Annual review

Financial Year 2026

June 2025 – May 2026

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Annual review

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Dear Greenstepers, customers, partners and stakeholders,

This year was a special one: Greenstep turned 15. Milestones like this make you pause and look back, not just at how far we've come, but at what has carried us here. What started as an entrepreneurial idea has grown into a company that hundreds of customers trust and that an amazing group of people build every day. None of it would have happened without you, and I want to say a heartfelt thank you.

I won't pretend the past year was easy. Many businesses stayed cautious, and we felt real pricing pressure in several areas. Still, Greenstep held strong. We kept investing in the future and took important steps forward. I'm especially proud of what we've built in Sweden, and of launching our CIO services, a new way for us to support our customers.

Technology is changing our industry fast, and AI and automation are reshaping how work gets done. We see that as an opportunity, not a threat. But for us, technology is never the whole story. It's the combination of smart tools and caring, skilled people that makes Greenstep who we are.

Sustainability remains an important part of our operations. It's not a side project but something we try to live in how we work with customers, treat each other and contribute to our communities. We've made progress, and we know there's more to do.

What gives me the most confidence about the future is our people. Talented, curious professionals keep choosing Greenstep, and together we've built a culture of trust, ownership and entrepreneurship. Whatever comes next, that culture will stay at our core.

The road ahead is full of possibilities, and we're heading into it with ambition, confidence and a clear purpose: to create lasting value for our customers, our people and society.

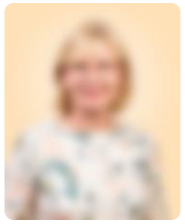
Thank you for being part of our story. The first 15 years have been remarkable, and I can't wait to see what we'll achieve together next.

Tore Teir, Founder & Chairman of the board

Tore Teir



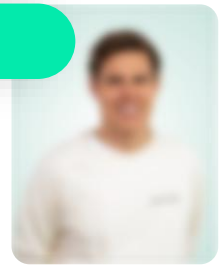
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846 experts





We are Greenstep

Founded in Finland in 2010, Greenstep has grown into an international expert organisation supporting more than 4 500 customers across Europe and beyond. Headquartered in Espoo, Finland, our operations span Finland, Sweden, Norway, Estonia, Denmark, United Kingdom and the Netherlands. Through the MSI Global Alliance network, customers are also supported internationally in more than 100 countries.

Our business combines advisory, expert, outsourced and interim services with technology-enabled solutions and proprietary software. Customers range from growth companies and family-owned businesses to listed companies and public sector organisations across a broad range of industries.

Our service offering can be divided into four areas: **finance, people, technology and consulting.** Our finance services range from accounting and tax to CFO services and group consolidation. Within our people services, we offer payroll, HR, and learning and development. In technology, we support customers in areas such as enterprise systems, HR technology, data and analytics, AI and automation. Our consulting services include sustainability, legal, M&A and CIO services, while expert advice is an integral part of all our service areas.

Alongside our service business, we collaborate with leading software and technology providers and develop our own software solutions, including Bezala, BI Book and Finance.Rocks. By combining expertise, technology and software, we are able to support our customers across a wide range of business needs and throughout every stage of their development.

Value is created together with employees, customers, suppliers, technology partners and other stakeholders. At the heart of our approach is the belief that combining professional expertise with modern technology delivers the greatest benefit to customers. Long-term relationships are built on trust, entrepreneurship and a genuine commitment to service, supporting customers in improving efficiency, strengthening decision-making and achieving sustainable growth.

Continuous investment in people, innovation and technology supports the development of our capabilities and service offering. Sustainability is integrated into the way Greenstep operates and creates value, shaping how we support customers, develop our workplace and contribute to society. As customer expectations, technology and operating environments continue to evolve, services and ways of working are continuously developed to respond to changing business needs as well as sustainability-related impacts, risks and opportunities.

> **Green** stands for growth, achieved by taking the right **steps** together.

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Our business in numbers

846
Professionals (incl. Carestep)

24
Offices

7
Operating countries

+100
Countries in the MSI network

16
Investment assets

+4 500
Customers

86 M€
Turnover

5,7 M€
Net profit

4 M€
Committed to renewable energy

11
Operating companies in the group

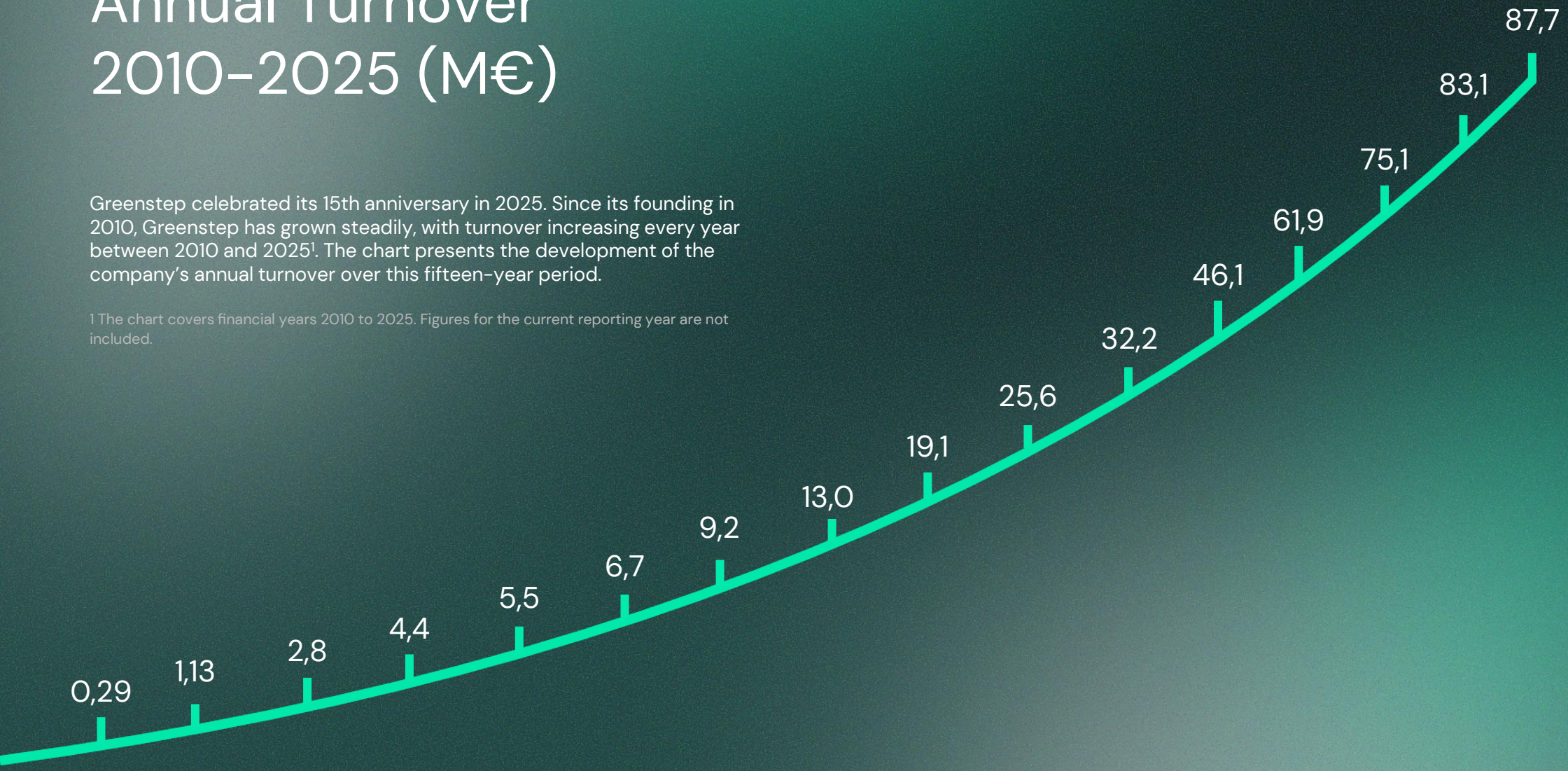
- ✓ 47,9 M€ salaries
- ✓ 3,1 M€ individual bonuses
- ✓ 1,1 M€ “Together” bonus
- ✓ 29,6 M€ taxes
- ✓ 138 new colleagues joined the group
- ✓ 407 training events for own personnel
- ✓ 2 300 external personnel trained
- ✓ 55 eNPS
- ✓ 92% of customers satisfied or very satisfied with our service

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Annual Turnover 2010-2025 (M€)

Greenstep celebrated its 15th anniversary in 2025. Since its founding in 2010, Greenstep has grown steadily, with turnover increasing every year between 2010 and 2025[1]. The chart presents the development of the company's annual turnover over this fifteen-year period.

1 The chart covers financial years 2010 to 2025. Figures for the current reporting year are not included.



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Our values

Desire

to delight the customer

Will

to develop ourselves and our knowledge

Passion

for achieving together

Honesty

and appreciation towards each other

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Greenstep brands

Bezala

Bezala is software that brings expense management, company cards and time tracking together in one place. It automates expense reporting and the transfer of data to accounting.

BI bibook

BI Book is an all-in-one Business Intelligence (BI) software built on Microsoft Power BI that simplifies data analysis, reporting, and planning for businesses.

Rundit

Rundit is an AI-powered portfolio management and LP reporting platform that centralises investment data, tracks performance, and automates reporting for global VC and PE funds.

greenstep.academy

Greenstep Academy's L&D services are tailored to correspond to the customer's needs concerning for example leadership, finance, HR, accounting systems and transformation.

finance.rocks

Smart automation processes accounts payable automatically using existing data. The purpose is to improve speed and efficiency, reducing the burden on the accountant.

Carestep

Carestep Oy is a social enterprise that provides cleaning services to businesses in the Helsinki metropolitan area. The company invests in the training and career guidance of its employees.

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Highlights of the year

During the year, we developed our services, systems and brand, expanded into Denmark and marked Greenstep's 15th anniversary. The key events of the year are presented on this and the following page.

Rundit

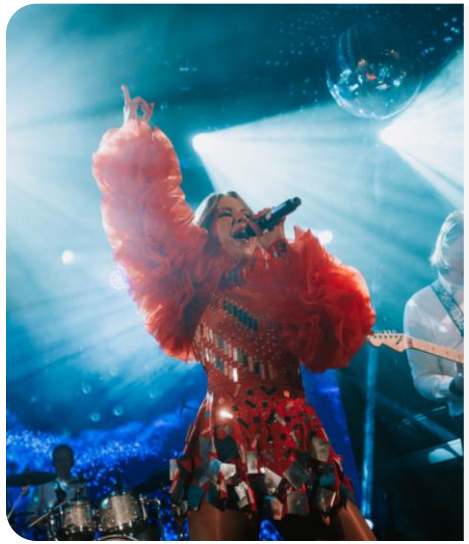
Acquisition of Rundit

We acquired Rundit, a portfolio and investor reporting platform, marking a new strategic step for Greenstep. Together, we are building a highly automated fund services platform for Europe.

Growth Company of the Year award

In November, Greenstep received the very first Growth Award from the Finland Chamber of Commerce. The award recognised how we have turned our international growth strategy into reality in an exceptionally sustainable way, growing fast while staying true to our values.





Greenstep Gala

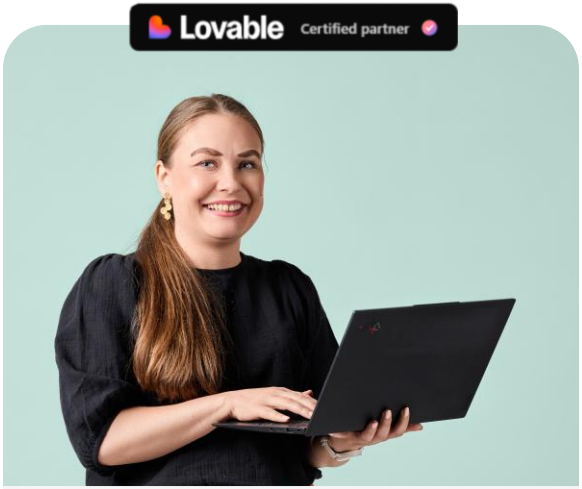
This year marked Greenstep's 15th anniversary. In September, more than 500 Greenstepers gathered in Helsinki to celebrate together. The day began with workshops and culminated in the evening's Greenstep Gala.

greenstep

Brand update

We refreshed our brand with a modern, Nordic tech look. Our new tagline, *Finance, people and technology clarified,* captures what we do in one sentence.

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Strengthening our technology expertise

We strengthened our technology offering with the launch of our CIO services, helping customers not only solve IT challenges but harness technology to create real business value.

We also started a partnership with Lovable, enabling us to offer our customers even more concrete support in putting AI to work in their business.

Finance Hackathon with Light & Lovable

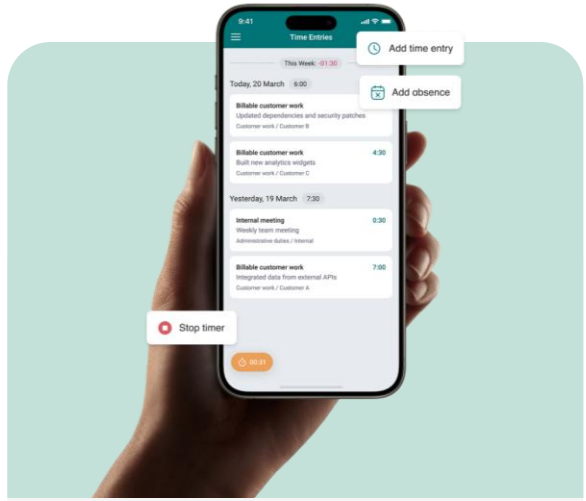
In March, we hosted a Finance Hackathon at our Espoo office together with Light and Lovable, our largest external event to date. Finance teams spent a full day turning their biggest CFO headaches into working AI apps, with no coding required. The event also attracted media interest, with coverage in outlets such as Talouselämä.





In the heart of growth and innovation

We continued to support startups and growth companies with our services and took part in several events, including Slush and Latitude59. We want to be where growth and innovation happen and help new businesses build strong foundations for success.



We developed our software further

Our software took big steps forward this year as we continued to develop tools that make our customers' work easier. Bezala launched a new time tracking system, bringing our customers an even more comprehensive toolkit for managing their everyday operations. With MCP support, BI Book now lets customers talk to their own financial data and get insights through AI in seconds.

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Sustainability statement

General information

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About this report

At Greenstep, we are pleased to present our Annual Review for the financial year from 1 June 2025 to 31 May 2026 (FY-2026). It provides an overview of our sustainability performance, impacts, commitments, and progress during the year, while helping stakeholders understand how sustainability is integrated into our operations and decision-making, and how we create long-term value for our customers, employees, owners, partners, and society.

The report covers consolidated information for Greenstep Oy and its subsidiaries: Renance – Automated Financial Services Oy, Greenstep OÜ, Carestep Oy, Greenstep Sverige AB, Etseerg AB[1], Greenstep Åland AB, Rundit Oy, Greenstep ApS, Greenstep Netherlands B.V., Greenstep Holding UK Limited, and Greenstep Norge AS. Exact coordinates of our facilities have not been reported; instead, location information is provided through address details.

Sustainability information has been prepared in alignment with the 2026 Voluntary Standard (VS), and Greenstep has elected to report under both the Basic and Comprehensive Modules. In several areas, the report provides information beyond the requirements of the VS, including additional disclosures and more detailed reporting where this supports a more comprehensive understanding of our sustainability performance, impacts and development. The information is based on the outcomes of our double materiality assessment, complemented by other information considered relevant to stakeholders. The information has not been externally assured.

Comparative information for the previous reporting period has not been presented, as the prior report covered an 18-month transition period following the change from a calendar year to a financial year reporting cycle. Due to the different reporting periods, the information is not directly comparable with the FY-2026 reporting period. From FY-2027 onwards, we intend to include comparative information to support the assessment of our performance and progress over time.

The content covers Greenstep's own operations and, where relevant, sustainability topics connected to our value chain. We aim to provide a transparent and balanced view of our sustainability work by highlighting both achievements and areas where further development is needed.

We have taken reasonable steps to ensure that the information presented is accurate and complete. However, some figures, particularly environmental data, may be based on estimates due to limitations in the availability or quality of underlying data. We continuously improve our data collection and reporting processes to strengthen the quality and reliability of sustainability information. Unless otherwise stated, all information relates to the FY-2026 reporting period.

To support transparency and ease of reference, a VS Index is included at the end, summarising the disclosures required under the selected reporting modules.

1 Etseerg AB is a Swedish holding company and the majority shareholder of Greenstep Sverige AB. It had no employees, revenue or operations during the reporting period. The company falls within the reporting boundary but has no effect on the reported figures.

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Organisational overview

UNDER-TAKING'S LEGAL FORM	NACE CLASSIFICATION	BALANCE SHEET (kEUR)	TURNOVER (kEUR)	NUMBER OF EMPLOYEES	COUNTRY OF PRIMARY OPERATIONS
Greenstep Oy	70.22 Business and other management consultancy activities	35 475	71 457	655	Finland
Renance – Automated Financial Services Oy	62.01 Computer programming activities	1 167	3 376	16	Finland
Greenstep Norge AS	69.20 Accounting, bookkeeping and auditing activities; tax consultancy	1 076	1 996	20	Norway
Greenstep Oü	69.20 Accounting, bookkeeping and auditing activities; tax consultancy	227	1 054	16	Estonia
Carestep Oy	81.21 General cleaning of buildings	168	716	22	Finland
Greenstep Sverige AB	69.20: Accounting, bookkeeping and auditing activities; tax consultancy	2 952	10 339	103	Sweden
Greenstep Åland AB	70.22 Business and other management consultancy activities	399	744	8	Finland
Greenstep Holding UK Limited	74.90 Other professional, scientific and technical activities n.e.c.	132	221	0	United Kingdom
Greenstep Netherlands B.V.	82.11 Combined office administrative service activities	53	4	1	Netherlands
Greenstep Aps	70.22 Business and other management consultancy activities	82	59	1	Denmark
Rundit Oy	66.19 Other activities auxiliary to financial services, except insurance and pension funding/ 62.09 Other information technology and computer service activities	891	127	4	Finland

TABLE 1. GREENSTEP GROUP ENTITIES AND KEY FIGURES

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Organisational overview

SITES	ADDRESS	POSTAL CODE	CITY	COUNTRY
Greenstep Oy	Keilalahdentie 2-4	02150	Espoo	Finland
Greenstep Oy	Joukahaisenkatu 1	20520	Turku	Finland
Greenstep Oy	Kirkkokatu 13 B	90100	Oulu	Finland
Greenstep Oy	Kalevantie 2, C4	33100	Tampere	Finland
Greenstep Oy	Koulukatu 23	65100	Vaasa	Finland
Greenstep Oy	Silkkitehtaantie 5 C	01300	Vantaa	Finland
Greenstep Oy	Päijänteenkatu 9 A 8	15140	Lahti	Finland
Greenstep Oy	Vankanlähde 7	13100	Hämeenlinna	Finland
Greenstep Oy	Lutakonaukio 1	40100	Jyväskylä	Finland
Greenstep Oy	Microkatu 1 M	70210	Kuopio	Finland
Greenstep Oy	Brahenkatu 4	53100	Lappeenranta	Finland
Greenstep Oy	Keskuskatu 6	60100	Seinäjoki	Finland
Greenstep Oy	Pohjoisranta 11D	28100	Pori	Finland
Greenstep Oy	Torikatu 29	80100	Joensuu	Finland
Greenstep Oy	Tehtaankatu 3-5	67100	Kokkola	Finland
Greenstep Oy	Koskikatu 10	96100	Rovaniemi	Finland
Greenstep Åland AB	10 Torggatan	22100	Mariehamn	Finland

TABLE 2. GREENSTEP OFFICES IN FINLAND

SITES	ADDRESS	POSTAL CODE	CITY	COUNTRY
Greenstep OÜ	Sõpruse pst. 145	13417	Tallinn	Estonia
Greenstep Sverige AB	Holländargatan 17B	11160	Stockholm	Sweden
Greenstep Sverige AB	Masthamnsgatan 3	41327	Gothenburg	Sweden
Greenstep Sverige AB	Drottninggatan 26	60227	Norrköping	Sweden
Greenstep Sverige AB	Universitetsallén 32	85234	Sundsvall	Sweden
Greenstep Norge AS	Bernt Ankers gate 17	1524	Moss	Norway
Greenstep Norge AS	Fridtjof Nansens Plass 4	0160	Oslo	Norway
Greenstep Holding UK Limited [1]	10 Queen Street Place	EC4R 1AG	London	United Kingdom
Greenstep ApS [1]	Engholm Parkvej 8	3450	Allerød	Denmark
Greenstep Netherlands B.V.[1]	St.-Jacobsstraat 00123	3511BP	Utrecht	Netherlands

TABLE 3. GREENSTEP OFFICES IN OTHER COUNTRIES

1 Note that the addresses listed are registered business locations only and do not operate as active physical offices.

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Growing sustainably, together

Greenstep's vision is to build a company that creates lasting value for our customers, our people, and society. As we continue to develop our own business, we are also committed to helping our customers build more resilient and responsible organisations. Guided by our values, we aim to make a positive contribution through both our operations and our expertise.

Our strategy is built on the belief that the greatest value is created when talented people, strong expertise and technology work together. We continuously invest in all three while developing our services and ways of working to meet our customers' needs. By combining deep professional expertise with technology, we strengthen long-term customer relationships, create new opportunities for growth and help organisations navigate a rapidly changing business environment. At the same time, we encourage an entrepreneurial mindset and work to be a responsible and trustworthy partner, contributing positively to the communities and markets in which we operate.

We recognise our responsibility to lead by example and see sustainability as an essential part of how we operate and develop our business. For us, sustainability means building a business that takes care of its people, promotes continuous learning, operates with integrity, and takes responsibility for its environmental impacts.

During the reporting period, we strengthened the foundations of our sustainability work by improving our understanding of our impacts, risks, and opportunities. Through carbon accounting, biodiversity assessments, audits, and materiality reviews, we established a stronger baseline for decision-making and identified areas where further action is needed. Building on these insights, we developed our first sustainability agenda. Our focus is now on strengthening policies and processes, incorporating sustainability considerations into our day-to-day work, engaging with stakeholders, and monitoring progress against our targets.

Greenstep primarily serves small and medium-sized enterprises, growth companies, and larger organisations across the Nordic region. These customer groups are relevant to our sustainability objectives as they help us extend the impact of our expertise and responsible business practices beyond our own operations. Our principal markets and customer groups remained unchanged during the reporting period.

For more information on our key markets and services, please refer to the We are Greenstep and Connected business services sections.

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Connected business services

At Greenstep, our expertise is built around four core areas: Finance, People, Technology and Consulting. Business challenges rarely happen in isolation – and neither do our services. Our teams work together to connect our customers' financial data, people operations, digital tools and strategic goals, creating a solid foundation for responsible, sustainable growth.

Finance

Reliable financial information is the basis of good governance. We take care of everyday essentials such as accounting and tax services and support our customers' long-term financial growth through CFO services and group consolidation.

People

Sustainable growth starts with people. We support organisations with payroll, HR from operational support to strategic partnership, learning and development, and HR technology, and provide interim experts when extra hands are needed.

Technology

Smart technology makes work more efficient and secure. We simplify daily workflows with cloud platforms such as NetSuite and Salesforce, use data, analytics, AI and automation to turn information into clear insights, and help customers harness technology for business value through our CIO services.

Consulting

When our customers face complex choices or transitions, we provide clear, grounded guidance. Our sustainability and legal services help companies meet growing regulatory and stakeholder expectations, while our M&A experts support them through major changes.

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Sustainability along our value chain

Our value chain integrates our upstream inputs, internal operations, and downstream customer relationships, operating alongside a broader network of external stakeholders. We strive to create long-term positive impact and minimise negative impact along this chain.

Upstream

This phase includes the essential inputs from our suppliers and partners that power our day-to-day operations. We bring together:

- human capital from talent networks,
- physical goods like hardware and office supplies, and
- physical and digital infrastructure .

Our operations

Our integrated team of consultants, specialists, developers, staff members, and other professionals work side-by-side to deliver our services and keep the company running.

Finance | People | Technology | Consulting

Downstream

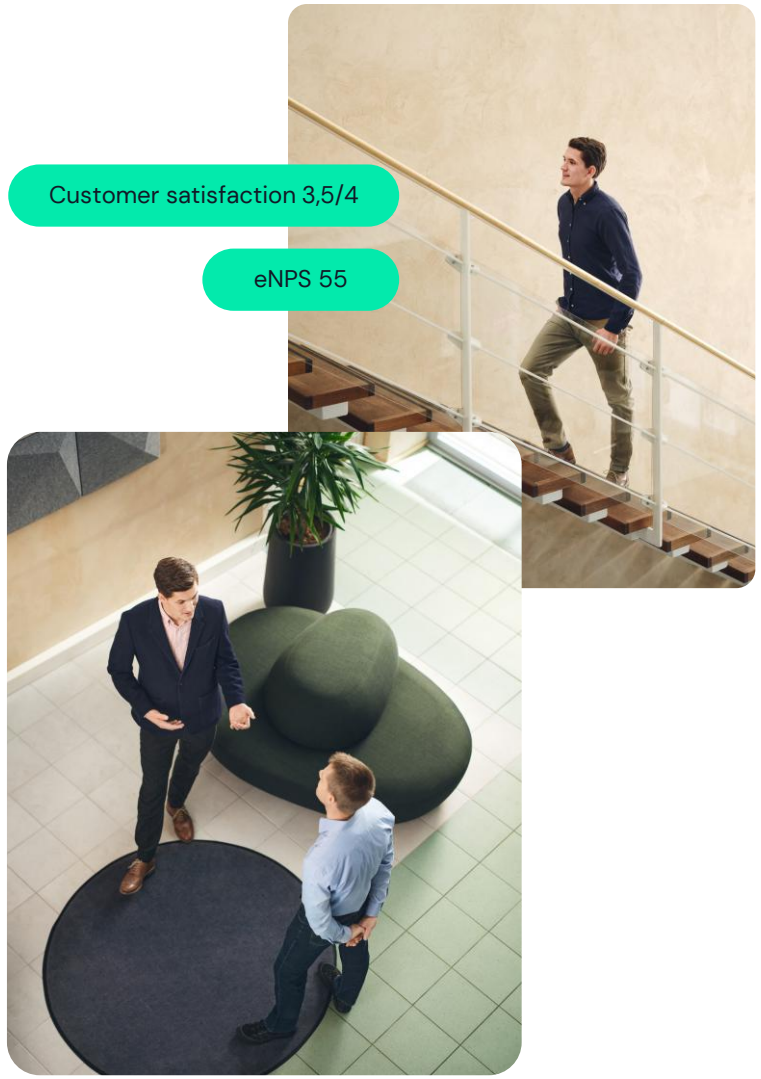
We offer completed services to a diverse portfolio of customers, including SMEs, growth companies, listed enterprises, and public sector organisations.

Once customers implement our services, the benefits extend to their broader stakeholders, directly impacting employees, investors, and shareholders within their organisations.

Other stakeholders: Our operations affect and are affected by several groups outside our direct value chain, including regulatory bodies, educational institutions, local communities, and society.

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Stakeholder expectations as the basis for sustainability work



Our approach to stakeholder engagement focuses on building meaningful, two-way relationships with those who influence or are affected by our operations. Our aim is to gather and share information that supports both our business objectives and our sustainability commitments. Understanding the expectations of our stakeholders, especially regarding our business conduct and environmental and social impacts, is fundamental to our decision-making. We prioritise developing solutions that address key sustainability challenges for our customers, society, and the environment.

Our core stakeholder groups include:

- Customers
- Employees
- Partners such as industry organisations, associations, and unions relevant to our sector
- Regulatory authorities

For customers, we conduct satisfaction surveys twice yearly to gather feedback and identify opportunities for continuous improvement. The latest result is used for annual reporting. The results help guide targeted actions to enhance our services. More information on customer satisfaction results is available in the Customers and Society section.

For employees, engagement and wellbeing are monitored through our annual Employee Satisfaction Survey and weekly Pulse checks, providing regular insights into employee experiences and needs.

In addition, during FY-2025, we engaged employees, customers, and suppliers through interviews and surveys to gather input on material impacts, risks, and opportunities. Stakeholders were also asked to identify the sustainability topics they considered most important, providing valuable insight into their perspectives on Greenstep's most material sustainability matters. The feedback was compiled and incorporated into our double materiality assessment, helping to ensure that it reflects stakeholder priorities and expectations.

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Double materiality assessment

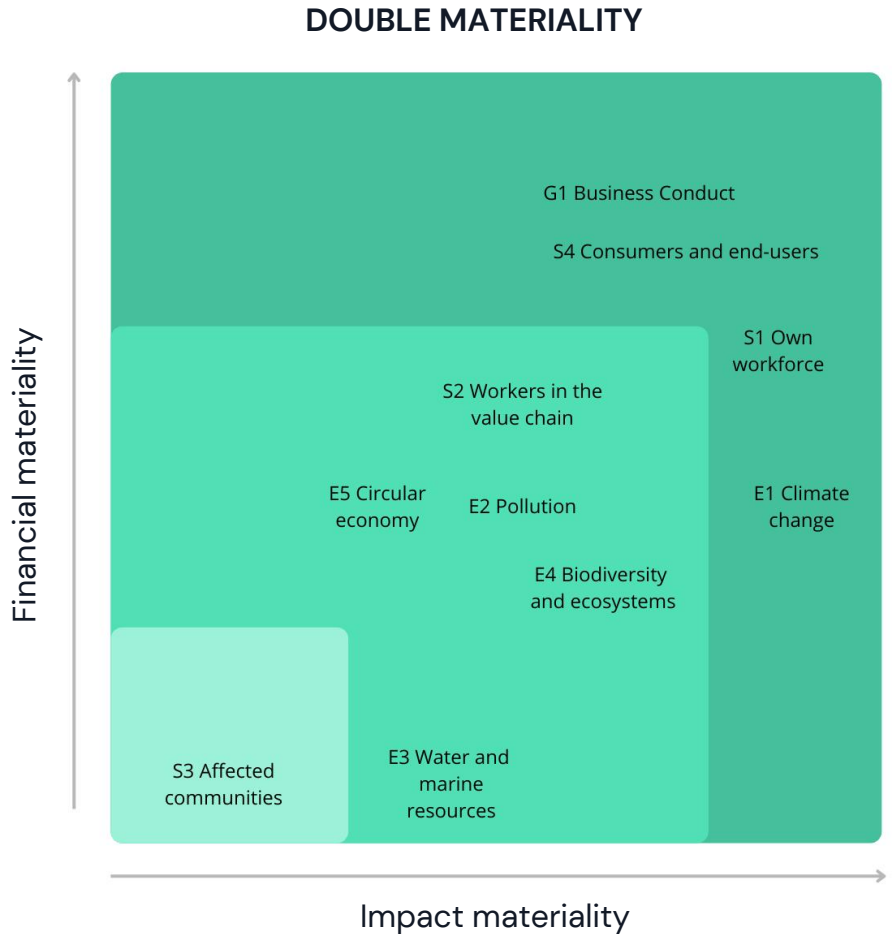
Greenstep's double materiality assessment was conducted in FY-2025 and serves as the foundation for identifying and managing our material sustainability matters. The assessment examined both the impacts of our operations on people and the environment, as well as sustainability-related risks and opportunities that could affect Greenstep's business.

The process was conducted based on the European Sustainability Reporting Standards (ESRS) adopted by the European Commission in 2023 and included internal workshops, stakeholder surveys, interviews, peer benchmarking, and desktop research. Stakeholder engagement played an important role in the assessment, with input gathered from customers, employees, and leadership.

The assessment identified four material sustainability topics and five related sub-topics, which continue to guide our sustainability priorities and the development of related actions, metrics, and targets.

While the material topics remain aligned with the ESRS framework, Greenstep has grouped them under five sustainability topics that better reflect our company and strategic priorities: *Responsible Environmental Practices, Equal and Healthy Working Community, High-Quality Competence Development, Customer Trust and Service Excellence, and Business Conduct and Governance* (Table 4). This structure helps us communicate and manage sustainability matters in a way that is meaningful to our business and stakeholders.

During FY-2026, we reviewed the outcomes of the assessment against the Draft Simplified ESRS to ensure that our material sustainability topics continue to reflect evolving reporting expectations and our operating environment. This review did not constitute a new double materiality assessment and did not result in changes to the underlying assessment methodology. The findings of the FY-2025 assessment remain valid and continue to provide the foundation for our sustainability management and reporting. Greenstep intends to conduct its next comprehensive update of the double materiality assessment during FY-2027, reflecting the newly approved ESRS standards.



GRAPH 1. GREENSTEP'S DOUBLE MATERIALITY MATRIX

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Our key sustainability topics

Our greatest sustainability impact comes not from what we consume, but from what we enable. As a professional services company, our direct environmental footprint is limited, consisting mainly of leased offices, commuting, business travel and purchased services, which we work continuously to reduce. **Our most significant opportunity comes from helping customers navigate sustainability challenges**, climate-related risks and the transition to a low-carbon economy, extending our positive impact far beyond our own operations.

Our people are fundamental to our long-term success. We support wellbeing, engagement and professional growth through competitive remuneration, flexible ways of working, family-friendly policies, learning opportunities and wellbeing initiatives. As project-based work can create pressure and workload fluctuations, proactive wellbeing management is an ongoing priority, as is promoting diversity, inclusion and balanced representation in leadership.

Technology supports both efficiency and service quality. We integrate AI and automation to reduce repetitive tasks and free our experts for higher-value advisory work, while professional judgement remains at the centre of our services.

Trust is one of our most valuable assets. We process significant volumes of business and personal data and consider potential privacy and information security impacts on our employees, customers and other individuals. Our ISO 27001-certified management system helps safeguard sensitive information, maintain stakeholder trust and strengthen our resilience.

Good governance is the foundation of our sustainability approach. Our values-driven culture, ethical business practices and commitment to responsible growth create positive outcomes for our employees, customers and society, and the taxes we pay support public services in the communities where we operate. We manage our material topics through policies, processes and responsible business practices covering areas such as business ethics, compliance and responsible conduct. We will continue to develop our approach to sustainability and responsible business practices across our value chain.

THEME	TOPIC	SUB-TOPIC	COMPANY SUSTAINABILITY TOPIC
E - Environmental			
	E1 Climate Change	Climate change mitigation	Responsible environmental practices
S - Social			
	S1 Own Workforce	Working conditions Diversity and equal treatment	Equal and healthy working community & High-quality competence development
	S4 Consumers and end-users	Information-related impacts on consumers and end-users	Customer trust and service excellence
G - Governance			
	G1 Business Conduct	Corporate culture	Business conduct and governance

TABLE 4. GREENSTEP'S MOST IMPORTANT SUSTAINABILITY TOPICS

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Practices, policies and future initiatives

This section describes how Greenstep manages its material sustainability topics through policies, practices, and ongoing development initiatives. While most of our policies are intended for internal use and are therefore not publicly available, they can be shared upon request. Overall accountability for sustainability management rests with the Chairman of the Board, with support from the responsible business leaders across the organisation.

MATERIAL TOPIC	PRACTICES	POLICIES	PUBLISHED	FUTURE INITIATIVES	TARGETS
1. Responsible environmental practices	Yes	No standalone policy	Not applicable	Yes	Yes
2. Equal and healthy working community	Yes	Yes	No. Shared on request	Yes	Yes
3. High-quality competence development	Yes	No standalone policy	Not applicable	Yes	Yes
4. Customer trust and service excellence	Yes	Yes	No. Shared on request	Yes	Yes
5. Business conduct and governance	Yes	Yes	Partially. Shared on request	Yes	Yes

TABLE 5. PRACTICES, POLICIES, FUTURE INITIATIVES AND TARGETS ACROSS OUR FIVE MATERIAL TOPICS

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1 Responsible environmental practices

We measure the emissions our business creates and use what we find to make different decisions about travel, energy and purchasing. Greenstep does not have a standalone environmental or climate policy. Climate work is built into how the business is governed instead. Scope 1, 2 and 3 emissions are calculated and monitored, and sustainability criteria already apply to Greenstep branded products and to selected supplier purchases. This work covers our own operations and reaches suppliers through procurement criteria and purchasing decisions. The Chairman of the Board and the Internal Sustainability Specialist are responsible for overseeing Greenstep's environmental practices and performance.

Future initiatives

We will keep implementing the Climate Transition Plan, move office electricity contracts to carbon-free electricity where possible, widen sustainability criteria in procurement, and carry out an updated climate risk assessment.

Policies and practices

No standalone environmental or climate policy. The topic is managed through:

- Sustainability governance framework
- Climate transition planning
- Travel guidelines
- Procurement practices

Target or initiative	What it covers	Status
Greenhouse gas emissions management	Scopes 1, 2 and 3	In place, reviewed yearly
Climate transition plan	Group level transition planning and follow-up	In progress
Carbon-free electricity	Office electricity contracts, where feasible	In progress
Supplier-specific emissions data	Increasing the use of supplier-specific emissions data in Scope 3 calculations	In progress
Sustainability criteria in procurement	Greenstep branded products and selected supplier purchases	In place, to be updated
Climate risk assessment	Group level, updating the previous assessment	Planned

TABLE 6. CLIMATE TARGETS AND INITIATIVES, AND HOW THEY STAND TODAY

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2 Equal and healthy working community

Wellbeing is something we check on regularly rather than once a year. Pulse surveys, occupational health services and wellbeing initiatives sit alongside systematic work environment management, and we track engagement and retention through our people processes.

Future initiatives

We will develop leadership capability, act on employee survey findings, and review pay transparency and equality practices.

Policies and practices

- Code of Conduct
- Health and Safety Policy
- Greenstep Values and Value Promise
- Inclusive and Respectful Workplace Policy
- Global and Local Health & Safety Guidelines
- Trainings

Targets and accountability

Wellbeing, engagement and retention are the indicators we follow. Our targets are sick leave at or below 3% a year, voluntary turnover below 13%, an average weekly pulse score of 4 out of 5, and no gender pay gap for equal work.

Accountable
Chairman of the Board and Head of HR and Culture

3 High-quality competence development

Learning runs through Greenstep Academy, internal training, professional certifications, coaching, mentoring and annual development discussions. External training is arranged when needed, so our expertise keeps updated. People build professional depth, technical skill and leadership ability, including AI literacy.

Future initiatives

We will broaden the learning offering, improve the annual development discussion, and support the skills customers will expect next.

Policies and practices

No standalone policy. Managed through:

- Learning and development practices
- Annual development discussions
- Greenstep Academy programme

Targets and accountability

Participation in learning and completion of development discussions. Our target is a minimum of 15 hours of training per employee each year, calculated on individual working hours.

Accountable
Chairman of the Board and Head of HR and Culture

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4 Customer trust and service excellence

Customers entrust us with sensitive financial and personal data, making information security fundamental to our business and the trust our customers place in us. Protecting the confidentiality, integrity and availability of information is therefore of the utmost importance. We maintain an Information Security Management System to safeguard the data we hold and use Greenstep Hub as a secure platform for communication and document sharing with our customers. Customer feedback also helps guide the continuous development of our services.

Future initiatives

We will keep developing information security practices, tighten service quality management, and follow customer satisfaction and trust.

Policies and practices

- Privacy Policy
- Information Security Policy
- AI Policy
- Mandatory training in GDPR, Information Security and the Code of Conduct

Targets and accountability

Our targets are a customer satisfaction rating of at least 3,5 out of 4 in our annual surveys and maintaining ISO 27001 certification for our Information Security Management System.

Accountable
Chairman of the Board and Business Information Security Officer

5 Business conduct and governance

We provide compliance guidance and training, keep whistleblowing channels open, manage business risk through internal governance, and review information security performance and operational resilience regularly. The Vendor Administration Policy carries this into our supply chain.

Future initiatives

We will continue to strengthen our governance framework, develop supplier sustainability requirements, further integrate sustainability into decision-making, and build our approach to areas such as human rights due diligence and supplier screening.

Policies and practices

- Code of Conduct
- Vendor Administration Policy
- Information Security Policy
- KYC Policy
- Mandatory training in Anti-money laundering, GDPR, Information Security and the Code of Conduct

Targets and accountability

Our targets are ISO 9001 certification for quality management, and 100% completion of mandatory training in Anti-money laundering, GDPR, Information Security and the Code of Conduct.

Accountable
Chairman of the Board and Head of Compliance

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Our sustainability agenda

Our sustainability agenda covers our most material topics today, with commitments across environment, social and governance. Together they set the priorities and direction of our business, so that as we grow, we stay a company people want to work for, and customers want to rely on. Progress against these commitments will be measured from our FY-2026 baseline year onward.

LEGEND

↑ Above target ✓ On target
↓ Below target ↕ Mixed results

TOPIC	TARGET	DESCRIPTION	METRIC	FY-2026 RESULT
E **Responsible environmental practices**	**100%**	Achieve 100% carbon-free electricity across operations by 2030	Share of carbon-free electricity	↓ 64%
	20%	Increase supplier-specific share of Scope 3 Category 1 emissions	Supplier emissions share	↓ 13,7%
S **Equal and healthy working community**	**9/10**	Minimum employee satisfaction rating in annual surveys	Satisfaction survey results	↓ 8,7/10
	≤ 3%	Annual sick leave rate at or below this level	Sick leave rates	✓ 2,81%
	≤ 13%	Voluntary turnover[1] rate below the agreed threshold	Turnover	✓ 12,89%
	4/5	Average weekly pulse score maintained across the year	Weekly pulse surveys	✓ 4/5
	0%	Gender pay gap for equal work	Gender pay gap by group	↕ *See page 36*
S **High-quality competence development**	**15 hours**	Minimum training per employee each year (excl. Carestep)	Average training hours per person	↑ 24,3 hours
S **Customer trust and service excellence**	**3,5/4**	Customer satisfaction rating in annual surveys	Customer survey results[2]	✓ 3,5/4
	ISO 27001	Information security management system certification	Certification status	✓ Maintained
G **Business conduct and governance**	**ISO 9001**	Quality management system certification	Certification status	↓ In implementation
	100%	Mandatory training in anti-money laundering, GDPR, information security and the Code of Conduct	Percentage of employees trained	↓ *See page 45*

TABLE 7. GREENSTEP'S SUSTAINABILITY AGENDA

1 Voluntary staff turnover is calculated by dividing the number of employees who resigned during the financial year on their own will by average number of employees during the financial year.
2 Performance is tracked twice yearly against the target; the latest result is used for annual reporting.

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Sustainability statement

Environmental metrics

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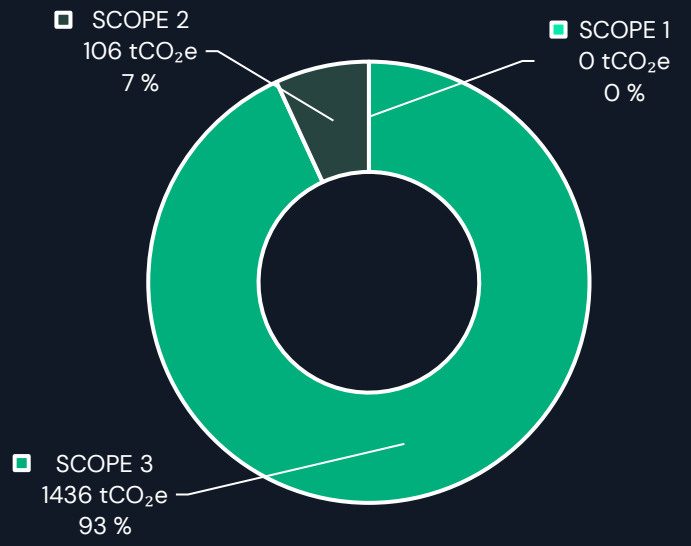
Energy & greenhouse gas emissions

This chapter reports Greenstep's fossil greenhouse gas (GHG) emissions for the 2026 reporting period, covering all consolidated entities within the organisational boundary described in this report. It includes all Scope 1, 2, and 3 activities relevant to our operations.

Emissions are calculated using activity data collected across our entities, combined with appropriate emission factors. Where available, supplier-specific data is used instead of generic estimates; otherwise, spend-based or industry-average factors are applied. Detailed calculation methods and data sources are available upon request.

Because our previous reporting period covered 18 months rather than a standard 12-month cycle, as well as methodological updates implemented to improve data quality in key categories, we have not compared 2026 figures to the previous period, as the data is not directly comparable. Consequently, 2026 is established as the new baseline year for Greenstep's greenhouse gas accounting. All future annual reporting will be measured and compared against this baseline for tracking progress.

A focus area for 2026 was improving the data quality for Scope 3. These emissions were previously estimated primarily using spend-based emission factors. During this period, we increased the share of supplier-specific and other primary-based data in our calculations.



GRAPH 2. GREENSTEP'S FOSSIL EMISSIONS PER SCOPE FY-2026

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Energy & greenhouse gas emissions

In 2026, Greenstep's total fossil GHG emissions amounted to approximately 1 542 tCO_2e, with an overall volume uncertainty range of -5% to +6% at 95% confidence.

Emissions are concentrated in a small number of activity categories. Purchased Goods & Services account for the largest share, at 58,3% of total emissions, followed by Commuting at 19,3% and Business Travel at 9,7%. Energy-related categories (Electricity, Energy Supply, and Steam, Heat & Cooling) together account for 9,2% of total emissions, with the remaining share attributed to Capital Goods, Waste, and Upstream Transport.

Within Category 1 (Purchased Goods & Services), emissions are spread across a wide range of supplier and service types, led by software and development services, electronic devices, marketing, healthcare, and entertainment services. Together these top categories account for roughly 55% of Category 1 emissions. Of this, 13,7% is now based on supplier-provided emissions data rather than spend-based emission factor or activity-data, such as units and weight. Commuting and Business Travel together account for close to a third of total emissions, reflecting mainly car commuting, and air travel linked to customer assignments and company events. More information about calculation principles can be found at Annex A.

CARBON EMISSIONS INTENSITIES	GREENSTEP GROUP (INCL. CARESTEP)
tCO2e/MEUR turnover (market-based)	17,93
tCO2e/MEUR turnover (location-based)	18,15
tCO2e/employee headcount (market-based)	1,82
tCO2e/employee headcount (location-based)	1,85

TABLE 8. EMISSION INTENSITIES

GROSS SCOPES 1, 2, 3 AND TOTAL GHG EMISSIONS	GHG EMISSIONS (tCO2e)
Scope 1	**0,00**
Scope 2 (market-based)	**106,13**
Scope 2 (location-based)	**122,40**
Scope 3 upstream	**1 436,16**
Category 1: Purchased goods and services	899,72
Category 2: Capital goods	33,19
Category 3: Fuel- and energy-related activities (market-based)	35,16
Category 4: Transport and distribution	2,81
Category 5: Waste generated in operations	17,71
Category 6: Business travel	150,27
Category 7: Employee commuting	297,31
Category 8: Upstream leased assets	N/A
Scope 3 downstream	**N/A**
Total (Scope 1 + Scope 2 market-based + Scope 3)	**1 542,30**
Total (Scope 1 + Scope 2 location-based + Scope 3)	**1 560,98**

TABLE 9. GREENHOUSE GAS EMISSIONS FOR REPORTING PERIOD JUNE 2025 – MAY 2026

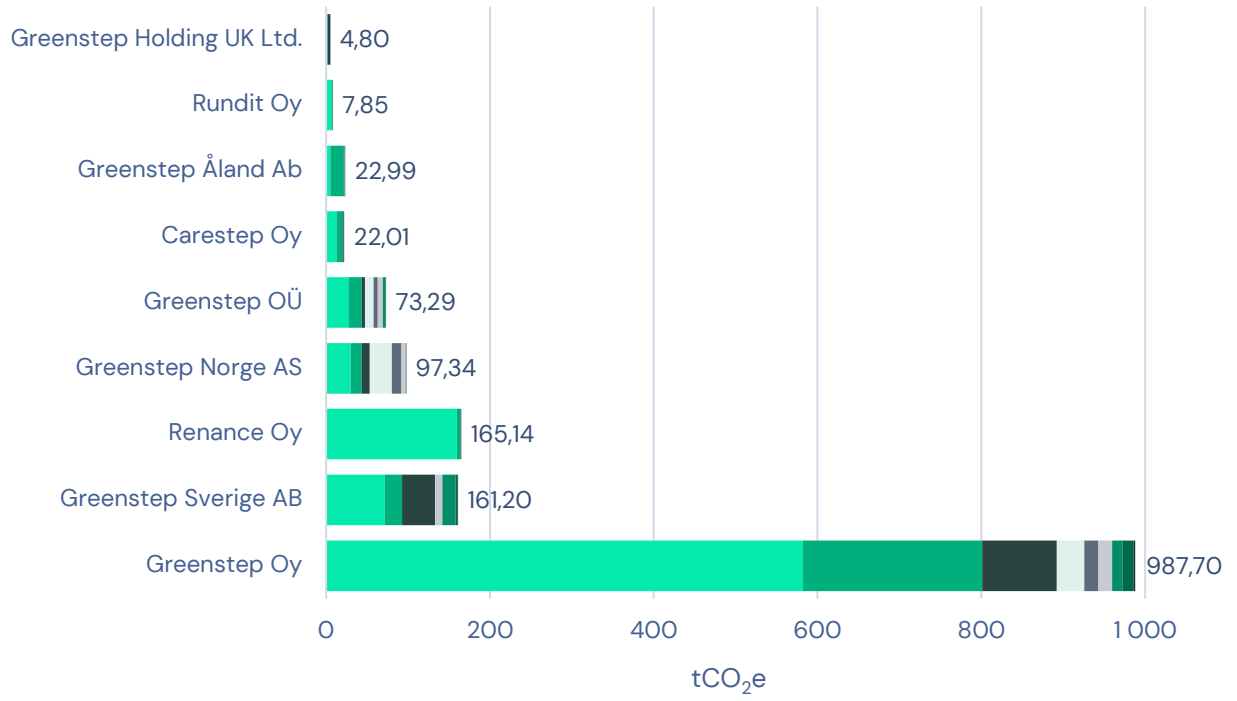
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Emissions vary by organisational unit, reflecting differences in team size and operating models. Greenstep Oy is the largest contributor to the group total, followed by Renance, contributing 64% and 11% respectively. The remaining share comes from smaller contributions: Greenstep Sverige AB, Greenstep Norge AS, Greenstep OÜ, Carestep Oy, Greenstep Åland Ab, Rundit Oy, and Greenstep Holding UK. It's worth noting that the registered entities in the Netherlands, United Kingdom, and Denmark do not have allocated physical office space. Our operations in the United Kingdom ceased in April 2026. Emissions from the Netherlands operations are included in Greenstep Oy's GHG accounting.

In FY2026, dedicated 100% carbon-free electricity (CFE) contracts covered 64% of office electricity consumption, and renewable heating contracts covered 60% of heating energy. Transitioning the remaining locations has been limited by lease agreements and the availability of renewable energy certificates from property owners. However, energy supplied through local grids may already include a substantial share of renewable generation. Table 10 therefore presents the renewable and non-renewable share of all energy consumed, including mixed-source supplies, which results in higher renewable shares than the contract coverage above. Under our current climate transition strategy, we aim to progressively transition all operations to carbon-free electricity.

	NON-RENEWABLE	RENEWABLE	TOTAL
	[MWh]	[MWh]	[MWh]
Fuels	0,0	0,0	0,0
Electricity (as reflected in utility billings)	160,3	301,7	461,9
Heating (as reflected in utility billings)	130,2	1 095,2	1 225,5
Grand Total	290,5	1 396,9	1 687,4
% of total	**17,2 %**	**82,8 %**	**100 %**

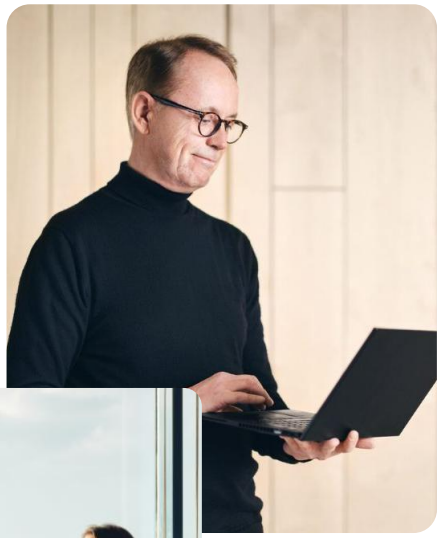
TABLE 10. ENERGY CONSUMPTION BY ENERGY SOURCE (MWh)



GRAPH 3. GREENHOUSE GAS EMISSIONS PER LEGAL ENTITY (tCO_2e)

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GHG reduction targets and climate transition





Climate change is one of Greenstep's material sustainability topics. As described in the previous section, our operations generate emissions primarily through business travel, employee commuting, and purchased goods and services, and office energy consumption. While these activities create negative environmental impacts, our most significant opportunity to drive positive change is helping customers advance their sustainability ambitions.

Greenstep currently reports no Scope 1 emissions and therefore has not established a specific Scope 1 reduction target. For Scope 2 emissions, which account for approximately 7% of the company's total greenhouse gas emissions, Greenstep has set a target to source 100% carbon-free electricity by 2030.

Greenstep also recognises the importance of addressing Scope 3 emissions, which represent the majority of our greenhouse gas footprint. A climate transition plan has been under development and will be further refined during FY-2027. Planned actions include strengthening engagement with suppliers and other stakeholders in our upstream value chain, establishing common sustainability and emissions management practices across all Greenstep office locations. As we continue to improve the quality and coverage of emissions data and strengthen collaboration with suppliers, we will gain a better understanding of which emissions we can influence and how. This will support the development of future credible Scope 3 targets. Progress has already been made in advancing these actions, and the emissions reduction pathway has been reviewed and approved by the Chairman of the Board.

Due to the nature of our business, Greenstep does not have significant locked-in greenhouse gas emissions associated with manufacturing processes, products, or carbon-intensive physical assets. Our transition largely depends on operational choices, sustainable travel practices, responsible procurement, energy efficiency measures, and the continued development of services that help customers reduce their own environmental impacts.

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Climate risk assessment

Greenstep conducted a climate risk assessment in 2025 using an internally developed assessment methodology. The assessment was preceded by a high-level screening of climate-related vulnerabilities and focused on understanding how physical and transition risks could affect our operations, employees, customers, supply chain, and broader business environment. Overall, the assessment concluded that Greenstep is well positioned to adapt to climate-related challenges due to its diversified service offering, flexible operating model, strong expert capabilities, and geographically distributed operations.

Physical risks

Low in the short term

The assessment identified the most relevant physical climate risks as those related to **heat and water**, including heatwaves, heat stress, and flooding.

While the likelihood and severity of these risks were assessed as relatively low in the short term, they could contribute to increased operating costs, disruptions in supply chains, and impacts on employee wellbeing and productivity over time.

Other climate hazards, such as wind- and soil-related risks, were not considered material based on the assessment.

Transition risks

Low, may grow over time

Climate-related transition risks were also evaluated across regulatory, technological, market, and reputational dimensions.

The assessment identified potential risks associated with evolving regulation, changing customer expectations, the need for investments in low-carbon solutions, and reputational impacts if Greenstep is perceived as lagging behind emerging sustainability expectations.

While most of these risks were assessed as unlikely or low in the short term, their significance may increase over the medium and long term as climate-related requirements and stakeholder expectations continue to evolve.

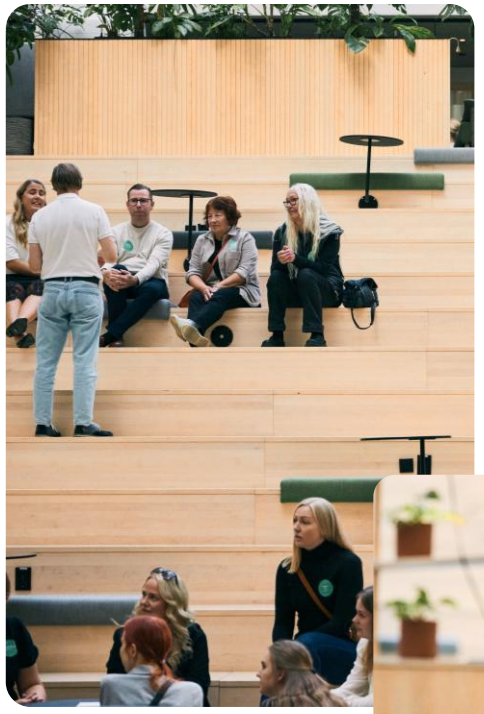
Opportunities

The assessment highlighted several opportunities that align with Greenstep's strategic direction, including

- growing demand for sustainability and climate advisory services,
- the development of sustainable finance and transition strategies,
- strengthening climate leadership,
- supporting customers in building resilient value chains, and
- further enabling flexible ways of working.

No significant changes were identified during FY-2026 that would require an update to the conclusions of the 2025 climate risk assessment. Greenstep will continue to monitor climate-related risks and opportunities as part of its sustainability and risk management processes. A new climate risk assessment is planned for FY-2027 and will leverage improved methodologies, data quality, and technological capabilities to further strengthen our understanding of climate-related impacts, risks, and opportunities.

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Biodiversity and nature-related impacts

During FY-2026, Greenstep strengthened its focus on biodiversity by conducting its first biodiversity footprint assessment and joining **the Turku Climate Team**, a regional network promoting climate action and nature-positive development. The assessment improved our understanding of how our operations and value chain interact with nature and established a quantitative baseline for future monitoring and improvement efforts.

The results indicated that Greenstep's biodiversity impacts arise primarily through value chain activities affecting terrestrial ecosystems. Based on these findings, we will continue developing measures to reduce nature-related impacts and monitor progress through regular carbon and biodiversity footprint assessments.

Related to this work, Greenstep is developing a practical and cost-effective methodology for **LEAP assessments**, with a particular focus on improving accessibility for small and medium-sized enterprises. This initiative supports our ongoing efforts to better understand nature-related dependencies, impacts, risks, and opportunities both within our own operations and through the services we provide to customers.

Furthermore, as technology, automation and artificial intelligence become increasingly important in our business, we understand that their use may also contribute to environmental and nature-related impacts through increased demand for digital infrastructure, energy and hardware across the value chain. Although current methodologies and available data do not allow us to accurately assess the extent of these impacts, we recognise the importance of building a better understanding of them. We will continue to follow developments in this area and consider them as part of our ongoing sustainability work.

The company does not own, lease, or manage any sites located in or near biodiversity-sensitive areas. As a result, the number of such sites is 0, with a total area of 0 hectares.

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Use of resources

Water use

Greenstep collected water consumption data from water bills for all office facilities where this information was available (18 offices). Based on these records, the total water withdrawal across all office sites was calculated to be **2 219,46 m³** during the reporting period. For locations where water consumption data was not available, water withdrawal was estimated using the average water use per square metre derived from sites with available billing data.

Based on a review of the WRI Aqueduct Water Risk Atlas and Vesi.fi Water Map Service, no company sites are located in areas of high or extremely high water stress.

Resource use, circular economy and waste management

Waste data was compiled using a combination of reported and estimated information. Where available, waste quantities were obtained from landlords and property managers. When only total building waste data was provided, Greenstep's share was allocated based on the office's proportion of the occupied floor area.

As some buildings are shared with tenants such as supermarkets, restaurants, and other businesses with different waste profiles, the allocated amounts may not fully reflect actual waste generation at those locations.

Waste data was not available for eleven office locations. For these, waste quantities by type were estimated from employee numbers, using HSY's per-person waste generation factors for the service sector. For one more location, waste was estimated using a spend-based approach.

Information on the final treatment of waste was not available for all locations. Therefore, the shares of waste diverted to recycling and to preparation for reuse were estimated using conservative assumptions based on the characteristics of each waste fraction and its typical treatment route in Finland, the main country of operations. Energy recovery and other recovery operations are not counted as recycling or preparation for reuse. Together with disposal, they make up the remaining share of each waste fraction. These assumptions were applied consistently across the dataset, and the resulting percentages should be considered indicative estimates rather than exact values.

WASTE TYPE	TOTAL WEIGHT/VOLUME (KG)	% OF WASTE DIVERTED TO RECYCLING	PROPORTION OF WASTE DIVERTED TO PREPARATION FOR REUSE
Hazardous[1]	**1,84**	**10,00%**	**0,00%**
Hazardous	1,84	10,00%	0,00%
Non-Hazardous	**64 374,98**	**38,57%**	**0,19%**
Biowaste	12 891,91	90,00%	0,00%
Cardboard	4 807,03	90,00%	0,00%
Glass	725,68	90,00%	0,00%
Inert material (landfill)	2,00	0,00%	0,00%
Metal	589,92	95,00%	0,00%
Mixed energy waste	33 864,29	0,00%	0,00%
Mixed solid waste	240,90	0,00%	0,00%
Paper	6 757,67	90,00%	0,00%
Plastic	1 466,41	50,00%	0,00%
SER/Electronics[2]	962,76	80,00%	2,00%
Wood	2 066,40	5,00%	5,00%
Grand Total	**64 376,82**	**38,57%**	**0,19%**

TABLE 11. RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT

1 Waste which displays one or more of the hazardous properties listed in Annex III of Directive 2008/98/EC of the European Parliament and of the Council.

2 Waste electrical and electronic equipment (WEEE/SER) was treated as non-hazardous waste for reporting purposes, as this category may include both hazardous and non-hazardous items and no information was available to support a hazardous waste classification.

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Sustainability statement

Social metrics

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Workforce composition, diversity and equal opportunities

Greenstep's success is built on its people. The indicators presented in this section provide an overview of our workforce and highlight some of the key social topics that we follow across the Group, including employee demographics, recruitment, retention and employment conditions. Unless otherwise stated, the figures are reported at Group level. Because Carestep operates in a different business environment and has a different employee profile than the rest of the Group, detailed tables in the following sections also present Carestep separately where relevant.

At the end of the reporting period, Greenstep Group employed 846 people. During the year, 138 new professionals joined the Group through permanent, fixed-term and project-based recruitments. Staff turnover was 14%. Our workforce consists of people with diverse backgrounds, expertise and experience. The average employee age was 41,1 years, with employees ranging from 20 to 68 years old. Women accounted for 73% of personnel and men for 27% (Table 12).

Most employment relationships were permanent: at the end of the reporting period, 833 employees had permanent contracts and 13 had temporary contracts. In addition, around 10 subcontractors worked exclusively for the Group (Table 12).

GREENSTEP GROUP'S PERSONNEL INDICATORS	GREENSTEP GROUP (EXCL. CARESTEP)	CARESTEP
Number of personnel at the end of the reporting period (headcount)	824	22
Average number of personnel during the reporting period (headcount)	802	20,5
New recruitments during the year - including projects and fixed-term (headcount)	131	7
Staff turnover[1]	13 %	39 %
Women/men as % of personnel	73/27	68/32
Average age of personnel, years	41,2	41
Age range	20-68	25-64
Permanent employees (headcount)	812	21
Temporary employees (headcount)	12	1
Subcontractors working exclusively for the group (headcount)	10	0
Temporary staff employees supplied by staffing or employment agencies (headcount)	0	0

TABLE 12. PERSONNEL INDICATORS FOR GREENSTEP GROUP

1 Staff turnover is calculated by dividing the number of employees who left during the financial year by average number of employees during the financial year.

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Equal treatment is a fundamental principle in our employment practices. Recruitment, career development and compensation decisions are based on competence, experience, qualifications, performance and the requirements of each role. In 2026, we also released a voluntary internal training to strengthen our shared understanding of inclusion and belonging in the workplace.

Currently, our HR systems record gender using binary categories only. We are reviewing how our practices and systems could better reflect a broader range of gender identities in the future.

At the end of the reporting period, most of our employees were based in Finland and Sweden (Table 13). Women accounted for 615 of the Group's 846 personnel (73%) and 11 of 16 members of Greenstep's management (69%) (Tables 14 and 15).

As the Group continues to grow, maintaining a supportive, inclusive and attractive workplace remains one of our priorities. We measure employee engagement through eNPS, which was 55 at the end of the reporting period (Table 16). We regularly monitor workforce indicators to support data-driven decisions across the organisation.

COUNTRY (OF EMPLOYMENT CONTRACT)	GREENSTEP GROUP (INCL. CARESTEP)
Finland	705
Sweden	103
Estonia	16
Norway	20
United Kingdom	0
Netherlands	1
Denmark	1
Total	846

TABLE 13. EMPLOYEE HEADCOUNT BY COUNTRY FOR GREENSTEP GROUP AT THE END OF REPORTING PERIOD

GENDER DISTRIBUTION (PERSONNEL)	GREENSTEP GROUP (EXCL. CARESTEP)	CARESTEP
Male	224	7
Female	600	15
Other	-	-
Not reported	-	-
Total	824	22
Female-to-male ratio	2,7	2,1

TABLE 15. GENDER DISTRIBUTION OF PERSONNEL (HEADCOUNT) FOR GREENSTEP GROUP

GENDER DISTRIBUTION (MANAGEMENT)	GREENSTEP GROUP (EXCL. CARESTEP)	CARESTEP
Male	5	-
Female	11	2
Other	-	-
Not reported	-	-
Total	16	2
Female-to-male ratio	2,2	-

TABLE 14. GENDER DISTRIBUTION IN MANAGEMENT (HEADCOUNT) FOR GREENSTEP GROUP

EMPLOYEE ENGAGEMENT	GREENSTEP GROUP (EXCL. CARESTEP)	CARESTEP
eNPS[1]	55	-

TABLE 16. EMPLOYEE ENGAGEMENT

1 eNPS = proportion of promoters –detractors; measured during the end of 2025.

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Working conditions, wellbeing and occupational health & safety

To manage the workload and pressure that can come with our project-based business, Greenstep focuses heavily on proactive resource planning, early intervention, and targeted wellbeing initiatives. We support our people through flexible working arrangements, occupational healthcare, mental wellbeing services, recreational activities, and continuous learning opportunities. All employees are fully covered by occupational healthcare and social protection arrangements, with additional support provided for those returning from extended leave or experiencing changes in their work ability. Alongside these measures, our cross-functional occupational health and safety committee helps us maintain a safe and healthy work environment by monitoring workplace conditions, identifying areas for improvement, and supporting the development of our health and safety practices. Employee wellbeing is also supported through our Well-being Club, a voluntary community where employees can share experiences, ideas and practical tips on topics such as mental wellbeing, physical activity, nutrition and community spirit.

Maintaining a safe and healthy environment is essential to our operations. During the reporting period, Greenstep recorded 5 work-related accidents, with only 2 resulting in absence, and no employee fatalities. Through close cooperation between employees, team leaders, HR, occupational healthcare providers, and the safety committee, our sick-leave absence rate was 2,81%. Employee engagement is also strong, supported by an employee Net Promoter Score (eNPS) of 55. We review these results regularly to guide ongoing improvements in our leadership, wellbeing practices, and workplace culture. Carestep numbers are reported separately as seen per table 17.

HEALTH AND SAFETY METRICS	GREENSTEP GROUP (EXCL.CARESTEP)	CARESTEP
Recordable work-related accidents[1]	2	1
The number of fatalities as a result of work-related ill health	0	0
Fatalities as a result of work-related injuries	0	0

TABLE 17. HEALTH AND SAFETY METRICS

1 A work-related accident is a discrete occurrence in the course of work which leads to physical or mental harm. Such an occurrence is recordable if it results in death or more than three days of absence from work.

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Remuneration and social protection

All our people are paid above statutory minimum wages, or in line with local market practices where a national minimum doesn't exist. Everyone is fully covered by social protection and occupational healthcare. Because of the nature of the consulting industry, Greenstep doesn't operate under a collective bargaining agreement; instead, we shape our employment terms through clear internal policies and ongoing conversations with our team. For Carestep, however, employees are covered by a collective bargaining agreement, and their terms are set accordingly.

We review our pay practices regularly to make sure pay is fair and opportunities are open to everyone. Greenstep operates across several business lines, each with its own roles, levels of seniority and skill requirements, and its own salary ranges. To make comparisons more meaningful and fair, we measure the pay gap by country within three employee groups: Accounting, Payroll and Support Services; Consulting, Technology and Internal Functions; and Management. This approach better reflects the structure of our company and allows comparisons between employees performing similar types of work. Any gaps we observe are primarily related to variations in role distribution, seniority and responsibilities rather than differences in pay for equal work. Gender is never a factor in our compensation decisions, which are based on objective criteria such as expertise, experience and performance. Table 18 presents the detailed country-specific data. Estonia, Norway, Denmark, the Netherlands and the United Kingdom (UK) are excluded from this analysis, as their sample sizes are too small to produce reliable results. Across all employee groups, our overall gender pay gap[1] is 12%, and Carestep's is -21%.

To support the EU (European Union) Pay Transparency Directive and make compensation as clear and fair as possible, we have already started applying a new job grade model. Roles are sorted into one of eight job grades based on their responsibilities, complexity, and impact. This structure helps everyone see how roles, career growth, and pay connect. Under our salary principles, pay is determined individually based on experience, competence, and performance, backed by regular equal-pay monitoring as previously mentioned. Moving forward, we will continue developing common company-level grades alongside service-line-specific job families with clear criteria for responsibilities and any necessary national regulatory additions.

1 The pay gap is calculated as the difference between the average gross hourly pay of male and female employees, divided by the average gross hourly pay of male employees, and multiplied by 100.

GENDER PAY GAP (%)	FINLAND	SWEDEN
Accounting, Payroll and Support Services	-2,8%	-17,5%
Consulting, Technology and Internal Functions	2,4%	-15,9%
Management	1,9%	0%

TABLE 18. GENDER PAY GAP PER ROLE PER COUNTRY[2]

2 Estonia, Norway, the Netherlands, Denmark and the UK are excluded from this table due to insufficient data availability. The pay gap was calculated using the average salary for each gender within the respective employee groups.

COLLECTIVE BARGAINING	GREENSTEP GROUP (EXCL. CARESTEP)	CARESTEP
Total number of employees (Headcount)	824	22
Number of employees covered by collective bargaining (Headcount)	0	21
Total % of employees covered by collective bargaining	**0%**	**95%**

TABLE 19. EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

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Training and skills development

Our ability to deliver great work for our customers relies entirely on the ongoing expertise of our team. At the heart of this is Greenstep Academy, which gives our employees access to structured training in technical skills, professional growth, and leadership to help everyone adapt to a fast-changing business landscape.

To support our people as they step into leadership roles, we launched the Green Growth Leadership Programme in autumn 2025, bringing together 15 colleagues from across different business lines for a shared leadership journey. Alongside individual development, we also focused heavily this year on helping our teams build stronger communication, trust, and everyday collaboration.

Sharing knowledge extends well beyond our internal teams. Over the past year, we hosted 407 in-house training events and shared our expertise with about 2 300 external participants. We also provide our accounting and payroll professionals with dedicated Eduhouse training, and we maintain active partnerships with several academic institutions – including the University of Vaasa, the University of Turku, Seinäjoki University of Applied Sciences, LUT University, and LAB University of Applied Sciences – where our experts contributed content, lectures and presentations to these institutions' degree programmes. This keeps us closely connected to current research and to future talent.

Reflecting this deep commitment, our double materiality assessment identified employee competence and skill development as one of Greenstep's most meaningful positive impacts. By investing in continuous learning, we help our people build long-term careers and stay engaged, while ensuring we continue to provide top-tier service to our customers.

AVERAGE NUMBER OF ANNUAL TRAINING HOURS PER EMPLOYEE	GREENSTEP (EXCL. CARESTEP)
Male	33
Female	21
Other	-
Not reported	-
Total average training hours per employee[1]	**24,3**

TABLE 20. ANNUAL TRAINING HOURS PER EMPLOYEE (H/PERSON)

1 Total average training hours per employee is calculated by dividing the total number of training hours offered to and completed by employees by the total number of employees.

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Respecting human rights

Greenstep is committed to respecting human rights in all its operations. Our code of conduct and policies cover child labour, forced labour, human trafficking, discrimination and accident prevention, and employees can raise concerns through our complaints-handling mechanism, including an externally operated whistleblowing channel.

No human rights incidents were confirmed in our own workforce during the reporting period.

HUMAN RIGHTS POLICIES AND PROCESSES	
Does the undertaking have a code of conduct or human rights policy for its own workforce?	YES
• child labour	YES
• forced labour	YES
• human trafficking	YES
• discrimination	YES
• accident prevention	YES
• other	YES
Does the undertaking have a complaints-handling mechanism for its own workforce?	YES

TABLE 21. ADDITIONAL OWN WORKFORCE INFORMATION – HUMAN RIGHTS POLICIES AND PROCESSES

HUMAN RIGHTS INCIDENTS	
Does the undertaking have confirmed incidents in its own workforce related to:	
• child labour	NO
• forced labour	NO
• human trafficking	NO
• discrimination	NO
• other	NO

TABLE 22. NEGATIVE HUMAN RIGHTS INCIDENTS

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Customers and society

Our customers are companies and organisations. The people behind their payroll files, expense claims and HR records are not. Those individuals never chose Greenstep, and they carry the consequences if we handle their data badly. We treat them as our end-users.

The same care applies to the work itself. Customers act on the numbers and the advice we give them, so quality work and clear information help them make better decisions and meet their own obligations. That is the value we add, and it is also where our exposure sits. Poor quality work or wrong advice would carry financial, legal and reputational consequences, and a breach of customer or personal data would expose individuals to harm and Greenstep to legal claims.

That is why this chapter spends as much time on controls and certification as it does on satisfaction scores.

Our Code of Conduct and Privacy Policy are published on greenstep.com. The others are internal and shared on request. All apply to end-users generally rather than to specific groups.

KEY FIGURES

3,5 / 4	Customer satisfaction score, meeting our target
92%	Of customers satisfied or very satisfied, up on last year
ISO 27001	Certified since 10 January 2024 and maintained since

POLICIES

Privacy Policy · Information Security Policy · AI Policy · Code of Conduct

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Quality and customer service

3,5 / 4
Most recent satisfaction score

92%
Satisfied or very satisfied

28%
Survey response rate

Twice a year
How often we ask

We care about making every experience with us a positive one. We invest in training, encourage teamwork, and bring people from different backgrounds together to find the best answer for each customer. Quality is not a department here. It is how we earn trust, grow through recommendations, and keep improving for the people we serve.

Customer satisfaction

We ask our customers twice a year to rate our service on a scale of one to four. Our most recent score was 3,5, which meets the target we set ourselves, and 92% said they were satisfied or very satisfied. That is an improvement on last year. The response rate was 28%.

We read all of it. Feedback goes back to the service teams and into how we develop our services.

Understanding our customers

We aim to understand how our customers operate. That matters for the work itself and for regulatory compliance. Where the law requires it, we carry out customer due diligence, including know your customer measures, and we maintain a group-level KYC risk assessment that was updated in 2026.

The approach is risk-based. How deep the checks go depends on the relationship, the services involved and the risk attached to them, so what we ask of customers stays proportionate. Measures can include verifying identity, identifying beneficial owners and control structures, sanctions screening, and ongoing monitoring where required.

Greenstep entities are registered with local money laundering monitoring registries where the law requires it.

Strengthening internal controls

For customers using our Mepco payroll outsourcing, we follow controls aligned with ISAE 3402, and an external readiness assessment has been carried out on our control catalogue. We are reconciling our quality management system to ISO 9001, so quality administration can be demonstrated through external audit rather than described. In our software teams, more than 4 000 automated tests keep our products stable as new features go in.

Authorisations and memberships

Greenstep is an authorised accounting and payroll provider in Finland and a member of the Financial Management Association of Finland, with KLT and PHT qualified professionals and regular audits. We are an audited SRF member in Sweden, authorised by Finanstilsynet in Norway, and a supporting member of the Association of Accountants in Estonia.

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Protecting data and raising concerns

Information security

Greenstep has been ISO/IEC 27001 certified since 2024. Our controls follow the ISO/IEC 27001:2022 framework and are independently audited every year. We are also registered as an operator under the NIS2 Directive, which sets a common cybersecurity baseline across the EU.

Access to customer data is limited to the people who need it, and everyone who handles it completes mandatory training in information security, GDPR and anti-money laundering.

Greenstep Hub, our customer collaboration platform, enforces single sign-on for every user, logs all administrator access, runs on ISO 27001 certified cloud providers, backs up continuously, and keeps data within the EU/EEA. Payroll data moving through scattered email chains is a risk to the individuals in those files, and a structured platform removes it.

Personal data

We act as a data controller for our own processing, and as a data processor when we deliver services, working on our customers' documented instructions under data processing agreements. Either way we apply technical and organisational measures to protect confidentiality, integrity and availability.

As a general rule personal data is processed within the EU/EEA. Transfers outside it happen only in exceptional cases and under GDPR-approved safeguards. Our Privacy Policy and our Information Security Policy govern how data is handled, stored and deleted, and our AI Policy sets the line on what may be done with it.

If something goes wrong

If a grievance, incident, or non-compliance issue arises, we take immediate steps to contain and assess the situation, communicate transparently with affected parties and customers, notify relevant authorities when legally required, and implement corrective actions to prevent recurrence.

Raising a concern with us

Your contact at Greenstep

For most concerns this is the fastest route, and the one we would rather you took first.

Data requests

Contact our Data Protection Officer at security@greenstep.com to access, correct or erase your data.

Whistleblowing channel

Operated by an external provider, open to anonymous reports, and described in full in the governance section.

We follow how quickly concerns are answered and resolved, and what customers tell us in the satisfaction survey.

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Impact for customers and society

Impact for customers and society

Greenstep's most significant contribution to society is created through the work we do with our customers. The expertise we provide influences how organisations grow, make decisions, manage risk and address their own sustainability challenges.

What our work reaches

Every day our experts support organisations through financial management, HR, payroll, technology, analytics and sustainability services. When a customer strengthens its operations, governance and long-term resilience, the value reaches past our contract with them. It reaches their employees, their customers, their investors and the communities around them.

Investing in companies we believe in

We invest in growing companies we believe in, so they have the backing to grow and thrive. It works in both directions. They get capital and expertise behind them, while we stay close to the everyday realities, opportunities and challenges of growth companies.

Sustainability services

Our sustainability services are where this is most direct. Double materiality assessments, sustainability reporting, sustainability ratings support, carbon footprint calculations, climate target setting and transition plans, and biodiversity assessments all help organisations understand their impacts, responsibilities and opportunities.
The work supports better decisions, more transparency, and a way through a regulatory environment that keeps moving.

Continuous dialogue

The best solutions are built together with customers. Project collaboration, training sessions, feedback discussions and long-term partnerships tell us what customers need and where our services fall short. They also show us which sustainability topics are emerging and where we could be useful next.

Community and wellbeing

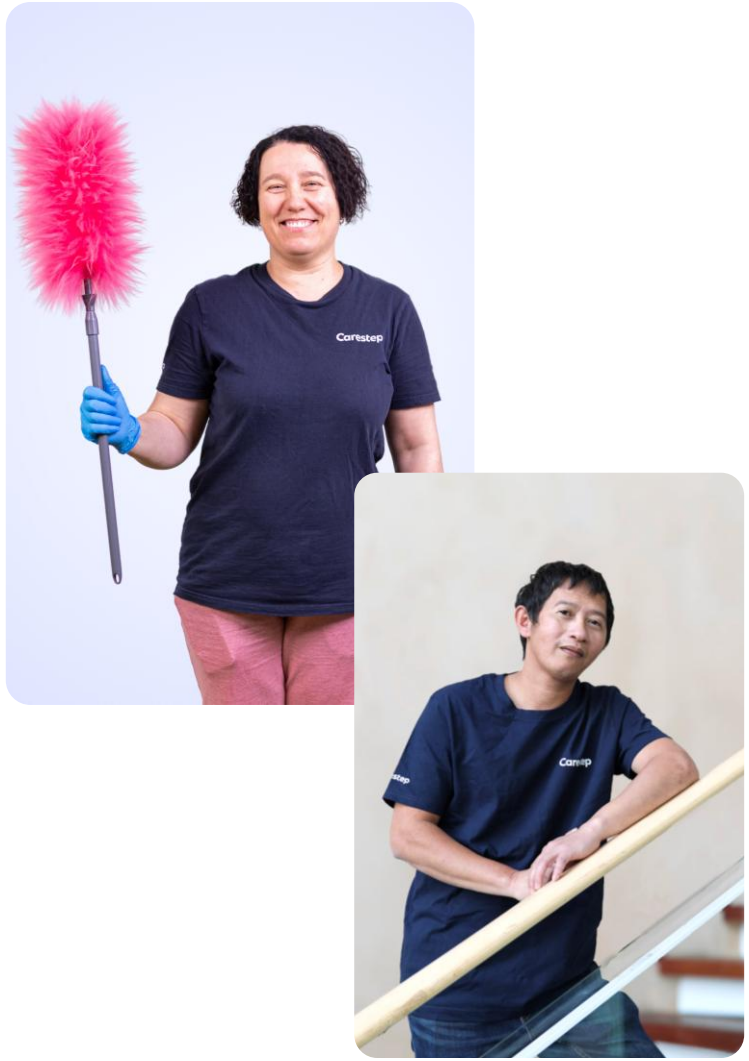
Every year we run a wellness challenge. Employees track their steps and cycled kilometres, and the more active we are, the more money we raise for charity. The participants who record the highest activity levels get to choose causes that benefit from the donations.

8 km	Cycled per person, average
14 928	Steps walked per person, average
1 968 €	Donated to charity

Causes supported

Helsinki Pride-yhteisö · Naisten Linja Suomessa ry · SETA ry · Syöpäsäätiö · Sininauhasäätiö · MIELI Suomen Mielenterveys ry · Suomen Partiolaiset · Kummit ry · Suomen Olympiakomitea

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Carestep: Social impact through cleaning services

Carestep is a social enterprise operating in the cleaning sector in the Helsinki metropolitan area. Greenstep established it in 2020 as part of its sustainability work and continues to own 100% of it.

Its purpose is to provide employment opportunities for people who face barriers to entering the labour market, including young people, immigrants and the long-term unemployed.

Carestep supports its employees' long-term career development by investing in their personal training and career guidance. The aim is to empower employees to pursue further studies and move towards their chosen professions alongside their work.

Carestep also seeks to promote fairer working conditions in the cleaning industry, where price competition often puts pressure on wages and job security. Carestep pays wages above the collective agreement minimum, allocates sufficient time for each assignment, provides clear work schedules with guaranteed weekly hours, and favours permanent employment contracts over agency work. Through its communications, Carestep also aims to raise awareness of the challenges in the industry and encourages responsible purchasing of cleaning services.

Currently, Carestep employs a team of 22 people.

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Sustainability statement

Governance metrics

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Business conduct is our most material topic

Our mission is to do as much good as possible, and that starts with how we govern ourselves. In our double materiality analysis, business conduct, including corporate culture and the prevention of corruption and bribery, came out ahead of everything else. That result says something about how much weight these matters carry, for our business and for the people around it.

The rules we work under

01 Protection of personally identifiable data (GDPR)

02 Anti-money laundering and know your customer (KYC)

03 Insider trading regulation

04 Information security (NIS2)

05 General Operational Guidelines for the Financial Management Sector

06 Artificial Intelligence (AI) Act

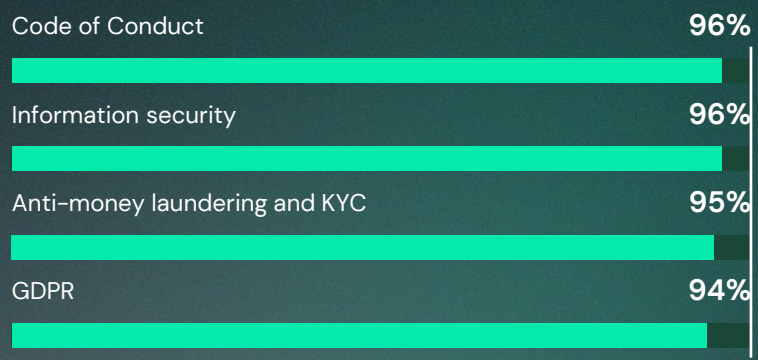
Our Code of Conduct

Our Code of Conduct was released in autumn 2025, alongside the training that goes with it. It sets out how we uphold trust, respect, professionalism and quality in everyday work, and it is published on greenstep.com.

How we manage the risk

We actively manage risks related to bribery, corruption, money laundering and fraud. Our guidelines follow all applicable anti-corruption laws and standards, and we expect our partners to hold the same commitment. We carry out regular risk assessments and keep controls in place to prevent unfair influence or misuse of power.

Mandatory training completion



Bars show completion during calendar year 2025 against our target of 100%. Code of Conduct and KYC trainings run every two years; the others are annual.

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How we conduct ourselves

The Code applies to everyone at Greenstep Group. It sets out how we make decisions and how we manage relationships with customers, partners, employees and the wider community.

Where the law and our Code of Conduct differ, we follow **the stricter standard.**

OUR VALUES, IN FOUR PARTS

Desire to delight the customer · Learn and adapt · Teamwork · Honesty

Human rights

We follow the UN Guiding Principles, the International Bill of Human Rights and the ILO Declaration. Forced labour, modern slavery and child labour are prohibited, in our own operations and in our supply chain. Regular due diligence backs that up.

Suppliers & partners

We treat suppliers and subcontractors as partners, and expect high social, environmental and human rights standards from them, with due diligence in their own sourcing. Vendors are assessed and approved before work begins and reviewed regularly. Our subcontractor template includes sanction compliance requirements.

Conflicts of interest

A conflict only becomes a problem when it is hidden. Secondary activities need a permit from the People team, and anyone serving a listed company is covered by insider trading rules.

Gifts and hospitality

Occasional, low in value and never in exchange for a benefit. No gifts during negotiations, and no facilitation payments. Where a customer or authority applies stricter rules, we follow theirs.

Fair competition

We do not discuss pricing, customers or market share with competitors, and we enter no agreement that would restrict free competition.

If the Code is breached

The consequences run to disciplinary action, termination or legal proceedings. Everyone is expected to cooperate with an investigation, and nobody who reports in good faith faces retaliation.

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Governance metrics

0

Convictions for corruption or bribery during the reporting period

0

Fines incurred for violation of anti-corruption and anti-bribery laws

0%

Of revenue from controversial weapons, tobacco, fossil fuels or chemicals

Greenstep has no revenue from prohibited weapons, from the cultivation and production of tobacco, from the fossil fuel sector covering coal, oil and gas, or from chemicals production. Greenstep is not excluded from the EU reference benchmarks.

Gender diversity in the governance body

In keeping with our principle of maintaining a flat organisational structure, Greenstep does not have a traditional board. Tore Teir serves as the sole member and Chairman of the Board. Carestep has a board of directors with two members and equal gender representation, one female and one male director.

Overall accountability for sustainability management rests with the Chairman of the Board, supported by the leadership team.

Our whistleblowing channel

We take suspected illegal, unethical or guideline-breaking conduct seriously, and we encourage employees, partners, customers, vendors and other stakeholders to raise concerns whenever they suspect misconduct. The first option is a relevant contact person at Greenstep. Where that is not possible or appropriate, a report can go to our confidential channel, operated by an external provider responsible for the service and for lawful handling of reports.

Reporting can be anonymous. The channel strips metadata from attachments and issues a unique token, so the conversation can continue without identifying anyone. Reports do not need conclusive evidence, but they must be made honestly and in good faith. Every report is handled confidentially and investigated under established procedures, with access limited to those involved.

Reports can be submitted at app.easywhistle.com/report/greenstep.

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Sustainability statement

Financial statements

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Financial indicators

The figures are derived from the statutory audited financial statements, prepared in accordance with Finnish Accounting Standards (FAS). For presentation purposes, all amounts have been converted to euros and reported in thousands (kEUR).

FINANCIAL INDICATORS IN KEUR	FINLAND	SWEDEN	ESTONIA	NORWAY	UK	DENMARK	NETHERLANDS	ELIMINATIONS	GROUP TOTAL
Turnover	76 420	10 339	1 054	1 996	221	59	4	-4 070	**86 023**
Other operating income	622	27	-	68	-	-	-	-	**717**
Materials and services	-9 540	-261	-3	-85	-26	-	-	1 931	**-7 983**
Greenstep family personnel expenses	-47 625	-8 558	-913	-1 493	-387	-38	-	5	**-59 009**
- of which Together bonus was	-966	-115	-29	-17	-4	-	-	0	**-1 131**
- of which personal bonuses were	-2 776	-257	-	-22	-	-	-	0	**-3 055**
Depreciations and impairments	-226	-78	-6	-7	-	-	-	-120	**-437**
Other operating expenses	-10 883	-2 201	-165	-451	-96	-17	3	2 134	**-11 676**
Financial income and expenses	-997	-54	0	1	-11	-1	-0	758	**-306**
Income taxes	-1 754	194	-	-6	-	-	-	-	**-1 566**
Profit for the period	6 065	-592	-33	23	-299	3	6	493	**5 666**
Dividends	53	-	-	-	-	-	-	-	**53**

TABLE 23. GREENSTEP GROUP FINANCIAL PERFORMANCE OVERVIEW

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Tax footprint

We are a proud taxpayer, and we do not practise active tax planning. We contribute to building a prosperous society by paying our taxes in full in each country where we operate. Based on the statutory audited financial statements, we have calculated our tax footprint, which is presented in Table 24. For consistency, all tax figures are presented in thousands of euros (kEUR), and minor differences may occur due to rounding and currency conversions.

TAX FOOTPRINT IN KEUR	FINLAND	SWEDEN	ESTONIA	NORWAY	UK	DENMARK	NETHERLANDS	ELIMINATIONS	GROUP TOTAL
Turnover	76 420	10 339	1 054	1 996	221	59	4	-4 070	**86 023**
Profit/loss before appropriations and tax	7 818	-786	-33	29	-299	3	6	590	**7 329**
VAT on sales	19 145	3 570	98	469	0	-	-	-	**23 282**
VAT on procurements	4 862	2 426	33	124	7	2	-	-	**7 454**
VAT paid (net)	14 283	1 144	65	345	-7	-2	-	-	**15 828**
Wage taxes	11 133	-	356	544	164	11	-	-	**12 208**
Income taxes	1 754	-194	-	6	-	-	-	-	**1 566**
Total taxes paid	27 169	950	421	895	157	9	-	-	**29 601**
Pension contributions paid	6 869	2 687	228	218	2	4	-	-	**10 008**

TABLE 24. GREENSTEP GROUP TAX FOOTPRINT: 29,6 MEUR

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Sustainability statement

VS Content Index

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Annex

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GHG Inventory Calculation Principles

Background Information

A.1 Reporting Framework & Principles

Prepared under the Greenhouse Gas Protocol Corporate Accounting and Corporate Value Chain Accounting and Reporting Standards, aligned with the Land Sector and Removals Guidance where applicable. Five principles anchor the methodology: relevance, completeness, consistency, transparency, and accuracy — no source is omitted without justification, methods and emission factors are documented, and quantification avoids systematic over- or underestimation.

A.2 Organisational Boundaries

Boundaries are set using the operational control approach: Greenstep accounts for 100% of emissions from operations over which it (or a subsidiary) has full authority to introduce operating policies. No allocation percentage is applied to any subunit's emissions share; this consolidation approach applies uniformly across all units.

Boundary entities: Renance – Automated Financial Services Oy, Greenstep OÜ, Carestep Oy, Greenstep Sverige AB, Greenstep Åland AB, Rundit Oy, Greenstep ApS, Greenstep Holding UK Limited, and Greenstep Norge AS. The Netherlands operations are included in Greenstep Oy's GHG accounting and are therefore not presented as a separate boundary entity. Etseerg AB is excluded from the boundary: it had no employees, revenue or operations during the reporting period and therefore no emission sources.

A.3 Operational Boundaries

All activities under Greenstep's operational control are included in Scope 1 and 2, with related value chain emissions in Scope 3. Upstream categories 1–7 are included; category 8 and downstream categories (9–15) are excluded, as no emissions occur there.

A.4 Gases & Global Warming Potential

Covers CO_2, CH_4, N_2O, SF_6, NF_3, HFCs, and PFCs, plus biogenic CO_2/CH_4 tracked separately. Expressed in CO_2e using GWP100 (IPCC AR4–AR6). Scope 2 is dual-reported (market-based and location-based); totals use the market-based figure.

A.5 Base Year & Recalculation Policy

FY-2026 is the first reporting period for which Greenstep Oy's GHG emissions have been calculated using the current reporting methodology and financial-year approach. As such, FY-2026 serves as the base year for future comparisons. The base year will be retrospectively recalculated if changes to organisational or operational boundaries, methodologies, data sources, emission factors, or other structural changes result in a change of 5% or more in base year emissions.

A.6 Approach to Emission Factors

The most relevant, localised factor available is selected per activity. Main sources: ecoinvent, Open CEDA (Watershed), UK.gov GHG Reporting Factors, Association of Issuing Bodies, Finnish Energy District Heating, Energi Företagen, and Greenstep's suppliers' own emission factors. Each factor's validity period overlaps the activity's application period; the median date decides which factor applies where more than one overlaps.

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GHG Inventory Calculation Principles

Methodology

A.7 Methodology

Scope 1 – No relevant emission sources were identified within the organisational boundary during the reporting period.

Scope 2 – Electricity: Electricity emissions were calculated based on consumption data and the corresponding emission factors. Due to the absence of dedicated electricity meters in most office locations, 83% of activity data was estimated using allocation based on occupied floor area or average consumption per m² where premise-level consumption data was unavailable. Emissions were calculated using both market-based and location-based methodologies, with market-based results used for reported totals.

Scope 2 – Heat: Heat-related emissions were calculated using the same estimation approach as electricity, with 92% of activity data estimated. In addition, 14% of total Scope 2 emissions (tCO_2e) were calculated using proxy datasets due to the lack of a reliable district heating emissions database for Norway at the time of calculation. Both market-based and location-based results are reported.

SCOPE	CATEGORY	INCLUSION STATUS
1	Direct emissions	Included; 0 tCO_2
2	Electricity; steam, heat & cooling	Included
3 – Upstream	Categories 1–7	Included
3 – Up/Downstream	Category 8; 9–15	N/A

TABLE 25. Greenstep Group GHG Inventory Scope Boundary

Scope 3

3.1 Purchased Goods & Services – Supplier-specific, spend-based and average-data methods were used depending on data availability. Spend-based emissions use 2025-adjusted sector factors. Minor expenses may be omitted due to differences in national accounting systems. Water consumption is estimated from floor area or per-m² averages.

3.2 Capital Goods – Supplier-specific and spend-based methods were used. Where supplier data is unavailable, EPDs or product-category averages are used.

3.3 Fuel- & Energy-Related Activities – Calculated from purchased energy. Actual heat and electricity losses may differ from the assumptions applied.

3.4 Upstream Transportation & Distribution – Supplier-specific (WtW), distance-based and spend-based methods were used. Carestep deliveries were estimated using transport distances, visit counts and fleet assumptions.

3.5 Waste Generated in Operations – Waste-type-specific methods using waste volumes and treatment routes. Estimates use HSY employee averages or floor-area allocations. Shared buildings may result in over- or underestimation. Wastewater is included in Category 3.1.

3.6 Business Travel – Calculated using distance-based, spend-based and supplier-specific methods. Distance data is sourced from employees' Bezala mileage records. Hotel stays are included.

3.7 Employee Commuting – Distance-based method using employee survey data on transport modes, commuting distances and frequency. Results are extrapolated to the year-end employee count using standard workday and vacation assumptions.

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GHG Inventory Calculation Principles

Reporting Quality

A.8 Data Quality & Uncertainty

Activity data and emission factors are scored separately using GHG Protocol guidance, then combined into a 95% confidence range. Capital Goods, Upstream Transport and Waste have the widest ranges but represent only 3,4% of emissions.

A.9 Revision & Auditing

Prepared by Renata Balbino (Consultant & Internal Sustainability Specialist) and reviewed by Alexander Nyström (Sustainability Consultant) as an internal quality check; no third-party verification or audit has been performed

CATEGORY	tCO_2e	SHARE	95% INTERVAL	SUPPLIER-SPECIFIC	ACTIVITY -BASED	SPEND-BASED
Scope 2 – Electricity	72,15	4,7%	-10% to +11%	–	100%	–
Scope 2 – Heat	33,99	2,3%	-15% to +17%	–	100%	–
3.1 Goods & Services	899,72	58,3%	-8% to +8%	>13%	<1%	86%
3.2 Capital Goods	33,19	2,1%	-19% to +23%	15%	–	85%
3.3 Fuel- & Energy-Related	35,16	2,3%	-7% to +7%	–	100%	–
3.4 Upstream Transportation	2,81	0,2%	-22% to +29%	<1%	>26%	73%
3.5 Waste	17,71	1,1%	-23% to +29%	–	>99%	<1%
3.6 Business Travel	150,27	9,7%	-14% to +16%	<1%	>19%	80%
3.7 Employee Commuting	297,31	19,3%	-12% to +14%	–	100%	–
Total	**1 542,30**	**100%**	**-5% to +6%**			

TABLE 26. Data Quality and Uncertainty Assessment by Emission Category

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greenstep

Keilalahdentie 2–4, 02150 Espoo, Finland