

Approved by the Board of Mehiläinen Konserni Oy on October 30, 2025

MEHILÄINEN GROUP ENVIRONMENTAL POLICY

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1. Purpose, scope, and objectives of the environmental policy

This policy establishes the minimum requirements for all Group countries and business areas. Local entities may issue their own detailed policies, provided they meet or exceed these Group standards and do not conflict with them.

Management within each country and business area is responsible for implementing this policy, allocating the necessary resources, and ensuring all operations comply with both this policy and all applicable local laws. In the event of a conflict between this policy and local legislation, the local law shall prevail. Any such conflict must be reported to the owner of the Group policy.

This policy describes the company's will, approved by the board, for the management of environmental and climate-related issues in Mehiläinen Group Oy and its subsidiaries, hereinafter referred to as Mehiläinen. The purpose of the policy is to describe the common principles, objectives, and key procedures of Mehiläinen's environmental work.

This policy applies to all individuals working in Mehiläinen, independent professionals, and subcontractors in a contractual relationship with Mehiläinen, both in Finland and in foreign subsidiaries. An essential part of Mehiläinen's general code of conduct, binding all staff and partners, is the consideration of environmental impacts.

Mehiläinen is a significant societal actor, whose corporate responsibility includes active efforts to mitigate the environmental burden and climate change caused by the company's operations. Mehiläinen's will is to protect biodiversity and ecosystems, increase awareness of the health effects of climate change and other environmental factors, and promote adaptation to climate change. Environmental work is part of Mehiläinen's responsibility work based on values.

Mehiläinen is committed to complying with the legislation and regulatory requirements in force in each operating country. In Finland, Mehiläinen has an ISO14001 environmental certificate and an EES+ energy efficiency certificate, the requirements of which the environmental system complies with. Certification in foreign subsidiaries is decided on a case-by-case basis.

The aim of the policy is to promote the consideration of environmental impacts in all company operations and thus facilitate the achievement of defined environmental objectives and targets.

2. Environmental aspects related to operations

Environmental aspects refer to the parts of operations, products, and services that interact with the environment. The significance of environmental aspects is assessed in Mehiläinen according to the following criteria:

- Impact on the environment and Mehiläinen
- Environmental policy
- Values
- External regulations and guidelines

The environmental aspects identified as essential in Mehiläinen's operations are:

- Resource efficiency
- Mitigation of climate change

- Energy efficiency and favoring renewable energy sources
- Environmental responsibility in procurement

In addition to these environmental aspects, environmental aspects related to the unit's operations are identified at the unit level through operational processes. The significant environmental aspects defined by the units that exceed the agreed threshold are recorded in the unit's own environmental program.

2.1 Risks and opportunities related to environmental aspects

In Mehiläinen, economic and business risks and opportunities related to environmental aspects are assessed as part of the general risk management of the group and the development of responsibility work. Risk management and mapping are carried out in accordance with the group's risk management policy.

Mehiläinen's material environmental risks are related to climate change mitigation, and especially the costs of emission reductions, climate change adaption, health effects caused by climate change and waste generated in own operations. Ambitious emission reductions have also been recognized as an opportunity, through which the company can better respond to evolving regulation and the expectations of customers and investors. Responsibility in environmental and climate work also increases Mehiläinen's attractiveness as an employer and partner.

3. Environmental system

Mehiläinen's environmental system is created based on ISO14001 and ETJ+ standards. The environmental system is built as part of the existing management and operating system so that the descriptions and instructions of operations take into account the required environmental aspects. The system is based on Mehiläinen's values, responsibility and environmental policies, and general operating principles, and it aims to prevent possible environmental impacts caused by operations. The operation and effectiveness of the system are developed according to the principle of continuous improvement. An essential part of the system's operation is the assessment of risks and opportunities related to environmental aspects.

3.1 Organization and responsibilities

Environmental management is part of Mehiläinen's management system. The Group's Chief Financial Officer is responsible for environmental issues in the Group's Management Team. The company's board deals with environmental issues as part of responsibility issues annually. The company's management and board are responsible for the suitability, resourcing and effectiveness of the environmental system, as well as setting environmental goals.

Mehiläinen's environmental work is coordinated by the Environmental Steering Group, chaired by the Group's Environmental Manager. The Steering Group is responsible for preparing environmental goals and objectives, measures to implement them, and the metrics and monitoring methods used.

The Environmental Steering Group and the Quality Director are responsible for ensuring that the environmental system complies with the ISO14001 standard and reporting to senior management on the performance of the environmental system. Environmental issues are regularly reported to the Audit Committee as part of responsibility reporting by the Responsibility Director.

In each Mehiläinen unit, the unit management is responsible for ensuring that the unit has a written environmental program, which defines the unit's environmental goals. According to Mehiläinen's general

operating principles, taking into account environmental impacts in one's own work is the responsibility of each individual.

3.2 Scope of the environmental system

The environmental system covers Mehiläinen's own operations and services. The environmental impacts of purchased products and services are sought to be prevented by sustainable procurement policy and by committing partners to comply with Mehiläinen's code of conduct.

4. Environmental goals and objectives

The principle of Mehiläinen's environmental goals and objectives is to strive in all activities to identify and prevent potential adverse environmental impacts and promote the principle of sustainable development. We are committed to reducing our carbon footprint, and have set science-based emission reduction targets, validated by the SBTi.

In setting environmental goals and objectives, significant environmental aspects for the company's operations, related obligations, and risks and opportunities are taken into account. Our goal is to develop operations so that:

- energy and water consumption decreases
- the share of renewable and carbon-free energy increases
- waste is minimized and recycling rate improves
- environmental impacts of travel and transport decrease
- responsible procurement and use of goods and services develop

Measurable, precise environmental goals, the measures they require and the schedule are defined in the group sustainability program, and are reported about yearly in the sustainability report.

5. Procedures

5.1 Procedures for identified significant environmental aspects

We prefer renewable energy-produced or carbon-free electricity. For new social service construction sites, geothermal heating is chosen as the heating method when it is technically and economically feasible. Energy consumption is reduced by focusing on the energy efficiency of heating and lighting. Energy consumption is also reduced by choosing energy-efficient solutions in digital services and data storage.

Water consumption is reduced by choosing water fixtures that consume little water and encouraging water saving through water consumption monitoring.

The amount of waste is minimized, and the recycling rate is developed by paying attention to material choices and favoring the reuse of products and materials. Special attention is paid to reducing the consumption of supply, food and pharmaceutical waste and paper. Waste is sorted and recycled according to unit-specific waste management plans.

We build work processes, operating methods and service processes to reduce environmental load. We develop digital services and products to enable smooth remote access. Staff are encouraged to use active commuting and public transport whenever possible. Business travel takes into account environmental impacts in accordance with the company's travel guide.

We strive for responsibility and impact in all our operations. Timeliness of health services and focus on preventive action can help reduce the environmental burden of healthcare.

We promote responsibility in pharmacotherapy by favoring medications that have a lesser environmental impact, provided there is no therapeutic reason to choose otherwise.

We implement a responsible procurement policy. We require that our goods suppliers and other partners commit to minimizing the environmental impacts of their products and services.

5.2 Procedures in exceptional situations that may affect the environment

If an emergency, accident or other deviation can cause environmental impacts, the situation is reported through the company's deviation system. The causes of the deviation and the measures it requires are assessed appropriately considering the potential consequences and environmental impacts of the deviation according to the management system's operating processes.

Each Mehiläinen unit has rescue and readiness plans for exceptional situations. They also address environmental protection and provide operating instructions for exceptional situations. In the event of an accident, immediate actions are initiated to minimize damage and prevent new damage.

6. Environmental awareness

We support individual-level responsibility by providing information, training and tools to promote environmental issues. Staff training is carried out as part of the induction process, supplementary training and through internal communication channels. Familiarization with the environmental program of one's own unit and the environmental aspects and environmental goals it highlights is part of the induction program for everyone. Supervisors are trained as part of regular meeting and training practices. Everyone working at Mehiläinen is encouraged to report observed deviations that may have a harmful effect on the environment.

7. Monitoring

The Environmental Manager, the Environmental Steering Group, the Audit Committee, and the company's management and board regularly monitor the implementation of environmental goals and objectives using selected metrics. The selection of metrics takes into account the obligations binding the company and international standards. At the unit level, the monitoring responsibility lies with the management of each unit.

The environmental system is audited annually by an external auditor. Internal audits are carried out according to business-specific audit programs. The functionality of the environmental system is also assessed as part of self-monitoring surveys. In addition, the suitability, appropriateness and effectiveness of the environmental system are assessed as part of the annual management review.

8. Communication

Mehiläinen acts as an active communicator on environmental and climate-related issues. In addition to the environmental impacts of our operations, we recognize the impacts of climate change on people's health and well-being. The goal of communication is to increase awareness of the connections between climate and health, adaptation to the impacts of climate change and ways to reduce environmental load. In addition, communication highlights Mehiläinen's environmental work goals and procedures. Communication is managed by the company's communication organization together with the persons responsible for environmental issues.

8.1 Internal communication

Environmental issues and changes in the environmental system are communicated through the company's general internal communication channels. Environmental and climate-related topics are highlighted, for

example, in newsletters, videos and news targeted at staff. Environmental policy and goals are visible to all staff on the internal communication platform. Internal communication encourages everyone to make environmentally friendly choices in everyday life.

8.2 External communication

External communication aimed at all stakeholders about Mehiläinen's environmental work and environmental goals is carried out annually in connection with responsibility reporting and as needed at other times. The environmental policy is publicly available to stakeholders.

9. Processing and approval

This policy and any changes to it are prepared in Mehiläinen's Environmental Steering Group, discussed in Mehiläinen's Audit Committee and approved by Mehiläinen's Board.

Version history:

Version	Changes	Status
11 December 2023	New document	Approved by the Board of Mehiläinen Konserni Oy on December 11, 2023.
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