

Sponda's sustainability programme and KPIs

Theme	Key performance indicator	Target 2024	Target 2025
ENVIRONMENT Our properties make a difference	Share of properties with an environmental certification ¹	91% of assets by TEV% certified	94% of assets by TEV% certified
	Reduction of energy consumption in properties ²	-10%	-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	-86.5% from Scope 1 and 2, -21% from Scope 3	Carbon neutrality in Scope 1 and 2, -25,2% from Scope 3
	Implementing biodiversity improvement solutions	Training relevant personnel on Sponda's biodiversity impacts and improvement measures. Implementation of the biodiversity strategy and action plan.	Improving biodiversity in line with Sponda's biodiversity strategy and action plan in existing buildings and new development projects.
SOCIETY Spaces bring us together	Indoor air quality operating model and guidelines	Indoor air quality operating model in use in all properties, conducting pilot for preventive inspection model	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	50 projects or events	60 projects or events
EMPLOYEES People make it happen	eNPS	Above benchmark ⁴ , 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 screening and evaluation of social risk assessment	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	50%	80%
	Development of Sponda's approach to managing human rights risks and impacts	Developing the inclusion of human rights aspects in policies, processes and reporting, 100% of personnel trained in human rights matters.	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