# Biodiversity Roadmap's steps

**H2 2022**

Surveying of the investment portfolio's risks and dependencies

Creating biodiversity guidelines for own real estate portfolio

**H1 2023**

Assessing the impacts of our investment portfolio on biodiversity

Internal reporting

**H2 2023**

Asset class analysis

Biodiversity as part of Varma's environmental policy

Reporting in line with TNFD

**H1 2024**

Implementing and executing actions in accordance with environmental policy

**H2 2024**

Adding biodiversity to the fund survey

Data analysis to support data acquisition

**H1 & H2 2025**

Internal and external reporting on biodiversity

Clear selection criteria with regard to biodiversity

VARMA