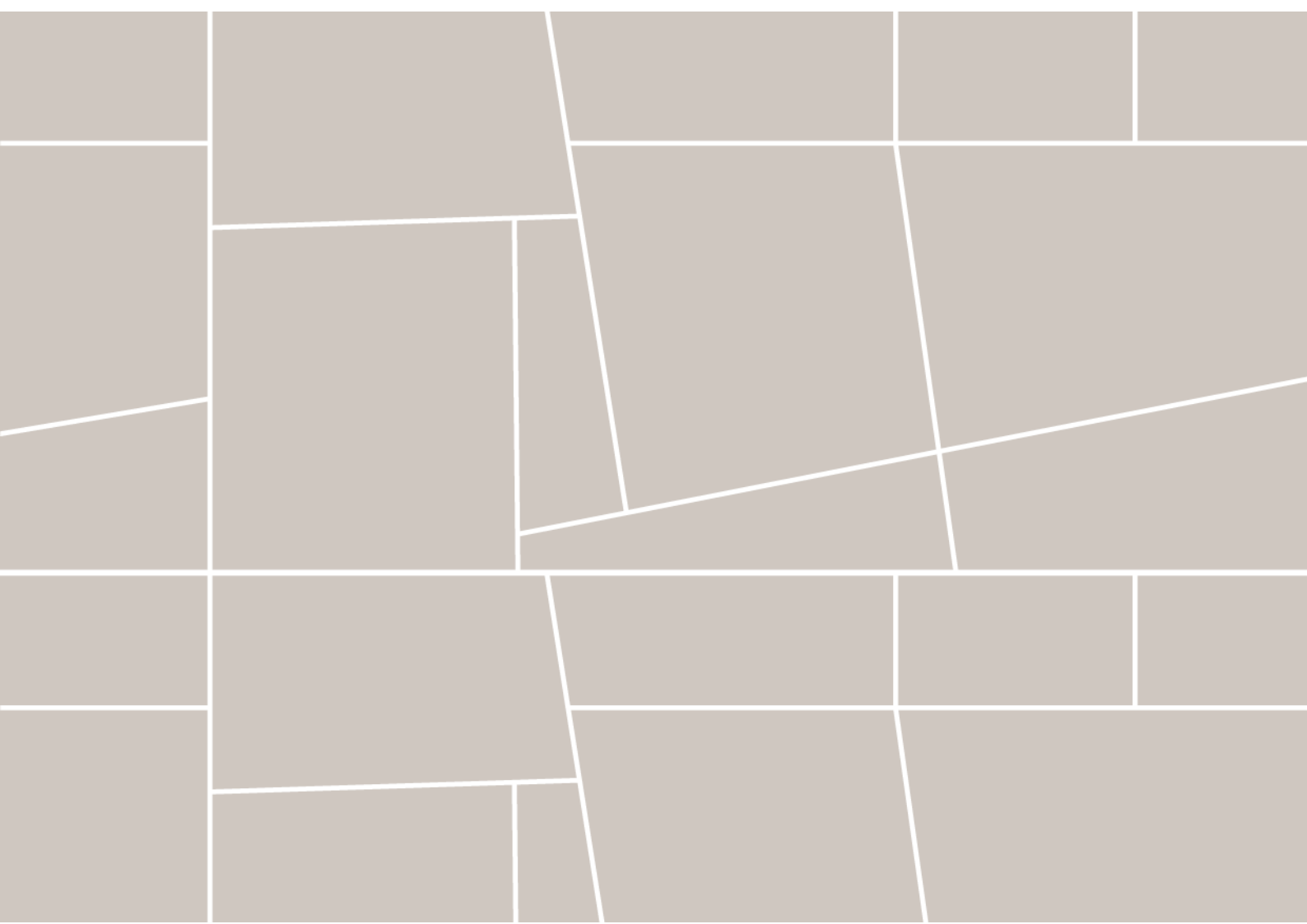


Sustainability policy
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SRV



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Sustainability policy

1 INTRODUCTION

SRV's strategy starts from the desire to build lifecycle-wise, considering future generations. We want to act as sustainability pioneer in the construction industry. Sustainability creates the basis for long-term business growth and success. It also enables continuous value creation for stakeholders and society.

We want to promote the benefit and financial well-being of both people and the environment. Construction has the largest emissions and we employ a significant amount of our own and our subcontractors' workforce. Therefore, our work has a significant impact on society as a whole. We promote sustainable profitable growth by increasing the positive and decreasing negative effects of our business.

SRV Group's sustainability policy describes the company's approach to sustainability.

2 PURPOSE AND SCOPE OF SUSTAINABILITY POLICY

SRV's sustainability policy guides all our activities. It is based on legislation and other mandatory regulations and guidelines, the United Nations' Sustainable Development Goals (SDG) and the company's Ethical principles (Code of Conduct).

The sustainability policy is supplemented by more detailed instructions and operating methods concerning different areas, such as the sustainability program, the management system and other instructions that define the company's operations and projects and support the implementation of the policy. Sustainability is also taken into account in all SRV Group's core processes. We develop our management system and processes based on the principles of continuous improvement.

The most important sustainability themes for SRV have been defined together with employees and stakeholders. We set annual sustainability goals, monitor our performance and constantly reevaluate plans.

The sustainability policy describes our commitment to the three pillars of sustainability: environmental sustainability, social sustainability and good governance (ESG).

3 PRINCIPALS AND COMMITMENTS

SRV's sustainability operations are based on the UN's Sustainable Development Goals (SDGs), from which we have chosen nine key goals to guide our operations. SRV follows guidelines based on the latest international principles, and its operating methods are committed to acting in accordance with the principles of the International Human Rights Declaration of the ILO (International Labor Organization).

Sustainability goals are part of the implementation of SRV's strategy. A safe and healthy working environment is the basis of our operations and we are therefore committed to the Zero accident vision. SRV is committed to limiting global warming to 1.5 degrees and has set ambitious climate goals for its own operations and that of its value chain. We are committed

to the Science Based Targets initiative (SBTi). Through the sustainability program, we monitor the progress of the goals and annually set short-term goals.

SRV actively monitors development work in the field and anticipates future regulations and demands from stakeholders in its operations. SRV requires its subcontractors and partners to operate in accordance with the same principles and the guidelines it has drawn up. We encourage and guide them to make responsible choices.

4 SUSTAINABILITY PRIORITIES

4.1 Environmental sustainability

The core of SRV's strategy is life cycle wisdom, with which we reduce the environmental load during the entire life cycle of buildings. SRV participates in the fight against climate change by reducing greenhouse gas emissions, for example by utilizing renewable energy, energy efficiency and low-carbon materials. With our actions, we support the green transition. We also take steps to adapt to climate change by taking care of storm water, building a green city and favoring light-colored materials to combat the heat island phenomenon. SRV is committed to reducing emissions in accordance with emission targets based on science. With our actions, we promote the UN's sustainable development goals 7 "Affordable and clean energy", 11 "Sustainable cities and communities" and 13 "Climate actions".

We reduce the energy consumption of construction sites by choosing sustainable heating solutions, updating the equipment with more efficient technology and planning the work as well as possible. We implement the circular economy by promoting and developing material recycling and material efficiency as well as waste management with our partners. These actions contribute to the UN sustainable development goals 9 "Sustainable industry, innovations and infrastructures" and 12 "Responsible consumption and production".

SRV is committed to goals that support biodiversity and to promote a nature-positive transition, which also contributes to resilience against climate change. The aim is primarily to avoid harm to the environment and then to reduce, restore or treat it in built environment. We strive to promote innovative green construction that takes into account natural diversity. The measures are especially in line with UN goal 15 "Life on land".

4.2 Social sustainability

SRV's social sustainability consists of commitment to personnel, customers and other stakeholders as well as to society. SRV's business is centrally related to UN sustainable development goal 8 "Decent work and economic growth". Decent work means that workers' rights and working conditions comply with national legislation and core ILO standards covering the elimination of child labour, forced labor and discrimination. We are committed to respecting human and labor rights and we treat everyone equally. We also support UN Sustainable Development goal 5 "Gender equality" and goal 16 "Peace, justice and strong institutions".

SRV is committed to the Zero accident vision. We want to offer a healthy, safe and productive work environment and an organization led by example, where everyone has equal opportunities to succeed. SRV is committed to healthy and safe work, the prevention of health hazards and harms in the work environment and the working community, as well as the maintenance, promotion and monitoring of health and the ability to work and function. SRV offers occupational health care and supports the early intervention model with

its activities. We develop our occupational safety culture based on the principle of continuous development. Work can only be started when safe starting conditions have been ensured. In addition, health and safety work ensures the uninterrupted and continuity of operations.

In accordance with our lifecycle-wise strategy, we also pay special attention to the health and safety of our buildings and strive to build living environments that support well-being. We want to increase community and comfort through our activities.

SRV's quality work is based on the operating methods and processes according to the SRV Management system that guide our activities, which aim at open co-operation and partnership. We want to build quality for our customers in accordance with our customer promise. Common operating methods are described in our management system, which is used in personnel training and in the planning, implementation, monitoring and development of the quality of operations. Every employee is committed to following the instructions and common operating procedures and to report operational deficiencies. The effectiveness of quality work is assessed by internal audits.

It is the responsibility of each supervisor to lead by example and act in accordance with SRV's values and management system. The principles of social sustainability related to our own personnel are described in SRV's personnel policy.

4.3 Good governance

Compliance with good governance is a prerequisite for responsible operations and long-term sustainable financial success. SRV is committed to compliance with good governance and transparency of operations. SRV's operations are regularly evaluated by external auditors, and we also conduct internal inspections and audits. In order to develop a more sustainable built environment, we are looking for new, innovative solutions together with the operators of the value chain.

SRV constantly pays attention to the human rights of its supply chain and the prevention of work-related exploitation. We do not accept corruption or the grey economy and we constantly take steps to prevent them in the construction industry. Collective agreements and rights must be followed at our workplaces. We check the requirements of the Customer Liability Act, and our work sites can only be accessed with an appropriate travel permit. We ensure the working rights of third-country nationals on a regular basis.

The prerequisite for our procurement decisions is that we know our suppliers and commit them through the contract program to the same principles that we have also set for ourselves. We regularly evaluate the performance of our suppliers and conduct audits. We involve subcontractors in the development of sustainability at stakeholder events.

At our workplaces, the work must always be organized as an employment relationship, and we do not accept entrepreneurs who work with an assignment agreement through the invoicing service. The operating model has been connected to the grey economy and work-based exploitation in the construction industry, which we want to actively combat. Our subcontractors can hand over parts of their contracts to another contractor, but chaining beyond that is not allowed without a special reason approved in advance.

5 RESPONSIBILITIES AND REPORTING

The sustainability policy is approved by SRV's management team and is owned by the SVP, development. The experts of the group units are responsible for the development of various sustainability topics. The group's top management and supervisors monitor and supervise the implementation of the policy and actively intervene in observed deviations. Deviations or suspicions about them can be reported to SRV's Ethics Channel (<https://report.whistleb.com/en/srv>).

At SRV, we strive for high-quality and transparent dialogue with stakeholders. SRV reports on the progress of the sustainability work in the interim reports published four times a year and the annual report. Annual reporting is done in accordance with applicable laws and regulations and from 2024 in accordance with the Corporate Sustainability Reporting Directive (CSRD). In addition, SRV distributes information about sustainability activities and progress towards sustainability goals to stakeholders in various channels and formats.

The sustainability policy covers all of SRV's operations, and the entire group's personnel must comply with the policy. The units take care of the implementation of the policy and the necessary resourcing in their own operations.

SRV's sustainability policy is publicly available and its implementation is constantly communicated internally and externally.

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