

**SUSTAINABILITY
REPORT
2022**

renta



Professionals
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trust



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CEO LETTER

Looking back at 2022, I see a year marked by important developments for the Renta Group. We have moved into new geographies, launched new products, and further entrenched our position as a highly trusted actor in equipment rentals.

We conducted our first materiality analysis and took important steps to establish a well-founded sustainability strategy for the group. The sustainability strategy will be finalised and rolled out in 2023, and we will work hard to align it with our overall business strategy, since this is what will enable us to remain in business for decades to come. To better understand our current positioning and sustainability performance, we also conducted an analysis of our alignment with the EU Taxonomy. We are also proud to publish this, our first Group sustainability report, covering 2022.

With people at the core, from our own employees to the people who are using Renta machine on a daily basis, we are determined to uphold the highest safety and quality standards, and to offer a stimulating and rewarding workplace to our employees across all segments. Furthermore, Renta's business model has an inherent position in the sharing economy, where our expertise and innovations help customers to use equipment in a more efficient and sustainable way. We have a strong belief that in the future, the same work can be done with smaller machine populations and thus reduce the environmental impact of our business and of our customers, from reduced greenhouse gas emissions to limited natural resource use.

One of the biggest challenges moving forward is connected to the characteristics of the business model in which we operate. In rentals, we supply machines and construction services to a wide variety of customers, many of whom are major players in

different industries, with their own well-developed sustainability work. The challenge lies partly in the use of subcontractors, a fundamental element of the construction industry, offering variety, diverse capacities, and unparalleled reach to our customers. However, this complicates efforts to roll out groupwide sustainability measures. Renta does not fully control the machines or appliances when in use by our customers. This means that we need to collaborate closely with our customers, spreading awareness of our sustainability strategy and our priorities.

“Our overall vision is to become the benchmark for a sustainable equipment rental company.”

In 2023, we will continue the work to advance our sustainability work and meeting our stakeholders' expectations. We will also be focusing on the further digitalisation of the business. Real-time data is key to operational efficiency and will inform smart and innovative decisions. It will improve our sustainability reporting and follow-up on goals and targets, including our overall vision: to become the benchmark for a sustainable equipment rental company.

Kari Aulasmaa
CEO

“Renta's business model has an inherent position in the sharing economy, where our expertise and innovations help customers to use equipment in a more efficient and sustainable way.”

ABOUT RENTA

Vision: Renta is the most sustainable and digital partner for customers and employees within the equipment rental industry

Full-service machinery and equipment rental

Renta Group is a full-service machinery and equipment rental company serving mainly B2B customers within the construction industry. Besides machinery and equipment rental, we have three main business areas; onsite services such as temporary plumbing and HVAC installations, onsite facilities such as construction sheds, and scaffolding and weather protection. Since the foundation of Renta Group in 2015, we have successfully grown our business to 387 million Euro of turnover in 2022, with more than 60,000 active customers, to 136 local depots with a total of more than 1,500 employees throughout our segments.



Headquarters:
Vantaa, Finland

Operations in eight countries (segments) in the Baltic Sea Region:

- Denmark
- Estonia
- Finland
- Latvia
- Lithuania
- Norway
- Poland
- Sweden

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2022

TURNOVER

387

million euro

MORE THAN

60,000

active customers

LOCAL DEPOTS

136

EMPLOYEES

>1,500

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The updated Code of Conduct will build on international declarations and conventions, such as the UN Declaration of Human Rights, the ILO Declaration of Fundamental Principles and the Rights at Work, the Rio Declaration on Environment and Development, and the UN Convention against Corruption, encompassing all ten principles of the UN Global Compact.

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International organisation, local decision-making

Renta Group operates through a decentralised model where the characteristic of each locality is core to the business, and what contributes to our success. However, as we have been progressing with our sustainability work throughout 2022, it has become apparent that we need to establish and implement some group-wide policies and guidelines in order to ensure that all parts of the business work cohesively with sustainability.

The CEO of Renta holds the highest responsibility for sustainability, but as our efforts have expanded within the area, the operational responsibility has, as an interim solution, been delegated to the CIO who leads the work on the group level, in collaboration with the segments. We will evaluate and establish which function that will hold the designated responsibility as our effort proceed during 2023. Material information regarding sustainability is communicated to the Board of Directors on an ad hoc basis. In 2023, as we finalise the development of our first group-wide sustainability strategy, we will increase communication with the Board of Directors on the topic of sustainability. Currently, we have one board member with expertise in sustainability who is also a member of the Audit Committee. The Audit Committee oversee our work within sustainability.

At the end of 2022, we initiated the update of the Code of Conduct that has been in place in Finland, supplemented by locally developed steering documents. The updated Code of Conduct will build on international declarations and conventions, such as the UN Declaration of Human Rights, the ILO Declaration of Fundamental Principles and the Rights at Work, the Rio Declaration on Environment and Development, and the UN Convention against Corruption, encompassing all ten principles

of the UN Global Compact. The Code of Conduct will be approved and adopted by the Board of Directors in 2023 and implemented across the group. Implementation will be delegated to the managing director of each segment. In accordance with the decentralised model, we encourage each segment to develop any supplementing steering documents needed in their markets.

Renta has developed a separate Anti-Corruption policy, which will be adopted and rolled out in 2023. The ownership of questions regarding compliance and anti-corruption lies with the CIO, with the support of an external Legal Counsel. As we continue to grow, we will closely monitor the eventual need to establish additional supporting steering documents. During 2022, we recorded zero (0) incidents of breaches against the current Code of Conduct or other business ethical guidelines.



During 2022, we recorded zero (0) incidents of breaches against the current Code of Conduct or other business ethical guidelines.

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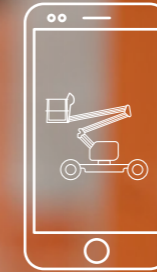
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Digitalisation at the core of our business



Through the installation of telematics to an increasing share of our equipment and machinery fleet, we have begun our journey toward a smarter fleet.

Together with our digital solution, the customer-facing app "Renta Easy", we strive to be able to provide our customers with much-needed data on real-time usage of their rentals, lifecycle, transportation, usage data on CO2e-emissions, etc. Telematics and quality data will also help us in our journey to becoming the best partner for our customers, providing a circular alternative to owning your own machinery and equipment. However, this means that we increasingly rely on digital solutions and that we operate in a landscape where we have responsibilities with regard to personal data and information security. We had zero (0) confirmed cases of breaches of customer privacy as well as zero (0) cases of substantiated complaints regarding this during 2022.

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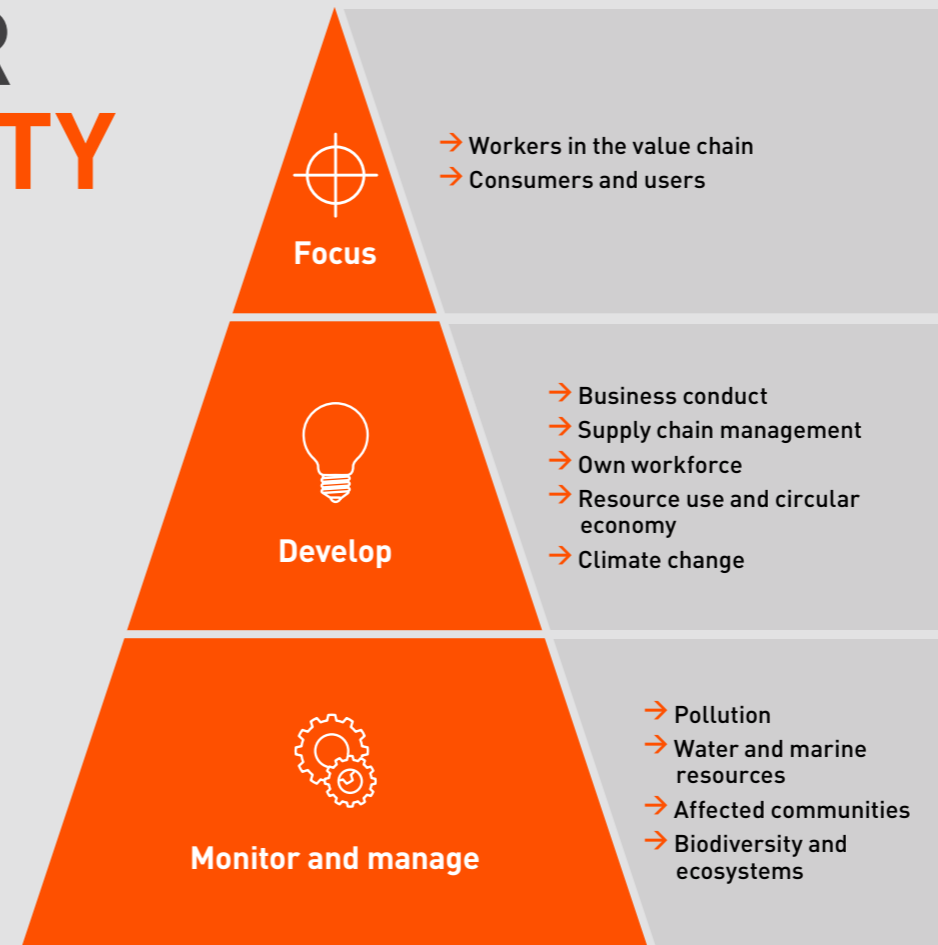
DEFINING OUR SUSTAINABILITY FOCUS

During 2022, Renta conducted our first materiality analysis with the support of external sustainability consultants. As the demands and requirements on all corporations are increasing, we acknowledge the importance of understanding our actual and potential impact on the environment, people, and their human rights.

For our stakeholders it is increasingly important to understand how sustainability impacts and could impact Renta. Assessing sustainability from both perspectives is what is called the double materiality perspective, which has been applied throughout the materiality analysis.

We have conducted stakeholder dialogues with internal and external stakeholders. An online survey was distributed to our employees, where 34% responded. We conducted focus group discussions with key functions, including executive management and external stakeholders such as investors, suppliers, and clients. The focus group discussions covered discussions about Renta's impact on sustainability, harvesting the expertise of the stakeholders involved.

All the sustainability matters of the draft European Sustainability Reporting Standards (published in April 2022, updated in November 2022) have been included in the materiality analysis, considering both actual and potential negative impacts. Financial materiality has been assessed by considering the actual and potential financial triggers associated with the sustainability matters. This will be a continuous work-in-progress where Renta will attain more accurate information by the year, allowing us to draw conclusions and take action to prevent and manage negative impacts more accurately. With regards to the financial



Our double materiality process resulted in Renta Group's materiality pyramid (above). The sustainability matters in the respective categories Focus, Develop, and Monitor and manage are listed without mutual order. All analysed sustainability matters except Affected communities were considered to be financial material. However, no financial calculations were made during the materiality process. Workers in the value chain is defined as e.g. workers in the production facilities where our machinery and equipment are produced, and Consumers and end-users are defined as the people using our services and rental products and equipment in their day-to-day work. As Renta Group has a considerable yearly spend on hardware, and we currently have no central governance in place with regards to our supply chain, an entity-specific matter (Supply chain management) was added to the 10 pre-defined sustainability matters according to the ESRS during the materiality process.

materiality of sustainability, we will investigate how we can move forward and involve more parts of the organisation to gain more insights to risks and opportunities facing us.

Building on the materiality, we have also initiated work with a comprehensive sustainability strategy. We look forward to launching this strategy in 2023, a strategy that will help us become market leaders within our sector when it comes to sustainability.

Defining our sustainability focus

Supply chain management

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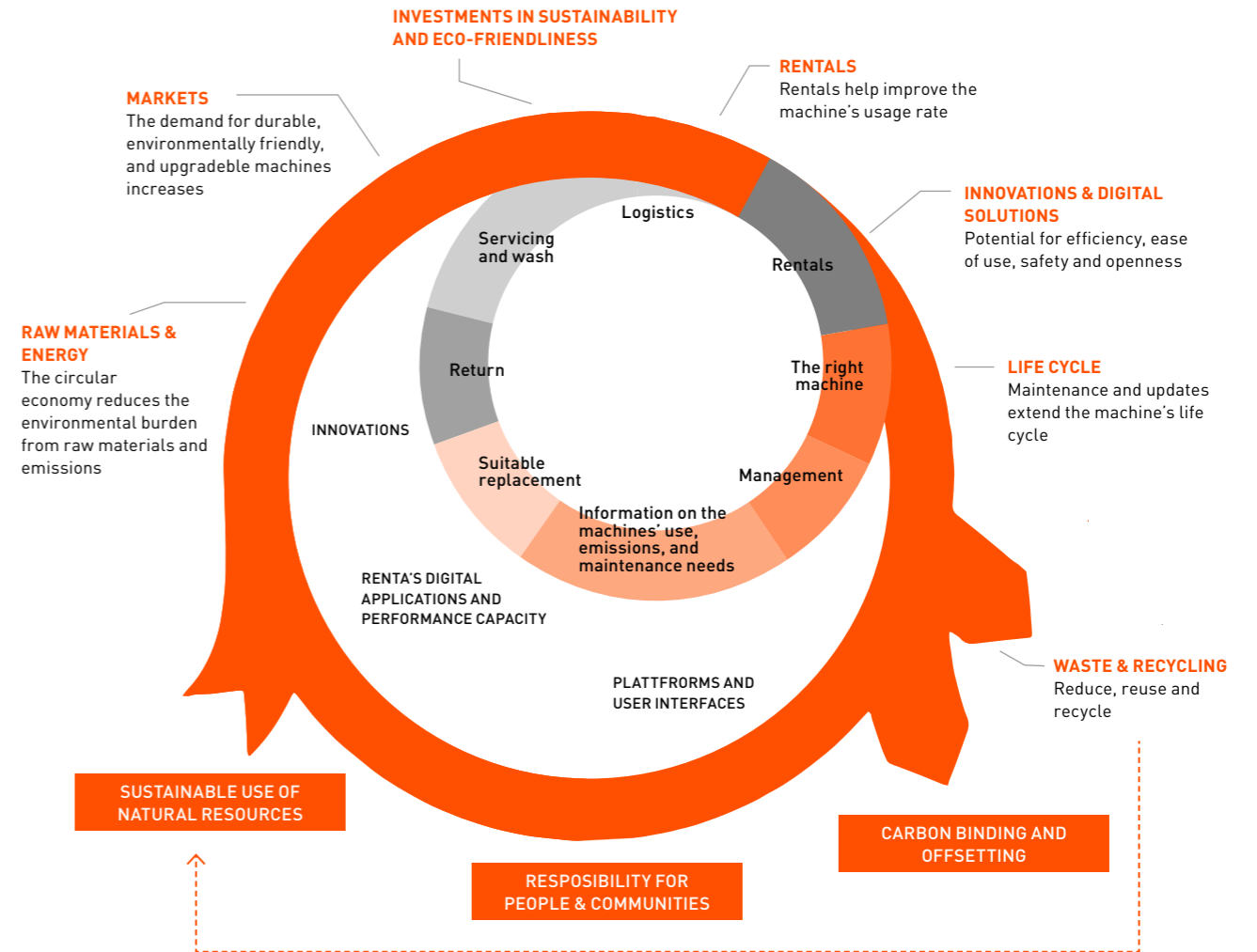
Renta has a complex supply chain, with many different categories of suppliers where we buy everything from smaller spare parts and maintenance materials, to equipment such as power tools, pumps, scissor-lifts, and industrial-sized heaters to our rental business line.

We also procure consultancy services, such as IT services and scaffolding expertise. All in all, this amounts to roughly 50 000 suppliers group-wide, but out of those, only about twenty are considered strategic partners.

The responsibility of meeting the demands of our customers lies with our respective country organisations and their respective fleet managers. As the scope of our business and hence the complexity of our supply chain grows even more, with increased correlating sustainability impact, supply chain management is an area where we realise that we will need to advance our efforts.

Topics regarding the cooperation between our fleet managers, what kind of suppliers we choose to work with, and what we demand of them in terms of upholding fair working conditions, environmental considerations, etc. will be central to reaching our goal of creating a good company.

We would also like to explore how we can work with our main suppliers in terms of circularity. We see an opportunity to be in the vanguard of transforming our supply chain, taking responsibility for our machines and equipment from what today is cradle to grave, but that we hope can be from cradle to cradle in the future. We are aware that this will be a time-consuming endeavor where we will have to look for the best partners to collaborate with, but we are certain that this is the path to full circularity within our industry.



CARING ABOUT PEOPLE

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Renta's current and future success depends on our employees. We operate in an expansive industry where our employees play an important role in how the company is perceived and develops. All employees' efforts are crucial for achieving the group's goals and visions. Our employees are Renta's face outwardly, in contact with customers, suppliers, and partners.

Renta is an equal workplace where fair and equal treatment is promoted, and discrimination is not tolerated.



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All employees contribute to a safe and secure workplace through risk awareness and adherence to safety instructions as part of their daily work.

Work-related accidents	2022
Number of accidents*	23
Accident frequency	9.64
Sick-leave days caused by accidents	206

*Number of accidents followed by at least one (1) day of sick-leave.

To ensure success today and in the future, it's necessary for Renta to be able to attract, retain, develop, and motivate employees both in the long and short term.

Caring about people

Responsibilities, local decision-making and equality

Ensuring occupational health and safety is a high priority for Renta. This is regulated in our Code of Conduct, and each health and safety manager, depot manager, and Renta employee is responsible for identifying and managing work-related risks to ensure adequate risk mitigation and reporting.

Health and Safety

The Health, Safety, Environment, and Quality coordinators (HSEQs) alternatively segment controllers provide statistics on types of work-related accidents and when reporting accidents and incidents, incident follow-up and necessary measures are carried out. Within our workforce, the most common work-related accidents regards accidents including falling/slipping, as well as cuts and crush injuries.

Each segment has an HSEQ coordinator. The HSEQs hold the responsibility for occupational health and safety and the overall work environment, supported by the function that has been assigned the responsibility for human resources. Furthermore, all employees contribute to a safe and secure workplace through risk awareness and adherence to safety instructions as part of their daily work. Unfortunately, accidents and incidents occur despite preventive measures. Renta continues to investigate the effectiveness and correctness of our actions to ensure we reach our goal of zero (0) accidents and incidents.

The health and safety of our customers visiting Renta's depots are also within our care, and we apply the same safety regulations when welcoming customers at our depots.

Attracting and retaining the best colleagues

At Renta, we want to foster employee well-being and be an engaging workplace through better ways of working and ensuring equal opportunities for all our employees. Attracting skilled, competent, and caring people is fundamental for us. Our success is based on our employees' culture of commitment and continuous learning of various skills. To ensure success today and in the future, it's necessary for Renta to be able to attract, retain, develop, and motivate employees both in the long and short term.

To be able to attract and retain talented and competent staff, all employees are given the opportunity to develop their skills to be able to take on more responsible and qualified tasks. We do this through targeted training efforts, the delegation of responsibility, and regular development talks. We believe in the will of the employee to develop and take responsibility, where their own initiatives and efforts are of great importance.

We strive to always improve the efficiency of our business through smart, digital IT solutions. Digitalisation and improved management systems both enable and put great demand on the development of employees' competence.



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Employees and employee hires and turnover by region

Region	Total number of employees	Number of employee hires*	Number of employee turnover	New employee hires* (%)	Employee turnover (%)
Denmark	115	124	13	108%	11%
Estonia	18	19	3	106%	17%
Finland**	310	75	74	24%	24%
Latvia	32	19	3	59%	9%
Lithuania	13	21	4	162%	31%
Norway	332	160	54	48%	16%
Poland	143	113	32	79%	22%
Sweden	558	202	124	36%	22%
Total	1,521	756	388		

*Due to the acquisition of operations in Denmark, Estonia, Latvia, Lithuania, and Poland, "New employee hires" equals or exceeds 100%.

**Includes three (3) employees that are employed on group level, based in Finland.

Employee diversity by gender, age group, and employee category

Employment type	Female	Male	<30 years	30–50 years	>50 years
Board of Directors	50%	50%	0%	66.7%	33.3%
Management Group	0%	100%	0%	57.1%	42.9%
Managers	4.2%	95.8%	3.8%	68.6%	27.6%
Employees	10.7%	89.3%	21.9%	52.4%	25.7%

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RENTA'S ENVIRONMENTAL IMPACT

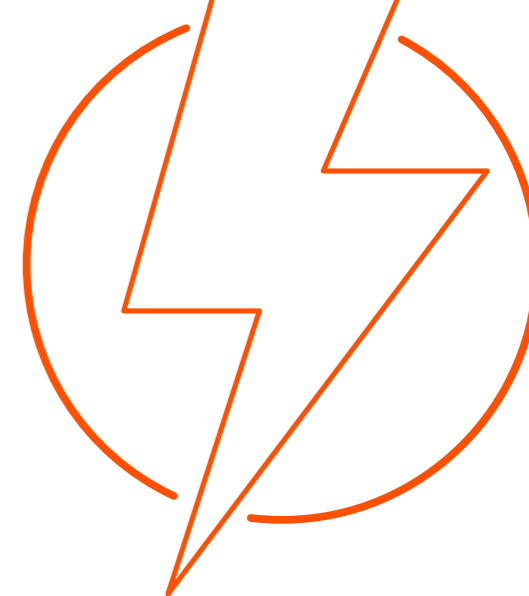
To us, it is evident that we must do what we can to manage and mitigate the negative impact we have, and through our business offering – create positive impacts instead.

As a rental company supplying the construction industry with scaffolding, a range of services, and a wide selection of rental units – from light equipment to heavy machines – we recognise that we have an impact on the environment throughout our value chain. That impact is both direct and indirect, such as the impact on soil which is caused by a machine operated by a customer on a construction site, to the materials and substances used in the maintenance of our machines at our own depots.

It also concerns the extraction of natural resources needed for the manufacturing of the machines that we rent to our customers. To us, it is evident that we must do what we can to manage and mitigate the negative impact we have, and through our business offering – create positive impacts instead.

Renta Group does not have a groupwide environmental policy, since the question has been managed locally by each segment in accordance with our decentralised business model. Our operations in Finland and Sweden, where we have most employees and most activities, have their own environmental policies in place, and the local HSEQ managers in each segment have been delegated the responsibility for that our operations are carried out in accordance with local environmental legislation.

During 2022, as part of the first materiality analysis and taxonomy assessment, we looked deeper into topics such as climate change and climate risks, biodiversity, water, and pollution. The assessment of Substantial contribution to the EU Taxonomy's environmental objectives and Do No Significant Harm will be finalised in the beginning of 2023.



Furthermore, our operations in Sweden are ISO 14001 certified, and the process to certify our operations in Finland is well underway and expected to be finalised in 2023. In Sweden, the Renta team started the work with Färdplan 2045 by mapping the greenhouse gas emissions of the operations. In Finland, we have initiated onsite sorting of the plastic film used as packaging, and real-time monitoring of energy consumption through third-party software. In Latvia, Norway, and Poland the focus has been on small-scale initiatives related to energy consumption, waste management, and the reuse of electronics.

Moving forward there is a need to streamline how we work with environmental questions in all countries of operation. For Renta Group to be successful in the implementation of our new sustainability strategy, which will be finalised during the spring of 2023, and reach our sustainability goals and targets that will be defined as part of the strategy, all segments must work in the same direction. We will therefore develop and implement a groupwide environmental guideline that will be applicable to all segments. If local legislation or customer relationships require even more than the group environmental guideline, each segment will be able to make necessary amendments. We will also strive to include more Scope 3 data into our reporting, as our machines and equipment emits carbon dioxide and other pollutants at customer sites. This will be done through increased application of telematics in our fleet, and support our journey towards greater circularity within our industry and Renta's ambition of providing our customers with user-friendly data on usage and lifetime equipment data.

Renta's environmental impact

Energy use (MWh)

Energy use within the organisation	Total 2022 (MWh)	Renewable energy (MWh)	Non-renewable energy (MWh)
Fuel*	554,175	16,300.46	537,874.54
Electricity**	7,984	6,551.86	1,432.14
Heating	227.43	0	0
Cooling	0	0	0
Steam	0	0	0
Self-produced electricity	103.78	0	0
Total	562,490.21	22,852.31	539,306.69

*Only including fuels used on site for e.g., heating. Excluding Denmark due to lack of data.

**Not including all depots in Denmark, due to lack of data. Energy use within the organisation does not take in to account the energy consumption from companies before they were acquired.

Total emissions

2022	Total emissions (tonnes CO2e)
Scope 1	252.87
Scope 2 (market-based)	1,994.77
Scope 3 *	4,041.05
Total	6,288.69

* Excluding data from business travel for Denmark, Finland and parts of Poland's organisation. Also excluding energy and fuel consumption from our equipment and machinery at customer sites.

Waste

2022*	Waste (tonnes)
Non-hazardous	1,379.62
Hazardous	189.16
Total	1,568.78

*Includes waste from Finland, Norway, parts of our Polish operations and Sweden.

Water usage 2022	Megalitres
Total water usage*	1.96

*Does not include data for water usage from Finland and Sweden, due to lack of data.

RENTA AND THE EU TAXONOMY

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Taxonomy-eligible activities

The EU Taxonomy Regulation is a part of the EU Green Deal and EU's Action Plan on Sustainable Finance. The Regulation provides a classification system for environmentally sustainable economic activities.

The EU Taxonomy consists of six (6) environmental objectives, where only the first two objectives are adopted by the EU Commission:

1. Climate change mitigation
2. Climate change adaptation
3. The sustainable use and protection of water and marine resources
4. The transition to a circular economy
5. Pollution prevention and control
6. The protection and restoration of biodiversity and ecosystems

Renta is reporting on the EU Taxonomy on a voluntary basis, acknowledging the importance of such a regulation and that Renta's operations are under the scope of included and proposed activities. Therefore, Renta undertook a screening of our operations in relation to the EU Taxonomy during 2022 to identify which eligible activities we have under the first two objectives and objective number four 'the transition to a circular economy'. This screening resulted in six eligible activities presented in the following table:

The foundation for a taxonomy-eligible activity to be considered as taxonomy-aligned includes three steps; the activity must make a substantial contribution to at least one of the six environmental objectives outlined above, it must do no significant harm (DNSH) to the other five areas, and the company must comply with the minimum safeguards.

Renta's taxonomy-eligible activities

Climate change mitigation and adaptation	The transition to a circular economy
4.1. Electricity generation using solar photovoltaic technology	2.10. Repair, refurbishment and remanufacturing, and sale of spare parts
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	2.12. Sale of second-hand goods
6.6. Freight transport services by road	2.13. Product-as-a-service and other circular use- and result-oriented service models

Renta has evaluated each eligible activity and respective activity-specific criteria for Substantial Contribution and DNSH. The solar panels on our depot in Gardermoen, Norway fulfill the criteria in relation to activity 4.1 Electricity generation using solar photovoltaic technology, and the purchase of the electricity generated from those could be considered as aligned for 2022. For the remaining activities, we aim to implement needed measures during the year in order to report alignment for those

activities for FY2023, where activity 2.13 is of most importance to us as it covers our core business – equipment rental – and represents 45%, 50% and 3% of our turnover, CapEx and OpEx respectively.

Renta and the EU Taxonomy

Taxonomy KPIs

Renta has calculated its share of taxonomy-eligible activities, presented in the table on this page.

As Renta is reporting on the EU Taxonomy on a voluntary basis, and reporting on several activities not yet adopted by the EU Commission, we present a share of turnover, CapEx, and OpEx to provide an indication of our position against the EU Taxonomy. For the upcoming reporting period, we aim to increase the data coverage and details of data traceability, as well as our taxonomy alignment. The taxonomy alignment for activity 4.1 is not included, as it constitutes a minimal share of our operational costs.

The calculations have been completed in line with Renta's internal accounting policy, as well as the IFRS. We have not been able to disclose complete data for all our taxonomy-eligible activities, and some rounding and estimations have been made as some data was not fully traceable to one activity. For example, tracking turnover generated from one specific vehicle for activity 6.5 and 6.6 has not been possible, thus it has been estimated. Please also note that activities 2.10, 2.12, and 2.13 are still in draft (not yet adopted by the EU Commission), whereby the criteria, and hence Renta's share of eligibility, could change during the upcoming year.

Activity included under objective 4, which is not yet adopted by the EU Commission.

Numbers to be calculated for FY2023

Turnover, CapEx and OpEx

	Economic activities	Proportion	Taxonomy aligned proportion for FY2022
Turnover	Taxonomy-eligible but not environmental sustainable activities (not Taxonomy-aligned activities)		
	6.5 Transport by motorbikes, passenger cars and light commercial vehicles	1.23%	0%
	6.6 Freight transport services by road	0.22%	0%
	2.12 Sale of second-hand goods	-	0%
	2.13 Product-as-a-service and other circular use- and result-oriented service models	45.28%	0%
	Total turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)	46.73%	
CapEx	Taxonomy-eligible but not environmental sustainable activities (not Taxonomy-aligned activities)		
	6.5 Transport by motorbikes, passenger cars and light commercial vehicles	-	0%
	6.6 Freight transport services by road	-	0%
	2.13 Product-as-a-service and other circular use- and result-oriented service models	49.78%	0%
	Total CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)	49.78%	
OpEx	Taxonomy-eligible but not environmental sustainable activities (not Taxonomy-aligned activities)		
	6.5 Transport by motorbikes, passenger cars and light commercial vehicles	1.73%	0%
	6.6 Freight transport services by road	0.30%	0%
	2.10 Repair, refurbishment and remanufacturing, and sale of spare parts	4.71%	0%
	2.13 Product-as-a-service and other circular use- and result-oriented service models	3.48%	0%
	Total OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)	10.22%	

Renta and the EU Taxonomy

Human rights, Minimum safeguards, and the Norwegian transparency act

Renta acknowledges the importance of taking responsibility for our impact on people involved in our business activities and value chain. During 2022, Renta carried out a human rights impact assessment (HRIA). The HRIA is the initial part of implementing a full human rights due diligence (HRDD) process, which is adopted and set as a continuous process for Renta going forward.

The minimum safeguards require correct management and good governance of human rights, labour rights, taxation, anti-corruption, and fair competition. It is an essential part of the EU Taxonomy and a precondition for taxonomy alignment. Renta Group has undertaken an assessment of the minimum safeguards and as well as implemented needed measures. A third party was contracted to ensure the quality and objectivity of the analysis.

The Norwegian Transparency act mandates Renta to disclose adverse impact on human rights and labour conditions in alignment with the OECD Guidelines. Renta continuously identifies and assesses potential and actual human rights risks across our value chain, and reports on our activities in our annual sustainability report.

During 2022, Renta has not been in breach of labour or human right laws, nor has the Business and Human Rights Resource Centre (BHRRRC) or OECD National Contact Points in our respective segments taken up any allegation against Renta.

Renta's human rights due diligence process

The HRIA and the HRDD are aligned with the OECD Guidelines and the UN Guiding Principles on Business and Human Rights (UNGPs).

Our HRDD process consists of six steps:

- 1. Governance** – embed responsible business conduct into policies and management systems to take responsibility for adverse impact throughout our value chain.
- 2. HRIA** – identify and assessing our adverse impact and affected stakeholders to better gauge human rights risks.
- 3. Action** – take action to cease, prevent or mitigate the identified adverse impact. This step includes assigning roles and responsibilities and consulting with relevant stakeholders for appropriate measures.
- 4. Measure** – track the effectiveness of implemented actions and evaluate results to promote continuous improvement of the due diligence process.
- 5. Communicate** – internally and externally communicate regarding how Renta approaches and implements HRDD, and our upcoming actions to address and avoid future adverse impact.
- 6. Involve** – provide and/or cooperate remediation, including a whistleblowing function available for internal and external parties to raise concerns about adverse impacts.

Step 1 and 2 was conducted during 2022, and Renta will implement step 3, 4 and 6 during 2023. The sustainability report is our first effort on step 5, which will be a part of our continuous due diligence process. When the full HRDD process has been performed, it forms a basis for Renta's continuous work to evaluate, communicate, involve, and govern our adverse impact on human rights across our value chain.

Renta has evaluated its governance in relation to human rights, resulting in a process of updating our Code of Conduct and creating a separate Code of Conduct for our suppliers and business partners. These policies will be adopted during 2023, together with the implementation of an ESG screening of suppliers, and the appointment of a responsible function for human rights.

Adverse impacts identified by the HRIA were based on industry, product, and geography risks related to Renta's activities and value chain. This resulted in the identification of the areas of, health and safety, labour rights and forced and child labour where Renta may have potential or actual adverse impact directly or indirectly in parts of the full value chain. For each human rights risk, Renta assessed whether the organisation causes, contributes to, or is directly linked to an impact; the severity of the impact; and how the impact should be managed based on company connection. Renta is committed to undertake more in-depth HRIAs on topics and areas identified in our continuous due diligence process.



Renta and the EU Taxonomy

Human rights, Minimum safeguards, and the Norwegian transparency act

Identified potential human right risks

Renta is at risk of having an adverse impact on the right to health and safety, as chemical, biological, and physical hazards may occur across the value chain. Severe risks such as fatal accidents are related to product safety, and the usage of Renta's machines and equipment. Potential impacts are for example falling from high height off scaffolding, lack of personal protective equipment (PPE), and exposure to hazards in waste management. Further, Renta is at risk of having an adverse impact on the right to a healthy environment in the production of machines and equipment. Severe environmental and safety impacts are likely to occur in the production phase, for example air, soil, water, and noise pollution that may have health impacts on workers and habitants in the surrounding communities.

Furthermore Renta is at risk of having an adverse impact on the right to non-discrimination. Discrimination of workers due to a identified gender slant in the organisation and the whole industry, in general, may lead to unfair treatment and biased hiring practices. There may be a risk of having a negative impact on the right to freedom of association. The right of individuals to freely interact, organise and form and participate in groups, formally or informally, is at risk across all countries where Renta operates, but heightened risk has been identified in Poland, and generally a elevated risk for ethnic and sexual minorities globally.

Renta is aware of the risk of having an adverse impact on the right not to be subject to slavery, child or forced labour. Modern slavery is mainly present in the manufacturing of components and assembly of equipment and machinery. Forced or child labour is common in the extraction of raw materials and for

other unskilled labour tasks. Equal risks specifically for migrant workers can be found for the construction industry. Renta has, however, not identified actual occurrence of these risks in our supply chain, but we remain aware of these issues.

Taxation, anti-corruption and fair competition

Renta is following applicable taxation laws and regulations in each country of operation and has necessary measures in place to ensure compliance with such laws and regulations. Renta has not been convicted of violating tax laws.

Renta is committed to conducting ethical business, where anti-corruption is an essential part. Renta has processes in place for governing anti-corruption, and in 2022, Renta initiated an update of its Code of Conduct and a separate Anti-corruption policy, which will be adopted in 2023. In addition, Renta will implement a group-wide training on anti-corruption during 2023. Renta has not been convicted of any violation related to corruption.

Furthermore Renta is committed to free and fair competition in open markets. Renta respects and complies with all applicable competition laws and has not been convicted for violating competition laws.

Request for information

To request information on human rights, labour rights or our adverse impacts please contact joel.sarkka@renta.com. To raise concerns or report incidents, please report through our external service for whistleblowing, which can be found at: <https://report.whistleb.com/en/renta>

LOOKING AHEAD

SUSTAINABILITY REPORT

CEO letter

About Renta

Defining our
Sustainability
focus

Caring about
people

Renta's
environmental
impact

Renta and the EU
Taxonomy

→ Looking ahead

As we enter 2023, we are continuing our efforts within Sustainability. We will implement our new sustainability strategy, with initiatives that are both inward and outward-looking. Initially, we will focus on establishing all required policies, and then focus on supporting our segments with the implementation of these.

We will also focus on implementing good governance models for the work with sustainability at the core of Renta Group. With that established, we can offer the best support we possibly can to our segments at the same time as we make sure that we are in line with upcoming regulations on a group level.

We will also strive towards better data collection throughout the organisation. The implementation of telematics on a growing part of our fleet will mean that we both can provide our customers with increasingly detailed, accurate, and timely data, as well as increase the utilization rate of our fleet. This is in turn the key to increasing our promise of circularity, maximising the use of each piece of equipment – which is what the customers that we serve want and need to meet their respective sustainability targets.

About this report

This is the sustainability report for Renta Group Oy (organisational ID number 2732388-9), covering the financial year of 2022 (2022.01.01 – 2022.12.31), and includes the entire group. This sustainability report is created as a separate report added to the management report. The sustainability report has not been externally assured.

The HR data in this report has been extracted from both our centralised HR system and our respective segments. It is reported as Head Count (HC). Environmental data has been collected from our segments in Denmark, Estonia, Finland, Latvia, Lithuania, Norway, Poland, and Sweden. In the upcoming years, we will work to increase our data collection coverage and set a base year.

The collected emissions data, GHG emissions Scope 1, Scope 2, and Scope 3, have been calculated in accordance with the GHG Protocol, using emissions factors from DEFRA 2022 and IEA 2018. The data was collected in January–February 2022. During 2023 we will increase the scope of our sustainability data collection. We especially see room for improvement with regard to Scope 3 data, as well as more granular data on waste and water consumption.

For questions about the Sustainability Report, please contact:
joel.sarkka@renta.com

Corporations covered by the Sustainability report:

Group consist of:
Renta Yhtiöt Oy
Renta Telineet Oy
Renta Oy
Renta AS
Renta Norway AS
Norsk Bio AS
Renta Poland Sp z. o.o.
Renta Sp z. o.o.
Renta AB
Renta Sweden AB
Renta Denmark ApS
Renta A/S
Selskabet af den 20. December 2022 A/S
SIA Uprent Group
SIA Uprent
UAB Uprent
OU Uprent
Uprent Sp z. o.o.

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