



TAMPERE HALL GROUP

SUSTAINABILITY REPORT 2025



INTRODUCTION AND OVERVIEW

The year 2025 has been a year of continuity and development for us. For the second year in a row, we have been operating in a two-company model, in which Tampere Hall Ltd focuses on the promotion of culture and art and Talo Events Oy focuses on the development of commercial operations. The report summarises how our values and commitment to sustainability are reflected in practical actions and decisions during the past year.

Responsibility is enshrined in our values and strategy. This can be seen in every choice made at Tampere Hall and around Finland, wherever we organise events. Responsibility is kindness, caring, the courage to look to the future and make choices that make the world a better place. It is a promise to us – to ourselves, to our customers and to our environment.

The report is an invitation to you, the reader, to learn more about how sustainability will be reflected in our operations in 2025. It brings together the key achievements and development actions of the past year and focuses on future goals. Our sustainability journey continues, and every step takes us towards a more sustainable tomorrow.

About the Tampere Hall Group

The Tampere Hall Group includes Tampere Hall Ltd and Talo Events Ltd. The Group operates in a two-company model, in which the parent company, Tampere Hall Ltd, focuses on the promotion of culture and art. The subsidiary Talo Events Oy is responsible for the development of commercial operations and the production of events.

We at the Tampere Hall Group are the largest and most diverse event company in Finland in terms of our programme, events and visitor numbers. We operate in two spaces located in an iconic cultural environment, Tampere Hall and Tuulensuu Palace (2025). In addition, we produce events and concerts outside these facilities around Finland.

THE FOUNDATION OF RESPONSIBILITY

THE BEGINNING OF RESPONSIBILITY

When the doors of Tampere Hall were opened in 1990, we had no idea what kind of challenges we would encounter right from the start. The energy and operating costs of our property were surprising with their enormity and costs, and our company quickly found itself in a difficult situation. We had to act, and quickly. The solution was found in working together. Our staff rolled up their sleeves and started looking for ways to reduce energy consumption. We started with small actions, such as filling the water tanks in the toilets with bottles to reduce water consumption and adjusting the automation and air conditioning systems. Simple actions grew into bigger changes. In 1992, we took a significant step by starting the construction of our own environmental management system – as far as we know, as the first congress building in the world.

SUSTAINABILITY TODAY

Over the years, we have implemented solutions that reduce environmental impact, strengthen communities, and support the regional economy.

One of our biggest leaps has been the introduction of energy and environmental solutions, thanks to which Tampere Hall has become a carbon-neutral congress and concert centre – the first in Finland.

Through these actions, we have reduced the environmental impact of our operations and built a sustainable foundation for the future.

RESPONSIBILITY IN EVERYDAY LIFE

Responsibility guides our daily operations. Every decision and action aims to ensure that our operations create sustainable impacts on the environment, people and society as a whole.

- **Nature:** We favour renewable energy sources, innovative real estate solutions and support biodiversity.
- **People:** We work for equality, accessibility and safety.
- **Community:** We support local vitality and create events and jobs that benefit society as a whole.

We aim to continue to be known as a sustainability trendsetter in our industry.



"Tampere Hall's sustainability work began even before sustainability was discussed in its current meaning. The choices made over the years in the development of energy, properties and operating methods form the foundation on which the current sustainability work is built. It's a continuous journey, not a finished result."

Paulina Ahokas
CEO, Tampere Hall Group

LOOKING AT 2025: MILESTONES

1



Tampere Hall's first carbon sink was full

Tampere Hall's first carbon sink was filled in 2025, which led us to open a new carbon sink in Kovalansuo in Mikkeli. Carbon sink work is part of our long-term climate work and a concrete way to support biodiversity and carbon sequestration.

2



Talo Events Oy – Sustainable Travel Finland

Talo Events Oy received the Sustainable Travel Finland label in the spring of 2025 as a sign of long-term and goal-oriented sustainability work. The label reinforces the company's commitment to the principles of sustainable tourism and the continuous development of its operations.

3



Culture Buddy collaboration

In 2025, we launched the Culture Buddy collaboration together with TampereMissio and LocalTapiola Pirkanmaa. The aim of the cooperation is to prevent loneliness and increase the accessibility of culture by offering TampereMissio's customers the opportunity to participate in events in the company of volunteer culture buddies at Tampere Hall.

4



Finalistina Finnish Travel Galassa

Tampere Hall was a finalist (TOP 3) in the Finnish Travel Gala 2025, where the best in the travel industry are awarded based on the NPS survey. The nomination recognises Tampere Hall as a responsible operator that takes ecological, economic and socio-cultural responsibility into account and actively communicates about them to its stakeholders.

5



Exceptionally low carbon footprint

In 2025, the carbon footprint of the Tampere Hall Group was 20 tonnes of CO₂e, which is 60% less than in the previous year. The emissions from purchased energy were zero, and according to independent calculations, the emissions are exceptionally low in relation to the scale of the operations.

ORGANIZATION DESCRIPTION

RESPONSIBILITY IS PART OF RISK MANAGEMENT AS A WHOLE

At Tampere Hall, responsibility is part of risk management as a whole and the organisation's management structures. Responsibility for sustainability and the related risks passes **from the Board of Directors through the Management Team to practical operations and the Sustainability Team.**

The Board of Directors and the Management Team outline the principles and objectives related to responsibility and risk management. **The sustainability team** is responsible for practical development, monitoring and measures at the everyday level. In this way, we ensure that responsibility is implemented in a systematic manner and that possible risks are prepared for proactively.





SUSTAINABILITY MANAGEMENT



STRATEGY AND MANAGEMENT COMMITMENT

Tampere Hall Group's sustainability management is based on strategic planning, strong management commitment and the active role of personnel. Our sustainability work is long-term, and it focuses on concrete goals and indicators based on the UN's 2030 Agenda for Sustainable Development.



SUSTAINABILITY TRAINING WORKING GROUP

The sustainability working group, established in 2024, continued its operations in 2025 under a new name as the sustainability training working group. The working group has played a key role in promoting our sustainability work and acts as the company's internal support network in the planning, implementation and communication of sustainability measures. The members of the working group share sustainability information with their own teams, participate in the development of projects and act as sustainability ambassadors throughout the organisation.

DOUBLE MATERIALITY MAPPING

We have carried out a comprehensive double materiality assessment to help us focus our sustainability actions on the most strategically significant sustainability themes. The mapping covers both internal and external impacts and provides valuable information on how we can best contribute to the SDGs.

The most important sustainable development goals for the Tampere Hall Group's operations.



REPORTING PRACTICES

Why do we make SDG reports?

For the Tampere Hall Group, SDG reporting is an important part of sustainability communication and strategy. Reporting based on the UN Sustainable Development Goals (SDGs) provides an international framework that allows us to structure and monitor our sustainability work and highlight concrete actions and achievements.

The City of Tampere is a key player in promoting sustainable development, and we want to support its local and international goals. SDG reporting increases the transparency of our operations and supports the city's sustainability work.

SDG reporting – separate reports for Tampere Hall Ltd and Talo Events Ltd

In the Tampere Hall Group, SDG reporting is carried out as separate reports for Tampere Hall Ltd and Talo Events Ltd. Tampere Hall Ltd reports on its operations in accordance with the City's wishes, and Talo Events Oy implements SDG reporting on its own initiative as part of the Group's sustainability strategy.

Separate reporting enables more detailed company-specific monitoring, goal setting and the development of sustainability work. At the same time, the Group's common sustainability goals guide operations and ensure a uniform direction of responsibility.

How does SDG reporting support our development?

Reporting provides us with clear metrics and targets to monitor our progress towards the SDGs. At the same time, it serves as a tool through which we can share what we have learned and continuously develop our operations. Our goal is to further improve our reporting practices so that they support the sustainability work of both Tampere Hall Ltd and Talo Events Ltd in the best possible way.



LOOKING TO THE FUTURE



TALO EVENTS LTD

During this strategy period, we will focus on the commercial development of sustainability work and strengthening its impact. The Influencer and Partner sustainability packages play a key role, with the help of which we support our customers in achieving their sustainability goals as part of the planning and implementation of events at Tampere Hall. In addition, we will define the carbon footprint of the Iskelmä Gala, which will create a basis for monitoring the event's emissions and the long-term development of sustainability work in the coming years.



TAMPERE HALL LTD

For Tampere Hall Ltd, the strategy period emphasises the expansion of accessibility to make it even more comprehensive. This is particularly evident in the increase in the number of visitors to free events, which opens up cultural and event experiences to an increasing number of people from different backgrounds. At the same time, the pricing of events will be carefully reviewed and adjusted to ensure that they are as inclusive as possible and reach an even wider audience – taking into account students, seniors and other special groups.



CONTINUOUS DEVELOPMENT

At the same time, we will continue to promote numerous but equally important projects and projects. The actions support our broader sustainability goals and, in addition to the broad outlines, complement the organisation's sustainable development. Smaller projects focus on more environmentally friendly management of venues, employee well-being and community involvement, among other things. Throughout the year, we will continue our active development work in many different areas, ensuring that sustainability is part of our daily operations.



TAMPERE HALL LTD

SDG REPORT 2025





Eradicating poverty in all its forms everywhere

Tampere Hall Ltd's work to implement the 2030 Agenda

In addition to paid events, Tampere Hall supports the community by organising completely free low-threshold events that are open to everyone, such as the annual Park Concert, the popular Tea Dances and temporary art exhibitions. In addition, we offer war veterans and those accompanying special groups the opportunity to participate in the concerts free of charge.

We also promote equality in pricing. We take into account different customer groups, such as children, students, pensioners and groups, by offering discounted ticket prices per concert and event. In this way, we ensure that cultural experiences are accessible to a wide audience.

Tampere Hall offers significant employment opportunities. On a production-by-production basis, our number of staff will increase significantly – for example, as many as 250 professionals from different fields worked in the production of *The Lord of the Rings*. This supports local skills and employment.

GOAL IN TAMPERE

In Tampere, the focus of the goal is on preventing and reducing relative poverty and disadvantage. Equal opportunities will be increased by offering accessible and low-threshold services.

In its actions, the city is committed to striving for a just transition in which no one is left behind in development.

Number of visitors to the park concert 8000
Increase of 60% from the previous year

98 free events at Tampere Hall

In 2024, there were 95 free events



Image: Anna-Leena Marjusaari



Eliminate hunger, achieve food security, improve nutrition and promote sustainable agriculture

Tampere Hall Ltd's work to implement the 2030 Agenda

At Tampere Hall, we also require responsibility from our partners, such as NoHo Partners, which is responsible for restaurant services. Tampere Hall has been awarded the Nordic Ecolabel, the Nordic Swan Ecolabel, which also covers restaurant operations. Our restaurants operate on the fifth step of the Steps to Organic programme, which means that we use at least 30 significant ingredients permanently organic. Tampere Hall's restaurants also won the private food service category in the Organic Finnish Championship 2024 competition, which highlights our commitment to responsible and sustainable food production.

We work closely with wholesalers and local producers to source high-quality and responsibly produced raw materials. We also make use of the harvest from our own roof garden in the summer and autumn seasons. Preventing food waste is an important part of our restaurant operations. We have started selling surplus lunches, and leftover food is handed over centrally to the Food Bank, which takes care of the redistribution of food in the Tampere Region. In addition, we monitor the amount of biowaste and optimise our purchasing operations to reduce waste.

GOAL IN TAMPERE

In Tampere, the goal is to promote the well-being and health of the residents through nutrition and to reduce malnutrition and overweight.



45 organic products in use

In 2024, the corresponding number was 41





Ensure healthy lives and well-being for all ages

Tampere Hall Ltd's work to implement the 2030 Agenda

Our business is based on events and encounters that support the well-being of both individuals and communities. In 2025, we have supported charity by giving ticket donations to several parties, such as Commu community service, Ukraine House, the Nujertumattomat project, Mummon kammari, Tukena Tulppaanikoti, Pirkanmaa Memory Association and Hope Ry. In addition, the staff's Christmas card money was directed to charity, and we donated it to Mieli Ry, a cause chosen by the staff.

We also invest extensively in the well-being of our personnel at work. We actively monitor the development of our well-being and follow a well-being at work plan in which we take into account age management and other operating models that support well-being. Our staff has access to electrically adjustable ergonomic desks, a walking mat and up-to-date tools. Our HR annual clock has reserved theme months for exercising and self-development during working hours. We offer comprehensive occupational health care services and the Edenred benefit, which includes massage, commuting, exercise and cultural benefits.

The opportunity to work remotely brings flexibility and supports work-life balance. In addition, our personnel are insured in a variety of ways, also in their free time. The Tampere City Group's Social Insurance Fund offers additional benefits and financial security in case of illness. We regularly train our personnel in first aid and other rescue operations, thus ensuring the safety of the workplace and the well-being of the personnel.

GOAL IN TAMPERE

Tampere's goal is to promote the perceived well-being of its residents and reduce inequality between regions.



Staff flame index 78*

In 2024, the corresponding figure was 77

1% decrease in sickness absences**

340 WELL-BEING hours



*) Tampere Hall Group

***) cf. 2024



Guarantee open, equitable and high-quality education and lifelong learning opportunities for all

18 trainees*
In 2024, there were 31 trainees

Tampere Hall Ltd's work to implement the 2030 Agenda

We offer young people opportunities to get acquainted with working life and internships, while also intensifying cooperation with educational institutions. Through these competence periods and traineeships, we support the development of young people's working life skills, which is an important part of our commitment to promoting education and learning. Our activities are also enriched by the Tampere Opera Chorus, which offers a wide range of participants the opportunity to develop their skills and be culturally enriched.

The activities express our commitment to cultural education and cooperation in artistic projects. Developing the competence of our personnel and streamlining work are our key priorities. We draw up an annual training and development plan, which also takes into account individual needs. We utilise the 70–20–10 model in competence development and offer our staff the opportunity to participate in Tampere Business Campus' training and co-creation programmes with the help of a training passport. In addition, we organise our own training on topics such as strengthening the customer experience, responsibility, promoting equality and streamlining work processes.

We actively participate in the sharing of knowledge and expertise, offering speeches and training in various forums together with other actors.

GOAL IN TAMPERE

Tampere wants to offer the highest quality and most flexible opportunities for lifelong learning and education leading to employment.

399 hours of staff training and competence development
Decrease of about 18% from the previous year



Kuva: Petri Nuutinen

*) Tampere Hall Group



Achieve gender equality and strengthen the rights and opportunities of women and girls

70% of the staff are women*
No change from the previous year

14% of the highlights in sustainability communications concerned gender equality

In 2024, the corresponding figure was 25%

Tampere Hall Ltd's work to implement the 2030 Agenda

We comply with the non-discrimination and equality laws in force in Finland and are committed to promoting gender equality. This can be seen, among other things, in ensuring equal pay and in the non-discrimination and equality plan drawn up with the personnel. In our recruitments, we always emphasize competence and equality, which supports a fair work community. In addition, we have been proactive in developing and establishing the IGEP Gender Equality Prize.

We are also committed to promoting equality through year-round rainbow communication when we join the We Speak Gay community. Training has been organised for our staff to support equality and diverse communication. As practical measures, we have diversified the imagery of our communications, introduced rainbow necklaces and participate in the Manse Pride event every year, if possible. The aim of the event is to dismantle shame, increase understanding and combat discrimination. We also take diversity into account in our property, and our facilities have gender-neutral toilet facilities that support everyone's equal participation.

GOAL IN TAMPERE

Tampere has been the home of the International Gender Equality Prize (IGEP) award ceremony since 2018. The aim of the prize is to strengthen equality all over the world. Equality plays a key role in the city's strategy. Tampere works for equality and non-discrimination, promotes gender equality in inclusion and various services, and focuses on combating sexual harassment and domestic violence.



*) Tampere Hall Group



Ensure access to and sustainable use of water and sanitation for all

Tampere Hall Ltd's work to implement the 2030 Agenda

Our property uses water-saving technical solutions, such as waterless urinals, flow valves and electronic faucets, which reduce water consumption. In our kitchen, we use a tunnel dishwasher and optimized tableware solutions, which makes water use even more efficient.

We provide both our customers and staff with clean water from water points, and we use ecological drinking containers with water dispensers. In addition, our staff has access to social facilities for washing and dressing, which supports well-being and hygiene.

Tampere Hall has been awarded the Nordic Swan Ecolabel, which requires, among other things, efficient use of water. Through these measures, we aim to reduce our water consumption and promote sustainable water use in our community.

GOAL IN TAMPERE

In Tampere, the focus of the goal is to ensure a functional and efficient water supply infrastructure throughout the city, preparing for and adapting to the city's growth and the effects of progressive climate change.

Water consumption 12.2 l / person

Water consumption decreased by less than 1% from the previous year





To ensure affordable, reliable, sustainable and modern energy for all

Solar energy
emission reduction 2907 kgCO₂e
Decrease of 23% from the previous year

Tampere Hall Ltd's work to implement the 2030 Agenda

Tampere Hall has taken significant steps towards sustainable energy over the years. Since 2012, we have been utilising the renewable local electricity of the Tammerkoski rapids and are committed to improving energy efficiency in the long term. In 2015, we introduced renewable local cooling from Lake Näsijärvi, which reduced the energy consumption of our property. In 2017, the first solar panels were installed on our roof, and today our 514-panel solar power plant produces a total output of approximately 110 MWh per year. At the same time, we upgraded the lighting of the event and public spaces to energy-efficient LED lights. In 2019, we switched to using renewable local heat, which is produced with certified forest chips. The renovations carried out in the building improved our energy class from E to C, making the house even more environmentally friendly. In 1991, district heating consumption was 5120 MWh, but in 2025 the consumption was only 3183.1 MWh. The change corresponds to a reduction of about 38% in heat consumption, even though the area of the premises has increased significantly. All the measures taken together have made the Tampere Hall property and Tampere Hall Ltd's operations carbon neutral.

GOAL IN TAMPERE

At the heart of the goal are the promotion of low-emission and affordable local energy production and the efficient use of energy in housing, services, construction and mobility, which also play a significant role in achieving the climate goals set by cities.

The output of our solar power plant is 111.82 MWh

Cost savings of the measures 6.2 M€*



**) over a period of 36 years, if consumption had remained at the original level*

TAMPERE-TALO TAMPERE HALL

1990

Tampere-talon toiminta alkaa
Operation of Tampere Hall begins

1991

Havahtuminen lämmönkulutukseen; automatiikan ja ilmastoinnin säätö
Awakening to heat consumption, adjustment of automatics and air condition

1992

Talo ja AIPC-järjestöt haastavat kongressitalot ympäristöohjelmiin. Tampere-talo alkaa ensimmäisenä kongressitalona maailmassa rakentaa omaa ympäristöohjelmaa.
Tampere Hall and AIPC challenge congress halls to join in environmental programmes. Tampere Hall is the first congress hall in the world to build its own environmental programme.

2000-2006

Taloautomaatiojärjestelmä uudistetaan; täydennysrakentamista ja modernisointia
Renewal of building automation and control, complementary building and modernisation

2007

Mukaan TEM:n ja Tampereen kaupungin energiatehokkuus-sopimukseen
Energy efficiency contract with the city of Tampere and ministry of economy and employment of Finland

2014

Talo saa Joutsenmerkin ensimmäisenä kongressitalona Pohjoismaissa
Tampere Hall is the first congress hall in the Nordics to receive Nordic Ecolabel

2013

Teknisten laitteiden uudistus alkaa energian säästämiseksi
Renewal of technical devices to minimise energy consumption

2012-2019

Typen oksideja neutralisoivan pinnoitteen asentaminen katolle
Installation of roof sheets to neutralise nitrogen oxides

2012

Lähisähköä Tammerkoskesta
Local electricity from Tammerkoski rapids

2012

Kestävän kehityksen julistus ja kehittäminen pohjoismaisen kongressialan kanssa
Declaration of sustainable development alongside congress industry

2011

Hiilijalanjäljen laskentamalli kongressitalotoiminnalle
Carbon footprint calculation model for congress hall operation

2010

Automaatiojärjestelmän energiatehokkuuden uudistus alkaa
Renewal of automation system's energy efficiency

2015

Lähijäähdytystä Näsijärvestä
District cooling from Näsijärvi lake

2017-2019

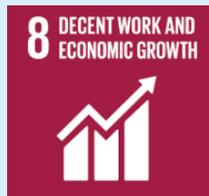
Talon oman aurinkovoimalan käyttöönotto, ledivalot yleisö- ja tapahtumatiloihin
Implementation of Tampere Hall's own solar power plant, led lights to the venues

2019

Lähilämpöä metsähakkeella; kiinteistön energialuokitus E->C
Local heat energy by whole tree chips, energy classification of the property E->C

2019

Hiilineutraali kortteli
Carbon-neutral city block



Promote sustainable economic growth, full and productive employment and decent jobs for all

Tampere Hall Ltd's work to implement the 2030 Agenda

Tampere Hall offers work to a wide range of professionals, ranging from permanent employees to freelancers in the cultural sector, artists and creatives. Through our partnerships, we also employ restaurant, cleaning, service and technical workers. Responsibility is reflected in our everyday life: we are proud to be able to offer work to special groups as well, and an employee with an intellectual disability has been part of our team for over 15 years. In addition, we develop the work culture and well-being at work at the Group level together with our personnel and partners through the culture working group.

Tampere Hall Ltd operates on a non-profit basis, producing high-quality cultural experiences and events that enrich the life of the area and attract tourists. Our operations enable the implementation of cultural productions with little public support, and in this way we are able to bring social benefits to the region.

The economic impact of our operations on the region is significant. According to a study by the Advisory Board for the Arts (ABA), Tampere Hall brings approximately EUR 98 million annually in tourism and event income to the Tampere economic area.

GOAL IN TAMPERE

Tampere's goal is for work and employees, as well as competence and competence needs, to meet each other. A city that is comfortable, safe and offers smooth everyday events and experiences attracts and makes people stay.

*) The figure is based on international research conducted by the Advisory Board for the Arts (ABA). ABA produces analyses to support decision-making in the arts and culture sector and has conducted economic impact assessments for several cultural operators worldwide, such as the Sydney Opera House.

Regional revenue impact €98 million*
An increase of 96% from the previous survey

80,196 hours worked
An increase of 44% from the previous year

150 gig workers
The number of gig workers increased by 21% from the previous year





Build sustainable infrastructure and promote sustainable industry and innovation

Tampere Hall Ltd's work to implement the 2030 Agenda

At Tampere Hall, we have introduced several sustainable innovations, such as a heat recovery system for the restaurant and air-purifying roof membranes. We continuously monitor the development of technology and assess the suitability of new solutions for the use of the property and business. Our goal is to create an environment where sustainability and innovation go hand in hand, as part of a developing and sustainable infrastructure.

We are also actively involved in cultural and technological innovations. Significant projects in recent years include the large-scale production *The Lord of the Rings*, which premiered in 2024 and combines historical collaboration. The collaboration brought together the Tampere art institutions Tampere Theatre, Tampere Hall, Tampere Philharmonic Orchestra, Sorin Sirkus and Theatre Neo, and promoted regional cultural infrastructure and cooperation.

An innovation related to sustainability and environmental technology in particular was Kiilto's Kiilto Pro Universal Probiotic detergent, which was launched in 2024 and we were involved in the development of it together with SOL. The product was the first probiotic detergent to receive the Nordic Swan Ecolabel. The product cleans surfaces, but also leaves behind beneficial microbes that continue to remove dirt and odors between cleaning sessions. Such an innovation contributes not only to cleanliness, but also to the sustainability of the environment by reducing the need for traditional chemical cleaning agents.

GOAL IN TAMPERE

In Tampere, the focus of the goal is on growth ecosystems, innovation activities and platform development. The drivers of the city of the future are strong vitality and competitiveness, both nationally and internationally.

The roof cleans nitrogen oxides from the air at a rate of 732,923 km / year*

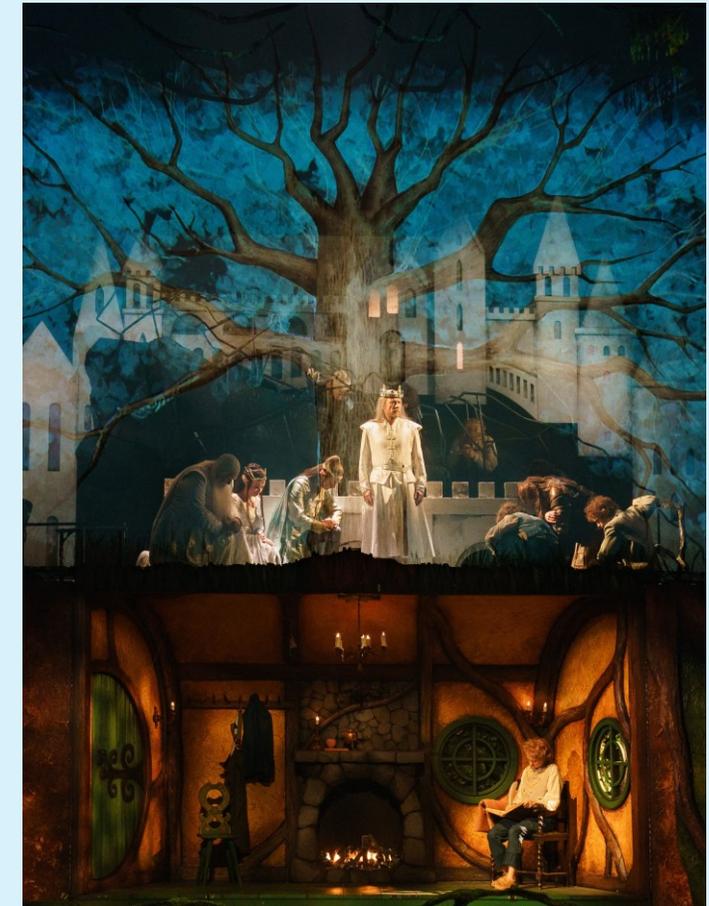


Image: Mikko Karisto

*) Euro5 emission rated petrol car



Reduce inequalities within and between countries



Tampere Hall Ltd's work to implement the 2030 Agenda

1168 low-threshold events in 2014-2025

Tampere Hall Ltd is committed to promoting non-discrimination and equality in all its operations. Our goal is to create an environment where people from different backgrounds, including employees, partners and guests, can feel part of our community. In accordance with the principle, we organise about a hundred free and low-threshold events annually together with our partners, offering cultural experiences for everyone.

We take different customer groups into account in the pricing of our own productions or with free tickets. Customer groups include pensioners and students, persons accompanying disabled visitors, veterans and their companions, and assistants.

In 2025, we launched the Culture Buddy cooperation with TampereMissio and LocalTapiola Pirkanmaa. The activities offer TampereMissio's customers the opportunity to participate in cultural experiences together with a volunteer culture buddy free of charge. The aim of the cooperation is to reduce loneliness and lower the barriers to participation for those who would otherwise not have the opportunity to engage in culture.

Accessibility is a key part of our operations. All meeting and public facilities at Tampere Hall are accessible, and the Toilet Pass is also available. The Tampere City Council on Disability has taken into account the accessibility of the building and the conscious and accessible toilet facilities with separate recognitions.

We also promote the reduction of inequality through the building's lighting campaigns, which bring visibility to different theme days and target groups. The lighting campaigns in 2025 concerned the anniversary of the war of aggression in Ukraine, Hunger Day, Girls' Day and Premature Infant Day.

We are committed to providing facilities and work input for charitable and socially responsible causes. In 2025, our premises hosted a food aid event #1000tekoa and a charity event for the whole family, Elves for Christmas, which was organised in cooperation with the Pirkanmaa Music Institute. The measures are part of our broader socially responsible commitment, which aims to promote inclusion, a sense of community and reduce social inequality.

GOAL IN TAMPERET

At the heart of the objective are measures to increase equal treatment and encounters. In Tampere, everyone can be themselves and make their dreams come true. Tampere aims to increase communal activities and reduce loneliness.



Image: Jouni Kuru



To guarantee safe and sustainable cities and residential communities

Tampere Hall Ltd's work to implement the 2030 Agenda

Our events and the growing number of visitors strengthen the city's international recognition and attractiveness. We are an active partner in several of the city's networks, such as Visit Tampere, Business Tampere, Tampere Business Community, the Tampere Region Security Cluster and the Tampere Region Climate Partners, supporting the goals of sustainable urban development.

International visits and cultural activities are a key part of our activities. We bring high-quality orchestral visits, dance and circus performances and diverse performing arts productions to Tampere, which strengthen the city's position as an international cultural centre and attract tourists.

Sustainable mobility is an important part of the city's environmentally friendly infrastructure. Tampere Hall offers customers bicycle parking, directs to the use of public transport and is equipped with 8 electric car charging points (expansion in 2024). In this way, we promote low-emission mobility and sustainable urban development.

GOAL IN TAMPERE

The goal emphasises the issues of the city's sustainable growth, such as diverse opportunities for housing and mobility in different parts of the city. These needs are reconciled with the growing demands for a comfortable, safe and clean urban environment, as well as attractive local nature and recreational opportunities. The city, which looks like its residents, is interesting and attractive to visitors as well.

136 events organised in Tampere

Decrease of about 9% from the previous year





Ensure sustainability of consumption and production patterns

Tampere Hall Ltd's work to implement the 2030 Agenda

Tampere Hall is committed to sustainable consumption and production, which is a key part of our environmentally responsible operations. We monitor the amounts of waste, energy and production materials on a monthly basis and invest especially in reducing food waste. At the heart of our restaurant operations is the responsibility of procurement and the recycling of biowaste, which we monitor and report regularly. The biowaste produced is used to produce biogas, which supports the principles of the circular economy.

We also strive to reduce the environmental impact of all our procurements. For example, we use Metsä Tissue's tissue paper products, the raw material of which is certified and responsibly sourced. The electric car charging points in our yard are powered by Tammerkoski's renewable local energy, which supports sustainable modes of transport. We also work actively to reduce paper consumption in our office and offer our customers environmentally friendly gifts, such as concert tickets.

GOAL IN TAMPERE

As a provider of energy, housing and mobility, as well as the food system, the city plays a major role in sustainability solutions that affect people's everyday lives. Responsible consumption is promoted both through the city's own actions and by providing support for solutions and experiments that promote responsible choices for residents, companies and communities. Important areas of change in Tampere are industrial renewal, circular economy and sustainable public procurement.

Biowaste accounts for 19.7% of total waste
The share of biowaste increased by about 9% from the previous year





Urgent action against climate change and its impacts

Tampere Hall Ltd's work to implement the 2030 Agenda

Tampere Hall is a carbon-neutral congress and concert centre in terms of energy use and part of the Tampere Region's climate partners. As a climate partner, we support the goal of a carbon-neutral Tampere in cooperation with the Sustainable Tampere 2030 programme. We actively monitor our energy use and continuously strive to reduce emissions and increase climate-friendly solutions in our operations.

Our company reduces the amount of waste and utilizes all the waste generated either in recycling or energy production. Energy waste is used to produce heat and electricity for the Tampere Region. Our roof has more than 7,000 m² of air-purifying roof membrane coatings that reduce air pollution and support a sustainable urban environment. Our first carbon sink in Lempäälä was filled in 2025, which means that we introduced a new carbon sink in Kovalansuo, Mikkeli. Both carbon sinks have been implemented in cooperation with Puuni Oy as part of our long-term climate work.

Tampere Hall has received international attention for its carbon neutrality. Forbes magazine highlighted us as one example of the promotion of sustainable development in Finland, which strengthens our position among climate-conscious actors. Tampere Hall is also involved in promoting climate-conscious cultural events. In 2021, the Tampere Chamber Music Festival, in which we are involved, was reportedly the first carbon-neutral classical music festival in Finland. This is one of the ways we combine the principles of sustainable development with cultural experiences.

GOAL IN TAMPERE

Tampere aims to be a carbon-neutral city by 2030 and actively promote carbon-negative solutions. Tampere has been a pioneer in climate work in Finland for a long time, and Tampere's climate emissions per capita are among the lowest in the Finnish municipal sector. Tampere recognises the importance of cooperation for effective climate work.

196 tree seedlings planted*
Decrease of 73% from the previous year

We recovered 63% of the waste and recycled 37%
In 2024, the corresponding proportions were 62% and 38%



*) Productions by Tampere Hall Ltd, Talo Events Oy and customers



Conserve the seas and marine resources and promote their sustainable use

Tampere Hall Ltd's work to implement the 2030 Agenda

Our company is committed to managing the load on waterways and maintaining clean waterways. We aim to reduce the load on waterways through wastewater and waste management measures, such as sorting all waste generated at Tampere Hall and optimising our supply chains to minimise the generation of waste in the early stages. In cooperation with Tampere Water, wastewater management is carried out at Tampere's wastewater treatment plants, where the water is treated mechanically, chemically and biologically before it is returned to the waterways.

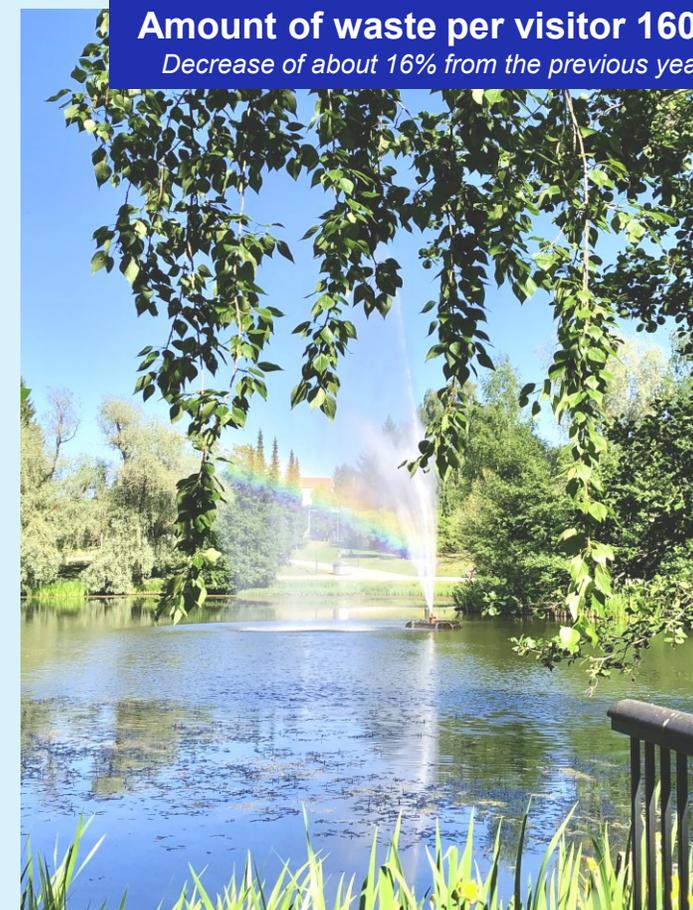
The fish used in our events are selected in accordance with the recommendations of WWF's Fish Guide for Responsible Choices, which supports sustainable fishing and the protection of marine ecosystems. In addition, we encourage our stakeholders to make environmentally conscious choices and inform about responsible practices.

GOAL IN TAMPERE

In Tampere, the focus of the goal is on managing the local load on waterways, which also affects the state of the Baltic Sea through the catchment area. The state of waterways is influenced through well-functioning water, wastewater and waste management and, in the case of airborne loading, also through air protection and climate work.

Total waste volume 100.9 t
Decrease of about 4% from the previous year

Amount of waste per visitor 160 g
Decrease of about 16% from the previous year





Protect, restore and promote sustainable use of terrestrial ecosystems



324 tCO₂e emission reduction from seedling plantings*

Growth of about +23% from the previous year

Tampere Hall Ltd's work to implement the 2030 Agenda

Since 2020, our company has had a genuinely incremental carbon sink that supports afforestation and sequesters carbon dioxide as part of offsetting event emissions. In 2025, the Tampere Hall Group's emissions according to the GHG calculation were 19.6 tCO₂e, some of which were compensated by solar power production and some by planting seedlings.

In addition, there are four beehives on our roof, which contribute to biodiversity and support the local ecosystem by pollinating plants. The work supports the preservation of urban greenery and sustainable ecosystem services.

When producing events, we take into account the importance of protecting and using the terrestrial ecosystem sustainably. We plan events so that they minimise the impact on local nature and ecosystems, for example by reducing waste related to events. We offer participants clear and accessible recycling options, which include sorting options such as biowaste, mixed waste and paper.

As part of our sustainability work, we are constantly exploring new opportunities to support the area's nature conservation and the development of urban nature.

GOAL IN TAMPERE

Tampere promotes this goal by protecting the biodiversity and sustainable use of natural environments and the city's forests, and by increasing nature-based solutions in the area. The aim of Tampere's first biodiversity programme is to safeguard biodiversity extensively throughout the city and also in the immediate surroundings of city residents.

Emissions after offsetting 0 CO₂e



**) Tampere Hall Ltd, productions by Talo Events Oy and customers*



Promote peaceful societies and ensure access to justice for all; build effective and accountable institutions at all levels

Tampere Hall Ltd's work to implement the 2030 Agenda

Tampere Hall is committed to complying with good governance and promoting fairness in all its operations. The principles of a safer space guide our operations in Tampere Hall's premises and events, where we respect people's right to self-determination, the right to physical and mental integrity and non-discrimination. We strive to create an environment where everyone has the opportunity to participate safely and openly.

Diversity and inclusivity and their promotion are part of our operations. We invest in the diversity of artists and performers performing at our events, and we ensure that all visitors have the opportunity to participate, regardless of their background, gender, disability or other factors.

We are also committed to operating as openly as possible. We publish information about our operations and ensure that our customers, stakeholders and visitors are heard and their feedback is taken into account. Openness and honesty are core values that guide decision-making and our interactions.

During the strategy period 2024–2027, we will focus even more on expanding accessibility through free events and strategic pricing. Our goal is to ensure that our operations reflect sustainability standards and promote a safe, open and non-discriminatory environment for all.

GOAL IN TAMPERE

In Tampere, the means of promoting equality, stability and security are at the heart of the goal.



42,764 visitors to free events
An increase of about 15% from the previous year

39% of social media purchases in sustainability communications were related to social responsibility*
In 2024, the corresponding figure was 43%



*) Tampere Hall Group



Stronger support for the implementation of sustainable development and global partnerships

Tampere Hall Ltd's work to implement the 2030 Agenda

Tampere Hall is strongly committed to promoting sustainable development and responsibility in cooperation with various stakeholders. We have had long-term cooperation with many of our partners, including SOL Palvelut Oy and Visit Tampere, and we are involved in several environmental commitments, such as the Commitment 2050 and the Sustainable Travel Finland label. We are also involved in the Tampere Region Climate Partners network and Visit Tampere's Choose more responsibly service.

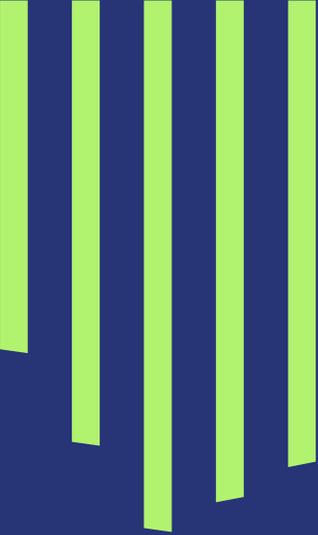
Tampere Hall was the first congress building to receive the Nordic Swan Ecolabel in 2014, and we renewed it in 2022 in accordance with stricter criteria. Receiving the label and renewing it are strong demonstrations of our commitment to environmental responsibility. Cooperation with our partners, such as the use of SOL's environmental management system and Nordic Swan Ecolabelled products, supports us in implementing responsible practices and achieving our environmental goals.

We are involved in many local and national networks, such as the Advisory Board for the Arts, Nordic Concert Halls and Visit Tampere. We also offer training and speeches on sustainability topics in various forums, such as sustainability events and student visits. The measures support the promotion of sustainable development and partnerships in different sectors, enable the sharing of best practices and provide platforms where different actors can learn from each other.

GOAL IN TAMPERE

Tampere is characterised by active cooperation in the promotion of sustainable urban development and well-being at all levels. The city wants to act as a reliable partner and a platform that enables joint activities, and creates conditions for solutions for a sustainable future, so that local expertise and activities support the transition towards sustainable societies at best very extensively.





TALO EVENTS LTD

SDG REPORT 2025



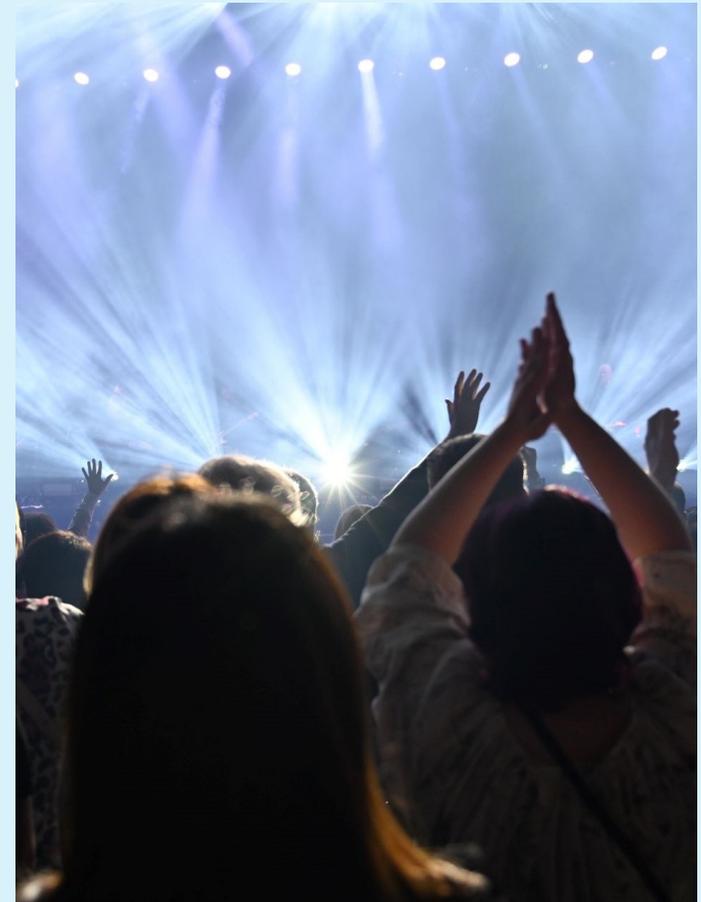
ERADICATING POVERTY IN ALL ITS FORMS EVERYWHERE

44 988 hours worked
An increase of about 31% from the previous year

TALO EVENTS OY'S MEASURES TO IMPLEMENT THE 2030 AGENDA

Talo Events Oy promotes the goal of SDG 1 by offering employment opportunities to a wide range of experts in different event sectors. We directly and indirectly employ many professionals in cultural, corporate and scientific events that we organise at Tampere Hall, Tuulensuu Palace, Nokia Arena and a wide range of venues around Finland. Hundreds of experts work in event production, ranging from event technology and security service professionals to marketing staff and customer service representatives. The number of personnel per production may be particularly large, for example, 120 professionals from different fields worked on the Christmas Frolic tour.

In addition, we offer a variety of pricing options, such as discounted tickets for students, seniors, and special groups, making it possible for different social groups to access events, regardless of their financial situation. This promotes cultural inclusion and ensures that community members can participate without financial barriers.





ELIMINATE HUNGER, ACHIEVE FOOD SECURITY, IMPROVE NUTRITION AND PROMOTE SUSTAINABLE AGRICULTURE

TALO EVENTS OY'S MEASURES TO IMPLEMENT THE 2030 AGENDA

Talo Events Oy supports sustainable food production and food security by ensuring that the restaurant services at our events operate responsibly and promote the goals of sustainable development.

The food served at our events is responsibly sourced in cooperation with wholesalers and local producers. We use high-quality, responsibly produced ingredients and take into account the most common special diets in menu planning. We also require responsibility from our partners, such as NoHo Partners, which is responsible for Tampere Hall's restaurant services, and the restaurant at Tuulensuu Palace.

Tampere Hall's restaurants have been awarded the Nordic Swan Ecolabel, which also covers restaurant operations and requires strict environmental criteria. In addition, the restaurants operate on the fifth step of the Steps to Organic programme, which means that at least 30 significant ingredients are used permanently organic. The restaurant also utilizes the harvest of the rooftop garden in the summer and autumn seasons. Reducing food waste is a key part of Tampere Hall's sustainability work. Surplus lunches are sold to customers, and surplus food is donated to food aid. The amount of biowaste is actively monitored and purchasing activities are optimised to reduce waste. The restaurant at Tuulensuu Palace is involved in the Steps to Organic programme on step 1 and promotes the use of organic products. The restaurant favours local producers, such as Nikal's farm and Satohuone, with whom there is regular cooperation.

45 organic products in use

In 2024, the corresponding number was 41





ENSURE HEALTHY LIVES AND WELL-BEING FOR ALL AGES

TALO EVENTS OY'S MEASURES TO IMPLEMENT THE 2030 AGENDA

Our business is based on events and encounters – moments that produce and increase the well-being of people and the environment in our society. In 2025, we have supported charity by giving flag donations to charitable organizations, such as the Nujertumattomat project and Hope ry. In addition, the Christmas card money of the Tampere Hall Group's staff was directed to charity, and we donated it to Mieli Ry, a cause chosen by the staff.

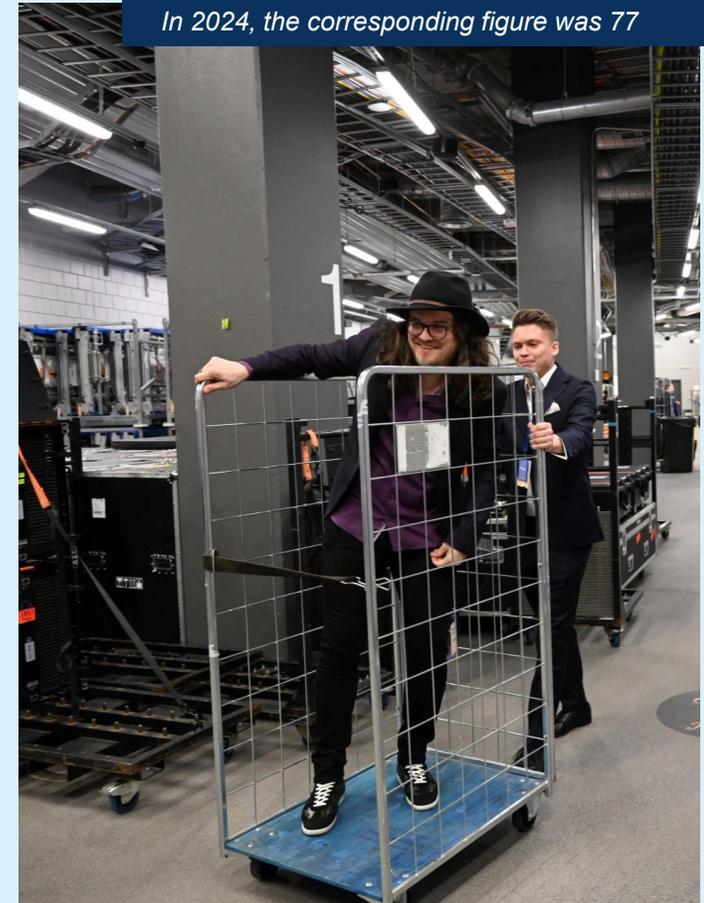
We also invest extensively in the well-being of our personnel at work. We actively monitor the development of our well-being and follow a well-being at work plan in which we take into account age management and other operating models that support well-being. Our staff has access to electrically adjustable ergonomic desks, a walking mat and up-to-date tools. Our HR annual clock has reserved theme months for exercising and self-development during working hours. We offer comprehensive occupational health care services and a Smartum benefit that includes massage, commuting, exercise and cultural benefits.

The opportunity to work remotely brings flexibility and supports work-life balance. In addition, our personnel are insured in a variety of ways, also in their free time. The Tampere City Group's Social Insurance Fund offers additional benefits and financial security in case of illness. We regularly train our personnel in first aid and other rescue operations, thus ensuring the safety of the workplace and the well-being of the personnel.

383 well-being hours

Staff flame index 78*

In 2024, the corresponding figure was 77



*)Tampere Hall Group



GUARANTEE OPEN, EQUITABLE AND HIGH-QUALITY EDUCATION AND LIFELONG LEARNING OPPORTUNITIES FOR ALL

TALO EVENTS OY'S MEASURES TO IMPLEMENT THE 2030 AGENDA

We offer young people opportunities to get acquainted with working life and internships, while also intensifying cooperation with educational institutions. Through these competence periods and traineeships, we support the development of young people's working life skills, which is an important part of our commitment to promoting education and learning.

Developing the competence of our personnel and streamlining work are our key priorities. We draw up an annual training and development plan, which also takes into account individual needs. We utilise the 70–20–10 model in competence development and offer our staff the opportunity to participate in Tampere Business Campus' training and co-creation programmes with the help of a training passport. In addition, we organise our own training on topics such as strengthening the customer experience, responsibility, promoting equality and streamlining work processes.

We actively participate in the sharing of knowledge and expertise, offering speeches and training in various forums together with other actors.

552 hours for staff training and competence development
Decrease of about 17% from the previous year



*)Tampere Hall Group



ACHIEVE GENDER EQUALITY AND STRENGTHEN THE RIGHTS AND OPPORTUNITIES OF WOMEN AND GIRLS

TALO EVENTS OY'S MEASURES TO IMPLEMENT THE 2030 AGENDA

We comply with the non-discrimination and equality laws in force in Finland and are committed to promoting gender equality. This can be seen, among other things, in ensuring equal pay and in the non-discrimination and equality plan drawn up with the personnel. In our recruitments, we always emphasize competence and equality, which supports a fair work community.

We are also committed to promoting equality through year-round rainbow communications when Tampere Hall joins the We Speak Gay community. During 2025, we expanded our cooperation to cover all the events we produce. Training has been organised for our staff to support equality and diverse communication, in addition to which the principles of a safer space are used in our events. As practical measures, we have diversified the imagery of our communications, introduced rainbow necklaces and participate in the Manse Pride event every year, if possible. The aim of the event is to dismantle shame, increase understanding and combat discrimination. Tampere Hall has taken diversity into account, and the facilities have gender-neutral toilet facilities that support everyone's equal participation.

70% of the staff are women*
No change from the previous year

14% of the highlights in sustainability communications concerned gender equality
In 2024, the corresponding figure was 25%



*)Tampere Hall Group



ENSURE ACCESS TO AND SUSTAINABLE USE OF WATER AND SANITATION FOR ALL

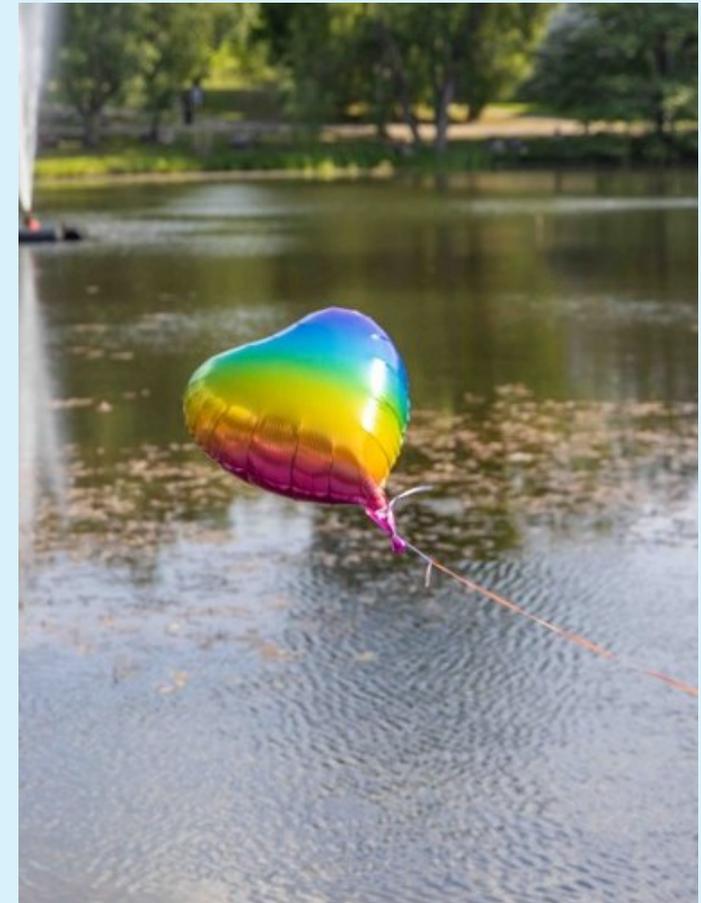
TALO EVENTS OY'S MEASURES TO IMPLEMENT THE 2030 AGENDA

We aim to select partners nationwide who have also made a commitment to sustainability. We provide both our customers and staff with clean water from water points, and we use ecological drinking containers with water dispensers. In addition, our staff has access to social facilities for washing and dressing regardless of the venue, which supports well-being and hygiene.

Tampere Hall uses water-saving technical solutions, such as waterless urinals, flow valves and electronic faucets, which reduce water consumption. The kitchen utilizes a tunnel dishwasher and optimized tableware solutions, which makes water use even more efficient. Tampere Hall has been awarded the Nordic Swan Ecolabel, which requires, among other things, efficient use of water. Through these measures, we aim to reduce our water consumption and promote sustainable water use in our community.

Water consumption 12.2 l / person*

Water consumption decreased by less than 1% from the previous year



*) Tampere Hall



ENSURE AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL

TALO EVENTS OY:N TOIMENPITEET AGENDA2030 TOTEUTTAMISEKSI

Talo Events Oy promotes the use of sustainable energy in its event activities and in its own premises. Our goal is to utilize renewable energy, improve energy efficiency and reduce the environmental load of events.

We plan and implement events with energy efficiency in mind. In addition, we guide event partners and subcontractors to favour sustainable energy choices and offer our Tampere Hall customers the opportunity to organise carbon-neutral events through the Tampere Hall carbon sink project.

Tampere Hall has made significant changes towards sustainable energy over the years. The property utilises the output of its own solar power plant, local electricity from the Tammerkoski rapids, local cooling from Lake Näsijärvi, and its local heat is produced from renewable, certified forest chips. In addition, the lighting in the event and public spaces has been upgraded to energy-efficient LED lights. The renovations carried out in the building have improved the energy class from E to C, making the building even more environmentally friendly. Today, Tampere Hall and Talo Events' operations in the property are carbon neutral.

The Tuulensuu Palace property has switched to using renewable electricity since 2023. In addition, the possibility of replacing the heating energy of the site with renewable energy is being investigated so that the energy use of the entire space would better support the goals of sustainable development. To compensate for the carbon footprint of our events, we will plant two trees in the carbon sink for each event held at Tuulensuu Palace. This supports carbon sequestration and biodiversity, which is part of our long-term commitment to promoting sustainable development.

Solar energy produced 111.82 MWh*

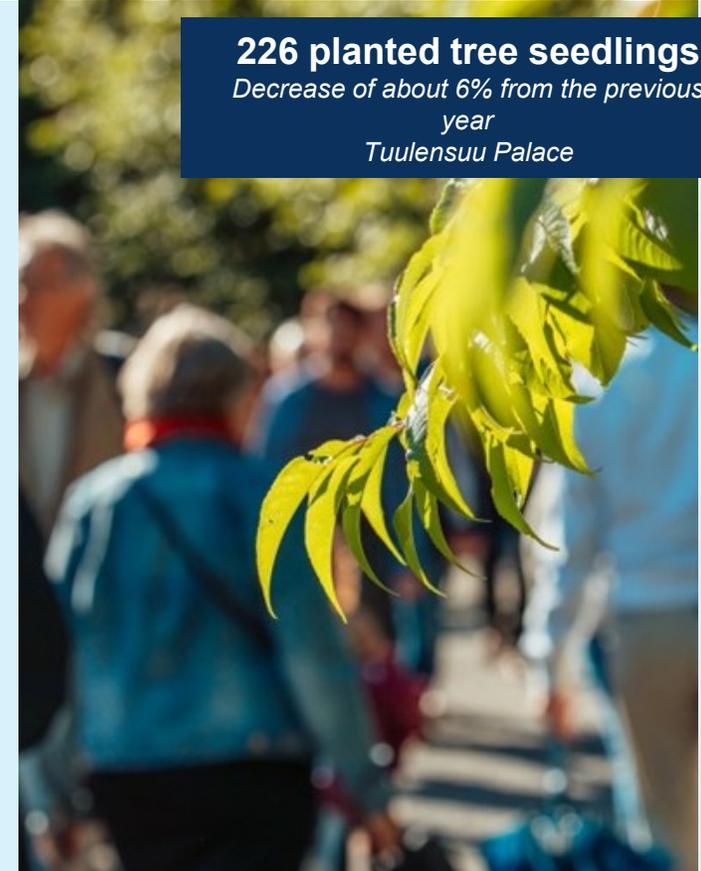
Emission reduction from solar energy 2907 kgCO₂e*

This was 23% less than in the previous year

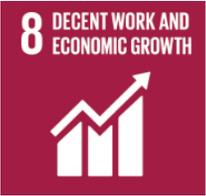
226 planted tree seedlings

Decrease of about 6% from the previous year

Tuulensuu Palace



*) Tampere Hall



PROMOTE SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT JOBS FOR ALL

TALO EVENTS OY'S MEASURES TO IMPLEMENT THE 2030 AGENDA

Talo Events employs a wide range of experts, from permanent employees to freelancers in the cultural sector, artists and creatives. Through our partnerships, we also employ restaurant, cleaning, service and technical staff. Although a large part of our operations are concentrated in Tampere, we provide work and influence the economy more broadly by producing tours, corporate events and scientific congresses in different parts of Finland.

The economic impact of our operations on the region is significant. According to a study by the Advisory Board for the Arts (ABA), Tampere Hall brings approximately EUR 98 million annually in tourism and event income to the Tampere economic area.

Our goal is to promote competence development and provide employment opportunities in different parts of Finland, especially in areas where cultural and business events bring added value to the local workforce and business activities. Cooperation with local suppliers and service providers across the country supports regional economic growth and employment.

*) The figure is based on international research conducted by the Advisory Board for the Arts (ABA). ABA produces analyses to support decision-making in the arts and culture sector and has conducted economic impact assessments for several cultural operators worldwide, such as the Sydney Opera House.

Regional revenue impact €98 million*

An increase of 96% from the previous survey

12 international congresses

In 2024, the corresponding figure was 26

69 freelance and gig workers

Decrease of about 17% from the previous year

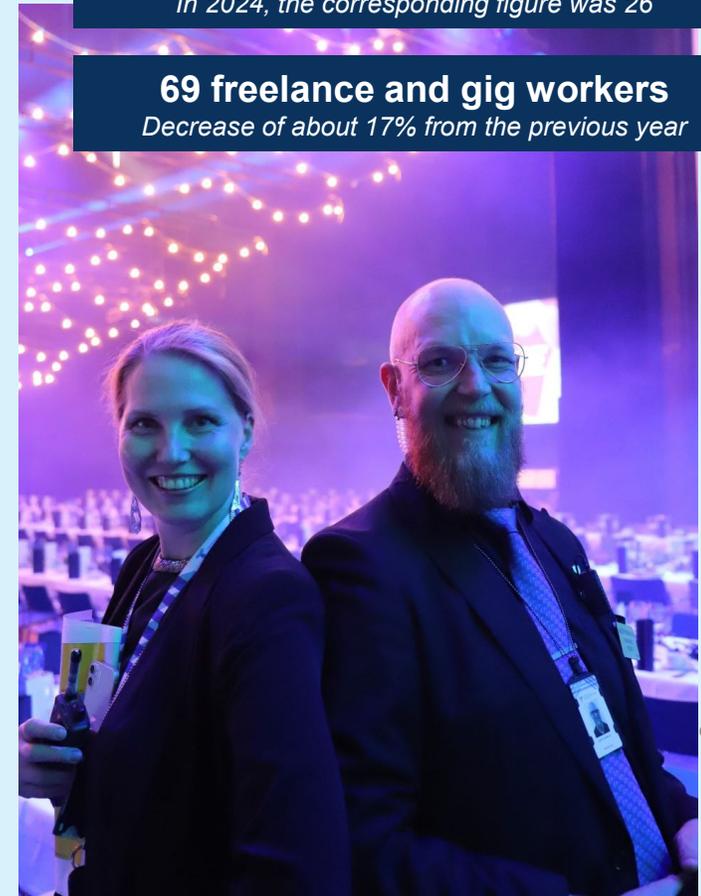


Image: Pasi Järvelä



BUILD SUSTAINABLE INFRASTRUCTURE AND PROMOTE SUSTAINABLE INDUSTRY AND INNOVATION

TALO EVENTS OY'S MEASURES TO IMPLEMENT THE 2030 AGENDA

Talo Events contributes to this goal by focusing on sustainable infrastructure, technological innovations and resource efficiency in the event industry. We collaborate with our stakeholders to develop sustainable solutions and promote technological advancement in the event industry. Our goal is to utilize new technology and sustainable innovations in our events, promoting more environmentally friendly event organization.

Projects such as the Snow Queen Ice Ballet and LiveX highlight how culture and technology can come together to create innovative solutions. At Tampere Hall, we have introduced sustainable innovations, such as the restaurant's heat recovery system, and we are constantly striving to develop infrastructure that supports the Sustainable Development Goals.

Our goal is to be a pioneer in the sustainable event industry, utilizing new technology as well as cultural and industrial innovations.

Heat recovery system recovers 60% of the energy from the exhaust air in the kitchen*



*)On an annual basis



REDUCE INEQUALITIES WITHIN AND BETWEEN COUNTRIES

712 reused assistant tickets*

TALO EVENTS OY'S MEASURES TO IMPLEMENT THE 2030 AGENDA

Talo Events Oy is committed to promoting non-discrimination and equality in all its operations. Our goal is to create an environment where people from all backgrounds can feel part of our community. We use the Safer Space principles and have appointed a harassment contact person at the Group level.

We take into account the accessibility of event venues or the need to increase it when planning events, and we communicate accessibility to event visitors. All meeting and public facilities at Tampere Hall are accessible, in addition to which a Toilet Pass is available. The Tampere City Council on Disability has taken accessibility into account and granted recognition. The space of Tuulensuu Palace is protected by the Finnish Heritage Agency, but we do our best to make it as accessible as possible.

We also take special groups into account in pricing and free tickets. The customer groups include pensioners, students, persons accompanying the disabled, veterans and assistants.

We are committed to providing facilities and work input for charitable and socially responsible causes. In 2025, our premises hosted a food aid event #1000tekoa and a charity event for the whole family, Elves for Christmas, which was organised in cooperation with the Pirkanmaa Music Institute. The measures are part of our broader socially responsible commitment, which aims to promote inclusion, a sense of community and reduce social inequality.



Image: Jouni Kuru

*)Tampere Hall



TO GUARANTEE SAFE AND SUSTAINABLE CITIES AND RESIDENTIAL COMMUNITIES

TALO EVENTS OY'S WORK TO IMPLEMENT THE 2030 AGENDA

Talo Events promotes this goal by creating a sustainable and diverse range of events in different parts of Finland. Although most of our operations are concentrated in Tampere, we also help our customers organize congresses and other large events in the Helsinki metropolitan area and elsewhere in the country. The company's own cultural productions, such as the Christmas Celebration and Magical Halloween tours, have also brought events around Finland, promoting regional vitality and cultural life.

We cooperate with national and local networks, such as Visit Tampere, Business Tampere, Tampere Convention Bureau, Congress Network Finland and Finland Convention Bureau, supporting Finland's role as an international event hub. Our goal is to strengthen the attractiveness of cities and regions by bringing events and increasing visitor numbers. This, in turn, improves the regions' awareness, economic development and social well-being.

We choose responsible operators as partners who share our commitment to sustainable development and supporting the community. We employ local operators and encourage regional participation, both in event production and visitor services.

136 events organised in Tampere

Decrease of about 9% from the previous year

17 organised events in out-of-town

Decrease of about 29% from the previous year

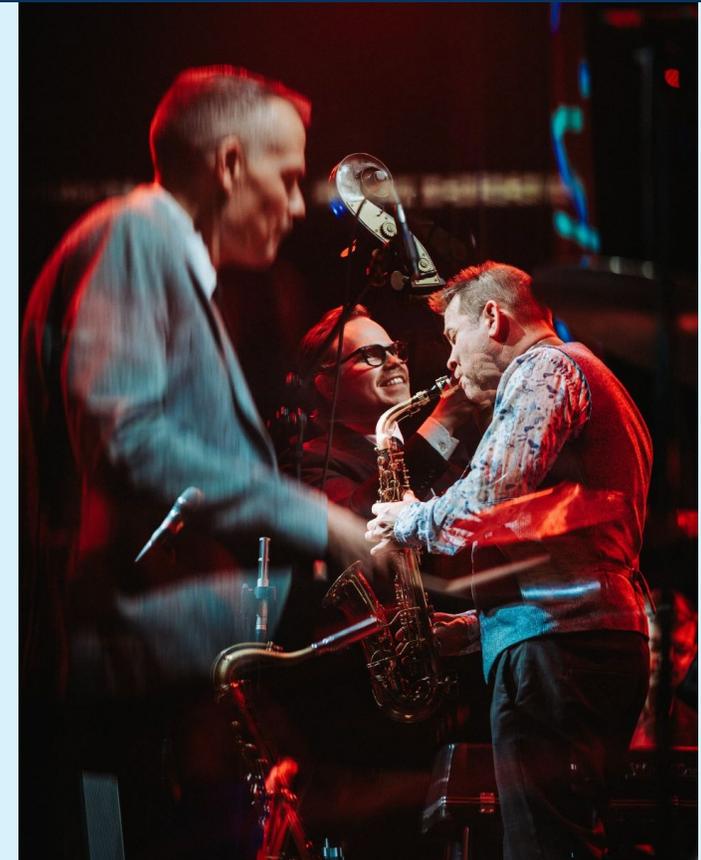


Image: Matias Ahonen



ENSURE SUSTAINABILITY OF CONSUMPTION AND PRODUCTION PATTERNS

TALO EVENTS OY'S WORK TO IMPLEMENT THE 2030 AGENDA

We are committed to promoting sustainable consumption and production in our operations. This is reflected in our procurement, lifecycle thinking and environmental awareness, which are key parts of our environmentally responsible operations.

We make responsible purchases and strive to take into account the environmental impacts of our products and services. We choose partners who share our sustainability values and offer our customers eco-friendly gifts, such as concert tickets.

Reducing food waste in our restaurants is an important part of our responsible operations. This starts with careful procurement planning and extends to the operations of kitchens, where we strive to minimize food waste and direct waste correctly. The treatment of biowaste is also a key part of the waste management of our properties. At the same time, we monitor the use of waste, energy and other production materials at our various venues and ask our stakeholders to do the same.

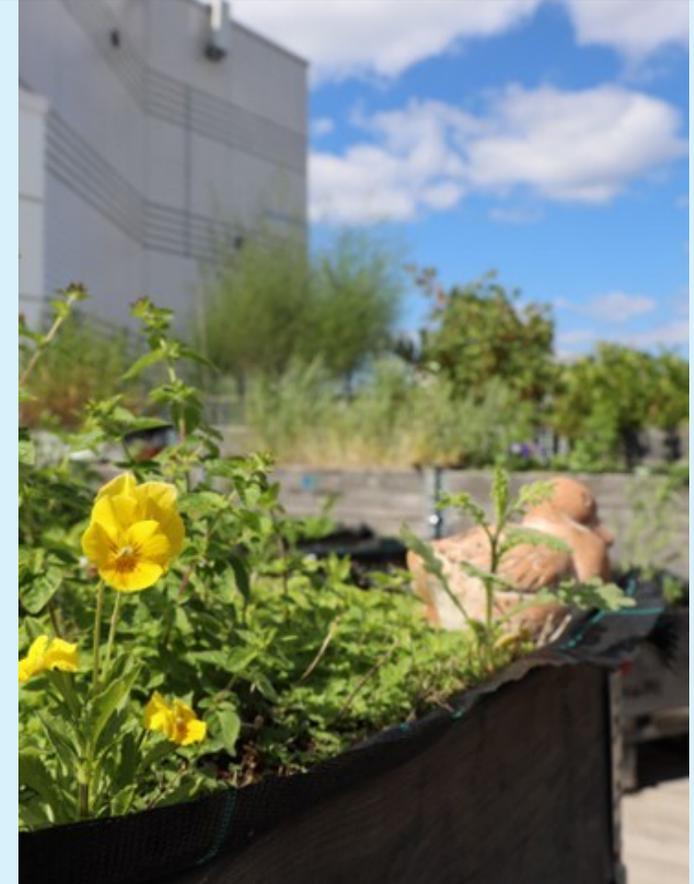
The EcoCompass environmental certificate granted to us in 2024 has served as the basis for the development of our environmental work in 2025 as well. We have continued to implement the measures in accordance with the EcoCompass environmental programme and completed the measures for 2025 as planned. The work has included, among other things, reducing waste, developing environmental policy and strengthening responsibility as part of staff orientation and everyday activities.



Biowaste accounts for 19.7% of total waste

Tampere Hall

The share of biowaste increased by about 9% from the previous year





URGENT ACTION AGAINST CLIMATE CHANGE AND ITS IMPACTS

63% of waste recovered and 37% recycled

*In 2024, the corresponding proportions were 62% and 38%
Tampere Hall*

TALO EVENTS OY'S WORK TO IMPLEMENT THE 2030 AGENDA

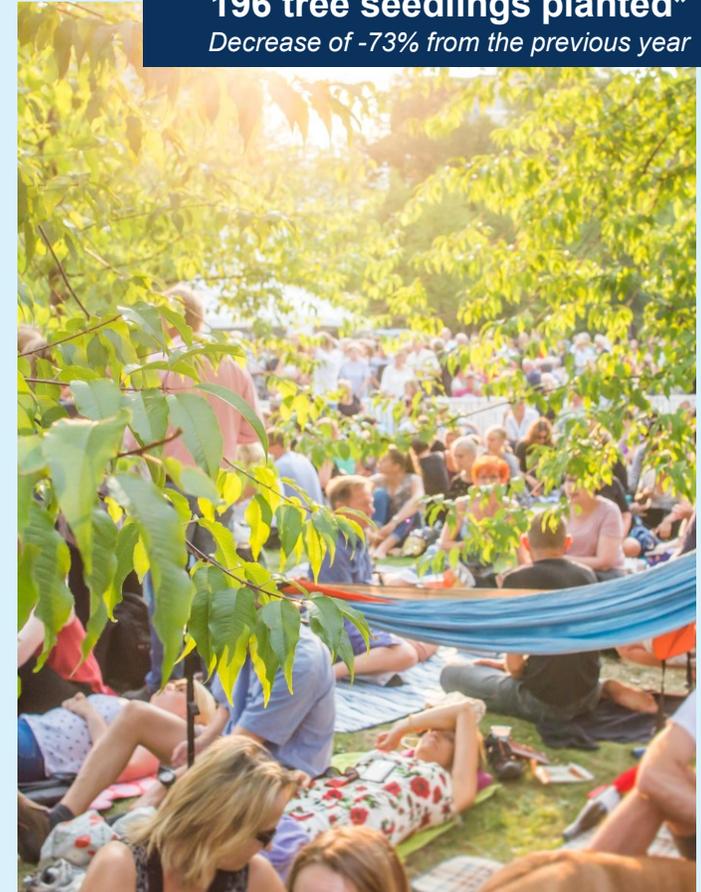
Talo Events is committed to reducing the climate impact of its event production and supporting sustainable solutions throughout the industry. We aim to reduce the amount of waste and recycle the generated waste in different parts of Finland. At the events we organise, we take climate impacts into account, for example, in energy solutions, responsible procurement and the life cycle thinking of materials.

Talo Events' office is located in Tampere Hall, and all the events we organise at Tampere Hall are carbon neutral. The energy waste generated at Tampere Hall is utilised locally in the production of heat and electricity, and our customers can neutralise the emissions of their events with the help of the building's carbon sink.

At Tuulensuu Palace, we plant two tree seedlings for each event we organise and are constantly developing new ways to reduce the carbon footprint of our operations. In addition, in 2026, we will define the carbon footprint of the Iskelmä Gala, which will create a basis for the event's emissions monitoring and long-term development of sustainability work in the coming years.

196 tree seedlings planted*

Decrease of -73% from the previous year



**) Productions by Tampere Hall Ltd, Talo Events Oy and customers*



CONSERVE THE SEAS AND MARINE RESOURCES AND PROMOTE THEIR SUSTAINABLE USE

TALO EVENTS OY'S WORK TO IMPLEMENT THE 2030 AGENDA

Talo Events is committed to reducing the load of our operations on waterways and promoting the preservation of clean waterways. We take into account the impacts on waterways already in the procurement phase by choosing responsible products and minimising the generation of waste. All waste from our events is sorted according to waste management plans, which cover Tampere Hall, Tuulensuu Palace, tours and outdoor events. Wastewater treatment takes place at local wastewater treatment plants.

The fish served at our events is selected in accordance with the recommendations of WWF's Fish Guide for Responsible Choices, which supports sustainable fishing and the protection of marine ecosystems. In addition, we encourage our stakeholders to make environmentally conscious choices and actively communicate responsible practices.

Total waste volume 100.9 t
*Decrease of about 4% from the previous year
Tampere Hall*

Amount of waste per visitor 160 g
Decrease of about 16% from the previous year

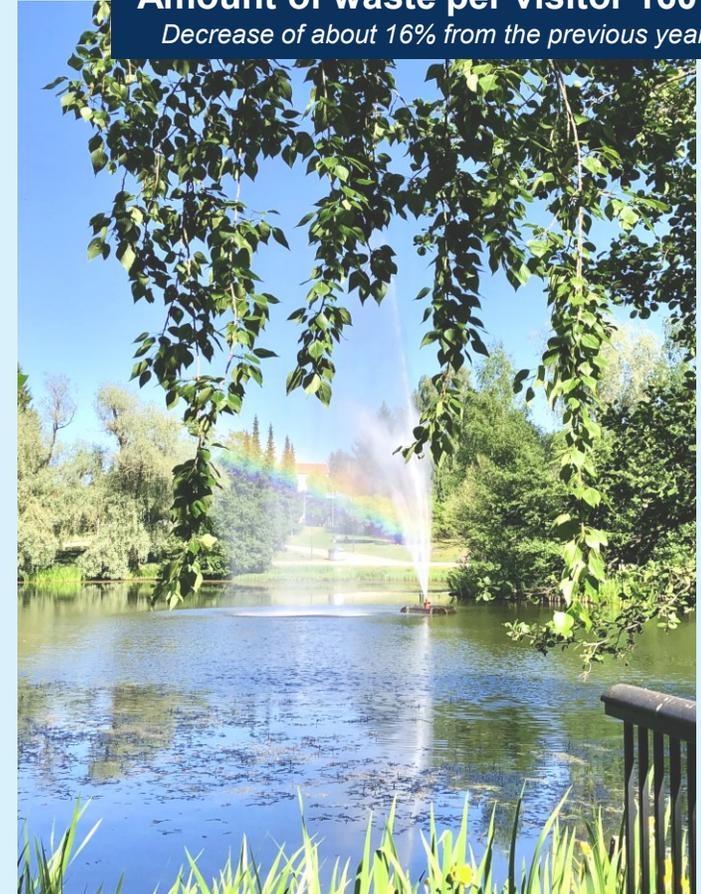


Image: Laura Paronen



PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS

TALO EVENTS OY'S WORK TO IMPLEMENT THE 2030 AGENDA

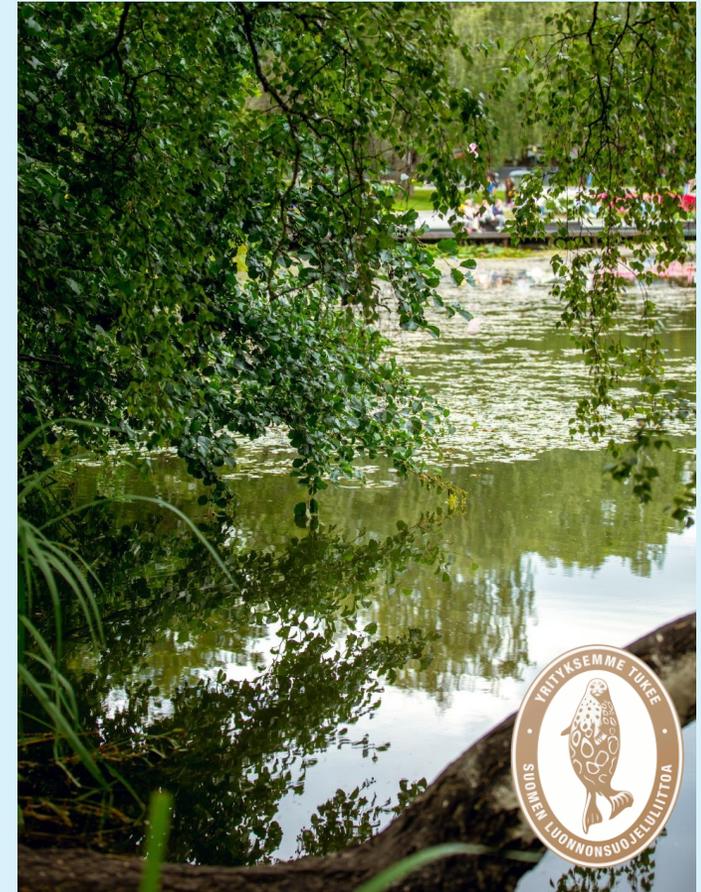
Talo Events is committed to promoting biodiversity and ecosystem protection as part of its event production. We plan and implement events so that their impact on local nature and ecosystems is as minimal as possible. In practice, this means, among other things, minimising the amount of waste, clear recycling opportunities and environmentally friendly procurement.

Since 2020, Tampere Hall has had a genuinely incremental carbon sink that supports afforestation and sequesters carbon dioxide as part of offsetting event emissions. In 2025, the Tampere Hall Group's emissions according to the GHG calculation were 19.6 tCO₂e, some of which were compensated by solar power production and some by planting seedlings.

As part of our sustainability work, we are constantly exploring new ways to support nature conservation and the development of urban nature. We have joined the Finnish Natural Heritage Foundation as an old-growth forest sponsor and a member of the Pirkanmaa district of the Finnish Association for Nature Conservation. Through membership, we support the protection of natural heritage areas and promote the preservation of biodiversity.

324 tCO₂e emission reduction from seedling plantings*

Growth of about +23% from the previous year



*) Productions by Tampere Hall Ltd, Talo Events Oy and customers



PROMOTE PEACEFUL SOCIETIES AND ENSURE ACCESS TO JUSTICE FOR ALL; BUILD EFFECTIVE AND ACCOUNTABLE INSTITUTIONS AT ALL LEVELS

90% of event organisers feel that events are very safe
In 2024, the corresponding share was 98%

39% of social media purchases in sustainability communications were related to social responsibility*
In 2024, the corresponding share was 43%



TALO EVENTS OY'S WORK TO IMPLEMENT THE 2030 AGENDA

Talo Events is committed to good governance and promoting fairness in all its operations. The principles of a safer space guide the organisation of our events at Tampere Hall and other venues. In practice, this means, among other things, induction of the staff, communication of principles and intervention in inappropriate behaviour. We respect everyone's right to physical and mental integrity and promote equality and non-discrimination in all our events.

Diversity and inclusivity and their promotion are part of our operations. We invest in the diversity of artists and performers performing at our events, and we ensure that all visitors have the opportunity to participate, regardless of their background, gender, disability or other factors.

We are also committed to operating as openly as possible. We publish information about our operations and ensure that our customers, stakeholders and visitors are heard and their feedback is taken into account. Openness and honesty are core values that guide decision-making and our interactions.

During the strategy period 2024–2027, we will focus on, among other things, the well-being of our personnel and pioneering sustainability in our industry. Our goal is to ensure that our operations reflect the highest standards of responsibility and promote a safe, open and non-discriminatory environment for all.

*) Tampere Hall Group



STRONGER SUPPORT FOR THE IMPLEMENTATION OF SUSTAINABLE DEVELOPMENT AND GLOBAL PARTNERSHIPS

TALO EVENTS OY'S WORK TO IMPLEMENT THE 2030 AGENDA

Talo Events Oy is strongly committed to promoting sustainable development and responsibility in cooperation with various stakeholders. The development work in accordance with the EcoCompass environmental programme has continued as part of everyday operations, and in 2025, Talo Events Oy was awarded the Sustainable Travel Finland label. In addition, Talo Events Oy is involved in Visit Tampere's Choose more responsibly service, which supports responsible tourism in the Tampere region.

We are actively involved in many local and national networks, such as the Commitment 2050 service. Talo Events also offers training and speeches on sustainability topics in various forums, such as sustainability events and student visits. The measures support the promotion of sustainable development and enable the sharing of best practices and cooperation in different sectors.

In 2025, Talo Events Oy continued its partnership with the sustainable development clothing swap event SWAP! and supported social responsibility at the #1000tekoa event. The Tampere Hall Group is also represented in various organisations and positions of trust that promote responsibility.

Tampere Hall was the first congress hall in the Nordic countries to receive the Nordic Swan Ecolabel in 2014, and it was awarded the Nordic Swan Ecolabel again in 2022 in accordance with the new criteria. Tampere Hall's cleaning partner, SOL Palvelut Oy, operates within the framework of the ISO 14000 environmental management system and uses products with the Nordic Swan Ecolabel. In addition, SOL Palvelut is committed to the Ministry of the Environment's Commitment 2050 project.



TAMPERE HALL GROUP'S ETHICAL PRINCIPLES



TAMPERE HALL GROUP'S CODE OF CONDUCT

NON-DISCRIMINATION AND EQUALITY

Events and all our other activities are planned and implemented in such a way that non-discrimination and equality are realised as well as possible. We strive to ensure that all participants and stakeholders can feel fair, regardless of their gender, ethnicity, religion, age, disability or other personal characteristics. We recognise that promoting equality requires continuous evaluation and development.

SAFETY AND WELL-BEING

The safety of participants and staff is always a top priority. This includes appropriate safety measures and first aid capabilities from operators who may be required to do so on the basis of the job description. We want to create an environment where everyone feels safe both physically and mentally.

ENVIRONMENTAL RESPONSIBILITY

Our operations take into account respect for the environment and making sustainable choices. When organising events, we aim to minimise harmful environmental impacts, such as waste generation and energy consumption. Recycling, waste reduction and the use of sustainable materials are key goals.

TRANSPARENCY AND HONESTY

Our operations convey open and honest communication. We provide participants and stakeholders with all relevant information, such as event prices, program and potential risks. Openness builds trust, which is why we consider it important to share information in all situations

RESPECT AND COURTESY

Our operations are committed to respectful and polite behaviour. At events and in our work community, we foster open interaction and mutual appreciation. We do not tolerate harassment or disruptive behavior, and any conflicts will be handled appropriately. Events have a harassment contact person who supports participants when needed.

RIGHTS AND PROTECTION OF THE CHILD

The safety and rights of underage participants are of paramount importance to us. It is the duty of all actors to act in the best interests of the child, and special attention is paid to ensuring the safety of children in all situations.

ACCESSIBILITY

We strive to ensure that our activities and events are as accessible as possible for all participants, including people with reduced mobility and sensory impairments. This can include space solutions, communication, ensuring accessibility and taking special needs into account. In addition, we listen to participants' feedback to improve accessibility.

PROTECTION OF PERSONAL DATA

We collect and process personal data carefully and in accordance with data protection legislation. All participants have the right to know how their data is used and stored. Confidentiality is important to us, and we are transparent about our privacy practices.

ECONOMICAL RESPONSIBILITY

In the management of financial matters, we adhere to responsibility and transparency. The financial planning of events is carried out responsibly, following ethical principles and avoiding misconduct. We handle sponsorships and collaborations openly and without conflicts of interest.

Conclusion

Our ethical principles serve as a guide in our daily work and decision-making. We believe that compliance with them strengthens our operations and demonstrates our role as a responsible employer and a reliable partner. We are committed to continuous development and open dialogue to maintain and update our principles.

RESPONSIBILITY IS A CHOICE

