

TAALERI PLC

**CORPORATE RESPONSIBILITY
FRAMEWORK**

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TAALERI CORPORATE RESPONSIBILITY FRAMEWORK

Purpose and introductory of the document

The purpose of this document is to define the strategy, organization and responsibilities of corporate responsible Taaleri Plc.(the “Company”) adheres to in its operations. The purpose of these guidelines is to ensure that the aspects of responsible behaviour are properly considered and documented and managed by the Company.

Taaleri’s Corporate responsibility strategy

We create a sustainable future. Impact is the spearhead of Taaleri’s corporate responsibility. We actively pursue profitable projects that build a sustainable future.

- We are committed to having an impact that contribute to a more sustainable future. We actively seek new opportunities to support this commitment.
- We want to be the chosen partner for our stakeholders. We believe that we can grow our business and leverage our impact creation ability for an even better tomorrow, and at the same time support our own business continuity.

We impact with expertise and passion. We offer our employees a growth platform to develop and an opportunity to be profiled as an influencer in society.

- We empower and encourage our employees to make a difference. Our most important asset is our employees. The satisfaction and well-being of our employees must be preserved and continuously improved in order enable our business to improve.
- We want to enable our customers to do responsible choices by offering sustainable investment opportunities.

We build solid trust. Compliance is the solid foundation of Taaleri’s operations. We integrate responsibility and risk management with business in an expedient manner.

- We act in a responsible and sustainable manner. We collect and analyze ESG data as part of our risk management and investment process. Before an investment decision is made, we make sure that the investment target fulfils the responsibility standards set forth in our corporate responsibility framework. These standards are monitored over the lifespan of the investment.

Code of Conduct

Taaleri’s Code of Conduct and values clarify the ethical principles guiding our operations and what we think is the right way to act. Taaleri’s Code of Conduct serves as the foundation for all operations in Taaleri Group, and it can-not be compromised.

Underlying the Taaleri Code of Conduct are Taaleri’s values: ethicality, customer understanding, mutual respect and entrepreneurship.

In addition to the Taaleri Code of Conduct, Taaleri Plc's Board of Directors has ratified certain principles and guidelines concerning the entire Group. They guide the operation of all companies in Taaleri Group in each business area and, based on them, the companies decide their own, more detailed operating and working instructions. The purpose of the above-mentioned instructions, along with this Code of Conduct, is to ensure that the administration of all Group companies is reliable, and the key methods are faultless and consistent throughout the Group, taking the differences between business areas into consideration.

We encompass:

- Fair and legal behaviour;
- Economic responsibility to shareholders;
- Responsibility to minimise and manage environmental impacts;
- Responsibility towards employees; and
- Responsibility to the wider community.

We understand that climate change, evolving legislation, and other factors can change the long-term risk and returns profile, and therefore we are continuously developing our business. ESG risks and opportunities are hence integrated into the company's processes.

We align our efforts with UN Sustainable Development Goals

We highlight the impact of our activities through UN Sustainable Development Goals (SDGs) to show our impact in a global perspective.

The Sustainable Development Goals (SDGs) were initiated at the United Nations Conference on Sustainable Development in Rio de Janeiro in 2012 with the intent of creating a set of universal goals that met the world's most urgent environmental, political and economic challenges.

We have analysed the company's direct and indirect value chain impacts and have identified 3 SDG's where our impact is strongest and where there are commercial opportunities for the company. These are:

SDG 7: Affordable and Clean Energy

SDG 8: Decent Work and Economic Growth

SDG 9: Industry, Innovation and Infrastructure.

Framework implementation

Taaleri's business segments are responsible of the day-to-day work and the implementation of responsibility actions. Each segment will have/has a separate ESG policy.

A Corporate Responsibility Committee evaluates the effectiveness of the corporate responsibility work and drives the implementation. The Committee generate analyses for the Executive Management Team and the Board of Directors. The Executive Management team sets boundaries and goals and reviews progress against the set goals on a yearly basis and reports on the progress to the Board of Directors.

Disclosure policy

The Company's Disclosure Policy defines the internal and external practices related to communications and investor relations that Taaleri Plc observes in external communications. In its communications, Taaleri complies with the rules, [instructions and provisions of NASDAQ OMX Helsinki Ltd](#) and the [Finnish Financial Supervisory Authority](#) as well as the obligations regarding listed companies laid out in [Finland's Limited Liability Companies Act, Securities Markets Act](#) and other legislation. The Disclosure Policy takes into account the 2015 Corporate Governance Code recommendations on communications, disclosure and public reporting.

Engagement and reporting

Taaleri takes an active approach to communicating its views to stakeholders and seeking improvements if a stakeholder has failed to apply the appropriate and agreed ESG standards, or if they have failed to provide adequate disclosures. Decisions to intervene are made on a case-by-case basis.

Taaleri is transparent in reporting on social, environmental and ethical issues facing the company. Taaleri publishes information on ESG-related activities on its website at www.taaleri.com/corporateresponsibility, and as a part of our financial statements.

Memberships

Taaleri takes into consideration guidance from CDP, UNPRI, FIBS and FINSIF in its sustainability work.

CDP is an independent, international, non-profit organization collecting detailed company-specific information about environmental impacts, particularly the mitigation of climate change and adjusting to it. UNPRI contains the UN principles for responsible investment. FIBS is a corporate responsibility network for Finnish companies, and FINSIF is Finland's Sustainable Investment Forum promoting responsible investment.

Additionally, Taaleri's ambition is to comply with Equator Principles in direct project financing activities, particularly in investments by Taaleri's Energy segment. The aim is to ensure that funded projects meet social and environmental standards by applying a management system, that includes a minimum level of internal due diligence and responsibility, when assessing project funding.

Taaleri Group Corporate Governance

Taaleri is a financial group whose parent company Taaleri Plc is listed on the Official List of NASDAQ Helsinki Ltd.

Taaleri Group's operations are governed by the legal obligations of a listed company, as well as by EU-level finance and insurance sector regulations, national regulations, and Finnish Financial Supervisory Authority regulations, guidelines and recommendations.

Taaleri Group's governance, operating activities and internal control are administered with consideration to the above-mentioned regulations and Taaleri's internal values and principles. Accordingly, comprehensive documentation has been compiled on the operating principles and operating guidelines related to strategy, governance, operating activities and internal control. A review of the company's Corporate Governance Statement is available on Taaleri's website at: www.taaleri.com/selvitykset.