SUSTAINABILITY REPORT 2023

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Content

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RENTA AT A GLANCE

Full-service machinery and equipment rental

Renta Group is a full-service machine and equipment rental company serving mainly B2B customers within the construction industry. Besides machine 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.

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

Headquarters:
Vantaa, Finland

Countries we operate in:

Denmark	Lithuania
Estonia	Norway
Finland	Poland
Latvia	Sweden

2023

TURNOVER	ACTIVE CUSTOMERS	LOCAL DEPOTS	EMPLOYEES	GENDER BALANCE	LTIFR
~ 494 MEUR	98,000+	181	2,000+	9:91	4.65
Pro forma				women:men (11:89 in 2022)	9.64 in 2022 Lost time injury frequency rate

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SUSTAINABILITY REPORT

MESSAGE FROM OUR CEO

Successful completion of geographical networks and services

In 2023, Renta successfully navigated a dynamic business landscape marked by various challenges.

Our commitment to expansion persisted through the successful completion of geographical networks and services, achieved through 8 strategic acquisitions and the establishment of 15 new green-field projects. Concurrently, our dedication to Environmental, Social, and Governance (ESG) principles and digital strategies remained steady. Throughout the year, Renta continued the successful execution of our sustainability and digitalisation strategies by introducing several innovative solutions with the aim to be the most sustainable and digital partner for customers and employees within the equipment rental industry.

Many of our innovations are strongly linked to our sustainability ambitions, and I dare say that we improved our sustainability in own operations significantly during 2023. Now, we are much better positioned to support our customers in optimising also their own sustainability performance.

Despite our good development during 2023 Renta was unfortunately also involved in the bridge accident that occurred in Finland. For this we are very dis-heartened and sorry for everyone involved and we are doing everything in our power to prevent this from ever happening again.

Demand for equipment that drives sustainability forward

Demand of user- and environmentally friendly equipment is continuously increasing. So called "green machines" that perform in a safer, more energy-efficient, and less polluting way, is already the fastest growing product category in some markets. There have been technical and financial obstacles in the past, but now the majority of Original Equipment Manufacturers (OEMs) have increased their focus on development of all-electric and fossil-free equipment. The price for these types of machines and equipment is also decreasing towards the level of conventional machines and equipment, which further facilitates the transition to a "green" fleet. This is also where digitalisation comes into play – digital development and improving sustainability go very much hand in hand, since digitalisation is an enabler of sustainable operations. Real-time and high-quality data gives us the opportunity to report and influence sustainability metrics such as emissions, fuel efficiency and overall usage. Additionally, stricter sustainability requirements and regulations are boosting our technical and digital development.

The playing field is changing

During 2023, a multitude of sustainability regulations were introduced, significantly reshaping the business environment. These regulations extend their reach into various sectors, surpassing conventional technical limits and key performance indicators (KPIs). Notably, the impact of these new laws is felt in the financing sector, where adherence to sustainable operations becomes a prerequisite for obtaining funding.

Additionally, with the new sustainability reporting directive entering into force, many companies will be subject to external assurance of sustainability related information and processes. At the same time, customer expectations are also rising, placing requirements on reliable data and sustainable business operations throughout the entire value chain. Operating within a circular business model, Renta is well-positioned to fulfil these expectations and align with the evolving sustainability regulations landscape. The increased focus on sustainability contributes to a growing demand for high-quality rental services. However, keeping pace with evolving technical developments and adhering to new regulations requires substantial investments.

I am confident that the sector will experience a sustained upward trajectory. This optimistic outlook is fuelled by factors such as heightened sustainability standards, evolving customer expectations, and Renta's inherent alignment with a circular business model.

Kari Aulasmaa
CEO

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SUSTAINABILITY REPORT

LETTER FROM OUR HEAD OF SUSTAINABILITY

We continue to implement our ESG strategy

As newly appointed Head of Sustainability, it is with great pleasure and dedication that I present this report, reflecting on our progress, challenges, and future commitments in advancing sustainability within our organisation.

Renta has committed to not only reduce our impact on the environment and people, but also to promote environmental and social well-being.

Over the past year, we have continued our work to implement our ESG strategy into all aspects of our operations. By applying a holistic approach to our economic, social, and environmental performance, we strive to create long-term value for our stakeholders, including customers, employees, and investors, as well as society at large. Among other things, we have implemented a checklist with ESG actions to approach sustainability in an efficient and strategic way and promote exchange of experiences between our segments. We have also initiated the process of further improving our supply chain management, for instance by introducing a purchasing guideline and a system for evaluating suppliers against ESG requirements. Furthermore, we have launched our CO2 visualisation in Renta Easy, which allows our customers to estimate their climate impact.

We continuously strive to identify measures to elevate our contribution to the sustainable development within our industry. As an example, we are improving our ability to more accurately measure and reduce our scope 3 GHG emissions. Furthermore, we will update our double materiality assessment during 2024, to better capture our material sustainability areas and to be compliant with the CSRD.

We acknowledge the complexity of the sustainability-related challenges that we are facing, and the urgency to address them. As described in this report, we already have and will continue to increase our sustainability efforts.

I hope you enjoy reading our 2023 Sustainability report, which marks our 2nd year of sustainability reporting. We welcome an open dialogue and collaboration to manage these challenges together.

Rebecca Långström
Head of Sustainability

ABOUT THIS REPORT

Scope of reporting
This report covers Renta's own operations in our five segments covering eight countries, as well as limited parts of the upstream and downstream value chain.

We will adapt to the reporting requirements stipulated in the Corporate Sustainability Reporting Directive (CSRD) and its complementary standards, the European Sustainability Reporting Standards (ESRS), as far as possible to prepare for full compliance from FY2025. For this year, Renta does not yet have full coverage of emission data in the value chain. Greenhouse gas emissions in scope 3 are only partially covered but are disclosed in the best possible manner using the data that is available, supplemented by estimations.

Renta acquired Ohiko Oy at the end of 2023. Ohiko is a specialised pumping company providing full-service bypass solutions throughout Finland. Headquartered in Tuusula, Ohiko has 7 employees, one depot, and annual revenues of more than EUR 2 million. As Ohiko was only part of Renta for 2 months, sustainability data for them is excluded from this report.

Reporting errors in prior periods
During the last reporting period, calculation errors were made, which resulted in too high numbers for energy use being reported. Correct figures for 2022 are shown below, and these will be used as comparative figures for this year´s report.

External assurance
The auditor is an independent examiner of the Group's accounts and must determine whether these are correct and complete in all material respects and give a true and fair view of the Group and its financial position and results. The auditor must also review the management of the Board and CEO and confirm that the Group has prepared a sustainability report.

As audit firm, Renta has chosen KPMG. KPMG has thus revised our accounts for 2023. This sustainability report has not been externally assured.

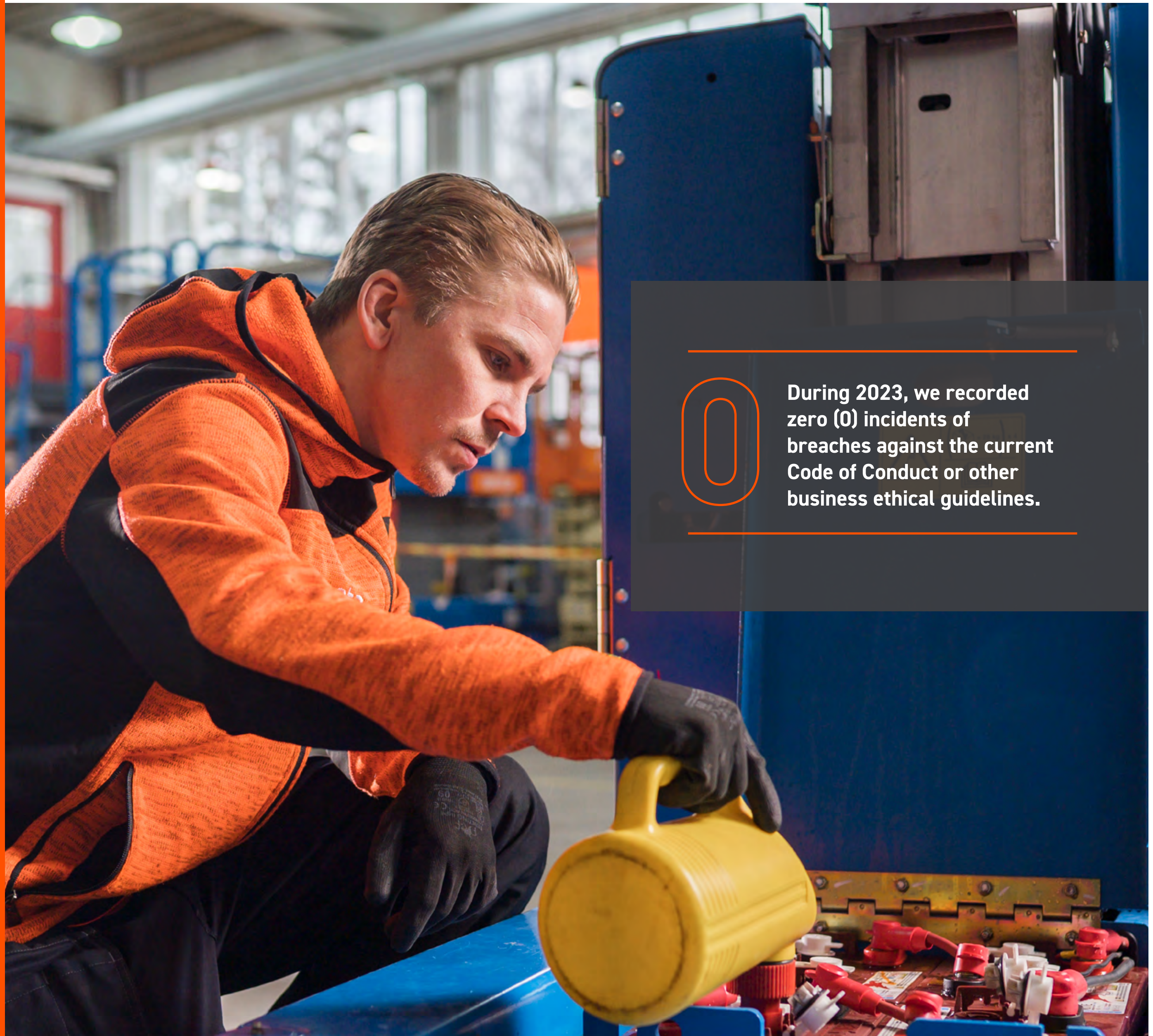
Energy use within the organisation (except for Renta Denmark, due to lack of data)	Total (MWh) reported figures	Total (MWh) corrected figures	Renewable energy (MWh) reported figures	Renewable energy (MWh) corrected figures	Non-renewable (MWh) reported figures	Non-renewable (MWh) corrected figures
Fuel	554,175[1]	13,241. 73[2]	16,300.46[1]	867.23[5]	537,874.54[1]	12,374.5[6]
Electricity	7,984	7,984	6,551.86	6,192.76	1,432.14	1,791. 24
Heating	227.43	288.63[3]	0	0	0	288.63[3]
Cooling	0	0	0	0	0	0
Steam	0	0	0	0	0	0
Self-produced electricity	103.78	74.03[4]		74.034		0
Total	**562,490.21**	**21,588.39**	**22,852.31**	**7,134.02**	**539,306.69**	**14,454.37**

[1]) Only including fuels used on-site for e.g. heating. [2]) Includes fuels from leased vehicles and fuels used on-site for e.g., heating. Decreased due to previous conversion error. [3]) Increased due to including data from Renta Poland. [4]) Decreased as only accounting for own consumption of self-produced electricity.
[5]) Includes renewable share of fuels from leased vehicles and fully renewable energy sources for stationary combustion such as wood pellets. Decreased due to previous conversion error. [6]) Non-renewable share of fuels from leased vehicles and for stationary combustion. Decreased due to previous conversion error.

Total emissions 2022	Total emissions reported (tonnes CO_2e)	Total emissions corrected (tonnes CO_2e)
Scope 1	252.87	3,500.72[7]
Scope 2	1,994. 77	2,010.74[8]
Scope 3[9]	4,041.05	860.00
Total	**6,288.69**	**6,371.46**

[7])Increased due to accounting for vehicle emissions in Scope 1 instead of Scope 3 and including stationary combustion emissions from Renta Poland.
[8]) Increased due to including heating data from Renta Poland.
[9]) Excluding data from business travel for Denmark, Finland, and parts of Poland's organisation. Also excluding energy and fuel consumption from our equipment and machines at customer sites. All emissions from vehicles were initially reported in Scope 3 and are now allocated to Scope 1.

ABOUT RENTA



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During 2023, we recorded zero (0) incidents of breaches against the current Code of Conduct or other business ethical guidelines.

Renta Group (hereinafter Renta) operates through a decentralised model where the characteristics of each segment is core to our business and what contributes to our success.

During the development of our sustainability strategy, however, we have seen the benefits of establishing and implementing certain processes across the entire Group. This is to ensure both compliance with current legislation, but also to work uniformly in tackling sustainability challenges. During the year, the Group's first Head of Sustainability took office, who will be responsible for the sustainability performance within the entire Group.

During 2023, we have come far with the operationalisation of our sustainability strategy throughout our segments. Among other things, we have worked with the implementation of our Group-wide policies and steering documents. In April, the Board of Directors approved and adopted Renta's updated Code of Conduct and new Business Code of Conduct, which are aimed at employees and partners of Renta, such as suppliers and customers, respectively. Along with the Codes of Conduct, our Anti-Bribery and Corruption Policy was also approved and adopted by the Board. You can read more about our policies in the sections Our value chain, Caring about people, and Our way to conduct business. Besides these policies, we also have an Environmental Guideline and a Purchasing Guideline, which you can read more about in under section Environmental impact and Our value chain.

The ownership of questions regarding compliance with the Code of Conduct and anti-corruption sits with the Head of Sustainability, with the support of an external Legal Counsel. In connection with the roll-out of the Code of Conduct and the Anti-Corruption Policy, each segment conducted mandatory training for all employees, covering both governing documents.

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SUSTAINABILITY REPORT

ABOUT RENTA

Sustainability governance structure

Board of Directors
The Board has ultimate responsibility for Renta's organisation and the management of Renta's operations. The Board is responsible for the Group's long-term development and strategy and for continuously monitoring and evaluating the Group's operations.

Composition
In 2023, Renta Group's Board of Directors consisted of the following six members: Maria Emilia Brunow, Alireza Etemad, Kari Kullervo Kallio, Annika Poutiainen, Anna Sara Vedin, and Chairman of the Board, Andrew Paul Studdert.

The goal is for the Board to have the necessary breadth in terms of both background and knowledge, whereby the importance of an even gender distribution is particularly considered. It is of great importance that the Board represents a breadth of professional experience and knowledge as well as geographical and cultural background. 50 percent (three out of six) of the members are women.

Board committees
Audit Committee
The Board has an Audit Committee, primarily for the purpose of exercising supervision of the Group's financial accounting and reporting and of the audit of the financial statements. The Audit Committee also monitors developments in sustainability and the Group's reporting in these areas. The purpose is to highlight any deficiencies in routines and organisation based on governance, risk management, and control.

The following members are part of our Audit Committee: Andrew P. Studdert, Maria Brunow, and Annika Poutiainen.

Remuneration Committee
The Board has a Remuneration Committee for the purpose of preparing and deciding on matters of remuneration for senior managers in the Group. The Remuneration Committee also submits a recommendation to the Board regarding incentive programs for employees and key personnel.

The following members are part of the Remuneration Committee: Maria Brunow and Andrew P. Studdert.

Management Team
The CEO is responsible for the day-to-day management of Renta Group's operations and has the authority to make decisions in matters that do not require the approval of Renta Group's Board of Directors. The CEO leads the Group's operations, among other things, through the Management Team. The Management Team is the foremost operative decision-making body and is led by the Group's managing director and CEO Kari Aulasmaa. The Management Team consists of the managing directors for the Group segments together with the Group's CFO and CIO.
The following members are part of the Management Team: Kari Aulasmaa, Lauri Matikainen, Joel Särkkä, Joacim Johansson, Kari-Tapio Saarela, Jarno Tuuri, Leif Martin Drange, Tomasz Walawender, and Lars Raagaard.

Responsibility
The Board of Renta Group and the Management Team are ultimately responsible for the overview of Renta's climate-related risks and opportunities and for setting the strategic direction for the Group. The Head of Sustainability prepares and produces information to be considered in strategic decision-making at Board and management level. At the segment level, it is the HSEQ Manager (Health, Safety, Environment, and Quality) who are responsible for the sustainability work together with the Managing Director. The segments that do not have an internal resource responsible for sustainability, use external consultants.

On the Board, Annika Poutiainen has special responsibility for topics within the area of sustainability.

Sustainability-related performance incentive schemes
An important factor in reaching our set goals linked to sustainability is to ensure that all segments work actively on the issue. Therefore, sustainability indicators have been incorporated into the incentive program for key personnel within the Group. The indicators include targets linked to workers in our own value chain, environmental impact, and Do No Significant Harm (DNSH) requirements in the EU Taxonomy together with supplier screening against ESG criteria.

SUSTAINABILITY REPORT

OUR VALUE CHAIN

During the year, we started a more detailed mapping of our supply chain in order to evaluate impacts, risk and opportunities. This work will continue with increased intensity during next year as a part of our sustainability strategy, along with the appointment of a Fleet Director.

Impact, risk and opportunities

Today, our understanding of actual impact is limited and therefore, we provide a visualisation of our supply chain based on potential risks. This is our first step towards showing where Renta has its greatest impact, risks, and opportunities in the supply chain. In our operational landscape, we acknowledge the inherent risk associated with sourcing of materials and the production of our machines and equipment from and in regions where regulatory standards and practices in relation to people and the environment may not align with those of the EU. This may pose challenges such as the prevalence of child labour in mineral extraction, unfavourable working conditions in manufacturing facilities, and adverse environmental impacts from emissions.

While Renta does not engage directly in manufacturing, our role as a major purchaser and distributor of machines and equipment places a corresponding responsibility on Renta to engage with our suppliers and place demands on their processes. We are committed to systematically evaluating our suppliers to ensure adherence to ethical and environmental standards. Furthermore, as we also facilitate the resale of equipment at the end of its lifecycle within our operations, and we share the responsibility with the resellers and end-users to mitigate the risk of improper recycling or disposal, particularly in regions lacking robust oversight.

OUR VALUE CHAIN

Renta is heavily dependent on its suppliers and believes in good and long-term partnerships where all actors are part of driving development forward. We need to collaborate to improve our social, environmental, and ethical impact. Historically, our supplier oversight has been decentralised, managed by the segments' purchasing managers. However, as a part of our sustainability strategy and commitment to responsible business, and in response to an ever-evolving EU regulatory framework, we are strengthening our supply chain management going forward. Therefore, during 2023, we implemented our Purchasing Guideline.

Our Purchasing Guideline provides directives for engaging with suppliers regarding environmental protection, machine specifications, equipment and vehicles, management of hazardous substances, waste disposal practices, and other sustainability criteria on a segment-level. Moreover, the guideline aims to ensure that our purchases align with the requirements outlined in the EU Taxonomy, further strengthening our commitment to sustainable procurement practices.

Furthermore, a Fleet Director was recently appointed to the Group, and will be responsible for the overall strategy regarding our fleet, with a particular focus on our Group-wide suppliers. Our Fleet Director and Head of Sustainability will work together to incorporate ESG criteria into our evaluation of suppliers. By implementing an integrated sustainability reporting system, we will not only be able to collect ESG data, but also systematically evaluate suppliers against ESG requirements. This initiative facilitates an identification of ESG risks and potential impact within our supply chain, and we will be able to collect, analyse, and report sustainability data from suppliers with full traceability, fostering responsible business. Initially, Renta will focus on evaluating our large Group-wide suppliers against ESG requirements through the system. To facilitate the operationalisation of the Purchasing Guideline, we will integrate similar ESG requirements into the purchase process on segment-level during 2024, to better support our purchasing managers.

Business Code of Conduct

Our Business Code of Conduct applies to our suppliers, partners, and customers. The business partners are encouraged to communicate the Business Code of Conduct to their sub-contractors and ensure that suppliers, partners, and customers in their supply chain adhere to its responsibilities and requirements. During the year, efforts to communicate our updated Business Code of Conduct to both suppliers and customers were initiated, where large customers and partners were given the highest priority. The work will continue during 2024, and all segments will ensure that they have processes in place for communication of the Business Code of Conduct to new partners. For customers, this will be done via updated rental terms. In the case of new agreements written with suppliers, adherence to our Business Code of Conduct will be a requirement and the Code will be attached as an appendix.

"By implementing an integrated sustainability reporting system, we will not only be able to collect ESG data, but also systematically evaluate suppliers against ESG requirements."

Key aspects of the Business Code of Conduct:

- **Protect and respect human rights**: Treating its workforce humanely and with dignity, following ethical recruiting practices, providing a healthy and safe working environment, and refusing to tolerate child labour, modern slavery, forced labour, or harassment of any kind.
- **Protect the environment**: Complying with Renta's environmental requirements and policies, and actively work to minimise its negative impact on the environment, including applying the precautionary principle in case of risk or uncertainty of the safety of a product, substance, or compound. Renta extends the supplier environmental commitment with an expectation of continuous improvement in sustainable use and waste management of resources.
- **Responsibly sourced materials:** Providing information upon request to verify that materials supplied to Renta are responsibly sourced by conducting due diligence and increasing transparency related to raw materials – particularly materials sourced from conflict-affected or high-risk areas.
- **Maintain responsible business practices**: Conducting business free from bribery and corruption, maintaining effective privacy and cyber-security practices, and complying with applicable trade and customs rules.

In support of the Business Code of Conduct implementation, we have also created simplified versions tailored to our customers and suppliers, namely Renta's Customer Care Code and Supplier Support.

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Our value chain

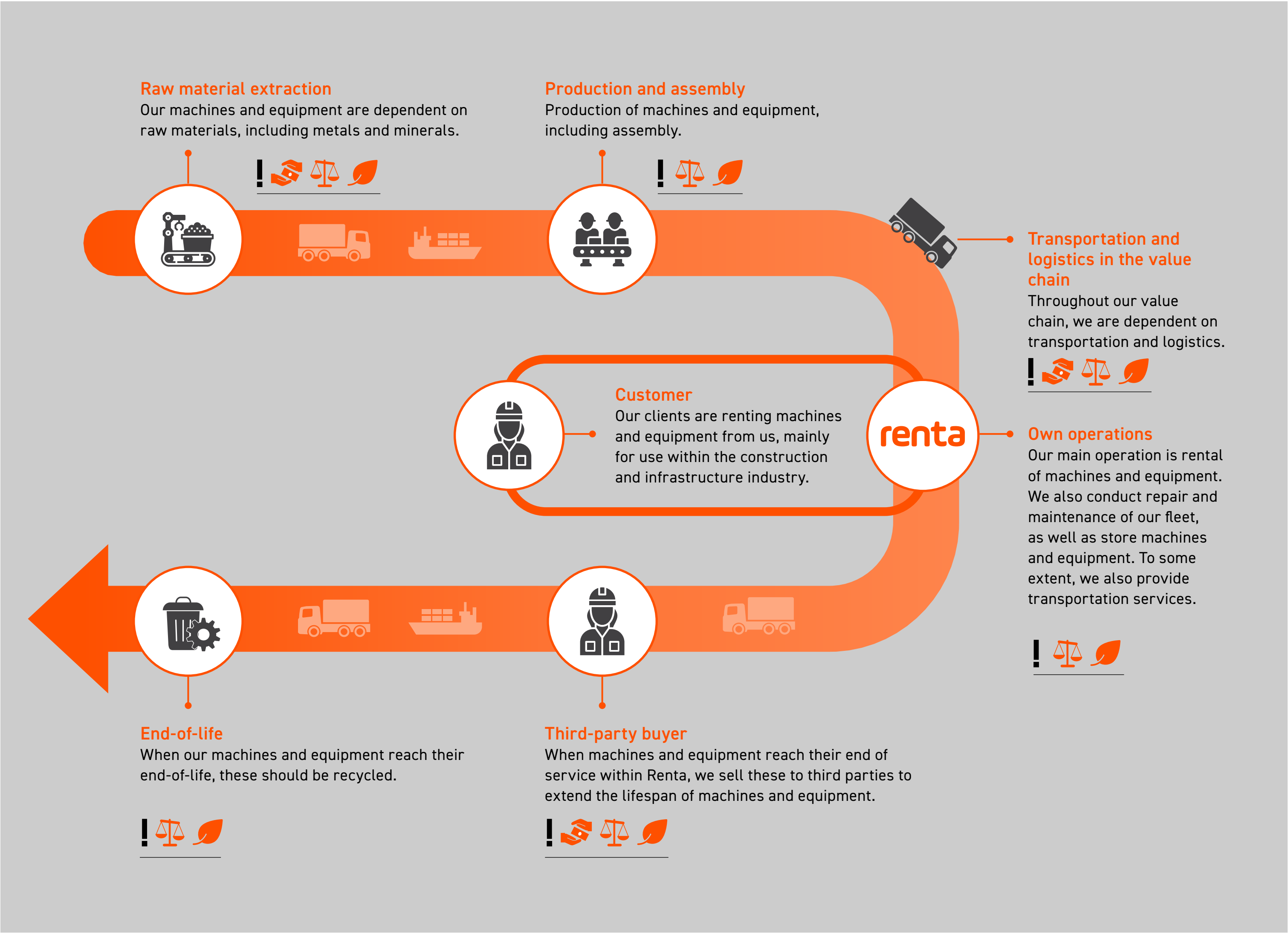
Our value chain is vital to our business operations, connecting us with the goods and services we provide to our customers. It is the bridge between us and our customers – this is where machines, equipment, knowledge, services, and data flow.

Comprising a multitude of stakeholders, our value chain is complex, encompassing not only machines and equipment, but also providers of spare parts, staffing, IT services, and specialised expertise. Collectively, our value chain encompasses approximately 50,000 suppliers across Renta.

Corruption
Includes risks of e.g., corruption challenges such as bribery and kickbacks

Human and labour rights
Includes risks of e.g., low wages, forced labour, temporary contracts, limited job security, health and safety challenges, and limited freedom of association

Environment
Includes risks of e.g., pollution to soil, air and water, management of hazardous substances, high dependency of energy and emissions of greenhouse gases



SUSTAINABILITY FOCUS

During 2022, Renta conducted a double materiality assessment to accelerate our sustainability performance during 2023 with a focus on the CSRD and its underlying standards, as well the EU Taxonomy. Renta will be covered in the second implementation phase of CSRD, from FY2025. In order to provide the organisation with the best conditions and to prepare as best as possible, extensive work has already begun.

Renta manages and tackles a range of sustainability issues where our materiality assessment helps us identify and assess key environmental, social, and governance issues to form our corporate sustainability strategy and reporting. We are committed to continuously improving our sustainable business practices and create long-term value for our stakeholders. Looking ahead, a comprehensive review of the double materiality assessment is planned for completion in 2024 to ensure our ongoing commitment to robust and up-to-date sustainability practices as well as compliance with updates in the ESRS adopted on 31 July 2023.

Double materiality assessment

Our current materiality assessment is based on the principle of double materiality. 'Double' materiality signifies that the analysis assesses two dimensions: impact materiality and financial materiality. A sustainability topic meets the criterion of materiality if it is material from the impact perspective or the financial perspective, or both. The double materiality helps Renta to report on both how our business is affected by sustainability issues ("outside-in") and how our activities impact society and the environment ("inside-out").

The double materiality process resulted in our materiality pyramid. The sustainability matters in the respective categories Focus, Develop, and Monitor and manage are listed without mutual order. Our analysis involves identifying the main impacts, risks, and opportunities that Renta and our stakeholders perceive as the most important for our long-term strategic goals to achieve sustainable financial growth, as well as target the areas where we have the most significant impact on people and the environment.

Impact materiality

A sustainability matter is material from an impact perspective when it relates to Renta's material impacts on people or the environment. To assess and prioritise the topics, we analysed the severity of the impact (scale, scope, and irremediability) and the likelihood or the probability of the impact to occur. The impact materiality identifies and evaluates impacts that we have caused or contributed to through our operations or those which we are directly linked to through our value chain, such as by products, services, or business relationships.

Financial materiality

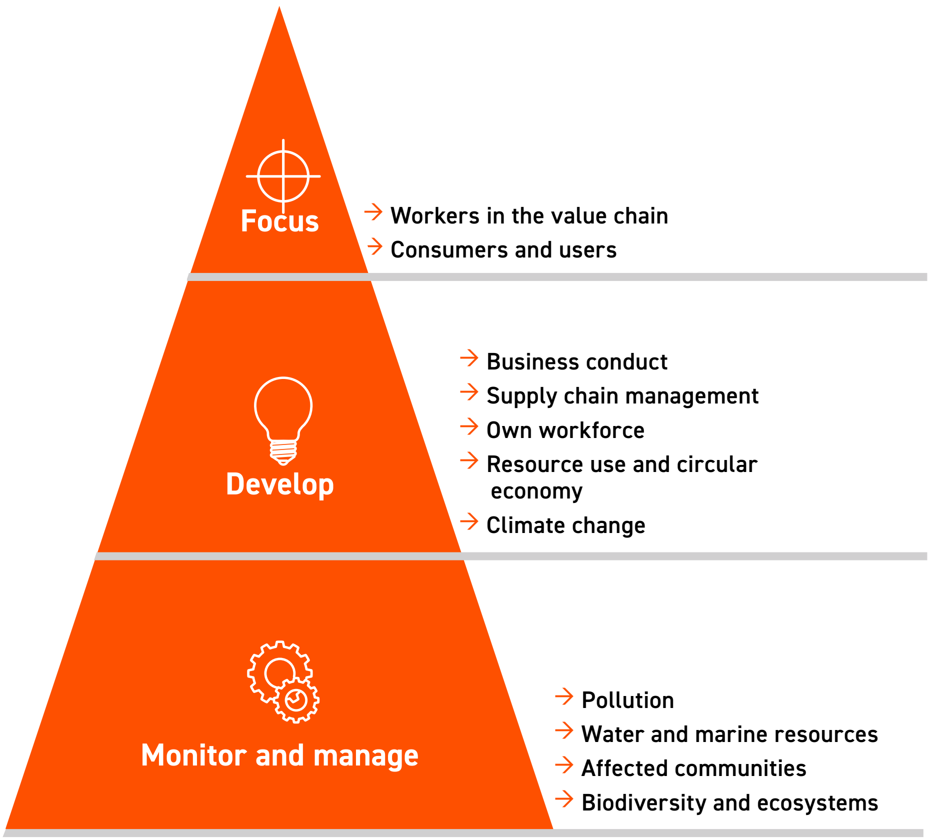
A sustainability matter is material from a financial perspective when it relates to the sustainability topic's financial impact on Renta. The financial materiality reflects if a particular sustainability topic has or could have a financial impact on current operations and ability to create long-term value. All sustainability topics have been assessed in relation to cash flow and impact on assets and liabilities, enterprise value, ability to obtain resources, and ability to rely on business relationships. The financial materiality provides insights into how sustainability factors affect our growth, performance, and cost of capital on different time horizons.

Vision: "Be the most sustainable and digital partner for customers and employees within the equipment rental industry"

SUSTAINABILITY REPORT

Sustainability focus

Renta's materiality pyramid



Renta based its materiality assessment on the ESRS reporting topics informed by the CSRD and added an entity-specific topic - Supply chain management – given our dependency on machines and equipment. The topics were evaluated with input from stakeholder engagement, to evaluate ESG-related risks and opportunities that could impact Renta's corporate value. Stakeholders are those who can affect or be affected by our business. The stakeholders engaged in our materiality assessment were shareholders, customers, employees, and industry experts.

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SUSTAINABILITY REPORT

Sustainability focus

Sustainability strategy

The sustainability strategy that was adopted by the Board of Directors in April 2023 is built on the materiality assessment and is being implemented in the segments. The strategy is based on four cornerstones and is a way for us to support our vision of becoming the most sustainable and digital partner for customers and employees within the equipment rental industry. The strategy aims to ensure health and safety for our employees and customers, and that Renta offers sustainable solutions to our customers while minimising our impact on the environment and people.

The strategy has a supplementary action plan that extends all the way to 2026. The action plan lists various activities that the segments and the Group need to carry out, all to achieve the strategy. The action list includes a variety of different activities ranging from relatively basic to more advanced. These activities include a spectrum of initiatives, such as reduction of chemicals, supplier screening processes, actions to increase gender diversity, and implementation of additional ISO certifications.

ESG KPIs

Based on our sustainability strategy, we have established several different KPIs to track our progress. These indicators encompass both short-term objectives, reaching to 2024, and more long-term goals, spanning until 2026. These KPIs serve as valuable indicators of our commitment to sustainable development across diverse facets of our operations. As we are incorporating the ESRS in our sustainability management and will be updating our materiality assessment during 2024, our set of KPIs will also be reviewed and adapted to the ESRS, if necessary.

Reporting system

During the year, we acquired a new reporting system for sustainability data to streamline our collection of data and ensure that we report in line with the requirements of the ESRS from FY2025 and the GHG Protocol. The system will also provide us with a gap analysis of which data we can reliably provide today and what data points we need to work on. Moreover, the system has an audit function, which will make it easier for our auditors when Renta is subject to external assurance of our sustainability data and processes, in accordance with the CSRD.

Key thematic focus areas

1

Leading within circular economy and digitalisation

We use and provide resources, products, and services in a circular fashion and make available accurate CO_2 data so that customers can track and improve their performance, and work on reaching their sustainability goals. We are the go-to, trusted, sustainable partner within the equipment rental industry.

2

Mitigating Renta's environmental impact

Our operation is resource-conscious and, with quality data as our starting point, we continuously reduce the environmental impact of our operations and services.

3

Excelling in health and safety

We provide a safe and developing working environment for our employees and sub-contractors by striving towards improved diversity and strong health and safety management. Our customers and end-users have access to high-quality products combined with safety manuals, and where needed, general health and safety training, as well as machine-specific training.

4

Prioritising responsible corporate governance

We partner with organisations, stakeholders, and suppliers that can live up to our values and help us provide transparent sustainability data to our stakeholders. We acknowledge our corporate responsibilities and follow local and international standards, legislation, and declarations.

ENVIRONMENTAL IMPACT

At Renta, we recognise the impact our operations have on both the society and the environment. Acknowledging this responsibility, we hold ourselves and our business partners accountable to contributing to the fulfilment of Agenda 2030[1]. Our commitment extends beyond mere compliance, as we actively choose to engage in voluntary and proactive initiatives to advance sustainable development.

While our business model revolves around the circular concept of resource sharing among multiple actors, we acknowledge that, as a company, we incur a negative environmental footprint. This impact is evident both directly, through activities at our depots such as premises heating, resource consumption for machine maintenance, and employee and equipment transportation, and indirectly, throughout the value chain upstream and downstream - when customers utilise our machines, production, material extraction, and end-of-life waste management. Recognising this, we strive to manage and mitigate our negative impact while concurrently leveraging our business model to generate positive effects.

In the past year, we have also formulated an Environmental Guideline applicable across the entire Group. This guideline serves as a foundational framework, harmonising with local environmental policies at each segment. This approach ensures a consistently high standard, while still allowing for adaptation to local environmental legislation. The primary aim of the Environmental Guideline is to minimise the negative environmental impact throughout Renta's operations and our value chain. In alignment with the UN Global Compact's principles[2], particularly principles 7, 8, and 9, the Guideline covers a spectrum of aspects including, but not limited to, environmental governance, climate change, energy, water, waste, chemicals, and biodiversity. Compliance with this Guideline across all segments ensures adherence with several of the requirements specified for relevant economic activities within the EU Taxonomy, through the minimum safeguards.

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

Improved data
From last year's reporting, we have increased our scope of reported data in all categories as well as the quality of the data. This means that large deviations can be reported from the previous year, not because it has increased purely operationally, but because the collection of data has improved.

We see it as positive that the quality of our data is improving and are aware that we must be able to report fully accurate data before reductions and changes can be shown in a fair way. We will continue our data improvement and strive to always explain the

[1]) The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.
[2]) Un Global Compact https://unglobalcompact.org/what-is-gc/mission/principles

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SUSTAINABILITY REPORT

Environmental impact

large deviations in upcoming reports.

Greenhouse gas emissions

A comprehensive mapping against the GHG Protocol was carried out during the year and presented to the organisation. As part of our overarching strategy to minimise emissions, we are actively working towards achieving broader coverage of scope 3 emissions, as we are planning to set science-based targets in 2025, in accordance with the Science Based Targets initiative (SBTi)[3]. This strategic move underscores our dedication to continuous improvement and aligning our sustainability efforts with globally recognised standards.

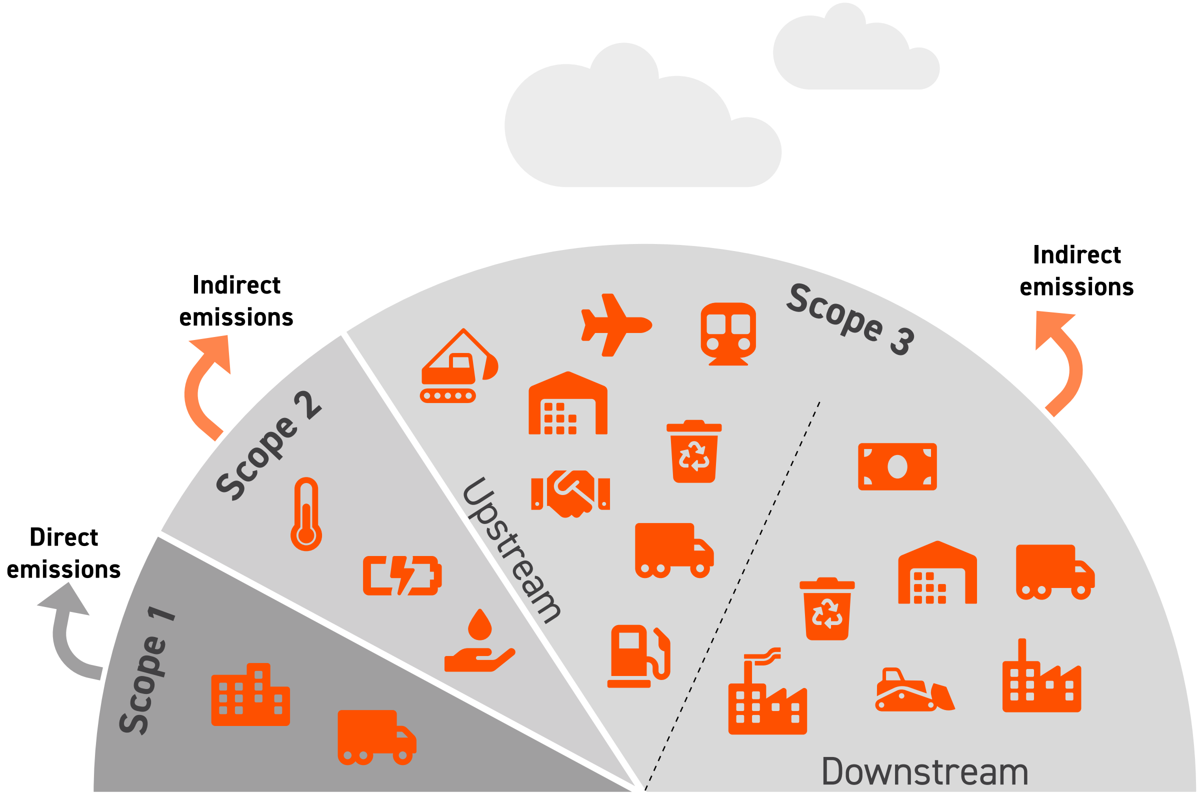
We are dedicated to advancing our scope 3 reporting each year by refining our data collection processes both upstream and downstream. This involves collaborating closely with our suppliers and partners to secure essential data, while internally, our focus is on optimising data collection from our machines. Utilising CAN-BUS telematics, our aim is to accurately measure machine emissions and impact, thereby expanding our coverage within scope 3 reporting. This initiative not only contributes to our sustainability goals but also provides our customers with user-friendly usage data, facilitating their own emissions reporting.

Advancing our digital services is an integral part of our sustainability strategy. Data-driven approaches enable us to access more precise data from our machines and equipment when operated and support our clients in efficiently reporting and analysing their own environmental impact. We have begun the journey toward a smarter fleet by increasing the share of our equipment and machines with installed telematics and have actively worked with our CO**2** visualisation integration into Renta Easy, with successful pilot testing in 2023. Through the solution, our customers can access real-time insights into their carbon emissions, enabling informed decision-making. Moreover, it facilitates Renta's aim to further expand and enhance our reporting on scope 3 emissions, particularly for category 13 – Downstream Leased Assets.

[3]) SBTi https://sciencebasedtargets.org/

Local initiatives

Our business segments are rooted in their local communities, implementing initiatives tailored to the specific country in which they operate. During the year, our depots in Finland have successfully certified their entire operations in accordance with the internationally accepted standard for environmental management, ISO 14001, and also conducted a waste sorting training for all employees. The team in Sweden continues to work with Färdplan 2045, which aims for a climate-neutral Swedish construction industry. In Latvia, our Renta Pumps organisation has conducted a waste sorting project to increase sorting and reduce plastic waste in the office.



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SUSTAINABILITY REPORT

Environmental impact

Energy use (MWh)*

Energy use within the organisation	Total 2023	Renewable energy	Non-renewable energy
Fuel[1]	21,061.4[2]	423.72	20,637.68
Electricity	12,329.99	7,636.18[3]	4,693.81
Heating	7,441.2	3,695.75	3,745.45
Cooling	0	0	0
Self-produced energy	74	74	0
Total	40,906.59	11,829.65	29,076.94

* Energy use within the organisation does not take into account the energy consumption from companies before they were acquired.
[1]) Includes fuel used within the own organisation (scope 1), e.g. fuels for cars, heating of depots etc.
[2]) Does not include fuel for forklifts used on-site at depots. Currently we do not have the opportunity to distinguish that usage from the fuel used to fill up our rental fleet when using diesel tanks on-site.
[3]) All suppliers can confirm the amount of renewable energy, but not all meet the requirements for Energy Attribute Certificates. The amount of renewable energy is still included, but correct Energy Attribute Certificates will be needed moving forward.

Waste (tonnes)*

	2023	2022 vs 2023
Non-hazardous	1,091.33	-20.1%
Hazardous	236.11	+24.8%
Total	**1,327.44**	**-15.4%**

*For Norway there is no data per fraction, only reported as a total weight and are therefore only reported under the emission data

Total emissions (tonnes, CO_2e)

	2023	2022 vs. 2023
Scope 1	5,200.3	+48.55%
Scope 2 (market-based)	4,244.12	+111.07%
Scope 3*	2,415.79	+180.91%
Total	**11,860.21**	**+86.15%**

* Includes data for scope 3 categories 3, 6 and 5 only.
As we recently started keeping statistics on and collecting data on our CO_2 emissions, the data quality and amount of data will increase over a period, hence the increase is reported in all scopes until we have full coverage.

Water consumption (m^3)*

	2023
Total water consumption[1]	**80,568.31**
Total water consumption in areas at water risk, including areas of high-water stress[2]	**44,457**

* Data is not available from all depots, not full coverage in the figures.
[1]) Data from Finland, Latvia and Sweden is a mix between measurements and estimations.
[2]) Only data for Sweden, Poland and Norway.

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SUSTAINABILITY REPORT

EU TAXONOMY

As Renta is covered by the CSRD for FY2025, we must also report in accordance with the EU Taxonomy Regulation.

The EU Taxonomy 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. In order to prepare the business for the additional reporting requirements, we have already started assessing our eligibility and improving our alignment with the EU Taxonomy.

Renta has identified five eligible economic activities under the EU Taxonomy which includes our rental operations, investments in vehicles, sales of pre-used equipment, and leasing of our buildings.

Taxonomy-eligible activities

When assessing the activities included under the six environmental objectives and their relevance for Renta's operations, the following five activities were identified as eligible.

Main changes from last year's reporting

Our work with the EU Taxonomy began in 2022 and has continued with increased intensity during 2023. This work has included initiating implementation of many of the actions needed to comply with the minimum safeguards and fulfil the technical screening criteria for our eligible activities.

During the year, the EU Commission released the remaining four environmental objectives of the EU Taxonomy Regulation. We therefore undertook an additional assessment of taxonomy-eligible activities in relation to the new objectives, and a more in-depth analysis of activities related to our capital and operational expenditures in relation to all six environmental objectives. This analysis resulted in one additional eligible activity,

Renta's taxonomy-eligible activities

Activity	Relation to Renta
6.5 Transport by motorbikes, passenger cars and commercial vehicles	Covers Renta's purchase and long-term lease of vehicles of category M1 and N1, with a reference mass not exceeding 2 610 kg.
6.6 Freight transport services by road	Covers Renta's purchase and long-term lease of vehicles of category N1, N2, and N3 with a reference mass exceeding 2 610 kg.
5.4 Sale of second-hand goods	Covers Renta's sales of pre-used machines, equipment, and vehicles, produced under the following NACE codes: **C25.2** Manufacture of tanks, reservoirs, and containers of metal **C25.73** Manufacture of tools **C27.1** Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus **C27.4** Manufacture of electric lighting equipment **C28.22** Manufacture of lifting and handling equipment **C28.23** Manufacture of office machinery and equipment (except computers and peripheral equipment) **C28.24** Manufacture of power-driven hand tools **C29** Manufacture of motor vehicles, trailers, and semi-trailers
5.5 Product-as-a-service and other use- and result-oriented service models	Covers Renta's rentals of machines and equipment, produced under the following NACE codes: **C25.2** Manufacture of tanks, reservoirs, and containers of metal **C25.73** Manufacture of tools **C27.1** Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus **C27.4** Manufacture of electric lighting equipment **C28.22** Manufacture of lifting and handling equipment **C28.23** Manufacture of office machinery and equipment (except computers and peripheral equipment) **C28.24** Manufacture of power-driven hand tools
7.7 Acquisition and ownership of buildings	Covers Renta's long-term lease of buildings.

EU Taxonomy

7.7 Acquisition and ownership of buildings, and the removal of activity 5.1 Repair, refurbishment, and remanufacturing.

Our external repairs and maintenance of machines and equipment (related to activity 5.1) accounts for a very small share of the Group's turnover (less than 1%), and our internal repairs and maintenance operations are better suited to be reported as operational expenditures under activity 5.5 Products-as-a-service and other use- and result-oriented service models. Therefore, it has been removed as an independent activity. Our internal repairs and maintenance of the machines and equipment fleet are carried out to support the continuous use and safe operation of the fleet, and therefore support our operations under activity 5.5, rather than constituting a part of our service offering.

Moreover, activity 4.1 Electricity generation using solar photovoltaic technology was mentioned in last year's report as Renta Norway has solar panels (PVs) and is generating electricity. However, these are not owned by Renta, and the activity has therefore been excluded from our Taxonomy reporting for 2023.

The foundation of taxonomy-alignment

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 in the EU Taxonomy, it must do no significant harm (DNSH) to the other five objectives, and the company must comply with the minimum safeguards.

Substantial contribution

Climate change mitigation

For the two activities related to our vehicles (i.e., 6.5 and 6.6), Renta has to demonstrate compliance with emission criteria. For 2023, Renta has leased several vehcles under the emission threashold in relation to activity 6.5 (<50gCO_2/km). For our larger vehicles related to activity 6.6, we have not met the emission criteria this year. As part of our strategy and purchasing guideline we aim to buy and lease low-emission vehicles in the future to reduce our climate impact and increase our taxonomy alignment.

Activity 7.7 covers Renta's new long-term lease contracts of buildings during the year. For 2023, we will not be able to ensure compliance with the substantial contribution criteria for these contracts. Going forward, Renta will pose questions to the property owners when initiating new contracts (or existing owners, where contracts are updated or extended) to evaluate compliance with the requirements placed on the building's energy performance.

Transition to a circular economy

Activity 5.4 covers Renta's sales of pre-used machines and equipment, where several equipment categories are covered by the NACE codes in scope of this activity. Renta is only selling pre-used equipment, but any potential cleaning, repair, or refurbishment is however attributed to activity 5.5. The requirement on sales contracts is interpretated as only covering second-hand goods sold to consumers (e.g., individuals). As of FY2023, the vast majority of our sold pre-used machines and equipment were sold to other companies. Renta performs general maintenance and repair of the equipment (e.g., changing of oil filters, cleaning, etc.), but no major modifications such as remanufacturing are made. Hence, very few parts are retrieved that could be reused in other machines. If material or components could be reused, we aim to do so, in accordance with our waste management routines stipulated in our Environmental Guideline. Primary and secondary packaging is rarely used in our industry, but our Business Code of Conduct requires our suppliers to use recycled and recyclable materials when selecting packaging. Within our own operations, transport packaging (tertiary packaging) is sometime used when selling, which is excluded from the requirement for substantial contribution.

Activity 5.5 covers Renta's rental operations. Even if rental is considered as a part of the circular economy, the EU has made restrictions with reference to certain NACE codes. This means that our entire business is not covered by these codes. NACE codes in scope of activity 5.5 include hand tools, lifting and material handling equipment, powered access equipment, modular containers (steel-based), lightning towers, power generator and tools not power-driven. The interpretation of NACE codes has been made in accordance with the European Rental Association, only the NACE codes listed in the description of the activity are included in the calculation of our financial KPIs. The requirements put on our rental contracts, including the obligation for Renta to take back products, for customers to give back the products, and that Renta remains the owner of the product, are fulfilled for all our segments. The equipment rental industry contributes to increased use-intensity of equipment and machines during its lifetime. This is supported by the research report *Carbon footprint of construction equipment*[1] published by the European Rental Association (ERA) and Climate Neutral Group (CNG), which concludes that rental as a business model embodies factors that contribute to reducing carbon emissions. The two main factors contributing to these reductions are 1) avoiding the production by facilitating shared use, and 2) efficiently organising the handling of construction equipment.

Do No Significant Harm (DNSH) criteria

Climate change adaptation

All of Renta's eligible activities must comply with the DNSH criteria for climate change adaptation set out in Appendix A to Annex I of the Climate Delegated Act. A screening of physical climate risks and how these might impact the performance of the activities has been conducted for activity 6.5, 6.6, 5.4, and 5.5. No physical climate risk has been deemed to impact Renta's ability to perform the activities, and hence, no further actions have been taken. We are, however, continuously assessing physical climate risks and will undertake further assessment if, or when, deemed relevant going forward. If needed, we will also assess and implement adaptation solutions.

For activity 7.7 and new leasing contracts, Renta will ask whether our landlords have performed an assessment of physical climate risks in relation to their buildings going forward and, if applicable, request a plan on implementation of adaptation solutions. Where needed, Renta will conduct or complement such an assessment, to ensure compliance with this DNSH criteria.

[1]) https://erarental.org/publications/carbon-footprint-of-construction-equipment/

EU Taxonomy

Climate change mitigation
To ensure no significant harm to climate change mitigation with regards to activity 5.4 and 5.5, we must not involve on-site heating, cooling, or power with direct emissions above 270 gCO_2/kWh. The majority of Renta's depots are not using on-site heating, cooling or power and are hence compliant with this criteria. The depots that are not compliant with this criteria will be further assessed in relation to alternative fuels going forward. In relation to sales of second-hand power generators and rental of such generators, all of those with emissions above the same threshold are considered as not compliant with this DNSH criteria and are hence excluded from the share of alignment.

Activity 5.4 and 5.5 also include DNSH criteria that require Renta to develop a strategy to account for and reduce emissions arising from the value chain. Renta is, through our Business Code of Conduct, placing requirements on our suppliers to reduce their emissions and take environmental responsibility. In addition, Renta undertook a Scope 3 mapping during 2023, and is preparing to commit to SBTi in 2025, which will entail additional requirements for our suppliers. When selling pre-used vehicles and tyres, there are addiontal DNSH criteria for us to to comply with, but no such sales have been made during 2023.

Furthermore, the DNSH criteria for activity 5.4 stipulates that pre-used electronic and electrical equipment (C27) is compliant with Directive 2009/125/EC. 95 % of Renta's suppliers are based in Europe, and CE-marking is a requirement for products that are sold on the European market. To evaluate if electronical and electric equipment is CE-marked is a part of our purchasing processes (governed through our Purchasing Guideline). We are therefore assuming that all our sales of pre-used electrical and electronical equipment are compliant with this directive.

Transition to a circular economy
Activity 6.5 includes the DNSH criteria on vehicles of categories M1 and N1 to be both of the following: 1) reusable or recyclable to a minimum of 85% by weight, and 2) reusable or recoverable to a minimum of 95% by weight. Reusability, recyclability, and recoverability have been incorporated in the regulations governing type-approvals for several years. However, Renta does not have sufficient information to assess this requirement and will not account for any alignment for 2023.

Renta will continuously work to ensure and increase our compliance with the criteria for substantial contribution and DNSH related to our taxonomy-eligible activities. As for 2023, we will only report taxonomy-alignment in relation to activity 5.4 and 5.5 for our operations in Sweden and Finland in scope of the activities and NACE codes. This will however exclude a few depots due to having on-site heating, cooling or power above the threshold, and depots closer than 100 m to a water body.

Sustainable use and protection of water and marine resources
Activity 5.4 and 5.5 must comply with the DNSH criteria for water set out in Appendix B to Annex II of the Environmental Delegated Act. Renta has therefore undertaken an assessment of our operations' impacts on water, including effects on nearby watercourses, preservation of water quality, and avoidance of water stress. This assessment was undertaken in 2022 and updated during 2023, and since our first assessment we have operationalised our Environmental Guideline. This guideline governs water management within Renta, and also includes an environmental checklist to ensure that measures are taken in line with our overall approach to water management. During 2024, Renta will focus on the depot-specific context in relation to water, to assess if any additional measures are needed, especially for our depots located closer than 100 m to a water body. For 2023, we are assuming that all our depots, except those closer than 100 m to a water body, are compliant with this DNSH criteria.

Pollution prevention and control
The DNSH criteria with regards to pollution prevention and control and activity 6.5 and 6.6 require for example that the vehicles comply with the most recent stage of Euro 6/Euro VI on emission performance and Regulation (EU) No 540/2014, which places requirements on manufacturers regarding sound-level of motor vehicles. Tyres must also comply with external rolling noise requirements in the highest populated class and with Rolling Resistance Coefficient (influencing the vehicle energy efficiency) in the highest two populated classes verified from the European Product Registry for Energy Labelling (EPREL). However, Renta does not have sufficient information to assess this requirement, especially in relation to tyres, and will not account for any alignment for 2023.

Regarding activity 5.4 and 5.5, these activities have to be compliant with the DNSH criteria for pollution set out in Appendix C to Annex II of the Environmental Delegated Act. Renta governs chemicals and substances in relation to Appendix C through our Environmental Guideline, Purchasing Guideline, and chemical management systems. As of 2023, Renta Sweden and Finland have implemented a robust chemical management system, whereas remaining segments will be considered as non-compliant with this DNSH criteria for this year.
For activity 5.4 and sales of second-hand vehicles, the DNSH criteria for pollution prevention and control includes additional requirements. These are however not assessed, as Renta has not sold any pre-used vehicles or tyres during 2023.

Summary of substantial contribution and DNSH
Renta will continuously work to ensure and increase our compliance with the criteria for substantial contribution and DNSH related to our taxonomy-eligible activities. As for 2023, we will only report taxonomy-alignment in relation to activity 5.5 for our operations in Sweden and Finland in scope of the activity and NACE codes. This will however exclude a few depots due to having on-site heating, cooling or power above the threshold, and depots closer than 100 m to a water body.

Minimum safeguards
The Taxonomy's requirements for minimum safeguards are related to human rights and labour rights, bribery/corruption, taxation, and fair competition. It is an essential part of the EU Taxonomy and a precondition for taxonomy-alignment. Renta has undertaken an assessment of the minimum safeguards as well as implemented needed measures. Planned and already carried out actions linked to the minimum safeguards are further described in the report under relevant areas such as Caring about people and Our way to conduct business.

During 2023, Renta has not been in breach of any labour or human rights laws, nor has the Business and Human Rights Resource Centre (BHRRC) or OECD National Contact Points in our respective segments taken up any allegation against Renta. Neither has Renta, nor its senior management been convicted in court on corruption or violating competition laws and regulations. Renta has not been found to violate tax laws.

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SUSTAINABILITY REPORT

Taxonomy eligible activities

Principles for financial reporting in accordance with the EU Taxonomy

Renta's consolidated financial statements for 2023 have been prepared in accordance with the International Financial Reporting Standards (IFRS). In relation to the EU Taxonomy Regulation, we report three financial ratios that indicate the proportion of turnover, capital expenditures and operational expenditures that are Taxonomy-eligible or Taxonomy-aligned. The calculation of these KPIs has been completed in accordance with Renta's internal accounting policy, the EU Taxonomy Regulation and the IFRS. Renta is currently reporting on the EU Taxonomy on a voluntary basis, and our internal accounting system is not yet fully developed to capture as detailed activity-based data as the Regulation requires. Therefore, Renta has chosen to disclose the financial ratios as a percentage to provide an indication of how aligned our business is with the EU Taxonomy Regulation.

Some of our challenges in relation to activity-based data is related to our the three KPIs for to activity 6.5 and 6.6, as well as to collect accurate financial data in relation to equipment in scope of the NACE codes in relation to activity 5.4 and 5.5.

Numbers to be calculated for FY2024

Turnover, CapEx and OpEx

	Economic activities	Environmental objective	Taxonomy-eligiblity 2022	Taxonomy-eligibility 2023	Taxonomy-alignment 2022	Taxonomy-alignment 2023
Turnover	5.4 Sale of second-hand goods	Circular economy	-	-	-	-
	5.5 Product-as-a-service and other circular use- and result-oriented service models	Circular economy	45,3%	44,6%	0,0%	28,3%
	6.5 Transport by motorbikes, passenger cars and light commercial vehicles	Climate change mitigation	1,2%	8,1%	0,0%	0,0%
	6.6 Freight transport services by road	Climate change mitigation	0,2%	1,4%	0,0%	0,0%
	Total turnover		**46,7%**	**54,2%**	**0,0%**	**28,3%**
CapEx	5.5 Product-as-a-service and other circular use- and result-oriented service models	Circular economy	49,8%	31,2%	0,0%	16,8%
	6.5 Transport by motorbikes, passenger cars and light commercial vehicles	Climate change mitigation	-	-	-	-
	6.6 Freight transport services by road	Climate change mitigation	-	-	-	-
	7.7 Acquisition and ownership of buildings	Climate change mitigation	-	6,5%	0,0%	0,0%
	Total CapEx		**49,8%**	**37,7%**	**0,0%**	**16,8%**
OpEx	5.5 Product-as-a-service and other circular use- and result-oriented service models	Circular economy	3,5%	46,0%	0,0%	27,2%
	6.5 Transport by motorbikes, passenger cars and light commercial vehicles	Climate change mitigation	1,7%	-	0,0%	-
	6.6 Freight transport services by road	Climate change mitigation	0,3%	-	0,0%	-
	7.7 Acquisition and ownership of buildings	Climate change mitigation	-	-	-	-
	Total OpEx		**5,5%***	**46,0%**	**0,0%**	**27,2%**

* For 2022, Renta did not follow the exact definition of OpEx within the EU Taxonomy. This has been corrected for 2023, whereby a higher share is presented.

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SUSTAINABILITY REPORT

CARING ABOUT PEOPLE

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 outwards, in contact with customers, suppliers, and partners.

17 Average training hours per employee

Bridge incident at Espoo, Finland

In May 2023 a temporary pedestrian bridge built by Renta collapsed in Espoo, Finland. The Rescue Department declared that the victims had sustained injuries of varying degrees, but none of them were life-threatening. Renta began an investigation and cooperation with the authorities as soon as the accident came to our attention. Our own investigation of the work Renta carried out displayed that mistakes had been made in the design and construction of the bridge which involved multiple parties. The Finnish Safety Investigation Authority, Otkes, investigation report demonstrates that some of the responsibilities had been unclear and that there is a need for more precise regulation of temporary bridge structures. Nevertheless this type of accident cannot happen again and we have gone through our process thoroughly. We immediately stopped the construction of similar structures, in addition we also increased internal and external audits and the training our employees undergo.

We work with machines, but above all, we work with people

Our current and future success at Renta is not solely reliant on machines and equipment; it hinges significantly on the dedication and contributions of our employees and the workers throughout our value chain. Our industry is dynamic and expansive, and the perception and development of our company is deeply influenced by the efforts of these individuals. Whether they are directly employed by us or part of our broader network of suppliers and partners, their roles are vital in shaping the trajectory of our company. We value the collective efforts of all individuals involved, as they are integral to realising the goals and visions of Renta.

Human rights governance

Renta's commitment to respecting human rights is embedded throughout our company, and we expect our business partners to do the same. Developing our projects and supply chains in new markets poses important human rights considerations that we need to fully understand and address as we continue to grow. In practice, this means that we identify proactively any potential risks of negative impacts on human rights and transparently communicate our efforts and challenges along the way.

We work to ensure that human rights are respected across our entire value chain. We are committed to continuously strengthening our human rights governance for all of our rightsholders groups.

To be compliant with the minimum safeguards regarding human and labour rights, Renta has conducted human rights impact assessments (HRIAs) during the last two years as part of our on-going human rights due diligence (HRDD) process. We initiated our HRDD process during 2022 to evaluate our governance in relation to human rights. We approach HRDD as a comprehensive risk management tool to evaluate our potential and actual adverse impacts on human rights in our own operations, supply chain, and business relations.

The objectives of our HRDD process are to:

- Assess Renta's actual and potential human and labour rights impacts in own operations and across the value chain.
- Engage with rights- and stakeholders to incorporate their views.
- Formulate recommendations to address, mitigate, and/or remediate negative impacts and enhance positive impacts.

The methodology used aligns with the UN Guiding Principles on Business and Human Rights (UNGPs) and is informed by the OECD Due Diligence Guidance for Responsible Business Conduct.

Our commitment

During 2023, our commitment to respect human and labour rights has been adopted in Renta's policies: Code of Conduct, Business Code of Conduct, and Anti-Corruption Policy. These policies were approved by the Board during the April of 2023.

As part of our Group level policies, Renta recognises the 10 principles of the UN Global Compact and the main underlying conventions: The Declaration of Human Rights, the International Labour Organisation's Declaration of Fundamental Principles and the Rights at Work, the Rio Declaration on Environment and Development and the UN Convention against corruption.

We are continuously reviewing our policies. Here, management and managers have the particular and important responsibility of setting a good example for our business conduct. An employee, partner, or anyone affected by our operations who is uncertain about the practise of the policies can seek guidance from their immediate manager or contact person.

Caring about people

We encourage both internal and external stakeholders to report actual or suspected violations of the policies via our whistleblower channel. Read more about our whistleblower channel on page 29.

In 2023, Renta's Head of Sustainability was appointed as responsible for our human rights governance. Our employees, business partners, and suppliers are responsible for adhering to and upholding our policies.

Risk assessments
Annually, we conduct HRIAs to identify potential high-risk human rights areas within our operations and value chain. The HRIA conducted in 2023 did not identify any actual adverse impacts that Renta has caused or contributed to.

However, some human and labour rights areas were identified as risk areas to evaluate further:

- Working conditions
- Health and safety
- Discrimination and equality
- Freedom of expression, assembly, and association
- Availability and accessibility of workplace grievance mechanism
- Right to effective remedy

As Renta has a global supply chain with relatively low visibility, one cannot rule out the risk of suppliers' presence in countries with a high risk of human and/or labour rights violations. We have not identified any actual occurrence of these risks in our supply chain, but remain aware of these issues and therefore, have initiated implementation of a supplier risk screening process.

Business partners and supply chain management
Renta is committed to conducting its business according to international sustainable standards outlined in the UN Global Compact. We shall always work to uphold universal human rights and fair labour practices, as well as minimise negative environmental impact in the organisation itself and in collaboration with business partners and suppliers. Assessing human rights risks in our supply chain will be a part of our improved supply chain management. Read more about this on page 11.

Mitigation management
During 2024, we will publish a human rights statement and our policies externally, as well as integrate relevant policies into customer and supplier contracts. We are committed to ensuring that all employees within the Group fully understand and respect our policies. To consult rightsholders within our own organisation, we will carry out employee surveys uniformly across all segments to gain insights into our employees' experiences, concerns, and perceptions.

Moreover, we plan the implementation of a supplier risk screening process related to ESG criteria as a systematic and standardised approach for choosing and assessing suppliers. The intended outcome of the strengthened supply chain management is to reduce the risks of salient human and labour rights impacts in the supply chain, as well as build a closer collaboration and leverage with suppliers.

To improve the way we monitor risks and impacts, as well as enhance improvements, we continuously evaluate our due diligence process. As a result of the risk assessment, we strengthened our human rights governance with the help of an external expert consultancy. We will continue the dialogue with rights- and stakeholders to inform our HRDD process with valuable insights and deeper our understanding of potential negative impact and adequate mitigation actions. Renta is committed to undertake annual HRIAs, as well as continuously conduct due diligence on business areas and business relations as risks are triggered. If identified that Renta has caused or contributed to negative impact, we will provide or co-operate to remedy impact adequately through dialogue with the affected rightsholder(s). We expect our business partners and suppliers to adopt and enforce similar policies.

We recognise the importance of safeguarding human and labour rights and commit to publicly communicating our progress and lessons learnt to cover human rights in all stakeholder engagement practises.

Health and safety
We are committed to upholding a safe and healthy work environment, both physically and mentally. To maintain a safe workplace, it is imperative that every individual takes ownership of identifying and mitigating risks within their work environment. Our Code of Conduct fosters our attitude and approach towards occupational health and safety.

At segment-level, the management of health and safety initiatives is managed by each local HSEQ Manager. In addition to overseeing segment-specific activities and ensuring compliance with local regulations, this role is tasked with monitoring and reporting on workplace accidents, workplace incidents, and illness statistics. Given the nature of our work, particularly in areas involving heavy machines and operational risks, accidents, or incidents such as falls, cuts, and crush injuries may occur despite our preventative efforts. Nevertheless, we remain committed to investigating the causes of such incidents and carry out remedial actions to strive towards our goal: zero (0) accidents.

Work-related accidents	2023	2022
Number of accidents*	15	23
LTIFR**	4.65	9.64
Sick-leave days caused by accidents	220	206

*Number of accidents followed by at least one (1) day of sick leave
** LTIFR = Lost Time Injury Frequency Rate. The number of lost time injuries occurring in the workplace per 1 million hours worked.

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SUSTAINABILITY REPORT

Caring about people

Diversity by gender and age per category

Category	Female	Male	Non-binary	<30 years	30–50 years	>50 years
Board of Directors	50%	50%	-	0%	66.7%	33.3%
Management Group	0%	100%	-	0%	55.6%	44.4%
Employees	9.06%	90.94%	-	17.72%	57.39%	24.89%

Targets for gender diveristy

Key category	Target	Performance 2023
Share of female Board members	50%	50%
Share of females in the Management Team	10%	0%
Share of female managers	15%	7.78%
Share of female employees	20%	9.06%

Employees that participated in regular performance and career development reviews by country

Country	Number of employees, Men	Percentage of employees, Men	Number of employees, Women	Percentage of employees, Women
Denmark*	-	-	-	-
Estonia	0	0%	0	0%
Finland	0	0%	5	0%
Latvia	7	21.9%	0	0%
Lithuania	1	7.1%	0	0%
Norway	0	0%	0	0%
Poland	0	0%	0	0%
Sweden	676	111.9%**	71	100%

* All employees are offered a yearly performance and career development review, but no data is available on how many interviews have been conducted
**Also including employees who left during the year, which means that the percentage is higher than the number of employees at the end of the year

Employees and employee hires and turnover by country

The employees in our workforce are disclosed as headcount

Country	Number of employees at the beginning of the reporting period	Number of employees who left during the reporting period	Number of employees at the end of the reporting period	Employee turnover (%)*
Denmark	115	31	200	19.68%
Estonia	18	11	15	6.06%
Finland	310	63	355	18.9%
Latvia	32	11	36	32.35%
Lithuania	13	3	16	20.69%
Norway	332	106	620	22.27%
Poland**	143	38	181	23.46%
Sweden	558	134	668	21.86%
Total	**1,521**	**397**	**2,091**	**21.98%**

* Annual turnover = [(number of employees who left/average number of employees)*100]
** Includes both our Rental service organisation and Renta Pumps organisation

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SUSTAINABILITY REPORT

Caring about people

Diversity and inclusion
Fostering an organisational culture characterised by equality and diversity is fundamental to our continued success. Our overarching objective is to cultivate, attract, embrace, retain, and develop a diverse and talented workforce. In our pursuit of an inclusive workplace where every individual is treated with respect and dignity, we leave no one behind.

Research consistently demonstrates that achieving an even gender distribution in the workplace contributes to development and success. In our efforts towards a differentiated workplace, we also focus on promoting a workplace that welcomes all individuals regardless of background, sexual orientation, or ethnicity. While we acknowledge areas where improvements are needed, we remain steadfast in our commitment to continuous improvement, integrating diversity and inclusion initiatives throughout our organisation.

It is a challenge to increase gender diversity in a male-dominated industry. Therefore, to elevate the importance of gender diversity, we have established new targets for gender representation across four key categories: employees, managers, the Management Team, and the Board. On Group level, we have a goal to reach a more equal gender distribution between females and males by the end of 2026.

Development of employees
During 2023, our workforce expanded significantly, partly through mergers and acquisitions, and partly through new recruitments across our organisation. We are delighted to welcome new talents to Renta. In total, we are now 2091 number of employees, an increase of 22% from the previous year.

In the pursuit of being an attractive employer, we prioritise the continuous development of our staff through a combination of both internal and external training. The comprehensive training programs encompass a wide range of topics, including data security, anti-corruption, leadership development, and specialised skills such as truck driving for specific roles. In 2023, the average training hours per employee totalled in 14 hours for male employees and 3 hours for female employees.

As part of the development of our employees, we strive for our employees to have the opportunity to develop their careers with us and promote professional growth. Our segments currently work to varying extents when it comes to recurring and regular performance and career development reviews. Some segments operate in markets where performance reviews are governed by collective agreements and some are not, where the reviews instead are carried out on a voluntary basis. The reviews are closely linked to various education and training that the employees may need in their role.

Local initiatives
In Finland, our segment successfully certified its operations according to the international management system standard for work environment ISO 45001 during the year, as a part of the certification all employees carried out an internal safety, health, and environment training. And in Sweden, our operations began their journey towards an ISO 45001 certification, which is to be completed in 2024. Additionally, Sweden also initiated a new women's network within the company with the aim to foster cross-regional relations amongst female employees, promoting mutual support and facilitating discussions on topics such as female leadership, enhanced recruitment strategies for women, and the optimisation of the working environment.

In Denmark, our operations actively participated in career fairs as part of our efforts to showcase our organisation and career opportunities to young professionals entering the workforce. These engagements were designed to attract a younger and more diverse talent pool while highlighting the diverse range of roles and responsibilities within our organisation.

Data security
We prioritise security and data protection to ensure the safety of our customers and employees' information. We adhere to current regulations and guidelines set by applicable authorities while implementing industry best-practises wherever possible. The development of our own digital solutions places great demands on information security and personal data. During the year, our central IT unit DigiOffice achieved ISO 27001 certification with positive results. We use the ISO 27001 framework as the foundation for our technical solutions, policies, and processes to maintain consistently high-security standards.

We had zero (0) confirmed cases of breaches of customer privacy as well as zero (0) cases of substantiated complaints during 2023.

renta

SUSTAINABILITY REPORT

Caring about people

Employees covered by collective bargaining agreements and social dialogue

Country	Share of employees covered by collective bargaining agreements	Description
Denmark	52%	Collective agreements covers all blue collars
Estonia	0%	
Finland	31%	Other employees (not covered by collective bargaining agreements) have other written working conditions agreements that comply with the collective agreements
Latvia	0%	
Lithuania	0%	
Norway	0%	Follows the national agreement for construction subjects NHO - LO
Poland*	0%	
Sweden	99%	The people employed in Renta Sweden AB do not have a collective agreement, the same operating rules apply to them as Renta AB

* Includes both our Rental service organisation and Renta Pumps organisation

OUR WAY TO CONDUCT BUSINESS

Adhering to and promoting responsible business conduct and internationally respected standards is imperative to our future success and forms the foundation of our sustainability aspirations.

We want to be a driving force for sustainability in the construction industry and deliver circular solutions. This entails standing up for people and the planet by conducting our business responsibly, no matter where we operate or with whom we partner. Therefore, our key policy documents clearly state our commitment to live up to internationally respected policies and principles. These policies apply to everyone working in and for Renta, and form the foundation for how we behave, make decisions, and deploy best practices throughout our operations and supply chain.

We are dedicated to supporting responsible business conduct throughout our own operations and value chain. This means promoting accountability by maintaining proper policies and practices, having zero tolerance for fraud and corruption, upholding a culture of respect, honesty, and fairness, and contributing to transparency. Responsible business conduct is also crucial to earning the trust of our stakeholders and therefore key to our success.

We believe in an inclusive workplace characterised by open communication, wherein diverse topics can be openly discussed, and individuals feel empowered to voice concerns. Everyone that works at or with Renta is the ears and eyes of the company, and often first to know when there is any 'wrongdoing'. To be able to act, decision-makers in the company first need to know of any concerns. Consequently, we actively encourage employees to address concerns or grievances directly with the local management to aid us in the identification and prevention of potential legal infractions.

Our commitment to responsible business conduct is also supported by our whistleblower channel, which serves both internal and external rights- and stakeholders. The whistleblower channel is managed by a third party. The whistleblower channel is available on our public website renta.com as well as on the segments' internal websites. In instances where a whistleblower opts to remain anonymous, we safeguard confidentiality. We have established a standard operating procedure to ensure that allegations are rigorously and objectively investigated. Renta will not share personal data that was processed through the whistleblowing channel with third parties, with the exception of notifying (a suspicion of) a crime to the relevant enforcement authorities.

Our Code of Conduct

The Code of Conduct lays out the behavioural expectations for our over 2,000 employees across our segments. The Code is a policy that sets the standard for how we conduct our business ethically and in accordance with applicable laws and regulations. It applies everywhere we operate and to all our employees and others who work on our behalf. In accordance with our decentralised management model, each segment is responsible for ensuring that operations are conducted in accordance with the Group's minimum requirements and standards for sustainable and responsible business. The segments are also free to supplement existing policies with stricter requirements. The code is signed by our CEO and approved by the Board of Directors. The code is available to all employees through each segment's internal web and via mandatory training.

Escalation routine

Maintaining strong professional relationships that align with our sustainability requirements is essential for ensuring safe worksites, upholding environmental standards, and adhering to ethical business practices. Therefore, it is crucial to have a robust process in place to manage potential incidents, breaches, and non-compliance with our steering documents, or other concerns that could occur.

To address these challenges we have implemented an escalation routine. This offers us guidance on how to address, and escalate internal concerns, incidents, and breaches of our Business Code of Conduct, as well as situations where suppliers may not accept the terms of Renta's Business Code of Conduct. Furthermore, it also clarifies our internal reporting structure of incidents of breaches, or suspicions of breaches with our Code of Conduct. This was also communicated in the trainings provided on our Code of Conduct during the year. Some segments have their own deviation management systems, often as a requirement for ISO certifications. Most concerns within the segment are raised through the deviation system or to nearest manager, the escalation routine demonstrates how to raise concerns on a higher level or if the person doesn´t feel comfortable to raise the concern to the local segment management. It also demonstrates the way of handling the concern for managers to take action.

Prevention and detection of corruption and bribery

We have strengthened our view and stance on corruption through the enhancement of our Anti-Corruption Policy. This policy underscores our firm stance on zero tolerance towards bribery and corruption and applies universally to all employees, consultants, contractors, and any parties involved in business relationships with Renta, its subsidiaries, or their employees, regardless of their geographical location. Renta's approach to Anti-Corruption is communicated to suppliers, partners, and customers via our Business Code of Conduct.

Request for information

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*

This sustainability report represents Renta Group OY (organisational ID number 2732388-9) for the financial year of 2023 (2023.01.01 – 2023.12.31) and includes the entire Group, with the exception of Ohiko Oy. The report is created as a separate document in addition to the Management Report.

The data in this report has been extracted from Renta's internal centralised analytics system and from our respective segments, and subsequently consolidated in the external reporting system platform provided by Position Green. The greenhouse gas emissions data for scope 1, 2, and 3, has been calculated in accordance with the GHG Protocol, using emission factors from DEFRA (2023), AIB (2022), Energiföretagen (2022), Exiobase 3.9 (2019), Hotel Footprinting Tool (2023), Finnish Energy (2020) and IEA (2023). The data for 2023 was collected during February 2024. Overall, our approach to data collection and sustainability reporting has been informed by the ESRS. During the coming years, until we are obliged to report in accordance with the CSRD and ESRS, we will increase the scope of our sustainability data and qualitative disclosures. This report is not externally assured.

For questions about the Sustainability report, please contact: rebecca.langstrom@renta.com

Corporations covered by this sustainability report

Renta Group consists of:

Renta Yhtiöt Oy
Renta Telineet Oy
Renta Oy
Renta AS
Renta Norway AS
Norsk Bio AS
Mylift Holding AS
Mylift AS
Mortens Kranservice AS
Mylift & Borud Stillas AS
MyEvent AS
Mylift Event Sweden AB
Renta AB
Renta Sweden AB
Gustafssons Uthyrning AB
Renta Poland Sp z. o.o.
Renta Sp z. o.o.
Renta Denmark ApS
Renta A/S
A.L. Del-Pin A/S
SIA Uprent Group
SIA Uprent
Renta Pumps UAB
OU Uprent
Uprent Sp z.o.o

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