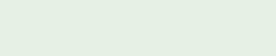
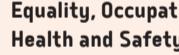


Making construction more sustainable (E)	2025-2029	Waypoint 2030	2045	Metrics
Carbon Dioxide Emissions Scope 1 & 2 	Transition to guarantee-of-origin certified fossil-free energy Energy-use and conditions-management optimisation plans for each construction site	Carbon neutrality in own operations by 2030 (Scope 1 and 2)	Carbon-neutral Varte by 2045	1) Annual group-level emissions calculation 2) Share of fossil-free energy relative to total consumption 3) Site-level monitoring of energy use
Carbon Dioxide Emissions Scope 3 	Product-group-specific responsible procurement criteria integrated into sourcing, identifying optimal products based on circular-economy principles and CO ₂ emission comparisons Preliminary carbon-footprint calculations in developer-led projects	Scope 3 emissions reduced by 50% by 2030 relative to constructed gross volumes compared with reference year 2023 Increased utilisation of low-carbon structural building components, with a significant share from 2030 onwards	Carbon-neutral Varte by 2045	1) Annual group-level emissions calculation 2) Monitoring implementation of responsible procurement criteria 3) Carbon-footprint calculations for own projects 4) Periodic monitoring of the share of low-carbon structural building components
Circular Economy 	Mixed-waste-free construction sites by 2028	Increase the wood-recycling rate from 15% to 100%	Waste-free construction sites by 2045	1) Waste-management indicators: recycling and recovery rates, recycled waste types and volumes
Built Environment and Biodiversity 	Improving the comfort and usability of the built environment, for example through implementing and restoring meadows and parks	Increasing green-factor ratios of developed plots	Preserving the natural environment as effectively as possible Varte builds a better city: the most sustainable and pleasant working and living environments	1) Monitoring green-factor ratios (targets vs actuals) 2) Areas of restored built environment and modified natural areas
Logistics and Material Flows 	Cooperation with logistics partners Just-in-time deliveries and minimisation of packaging waste	Assess, by product group, the most responsible and efficient material supply model at both company and project level.	Carbon-neutral and sustainable logistics and packaging solutions by 2045	1) Monitoring of transport volumes 2) Fuel-based transport monitoring 3) Qualitative periodic assessment of delivery-model effectiveness
Working safely, sustainably and equally (S)	2025-2029	Waypoint 2030	2045	Metrics
Human Rights and Fair Pay 	Supplier Code of Conduct for key partners and audits of subcontracting chains Human rights and fair pay integrated into orientation materials and site instructions	Share of verified suppliers above 80%	Zero deviations 100% verified suppliers	1) Supplier-management indicators for verified producers and their share of total suppliers 2) Reviews and documentation aligned with the EU Pay Transparency Directive
Equality, Occupational Health and Safety 	Accident frequency below 10 at group level Operations aligned with the EU Pay Transparency Directive	Accident frequency below 7 Work ability rate 50%	Zero occupational accidents eNPS minimum 70 Work ability rate 100% Measured pay-equity and equality score of 100	1) eNPS 2) TR and MVR safety measurements at project and company level 3) External audits 4) Equality-related workplace survey
Employment, Training and Competence Development 	Continuation and development of the Varte Academy Great Place to Work certification	Expanded cooperation with educational institutions, including regional partnerships Great place to work TOP50	A continuously adaptable, competent, healthy and committed workforce Ideal employer for students	1) Academy effectiveness surveys 2) Periodic reviews of educational cooperation 3) Student ideal-employer surveys 4) Great Place to Work certification results
The most trusted partner in construction (G)	2025-2029	Waypoint 2030	2045	Metrics
Profitable and Sustainable Business Partner 	Improving project consistency VSME reporting Electronic orientation and contractor-responsibility monitoring Sanctions compliance Supplier responsibility and audits Profitable business, prudent risk management and maintaining financial stability 50% of Varte-led projects certified	All buildings certified Zero non-compliances in internal and partner sustainability practices The most profitable and financially stable large company in the sector	Continuity in all the above areas	1) Certifications relative to total number of projects 2) VSME and sustainability-compliance reports 3) Group profitability and equity ratio
Industry Impact 	Building a network of sustainability forerunners and strategic partnerships	Varte at the forefront of the construction industry's sustainability transformation	Varte contributing to making the construction sector climate-positive	1) Internal periodic assessment of participation in relevant forums and developments

