

renta

Sustainability
Report

20

25



01 About us

Renta Group is a full-service machine and equipment rental company serving B2B customers across Northern and Central Europe. In addition to machine and equipment rental, we offer on-site services such as temporary plumbing and HVAC installations, on-site facilities including construction modules, as well as scaffolding and weather protection.

We operate in eight countries: Denmark, Estonia, Finland, Latvia, Lithuania, Norway, Poland and Sweden. Estonia, Latvia, Lithuania and Poland form one of five segments, the Central and Eastern Europe (CEE).

Our main customers operate in the construction, infrastructure and manufacturing sectors. To serve these industries, we combine our core rental offering with specialised capabilities. In the Baltics, our Pump division is a leader in dewatering and bypass solutions for construction, water management and industrial applications.

Machine and equipment rental is a local business. Our depots operate close to our customers and are empowered to make decisions that create value on site. We believe in putting people first and building a culture based on trust, responsibility and professionalism. Local presence, short decision paths and operational agility are the foundations of our way of working.

Our rental model is inherently circular. By enabling shared use of modern, reliable equipment, we increase utilisation rates and reduce unnecessary resource consumption across the construction value chain. Combined with digital solutions and continuous fleet renewal, this strengthens our ambition to be the most sustainable and digital partner within the equipment rental industry.

In 2025, we continued to strengthen our sustainability work in line with our updated double materiality assessment, focusing on climate change mitigation and energy, circularity, health and safety, value chain responsibility and responsible business conduct.

TURNOVER

€ 603M

EMPLOYEES

2243

LOCAL DEPOTS

194

HQ in Vantaa, Finland



02 Letter from Head of Sustainability

In 2025, we took important steps forward in forwarding Renta's sustainability direction and continued to strengthen Renta's position as a responsible and forward-looking partner within the equipment rental industry. Sustainability is not a separate agenda for us – it is embedded in how we operate, invest and create value for our customers.

During the year of 2025, we moved from building foundations to setting clearer long-term commitments. We updated our double materiality assessment to ensure that our sustainability priorities reflect both our business reality and the expectations of our stakeholders. Climate change mitigation, circularity, health and safety, value chain responsibility and responsible business conduct remain at the core of our work.

A key milestone in 2025 was the establishment of a clear greenhouse gas baseline and the definition of new Group-wide climate targets. We now aim to reduce our CO₂ emission intensity by 20% by 2030 and 40% by 2040, while increasing the share of green electricity to above 95% by 2030. These targets provide long-term direction and strengthen accountability across the organization. They are directly linked to our fleet strategy, digital development and operational efficiency.

As a rental company, the majority of our emissions occur in the value chain, particularly in the use of rented equipment. This makes transparency, data quality and collaboration critical. Through telematics and digital tools, we are improving emissions visibility and enabling our customers to make more informed decisions at project level.

We see digitalisation not only as an efficiency driver, but as a key enabler of the low-carbon transition. A key highlight in 2025 was the significant progress in telematics, where we reached our target of 80% fleet coverage. This represents a major milestone and a strong foundation for our sustainability work, as it enhances both the accuracy and granularity of data. With this level of coverage, we are better positioned to track emissions, optimize asset utilization, and support customers in reducing their environmental impact.

At the same time, safety remains non-negotiable. We continue to strengthen our health and safety culture across all segments and work systematically to prevent accidents and learn from incidents. A safe workplace for our employees and safe solutions for our customers are fundamental to our licence to operate.

During the year, we also strengthened our reporting processes and internal governance in preparation for the Corporate Sustainability Reporting Directive (CSRD). While this report is not a CSRD report, the work has enhanced our data quality, internal controls and transparency. It has also reinforced the integration of sustainability into our core management processes.

Sustainability is a continuous journey. It requires clear priorities, measurable targets and disciplined execution. I am proud of the progress we have made and confident that our circular business logic, digital innovation and strong local presence will continue to differentiate Renta in the markets where we operate.

This spring, we welcome our new Head of Sustainability, and I will transition my responsibilities to her. What will not change is our commitment to earning your trust and continuously strengthening our sustainability performance.



**Rebecca Långström,
Head of Sustainability**



03 General basis for preparation and reporting practices

The following information relates to Renta Group Oy, referred to throughout this report as Renta Group.

This Sustainability Report covers the financial year 1 January 2025 to 31 December 2025. The report is inspired by the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). While not a formal CSRD report, the structure, governance and data processes have been developed in preparation for future requirements. The report has not been externally assured.

The content is based on our double materiality assessment updated in 2025, which defines the sustainability topics most relevant to our business and stakeholders. The reporting scope includes Renta's own operations across all operating countries and, where relevant, impacts in the upstream and downstream value chain.

The data in this report is consolidated according to the same principles as our financial statements where applicable. As the report is published separately from the Annual Report, it is not formally integrated with the financial statements. However, this report has been approved by the Board of Directors.

We aim to provide transparent, consistent and reliable sustainability information. Data is collected from our segments through centralised reporting systems and consolidated at Group level.

During 2025, certain greenhouse gas calculation methodologies were refined to better align with prevailing reporting practices and more accurately reflect market conditions. Updates to emission factors and the treatment of purchased electricity have affected reported Scope 2 emissions. Consequently, changes compared to 2024 may reflect methodological improvements in addition to operational developments.

As a rental company, a significant share of our environmental impact occurs in the value chain, particularly in the production and use of equipment. While Scope 3 data coverage continues to expand, certain value chain data involves estimations due to limitations in available information.

Where relevant, assumptions and methodologies are described in the respective sections. Improving data quality, coverage and internal controls remains an ongoing priority.

Our Board of Directors

The Board of Directors has ultimate responsibility for Renta's strategy, long-term development and overall governance. The Board oversees performance, risk management and the strategic direction of the Group.

The Board collectively possesses experience relevant to Renta's business model and sustainability priorities. Sustainability matters are regularly addressed at Board level, and where required, the Board draws on external expertise to ensure informed oversight of climate, regulatory and governance developments.

The Board brings together broad international experience in industrial operations, finance, investment, strategy and corporate governance. This diversity of professional, geographical and cultural backgrounds strengthens strategic dialogue and long-term value creation.

Gender balance and diversity remain important considerations in Board composition. The Board consists of six members, with a gender distribution of 33.3% female and 66.7% male.



Andrew Paul Studdert
Chairman of the board



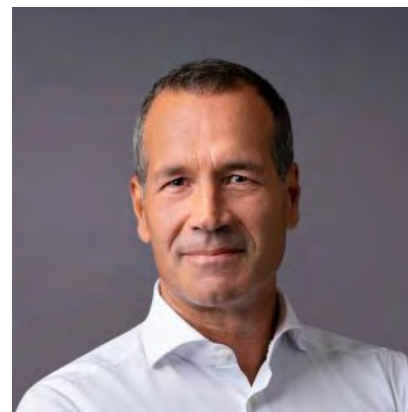
Maria Brunow
Member of the board



Kari Kullervo Kallio
Member of the board



Liisa Annika Poutiainen
Member of the board



Christopher Masek
Member of the board



Mathias Thorsheim
Member of the board



Audit Committee

The Board has an Audit Committee, primarily to exercise supervision of the Group's financial accounting and reporting and 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 of the Board are part of our Audit Committee:

Andrew P. Studdert
Maria Brunow
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 of the Board are part of the Remuneration Committee:

Maria Brunow
Andrew P. Studdert

CSRD Committee

Renta Group's CSRD Committee was established to support the implementation of CSRD, inform decisions regarding Impact, risk and opportunities. CSRD Committee is also responsible for steering the sustainability agenda and following the progress of sustainability targets. Members of the CSRD committee are Group CEO, Group CFO, Head of Group controlling, Head of Sustainability and Country Manager of Renta Sweden.

Management Team

The Management Team is the foremost operative decision-making body of the organization and drives performance, capital allocation, fleet development and operational excellence across all markets.

The Management Team is responsible for implementing the Group's sustainability targets and ensuring alignment with business strategy at segment level. Sustainability priorities are integrated into management processes and form part of enterprise risk management, investment decisions and strategic planning.

The CEO is responsible for the day-to-day management of Renta Group and for executing the strategy approved by the Board. The CEO leads the Group's operations through the Management Team.

The Management Team brings extensive experience in equipment rental, finance, digitalisation and international operations, collectively maintaining the necessary competence to manage sustainability-related impacts, risks and opportunities.



Kari Aulasmaa
CEO



Lauri Matikainen
CFO



Joel Särkkä
CIO



Fredrik Svanestränd
Fleet Director



Joacim Johansson
Country manager Sweden



Kari-Tapio Saarela
Country manager Finland



Leif Martin Drange
Country manager Norway



Tomasz Walawender
Country manager CEE



Lars Raagaard
Country manager Denmark

Roles and responsibilities

Board of Directors

Holds ultimate responsibility for sustainability-related impacts, risks and opportunities. Approves strategy and targets and oversees performance and risk management.

Audit Committee monitors sustainability reporting, internal controls and ESG-related risk management.

Management Team

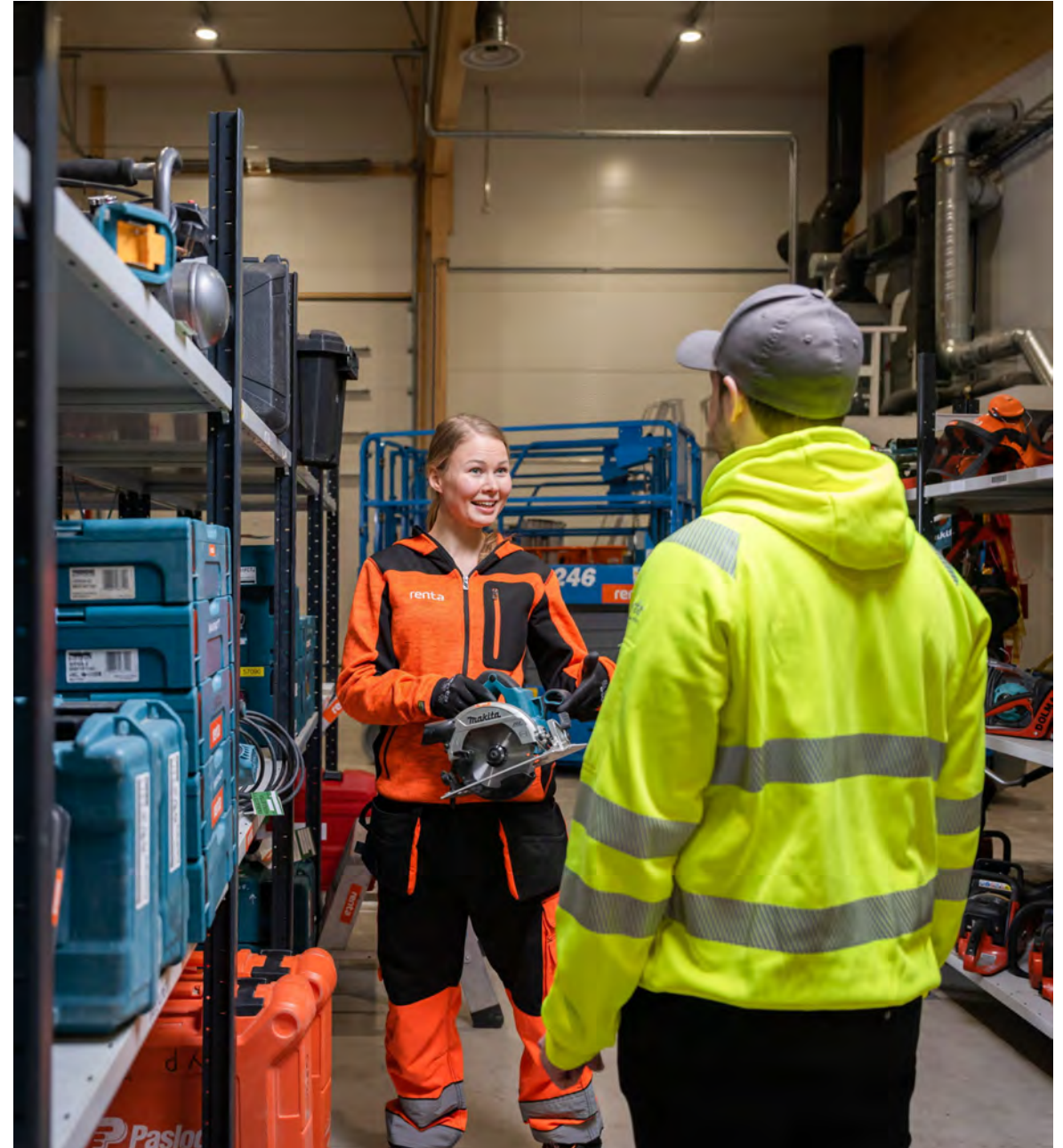
Implements sustainability strategy and targets across all markets. Integrates sustainability into investment decisions, fleet development and enterprise risk management. Regularly reviews sustainability performance and regulatory developments to ensure continuous development and alignment with market expectations.

Head of Sustainability

Head of Sustainability prepares and produces information to be considered in strategic decision-making at Board and Management level.

Operational level

Country Managers and HSEQ Managers ensure day-to-day implementation in operations. The segments that do not have an internal resource responsible for sustainability, may use external consultants.



Rental industry is inherently circular

By enabling shared use of machines and equipment, we increase utilization rates, extend product lifecycles and reduce the need for new production. This lowers resource consumption and environmental impact across the construction value chain.

While equipment manufacturing remains largely linear, the use phase within Renta operates in a circular flow. Through active fleet management, maintenance and controlled resale, we maximise the value and lifetime of our assets. Circularity is embedded in our business model and strengthened through digitalisation, data-driven fleet optimisation and continuous renewal of our equipment. We also actively use our market position to demand for more sustainable solutions from suppliers and encourage our customers for sustainable use of equipment.

Shared usage

Equipment is used by multiple customers over its lifetime, improving efficiency and reducing idle capacity.

Repairability

Product design, preventive maintenance and service extend operational life. We repair and take care of our equipment as long as possible.

Reusability

Components and equipment are reused whenever technically feasible.

Recyclability

At end-of-life, equipment is repaired, resold or recycled. Rental companies encourage suppliers to increase recyclability and limit non-recyclable materials.

Resource efficiency

Fleet choices and customer guidance aim to optimise equipment use and reduce unnecessary resource consumption.



We create value by delivering the right equipment, where and when it is needed.

Through rental, we enable shared use of modern, reliable machines. This increases utilization, reduces unnecessary capital investment and lowers the overall number of assets required in the market. Our business model strengthens the circular economy within construction.

Our staff has been involved in building the company from the beginning, shaping how we work and what it means to be part of Renta.



Understanding our customer

Our customers come first. We are committed to making their work smooth and efficient. Local professionals understand the operating environment best, which is why our depots are empowered to find the right solutions close to the customer.

Supported by central functions and skilled personnel, our teams combine local expertise with strong service. People who know their business and understand your needs make the difference.



Reliability

We are professionals you can trust. We deliver the right equipment, at the right place, at the right time. Reliability also means acting with honesty, openness and respect towards our customers and partners.

We take responsibility for our impact on customers, employees, the environment and society. Keeping our promises is fundamental to how we operate.



Innovation

Our ambition is to be the most modern company in our industry. We continuously develop digital services to improve customer experience and make rental solutions easier, safer and more efficient.

By advancing our service models and interfaces, we strengthen transparency and service quality across our operations.



Entrepreneurship

Entrepreneurial spirit and strong local expertise define Renta. Decisions are made close to the customer, and local professionals are empowered to act.

Our agile structure enables quick, straightforward decision-making, keeping our operations efficient, responsive and competitive.

Our value chain

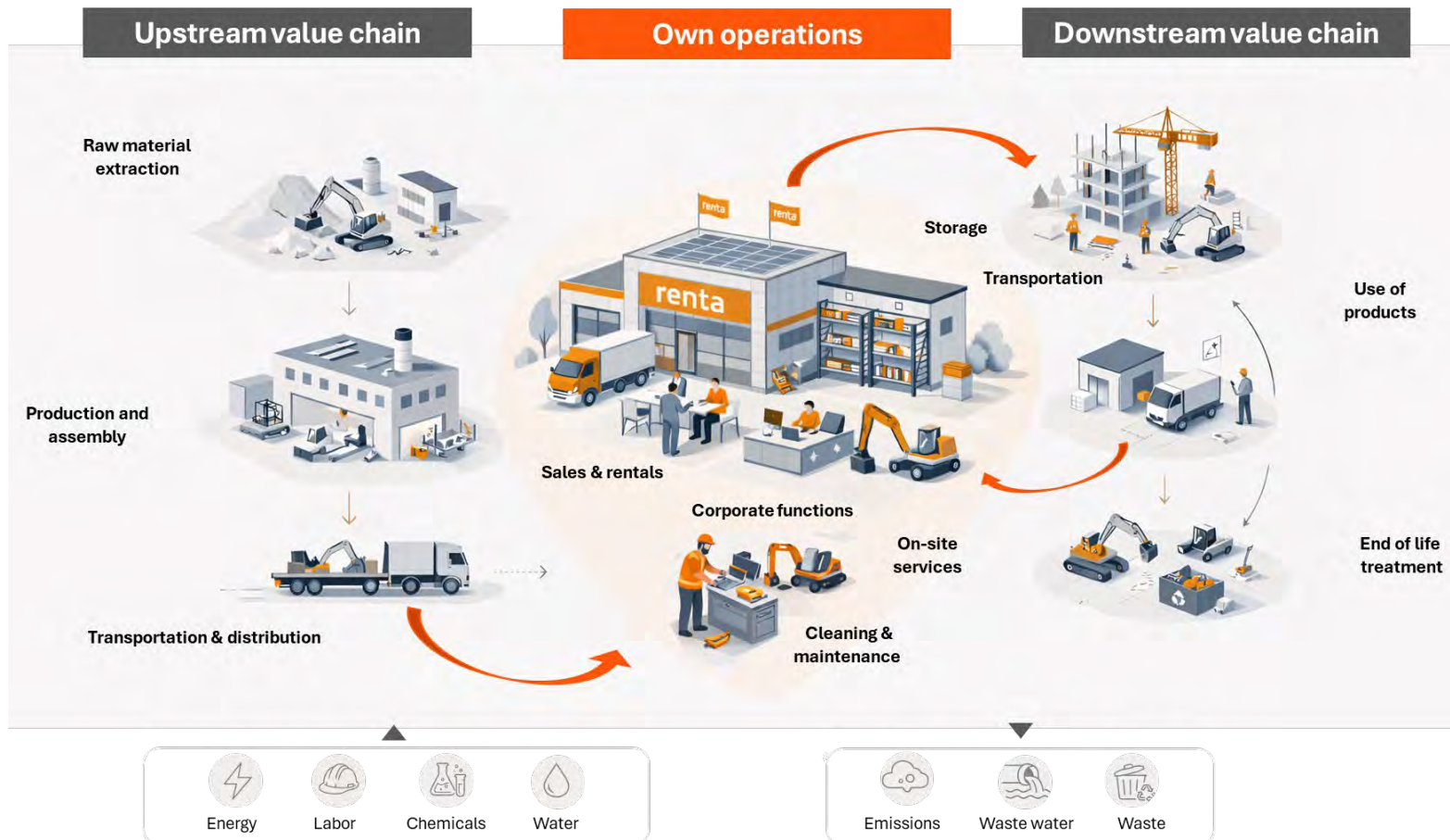
Our value chain is central to how we create value. It connects Renta with suppliers, partners and customers linking machines, equipment, services and data across markets. Operating across multiple countries and product categories, our value chain is extensive and complex. We work with approximately 50,000 suppliers and serve around 100,000 customers across the Group.

Upstream, the main impacts arise from raw material extraction, equipment manufacturing and transportation. Most of the machines and equipment in our fleet are sourced through dealers and distributors rather than directly from manufacturers.

Within our own operations, value is created through fleet management, maintenance, transportation and customer service. Equipment circulates between depots and customer sites throughout its lifecycle, enabling efficient use of assets.

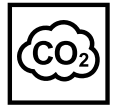
Downstream, customers use the equipment in construction, infrastructure and industrial projects. When machines reach the end of their useful life within Renta, they are resold or recycled, supporting continued use and resource efficiency.

Across the value chain, we rely on labour, energy, materials and logistics. Environmental and social impacts, including emissions, resource use and working conditions, may therefore occur both upstream and downstream. Improving transparency, supplier engagement and data quality across the value chain remains a priority.



We updated our double materiality assessment in 2025 to inform our sustainability work and target setting

We identified six material topics:



Climate change

Climate change mitigation & Energy



Circularity

Waste



Pollution

Air pollution



Own workforce

Health and Safety, Diversity & Training



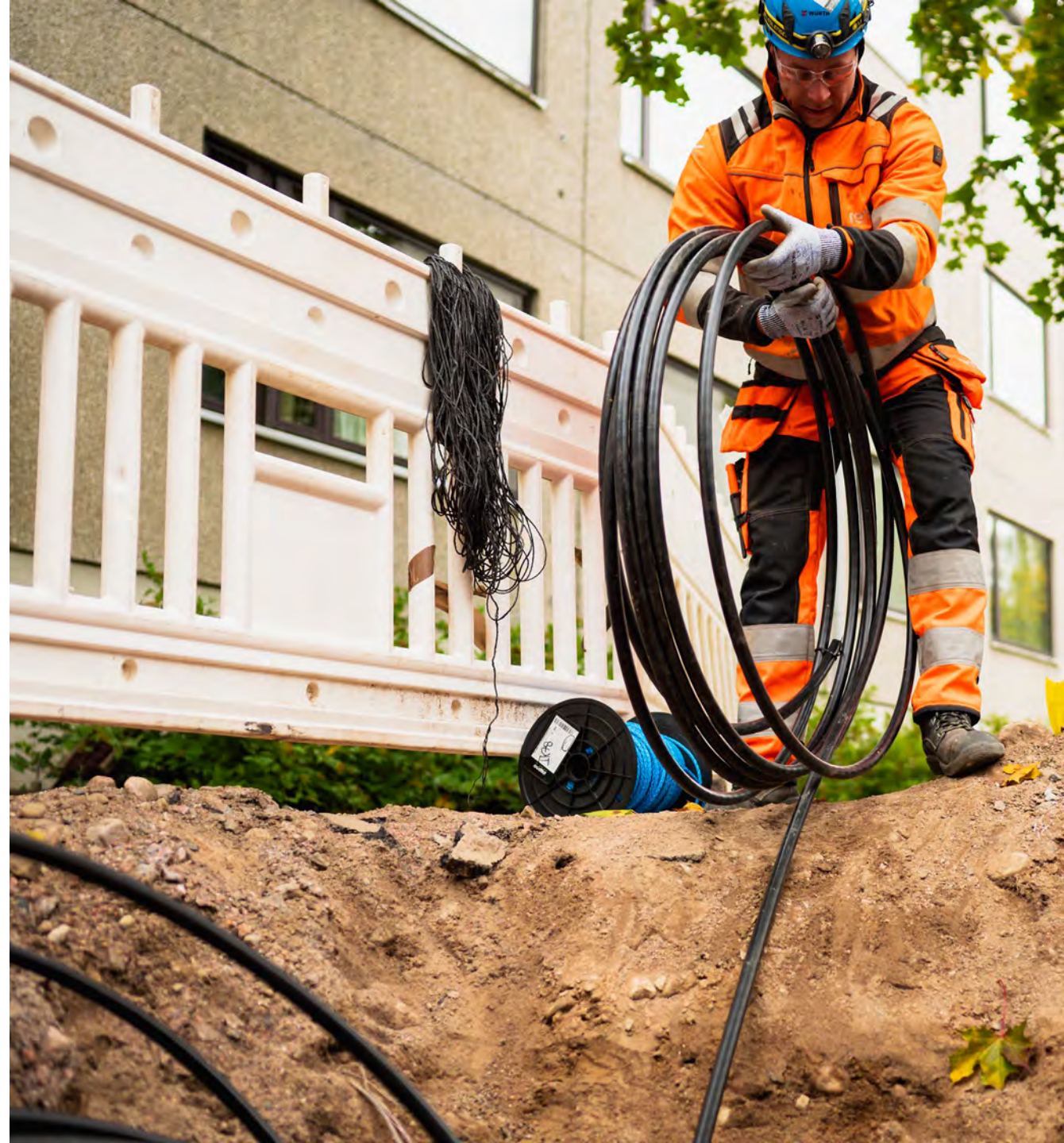
Value chain workers

Health & Safety



Business conduct

Corporate culture, whistle-blowers protection & corruption and bribery



Our sustainability strategy sets the direction for how we create long-term value

The four cornerstones of our sustainability strategy

Leading within circular economy and digitalization

We provide resources, products and services in a shared and efficient manner, supported by digital solutions that increase transparency and utilization. By expanding access to reliable CO₂ data and connected fleet insights, we help customers improve performance and meet evolving sustainability requirements.

We are the go-to, trusted, sustainable partner within the equipment rental industry.

Mitigating our value chain's environmental impact

We operate with resource efficiency as a priority. Based on a strengthened data foundation and a newly established GHG baseline, we continuously reduce the environmental impact of our operations and services. Our updated climate targets guide our transition towards lower emissions and increased use of renewable energy.

Excelling in health and safety

We provide a safe and developing working environment for our employees and sub-contractors, supported by strong health and safety management and a clear commitment to continuous improvement.

Our customers and end-users have access to high-quality equipment, safety instructions and, where needed, general and machine-specific training.

Prioritizing responsible corporate governance

We partner with organizations, stakeholders and suppliers that align with our values and expectations. We strengthen transparency through structured sustainability reporting and clear internal responsibilities.

We acknowledge our corporate responsibilities and operate in accordance with local and international standards, legislation and recognized frameworks.

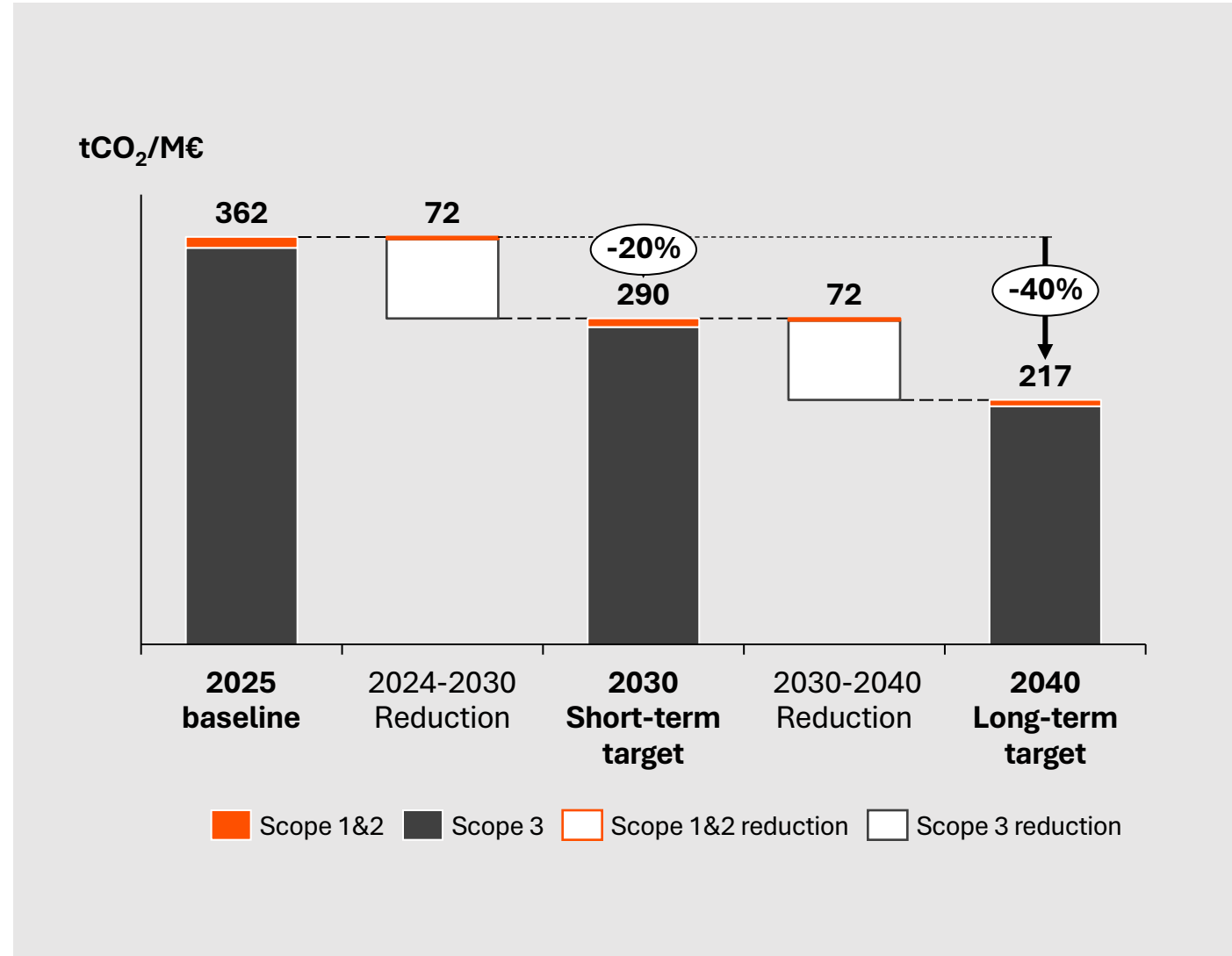
We set new ESG targets and calculated our emission baseline

Our ambition is to be the most sustainable and digital partner within the equipment rental industry.

In 2025, we strengthened this direction by establishing a Group-wide greenhouse gas baseline and setting new climate targets: a 20% reduction in CO₂ emission intensity by 2030 and 40% by 2040, alongside increasing the share of green electricity to above 95% by 2030.

These targets sharpen our focus and reinforce accountability across the organisation.

Health and safety, circular solutions, climate performance and responsible governance are integrated into our business decisions, fleet strategy and capital allocation.



Climate change

Our ambition is to reduce our climate impact while supporting our customers in achieving their own targets

Climate change is one of the most significant sustainability topics for Renta. Our operations and value chain generate emissions, primarily linked to equipment production, transportation, and customer use of rented machines. Our commitment extends beyond mere compliance, as we choose to engage in voluntary and proactive initiatives to advance our sustainable development.

While our rental model promotes resource efficiency and higher utilization, we recognize that our activities also contribute to greenhouse gas emissions. This impact occurs both directly in our own operations and indirectly across the value chain.

At the same time, the transition to a low-carbon economy creates opportunities. Demand for electric and low-emission equipment is increasing, particularly in public procurement. Rental provides customers with flexibility to access sustainable solutions without significant upfront investment.

In 2025, we set new climate targets to accelerate our climate work

In 2025, we established a Group-wide greenhouse gas baseline and set updated climate targets:

- Reduce CO₂ emission intensity by 20% by 2030
- Reduce CO₂ emission intensity by 40% by 2040
- Increase the share of green electricity to above 95% by 2030

These targets guide our transition and are intricately linked to fleet electrification, energy efficiency, and improved data transparency.

We report emissions in accordance with the GHG Protocol

We aim to provide the most accurate and comprehensive greenhouse gas (GHG) data possible. During 2025, we strengthened our reporting foundation by implementing a centralized ESG reporting system and establishing a Group-wide GHG baseline.

In this phase of development, certain Scope 3 categories are calculated using a spend-based methodology. This approach applies recognized emission factors to procurement data and provides a structured estimate where primary supplier- or customer-specific data is not yet fully available. Our aim is to move towards activity-based accounting step-by-step in the coming years.

Compared to previous years, we have expanded our reporting scope and improved data quality. As a result, year-over-year variations may reflect improved data coverage and methodological development in addition to operational changes.

We view this as a necessary and positive step in building a robust reporting framework. Reliable data is essential for setting meaningful targets and transparently demonstrating progress. Going forward, we will continue refining our methodology, increasing supplier-specific and rental equipment usage related data collection, and reducing reliance on spend-based estimates where feasible.

	Category	Emissions (kgCO ₂ e, Location-based)	Emissions (kgCO ₂ e, Market-based)	Emissions (tCO ₂ e, Location-based)	Emissions (tCO ₂ e, Market-based)
Scope 1	1.1 Self-generated heating	235 991	235 991	236	236
	1.2 Mobile combustion	1 974 857	1 974 857	1 975	1 975
	Scope 1 totals	2 210 848	2 210 848	2 211	2 211
Scope 2	2.1 Purchased electricity	319 102	801 566	319	802
	2.2 Purchased heating	678 571	678 571	679	679
	Scope 2 totals	997 674	1 480 137	998	1 480
Scope 3	3.1 Purchased goods and services	47 951 957	47 951 957	47 952	47 952
	3.2 Capital goods	59 236 130	59 236 130	59 236	59 236
	3.3 Fuel and energy related activities	1 220 186	1 220 186	1 220	1 220
	3.5 Waste generated in operations	53 596	53 596	54	54
	3.6 Business travel	479 534	479 534	480	480
	3.7 Employee commuting	730 958	730 958	731	731
	3.9 Downstream transportation	12 465 602	12 465 602	12 466	12 466
	3.12 End of life treatment	536 059	536 059	536	536
	3.13 Downstream leased assets	92 030 425	92 030 425	92 030	92 030
	Scope 3 totals	214 704 445	214 704 445	214 704	214 704
Totals	Total emissions	217 912 967	218 395 430	217 913	218 395
	Emission intensity	362 tCO₂e/revenue M€			

Increasing the share of renewable energy in our operations

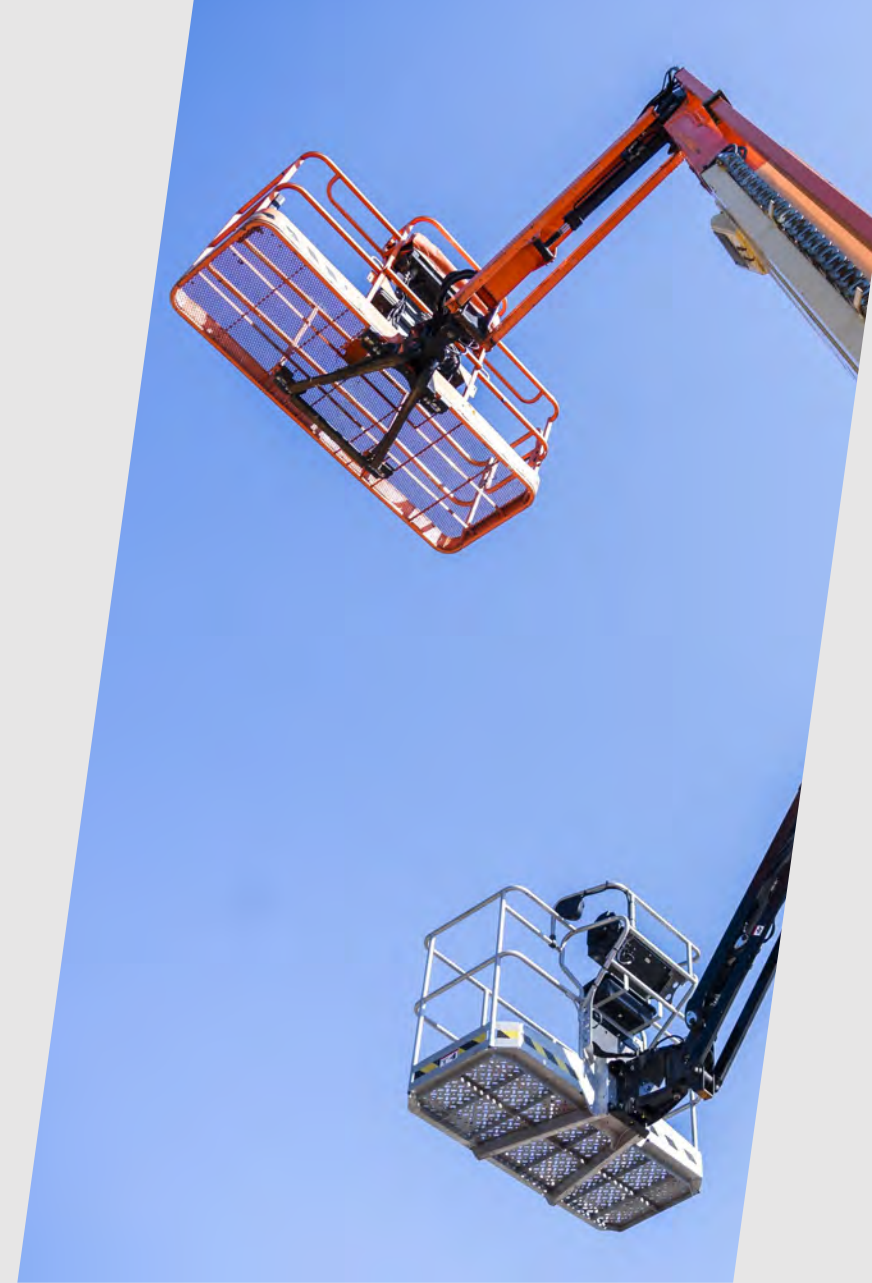
Energy consumption in our operations mainly relates to heating, electricity and fuel used at our depots and in company vehicles. During 2025, renewable energy accounted for approximately 63% of our total energy consumption, reflecting our ongoing efforts to reduce reliance on fossil-based energy sources.

We aim to further increase this share by transitioning to renewable electricity and fuels where feasible and by improving energy efficiency across our operations. These actions support our broader climate targets and contribute to reducing the overall environmental impact of our activities.

Energy consumption and mix, MWh	
Total energy consumption from fossil sources	12 356
Total energy consumption from nuclear sources	0
Total energy consumption from renewable sources	31 553
Fuel consumption from renewable sources	773
Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	30 781
Total energy consumption	43 909

Through shared use, rental increases the effective lifespan and utilization rate of equipment.

In 2025, we reached 80% fleet telematics coverage, improving to better track emissions, optimize utilization and support customer's sustainability efforts.



Resource use and circular economy

Our approach focuses on maximising resource efficiency while reducing waste and unnecessary material consumption across the lifecycle of our fleet

As a rental company, Renta contributes to more efficient use of resources by increasing utilization rates and extending the lifetime of equipment. At the same time, our operations and value chain depend on raw materials, energy, transportation, and packaging, which generate environmental impacts.

Upstream impacts arise from raw material extraction, equipment manufacturing, and logistics. Within our own operations, resource use is linked to maintenance, storage, transport, and packaging. Downstream impacts occur during customer use and end-of-life handling.

Our Environmental Guideline and Code of Conduct define expectations for responsible resource use within our operations and across our value chain.

These include:

- Promoting repair and extended use of equipment
- Prioritising recyclable and durable materials
- Reducing packaging and unnecessary material use
- Encouraging energy-efficient and low-emission equipment
- Strengthening supplier requirements on responsible sourcing

Through active fleet management and resale of used equipment, we contribute to extending product lifecycles and supporting circular flows.

We continue to improve waste sorting and management practices across depots

Waste generated in our own operations primarily consists of packaging materials, scrap metal, spare parts, and hazardous waste linked to maintenance activities.

Our target is to reduce the share of mixed and combustible waste relative to total waste generated, supporting increased recycling rates.





We carefully track our water consumption on site

Water consumption in Renta's operations is relatively limited and mainly associated with everyday activities at our depots, such as facility maintenance, cleaning and sanitary use. In certain locations, water is also used for equipment washing and maintenance activities.

Although water is not among the most significant environmental aspects of our operations, we recognize the importance of responsible water use.

We aim to minimize unnecessary consumption and ensure that water is handled responsibly across our facilities.

We continue to improve the quality and coverage of our environmental data to better understand our water footprint and identify opportunities for efficiency improvements where relevant.

**In 2025, our total
water consumption was**

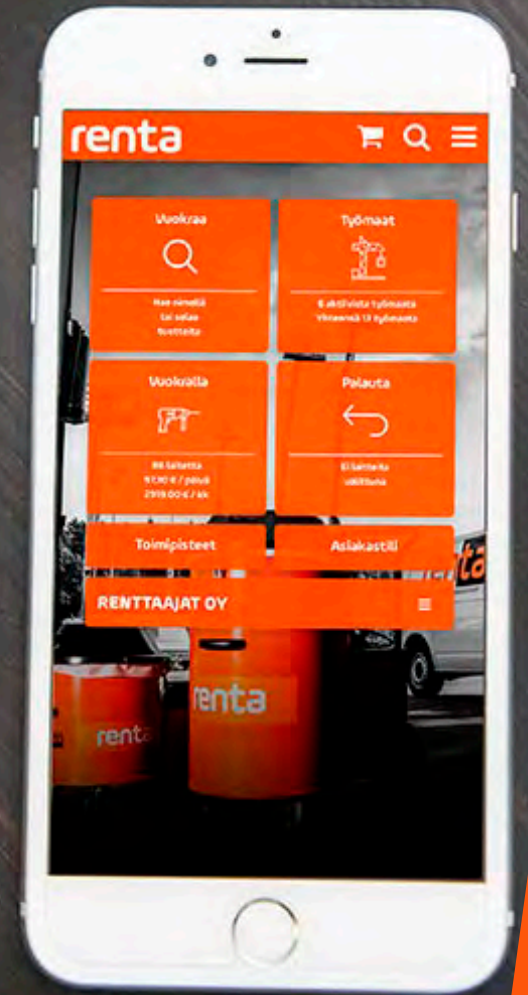
33 367 (m³)

across all segments

We provide real-time CO₂ data for our customers

Digitalisation strengthens both operational efficiency and sustainability performance.

Through CO₂ visualisation integrated in Renta Easy, customers access real-time data on machine usage and emissions. This improves project-level decision-making and supports their own reporting and climate targets.



Own workforce

Our people are at the core of our long-term success, and we work consistently to ensure the safety and well-being of our workforce

Renta is a people-driven company. Our employees represent our brand every day at depots, on construction sites and in customer interactions. Their skills, experience and commitment are essential to delivering reliable service and building long-term trust.

We operate in a physically demanding industry. Workplace risks are inherent, and our responsibility is clear: to provide safe working conditions, fair treatment, and opportunities for development across all operating countries.

By promoting a strong safety culture and supporting continuous learning, we aim to create a workplace where people can perform, develop and feel respected.

Strong health and safety culture is essential to our operations

Health and safety remain non-negotiable at Renta. We maintain systematic safety management across all segments, supported by ISO 45001-certified processes in relevant operations and regular internal and external audits.

Our focus areas include:

- Preventing workplace accidents and near misses
- Strengthening safety leadership and accountability
- Continuous learning through incident reporting and knowledge sharing

The Safety Board, with representatives from all segments, ensures that lessons learned are shared across the Group and that safety improvements are implemented consistently.

We apply zero tolerance towards harassment, abuse, discrimination, and substance misuse. Safety training is integrated into onboarding and role-specific development.

LTIFR < 8 **is our key measurable workforce target**

The Lost Time Injury Frequency Rate (LTIFR) measures the number of workplace injuries resulting in absence per million hours worked.

This target guides preventive work across all segments and reflects our commitment to reducing serious workplace incidents. Performance is monitored monthly and reviewed by management and the Board. Incident reporting, near-miss analysis, identifying risks and structured knowledge sharing support continuous improvement.

Engaging and developing our workforce

We encourage open dialogue with our employees

Employee dialogue and feedback are important for improving working conditions and strengthening organisational culture.

Maintaining an open dialogue with employees is essential for improving working conditions and strengthening organisational culture. Through regular feedback channels, we aim to understand employee experiences and identify opportunities for improvement.

During the year, we conducted employee surveys across our segments to better understand employee engagement, workplace culture and development needs. The results help guide improvements in leadership practices, training and workplace communication.

We maintain dialogue with employee representatives

In several operating countries, employees are covered by collective bargaining agreements. The share of employees covered varies by segment depending on local labour market structures.

We maintain regular dialogue with employee representatives and trade unions where applicable. These discussions address working conditions, safety, organisational changes and employee development.

We support professional development and skills growth

Continuous learning is essential in a safety-critical industry where equipment, technologies and customer needs are constantly evolving.

Employees have access to a range of training opportunities, including:

- safety and operational training
- leadership and management development
- specialised technical training for machinery and equipment

Performance and development discussions between employees and managers provide an additional forum for setting goals, reviewing progress and identifying training needs.



Our Code of Conduct supports fair and respectful working conditions

Respect for people is a core principle at Renta. Our Code of Conduct defines the standards that guide how we treat each other, our customers, and our partners across all operating countries.

The Code sets expectations for responsible behaviour, fair working conditions, and respect for human rights. It applies to all employees, managers, and Board members, as well as individuals working on Renta's behalf. Through our Business Code of Conduct, we also communicate these expectations to suppliers and other partners in our value chain.

Managers are responsible for ensuring that the Code is understood and applied in everyday work.

Occupational health and safety

We are committed to providing a safe working environment. Employees must follow safety procedures and contribute to a culture where risks are identified and addressed proactively.

We maintain zero tolerance towards alcohol and drugs at work.

Equal opportunity and fair treatment

Employment decisions are based on competence and performance. We promote equal opportunities in recruitment, development, and promotion.

Freedom of association and collective bargaining

Employees have the right to organise and engage in collective bargaining in accordance with national legislation.

Zero tolerance towards harassment and abuse

All individuals must be treated with dignity and respect. We do not accept harassment, discrimination, bullying or any form of physical, psychological, or verbal abuse.

Any breach of these principles may result in disciplinary action.

Non-discrimination against employees

We do not tolerate discrimination based on gender, identity or expression, ethnicity, religion, disability, age, or other protected characteristics



Renta works proactively to prevent accidents and strengthen safety culture across all segments

Preventive actions include safety observations, near-miss reporting, regular training, incident investigations and continuous sharing of lessons learned through the Safety Board. This systematic approach supports early identification of risks and helps improve working conditions before incidents occur.

	Unit	2025	2024	2023
Workforce covered by health and management system¹	%	98 %	98 %	88,5 %
Fatalities as a result of work-related injuries and work-related ill health	Number	0	1	0
Recordable work-related accidents²	Number	179	171	166
Lost time injuries	Number	32	50	15
LTIFR³	Rate	7.15	11.6	4.7
Safety observations	Number	4150	1204	1094

¹ Based on legal requirements and/or recognised standards.

² Includes all types of accidents: first aid, medical treated and lost time injuries.

³ Lost Time Injury Frequency Rate. The number of lost time injuries occurring in the workplace per 1 million hours worked.

We uphold high standards of integrity across our operations and value chain

We promote a strong culture of ethical business conduct

Renta is committed to conducting business responsibly and in accordance with applicable laws, international standards and our own values. Ethical conduct, transparency, and accountability are fundamental to how we operate across our organisation and value chain.

Our Code of Conduct and Anti-Corruption Policy define the principles that guide our behaviour. These policies apply to all employees, managers, Board members, and individuals working on Renta's behalf. Through our Business Code of Conduct, we also communicate expectations to suppliers, partners, and customers. Our policies include a zero-tolerance approach to bribery and corruption.

Corporate culture and ethical conduct are regularly discussed by senior management and the Board of Directors to ensure that these principles are embedded in day-to-day decision-making.

We encourage employees and partners to raise concerns

Renta maintains an independent whistleblower channel that allows employees and external stakeholders to report concerns anonymously. The channel is operated by an external third party and is accessible through both internal platforms and our external website.

All reports are handled confidentially through a structured investigation process and may be reviewed by management, internal audit, or independent resources where necessary.

We support individuals who raise concerns in good faith and strictly prohibit retaliation against whistleblowers. Information about the whistleblower channel is provided during onboarding and reinforced through Code of Conduct training.

Reported cases are regularly reviewed by senior management and the Audit Committee to ensure appropriate follow-up and corrective actions where required.

Certain roles within the organisation may face higher exposure to corruption and bribery risks, particularly in procurement and sales functions. To mitigate these risks, employees receive mandatory training on the Code of Conduct and Anti-Corruption Policy, with regular refresher training provided.

Topics covered in the mandatory training cover Workplace Conduct, Business Ethics, Environmental protection, Nepotism and Conflicts of Interest, Data Privacy, Kickbacks, Inclusive Workplace, Diversity, Harassment and Discrimination, Gifts and Hospitality, Child labour and forced labour, Protecting Personal Data, Protecting Confidential Information, Anti-Trust/Competition, Political and charitable contributions.

We're committed to investigating 100% of the misconduct cases.

In 2025, Renta received 8 whistleblowing reports. All reported cases were reviewed and handled according to established procedures.

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