

Sonda's sustainability programme and KPIs

SPONDA

Theme	Key performance indicator	Target 2026
ENVIRONMENT Our properties make a difference	Implementation of Sonda's climate roadmap (Scope 1, 2 and 3)	Emission-free energy use (Scope 2) -29.4% (Scope 1, 2 and 3) SBTi aligned ¹
	Reduction of energy consumption in properties ²	-14%
	Share of properties with an environmental certification ³	>93% of properties certified. All new construction and major renovation projects are certified to BREEAM Excellent/ LEED Platinum level
	EU Taxonomy-alignment and EPC levels	Improving EPC levels and increasing the share of taxonomy-aligned turnover, capex and opex
	Assessment and management of Sonda's nature-related impacts	Sonda minimizes the negative nature related impacts in Sonda's operations and in standing portfolio properties. Sonda recognizes and manages the nature impacts of the value chain.
	Promotion of circular practices in construction development projects	Development of circular economy strategy
SOCIETY Spaces bring us together	Number of fatal / critical accidents in Sonda's properties and at construction sites	0
	Overall customer satisfaction level, scale of 1 to 5	> 4.0
	Number of community engagement projects in Sonda properties	70 projects or events
EMPLOYEES People make it happen	Engagement index	Above benchmark ⁴ , improvement compared to the previous year
	Diverse representation in line management roles ⁵	One diversity dimension not to be more than 2/3
	Wellbeing at work	90% of employees feel that their work supports wellbeing
GOVERNANCE Building on a progressive foundation	Development of Sonda's sustainability due diligence process and implementation	Development of the due diligence process considering CSDDD*
	Share of key suppliers assessed annually with sustainability criteria	80% At least 60 % of key suppliers have emissions reduction targets
	Robust process for identifying and managing the sustainability risk of suppliers	At least 5 selected high-risk suppliers audited annually

¹Compared to the 2019 baseline; Scope 1 and 2 SBTi validated ²Compared to the 2016-2018 average;
³Based on property value; ⁴Finnish expert norm; ⁵Diversity includes gender and age

*Corporate Sustainability Due Diligence Directive