

## Strategy and goals

Material topics	Goals	KPIs	Contribution to Sustainable Development Goals (SDGs)
<b>Climate change</b> <i>Climate-neutral portfolio and climate-resilient portfolio</i>	<ul style="list-style-type: none"> <li>Reduction of operational CO<sub>2</sub>e emissions (Scope 1 and 2) by 50% by 2035 compared to the base year 2019</li> <li>Net zero CO<sub>2</sub>e emissions by 2050 (operational emissions Scope 1, 2, and 3)</li> <li>100% of landlord-obtained electricity from renewable sources</li> <li>Portfolio-wide implementation of green lease clauses</li> <li>Reduction of embodied energy in construction and renovation projects</li> </ul>	<ul style="list-style-type: none"> <li>9.68 kg CO<sub>2</sub>e/m<sup>2</sup> TRA (-17.6% compared to 2019) Scope 1+2 operational emissions</li> <li>92.70 kWh/m<sup>2</sup> TRA of landlord-obtained operational energy consumption</li> <li>100% of landlord-obtained electricity from renewable sources starting from 2024 onwards</li> <li>3 233 kWp installed photovoltaic capacity</li> <li>Increase of landlord-obtained energy consumption by 2.9% compared to the previous year (like-for-like)</li> <li>24% of rental income is subject to Green Lease clauses</li> <li>On average, embodied emissions of 4.8 kg CO<sub>2</sub>e/m<sup>2</sup> for five running renovation projects (compared to the 5.0 kg CO<sub>2</sub>e/m<sup>2</sup> base threshold according to SIA 390/1)</li> </ul>	  13.1 7.2/7.3
<b>Material life cycle</b> <i>Optimised use of resources in renovations and new buildings</i>	<ul style="list-style-type: none"> <li>Sourcing regional or local materials where possible and appropriate</li> <li>Reduction of the share of non-renewable primary raw materials in construction projects</li> <li>Strengthening the circular economy</li> </ul>	<ul style="list-style-type: none"> <li>100% of contractors sign the general terms and conditions, which include sustainability aspects</li> </ul>	   12.2 8.4 9.1
<b>Location attractiveness</b> <i>Promotion of attractive, future-proof locations</i>	<ul style="list-style-type: none"> <li>Excellent location of the properties</li> <li>High product quality through respectful treatment of historic buildings and certification of properties</li> <li>Enhancement of the property environment</li> </ul>	<ul style="list-style-type: none"> <li>98% of properties in "well connected" or "very well connected" locations (public transport quality classes)</li> <li>49% of the market value of the real estate portfolio is listed as protected heritage</li> <li>100% of the properties have an RE ESG Plus rating; average is 3.79 (scale from 1 to 5)</li> </ul>	  15.5 11.3/11.4/11.6
<b>Committed team</b> <i>Motivated and satisfied employees as the key to the company's success</i>	<ul style="list-style-type: none"> <li>Continued high level of employee satisfaction based on GPTW survey: Trust Index and general satisfaction above 80%</li> <li>Stable turnover around 10%</li> <li>Absence rate less than 3% (excluding absences due to non-occupational accidents)</li> </ul>	<ul style="list-style-type: none"> <li>Trust index of 87% and overall satisfaction of 96% in the employee survey in 2024</li> <li>6.0% turnover</li> <li>2.7% absentee rate</li> </ul>	   3 4.3/4.4 5.1/5.5
<b>Tenant satisfaction</b> <i>Productive and satisfied tenants who value the building and service</i>	<ul style="list-style-type: none"> <li>Overall tenant satisfaction above benchmark according to tenant survey</li> <li>Response rate to tenant survey higher than industry average</li> </ul>	<ul style="list-style-type: none"> <li>Tenant survey on general satisfaction 7.5 (benchmark: 7.0)</li> <li>Response rate to tenant survey: 18% (benchmark: 21%)</li> </ul>	   11.6 3 13.3
<b>Financial resilience</b> <i>Long-term stability and resilience to economic fluctuations</i>	<ul style="list-style-type: none"> <li>High intrinsic value and stability</li> <li>Payment of at least 70% of the consolidated net profit excluding gains/losses on real estate investments as a dividend to shareholders</li> <li>Compliance with sustainable finance criteria</li> </ul>	<ul style="list-style-type: none"> <li>Moody's LT Issuer Rating A3 ("Outlook stable")</li> <li>Proposal to the Annual General Meeting for a distribution corresponding to 80% of consolidated net profit excl. gains/losses on real estate investments in 2025</li> <li>100% of outstanding bonds and loans are linked to sustainability goals</li> </ul>	
<b>Responsible corporate management</b> <i>Highest standards in transparency, ethics and sustainability</i>	<ul style="list-style-type: none"> <li>Disclosure in accordance with IFRS, EPRA and GRI</li> <li>Protection of customer data</li> <li>Company-wide compliance with the PSP Code of Conduct</li> <li>Advancing sustainability efforts</li> </ul>	<ul style="list-style-type: none"> <li>No justified reports in the whistleblower system in 2025</li> <li>No serious violations of the PSP Code of Conduct sanctioned under labour law in 2025</li> </ul>	   10.2 16.5 17.16/17.17