

# Goals of the Sustainability Program for the Strategic Period

Goals of the Sustainability Program for the Strategic Period		2024 plan of action	2023 plan of action	by 2025	by 2030	GRI used for tracking	
<b>ENVIRONMENTAL</b> A fair transition towards a carbon-neutral life	<b>We specify the following strategic goals of Y-Säätiö with the measures of our responsibility program:</b>						
	Our goal is to become as low-carbon as possible during the strategic period and to achieve carbon neutrality by 2035. Our emission reduction target is -70% by 2030.	E1. Emissions	The CO2 emissions from property energy consumption decrease by 5% compared to the previous year.		Scope 1, 2, and 3 carbon dioxide emissions reduced by 25% compared to 2022 levels.	Scope 1, 2, and 3 carbon dioxide emissions reduced by 70% compared to 2022 levels.	305
	We aim to switch our heating contracts to renewable district heating or geothermal energy where possible by 2030.	E2. Emissions	The specific heat consumption decreases by 2% compared to the previous year.	Emission-free district heating will be increased in existing properties. 1	50% of property energy consumption is emissions-free. We utilize renewable and sustainable energy whenever it is technically and economically feasible.	Energy use is emissions-free in Y-Säätiö. Solar electricity production in the majority of properties.	302
	We improve energy efficiency through energy renovations in our older properties.	E3. Energy efficiency	We carry out the first energy renovations in three properties and continue improving energy efficiency alongside other projects.	The survey of energy renovation sites is completed. 1 Energy efficiency renovations will commence based on mapping. 1	Energy renovations have been initiated. The goal is to improve energy efficiency in major renovations and "Koti kuntoon" renovations. Energy efficiency is targeted to improve by 30% in major renovations. Active communication and interaction influence individual apartment buildings' decisions regarding energy efficiency and environmental matters.	Energy efficiency renovations completed in 10% of properties. Energy efficiency improved in repair projects. Energy and environmental efficiency in individual apartment building associations has improved due to collaborative efforts with other stakeholders.	302 416
	We use smart solutions to enhance energy efficiency.	E4. Energy	We upgrade our consumption monitoring system to a more versatile and precise platform.	Automation and smart solutions will be increased for directing energy flows and monitoring consumption [e.g., individual apartment heating control]. 1	Solar energy and heat pump technology intelligently controlled in multiple locations. Demand response for property energy consumption is increased.	Energy production is renewable in new construction and renovation projects. Solar electricity production is implemented in the majority of properties. Demand response is utilized in all feasible locations.	302
	We build A-class energy-efficient buildings with a focus on material efficiency in new construction projects.	E5. Emissions	We pilot test The Nordic Swan Ecolabel in a new development project.	The new construction and renovation planning guidelines will be updated annually to include energy efficiency, emissions reduction, and circular economy goals [e.g., recycling materials]. 2	The emissions reduction target for new construction and renovations [EN15978 A1-A5] is -15% compared to 2022 levels.	The emissions reduction target for new construction and renovations [EN15978 A1-A5] -40% compared to 2022 levels.	305
	We commit to the Sustainable Demolition Green Deal agreement. By the end of 2020, the proportion of reusable materials from safe construction and demolition waste will rise to 70%.	E6. Circular economy	Improvement of household waste recycling rate by 5% compared to the previous year.	Partners will be required to commit to ZeroWaste environmental reporting. 1	85% of waste from renovation and demolition sites is utilized as materials. We aim to utilize recycled materials in new construction and renovations.	90% of renovation and demolition waste utilized as materials. Property management, construction, and renovations conducted in accordance with circular economy principles.	301, 306
	We offer our residents a variety of ways to reduce their own carbon footprint. Emission-free electricity and heating contracts for residents.	E8. Residents' environmental footprint	Climate Experiment Project in Jyväskylä to promote sustainable living	A study to promote residents' ecological living. 1	A digital carbon footprint calculator for housing in the OmaM2 service.	Any surplus energy from properties is offered for the benefit of residents.	303, 306
		E9. Residents' environmental footprint	Educational sessions for residents on sustainable living	Active communication and interaction regarding the magnitude of individual's environmental impact and opportunities for reduction. 1	Energy and eco-liaisons among residents.	Energy and eco liaisons designated for all properties.	305
		E10. Residents' environmental footprint	The specific water consumption in properties decreases by 2% compared to the previous year.	Water conservation campaign in the Tampere area 1	Water-saving fixtures in 70% of properties. Apartment-specific metering and billing for new construction and renovations.	Water-saving fixtures in 85% of properties. Apartment-specific metering and billing in 25% of properties.	303
	We commit to reducing the environmental impact of our operations.	E7. Waste and recycling	"Sekaisin sekajätteestä" -campaign launches in Oulu and Jyväskylä. Sorting-motivating stickers will be attached to property waste sheds and bins.	Waste campaign for residents 2 Implementing positive reinforcement (nudging) methods to promote recycling. 2	Household waste utilized as material in 55% of cases. Circular and sharing economy solutions for residents in properties and new developments.	60% of household waste utilized as material	
		E11. Environmental certifications	Piloting RTS environmental certification	Piloting RTS environmental certification in the new construction project in Järvenpää. 1	Piloted environmental certifications include the Nordic Swan Eco-label and RTS.	Environmental certifications ensure sustainable construction management.	301-308
		E12. Biodiversity	New pilot locations for sustainable green care initiatives. Preparation of purchased green care service contracts to align with sustainable green care practices.	The implementation of the sustainable green care manual and the initiation of greening work at pilot sites. 1	We are restoring property gardens, increasing green areas, and enhancing biodiversity through sustainable landscaping. This approach will be implemented in new developments and renovation projects.	All outdoor areas maintained according to the Green Care Guide.	304
		E13. Employee commuting	Educational sessions for residents on sustainable living	Continuous encouragement for low-emission transportation 2	Work-related travel needs are carefully considered. Emissions from commuting have declined. Shared electric bicycles and cars are in use. Additional incentives for sustainable transportation have been developed.	Commuting during work-time and supported commuting are low-emission	305
		E14. Own facilities	The headquarters relocation to space that matches occupancy rates and is easily accessible.	Piloting remote workstations in our own properties 2	Office space utilization has been reduced.	Efficient and versatile workspaces regardless of location	305
We strive to prioritize ecological, ethical, and sustainable practices in all our procurements.	E15. Procurements	Including sustainability surveys in procurement processes.	Communicating and increasing environmental awareness among staff and residents 1 In material and system procurements, lifecycle 1 and carbon footprint 2 are taken into account.	Procurement criteria emphasize environmental and social responsibility. Environmental and social responsibility are key criteria in procurement and divestment decisions in Y-Kodit.	Supply chain sustainability ensured	308	

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<b>SOCIAL</b> Economically and socially thriving residents Elimination of homelessness in Finland and reduction internationally	One Y-Säätiö - one excellent customer experience. Electronic services, housing benefits, and resident communication. We treat everyone equally.	S1. Customer experience Transparency	Resident satisfaction NPS 50	Development of digital services for residents. 1	Residents have access to real-time tracking of expenses and costs.	Uniform digital services available for residents of M2-Kodit and Y-Kodit.	406, 413
	Our residents can rely on affordability, continuity, and safety in housing.	S.2 Affordability of housing	Occupancy rate 96% Efforts are made to keep rent increases moderate	Continuation of transparency in rent determination. 1	Rents significantly below market rates.	We facilitate offering renewal leases to residents with permanent tenancy.	
	We offer job opportunities and training through our Uuras employment program.	S.3 Employment	3,500 gig work opportunities 30 guaranteed gigs	3500 done gig works. 2 60 residents employed in open job markets. 3 30 gurantee gig workers. 1	100 individuals have gained employment through Uuraan in open job markets annually. 3,000 gig jobs completed per year.	20,000 gig work opportunities offered to residents during the strategy period. 900 individuals employed in open job markets during the strategy period.	401
	By influencing people's attitudes to eliminate the stigma created by homelessness	s. 4 Equality	Joint communication of M2-Kodit and Y-kodit	Skills and methods for respectful encounters with the homeless. 1	In all communications, we ensure equality for all, including the homeless - we train our own staff and networks on this issue.	Peer residents fostering community and supporting residents with housing challenges.	
	Our work is guided by the Housing First principle. Eliminating homelessness in Finland and reducing it internationally. Strengthening cooperation with cities, municipalities, and organizations to provide housing solutions for those with special needs and affordable housing. Enhancing collaboration with international stakeholders.	S.5 Specialized housing Reducing homelessness	Organizing events by network developers. At least 1000 participants at Housing First principle-promoting events. Monitoring and evaluation metrics for international work impact. Assessment of cost-effectiveness of the Housing First model.	Constructing accessible housing units during major renovation projects whenever technically feasible. 1 Development of residents' service paths. 1	Responding to the need to expedite access to housing for those who have experienced homelessness through the Successful Housing Initiative. Housing First approach integrated into Nordic cooperation. International training in housing counseling and collaborative development of the HF model.	5% of available and new construction apartments are reserved for special groups. We have successfully prevented evictions and ensured housing continuity.	413
	In all our work, we aim for comprehensive economic and social well-being of our residents.	S.6 Resident activities	3,500 residents participating in resident activities and events.	Resident activities in 90% of properties. 1	Rewarding good and ecological housing and property operations. Involving Y-Homes residents in resident activities.	Environmentally knowledgeable resident activists have been trained by region.	413
	Successful living High-quality and well-maintained properties and apartments Our housing options serve residents flexibly according to their life situations	S.7 Good housing	Increase opportunities for internal apartment exchanges.	Koti kuntoon + -renovations * 1 The project to develop a youth housing model Y-Polut begins. 1	Updating apartment conditions to modern standards (e.g., installing dishwashers). Flexible operating models for changing residences. Establishing a youth housing model and expanding housing counseling project work. Social management to support quality living.	Inspecting the condition of the apartment during housing changes and making necessary improvements before new occupancy.	416

<b>GOVERNANCE</b> Skilled personnel Strong financial foundation and new financing opportunities Efficient digital tools	We increase our staff's knowledge through communication and by offering educational sessions.	G1. Personnel	Implementing a new intranet to improve staff communication.	20-30 targeted information sessions for staff per year. 1 Developing internal communication. 1	Staff training budgets increased by +20% from 2023 levels. Residents participate in experimentation and development activities.	Training budgets increased by +30% from 2023 levels. Staff equipped with a deep understanding of residents' everyday challenges.	404
	We ensure the development of our employees' skills by offering opportunities for training and self-directed learning.	G2. Personnel	Close supervisor forums to support leadership work.	Practices supporting voluntary education are in use. As many new employees as possible have at least high school-level education. Coaching supervisors in contemporary management practices 3-4 times a year.	ISA certification for company management. All supervisors have leadership-supporting skills.	80% of employees have obtained a vocational qualification that enhances their professional skills. Supervisors are provided with diverse management training.	404
	We encourage and promote structured job rotation and career paths. Remote work opportunities are supportive and equitable.	G3. Personnel	New recruitment system to facilitate internal transitions to new roles.	Volunteer opportunities for staff within partner networks. 1 Extensive remote work opportunities implemented. 1 Job rotation facilitated through internal hiring practices. 1	Long-term systematic job rotation is actively supported.	We utilize various flexible employment arrangements.	404
	Attractiveness is supported by a positive work culture that also attracts new job applicants.	G4. Personnel	Exploring new recruitment methods.	Structured workplace culture discussions held in all teams. 1 Recruitment practices support increasing diversity within the staff. 2 Staff turnover remains at 10%. 1	We find channels and communication methods to attract diverse job applicants. We employ flexible work arrangements according to employees' life situations. Staff turnover remains at 10%.	Internal inclusion* has been researched and strengthened. There are structures and tools in place to enable remote work. Staff turnover remains at 10%	405
	Efficient digital tools. We utilize the best technological solutions in all our operations.	G5. Information technology	Implementation of the new operational management system Kenno.	Implementation of Kenno. 3 Responsible data usage ensured. 1	Introducing PowerBI for staff to access comprehensive and visible digital data across the entire group's business operations.	Sustainability data is published in real-time in digital format for staff and publicly.	
	The foundation of Y-Säätiö's ten-year strategy is based on the United Nations Sustainable Development Goals (SDGs).	G6. Sustainability reporting	Preparing CSRD sustainability reporting and expanding taxonomy reporting. Introducing impact measurement metrics for development efforts.	Implementation of GRI reporting. 1	Comprehensive communication about sustainability initiatives on our website and through the OmaM2 service. Monitoring and evaluation through research and development activities.	Sustainability data is published in real-time in digital format for staff and publicly.	
	Strong financial foundation. Our goal is to secure international financing solutions in the future to strengthen the foundation's work and outcomes.	G8. Finance	The loan coverage level is kept around 70-75%.	Discontinuing apartments in locations with no rental housing demand. 1 Continuing to maintain loan protection levels around 75%. Actively seeking subsidies for investments. 1 Project financing is expanding. 1	The obligations arising from taxonomy regulations are fulfilled regarding financing.	The group's equity ratio is 30%, fair value 40%.	201

\* More information about Koti kuntoon + -renovations: <https://m2kodit.fi/vuokra-asunnot/koti-kuntoon-remontit/>

\*By internal inclusion, we mean ensuring that all staff members feel a sense of belonging and participate equally and equitably in the work community.

\* Offered the first job opportunity with low entry barriers to a new resident in a challenging job market situation.

1 fully implemented 2 partially implemented 3 not implemented

# Y-Säätiö

[ysaatio.fi/en](https://ysaatio.fi/en)