

Sponda's sustainability programme and KPIs

Theme	Key performance indicator	Target 2023	Target 2025
ENVIRONMENT Our properties make a difference	Share of properties with an environmental certification ¹	89% of assets by TEV% certified	94% of assets by TEV% certified
	Reduction of energy consumption in properties ²	-8%	-12%
	Emissions reductions from like-for-like CO ₂ emissions from energy consumption (Scope 1 and 2) ² and the value chain (Scope 3) ³	-78% from Scope 1 and 2, -16.8% from Scope 3	Carbon neutrality in terms of energy consumption (Scope 1 and 2), -25.2% from Scope 3
	Assessment and management of Sponda's nature-related impacts	Identifying and evaluating Sponda's nature-related dependencies, risks and opportunities, and impacts. Developing a biodiversity strategy.	Improving biodiversity in line with Sponda's biodiversity strategy in existing buildings and new development projects.
SOCIETY Spaces bring us together	Indoor air quality operating model and guidelines	Implementing the operating model and processes, determining targets for indoor air quality management, communicating with the tenants and providing training	Operating according to the indoor air quality model, 1/3 of the properties inspected annually.
	Number of accidents per year in Sponda's properties and at construction sites	0	0
	Overall customer satisfaction level, scale of 1 to 5	>4.0	>4.0
	Number of community engagement projects in shopping centres	40 projects or events	60 projects or events
EMPLOYEES People make it happen	eNPS	Improvement compared to the previous year	Improvement compared to the previous year
	Engagement index	Above benchmark ⁴ , improvement compared to the previous year	Above benchmark ⁴ , improvement compared to the previous year
	Diverse representation in management roles ⁵	One diversity dimension not to be more than 2/3	One diversity dimension not to be more than 2/3
GOVERNANCE Building on a progressive foundation	Improved process for a more comprehensive sustainability risk assessment	Improving the quality and depth of the climate risk and opportunity assessment according to TCFD recommendations	Continuing to identify sustainability risks and opportunities, 100% of the portfolio has been subject to a property-level climate risk assessment
	Share of key suppliers assessed annually with sustainability criteria	25%	80%
	Development of Sponda's approach to managing human rights risks and impacts	Conducting a systematic stand-alone human rights risk & impact assessment of Sponda's operations based on the UNGP	Developing the inclusion of human rights aspects in policies, processes and reporting. 100% of personnel trained in human rights matters.

¹Based on property value; ²Compared to the 2016-2018 average; ³Compared to the 2019 baseline; ⁴Finnish expert norm; ⁵Diversity includes ethnicity, gender, age and sexual orientation, where known