

Lahti Energia Group Sustainability Policy

Lahti Energia is wholly owned by the City of Lahti. Our mission is to promote the implementation of the City of Lahti's strategy and ownership policy. Lahti Energia Group's sustainability policy is based on our vision, strategy and values. It also considers the UN Sustainable Development Goals in accordance with the recommendations of Lahti Group's ownership steering. We consider responsibility and sustainable development in the planning, implementation and management of our business. Lahti Energia has a significant local role in ensuring the security of energy production and distribution. In this role, we are committed to cooperate with our stakeholders.

We review and renew our operating practices regularly

We are moving towards responsible and sustainable operations while considering the changing requirements of our operating environment. Our basis is responsible business that promotes environmental and social responsibility as well as governance responsibility, including financial profitability and responsibility towards society. We promote good governance in our operations and strive to prevent the shadow economy and corruption in all their forms. We also require this from our suppliers, subcontractors and partners. The basis and minimum requirement for our operations consists of legislation, guidelines and other policies issued for the company's operations, as well as the continuous development of operational quality. We prepare for risks threatening our operations through systematic risk management, which also extends to our suppliers, subcontractors and partners.

We follow the principles of the UN Sustainable Development Goals in our operations

In energy production, our aim is to minimise the environmental impacts of our operations by identifying risks, opportunities and impacts, taking action to promote biodiversity and contributing to the circular economy. We invest in energy efficiency in our own operations and encourage and guide our customers towards energy efficiency and energy saving. We are committed to reducing our fossil greenhouse gas emissions and to identifying our impacts on biodiversity and reducing them through corrective measures. In terms of fossil emissions from our energy production, our goal is to approach zero in 2030, excluding emissions from recycled fuel, which are classified as fossil.

We work actively to promote healthier, safer, more equal and more diverse working environment and workplace community. Each of us has the right to work without endangering our physical or

mental health. We are committed to listening to and involving our personnel and their representatives, and to protecting our personnel and stakeholders from accidents and mental strain in their work.

We communicate our sustainability work through various channels

We publish news about the progress of our sustainability activities and report annually in our sustainability report on the achievement of the objectives and measures of the sustainability policy and the responsibility and sustainable development programme. The sustainability policy and programme are available to our stakeholders on our website. Lahti Energia's management assesses the need to update the sustainability policy annually. The sustainability policy was approved by the Board of Directors of Lahti Energia Oy on 8 May 2025.