SUSTAINABILITY REPORT 2025

INNA

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CEO perspective on 2025

Kari Virta has served as INNA's (formerly Retta) Group CEO since 2019. Below he shares his views about the previous year.

Kari Virta, CEO of INNA Group

Looking in the rear mirror, how would you summarize 2025 and its most memorable events?
It was an important year with plenty of events, and we focused on strengthening our Nordic offering and building new management structures after divesting the brokerage business in Finland. Despite the changes, we achieved to keep our customer and employee satisfaction high – and in Finland we were awarded with the “Most Inspiring Workplaces 2025” certificate for the second year in a row.

In September, Adelis joined us as new main owner, and the plan intensified towards the new brand name that was revealed in January 2026. What does INNA stand for to you?
INNA was born from doing things together, from people, courage and a shared vision, which reflects in everything we are. We manage properties, but we are people working with people having properties in mind. This means that employee and customer satisfaction are our big focus areas. INNA is a brand that looks and feels like the people behind it and not just what we do – it's a way of thinking.

In your opinion, what was the company’s biggest achievement in 2025?
INNA delivered well in 2025, which in many ways was a demanding year. We continued to focus on our "Insight" project for a more efficient way of sharing documents. INNA Finland focused on digital development and launched a platform for dynamic pricing in residentials, while INNA Sweden grew in the segment of residential buildings and set up a new organization for property management. In times when the market is struggling, there are fewer transactions, and so forth, it is important to create the structure for the use of good digital tools. This helps maintain internal efficiency as well as keep and attract talented staff who can reach high customer satisfaction.

From your perspective, how does sustainability contribute to INNA's competitiveness?
We think about your property the way you do — as a complete investment, not a collection of separate tasks. We manage the whole picture, not just the pieces. We are very proud of our ESG services, the segment that grew signifanctly in Finland during 2025. What in the very beginning generally was about compliance, is now a strategic business factor. It affects the value, returns and risks of properties, the availability of financing as well as the decisions of owners, tenants and investors. For any company, in order to be profitable and keep the best customers and employees, ESG is a must. It will be interesting to see how AI can help us improve and get even better results with sustainability.

Do you see any specific challenges in the market in the coming year?
The market is expected to slowly recover, and the tough competition will continue. This encourages us to continue delivering the best living and working conditions as well as recognising the good results of our efforts. Data and market intelligence drives strategy, strategic thinking guides decisions, and expertise maximizes performance — that's what people with a true property state of mind bring together.

What are we likely to see in 2026?
Merging with Cobblestone A/S in Denmark, we create and develop a Nordic platform. With our property state of mind, we want to be the first choice in this business both as a business partner and as an employer. We focus on and enhance our leadership to support our employees and act according to our values. Further, in 2026 we will need to focus on the right things, bold renewal, teamwork and efficient processes. We will continue to utilize technology and digital solutions to renew our company and continue to attract and keep customers and employees. Properties are our competence, and INNA is a team with a clear focus – maximizing the property’s performance and value. Our property state of mind is your peace of mind.

2025 Summary

2025 emerged as another year of growth.
We received an award of **The Most Inspiring Workplaces** in Finland* again in 2025.

FINLAND'S MOST INSPIRING WORKPLACES 2024

FINLAND'S MOST INSPIRING WORKPLACES 2025

581	**785,44**	**0**	**6,5%**
Average number of employees	Tonnes of CO_2e emissons	Incidents of discrimination	Turnover growth
+24	**41%**	**1,35**	**0**
eNPS score	Share of women in management team	GHG intensity**	Serious data breaches

*The system used for the employee surveys is Finnish why Sweden is not subject to compete for this award.

**Tonnes CO_2e emissions/employee

About INNA

Who are we?

INNA Group, consists of INNA Finland and INNA Sweden. INNA Group is a leading provider of business-to-business real estate management and other real estate services. We are serving institutional and real estate investors, property owners, and other commercial clients in Finland and Sweden. We provide our customers with comprehensive solutions in property services for housing and the business sector. Our group office and INNA Finland are located in Helsinki, and INNA Sweden in Stockholm. In addition, the group has several regional offices in both countries. We are one of the largest providers of specialized management services for apartments, properties and commercial facilities in the Nordic countries. In 2026, we are happy to extend our presence from Finland and Sweden to Denmark via the merge with Cobblestone A/S.

Our customers include real estate companies, private and public property owners, funds, banks and other parties operating in the real estate sector. All our companies build on significant customer experience in the development of products and services. We are building better offerings to our customers by investing in customer-oriented service production, active service culture as well as strong and competent operations. With our property state of mind, we want to be the customer service pioneer in our field.

During 2025 the company was acquired from previous owner Altor Equity Fund IV by Adelis Equity Partners Fund IV AB.

“We are excited to have Adelis as our new main owner. Their vast experience in developing leading businesses as well as their growth-oriented mindset will help us further strengthen our services, continue innovation and develop our Nordic offering. Together, we will further accelerate our investments in digital solutions and accelerate our growth through complementary strategic acquisitions.”

Kari Virta, CEO of INNA Group

The property state of mind

Purpose

Our purpose is to give peace of mind to our customers. We maximize our customers' properties' performance and value.

Vision

Our vision is to be the leading pioneer in Nordic real estate, known for its strong internal culture and values.

History of INNA

2006–2011: Foundation and early development

2006

Realia Group was established in Finland through the merger of Huoneistokeskus and SKV. Offering services within real estate brokerage, property management as well as real estate advisory and valuation.

2007

Hestia was founded in Stockholm as a privately owned company providing property management and technical services.

2011

Hestia expanded remarkably via merger with EFM.

2012–2019: Expansion and ownership changes

2012-2015

Hestia and Realia separately continue expansion in their respective countries in several areas within property management and housing management services.

2016

Realia acquired property management company Corbel. Hestia Sambygg was established as part of the company's development. Altor acquired Realia Group.

2017

Realia Group acquired Hestia. Marking the group's first step to become a Nordic company.

2018

Hestia Sambygg was divested. Realia expanded its service offering through the acquisition of Colliers Isännöinti. Realia Group now consisted of several companies in Finland.

2020–2022: Consolidation and Nordic positioning

2020

Huoneistokeskus became a nationwide operation in Finland through a merger with SKV, which had previously operated as a separate entity.

2021

Realia divested Ober-Haus in the Baltics.

2022

Hestia and Realia were unified and rebranded under the new common name Retta, as part of a strategy to strengthen the group's Nordic presence and sustainability focus.

2023–2026: Strategic developments and new ownership

2024

The company continued to strengthen its market position through new client engagements and increased customer confidence. Housing management business Retta Isännöinti divested to Odevo.

2025

Huoneistokeskus was divested. The company was acquired by Adelis Equity Partners. During the year, the number of employees in Sweden increased in line with the growing portfolio of residential units under management and operations.

2026

The new brand INNA was announced together with the merger with Cobblestone A/S in Denmark further strengthening the Nordic offering. Our more than 800 employees master all property management areas. Follow us on LinkedIn to keep updated about our continuing journey.

Our business units

For several years, it has been our goal to expand our business to Denmark. This was realized in 2026. With our new main owner, Adelis, this work was intensified during Q4 in 2025. We focus on strengthening our position as a Nordic company providing full-service property management services.

INNA Finland

In 2025, INNA Finland focused on strengthening its long-term competitiveness through digital development, service quality and organizational renewal. Investments were made in digital platforms and data-driven tools to improve operational efficiency, transparency and customer value in the real estate sector. Alongside development activities, continuous attention was given to customer service quality and daily operations.

INNA Finland's online rental apartment platform further consolidated its position as a widely used digital service in the residential rental market. The digital platform serves tens of thousands of users each month, enabling apartment search and leasing regardless of time or location. The service has been designed to enhance market transparency and efficient rental processes.

As the first service partner in the market, INNA Finland introduced a real-time rental pricing tool in 2025. The AI-based solution generates apartment-specific price recommendations based on real-time data each day. The tool supports asset managers' decision-making and strengthens data-driven interaction between INNA's personnel and clients, contributing to more transparent and efficient pricing practices.

Systematic customer focus and service development generated strong results. According to the annual customer satisfaction survey, more than 90% of customers reported a high level of satisfaction with INNA Finland's services. Customers emphasized professional expertise, reliability and effective cooperation. Value-added services, such as ESG projects, property valuations and construction management, received particularly positive feedback. Surveys in residential properties indicated a high level of satisfaction among residents, while tenant feedback in commercial properties managed by INNA remained at a very strong level.

People and competence development are essential to INNA Finland's ability to deliver services responsibly. The organization continued to promote transparency, collaboration and shared responsibility, supported by systematic leadership development. The 2025 employee survey response rate reached a record high level of 84%, and in general the results were better than ever before. INNA Finland was recognized as one of Finland's Most Inspiring Workplaces by Eezy Flow for the second consecutive year.

INNA Finland also successfully renewed its ISO 9001 quality management system certification – first obtained in 2015 – maintaining its position as the longest-certified operator in the industry.

Our business units

The year 2025 marked a period of strong growth for INNA Sweden, both in terms of customers and employees. We secured several new contracts and gratefully we note that existing customers increased their business with us, enabling new hires and expanded collaboration on shared systems and processes.

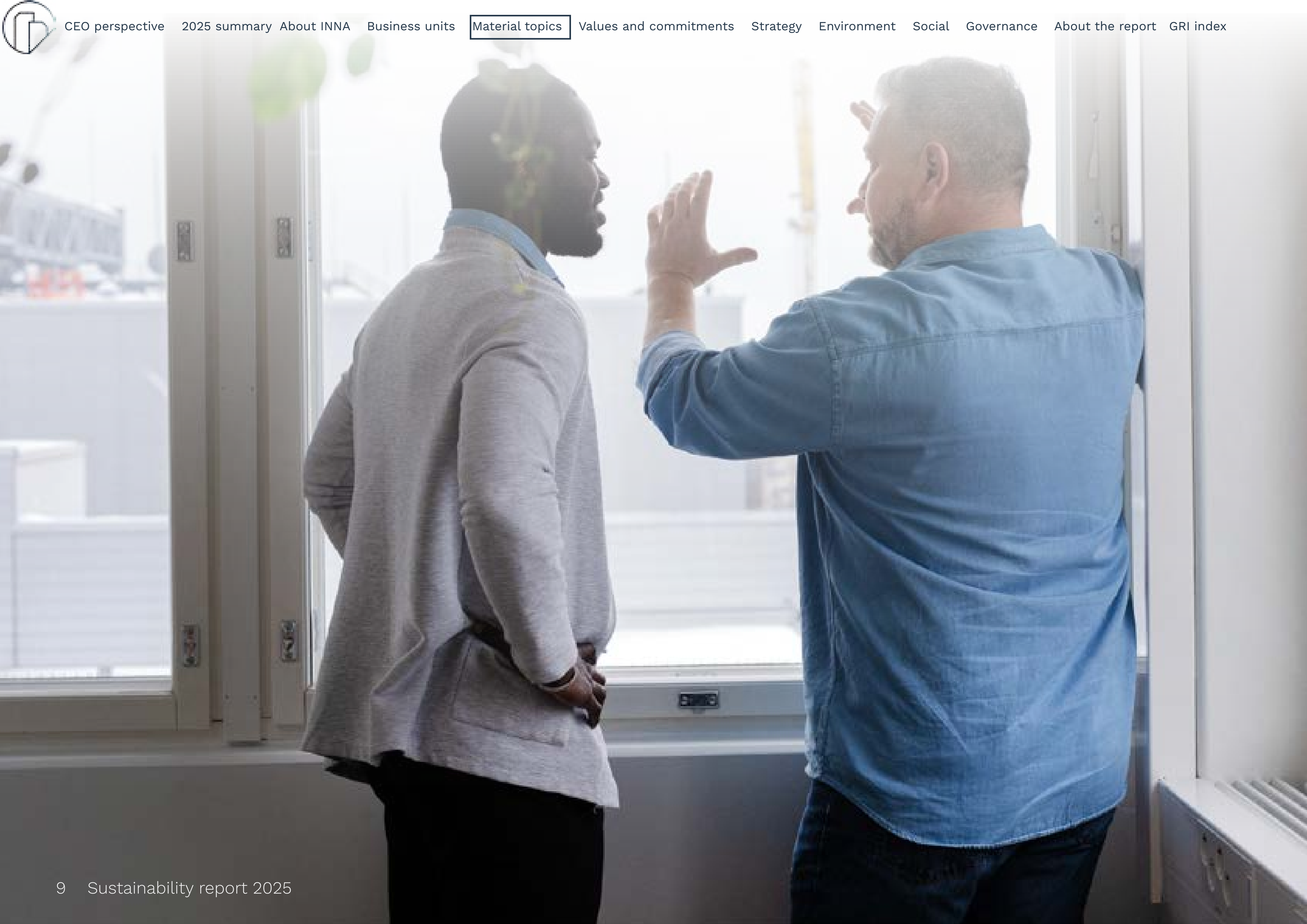
INNA Sweden

In 2025, we strengthened our team with several new hires, which brought our workforce in Sweden to over 200 employees at the end of the year. Our presence expanded significantly beyond Stockholm, with the growth of our offices in Gothenburg, Malmö and Västerås. With numerous new assignments and clients, we focused on consolidation and securing high-quality delivery for our customers. During the year, we continued implementation of our new ERP system to enhance the efficiency and performance of our financial services.

Due to our organic growth and growing number of residential buildings in Sweden, we conducted a reorganization to better cover the different categories of buildings. We introduced four group managers covering the areas below. This gives us better opportunities to focus on and develop competence in the respective categories.

- Retail
- Residential
- Offices and Logistics
- Social Infrastructure

Our mission is to support property owners across the Nordic region in enhancing value creation and revenue generation. To reach this goal, also during 2025 we deepened our collaboration with INNA Finland by submitting joint proposals and participating in tenders, particularly within asset management. In line with our commitment to sustainability, we continue to offer a broad range of ESG (Environmental, Social, and Governance) services to our Nordic clients. These services help our customers integrate sustainable practices into their daily operations and reduce the carbon footprint of their real estate portfolios.

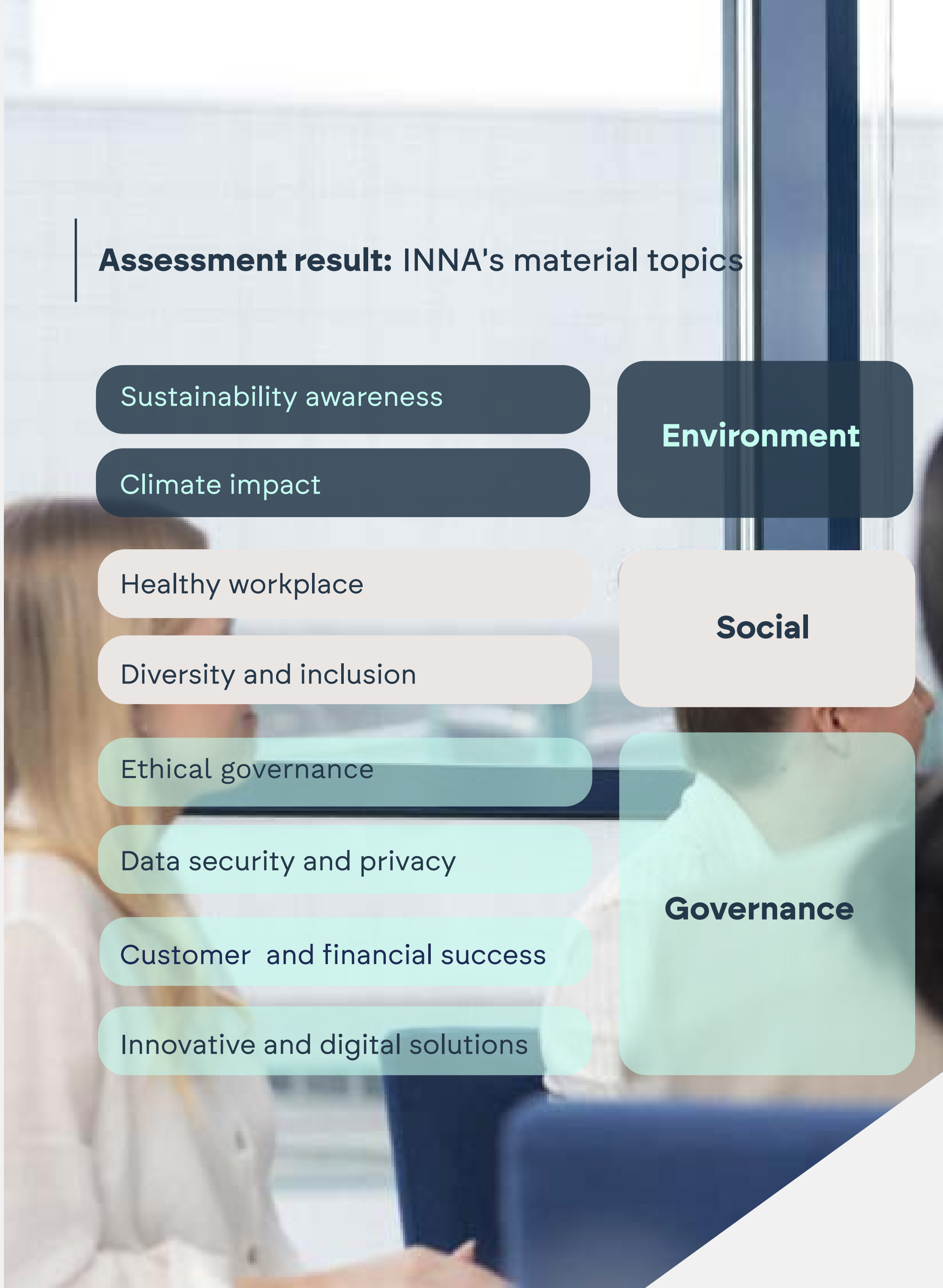


Material topics

Double materiality assesment

At INNA, the Double Materiality Assessment (DMA) guides our sustainability priorities by identifying which ESG topics are most significant to both our business and our broader impact on the society and the environment. Now for the third year, the assessment follows the GRI framework while also considering relevant ESRS elements to stay aligned with emerging expectations. INNA is not required to report according to ESRS.

The process includes workshops with management and external experts, along with benchmarking against peers, ensuring that our material topics remain accurate and up to date. This work ensures that the most important sustainability aspects are integrated into our decision-making and overall strategy.



Assessment result: INNA's material topics

Environment
- Sustainability awareness
- Climate impact

Social
- Healthy workplace
- Diversity and inclusion

Governance
- Ethical governance
- Data security and privacy
- Customer and financial success
- Innovative and digital solutions

Materiality assessment methodology

The following steps were taken to identify the sustainability topics most material to INNA.

1. Identifying relevant topics

INNA's management team revised the list of company-specific topics identified as relevant for the company and assessed during previous year's DMA process. This year's work is based on the information from the 2023 assessment with further updates from 2024, where topics were selected through an internal review of our operations, value chain, and governance structure. The topics were primarily based on the GRI framework and the UN Sustainable Development Goals, with additional input from benchmark studies, ESRS standards, trend analyses, and external environmental analyses. In addition, a peer benchmarking analysis was performed in order to validate the results.

2. Assessing materiality from two perspectives

The assessment examined both actual and potential negative and positive impacts, as well as financial risks and opportunities, measuring them through a scoring system that evaluated their significance. Consequential materiality was based on the severity, likelihood and irremediability of the impact, while financial materiality was based on financial impact, likelihood and whether the consequence gave rise to a financial risk or opportunity. In this year's assessment, we continued with our method inspired by ESRS and included an evaluation of whether each financial risk or opportunity exists on a short-, medium-, or long-term time horizon.

3. Stakeholder dialogue

Stakeholder perspectives help us ensure that our sustainability efforts are aligned with external expectations and internal priorities. Given the DMA results showed no changes this year, we relied on the stakeholder dialogues performed in previous years.

4. Peer review analysis

We conducted a peer benchmark analysis to validate the relevance of the sustainability topics identified in our double materiality assessment. The analysis was performed by comparing INNA's material topics to those reported by similar companies in the real estate industry. The key takeaways show that INNA's material topics are well aligned with our property sector peers, including those referencing to ESRS, despite not reporting under it.

5. Results/ Key sustainability priorities

The Double Materiality Assessment identified eight sustainability topics that will continue to shape INNA's sustainability work (see the topics on previous page).

The outcome remains consistent with the previous year's results, which adds to our confidence that we are prioritizing the right areas. The final selection of key sustainability topics were approved by the management team.

Values and commitments

The foundation of INNA's sustainability work is a defined set of topics identified as material to the company's business. These material topics guide the prioritisation of resources and actions to ensure long-term business success and sustainable operations. Through its work on material topics, INNA aims to contribute to several United Nations Sustainable Development Goals (SDGs). Each identified material topic has been mapped against the SDGs to provide a systematic understanding of the areas where INNA has an impact. Some of the SDGs relate primarily to INNA's internal conduct of business, including governance, ethical practices and employee-related matters. Others are connected to how INNA influences its customers and their operations by, for example, supporting improvements in energy efficiency, resource use and social sustainability.

Succeeding together

Cooperating and achieving targets with our customers ensures that we are successful together. We trust each other and our actions are based on mutual respect.

Bold renewal

It is important to us that everyone who works for us can take professional pride in their job. We do not hesitate to update our expertise, operations and industry in a customer-led manner. We are able, willing and allowed to do things in a better way.

Acting responsibly

We take responsibility for tomorrow both as a company and as individuals. Our choices are driven by our responsibility for each other, our customers, the environment, society and financial success. Our operations are based on transparency and honesty.

Sustainable Development Goals

INNA's impact on the United Nations Sustainable Development Goals.

SDG 8. We value our employees' safety, well-being as well as our profitability, where we are systematically improving our work environment.

SDG 3. We value the health and well-being of our employees, as well as those working throughout our value chain, our customers and end users.

SDG 5. We believe that all individuals should have equal opportunity regardless of individual differences.

SDG 11. Our ambition is to contribute to sustainable communities through energy management and how we help our customers reduce their climate impact.

SDG 12. We are working on ensuring responsible consumption and production through our value chain.

SDG 13. Reducing the impact INNA has on the climate is one of our strategic objectives.

SDG 10. Promoting gender equality, closing pay gaps, and fostering inclusive decision-making are key priorities in our sustainability work and strongly reflect INNA's core values.

SDG 16. It is important for us to work with and contribute to high integrity as well as compliance to national and international legislations.

Our strategy

Strong culture

Our value-based culture gives us a competitive advantage and makes us the most attractive and well-liked workplace in the real estate industry. Every INNA employee feels proud of their work and workplace.

Material topics
- Ethical governance
- Healthy workplace
- Diversity and inclusion

Use of technology

Material topics
- Innovative and digital solutions
- Data security and privacy

We operate efficiently, smoothly and with high quality, utilizing technological solutions and data to produce the best customer and employee experience. We are constantly looking for ways to streamline our work.

The Nordic way

We work in close cooperation at the Nordic level, ensuring that the needs of Nordic customers are met. We have the possibility to utilize know-how, share it and expand it across borders.

Material topics
- Customer and financial Success

Environmental responsibility

Material topics
- Climate impact
- Sustainability awareness among stakeholders

We participate in the climate effort by minimising our own carbon footprint and help our customers build and implement their own responsibility plan towards zero emissions.

Added value for the customer

We are pioneers in creating added value for our customers through continuously developing services. We understand customer needs and create services that not only meet but exceed customer expectations.

Material topics
- Sustainability awareness among stakeholders
- Customer and financial success

Sustainability services

We offer a range of ESG services, including energy management, roadmaps, ESG management support, and environmental certifications. Through these services, we help our customers reduce emissions, enhance sustainability performance, and navigate an increasingly complex regulatory landscape.

Sustainability is increasingly becoming a strategic priority for property owners, shaping both long-term value creation and day-to-day operations. Strong sustainability practices enhance energy performance, reduce operating costs, and contribute to buildings that remain resilient over time; economically, environmentally, and socially. They also help organizations meet rising stakeholder expectations, reduce regulatory exposure, unlock access to sustainable financing, and strengthen market positioning and brand credibility. With new and upcoming EU sustainability regulations accelerating the pace of change, the demand for high-quality sustainability expertise continues to grow. Over the past couple of years, we have seen particularly strong interest in our ESG-related services. Raising awareness about sustainability is a key part of our efforts to reduce environmental impact and create long-term value for our stakeholders.

Roadmap Service

Navigating the prioritisation of actions and cost against effectiveness, can be a considerable challenge. Based on agreed targets and criteria, our **Roadmap Service** makes decision-making easier by prioritizing actions and investments across the portfolio.

Environmental Certification

We also assist our customers in acquiring environmental certifications relevant to property management and building standards. Our **Environmental Certification Service** covers all necessary certificates, such as LEED, BREEAM and WELL.

Energy Management

Through our **Energy Management Service**, we make improvement recommendations based on energy performance calculations. This way, we help our customers make their buildings more energy efficient and lower the environmental impact during the usage phase. We also provide a EV Charging Service, which offers a full end-to-end solution for deploying and managing EV charging infrastructure. This service is currently available only in Finland.

ESG Management

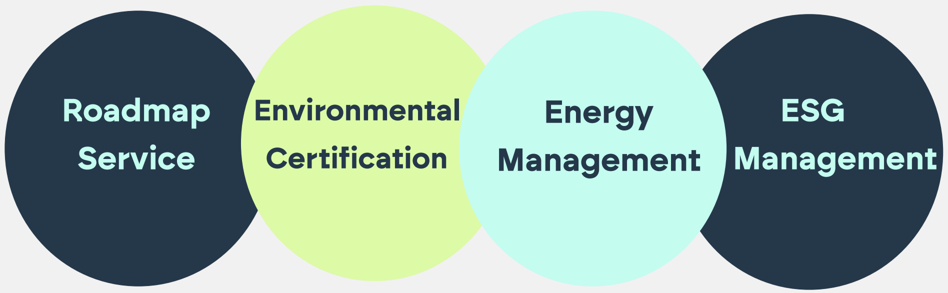
INNA's ESG Management Service goes beyond traditional energy tracking by offering automated data collection and provides comprehensive solutions for GRESB data collection and GHG calculations on aspects such as waste, CO_2 emissions, recycling, fuel usage and refrigerant leakage. We also perform climate risk assessments based on EU taxonomy criteria and assess the financial impact of climate change on the building. Supported by Power BI, the service streamlines data collection and supplies dynamic sustainability data.This service enables our customers to navigate reporting and regulatory obligations while improving tenant communication and engagement.

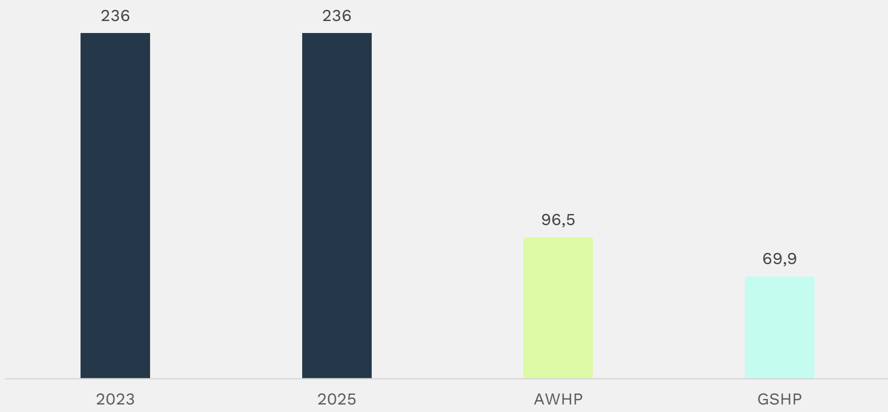
Sustainability services

A vital example from 2025 is an energy investment analysis the sustainability services team conducted to help building owners make informed energy efficiency decisions. The energy audit identified opportunities to reduce heating costs, generate electricity with solar panels, and improve efficiency through passive measures such as additional roof insulation. These investments often increase the property's value.

The analysis compares the building's current heating system with heat pump alternatives, because the heating method has the greatest impact on energy use and emissions. It provides a neutral basis for decision-making and highlights how heating choices affect maintenance costs and environmental performance.

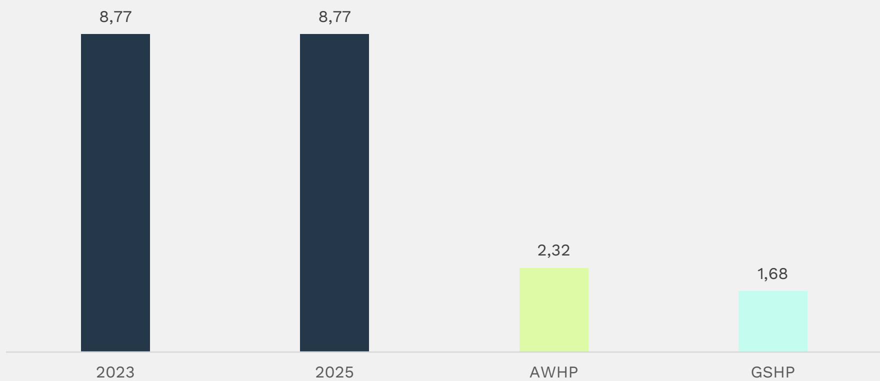
A ground source heat pump (GSHP) was identified as the most effective option, and the charts show how this investment would reduce both heating emissions and energy consumption.





Heating now vs. with alternative heat pump solutions - **Heating energy (MWh)**

The chart shows the historical heating energy with purchased energy, and alternative heating methods for the 2025 scenarios. The need for purchased energy decreases in alternative heating methods, as heat pumps draw free energy from the ground, air, and/or waste heat with high rate of efficiency. Alternative heating pumps: Air-to-Water Heat Pump (AWHP) and Ground Source Heat Pump (GSHP).



Emissions now vs. with alternative heat pump solutions - **Tonnes CO_2e**

The chart shows historical heating emissions with the current heating method, and emissions with alternative heating methods in the year 2025 scenarios.

Climate impact

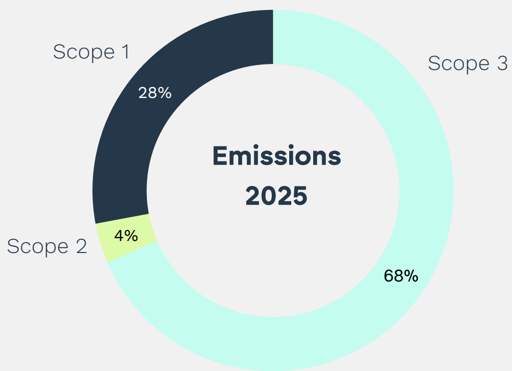
We have identified CO_2 emissions from our operations and value chain as one of our primary impacts on the climate. These emissions have been calculated across Scope 1, 2, and 3 in accordance with the GHG Protocol.

In this report, certain emission figures from 2024 have been updated to reflect revised emission factors and changes in scope, ensuring improved comparability over time. Our total location-based emissions Scope 1, 2 and 3 for 2025 were 785 tonnes CO_2e, representing a slight decrease of 0,16% compared to 786 tonnes CO_2e in 2024. The emission intensity, calculated by total emissions divided by number of employees also shows a slight decrease, 1,35 tonnes CO_2e/employee in 2025 compared to 1,37 tonnes CO_2e/employee in 2024. This reduction is mainly driven by lower emissions in Scope 1 and 2, resulting from an updated vehicle fleet and reduced energy consumption due to fewer offices. Emissions in Scope 3 have increased due to a change of calculation methodology for Category 1 (Purchased Goods and Services). By changing to a spend-based approach, we have been able to include a broader range of purchased goods and services.

The increase also comes from more self-reported business travel during 2025.

Given the nature of our business and the significant environmental impact the real estate sector has, sustainability is a top priority for us. It is a natural part of our day-to-day operations as we provide energy efficiency and ESG solutions for our customers.

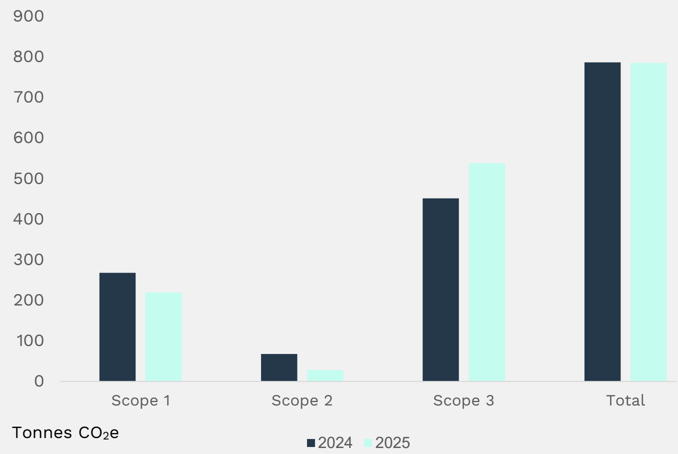
Distribution 2025



GHG intensity* - Total emissions per employee**

*GHG intensity is calculated based on location-based emissions
** Number of employees 2024: 575, 2025: 581

Annual comparison (location-based)



Summary of emissions

Emissions	2025 Tonnes CO_2e	2024 Tonnes CO_2e*	Change between 2024 and 2025 (%)
Scope 1:			
Owned and leased cars	219,44	267,78	
Total CO_2e emissions, Scope 1	219,44	267,78	-18 %
Scope 2 Market-based:			
Purchased electricity, steam, heating and cooling consumed	90,49	130,06	
Total CO_2e emissions, Scope 2 Market-based	90,49	130,06	-30 %
Scope 2 Location-based:			
Purchased electricity, steam, heating and cooling consumed	28,03	67,57	
Total CO_2e emissions, Scope 2 Location-based	28,03	67,57	-59 %
Scope 3:			
1 - Purchased goods and services	216,32	88,58	144 %
3 - Fuel- and energy-related activities	6,70	8,01	-16 %
5 - Waste generated in operations	4,72	7,06	-33 %
6 - Business travel	91,02	60,47	51 %
7 - Employee commuting	219,21	287,21	-24 %
Total CO_2e emissions, Scope 3	537,97	1 451,33	19 %
Total CO2e emissions, Location-based	**785,44**	**786,69**	**-0,16 %**
Total CO2e emissions, Market-based	**847,91**	**849,18**	**-0,15 %**

*2024 emission data was updated compared to what is presented in INNA's previous sustainability report (FY 2024). See more information on pages 20, 22-24.

Scope 1

Our car-related sustainability efforts are primarily focused on route planning to reduce our impact from the use of vehicles.

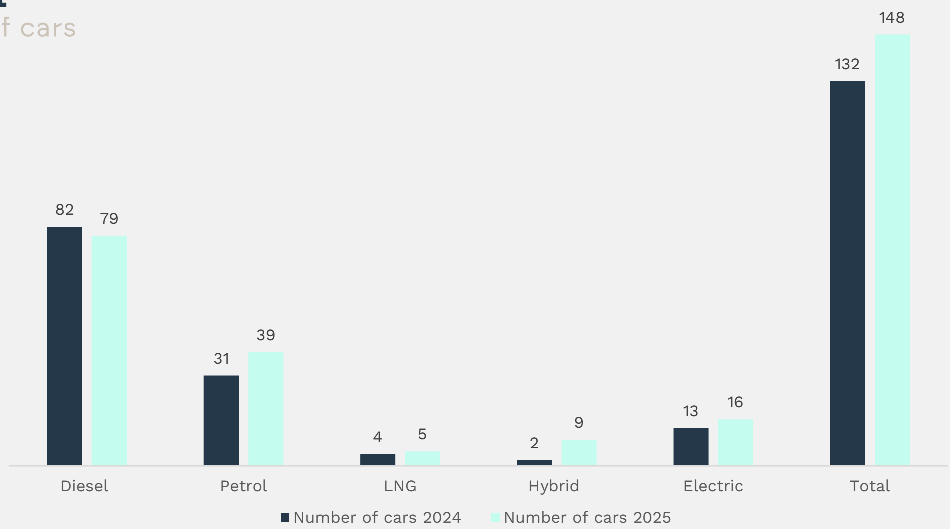
INNA's Scope 1 emissions originate from owned and leased vehicles, totalling 219,44 tonnes CO_2e in 2025 – an 18% reduction from the previous year. INNA's car fleet have increased compared to the previous year and it now consists of 148 vehicles: 39 petrol, 79 diesel, 5 LNG, 9 hybrid and 16 electric cars. While most of our fleet is still fossil-powered, the share of electric vehicles is growing and in 2025 the number of diesel cars fuelled by HVO increased leading to a decrease of emissions. We look forward to further electrifying our fleet as charging infrastructure continues to improve in all INNA countries.

Travel by car will remain essential for INNA, as regular site visits are required for property management, technical services as well as residential and letting services. According to our car policy, new company cars are only ordered if no suitable vehicles are available within the group. All cars are leased and replaced at the end of the lease term with either a new or pre-owned vehicle from our internal fleet. We encourage employees to choose low-emission, electric models, and since 2020, we have offered financial support to promote the adoption of low-emission vehicles.

Scope 1 emissions were provided by the leasing companies and verified against emission factors for a general Swedish car fleet.

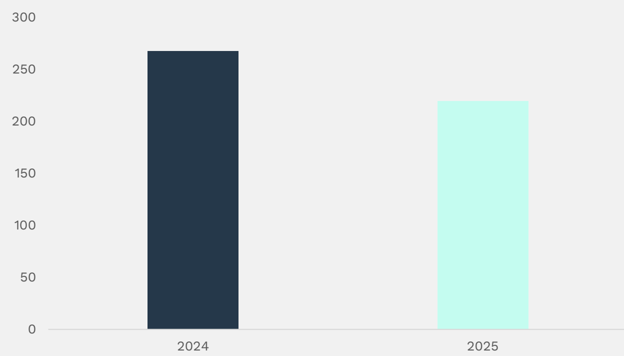
Car fleet

Number of cars



Emissions Scope 1 (location-based)

Tonnes CO_2e



Scope 2

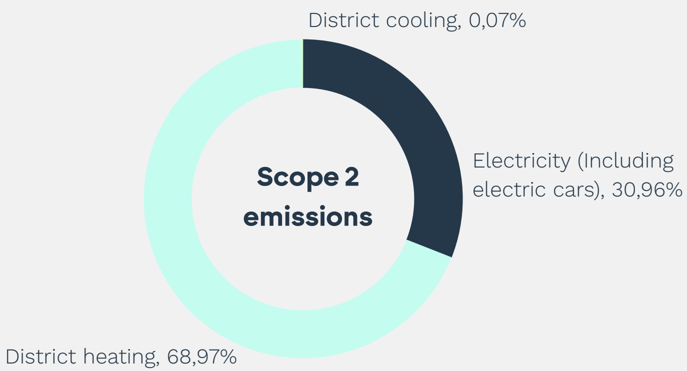
Emissions from the generation of purchased electricity, heating and cooling from INNA's offices stood for 4 percent of the company's total emissions 2025 and amounted to 28,02 tonnes CO_2e (location-based method), a reduction of -59% compared to the previous year*.

Our total estimated energy consumption in 2025 was 632,8 MWh. The main part of the emissions, 69%, come from district heating, followed by 31% from electricity and only 0,07% from district cooling. During 2025, 56% of the energy consumption was covered by green certificates. We actively encourage our landlords to procure renewable energy and prioritize green energy solutions in their operations when possible. Where we have direct influence, we also aim to select renewable energy options in order to reduce our overall climate impact The environmental perspective is consistently present in our operations. Energy consumption is a recurring topic of discussion, and we proactively seek opportunities to improve energy efficiency for our own operations as well as for our customers. We require landlords to provide energy consumption reports and apply responsibility criteria for both landlords and facilities. Environmental aspects, such as energy efficiency, are now integrated into the process for new office leases. The sales of our B2C businesses in Finland have resulted in a decrease in office locations and as a consequence reduced our company's energy consumption.

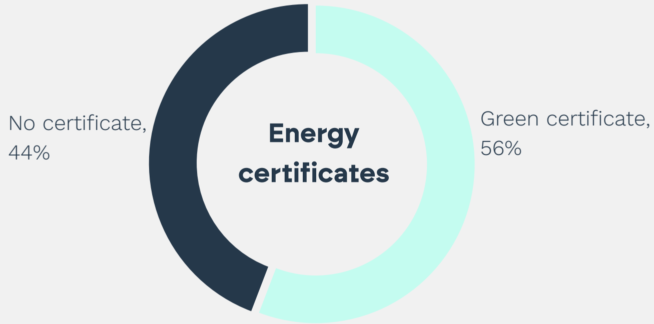
To calculate the climate impact in Scope 2, property owners across our locations provided information on the energy consumption for electricity, heating and cooling (in kWh) and its respective sources. The information on energy consumption provided by landlords sometimes covered the entire building's energy use, not only INNA's premises. Estimates were, in those cases, made based on INNA's share (m²) of the building's total office area. In the offices where INNA has own contracts with energy providers, we were able to get more accurate data. For offices where data were unavailable, estimates were made based on the floor area (m²), applying an average energy intensity (kWh/m²) derived from data from other offices. Calculations in Scope 2 were made with a location-based and market-based method accordingly to the GHG Protocol using emissions factors from AIB, IEA, Energiföretagen and The Finnish Energy Agency.

*In the previous year's report, the figures were adjusted to reflect only B2C employees working from the offices, rather than total office operations. This year, the methodology has been updated to include energy consumption from entire office locations both 2024 and 2025, enabling a more accurate and comparable view across all controlled offices.

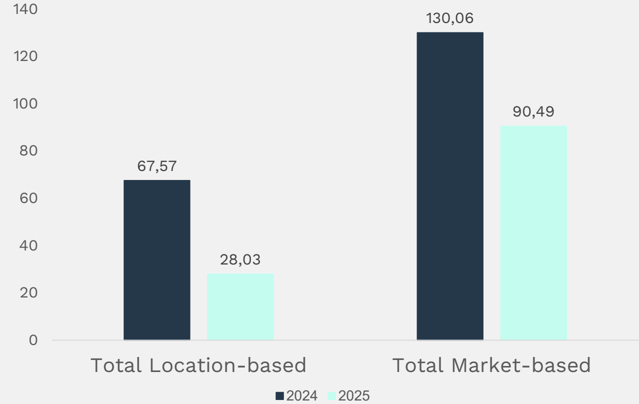
Distribution of Scope 2 emissions



Energy consumption - Green certificates



Scope 2 emissions - Location-based vs Market-based



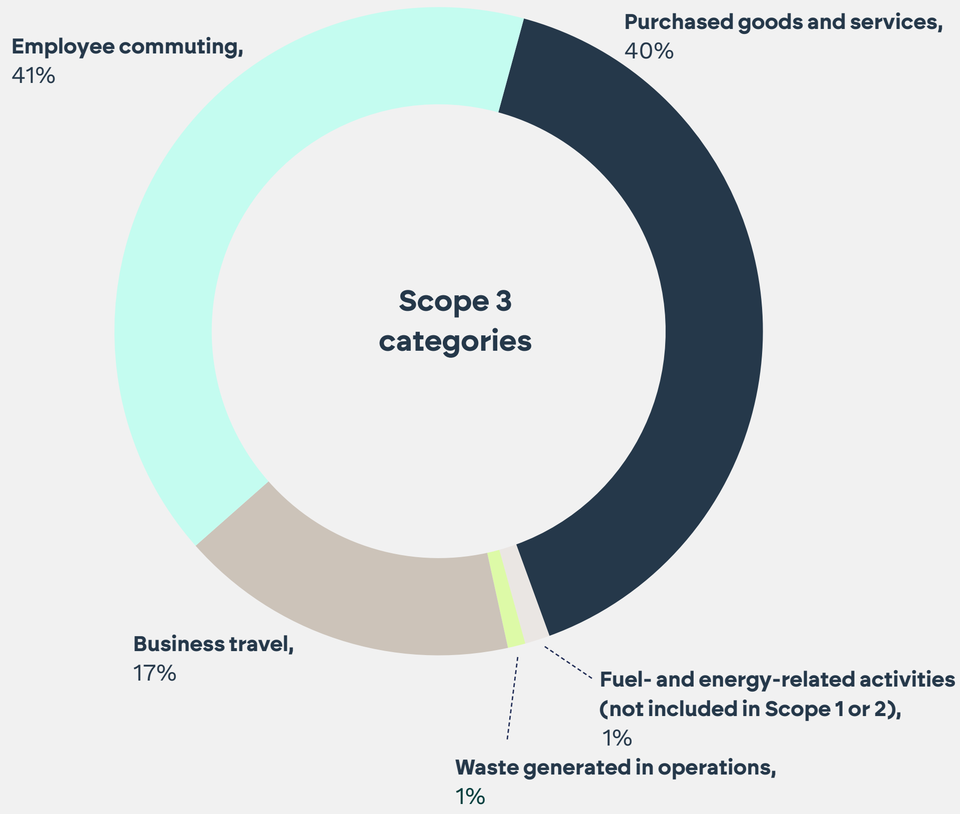
Scope 3

Emissions from areas such as purchased goods and services, employee commuting, business travel, and waste accounts for 68% (537 tonnes CO_2e) of INNA's total GHG emissions. In 2025 these emissions were increased by 19% compared to 2024.

Some of the 2024 Scope 3 emissions have been recalculated using updated emission factors. In addition, Scope 3 Category 4 Upstream transportation and distribution have been excluded from this year's report due to the lack of updated data for 2025 and to ensure consistency and comparability in the reported results.

Managing Scope 3 emissions remains challenging due to limited data availability and reliance on external partners. However, we are actively working to improve data quality and expand reporting. Initiatives such as IT equipment leasing, promoting low-emission commuting, and integrating environmental criteria into procurement decisions reflect our commitment to reducing emissions beyond our direct operations.

Emission distribution

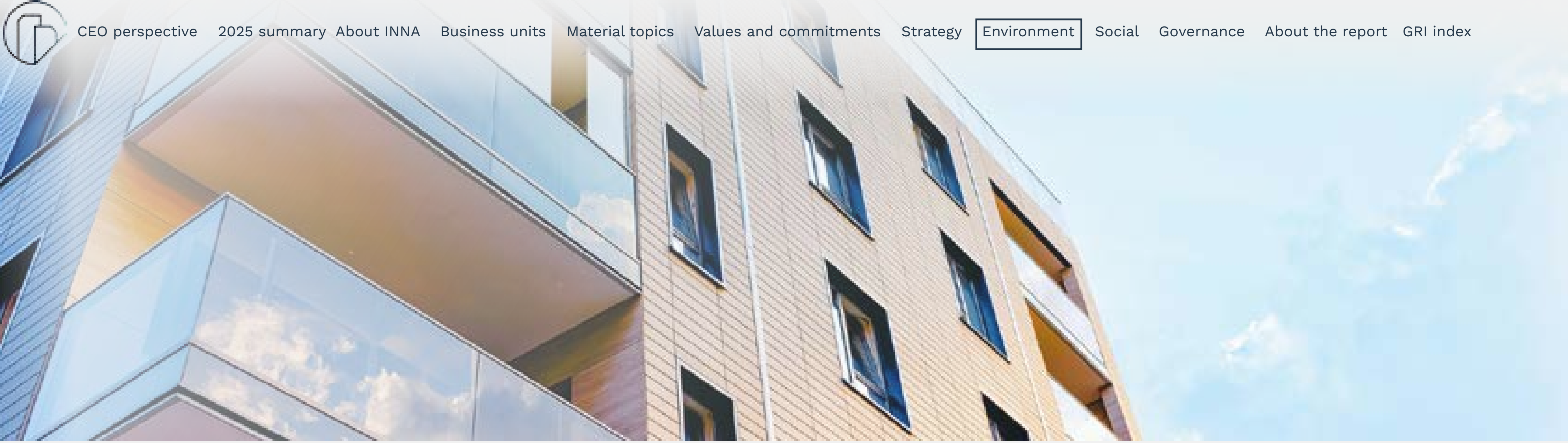


Scope 3

Purchases
Purchased goods and services are the largest source of INNA's reported Scope 3 emissions, accounting for 43% (216 tonnes CO_2e). In 2025, we revised the calculation methodology for Scope 3 Category 1 (Purchased Goods and Services) by transitioning to a spend-based approach. This change enabled the inclusion of a broader range of purchased goods and services compared to 2024. While the spend-based method is less precise than activity-based approaches, it allows for more comprehensive coverage and provides a better overall understanding of where upstream emissions occur. The emissions were calculated using emission factors from the Swedish Upphandlingsmyndigheten.

To promote circularity, IT equipment and mobile phones are leased in both Finland and Sweden, extending their lifespan and ensuring proper recycling at end-of-life. When office furniture is updated, reused furniture is prioritized, and replaced items are either donated or recycled.

Waste and energy transmission losses
In 2025, we continued reporting on waste and fuel- and energy-related activities (not included in scope 1 or scope 2), which together account for just 2% of our Scope 3 emissions. Waste is sorted and recycled through waste contractors, with data sourced from landlord reports and our own contracts. Where data was unavailable, it was supplemented with estimates using the same approach as for Scope 2. For these offices, waste volumes were estimated based on floor area (m²), applying an average waste intensity (kg/m²) derived from data from other offices. The emissions were calculated using emission factors from DEFRA, Avfall Sverige, IEA (International Energy Agency), Energiföretagen, The Finnish Energy Agency.



Scope 3

Employee commuting
The second largest share, 37%, of our company's indirect emissions in Scope 3 comes from employee commuting. To better understand these emissions, a comprehensive survey was distributed to all INNA employees, collecting information on their travel habits to, from, and during work. Based on the responses, an average value was calculated and multiplied by the total number of employees to estimate our overall commuting-related emissions. The emissions were calculated using emission factors from DEFRA, Swedish Energy Agency (Energimyndigheten), SJ and European Environment Agency (EEA). In 2025, we continued the emissions-reduction initiative launched in 2023 by, for example, offering employees in Sweden the opportunity to join an electric bike leasing program that encourages environmentally friendly commuting to and from the office.

Business travel
Business travel accounts for 18% of our Scope 3 emissions an increase of 51% compared to 2024. The data is currently based on an employee survey, which gives a useful indication of travel patterns. The emissions were calculated using emission factors from DEFRA, Swedish Energy Agency (Energimyndigheten), SJ and European Environment Agency (EEA). We are also looking into other ways of collecting this data to further improve its quality over time. In Sweden, for example, we will start using a travel agency for business travel that will contribute to better data quality. We aim to minimize carbon-intensive ways for work-related travel by promoting remote meetings whenever possible.

Healthy workplace

The personnel are our most important resource to provide services to our customers since our business is based on our ability to maintain and manage properties. We want to take care of our staff and provide a healthy workplace. To achieve this, we have several policies guiding us, such as Occupational Health and Safety Policy, Code of Conduct and Policy for work environment. In addition, we also have a Supplier Code of Conduct ensuring our suppliers work according to our standards and secure a good work environment, and occupational health and safety.

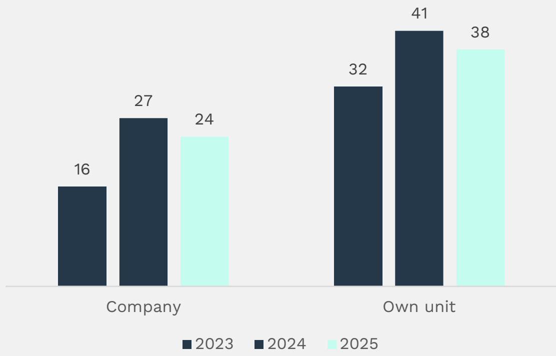
We monitor employee experience through an extensive personnel survey once a year. Employee experience, measured by net promoter score (eNPS), was 24 in 2025 compared to 27 in 2024 and we aim to improve this year-on-year to continue being an attractive employer.

“Behind every satisfied customer is a team working with a great spirit. We've been investing in staff competence, well-being, and a positive work culture for several years now. This has led to consistently improving employee satisfaction and a greater willingness to recommend INNA as a workplace. We take our work seriously and we are proud of what we do. The joy of working together is visible and tangible in our daily operations. My warmest thanks and a big hug to our people behind these fantastic results,” says Minna Toiviainen, CEO of INNA Finland.

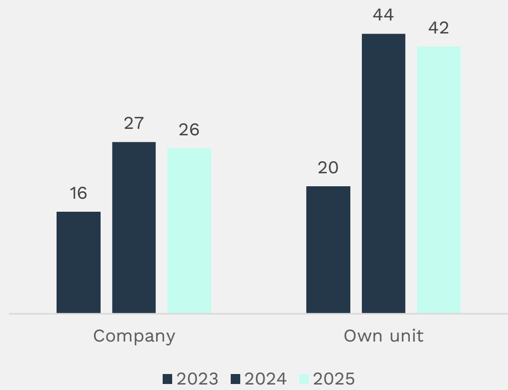
FINLAND'S MOST INSPIRING WORKPLACES 2025

Our commitment to well-being and development has also paid off in other ways — INNA was named **Finland's Most Inspiring Workplace 2025** and kept the position from 2024 in the large companies' category. The system used for the employee surveys is Finnish, which is why Sweden is not eligible to compete for this award.

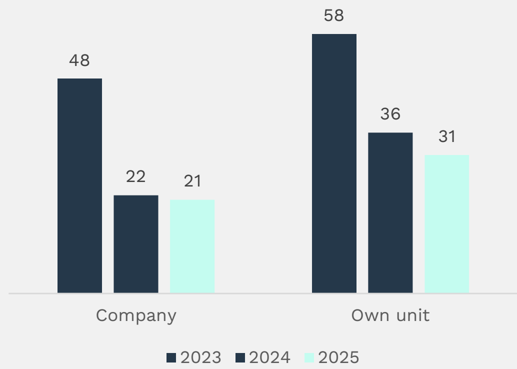
eNPS Real estate management - Total



eNPS Finland



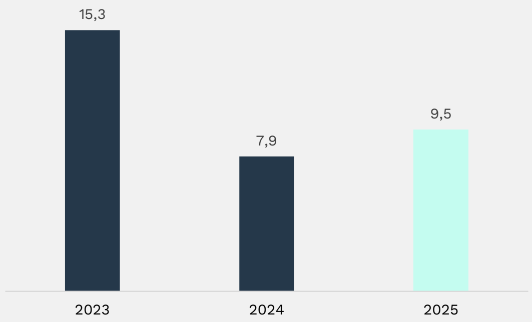
eNPS Sweden



The average number of sick leave days per employee decreased to 6,3 days in 2025 from 7,9 days in 2024 in Finland, whereas the number of sick leave days in Sweden increased from 7,9 in 2024 to 9,5 in 2025. The increase is explained by non-work-related causes. In Sweden there was one 1 serious work-related injury resulting in sick leave.

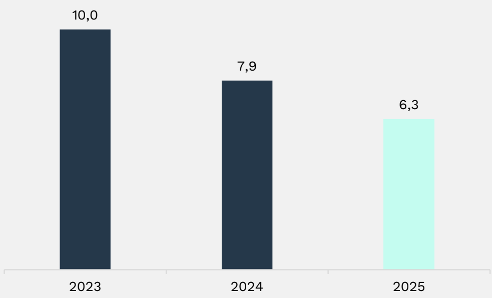
Sick leave days in Sweden

days/employee



Sick leave days in Finland

days/employee

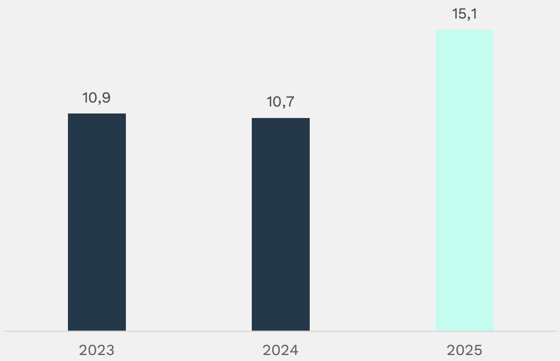


* The number of employees is calculated as an average across the reporting period, expressed in Full-time equivalents (FTEs).

The voluntary turnover rate in Finland has slightly increased in 2025. In Sweden we have experienced an increase due to our fast growth and it is expected to decrease in the future. Voluntary employee turnover in 2025 was 7% in Finland and 15,1 % in Sweden. These metrics are continuously monitored to strengthen retention and workforce planning.

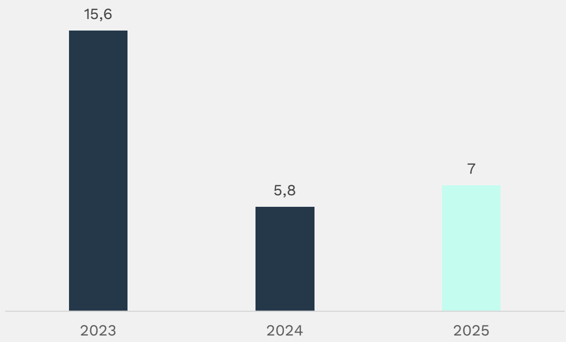
Voluntary turnover in Sweden (%)

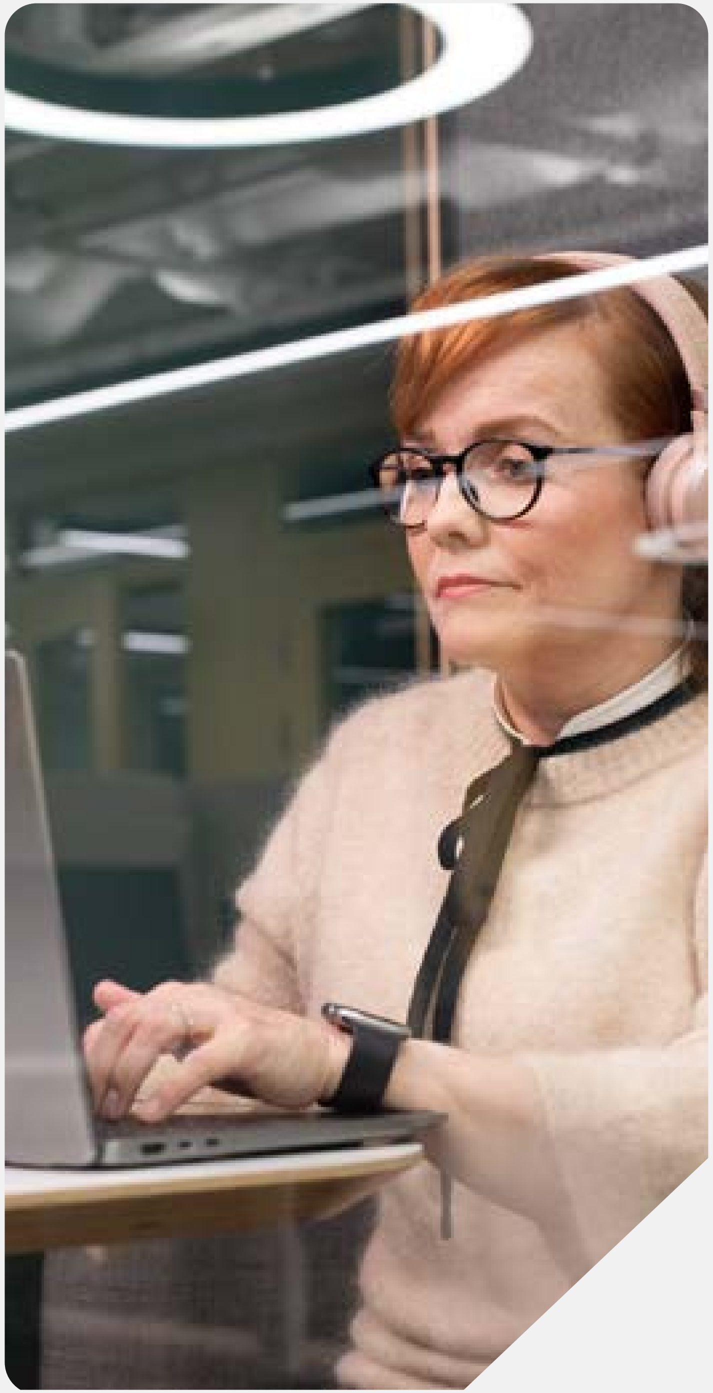
Employees who have chosen to leave/total number of employees



Voluntary turnover in Finland (%)

Employees who have chosen to leave/total number of employees





In 2025, INNA Finland launched an employee club called Riemuryhmä (Group of joy), with the purpose to give employees more influence over everyday workplace life and create opportunities for spending time together and to have fun. During 2025 several activities were arranged, for example a theatre evening, participation in the Björn Borg Helsinki Marathon event, and a yoga afternoon in the Helsinki office.

During late autumn 2025, Sweden started a group called INNA Move, aiming at arranging events for our employees in our regional offices in; Stockholm, Göteborg, Malmö and Västerås. The goal is to have a couple of activities per year to increase the feeling of community within our organization. Since our business is to manage property owners' buildings, many of our employees are often at the properties, even more than in our offices, so this is a good opportunity to meet and connect within the INNA community.

Length of average employment	Years
Finland	6,6
Sweden	4,2

Competence development and leadership

We are committed to supporting our employees and leaders to nurture both individual growth and organizational performance. All new managers participate in a structured onboarding and leadership training. We provide managers with on-going support and training in leadership, strengthening their ability to succeed in their roles. This also enables them to further develop their capability to create inclusive, supportive, and high-performing teams, as well as to manage periods of high workload and understand the importance of recovery.

We also provide on-going opportunities for learning and development across the organization, supporting continuous competence development and long-term career growth. We want to provide our employees with a workplace that empowers collaboration, diverse growth opportunities, and the chance to innovate the real estate industry and the use of technology and digitalization.

By having well-educated personnel who know our routines and what the customer-specific requirements are, we can provide meaningful work and ensuring peace of mind for our customers by managing their wealth and assets.

During 2025 INNA employed 581 real estate professionals in Finland and Sweden, an increase with 20 employees. Early 2026 we merged with Cobblestone A/S in Denmark with more than 200 employees. This makes INNA Group one of the largest real estate management companies in the Nordics with more than 800 employees.

In an evolving society and business, it is crucial to keep up to date with regulations, new technology, and peer review. During 2025 our business units in Finland and Sweden have focused on the following areas:

Technical services

We have several framework agreements, mostly within our technical services, there among an agreement with Camfil, a supplier of filters for ventilation. Ventilation affects both the indoor climate and the energy consumption since a clogged filter requires more energy to get the set volume of air through and the ability to reduce the presence of hazardous particles in the indoor air. The supplier has held a half-day education for our employees in 2025 and it will be reoccurring at least yearly.

Asset management

The Swedish asset management team participated in a full-day training session on commercial tenancy law and leasing regulations, conducted by Brick Advokat. The training covered key legal aspects of commercial lease agreements, including the condition of the premises and the landlord's liability for defects, correct procedures for terminating lease agreements, and the principles of indirect security of tenure. These topics are essential for ensuring well-structured lease agreements and maintaining strong, professional relationships between landlords and tenants. Strengthening legal knowledge within the team supports proactive asset management and contributes to safeguarding the long-term value of the assets through stable and reliable rental income.

Financial management

The Swedish financial management participated in an education regarding anti-money laundering to keep up to date with the legislation and securing a safe process with the transactions we have been trusted to handle for our customers. Employees from other business units were also invited to attend. Within financial services, significant investments were made in competence development in the controller team through the Controller Academy. The purpose of the academy is to strengthen controllers' professional expertise, financial management capabilities, and customer-facing skills. In 2025, financial services also focused on further developing competencies related to onboarding new clients. In addition, regular training sessions were organized for accounting personnel to ensure up-to-date knowledge of legislative changes.

Property management

Since the property management has grown substantially, we chose to have one conference in each of our regions; Stockholm and Southern Sweden, focusing on getting the teams together and discussing processes for internal efficiency, the use of AI in property management and increasing knowledge of refrigerants plus landlord and tenant law. The focus for Swedish property management in Stockholm region has been to set the new organization with group managers for residential, commercial and retail, offices and social infrastructure properties.

Commercial services

In 2025, commercial services emphasized enhancing the understanding of client profitability and developing professional competencies, particularly in relation to changes in legislation. Strengthening expertise in these areas supports high-quality customer service and sustainable business development.

In Finland, in 2025, we continued our long-standing cooperation with Kiinko, a key professional training partner within the real estate sector. Our employees developed their competencies by completing several industry-specific qualifications and training programs, including the Licensed Lease Agent Qualification, the Technical Property Management Qualification, the Property Management Vocational Qualification, the Rent Monitoring Qualification, the Real Estate Accounting Qualification, and the Real Estate Business Management training programme. These educational initiatives strengthen professional qualifications, build expertise, and support the high-quality and sustainable management of our business operations.

In addition, we provided our employees with access to the Eduhouse online learning platform, which encourages the development of a broad range of working-life skills. Eduhouse supports continuous learning and keeps competencies up to date in areas such as digital skills, communication, language proficiency, and employee well-being.

Residential services

In 2025, residential services focused on developing work systems and training employees in their use. Professional competence development within property management roles included, among other initiatives, a workshop focused on budgeting. Furthermore, cross-unit collaboration was strengthened through joint case workshops involving property management, technical property management, housing inspectors, and leasing teams. These initiatives supported more efficient collaboration and improved service quality.

Diversity and inclusion

We believe in diversity: We are convinced a good workplace needs a variety of people regarding age, gender, and background. Trust is built from mutual respect and communication. We believe that when employees can be their authentic selves at work, they can fully utilize their potential. In all decision-making and operations, we adhere to the principle of non-discrimination and strive to support the richness brought by diverse backgrounds and perspectives within our organization.

Our Code of Conduct and values mirror our actions. We have stated clear guidelines for our employees that we have zero tolerance towards any inappropriate behavior. Each year we conduct an employee survey with a targeted response rate of 90% to ensure representative results, where there is a possibility of reporting potential incidents of harassment or discrimination. In this way we can correct and stop inappropriate behavior. In 2025 the response rate for Sweden was 89% and for Finland 84%. We also use the survey to monitor employee engagement and inclusion.

Inclusion is an important focus area, and we actively work to create a sense of belonging across the organization. To support this, we organize annual activities and initiatives aiming at fostering collaboration and connection between employees.

The work environment we offer shall be safe, equal, and non-discriminatory and it is a prioritized area for our employees.

Whistleblowing system

We have an anonymous whistleblower system powered by WhistleB that is accessible from our website. The system can be used by both internal and external stakeholders, for example employees, suppliers, customers, or contractors. The purpose of this system is to identify and prevent cases of discrimination, harassment or other breaches of our ethical standards. Incoming cases are handled anonymously and sent to third party before being brought to the attention of human resources and the management team. During 2025, six cases were reported. All of them were handled in accordance with established procedures. Insight from the reported cases is used to building preventive action, training, and internal processes.

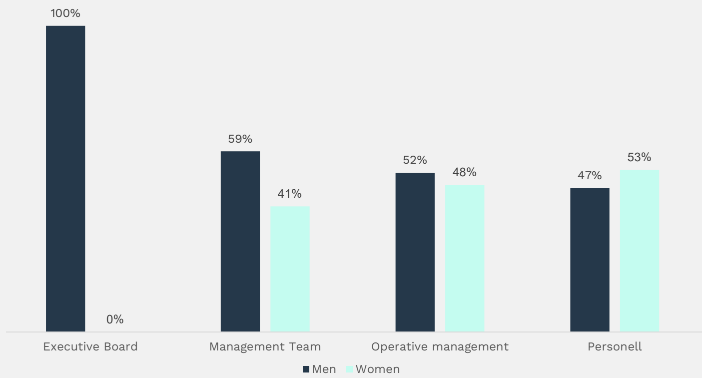
Gender and age diversity at INNA

In the end of 2025, we had 581 employees, of which 306 were women and 275 men. Within our executive team 41,2% were women. A diverse and engaged workforce contributes to improved performance, retention, and long-term business success. In Sweden, technical services have traditionally been a male-dominated function, but in recent years the share of women has increased also in technical roles. In 2025, 25% of our team leaders were women. In 2024, we hired our first two women into team leader positions. In Swedish technical services, women accounted for 14% of employees in 2025, and women are represented as team leaders across all three of our operating regions.

In Finland, property maintenance management and technical specialist roles have traditionally been male-dominated. However, approximately 50% of our housing managers are women. In addition, our supervisory roles are evenly split, with 50% women and 50% men. This is a development we are proud of and we are committed to continuing in the future. As we continue to grow and develop, we advertise our open positions on our websites: in Finland at ura.inna.fi and in Sweden at [Karriär - Inna Sweden.](#)

Distribution of women and men 2025

Distribution of female vs. male employees in %



At INNA we have employees of varying ages. In the end of 2025, 14% of our employees were under 30 years of age, 47% were between 30 and 50 years, and 39% over 50 years old. We also focus on young talents and enhance opportunities for young people to start their career in real estate management.

Fair pay

Fair pay is important to INNA, and we regularly review and analyse the differences between the salaries of men and women, as shown in the table below. In 2024 we initiated preparations for the EU Pay Transparency Directive by implementing a job grade system across the company*, and this work continued in 2025 through further analysis and salary screening**. We continue developing our salary model to ensure fair and equal pay across all roles and levels, regardless of gender, and in our review we found no unexplained pay differences.

Women's salary difference (% to men's salaries)*	Unadjusted
Finland	19
Sweden	-4,2

*Calculated in accordance with EU guidelines. Average gross monthly earnings are based on total gross salaries divided by the number of employees per gender (FTE). Data is based on payroll for December 2025 and includes permanent and temporary employees, but excludes consultants. A negative figure indicates that the average salary of women is higher than that of men.

**In Sweden, the average salary for women is higher than for men. This is primarily explained by a higher proportion of women in managerial roles, which are generally associated with higher salaries. At INNA Finland, the overall salary difference is influenced by the gender distribution across roles. 70% of employees working in property management and technical roles are men. In contrast, 88% of employees working in clerical and administrative roles — such as financial administration, customer service, and assistant services — are women. We recognize this imbalance and are actively working to address it by promoting diversity and equality in recruitment and career development, with the ambition to build more balanced teams across functions and levels. When comparing salaries within similar roles, the pay differences are significantly smaller and range between 3–8%.

Employment type, distribution in %	Female	Male
Full-time employees	93	99
Part-time employees	7	1

Non-employed workers	Female	Male
Number of workers who are not employed (conslutants, interns, etc)	6	5

At INNA we have a variety of ages and gender which is reflected in our new hires for 2025. We see the value in both newly educated employees and senior employees, both contributing with their own perspective and insight, adding competence to our human resources. We frequently have trainees and some of them are offered employment.

New employee hires, by age and gender	Female	Male
Age <30	27	20
Age 30-50	35	33
Age >50	11	12
Total	73	65

Community and well-being initiatives in 2025

As a real estate services provider and employer, we correspondingly have a responsibility towards the people who live and work in the properties we manage as well as our employees.

Meaningful contributions

In 2025, we continued our several years long tradition of not giving conventional Christmas gifts to our customers. Instead, we donate to charity organizations. Contributing to relevant and important research and aid organizations feels like a valuable and a sustainable choice.

We promote well-being

In Sweden we repeated our 30-day team competition in We+. In the We+ platform, coworkers register their physical activity and workouts. Photos could be added and complemented by encouraging comments and cheering to inspire each other to be more active, both during this period and hopefully also in the long-term creating and empowering healthy habits.

We are encouraging our employees to an active and healthy lifestyle. In Sweden, we offer monetary wellness benefits that can be used for gym memberships, massage, and other approved wellness services. Our Swedish employees are also offered to have an e-bike as a benefit to promote everyday exercise that also can help reduce emissions from employee commuting. During 2025 we had 14 benefit e-bikes among the Swedish employees.

In Finland, we provide our employees with an annual sport and culture benefit that can be used flexibly according to individual preferences. In 2025, almost 90% of our employees use their benefit for sport or culture activities. In Finland, we conducted a survey for all employees in collaboration with Doctor of Psychology Moona Moisala. With a set of targeted questions, the survey examined the current state of brain health and cognitive work. The framework for the survey was based on Moona Moisala's book "Tyhmä työelämä – kuinka pelastaa ajatustyöläisen aivot" ("Stupid Work Life – How to Save the Knowledge Worker's Brain"). The survey focused on key factors affecting the quality of cognitive work: the ability to concentrate, brain recovery, emotions, and individual differences in brain function. Based on the results, a training webinar was organized for the entire staff together with Dr Moisala. In the webinar, we reviewed the findings on the current state of one's brain health and discussed how each of us - both as individuals and work community - can support and improve our brains' well-being.

Leadership

In Sweden we have a yearly leadership day, and the theme in 2025 was to lead in expansion as well as integration of our values – succeeding together, bold renewal and acting responsibly. During the year we also had different discussion forums where our team leaders had the opportunity to help each other to develop.

Managerial work is a central and essential success factor in promoting employee well-being and overall employee experience and satisfaction. In Finland, we organize monthly manager mornings for our supervisors, each aligned with our annual leadership calendar and focus on a specific training theme, along with any additional topics particularly relevant for supervisors at that time. In collaboration with our training partner, Rastor Institute, we launched in 2024 a customized Specialist Qualification in Leadership and Management (JYET, Specialist Vocational Qualification in Leadership and Business Management), which lasts approximately 13 to 15 months. In 2025, eight supervisors completed the qualification, and in autumn 2025 we began a new group, with ten supervisors starting their studies.

We placed a strong emphasis on psychological safety, both within the leadership group and across teams. This included fostering environments where team members feel safe to share ideas, ask questions, challenge perspectives, and learn from mistakes, fostering collaboration, engagement, and overall team performance.

Governance

INNA Group is governed by the Board of Directors, which serves as the company's highest governing body and holds ultimate responsibility for overseeing sustainability and the long-term strategy. The Board appoints the CEO and ensures that INNA's Nordic Leadership Team has the competence, resources, and commitment needed to manage environmental and social impacts. The CEO is accountable for INNA's sustainability performance and for preparing the sustainability report, while the management team is responsible for INNA's strategy, vision, and mission statement, where sustainability is an integral part. Any significant incident, misconduct, or critical concern is brought to the management team and the Board.

Our owner, Adelis, sets high sustainability standards for all its portfolio companies and, through its board representatives, monitors INNA's progress. Board composition and remuneration follow market practices and Adelis' requirements. The Chair and three other board members are externally appointed, and two board members represent Adelis, supporting independence and reducing conflicts of interest.

Ethical governance is a long-standing priority for INNA and it is embedded in our core value of acting responsibly. We work actively to prevent corruption, ensure compliance with laws and regulations, and promote transparent and ethical decision-making.

Our Group Policy Package consists of ten policies and is governing our operations, decision making and explaining our commitment within several areas of sustainability, ethical governance and compliance. Our policies meet Adelis' requirements and serve as a framework to ensure consistency, compliance, and alignment with our values and targets. Our Supplier Code of Conduct outlines expectations for legal compliance and ethical business practices across our supply chain.

In 2025, no serious incidents, corruption cases, or policy violations were reported. We believe that maintaining high awareness among our employees is important as it increases the chances of noticing and reporting misconducts. All employees complete mandatory training covering data protection, code of conduct, competition law and anti-corruption practices. We also conduct two to four internal audits annually according to ISO 14001 and ISO 9001 with support from an external audit firm. Audit findings are reviewed by an audit committee and presented to the Board to prioritize corrective actions. Although not being legally required, these audits help us maintain a high level of governance and identify risks and opportunities for continuous improvement.

Currently, INNA has no pending legal proceedings.

Our Policy package

- Code of Conduct
- Supplier code of conduct
- Anti-bribery and corruption policy
- Competition policy
- Data protection policy
- Environmental policy
- Trade compliance policy
- Whistleblowing policy
- Risk management policy
- Occupational health and safety policy

INNA's value chain

Our core business is to be a service provider with a property state of mind. We provide competence in how to manage buildings and properties as if they were our own and give our customers a peace of mind.

To achieve this, we have a network of suppliers to deliver the right type of service to our customers. Therefore, it is crucial for us to know who we are hiring and collaborating with and buying services from. It is utterly important for us to screen the operations of our suppliers, because a significant share of our climate impact comes from various sources in our value chain.

We apply different routines to screening our suppliers according to, for example, yearly spend or being in a business with a high risk for corruption. We naturally only want to cooperate with organizations sharing our values. We act responsibly, we renew boldly and are succeeding together.

We have several policies in place governing this screening process, such as our Code of Conduct, which plays a significant role and is implemented in both Sweden and Finland. We also have an Environmental policy outlining the guidelines and setting expectations regarding ethical and environmental requirements for our partners.

Procurement ethics and responsibility

- INNA's business conduct principles are followed whenever purchasing supplies or services for customers or INNA. It is essential to ensure that our suppliers also commit to the same principles and fulfill all their statutory obligations appropriately. Suppliers must know their own subcontractors and bear full responsibility for their actions. Therefore, it is important to clearly agree on responsibilities and obligations when purchasing.
- The service customer is obliged to ensure that their business partners fulfill all their statutory obligations both as contractual parties and as employers. INNA's procurement managers support suppliers in matters related to customer responsibility. Customer managers identify purchases that fall within the scope of the Customer Responsibility Act, are familiar with the requirements of the law, and perform the necessary customer responsibility checks on behalf of the customer.
- In addition, INNA has an internal process and tools in place to monitor compliance with the requirements of the Customer Responsibility Act. INNA Finland uses the Supervisor service provided by Vastuu Group, which checks matters related to customer responsibility. We also offer customers services related to sanctions inspections.

We are committed to integrating sustainability practices in our entire value chain, prioritizing energy efficiency, reduced transport emissions, resource conservation, and other ethical considerations in our business.

0 **serious breaches reported during 2025**

Data security and privacy

Risks related to data security are evolving globally due to a more complex digital landscape along with increased cybercrime. Data security and privacy are material sustainability topics for INNA and a high priority issue for our business in general. We work actively to ensure a high level of data security in order to protect INNA, our clients and our stakeholders and reduce these risks.

Our Data Security Policy is governing our work within the area. We follow the EU-GDPR legislation regarding how we use and store sensitive data. Further, we have internal processes and routines in place to ensure compliance and high security. We also request our suppliers to comply with current data protection legislation and ensure an adequate level of data security. To maintain a high level of knowledge and awareness within the organization, Cyber security training is a mandatory part of our general yearly training package for all employees.

As digitalization develops, the cyber security field is constantly changing, and new regulatory obligations are being introduced to address growing challenges. During 2025 we continued to implement and develop our processes according to the new EU legislation Network and Information Systems Directive 2 (NIS 2) along with Digital Operational Resilience Act (DORA). NIS 2 is an update of the EU's NIS Directive (2016/1148) aiming at strengthening cybersecurity within the EU, which naturally applies to INNA. DORA aims to strengthen digital operational resilience within the financial sector and apply to some of our stakeholders and clients, impacting our business. In 2025 this was a systematic program for us to ensure that the systems and processes were up-to-date. We are planning to initiate the implementation of ISAE 3402E during 2026.

While our IT functions are outsourced, we retain responsibility for data security and privacy and ensure that sufficient internal expertise and governance are in place.

0 serious data breaches were reported in 2025. We had two incidents during the year, but neither of them led to loss of company data or personal information. Both were handled by updating and communicating our routines and securing that our technical solutions were reliable and resilient.

Customer and financial success

The goal of our values – Acting responsibly, Bold renewal and Succeeding together – is to reach high customer satisfaction. This paves way for financial stability, which enables INNA to be a prosperous company both in the short and long term. We are proud to have long relationships with many customers, and we have developed together thanks to our property state of mind.

Customer success is crucial for INNA's financial success. In order to deliver customer success, we need to be a responsible employer and actively reduce the environmental impact of real estate.

Continuous work with ESG and integrating it in the business model has proven to be the right way to succeed together with our customers in an increasingly demanding environment and business climate.

In order to stay prosperous, we aim at continuous improvement and always raising the bar and meeting customers' needs and earning their trust and satisfaction. Both Finland and Sweden are certified according to ISO 9001 while Sweden also has the 14001 certification. ISO 9001 helps us deliver consistent quality and dependable results for our customers, which build trusted relationships. At the same time, ISO 14001 supports smarter use of resources and reduces environmental impact, which not only lowers costs but also strengthens our position as a responsible and forward-looking partner. It is a priority for us to have these labels that encourages us to always be better within quality and environmental management systems.

Innovative and digital solutions

We believe that innovative and efficient technical and digital solutions are key to driving sustainability, customer satisfaction and being an attractive employer.

To act according to our value of Bold renewal, we continuously seek to find new ways to use technology, relevant software and other digital solutions that can yield better results. In this way we can deliver high customer satisfaction and attract and keep talented employees as well as develop our dedicated personnel.

By using smarter energy management and heating systems we can reduce the climate impact from our managed properties. Having state-of-the-art tools can also reduce stress and make the work of our personnel more efficient and rewarding. This combination can lead to higher workplace satisfaction and better financial improvements.

Drones – Technical services and property management

What started as a pilot project in 2024 is now an element of our regular business. INNA Sweden uses a drone mainly for roof and façade inspections. This also reduces the risks related to personnel working at heights and on potentially slippery surfaces. The drone is manoeuvred from ground level by educated staff. It doesn't require scaffolding or a sky lift that can be rather costly. The drone can also access parts of buildings or roofs that are not easily or even safely accessible. With a camera drone, we get good quality information to analyse the need for maintenance or rapid repair – all relevant for an environmental and economically sustainable decision. Before starting, we make sure to communicate with the tenants and apply for the necessary permissions.

Tenant portals for residential buildings in Finland and Sweden

During autumn 2025, when INNA Sweden gwas chosen to handle a large residential portfolio for NREP/Urban Partner, we started to use AVY. It is a platform that residents can access via app or web and find iimportant information about their apartment, coming inspections and maintenance work. With AVY, they can also report issues and handle their rent invoices, all in a digital seamless user-friendly environment. There is also a chat function for the tenants where they can communicate with each other. The AVY platform is scalable, and more functions can be added ito customise it.

INNA Finland has a self-developed tenant portal called OmaINNA. It is used in residential buildings managed by INNA Finland, and there residents find information about the property, report maintenance needs, find contact information and get informed about important events in their building. The residents can also book parking places, time slots for the sauna, or other facilities. Information about rent payment can also be found here. This platform is continuously developed to meet the needs of property owners and residents, and give them a peace of mind.

About this report

This is the sixth year INNA publishes a sustainability report. The report covers the year 2025 and it is published in May, 2026. The report is written according to GRI Standards. During 2024 we performed a GAP assessment to prepare for potential future CSRD reporting requirements applicable to our organization (Corporate Sustainability Reporting Directive). This has been updated according to the latest regulations in 2025.

INNA, formerly Retta Group, divested Retta Huoneistokeskus in January 2025 and therefore this business unit is not included in the report. The report covers the current business units; INNA Finland (formerly Retta Management Oy) and INNA Sweden (formerly Retta AB). Both texts as well as figures, data and numbers, if not stated otherwise, refer to the Finnish and Swedish companies. In some instances, changes in the data are influenced by the inclusion of fewer units in the report. For emission data, we also present the figures in relation to the number of employees.

An external consultant company, VEGA Systems AB, with whom we have cooperated for several years has assisted in writing the report and calculating our emissions.

"At INNA, sustainability is integrated in our way of doing business. We are proud of our focus on quality and environment proven by our ISO 9001 and 14001 certifications. They give us the tools and processes to work proactively and responsibly with a long-term perspective. We have great focus on our value chain and to meet our own and our stakeholders' expectations on sustainability.

We are looking forward to continuing our company journey in 2026. With the merger with our Danish sister company, Cobblestone A/S, who share our value regarding people, sustainability and responsible business, we will further develop our ESG offering to our customers from a Nordic perspective."

Contact

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Appendix: GRI-Index

GRI Reference	Disclosures	Page	Comments
General Information			
GRI 2: General disclosures			
1. The organization and its reporting principles	2-1 Organizational details	4, 7-8	
	2-2 Entities included in the sustainability report	7-8, 40	See also: Financial report 2025
	2-3 Reporting period, frequency and contact point	40-41	Annual reporting period
	2-4 Restatement of information	19-20, 22-24	2024 emissions data has been updated to reflect updated emission factors and scope changes.
	2-5 External assurance	-	Report is not externally assured
2. Activities and workers	2-6 Activities, value chain and other business relationships	7-8, 36	
	2-7 Employees	31-32	
	2-8 Workers who are not employees	32	
3. Governance	2-9 Governance structure and composition	35	
	2-10 Nomination and selection of the highest governance body	35	
	2-11 Chair of the highest governance body	35	
	2-12 Role of the highest governance body in overseeing the management of impact	35	
	2-13 Delegation of responsibility for managing impacts	35	
	2-14 Role of the highest governance body in sustainability reporting	35	

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GRI Reference	Disclosures	Page	Comments
	2-15 Conflicts of interests	35	
	2-16 Communication of critical concern	35	
	2-17 Collective knowledge of the highest governing body	35	
	2-18 Evaluation of the performance of the highest governance body	35	
	2-19 Remuneration policies	35	
	2-20 Process to determine remuneration	35	
	2-21 Annual total compensation ratio	-	Confidentiality constraints
4. Strategy, policies and practices	2-22 Statement on sustainable development strategy	17-18	
	2-23 Policy commitments	35	
	2-24 Embedding policy commitments	17-39	
	2-25 Processes to remediate negative impacts	17-39	
	2-26 Mechanisms for seeking advice and raising concerns	31	
	2-27 Compliance with laws and regulations	35-37	
	2-28 Membership associations	7	In addition to the membership associations listed on page 7, INNA is also a member of Förvaltarforum Fastigo.
5. Stakeholder engagement	2-29 Stakeholder engagement	11	

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GRI Reference	Disclosures	Page	Comments
Material topics			
GRI 3: Disclosures on material topics	3-1 Process to determine material topics	10-11	
	3-2 List of material topics	10	
Sustainability awareness			
GRI 3 Disclosures on material topics	3-3 Management of material topics	12-13	
Climate impact			
GRI 3 Disclosures on material topics	3-3 Management of material topics	19-25	
GRI 302: Energy	302-1 Energy consumption within the organization	19, 21	
	302-4 Reduction of energy consumption	21	
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	19-21	
	305-2 Energy indirect (Scope 2) GHG emissions	19-20, 22	
	305-3 Other indirect (Scope 3) GHG emissions	19-20, 23-25	
	305-5 Reduction of GHG emissions	19-25	
GRI 308: Supplier environmental assessment	308-1 New suppliers that were screened using environmental criteria	36	
Healthy workplace			
GRI 3: Disclosures on material topics	3-1 Management of material topics	26-30	
GRI 401: Employment	401-1 New employee hires and employee turnover	27, 32	

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GRI Reference	Disclosures	Page	Comments
GRI 403: Occupational health and safety	403-1 Occupational health and safety management system	26-30	
	403-2 Hazard identification, risk assessment and incident investigation	26-30	
	403-4 Worker participation, consultation, and communication on occupational health and safety	26-30	
	403-5 Worker training on occupational health and safety	26-30	
	403-6 Promotion of worker health	26-30	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	26-30	
	403-8 Workers covered by an occupational health and safety management system	26-30	
	403-9 Work-related injuries	26-30	
	403-10 Work-related ill health	26-30	
GRI 404: Training and education	404-1 Average hours of training per year per employee	-	Information unavailable/ incomplete
	404-3 Percentage of employees receiving regular performance and career development reviews	-	Information unavailable/ incomplete
	414-1 New suppliers that were screened using social criteria	36	

Diversity and inclusion

GRI Reference	Disclosures	Page	Comments
GRI 3: Disclosures on material topics	3-3 Management of material topics	31-32	
GRI 405: Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	31	
	405-2 Ratio of basic salary and remuneration of women to men	32	
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	6	

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GRI Reference	Disclosures	Page	Comments
Ethical governance			
GRI 3: Disclosures on material topics	3-3 Management of material topics	35	
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	35	
	205-2 Communication and training about anti-corruption policies and procedures	35	
	205-3 Confirmed incidents of corruption and actions taken	35	
GRI 206: Anti-competitive behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	35	
Data security and privacy			
GRI 3 Disclosures on material topics	3-3 Management of material topics	37	
GRI 418: Customer privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	37	
Customer and financial success			
GRI 3 Disclosures on material topics	3-3 Management of material topics	38	
GRI 201: Economic performance	201-1 Direct economic value generated and distributed	38	More details are stated in the financial report
Innovative and digital solutions			
GRI 3 Disclosures on material topics	Management of material topics	39	
INNA Group has reported in accordance with the GRI Standards for the period from 2025-01-01 to 2025-12-31.			