

ENVIRONMENTAL POLICY

1 Introduction

Retta is committed to environmental sustainability and acknowledges the importance of reducing our impact on the environment. This policy outlines our dedication to implementing environmentally responsible practices and serves as a guiding framework for our company when setting environmental objectives.

The purpose of this policy is to clearly communicate Retta's commitment to environmental responsibility and establish guidelines for our operations. By adhering to this policy, we aim to minimize our environmental footprint and contribute positively to protecting the environment and communities in which we operate. In addition to this we increase our impact and environmental handprint by helping our customers to meet their environmental objectives and goals.

Code of Conduct Policy is Retta's top policy, which collects all other policies together. Different policies are described shortly in our Code of Conduct Police and made reference to each specific policy.

This environmental policy applies to all aspects of Retta's operations, including but not limited to our facilities, processes and services. It applies to all employees, top management of all companies belonging to Retta group ("Retta") and Board of Directors of all Retta companies.

Retta is dedicated to environmental sustainability and will strive to integrate responsible environmental practices into all aspects of our business operations.

2 Compliance with laws and other standards

Retta complies with all applicable and relevant environmental and climate legislation as well as other environmental or climate standards and requirements that applies to Retta. We also actively screen for upcoming relevant legislation or other standards. Compliance with laws and requirements are considered minimum requirements for our environmental work.

3 Commitments

The foundation of our sustainability work is our material topics that show where we should prioritise and use our resources. By working with our material topics Retta aims to contribute towards United Nations Sustainable Development Goals (SDGs). Each material topic has been mapped to SDGs to get a systematic approach to which SDGs we impact. We have selected our focus areas based on the SDGs we can impact through our active work. Areas we have identified as prioritised for Retta are related to climate impact, employee well-being, diversity and inclusion, the way we conduct our business and how we can affect our employees' and customers' attitudes towards sustainability.

Retta is committed to combat global warming in our operations and we have implemented the following short- and long-term climate focus areas as set out below, our environmental material topics.

3.1 Sustainability awareness

Retta is the largest provider of expert services specialising in the brokerage and management services of apartments, properties and commercial facilities in the Nordic countries. Because of our leading position we are committed to influence our customers and promote environmental responsibility and energy

efficient solutions to the entire real-estate sector and widen our impact through our customers by helping them with their sustainability work and reach their goals.

To further motivate the real estate industry to make changes, we have trained our personnel and organised webinars for customers to increase awareness of this important topic. Also, we are continuously developing our sustainability services-offer to increase our support to our customers in lowering their emissions and reaching their sustainability goals. With our expert knowledge we help our customers to create goals, plans and actions for how to make their buildings more energy efficient, which will lead to lowered environmental impact during the usage phase. The strategy can be implemented to reach Net Zero or to reach a specific energy class for the buildings or other customer specific goals.

Our ambition is to contribute to sustainable communities through energy management and how we help our customers reduce their climate impact and by that support UN SDG number 11; Sustainable cities and communities.

3.2 Climate impact

Retta is committed to combat global warming in our operations and supply chain and as part of our sustainability strategy, we will be setting a target according to the Science Based Target initiative, SBTi. Targets according to the initiative means to reach Net Zero before the year 2050 aligned with the Paris agreement to limit global warming to 1.5 degrees Celsius. SBTi is a global body enabling businesses to set emissions reduction targets in line with climate science. The first step in the process is to measure and analyse the current impact, Retta's climate impact has been mapped out in Scope 1, 2, 3 accordingly with the GHG protocol and is presented in the company's yearly sustainability report.

We want to contribute to UN SDG number 12 and 13 by ensuring responsible consumption and production through our value chain and by reducing the impact Retta has on the climate. These are part of Retta's strategic objectives.

4 How we incorporate our environmental commitments in our operations

4.1 Purchasing, selection of suppliers and business partners

A significant part of our impact on sustainability is related to our value chain. The products we use, and the suppliers we cooperate with, are directly linked to our sustainability performance. To ensure that we cooperate with responsible organisations we are conducting assessments for all our new and existing suppliers. We assess if they are working systematically with sustainability, such as reducing their environmental footprint and that they are following our Code of Conduct. We actively screen for more sustainable services, products and co-operations to reduce our consumption and decrease the carbon footprint of our operations and supply chain.

4.2 Employee travels and office initiatives

The emissions in Scope 1 come mainly from our company cars. Most of our cars are still petrol-fuelled, but the number of electric and hybrid cars are increasing. We are investigating the possibility to electrify our fleet, which would have a great impact on Retta's climate impact in Scope 1. Almost all new cars are hybrid cars which is in line with Retta's car policy.

Business travel with cars will be essential for us also in the future since we work with management and maintenance of buildings which we need to visit regularly. We aim to reduce car travel and shift towards a

more environmentally friendly fleet and planning property routes for technicians in order to reduce emissions.

Retta's car policy states that a new company car is only ordered if there are no available cars in stock within the group at that time. Our cars are leased, and upon the expiration of the leasing agreement, they are replaced with either a new or a pre-owned car from within the group. We encourage our personnel to select low emission models powered by electricity and in 2020 we deployed a system for providing financial support for car models with low emissions. Due to the incomplete development of charging infrastructure, we are not currently prepared to fully transition our fleet to electric vehicles. This, coupled with extended delivery times, necessitates our ongoing use of hybrid solutions, which still lower the emissions significantly compared to petrol and diesel.

Our office structure plays a significant role in reducing emissions. With our new office setup, we have adopted a flexible working approach, eliminating the need for fixed workstations. As a result, we require fewer square meters and facilities, thanks to the hybrid work model and combining offices.

We proactively pursue energy-saving, waste reducing and lesser consuming (resource saving) opportunities in our operations when selecting and using the facilities.

We educate our staff to use the facilities in a sustainable way and encourage to use public transport, car pool or ride a bike to reduce private car usage. We prefer energy efficient and renovated facilities and seek technical solutions that reduce the use of resources such as electricity and water. We use recycled furniture in our offices and reduce and recycle our waste efficiently.

We proactively pursue energy-saving opportunities in our operations and have requirements for our landlords. We have established sustainability criteria for landlords and use this criteria in our decision-making process. These criteria are employed in new facility decision making process and projects, taking into account the availability of suitable spaces.

Our head offices in Finland and Sweden are easily accessible by public transport, and we consider the proximity of public transport connections a key criterium selecting a location for our facilities.

4.3 Knowledge upskill and information sharing

We are continuously offering training for our employees on climate and environmental issues. Training is mainly offered via Retta's learning platform, which is available for all employees, but also with the help of external providers with a more customised programme for different employee groups within the organisation.

Via our internal sustainability resources we are motivating and encouraging our employees to always include the environmental aspect in their daily working life, both for the internal decisions they make and the external advice to our customers. Our set environmental goals shall be communicated to all employees as part of the group's other goals.

5 Environmental management systems

The subsidiary Retta AB is certified according to environmental management system ISO14001. Retta is striving to achieve an ISO14001 certificate on group level. .

6 Implementation and training

Each employee, manager, executive officer and member of the Board of Directors must understand and comply with this Environmental Policy. Managers should ensure that their teams fully understand and are expected to comply with the standards and requirements stipulated in the Environmental Policy.

If you have any questions about the content of this Environmental Policy, or how it should influence your everyday work or a specific matter, please reach out to the Director of People and Culture.

7 Reporting concerns and consequences of violation

If you become aware of or suspect a possible violation of law, rule, regulation you are required to promptly contact Retta’s Head of Legal.

If you become aware of any violation of this Environmental Policy or any other of Retta’s policies, you shall contact Retta’s Chief Compliance Officer or Local Compliance Officer.

You can also raise concerns anonymously through Retta’s whistleblowing system available at Retta’s web pages. Retta will not tolerate any attempt to take adverse action against an employee for reporting a genuine concern regarding suspected wrongdoings. Retaliation against anyone who speaks up is a violation of the Code of Conduct and will not be tolerated.

Retta does not tolerate any illegal or unethical behaviour. Violations of this Environmental Policy is likely to damage Retta’s brand and reputation. Failure to follow this Environmental Policy is taken seriously and may result in disciplinary action appropriate to the violation, including, but not limited to, termination of the employment.

8 Review and follow-up

Compliance with this Environmental Policy by all Retta entities and employees will be monitored through internal and external audits, and routine follow-ups of all reported matters.

Effective date	Version	Change description
20 December 2023	v1	original