

**Making construction more sustainable (E)**      2025-2029      Waypoint 2030      2045      Metrics

<p><b>Carbon Dioxide Emissions Scope 1 &amp; 2</b></p>	<p>Transition to guarantee-of-origin certified fossil-free energy</p> <p>Energy-use and conditions-management optimisation plans for each construction site</p>	<p>Carbon neutrality in own operations by 2030 (Scope 1 and 2)</p>	<p>Carbon-neutral Varte by 2045</p>	<p>1) Annual group-level emissions calculation</p> <p>2) Share of fossil-free energy relative to total consumption</p> <p>3) Site-level monitoring of energy use</p>
<p><b>Carbon Dioxide Emissions Scope 3</b></p>	<p>Product-group-specific responsible procurement criteria integrated into sourcing, identifying optimal products based on circular-economy principles and CO<sub>2</sub> emission comparisons</p> <p>Preliminary carbon-footprint calculations in developer-led projects</p>	<p>Scope 3 emissions reduced by 50% by 2030 relative to constructed gross volumes compared with reference year 2023</p> <p>Increased utilisation of low-carbon structural building components, with a significant share from 2030 onwards</p>	<p>Carbon-neutral Varte by 2045</p>	<p>1) Annual group-level emissions calculation</p> <p>2) Monitoring implementation of responsible procurement criteria</p> <p>3) Carbon-footprint calculations for own projects</p> <p>4) Periodic monitoring of the share of low-carbon structural building components</p>
<p><b>Circular Economy</b></p>	<p>Mixed-waste-free construction sites by 2028</p>	<p>Increase the wood-recycling rate from 15% to 100%</p>	<p>Waste-free construction sites by 2045</p>	<p>1) Waste-management indicators: recycling and recovery rates, recycled waste types and volumes</p>
<p><b>Built Environment and Biodiversity</b></p>	<p>Improving the comfort and usability of the built environment, for example through implementing and restoring meadows and parks</p>	<p>Increasing green-factor ratios of developed plots</p>	<p>Preserving the natural environment as effectively as possible</p> <p>Varte builds a better city: the most sustainable and pleasant working and living environments</p>	<p>1) Monitoring green-factor ratios (targets vs actuals)</p> <p>2) Areas of restored built environment and modified natural areas</p>
<p><b>Logistics and Material Flows</b></p>	<p>Cooperation with logistics partners</p> <p>Just-in-time deliveries and minimisation of packaging waste</p>	<p>Assess, by product group, the most responsible and efficient material supply model at both company and project level.</p>	<p>Carbon-neutral and sustainable logistics and packaging solutions by 2045</p>	<p>1) Monitoring of transport volumes</p> <p>2) Fuel-based transport monitoring</p> <p>3) Qualitative periodic assessment of delivery-model effectiveness</p>

**Working safely, sustainably and equally (S)**      2025-2029      Waypoint 2030      2045      Metrics

<p><b>Human Rights and Fair Pay</b></p>	<p>Supplier Code of Conduct for key partners and audits of subcontracting chains</p> <p>Human rights and fair pay integrated into orientation materials and site instructions</p>	<p>Share of verified suppliers above 80%</p>	<p>Zero deviations</p> <p>100% verified suppliers</p>	<p>1) Supplier-management indicators for verified producers and their share of total suppliers</p> <p>2) Reviews and documentation aligned with the EU Pay Transparency Directive</p>
<p><b>Equality, Occupational Health and Safety</b></p>	<p>Accident frequency below 10 at group level</p> <p>Operations aligned with the EU Pay Transparency Directive</p>	<p>Accident frequency below 7</p> <p>Work ability rate 50%</p>	<p>Zero occupational accidents</p> <p>eNPS minimum 70</p> <p>Work ability rate 100%</p> <p>Measured pay-equity and equality score of 100</p>	<p>1) eNPS</p> <p>2) TR and MVR safety measurements at project and company level</p> <p>3) External audits</p> <p>4) Equality-related workplace survey</p>
<p><b>Employment, Training and Competence Development</b></p>	<p>Continuation and development of the Varte Academy</p> <p>Great Place to Work certification</p>	<p>Expanded cooperation with educational institutions, including regional partnerships</p> <p>Great place to work TOP50</p>	<p>A continuously adaptable, competent, healthy and committed workforce</p> <p>Ideal employer for students</p>	<p>1) Academy effectiveness surveys</p> <p>2) Periodic reviews of educational cooperation</p> <p>3) Student ideal-employer surveys</p> <p>4) Great Place to Work certification results</p>

**The most trusted partner in construction (G)**      2025-2029      Waypoint 2030      2045      Metrics

<p><b>Profitable and Sustainable Business Partner</b></p>	<p>Improving project consistency</p> <p>VSME reporting</p> <p>Electronic orientation and contractor-responsibility monitoring</p> <p>Sanctions compliance</p> <p>Supplier responsibility and audits</p> <p>Profitable business, prudent risk management and maintaining financial stability</p> <p>50% of Varte-led projects certified</p>	<p>All buildings certified</p> <p>Zero non-compliances in internal and partner sustainability practices</p> <p>The most profitable and financially stable large company in the sector</p>	<p>Continuity in all the above areas</p>	<p>1) Certifications relative to total number of projects</p> <p>2) VSME and sustainability-compliance reports</p> <p>3) Group profitability and equity ratio</p>
<p><b>Industry Impact</b></p>	<p>Building a network of sustainability forerunners and strategic partnerships</p>	<p>Varte at the forefront of the construction industry's sustainability transformation</p>	<p>Varte contributing to making the construction sector climate-positive</p>	<p>1) Internal periodic assessment of participation in relevant forums and developments</p>

