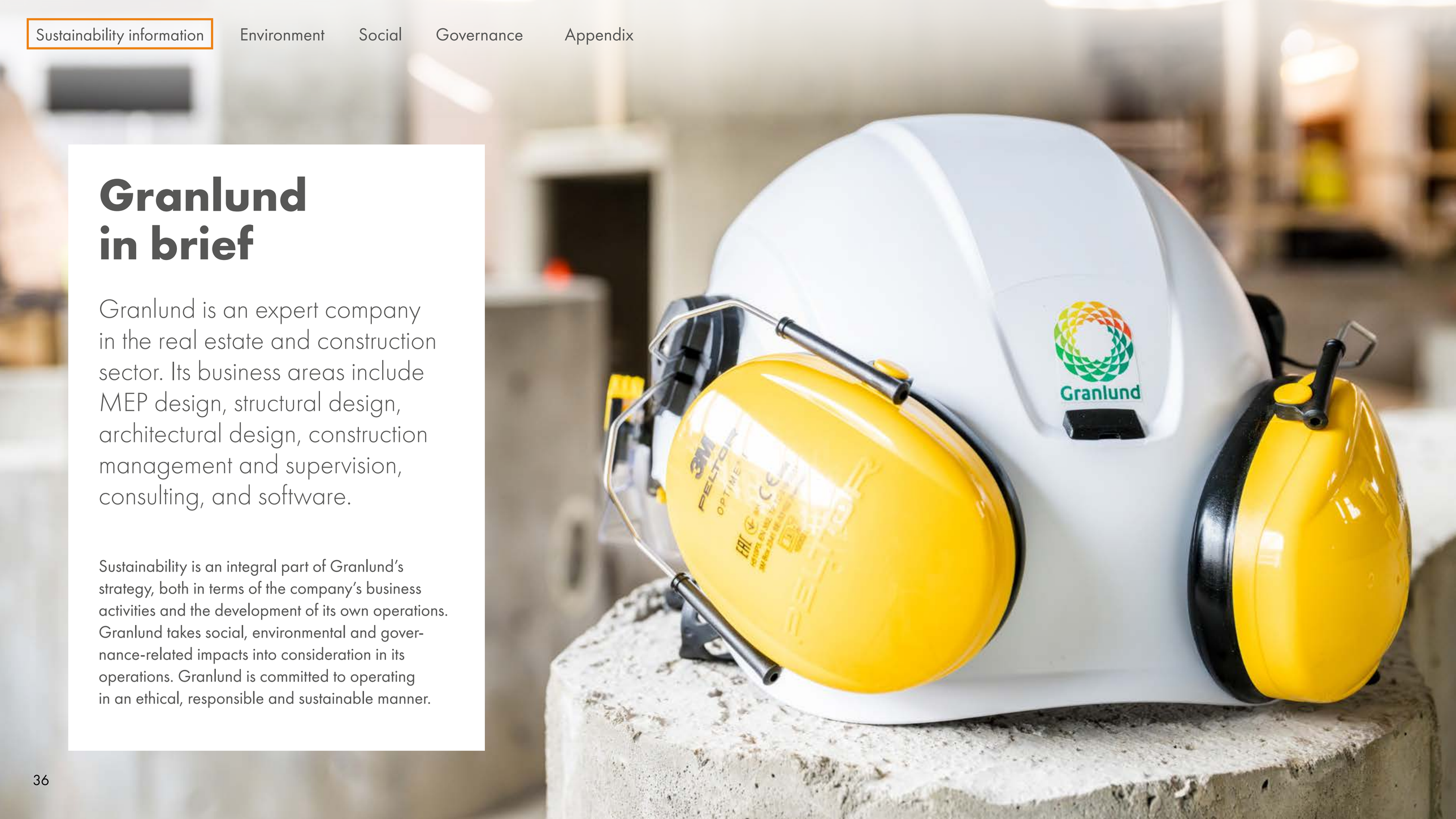
Tytti Bruce-Hyrkäs
Business Director, Sustainability

SUSTAINABILITY INFORMATION 2025

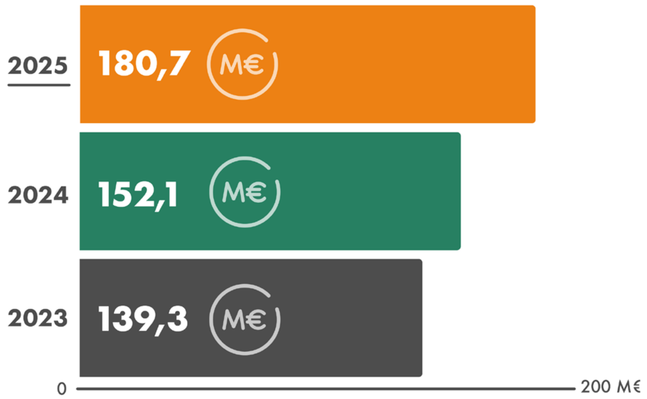
Granlund in brief

Granlund is an expert company in the real estate and construction sector. Its business areas include MEP design, structural design, architectural design, construction management and supervision, consulting, and software.

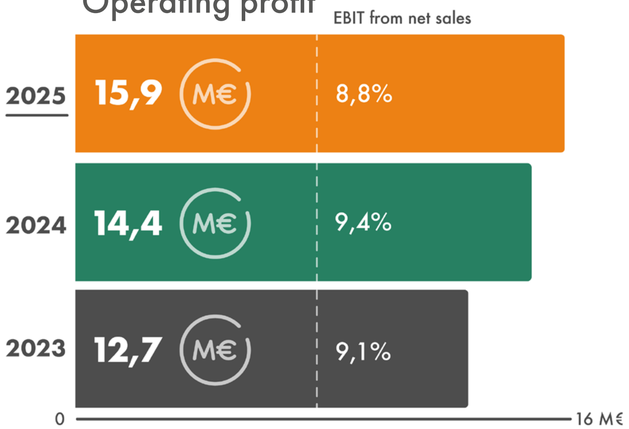
Sustainability is an integral part of Granlund's strategy, both in terms of the company's business activities and the development of its own operations. Granlund takes social, environmental and governance-related impacts into consideration in its operations. Granlund is committed to operating in an ethical, responsible and sustainable manner.



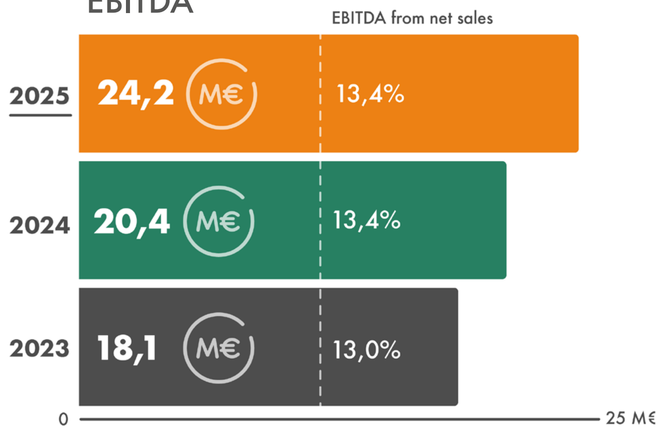
Net sales



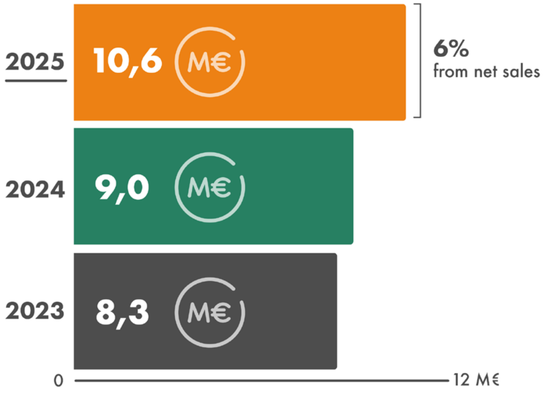
Operating profit



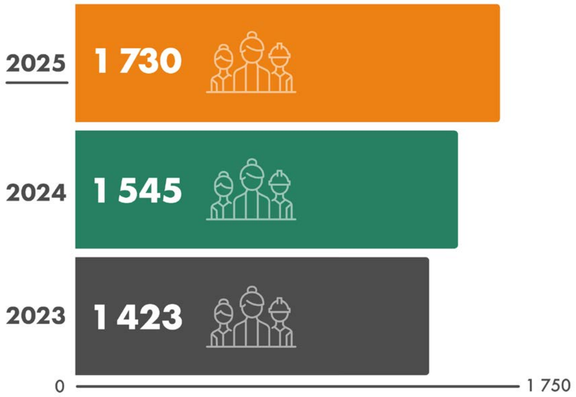
EBITDA



Innovation and development activities



Personnel



Profit-related bonus

Sustainability management and basis for preparation

Basis for preparation of the report

This sustainability review covers Granlund Group's operations for the period 1 January 2025–31 December 2025 and, as a rule, the scope of reporting covers Granlund Group's parent company Granlund Oy and the subsidiaries Granlund Sweden AB, Granlund Stockholm AB, Granlund K-Lab AB and Granlund Group UK Ltd. As it was not possible to collect complete information on the subsidiaries for all of the disclosures, any data point that does not represent the entire Group is accompanied by a description of its specific scope to ensure transparency.

According to the updated legislation, Granlund is not subject to a sustainability reporting obligation pursuant to the CSRD. In spite of this, Granlund wants to transparently disclose sustainability-related information, which is why this report is published. In addition to the EU's voluntary VSME framework, relevant aspects of the ESRS framework have also been utilised in the reporting. Granlund's aim is to develop its reporting towards the requirements of the ESRS framework. This sustainability statement is not a sustainability report pursuant to chapter 7 of the Finnish Accounting Act.

The report's VSME content index (page 73) lists the reported topics and their page numbers, as well as references to the VSME disclosures and, where applicable, ESRS disclosures.

Materiality assessment

The sustainability review is based on a double materiality assessment in which Granlund's key sustainability topics were assessed. The materiality assessment was carried out by consulting owners and suppliers regarding their views on sustainability themes, and by interviewing key customers.

The materiality assessment was carried out in accordance with the ESRS framework. This review in accordance with the VSME framework has been complemented by the themes identified as material in the materiality assessment. The materiality assessment was approved by Granlund's Board of Directors in December 2024.

Granlund's most material topics include climate change (E1), own workforce (S1) and business conduct (G1).

The topic of climate change covers the following sub-topics: climate change mitigation, climate change adaptation, and energy. Granlund contributes positively to all of these factors

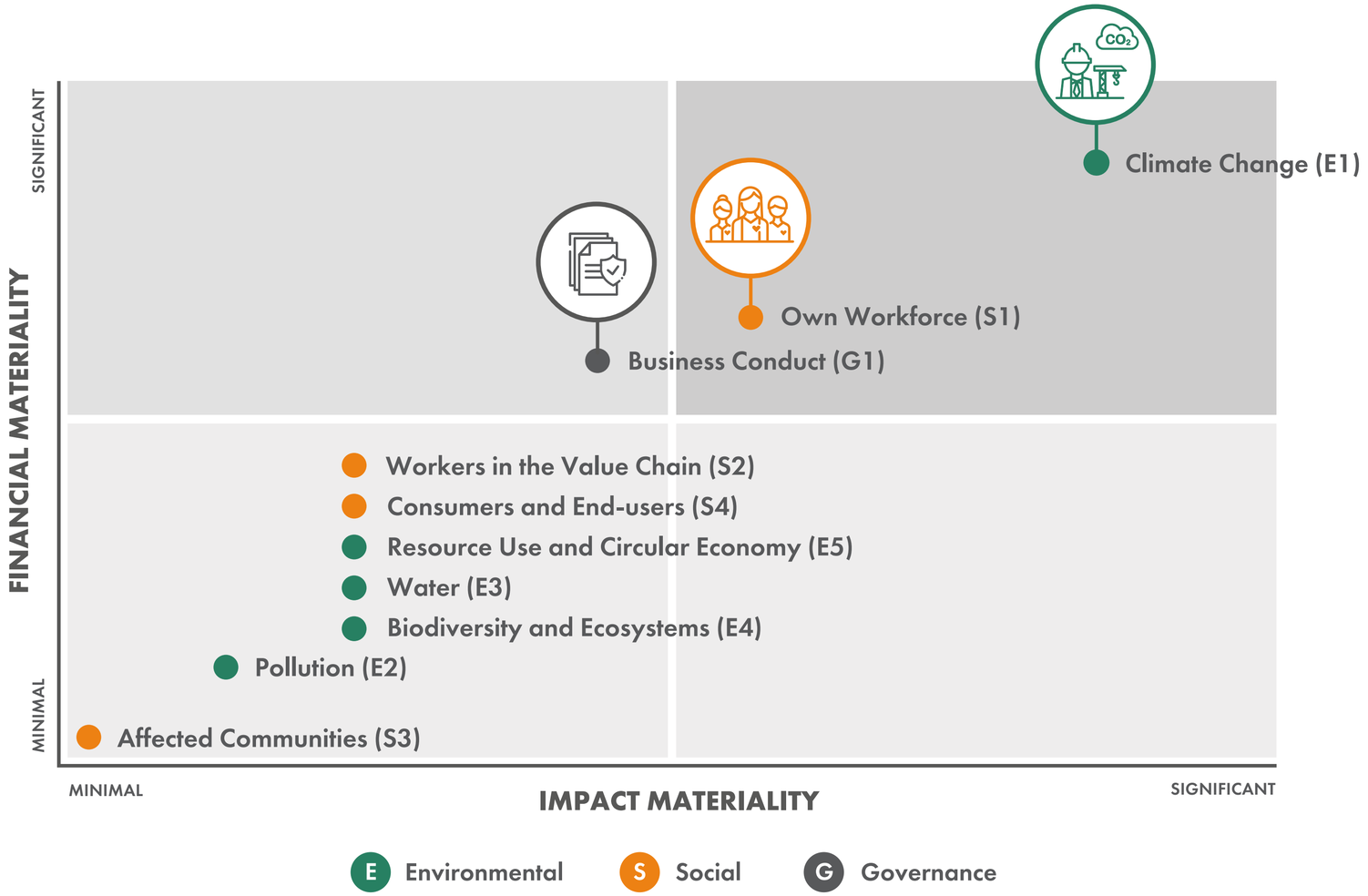
through the services we provide to our customers. At the same time, these issues create business opportunities. The negative footprint of our own operations is relatively small and it does not involve any notable risks.

The most significant topics related to the company's own workforce are training, skills development, and health and safety. These topics are material specifically due to the positive impacts involved.

Equally important topics, specifically through their positive impacts are measures against violence and harassment in the workplace, as well as gender equality and equal pay for work of equal value and work-life balance.
balance. Based on the results of the materiality assessment, the impact on the work-life balance has been slightly negative.

In terms of business conduct, the positive impact of a corporate culture makes it one of the most important and essential topics.

In addition to the material assessment carried out, Granlund has identified business opportunities related to biodiversity and circular economy, which is why they are included in the review. The table "Materiality in the value chain" (p. 40) describes the positioning of sustainability impacts in the value chain, as well as their magnitude and risks, opportunities and time horizon. The impacts, risks and opportunities related to the material and voluntary topics are discussed in more detail in the table "Material sustainability-related impacts, risks and opportunities" on pages 41–42. The value chain is described on page 47.



	Topic	Upstream	Own Operations	Downstream	Material	Risk/ Opportunity	Time horizon
ENVIRONMENTAL	Climate Change (E1)	●●●	●●	●●●●●	Yes	Risk/ Opportunity	Short/Medium/ Long term
	Pollution (E2)	●		●	No		
	Water (E3)	●	●	●●	Partly	Opportunity	Medium/ Long term
	Biodiversity and Ecosystems (E4)	●	●	●●	Partly	Opportunity	Medium/ Long term
	Resource Use and Circular Economy (E5)	●	●	●●●	Partly	Opportunity	Medium/ Long term
SOCIAL	Own Workforce (S1)		●●●●●		Yes	Risk/ Opportunity	Short/Medium/ Long term
	Workers in the Value Chain (S2)	●		●●	Partly	Risk/ Opportunity	Short/Medium/ Long term
	Affected Communities (S3)	●		●	No		
	Consumers and End-users (S4)			●●●●	Partly	Opportunity	Short/Medium/ Long term
GOVERNANCE	Business Conduct (G1)	●●	●●●	●●	Yes	Risk/ Opportunity	Short/Medium/ Long term

Impact: ● = minimal ... ●●●●● = significant

MATERIAL SUSTAINABILITY-RELATED IMPACTS, RISKS AND OPPORTUNITIES

	Topic	Material and voluntary topics	Granlund's impacts affecting the people and the environment (positive/negative impact)	Impacts affecting Granlund's ability to create value (risk/opportunity)
ENVIRONMENTAL	**Climate Change (E1)**	Climate change mitigation	P Granlund's design and consulting services reduce the lifecycle emissions and energy consumption of customers' buildings and promote climate change adaptation. **(D) (S/M/L)**	R Systemic changes arising from the consequences that climate change has on the economic system and society, for example. **(F) (S/M/L)**
		Climate change adaptation	P Granlund reduces its own climate impacts throughout the value chain (SBTi-validated emission reduction targets). **(F) (S/M/L)**	O Growing demand for design and consulting services aimed at low carbon, energy efficiency and resilience creates commercial opportunities. **(D) (S/M/L)**
		Energy		
	Biodiversity and Ecosystems (E4)	Voluntary, identified opportunity to influence	P Granlund increases the industry's awareness of the biodiversity impacts of value chains. **(D) (S/M/L)**	O Commercial opportunities from biodiversity-related services. **(D) (M/L)**
	Resource Use and Circular Economy (E5)	Voluntary, identified opportunity to influence	P Granlund's design solutions promote the circular economy. **(D) (S/M/L)**	O Commercial opportunities from circular economy-related services. **(D) (M/L)**
	Water (E3)	Voluntary, identified opportunity to influence	P Granlund's design solutions reduce water consumption. **(D) (S/M/L)**	O Commercial opportunities from services related to water risk prevention. **(D) (M/L)**
SOCIAL	**Own Workforce (S1)**	Diversity and equal treatment	P As an employer, Granlund ensures that everyone is treated equally and that everyone feels safe to be their true self. **(OO) (S/M/L)** P Granlund recognises the potential in different people in its recruitment activities and supports career development. **(OO) (S/M/L)**	R Challenges related to the recruitment of skilled and diverse personnel **(OO) (S/M/L).** O Success in promoting inclusion and diversity makes Granlund more attractive as an employer and promotes employee retention. **(OO) (S/M/L)** O Supporting career paths for different kinds of people is a growth opportunity. **(OO) (S/M/L)**
		Health and safety	P As an employer, Granlund ensures that employees are safe and have a high level of well-being. **(OO) (S/M/L)**	O R Maintaining work–life balance in project-based work **(OO) (S/M/L).** O Employees with a high level of well-being are productive and committed to the company. **(OO) (S/M/L)**
		Training and skills development	P Granlund enables training and skills development for its personnel and offers its own training activities and a mentoring programme. **(OO) (S/M/L)** P As an employer, Granlund defines talent paths and identifies development opportunities. **(OO) (S/M/L)**	O Through competence development, Granlund responds to customer needs and achieves a competitive advantage. **(OO) (S/M/L)** O Training opportunities promote employee commitment. **(OO) (S/M/L)**
		Working conditions	P Granlund makes it possible for people in different roles to reconcile work and private life in a flexible manner through family leave, for example. **(OO) (S/M/L)**	O Flexibility and a good work–life balance keeps employees committed. **(OO) (S/M/L)**
	Workers in the Value Chain (S2)	Voluntary, identified opportunity to influence	P Granlund's policies and practices reduce the risks of neglecting social responsibility in construction projects in which Granlund acts as a construction management consultant. **(D) (S/M/L)**	R Potential negligence related to social responsibility in construction projects in which Granlund acts as a construction management consultant may pose a reputational risk. **(D) (S/M/L)** O Commercial opportunities from social responsibility services related to workers in the value chain **(D) (M/L)**
	Consumers and End-users (S4)	Voluntary, identified opportunity to influence	P Granlund designs premises and environments that support the well-being of the users of properties. **(D) (S/M/L)**	O Strong expertise in designing premises that support the well-being of users is a competitive advantage for Granlund. **(D) (S/M/L)**

P = Positive impact N = Negative impact O = Opportunity R = Risk

Value chain: Upstream **(U)**, Own operations **(OO)**, Downstream **(D)**, Full value chain **(F)** **Time horizon:** Short-term **(S)**, Medium-term **(M)**, Long-term **(L)**

	Topic	Material and voluntary topics	Granlund's impacts affecting the people and the environment (positive/negative impact)	Impacts affecting Granlund's ability to create value (risk/opportunity)
GOVERNANCE	**Business Conduct (G1)**	Corporate culture	P Granlund complies with good governance practices. The Code of Conduct and values are reflected in the company's operations. **(OO) (S/M/L)** P Granlund's principles and operating practices ensure the detection and prevention of ethically inappropriate practices. **(OO) (S/M/L)**	R Reputational risk, financial risk. **(OO) (S/M/L)** O A corporate culture that emphasises freedom and responsibility and encourages engagement and participation is a key pull factor and ensures the company's competitiveness. **(OO) (S/M/L)**
		Political influence, including lobbying activities	P Granlund influences the development of legislation in its industry by providing expert insights and participating in the activities of industry organisations. **(F) (S/M/L)**	O Business conditions will improve through better legislation. **(OO/D) (S/M/L)**

P = Positive impact N = Negative impact O = Opportunity R = Risk

Value chain: Upstream **(U)**, Own operations **(OO)**, Downstream **(D)**, Full value chain **(F)**

Time horizon: Short-term **(S)**, Medium-term **(M)**, Long-term **(L)**

Sustainability management and principles

Sustainability is an integral aspect of Granlund's strategy and business model. The sustainability programme and the action plans of the business areas and business units concretise the sustainability targets set out in the Plan G+ strategy into practical measures at the department and group levels. Sustainability is addressed at every level of the organisation, from the Board of Directors to individual groups.

Granlund Oy's Board of Directors and the chief executives of the Group companies are responsible for the strategic steering of sustainability. Their task is to ensure that sustainability-related business opportunities and risks have been taken into account in the short and long term, and that sustainability targets are put into action throughout the organisation. It is also the responsibility of corporate management to ensure that the employees are familiar and comply with their internal and external obligations.

The sustainability steering group monitors the progress of strategic sustainability targets and coordinates the sustainability efforts of different business areas. The steering group is led by the Business Director responsible for the development of sustainability business, and its members include representatives of the business areas as well as the Quality and Sustainability Director and the Sustainability Manager, who are in charge of the company's internal sustainability. The steering group reports on the progress of the work to the Management Team Finland and, if necessary, to the Board of Directors of Granlund Oy.

Business Directors are responsible for ensuring that sustainability targets are integrated into the strategy and action plans of each business area. They monitor the impacts of sustainability measures and, together with the business area's steering group, ensure the development of operations.

Granlund's management systems support sustainable operations. The implementation of environmental responsibility is guided by an ISO 14001:2015 certified environmental management system, which covers, among other things, the identification of environmental impacts, the setting of targets, and continuous improvement.

Sustainability as part of Granlund's strategy and business operations

Sustainability is one of the four strategic themes of Granlund's Plan G+ strategy, and it was also a key part of Granlund's strategic direction during the previous strategy period. Sustainability is also integrated into Granlund's vision and mission, values and Code of Conduct, which guide operations and decision-making throughout the organisation. In addition, under the Best Place to Work theme of the strategy, social responsibility is promoted particularly from the personnel perspective.

In 2025, Granlund updated its strategy and strengthened the role of sustainability as part of business development. In connection with the strategy update, business potential related to sustainability was systematically identified in all business areas for the first time. Sustainability-related risks, opportunities and services were incorporated into the strategies and action plans of all business areas, and setting sustainability-related targets became part of business planning throughout the organisation.

Sustainability is significant for Granlund in a business sense: during the 2025–2029 strategy period, sustainability-related business is expected to double when compared to the level of 2024.

Sustainability is not a separate function at Granlund. Instead, it is an integral part of the management of business operations, service development and competence development. As part of the development and implementation of Granlund's strategy, sustainability-related targets, tools and training have been incorporated into day-to-day activities in all business areas. The key has been to identify sustainability-related services and differentiation factors, and ensure that the personnel have sufficient competence and practical tools for the implementation of sustainable solutions.

The sustainability programme (page 45) describes, at a general level, the underlying principles behind the sustainability targets and the targets as a whole, and their concrete implementation takes place through the strategy and other sustainability management.

VISION

Towards a sustainable and smart future. Together.

MISSION

Well-being for people, buildings and the environment.

VALUES

We thrive together.

We exist for the customer.

We carry our responsibility.

We innovate and reform.

PLAN G+ STRATEGY

SUSTAINABILITY PROGRAMME

BOARD OF DIRECTORS AND CEO

Monitor the implementation of sustainability and ensure that sustainability-related business opportunities and risks are factored into both the company's short-term and long-term strategy.

MANAGEMENT TEAMS

See to the implementation of the strategy.

SUSTAINABILITY STEERING GROUP

Integrate sustainability into the operations of the whole organisation to a higher degree and identify the possibilities of the major business areas to influence things.

HR STEERING GROUP

Promote the well-being and development opportunities of the personnel and ensure that diversity and inclusion are taken into consideration.

QUALITY AND SUSTAINABILITY DIRECTOR

Lead internal sustainability efforts.

SUSTAINABILITY MANAGER

Support the practical implementation of internal sustainability targets.

HR DIRECTOR

Responsible for ensuring that human resource management practices are in line with legislation and the company's values and promote a diverse, equal and inclusive work community.

BUSINESS DIRECTOR, Development of Sustainability Business

Responsible for the strategic development of the sustainability business and the development of the sustainability and sustainability services of the business areas together with the business management.

BUSINESS DIRECTORS

Ensure that sustainability is integrated into strategic development projects. Responsible for the implementation of sustainability measures in their respective business areas and the development of sustainability services as part of operational planning.

BUSINESS UNIT DIRECTORS

Responsible for the practical implementation of the strategy and sustainability targets.

DEPARTMENT HEADS AND SUPERVISORS

Ensure that sustainability is taken into consideration as part of customer-facing work. Responsible for the sales and implementation of sustainability services.

ALL PERSONNEL

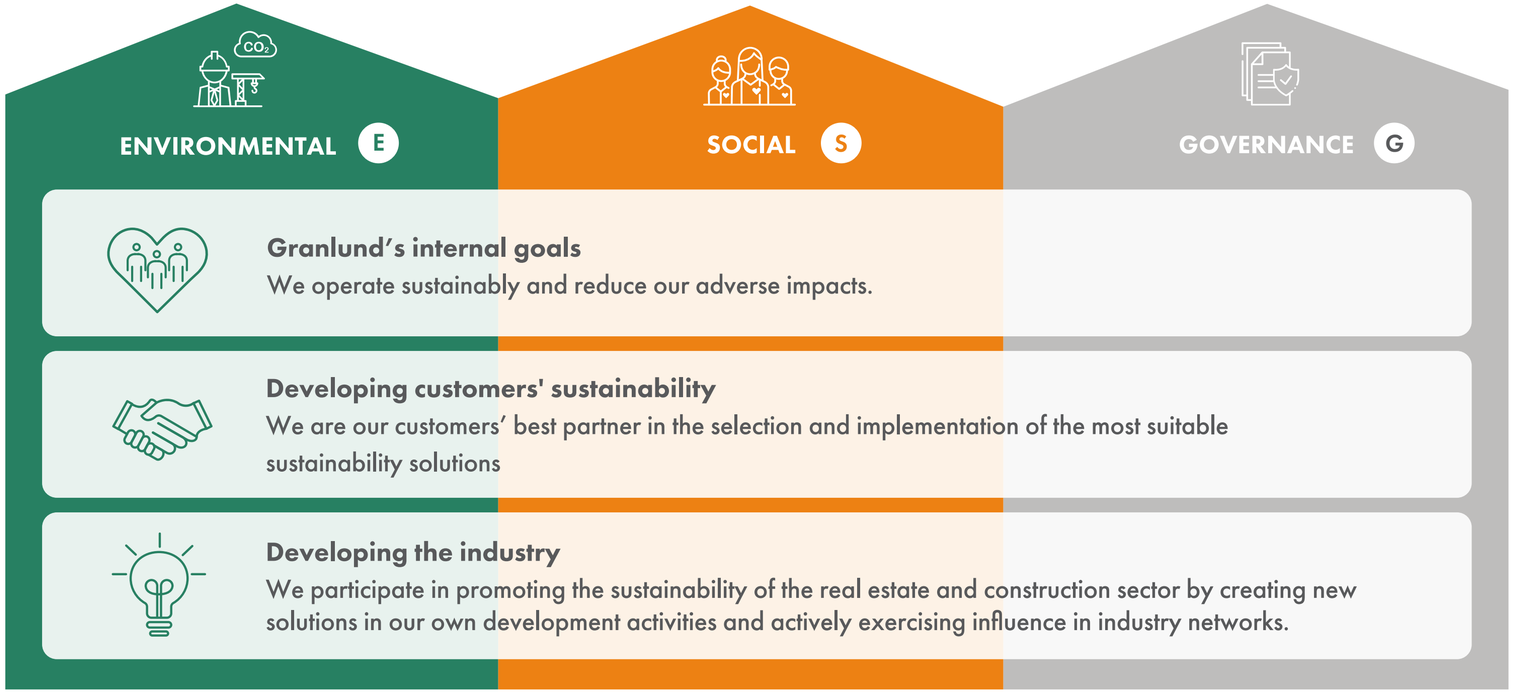
SUSTAINABILITY PROGRAMME

Granlund's sustainability programme is divided into three areas: environmental responsibility, social responsibility and governance. For each area, Granlund considers multiple perspectives: the company's internal operations, the development of customers' sustainability, and the development of the industry.

Granlund offers its customers sustainable design and maintenance solutions, as well as sustainability services that cover not only expert consultancy but also construction management, design and property management. The sustainability business therefore constitutes a broad whole that supports the customers' sustainability and Granlund's competitiveness.

The sustainability of Granlund's own operations is also important to the company from the perspective of competitiveness and customer requirements. Granlund is also an active participant in promoting the sustainability of the real estate and construction sector by creating new solutions and actively exercising influence through industry networks. In 2025, Granlund highlighted new sustainability themes in the sector, such as biodiversity and materials-related impacts, and developed operating models for use throughout the industry.

Actions taken in 2025 in relation to sustainability targets are presented on pages 50–52.



Value chain

Granlund's most impactful ways of promoting sustainability are related to customer work and the downstream value chain. The business areas' impact opportunities are shown below. The value chain participants are presented on page 47.

MEP design has traditionally played a large role in creating a good indoor environment and promoting energy efficiency. Themes that have emerged in recent years also include MEP materials and the emissions associated with them, as well as material efficiency, service life, low-carbon products, and circular economy.

The architect fundamentally shapes the character of a project. Key means include a comfortable indoor environment, adaptable and efficient premises that serve the user, and the solutions employed in the building. As the principal designer, the architect also coordinates and fits together the designs from different disciplines.

Structural design has a significant impact on the material efficiency of the project and the climate impacts caused by building materials. The structural designer can also enable circularity.

The developer plays a key role in setting the project's targets and supporting their achievement throughout the project by, for example, ensuring competence and resources, recording the targets in the procurement documents, and supervising the project.

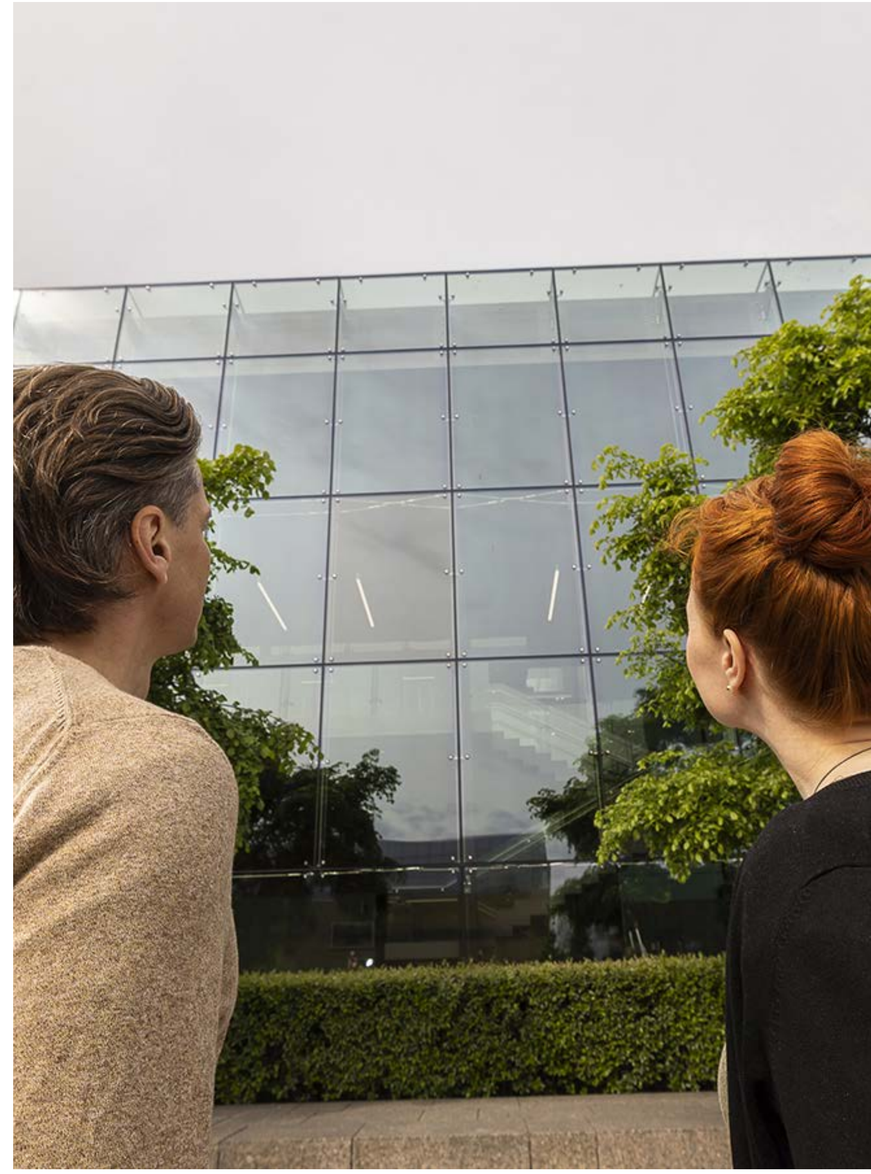
The Granlund Manager software supports users in the management and reporting of sustainability targets.

A significant part of Granlund's consultancy services, such as energy and sustainability services, directly serve the setting and control of customers' sustainability targets. Granlund also helps customers take sustainability aspects into consideration as part of property management.

Stakeholder views

For Granlund, consulting stakeholders is an integral part of both sustainability management and business development. The company engages in continuous dialogue with key stakeholders, such as customers, employees, owners, suppliers, authorities, educational institutions and research institutes.

Stakeholder cooperation is promoted by principles that emphasise open interaction, responsible operating practices and the long-term development of trust-based relationships. The views of these groups help Granlund identify impacts, risks and opportunities, and they are taken into account as part of the development of strategy, services and day-to-day operations. Stakeholder cooperation is described in the table "Stakeholder views and expectations, and taking them into account in decision-making" on pages 48–49.



UPSTREAM

Suppliers

Service providers, incl.

- Business premises rental
- Energy companies (electricity and heating)
- Subcontracted special design
- Software
- Insurance
- Occupational health care services
- Employee benefits
- Training

The producers of products, incl.

- IT equipment
- Office supplies and furniture
- Safety equipment

OWN OPERATIONS

Own workforce

MEP design

Architectural design

Structural design

Construction management and supervision

Software

Consulting

DOWNSTREAM

Customers

Granlund's largest customer segments include data centers, property owners and property investors, the state, municipalities, health and social services, industry, and wholesale and retail trade.

End-users

The users of buildings are daily users of Granlund's solutions: employees, residents, students, patients, or other people using the premises. They directly experience the effects of the quality of indoor conditions, the functionality of the premises and energy efficiency.

Real estate and construction sector

Stakeholder views and expectations, and taking them into account in decision-making

Stakeholder	Summary of stakeholder cooperation and channels of engagement	Key topics of interest and views in relation to Granlund's strategy and business model	How the views are communicated to the administrative, management and supervisory bodies
Customers	Granlund engages in systematic dialogue with customers during the tender and contract phases, as well as in project meetings and site meetings. The customer relationship survey and customer feedback surveys complement the continuous dialogue.	Customers expect transparency, data-driven design, energy efficiency, the optimisation of lifecycle costs, and high usability. These expectations guide Granlund's service portfolio and the prioritisation of development efforts.	Customer feedback and project feedback are discussed in project teams, management teams and, as summaries, by the Board of Directors. The management addresses significant deviations and risks related to customer requirements.
End-users	Health and safety requirements are addressed in the planning and supervision phases. The feedback is documented as part of project-specific decisions.	The key views include indoor air quality, acoustics, lighting, safety, accessibility, and the adaptability of premises. These views are linked to Granlund's business model, which aims to make properties more functional and smarter, and improve well-being in the built environment.	User feedback is addressed by project steering groups.
Personnel	Granlund collects the views of the personnel through regular surveys, feedback questionnaires and development discussions. The personnel were also engaged in the process of updating the strategy. Competence development is supported by means of training programmes and career paths.	The key themes are competence development, workload management, non-discrimination and well-being. These views are described under the theme "Best Place to Work" in Granlund's strategy.	The results of the personnel survey and questionnaires are addressed by the Management Team and, as a summary, by the Board of Directors. The management representative of the personnel is part of the Management Team. The Young Management Team introduces initiatives to the Management Team.

Continued →

Stakeholder	Summary of stakeholder cooperation and channels of engagement	Key topics of interest and views in relation to Granlund's strategy and business model	How the views are communicated to the administrative, management and supervisory bodies
Owners	The personnel own a majority of Granlund. The international investment company ICG is a minority shareholder. Dialogue with owners takes place through regular communication, general meetings, financial reporting and sustainability reporting. Granlund ensures transparency and predictability in key decisions.	The owners' views are focused on profitability, risk management, the effectiveness of the sustainability strategy, and long-term value creation.	Feedback from owners is addressed by the Board of Directors as part of strategic planning and risk reporting. Targets and actions are specified further if necessary.
Suppliers and subcontractors	Relationships are managed by contractual terms and the Supplier Code of Conduct. In projects, interaction takes place through project meetings and project communications.	Key expectations include quality, delivery reliability, safety, ethics and environmental responsibility. These views are directly related to Granlund's ability to create value for customers and ensure sustainability throughout the value chain.	Significant findings are brought to the management's attention as part of risk reporting and the development of procurement principles.
Authorities and regulatory bodies	The cooperation is related to regulatory and standardisation issues. Granlund participates in consultations and legislative drafting and preparation processes, and is involved in industry discussions through industry organisations and networks.	The expectations emphasise regulatory compliance, safety, low carbon, and the accuracy of reporting. These views have a direct impact on Granlund's service content and internal processes.	Regulatory changes and feedback from the authorities are brought to the attention of the management and the Board of Directors. Policies, processes and training content are updated as necessary.
Educational institutions and research institutions	The dialogue takes place in research and development projects, teaching, recruitment events, student visits and traineeships, and in the context of thesis writing.	Expectations include a closer link between work and education, and opportunities for collaborative development. These strengthen the strategic priorities of Granlund's innovation activities.	The results of student and trainee surveys are addressed by the Management Team Finland. Research and development projects are addressed by the steering group for Group development.

Sustainability targets

In accordance with the sustainability programme, Granlund has set targets for the development of internal sustainability, customer sustainability and the industry.

Granlund's internal goals

Target	Metric	Highlights of actions taken in 2025
We reduced the carbon footprint of our own operations in line with our SBTi target.	Carbon footprint, tCO_2e	• We transitioned to green district heating for our rental properties. • Energy efficiency measures at properties, such as replacing a main air handling unit and piloting AI-based control for district heating. • All new leasing cars were electric. • We introduced an emission limit for travel using recreational funds. • Our head office was awarded the Cycling-Friendly Workplace certification. • External assurance of emissions.
We are the most attractive employer in the sector. Our culture promotes the thriving, well-being and development of people. Each of us is an important talent, and we want to make it possible for each employee to pursue a career path that suits them.	• Employee Net Promoter Score (eNPS) • Personnel turnover • Training development	• The personnel were engaged in the strategy process. • Supervisor training, Granlund Academy training and a mentoring programme were organised. • Safer space principles were published. • A female employees' network was established. • Preparations were made for ISO 45001 certification.
We do the right thing in every situation.	Code of Conduct training, completion rate (%)	• Key policies were updated. • Procurement practices were developed. • Third party due diligence assessments were started.

Developing customers' sustainability

Target	Highlights of actions taken in 2025
Specification of sustainability-related services and growing sustainability-related business in all business areas.	• Responsibilities related to promoting sustainability-related business were specified further, and the management of sustainability-related business was more closely integrated into business management. • Sustainability targets were set for all business areas. • Opportunities were identified and new services were defined in the business areas of MEP and construction management, among other areas.
Increasing sustainability expertise	• Sustainability-related training was organised in the business areas of construction management, structural design and architecture, among other areas. • Five student theses related to sustainability were completed.
Development and deployment of sustainability-related tools and processes that support business operations	• A solution related to assessing the carbon footprint of building services was developed and published. • Model documents for construction management were updated with regard to sustainability.

Industry development in 2025

Target	Highlights of actions taken in 2025
Thought leadership and industry development	• A market survey on sustainable construction was carried out. • Instruction cards on carbon footprint control for principal designers and architects were produced. • The impacts of materials used in building services were highlighted in media interviews and remarks delivered at seminars, for example. • A pilot project on the nature footprint was carried out, and a nature handprint guide was published. • A circular economy project concerning building services was launched in collaboration with Finnish Building Services Industries and Trade (Talteka). • We participated in the industry's regulatory development efforts through stakeholder work on the climate declaration and the EPBD Directive, and as an expert advisor to a government ministry.

Developing the industry	• The development of sustainability was broadly promoted through innovation projects. Granlund participated in the following EU and Business Finland projects, among others:
	  • Energy-Carbon-KOM (Development of energy-carbon coordinated key operation management technology of district energy system based on mechanism-data fused modeling, 2023–2026)
	  • HumanIC (Human – Centric Indoor Climate for Healthcare Facilities, 2024–2028)
	  • RESPED (Enabling Energy Resilience through new energy flexible and affordable PED concepts, 2024–2027)
	  • NSDC (Nordic Superblocks as Decarbonization Catalysts, 2023–2025)
	  • RESPED (Enabling Energy Resilience through new energy flexible and affordable Positive Energy Districts concepts, 2024–2027)
	• Granlund is involved in joint projects for the development of the real estate and construction sector, such as:
	  • MEP 2030 programme and the Building 2030 consortium

General information

Topic	Reference	Description of the requirement	Information	
B1 Basis for preparation				
B1	24a	Scope of the report (Basic Module/Comprehensive Module and coverage)	Option B: Basic Module and Comprehensive Module	
B1	24b	Statement on the omission of disclosures deemed to be sensitive information	No disclosures have been omitted from the report due to being deemed sensitive information.	
B1	24c	Individual basis or consolidated basis	Consolidated basis	
	24d	In case of a consolidated sustainability report, the report should include a list of the subsidiaries and their registered addresses	Name	Address
			Granlund Isännöinti Oy	Näyttelijäntie 14 B, 00400 Helsinki, Finland
			Granlund Sweden AB	Torggatan 8, 531 30 Lidköping, Sweden
			Granlund Stockholm AB	Hammarby Fabriksväg 43, 120 30 Stockholm, Sweden
			K-Lab Projektering AB	Repslagargatan 17B, 118 46 Stockholm, Sweden
			K-Lab Structural consultants pvt, ltd.	B-304, 3rd Floor, Plot FP 616, Naman Midtown, Senapati Bapat Marg, Near Indiabulls, Da, dar-W, Mumbai City, Mumbai, Maharashtra, India, 400028
			Granlund Group UK Ltd	Electric Works, Sheffield Digital Campus, Sheffield, South Yorkshire, S1 2BJ, United Kingdom
			Kiinteistö Oy Helsingin Malminkaari 21	Malminkaari 21, 00700 Helsinki, Finland
			Kiinteistö Oy Kuopion Hyrräkatu 3	Hyrräkatu 3, 70500 Kuopio, Finland
			Kuopion Sataman Hallintorakennus Oy	Asemakatu 38-40 A, 70110 Kuopio, Finland
			Coordia Consult AB	Sollentunavägen 63, 191 40 Sollentuna, Sweden
			Marklund Ahlen Konsult AB	Sollentunavägen 63, 191 40 Sollentuna, Sweden
			Umeå Projekt Team AB	Västra Kyrkogatan 23, 903 29 Umeå, Sweden
			Umeå Projekt Team EL AB	Västra Kyrkogatan 23, 903 29 Umeå, Sweden
			NQE Rakennetekniikka Oy	Kasarmintie 15, 90130 Oulu, Finland
			NQE Teollisuus Oy	Kasarmintie 15, 90130 Oulu, Finland
			Insinööritoimisto Stacon Oy	Pukinmäenaukio 2, 00720 Helsinki, Finland
			Kauto Nikulainen Arkkitehdit Oy	Vuoritontuntie 22, 02200 Espoo, Finland
			Derigo Group Ltd. Oy	Maariankatu 4 C 64, 20100 Turku, Finland
			Derigo Oy	Maariankatu 4 C 64, 20100 Turku, Finland
			Timbal Palvelut Oy	Linnanrakentajantie 6 C, 00810 Helsinki, Finland
			Derigo Global Oy Ltd.	Maariankatu 4 C 64, 20100 Turku, Finland
			Derigo .uk. Ltd.	27 Old Gloucester Street London, WC1N 3AX, United Kingdom

Topic	Reference	Description of the requirement	Information				
B1	24e	i. Legal form	Limited liability company				
		ii. NACE sector classification code	NACE N - 71.12 Engineering activities and related technical consultancy 71126 Other engineering design and technical consultancy incidental to building construction				
		iii. Size of the balance sheet	EUR 124.0 million				
		iv. Turnover (in euro)	€180.7 million				
		v. Number of employees	1730				
		vi. Country of primary operations and location of significant assets	Address	Post code	City	Country	GPS coordinates (geolocation)
			Malminkaari 21	00701	Helsinki	Finland	60.249951, 25.009400
			Salmentie 1	63300	Alavus	Finland	62.585865, 23.619423
			Piispantilankuja 4	02240	Espoo	Finland	60.162116, 24.724300
			Keilakatu 1	13210	Hämeenlinna	Finland	61.000225, 24.488714
			Koskenparras 1	55100	Imatra	Finland	61.170761, 28.771887
			Kauppakatu 29	80100	Joensuu	Finland	62.603100, 29.762500
			Kympinkatu 3 C	40320	Jyväskylä	Finland	62.241869, 25.698982
			Kehräämöntie 5	87400	Kajaani	Finland	64.219426, 27.780427
			Keskuspuistokatu 10 LH6	94100	Kemi	Finland	65.737310, 24.563530
			Koppisentie 3	67600	Kokkola	Finland	63.827119, 23.151451
			Tornatorintie 3	48100	Kotka	Finland	60.466390, 26.928388
			Kauppalankatu 14	45100	Kouvola	Finland	60.869847, 26.703058
			Hyrräkatu 3	70500	Kuopio	Finland	62.897054, 27.702005
			Vesijärvenkatu 9D (6th floor)	15140	Lahti	Finland	60.982797, 25.662450
			Kasarmikatu 10	53900	Lappeenranta	Finland	61.059200, 28.173500
			Suurlohjankatu 10	08100	Lohja	Finland	60.251266, 24.069383
			Papintie 14	04600	Mäntsälä	Finland	60.626140, 25.307028
			Prikaatinkatu 3	50100	Mikkeli	Finland	61.681173, 27.260639
			Kiviharjunlenkki 1D	90220	Oulu	Finland	65.009946, 25.510060
			Kauppakatu 1	76100	Pieksämäki	Finland	62.299560, 27.161150
			Pohjoisranta 11	28100	Pori	Finland	61.493039, 21.798680
			Temppelikatu 8	11100	Riihimäki	Finland	60.736335, 24.767502
			Postikatu 1	96100	Rovaniemi	Finland	66.497868, 25.712177
			Vipusenkatu 12	57200	Savonlinna	Finland	61.868290, 28.914620
			Tiedekatu 2	60320	Seinäjoki	Finland	62.787440, 22.820050
			Järvensivuntie 1	33101	Tampere	Finland	61.492096, 23.782417
			Laasmäenkatu 6	20780	Kaarina	Finland	60.420433, 22.378977

Topic	Reference	Description of the requirement	Information				
			Hovioikeudenpuistikko 19 A	65100	Vaasa	Finland	63.097066, 21.617587
			Kuoppakankaankatu 2	78200	Varkaus	Finland	62.318264, 27.859808
			Vierimaantie 5	84100	Ylivieska	Finland	64.074698, 24.515178
			Näyttelijäntie 14 B	00400	Helsinki	Finland	60.2297, 24.8961
			Kasarmintie 15	90130	Oulu	Finland	65.01851, 25.48529
			Pukinmäenaukio 2	00720	Helsinki	Finland	60.24218, 24.99119
			Vuoritontuntie 22, 02200 Espoo, Finland	02200	Espoo	Finland	60.17062, 24.76774
			Maariankatu 4 C 64, 20100 Turku, Finland	20100	Turku	Finland	60.45417, 22.26553
			Linnanrakentajantie 6 C	00810	Helsinki	Finland	60.18732, 25.04348
			Västra Kyrkogatan 23	90329	Umeå	Sweden	63.82476, 20.26418
			Sollentunavägen 63	19140	Sollentuna	Sweden	59.42827, 17.95082
			Torggatan 8	53130	Lidköping	Sweden	58.5051354, 13.1576541
			Hammarby Fabriksväg 43	12030	Stockholm	Sweden	59.3009875, 18.0981373
			Repslagargatan 17B	11846	Stockholm	Sweden	59.316667, 18.0709648
			27 Old Gloucester Street London	WC1N 3AX	London	UK	51.52115, -0.12128
			Electric Works, Sheffield Digital Campus	S1 2BJ	Sheffield	UK	53.38014, -1.46318
			B-304, 3rd Floor, Plot FP 616, Naman Midtown, Senapati Bapat Marg, Near Indiabulls, Da, dar-W	400028	Mumbai	India	19.010217, 72.836452
B1	25	Information on sustainability certificates	Granlund has an ISO 14001 certified environmental management system.				

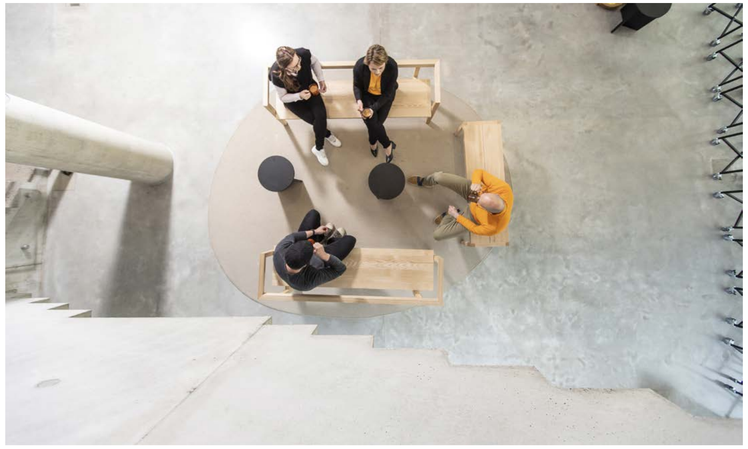
B1	24e	vi. Country of primary operations and location of significant assets	Address	Post code	City	Country	GPS coordinates (geolocation)

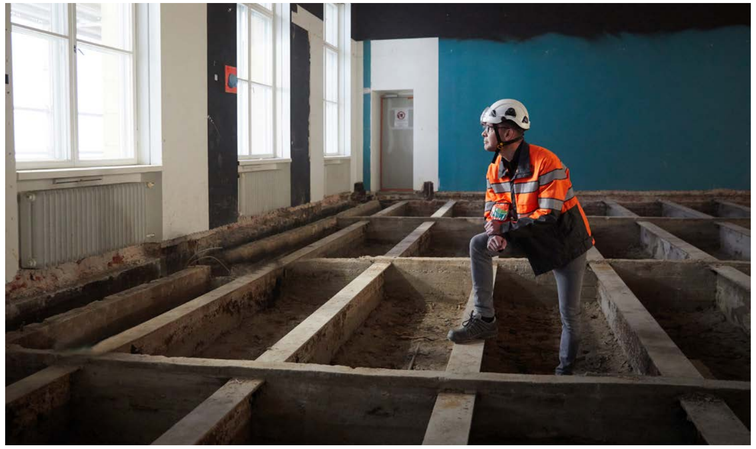
B2 Practices, policies and future initiatives for promoting sustainability

B2	26	Existence of practices, policies and initiatives for promoting sustainability, and related targets	Topic	Does the organisation have sustainability-related practices, policies or future initiatives on the following sustainability topics	Do the policies include targets (YES/NO)?	Public link (if any)
			Climate change	Yes	Yes	Quality and environmental policy
			Own workforce	Yes	Yes	Code of Conduct
			Workers in the value chain	Yes	Yes	Supplier Code of Conduct
			Business practices	Yes	Yes	Anti-corruption and anti-bribery policy

Topic	Reference	Description of the requirement	Information
C1 Strategy: business model and sustainability-related initiatives			
C1	47	The undertaking shall disclose the key elements of its business model and strategy, including:	
	47a	A description of significant groups of products and/or services offered	Granlund is an expert company in the real estate and construction sector. Its business areas include MEP design, structural design, architectural design, construction management and supervision, consulting, and software.
	47b	A description of significant market(s) the undertaking operates in (such as B2B, wholesale, retail, countries)	Granlund's main market area is Finland. Granlund's largest customer segments include property owners and property investors, health and social services, the state, municipalities, wholesale and retail trade, and industry.
	47c	A description of main business relationships (such as key suppliers, customers, distribution channels)	Value chain, p. 46.
	47d	If the strategy has key elements that relate to or affect sustainability issues, a brief description of those key elements.	Sustainability as part of Granlund's strategy and business operations, p. 43.
C2 Description of practices, policies and future initiatives for promoting sustainability			
C2	48-49	Description of policies, practices and initiatives for promoting sustainability, and the most senior level of the undertaking accountable for implementing them	

Topic	Description of practices, policies or initiatives mentioned in paragraph B2	Description of future initiatives or practices mentioned in paragraph B2	Highest level among the personnel accountable for implementing the practices.
Climate change	E1 Climate change, p. 57		CEO
Own workforce	S1 Own workforce, p. 65		CEO
Workers in the value chain	S2 Workers in the value chain, p. 66		CEO
Business practices	G1 Business conduct, p. 70		CEO





Environmental responsibility

The real estate and construction sector has significant impacts on the environment, particularly climate change, the use of natural resources, and biodiversity. This means that, as an expert company in the real estate and construction sector, Granlund has a significant opportunity to have a positive impact on the direction of development.

Granlund's business has a significant positive impact on climate change mitigation and adaptation through design, construction management and consulting services: expert work reduces the lifecycle emissions and energy consumption of customers' buildings and promotes climate change adaptation both directly through related services and by taking climate change-related perspectives into account as part of planning and design.

Granlund's most significant impact opportunities arise in customer projects and the downstream value chain, where decisions and choices during the construction and lifecycle of properties are influenced through design, construction management and property management. In addition, through its customer work, Granlund has identified opportunities to have an impact on biodiversity, resource use, circular economy and water resources.

Requirements related to environmental responsibility are changing and increasing as a result of accelerating climate change and biodiversity loss, and related national and international regulations, the public sector, financing providers and markets, which creates significant sustainability-related business opportunities for Granlund.

Based on the materiality analysis, Granlund's most significant environmental impacts, risks and opportunities are related to climate change. Granlund identifies the environmental impacts of its own operations and the upstream value chain, which are related to transport, procurement and energy consumption, among other things. Granlund strives to systematically reduce these impacts as part of the company's own sustainability efforts.

Environmental responsibility is examined in the following subsections from the perspectives of business operations and customer work, as well as Granlund's own operations.

E1 Climate change

Climate change is Granlund's most material environmental topic. The climate impacts caused by construction projects and property maintenance are considerably greater than the GHG emissions of Granlund's own operations arising from the related expert work. For this reason, Granlund's most significant impact opportunities related to climate change arise through expert work.

This positive impact can be measured by the carbon handprint. In 2025, Granlund's carbon handprint was calculated on the basis of five different service categories and 51 projects. The realised handprint of Granlund's customer work in 2025, based on the

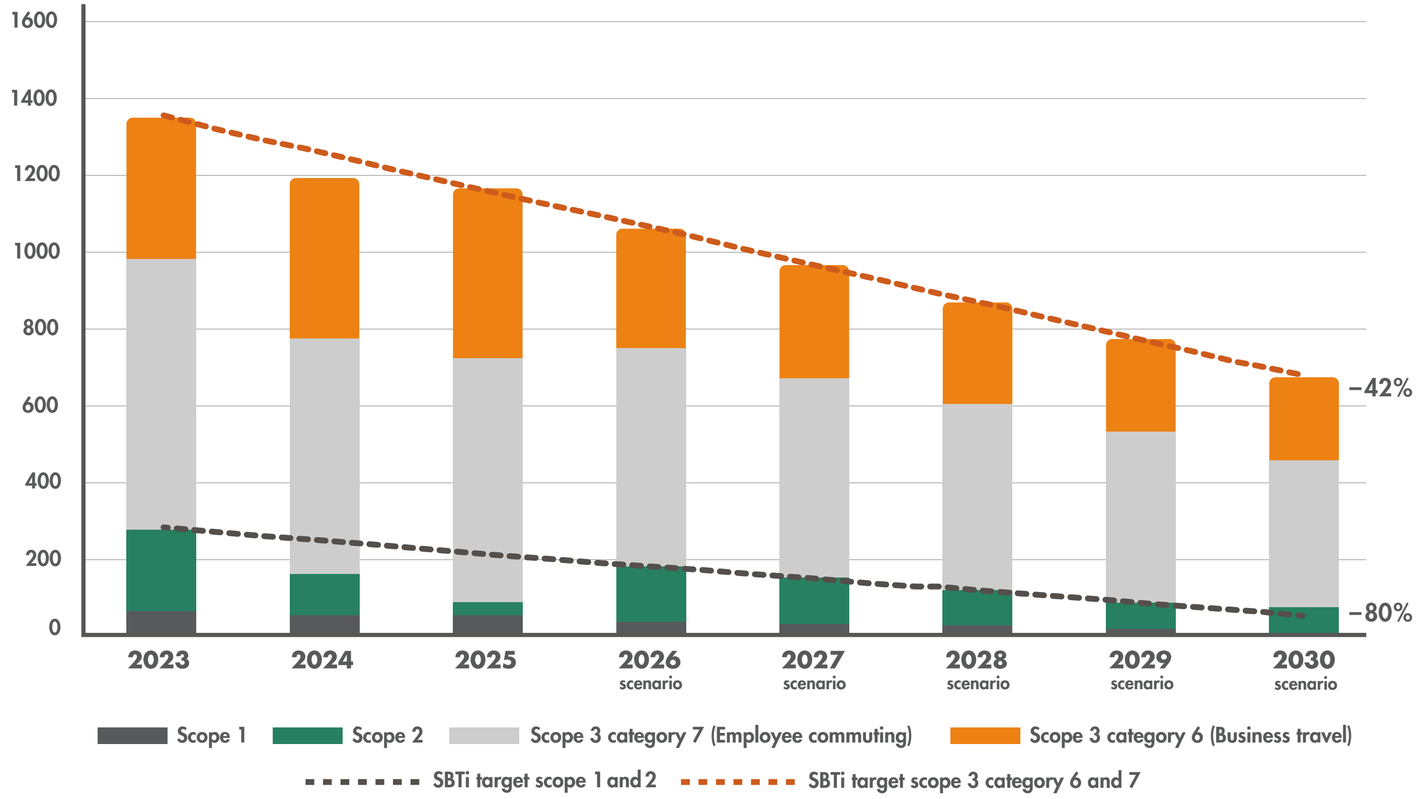
projects calculated, was 12,427 tCO_2e, and the potential handprint was 665,423 tCO_2e, which makes a total of 677,850 tCO_2e.

Requirements related to climate change have increased in recent years, particularly through legislation, public sector targets, and the financial markets. This has increased the demand for Granlund's services related to low-carbon solutions, energy efficiency and climate risks. At the same time, climate change creates systemic risks that have an impact on the value and usability of properties, and investment decisions, in the long term.

Granlund also identifies the negative climate impacts of its own operations, which are particularly related to employee commuting, business travel, the energy consumption of offices, and purchased goods and services. Granlund strives to reduce these impacts throughout the value chain. Granlund has set science-based emission reduction targets, which were validated by the SBTi in March 2025.

Granlund's emission reduction targets:

- Reducing the Scope 1 and Scope 2 emissions of own vehicles and purchased energy by 80% by 2030, using 2023 as the base year.
- The Scope 3 emissions arising from employee commuting and business travel will be cut by 42% by 2030.
- Granlund also requires computer and other capital goods suppliers in its supply chain to set SBTi targets by 2029.



Actions aimed at mitigating climate change in Granlund's own operations in 2025

Granlund's Scope 1 emissions decreased by 17% when compared to the previous year. At the end of 2025, 76% of company cars were electric, and all new orders were for electric cars.

Granlund only uses renewable electricity and green district heating at its own properties, and several offices produce solar power of their own. In addition, an AI-based heating control pilot was implemented at the head office, which reduced the consumption of district heating. Several lessors also transitioned to purchasing green district heating in 2025. As a result of these measures, Scope 2 emissions decreased by 59%.

For Scope 3 emissions, the SBTi target for employee commuting and business travel is ambitious. The growth of the number of personnel has been taken into account in the emission reduction scenario for both targets, but Granlund is nevertheless trailing the targets.

Emissions caused by employee commuting are affected by flexible remote work practices, strengthening the EV charging infrastructure, increasing the commuting benefit and supporting cycling by means of various incentives. In 2025, Granlund's head office was awarded the Cycling-Friendly Workplace certification. Employee commuting emissions per person decreased by 2%, although the growth of the number of personnel meant that total emissions from commuting increased by 6%. Granlund will continue to encourage the personnel to make lower-emission commuting choices.

In 2025, emissions caused by business travel increased by 4% from the previous year. Granlund reduces emissions from business travel by, for example, having a travel policy that favours low-emission modes of transport and by offering alternatives to the use of a personal car, such as shared-use cars, bicycles and electric scooters. In 2025, the Management Team approved an emission limit for travel funded by recreational funds.

With regard to capital goods, IT equipment is procured on a centralised basis from a supplier that has SBTi-validated emission reduction targets, and the aim is for other key suppliers to also set corresponding targets.

Actions aimed at mitigating climate change related to customers and the industry in 2025

Granlund provides customers with services related to the assessment and control of climate impacts, energy efficiency, and climate risk management, for example. Climate impacts are also a key aspect to be controlled in construction management and design.

In 2025, Granlund promoted climate work through the following measures, among others:

- Climate change mitigation and adaptation in customer work through Granlund's sustainability services and as part of construction management and design.
- Producing RT instruction cards on carbon footprint control for principal designers and architects.
- Highlighting the impacts of materials used in building services through media visibility and remarks delivered at seminars, for example.
- Publishing a new data-driven solution for assessing and reducing the carbon footprint of building services in construction projects.
- A new service for the collection of sustainability data was launched.
- The need for reserve markets has increased significantly, driven both by the growth of wind and solar power and the decline in combustion-based energy production. With many property owners interested in joining the reserve markets, Granlund launched a service for this purpose in late 2025.
- Participating in the industry's regulatory development efforts (including the climate declaration and the EPBD) through stakeholder work and as an expert advisor to a government ministry. Granlund carried out impact assessments of the carbon footprint limit value steering of construction projects, for example.
- Granlund acted as an expert for Green Building Council Finland in the production of low-carbon roadmaps for the sector.

E3 Water and marine resources

Reducing water consumption has been part of the design and maintenance of buildings for a long time. Climate change brings new risks related to the theme of water. Increasing

periods of drought, extreme weather phenomena and flood risks affect the functionality and value of properties, especially in the international operating environment.

Granlund identifies risks related to water resources as part of a broader assessment of resilience related to the environment and climate change. The theme of water is an example of an area of environmental responsibility where the impacts may not yet be acute in all markets, but whose significance will grow as climate change progresses.

Water and marine resources is not a material aspect from the perspective of Granlund's own operations. Granlund's own operations, which consist of expert services rather than the manufacture of products, do not involve significant amounts of water withdrawal or water discharge. Granlund does not have sites in areas with water stress.

E4 Biodiversity and ecosystems

As biodiversity loss has accelerated, biodiversity has emerged as a key environmental responsibility theme in the built environment, which also presents impact opportunities for Granlund's customer work. In addition to on-site impacts, construction has significant impacts on ecosystems through the resource use of the industry, but these impacts have thus far only been identified to a limited extent.

In 2025, Granlund became the first company in Finland to develop and pilot the assessment of the nature footprint of a construction project that takes into account the full lifecycle impacts, and produced a nature footprint calculation guide. The aim is to increase the industry's understanding of the biodiversity impacts related to the entire value chain and to incorporate them into planning, design and decision-making.

The work related to identifying the biodiversity impacts of value chains represents thought leadership for Granlund: the significance of the theme is only just emerging, but the related risks and impacts are significant, especially in the built environment sector.

Biodiversity and ecosystems are not a material aspect from the perspective of Granlund's own operations. Granlund does not own, lease or manage sites that are in or near a biodiversity-sensitive area. The operations also do not involve significant material flows.

E5 Resource use and circular economy

Resource use and circular economy has been identified by Granlund as a significant environment-related impact and business opportunity. It is a key theme in the built environment sector, which uses as much as half of global resources and generates a third of all waste.

Granlund's positive impact on resource use and circular economy arises particularly through customer work in the downstream value chain. Design solutions can reduce the use of virgin materials, extend the lifecycle of buildings and technical systems, and support reuse and recycling. This way, Granlund's expert work supports resource-efficient and more sustainable solutions in construction projects and property management.

In the built environment, the role and significance of the circular economy have begun to be recognised in recent years, and the reuse of materials, for example, continues to progress mainly through pilot projects. The significance and impacts of certain material flows, such as those related to building services, have only emerged to a substantial extent in recent years, and the understanding of the subject is still developing in the sector in some respects.

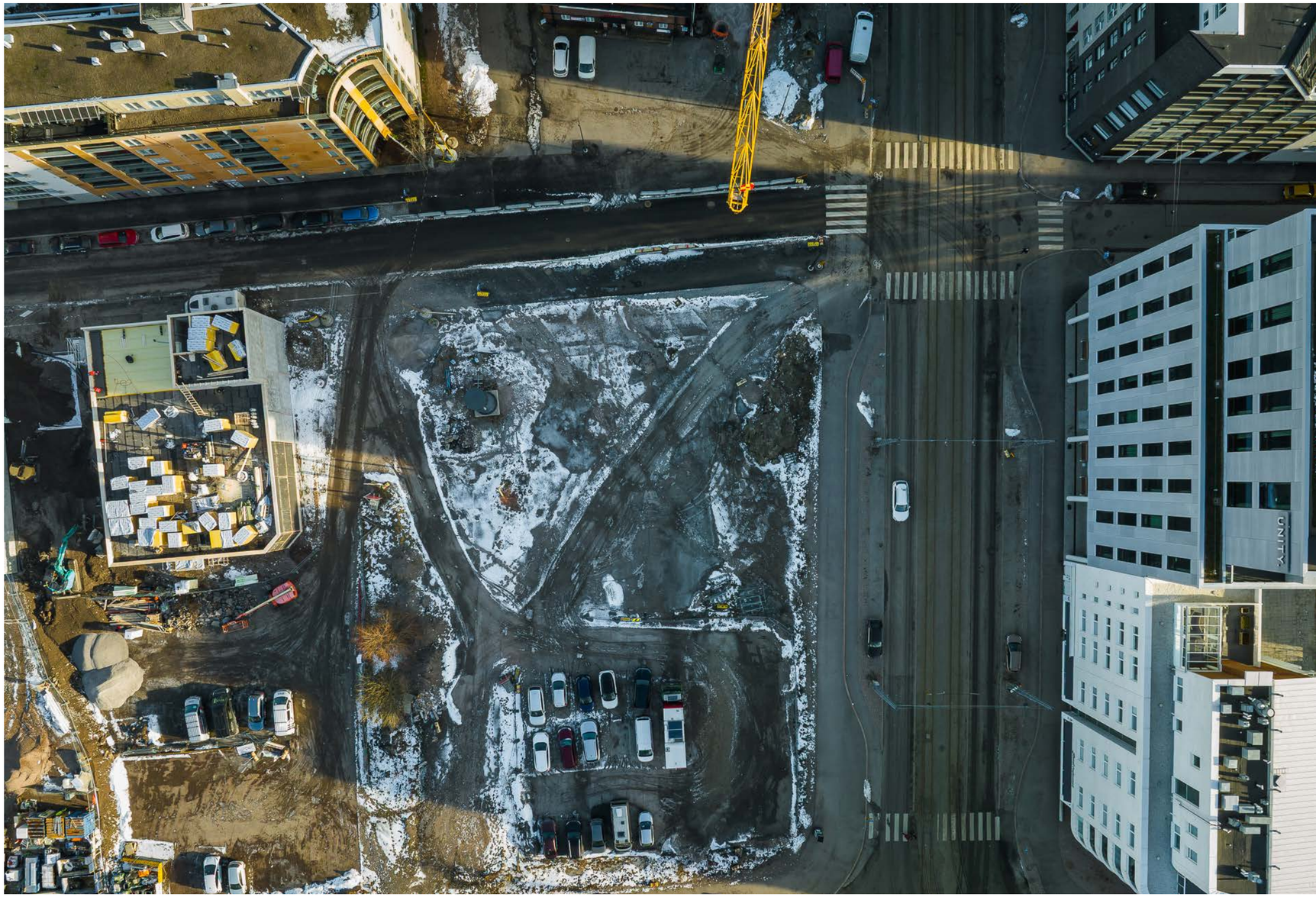
In 2025, Granlund promoted the circular economy through, for example, a development project related to the circular economy of building services, and by introducing related information and guidance to the industry. However, the work is still ongoing: the understanding of the impacts of materials varies among clients and in the market, which limits the possibilities to implement circular economy solutions in all projects. The wider utilisation of the circular economy requires that sustainability targets are taken into account at an early enough stage as part of project planning, design and decision-making.

In conversion projects, it is possible to consider the circular economy even on a large scale. This involves, for example, changing the use of a building and finding a new use for a building that is left vacant. Granlund has been involved as a designer in projects in which existing technical systems and old construction materials have been utilised as efficiently as possible.

At Granlund, the circular economy is seen as a business opportunity. Its large-scale realisation requires increased expertise and ambition in the industry as a whole, as well as closer cooperation between customers, designers and other operators to promote resource-smart solutions.

Granlund applies circular economy principles in its own operations. As Granlund produces expert work rather than manufactures products, the operations do not involve significant inflows or outflows of resources. Granlund operates in compliance with legislation. In the procurement guidelines, circular economy is included as one of the environmental criteria for procurement.

The amount of waste generated in expert work is small: waste is only generated in the offices and the lunch restaurant at the head office. Decommissioned IT equipment is directed to reuse. When offices are reconfigured or relocated, the aim is to reuse the office furniture, for example. Digital tools have reduced the need for printing. At the company's own properties, Granlund purchases renewable energy and produces solar power of its own. Shared-use cars and bicycles are also in use. The use of public transport is supported by means of a commuting benefit.



Environment

Topic	Reference	Description of the requirement	Information					
B3 Energy and greenhouse gas emissions (also includes ESRS disclosure requirements E1-7, 25, 27 and E1-8, 29)								
B3, 29 & E1-7, 25, 27		Energy consumption (MWh)	Type of energy	Renewable	Nuclear	Non-renewable	Total consumption	Unit
			Electricity	1,290	35	3	1,327	MWh
			Self-produced electricity	35	0	0	0	MWh
			District heating	1,916	0	88	2,003	MWh
			Fuels	0	0	221	221	MWh
B3, 30 & E1-8, 29			Emissions by Scope	Market-based	Location-based		Total emissions	Unit
		Absolute Scope 1 emissions	Scope 1				51	tCO_2e
		Absolute Scope 2 emissions (market-based and location-based)	Scope 2	42	289			tCO_2e
		Total absolute Scope 3 emissions	Scope 3				2,299	tCO_2e
		Absolute total emissions	Total emissions				2,392	tCO_2e
B3	31	Intensity-based emissions (tCO_2e/MEUR of net sales) Scope 1–3	Emissions intensity				13	tCO_2 e/MEUR
B3, 30 & E1-8, 29		Absolute Scope 3 emissions by category	Scope 3 category				Emissions	Unit
			1. Purchased goods and services				828	tCO_2e
			2. Capital goods				182	tCO_2e
			3. Fuel- and energy-related activities (not included in scope 1 or scope 2)				156	tCO_2e
			4 Upstream transportation and distribution				36	tCO_2e
			5. Waste generated in operations				23	tCO_2e
			6. Business travel				436	tCO_2e
			7. Employee commuting				638	tCO_2e
			8- Upstream leased assets				Not material	
			9. Downstream transportation and distribution				Not material	
			10. Processing of sold products				Not material	
			11. Use of sold products				Not material	
			12. End-of-life treatment of sold products				Not material	
			13. Downstream leased assets				Not material	
			14. Franchises				Not material	
			15. Investments				Not material	

Topic	Reference	Description of the requirement	Information					
C3 GHG reduction targets (also includes ESRS disclosure requirement E1-6, 23)								
C3, 54 & E1-6, 23		Absolute emission reduction targets (Scopes 1–3)		2025	2023 (base year)	2030 (target year)	Unit	Share of emissions that the target concerns
			Scope 1	51	69	14	tCO_2e	100%
			Scope 2 market-based	42	212	42	tCO_2e	100%
			Scope 3 category 6 business travel	436	375	218	tCO_2e	100%
			Scope 3 category 7 employee commuting	638	695	403	tCO_2e	100%
			The GHG emission reduction targets are science-based and compatible with the goal of limiting global warming to 1.5°C. The frame of reference and method used is the Science Based Targets initiative, which has also validated Granlund's targets. Key measures to achieve the targets: Scope 1: Electrification of company cars and shared-use cars. Scope 2: 100% renewable electricity and green district heating, and improving energy efficiency. Scope 3 category 7 employee commuting: Flexible remote work practices, increasing the number of charging points for electric cars, increasing the value of the commuting benefit transitioning towards public transport and promoting cycling. Scope 3 category 6 business travel: Remote meetings, shared-use cars and bicycles, a travel policy that favours low-emission transport, and an emission limit for travel using recreational funds.				
C4 Climate risks								
C4	57	If the undertaking has identified climate-related hazards and climate-related transition events, creating gross climate-related risks for the undertaking, it shall report on matters related to such hazards, events and risks.	Granlund has not identified any gross climate-related risks.					
B4 Pollution of air, water and soil								
B4	32	Emissions of pollutants to soil, water and air (to be reported if the undertaking is required to do so by law or other regulations, or if it already reports such emissions voluntarily)	Not applicable to Granlund. Granlund does not have an obligation under law or other national regulations to report on its emissions to competent authorities.					
B5 Biodiversity								
B5	33	Sites that the undertaking owns, has leased, or manages in or near biodiversity sensitive areas or nature conservation areas.	Granlund does not own, lease, or manage sites in or near biodiversity sensitive areas or nature conservation areas.					
B6 Water								
B6	35	Total water withdrawal and the amount of water withdrawn at sites located in areas of high water stress.	Total water consumption	Total water consumption in areas of high water stress	Unit			
			3,930	0	m^3			
B7 Resource use, circular economy and waste management (also includes ESRS disclosure requirement E5-5, 16)								
B7	37	Description of circular economy principles and how they are applied	Described under Resource use and circular economy, p. 60					
E5-5	16a	Description of the company's waste streams	Granlund's expert work does not generate significant waste streams. The waste components sorted at Granlund are biowaste, energy waste, paper, paperboard and cardboard, glass, metal, packaging plastic, mixed waste and waste electrical and electronic equipment.					

Topic	Reference	Description of the requirement	Information
B7, 38 & E5-5, 16b, c, d		Total weight of waste generated Proportion of waste diverted to reuse, recycling and other recovery, as a percentage of the total amount of waste generated, broken down into hazardous and non-hazardous waste. Proportion of waste diverted to incineration or disposal, as a percentage of the total amount of waste generated, broken down into hazardous and non-hazardous waste.	

	Non-hazardous waste	Hazardous waste	Unit
Total weight of waste			
	88	0.9	t
Proportion of waste diverted to reuse, recycling and other recovery, as a percentage of the total amount of waste generated			
Reuse	0	0	%
Recycling	71	1	%
Other recovery	0	0	%
Proportion of waste diverted to incineration or disposal, as a percentage of the total amount of waste generated			
Incineration	28	0	%
Landfill disposal	0	0	%
Other disposal	0	0	%

B7	38c	If the undertaking operates in a sector using significant material flows, the annual mass-flow of relevant materials used	Not applicable to Granlund

Social responsibility

Based on the materiality assessment, the company's own workforce is Granlund's most material social responsibility topic. As an expert company, Granlund's operations and business success are based on the competence, well-being, commitment and equal treatment of its personnel.

In addition, Granlund has identified impact opportunities, through customer work, on workers in the value chain and the consumers and end-users of buildings and services. Through construction management and supervision, MEP design and architectural design, Granlund can have an impact on how social responsibility is implemented in construction projects with regard to the working conditions and safety of workers in the value chain, the well-being of users and the impacts of projects and buildings on surrounding communities, for example.

S1 Own workforce

As Granlund is an expert company, its own workforce is one of its most significant sustainability topics, both in terms of its own impact and its business activities. Granlund's key impacts on its own workforce are related to equal treatment, occupational health and safety, training, skills development and career development, as well as the flexible reconciliation of work and private life.

Granlund's personnel responsibility is developed under the Best Place to Work theme of the Plan G+ strategy. It guides development efforts related to employee satisfaction, commitment, competence development and good management.

Good management and ensuring that work feels meaningful is promoted through supervisor training and mentoring programmes, among other things. Granlund provides its personnel with continuous learning opportunities through the Granlund Academy and by supporting training. Competence development both promotes employee engagement and responds to customer needs.

Employee commitment and engagement are also promoted through regular dialogue. In spring 2025, the personnel were engaged in the strategy update process by means of a survey aimed at all personnel. The employee experience is monitored by a personnel survey conducted once every two years, and a monthly Fiilispulssi survey. The results are utilised in supervisory work and development measures. The eNPS figure, which is an indicator of employee satisfaction, was at an excellent level in 2025: 51.

Dialogue is also promoted through, for example, training events and briefings, as well as regular meetings of the cooperation committee, which consists of shop stewards and management representatives. Employees have access to several channels for raising concerns, including the Not Okay operating model, harassment contact persons and an anonymous whistleblowing channel.

Granlund promotes equal treatment and equal opportunities for all. Promoting inclusion and diversity increases Granlund's attractiveness as an employer, and supporting different career paths creates growth opportunities. The diversity and work community development plan guides the efforts, which are aimed at increasing awareness of diversity, strengthening inclusion and supporting equal growth.

In 2025, Safer Space Principles were published and work began on building an employee network that develops career paths for women. Granlund's neurodiversity network, international network and Young Management Team also continued their activities. Themes related to diversity and non-discrimination are monitored through personnel surveys and the Fiilis-pulssi survey.

Granlund provides its personnel with occupational health care that exceeds the legal requirements. In project-based work, work–life balance has been identified as a potential risk. Granlund aims to manage this risk by offering flexible working time arrangements and individual ways of working according to each employee's work situation and the nature of their work. Granlund regularly monitors employee turnover and sick leave, and offers early intervention tools and support for both supervisors and employees.

In 2025, preparations were made for the certification of the ISO 45001 occupational health and safety system. The occupational health and safety policy was updated in connection with these preparations.

S2 Workers in the value chain

In the materiality assessment, impact opportunities related to workers in the value chain were identified as a topic whose significance will increase particularly as the construction management and supervision business grows. Granlund's impact on workers in the value chain is primarily based on the opportunity to control and manage the impacts of projects in customer work in the role of construction management consultant.

In construction projects, workers in the value chain are subject to risks related to working conditions, occupational safety, labour exploitation and the grey economy, for example. In customer work, Granlund can contribute to projects complying with appropriate agreements and occupational safety and sustainability practices in both the contract phase and the construction phase, and ensuring that adequate monitoring is carried out during projects.

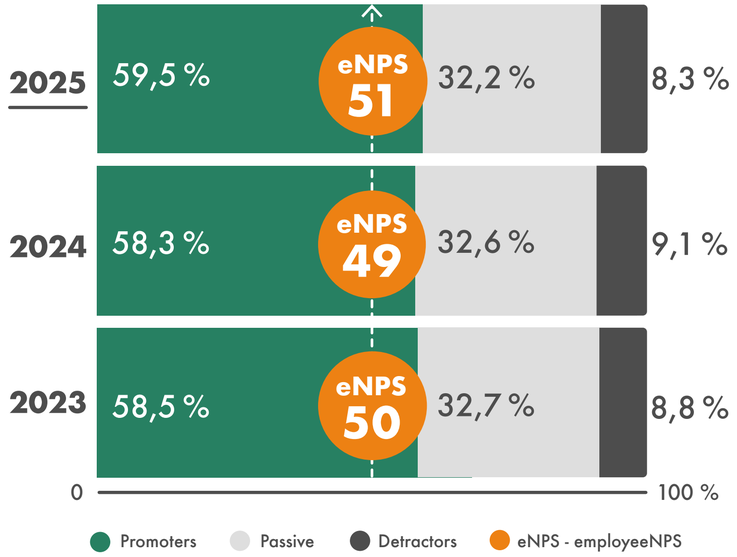
In 2025, guidelines, contract templates and task lists related to the sustainability of construction projects were updated, and Safer Space Principles were incorporated into project kickoff meetings. Social responsibility perspectives were taken into consideration as part of a template for identifying the sustainability targets of projects, created for construction management, and the sustainability task list. Personnel training was also carried out.

Granlund requires its partners to comply with the law, engage in ethical conduct, respect human rights, take care of employees' rights, safety and health, and treat employees equally.

S3 Affected communities

Granlund has recognised that its opportunities to have an impact on surrounding communities will increase as the construction management and supervision business and architectural design business expand and the scale of

EMPLOYEE NET PROMOTER SCORE ENPS 2023–2025



projects increases as a result of data center projects, for example. Granlund's impact on surrounding communities is primarily based on the opportunity to control and manage the impacts of projects as part of Granlund's work with customers, rather than causing impacts.

The growth of the construction management and supervision business increases Granlund's opportunities to influence how the impacts of projects on the environment and communities are identified, managed and mitigated. In construction management and supervision, Granlund's role is to participate in the setting of project targets, the management of implementation, and supervision. The impacts on local communities during construction, for example, can be taken into account through these activities.

Architectural design as a growing business area will expand Granlund's opportunities to have an impact on surrounding communities. Architectural design can have an impact on, among other things, the placement of buildings in the urban structure, mobility and flows of people, the usability of premises, and how buildings serve the surrounding community. Architects can also promote dialogue with project stakeholders and support the community in connection with change.

Data center projects emerging as Granlund's largest area of operations increases the company's opportunities to have an impact. The scale of data center projects highlights the need for systematic stakeholder dialogue and the management of impacts during construction and use. In an expert role, Granlund can support customers with regard to anticipating impacts, reducing adverse impacts and engaging in interaction with surrounding communities. Waste heat from data centers can be recycled into the district heating network, which means significant energy savings and emission reductions for local communities.

As a rule, Granlund's own operations do not have significant impacts on surrounding communities.

S4 Consumers and end-users

User well-being is one of Granlund's key areas of social responsibility impacts through customer work. User well-being can be influenced in every business area: design, construction management and maintenance solutions affect how buildings and premises support the health, safety and well-being of users, and smooth daily life throughout the building's lifecycle.

Granlund's impact on user well-being has traditionally been based on the design and maintenance of healthy and safe indoor environments, such as technical solutions and the management of indoor air conditions.

The growth of architectural design as a business area will expand Granlund's opportunities to have an impact on user well-being. Architectural design can have an impact on, among other things, the accessibility, lighting, acoustics and signage of premises, and how premises support the inclusion, comfort and well-being of users. Engaging users in design and adapting premises to different needs contribute to a socially sustainable built environment.

Social

Topic	Reference	Description of the requirement	Information		Unit
B8 Own workforce - general characteristics (also includes ESRS disclosure requirement S1-5, 19)					
B8, 39 & S1-5, 19a, c		Number of employees (headcount) by gender and by country for countries where the undertaking has at least 50 employees and which are the 10 largest countries in terms of headcount Type of employment contract (temporary or permanent) Employee turnover during the reporting period	**Gender**		
			Female	389	persons
			Male	1,333	persons
			Other	2	persons
			Not reported	6	persons
			Country		
			Finland	1,626	persons
			Sweden	95	persons
			United Kingdom of Great Britain and Northern Ireland	3	persons
			Contract type		
			Permanent employees	1,616	persons
			Temporary employees	114	persons
			Turnover rate	6.9	%
C5 Additional workforce characteristics (also includes ESRS disclosure requirement S1-6, 21)					
C5	59	Gender distribution at management level*	Women	12	persons
			Men	82	persons
C5, 60 & S1-6, 21		Number of self-employed persons who are working exclusively for the undertaking	75		persons
		Number of workers provided by undertakings primarily engaged in employment activities	15		persons
B9 Workforce - health and safety (also includes ESRS disclosure requirement S1-13, 36)					
S1-13	36a	Percentage (%) of the undertaking's own workforce covered by the occupational health and safety management system on the basis of legal requirements or other regulatory reasons	100		%
B9, 41 &S1-13, 36b		Taking into account restrictions imposed by legislation, i. the number of fatalities as a result of recordable work-related accidents for all persons belonging to the undertaking's own workforce and persons who work at the undertaking's sites but are not part of its own workforce	0		persons
		ii. number of fatalities as a result of recordable work-related ill health, for the undertaking's own employees	0		persons
B9, 41 & S1-13, 36c		Number of recordable work-related accidents*	14		number
		Frequency of recordable work-related accidents*	1.1		

Topic	Reference	Description of the requirement	Information		Unit
B10 Workforce - Remuneration, collective bargaining and training (also includes ESRS disclosure requirement S1-12, 34)					
B10	42a	Do the employees receive pay that is equal to or above the applicable minimum wage for the country in question, determined directly by the national minimum wage law or through a collective bargaining agreement?	Yes		
B10	42b	Gender pay gap as a percentage	To be reported from 2026 onwards		
B10	42c	Percentage of employees covered by collective bargaining agreements	To be reported from 2026 onwards		
B10, 42d & S1-12, 34b		Average number of training hours per employee per year, by gender*	Women (hours)	6.2	h
			Men (hours)	5.6	h
C6 Additional own workforce information - Human rights policies and processes					
C6	61a	Does the undertaking have a human rights policy for its own workforce (YES/NO)?	Yes		
C6	61b	If yes, does this cover:			
		i. child labour (YES/NO)	Yes		
		ii. forced labour (YES/NO)	Yes		
		iii. human trafficking (YES/NO)	Yes		
		iv. discrimination (YES/NO)	Yes		
		v. accident prevention (YES/NO)	Yes		
C6	61c	Does the undertaking have a complaints-handling mechanism for its own workforce? (YES/NO)	Yes		
C7 Severe negative human rights incidents					
C7	62	Does the undertaking have confirmed incidents in its own workforce related to			
		i. child labour (YES/NO)	No		
		ii. forced labour (YES/NO)	No		
		iii. human trafficking (YES/NO)	No		
		iv. discrimination (YES/NO)	No		
C7	62c	Is the undertaking aware of any confirmed negative human rights incidents involving workers in the value chain, affected communities, consumers or end-users, and which area related to the aforementioned issues (YES/NO)? If YES, specify	No		

* The data concerns Granlund Oy's personnel in Finland, representing 90% of the Group's entire personnel. The figure is not available for the Group's foreign companies or companies in Finland that have yet to be integrated.

Governance

G1 Business conduct

Business conduct has been identified as a financially significant aspect for Granlund. In addition to Granlund's own operations, Granlund's impact opportunities are particularly evident in the construction management and supervision business area.

Governance-related sustainability in own operations

Corporate governance and management

Granlund's corporate governance is based on clear operating principles, management commitment and a transparent operating culture.

The Group has a uniform quality, environmental and safety management system that guides all operations. Granlund's quality and environmental management systems are ISO certified, and they are maintained and developed by the quality and sustainability team in cooperation with the business level.

The key policies, principles and corporate governance guideline have been approved by Granlund Oy's Board of Directors, and they constitute the basis for responsible management and risk management. The corporate governance guideline is an internal document that is reviewed and, if necessary, updated, annually.

Granlund's security and information security policy sets out the principles concerning administrative security, physical security and information security, and it is part of the Group's strategic risk management and continuity management.

Management commitment is particularly reflected in sustainability being a strategic objective for Granlund and part of business development.

Ethical conduct and transparency

Ethical operating principles are a key part of Granlund's governance-related sustainability. The Code of Conduct guides all employees, and every Granlund employee must complete mandatory training as part of their onboarding and maintaining their competence. The Code of Conduct covers principles related to integrity, anti-bribery, conflicts of interest, responsible communication and non-discrimination, for example. In 2025, 96% of the personnel had completed the course on the Code of Conduct.

Granlund has an Anti-Corruption and Anti-Bribery Policy in place. The policy emphasises zero tolerance and provides guidance on, for example, offering gifts and hospitality and recognising conflicts of interest. Granlund's Human Rights Policy was published in 2025.

Ethics in the supply chain is an integral part of governance-related sustainability. Granlund requires that its partners comply with the Supplier Code of Conduct and, for its part, ensures that the subcontracting chain operates in a legally compliant manner and in accordance with fair terms of employment.

Granlund also has a whistleblowing channel in place to enable the anonymous reporting of suspected misconduct. Whistleblower reports are handled independently and confidentially, which supports transparency and the strengthening of a responsible operating culture.

Risk management

Granlund's risk management is based on a systematic and proactive approach that is aimed at ensuring business continuity, ethics and safety in all of the Group's activities. Risk

management is implemented at both the strategic level and the operational level, and is an integral part of the Group's management system.

Risk management is carried out systematically through annual assessments, internal control measures and the provision of information to senior management and the Board of Directors. Sustainability-related risks and opportunities by business area are assessed as part of this process. In the assessment, the likelihood and impact of the risk is determined, and corrective actions are ensured. The Board of Directors, the CEO and the Management Team are responsible for continuous monitoring, and documentation is carried out using centralised systems.

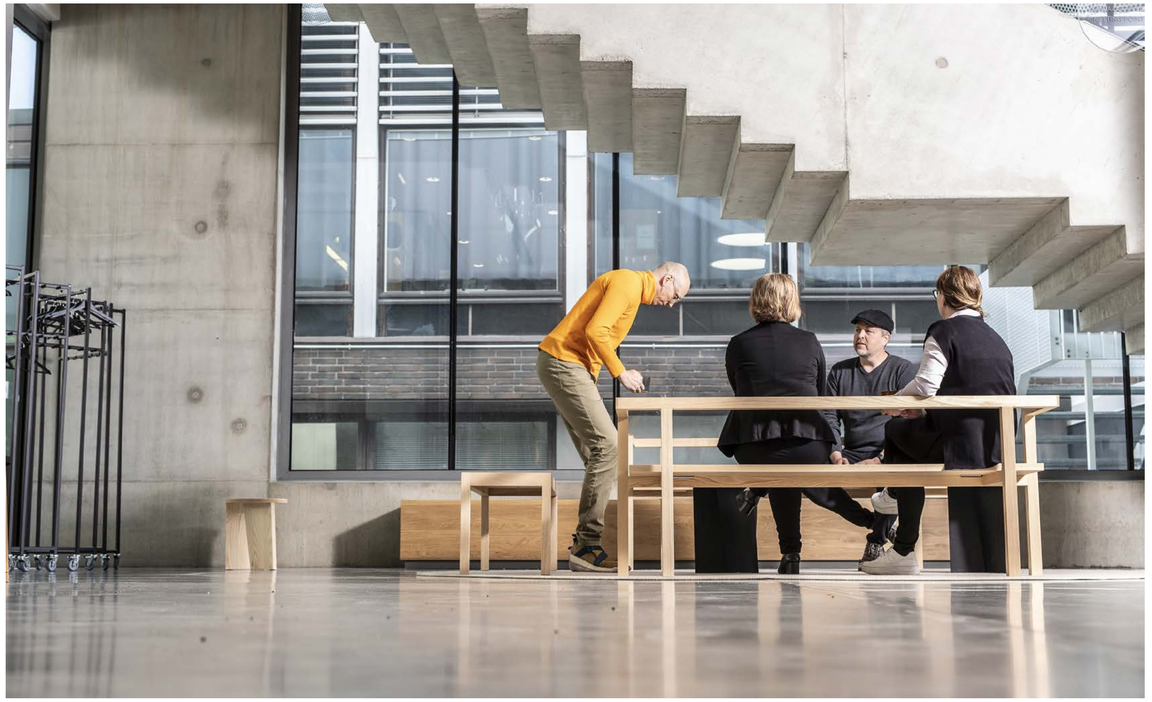
Governance-related sustainability in projects

The growth of the construction management and supervision business increases Granlund's impact opportunities related to the ethics and governance of projects through participation in project agreements, implementation, control and supervision.

The contract models, task lists and services developed in the construction management and supervision business area support the implementation of ethical and governance principles, such as the combating the grey economy and the prevention of corruption and bribery, in projects. The models and task lists were updated in 2025.

Governance

Topic	Reference	Description of the requirement	Information
B11 Convictions and fines for corruption and bribery			
B11	43	In case of convictions and fines in the reporting period, the undertaking shall disclose the number of convictions, and the total amount of fines incurred for the violation of anti-corruption and anti-bribery laws	No convictions or fines
C8 Revenues from certain controversial sectors			
C8	63	If the undertaking is active in one or more of the following sectors, it shall disclose its related revenues in the sector(s): a) Controversial weapons, b) Cultivation and production of tobacco, c) Fossil fuel, d) Chemicals production	Granlund is not active in these sectors.
	64	The undertaking shall disclose whether it is excluded from any EU reference benchmarks that are aligned with the Paris Agreement	Not excluded
C9 Gender diversity ratio in the governance body			
C9	65	Gender distribution of the Board of Directors (number of female members/number of male members)	0.1



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TOWARDS A SUSTAINABLE AND SMART FUTURE. TOGETHER.

Granlund