

Conficap ARE

SUSTAINABILITY POLICY



CONTENTS

1. Introduction 3

2. Environmental sustainability 3

3. Corporate social responsibility 4

4. Business conduct 4

5. Decision-making, monitoring, and development 5

1. INTRODUCTION

The core values of the Conficap Group are: entrepreneurship, sustainability, and longterm commitment. Our Sustainability Policy guides our Group's sustainable business operations, sustainability management and reporting. Through our operations, we promote the UN's sustainable development goals and bear our economic responsibility to society.

We regularly assess the most significant sustainability impacts, risks and opportunities, as well as their materiality for our business and stakeholders. In addition to the Group's management and internal experts, external stakeholders are also involved in the assessment. The results of the assessment are taken into account in the priorities of our Sustainability Policy. The key sustainability themes we have identified are, as defined by the European Sustainability Reporting Standards (ESRS): climate change (E1), own workforce (S1) and business conduct (G1).

Our subsidiaries may supplement the Group's Sustainability Policy with guidelines tailored to their own operating environments. The subsidiaries may use management systems, such as ISO 9001, 14001, and 45001 to manage and assess sustainability at a practical level. In addition, the subsidiaries are encouraged to make their own sustainability commitments, such as in the case of ARE joining the UN Global Compact initiative.

This policy is reviewed as part of Are Oy's management review process to ensure its continued applicability and relevance. Any identified needs for change are submitted to the parent company's Sustainability Steering Group for consideration and approval.

The Sustainability Policy was approved by the Board of Directors of Conficap (including the Group) on 28 October 2025. The policy was updated in June 2026 based on the updated double materiality assessment.

2. ENVIRONMENTAL SUSTAINABILITY

We regularly assess the environmental impact of our operations and the associated risks and opportunities. We are committed to protecting the environment and minimising the environmental impact of our operations. We comply with environmental laws and regulations as well as official guidelines in our operations. Environmental management is part of our daily operations, in line with the principle of continuous improvement.



We aim to reduce our greenhouse gas emissions. In addition, subsidiaries are encouraged to commit to science-based emission reduction targets, such as the Science Based Targets initiative (SBTi).

We also help our customers both mitigate and adapt to climate change. We promote the transition to low-carbon business operations that support the circular economy. We promote the extension of the life cycles of our own and our customers' properties and resource efficiency in the use of materials. Waste minimisation and recycling are taken into account in all our Group's operations. We invest in energy efficiency in the properties we own and manage, and we support and promote energy efficiency in our customers' properties.

3. CORPORATE SOCIAL RESPONSIBILITY

We are committed to respecting internationally recognised human rights, including the United Nations Universal Declaration of Human Rights, the ILO Declaration on Fundamental Rights at Work, and the OECD Guidelines for Multinational Enterprises.

We invest in the well-being and job satisfaction of our staff. We are committed to creating safe, healthy, and fair working conditions for our employees and to supporting their professional development. We promote diversity and equality in the workplace. Our staff are consulted and involved in decision-making.

We identify and minimise occupational health and safety risks in advance. We are committed to improving safety in cooperation with our employees and stakeholders. We comply with applicable safety and health legislation and official regulations. In addition, ARE sets annual occupational safety targets, which form the basis for developing safety activities in accordance with the principle of continuous improvement.

The safety and salubrious condition of both our own and our customers' properties are key to our business operations. One concrete example of this is indoor air quality in buildings, which we can influence through our various business operations.

4. BUSINESS CONDUCT

Our Group's shared ethical principles guide our operations, and we require both our staff and our contractual partners to commit to them.

We are committed to developing our operations in accordance with the principle of continuous improvement, listening to our stakeholders. We also regularly set quality targets, which form the basis for improving our operations.





Our employees are trained to detect and prevent unethical practices. Any violations or suspected violations will be investigated and dealt with in a transparent and fair manner.

Our Group's business operations have, to the extent required by law, anonymous reporting channels in place to report unethical conduct.

5. DECISION-MAKING, MONITORING, AND DEVELOPMENT

The parent company's Board of Directors decides on the content of the Sustainability Policy and monitors its implementation.

The parent company's Board of Directors decides on the content of the Sustainability Policy and monitors its implementation. The Group's Sustainability Steering Group prepares the content of the policy and any necessary updates for the Board of Directors to decide on, and produces the necessary materials to support monitoring.

The CEOs of our companies are responsible for ensuring that their business operations are sustainable, and responsible conduct extends throughout our entire organisation, from operational business activities to support functions and management.