

Antilooppi



Sustainability report 2021



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Antilooppi in short

Antilooppi is a Finnish sustainable real estate investment company that focuses on office properties. We offer business premises and flexible, innovative solutions with good transport links for corporate clients in the Helsinki Metropolitan Area. Our portfolio mainly consists of office properties, which we have 31 in total. Our portfolio has a gross area of a total of 614,415 square meters and value of 1.418 billion euros. Our company structure and ownerships are presented on page 39, [Antilooppi company structure](#). As one of the largest owners of office square meters in the Helsinki Metropolitan Area, we want to actively develop the entire real estate investment industry.

Responsibility has been one of Antilooppi's values from the beginning. Our other values are values are engaged and

forerunner. To enable the success and well-being of our customers, we develop and manage work environments in a long-term and sustainable manner.

We understand that success is created by happy and healthy employees, and we are aware of how the environment and its services can have an impact on well-being. We do not simply lease out premises but create flexible solutions based on customers' needs and operations. Properties always have a close connection to their immediate surroundings. That is why it is especially important for us to develop not just the property but also the surrounding area to be even more functional.

Antilooppi's corporate form is a limited partnership (Ky). Antilooppi is owned by the Finnish pension insurance company Ilmarinen and the Swedish pension insurance company AMF Tjänstepension AB. It is important for our shareholders that we manage our investments responsibly while increasing the pension assets of employees and entrepreneurs in Finland and in Sweden.

Antilooppi in figures

GRI 102-7 Size of the reporting organization	2021	2020	2019
Number of employees	40	34	24
Turnover, TEUR	81 357	79 862	59 665
Managed property assets, TEUR	1 418 870	1 368 283	849 687
Liabilities, TEUR	1 182 783	1 156 048	763 291
Equity capital, TEUR	224 737	209 022	105 360

We create inventive and flexible solutions based on customers' needs.



CEO's review: Sustainability carries through the change in working life

Sustainability is one of Antilooppi's core values together with being engaged and a forerunner. We tell you about our sustainability practices in a transparent way, and in this second responsibility report of our history, we have presented the sustainability work we did in 2021.

Lets start with some news from 2021. At the end of the year, we updated our strategy, the cornerstones of which we have made the continuous improvement of the customer experience and to develop our solutions to be more and more sustainable. The number of employees grew from 34 to 40, which indicates our future goals. The value of our real estate portfolio is now EUR 1.418 billion.

In general, the continuing covid-19 pandemic increased remote work and together these factors accelerated the transformation of working life. Despite challenging circumstances, we managed to enter as much as 90,000 m² worth new lease contracts.

Digitalization, which has been going on for a long time, is still shaping working life. The transition challenges management as work becomes increasingly detached from both place and time, and it becomes more difficult to anticipate

needed office space. We at Antilooppi support the management of the changing processes of working life.

At the heart of our business is to provide comfortable work environments that promote people's well-being holistically. We design spaces that invite to create, meet people, and produce.

One example of the services we have developed for the demands of a changing work life is the versatile working and meeting spaces of the POOL flexible space solution (read more on p. 21, [CASE: Antilooppi's values are crystallised in the POOL flexible space solutions](#)), which are freely available for rent from the desired location for the desired period. WWe provide the most appropriate facilities for our customers' current needs, helping people and businesses succeed.

We provide the most appropriate facilities for your current needs, helping people and businesses succeed.



In principle, we will renovate our existing properties into modern premises far into the future. Sustainability is an integral part of our investment decisions. We invest in areas in line with our strategy, and we select the properties to be developed both close to rail traffic and close to each other. That makes it possible for us to develop the environment holistically, as restaurants and sports venues, for example, also offer well-being to the neighbourhood.

We have taken significant steps in the environmental responsibility of our operations, and we contribute mitigating climate change. Our goal is a carbon-neutral real estate portfolio, and we are moving forward systematically. We are committed to carbon-neutral energy use by 2030 in line with the Net Zero Carbon Buildings commitment. In 2021, we



were among the first companies in the industry to sign the extended commitment to carbon neutrality to include also construction, from 2030 onwards. (See p. 32, [CASE: Step by step towards carbon neutrality.](#))

We have exceeded the targets of the energy efficiency agreement for business properties four years ahead of schedule. We reduced energy consumption by a calculated 10 percent through energy efficiency measures and investments. In addition, we mapped out the potential for utilizing solar electricity and will begin construction of solar power plants in 2022.

We verify the environmental impact of our properties with LEED and BREEAM certificates, evaluated and granted by a third party. For example, in Siltasaari 10 (Koy Siltala) we achieved the highest level of LEED certification, Platinum. In addition, we have applied for well-being themed WELL certification for the same property.

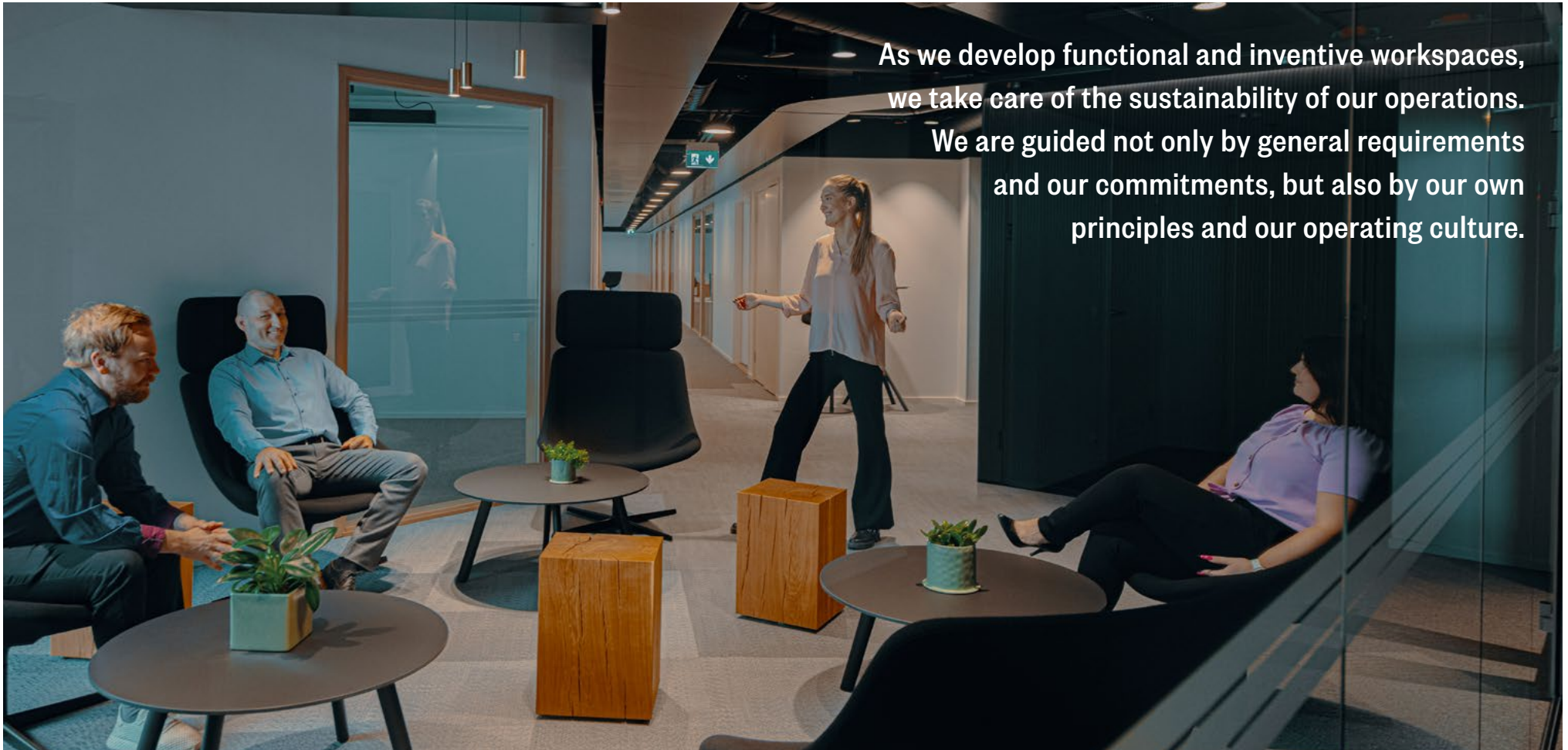
We develop and design our concepts primarily so that the need for renovations is reduced or modification work becomes lighter when the customer changes, also considering the sustainability aspects. Still, we always strive to meet the needs of our customers and their quality criteria.

In 2022, we will continue to invest in developing the quality and services of our portfolio and improving the customer experience. The need for comfortable workspaces has not disappeared, although predicting the need has become more challenging. That's why we offer business premises flexibly - and sustainably.

I hope that this report on our sustainability will arouse your interest in both Antilooppi and our responsibility work, and a desire to promote sustainability themes in cooperation with us.



Tuomas Sahi
Chief Executive Officer



As we develop functional and inventive workspaces, we take care of the sustainability of our operations. We are guided not only by general requirements and our commitments, but also by our own principles and our operating culture.

Sustainability at Antilooppi



Sustainable development for future generations

Antilooppi's goal is to manage the investments of shareholders and other stakeholders responsibly, to take care of the well-being, health, and safety of everyone that does business in our properties, and to protect the environment. We operate transparently, and sustainability has an increasingly important role in everything we do.

Due to our significant real estate holdings, we have a great financial, social, and environmental responsibility for our operations, our employees, our customers and other stakeholders. We promote sustainable development by mitigating climate change and through energy efficiency and circular economy. We develop our properties and practices so that we can reduce the consumption of energy, fossil fuels, and raw materials as well as the amount of waste in our properties. We recycle the waste generated in our properties more and more efficiently.

We ensure that economic, environmental, and social goals are achieved in a way that benefits both current and future generations.





Transparency of our business

Compliance with laws and regulations and our own guidelines is the basis of our operations. Our daily work and operations are guided by our Code of Conduct. Ethical guidelines are binding not only on our employees but also on our supply chain. We have developed Supplier Code of Conduct a guideline for our suppliers, and we expect responsible operations also from all our suppliers. We are committed to operate and report on our operations in a transparent manner and to compete fairly. We do not accept bribery or corruption in any form, and we do not make donations to political parties. We have separate internal guidelines to prevent bribery and corruption.

We work to minimize negative impacts and avoid unnecessary risks to both health and the environment. We do not tolerate any form of discrimination or harassment in our operations. We respect human rights and international

fundamental rights at work, such as freedom of association, the right to collective bargaining and the elimination of forced labour and child labour. Our stakeholders may confidentially report suspected crime, violation, or abuse through our whistleblowing channel, which can be found on our website, and through the link: [whistleblowing channel](#). In 2021, there were no reports.

We protect our customers' data and privacy

Ensuring data protection is a natural part of Antilooppi's compliance and responsible practices. We process our customers' personal data in matters related to lease agreements and informing related to real estate, or when conducting customer satisfaction surveys. We process personal data according to the Data Protection Act and with special care. We will not disclose the information to third parties without the consent of the person concerned.



We work to minimize negative impacts and avoid unnecessary risks to both health and the environment.

In 2021, we renewed the company's information security policy, the way we identify and deal with information security risks, and we also updated our daily practices. The aim of renewing the policy was to improve our operations so that we can guarantee a secure working environment for our customers, partners, and employees. The changes have improved our ability to prevent and minimize security-related harm as we have made security and risk prevention part of our day-to-day work with better tools, guidelines, and practices.



Tuomas Sahi
Antilooppi's CEO



Antti Savilampi
Investment Officer (CIO)



Thomas Blumberg
Chief Financial Officer
(CFO)



Hannamari Koivula
Head of Sustainability and
Property Management
(since 10th Jan, 2022)



Esa Mattila
Head of Asset
Management

Managing sustainability in Antilooppi

Antilooppi's CEO is **Tuomas Sahi**. Together with the CEO the Management Team includes Chief Investment Officer (CIO) **Antti Savilampi**, Chief Financial Officer (CFO) **Thomas Blumberg**, Head of Sustainability and Property Management **Hannamari Koivula** (since 10th Jan, 2022) and **Erika Salmenvaara** (until 7th Nov, 2021), Head of Asset Management **Esa Mattila**, and Head of Property Development **Sami Hentilä** (until 31st July, 2021). Antilooppi's Management Team reports to the Board, which had five members at the end of accounting period 2021.

Antilooppi Board in the accounting period 2021: **Kristian Pullola** (COB since 13th April, 2021) **Jan Lång** (COB until 13th April, 2021), **Tomi Aimonen**, **Pernilla Arnrud Melin**, **Mats Hederos**, **Anu Tuomola** (until 25th May, 2021) and **Liisa Bäckström** (25th May, 2021). The diversity of the Board and the Management Team is reported in our page 42, [Sustainability figures: social](#).



Sustainability is both one of Antilooppi's values and one of our strategy priorities. Sustainability plays an increasingly important role in our business and is part of the work of all Antilooppi's people. For this reason, we have included a sustainability related KPI in the Short Term Incentive programme for all our employees for 2022. The choice of the sustainability indicator is based on our strategy and the significant sustainability goal of our business.

Antilooppi's Board discusses sustainability issues regularly. We report sustainability work progress to the Board according to our annual schedule.

In matters of corporate responsibility, the CEO is the one ultimately responsible. Antilooppi also has a Head of Sustainability and Property Management, who manages the sustainability issues, reports to the CEO and is part of the Management Team. Antilooppi's Management Team discusses sustainability and responsibility issues regularly as part of monitoring the strategy implementation and KPIs. Besides sustainability KPIs, the Management Team follows up the development projects' progress and decides on sustainability targets.

We want to report our sustainability measures to our customers and other key stakeholders transparently and comprehensively.

Antilooppi has an internal monitoring system that allows us to produce proper documentation of the company's key business processes. We also have well-established methods in place to ensure the correct and complete retention of business-relevant information for accounting purposes.

Although the size and scope of Antilooppi's operations do not require sustainability reporting in accordance with the Accounting Act, the Board of Directors of Antilooppi has decided to report our sustainability measures to our customers and other key stakeholders.



Sustainability is run with strategy, targets, and meters

We have a broad view on corporate responsibility. In all our activities, we take people, society, and the environment into account. We understand that we can help our clients achieve their sustainability goals by minimizing the negative impact of real estate on the environment and society, and by maximizing the positive impact of real estate.

Our vision is to create success and well-being with our work environments. The key actions of our 2021 updated strategy are:

- to focus on the customer and the customer experience
- to drive sustainability through our operations and portfolio
- to provide flexibility and serve the changing customer needs through operations and concept development
- to develop and manage the platform and exit the non-core assets leads to ensure financial independence

We own, develop and manage work environments on a long-term and sustainable basis.

In addition to the company's strategy and ethical guidelines, our responsibility management is based on well-known responsibility frameworks and commitments. We are committed to the UN Sustainable Development Goals and the industry's global Net Zero Carbon Buildings commitment's targets by 2030.

We report on our own corporate responsibility management performance according to the GRI (Global Reporting Initiative) framework.

We plan and implement the responsibility roadmap together with our customers and partners. We support our customers so that they, can achieve their responsibility goals.

Sustainability and responsibility have been systematically integrated into all our processes, starting with the acquisition of new pieces of real estate. We manage and evaluate our progress using data and KPIs. In the evaluation, we use data such as energy and water consumption data, carbon footprint data, customer satisfaction surveys, employee

UN's Sustainable Development Goals and Antilooppi's focus areas



satisfaction surveys, and direct discussions with stakeholders. Our most important sustainability meters are presented on pages 40-48, [Sustainability figures](#).
















Targets and actions 1/2

Project	Target	2020 actions	Schedule	SDG
Antilooppi as a sustainable workplace	We know what our employees expect from a sustainable employer, and we have targets according to these expectations.	Dialogue continued and intensified in working groups. Sustainability issues were integrated into the work of the company's steering groups. We expanded and developed the content of our Code of Conduct and familiarised staff with new aspects of it.	Continuous	
Sustainability training for staff	Understanding of sustainability, mutual commitments, objectives, and terms.	Sustainability information sessions and training are part of our ongoing activities.	Continuous	
Sustainability data and KPIs	Data collection and integrations for constant transparent reporting. Setting targets and analysing trends on property and portfolio level. GRI reporting.	We have reported the year 2020 for the first time in accordance with the GRI reporting. We continued GRI reporting in 2021 and expanded the coverage of our reporting. Our goal is to continue to report on our responsibility annually transparently and comprehensively.	Continuous	
Sustainable construction	The changes in premises result in high product-related CO ₂ emissions. Our aim is to guide customer choices by integrating sustainability information into our customer journey. In the future, we will provide, among other things, CO ₂ emissions data and sustainable building options.	We used service design to plan the first steps in the development of a sustainable customer journey. We developed a model for managing construction that consistently guides sustainability objectives, their design, and increasingly responsible choices as part of construction projects. The model will be piloted during 2022.	2021–2022	
Carbon neutral POOL	We want to offer our customers carbon neutral facilities. We build carbon neutrality into the POOL concept.	We have defined the means of delivering POOL as a carbon-neutral service to the customer. During 2021 we have developed the concept and our aim is to pilot the carbon neutral facilities concept for the first time as part of our POOL solution during 2022.	2021–2022	



Targets and actions 2/2

Project	Target	2020 actions	Schedule	SDG
Sustainability in procurement and the procurement plan	Process development from procurement to supply chain management.	Data collected on the current supply chain and new approaches have been piloted with several partners. The Supplier Code of Conduct and our procurement plan guide our sustainability work with partners.	Done 2021, continuing 2022	    
Net Zero Carbon Energy Road Map	A road map of concrete actions to become carbon neutral in terms of energy.	During 2021, we started developing a portfolio-level carbon neutrality map. T will be complemented by a property-specific plan that is based on AI analysis, and which will be integrated into the business plans of the sites. This work continues in 2022.	2021–2022	   
Environmental and well-being certificates	We align the use of environmental certifications with the development of the environmental responsibility of our portfolio and solutions and the added value for our customers.	<p>We use the certificates as part of our sustainability work and as a tool for evaluating environmental performance. We aim to have our whole portfolio certified in 2022. LEED certifications are ideal for guiding building projects, while BREEAM In-Use is ideal for assessing the existing stock. Through preliminary studies, we identify the most appropriate certification and our opportunities for improvement in advance, as our aim is always to obtain the most comprehensive benefits from certification for the development of our portfolio.</p> <p>We also launched the first WELL well-being certification in relation to the major renovation of Siltasaari 10.</p>	Done 2021	 
Whistleblowing	We provide a whistleblowing channel for reporting and disclosing misconduct in order to increase accountability and transparency, investigate potential incidents and improve our performance.	<p>Whistleblowing channel up and running on the Antilooppi website.</p> <p>During 2021, no notifications were received through the reporting channel.</p>	Done 2020	 



Memberships and
commitments

RAKLI

HELSINGIN SEUDUN
KAUPPAKAMARI



INREV | MEMBER
OF INREV



We are committed to develop sustainability together with expert organizations

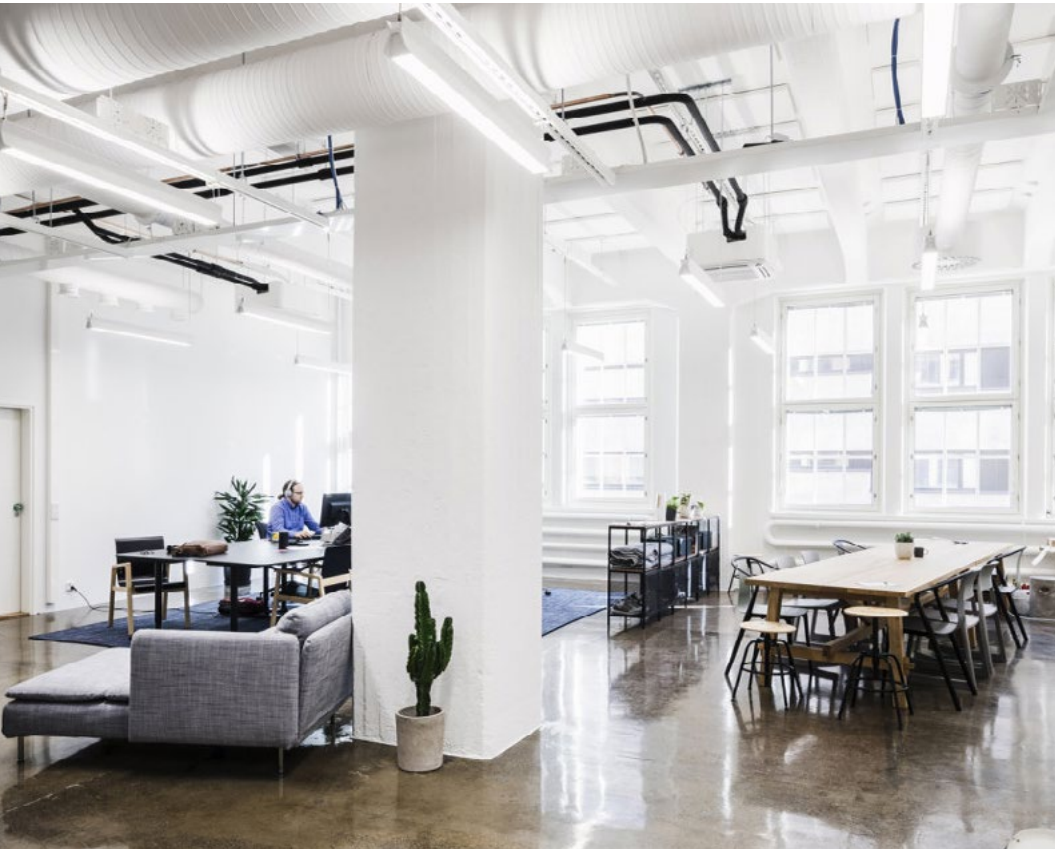
We are committed to the UN Sustainable Development Goals. Among the goals, we have identified the ones which Antilooppi is best able to influence as an organization. In 2020, we also signed the real estate industry's global Net Zero Carbon Buildings commitment. The commitment was updated in 2021 to cover the emissions of the entire building life cycle, which means also the carbon stored in products (construction projects, products, and refrigerants).

Antilooppi was one of the first three Finnish companies in the industry to sign a commitment to reduce emissions throughout the buildings' life cycle by 2030. The goal is ambitious. As a pioneer, we want to show direction and

create practices to achieve the industry's climate goals and carbon neutrality.

We are a member of RAKLI ry, a Finnish association of professional property owners, real estate investors, and business premises management and developers. We belong to INREV, an association of European unlisted real estate investment companies. We are also a member of the Nordic Council of Shopping Centers, which represents the Nordic shopping center industry, and the Green Building Council Finland, which is a Finnish co-operation network for a sustainably built environment. We are also a member of the Helsinki Region Chamber of Commerce.





Materiality counts

We gather an understanding of materiality and stakeholder expectations through regular meetings, various surveys and declarations, and day-to-day interaction. Our stakeholders include customers, investors and owners, personnel, partners and subcontractors, industry associations, authorities, and society.

We conducted our first materiality analysis for responsibility reporting and Antilooppi's responsibility work in the fall of 2020. We identified stakeholders and their expectations of our sustainability work. As material, we used publicly available information, such as corporate responsibility reports and industry responsibility standards and guidelines. We also interviewed the key people at Antilooppi. To make our analysis as comprehensive as possible, we also asked our customers what expectations they had for their landlord's responsibility.

In the materiality work, we defined the areas of responsibility that are relevant to the stakeholders as well as the stakeholders' expectations of Antilooppi. We also examined the relevance of the responsibility topics for Antilooppi's business with a survey among our own key personnel.



In the materiality analysis, the most significant topics were (the most significant in **bold**):

ENVIRONMENT

- **energy consumption**
- **CO₂ emissions**
- water usage
- waste and recycling
- compliance with environmental legislation
- use of materials
- environmental certifications
- biodiversity

SOCIAL RESPONSIBILITY

- **training and development of personnel**
- **customer health and safety**
- **well-being and safety at work**
- social and environmental assessments of suppliers
- non-discrimination
- diversity and equality
- human rights assessments
- employment
- freedom of association and collective bargaining

ECONOMIC RESPONSIBILITY AND GOOD GOVERNANCE

- **anti-corruption**
- **distribution of economic added value**
- compliance with competition regulations
- political influence

In 2021, there was no need to update the materiality analysis. The materiality analysis is still up to date and was approved as such by the Management Team as the basis for the 2021 sustainability reporting.

We have noted that the GRI standards have been updated in 2021. The transition period for the introduction of the standards is running until 2023. We will update the materiality analysis in connection with the introduction of new standards, or in the event of any significant changes affecting the materiality analysis.



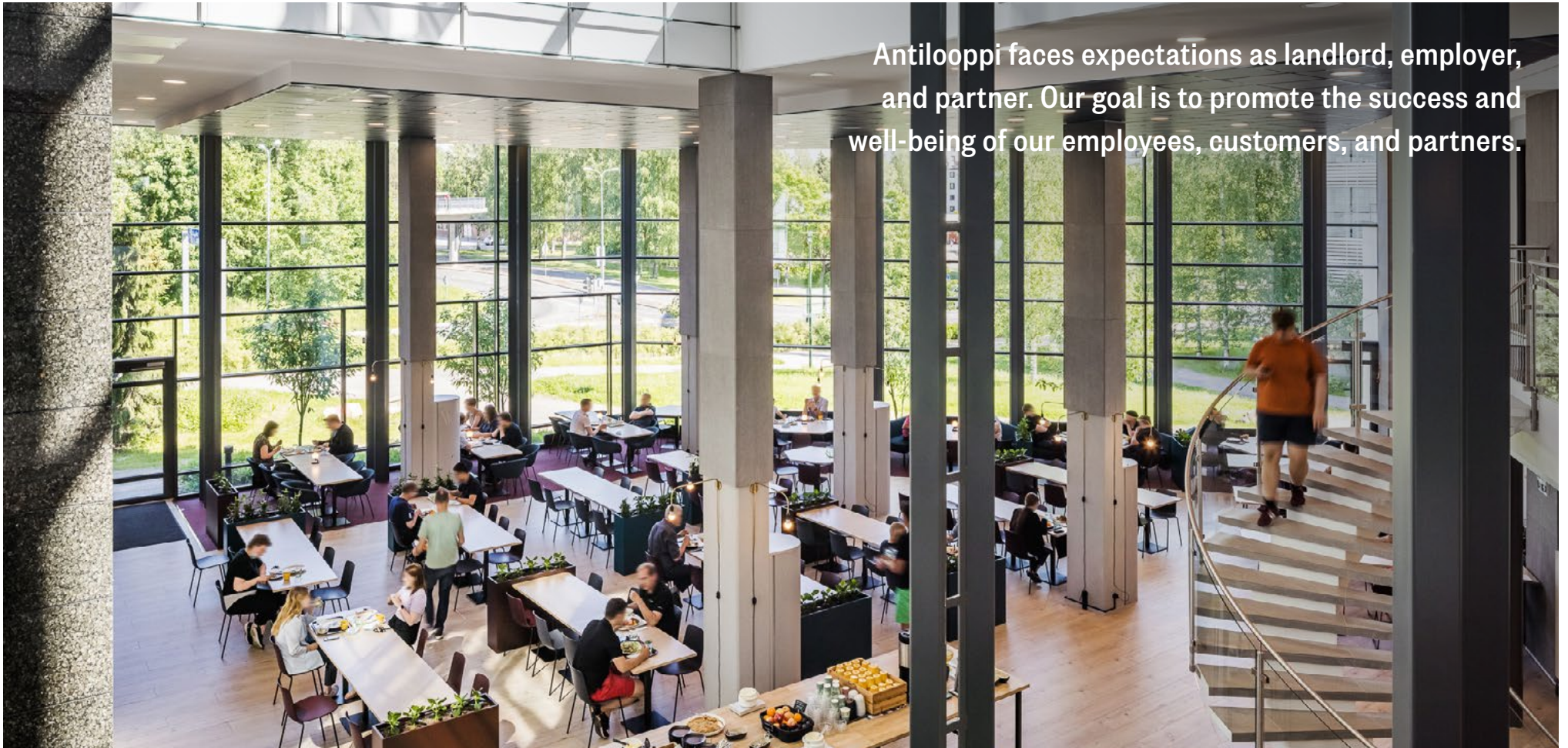


Stakeholders and expectations of Antilooppi

Stakeholder	Expectations of Antilooppi	Measures, meeting expectations	Communication and feedback channels
Customers	<ul style="list-style-type: none"> - Supporting their responsibility objectives - Good, high-quality cooperation - Convertible facilities - Good location - Well-being and security - Reliable partner 	<ul style="list-style-type: none"> - Easy access to the properties and locations close to public transport - Development of new service and rental concepts - Cooperation to achieve customers' responsibility goals - Providing energy efficient and environmentally friendly premises 	<ul style="list-style-type: none"> - Regular customer meetings - Daily cooperation and good reachability - Customer satisfaction survey and a separate measure of meeting responsibility expectations
Employees	<ul style="list-style-type: none"> - Opportunity for continuous learning and development - Equal treatment - Supporting well-being at work and ensuring safe working conditions - Flexibility in work - A reliable and responsible employer 	<ul style="list-style-type: none"> - Remote work opportunities, flexible working hours - Comprehensive occupational health services - Providing equal opportunities for development 	<ul style="list-style-type: none"> - Goal discussions, regular discussions with the supervisor - Events that allow informal interaction - Employee satisfaction survey
Society and authorities	<ul style="list-style-type: none"> - Compliance with laws and regulations - Co-development of regions - Supporting urban and national carbon neutrality targets - Supporting state energy efficiency targets 	<ul style="list-style-type: none"> - Land use planning cooperation and regional development - Net Zero Carbon Buildings – carbon neutral commitment - Commitment to the TETS energy efficiency agreement and energy management 	<ul style="list-style-type: none"> - Regular monitoring of the operational environment and legislation - Discussions and co-operation with authorities according to need
Partners and subcontractors	<ul style="list-style-type: none"> - Fair and equal treatment - Long-term partnerships - Compliance with contracts - Risk assessment - Responsibility audit - Developing together 	<ul style="list-style-type: none"> - Clear and transparent supply chain management and procurement process 	<ul style="list-style-type: none"> - Regular meetings and daily cooperation - Sustainability questionnaire and sustainability agenda in supplier meetings - An anonymous reporting channel
Owners	<ul style="list-style-type: none"> - Low-carbon operations - Respect for human rights - Good governance and compliance with the law - Profitable business 	<ul style="list-style-type: none"> - Net Zero Carbon Buildings – carbon neutral commitment - Responsible policies and Code of Conduct - Clear responsibilities and mandates - Management Team work 	<ul style="list-style-type: none"> - Reporting and regular communication
Trade associations (Rakli, Inrev, Green Building Council)	<ul style="list-style-type: none"> - Low-carbon and energy efficiency requirements - Waste recycling - Anti-corruption - Industry development 	<ul style="list-style-type: none"> - Net Zero Carbon Buildings – carbon neutral commitment - Commitment to the TETS energy efficiency agreement, Code of Conduct, and an anonymous reporting channel 	<ul style="list-style-type: none"> - Participation in events - Monitoring the communication of organizations - Discussions with representatives



Antilooppi faces expectations as landlord, employer, and partner. Our goal is to promote the success and well-being of our employees, customers, and partners.



Economic and social responsibility



We create added value to our stakeholders

We manage our owners' private equity investments responsibly and aim to grow according to their best interests. We also have obligations to our lenders. Through Antilooppi owners, we increase the pension assets of Finnish and Swedish employees and entrepreneurs. Through our properties, we add value to the society by creating jobs, providing companies with appropriate and flexible workspaces, and developing services in nearby areas.

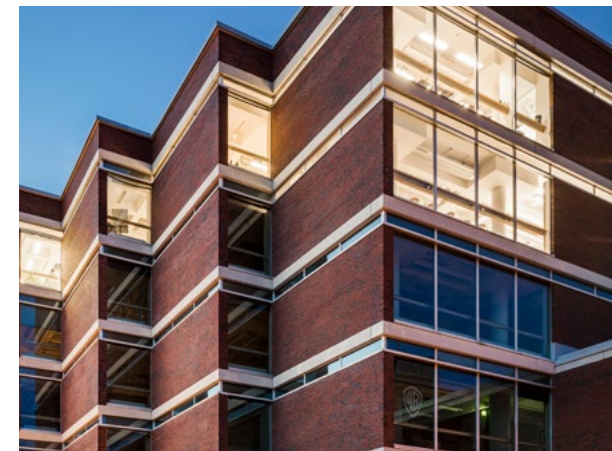
Besides Antilooppi's employees, our property portfolio provides employment for several hundred employees in the metropolitan area. A functional everyday life in our properties is built by our many partners - professionals in various fields, such as maintenance, service, cleaning, and waste companies. We operate ethically and transparently, and we require the same responsible operations from all suppliers. We have made our Supplier Code of Conduct which is included in our partnership agreements. In addition, we require them to operate according to the Act on the Contractor's Obligations and Liability.

We strive to have accessible services in each property, either from the same building or nearby. In a relaxed, versa-

tile work environment, it is possible to eat, drink, relax and play sports even after a working day. In addition to serving the people who use the workspaces, the restaurants, cafes and gyms located in our properties serve the residents of the area.

We find it especially important to develop the surrounding area and services of our properties, as the property is always in close interaction with its surroundings. We aim for long-term real estate development and listening to the needs of our customers, and the surrounding community helps us with that. We primarily develop existing buildings. We develop area plans and functional urban spaces in cooperation with cities and the authorities.

The ways of working are diversifying, and strict remote or office work practices are becoming a thing of the past. This requires a new kind of transformation capacity from real estate sector companies. Antilooppi offers customers workspaces where we design the facilities together with the company individually for their specific needs. We have named this flexible concept POOL. The idea of the concept is to always fit the customer needs. It is important to us that



We offer suitable workspaces for specific needs.

customers find the right solutions for them in a changing work life. Added value is created for the customer when a functional environment increases work efficiency. Our environments can be easily adapted to the company's situation and number of employees, which also helps customers to control costs.

In 2021, we have opened new flexible POOL concept premises in Hakaniemi, Siltasaarenkatu 10 (Koy Siltala) and Siltasaarenkatu 12, and in Vallila, Elimäenkatu 5, and in Kalasatama, Sörnäistenkatu 1. The number of POOL premises will grow in 2022 with at least two new premises. All our POOL spaces can be found in [POOL - Antilooppi](#).



Helping customers to reach their sustainability targets

Responsibility has increasingly become part of our business in recent years, and it has integrated into our company's values and strategy. Sustainability perspectives strongly determine the roadmap for our future.

We also want to help our customers to reach their own sustainability targets. Because carbon neutrality goals are significant in our customer companies, we offer solutions to reduce the carbon footprint of our office premises. In addition, we want to develop operating models and support choices that increase the well-being of the users of our premises.

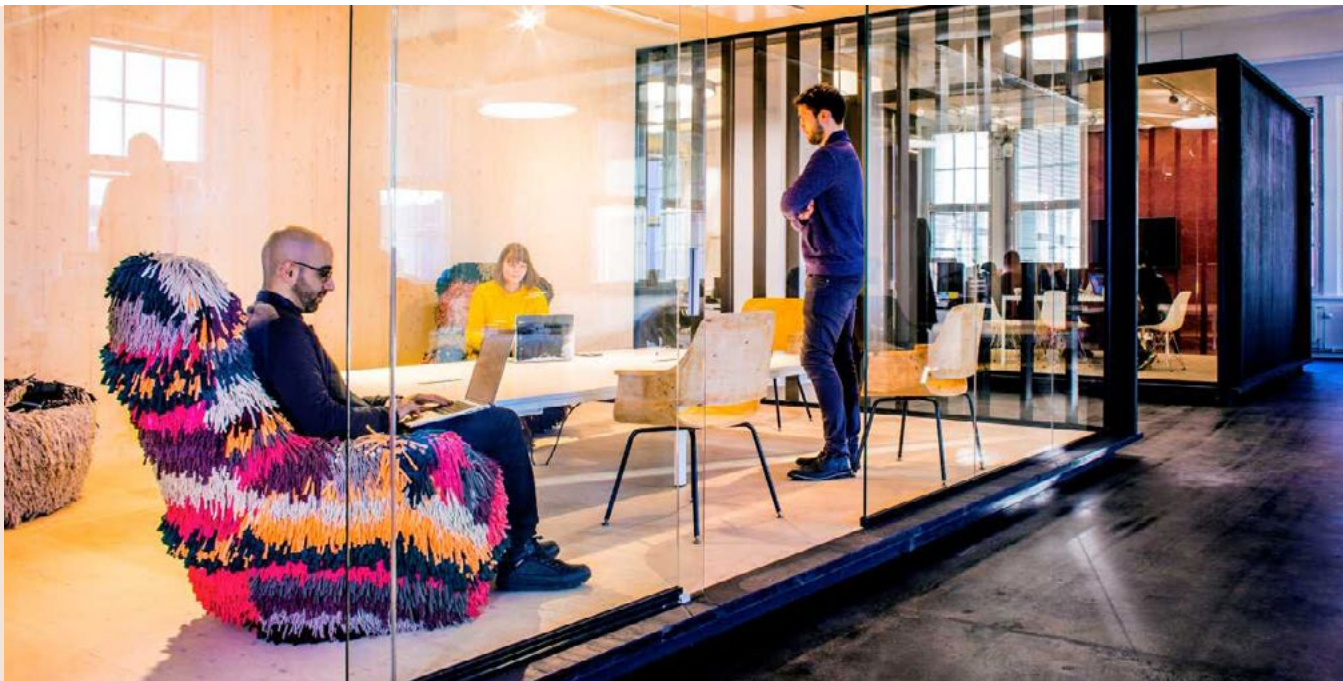
Responsibility is increasingly visible to our customers as:

- 1. workspaces that support well-being,**
- 2. a minimized risk profile, for example related to health, safety, reputation, and costs,**
- 3. carbon-neutral spaces.**

Customer needs and responsibility targets guide our work.

In 2021, one of our priorities has been to identify the actions related to our real estate that are needed to promote carbon neutrality both in portfolio and real estate level.

We will specify the responsibility measures related to the three themes mentioned above and what they will offer in the coming years through service design.





CASE

Antilooppi's values are crystallised in the POOL flexible space solutions



Creating innovative space solutions that improve the well-being of people and the environment is at the core of Antilooppi's work. We implement this principle in accordance with our sustainability goals in everything we do – from the largest project to the tiniest detail. Our responsibility thinking is particularly evident in POOL's flexible space solutions, where we offer diverse working and meeting spaces for the changing needs of work communities.

Work is quickly becoming detached from time and place, and companies are shaping their hybrid solutions, combining working from the workplace and remotely. Nevertheless, the need for people to come together and work together has not changed.

POOL is our solution to the changes in working life. The POOL package includes small-scale offices of various sizes, spaces that support project and idea work,

and meeting and event facilities, accessible to all our customers. The POOL space solutions are available in six of our properties: Siltasaari 10 (Koy Siltala), Siltasaarenkatu 12, Elimäenkatu 5, Valli (Elimäenkatu 17-19), Kiila (Ruoholahdenkatu 21) and Tietotie 9 in Vantaa in key locations around the Helsinki Metropolitan Area, and the concept is set to expand during 2022. In 2022, we will open at least two new POOL premises in Helsinki Metropolitan Area.

Responsibility is reflected in sustainable design

Among the responsibility themes that we share with POOL are sustainable urban environments, the promotion of decent work, economic growth and cooperation, as well as responsible consumption. POOL encapsulates the three pillars of Antilooppi Platform strategy: service, flexibility, and responsibility. At the heart of our corporate responsibility thinking is the well-being of people and the environment.



CASE

We acquire already existing properties and develop them into sustainable, modern working spaces. The carbon footprint of a renovation is typically smaller than that of new construction, and at the same time, the life cycle of the building is extended. When we renovate or renew building systems, they become more energy-efficient and sustainable without compromising on comfort.

We have designed the POOL facilities to be flexible so that they can be used for a wide range of needs and situations for as long as possible, without the need for modifications. Customers can lease additional services, such as soundproofed, mobile workspaces when they need them. At Elimäenkatu 5, for example, responsibility and sustainability are integrated into all solutions, from lighting to material choices.

POOL's corporate responsibility themes emphasise comfort and community, which are supported by shared kitchens and spaces for social and

event facilities. Joint basic infrastructure, recycling points, cleaning, and, for example at some premises, a common photocopier make everyday life easier and save costs. Green plants ensure a relaxing atmosphere and clean air.

Comfort creates well-being and success

The need for interaction is emphasised as remote work increases. Indeed, many companies are investing in inviting and comfortable workspaces that offer an opportunity to focus, brainstorm, and grow. At POOL, the inspiring common spaces can serve as companies' headquarters or satellite offices. When employees switch flexibly between the office and remote work, the facilities also need to be flexible. This allows companies to optimise their workspaces without having to pay for anything unnecessary and keeps the utilisation rate high.

Antilooppi's POOL premises are always connected to the surrounding infrastructure. Due to the central location, public transport is easy to use, and employees can choose a workspace close to their home. The

The need for people to come together and work together has not changed.

combination of work and leisure is supported by cafes and gyms located in the buildings. As we develop our real estate, we are also developing the surrounding area, as the services at our premises benefit the whole neighbourhood.

Responsibility is better with partners

When choosing whom to work with, we strive to ensure that our partners' operating principles and responsibility actions meet our responsibility and quality goals. This way, a small business or an individual office user can easily enjoy ready and well-thought-through solutions. Building certificates, energy solutions, transport connections, bicycle parking spaces and services support our and our customers' responsibility work.

POOL carries all the values and good qualities of Antilooppi. In the POOL concept, responsibility thinking is transformed directly into actions. We are constantly developing space solutions and services for a better and more sustainable everyday life.



Comfort and good transport links create well-being

Indoor air quality, well-designed lighting solutions, functional acoustics, and the presence of natural elements create comfort and well-being in our properties. Investing in these things is therefore of great importance to us.

Antilooppi's downtown premises are located along excellent transport connections. It is easy to get to the office properties in Helsinki, Vantaa, and Espoo by metro, tram, train, or bus, as well as by bicycle or by car. We support our customers' opportunities for sustainable commuting. As the use of electric cars increases and the demand for charging stations grows, we want to support our customers in switching to electric or hybrid cars. At the end of 2021, there were already options in our 19 properties for charging electric cars, and the number will increase during 2022.

Good transport connections and a location close to versatile services support the well-being of our customers by encouraging commuting and exercise after the working day. Laundry, changing rooms, and bicycle parking make commuting easier.

There is a lunch restaurant where you can get healthy food in all our properties or the neighbouring area. In addition to statutory safety inspections, such as elevator and fire inspections, we regularly conduct a risk review of





We also invest in the health and well-being of our customers in flexible workspaces of our POOL concept.



our properties to review potential health and safety risks and agree on the maintenance and development measures. In 2021, we conducted a risk analysis of ten properties, covering a combined area of 27 percent of the total area of our properties.

We also invest in the health and well-being of our customers in flexible workspaces of our POOL concept. We strive to provide sports, health, and other services to support well-being at sites.

To promote the commuting of our customers, we built a bicycle park for 400 bikes and social space in the basement of Siltasaarekatu 10 (Koy Siltala) in 2021. In 2022, the goal is to certify the property in accordance with international WELL certification. WELL certification comprehensively emphasizes both well-being themes and the collaboration between customers and the property owner.

The WELL certificate takes into account and evaluates ten aspects of the property:

- Good indoor air quality
- Clean drinking water and hygienic use of water
- Healthy food
- High-quality and functional lighting and the use of natural light
- Fitness and promoting physical activities
- Thermal comfort, suitably pleasant and even temperature
- Pleasant acoustics
- Safe and healthy materials for indoor air quality
- Space solutions and operating models supporting well-being
- Space solutions and operating models encouraging to cooperate



We support the well-being of our top professionals at work

Antilooppi has grown significantly in recent years, and at the end of 2021, we directly employed 40 people. Indirectly, however, there are several hundred employees through our partners. Our properties employ people of all ages from a variety of social and ethnic backgrounds. Everyone has the right not to face any discrimination or harassment in Antilooppi or in situations related to Antilooppi's activities or partners. We offer our staff equal opportunities to advance in their careers. In recruitment, we focus only on the applicant's skills and the fact that they are the most suitable candidate for the position despite their age or gender.

It is important to us that our employees are top professionals in their field. This allows us to provide our customers with the best possible service. In today's rapidly changing operating environment, continuous learning is a prerequisite for success. Our employees learn and develop mainly through their work. In addition, we support the training of employees and encourage them to participate in various seminars and training events.

The primary goal of the training is to deepen or supplement the employee's own skills. In the development discussions

held in the spring of 2021 the aim was to gain an overall understanding of which areas of competence each employee should strengthen or update in their current job description. When returning from a leave, the employee is discussed whether they need to update their skills.

Our employees also have extensive expertise outside their own job description. To gather these skills and to potentially utilize them in the future increases employee's work motivation and enable career development within the company.

Those working in Antilooppi have very different job descriptions, which is why their training needs also differ. Most hope to have a deeper understanding of their field of expertise. In addition, the change in the job description's focus has increased the need for training.

With targeted training, we can ensure that every employee has the tools they need to work. We will start monitoring training hours during 2022 so that we can systematically invest in the continuous learning and development of our staff.



Everyone has the right not to face any discrimination or harassment in Antilooppi or in situations related to Antilooppi's activities or partners.



We listen to our employees and make a development plan

We offer fair working conditions and support well-being at work. For example, our occupational health care exceeds legal requirements: among other things, specialist medical services and physiotherapy are available. With sports and cultural vouchers, our employees can promote their well-being and recreation in their free time as they prefer. Flexible working hours and teleworking opportunities make it easier to balance with work and leisure. At the end of October, we organized occupational health and

well-being days in Tampere, where all Antilooppi personnel had the opportunity to participate in a well-being test and training.

In 2021, we also conducted an annual personnel survey. The survey response rate was 83 percent. The personnel recommendation index, or eNPS, improved to 31 (on a scale of -100 to 100) from the previous year's level. According to the survey, the importance of work-life balance had increased significantly. Meaningful work assignments, the

opportunity for independent decision-making, a good team spirit and skilled colleagues were considered important, as they also were in the previous year. These issues relevant to employees were evaluated to have been realized well. The independence of decision-making became a development target in the personnel survey. The Antilooppi Management Team has reviewed the results and made a development plan based on them. The results of the personnel survey were also discussed in the teams and as part of the personnel development discussions.



We produce and procure services sustainably

Antilooppi has an extensive partner network. In 2021, we acquired products and services for real estate for 27.1 million euros from total of 253 service providers. Since we operate in Finland, it is natural to procure all services from Finland as well. We require all our suppliers to act in accordance with our principles of sustainable procurement and our Supplier Code of Conduct.

We manage and lease ourselves the properties we own. We manage the maintenance of the properties partly ourselves and partly with our partner. We purchase property maintenance services as a service, including cleaning, waste management, monitoring service, security, and maintenance. In addition, we procure financial management services and other services as needed.

Through our partners, we have an indirect impact on occupational safety risks, work-related human rights risks, and environmental risks. A lot of foreign labour is used espe-



cially in the construction sector, so there is a risk of forced labour and other human rights violations there. We have recognized this and are actively working to prevent risks through supplier cooperation and regular monitoring of the legality and accountability of our suppliers.

We conducted a sustainability review and built a risk meter to target our focus on the necessary actions in our supply chain.

Before we start cooperation with subcontractors, we require them to provide the documents required by the Act on the Contractor's Obligations and Liability. The aim of the Act is to prevent the black economy and to monitor employers'

compliance with occupational safety and health obligations and collective agreements. We also monitor compliance on a quarterly basis with a tool provided by Vastuu Group.

In 2021, we implemented our Supplier Code of Conduct, which is included in all our agreements since 2021. We have also mapped our suppliers during the reporting year. In the future, we will enter more framework agreements to be able to better manage potential risks related to responsibility.

During the reporting year, we conducted a sustainability review for our ten largest suppliers and built a risk meter to target the necessary actions in our supply chain. Based on the results, we will conduct a more detailed liability survey for our three suppliers during 2022. In the future, responsibility aspects will play an increasingly important role in the selection of our suppliers. We will conduct a risk assessment of all our new suppliers, based on which we will discuss the necessary follow-up measures related to responsibility.

In the risk meter, we assess the potential environmental and social responsibility risks based on the supplier's industry. Based on the result of the risk assessment, we take the necessary measures, such as more detailed responsibility reviews or surveys. If necessary, we audit our partners' operations.

We renewed one partner agreement in 2021. We conducted both a risk assessment and a sustainability review for the supplier, which did not result in additional measures.



With the help of remote monitoring of properties, we have achieved an annual energy saving of 1,680 MWh.

Environmental responsibility



We have a responsibility to mitigate climate change

The goal of the Paris Agreement to limit global warming to 1.5 degrees requires changes in practices and significant reductions in CO₂ emissions in all sectors. The built environment plays a significant role in mitigating climate change, as the built environment causes 30 percent of Finland's carbon dioxide emissions, and 40 percent of the energy used in Finland is used in buildings. Transport and disposal of the waste generated in properties also have significant environmental impacts.

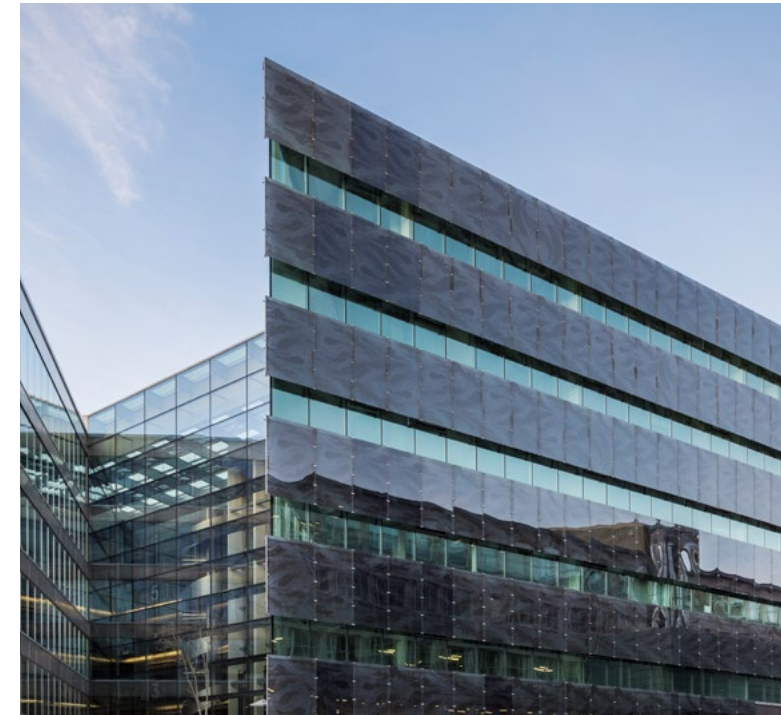
International, national, and sectoral legislation and targets aim to tackle climate change and its disadvantages. The energy audit obligation by Energy Efficiency Directive (EED) obliges large companies to conduct an energy audit in every four years. The Energy Performance of Buildings Directive (EPBD) also aims to combat climate change. Among other things, the directive steers the increase of intelligent property management and charging stations for electric cars in buildings. One of the main goals of the

reform of the Land Use and Construction Act, which will enter into force within the next few years, is a carbon-neutral society. The plan is that the Act will include low carbon assessment of buildings as part of construction projects.

We develop our real estate portfolio according to EU taxonomy

The EU taxonomy entered into force on January 1, 2022. The taxonomy is part of the EU's Sustainable Finance Agenda and the EU's Green Deal, which aims to meet the EU's 2050 carbon neutrality targets. The real estate and construction sector has a key role to play in achieving this goal, accounting for around 40% of EU emissions.

The aim of the taxonomy is to channel capital flows and funding to investments and projects that help the EU meet its climate goals. The taxonomy includes uniform objectives and industry-specific, science-based criteria. From the beginning of 2022, the criteria for mitigating climate change



and adapting to climate change came into force. We actively monitor the development of taxonomy together with industry associations.

The taxonomy sets targets and criteria for the real estate industry for new construction, renovation construction and for the existing real estate portfolio. EU taxonomy is related to Antilooppi's operations through the company's owners and financiers. We want to develop our property portfolio in accordance with sustainable development, considering climate goals and EU taxonomy.



Our target is to achieve carbon neutrality for our own energy usage and construction projects by 2030.

Concrete actions towards carbon neutrality

Carbon neutrality by 2030 is an important goal for Antilooppi, which we are pursuing with a constantly updated roadmap and workspace solutions promoting well-being. We have signed the Green Building Council's Net Zero Carbon Buildings commitment and set ourselves the target of achieving carbon neutrality for our own energy procurement and construction by 2030.

We are also committed to Finland's national voluntary agreement on energy efficiency in the real estate sector. The parties to the agreement are the Ministry of Economic Affairs and Employment of Finland, the Ministry of the

Environment, the Energy Authority and RAKLI (association of professional property owners, real estate investors, corporate real estate managers and construction clients in Finland). When joining the Energy Efficiency Agreement (2017–2025), the companies will set an energy savings target of at least 7.5% for the period 2017–2025 and an intermediate target of 4% by 2020. Energy efficiency agreements are a voluntary and key means of implementing the EU's Energy Efficiency Directive obligations in Finland.

From the very beginning, we design the premises of our properties to be of high quality and functional. In this way, we can reduce the premises' environmental impact during

their life cycle and reduce their carbon footprint. Possible change options are being considered together with our customers, and at the same time we support their responsibility goals, for example in relation to the carbon footprint. In 2021, we developed a carbon-neutral space service for our POOL concept. We aim to pilot the service in practice during 2022.

We achieved the energy saving target according to the Finnish National Energy Efficiency Agreement 2017–2025 four years ahead of schedule in 2021. With the energy efficiency measures of the agreement period, we have already achieved calculated energy savings of 4,718 MWh (savings



valid in 2021). The carbon footprint of the amount of energy saved (618,058 kg CO₂) corresponds to the annual carbon footprint of the electricity consumption of about 31 average office buildings^{1,2}. Our realized energy savings in the reporting year were 10.5% compared to the 2017 level, and we will continue our energy saving activities annually.

The most significant energy efficiency measures were the modernization of ventilation and building automation in Merikortteli (Pursimiehenkatu 29-31), which resulted in an annual energy saving of 457 MWh, and a similar project in the Salmisaari commercial building, which resulted in an annual energy saving of 243 MWh.

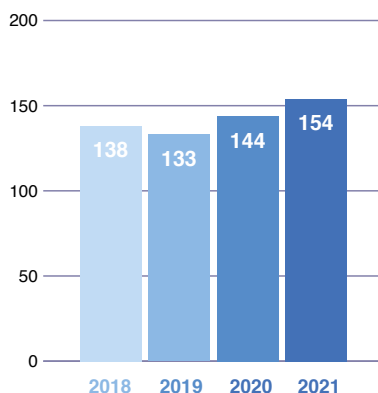
Significant energy savings have also been achieved through remote monitoring. The service covers 37% of the area of Antilooppi's properties and has resulted in annual energy savings of 1,680 MWh.

Our goal is to build five new solar power plants during 2022. Solar power plants will produce an estimated 255 MWh of renewable electricity annually. This will reduce Antilooppi's carbon footprint by approximately 33,400 kg of CO₂ per

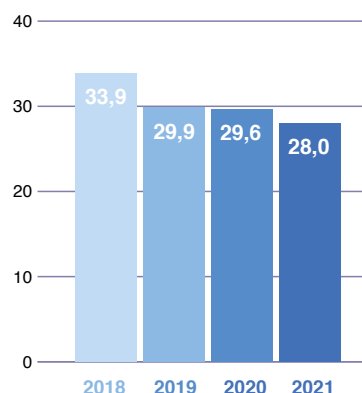
year¹. This is equivalent to annual carbon footprint of electricity consumption of 1.8 average office buildings².

We recycle the waste produced in our properties efficiently. Our annually increasing recycling rate was 66% in 2021. This figure already exceeds Finland's national recycling target of 55% by 2025 and 60% by 2030.

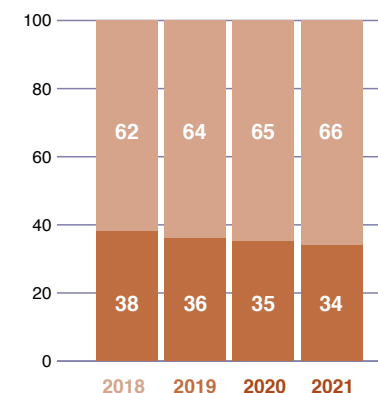
**Energy consumption intensity
(weather-normalized district
heating) kWh/brm²/year**



**Greenhouse gas intensity
(kgCO₂e/brm²/year)**



**Waste reuse and
recycling rate %**



■ Recycling as a material, %
■ Energy utilization, %

1 Calculated based on Motiva's location based electricity emission factor 131 gCO₂/KWh

2 Calculated based on an assumption of average office building size being 7993 m³ (Statistics Finland 2020), room height 3 meters and specific consumption being the average office consumption according to Motiva of 9 KWh/m³.



CASE

Step by step towards carbon neutrality



Our goal is to have a carbon-neutral real estate portfolio by 2030 in terms of both energy use and construction, in line with the Net Zero Carbon Buildings commitments.

As a first step, we have improved the energy efficiency of our properties. We have, for example, increased building automation so that ventilation is set to follow actual needs. While we strive for energy efficiency, it will never be at the expense of working conditions or comfort.

In November 2021, we signed an updated Net Zero Carbon Buildings commitment that is even more demanding than its predecessor. In addition to energy use, the goal is to zero the emissions from the entire life cycle of new developments and major renovations, while also paying attention to product-related emissions that occur before we take them into use. The updated commitment applies to all projects completed after 2030.

We have exceeded the targets of the Finnish Voluntary Energy Efficiency Agreement for commercial properties (see page p. 29, [We have a responsibility to mitigate climate change](#)) well ahead of schedule. Through energy efficiency measures and investments, we have in 2021 reduced our energy use by a calculated 10 percent compared to 2017 levels - four years ahead of schedule and exceeding our 7.5 percent target.

As a real-life example of improved energy efficiency, Siltasaari 10 has introduced a system for monitoring and regulating building automation and indoor air condition based on artificial intelligence (AI), ensuring energy efficiency as well as satisfied users.

Renewable energy from the sun

As the second step on our path to carbon neutrality, we are constantly exploring the potential of renewable



CASE

energy sources, such as solar, geothermal, and surplus heat, across our property portfolio. We use geothermal energy in Tietotie 9 property, the rest of our properties are heated by district heating. So far, carbon-neutral district heating is scarce and relatively expensive. When we explored the possibilities of renewable geothermal energy, it was clear that there is little room for geothermal wells in a dense urban environment.

A roof-mounted solar power plant offers significantly more opportunities to produce renewable energy, as our properties often have enough roof space. During 2021, we started the study of solar power projects for five properties: Tietotie 9 in Vantaa, Lintulahdenvuori (Lintulahdenkuja 10), Elimäenkatu 5, Quartetto F in Espoo (Linnoitustie 9) and Siltasaarenkatu 12. Solar power is ideal for business premises: the energy consumption of an office is highest during the day when most people are using the premises.

With the help of solar power plants, we are able to save a total of about one percent of the energy that we annually purchase for properties, equalling about 255 Megawatts, which equals about four percent of the carbon footprint of the purchased energy for properties.

Reaching our goal through flexibility

The third way to carbon neutrality in our energy use utilises the purchase of certified renewable energy. Since the beginning of 2022, 50 percent of the electricity we use in the property portfolio will be Finnish wind power from the Lakiakangas 3 wind farm in Ostrobothnia.

Due to the weather dependence of solar and wind energy, flexibility mechanisms are needed. To even out the mismatch between production and consumption in buildings, energy storage and load response are utilised. We are exploring the possibilities of a two-way energy network and, for example, optimising heating and ventilation with the help of building automation. The main aim of these measures is to ensure excellent conditions for the users of our spaces. Energy saving is, in fact, only a by-product of a broad intelligent control effort.

Our goal is to find profitable investments in real estate and to match them with our long-term plans and the life cycle of building systems sensibly. Targets are set and practical actions are agreed upon as part of Antilooppi's annual planning and budgeting. Based on prop-

With building automation we ensure excellent indoor conditions – energy saving is a by-product of an intelligent controlling.

erty-specific roadmaps, we have launched AI-based energy mapping in all our properties. With the help of data analysis, simulations, statistics, and experience, we work with our partners to identify the most promising energy efficiency measures and their impact on energy consumption and typical investment costs. An AI-based energy mapping will be completed in early 2022. Since the beginning of 2021, data has been used for our long-term planning.

In addition to energy efficiency, the importance of the carbon footprint of buildings is increasing. We calculate the carbon footprint of our properties and projects and ensure that our operations comply with both national and EU climate targets and regulations. Sustainability planning is an integral part of our business planning, while we at the same time are taking customer needs into account.



Biodiversity of urban nature is important to us

The impoverishing biodiversity is one of the most serious environmental threats in the world alongside climate change. The built environment plays a significant role in both of preserving and enhancing biodiversity. Traffic and construction in the undeveloped environment, i.e., so-called green field construction, has a negative impact on biodiversity. The manufacture and primary production of materials used in construction and renovation projects also affect biodiversity.

We are renovating old buildings and building primarily on already built environment. We take nature into account both in the interior solutions of the offices and in the immediate surroundings of the properties we own, whenever possible. In interior design solutions, we use plants that increase comfort and improve indoor air. Outside, we arrange cultivation opportunities for customers in connection with terraces, like we have done in Siltasaari 10 (Koy Siltala), where there's a chance for urban farming on the rooftop terrace. We see the green areas nearby our properties as important factors in increasing the comfort of the area. We always strive to preserve green urban nature on our plots.

We monitor closely the material flows of our construction projects. From 2022, our goal is to calculate the carbon footprint of our construction projects to include both the materials used in the projects and the entire life cycle of the property.





Certificates verify our environmental performance

Environmental certifications are independent third-party verified certificates that demonstrate the sustainability performance of properties. Certification of a building is a tool for measuring, improving, and comparing the environmental responsibility during a construction project or the use phase of the building. Environmental certification also increases the cost-effectiveness of property usage and improve the value of the property. For the users of the premises and other stakeholders, environmental certification is a sign of the property owner’s commitment to sustainability in the construction projects, usage and maintenance of the properties.

In 2021, we improved the degree of environmental certification of our properties. We implemented BREEAM In-Use recertifications at Porkkalankatu 22 and Valimotie 21.

At the end of the year, 29 percent of our property portfolio was certified with either BREEAM or LEED environmental certification. We aim to have our whole property portfolio certified by 2023. In both classifications, property performance and management are assessed in different areas of responsibility such as: responsible sourcing, material usage, well-being and safety of real estate, waste recycling, energy and water efficiency, climate change mitigation and adaptation, and biodiversity. Environmental rating requires active cooperation and communication with customers to achieve the responsibility of this management.



BREEAM®



Kiinteistö Oy Porkkalankatu 22	BREEAM In-Use	Excellent
Kiinteistö Oy Ruoholahden Sulka	BREEAM In-Use	Very Good
Kiinteistö Oy Valimotie 21	BREEAM In-Use	Very Good
Kiinteistö Oy Vantaan Tietotie 9	LEED	Platinum
Kiinteistö Oy Lintulahdenvuori	LEED	Platinum
Kiinteistö Oy Helsingin Ruoholahdenkatu 21	LEED	Gold
Kiinteistö Oy Itämerenkatu 3	LEED	Gold
Ruoholahden Ankkuri	LEED	Gold



CASE

Siltasaari 10, modern facilities in a historic package



Antilooppi's responsibility themes are in many ways crystallised in the over 100-year-old premium property in Helsinki's Hakaniemi on Siltasaari 10. While respecting the old craftsmanship, the building has been renovated into commercial, restaurant and office spaces. The renovation extends the cycle of the property far into the future without compromising on comfort. At the same time, the historic premises will remain open to everyone through the commercial spaces and joint areas of the Antilooppi POOL concept.

The major renovation of Siltasaari 10, Koy Siltala, completed in 2021, is a particularly interesting item in

our real estate portfolio. We are proud of having been able to modernise a well-known property into a modern, diverse, and comfortable work environment while respecting its long history. Building automation is one way in which we responsibly take care of our customers' well-being and comfortable work environment.

The artificial intelligence-based system helps us manage and monitor technology that contributes to safety and work comfort. Emissions and costs are reduced, like lighting, heating, ventilation, and water consumption are controlled automatically. As repetitive work associated with traditional building services alarm



CASE



systems is minimised, valuable time of property maintenance professionals is freed for more meaningful tasks.

Our customers have growing responsibility requirements for work environments, and we are delighted to drive the development forward. With certificates audited by an impartial party, we can reliably verify a property's sustainability. Initially, we set out to pursue the LEED environmental rating system's Gold classification, but we raised the target level because it was within

our reasonable means. So, this stunning locality is now rated at the highest possible Platinum level.

In the WELL certification, which focuses on the well-being of users, we seek the Gold rating. The WELL certification pays special attention to the indoor environment, lighting, acoustics, nutrition, and exercise, for example. The certification involves air quality measurements and other measures to ensure the safest and most comfortable facilities possible. In addition to reliable verification,

certifications support our customers in their responsibility work. Environmental and well-being certification is a transparent indicator of the responsibility of business premises.

Modern building systems or certifications are not an end in themselves. Rather, they are the quiet background factors that build a responsible foundation and guarantee good working conditions in healthy and comfortable spaces.



Reporting principles

This is the second corporate sustainability report of Antilooppi. The report has been conducted in accordance with the core requirements in the Global Reporting Initiative standards. The reporting period is the calendar year 2021, 1.1.2021–31.12.2021. [The GRI index for 2021](#) is part of the report. The report has not been externally verified. We publish the report annually.

The report covers the operations of Antilooppi in Finland and those properties owned by Antilooppi where our share is over 50% of the property. If the reported indicator deviates from this scope, this is mentioned separately for that indicator.

There may be changes in our property portfolio annually due to the purchase and sale of real estate and renovations. We report all consumption figures of all our properties and like-for-like properties to maintain comparability between years despite the changes.

The energy consumption of Antilooppi properties consists of electricity, heat, district cooling, and reserve power fuels.



All our office properties are subject to energy monitoring on an hourly basis. The heating and cooling of the properties has been partly implemented with ground source heat pumps, in which case the heating is included in the electricity consumption. Cooling is monitored separately in those properties where district cooling is used. If cooling is carried out locally by compressors, it is included in the electricity consumption.

The unit used in monitoring the consumption of purchased energy is the megawatt hour (MWh). When reporting in the unit, GJ has been used as a conversion factor of 1 MWh = 3.6 GJ (Source: IEA, International Energy Agency).

Water consumption is mainly monitored in all properties manually. In seven properties, consumption is monitored on an hourly basis. We have improved our monitoring and the consumption of 2022 will be primarily reported by the hour.

The calculation of CO₂ emissions is based on the Corporate Standard methodology of the [Greenhouse Gas protocol](#). Scope 2 emissions have been calculated by multiplying the

energy reported in this report by the CO₂ emission factor. Emission factors are reported in the [Sustainability figures section](#). Emissions have been calculated using both the Finnish location-based average and the market-based emission factors reported by energy suppliers. A location-based factor for Finnish district cooling production is not available. Therefore, a supplier-specific factor has been used in the reporting.

Greenhouse gas emissions have been calculated using measured consumption data for electricity and district cooling and using standardized, weather-normalized consumption for district heating. The heating demand figures reported by the Finnish Meteorological Institute have been used in the standardization. The calculation of CO₂ emissions in 2021 is based on the specific emission factors reported by the purchased energy suppliers for 2020. The other reported years have been calculated using the actual coefficients for each year. The coefficients applied by the waste management company from its reporting system are used for waste reporting.



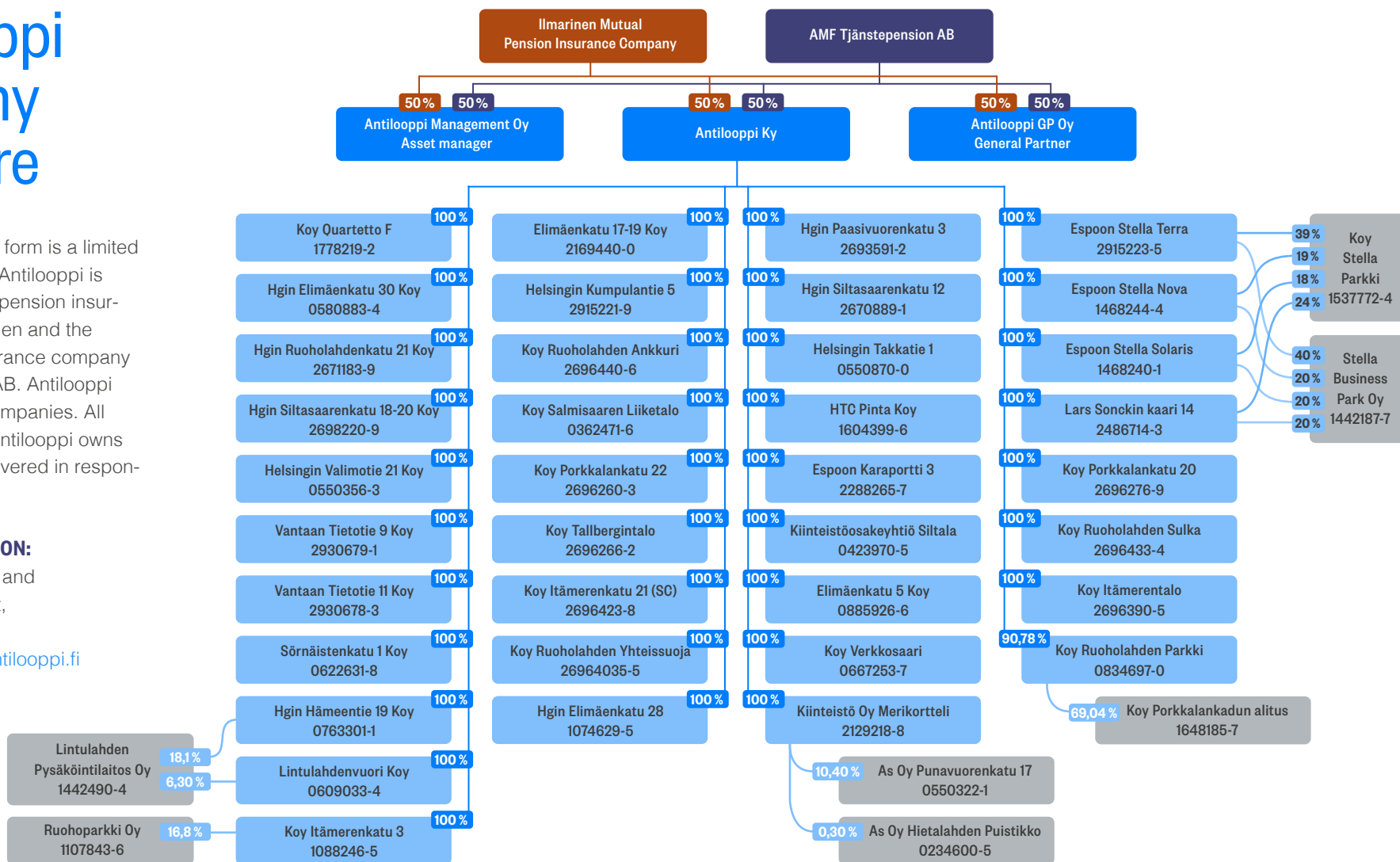
Antilooppi company structure

Antilooppi's corporate form is a limited partnership (Ky), and Antilooppi is owned by the Finnish pension insurance company Ilmarinen and the Swedish pension insurance company AMF Tjänstepension AB. Antilooppi owns altogether 39 companies. All companies of which Antilooppi owns more than 50% are covered in responsibility reporting.

CONTACT INFORMATION:

Head of Sustainability and
Property Management,
Hannamari Koivula

hannamari.koivula@antilooppi.fi

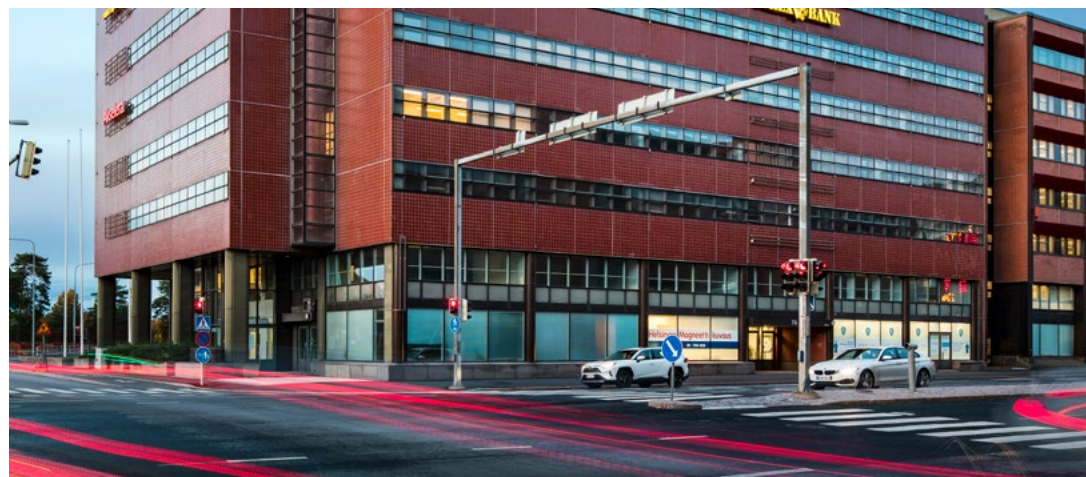




Sustainability figures



Sustainability figures: economic



Size of the reporting organization

GRI 102-7	2021	2020	2019
Number of employees	40	34	24
Turnover, TEUR	81 357	79 862	59 665
Value of property assets, TEUR	1 418 870	1 368 283	849 687
Liabilities, TEUR	1 182 783	1 156 048	763 291
Equity capital, TEUR	224 737	209 022	105 360

Distribution of economic value added

GRI 201-1 TEUR	2021	2020	2019
Turnover (rental revenue)	81 357	79 862	59 665
Employees salaries, remunerations and social costs	4 635	4 267	3 459
Purchased goods, materials and services	27 089	23 535	18 591
Public sector payments (taxes)	6 430	6 032	6 067
Payments to lenders	11 020	10 448	7 995
Payments to owners	31 802	28 677	21 253
Investments	71 347	517 085	71 995



Sustainability figures: social



Percentage of employees who have had a career development discussion

GRI 404-3	2021	2020	2019
Share of employees who have had a career development discussion, %	100		

Number of new employees and staff turnover

GRI 401-1	2021	2020	2019
New employees	9	14	5
Under 30 years old	2		
30–50 years old	7	14	5
Over 50 years old	0		
women	4	5	2
men	3	9	3
Ended employments			
Under 30 years old	0		
30–50 years old	3		
Over 50 years old	0		
women	2		
men	1		
Staff turnover rate, %	15		

Diversity of executive teams and employees

GRI 405-1	2021	2020	2019
Board of directors	5	6	5
Under 30 years old			
30-50 years old	4	3	3
Over 50 years old	1	3	2
women	2	2	1
men	3	4	4
Executive team	5	6	5
Under 30 years old			
30-50 years old	4	5	4
Over 50 years old	1	1	1
women	1	1	
men	4	5	5
Employees	40	34	24
Under 30 years old	2		1
30-50 years old	32	31	20
Over 50 years old	6	3	3
women	19	15	13
men	21	19	11

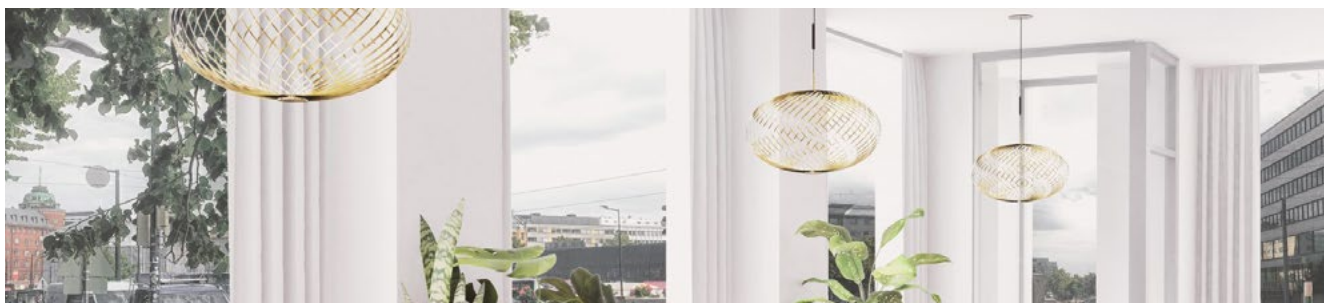


Information about employees and other workers

GRI 102-8	2021	2020	2019
Number of employees	40	34	24
Fixed-term employment contracts	1		
women	0		
men	1		
Non-fixed-term employment contracts	39	34	24
women	19		
men	20		
Full-time employment contracts	39	34	23
women	19	15	12
men	20	19	11
Part-time employment contracts	1		1
women	0		1
men	1		
External employees (external contracts)	4	4	0
Average staff turnover, %	15		
Outgoing turnover, %	8		
Income turnover, %	23		



Sustainability figures: environmental



Direct energy consumption of the organization 1/2

GRI 302-1	2021	2020	2019	2018	Change 2020-2021%
Energy consumption of Antilooppi's properties					
Fuel consumption, MWh (diesel for backup power supply)	29	42	42	42	-31,3%
Fuel consumption, GJ (diesel for backup power supply)	8	12	12	12	-31,3%
Total energy consumption of all properties, MWh (weather-normalized)	90 974	85 992	67 816	64 845	5,8%
Total energy consumption of all properties, GJ (weather-normalized)	327 505	309 570	244 139	233 443	5,8%
Total energy consumption of like-for-like properties, MWh (weather-normalized)	61 541	67 596			-9,0%
Total energy consumption of like-for-like properties, GJ (weather-normalized)	221 547	243 344			-9,0%
Total energy consumption for all properties, MWh (measured)	88 998	74 348			19,7%
Total energy consumption for all properties, GJ (measured)	320 392	267 653			19,7%
Total energy consumption of like-for-like properties, MWh (measured)	75 570	77 779			-2,8%
Total energy consumption of like-for-like properties, GJ (measured)	272 051	280 006			-2,8%
Electricity, all properties, MWh	40 672	38 627	31 570	28 809	5,3%
Electricity, like-for-like properties, MWh	26 643	28 299			-5,9%
Heat, all properties, MWh (weather-normalized)	48 791	46 175	35 042	34 328	5,7%
Heat, like-for-like properties, MWh (weather-normalized)	33 387	37 962			-12,1%
Heat, all properties, MWh (measured)	46 815	34 531	30 904	30 463	35,6%
Heat, like-for-like properties, MWh (measured)	33 158	27 013			22,7%
District cooling, all properties, MWh	1 511	1 190	1 204	1 708	26,9%
District cooling, like-for-like properties, MWh	1 511	1 190			26,9%



Direct energy consumption of the organization 2/2

GRI 302-1	2021	2020	2019	2018	Change 2020-2021%
Coefficients and forms of production used					
Share of renewable electricity, %	8	5	9	13	60%
Share of renewable heat, %	17	16	11	11	7%
Share of renewable district cooling, %	100	85	85	94	18%
Share of renewable diesel, %	n/a	n/a	n/a	n/a	
Electricity, gCO ₂ /kWh					
Helen	232	249	290	264	-7%
District cooling, gCO ₂ /kWh					
Helen	0	18	18	61	-100%
District heating, gCO ₂ /kWh					
Helsinki	187	198	198	172	-6%
Vantaa	134	177	247	271	-25%
Espoo	212	342	300	300	-38%
Electricity, gCO ₂ /kWh					
Motiva	131	141	158	164	-7%
District heating, gCO ₂ /kWh					
Other co-production (Motiva)	154	154	164	188	0%



Energy intensity

GRI 302-3	2021	2020	2019	2018	Change 2020-2021%
Energy intensity of Antilooppi's properties					
Energy intensity, kWh/brm ² /year *	154	144	133	138	7,3%
Electricity consumption intensity, kWh/brm ² /year	58	53	58	54	9,1%
Heating consumption intensity (weather-normalized), kWh/brm ² /year	79	77	61	65	2,6%
Heating consumption intensity, kWh/brm ² /year	67	55	57	57	22,7%
District cooling consumption intensity, kWh/brm ² /year	17	13	14	19	26,9%

*The weather-normalized district heating figure has been used for total consumption

Reducing energy consumption

GRI 302-4	2021	2020	2019	2018	Change 2020-2021%
Calculated energy savings from energy efficiency measures in properties, MWh	670	2 423	293	235	-72,3%
Calculated energy savings from energy efficiency measures in properties, GJ	2 412	8 723	1 055	844	-72,3%

Water consumption

GRI 303-5	2021	2020	2019	2018	Change 2020-2021%
Water consumption in properties, l	76 938 265	69 999 420	81 195 341	79 512 459	9,9%
Like-for-Like water consumption in properties, l	43 461 894	48 342 200			-10,1%
Water consumption intensity, l/brm ² /year	129	152	157	142	-15,1%



Direct greenhouse gas emissions (Scope 1)

GRI 305-1	2021	2020	2019	2018	Change 2020-2021%
Emissions from fuel consumption of backup power supply, tCO ₂ e	0,6	0,8	0,8	0,8	-31,3%

Indirect greenhouse gas emissions (Scope 2)

GRI 305-2	2021	2020	2019	2018	Change 2020-2021%
Total emissions, market-based, tCO ₂ e (weather-normalized district heating)	19 011	19 314	16 401	14 778	-1,6%
Total comparable properties, market-based, tCO ₂ e (weather-normalized district heating)	12 490	15 116			-17,4%
Total emissions, market-based, tCO ₂ e (measured district heating)	18 565	16 874			10,0%
Total like-for-like properties, market based, tCO ₂ e (measured district heating)	12 446	12 744			-2,3%
Electricity, tCO ₂ e	9 436	9 618	9 155	8 342	-1,9%
District heating, tCO ₂ e (weather-normalized)	9 575	9 674	7 223	6 332	-1,0%
District heating, tCO ₂ e (measured)	9 129	7 235			26,2%
District cooling, tCO ₂ e	0	21	22	104	-100,0%
Total per area, tCO ₂ e (weather-normalized district heating)	12 842	12 579	10 479	11 907	2,1%
Total per area, tCO ₂ e (measured district heating)	1 406	1 114			26,2%

Greenhouse gas intensity

GRI 305-4	2021	2020	2019	2018	Change 2020-2021%
Total greenhouse gas intensity, kgCO ₂ e/brm ² /year (weather-normalized)	28	29,6	29,9	33,9	-5,6%
Total greenhouse gas intensity, kgCO ₂ e/brm ² /year (measured)	32	28			14,4%
Electricity total greenhouse gas intensity, kgCO ₂ e/brm ² /year	13,5	13,3	16,8	17,9	1,6%
District heating total greenhouse gas intensity, kgCO ₂ e/brm ² /year (weather-normalized)	14,5	16,3	13,1	14,8	-11,3%
District heating total greenhouse gas intensity, kgCO ₂ e/brm ² /year (measured)	18,5	14,7			26,2%
District cooling total greenhouse gas intensity, kgCO ₂ e/brm ² /year	0	0,04	0,04	1,2	-100,0%



Precautionary principle approach

GRI 102-11

We practise the precautionary principle in accordance with Article 15 of the UN Rio Convention. According to the article, the precautionary principle justifies protective action if the consequences of a certain phenomenon are serious or irreversible, even if scientific evidence of the phenomenon is not yet conclusive. We implement the principle in practice by conducting regular risk assessments as part of our business operations, and by complying with environmental legislation and regulations.

Amount of waste recycled and, Amount of waste going to landfill

GRI 306-4, GRI 306-5 %	2021	2020	2019*	2018*	Change 2020-2021%
Total utilization rate	99,93	99,97	100,00	100,0	0,0%
Energy utilization	34,02	35,18	36,06	38,5	-3,3%
Recycling as a material	65,91	64,79	63,94	61,5	1,7%
Disposal	0,07	0,03	0,00	0,0	118,2%

* for 2018 and 2019, Siltasaarenkatu 6 and KOY Verkkosaari are missing from the figures

Waste volumes, Amount of waste going to landfill

GRI 306-3, GRI 306-5 t	2021	2020	2019	2018	Change 2020-2021%
Total	2119,3	1192,8	1116,7	1166,0	77,7%
Non-hazardous waste	2106,0	1141,2	1052,5	1141,0	84,5%
Energy utilization	720,9	419,7	367,1	506,0	71,8%
Recycling as a material	1385,1	768,0	685,4	635,0	80,3%
Disposal	0,0	0,0	0,0	0,0	
Biowaste	623,7	328,9	294,8	263,6	89,6%
Paper	67,6	52,0	66,8	97,5	29,9%
Cardboard	503,6	275,3	221,5	204,3	82,9%
Carton	10,1	4,3	2,7	1,9	134,9%
Glass	59,8	30,4	21,8	24,2	96,6%
Metal	50,0	20,0	12,9	18,4	150,3%
Plastic	15,6	5,5	0,8	0,0	185,4%
Sludges	41,3	0,0	0,0	0,0	
Other waste	13	51,7	64,2	25,0	-74,0%
Hazardous waste	13,3	5,1	4,7	1,1	158,9%
Recycled hazardous waste	11,8	4,7	n/a	n/a	148,0%
Disposal	1,5	0,4	n/a	n/a	292,3%



GRI Index



GRI Index

CODE	CONTENT	LOCATION	COMMENTS
GRI 102; 2016	GENERAL CONTENT		
102-1	Name of the reporting organization	Antilooppi in short, p. 3	Antilooppi Ky
102-2	Industries, brands, products and services	Antilooppi in short, p. 3	
102-3	Location of the organization's head office	Antilooppi in short, p. 3	Itämerenkatu 3 A, 00180 Helsinki
102-4	Countries of operation	Antilooppi in short, p. 3	Finland
102-5	Ownership structure and legal form of the organization	Antilooppi in short, p. 3 ; Antilooppi company structure, p. 39	
102-6	Market areas, industries	Antilooppi in short, p. 3	
102-7	Size of the reporting organization	Antilooppi in short, p. 3	
102-8	Information about employees and other workers	Sustainability figures, p. 43	
102-9	Supply chain	We produce and procure services sustainably, p. 27	
102-10	Significant changes in the organization and supply chain	Reporting principles, p. 38	
102-11	Application of the prudence principle	Sustainability figures, p. 48	
102-12	Principles or initiatives of external actors adopted or promoted by the organization	Managing sustainability in Antilooppi, p. 9	
102-13	Memberships of associations and advocacy organisations	Managing sustainability in Antilooppi, p. 9	
102-14	CEO's review	CEO's review, p. 4	
102-16	Values and business principles	Antilooppi in short, p. 3	
102-18	Administrative organization	Managing sustainability in Antilooppi, p. 9	
102-40	List of stakeholders in the organization	Materiality counts, p. 15	
102-41	Personnel covered by collectively negotiated collective agreements	GRI Index, p. 50	100%
102-42	Criteria for defining and selecting stakeholders	Materiality counts, p. 15	
102-43	Stakeholder principles	Materiality counts, p. 15	
102-44	Key issues and concerns raised by stakeholders	Materiality counts, p. 15	In the table
102-45	Companies included in the consolidated financial statements	Reporting principles, p. 38	



CODE	CONTENT	LOCATION	COMMENTS
102-46	Defining the report content	Reporting principles, p. 38	
102-47	Essential considerations	Materiality counts, p. 15	
102-48	Changes in previously reported data	Reporting principles, p. 38	
102-49	Significant changes in the scope of the report and the calculation limits of the topics	Reporting principles, p. 38	
102-50	Reporting period	Reporting principles, p. 38	
102-51	Date of previous report	Reporting principles, p. 38	
102-52	Frequency of publication of the report	Reporting principles, p. 38	
102-53	Contact information for more information about the report	GRI Index, p. 51	Antilooppi's Sustainability manager Hannamari Koivula: hannamari.koivula (at) antilooppi.fi
102-54	Reporting coverage in line with GRI standards	Reporting principles, p. 38	
102-55	GRI Table of Contents	GRI Index, p. 49	
102-56	Verification of reporting	Reporting principles, p. 38	
GRI 103; 2016	Management model		
103-1	Calculation limits for essential aspects	Reporting principles, p. 38	If a calculation base other than Antilooppi Ky has been used, this is indicated in the relevant key figure table.
103-2	Management and its aspects	Managing sustainability in Antilooppi, p. 9	
103-3	Management evaluation	Managing sustainability in Antilooppi, p. 9	
	THEMATIC CONTENT		
GRI 201; 2016	Financial results		
201-1	Distribution of economic value added	Sustainability figures: economic, p. 41	
GRI 201; 2016	Distribution of economic value added		
203-1	Infrastructure investments and supported services	Sustainability figures, p. 41 ; We create added value to our stakeholders, p. 19	Investments are commercial investments. Investments can be found in table 201-1
203-2	Significant indirect economic impacts	We create added value to our stakeholders, p. 19	



CODE	CONTENT	LOCATION	COMMENTS
GRI 205; 2016 Anti-Corruption			
205-2	Training and communication on anti-corruption policies and practices	GRI Index, p. 52	100% of employees have been communicated and training for new employees. 100% of partners covered as part of agreements.
GRI 206; 2016 Restriction of competition			
206-1	Amount of legal actions for anti-competitive activities and abuse of a multipolar position	GRI Index, p. 52	No legal actions in 2020
GRI 301; 2016 Materials			
301-1	Amount of materials used	We create added value to our stakeholders, p. 19; We have a responsibility to mitigate climate change, p. 29; Sustainability figures, p. 48	Data not available. We will improve our reporting and aim to report this from 2021 onwards
GRI 302; 2018 Energy			
302-1	Direct energy consumption	We have a responsibility to mitigate climate change, p. 29; Sustainability figures, p. 45	
301-2	Indirect energy consumption	We have a responsibility to mitigate climate change, p. 29; Sustainability figures, p. 44	
302-3	Energy intensiveness	We have a responsibility to mitigate climate change, p. 29; Sustainability figures, p. 46	
302-4	Reducing energy consumption	We have a responsibility to mitigate climate change, p. 29; Sustainability figures, p. 46	
GRI 303; 2018 Water			
303-5	Water consumption	We have a responsibility to mitigate climate change, p. 29; Sustainability figures, p. 46	
GRI 304; 2016 Biodiversity			
304-2	Main impacts of activities, products and services on biodiversity	Biodiversity of urban nature is important to us, p. 34; Sustainability figures, p. 44	
GRI 305; 2016 Emissions			
305-1	Direct greenhouse gas emissions (Scope 1)	We have a responsibility to mitigate climate change, p. 29; Sustainability figures, p. 47	
305-2	Indirect greenhouse gas emissions (Scope 2)	We have a responsibility to mitigate climate change, p. 29; Sustainability figures, p. 47	
305-4	Greenhouse gas intensity	We have a responsibility to mitigate climate change, p. 29; Sustainability figures, p. 47	



CODE	CONTENT	LOCATION	COMMENTS
GRI 306; 2016	Waste water and waste		
306-3	Waste volumes	We have a responsibility to mitigate climate change, p. 29 ; Sustainability figures, p. 48	
306-4	Amount of waste recycled	We have a responsibility to mitigate climate change, p. 29 ; Sustainability figures, p. 48	
306-5	Amount of waste going to landfill	We have a responsibility to mitigate climate change, p. 29 ; Sustainability figures, p. 48	
Own indicator	Environmental certifications		
Own indicator	Environmental certifications	Certificates verify our environmental performance, p. 35	
GRI 307; 2019	Environment, compliance		
307-1	Violations of environmental laws and regulations	Transparency of our business, p. 8 ; GRI Index, p. 53	No violations in 2021
GRI 308; 2016	Suppliers' environmental assessments		
308-1	New suppliers assessed according to environmental criteria	We produce and procure services sustainably, p. 27	
GRI 401; 2016	Employment relationships		
401-1	Number of new employees and staff turnover	We support the well-being of our top professionals at work, p. 25 ; Sustainability figures, p. 42	
GRI 403; 2018	Occupational health and safety		
403-8	Percentage of employees covered by occupational safety and health committees	We support the well-being of our top professionals at work, p. 25 ; GRI Index, p. 53	100%
GRI 404; 2016	Training and development		
404-1	Average training hours per employee	We support the well-being of our top professionals at work, p. 25 ; GRI Index, p. 53	Data not available. We will improve our reporting and aim to report this from 2021 onwards
404-3	Percentage of employees who have had a regular career development interview	We support the well-being of our top professionals at work, p. 25 ; Key figures, p. 42	
GRI 405; 2016	Diversity and equal opportunities		
405-1	Diversity of administrations and staff	We support the well-being of our top professionals at work, p. 25 ; Sustainability figures, p. 42	



CODE	CONTENT	LOCATION	COMMENTS
GRI 406; 2016	Non-discrimination		
406-1	Number of cases of discrimination and measures taken	We support the well-being of our top professionals at work, p. 25 ; GRI Index, p. 54	No cases in 2021
GRI 407; 2016	Freedom of association and collective agreements		
407-1	Activities and suppliers for which freedom of association is a significant risk	We produce and procure services sustainably, p. 27	
GRI 409; 2016	Forced labour		
409-1	Activities and suppliers for which forced labour is a significant risk	We produce and procure services sustainably, p. 27	
GRI 412; 2016	Human rights assessments		
412-2	Employee training on human rights policies and practices	GRI Index, p. 52	Human rights training is part of the Code Of Conduct training, see Indicator 205-2
GRI 414; 2016	Assessment of suppliers' social responsibility		
414-1	New suppliers assessed according to social responsibility	We produce and procure services sustainably, p. 27	
GRI 415; 2016	Political influence		
415-1	Political donations	Transparency of our business, p. 8	
GRI 416; 2016	Customer health and safety		
416-1	Health and safety assessments of products and services	Comfort and good transport links create well-being, p. 23	
GRI 418; 2016	Customer privacy		
418-1	Violation of customer privacy and complaints relating to the destruction of customer data	GRI Index, p. 54	No complaints in 2021
GRI 419; 2016	Compliance with regulations		
419-1	Violations of laws and regulations on social and economic factors	GRI Index, p. 54	No violations in 2021



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