



2025

ANNUAL REPORT

ASTRA

HARTELA



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Our approach to the development of our reporting is based on being receptive to the expectations of our stakeholders and applying the principles of the Corporate Sustainability Reporting Directive (CSRD) on a voluntary basis. However, for the sake of transparency, we want to emphasise that the sustainability reporting section has not been subject to external assurance, and it does not meet the CSRD requirements with regard to all data points.

Hartela in brief

"If it's worth doing, then it's worth doing properly!", our founder Emil Hartela once said. This has been our leading thought.

Hartela is a Finnish, family-owned construction company. We operate in housing, property development and investor services, and contracting.

We build homes, business premises and societally significant properties around Finland. We operate regionally, close to our customers, and develop projects with a long-term and customer-oriented approach.



Hartela is one of the largest nationwide construction companies in Finland. The company bears the Key Flag symbol, which is a sign of Finnish work. The company's management and headquarters are located in Finland. The quality of our construction is governed by our ISO 9001:2015 certified quality management system.



Our operations are based on shared values. Our values describe what we consider important, and they guide us in our day-to-day work.

Professional pride

We are a trustworthy, Finnish family-owned business, and we stand by our work.

Customer intimacy

The customer is important to us. We listen to our customers and want them to consider cooperation with us valuable.

Initiative

Our eyes are set on the future, and we recognise the importance of initiative. We develop our operations actively to meet the expectations of our customers, partners and employees.



Fuuga

Review by the CEO

For Hartela, 2025 was a year of development in a challenging market. Although the operating environment limited our growth and improvement in profit performance, our business progressed according to plan. Turnover grew moderately, and our financial position remained strong. We also maintained a good level of liquidity and a high equity ratio, which provided a stable foundation for future development.

During the year, we focused particularly on improving performance and the systematic development of our business. The key measures included the expansion of Hartela's takt time production and the harmonisation of operations under one building company. In 2025, we implemented over a thousand apartments using the takt time production model, which improved predictability and supported adherence to schedules. The model ensures consistently high quality and, for customers, it means faster completion and earlier cash flow generation.

At the beginning of the year, we transitioned to a divisional management

model in which our business operations are managed through three divisions — Housing, Property Development and Investor Services, and Contracting Services — and regional organisations are responsible for local implementation. The benefits of the change are clearer responsibilities, faster decision-making and more focus and agility in our operations. We continued the systematic development of our business in spite of the challenging market. In Contracting Services, our operations remained stable. In Property Development and Investor Services, we implemented a record number of projects. Our goal is moderate and profitable growth,



We are building Hartela as a customer-centred, reliable and renewal-oriented operator together with our personnel and partners.

and we focus our resources on business areas that have the strongest demand and profitability.

At the end of the financial year, the size of the order book for which revenue had not yet been recognised stood at EUR 238.4 million. During the year, we improved our position in the construction of care facilities and business premises, and operated as a turnkey partner in business premises projects, all the way to project completion. We completed a retail building for Jula in Helsinki's Konaala district in 2025. In addition, several public projects were under way, including Salo Hospital and Turku Music Hall Fuuga, and new cooperative contracts will also start during 2026.

The housing market remained weak, but we implemented 1,116 apartments for non-profit operators and investors during the year. No developer-driven RS projects were completed, but two new projects were under construction at the turn of the year. Our customer experience and employee experience developed favourably. We were ranked number one in the EPSI Rating Building Construction Contracting 2024 survey, with particularly strong scores for reliability and cooperation. At the same time, our employee commitment remained strong, with our eNPS rising to 53, which is the highest figure on

record for our company. We also achieved a substantial improvement in occupational safety, as our accident frequency decreased significantly.

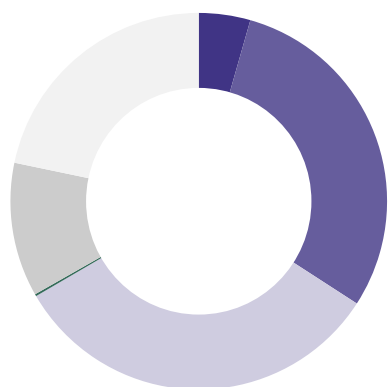
We expanded ISO 9001 quality certification to cover the entire Group, which strengthened our harmonised operating practices and continuous improvement. We also continued to reduce emissions and achieved the milestone we had set for the carbon footprint of developer-driven apartment buildings. Going forward, we will focus particularly on low-carbon material choices and energy solutions.

The market is still characterised by caution at the beginning of 2026, but our clear management model and well-defined priorities will help us move forward in a controlled manner. Our direction is clear: we are developing Hartela as a customer-centred, reliable and renewal-oriented operator together with our personnel and partners. I want to take this opportunity to express my warmest thanks to our customers, stakeholders and personnel for their excellent cooperation in 2025.

Jani Nieminen
CEO

Highlights

TURNOVER, Business area EUR million

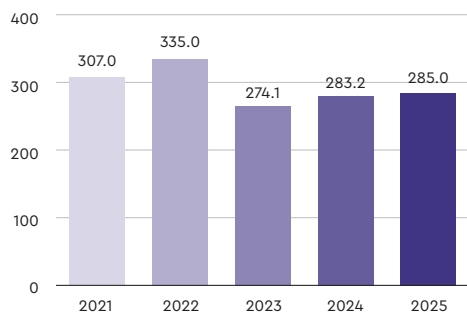


	2025	2024
Dwellings for consumers	12.6	(14.3)
Dwellings for investors	84.7	(65.0)
Cooperative contracts	92.5	(102.8)
Rent and other	0.5	(0.7)
Business premises	32.8	(35.8)
Contract work	61.9	(64.6)

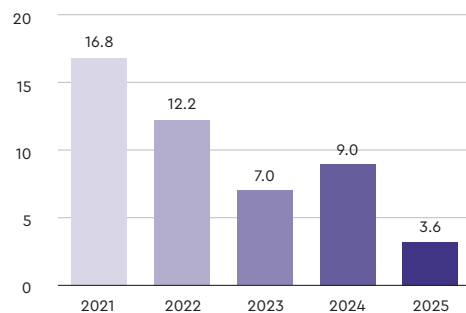
Net turnover
EUR million
285.0

Operating profit
EUR million
3.6

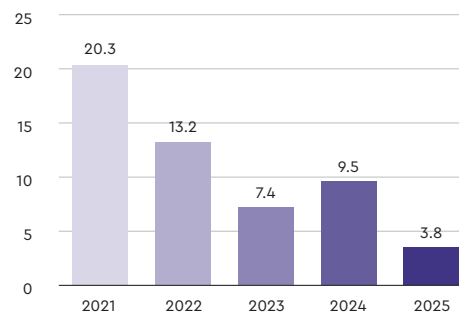
TURNOVER EUR million



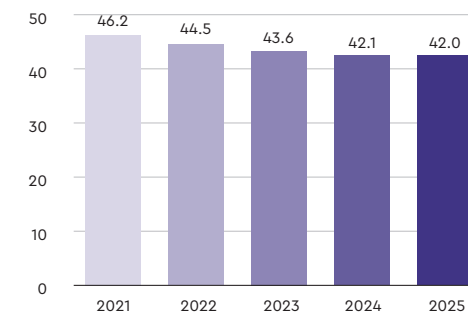
OPERATING RESULT EUR million



RETURN ON CAPITAL EMPLOYED %



EQUITY RATIO %



Strong performance in 2025



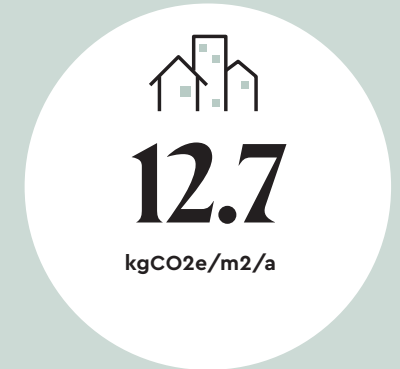
We expanded the ISO 9001:2015 certification of our quality management system to cover the entire Hartela organisation



We were ranked number one in the Building Construction Contracting category of the EPSI Rating 2024 survey



Our employee Net Promoter Score (eNPS) was an impressive 53, rising significantly from the previous year



The carbon footprint of new developer-driven apartment building projects was 12.7 kgCO2e/m2/a





Strategy and business



Hartela's strategy

Hartela's strategic focus is on balancing the business portfolio. The aim is to strengthen the company's ability to perform well regardless of cyclical fluctuations in construction, and to ensure the long-term stability and competitiveness of the business. At the same time, Hartela will seek moderate and profitable growth over the coming years by adjusting its focus between the divisions in accordance with market developments.

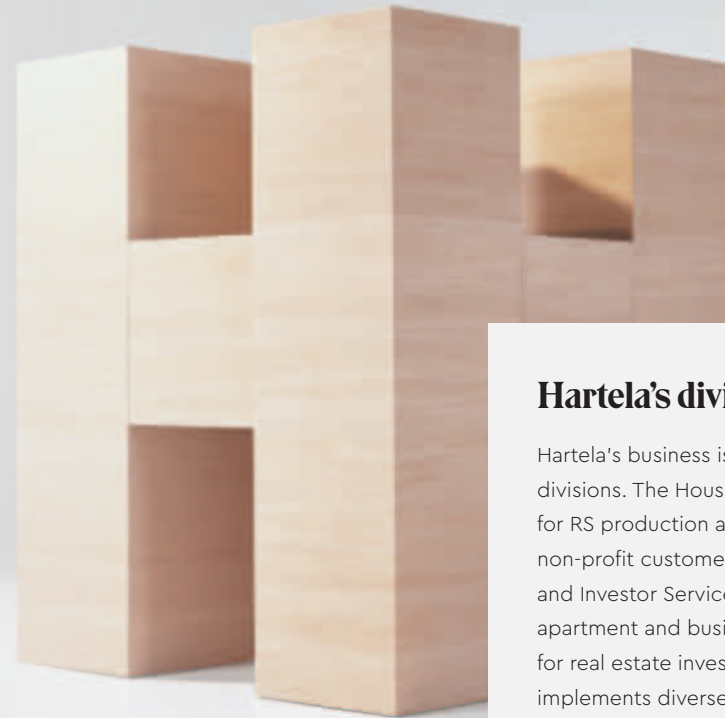
Developing the efficiency of production is a key means of driving competitiveness and profitable growth. Operational excellence and the strengthening of the capacity for change are sought through business-driven management and the deepening of customer insight.

In 2025, Hartela's development efforts were focused on expanding the Hartela takt time production model from the housing business to other areas of construction as well. We continued to shorten lead times in both the project development phase and the construction phase.

The renewal of the group structure supports future growth

The group structure of the Hartela companies was streamlined in 2025. The companies that previously operated regionally — Hartela Etelä-Suomi Oy, Hartela Länsi-Suomi Oy, Hartela Pirkanmaa Oy and Hartela Pohjois-Suomi Oy — were merged into a single operational entity, Hartela Oy. The aim of the renewal is to strengthen the flexible utilisation of the Group's competence and resources in all market areas and to support the development and growth of the businesses.

In 2025, Hartela transitioned to a divisional management model, which supports the achievement of the company's strategic goals. This aims to deepen customer understanding and resource efficiency at the entire Group level, and to strengthen the ability to change.



Hartela's divisions

Hartela's business is managed through three divisions. The Housing division is responsible for RS production and housing projects for non-profit customers. Property Development and Investor Services is responsible for apartment and business premises projects for real estate investors. Contracting Services implements diverse projects for clients. Regional organisations are responsible for local implementation. The renewal supports the strategy and strengthens customer orientation.

Hartela's business

Order book

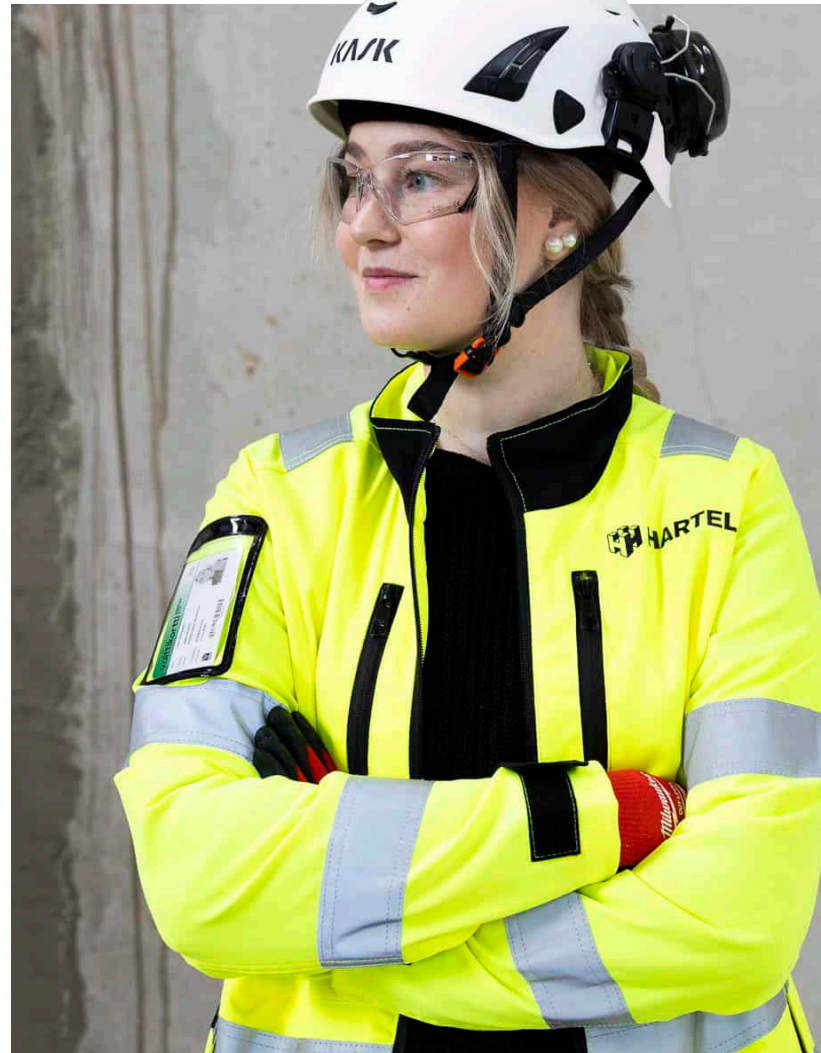
At the end of the financial year, the size of the order book for which revenue had not yet been recognised stood at EUR 238.4 million (332.7). Housing accounted for 26% of the order book. The Property Development and Investor Services division accounted for 37%. Contracting Services accounted for 37%.

Housing production

Hartela implemented 1,116 apartments (789), all of which were completed for non-profit operators and market-based investors. Of the apartments, 449 (387) were completed through Hartela's own land bank. A total of 667 (402) apartments were completed through contracting. No apartments were completed in RS projects (124). At the end of the financial year, there were 51 (86) completed apartments for sale. Two new developer-driven RS projects were under construction at the turn of the year.

Business premises projects

Projects under construction in 2025 included Turku Music Hall Fuuga, Sokos Hotel Break Ruka, Salo Hospital, Terveystalo's medical clinic and hospital in Turku's Kupittaa district, an assisted living facility in Laitila, and the Papinpelto youth centre in Rauma.



CASE:

Hartela takt — shorter lead times and consistently high quality

Hartela takt is Hartela's own operating model for takt time production. We use it to implement all projects, taking their special characteristics into consideration. The model shortens lead times and improves the transparency and manageability of projects. Transparent operating practices and close cooperation ensure that solutions are realistic, decision-making is based on up-to-date information, and plans are completed in a timely manner.

We have implemented over a thousand apartments and several business premises projects using the Hartela takt model. For the customer, this means faster project completion with a reliable schedule and consistently high quality.

Astra campus

Built by Hartela, the Astra campus provides students and staff with modern and versatile facilities that emphasise community, human interaction and today's university life. The Astra building is part of the Tähtikortteli block in Turku. It is located in a historically valuable area near Turku Cathedral, on Porthaninkatu, where Åbo Akademi University has been part of the cityscape for more than a century.

With a floor area of 10,200 m², the campus building houses library, restaurant and café services, as well as teaching facilities, especially for Åbo Akademi University's Faculty of Human and Social Sciences. The building also includes spaces for group work and independent work, as well as an auditorium suitable for conferences, for example. Some of the facilities are also available for rent to external users. Astra combines a historic environment with the needs of modern teaching and research. The aim is for the building to serve as part of the shared urban space of the old town of Turku.

The project was implemented as a project management contract with Hartela as the main contractor and Åbo Akademi University Foundation as the client. Construction

began in autumn 2023, and Astra was completed in autumn 2025. The contract included the demolition of old building stock, new construction and the renovation of existing parts, all carried out with respect for the culturally and historically valuable environment.

Sustainability was a key starting point for the project. The aim was to obtain a four-star YL rating (formerly the RTS certificate) for Astra, and the energy solutions were designed to last far into the future. Heating is implemented using a hybrid solution that combines district heating and geothermal heat, and solar panels were installed on the roof. The facade features hand-struck brickwork and a sedum green roof, which support the timelessness and sustainability of the building.

Client: **Åbo Akademi University Foundation**
Project type: **Project management contract**
Gross floor area: **13,382 m²**
Certification goal: **Four-star YL rating (formerly RTS certificate)**

Fuuga

The Turku Music Hall Fuuga is a significant cultural project that will provide world-class acoustic conditions for performing orchestral music and organising diverse events. The music hall is located on the bank of the river Aurajoki, on Independence Square between the City Theatre and the Wäinö Aaltonen Museum of Art.

There will be two halls in Fuuga: a 1,300-seat main hall and a 300-seat multi-purpose hall. In addition to orchestral music, the main hall will also be suitable for other uses, such as performing electronically amplified music and holding meetings and conferences, as well as small-scale performances. The building will also feature a restaurant open outside the events, and a roof terrace with a restaurant and a garden.

The music hall is being implemented using an alliance model. The alliance group, which is the City of Turku's partner, includes Hartela, PES-Arkitehdit Oy and WSP Finland Oy, as well as Laidun-design Oy as a subcontractor.

Hartela began the construction work on Fuuga in October 2023, and the music hall is scheduled to be ready for tests, staff induction and furnishing in autumn 2026.

Client: **City of Turku**
Project type: **Alliance**
Gross floor area: **15,265 m²**
Certification goal: **Three-star YL rating (formerly RTS certificate)**

Terveystalo's medical clinic and hospital

Terveystalo's new flagship unit, comprising a medical clinic and a hospital, is under construction in Turku's Kupittaa district. It is a significant investment not only for Terveystalo but also for healthcare services in Southwest Finland as a whole. This is the largest business premises project in Terveystalo's history. It will bring most of the company's operations in Turku under one roof, providing customers with even more comprehensive, smoother and more accessible health services.

The ten-storey commercial premises under construction on Kalevantie will feature good transport connections. The total gross area of the building is approximately 14,800 m².

The implementation of the hospital for

Terveystalo is Hartela's fourth significant hospital project in the 2020s. Lighthouse Hospital, built as part of Turku University Hospital, was completed in October 2021, the radiotherapy unit for Oulu University Hospital was completed in July 2022, and Salo Hospital will be completed in 2027.

The project has been planned in close cooperation with Terveystalo's professionals. When it comes to the functionality of the facilities, the focus has been on smooth day-to-day healthcare work, the patient experience and the needs of the personnel. The aim is to create a hospital environment that supports high-quality care and the development of services well into the future.

Construction work began in early 2025 with the earth construction phase. The building is scheduled to be completed in summer 2027, and Terveystalo will move into its new premises immediately after their completion. The project is implemented as a turnkey contract by Hartela, with Keva as the client.

Sustainable construction is a key starting point for the project. The new Terveystalo is being implemented in accordance with the EU taxonomy and designed for energy class A. The aim is to obtain LEED Gold environmental certification for the building. The energy solutions include heat pumps, solar panels and the recovery of waste heat. Renewable energy is utilised in the heating and cooling of the building.

Client: **Terveystalo**
Project type: **Turnkey contract**
Gross floor area: **14,800 m²**
Certification goal: **LEED Gold environmental certification**

Hoas Huippu

A modern and expansive student housing complex is being implemented in the Central Pasila district of Helsinki, offering high-quality and communal housing to nearly 400 students. The construction project, which began in September 2023, is the largest in Hoas' history.

The project consists of three 14-to-17-storey high-rises and three seven-storey lamellar houses. The majority of the apartments are studios, and the first residents moved into their new homes in the second half of 2025: Building B was handed over in September, followed by Building C in October. The remaining parts of the project will be completed during March 2026, and the official handover will take place at the end of March 2026.

The design of the block focuses particularly on a sense of community and the diverse needs of students. The residents have

access to a wide range of shared facilities, such as a reading room, lounges, saunas, multi-purpose facilities, a gym and rooftop yards. Some of the shared facilities, including bicycle parking, are also open to other Hoas residents.

In addition to student housing, the block will house Hoas' new head office, parking, a restaurant, and business premises for rent. The construction project is carried out in accordance with the principles of sustainable construction, and its aim is to create a comfortable and functional living environment in the developing district of Central Pasila.

Client: **Hoas**

Project type: **All-in contract**

Gross floor area: **23,005 m²**



Hartela is implementing Break Sokos Hotel Ruka as a new building in Ruka, Kuusamo. The project comprises the construction of a hotel and restaurant complex, and it will be completed for customer use for the winter season 2027–2028. The client and developer is Osuuskauppa Arina.

PAVE Architects is responsible for architectural design, and Vertti & Co. is responsible for interior design. Construction began in autumn 2025.

Client: Osuuskauppa Arina
Gross floor area: 13,798 m²



We are building functional hospital facilities that support modern medical processes in Salo. In addition to the new building, the project includes the renovation of old premises and the demolition of old building stock. Construction work started in 2023, and the project will be completed in stages between 2025 and 2027.

Client: The wellbeing services county of Southwest Finland
Gross floor area: 15,042 m²



Hartela is building an assisted living facility for Attendo in Kirkkonummi's Masala district on a developer-driven basis. The three-storey care facility responds to the growing need for housing services in the area. It offers accessible, safe and energy-efficient facilities for assisted living for the elderly and people with special needs. The project is being implemented in accordance with energy class A and the EU taxonomy, and it is scheduled to be completed in autumn 2026.

Client: Attendo
Gross floor area: 3,781.5 m²



Currently under construction in Tampere's Kaleva district, TOAS Hippos will be an urban and communal student block. It is the largest new construction project ever commissioned by the Tampere Student Housing Foundation (TOAS).

The complex comprises 10 buildings that offer diverse housing solutions and extensive communal and service facilities. Some of the buildings are implemented using CLT panels, and some are built using low-carbon concrete. The construction is being completed in stages, and the Hippos project as a whole is scheduled to be completed in spring 2026.

Client: Toas
Gross floor area: 25,429 m²





 **HARTELA**

Sustainability



Sustainability management

Hartela's Executive Group is responsible for sustainability work under the leadership of the CEO. At the operational level, the work is led by the company's Director of Communications and Sustainability.

Sustainability work is developed and coordinated by various expert teams, tasked with developing these areas, strengthening our ability to meet stakeholder expectations, taking into account changes in legislation, and ensuring that our personnel have up-to-date information on the various aspects of sustainability.

Double materiality assessment

We have identified sustainability-related topics that are material to Hartela, in accordance with the principles of double materiality.

This means the kind of impacts our operations have on the world around us and what kinds of financial risks and opportunities are associated

with sustainability. The results and the material topics have been validated by the Executive Group. The results were specified further in 2025 on the basis of stakeholder interviews.

The implementation of the double materiality assessment is described on a general level in this section. The process is discussed in more detail in the following sections in connection with each material topic.

For the assessment, the parts of the value chain to be examined, important stakeholders and preliminarily material sustainability topics were defined for a more in-depth review. A more detailed assessment was carried out on the preliminarily material topics, identifying and evaluating the related impacts, risks and opportunities in accordance with the Corporate Sustainability Reporting Directive (CSRD) framework.

The work was carried out internally in workshops and in pairs, for example, and the observations were supplemented on the basis

of stakeholder interviews and external sources. Observations made through ongoing investor and customer dialogue, for example, were also taken into account in the work.

The impacts were assessed on the basis of their scale, scope, irremediability and likelihood. Risks and opportunities were assessed on the basis of likelihood and the scale of the financial impact. The time horizon of each impact, risk and opportunity was also assessed.

Representatives of the Executive Group, sustainability team, environmental team, HR, occupational safety and risk management participated in the materiality assessment.

Material topics

The company's activities have material impacts related to the environment, social responsibility and business conduct, as well as related risks and opportunities.



Topics material to Hartela

Topic	Material to Hartela	
E – Environment	Climate change	Yes
	Pollution	No
	Water and marine resources	No
	Biodiversity and ecosystems	Yes
	Resource use and circular economy	Yes
S – Social	Own workforce	Yes
	Workers in the value chain	Yes
	Affected communities	No
	Consumers and end users	No
G – Governance	Business conduct	Yes

With regard to the environment, positive impacts arise from climate change mitigation and adaptation, energy efficiency and low-carbon solutions, which can also increase the demand for sustainable properties and improve financing conditions. Negative impacts are caused by emissions from Hartela's own operations and value chain, as well as the impacts of construction on nature and the consumption of resources. Potential risks include not taking sustainability regulations and the EU taxonomy, for example, into consideration in the manner expected by stakeholders. At the same time, responding

to these expectations creates opportunities through improved competitiveness and strengthening Hartela's reputation as a sustainable operator.

In the area of social responsibility, positive impacts arise from the development of good working conditions, well-being at work, safety, equality and competence. Negative impacts can include, for example, health and safety risks to employees, as well as discrimination or other experiences of inappropriate treatment. Risks may arise if we do not take active measures to promote occupational safety and well-being at work, develop competence

and prevent discrimination. Opportunities are created, for example, through long-term and systematic safety efforts and the development of personnel competence.

With regard to business conduct, the positive impacts are related to, for example, the creation of a responsible corporate culture, the Code of Conduct and the prevention of corruption and bribery. Negative impacts may arise, for example, if contractual terms are not complied with or if we fail to protect the anonymity of whistleblowers. Risks may arise from non-compliance with contractual terms, unethical conduct in the supply chain and loss of stakeholder trust.

Sustainability is measured and monitored by means of various metrics. Targets have been set for the metrics. The targets are monitored and collective achievements are also rewarded on the basis of the targets during the strategy period 2025–2028. In 2025, all of our employee groups were covered by the sustainability remuneration principles.

Policies and Code of Conduct

Hartela's Code of Conduct defines the policies according to which decisions are made and actions taken at Hartela in all situations. We choose our subcontractors, partners and other stakeholders carefully, requiring them to commit to our Code of Conduct.

In addition to the Code of Conduct, the sustainability work is guided by compliance with Hartela's integrated management system, as well as adherence to various policies, such as Hartela's environmental guidelines (biodiversity guidelines, waste guidelines, project development guidelines), anti-harassment and anti-discrimination guidelines, and risk management policy.



Environmental responsibility

Hartela's material environmental sustainability topics include climate change mitigation, climate change adaptation, biodiversity, resource use and the circular economy.

We have set goals to reduce emissions at the organisational level, reduce the carbon footprint of the buildings' life cycle, and reduce the amount of unsorted construction waste. We continuously develop our operations and sustainability measuring and reporting.

EU Taxonomy

The EU Taxonomy is a classification system for sustainable economic activities. It aims to create clear definitions and consistent, transparent reporting practices that direct funding to sustainable assets and operations. These assets significantly contribute to at least one of the environmental objectives of the Taxonomy.

In 2025, we identified our EU Taxonomy-eligible and EU Taxonomy-aligned economic activities and calculated the turnover performance indicator for them.

We currently have one project under construction that aims for Taxonomy alignment, namely the new medical clinic and hospital for Terveystalo in Turku, and we also have several such projects in the planning stage. Two buildings aligned with the EU Taxonomy were completed in 2024: one office building and one apartment building.

We will also continue to work to ensure a minimum level of safeguards in line with the EU Taxonomy. As part of this effort, we have identified and assessed human rights-related risks in our operations and value chain.



Climate change

Identification and assessment of material impacts, risks and opportunities

The material impacts, risks and opportunities related to climate change mitigation, climate change adaptation and energy have been identified as part of the double materiality assessment.

With regard to climate change, the assessment was based on the sustainability risks identified in projects, the environmental observations of projects, publicly available stakeholder materials on sustainability (e.g. on the sustainability expectations of real estate investors), research on the topic, relevant regulation, carbon footprint calculations of buildings, and the results of emission calculations at the organisational level.

In addition, internal workshops were organised to identify and assess impacts, risks and opportunities.

Transition plan for climate change mitigation

We have identified the most important decarbonisation levers and measures for implementing them. We use them to develop our carbon roadmap and reporting in order to respond even better to information needs regarding our means of reducing emissions.

As our largest sources of emissions are emissions during the use of buildings and building materials, we focus particularly on examining these emission sources. We will continue to identify emission reduction measures and assess them in more detail together with our businesses.

Examples of measures that are generally recognised as having good emission reduction potential include the following:

- Construction of energy-efficient buildings (for example, energy class A, construction aligned with the EU Taxonomy)
- Use of low-carbon building materials (for example, low-carbon concrete, products with an environmental declaration)

- Use of renewable energy solutions in buildings (for example, geothermal heat, solar power)
- Use of renewable energy solutions on construction sites
- Electrification of the company's vehicle fleet

Policies

Low-carbon operations are guided by Hartela's Code of Conduct and Hartela's carbon roadmap. There are also binding obligations in addition to these, such as the low-carbon threshold values stipulated by the Construction Act. Our operating system includes the identification and documentation of project-specific sustainability risks.

We also have project-specific policies related to sustainability and climate change. They can be based on various environmental sustainability certificates and requirements agreed upon with clients. For example, all EU Taxonomy-aligned projects include the review and analysis of climate risks.

Hartela's Code of Conduct guides our operations towards low-carbon and energy-efficient construction and encourages us to consider sustainability alongside productivity in decision-making.

Hartela's carbon roadmap identifies measures for low-carbon construction, improving circular economy, mitigating adverse impacts on nature, and customer-oriented solutions.

Targets

Our strategic intent is to reduce emissions, and we have set climate targets. We have been monitoring the carbon footprint of developer-driven projects for several years, and the emissions at the organisational level have been calculated since 2023.

The calculation method we apply means that emissions vary according to construction volume, and different years are not necessarily comparable. The monitoring of intensity-based emissions (relative to turnover or floor area) also involves certain challenges; for example, comparisons based on floor area do not provide appropriate results if the breakdown of building types differs between the periods that are being compared.

We have set targets for our operations that drive us in the right direction. We are reviewing the potential need to update the targets annually to ensure that the targets are as indicative as possible and give a true view of our climate work. We closely monitor the applicability of our calculation method, the general calculation practices in our industry and the changing regulations governing our operations.

Our climate targets are as follows:

- Carbon footprint of our developer-driven apartment buildings more than -40% by 2035
 - Scope 1 and 2 emissions -90% by 2030
 - Scope 3 emissions -35% by 2035
- The base year for the targets is 2023.

For the target set for our new developer-driven apartment buildings, we have also set annual milestones for the current strategy period. For 2025, the milestone was 13 kgCO₂e/m²/a. This milestone was achieved, as the carbon footprint was 12.7 kgCO₂e/m²/a.

Measures

The majority of Hartela's greenhouse gas emissions are generated by construction activities and buildings, which is why climate work has focused on reducing the carbon footprint of buildings. The largest sources of emissions are building materials and the use of energy during the use of buildings. In addition to these, we also want to reduce the direct emissions from our own operations (Scope 1) and the indirect emissions from purchased energy (Scope 2).

In 2025, Scope 1 and 2 emissions (market-based) decreased by more than 59% when compared to the base year. This was achieved by transitioning to renewable electricity and improving the specificity of the data used in emission calculations.

In 2025, our Scope 3 emissions were approximately 3% lower than in the base year. However, it should be noted that absolute comparisons between individual years are challenging, as emissions are highly linked to the volume of construction (this is particularly evident in calculation categories 2, 11 and 12). Building type-specific intensity metrics provide a better illustration of our performance,

but we also want to pursue the reduction of absolute emissions over the long term.

We have successfully reduced the carbon footprint of our developer-driven apartment buildings. The carbon footprint of the projects that began in 2025 was 12.7 kgCO₂e/m²/a (14.0), representing a decrease of more than 24% when compared to the base year. The reduction of the carbon footprint has been achieved by, for example, the use of low-

carbon concrete, low-carbon material choices (e.g. doors, windows), the use of renewable energy sources, and the energy efficiency of buildings.

We will continue our efforts to reduce emissions. As the volume built increases, we must reduce our emissions intensity. We also continuously monitor this by building type, as the building type and nature of projects vary from year to year.



ENERGY CONSUMPTION AND MIX	2025	2024
Total fossil energy consumption, MWh	949	1,301
Share of fossil sources in total energy consumption, %	46	51
Consumption from nuclear sources, MWh	36	32
Share of consumption from nuclear sources in total energy consumption, %	1	1
Total renewable energy consumption, MWh	1,068	1,197
Share of renewable sources in total energy consumption, %	52	47
Total energy consumption, MWh	2,053	2,530

The information on energy consumption and energy sources was specified further and the coverage of the data was improved in 2025 as the breakdown of energy production was expanded to cover all properties included in reporting.

Principles for preparing the metrics: Hartela follows the GHG Protocol guidelines and the operational control approach in its emissions reporting. In addition, the calculation method in accordance with the Science Based Targets initiative's Buildings guidelines published in autumn 2024 (Method 2) is applied to the calculations. This means that the calculation includes emissions from buildings completed during the year in question.

The organisation's emissions accounting includes all of Hartela's subsidiaries and business areas.

Scope 1 emissions include emissions from Hartela's own vehicles. The data has been obtained from a report provided by the leasing partner.

Both market-based and location-based figures are reported for Scope 2 emissions. Energy consumption has been obtained from consumption data or consumption has been estimated in relation to the floor area of the premises in accordance with the prudence principle of emissions accounting. Information provided by the supplier, or national averages, have been used as the emission factors.

With regard to Scope 3, activities that are material to Hartela have been surveyed and identified. Activity data is collected from suppliers and partners, for example, or evaluated on a cost-based basis, for example.

The carbon footprint of the life cycle of buildings is calculated in accordance with the Ministry of the Environment's guidelines with an expected service life of 50 years. For example, material data obtained from building data models and drawings is used as activity data, and the calculation uses, for example, the One Click LCA program and the emission factors provided by the national emissions database and the calculation program.

Where possible, product-specific emission factors are also used in calculating the life-cycle emissions of buildings.

The calculation is carried out for all developer-driven projects and, where possible, also for other projects. If a carbon footprint calculation has not been carried out, the calculation uses other justified benchmarks or cost-based calculation, for example.

Emissions from contract sites with, for example, several contractors, have been included on the basis of the justified share. The calculation includes all developer-driven projects and, as a rule, also other projects, such as contracting and alliance projects. Exceptions include, for example, shared contracts within competitive tenders in which Hartela is not the main contractor and does not have influence over the design phase and the choices of materials.

Biogenic emissions are reported separately, and we only monitor them internally for the time being.

The table Energy consumption and mix includes energy consumption according to Scope 2 and the selected emission calculation method.



GHG EMISSIONS	2025	2024	2023
Scope 1 GHG emissions, tCO2e			
Gross Scope 1 GHG emissions	52	92	170
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0%	0%	0%
Scope 2 GHG emissions, tCO2e			
Gross market-based Scope 2 GHG emissions	101	197	204
Gross location-based Scope 2 GHG emissions	101	111	120
Significant Scope 3 GHG emissions, tCO2e			
Total Gross indirect (Scope 3) GHG emissions	76,915	57,711	78,998
1 Purchased goods and services	1,104	1,026	1,161
2 Capital goods	42,735	34,649	39,770
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	72	82	102
4 Upstream transportation and distribution	1	2	5
5 Waste generated in operations	1	1	1
6 Business travel	171	183	178
7 Employee commuting	547	726	637
8 Upstream leased assets	0	0	0
9 Downstream transportation	0	0	0
10 Processing of sold products	0	0	0
11 Use of sold products	26,892	18,583	33,931
12 End-of-life treatment of sold products	5,387	2,447	3,204
13 Downstream leased assets	4	12	9
14 Franchises	0	0	0
15 Investments	0	0	0
Total GHG emissions (location-based)	77,069	57,914	79,288
Total GHG emissions (market-based)	77,068	58,000	79,372
Carbon footprint of buildings, kgCO2eq/m2/a			
Apartment building projects (started during the year)	12.7	14.0	16.8

For Scope 2 (market-based), the emission factors were updated in 2025. The carbon footprint of apartment building projects includes developer-driven projects that began in the year in question. The situation was updated on 27 January 2026.

CASE:

Low carbon footprint achieved at Pormestarinkulma

Pormestarinkulma is an RS apartment building project for consumers, with a carbon footprint of approximately 11.3 kgCO₂e/m²/a. This was accomplished through renewable energy solutions and low-carbon material choices.

The building is heated by energy-efficient geothermal heat combined with underfloor heating. Energy efficiency is also supported by a solar power system installed on the roof, which provides energy that is utilised for the housing company's shared facilities. This reduces the need for purchased energy and can yield significant savings in the long term.

Low-carbon products with an environmental product declaration (EPD) were prioritised in the choice of materials, which improves the accuracy of carbon footprint calculation. Significant solutions include low-carbon concrete (GWP.85) in hollow-core slabs and partition wall elements, as well as low-carbon window and door choices, for instance.



Our carbon roadmap – the journey to low-carbon construction



In September 2023, we published the Hartela carbon roadmap, which guides our journey towards low-carbon construction. The path to decarbonisation is divided into four areas, each of which has defined actions for the coming years, in addition to the long-term goal. The goals of the carbon roadmap guide our company's activities.

Biodiversity and ecosystems

Identification and assessment of material impacts, risks and opportunities

The material impacts, risks and opportunities related to biodiversity and ecosystems have been identified as part of the double materiality assessment.

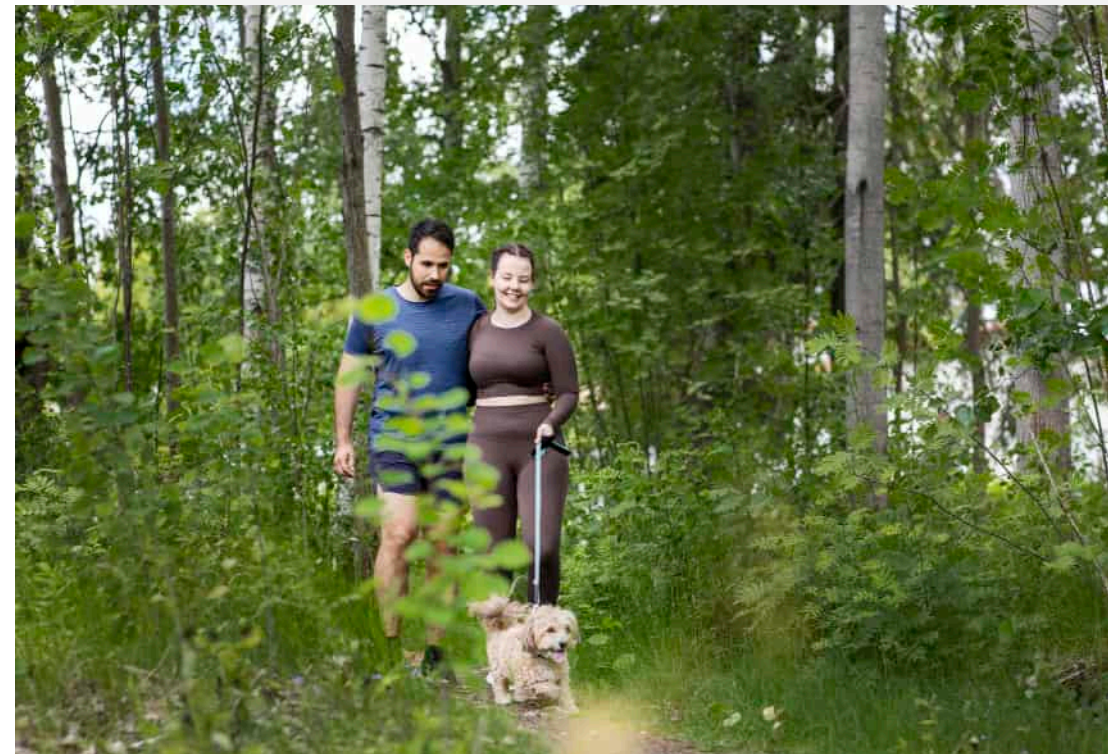
The assessment has been based on stakeholder interviews, public stakeholder material on sustainability and biodiversity (e.g. the sustainability expectations of real estate investors), thematic articles (e.g. on the control of invasive species), the EU's biodiversity strategy and the biodiversity roadmap of the construction industry.

In addition, internal workshops were organised to identify and assess impacts, risks and opportunities.

Policies

We have drawn up **biodiversity guidelines** for our developer-driven projects, which supports consideration for biodiversity in land acquisition, as well as measures that preserve and promote biodiversity in projects. The guidelines are based on the mitigation hierarchy: avoid, mitigate, restore, offset. The guidelines constitute part of the inputs for the planning and design of all developer-driven projects.

We have drawn up biodiversity guidelines for our developer-driven projects, [more information is available here](#)



Targets

Our target is to avoid and reduce adverse nature impacts caused by our operations. In addition, our targets related to climate and circular economy also support biodiversity by reducing GHG emissions and the amount of waste generated. You can find more information on our climate targets in the section "Climate change", and our circular economy targets in the section "Resource use and circular economy".

Measures

The measures are project-specific, as the types of projects and our opportunities to influence them vary.

Our biodiversity guidelines and the EU Taxonomy's biodiversity-related plot-specific DNSH (do no significant harm) criteria for new construction have been incorporated into our plot selection process. These criteria are taken into account in plot acquisition, and they are part of the overall decision-making process along with the other factors assessed.

Examples of restorative measures and measures to reduce adverse nature impacts on plots under construction include the following:

Reduce

- Possible rock outcrops are preserved as part of the yard designs.
- Native ground cover and natural meadows, for example, are preserved.
- Yards are designed to have permeable surfaces to the greatest possible extent.
- Storm water is utilised for irrigation purposes, for example.

Restore

- Plant species that occur naturally in the area are used.
- Shade trees are used.
- Flowering and fragrant plants are used.
- Perennial climbing plants are used.

The guidelines also state that plants designated as invasive species in the EU and nationally are not planted in projects.

Resource use and circular economy

Identification and assessment of material impacts, risks and opportunities

The material impacts, risks and opportunities related to resource use and the circular economy have been identified as part of the double materiality assessment. With regard to resource use and the circular economy, the assessment has been based on stakeholder interviews, project sorting and recycling data, project environmental observations, publicly available material on stakeholder views (e.g. clients' sustainability expectations for construction) and relevant legislation, among other things.

In addition, internal workshops were organised to identify and assess impacts, risks and opportunities.

Policies

In accordance with our Code of Conduct, we strive to minimise waste on construction sites.

Hartela's waste guidelines guide us in reducing material waste and sorting efficiently.

We monitor our performance on the basis of the amount of construction waste and the sorting and recycling rates.

Targets

We have set a target for unsorted construction waste on construction sites. In 2025, the target was under 6.5 (8) kg/gross m².

We also have project-specific targets related to the recycling rate, for example.

Measures

We significantly reduced the amount of unsorted construction waste and slightly improved the sorting rate. In 2025, the amount of construction waste was 4.4 kg/gross m² (8.3), and the sorting rate was 88.8% (87.5).

Hartela's waste guidelines encourage good advance planning and efficient sorting at the construction site. The successful sorting of waste at the source also creates a good framework for successful recycling. Material waste can be reduced by, for example, the timely delivery and careful storage of materials.

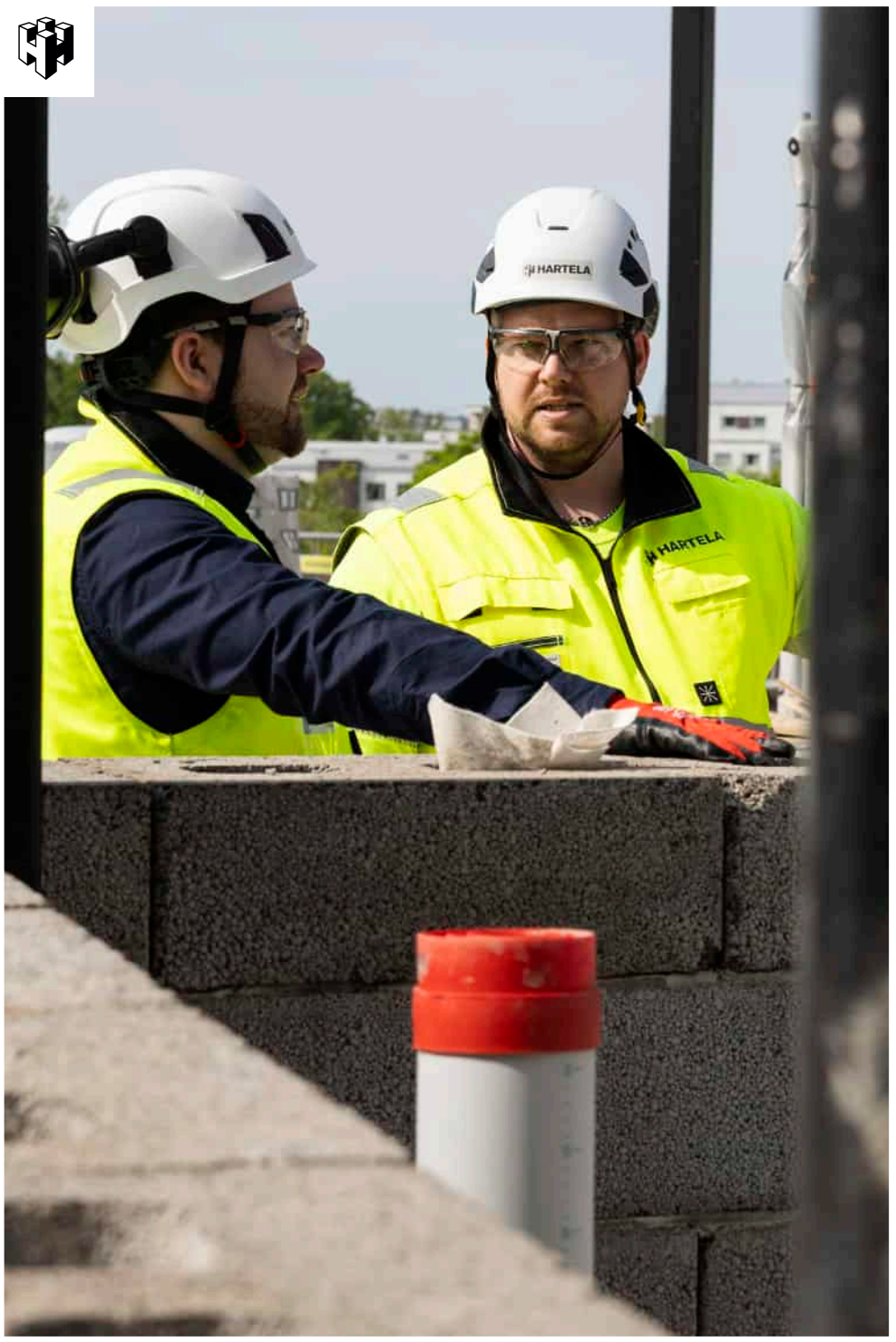
A sorting plan is prepared at the construction site start-up stage to establish the types of waste to be sorted and the collection methods, among other things.

We want to increase the recovery of reusable materials. We are participating in CircBuild, a joint project between

Tampere University and Häme University of Applied Sciences, which explores circular economy business opportunities in our industry. As part of the project, we are examining a demolition site and potential reusable materials from the site.

WASTE AND SORTING INFORMATION	2025	2024
Total waste in tonnes	3,488.1	5,601.8
Total hazardous waste in tonnes	11.7	10.3
Total non-recycled waste in tonnes	1,315.5	1,913.6
Percentage of non-recycled waste	37.7	34.2
Sorting rate (%)	88.8	87.5
Unsorted construction waste, kg/gross m ²	4.4	8.3

Principles for preparing the metrics: Hartela monitors the recycling rate, sorting rate and waste breakdown using the projects' waste reports and the Ympäristönetti service maintained by Lassila & Tikanoja. Monitoring is carried out at project and company level. Unsorted construction waste includes sites that were completed during the reporting period. Metrics were updated on 27 January 2026.



Social responsibility

At Hartela, we care about people throughout the entire value chain. We want to make sure that our operations are ethically sustainable. We are building a shared future grounded in mutual respect. Through our collaboration, we aim to foster a culture rooted in common values and guided by Hartela's leadership principles. Every employee, subcontractor and partner is valuable to us, and we want to promote equality consciously and actively in everything we do. We are committed to creating a safe and healthy workplace for everyone, with good working conditions and opportunities for development. Hartela's material topics with regard to social responsibility have been identified as equal treatment and working conditions of its own workforce, and equal treatment and working conditions of workers in the value chain.

Our workforce

In 2025, Hartela employed nearly 407 persons in Helsinki, Lahti, Turku, Tampere, Rauma and Oulu regions, and at construction sites across Finland. Permanent employment contracts accounted for 96%, and fixed-term employment contracts for 4%, of all employment relationships at Hartela.

Identification and assessment of material impacts, risks and opportunities

The material impacts, risks and opportunities related to the working conditions and equal treatment of the company's own workforce have been identified as part of the double materiality assessment conducted in 2024 (see page 17 for more information on the double materiality assessment).

The background materials for assessment of impacts related to the company's own workforce include Hartela's personnel survey, sustainability risks identified in projects, public stakeholder material on responsibility (e.g. the sustainability expectations of real estate investors), research on the topic, and relevant regulations. In addition, internal workshops were organised to identify and assess impacts, risks and opportunities.

Policies

With regard to our own workforce, our operations are governed by national legislation, decrees, collective agreements, Hartela's cornerstones of leadership and Hartela's Code of Conduct, which is binding on all Hartela employees, partners in contractual relationships with Hartela, and their employees. Our operations are also guided by legally required personnel plans that are updated annually: the equality and non-discrimination plan and the workplace community development plan. We also take our customers' and other stakeholders' sustainability expectations towards us into account in our operations.

Hartela's values and the cornerstones of leadership

Hartela's way of working is based on our values: customer intimacy, initiative and professional pride, as well as Hartela's cornerstones of leadership. As a domestic family company, we want to make sure that we operate ethically sustainably, and we build a common future with respect for people and the environment. In our community, we want to foster a good culture that is based on shared values and cornerstones of leadership.



CASE:

Hartela recognised as one of Finland's most inspiring workplaces for the fifth consecutive year

In 2025, Hartela was awarded the Most Inspiring Workplaces in Finland recognition for the fifth consecutive year. The recognition is based on Eezy Flow's PeoplePower personnel survey (2020–2025), which measures the well-being and commitment of the personnel.

The annual personnel survey is a key tool for Hartela. It helps us assess the current situation and understand our personnel's experience of their work and the smoothness of day-to-day operations. In 2025, the PeoplePower index was 73.1 (2024: 73.8) and the rating remained at AA, which is a good level. The result exceeds both the Finnish general norm and the construction industry norm.

Hartela's employee Net Promoter Score also improved. The eNPS was 53 (2024: 48). A growing proportion of Hartela employees are willing to recommend Hartela as an employer. According to the survey, our strengths include our strong focus on well-being and coping with the demands of work, trust in the senior management's decision-making, and fair and equal treatment of the personnel.

The active development of operating practices and bold renewal were highlighted as development areas. These development areas have been purposefully addressed through the Hartela takt operating model, for example. The results show that our long-term efforts to improve the employee experience are bearing fruit. At the same time, the survey provides a clear direction for continued improvement. We will continue our efforts to make day-to-day work inspiring and effective throughout the organisation.



Cornerstones of Hartela's leadership

*Willingness to
succeed together*

*Goal-oriented
day-to-day life*



*Atmosphere
of trust*

*Bold
renewal*

CUSTOMER INTIMACY

INITIATIVE

PROFESSIONAL PRIDE

HARTELA

At Hartela, everyone is allowed to be themselves and to achieve their full potential in an encouraging atmosphere.

Our social responsibility policies are as follows:

- **Equality and non-discrimination:** We treat everyone equally and with respect. We offer everyone equal employment opportunities, and we do not tolerate any kind of harassment or discrimination.
- **Safety:** We systematically invest in occupational safety through preventive measures. Everyone working at our sites and offices has the right to go home healthy after a day at work.
- **Well-being and development:** We actively support employee well-being and invests in employee training and continuous learning with a long-term approach.
- **Human rights:** We are committed to respecting human rights as defined in the Universal Declaration of Human Rights. We pay attention to the implementation of human rights and the identification and prevention of human rights violations in our supply chains. We also require our partners to commit to respecting the same rights.

Hartela's policies related to social responsibility lay the foundation for a safe, fair and developing workplace community in which everyone can feel valued and part of our collective success.

Targets

People and competence are the foundation of Hartela's success, and Hartela is committed to creating a safe and healthy workplace for everyone. Committed and competent personnel provide the foundation for Hartela's success, which is why Hartela invests in good management and supervisory work on a long-term basis. Every person working at construction sites and offices is entitled to meaningful and goal-oriented work, high-quality management and good induction.

We set targets related to our own workforce for the year 2025:

- Accident frequency, own employees and subcontractors (accidents/working hours) < 9
- Employee Net Promotor Score (eNPS) > 35.

Measures

We promote the well-being, competence and safe working conditions of our personnel through comprehensive operating practices that support both professional development and the maintenance of work ability. The strengthening of safety culture, promoting equality and clear operating models guide our day-to-day work and ensure a fair and safe working environment for everyone. We continuously develop leadership and supervisory work so that employee engagement and a positive employee

experience are strengthened throughout the organisation.

Equality and non-discrimination

Equality and non-discrimination are key principles for Hartela. Their realisation is supported by clear policies, processes and guidelines. We treat everyone equally and offer everyone equal employment opportunities. We do not tolerate harassment or discrimination of any kind. Hartela has a strict zero-tolerance policy regarding all discrimination, inappropriate treatment, harassment or bullying among members of the work community. We have drawn up operating procedures to ensure that any suspected incidents of harassment, discrimination and inappropriate treatment are investigated and addressed appropriately.

Incidents can be reported to one's direct supervisor or via an electronic whistleblowing channel, either by name or anonymously. The whistleblowing channel can be accessed via the intranet and the company's website. All reports received via the whistleblowing channel are handled confidentially by the company's Ethics Committee, which includes the General Counsel, the Director of Communications and Sustainability, and the HR Director. The Ethics Committee initiates the necessary investigations concerning the reported incident.

Occupational safety

At Hartela, occupational safety is a shared priority for all employees, subcontractors

and partners. A safe working environment is created through cooperation, and everyone plays an important role in building and maintaining it. The activities are guided by an action plan approved at the Group level, which sets out principles, responsibilities, targets and focus areas. Comprehensive safety instructions are in place to guide safe work at construction sites and our offices. Our safety practices are governed by the principles of openness and active participation. All hazardous incidents and accidents are reported and investigated without delay, and information about them is communicated via the electronic whistleblowing channel throughout the organisation. Day-to-day safety observations and meeting practices are key aspects of the development effort.

Preventive actions and safety observations

In 2025, safety observations were actively recorded in different areas, which has been shown to be a key factor in preventing accidents. A total of 11,056 preventive safety observations were made during the year. Making safety observations is a well-established operating practice, and an increasingly wide group of people participate in making observations. The quality of the observations has continued to improve, enabling us to develop the safety and quality of the working environment even further.

Occupational safety training and communication

Safety awareness is actively maintained through diverse training and communication activities. For example, safety training on the installation of precast elements was organised during the year. The training covered Hartela's instructions for preparing a precast element installation plan and a template for the plan. We also organised a safety seminar specifically for subcontractors to discuss current occupational safety themes, share information on best practices and strengthen collective commitment to day-to-day safety practices. First aid training is a very important part of increasing safety awareness. First aid training has benefits beyond first aid skills: it also strengthens the personnel's ability to identify and prevent hazardous incidents and take the right action in various exceptional circumstances. The training also builds increased understanding of risks in the work environment and encourages the participants to actively make safety observations. First aid training was organised at our offices and the Music Hall Fuuga construction site. Monthly safety briefings covered issues such as the safety and ergonomics of lifting and hand tools. Occupational safety issues were reviewed in weekly meetings at the site level.

Occupational safety competition success

In 2025, our As Oy Vesitorninrinne construction site won fifth place in a national occupational safety competition. This is a significant

recognition of our long-term safety efforts and evidence that the development of safety is reflected in concrete results, also through external assessments.

Occupational accidents

The frequency of lost-time occupational accidents improved at Hartela in 2025. The accident frequency decreased from 13.3 to 11.5. The accident frequency includes occupational accidents that resulted in at least one day's incapacity for work for both our own personnel and subcontractors. At Hartela, occupational accidents that cause an absence of more than nine days are categorised as serious. The frequency of serious occupational accidents was 4.4, and there were eight such accidents during the year. All accidents and near misses are systematically investigated to identify their root causes and make it possible to implement measures to prevent similar situations.

Job satisfaction

The annual personnel survey, which measures the well-being and commitment of employees, is a key tool in analysing the current situation and understanding the employee experience at Hartela. According to the results of the personnel survey, Hartela's PeoplePower rating remained at AA, which is a good level. The PeoplePower score was close to the previous year's level at 73.1 (2024: 73.8). The AA rating meant that Hartela received the *Most Inspiring Workplaces in Finland* recognition for the fifth

CASE:



Responsible Site Entry Model

At the beginning of 2025, we deployed the Responsible Site Entry Model at all starting construction sites. The goal of the new operating practice is to ensure that everyone who enters a site can start their work from a clear and consistent starting point, right from day one. Each individual's right to work and qualifications are checked by a centralised team of experts well in advance of their arrival at the construction site. The model also includes digital site induction, which is carried out on an electronic platform. The induction is site-specific, always up-to-date and, above all, designed to be clear and easy for the user to understand. For us, providing different language versions is not just a technical choice — it is a way to ensure that everyone understands the instructions in their own language and can work safely right from the start. We want the induction to feel truly accessible to everyone working at our construction sites, regardless of their background. When a person arrives at the construction site, their identity is verified and a site tour is carried out. Work can only begin after the person has been approved. The new entry model is a concrete step towards even more transparent, safer and fairer construction site operations, and it is part of how we develop construction practices responsibly every day.

consecutive year. This is a Finnish working life recognition awarded annually to the best organisations participating in the Eezy Flow PeoplePower survey.

According to the results of the personnel survey, the employee Net Promoter Score (eNPS) improved from the previous year and came to 53. According to the responses used to calculate the eNPS, the number of promoters increased by four percentage points and the share of detractors decreased by one percentage point from the previous year.

The personnel survey conducted in 2025 included, in addition to the previous questions, new questions related to Hartela's cornerstones of leadership and the extent to which they are reflected in day-to-day operations. The new questions provided us with a comprehensive picture of whether the personnel perceive the cornerstones of leadership as worth pursuing, how familiar the personnel are with the cornerstones of leadership, and whether the cornerstones of leadership are applied in their unit's day-to-day operations. The results indicate that Hartela's personnel are strongly of the view that the cornerstones of leadership are worth pursuing. The results showed that having an atmosphere of trust is a clear strength for us, and at the highest level.

At Hartela, management and supervisors are responsible for communicating the results of the survey and preparing action plans together with their teams. The results are examined at all organisational levels, from Hartela's Executive Group down

to smaller teams. The aim is to turn the results of the survey into concrete action to develop the work environment and the workplace community at the team level and the organisational level. The progress of the selected measures is actively monitored during the year in weekly and monthly team meetings, for example.

Employee consultation and engagement

Hartela ensures the consultation and engagement of employees through regular cooperation and occupational health and safety activities in which the participants include representatives elected by employees, as well as the employer's representatives. Hartela's management also actively participates in these meetings. The programmes, decisions and action plans related to cooperation and occupational health and safety activities are managed at the local level. Each committee met in accordance with the statutory meeting schedule in 2025.

Well-being and work ability management

Work ability management at the Hartela level is guided by the priorities of work ability management, which are approved by Hartela's Executive Group. The priorities are defined annually in cooperation with the occupational healthcare provider and insurance company partners. In 2025, the themes of the priorities were related to the organisation of work, supporting physical

ergonomics, increasing awareness of the early care model, and developing feedback skills. Weekly meeting practices were developed at Hartela's construction sites in 2025 to improve the flow of information and engage the personnel's participation in the development of work. Several ergonomics-focused site visits were carried out at various construction sites during the year to facilitate the development of physical ergonomics at work. Ergonomics awareness among the personnel was increased through communication and ergonomics training organised during the occupational safety week. The early care guidelines and the policy for addressing suspected harassment and inappropriate behaviour were updated, and the updated guidelines were rolled out to the personnel.

Hartela aims to reduce the number of sickness-related absences through proactive measures, such as the early care model and by utilising diverse support measures for returning to work. The sickness absence rate at Hartela as a whole was 2.8, and no cases of occupational disease were reported during the year.

Competence development

Hartela invests in long-term employee training and continuous learning. We believe that development opportunities support the well-being and motivation of employees. At Hartela, competence development and continuous learning are largely realised through practical work. Learning is also supported by cooperation and interaction

with colleagues, as well as various training and coaching activities. Leadership training has a long tradition at Hartela, and it has been organised for various groups of supervisors over the years. During the year, supervisors received support related to feedback skills, which strengthened their competence in the management of day-to-day performance.

Key activities related to the development of personnel competence include regular discussions with the supervisor and the team, as well as target and development discussions held with white-collar employees at least twice a year. In the target and development discussions, the past period is reviewed, targets are set for the next period, and the employee's work situation, well-being, competence and career aspirations are discussed. The purpose of these discussions is to identify individual competence needs and support personal development.

Human rights

With regard to the realisation of the Universal Declaration of Human Rights and related monitoring activities, we follow the guidelines prepared by the Confederation of Finnish Construction Industries on combating labour exploitation in the construction industry. This instruction card provides information on ways to prevent and detect labour exploitation in the construction industry, as well as advice on what action to take if suspicions arise. In 2026, the aim is to develop the sustainability of the supply chain and identify human rights risks related to the supply chain better than before.

SOCIAL RESPONSIBILITY

	unit	2025	2024	2023
Occupational safety				
Accident frequency (all)	LT11	11.5	13.3	11.6
Accident frequency (own)	LT11	6	7.6	2.8
Number of serious accidents (own and since 2023 all) ¹⁾	qty	8	7 (1)	9 (4)
Average of TR measurements	%	97.3	96.8	96.4
Number of safety observations	qty	11,027	11,536	11,747
Number of safety audits ²⁾	qty	77	57	156
Personnel				
	unit	2025	2024	2023
Number of personnel	head count	407	441*	458*
Number of employees	head count	137	157	178
Number of white-collar employees	head count	182	196*	188*
Number of senior salaried employees and managers	head count	88	88*	92*
Proportion of permanent contracts of all employment contracts	%	96	94*	95*
Proportion of fixed-term contracts of all employment contracts	%	4	6*	5*
Proportion of full-time contracts of all employment contracts	%	97	98*	98*
Proportion of persons with part-time contracts	%	3	2*	2*
Proportion of women in total workforce	%	25	25*	25*
Proportion of men in total workforce	%	75	75*	75*
Proportion of women in Hartela's Executive Group	%	33	50	38
Proportion of men in Hartela's Executive Group	%	67	50	63
Employee Net Promoter Score, eNPS	unit	53	48	37
Sickness absence rate	%	2.8%	3.4%	4.2%

1. At Hartela, all accidents that cause a sickness absence of more than nine (9) days are categorised as serious accidents.

2. Includes occupational safety audits and external TR measurements.

* The personnel figures have been retrospectively adjusted for 2023 and 2024 as new reportable metrics have been introduced. Reason for the adjustment of the number of personnel: Some of the personnel changes have become known after the end of the reporting period, which is why the figures differ slightly from the information presented in the previous annual reports.



Workers in the value chain

In addition to Hartela's own workforce, many other workers work in Hartela's value chain. Hartela uses temporary workers to a small degree, primarily for support tasks in construction, such as hauling, cleaning and auxiliary construction work. In addition, temporary workers are used to a small extent for more challenging duties, such as formwork and complementary tasks in the interior phase. Subcontractors work in various tasks at our construction sites.

Identification and assessment of material impacts, risks and opportunities

The material impacts, risks and opportunities related to the working conditions of workers in the value chain have been identified as part of the double materiality assessment (see page 17 for more information on the double materiality assessment).

For workers in the value chain, the assessment was based on internal audits, public materials on stakeholder views,

and relevant legislation. In addition, internal workshops were organised to identify and assess impacts, risks and opportunities.

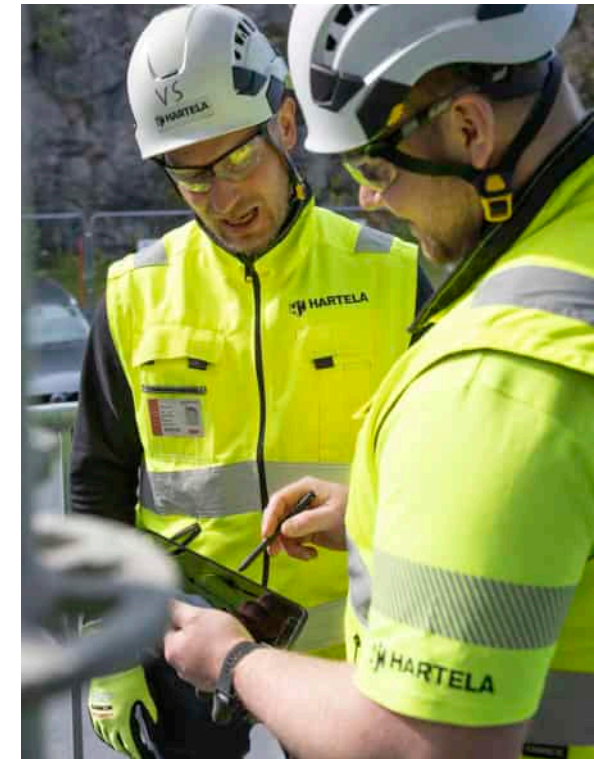
The negative impacts on workers in the construction value chain are particularly related to work-related exploitation and occupational safety risks. These challenges stem from the structural characteristics of the industry, such as the extensive use of subcontracting chains, which means that construction sites are often dependent on several different subcontractors. International workers are particularly vulnerable, with their significant share of the industry's workforce exposing them to unfavourable practices. The weaker negotiating position, language barriers and unclear legal protection compared to the Finnish workforce affect the working conditions of these workers. Hartela's positive impacts on workers in the value chain are related to secure employment and the improvement of health and safety at work.

Policies

Hartela's expectations and requirements towards its employees and business partners are described in Hartela's Code of Conduct. The safety-related and environmental requirements binding on subcontractors are described in Hartela's procurement contract appendix. In addition, Hartela's operations with regard to value chain workers are governed by national laws, decrees and collective agreements. We also take our customers' and other stakeholders' sustainability expectations towards us into account in our operations.

Equality and non-discrimination

All of our own employees and the employees of our partners are valuable to us, and we want to promote non-discrimination and equal treatment consciously and actively in all of our operations. Hartela has a strict zero-tolerance policy towards all forms of discrimination and inappropriate treatment. This means that we treat everyone equally and with respect.



We ensure that all of our employees, partners and subcontractors are familiar with the Code of Conduct and comply with it in all situations and interaction. The Code of Conduct has been reviewed with the personnel by means of various briefings and training activities. The Code of Conduct is also included in Hartela's appendix to purchase agreements, which means that subcontractors are bound by an obligation to operate in accordance with Hartela's Code of Conduct.

To promote an open, transparent and safe operating culture, Hartela also has an electronic whistleblowing channel for reporting suspected misconduct. The channel is available to Hartela's own workforce, subcontractors and other stakeholders. The whistleblowing channel can be accessed via our website.

Human rights

With regard to the realisation of the Universal Declaration of Human Rights and related monitoring activities, we follow the guidelines prepared by the Confederation of Finnish Construction Industries on combating labour exploitation in the construction industry. This instruction card provides information on ways to prevent and detect labour exploitation in the construction industry, as well as advice

on what action to take if suspicions arise.

As part of the development of sustainable operations, we have strengthened Hartela's HRDD efforts. The work is carried out in cooperation between HR, legal affairs, occupational safety and the sustainability function in order to ensure that human rights and due diligence aspects are comprehensively taken into account as part of day-to-day processes.

In 2025, we established a harmonised operating practice to systematically confirm the right to work. This involves checking information on the contractor's obligations and contractor approval, inspecting employees' documentation, and confirming that induction has been completed. The model supports proactive risk management and ensures that the right to work and the related requirements are checked consistently before work begins. We will update Hartela's procurement strategy in 2026. As part of that effort, the identification, assessment and management of sustainability risks will be integrated even more closely into procurement activities and supplier cooperation. The aim is to ensure that human rights principles are consistently realised throughout the value chain.



Corporate governance

Corporate governance provides the basis for the organisation's management and is the foundation of sustainable and responsible business. At Hartela, corporate governance means responsible, transparent and ethical actions that guide both the company's decision-making and the choices made by each Hartela employee at work. It creates the foundation for trust, ensures the sustainability of operations and guides decision-making in situations where financial, ethical and social perspectives need to be taken into consideration.

Corporate governance

Identification and assessment of material impacts, risks and opportunities

The material impacts, risks and opportunities related to business conduct have been identified as part of the double materiality assessment. Hartela's key governance-related themes identified in the double materiality assessment include corporate culture, the prevention and detection of corruption and bribery, and relationships with suppliers of goods and services.

With regard to business conduct, the assessment was based on, for example, Hartela's strategy process, internal audits, public material on stakeholder views, and relevant legislation. In addition, internal workshops were organised to identify and assess impacts, risks and opportunities.

Corporate culture

All of Hartela's operations are rooted in a corporate culture that is based on Hartela's values and cornerstones of leadership. The cornerstones of Hartela's leadership are as follows: willingness to succeed together, an atmosphere of trust, bold renewal and goal-oriented day-to-day life.

All four cornerstones have good self-management and the ability to lead others with respect in common. As self-management is included in the cornerstones, they apply to every Hartela employee.

Code of Conduct

Hartela's Code of Conduct serves as the basis for different areas of sustainability. The Code of Conduct is our guideline for operating ethically and sustainably. The Code of Conduct calls for, among other things, compliance with laws, rules and regulations, open and transparent operations, respect for human rights and co-workers, and safety at work. The Code of Conduct describes what compliance with our values and cornerstones of leadership means at the level of day-to-day operations. The Code of Conduct covers all of Hartela's operations and all employees. We require our partners to commit to our Code of Conduct.

The Code of Conduct is approved by the Board of Directors and it has been the subject of dialogue with personnel representatives. The Code of Conduct is available to the personnel on Hartela's website and intranet, and it has been translated into English and Estonian.

According to our Code of Conduct, we do not tolerate bribery in any form, and we adhere to our guidelines concerning hospitality. During the year 2025, no confirmed cases of corruption or bribery were reported at Hartela.

Combating the grey economy

As a construction industry operator, we are committed to actively combating the grey economy. We also expect the same absolute commitment to responsibility from all of our partners.

We comply with the Finnish Act on the Contractor's Obligations and Liability when Work is Contracted Out, which aims to combat the grey economy and promote compliance with collective agreements. As part of supply chain management, we ensure, on a centralised basis, that everyone at our construction sites has a confirmed right to work and is up-to-date on occupational safety induction. We also require our subcontractors and material suppliers to belong to the Reliable Partner service maintained by Vastuu Group.

We have banned light entrepreneurship on all of our construction sites. With this policy, we want to minimise the risks of

labour exploitation and non-compliance with legal obligations in the subcontracting chain. The ban on light entrepreneurship applies to all Hartela subcontractors, as well as subcontractors working under them. The ban applies to individuals who work as light entrepreneurs through an invoicing service without their own Business ID.

Risk management

We maintain our financial solvency by developing profitability and competitiveness, implementing systematic risk management, and investing in long-term customer relationships and partnerships.

We aim to ensure our financial responsibility through our sound management practices, one part of which is systematic risk management. In our risk management procedures, we make extensive use of the expertise and experience of Hartela and our stakeholders. With the help of these, we support the decision-making of responsible parties in various projects and operations.

Whistleblowing channel

To promote an open, transparent and safe operating culture, we have a whistleblowing

channel in place. The whistleblowing channel was introduced in 2018 and, from 2019 onwards, it has been based on the EU's Whistleblower Protection Directive and the Whistleblower Protection Act (2023).

The whistleblowing channel provides a confidential channel for reporting suspected misconduct or violations of policies so that they can be investigated internally. Whistleblower reports can be submitted anonymously. Maintained by a third party, the whistleblowing channel enables the confidential and anonymous reporting of suspected and observed incidents of misconduct.

Stakeholder engagement

Corporate governance at Hartela is based on open and continuous engagement with our key stakeholders. We engage in regular and goal-driven dialogue with customers, investors, financing providers, personnel, public authorities, partners and local communities throughout the life-cycle of projects. Stakeholder engagement supports decision-making, risk management and the long-term development of business operations, and it helps to identify changes in the operating environment. Feedback from stakeholders is taken into account in strategy work, the setting of sustainability targets and the development of operating practices.

We systematically monitor the development of our stakeholder trust. In 2025, we achieved our best-ever result in the survey of reputation and trust in Finland, conducted by Reputation and Trust Analytics. Hartela's overall score was 3.45. This is above the construction industry average (2.92) by a clear margin. The survey examines the reputation of construction and engineering companies operating in Finland, as perceived by the general public. Hartela's result demonstrates that long-term stakeholder engagement and an open way of working strengthen trust in Hartela.

ISO 9001:2015 certification

In 2025, we expanded the ISO 9001:2015 certification of our quality management system to cover the entire Hartela organisation. Previously, the certification only applied to Hartela Länsi-Suomi Oy. The ISO-certified quality management system aims at genuine product quality that is visible in operations and serves the customer, as well as the continuous development of quality.

Targets

It is important to us that our subcontractors and material suppliers take sustainability into account in their own operations. We select our subcontractors, partners and other stakeholders with care.

In order to be worthy of our customers' trust, we also look for partners who are reliable and have the same ethical values as we do.

Measures

In 2026, we will update the sustainability guidelines for our subcontractors and material suppliers. We strive to define

clear sustainability requirements for subcontractors and material suppliers. In addition, we strive to ensure that our requirements are aligned with the material identified negative impacts and risks. In this way, we promote responsible and sustainable construction throughout our operations.

CASE:

One Hartela

Hartela's corporate structure was changed on 1 October 2025 when the regional subsidiaries were merged into one operating company. Since October,

the Hartela Group has comprised the parent company Hartela-yhtiöt Oy and a single operating company, Hartela Oy, which operates nationwide and is responsible for the Group's construction activities.

A key objective of the change has been to streamline and strengthen the Group structure to support the development and growth of business across Finland. The new structure has allowed us to utilise the Group's resources and expertise even more effectively, and provide high-quality service to our customers in all of Hartela's business areas. One Hartela enables even better conditions for the nationwide expansion of business premises construction and the cooperative contracting business in particular.





Financial statements



Report of the Board of Directors for the financial year 1.1.–31.12.2025

1. HARTELA-YHTIÖT OY IN BRIEF

Hartela is a Finnish family-owned construction company whose business operations cover housing, property development and investor services, and contracting services. The company operates nationwide through its regional offices and implements homes, business premises and projects of societal significance with a long-term and customer-oriented approach. Hartela's operations are based on trust, quality and the ability to carry out projects in a controlled manner throughout their life-cycle. Hartela is among the largest nationwide construction companies in Finland, and the company bears the Key Flag symbol.

2. OPERATIONS DURING THE FINANCIAL YEAR

The past financial year was the 83rd year of operations for the Hartela Group. The Group structure of Hartela companies was changed effective from 1 October 2025. The Group's operational activities were previously carried out by Hartela Etelä-Suomi Oy, Hartela Länsi-Suomi Oy, Hartela Pirkanmaa Oy and Hartela Pohjois-Suomi Oy. The operations of these companies were merged into a single operational entity, Hartela Oy. The key objectives of the change in structure are to strengthen the flexible utilisation of the Group's resources and competence, and to support the development and growth of the businesses in all areas of Hartela's operations.

Juha Korkiamäki served as Hartela's CEO until 31 August 2025. Starting from 1 September 2025, Hartela's CEO has been Jani Nieminen (MSc, MBA).

The volume of Hartela's operations increased slightly, although the operating environment remained challenging.

The Group's operating result and profit before tax decreased year-on-year due to tighter competition, the completion of large projects in the comparison year, and increased financial expenses. The recognition of non-recurring expenses also had a negative impact on the result.

3. TURNOVER, PROFIT AND FINANCIAL POSITION

The Group's turnover totalled EUR 285.0 million (283.2). The Group's operating profit amounted to EUR 3.6 million (9.0), and profit before appropriations and taxes was EUR 1.5 million (6.8).

The Group's liabilities are focused on short-term project financing. The amount of long-term loans decreased and amounted to EUR 12.0 million at the end of the year. The Group's liquidity situation was very good throughout the year, and cash and cash equivalents amounted to EUR 29.1 million at the end of the year.

Key figures for the Group's financial position and result:

	2025	2024
Operating profit % of turnover	1.3	3.2
Return on equity %	1.3	9.8
Return on capital employed %	3.8	9.5
Equity ratio %	42.0	42.1
Net gearing %	4.6	-0.8

The turnover of Hartela Oy, which is responsible for Hartela Group's operational activities (formerly Hartela-Etelä Suomi Oy) came to EUR 158 million for 2025, and the turnover of Etnin II Oy (formerly Hartela-Länsi Suomi Oy) was EUR 79 million.

The turnover figures for the subsidiaries that were part of Hartela Group and were merged into Hartela Group on 1 October 2025 were as follows: EUR 34 million for Hartela Pirkanmaa Oy, and EUR 9 million for Hartela Pohjois-Suomi Oy.

4. PRODUCTION AND ORDER BOOKS

The most significant business premises projects under construction in 2025 included Turku Music Hall Fuuga, Sokos Hotel Break Ruka, Salo Hospital, Terveystalo's medical clinic and hospital in Turku's Kupittaa district, an assisted living facility in Laitila, and the Papinpelto youth centre in Rauma.

Significant business premises projects completed in 2025 included the new Pori courthouse and the Astra campus for Åbo Akademi University.

The Group completed a total of 1,116 apartments (913). A total of 1,116 apartments (789) were completed for non-profit housing operators and market-based housing investors. Of these, 449 apartments (387) were completed at properties developed and sold through Hartela's own land bank, and a total of 667 apartments (402) were completed through contracting. In developer contracting, no apartments intended for consumer sales were completed (124). There were 51 (86) completed apartments for sale at the end of the financial year.

At the turn of the financial year, the size of the order book for which revenue had not yet been recognised stood at EUR 238.4 million (332.7). Broken down according to Hartela's new divisional structure, the order book for which revenue had not yet been recognised was allocated to housing (26%), property development and investor services (37%) and contracting services (37%).

5. SIGNIFICANT CHANGES IN BUSINESS OPERATIONS OR EVENTS AFTER THE END OF THE FINANCIAL YEAR

The Group structure was changed during the financial year. The previous four operating companies were merged into one building company, Hartela Oy.

Effective from 1 January 2026, Hartela transitioned to a divisional model in which business operations are managed through three main divisions, and regional organisations carry out business activities locally. The aim of the change in structure is to support the achievement of strategic targets and business-driven operations.

6. OUTLOOK FOR THE CURRENT FINANCIAL YEAR AND UNCERTAINTIES, RISKS AND RISK MANAGEMENT RELATED TO BUSINESS OPERATIONS

The operating environment in construction is expected to remain challenging in 2026, and the market will not provide significant tailwinds for profitable growth. However, the market may provide opportunities to develop readiness for growth in 2027 through the growth of the order book. The rise in costs has levelled off, but the outcomes of negotiations on collective agreements create cost pressure, and international economic and geopolitical factors may be reflected in material prices.

The economy is recovering from the recession, but growth is slow and there are many uncertainties. The financial market is recovering, supported by interest rates and slowing inflation, but the availability of financing remains a challenge for companies in the construction industry. Financing providers are selective and require clear guarantee arrangements.

There is nascent growth in the real estate investment market, but financing remains a bottleneck for investors, which creates upward pressure on construction companies' financing costs during construction. There is a need in the market for

a new bridge financing instrument for financing during the construction phase. Yield requirements have not fallen, and they are not expected to decrease substantially. The volume of housing construction is expected to grow only slightly, and a moderate number of RS project start-ups are expected in the market. The housing market is not yet showing signs of a strong recovery. The oversupply in the rental housing market is diminishing, which is likely to present opportunities for rent increases. Market-based housing investors' interest in newly developed properties is recovering to some extent, although some operators remain cautious about launching projects.

As part of its operating policy, the Group keeps project risks at an acceptable level relative to the Group's solvency. This is supported by a carefully considered land acquisition policy and regional market analyses, as well as careful determination of the levels of advance booking required for developer contracting projects. An essential part of project selection is a risk assessment, which also assesses the appropriate business allocation for each economic cycle. The financial profitability of projects is systematically monitored from planning to implementation. Monitoring enables the effective control of project implementation, risk management, and ensuring the profitability of projects.

7. BUSINESS DEVELOPMENT AND CORPORATE RESPONSIBILITY

In 2025, Hartela's development efforts were focused on expanding the Hartela takt time production model from the housing business to other areas of construction as well. We continued to shorten lead times in both the project development phase and the construction phase. One significant strategic development project was the renewal of the corporate structure and adopting a new divisional



organisation with the aim of promoting the development and growth of business operations in all of Hartela's areas of operation. We expanded our ISO 9001 certification to cover the entire Hartela organisation.

In 2025, Hartela developed low-carbon construction practices, assessed the nature impacts of its operations and drew up biodiversity guidelines for projects. Expertise related to the reduction of construction waste and the utilisation of the circular economy was strengthened. We also assessed the human rights impacts and risks of our operations as part of our sustainability efforts. We systematically developed occupational safety, which resulted in our accident frequency decreasing from 13.3 to 11.5. The accident frequency includes accidents involving our own employees and subcontractors, and it is expressed per million working hours.

8. INFORMATION CONCERNING EMPLOYEES

During the financial year, the Group employed an average of 431 (449) people, of whom 151 were blue-collar workers and 280 were white-collar workers.

9. GROUP COMPARISON DATA

The Group's turnover was EUR 285.0 million (previous financial year: EUR 283.2 million). The Group's operating profit was EUR 3.6 million (9.0) and profit before appropriations and taxes amounted to EUR 1.5 million (6.8). The Group recognised non-recurring expenses totalling approximately EUR 9.5 million as a result of the restructuring measures, strategy review and review of long-term assets carried out during the financial year. Of that amount, EUR 6.1 million was allocated as an adjustment to retained earnings.

The Group's liabilities are focused on short-term project financing. The amount of long-term loans decreased to EUR 12.0 million at the end of the year (EUR 13.4 million

Key figures for the Group's financial position and result:

Distribution of Group turnover:

By division	2024	2023	2022
Income from construction work	277,743,890	276,658,962	257,288,953
Rental income	602,050	265,634	987,974
Sale of shares	5,764,345	6,242,097	15,258,944
Other sales revenue	916,328	0	542,393
Total	285,026,613	283,166,692	274,078,264
Operating result	3.6	9.0	7.0
Operating result % of turnover	1.3%	3.2%	2.6%
Return on equity, %	1.3%	9.8%	2.7%
Return on capital employed, %	3.8%	9.5%	7.4%
Equity ratio, %	42.0%	42.1%	43.6%
Net gearing %	4.6%	-0.8%	-12.0%

on 31 December 2024). The Group's liquidity situation was very good throughout the year, and cash and cash equivalents amounted to EUR 29.1 million (EUR 33.3 million) at the end of the year.

10. ADMINISTRATIVE BODIES

The Chair of the company's Board of Directors was Kari Heinistö, and the ordinary members of the Board were Heikki Hartela, Hanna Hartela, Timo Vikström, Sanna Karvonen, Maarit Hartela-Varkki and Kari Varkki. Maarit Hartela-Varkki's membership of the Board of Directors ended on 8 August 2025. Kari Varkki became a member of the Board of Directors on 11 August 2025. Juha Korkiamäki served as the company's CEO until 31 August 2025. Jani Nieminen took up the post of CEO on 1 September 2025. The company's auditors were KPMG Oy Ab, with Kimmo Antonen, APA, as the responsible auditor.

11. THE BOARD OF DIRECTORS' PROPOSAL FOR THE DISTRIBUTION OF PROFIT

The Group's distributable equity totals EUR 60,094,053.65 and the parent company's distributable equity totals EUR 59,966,407.28. The Board of Directors proposes that the profit for the financial year be transferred to retained earnings and that a dividend of EUR 2,400,000 be paid.

Consolidated income statement

EUR 1,000	Note	1 January–31 December 2025	1 January–31 December 2024
TURNOVER	1.1	285,027	283,167
Change in work in progress		6,083	-24,569
Other operating income	1.2	12	0
Materials and services	1.3	-215,139	-175,409
Personnel expenses	1.4	-35,672	-35,143
Depreciation and write-downs	1.5	-609	-755
Other operating expenses	1.6	-36,055	-38,255
OPERATING PROFIT		3,645	9,036
Financial income and expenses	1.7	-2,164	-2,249
Profit before appropriations and taxes		1,482	6,786
Income taxes	1.9	-639	-365
PROFIT FOR THE FINANCIAL YEAR		842	6,421

Consolidated balance sheet

EUR 1,000	Note	31 December 2025	31 December 2024
ASSETS			
Non-current assets	2.1		
Intangible assets		689	899
Tangible assets		239	200
Other investments		665	674
Non-current assets, total		1,593	1,773
Current assets			
Inventories	2.2	85,624	96,267
Long-term receivables	2.3	5,328	5,896
Short-term receivables	2.4	31,088	32,398
Cash and bank equivalents		29,141	33,300
Current assets, total		151,182	167,861
ASSETS, TOTAL		152,774	169,634

EUR 1,000	Note	31 December 2025	31 December 2024
SHAREHOLDERS' EQUITY AND LIABILITIES			
Shareholders' equity	2.5		
Share capital		101	101
Jaakko Hartela scholarship fund		110	110
Invested unrestricted equity fund		52,202	52,202
Retained earnings		6,940	12,683
Profit for the financial year		842	6,420
Dividend distribution		0	-6,000
Shareholders' equity, total		60,195	65,516
Mandatory provisions			
Mandatory provisions	2.6	12,682	15,874
Liabilities			
Non-current liabilities	2.7	12,025	13,361
Current liabilities	2.8	67,872	74,882
Liabilities, total		79,897	88,244
SHAREHOLDERS' EQUITY AND LIABILITIES, TOTAL		152,774	169,634

Consolidated cash flow statement

EUR 1,000	1 January– 31 December 2025	1 January– 31 December 2024	EUR 1,000	1 January– 31 December 2025	1 January– 31 December 2024
OPERATING ACTIVITIES			FINANCING ACTIVITIES		
Operating profit	3,645	9,035	Long-term loans, increase (+) / decrease (-)	-4,736	-3,139
Depreciation and other adjustments	-5,555	755	Short-term loans, increase (+) / decrease (-)	3,896	8,136
Financial income and expenses	-2,163	-2,249	Other long-term loans, increase (+) / decrease (-) 0	6,000	
Taxes	-71	0	Dividends paid	-6,000	-2,400
Total	-4,144	7,541	Total cash flow from financing activities	-6,840	8,597
CHANGE IN NET WORKING CAPITAL			INCREASE (+) / DECREASE (-) IN LIQUID ASSETS		
Inventories, increase (-) / decrease (+)	10,643	2,872	Liquid assets 1 January	33,300	35,579
Short-term receivables, increase (-) / decrease (+)	1,310	-1,875	Increase/decrease	-4,158	-2,278
Short-term non-interest-bearing liabilities, increase (+) / decrease (-)	-4,698	-19,199	LIQUID ASSETS 31 December	29,141	33,300
Total	7,255	-18,202			
NET CASH FLOW FROM OPERATING ACTIVITIES	3,111	-10,661			
INVESTING ACTIVITIES					
Increase in fixed assets	-685	-511			
Sales of fixed assets	256	297			
Total cash flow from investing activities	-429	-214			
CASH FLOW BEFORE FINANCING ACTIVITIES	2,682	-10,875			

Notes to the financial statements of 31 December 2025

ACCOUNTING PRINCIPLES

These financial statements have been drawn up in accordance with the principles and methods concerning assumptions stipulated by Section 2(2a) of the Accounting Decree.

Consolidated financial statements

Hartela Group's parent company is Hartela-yhtiöt Oy, which has its domicile in Helsinki. Copies of the consolidated financial statements are available from the company headquarters at Ilmalantori 1, FI-00240 Helsinki, Finland.

The consolidated financial statements include the parent company and the subsidiaries included in fixed assets.

Cross-ownership of shares between Group companies has been eliminated by applying the acquisition method, whereby the cost of acquiring shares in a subsidiary has been eliminated against the shareholders' equity of the subsidiary at the time of acquisition.

All margins and transactions, profit distributions, and receivables and liabilities within the Group have been eliminated.

Recognition of revenue from construction projects

The financial statements have been drawn up in accordance with the percentage-of-completion method, whereby revenue from construction projects is recognised according to their degree of completion. With the exception of developer contracting projects, the degree of completion has been calculated as a ratio between the actual costs incurred and the estimated total costs of the project. The percentage-of-completion method is used for projects that extend over two or more financial periods.

In the Group, the general guidelines issued by the Accounting Board on 17 January 2006 concerning residential development projects are applied. Under revenue from

construction work, consolidated turnover refers to the sale of shares at debt-free prices (including the proportion of the company loan). In the percentage-of-completion method, the degree of completion has been calculated by multiplying the degree of completion for construction by the degree of sale for shares. The acquisition costs of the building site and the construction costs have been divided into two: the percentage corresponding to the degree of completion has been entered under expenses in the income statement, while the rest is presented under work in progress in inventories. With regard to company loans taken for developer contracting sites, the proportion that pertains to unsold shares is presented under loans from credit institutions in short-term liabilities.

VALUATION PRINCIPLES

Non-current assets and depreciation

Tangible and intangible assets have been capitalised at their acquisition cost. Planned depreciation has been calculated according to the straight-line method on the basis of the original acquisition cost and the economic life of the assets in question. Whenever necessary in the Group's property companies, depreciation according to the reducing balance method has been carried out without an advance depreciation plan. The following depreciation periods are applied in the Group:

Intangible assets

Other long-term expenditure	3–10 years
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Tangible assets

- buildings	5–10 years
- heavy machinery and equipment	12–15 years
- other machinery and fixtures	5–8 years

Shorter depreciation periods have been applied to fixed assets purchased second-hand.

Current assets

The Group's deferred taxes take into account the tax receivables and liabilities arising from the timing differences between the accounting and taxation of developer contracting.

Deferred tax receivables have also been recognised on ten-year liabilities and rental liabilities, as well as confirmed tax losses. Deferred tax receivables have been recognised according to the effective corporate tax rate.

Mandatory provisions

Mandatory provisions include the warranty provision, 10-year liability provision and rental liability provision.

Leasing

Leasing payments are recognised as annual expenses. Outstanding rental commitments pertaining to leasing contracts are presented under contingent liabilities in the notes to the financial statements.

Lease liabilities

Lease liabilities include payment obligations for the remaining lease periods under the lease of premises at the balance sheet date. In addition, in accordance with the new practice, the obligations to pay rent for the plots reserved for future construction production have been included in liabilities until the estimated implementation dates of the sites.

Entries made in equity in the 2025 financial statements

As a result of the restructuring measures, strategy review and review of long-term assets carried out during the financial year, a total of EUR 6.1 million has been allocated as an adjustment to retained earnings.

1. Notes to the income statement

EUR 1,000	2025	2024
1.1 Distribution of net turnover		
By business sector		
Income from construction work	277,744	276,659
Rental income	602	266
Sale of shares	5,764	6,242
Other sales revenue	916	0
Total	285,027	283,167
By market area		
Domestic	285,027	283,167
Turnover recorded as income according to the degree of completion, out of total turnover for the year 277,744		
		276,659
Construction projects in progress recognised as revenue according to the degree of completion; amount recognised as revenue during the financial year and previous financial years		
	230,182	222,295
Construction projects in progress, not recorded as income		
	220,761	305,525
1.2 Other operating income		
Other	12	0
Total	12	0

EUR 1,000	2025	2024
1.3 Materials and services		
Materials and supplies		
Purchases during the year	47,829	50,298
Land areas and building sites	-5,410	4,026
Shares	-2,354	1,686
Change in inventories	19,057	-14,172
Total	59,122	41,837
External services		
	156,017	133,572
Total	215,139	175,409
1.4 Personnel expenses and personnel		
Wages, salaries and remunerations	28,362	28,361
Pension expenses	5,043	4,693
Other personnel-related expenses	2,267	2,089
Total	35,672	35,143
Management salaries and remunerations		
	1,552	1,852
Average number of personnel head count		
Salaried staff	280	282
Workers	151	167
Total	431	449

EUR 1,000	2025	2024
1.5 Depreciation according to plan		
Other long-term expenditure	509	686
Machinery and equipment	100	69
Total	609	755
1.6 Auditor's remuneration		
Audit fee	166	83
Tax advice	203	38
Other services	12	167
Total	381	287
1.7 Financial income and expenses		
Dividend income		
From others	1	311
Total	1	311
Other financial and interest income		
From others	555	1,395
Total	555	1,395
Interest expenses and other financial expenses		
To others	-2,719	-3,645
Total	-2,719	-3,645
Total financial income and expenses	-2,164	-2,249

EUR 1,000	2025	2024
1.8 Appropriations		
Change in depreciation difference	0	0
1.9 Income taxes		
Income taxes accrued during previous years	-71	1
Change in deferred tax liability	-568	-366
Income taxes, total	-639	-365

2. Notes to the balance sheet

EUR 1,000	INTANGIBLE ASSETS	
	Other long-term expenditure	
	2025	2024
2.1 Non-current assets		
Fixed assets		
Acquisition cost 1 January	6,220	5,899
Increase	175	321
Acquisition cost 31 December	6,395	6,220
Accumulated depreciation 1 January	5,334	4,648
Depreciation for the financial period	509	686
Accumulated depreciation 31 December	5,843	5,334
Book value 31 December	552	887

EUR 1,000	INTANGIBLE ASSETS	
	Advance payments	
	2025	2024
Acquisition cost 1 January	12	117
Increase	271	190
Decrease	-147	-296
Acquisition cost 31 December	136	12
Book value 31 December	136	12

EUR 1,000	TANGIBLE ASSETS	
	Machinery and equipment	
	2025	2024
Fixed assets		
Acquisition cost 1 January	911	911
Increase	139	0
Decrease	0	0
Acquisition cost 31 December	1,050	911
Accumulated depreciation 1 January	761	692
Depreciation for the financial period	100	69
Accumulated depreciation 31 December	861	761
Book value 31 December	189	150

EUR 1,000	TANGIBLE ASSETS	
	Other tangible assets	
	2025	2024
Fixed assets		
Acquisition cost 1 January	50	50
Acquisition cost 31 December	50	50
Book value 31 December	50	50

EUR 1,000	Other shares	
	2025	2024
Investments		
Acquisition cost 1 January	674	675
Increase	3	0
Decrease	-12	-1
Acquisition cost 31 December	665	674
Group companies		
	2025	2024
Holdings		
Shares under fixed assets:	Group holding, %	
Hartela Etelä-Suomi Oy	100	100
Etnin II Oy (Hartela Länsi-Suomi Oy)	100	100
Etnin Oy	100	100
Hartela Pohjois-Suomi Oy, merged into Hartela Oy on 1 October 2025		100
Hartela Pirkanmaa Oy, merged into Hartela Oy on 1 October 2025		100
Other shares and holdings		
Kiinteistö Oy Lahden Vesijärvenkatu 31	100	100

(31 December 2024: Equity EUR 367,476.68, profit for the financial year EUR 3,733.74)

Asunto Oy Klasimberä
Golfstarfvik Oy

EUR 1,000	2025	2024
2.2 Inventories		
Construction work in progress	20,982	20,326
Land areas and building sites	6,038	18,168
Shares	58,604	57,773
Total	85,624	96,267
2.3 Long-term receivables		
Deferred tax receivables from accrual differences and confirmed tax losses	5,328	5,896
2.4 Itemisation of short-term receivables		
Trade receivables	9,830	18,362
Other receivables	3,671	1,954
Accrued income	17,587	12,081
Total	31,088	32,398

The most significant items included in prepaid expenses and accrued income consist of accrued income for construction projects in progress that are recognised as revenue according to the degree of completion.

EUR 1,000	2025	2024
2.5 Shareholders' equity		
Share capital 1 January	101	101
Share capital 31 December	101	101
Jaakko Hartela scholarship fund 1 January	110	14
Increase	0	100
Decrease	0	-4
Jaakko Hartela scholarship fund 31 December	110	110
Invested unrestricted equity fund 1 January	52,202	52,202
Invested unrestricted equity fund 31 December	52,202	52,202
Retained earnings 1 January	13,104	12,783
Transfer to scholarship fund	0	-100
Adjustments to shareholders' equity	-6,164	0
Dividend distribution	0	-6,000
Retained earnings 31 December	6,940	6,683
Profit for the financial year	842	6,421
Shareholders' equity, total	60,195	65,516
Statement of distributable assets 31 December		
Jaakko Hartela scholarship fund	110	110
Invested unrestricted equity fund	52,202	52,202
Retained earnings	6,940	6,683
Profit for the financial year	842	6,421
Distributable assets	60,094	65,415

EUR 1,000	2025	2024
2.6 Compulsory provisions		
Warranty provisions	2,076	3,582
Ten-year liabilities	10,606	12,293
Total	12,682	15,874
2.7 Long-term liabilities		
Pension loans	8,625	3,250
Other loans		
Other interest-bearing liabilities	0	10,111
Other liabilities	3,400	0
Total	12,025	13,361

EUR 1,000	2025	2024
2.8 Short-term liabilities		
Company loans – residential development	10,934	17,150
Pension loans	2,250	2,250
Advances received	9,410	14,093
Trade payables	7,043	1,812
Other interest-bearing liabilities	10,111	0
Other liabilities	8,586	16,092
Accrued liabilities	19,537	23,485
Total	67,872	74,882

The most significant items included in the Group's other liabilities consist of value added tax liabilities.

The most significant items included in accrued liabilities consist of personnel expense liabilities and the accrual of construction costs.

3. Contingent liabilities

EUR 1,000	2025	2024
Loans		
Loans from financial institutions	10,111	10,111
Pension loans	10,875	5,500
Total	20,986	15,611
Guarantees for the company's own commitments		
Mortgages	1,109	11,109
Pledged shares	19,574	17,205
Pledged receivables	60	3,034
Total	20,743	31,348
Lease liabilities		
Payable next year	2,516	3,157
Payable later	8,009	19,972
Total	10,524	23,130
Leasing commitments		
Payable next year	900	703
Payable later	1,260	939
Total	2,160	1,643

The Group's building company has redemption obligations associated with ordinary business operations, where the current values of the properties are estimated to correspond to the value of potential redemptions, and the potential redemption is planned in connection with the commercial implementation of the property.

4. Related party liabilities

The transactions carried out with related parties have not been significant or exceptional, and they have been carried out under ordinary business terms.

5. The Board of Directors' proposal for the distribution of profit

The Group's distributable equity totals EUR 60,094,053.65 and the parent company's distributable equity totals EUR 59,966,407.28. The Board of Directors proposes that the profit for the financial year be transferred to retained earnings and that a dividend of EUR 2,400,000 be paid.

LIST OF BOOKKEEPING MATERIALS

- Financial statements, electronic
- General journal, electronic
- General ledger, electronic
- Accounting receipts, electronic

Auditor's report

To the Annual General Meeting of Hartela-yhtiöt Oy
Audit of the financial statements

OPINION

We have audited the financial statements of Hartela-yhtiöt Oy (Business ID 3371617-9) for the financial period 1 January–31 December 2025. The financial statements comprise the consolidated balance sheet, income statement and cash flow statement, and notes to the consolidated financial statements, as well as the parent company's balance sheet, income statement, cash flow statement, and notes to the financial statements.

In our opinion, the financial statements give a true and fair view of both the consolidated and the parent company's financial performance and financial position in accordance with the regulations governing the preparation of financial statements in Finland and meet the statutory requirements.

BASIS FOR OPINION

We conducted our audit in accordance with good auditing practice in Finland. Our responsibilities in accordance with good auditing practice are described in more detail under Auditor's responsibility in auditing the financial statements. We are independent of the parent company and the group companies, in accordance with the ethical requirements observed in Finland for our audit, and we have fulfilled our other ethical responsibilities pursuant to said requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

RESPONSIBILITY OF THE BOARD OF DIRECTORS AND THE CHIEF EXECUTIVE OFFICER CONCERNING THE FINANCIAL STATEMENTS

The Board of Directors and the Chief Executive Officer are responsible for preparing the financial statements in such a way that they give a true and fair view in accordance with the regulations governing the preparation of financial statements in Finland and meet the statutory requirements. The Board of Directors and the Chief Executive Officer are also responsible for the internal control they consider necessary to be able to prepare financial statements without material misstatement due to misdemeanours or errors.

In preparing the financial statements, the Board of Directors and the Chief Executive Officer are responsible for assessing the parent company's and the group's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting. The financial statements are prepared based on the continuity of operations, except if the parent company or the group is to be dissolved or its operations discontinued or there are no realistic alternatives to doing so.

AUDITOR'S RESPONSIBILITY IN AUDITING THE FINANCIAL STATEMENTS

Our responsibility is to obtain reasonable certainty as to whether the financial statements as a whole contain any material misstatement due to misdemeanours or errors, and to issue an auditor's report with our opinion. Reasonable certainty is a high level of certainty, but it does not guarantee that a material misstatement would always be observed in

an audit performed in accordance with good auditing practice. Misstatements can be caused by misdemeanours or errors, and they are considered to be material if they alone or together could reasonably be expected to influence the financial decisions made by users based on the financial statements.

An audit pursuant to good auditing practice involves us using professional discretion and retaining professional scepticism throughout the audit. Moreover:

- We identify and assess the risks of material misstatements due to misdemeanours or errors in the financial statements, plan and perform audit measures addressing these risks, and obtain a sufficient amount of appropriate audit evidence as the basis for our opinion. The risk of a material misstatement caused by misdemeanours remaining unidentified is higher than the risk of a material misstatement caused by an error remaining unidentified, as misdemeanours can involve cooperation, forgery, intentional non-disclosure of information, presentation of incorrect information or bypassing internal control.
- We consider internal control relevant to the entity's preparation of financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the parent company's or the group's internal control.
- We evaluate the appropriateness of the accounting policies used and the reasonableness of the accounting estimates made by management, as well as the reasonableness of the information reported on them.

- We draw a conclusion as to whether it has been appropriate for the Board of Directors and the Chief Executive Officer to prepare the financial statements based on the assumption of the continuity of operations, and based on the audit evidence we have obtained, we conclude whether there is material uncertainty relating to events or circumstances that could give reasonable doubt as to the ability of the parent company or the group to continue its operations. If our conclusion is that there is material uncertainty, we must pay attention to the information presented in the financial statements concerning the uncertainty in our auditor's report, or, if the information concerning the uncertainty is not sufficient, adjust our opinion. Our conclusions are based on audit evidence obtained by the date of issuing the auditor's report. Subsequent events or circumstances can, however, result in the parent company or group not being able to continue its operations.
- We evaluate the general presentation method, structure and content of the financial statements, including all information disclosed in the financial statements, and whether the financial statements illustrate the underlying business transactions and events in such a way that they give a true and fair view.
- We design and perform the audit of the Group in order to obtain audit evidence of the financial information of the Group entities or business units that is sufficient and appropriate to provide a basis for our audit opinion on the consolidated financial statements. We are responsible for directing, supervising and reviewing the Group's audit work. We are solely responsible for the auditor's report.

We communicate with the administrative organs on, for example, the planned scope and timing of the financial statements and significant audit observations, including any significant shortcomings in internal control that we identify during the audit.

OTHER REPORTING OBLIGATIONS

Other information

The Board of Directors and the Chief Executive Officer are responsible for other information. Other information comprises the report of the Board of Directors. Our opinion on the financial statements does not concern other information.

It is our obligation to read the other information in connection with the audit and, when doing so, to evaluate whether the other information is in material conflict with the audit or the knowledge obtained by us in performing the audit, or whether it otherwise seems to be materially incorrect. Our duty is also to evaluate whether the Report of the Board of Directors has been prepared in accordance with the applicable regulations.

In our opinion, the information in the report of the Board of Directors is consistent with the information in the financial statements, and the report of the Board of Directors has been prepared in accordance with the applicable regulations.

Should we conclude based on our work that the report of the Board of Directors contains material misstatement, we must report this. We have nothing to report in this respect.

Helsinki, 28 January 2026
KPMG OY AB

Kimmo Antonen
AUTHORISED PUBLIC ACCOUNTANT



Board of Directors



Kari Heinistö
Chair of the Board of Directors



Kari Varkki
Board member



Hanna Hartela
Board member (until 2 March 2026)



Heikki Hartela
Board member



Timo Vikström
Board member



Sanna Karvonen
Board member



Kaisa Kuusniemi
Board member (since 3 March 2026)

Executive Group members 31 December 2025



Jani Nieminen
Chief Executive Officer



Matti Aho
Senior Vice President



Sanna Hiukkamäki
Chief Strategy and Development Officer



Lari Mallius
Senior Vice President



Hanna Marttila
Senior Vice President



Timo Suonsyrjä
Chief Financial Officer



HARTELA.FI

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HARTELA