

Antilooppi

Sustainability



“Sustainability is a crucial part of our strategy and business: it allows us to offer our clients a holistic range of sustainable spatial solutions and help accelerate their progress towards their own sustainability goals.”

— Tuomas Sahi, CEO





1

Antilooppi's flexible, innovative spatial solutions support its clients' success and well-being.



42

The Antilooppi POOL flexioffice network already has 11 locations in the Helsinki region.



29

We care for our clients' well-being by invigorating the urban areas in which we are located with a wide variety of services.



38

We increased the number of our superbly located, turnkey and sustainable Always Ready premises during 2023.



13

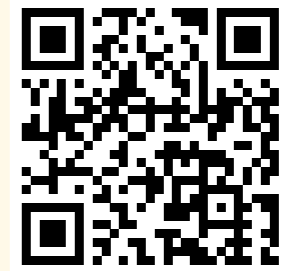
The focal points of Antilooppi's sustainability strategy are carbon neutrality and well-being. We offer our clients carbon-neutral spatial solutions that support well-being and productive work.

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Our sustainability brochure is a summary of our 2023 sustainability report and the progress of our sustainability work.

You can read the 2023 report in-full here:



antilooppi.fi

About Antilooppi

Antilooppi is a responsible Finnish real-estate owner specialising in office properties. We provide offices and flexible, innovative solutions to corporate clients at well-connected locations across the Helsinki area. Our vision is to create and support success and well-being at work.

We do not just lease out premises: we create flexible, functional and innovative space solutions based on our clients' needs and operations. Each property always interacts closely with its immediate environment. That is why we consider it so important to make both the properties themselves and the areas around them function even better.

Our portfolio mainly consists of office properties, numbering 33 in total. The total leasable floor area of our portfolio is 400,000 m² and the total value is EUR 1.2 billion.

As we are one of the largest office real-estate owners in the Helsinki region, we want to actively improve the entire real-estate investment sector.

Antilooppi is owned by the Finnish mutual pension provider Ilmarinen and the Swedish pension provider AMF Tjänstepension AB.

Number of employees **41**

Value of properties
EUR 1.2 billion

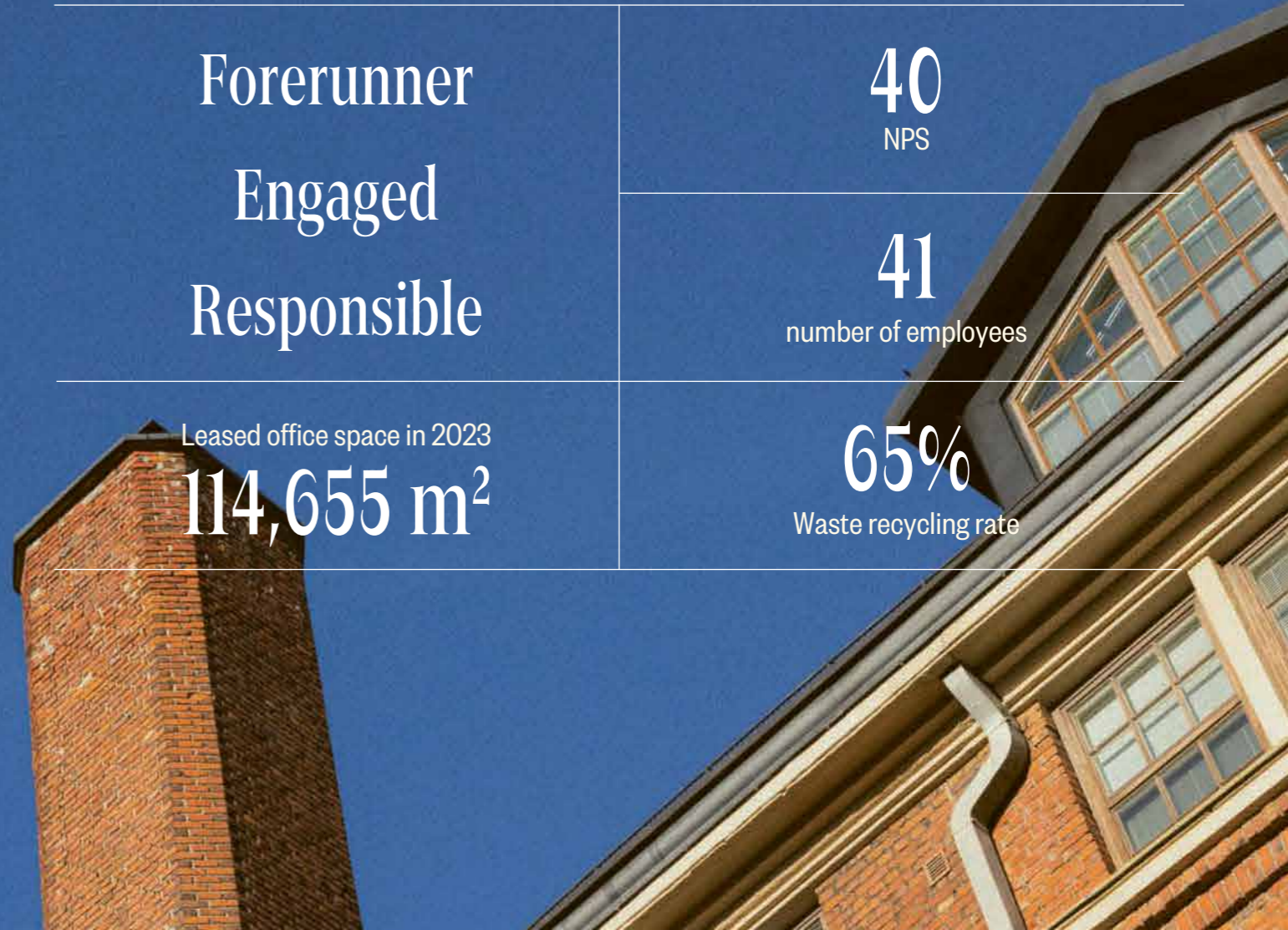
Turnover **TEUR 87,839**

Leased area total
400,000 m²



<p>100% Share of environmentally certified portfolio at the end of 2023</p>	<p>We own, develop and manage work environments sustainably and over the long term to enable the success of our customers and well-being in the workplace.</p>
<p>100% Share of renewable electricity</p>	
<p>10.7 kg (CO₂/brm²) Carbon footprint (Scope 1 & 2)</p>	<p>-62% Reduction in greenhouse gas emissions from 2021 (Scope 1 & 2)</p>

<p>Forerunner Engaged Responsible</p>	<p>40 NPS</p>
	<p>41 number of employees</p>
<p>Leased office space in 2023 114,655 m²</p>	<p>65% Waste recycling rate</p>





Highlights of the year 2023



Property portfolio 100% certified

We achieved either BREEAM or LEED environment certification for our entire portfolio, a significant strategic sustainability goal for us, and one which we were one of the first large Finnish real-estate owners to attain.



WELL Gold certification for Siltasaari 10

Our Siltasaari 10 property earned respected WELL certification. WELL Gold certification demonstrates verifiably that the property offers its users a working environment that advances their well-being.



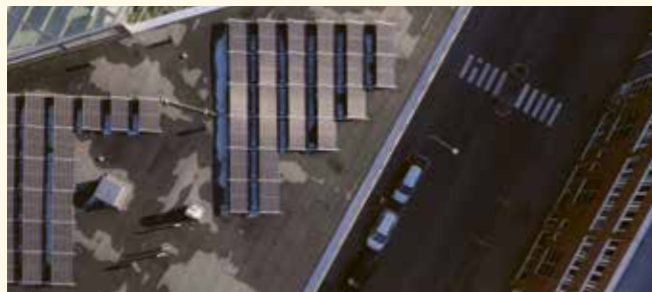
Demand for our Always Ready spaces a positive surprise

Our turnkey, sustainable Always Ready offices proved a success in their very first year.



Promoting sustainability hand in hand with partners

Sustainability is crucial in our cooperation with our partners, starting with our choice of partners. During the year, we emphasised sustainability, for example when we tendered the cleaning contract for our portfolio.



Seven new solar power plants built

We reinforced our proprietary, sustainable energy generation by building seven new solar power plants on our properties. This brought the number of our proprietary solar power plants to eleven.



New and interesting services at our locations

We diversified the services we offer at our properties as part of our goal of enhancing people's well-being and raising the appeal of urban areas.



Helsinki region's largest POOL flexispace network achieved carbon neutrality

Our POOL flexispace network expanded into the largest such network in the Helsinki region. The POOL concept also achieved carbon neutrality.



Our employees' well-being at the core

Our responsibility for our employees is an important part of our sustainability. During the year, we demonstrated this by moving to a flexible dual-office model and ensuring members of our team could meet regularly face-to-face.



From the CEO

The reporting year, 2023, was a good one for Antilooppi, one which saw many successes and important strategic achievements, in spite of the changing operating environment. We achieved 100% certification for our property portfolio and our first WELL certificate. We responded to our clients' increased expectations with the popular, well-being-enhancing and pioneering POOL and Always Ready concepts. We worked with our partners and employees to promote sustainability even more strongly.

The reporting year was exceptional, and it was an interesting one from a real-estate owner's perspective. The changes to the operating environment and financial uncertainty, such as inflation and interest rate rises, have created challenges for the whole real-estate investment business. In spite of the market situation, we have successfully navigated our environment and even swum against the current, aided by our attractive, innovative spatial solutions.

Our rental business developed strongly. During the year, we signed several significant leases with new and existing clients. In total, we let 114,655 m² of office space. One significant achievement was fully letting our Siltasaari 10 property in Hakaniemi, Helsinki at the end of 2023. Even amidst a much slower property market, we sold our Takkatie 1 office property in Pitäjänmäki, Helsinki, to the property

investor Corum. In the spring, we strengthened our financial standing with a financing arrangement worth over half a billion euros and linked to our sustainability goals.

Increased client demands

In addition to the challenging environment, the year was marked by clients' changed demands. The change in how people work continues, and organisations are continuing to seek the best ways and models for working. However, uncertainty is on the decline. Clients' demands have risen significantly, and companies are now looking for even higher-specification and more flexible premises to meet their changing spatial needs.



CEO Tuomas Sahi.



“In addition to environmental sustainability and carbon neutrality, social responsibility issues have become more important. In this trend, we have stayed one step ahead.”

Thanks to our extensive property portfolio and expert team, we have been able to find solutions for our clients that meet their current needs. Another strength of ours is our customer-focused model, which has allowed us to develop new kinds of solutions over the long term for many years. Proof of our clients' satisfaction is the Net Promoter Score of 40 they gave us in 2023, the highest score we have ever achieved.

Promoting sustainability in leaps and bounds

The year was also successful in terms of sustainability for us. Companies have become more aware of sustainability issues and place significantly more emphasis on those issues when selecting office premises. In addition to environmental sustainability and carbon neutrality, social responsibility issues, such as responsibility in subcontracting chains and responsibility for employees, have become more important. In this trend, we have stayed one step ahead.

Sustainability is a crucial part of our strategy and business: it allows us to offer our clients a holistic range of sustainable spatial solutions and help accelerate their progress towards their own sustainability goals. For example, in our POOL flexispaces and our Always Ready concept, launched in 2022, sustainability is deeply embedded in the core of the concepts from the design phase onwards.

Our turnkey Always Ready offices have made a market break-through in a very short period. They are built for sustainability and durability from quality materials. A significant proportion of expert organisations' carbon footprint comes from their offices. With our Always Ready solution, we can help reduce that environmental burden considerably.

Our POOL flexispace service has also become steadily more popular. POOL was designed to meet professionals' changing demands, and it is an easy and flexible solution for our clients' additional needs.

The working and social spaces it offers support hybrid working, different ways of working, and employees' well-being. In 2023, POOL became the largest flexispace network in the Helsinki region, with 11 locations. In March, we launched POOL as the first carbon-neutral office concept in Finland.

We are committed to being one of the first companies in our sector to achieve carbon neutrality by 2030, both in terms of energy consumption and construction. During the year, we took significant leaps towards our goal. We opened seven new solar power stations as part of our investment in our proprietary renewable energy generation. All of our properties use renewable Finnish wind energy, and several are already carbon neutral in terms of total energy consumption.

Property portfolio now 100% certified

At the end of the year we achieved one of our important strategic goals: 100% of our property portfolio achieved environmental certification. Our BREEAM- and LEED-certified properties have scored excellently on the programmes and are a strong demonstration of the high level of our portfolio's sustainability. They are now even more significant to our clients. Today, environmental certification is a basic requirement for office space, on top of which we take other active sustainability measures.

We continued the energy-saving steps we had begun the previous year with our clients. We are at the forefront of the sector in carbon footprint calculations and reductions of emissions from renovations. The extreme weather and social impacts caused by climate change are facts that we as a real-estate owner must adapt and react to more vigorously in the future. This is why we made resilience, that is, adaptation to climate change, part of our sustainability strategy.





We care for our employees' and clients' well-being

In addition to carbon neutrality, we continued our resolute investments in well-being, the second of our sustainability focus areas. As a real-estate owner we are an enabler of well-being. We offer high-level, pleasant workspaces which inspire people to come to the office and promote encounters with others. That is how we deliver our vision of supporting people's and companies' well-being and success. One of the highlights of the year was the Gold-level WELL certificate earned by Siltasaari 10, a significant step on our journey of promoting well-being in our portfolio.

Well-being encompasses health-promoting properties and the spectrum of services they offer. We invest in pleasant premises, quality common areas, bike parks and e-car charging stations at our properties. In addition to our properties, we consider it important to develop services that support the city around them. In 2023, we opened interesting new restaurants and fitness services in our properties to enhance the quality of life of our properties' users and local residents. The growing popularity and use of our Always Ready and POOL concepts during the year provided significant added value for our clients. These solutions meet companies' growing need for flexible spatial solutions and offer employees flexibility and sociability, increasing their well-being.

We know that our success is based on healthy, committed employees. Above all, we care for our employees' well-being and sense of belonging in our workplace every day. We want to offer our employees full freedom to work on a flexible hybrid model. At the end of the year, we started using two permanent offices in our key locations of Ruoholahti and Hakaniemi in Helsinki, in addition to which our employees can freely use our POOL flexispaces.

Facing the future with confidence

Even though the year was exceptional and in part challenging, we demonstrated our ability to adapt to changing circumstances. The strong demand for our premises and products shows our clients' trust in what Antilooppi does. The future continues to hold uncertainty, both in terms of economy and the real-estate sector, but we enter 2024 with confidence. We have achieved a lot on the sustainability front, and we are well on our way towards our goals of reaching carbon neutrality by 2030. However, a lot is still left to do, and the sustainability goal-posts are moving. That is why we will continue to make progress on our important sustainability areas in the coming year, too.

A more sustainable world of work, real-estate business and future are built through cooperation. I would like to thank our clients, cooperation partners and all Antilooppi staff for our excellent collaboration in sustainability, and wish you a rewarding time with our Sustainability Report.

Tuomas Sahi
Chief Executive Officer





Sustainability strategy

The focal points of Antilooppi's sustainability strategy are carbon neutrality and well-being. We offer our clients carbon-neutral spatial solutions that support well-being and productive work. We promote lower carbon footprint throughout the real-estate business and take sustainable action by improving urban environments. We support our employees' well-being and advancement opportunities.

Sustainability is at the heart of Antilooppi's business and one of our five strategic cornerstones. The focal points of our sustainability strategy are carbon neutrality and well-being, which we strongly emphasise in how we enhance and manage our properties, the spatial solutions and services we offer our clients, and in our own actions.

We are part of significant international sustainability commitments: the UN Sustainable Development Goals (SDG) and the World Green Building Council's Net Zero Carbon Buildings commitment to achieving carbon neutrality by 2030.

Our sustainability consists of tangible actions to which all Antilooppi employees are committed. Robust sustainability is a promise we make to our clients.

Creation of customer & asset value over time

We own, develop and manage work environments sustainably and over the long term to enable the success of our customers and well-being in the workplace.

Portfolio

We increase the value of our assets through their continuous sustainability development, focusing on well-being and carbon neutrality.

Wellbeing & Carbon Neutrality

Platform

We bring value to our customers by providing flexible and sustainable concepts, solutions and services that drive well-being and carbon neutrality.

UN Sustainable Development Goals 2030



Net Zero Carbon Buildings Commitment 2030



Responsible employer Transparency Code of Conduct Good corporate governance Responsible supply chain Economic responsibility Green finance Resilience

Forerunner

Engaged

Responsible



Carbon neutrality

Antilooppi aims to achieve a completely carbon-neutral property portfolio by 2030 in line with the Net Zero Carbon Buildings commitment. This aim consists of both the properties' use phase and construction. We develop our existing property portfolio and spatial solutions far-sightedly and sustainably. We promote and guide our construction, both renovation and larger reconstruction, towards a smaller carbon footprint.

We are progressing towards carbon neutrality via numerous tangible actions. We are raising our properties' energy efficiency and increasing production of our own renewable energy. In 2023, we built seven new solar power plants on the roofs of our properties. Antilooppi now has a total of 11 proprietary solar power plants. The electricity consumed by our entire portfolio is 100% renewable Finnish wind energy. Today, 12 of our properties, 62% of portfolio leasable area, use carbon-neutral heating; these properties are all carbon neutral in terms of energy use.

The POOL and Always Ready concepts provide our clients with sustainable, quality spaces that support their well-being. The Always Ready offices are superbly located turnkey premises built and furnished with quality, durable and environmentally friendly materials.

Our POOL flexispace solutions are carbon neutral in terms of energy use, construction and daily operations. They are centrally located and easily accessible by public transport, bicycle and on foot.

In brief

- All our properties now hold BREEAM or LEED environmental certificates.
- We use carbon-neutral electricity across our portfolio and 11 proprietary solar power stations. The heating at 12 of our properties is carbon neutral.
- All construction work we commission will be carbon neutral from 2030 onwards.
- We offer our clients carbon-neutral POOL flexispace solutions.
- In our Always Ready offices, we have reduced the carbon footprint through a long life cycle and the choice of durable, low-emission materials.
- We promote and guide our clients towards low-carbon choices.
- We enable green transport by offering e-car charging stations, bike parks and shared bikes.
- We calculate and optimise the carbon footprint of all new premises we open as part of our concepts.



Well-being

We care for our employees' well-being and skill development by offering extensive healthcare services, training sessions and flexible ways of working. We also encourage our employees to be active and exercise.

We support our clients' well-being through our spatial solutions, the services we offer at our sites, and maintenance of our buildings. We offer spaces designed for today's professional needs in mind, that give employees flexibility and spaces to meet. We invest in our services on site, such as restaurants, cafés, employee facilities and gyms, which support both our clients' and locals' well-being. Our properties have good transport connections.

The maintenance of our properties ensures they are the basis for our clients' well-being. We ensure good indoor air and maintain lighting that supports good work. We design our sites to be good workspaces, locations where people can feel their best and meet colleagues.

We support sustainable modes of transport by building bike parks and providing shared bikes for our clients.

We also support sustainability in the area of well-being through our achievement of the internationally recognised WELL certificate, which our Siltasaari 10 property earned in 2023.

In brief

- Our Siltasaari 10 property earned WELL Gold certification.
- We care for our employees' well-being and skill development.
- At our sites, we offer spaces and services that support good work, our clients' well-being, and team spirit.
- We ensure good indoor air and lighting. We encourage sustainable modes of transport.
- Our support of well-being is reflected in our clients' satisfaction.



Responsible and transparent business

At Antilooppi, we observe good governance, and our business is ethically and financially sustainable. We also demand sustainable operating methods of our partners. We operate in a data-secure way and make diligent provisions for abnormalities.

In all its commercial activities, Antilooppi operates transparently, responsibly and adhering to good governance. The Antilooppi Board of Directors reviews the company's Corporate Compliance documentation annually, and if necessary we update our practices and processes.

We are committed to acting and reporting transparently on our operations as well as to competing fairly. We do not accept bribery or corruption in any form, nor do we make political donations. In accordance with good governance, we use dedicated internal guidelines to prevent bribery and corruption. We evaluate the risks to our business and portfolio, ensuring our evaluation process is up to date, at least every six months.

We administer our owners' equity investments responsibly with the goal of growing in accordance with their interests. We also have obligations towards our creditors. Through Antilooppi's owners, we grow the pension assets of Finnish and Swedish employees and the

self-employed. Through our properties, we add value for society by creating jobs, by providing companies and their employees with suitable workspaces that support flexible and productive work and by enhancing local services.

We minimise the negative impacts of our operations and mitigate risks to health and the environment. We do not tolerate any form of discrimination or harassment. We honour human rights and the fundamental international labour rights, such as freedom of association, the right to collective bargaining, and the elimination of forced and child labour.

Our Code of Conduct, which the Antilooppi Board of Directors reviews annually, guides our business's sustainability. We updated our Code of Conduct in 2023. The Code was updated regarding the prevention of discriminatory, disorderly or unjust conduct. The Board of Directors approved the changes to the Code at its June meeting. Our Code of





Conduct is in line with the agreements of international labour bodies (such as the ILO) and universal international sustainable labour principles (such as the UN's Global Compact).

Our stakeholders may report suspicions of crimes, breaches or abuses confidentially via our whistleblowing channel, which is available on our website and via this link: Whistleblowing. We have provided a dedicated staff training session about the whistleblowing channel and its use.

We ensure our partners and clients are sustainable

Antilooppi has an extensive partner network. In 2023, we procured products and services for our properties to the value of EUR 24.9 (2022: 23.4) million from a total of 503 (2022: 554) service providers. We manage our properties with the help of a broad partner network from whom we procure services such as property maintenance, cleaning and waste disposal, security and lobby services. In addition, we make use of external partners to support our business, such as financial administration service providers.

As a responsible real-estate owner, we are committed to ensuring our operations are sustainable throughout, and we demand the same of our partners. We require our partners to provide obligations and documentations in line with contractor responsibility legislation. The aim of the Finnish contractor responsibility legislation is to mitigate the black economy and monitor employers' compliance with occupational safety and health, occupational healthcare, and collective agreement provisions. In addition, we require compliance with our responsible procurement principles and our Supplier Code of Conduct.

As a responsible real-estate owner, we are committed to ensuring our operations are sustainable throughout, and we demand the same of our partners.

Through its partners, Antilooppi has an indirect impact on the occupational safety and health, human rights and environmental risks on building sites. We have recognised these risks and strive actively to prevent them through competitive tenders, Supplier Code of Conduct, contracts and active partner collaboration. We use the Reliable Partner service from Vastuu Group to monitor compliance with obligations every three months. We also instruct our partners on the Antilooppi sustainability efforts and goals in regular meetings.

When opening new client accounts, we are guided by our Business Acceptance Policy. Its purpose is to ensure that a new client's business operations are sustainable and aligned with Antilooppi's values. In line with the Business Acceptance Policy and Supplier Code of Conduct, we regularly ensure that our clients or partners are not under international sanctions. During the reporting year, we conducted sanction checks of our entire partner network, as well as of all our new client accounts and framework agreement partners.

In the 2023 reporting year, we did not perform any dedicated sustainability inspections of our partners. Sustainability issues were regularly discussed in partner-specific steering groups.

Towards a cleaner future with a sustainable cleaning partner

Sustainability is part of our procurement criteria for supplier tenders, such as our competitive tender of the framework agreement for cleaning services in 2023. In our competitive tender of our entire portfolio, we placed great emphasis on the service provider's environmental sustainability. We set criteria for issues such as environmental sustainability efforts, the use of chemicals, and waste sorting and recovery. In addition, we required tenderers to report on their social responsibility level, such as safe and healthy working conditions for their employees and employee equity and non-discrimination.

The company we chose as our provider, is committed to responsibility, both in terms of the environment and society. The company minimises the environmental impact of its business by using sustainable, environmentally friendly cleaning agents and recycling waste. In terms of social responsibility, the company invests in an equitable workplace and in occupational safety. The company does not use subcontractors or temporary labour; it operates using its own employees.

Data-secure operations

We ensure data security and mitigate risks through the use of several daily tools, guidelines and practices. We manage our data security in line with the Antilooppi data security policy. It guarantees a data-secure environment for all of Antilooppi as well as our clients and prevents and minimises the number of data security breaches.

Data security became a current topic in 2023, as hybrid threats in our operating environment increased. We discussed data security issues in the Antilooppi staff information sessions and provided our employees with additional instructions.

Ensuring data security is an important part of Antilooppi's compliance and sustainable operations. We process our clients' personal data when handling leases and making announcements related to our properties, as well as when conducting client satisfaction surveys. We process personal data with particular caution and pursuant to the Data Protection Act. Antilooppi's operations were not the subject of any reportable data security breaches in 2023.

We prepare for abnormal situations

Antilooppi has compiled a risk communications plan and guidelines, as well as an action plan for abnormal situations. In 2023, we reviewed the guidelines and plans with our staff, taking the opportunity to update them.



During 2023, a few abnormal situations occurred on Antilooppi properties, in which action was taken in line with the guidelines, and both corrective and preventative measures were compiled. The abnormal situations did not cause any extensive damage.

In 2023, near miss and accident reporting channels were opened for all Antilooppi properties. The Antilooppi Occupational Safety and Health Committee processes all reports and situations notified via the channels, and prepares plans for corrective measures. In 2023, five notifications about safety observations were made via the properties' reporting channels. Corrective and preventative measures were taken following all the safety observations.

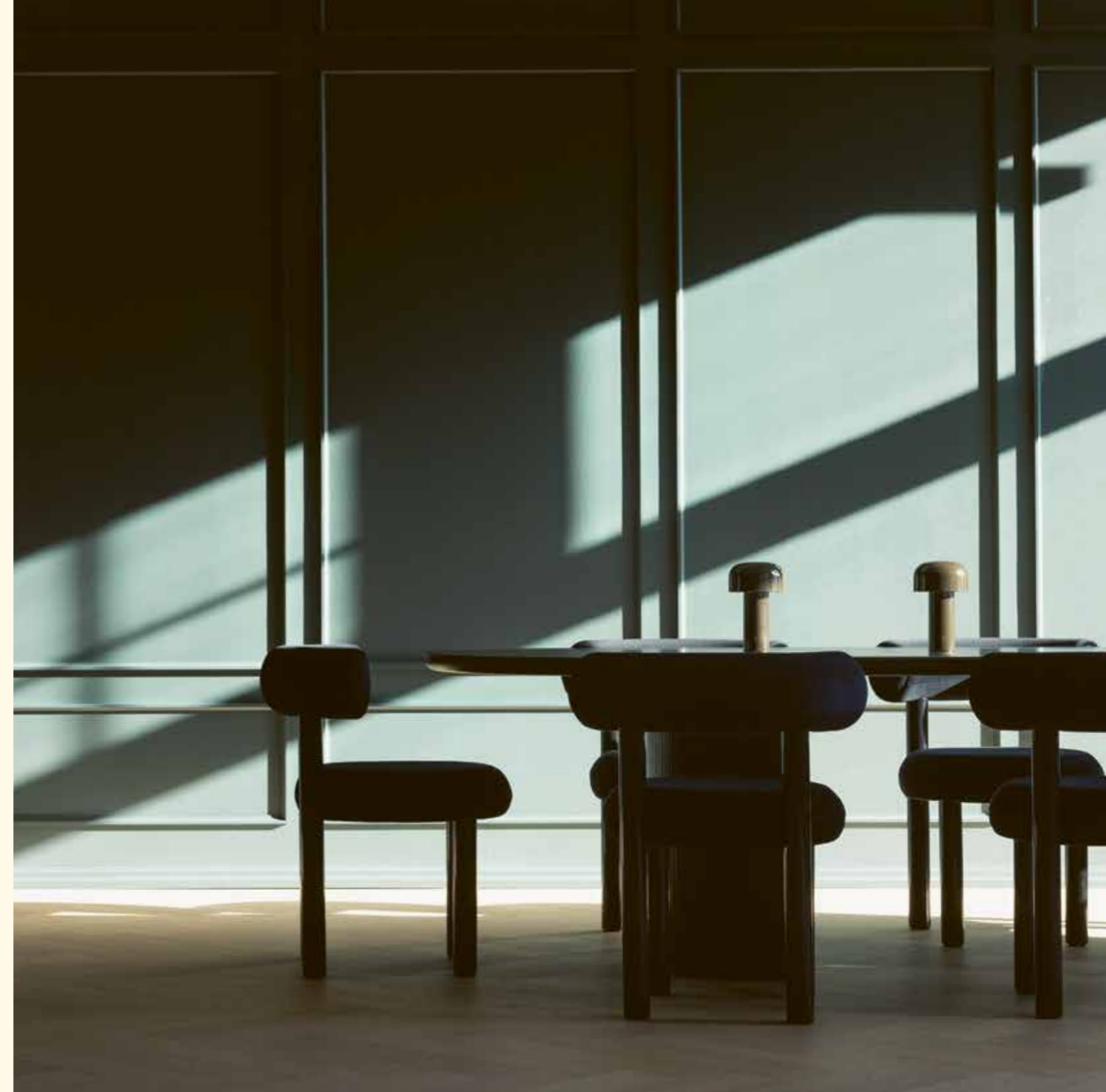
EU taxonomy as a driver of property portfolio development

The EU taxonomy is a classification system of the EU's sustainable finance framework, part of the European Green Deal. The EU taxonomy helps define which investments are environmentally sustainable.

Antilooppi evaluated the compliance of its entire property portfolio with the taxonomy in 2023 with regard to the criteria for climate change mitigation and adaptation. The evaluation encompassed planning of increased energy efficiency, as well as climate risk monitoring. The energy efficiency of the Antilooppi real-estate portfolio has been examined against the taxonomy criteria. We compiled plans for our properties to raise their energy efficiency to the level required by the taxonomy. Our portfolio contains a total of seven taxonomy-aligned properties and our other properties are capable of achieving taxonomy alignment in the future.

In addition to climate change mitigation, Antilooppi devotes ever greater attention to adapting to climate change. Provisions must be made for the effects of extreme weather born of climate change, such as torrential rains, heat and floods, as well as the resulting damage. This is why Antilooppi has made climate-change resilience an important theme in its business strategy.

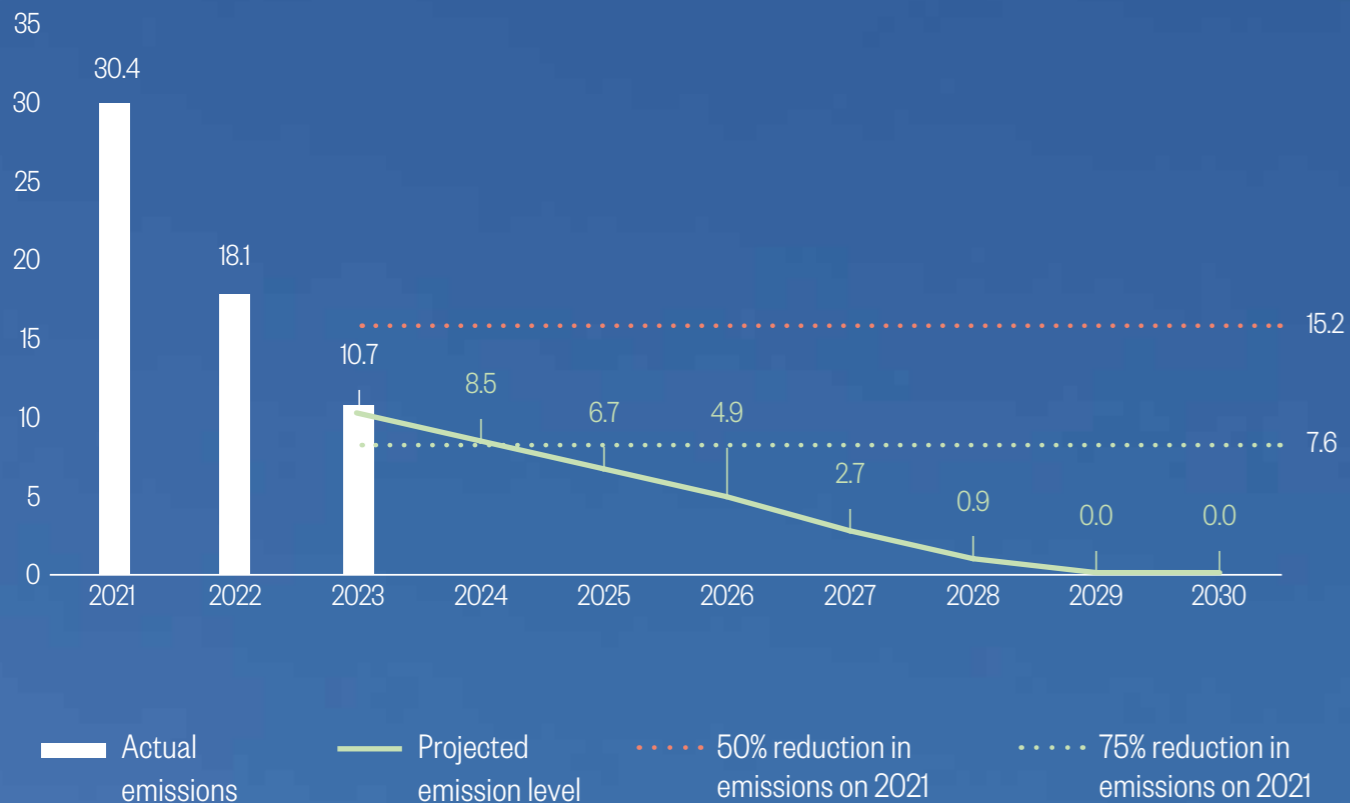
In 2023, Antilooppi conducted a climate risk study of its entire property portfolio. The study was conducted in conjunction with a long-term plan update project. This allowed us to consider planned repair and replacement work when examining vulnerability. As a result of the climate risk study, we proposed adjustment actions regarding significant risks to manage those risks and minimise potential damages. We integrated the results as part of property maintenance by exporting the actions to the property management system. The planning, budgeting and implementation monitoring of climate risk management actions will be an integral part of Antilooppi's property management starting from 2024.



Our roadmap to carbon neutrality by 2030

We are on track to a 75% reduction by 2025 and a 95% reduction by 2028 on 2021 levels.

Scope 1 & 2 projected emissions, kgCO₂ /m²



CO₂ reduction actions in 2023 include:



Energy saving actions and optimisation across portfolio



More than 60% of leasable areas have carbon neutral heating



Energy efficiency investments



Seven new solar power stations were deployed on the roofs of our properties



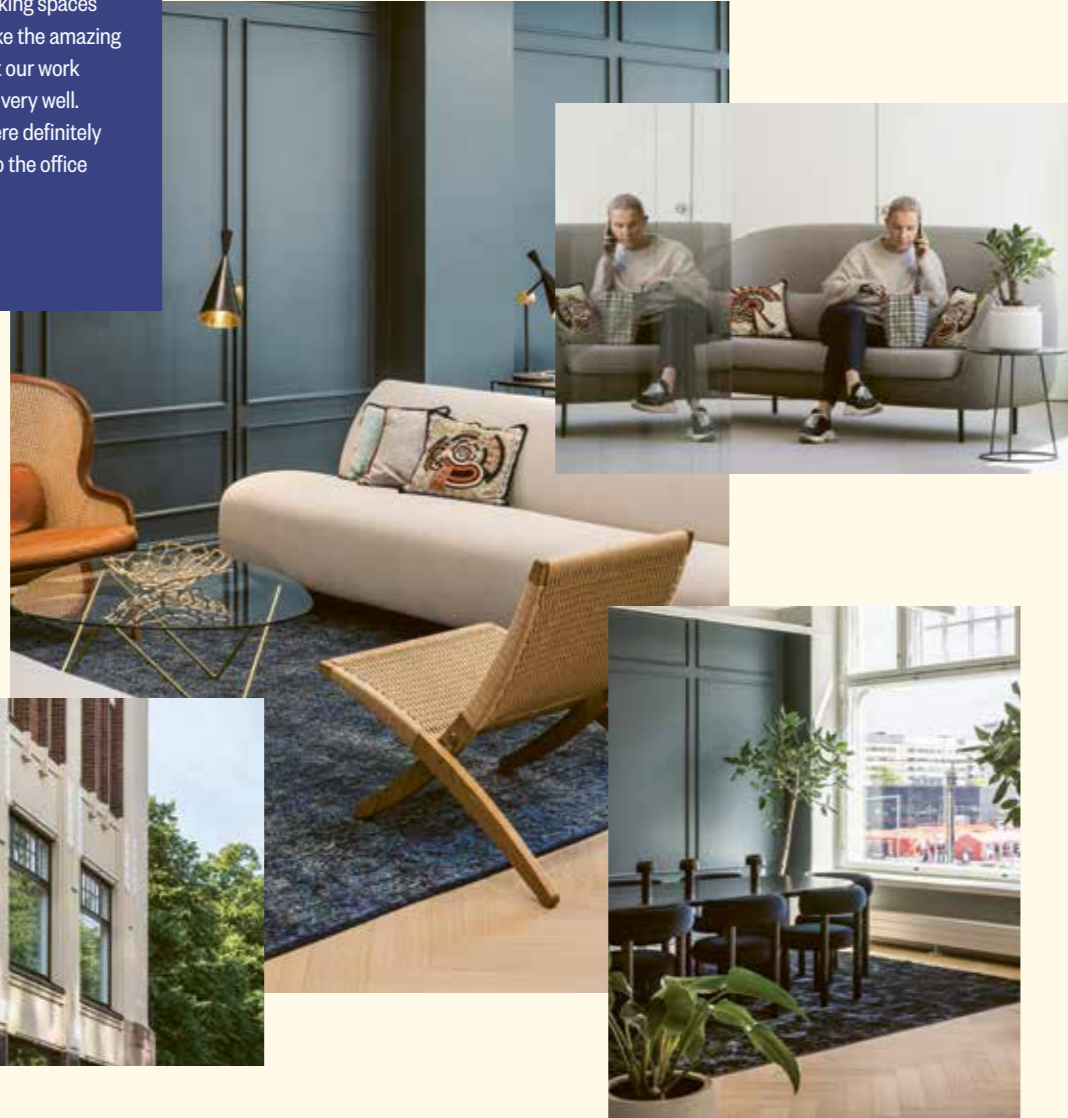
The share of renewable electricity in the portfolio increased to 100%

We update our carbon neutrality roadmap and progress towards 2030 annually.





“POOL adapts flexibly to our needs. The working spaces and services, like the amazing lounge, support our work and operations very well. The facilities here definitely make coming to the office enjoyable!”



POOL concept impressed Green Building Council Finland

For Green Building Council Finland, an organisation promoting the sustainable transition of the built environment, it was clear that its own office must be sustainable in every way. The perfect location, zero-emissions premises and the sustainable refurbishment of Siltasaari 10 made the final selection easy.

Green Building Council Finland (FIGBC) is a non-profit association in the real-estate and construction industry which promotes a more sustainable built environment in cooperation with its members. FIGBC challenges industry players to solve the global climate and biodiversity crisis through more sustainable solutions and operations.

FIGBC moved into POOL flexispaces at Siltasaari 10 in the early summer of 2023. The property, in Hakaniemi, Helsinki, was the clear number-one choice for many reasons. The sustainability of the premises was an obvious requirement for FIGBC, and Antilooppi is a pioneer in sustainable offices. Zero emissions were a non-negotiable, and POOL, as a carbon-neutral spatial concept, fulfilled this requirement perfectly. Another factor influencing the selection was the recent total refurbishment of Siltasaari 10, which increased its life cycle.

“Siltasaari 10 was a natural choice for us.”

— Antti Ruuska, FIGBC’s CEO

The building holds LEED v4 environmental certification at the Platinum level and a wellness-focused WELL certificate at the Gold level.

“Sure, sustainable offices are available, but here sustainability goes above and beyond. You can now offer tenants completely zero-emission offices, so why would we choose anything else? In the end, this was an obvious choice, as the offices just completely reflect our values,” says **Antti Ruuska**, CEO of FIGBC.

The association uses its own small POOL office and conference room, booking a separate space for larger meetings when necessary. Member events are a significant part of the FIGBC calendar, for which the



association prefers the POOL Lounge. Ruuska praises the flexibility of the POOL concept, which allows the employees to focus on the essential, their jobs.

“Our facilities support our work and our needs very well. We can always easily find a suitable space. In the Lounge, for example, we’ve held large member events and our office-warming party. It’s a very chic space, and catering can easily be ordered. The Lounge is also a great place to go and work or spend some time with colleagues.”

With the Hakaniemi metro station and Helsinki central railway station nearby, Siltasaari 10 is easy to reach. Accessibility was a decisive factor for FIGBC, both for its employees and visitors. Particularly impressive was the consideration for cyclists alongside motorists, as the property has a modern bike park and changing rooms equipped with showers. The association considers its new location a pull factor which brings employees together.

“Team spirit and a pleasant working environment are a top priority for us, as we work remotely a lot. This place has a nice buzz about it and the facilities are top-notch. Of course, the most important thing is that the facilities support our people’s well-being. They definitely make coming to the office enjoyable!”

“You can now offer tenants completely zero-emissions offices, so why would we choose anything else? We now have carbon-neutral workspaces which use green electricity and heating.”



“As a sustainable actor, we value the fact that Siltasaari 10 had been fully renovated and modernized to extend its life cycle.”



Sustainable workspaces and well-being for our clients

The Antilooppi spatial solutions are designed and renovated with consideration for durability and well-being, to support good work. We also care for our clients' well-being by invigorating the urban areas in which we are located with a wide variety of services.

At Antilooppi, we create spaces for good work. When designing our properties, we bear both our clients' well-being and support for their work as well as the environment and the climate in mind. From an environmental perspective, our most important consideration when designing offices is to build them to be durable, state of the art and functional from day one. That allows us to reduce their environmental impacts and carbon footprint across their life cycle. We consider renovation options in collaboration with our clients. By providing office solutions that support sustainable development and meet climate goals, we support and accelerate our clients in reaching their own sustainability targets.

We design our facilities meticulously to offer workers flexibility and to support team spirit. We invest in our services on site, such as restaurants, cafés, employee facilities and gyms, which support both our clients' and locals' well-being.

Our sustainability efforts also include promoting sustainable transport. Our properties are excellently connected, allowing easy access by public transport. We encourage cycling by equipping our properties with bike parking and by providing shared bikes for our clients. We continue to roll out e-car and e-bike charging stations at our properties. Sustainable transport also boosts well-being: the quality employee facilities at our properties encourage our clients to cycle, walk or run to work, to use the exercise facilities on site, and to stay active during the working day.

Sustainability is increasingly important not just to us, but also to our clients. We conduct an annual client survey, which provides us with valuable information about our clients' satisfaction, wishes and needs. In the 2023 client survey, the Net Promoter Score (NPS) exceeded the industry average, totalling 40 (2022: 37). Clients who would recommend Antilooppi were particularly satisfied with our level and





smoothness of service, responsiveness, speed, facilities and properties, as well as how we listened to and interacted with them as clients. Our clients' overall satisfaction increased from the previous year on all metrics. On a five-point scale, the overall satisfaction among our clients was 3.97 (2022: 3.92).

The survey showed that for our clients, sustainability was an even more important issue for consideration. In 2023, clients rated the importance of corporate sustainability at 4.2 (2022: 4.1) on a five-point scale. Our clients were more satisfied with Antilooppi's delivery of sustainability than the previous year, rating it 4.1 (2022: 3.9).

More sustainable construction and renovation

We have drawn up internal Antilooppi guidelines for sustainable construction, which support our sustainability strategy and carbon-neutrality goal. The guidelines apply to procurements for construction at all our properties. We guide our portfolio towards ever more sustainable product and service procurement, both in terms of the environment and human well-being.

We carefully select the materials we use and recycle, and we favour circular economy solutions. We prioritize materials that are of high-quality, sustainable and durable and manufactured with a small carbon footprint. We select products manufactured without components or materials that are harmful for the environment or human health. To support our choices, we use existing, internationally recognised certificates and environmental labels.

Siltasaari 10 achieves WELL Gold well-being certification

WELL is an internationally recognised quality classification which evaluates the impact of spaces on building users' health and well-being. WELL certification supports our goal of creating spaces for good work.

We earned our first WELL certificate in 2023, when our Siltasaari 10 property in 2023 reached the Gold level of the WELL v2 Core certificate. This was one of the first WELL certificates awarded to an office property in Finland. At the time, fewer than ten had been awarded in total. A WELL certificate demonstrates our facilities' holistic consideration of human well-being from the perspectives of technology, services, comfort and community spirit.

WELL evaluates a property using ten wellness concepts. They are good indoor air quality, clean drinking water and hygienic water use, healthy nutrition, thermal comfort, functional and safe lighting (including use of natural light), promotion of physical activities, pleasant acoustics, safe materials which promote healthy indoor air, sense of community and a healthy mind. In addition to technical requirements, WELL considers community, nutrition, physical movement and spatial solutions and operating methods that support mental well-being.

We conducted a thorough refurbishment of the historic Siltasaari 10 building, which was completed in the beginning of year 2023. Well-being played a significant role from the design phase of the project, and during the WELL process we analysed how the spaces and human well-being in them could be further enhanced.

The users of Siltasaari 10 experience well-being in features such as comfort, low-emission building materials, and pleasant acoustics. We have invested in the attractiveness and aesthetic value of the spaces through art and biophilic elements, such as plants and natural materials and colours, which enhance connection with nature.

10

wellness concepts are the basis for the WELL certificate held by our Siltasaari 10 property.

The building technology and energy efficiency are state of the art: the building uses a new automated system which adjusts heating and indoor air conditions. Automatic light control reduces waste lighting and saves energy.

The central location in Hakaniemi in Helsinki makes active commuting and public transport use easy. First-class employee facilities and parking for 400 bikes, featuring e-bike charging stations, loan bikes and a bike maintenance station, support physical well-being and everyday activity. We also promote well-being through stair days and other events.

The WELL certificate requires us to monitor and enhance conditions at the property. This guides us towards ensuring that Siltasaari 10 offers a healthy, attractive and WELL-compliant office location which creates durable well-being for our clients and the entire surrounding area of Hakaniemi.

Well-being for people and vibrant local areas

Buildings live in constant interaction with their environments. That is why we also develop our properties' surroundings. Antilooppi is a significant real-estate owner in the Hakaniemi and Ruoholahti areas of Helsinki, in addition to our holdings in Punavuori, Sörnäinen and elsewhere in the capital region. As a strong local actor, we are committed to developing these urban districts over the long term, sustainably and with focus on people. We attach particular importance to a wide range of first-class services on our own properties. We carefully select the providers who best complement the service offering in each property and area.

The reporting year 2023 was a year of restaurant openings in our properties. In April, a new local bistro which provides a wide range of services, both restaurant dining and catering, opened at Siltasaari 10. Our Merikortteli property has become a lively office and restaurant hub



which saw its offering expand even further in 2023. The businesses on site include a full-service restaurant, a bakery and restaurant, a pizzeria, a coffee shop and roastery, a launderette-bar combination and a cinema.

We also support our properties' users' physical well-being by enhancing the exercise services offered. That allows us to make our properties more appealing and generate added value for companies and their employees. A leading Nordic gym chain opened its doors in the Antilooppi-owned Ruoholahti Shopping Centre at the end of 2022.

Supporting well-being at work through sustainable events

We create well-being and success for our clients by supporting encounters and team spirit both on our properties and outside them. Antilooppi is more than a real-estate owner: we are an active developer and facilitator of good professional life. We promote interaction and professional dialogue to better understand people and their changing needs at work. We build a more sustainable world of work in collaboration with other actors. Our partnerships are based on shared values and goals, such as sustainability and a pioneering spirit.

In 2023, we continued our work to promote interactions between people. We arranged or participated in almost 40 events during 2023. In the POOL Lounge at Siltasaari 10, we collaborated with the employee experience agency Workday Designers to hold four popular EX-factor breakfast events, where participants discussed organisations' appeal and engagement factors. In addition to the topics of the events, we emphasise sustainability in the details, such as the food served.

In the spring, we attended Finland's leading HR event, HRx 2023, which was devoted to a sustainable working world and a focus on people. In the autumn, we were a partner of Nordic Business Forum.

As a strong local actor, we do not merely develop our properties – we invest in the urban environment and thus in a vibrant urban culture. One of the highlights of the year was the Flow Festival in the Suvilahti area of Helsinki, at which we were an official partner for the second year in a row. In the autumn, we opened the doors of our Merikortteli property to the public when the building served as the main venue of Helsinki Design Week. This allowed us to invite visitors to experience the main exhibition in the loft of Merikortteli, the theme of which was a good daily life and changed ways of working.





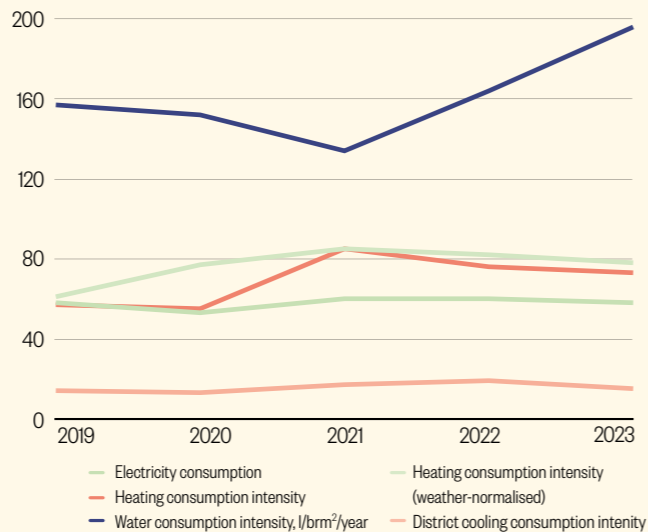
Antilooppi's certified properties at the end of 2023

Property	Certificate	Rating
KOY Siltala	LEED	Platinum
KOY Lintulahdenvuori	LEED	Platinum
KOY Helsingin Ruoholahdenkatu 21	LEED	Gold
KOY Kiinteistö Oy Itämerenkatu 3, Hki	LEED	Gold
KOY Ruoholahden Ankkuri	LEED	Gold
Siltasaari 10	WELL	Gold
KOY Helsingin Porkkalankatu 22	BREEAM	Excellent
KOY Ruoholahden Sulka (Porkkalankatu 24)	BREEAM	Excellent
KOY Helsingin Paasivuorenkatu 3	BREEAM	Excellent
KOY HTC Pinta	BREEAM	Excellent
KOY Helsingin Valimotie 21	BREEAM	Excellent
KOY Helsingin Hämeentie 19	BREEAM	Excellent
KOY Helsingin Siltasaarenkatu 12	BREEAM	Excellent
KOY Helsingin Porkkalankatu 20	BREEAM	Excellent
KOY Helsingin Siltasaarenkatu 18–20	BREEAM	Excellent
KOY Elimäenkatu 17–19	BREEAM	Excellent
KOY Helsingin Itämerenkatu 21	BREEAM	Very Good
Helsingin Kumpulantie 5	BREEAM	Very Good
KOY Elimäenkatu 5	BREEAM	Very Good
KOY Stella Terra	BREEAM	Very Good
KOY Helsingin Sörnäistenkatu 1	BREEAM	Very Good
KOY Merikortteli, Hki	BREEAM	Very Good
KOY Stella Luna	BREEAM	Very Good
KOY Quartetto F	BREEAM	Very Good
KOY Tallbergintalo	BREEAM	Very Good
KOY Espoon Karaportti 5	BREEAM	Very Good
KOY Stella Solaris	BREEAM	Very Good
KOY Helsingin Elimäenkatu 30	BREEAM	Very Good

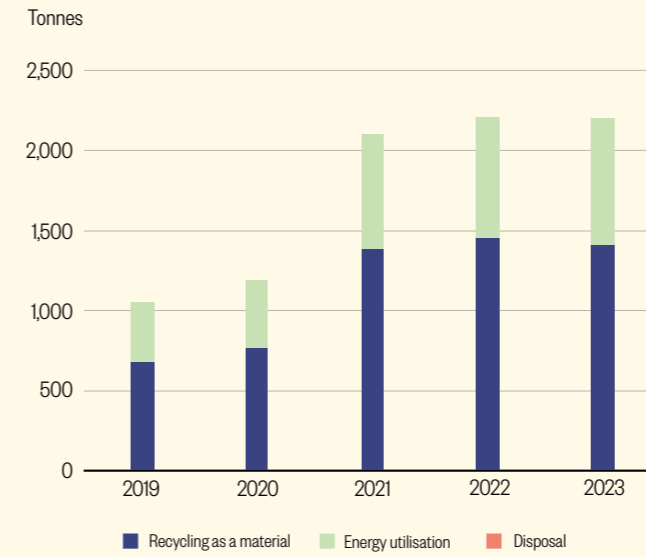
Property	Certificate	Rating
KOY Helsingin Elimäenkatu 28	BREEAM	Very Good
KOY Stella Nova	BREEAM	Very Good
KOY Helsingin Itämerentalo	BREEAM	Very Good
Salmisaaren Liiketalo Oy	BREEAM	Very Good
KOY Verkkosaari (Hermannin rantatie 10)	BREEAM	Very Good
KOY Espoon Karaportti 3	BREEAM	Very Good



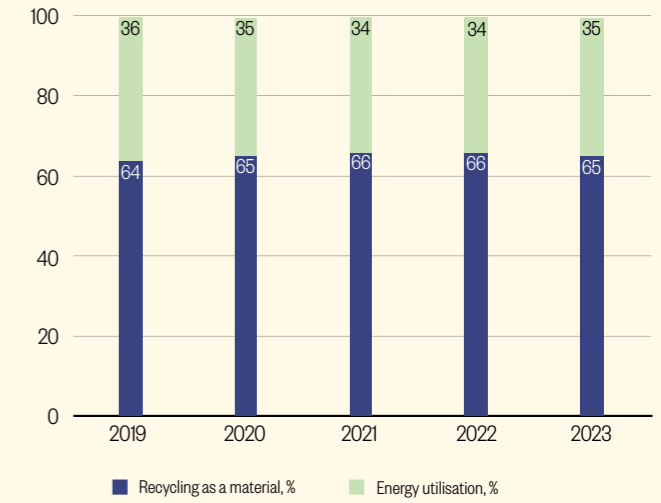
Electricity, heating, district cooling and water consumption kWh/brm²/year



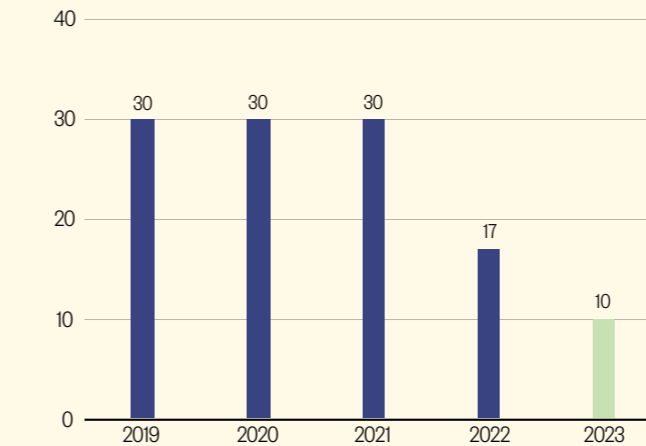
Waste volumes



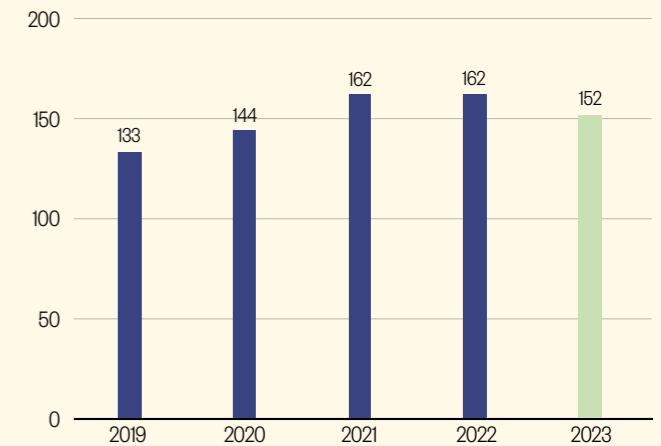
Waste reuse and recycling rate %



Greenhouse gas intensity, Scope 2, kgCO₂e/brm²/year



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





CASE



Aina Valmis[↗]

Our Always Ready offices find their market niche

At Antilooppi, we create flexible and innovative spatial solutions to meet today's professional needs. We brought a completely new category of office to the market in 2022: Always Ready.

Our concept was excellently received in its very first year. To meet demand, we expanded the number of Always Ready offices to 22 during 2023, almost all of which were occupied by the end of the year. At the time of writing, we offer Always Ready spaces in ten of our properties.

Always Ready is an easy choice: it offers companies quality, sustainable and turnkey offices in the best locations. In addition to their own regular offices, many clients use the conference rooms, project rooms and other workspaces provided by POOL flexispaces.

Offices are a significant component of professional firms' carbon footprint, and office refurbishments further increase that environmental burden. The most sustainable construction is to not construct at all. We have designed our Always Ready offices to last. Our choices of durable, low-carbon materials ensure that offices are not renovated after each

Always Ready is an easy choice: it offers companies quality, sustainable, turnkey offices in the best locations.



tenant, minimising the facilities' carbon footprint. Our Always Ready locations are centrally located, easily accessible by public transport, on foot and by bicycle.

Always Ready offers companies and their employees flexibility and balance between the different forms of hybrid working. They provide a range of workspace zones, from spaces for solitary work to common areas that support community. The result is an attractive working location that promotes both various working methods and interactions. The spaces are functional and modular: clients can modify the interior design flexibly to suit their needs.

We develop our Always Ready concept actively and with a focus on clients, always listening to people's and companies' needs. For example, we have introduced the social "working café" spaces to our Always Ready offices. They are highly suitable for a range of events and meetings. In the future, we will ground their design even more strongly in the identity of each building and unique characteristics of the immediate surroundings.

We expanded the number of Always Ready offices during 2023. There are now

22

of them.





The sustainability of POOL rose to a new level last year, when we launched it as a completely carbon-neutral office network. All POOL locations have their distinct identities.

POOL by Antilooppi: the largest flexioffice network in the Helsinki region

As work changes, so do the needs of professionals and workspaces. The significance of offices has changed, and interpersonal interactions have become more important. At Antilooppi, our response to this challenge is our POOL flexispaces. Our growing POOL network offers a wide range of spaces for work and meetings across the Helsinki region which companies can use to complement their regular offices. The rentable small POOL offices adapt to firms' changing needs, without the burden of long leases. That means our clients can build a special solution that suits them and complement their offices with additional POOL spaces and services.

Through our flexible POOL solution, we promote a value that is important to us, human well-being. The social spaces are designed to support new ways of working and promote encounters and enjoyment. People are central to our business and strategy, which is why it is important to us that people find the spaces pleasant and supportive of their wellness.

The flexibility POOL offers has been a particular factor in its success. POOL also offers POOL Work, small office solutions for businesses that value smaller, turnkey and serviced office solutions instead of an office of their own.

We continued to develop our POOL concept in 2023. We expanded the network and made POOL the largest flexispace network in the Helsinki region, with 11 locations. We almost doubled the area of POOL spaces at Stella Business Park in Leppävaara, Espoo, and at the end of the year we opened a new POOL location at Itämerenkatu 3 in Ruoholahti, Helsinki. We opened our newest POOL, the industrial style POOL Verk, at the start of 2024 near the Teurastamo complex. We completed it sustainably and with recycled materials throughout, from durable surfaces to recycled furniture and supplies. We always design our stylish, quality POOL spaces specifically for each location, giving each one its own unique identity.



POOL achieves carbon neutrality in 2023

Sustainability is the cornerstone of the POOL concept. We design the spaces to be durable, using low-carbon materials wherever possible. In 2023, we raised the sustainability of POOL to a new level when we launched it as the first completely carbon-neutral office network in Finland. Our clients demand sustainable office solutions even more strongly, and with our more sustainable POOL we support our clients' green values and more ambitious carbon neutrality goals. During the year, we also brought new solar power stations online at our POOL locations to increase our proprietary renewable energy generation.

The total carbon footprint of Antilooppi's POOL flexispaces in 2023 was 163 tonnes of carbon dioxide equivalent (tCO₂e). In 2023, there were in total 13,832 m² of POOL flexispaces, and the average carbon footprint per square metre was 11.8 kgCO₂e/m².

The calculation of carbon footprint included fuel consumption and refrigerant leaks (Scope 1) and the consumption of procured electricity, heating and cooling (Scope 2). Of other indirect emission sources (Scope 3), the calculation included the following categories: procured products and services, commissioning of construction, indirect emissions related to fuel and energy, and waste disposal.

The emissions of POOL spaces consisted almost exclusively of Scope 3 emissions, which accounted for 99.7% of the total. The largest emission category was procured products and services, which accounted for 69% of the carbon footprint. The next largest source of emissions was commissioning of construction (18%), followed by waste disposal (9%). The electricity, heating and cooling consumed in POOL spaces is generated entirely by renewable energy forms. Thanks to the transition to renewable energy, we have been able to reduce the scope 2 emissions in all our POOL spaces all the way to zero, making their emissions 70% smaller in comparison to using the production

methods of electricity and heating commonly used in real-estate in the metropolitan area (the average Finnish electricity production and Helen district heating). The estimation of the emissions reduction is based on a location-based method of calculating emissions.

The ways in which we strive to reduce our own emissions annually include focusing on low emissions in selecting the providers of the largest, recurring procurements, and continuing to monitor and minimise construction projects' carbon footprint. We offset the remaining emissions by purchasing certified carbon removal units on the voluntary carbon market. These units conform to internationally established minimum criteria (including additionality, independent verification and the avoidance of double counting). Antilooppi strives to reduce the share of offset emissions by taking action to reduce our own emissions year on year.





“The offices play a significant role in reducing our carbon footprint. Our sustainable and environmentally certified new offices mean that we are well advanced in our sustainability efforts.”



Roihu Attorneys Ltd chose Ympyrätalo

The staff at Roihu Attorneys Ltd fell in love with their new offices, which support these legal professionals' team spirit and well-being. The office in Ympyrätalo, a landmark building in Hakaniemi, Helsinki, also supports Roihu Attorneys Ltd in achieving their sustainability goals.

Roihu Attorneys Ltd is an energetic legal firm with 25 employees in Helsinki and Tampere. The boutique firm specialises in employment, corporate, property and family law. The firm felt the need for new, more pleasant offices when its employees wanted to return to the office after a long period of working remotely. The firm moved into Ympyrätalo in September 2023. On their very first visit, the staff were impressed by the natural light flooding the offices and the sea views.

“The office is a very important place for us. Our people are amazing, and at the office we can meet and kick ideas around easier than online. That’s why the office had to offer working facilities that were a lot better than our homes. We were delighted to find such a wonderful office, which, on top of it all, we could tailor to our needs,” **Pauli Sortti**, a founder and attorney, partner at Roihu Attorneys Ltd, says.

“Our new office has had a very positive impact on our enjoyment of work and our firm’s sustainability.”

— Pauli Sortti, Roihu’s founder and shareholder

The firm wanted to consider its employees' wishes when designing the offices. At the top of the list were individual offices, which the lawyers need to focus on their demanding work. Achieving the desired layout was easy on the basis of an efficient floor plan and did not require extensive renovations. The restrained colour palette and modern finish convey the style characteristic of a legal firm. The offices, 330 m² in total, feature two large conference rooms and a centrally placed open-plan kitchen. In the newly fitted bathrooms and showers, the employees can prepare for the day after a morning workout.



In addition to the facilities, Roihu Attorneys Ltd was impressed by the sustainability of the offices. The firm's carbon footprint calculations showed that offices and energy were the largest causes of its environmental burden, as is typical for specialist companies. Carbon-neutral electricity and the Excellent BREEAM environmental certificate were a big plus here. Responsibility for wellness at work is also important in the busy legal profession. At Roihu, well-being is a priority: there is a low hierarchy, working hours are kept within reason, and the basic principle is that the lawyers must have a life outside the law.

"Our offices play a significant role in our carbon footprint reduction, and now we are well advanced in our sustainability efforts. The move to new offices has also raised our staff's enjoyment of work and well-being. Another good aspect of working at the office is that we don't necessarily need to bring work home at the end of the day."

Even though legal firms have traditionally been housed in the very heart of the city, adjacent areas are quickly becoming more attractive. The Roihu employees and clients are happy with the new location, which is easily accessible by car, public transport and on foot.

As a growing firm, Roihu also appreciates the flexible offices and leases.

"The Hakaniemi area has become really interesting, there are loads of restaurants here and just a good vibe in general. Our new office makes our everyday work and our clients' everyday lives a bit more flexible, and they can be expanded if necessary, which we value. We're now familiar with the amazing POOL flexispaces at Siltasaari 10 down the street, which we intend to use for things like workshops and larger projects," Sortti says.

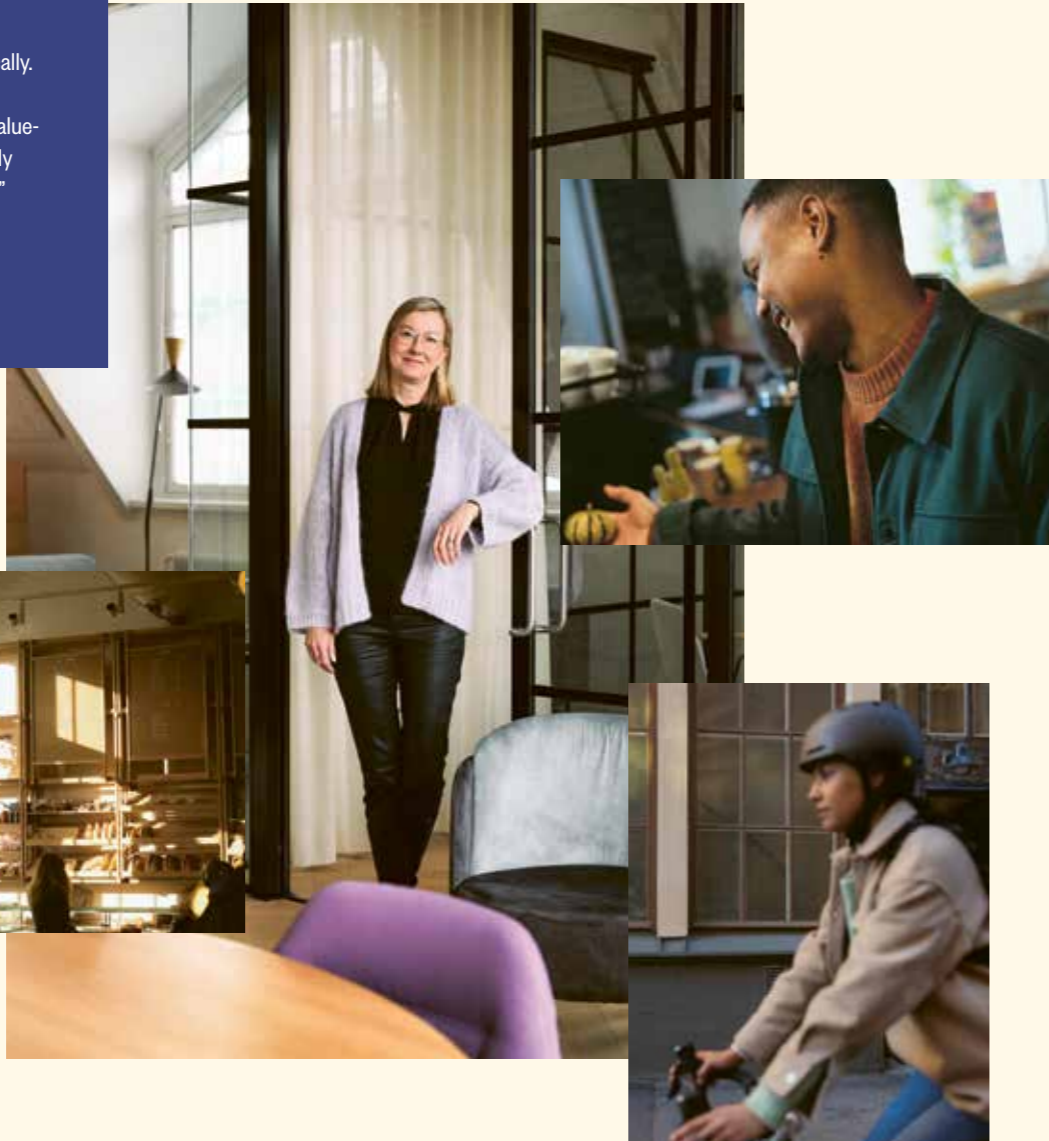
"Flexibility is a priority for us, both in spatial solutions and our daily work. We appreciate the fact that Antilooppi can offer us the flexibility to grow in the future if we need it. The amazing POOL flexispaces are an excellent add-on to our own offices."



"The office and social interactions are hugely important for wellness at work – you can't replace them with a Teams meeting."



“For us, it’s important that the owner invests in sustainability systematically. The sustainability of the offices is an important, value-adding factor that will only become more important.”



Aiforia, a health tech pioneer, loves the lively atmosphere in Merikortteli

For Aiforia, the office is an important factor in creating team spirit and in bringing employees together. In the midst of an exciting growth phase, the company values a workspace that enhances its employees’ comfort and well-being and is environmentally sustainable.

Aiforia is a medical software company that aims to transform pathology image analysis with the power of AI. The clients of this strongly growth-oriented listed company include pathologists and researchers world-wide. Since the summer of 2022, the Aiforia head office has been in the Merikortteli building in Punavuori, Helsinki. Around 70 Aiforia employees work on the top floor of the historical industrial building. The key benefits of the office are spaciousness, high ceilings and natural light that floods through the large skylights.

“Our premises are really pleasant, and it’s a joy to come to work here. For us, the office is a place that enables team spirit. We encourage our people to come to the office to work together and meet people outside their own team. Wellness at work is important to us, and the premises in Merikortteli support that very well,” says **Kaisa Helminen**, Chief Operating Officer at Aiforia.

“The office creates well-being and team spirit.”

— Kaisa Helminen,
Aiforia’s Chief Operating Officer



Teams at Aiforia can agree on which days they are in the office and on their working methods independently. Many of them work on a hybrid model, and the office is usually busiest mid-week. The sense of togetherness was an important factor when planning the office.

The premises consist of two glass-walled areas, one of which is a dedicated meeting area. The engaging coffee and lounge areas and table tennis facilitate informal gatherings. On the other side of the glass wall there are spaces designed for various forms of work, such as a quiet working zone, an open-plan working area and offices.

The Merikortteli property, built in 1920, has since been completely refurbished. It offers Aiforia employees and all locals a wide range of services to support quality of life, from restaurants and boutiques to a cinema. The central location in Helsinki encourages active work commute and the use of public transport.

Merikortteli is a sustainable office property that holds the BREEAM In-Use Very Good environmental certificate, which clients value. In terms of energy consumption, the property is carbon neutral, consuming electricity generated by its own rooftop solar panels. The building also houses flexible and social POOL spaces which support changing professional needs.

"The facilities in Merikortteli are fantastic! Sustainability is also an important theme and a value-adding factor that will only become more important. As a listed company, it's important that our office is truly sustainable and that Antilooppi as a real-estate owner invests in sustainability systematically. All in all, working with them has gone very smoothly," Helminen says.

"In Merikortteli, we have good, enjoyable office that brings people together and creates well-being for our employees. We've been really happy here!"



"For us, the office is a place that enables us to come together as a team"

Making places
for people
and business





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