

Terveystalo Group - Tax policy

Through its operations, Terveystalo strives to have a positive impact on its operating environment and the society, and it aims to act as a trendsetter, a responsible business operator and a developer of society. The tax policy guides the taxation-related functions, decision-making and tax payments of the entire Terveystalo Group. The tax policy is based on Terveystalo's strategy, and it is one of Terveystalo's many measures to achieve a positive social impact – for a healthier life. Terveystalo is an active participant in legislative initiatives regulating its operating environment and it takes a stand on discussions concerning legislative amendments. In Finland, Terveystalo engages in social influencing together with, for example, Hyvinvointiala Hali ry, which represents companies and organizations in the social and healthcare sector, and the Confederation of Finnish Industries, EK. Terveystalo's efficiently managed, business-driven tax solutions avoid unnecessary risk-taking and support Terveystalo's objective of leading profitability. The tax policy is reviewed regularly, and any necessary changes are approved by the CEO of Terveystalo. The tax function of the Terveystalo Group is responsible for maintaining Terveystalo's tax policy. The tax policy applies internationally across the entire Terveystalo Group.

Tax policy creates a framework for Terveystalo's leadership and management of tax matters. The tax policy is part of Terveystalo's Code of Conduct, which all Terveystalo Group's employees and members of the executive team must follow. All those working with the Group's business operations and tax matters must act in accordance with the tax policy set by Terveystalo. A common tax policy for the entire Group is an important risk management tool when decisions affecting taxation are made based on business operations and in accordance with the letter and purpose of the law. Responsibility is a key principle that extends to all operations at Terveystalo. Effects of significant changes in taxation are regularly reviewed by Terveystalo's tax function in co-operation with the business operations. Anyone acting on behalf of or with Terveystalo can report any violations related to Terveystalo's tax matters anonymously through Terveystalo's open whistleblowing channel (WhistleB).

Responsible tax payment supports the well-being of society, and Terveystalo's strategic goal is to have a positive impact on its operating environment. Terveystalo pays its taxes at the right amount and at the right time in the country where taxable income is generated. Terveystalo promotes the transparency of its tax matters to its stakeholders by openly reporting its tax footprint in its annual report. Further, Terveystalo utilizes independent external verification to authenticate tax-related responsibility information on an annual basis. Terveystalo cooperates with tax authorities and strives for predictability and continuity in its handling of tax matters to ensure responsible business operations.

Terveystalo follows the development of international tax regulation and the development actions in legislation in its operating environment. Cooperation with Hyvinvointiala Hali ry. and the Confederation of Finnish Industries, EK supports Terveystalo's objectives in discussions and preparatory work concerning legislative initiatives. Terveystalo's tax policy is based on the latest guidelines on corporate and tax responsibility. In addition, Terveystalo complies with the arm's length principle, OECD guidelines and local transfer pricing regulations in all its operating countries in the transfer pricing of intra-group transactions. Terveystalo is aware of and takes into account the internal and external impacts of its tax practices and reports on its tax matters in accordance with the EU CSRD Directive and GRI standards.