

SUSTAINABILITY REPORT 2025



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Sustainability management

ARE Group had a successful year in 2025 in terms of sustainability. We made progress in our sustainability performance across multiple metrics and continued the purposeful implementation of our sustainability programme. We achieved a number of targets set for our sustainability efforts, the most recent of which was the [approval of our commitment to the Science Based Targets initiative \(SBTi\)](#). During the year under review, our own emissions (Scope 1 and Scope 2) decreased by 11% , and over a four-year review period, our emission intensity has decreased by as much as 51%.

Sustainability is an integral part of ARE's strategy. We are a reliable partner for our stakeholders. We take responsibility for the vitality of properties, which creates sustainable value for property owners, users and us all. The energy savings produced for our customers continued to grow in 2025. Even in a challenging market situation, energy projects and the energy-efficient maintenance of properties are attractive propositions and continue to support the goals of property owners.

Building services play a key role in managing the impacts of climate risks in customers' properties. In 2025, we intensified our cooperation with our customers to promote sustainability. During the year, we conducted approximately 20 sustainability dialogues to facilitate goal-driven discussion of our customers' sustainability targets, expectations and reporting needs, particularly with regard to emissions data. The dialogues promoted mutual understanding and enabled us to identify concrete sustainability actions to support the achievement of our customers' targets and strengthen long-term cooperation.

Committed and highly competent ARE employees enable our success. We provide our professionals with a safe working environment that suits sustainable work and continuous learning. As a Finnish family-owned company, we want to operate sustainably and, through our work, we create added value for our customers in the form of the cost savings and environmental benefits they achieve. Together, we build sustainable properties that will also serve future generations.

Maiju Nupponen, Senior Vice President, HR, Communications and Sustainability

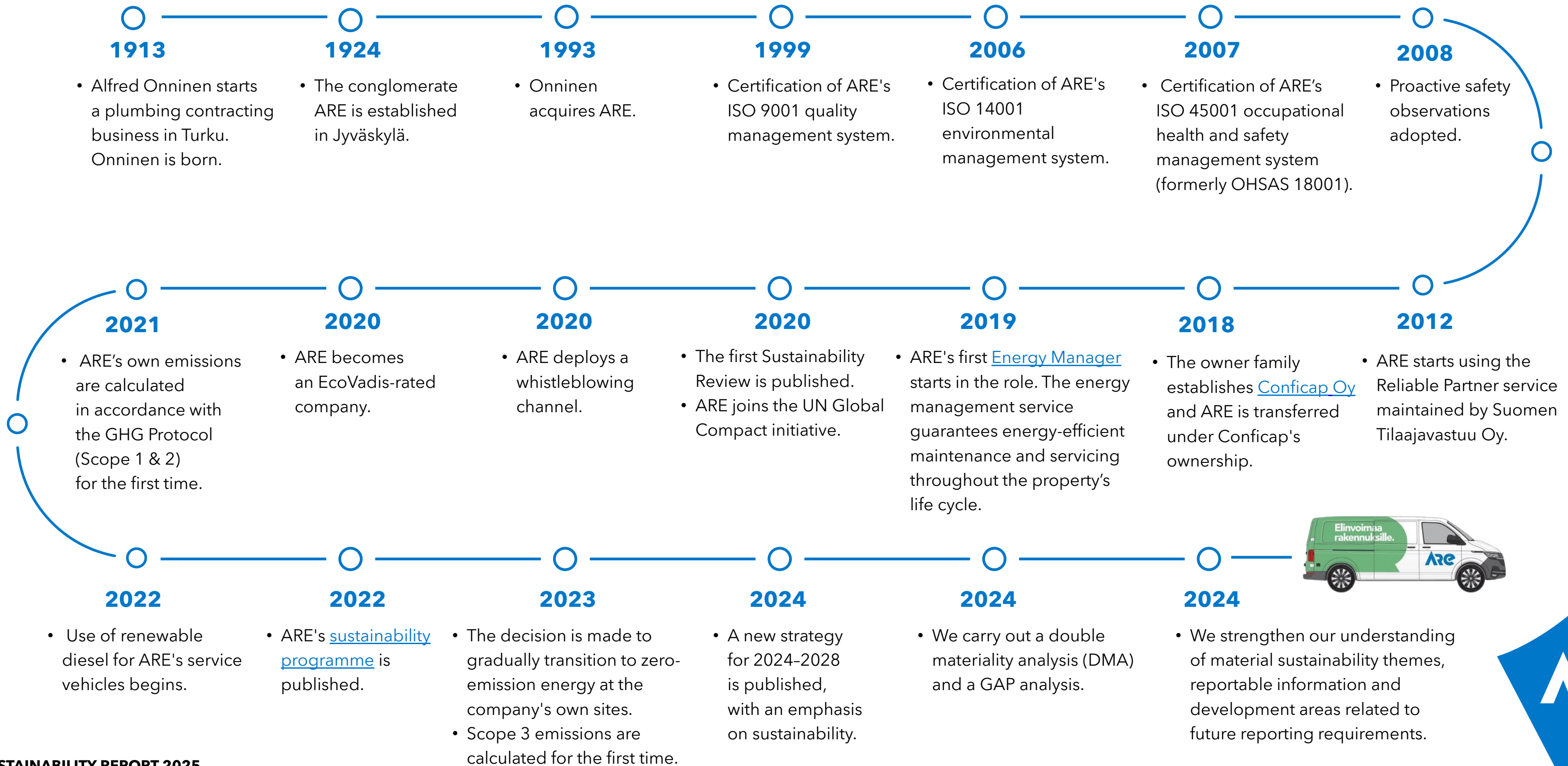
Kati Koikkalainen, Head of Sustainability



ARE's sustainability journey

Over a century of expertise – always moving forward:

Take a look at the sustainability journey of this family-owned company.



Sustainability in 2025

Q1

[We carried out an energy renovation of Valmet's Rautpohja foundry in Jyväskylä](#) – clean energy savings equivalent to the annual consumption of 700 single-family homes.

[We became a partner of the Deaconess Foundation's Way to Work project](#) to promote the employment of non-Finnish-speaking young people and diversity in working life.

[We participated in a peer learning group on DEI](#) (Diversity, Equity & Inclusion) themes organised by UN Global Compact Finland.

Q2

[We implemented an energy project aimed at self-sufficiency at the Valkea Shopping Centre in Oulu](#). The annual energy savings are equivalent to the energy required to heat 86 single-family homes.

[We introduced quarterly emissions accounting as part of our strategic sustainability programme](#). The aim is to make it possible for us to address our climate impacts on a continuous and proactive basis instead of only carrying out annual assessments.

[We once again participated in the annual Safety Week organised by the Confederation of Finnish Construction Industries RT \(12-16 May 2025\)](#).

We challenged ARE employees to make job-specific risk assessments: this led to nearly 5,000 risk assessments.

Q3

[In accordance with our strategy, we saw to the promotion of our personnel's sustainability expertise](#). ARE employees participated in Learnys's service development project, which brought together views on sustainability and the development of related expertise.

[Our sustainable ARE Sponssi sponsorship programme](#) supports physical activity and well-being. The sponsorship programme now covers over 100 beneficiaries. The selection criteria are focused on support and cooperation candidates that are relevant to our business and sustainability targets, such as physical activity and well-being among children and young people.

Q4

[We are committed to common targets: Conficap Group's new sustainability policy was published](#). The sustainability policy guides the entire Group's sustainable business, sustainability management and sustainability reporting.

We spread Christmas cheer with an intangible gift. For the fourth consecutive year, ARE employees voted for Save the Children Finland as the recipient of a charitable donation to mark Christmas.

[Our commitment to the international Science Based Targets initiative \(SBTi\) was approved](#). We will set short-term, science-based emission reduction targets.

[We updated the Code of Conduct for ARE and the entire Conficap Group](#) to better correspond to current requirements and industry practices. Our Board of Directors approved the new Code of Conduct in November.

Strategy

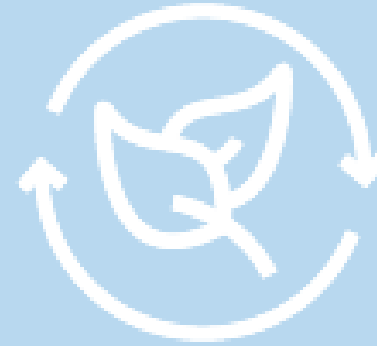


Double materiality analysis

In our reporting, we apply the material sustainability themes identified in our double materiality analysis. Starting from spring 2028, our company's information will be reported as part of our parent company Conficap's CSRD reporting.

In 2024, we conducted our first double materiality analysis (DMA) in accordance with the European Sustainability Reporting Standards (ESRS) and the Corporate Sustainability Reporting Directive (CSRD). The double materiality analysis covered the impacts of our operations on the environment, people and society, as well as financial opportunities and risks related to various sustainability themes throughout the value chain. The views of our stakeholders, including personnel, customers and partners, were utilised in the analysis.

The material sustainability topics identified in the double materiality analysis guide the content of ARE's sustainability reporting and the setting of targets, measures and metrics. Our analysis is updated on a regular basis to correspond to changes in the operating environment, regulation and stakeholder expectations.



E1
CLIMATE CHANGE



S1
OWN WORKFORCE



G1
BUSINESS CONDUCT

Sustainable Development Goals

We are committed to the UN Global Compact initiative, which is the world's largest corporate responsibility network.

The 10 principles of the initiative concern human rights, labour rights, the environment and anti-corruption. We promote the principles and goals of the initiative in our operations.

Based on an independent third-party materiality analysis, we have identified the following UN Sustainable Development Goals as our priorities.

WE SUPPORT



Environment

Energy savings for our customers

Reducing our carbon footprint

7 AFFORDABLE AND CLEAN ENERGY



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



Social responsibility

Dedicated and skilled staff

Safe working environment

Open and diverse working community

8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



Finances and governance

Sustainable and profitable financial growth

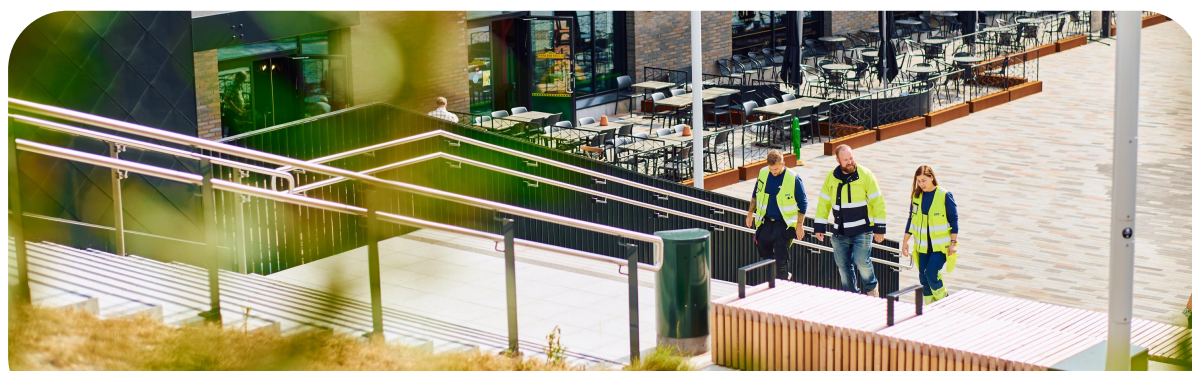
Zero tolerance for misconduct

We are a reliable partner

8 DECENT WORK AND ECONOMIC GROWTH



Sustainability metrics



Environmental responsibility (E)

	2023	2024	2025	Goal 2028
Energy savings created for our customers MWh/year ^A	31,542	54,966*	81,055	250,000
Vehicle emissions per kilometre (g/km) ^A	137	108	98	99.5 g/km
Emission intensity (tCO ₂ e/M€) ^{A,**}	5.33	4.44	3.64	3.42



Social responsibility (S)

	2023	2024	2025	Goal 2028
LTIF ^B	7.8	9.7	4.7	3
Sustainability observations (number/person) ^B	7.1	9.5	4.5	10
eNPS ^A	7	5	13	30



Governance (G)

	2023	2024	2025	Goal 2028
NPS ^A	20	26	25	50
Suppliers committed to the ARE Code of Conduct (percentage of purchase volume) ^C	95.6 %	97 %	96.6 %	> 95 %
Employees with Compliance training	87 % ^c	82 % ^c	81 %^A	100 %

The metrics cover the following data:

A - ARE Group (incl. all subsidiaries)

B - ARE's operations in Finland and Sweden, excl. Enerz

C - ARE's Finnish operations, excl. Enerz

* Cumulative energy savings since 2023. The calculation is based on Motiva's energy savings calculation principles.

**Scope 1 and 2 emissions according to GHG Protocol-based calculations, relative to revenue.

Environmental responsibility (E1)



Own emissions

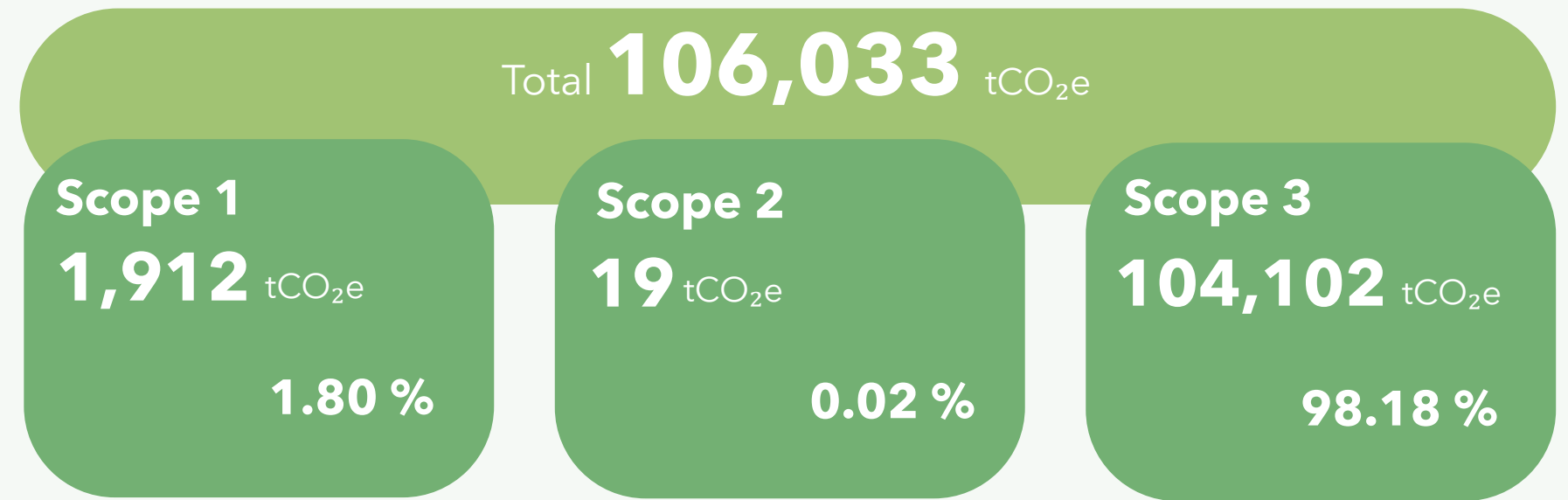
We have taken a long-term approach to building a measurable and transparent emission reduction path. Our own direct and indirect energy-related emissions (Scope 1 and 2) have been calculated since 2020, and our value chain emissions (Scope 3) have been calculated since 2023. Our determined efforts have paid off, with our Scope 1 emissions declining by 9% and our Scope 2 emissions by 58% from the previous year.

The carbon footprint calculation is based on the GHG Protocol and is implemented in the ARE Group according to the operational control approach. The ratio of Scope 1 and 2 emissions to revenue has been verified by an independent assurance provider (PwC), which supports the reliability and comparability of the calculation.

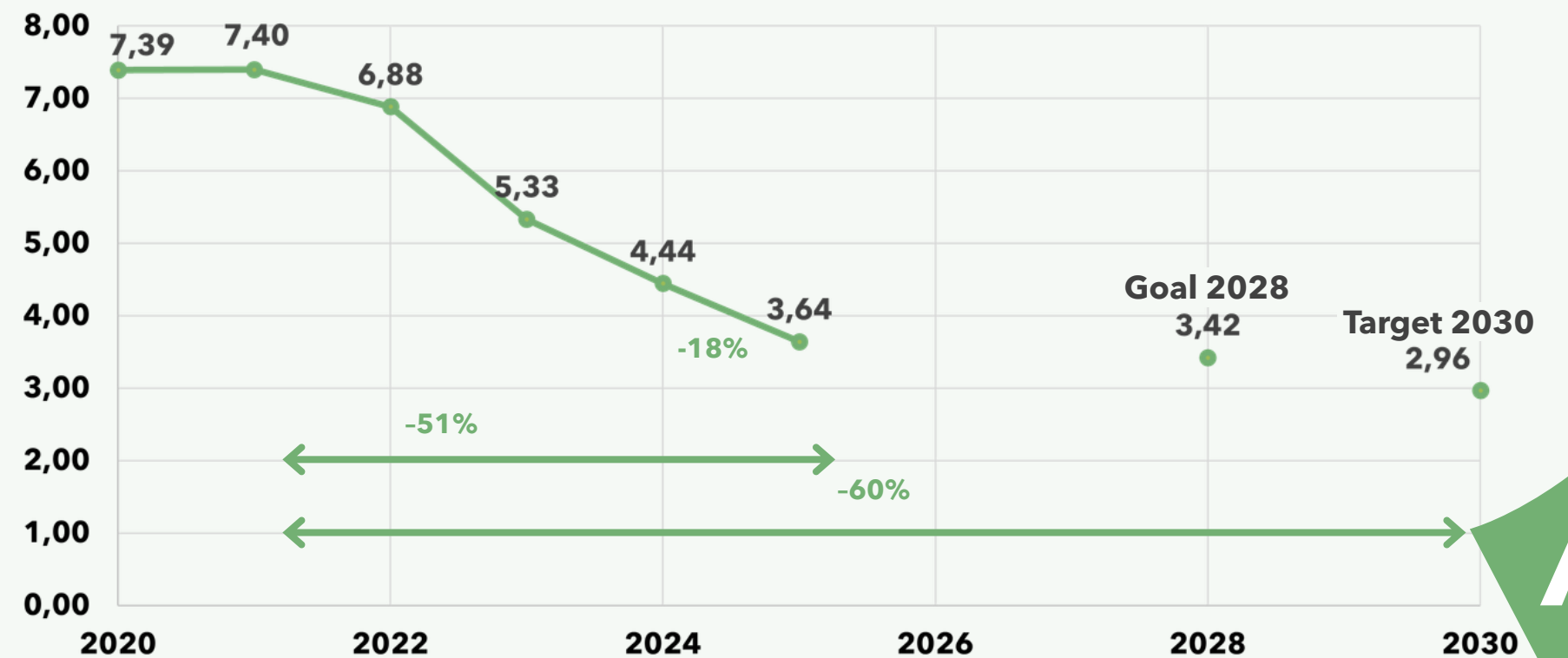
We are committed to the Science Based Targets initiative (SBTi). We are making purposeful progress towards science-based emission reduction targets, which we will set over the next two years. This will guide the entire Group towards a lower-carbon future in a measurable and impactful manner.



ARE Group's emissions in 2025



Emission intensity (incl. Scope 1+2), ARE Group [tCO₂e/M€]



Emissions from service vehicles

Our most significant emission reductions have been achieved by switching to renewable use for our service vehicles starting from 2023. At present, the share of renewable diesel is approximately 64 %. The target is to increase this figure to 80 % by the end of 2030. The share of renewable diesel is monitored on a monthly basis.

Emissions relative to kilometres driven decreased by 68.90 % between 2021 and the end of 2025 (for operations in Finland).

Share of renewable diesel, ARE Finland [%]



Indirect emissions in the value chain

Indirect emissions in the value chain accounted for 98 % of the ARE Group's total emissions.

The majority of our Scope 3 emissions (72 %) are generated by purchased goods and services (category 1), especially machines, systems, equipment and components used in customer projects (66 %).

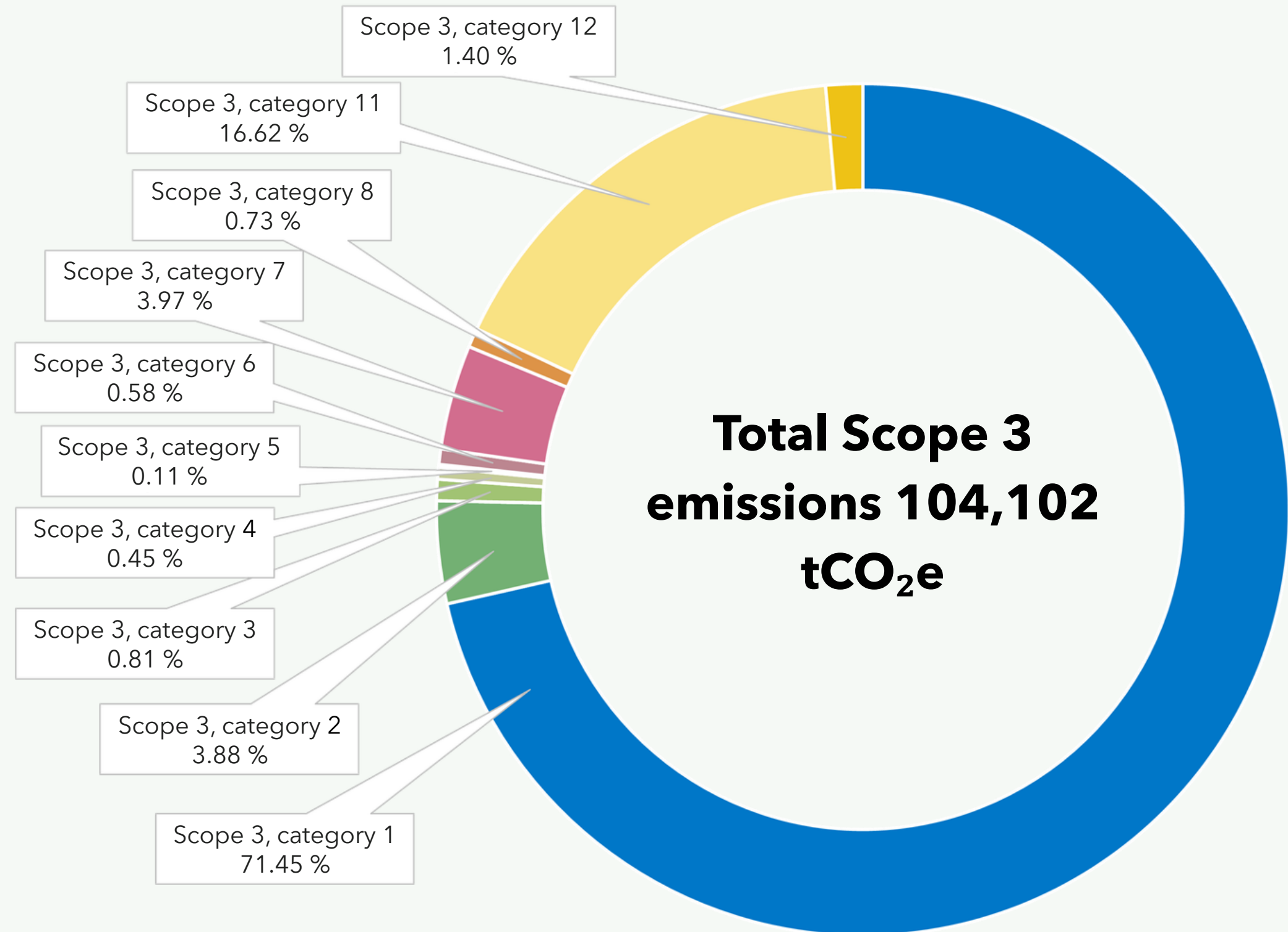
The second-largest source of emissions is the use of sold products (category 11), which accounts for approximately 17 % of Scope 3 emissions.

ARE Finland accounts for 64 % of Scope 3 emissions, which is due to higher procurement volumes when compared to Swedish operations and Enerz.

The Scope 3 calculations have been carried out in accordance with the GHG Protocol. The calculations include all of ARE's material emissions categories:

- 1 Purchased goods and services (72 %),
- 2 Capital goods (4 %),
- 3 Indirect emissions from the procurement of fuel and energy (1 %),
- 4 Upstream transportation and distribution (0.4 %),
- 5 Waste generated in operations (0.1 %),
- 6 Business travel (0.6 %),
- 7 Employee commuting (4 %),
- 8 Leased warehouses and equipment (0.7 %),
- 11 Use of sold products (17 %), and
- 12 End-of-life treatment of sold products (1.4 %).

Breakdown of ARE Group's Scope 3 emissions in 2025
[% of all Scope 3 emissions]



Climate roadmap

A sustainable path towards science-based emission reductions

LEVER: We will reduce the emissions of our transport operations and move towards zero emissions for our service vehicles and company cars.

SCOPE 1	We have taken concrete steps towards lower-emission transport operations by transitioning to renewable diesel, developing our fleet and improving the efficiency of maintenance driving.	2,112 tCO ₂ e	We are purposefully increasing the use of renewable diesel and continuing to optimise maintenance driving to reduce emissions.	We will promote the transition of the production vehicle fleet towards lower-emission power sources.

LEVER: We will reduce the indirect emissions arising from the production of the energy we purchase and consume and promote cleaner energy use across all of our operations.

SCOPE 2	We purchase 100% zero-emission electricity and renewable heat.	46 tCO ₂ e	We are reducing energy consumption with regard to our own electricity contracts and engaging our lessors' commitment to providing energy consumption data for our business premises.	We will engage our lessors' commitment to reducing energy consumption and develop the energy efficiency of our premises through cooperation.

LEVER: We will reduce the indirect emissions arising from our value chain and promote sustainable, low-emission choices throughout our supply chain.

SCOPE 3 ***	We have established an internal material marketplace, reduced emissions from project transport and incorporated emissions reporting requirements into purchase agreements.	98,257 tCO ₂ e	We are increasing cooperation with suppliers and subcontractors, developing the usability of emissions data, strengthening the sustainability expertise of our personnel and enhancing material efficiency.	We will set binding environmental requirements for suppliers and subcontractors, increase the share of green procurement and participate in circular economy pilot projects.

Our operations have a significant positive climate impact and increase our carbon handprint. We generated energy savings of **81,055 MWh** for our customers in 2025.

Our target is to achieve **250,000 MWh** of energy savings by 2028. ****

We will reduce emissions by **63 %** by the end of 2035 (base year 2024).

We will achieve an emissions intensity of **2.96 tCO₂e/M€** by the end of 2030.

By the end of 2031, **71 %** of the value of purchases** and **71 %** of revenue will come from operators with science-based climate targets.



* The carbon footprint calculations are based on the GHG Protocol.
 ** scope 3.1, 3.2, 3.4, 3.5 and 3.6
 *** Includes categories 1-8 and 11-12
 The calculation is based on [Motiva's energy savings calculation principles](#).

The SBTi commitment was made in December 2025.
 ARE is preparing science-based emission reduction targets; the targets have not yet been validated by the SBTi.



Positive environmental handprint

The energy savings generated by ARE for its customers continued to grow in 2025. From the perspective of property owners, even in a challenging market situation, energy projects and the energy-efficient maintenance of properties are attractive propositions and continue to support the goals of property owners.

Ideally, energy-related measures support the sensible management of the energy consumption of properties, the improvement of the operating cash flow of properties, and the positive development of property value.

In 2025, we carried out the energy renovation of [Valmet's Rautpohja foundry](#) in Jyväskylä and an energy efficiency project at the [Valkea Shopping Centre](#) in Oulu, among other projects. At the end of the year, we received confirmation of an agreement concerning a significant energy efficiency project at the [Mylly Shopping Centre in Raisio](#).

Cumulative energy savings implemented for customers (MWh): 81,055 (since 2023).

Our target is to deliver 250,000 MWh of energy savings by 2028.

The cumulative energy savings achieved in 2025 correspond to the electricity consumption of approximately 4,050 detached houses heated with electricity.



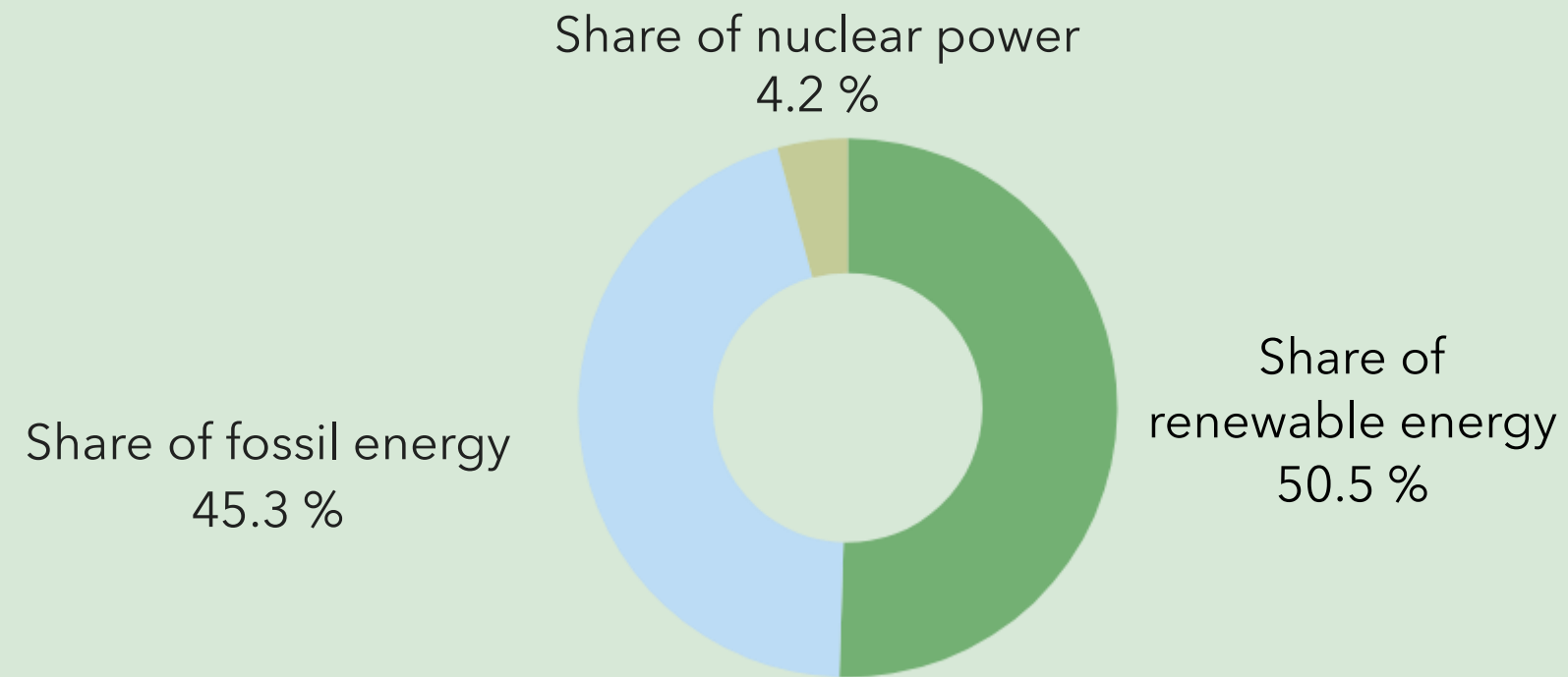
“The active development of the energy efficiency of properties, paired with smart maintenance, guarantee property owners that their properties remain highly attractive in the tenant market as well as the transaction market, both now and in the future. In addition, the properties retain their value better and, as a rule, increase their value.

Mikael Friskopf, Director, Energy Consulting & Project Development, Enerz



Energy consumption

Our energy mix in 2025 [%]



The calculation includes both purchased fuel and purchased electricity and heat. Energy consumption at leased premises where electricity and/or heat are included in the rent is not included in the calculation, as the electricity and heating contracts are between the suppliers and the lessor, not between the suppliers and ARE.

For sites in Finland (where ARE has signed the contract with the energy supplier), we use CO₂-free electricity and renewable heat. Renewable energy accounted for 50.5 % of total energy consumption. The share of renewable energy increased slightly from the previous year.



Waste volume and recycling rate

Our target is to reduce emissions and save energy, both in our own operations and at our customers' properties. We reduce our adverse climate impacts through the recycling of materials and the reduction of waste.

The recycling rate indicates how much of the waste generated is directed to recycling for material recovery purposes instead of incineration. We made progress in the treatment of waste in 2025 and increased our recycling rate.

Materials marketplace: a practical solution for promoting the circular economy

We established an internal materials marketplace to enable the reuse of surplus materials from projects. The idea came from our employees' initiatives and environmental observations, which shows that the circular economy plays a significant role in the day-to-day development of our work. The materials marketplace also supports climate change mitigation by reducing the need to purchase new materials.

Waste volumes (ARE Finland)	2024	2025	Change, %
Hazardous waste [t]	32	17	-47 %
Non-hazardous waste [t]	383	252	-34 %
Total directed to recycling [t]	223	151	-32 %
Recycling rate [%]	54	56	↑
Waste volume	415	269	-35 %

ARE Finland, excl. Enerz



“In supplier audits, we ensure that our suppliers also reduce their environmental and climate impacts. We actively look for circular economy solutions that reduce the life-cycle emissions of buildings and building services. These solutions also help our customers achieve their climate targets.”

Anita Mäkelä, Quality & Environment Manager



Social responsibility (S)



Personnel

ARE Group's number of personnel was

3,186

Sweden

446

persons

Lithuania

8

persons

Finland

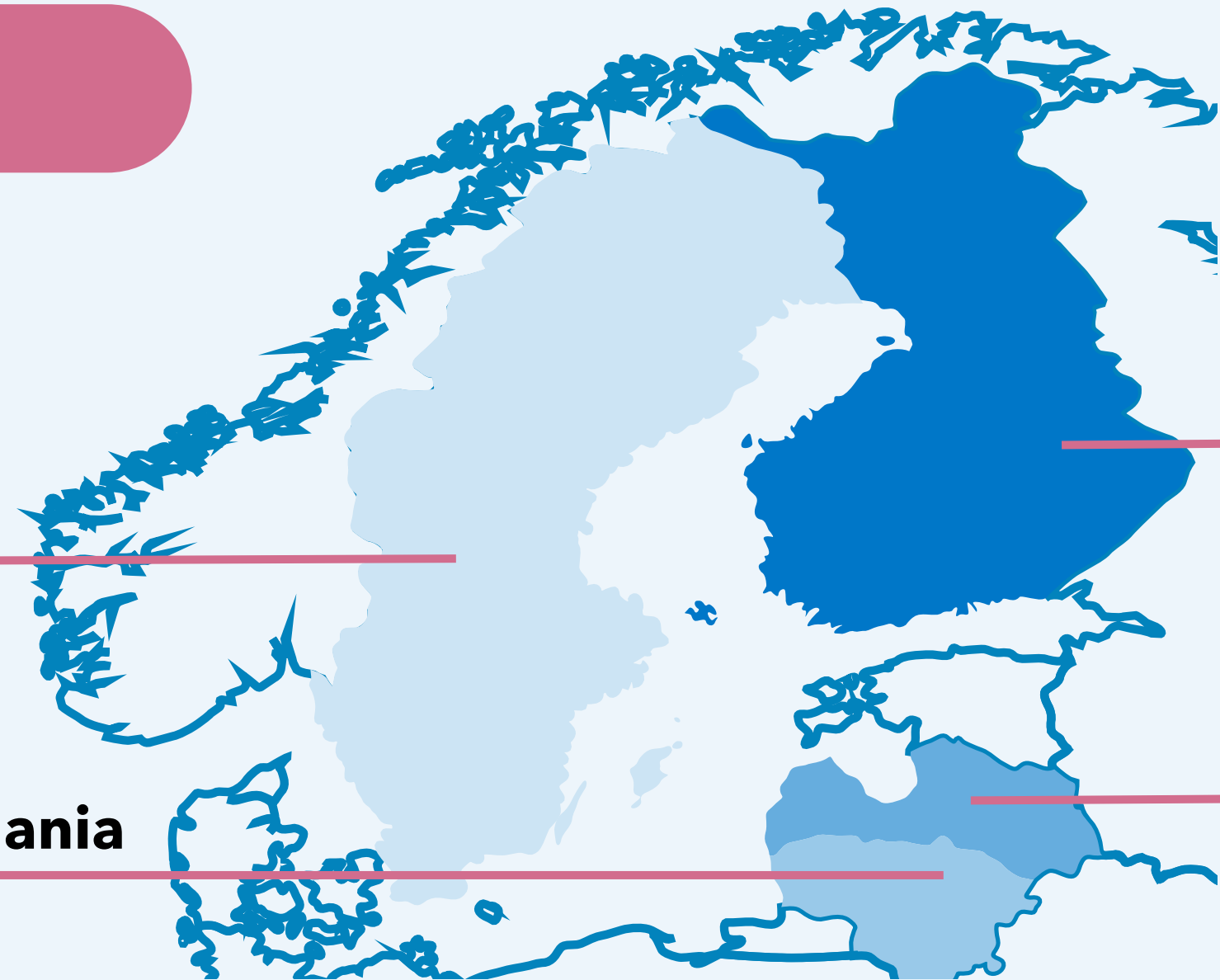
2,720

persons

Latvia

12

persons



Employees*

3,186

persons

Permanent employees*

3,116

persons

Temporary employees*

70

persons

Non-guaranteed hours employees

34

persons**

* By head count

** ARE Finland functions

The figures apply to data collected on 31 December 2025.

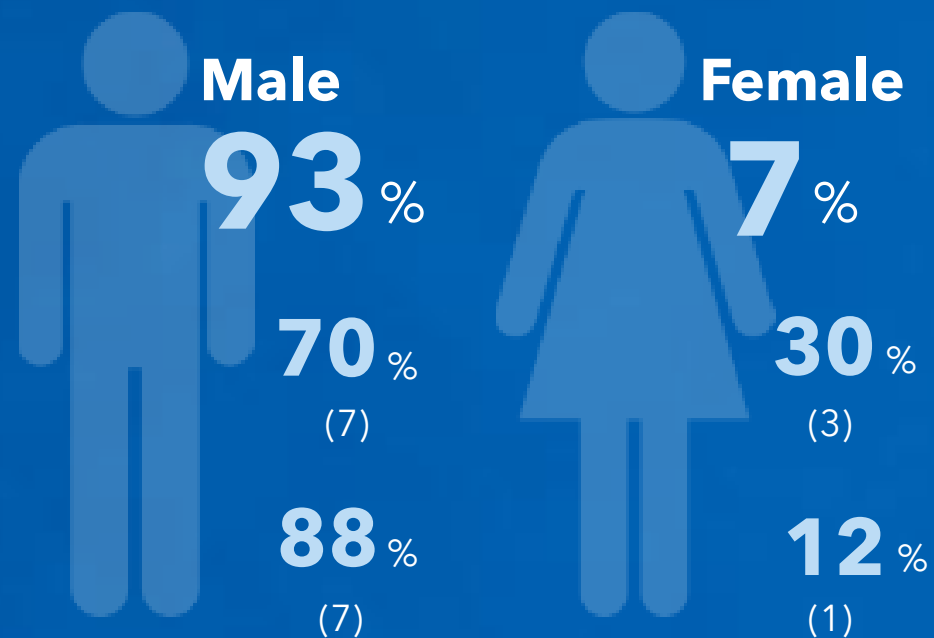


Other personnel-related metrics

Gender distribution of the personnel

Gender distribution of ARE Group's Management Board

Gender distribution of ARE's Board of Directors



Employee turnover rate

The rate of employee turnover in the reporting period

16.9%

Employee turnover, resignations

7.5% (Target 2028: 5%)

Health and safety metrics

The percentage of people in the undertaking's own workforce who are covered by the undertaking's health and safety management system based on legal requirements and/or recognised standards or guidelines

100%

Number of fatalities caused by work-related accidents

0

Number of fatalities as a result of recordable work-related accidents of other workers working on the undertaking's sites

0

Number of fatalities caused by work-related ill health

0

The number of recordable work-related accidents **131**

Share of recordable work-related accidents during the year

23.8 / million hours worked

Share of recordable work-related accidents during the year

4.8 / 200,000 hours worked

Number of lost working days due to recordable work-related accidents and recordable work-related ill health

259 days

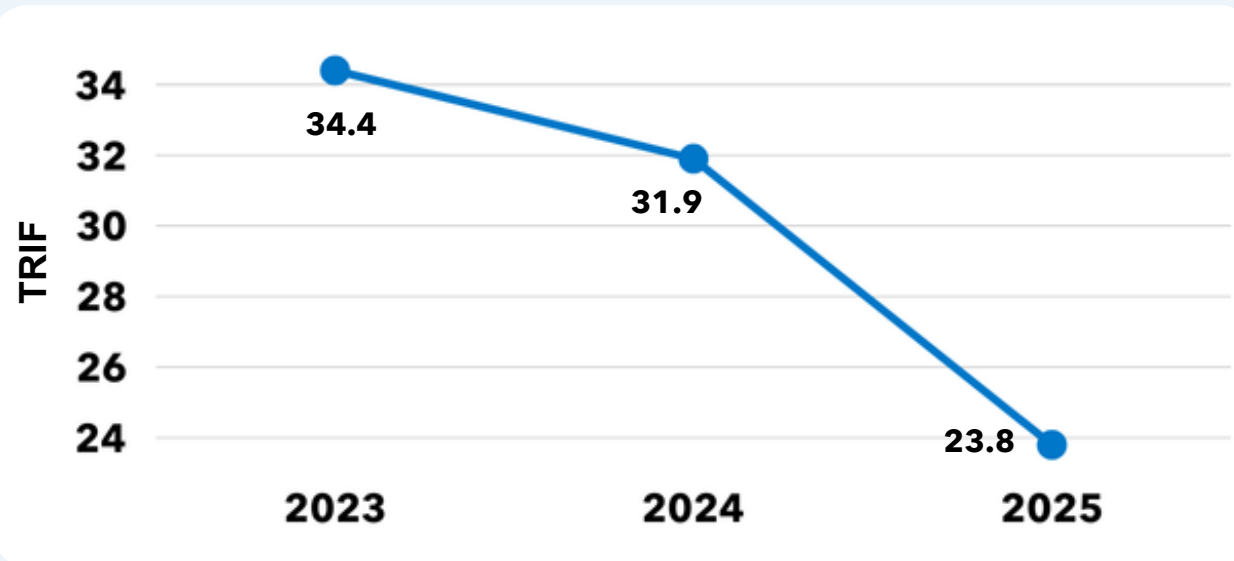
Total number of hours for all employees

6,083,005 h

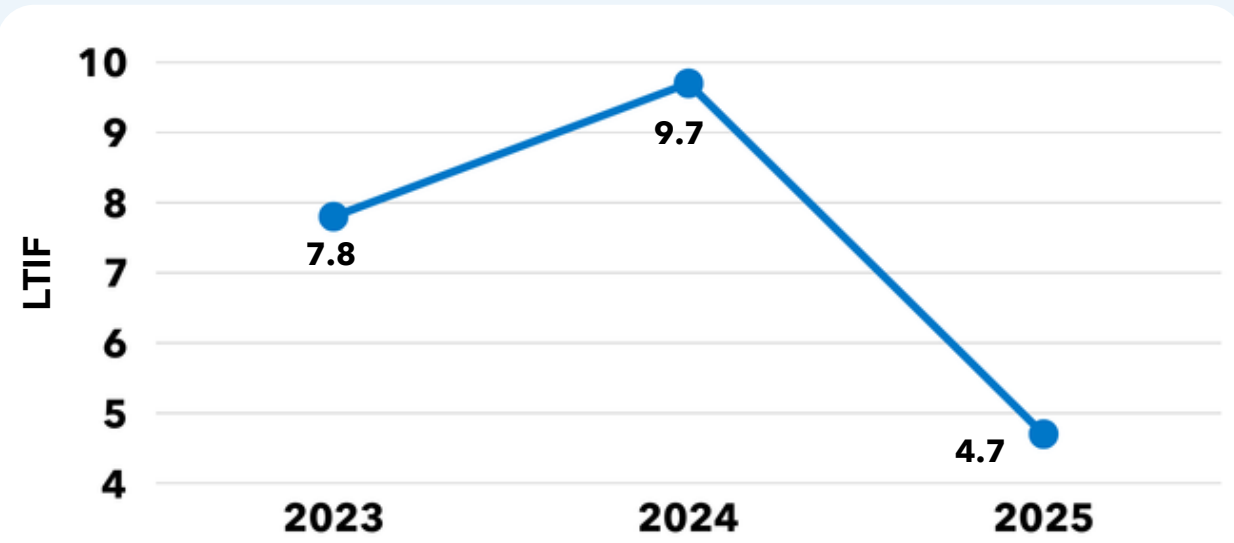
ARE

Occupational safety

Total Recordable Incident Frequency (TRIF) 2023-2025



Lost Time Incident Frequency (LTIF) 2023-2025



In 2025, ARE employees made a total of

13,966

sustainability observations

151,432

job-specific risk assessments

(2024: 1,793)

4,246

sustainability walks by management

(2024: 1,169)



In 2025, at ARE, there were

28

work-related accidents resulting in a sickness-related absence.

(2024: 60)



ARE's safety performance

Occupational safety is part of our strategy. ARE has focused on proactive safety measures for a long time. Job-specific risk assessments, safety walks and sustainability observations are part of the day-to-day work of ARE employees.

A job-specific risk assessment is an excellent tool for reviewing work stages and the appropriate equipment, and taking a moment to think, before starting work. Safety walks at work sites provide an excellent opportunity for supervisors and technicians to discuss safety issues. The reporting of sustainability observations is divided into positive and negative occupational safety and environmental observations. All of these can be conveniently reported using a phone.

Occupational safety is part of the induction training for ARE employees. All ARE employees are required to complete a mandatory online course on occupational safety. This provides the foundation for safe work at all levels of the organisation.

ARE's occupational safety organisation consists of three occupational safety committees, which are an integral part of the business structure and support the business in the promotion of safety.



“We have achieved a tremendous improvement on our accident frequency as a result of our effective safety activities and smooth work procedures. Since 2009, the Lost Time Incident Frequency (LTIF) for ARE's operations in Finland has fallen from 49 to 4.7, or to less than one-tenth of the initial level. Job-specific risk assessments have been a significant factor in the development of the lost time incident frequency.

Mikko Tiainen, Safety Manager



Equality and non-discrimination

Sustainability is an integral part of our strategy, and its cornerstones are non-discrimination and fairness. We engage in continuous dialogue with employee groups to promote equal and non-discriminatory treatment. We support our employees' freedom of association and the right to collective bargaining.

We comply with the UN Guiding Principles on Business and Human Rights, and we engage our employees' commitment to development efforts by various means, including sustainability observations and related rewards. We also conduct regular pulse surveys to measure the implementation and progress of development measures.

As an employer, we are committed to actively promoting equality and preventing all forms of discrimination throughout the employment relationship. We ensure that our personnel-related practices are fair, and our target is to promote equality and diversity in the work community. During the year, we participated in a [DEI peer learning group hosted by UN Global Compact Finland](#).

We have a policy in place regarding inappropriate treatment and conduct, which was specified further in 2025. We also streamlined the electronic reporting of potential incidents by means of a new reporting tool.



Governance (G1)



Key financial figures

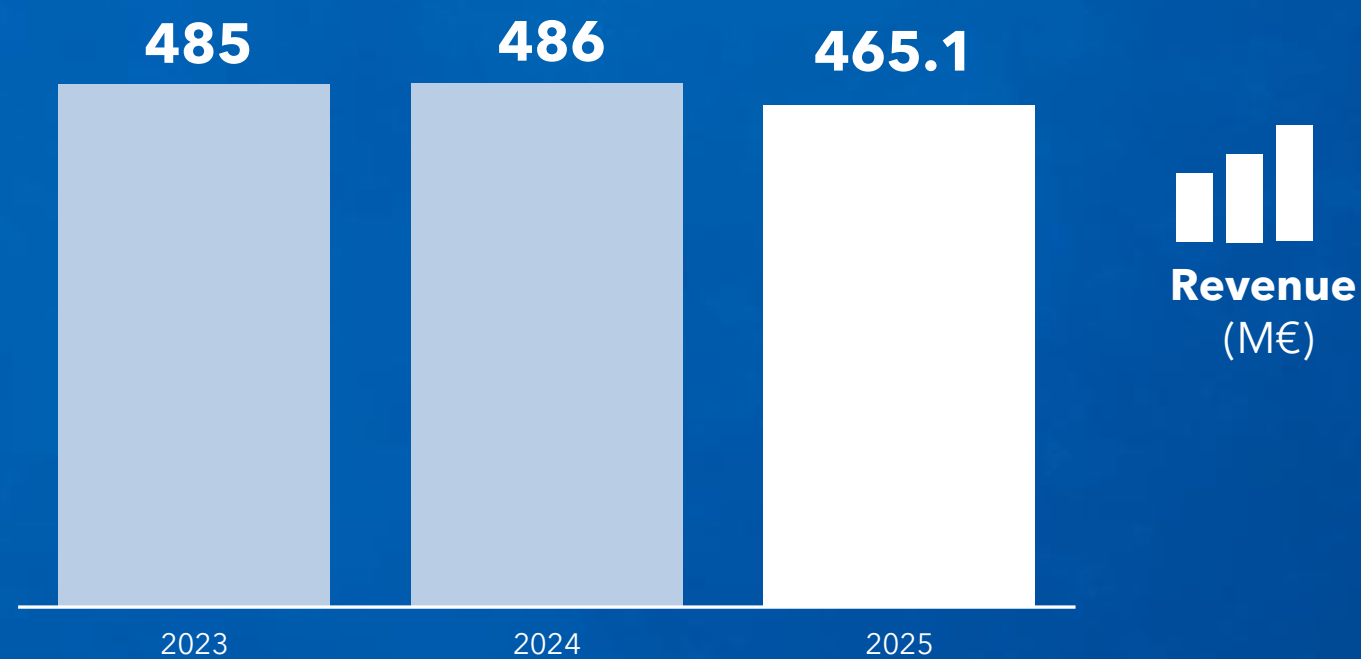
Revenue by country (M€)



Offices

50

ARE Group's revenue



Tax footprint

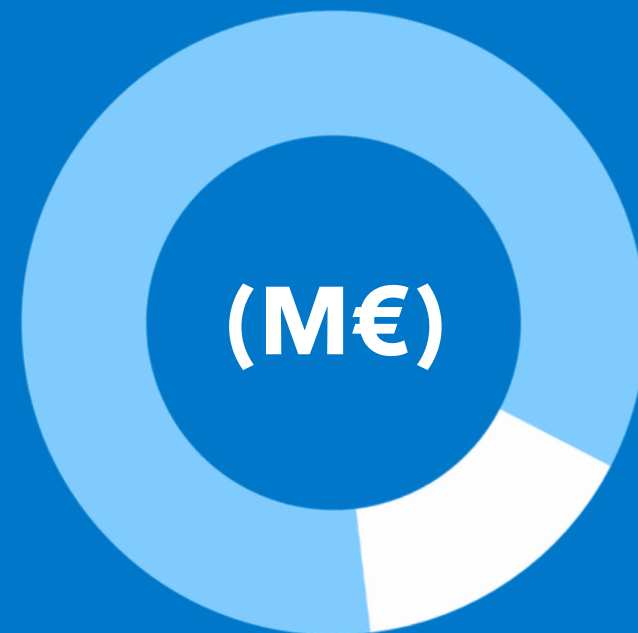
We pay taxes in accordance with the tax laws of the countries in which we operate. We are committed to responsible tax management. A company's tax footprint describes how much tax revenue a company generates for society as a result of its operations and how the tax impact is distributed across countries.

“**To illustrate the impact of ARE's tax footprint, the taxes paid in Finland alone could be used to provide basic education to around 5,889 children for a year.**”

* The figure is based on the Finnish National Agency for Education's calculation, according to which the cost per pupil was EUR 11,650 (in 2024).

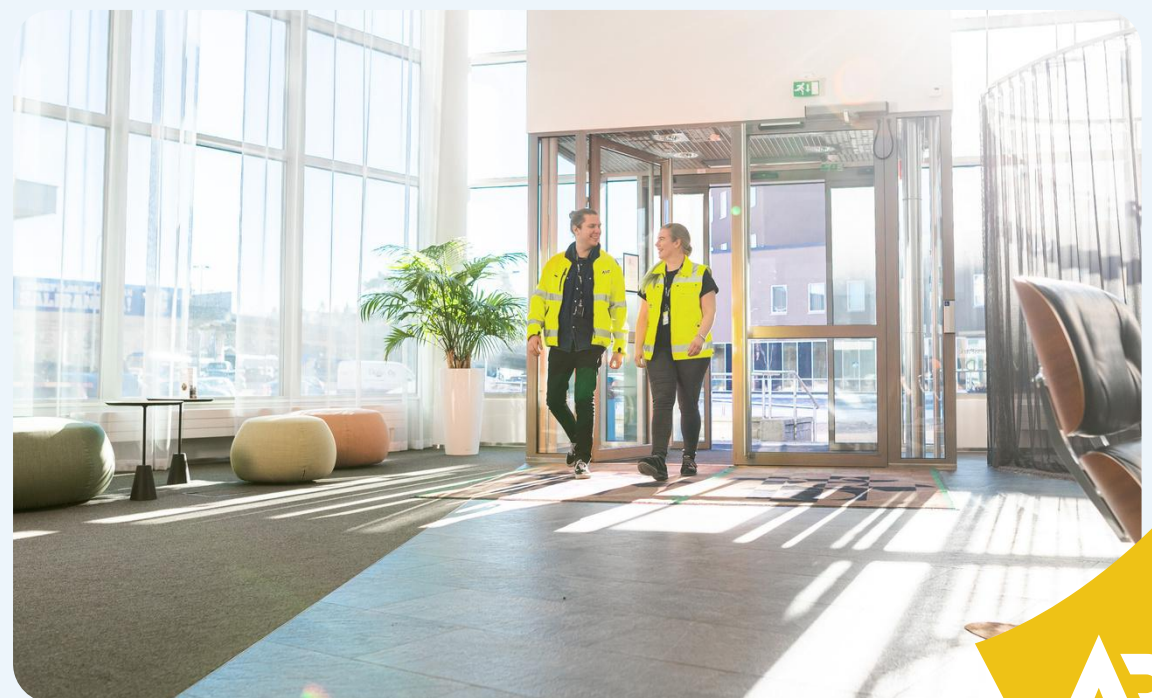
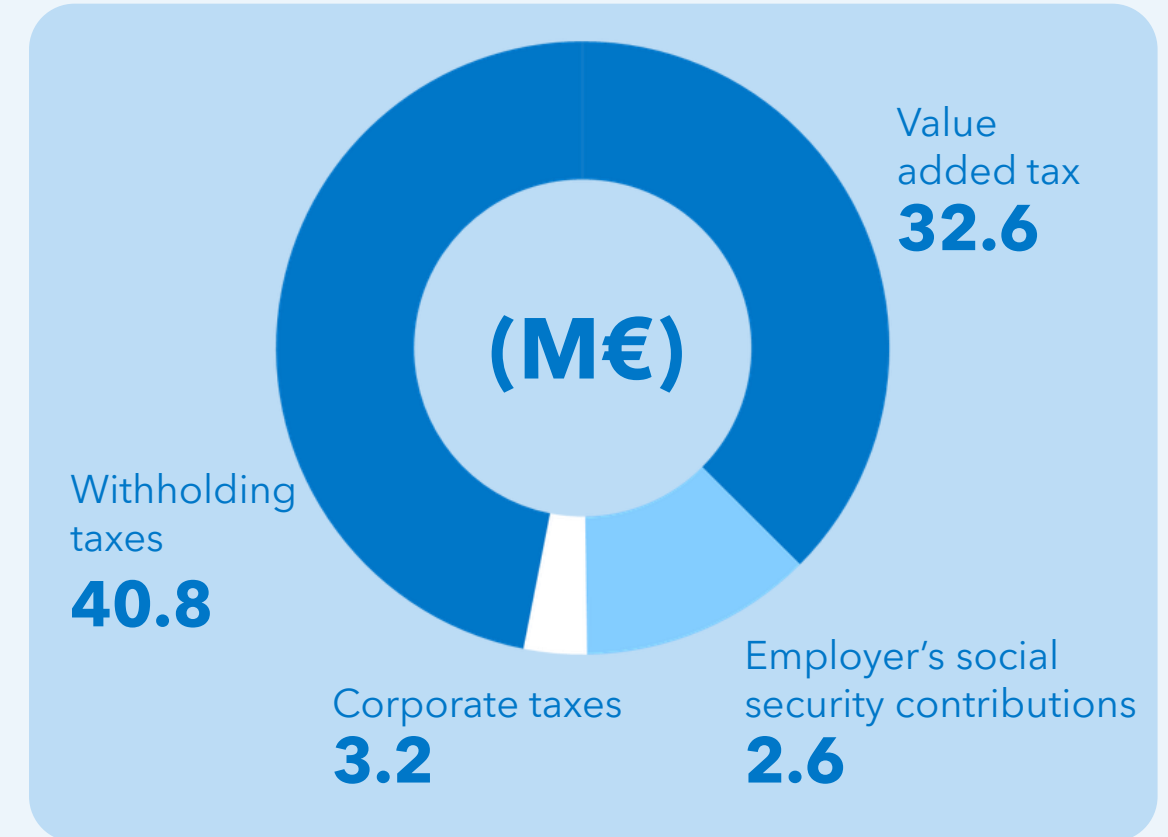
Total taxes paid and to be settled (M€)

82.3



Taxes to be settled
76.5

Taxes paid
5.8



Sustainable supply chain

Material choices play a decisive role in the sustainability of properties. Our procurement processes ensure the sourcing of high-quality and sustainable materials and services. This supports the development of long-lived and environmentally friendly properties.

High ethical standards apply to all of us at ARE, and we expect the same from our partners. We require our suppliers to commit to our [Partner Code of Conduct \(PCoC\)](#), which lays down clear principles for sustainable cooperation. Suppliers who are committed to our Partner Code of Conduct account for 97% of the purchasing volume for our material purchases in Finland.

We promote the sustainable use of natural resources and reduce environmental impacts through responsible procurement. We mainly use selected suppliers with whom we have signed framework agreements and work closely together to identify new sustainable solutions. In annual supplier audits, environmental responsibility is a key assessment criterion in addition to the targets we set for safety, sustainability and quality.

We require all of our subcontractors to be registered with the Reliable Partner 2.0 service maintained by Vastuu Group.

In our procurement activities, we engage in category management in order to optimise costs, improve the reliability of deliveries and ensure that the materials and services we use are of high quality and sustainably produced. The continuous assessment and development of categories supports the utilisation of innovations and the identification of sustainable solutions.

Information on the measures we took in 2025 is provided on the next page.



“The sustainability of procurement an area of continuous progress and development for us. Our concrete measures have improved transparency and risk management in the supply chain, and our sustainability-related metrics are developing in the right direction. Our goal is even more transparent and data-driven procurement that supports ARE’s sustainable growth and long-term business in a competitive manner.

Mikael Väisänen, Senior Vice President, Procurement

Sustainability measures related to procurement

Expanding emissions calculations and collecting more accurate data (waste management)

We expanded our emissions calculations with the introduction of category CAT11 of the GHG Protocol, which makes it possible to take life-cycle emissions into account more accurately than before. Our emissions calculations concerning waste became more precise due to more accurate data collected from suppliers. In critical categories, we ensured that the suppliers have the capability to report emissions data.

Use of the Reliable Partner 2.0 service

We require our subcontractors to use the service to ensure compliance with legal obligations and ethical conduct by our partners.

2/2025

12/2025

1/2025

Updating procurement agreement templates in accordance with sustainability requirements

We incorporated more detailed sanctions and emissions reporting obligations into ARE's procurement agreement templates. Our suppliers are required to have capabilities related to emissions reporting and sanctions compliance.

10/2025

Updated audit process

We incorporated sustainability perspectives even more strongly into our supplier audits.

12/2025

Sanctions screening process

We updated our sanctions screening process. The update brought automatic monitoring, more extensive screening lists and clearer responsibilities for procurement.

Ethical conduct

We have a zero-tolerance policy regarding bribery, extortion, the restriction of competition, discrimination, workplace bullying and other illegal conduct.

We have a [whistleblowing channel](#) in place to promote an open and responsible corporate culture. The channel can be used by whistleblowers to safely raise potential concerns related to our company's operations. We use the whistleblowing channel to maintain high ethical standards and a high level of trust in our operations.

In late 2025, we updated the [Code of Conduct](#) of ARE and the entire Conficap Group to correspond to current requirements and industry practices even better. The new Code of Conduct is more comprehensive and detailed, with an even stronger emphasis on sustainability, environmental issues and human rights.

We also require that all of our partners commit to the [Code of Conduct](#). We all have a responsibility to act in accordance with the Code of Conduct and promote the realisation of its principles.

We comply with the UN Guiding Principles on Business and Human Rights, and we engage our employees' commitment to development efforts by various means, including sustainability observations and related rewards.

All ARE employees have an obligation to complete annual compliance training on fair competition and the prevention of bribery.



“We comply with sustainability principles and a highly ethical operating culture in everything we do. In practice, this means that ARE employees maintain a sustainable and morally sound workplace atmosphere in all day-to-day interactions.”

Tuomas Santala, General Counsel, SVP Legal

Risk management

We comply with the Conficap Group's risk management policy, which documents the key goals and principles of risk management, as well the organisation of risk management and related responsibilities and operating practices.

At ARE, risk management means identifying and managing the impacts of uncertainties in order to achieve our strategic and operational targets. Risks are divided into four main categories: strategic risks, business risks, operational risks and financial business risks.

The identification and management of risk factors takes into account the specific characteristics of the business and the operating environment. Risk management is an integral aspect of strategic and operational planning, operations and internal control system. Regular monitoring and analysis aims to anticipate risk factors and prepare for any changes in the risk factors in a timely manner.

In addition to risk assessment at the organisational level, we carry out systematic environmental and safety risk assessments at work sites, customer sites and our own premises.

In our double materiality analysis, we identified key risks related to our own workforce, in particular the availability of labour, ensuring competence, and job satisfaction. The risks have been assessed in the manner required by the ESRS standards (ESRS 2 and S1).



Certificates, commitments and reporting

Certificates prove that we take quality and the environment, as well as health and safety, into account in everything we do.

Certificates and ratings of our sustainability efforts:

ISO 9001

certified quality management system supports the continuous development of the quality of operations and helps us ensure customer satisfaction.



ISO 14001

certified environmental management system is the world's best-known environmental management system model, which is proof of the good management and continuous development of environmental matters.



ISO 45001

certified occupational health and safety system helps us create healthy and safe working conditions for our employees and reduce workplace risks.



EcoVadis

is the world's most widely used, independent sustainability rating system. EcoVadis measures our company's sustainability in four areas: environment, labour and human rights, ethics, and sustainable procurement.



Kiwa Inspecta HHSEQ®

Our company has also been assessed in accordance with Kiwa Inspecta's HHSEQ® cluster supplier assessment criteria, with excellent scores (HHSEQ certificate).

Commitments:

- SBTi commitment
- UN Global Compact
- Green Building Council member
- #BuildingLife commitment, Green Building Council Finland



Sustainability reporting:

- UN Global Compact
- Customer-specific reports (specifications made together with the customer)

**Read more about our
sustainability efforts:**

[Sustainability - ARE](#)



ARE

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Appendices



ESRS disclosure requirements

A list of the disclosure requirements addressed in ARE's sustainability report is provided in the tables below. The tables are based on the Draft Simplified ESRS published by EFRAG on 3 December 2025. ARE has utilised the draft standards in the development of its reporting on a proactive basis as part of its preparations for the parent company's CSRD reporting. Not all of the ESRS disclosure requirements have been fully reported at this time, and some of the information is still in the development stage. The reporting will be supplemented and specified further in future reporting periods as the final form of the regulation becomes clearer.

Standard	Disclosure requirement	Pages
E1 - Climate change	E1-1 Transition plan for climate change mitigation	11.14
	E1-4 Policies related to climate change mitigation and adaptation	8, 11, 31
	E1-4 Actions and resources in relation to climate change mitigation and adaptation	14
	E1-6 Targets related to climate change	9, 11, 12, 14
	E1-7 Energy consumption and mix	15, 37
	E1-8 Gross scope 1, 2, 3 GHG emissions	11, 13, 38



ESRS disclosure requirements

Standard	Disclosure requirement	Pages
S1 - Own workforce	S1-1 Policies related to own workforce	22, 23, 29, 31
	S1-2 Engagement with own workforce and workers' representatives, existence of channels for own workforce to raise concerns or needs, and approaches to remedy	29
	S1-3 Actions and resources related to own workforce	22, 23
	S1-4 Targets related to own workforce	9, 20, 36
	S1-5 Characteristics of the undertaking's employees	19, 20
	S1-8 Diversity metrics	20
	S1-12 Training and skills development metrics	36
	S1-13 Health and safety metrics	20, 21
G1 - Business conduct	G1-1 Policies related to business conduct	27, 29, 30, 31
	G1-2 Actions related to business conduct	27-29
	G1-3 Targets related to business conduct	9
	G1-4 Metrics related to corruption or bribery	36

Appendices

Corruption, bribery and data security

	ARE Group 2025
Convictions for violations of anti-corruption and anti-bribery laws	0
Sanctions for violations of anti-corruption and anti-bribery laws	0
Total amount of fines for violations of anti-corruption and anti-bribery laws	0
Number of confirmed incidents of corruption or bribery during the reporting period	0
Percentage of employees trained (e.g. through online learning) on ethical issues in business	81 %
Number of confirmed data security breaches	6

Metrics related to training and skills development*

	ARE Group 2025
Percentage of employees that participated in formal performance and career development reviews	48 %
Average number of training hours per employee	10.3 hrs/person
Number of training days**	1.4 days/person
Completion of mandatory online courses***	79 %

*For ARE Group, formal performance and career development reviews refer to development discussions held with the persons concerned. With technicians, group discussions on performance and development can also be held. These are not reported in the monitoring system.

** Strategic target: 5 days/person.

*** Strategic target: 100%.

Appendices

Energy consumption and mix (market-based)

	Base year (2024)	Reporting year (2025)	Change, %
Total energy consumption	18,062 MWh	17,076 MWh	-5.46 %
Total energy consumption from fossil sources*	8,843 MWh	7,758 MWh	-12.50 %
Total energy consumption from nuclear sources**	908 MWh	716 MWh	-21.17 %
Total energy consumption from renewable sources***	8,311 MWh	8,622 MWh	3.74 %

* The figure includes purchased electricity and heat produced with fossil fuels, as well as petrol, diesel and light oil used in vehicles. The 2024 figures also include gas used for gas heating, which was no longer in use in 2025.

** The figure includes purchased electricity and heat produced with nuclear power.

*** The figure includes purchased heat and electricity produced with renewables, and renewable diesel used in service vehicles.

GHG intensity relative to revenue

	Base year (2024) [tCO ₂ e/M€]	Reporting year (2025) [tCO ₂ e/M€]	Change, %
Total GHG emissions (location-based) per net revenue	207	220	6 %
Total GHG emissions (market-based) per net revenue	207	220	6 %
Emission intensity, a strategic metric for ARE, Scope 1 + Scope 2 (market-based) total emissions per net revenue	4.44	3.64	-18 %

Appendices

Breakdown of ARE Group's emissions [t CO₂e]

		Base year (2024)	Reporting year (2025)	Change, %	Change
Scope	Category				
Direct emissions (Scope 1)					
Scope 1	S1 Fuel consumption	2,112	1,912	-9 %	▼
Indirect emissions from energy consumption (Scope 2)					
Market-based					
Scope 2	S2 Acquired electricity	9.9	0.3	-97 %	▼
Scope 2	S2 Acquired heat	35.7	18.8	-47 %	▼
Location-based					
Scope 2	S2 Acquired electricity	34.4	26.8	-22 %	▼
Scope 2	S2 Acquired heat	82.4	55.3	-33 %	▼
Indirect emissions in the value chain (Scope 3)					
Upstream emissions					
Scope 3 - C1	S3 - C1 Purchased goods and services	75,125.2	74,384.7	-1 %	▼
Scope 3 - C2	S3 - C2 Capital goods	325	4,043.3	1,144 %*	▲
Scope 3 - C3	S3 - C3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	900.9	840.6	-7 %	▼
Scope 3 - C4	S3 - C4 Upstream transportation and distribution	536.2	465.2	-13 %	▼
Scope 3 - C5	S3 - C5 Waste generated in operations	171.5	114.9	-33 %	▼
Scope 3 - C6	S3 - C6 Business travel	590.5	606.6	3 %	▲
Scope 3 - C7	S3 - C7 Employee commuting	3,112.7	4,135.6	33 %	▲
Scope 3 - C8	S3 - C8 Upstream leased assets	909.7	757.1	-17 %	▼
Downstream emissions					
Scope 3 - C11	S3 - C11 Use of sold products	15,093.2	17,298.7	15 %	▲
Scope 3 - C12	S3 - C12 End-of-life treatment of sold products	1,491.7	1,455.1	-2 %	▼
Total emissions					
Total emissions, market-based [tCO ₂ e]		100,415	106,033	6 %	▲
Total emissions, location-based [tCO ₂ e]		100,486	106,096	6 %	▲
Direct biogenic emissions, Scope 1		1,914	1,984	4 %	▲

*The calculation methodology has been significantly refined since 2024.

ANTTI PARRPOLA

AINA ROHKEASTI ETEENPÄIN

ARE

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OTAVA

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ARE