

## 1. We are committed to the principles of sustainability – Responsible asset and customer management, no inappropriate risks to human health and the environment

Our goals are to manage shareholders' and other stakeholders' investments responsibly and protect the environment and the health and safety of everyone who comes into contact with our properties.

We invest in properties and services and develop them. We believe in making an important contribution to sustainable development through the efficient use of energy and materials. Reducing the consumption of energy and raw materials in our properties and thereby limiting the amount of waste requires continuous development of our properties and our operating methods. We also efficiently recycle the waste generated in our properties.

We acknowledge our duty to help meet the economic, ecological and social needs of present and future generations.

## 2. We are responsible for employee wellbeing at work – healthy, equal and respectful working conditions

No person is to be treated unequally, disadvantaged, favored, harassed or ostracised because of their race or ethnicity, color, nationality, religion, ideology, gender, age, physical characteristics, appearance or sexual orientation.

## 3. We are committed to responsible capital management

We are committed to managing our stakeholders' capital investments responsibly. Our target is to grow in line with our stakeholders' interests. We also recognise our duties and obligations towards our lenders.

## 4. We are committed to integrity in business dealings

Antilooppi never involves itself any business deals that violate the law or violate the company's policies, guidelines and instructions regarding the granting or acceptance of favours, mindful of the fact that some business may be lost as a result. No amount of potential additional revenues or earnings can justify bribery.

We do not use inside information for personal gain or the gain of others.

We respect the valid, legally recognised property rights of third parties.

## 5. We are committed to fair competition

Antilooppi supports the free market economy. Competition law is the free market's most important tool for ensuring fair and unrestricted competition.

We do not accept any kind of co-operation between actual or potential competitors, including written or oral agreements, informal talks or "gentlemen's agreements" that are intended to restrict competition or may have the effect of doing so.

We do not abuse our dominant market position.

## 6. We are committed to upholding domestic and EU trade restrictions and sanctions regulating our daily business

We do not conduct business in sanctioned countries or with sanctioned persons or entities, whether based on domestic, EU or UN sanctions regimes or any other applicable regime, and we are committed to complying with all applicable trade restrictions in our daily business

## 7. We are committed to cooperating with the authorities and transparent reporting

Antilooppi has an internal control system in place, that enables the provision of proper documentation of its key business processes and the establishment of controls to ensure that all transaction details relevant for accounting purposes are fully and correctly captured.

We communicate company information to regulatory authorities completely, openly, correctly, understandably and on time.

Antilooppi operates in an open and transparent manner with regard to its tax obligations and is committed to complying with the legislation and guidelines in force in its operations. Taxes and parafiscal charges are collected, reported and paid without delay.

Antilooppi will, if necessary, use external tax experts to ensure that tax matters are managed ethically and transparently, and will seek a preliminary ruling, as appropriate, to ensure the correctness of the tax treatment of significant business transactions.

Antilooppi requires that all of its regular business partners, including their supply chains, are committed to combating the grey economy in accordance with the Subscriber Liability Act.