

Antilooppi

# Sustainability Report

2023





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



10

Sustainability is one of the five cornerstones of the Antilooppi strategy.



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We actively enhance our sustainability efforts with other industry actors.

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Antilooppi has made determined progress towards its carbon neutrality goal and achieved 100% environmental certification in its entire property portfolio.



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



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# Year 2023

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# 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 m<sup>2</sup> 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. We present our corporate and ownership structure on [page 59](#).

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

Number of employees **41**

Turnover **TEUR 87,839**

Value of properties  
**EUR 1.2 billion**

Leased area total  
**400,000 m<sup>2</sup>**





<p><b>100%</b> 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><b>Forerunner Engaged Responsible</b></p>	<p><b>40</b> NPS</p>
<p><b>100%</b> Share of renewable electricity</p>			<p><b>41</b> number of employees</p>
<p><b>10.7 kg</b> (CO<sub>2</sub>/brm<sup>2</sup>) Carbon footprint (Scope 1 &amp; 2)</p>	<p><b>-62%</b> Reduction in greenhouse gas emissions from 2021 (Scope 1 &amp; 2)</p>	<p>Leased office space in 2023 <b>114,655 m<sup>2</sup></b></p>	<p><b>65%</b> 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.



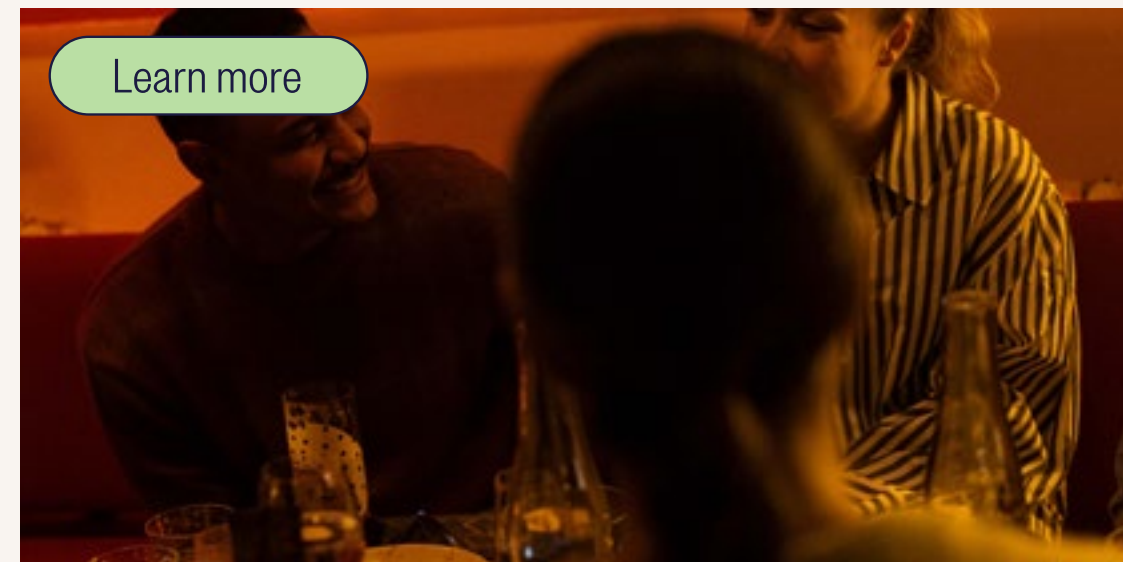
## Promoting sustainability hand in hand with partners

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.



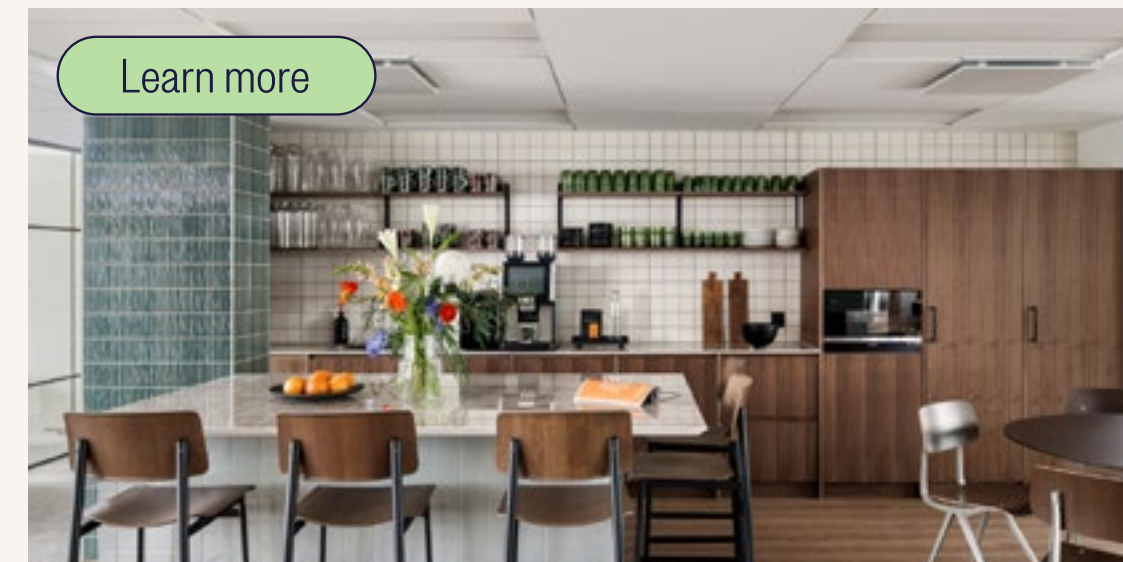
## Seven new solar power plants built

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 m<sup>2</sup> 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 breakthrough 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.

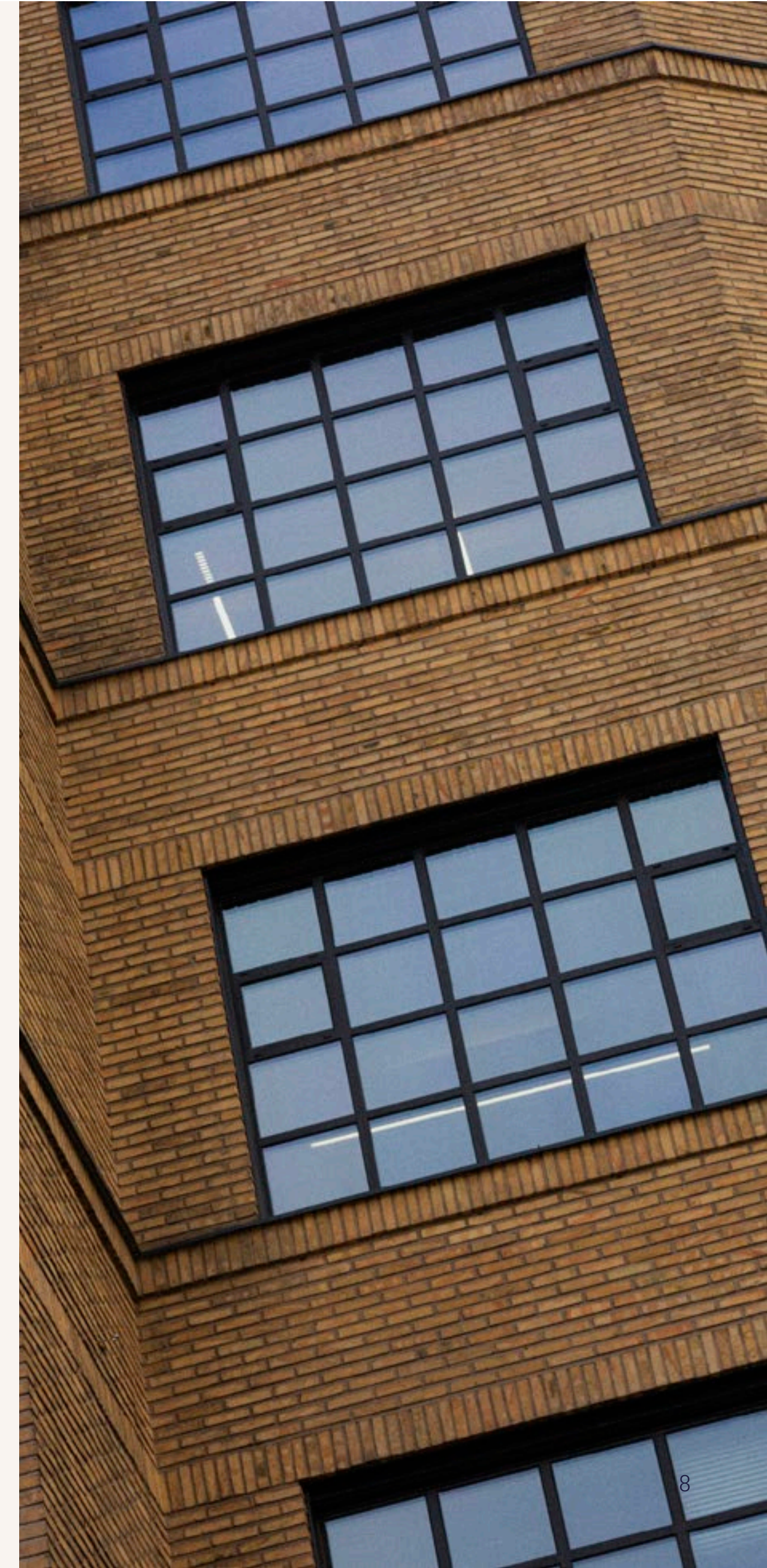
Our POOL flexispace service has also become steadily more popular. POOL was designed to meet professionals' changing demands, and it is an easy and flexible solution for our clients' additional needs. The working and social spaces it offers support hybrid working, different ways of working, and employees' 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 goalposts 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



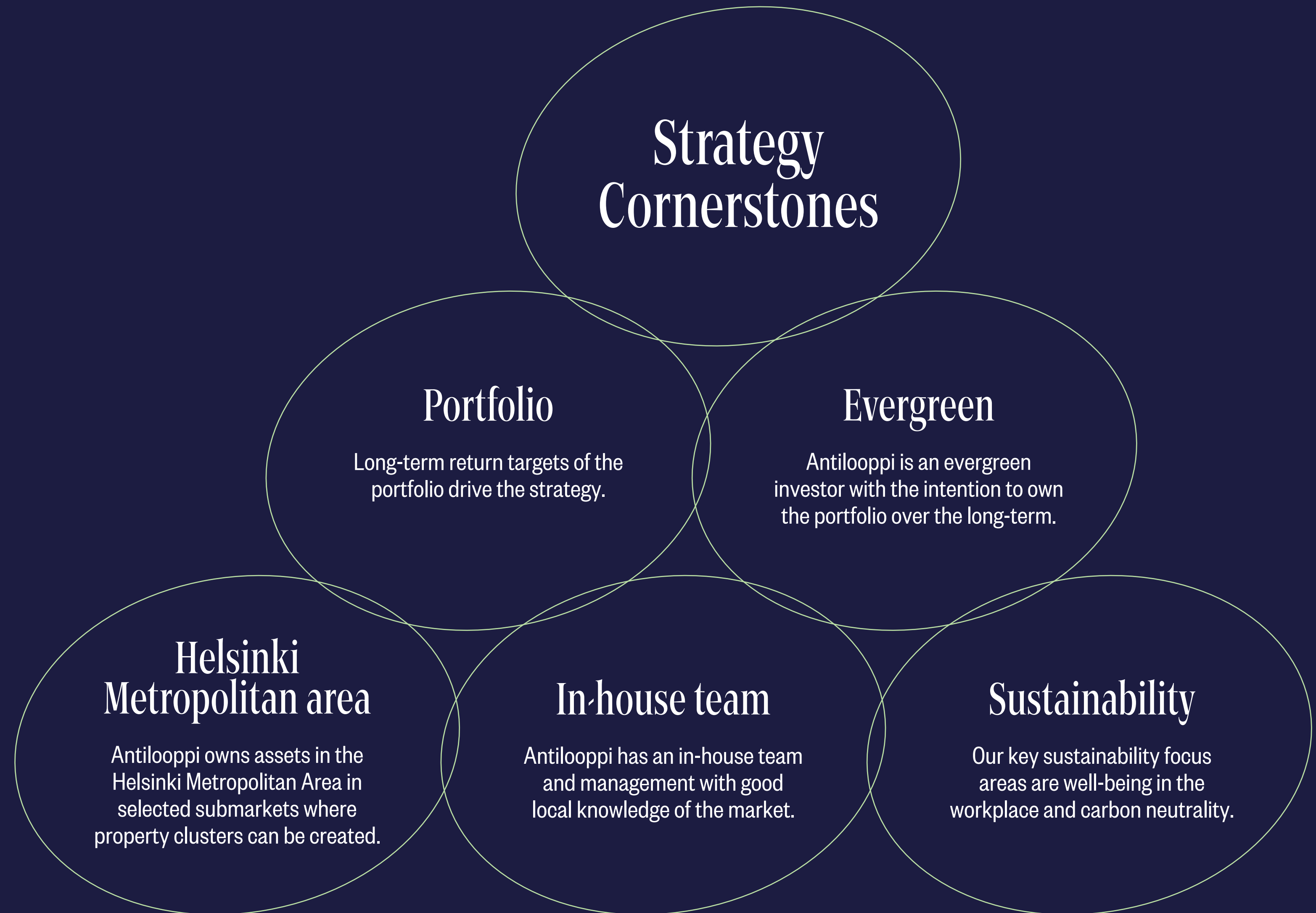


# Our strategy

The Antilooppi strategy is built on five cornerstones, all of which guide our business. Our strategy is based on values: being a forerunner, responsibility and engagement. We build success and well-being for our clients.

Antilooppi's business is guided by our strategy, built on five cornerstones. We own, develop and manage workspaces sustainably and over the long term. We do this to facilitate our clients' success and well-being in their workplaces. We do not just lease out offices: we provide creative, flexible, sustainable and functional space solutions based on our clients' needs and operations. We are an independent Finnish property owner, an enabler of healthy workspaces and a far-sighted real-estate developer. Our committed, expert team manages and develops our portfolio, spatial solutions and services.

Sustainability plays a key role in our strategy, and it has two focal points: carbon neutrality and well-being.





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# 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.

## Well-being & 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.



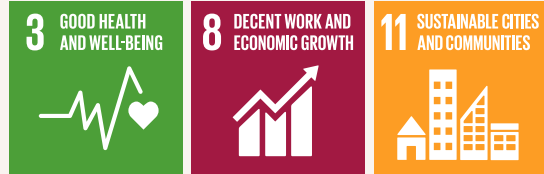

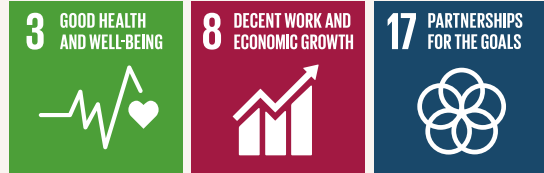
# Antilooppi's sustainability goals

## Goals and measures 1/2

Theme	Vision	Goals	Actions and results 2023	UN Sustainable Development Goals
Carbon neutrality (properties)	<ul style="list-style-type: none"> <li>Our entire property portfolio is carbon neutral by 2030, both in terms of construction and use.</li> </ul>	<ul style="list-style-type: none"> <li>Reduction of emissions by 60% from 2021 levels by 2024</li> <li>Increasing proprietary renewable energy generation</li> <li>Increasing energy efficiency by 7.5% by 2025 from 2017 levels (Finnish office real-estate energy efficiency agreement)</li> <li>All electricity is generated by renewable sources from 2022 onwards</li> <li>Heating from renewable energy sources in a growing number of properties</li> <li>100% LEED or BREEAM certification of the office portfolio by end of 2023</li> <li>In significant refurbishment projects: carbon neutral in terms of energy use, 30% energy efficiency improvement, 70% minimum recycling rate, 100% renewable energy usage and EU taxonomy alignment</li> </ul>	<ul style="list-style-type: none"> <li>100% certification (LEED or BREEAM) achieved on schedule</li> <li>CO<sub>2</sub> emissions (Scope 1 and Scope 2) reduced by 62% from the 2021 level</li> <li>All properties use origin-certified wind-generated electricity</li> <li>Carbon-neutral heating was taken into use in 12 properties. These properties achieved carbon neutrality in terms of energy use.</li> <li>Seven proprietary solar power stations built</li> <li>Climate risk report compiled for all properties</li> <li>Energy efficiency report compiled for 16 properties and CRREM analysis compiled for 2 properties</li> <li>Antilooppi's internal second-hand market used as part of office design. The second-hand market recycles fittings, building materials and furniture.</li> </ul>	
Carbon neutrality (people)	<ul style="list-style-type: none"> <li>We pursue carbon-neutral solutions and sustainable development when developing our premises, working concepts and services for clients.</li> </ul>	<ul style="list-style-type: none"> <li>Development of sustainable and carbon-neutral special solutions</li> <li>Guiding our clients to make sustainable and durable choices in construction, material selection and selection of premises</li> <li>Integration of sustainability awareness into the client path</li> </ul>	<ul style="list-style-type: none"> <li>Development of the Always Ready concept and expansion to 10 properties</li> <li>Carbon footprint calculation in all Always Ready office projects</li> <li>Launch of carbon-neutral POOL concept</li> <li>Expanding of the POOL flexioffice concept to the biggest in the capital region</li> <li>Carbon footprint calculations guide design at all POOL projects</li> <li>Carbon footprint calculations guide design in renovation work and refurbishment projects</li> <li>Sustainable construction guidelines piloted in renovation projects</li> <li>Discussion of sustainability issues at POOL client venues</li> </ul>	
Well-being (properties)	<ul style="list-style-type: none"> <li>We offer our clients carbon-neutral and flexible spatial solutions that support well-being and productive work. Our properties are the basis for well-being.</li> </ul>	<ul style="list-style-type: none"> <li>Consideration for clients' needs in areas of well-being and flexible working when designing premises</li> <li>Provision of good quality indoor air and lighting to support work</li> <li>Good access to properties by public transport and investment in green transport promotion</li> <li>Application of WELL certification principles in the portfolio and concepts</li> </ul>	<ul style="list-style-type: none"> <li>Siltasaari 10 property earned respected WELL Gold certification</li> <li>Development of properties' bike parks and common facilities</li> <li>Roll-out of e-car and e-bike charging stations to provide e-car charging facility at 16 properties</li> <li>Shared bikes on offer to our clients at 11 properties</li> </ul>	



Goals and measures 2/2

Theme	Vision	Goals	Actions and results 2023	UN Sustainable Development Goals
Well-being (people)	<ul style="list-style-type: none"> <li>We care for our clients' well-being. Our spatial solutions provide flexible spaces, workspace concepts and wellness-enhancing services.</li> </ul>	<ul style="list-style-type: none"> <li>Development of solutions and services that support and promote well-being in properties and spatial solutions</li> <li>Maintenance and development of optimal indoor air conditions in properties</li> <li>Support for well-being showing as improved results of the annual client satisfaction studies</li> <li>Investment in indoor air conditions</li> <li>Deployment and development of energy efficiency and indoor air remote control system</li> </ul>	<ul style="list-style-type: none"> <li>Office design with a focus on quality, durability and today's professional needs</li> <li>Development of the Always Ready concept</li> <li>17 new Always Ready offices completed</li> <li>Two new POOL locations opened (expansion of POOL Stella Business Park, POOL Itämerenkatu 3 opened)</li> <li>Launch of new well-being-enhancing services at our sites</li> <li>Break-time workout equipment and social events at POOL locations</li> <li>Stair days at all Antilooppi properties</li> </ul>	
Responsible employer	<ul style="list-style-type: none"> <li>We invest in employee experience. We promote our employees' well-being, skill development and equality.</li> </ul>	<ul style="list-style-type: none"> <li>Upholding a good employee experience and team spirit</li> <li>Healthy staff and equal opportunities for everyone to develop professionally</li> <li>Equitable workplace, zero tolerance for harassment or inappropriate behaviour</li> <li>Employee satisfaction at or above the current level</li> <li>Employees remain satisfied throughout their careers</li> <li>Provision of a healthy workplace</li> <li>Regular discussion and enhancement of sustainability issues with employees</li> </ul>	<ul style="list-style-type: none"> <li>Facilitation of flexible working with the hybrid model</li> <li>Transfer to the dual-office model (Itämerenkatu 3 and Siltasaari 10)</li> <li>Extensive occupational healthcare and sport and culture benefits</li> <li>Occupational well-being days</li> <li>Integration of sustainability issues into steering group meetings and business functions' monthly meetings</li> <li>Sustainability events and orientation for employees</li> <li>Broad range of training opportunities</li> </ul>	
Responsible corporate actions	<ul style="list-style-type: none"> <li>Sustainability is integral to our operations and working methods. We are committed to our Code of Conduct, openness, ethics, good governance and financial responsibility. We require the same standards of our partners.</li> </ul>	<ul style="list-style-type: none"> <li>Transparent and ethical business</li> <li>Observance of good governance</li> <li>Code of Conduct guides sustainable business</li> <li>Supplier Code of Conduct guides the supply chain</li> <li>Business Acceptance Policy guides selection of new clients</li> <li>Commitment of Antilooppi's partners to sustainability and its development</li> <li>Transparent and extensive annual sustainability reporting using GRI framework</li> <li>Active engagement in industry stakeholder collaboration to develop sustainability efforts</li> </ul>	<ul style="list-style-type: none"> <li>Update and approval of Code of Conduct at meeting of Board of Directors</li> <li>Update of Supplier Code of Conduct</li> <li>Sustainability as a criterion in service provider competitive tenders</li> <li>Observance of Business Acceptance Policy in all new client accounts</li> <li>Sanction checks when selecting clients and partners</li> <li>Opening and monitoring of accident and near-miss reporting channel</li> <li>Sustainability reporting per GRI framework</li> <li>Monitoring the whistleblowing channel. One report was made via the channel during the reporting year.</li> <li>Active participation in industry stakeholder collaboration via Rakli and Green Building Council Finland</li> </ul>	



# Materiality analysis

The Antilooppi sustainability strategy and sustainability goals are based on material topics, which we have defined in collaboration with our stakeholders. Our stakeholders are our clients, owners, staff, partners and subcontractors and, more broadly, industry associations, city councils, government agencies and society.

Antilooppi last compiled a materiality analysis in 2020. The materiality analysis was declared relevant for 2023 and has not been updated. Antilooppi aims to complete a double materiality analysis pursuant to the EU's Corporate Sustainability Reporting Directive during 2024.

Material topics of sustainability at Antilooppi (most material topics in bold):

## Environment

- energy consumption
- CO<sub>2</sub> emissions
- water consumption
- waste and recycling
- compliance with environmental legislation
- material use
- **environmental certification**
- biodiversity

## Social responsibility

- employee training and development
- client health and safety
- occupational safety and health
- supplier social and environmental assessment
- prohibition of discrimination
- diversity and equality
- human rights assessments
- employment contracts
- freedom of association and collective agreements

## Financial responsibility and good governance

- anti-corruption
- responsibility of partner network
- distribution of added financial value
- compliance with antitrust regulations
- compliance







# Sustainability management

Sustainability is one of the cornerstones of Antilooppi’s business strategy. Ultimate responsibility for sustainability issues in the company rests with the Chief Executive Officer (CEO). Antilooppi’s Head of Sustainability and Property Management leads and develops sustainability, and reports on these issues to the CEO. The Head of Sustainability and Property Management is a member of the company’s Management Team. The company’s Management Team regularly discusses sustainability issues as part of its monitoring of the development and execution of strategy, as well as part of monitoring the key goals and metrics. In addition to key metrics, our Management Team is responsible for, and tracks the progress of, sustainability development projects and decides on sustainability goals.

The Board of Directors of Antilooppi discusses the execution of the sustainability strategy and main sustainability goals regularly, at least quarterly.

The Antilooppi sustainability steering group is responsible for monitoring progress towards the operative actions on sustainability. This steering group consists of the Management Team and supervisors at Antilooppi. The role of the sustainability steering group, which meets at least quarterly, is to ensure progress towards sustainability goals in practice and to facilitate information flow between business units. The discussion of sustainability issues is also integrated in regular meetings of the company’s business units. In addition, Antilooppi has an investment committee which ensures the incorporation, where appropriate, of sustainability into the

company’s investment decisions. The investment committee reports to the Management Team and meets weekly. The committee consists of the Management Team and a broad range of the company’s key personnel.

Sustainability is part of every Antilooppi employee’s job. As early as 2022, we made our progress towards our carbon neutrality goal one of the metrics for the entire personnel’s performance-related bonus, and we continued this practice in 2023. The sustainability metric of the performance target is based on our strategy and our portfolio’s significant commitment to carbon neutrality.

Antilooppi has an internal monitoring system with which we can generate appropriate documentation about the company’s key business processes. We also have established procedures with which we ensure the correct and full storage of essential business data for accounting purposes.

Even though Antilooppi’s size and extent of operations do not require sustainability reporting pursuant to the Accounting Act, we have reported on our sustainability transparently and extensively to our clients and other key stakeholders since 2020.



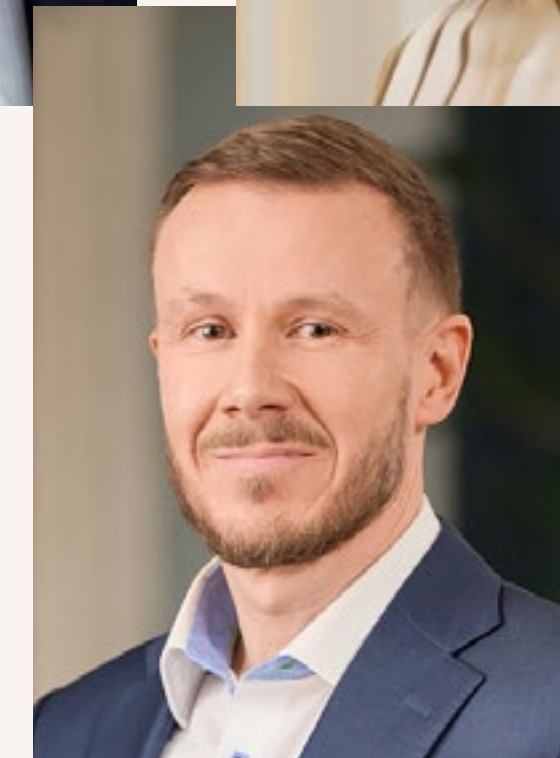
Tuomas Sahi  
Chief Executive Officer



Hannamari Koivula  
Head of Sustainability  
and Property Management



Esa Mattila  
Head of Asset  
Management



Thomas Blumberg  
Chief Financial Officer



Antti Savilampi  
Chief Investment Officer



## Antilooppi Management Team

The Chief Executive Officer of Antilooppi is Tuomas Sahi. In addition to the CEO, there are four other members of the Management Team: Chief Investment Officer Antti Savilampi, Chief Financial Officer Thomas Blumberg, Head of Sustainability and Property Management Hannamari Koivula and Head of Asset Management Esa Mattila. The Antilooppi Management Team reports to the Board of Directors, which, at the end of the 2023 financial year, had five members. No changes to the membership of the Antilooppi Management Team occurred during the 2023 reporting year.

Our progress towards our carbon neutrality goal is one of the metrics for the entire personnel's performance-related bonus.

## Antilooppi Board of Directors

In the 2023 financial year, the Antilooppi Board of Directors consisted of chair Ilkka Salonen (until 20 April 2023, Kristian Pullola). Tomi Aimonen has served on the Antilooppi Board of Directors since the beginning of 2015. Pernilla Arnrud Melin has served on the Antilooppi Board of Directors since 2018, Mats Hederos since 2020 and Liisa Karnaattu since 2022. Of the Board members, Tomi Aimonen and Pernilla Arnrud Melin represent our owners, while the others are independent members. During 2023, the Board of Directors met nine times.





# Stakeholders and cooperation

## Stakeholders' expectations of Antilooppi and our sustainability

Stakeholders	Expectations of Antilooppi	Measures for fulfilling the expectations	Communication and feedback channels
Customers (current and future tenants)	<ul style="list-style-type: none"> <li>Support in changes in the working life</li> <li>Spaces that support well-being</li> <li>Supporting our sustainability goals</li> <li>Sharing information on sustainability</li> <li>Good, high-quality cooperation</li> <li>A trusted partner</li> <li>Versatile spaces</li> <li>Good location</li> <li>Availability of information in emergencies</li> </ul>	<ul style="list-style-type: none"> <li>Accessibility and public transport links</li> <li>Provision of quality premises that promote well-being</li> <li>Development of new service and spatial concepts</li> <li>Collaboration with customers on their sustainability goals</li> <li>Energy-efficient and environmentally friendly premises</li> <li>Active communication with customers</li> <li>Crisis communications plan</li> <li>Emergency preparedness plan</li> </ul>	<ul style="list-style-type: none"> <li>Customer portal and property websites</li> <li>Regular meetings with clients</li> <li>Daily contact and easy availability</li> <li>Client satisfaction survey and a dedicated indicator for sustainability expectation fulfilment</li> <li>Events held at properties, such as the POOL client mornings</li> <li>Each property has a dedicated Asset Manager who is also responsible for client communications</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Reliable and sustainable employer</li> <li>Fair and equal treatment</li> <li>Opportunity for continuous learning and development</li> <li>Supporting well-being at work and ensuring safe and healthy working conditions</li> <li>Flexibility at work (hybrid work)</li> <li>Availability of information and processes in emergencies</li> <li>Fringe benefits</li> </ul>	<ul style="list-style-type: none"> <li>Remote work opportunities</li> <li>Flexible working hours</li> <li>Comprehensive occupational health services and promoting well-being at work</li> <li>Supporting well-being at work and ensuring safe and healthy working conditions</li> <li>Providing equal opportunities for development</li> <li>Regular communications at employee briefings</li> <li>Cherishing team spirit and encouraging interpersonal interactions and events for the entire staff</li> </ul>	<ul style="list-style-type: none"> <li>Biannual goal discussions, regular discussions with supervisor</li> <li>Events</li> <li>Employee satisfaction survey</li> <li>Anonymous whistleblowing channel</li> <li>CFO is responsible for HR matters</li> </ul>
Society and authorities	<ul style="list-style-type: none"> <li>Compliance with laws and regulations</li> <li>Collaboration to develop the regions</li> <li>Supporting urban and national carbon neutrality targets</li> <li>Supporting national energy efficiency targets</li> </ul>	<ul style="list-style-type: none"> <li>Cooperation and regional development</li> <li>Enhanced vitality of local areas</li> <li>Net Zero Carbon Buildings commitment</li> <li>Commitment to the Finnish office real-estate energy efficiency agreement and energy management</li> <li>Crisis communications plan</li> </ul>	<ul style="list-style-type: none"> <li>Regular monitoring of the business environment and legislation</li> <li>Discussions and cooperation with authorities as necessary</li> <li>Availability of information through interest groups</li> </ul>

Stakeholders	Expectations of Antilooppi	Measures for fulfilling the expectations	Communication and feedback channels
Partners and subcontractors	<ul style="list-style-type: none"> <li>Fair and equal treatment</li> <li>Long-term partnerships</li> <li>Compliance with agreements</li> <li>Risk assessment</li> <li>Sustainability requirements and expectations</li> <li>Co-development</li> <li>Regular monitoring of targets and feedback</li> <li>Availability of information and processes in emergencies</li> </ul>	<ul style="list-style-type: none"> <li>Clear and transparent supply chain management and procurement process</li> <li>Crisis communications plan</li> <li>Guidelines related to the Antilooppi strategy and operations</li> <li>Compiling clear requirements and instructions. Induction at the contract phase and during collaboration.</li> </ul>	<ul style="list-style-type: none"> <li>Regular meetings and daily cooperation</li> <li>Sustainability questionnaires and sustainability agenda in supplier meetings</li> <li>Anonymous whistleblower channel</li> <li>At Antilooppi, communicating with partners is the responsibility of each person in charge of a relevant business function.</li> </ul>
Owners	<ul style="list-style-type: none"> <li>Implementation and development of strategy and key targets</li> <li>Profitable and sustainable operations</li> <li>Advancing carbon neutrality in operations</li> <li>Promoting corporate social responsibility</li> <li>Good governance and statutory compliance</li> <li>Regular reporting</li> </ul>	<ul style="list-style-type: none"> <li>Promotion of the Net Zero Carbon Buildings commitment</li> <li>Sustainable practices and Code of Conduct</li> <li>Clear division of rights and responsibilities</li> <li>Work of Management Team and Board</li> <li>Development and execution of strategy</li> <li>Profitability</li> <li>Risk assessment and management</li> </ul>	<ul style="list-style-type: none"> <li>Reporting and regular communication</li> <li>Board meetings</li> <li>Owner meetings</li> <li>CEO is responsible for owner communications</li> </ul>
Trade associations (Rakli, INREV, Green Building Council Finland)	<ul style="list-style-type: none"> <li>Sustainable development of the industry</li> <li>Low-carbon and energy efficiency requirements</li> <li>Circular economy and recycling</li> <li>Anti-corruption</li> <li>Operations in line with commitments</li> </ul>	<ul style="list-style-type: none"> <li>Pioneering spirit and showing the way in the industry</li> <li>Promotion of the Net Zero Carbon Buildings commitment</li> <li>Commitment to the Finnish office real-estate energy efficiency agreement and promoting the measures</li> <li>Advancement of the Building Life Project</li> <li>Code of Conduct and anonymous whistleblower channel</li> </ul>	<ul style="list-style-type: none"> <li>Active interaction and attendance in events</li> <li>Participation in industry associations' management: boards, management and steering groups</li> <li>Associations' communication channels</li> <li>Discussions and cooperation with representatives</li> <li>Communication with sectoral associations at Antilooppi depends on the person's job title and responsibilities</li> </ul>



# Commitments and cooperation

We actively develop our sustainability in cooperation with industry actors and associations. As a pioneer in sustainable real-estate, we want to set the direction and practices to achieve sustainable business, climate goals and carbon neutrality. Together, we have an important duty to enhance the sustainability of our industry and reduce the environmental and climate impacts of the built environment.

In 2021, Antilooppi signed the global real-estate sector Net Zero Carbon Buildings commitment, which encompasses buildings' emissions across their life cycle, both from construction and use. We are also actively involved in Green Building Council Finland, a cooperation network for a sustainably built environment. Antilooppi's Head of Sustainability and Property Manager Hannamari Koivula has been a member of the Board of Green Building Council since the start of 2023, and since 2022, Koivula has served as an ambassador on the Building Life project that focuses on the reduction of greenhouse gas emissions.

Antilooppi is a member of Rakli, the Finnish association of professional property owners and building developers, and of INREV, the European Association for Investors in Non-Listed Real-Estate Vehicles. In Rakli, we are active members of the Board, Management Team and steering group. Antilooppi's CEO, Tuomas Sahi, began service as a deputy member of the Rakli Board in 2023. We are a member of the Nordic Commercial Spaces & Communities organisation, which promotes the shopping centre sector in the Nordic countries. Antilooppi is also a member of the Helsinki Region Chamber of Commerce.

We are committed to achieving the UN's Sustainable Development Goals (SDG) by 2030 and have selected six main SDGs, adapted to our sustainability efforts, towards which our business can make most progress.





# 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.





# An even more sustainable portfolio

We develop our existing property portfolio and the spatial solutions in our properties sustainably with a focus on longevity. In 2023, we made purposeful progress towards our carbon neutrality goal and achieved 100% environmental certification across our entire property portfolio.

Antilooppi is a responsible real-estate owner which develops its existing property portfolio sustainably and over the long term. Minimising greenhouse gas emissions and advancing towards properties that are carbon neutral in terms of use and construction are at the heart of our sustainability strategy. The key goal of our environmental and climate efforts is to achieve carbon neutrality across our entire portfolio by 2030.

Our property portfolio's sustainability actions are linked to the UN's Sustainable Development Goals and the Net Zero Carbon Buildings Commitment of the World Green Building Council. Another important driver of our sustainability efforts is the EU taxonomy and its criteria for sustainable built environment from the perspectives of the climate, environment and society.

Climate and environmental efforts are now even more significant for our stakeholders and in real-estate finance. For issuers of green loans, high-level environmental certification and carbon-neutrality goals are important lending criteria. In the spring of 2023, Antilooppi agreed two new finance packages.

The first three-year financing agreement signed with the banks Nordea, OP, SEB and Danske Bank, worth over half a billion euros, covers almost the entire Antilooppi portfolio. Part of the terms of this financing agreement is linked to carbon neutrality goals pursuant to the Antilooppi strategy.

The other new financing agreement concerns Antilooppi's Siltasaari 10 property in the Hakaniemi area of Helsinki. The ten-year, EUR 40 million loan from Nordic Investment Bank (NIB) is linked to our sustainability efforts and our green transition goals. One of the loan criteria was achievement of LEED Platinum environmental certification by our Siltasaari 10 property.

## Resolute reduction of emissions

We made significant progress in 2023 towards our carbon neutrality target through numerous tangible actions. We achieved a reduction of 62% from the 2021 levels of our direct and indirect emissions

(Scope 1 and 2) compared to 2021. Investments in energy efficiency, increased proprietary renewable energy generation, systematic energy-saving measures, and the transfer in more properties to carbon-neutral heating all helped reduce emissions.

We have also evaluated our omissions in our supply chain (Scope 3). Our most significant sources of indirect emissions include commissioning of construction and property maintenance. Other sources of indirect emissions include business travel, clients' energy consumption, fuel production and energy network losses. The estimated share of indirect emissions is 60–70% of our annual total emissions. We are working to set the emissions goals for Scope 3 indirect emissions in the near future.

Antilooppi particularly invests in reducing the carbon footprint of construction and renovation. We are one of the industry pioneers promoting emissions calculations for renovation work. In 2023, we calculated the emissions we caused by commissioning the construction of our spatial concepts Always Ready and POOL and studied the opportunities for reducing emissions both in design solutions and in products. This analysis revealed the biggest carbon







sources of office renovation work, and we have begun seeking solutions to reduce them. We are involved in industry collaboration, led by Green Building Council Finland, to create guidelines for calculating the carbon footprint of renovation work.

## Raising energy efficiency and saving energy

We resolutely enhance our properties' energy efficiency and systematically save energy. Investments in energy efficiency are an essential element of the long-term design and renovation of our properties.

Antilooppi is committed to Finland's voluntary energy efficiency agreement. We reached the goal of 7.5% energy savings by 2025, pursuant to the Finnish office real-estate energy-saving agreement of 2017–2025, four years early in 2021. Our energy savings achieved in 2023 were 6,067 MWh, which is 13% of the consumption level of the first year of the agreement (2015: 47,988 MWh). During the agreement period, through our investments and operational measures, we have already saved approximately 660 tCO<sub>2</sub>.

In 2022, we took part in the national common energy-saving efforts and continued our energy saving measures in 2023 with the same ambitious targets. We save energy at our properties through operational measures, such as by optimising indoor temperatures and the times at which saunas, ventilation and lighting are used. All of these measures allowed us to save a total of 1,114 MWh on heating and 907 MWh on electricity, for a total energy consumption reduction of 1% on 2023.

We managed our energy saving measures and energy consumption optimisation in collaboration with our property maintenance partner Are. Our property managers work with the Are energy manager service to track, optimise and report regularly on our sites' energy consumption and to propose energy-saving measures. During 2023, we took a total of 223 energy-saving measures across our portfolio. Our property maintenance contract requires our partner to use zero-emissions maintenance vehicles and to recycle cooling apparatus refrigerants.

We also use remote control systems and energy manager service to avoid excess energy consumption at our properties. The energy manager service is used at 28 properties, which is 85% of Antilooppi properties.

## Increased proprietary solar energy generation

Increased generation of our proprietary renewable energy is an important part of achieving the carbon neutrality of our property portfolio. In 2023, we built seven new solar power stations on the roofs of our properties. This saw the total number of our solar power stations increased to eleven. In the spring of 2023, we built three solar power stations: on Tallbergintalo in Ruoholahti, on Valimotie 21 in Pitäjänmäki and on Hermannin rantatie 10 in Kalasatama. At the end of the year, Siltasaari 10 in Hakaniemi, Merikortteli in Punavuori and the Itämerentalo and HTC Pinta buildings in Ruoholahti were also equipped with solar power stations.

We have increased our proprietary renewable energy generation, and the total number of our solar power stations is now

11

The solar power stations increase our properties' energy self-sufficiency and reduce the amount of electricity purchased. The total surface area of our solar power stations increased to 2,361 m<sup>2</sup>. The estimated total power output of the online power stations is 444 MWh. This will allow us to reduce our carbon footprint by 62,000 kgCO<sub>2</sub> annually. The electricity used in our entire property portfolio is 100% renewable, Finnish wind energy.

The proprietary solar power stations on our office buildings generate added value for our clients and support them in achieving their own sustainability goals. We monitor and optimize the output and operations of our current power stations. Our goal is to use the roof surface area of our properties to generate solar power as extensively as possible.

## Choosing renewable energy sources

The electricity consumed at all of our properties originates from renewable sources, and an increased number of our properties (12) use carbon-neutral heating. During the reporting year, the electricity consumed was 100% Finnish origin-certified wind electricity.

In Helsinki, the form of carbon-neutral heating we use is circular heating, which is generated locally from waste heat at a Helen heat pump plant. At our sites in Espoo, the carbon-neutral heating we use is the Eko heating product from Fortum. Fortum Eko provides heat generated by renewable or equivalent energy sources, such as waste heat. In terms of lettable area of our property portfolio, over 60% is now carbon neutral in terms of energy usage.



# 100%

We achieved one of our most important sustainability goals when we earned certification for our entire property portfolio.

## 100% environmentally certified portfolio

Established international environmental certification for the real-estate industry offers an impartial, transparent and comparable assessment of the level of sustainability at our properties. The certification systems encompass a broad range of areas of sustainability. Environmental certification has become increasingly significant and it supports our clients in their own sustainability goals.

We achieved one of our most important sustainability goals in 2023, when we earned 100% certification for our property portfolio (2022: 55%). This multi-annual certification project consists of 32 office properties and the Ruoholahti Shopping Centre we manage.

The majority of our portfolio is certified according to BREEAM In-Use environmental standards. This environmental certification framework, a European leader, measures the environmental efficiency of in-use buildings in areas such as energy efficiency, emissions, transport connections, and solutions which support users' well-being. We have used the LEED classification, which focuses on buildings' environmental friendliness and sustainable development solutions, when conducting major renovations of our properties.

We also respond to our clients' expectations with our excellent results in the certification systems. A significant share (10) of our BREEAM-certified properties have achieved the Excellent rating of sustainability, and the rest (18) have achieved the Very Good rating. Of the LEED-certified properties, Siltasaari 10 in Hakaniemi and Lintulahdenvuori in Suvilahti, both in Helsinki, have achieved the highest level, Platinum, while the rest have achieved the Gold level.

Share of certification of leased surface area	
Property portfolio certification percentage	100%
Portfolio BREEAM certification share	85%
Very Good	50%
Excellent	36%
Portfolio LEED certification share	15%
Gold	6%
Platinum	8%

(leased surface area approximately 400,000 m<sup>2</sup>)

The BREEAM environmental certification must be renewed every three years, guiding us to enhance the environmental sustainability of our portfolio. We are taking determined action towards even higher certification ratings in selected properties. In 2023, we raised the BREEAM rating of our HTC Pinta building in Ruoholahti and our Valimo 21 building in Pitäjänmäki, both in Helsinki, to Excellent.

Siltasaari 10 earned the exclusive LEED Platinum environmental certificate in 2022, scoring the highest points in Finland at the time under the current v4 version of the framework.

## Enhanced circular economy and recycling

We promote the circular economy in our construction and commissioning projects by reusing materials and tools as well as promoting the material recycling of waste. We offer our clients advanced waste sorting facilities and collaborate closely with our refuse partner.

In 2023, we further enhanced the recycling and sorting facilities at our properties and arranged nine training and information sessions for our clients and partners about the circular economy.

We invest in increasing the amount of material recycling and respectively in decreasing the amount of mixed waste. Our utilisation rate of waste is 100%. In 2023, the rate of our material recycling was 64% and the rate of waste utilised as energy 35%. By 2024, our goal is to reach 70% recycling rate, and we are



progressing towards the target as planned. We have already reached the national recycling target of 60% by 2030, pursuant to the Finnish Waste Act.

In addition to waste recycling, we promote recycling of building materials and office furniture. We have an Antilooppi second-hand market, which allows our properties' discontinued materials and furniture to be recycled and reused in other properties and spaces. In all demolition and renovation work, our principle is to reuse serviceable materials and furniture as effectively as possible.

## Caring for urban biodiversity

The built environment plays a large role in both retaining and increasing biodiversity. The encroachment of buildings and traffic into nature reduce biodiversity. The manufacturing and primary production of the materials used in construction and renovation also have an impact on biodiversity.

Extending the life cycle of our existing property portfolio and developing it for future generations, durably and sustainably, are at the heart of our strategy. When renovating and reconstructing, we choose sustainable materials that are climate- and eco-friendly, and constantly seek low-carbon construction options. Parks and other green areas in the vicinities of our properties are important amenities which we cherish.

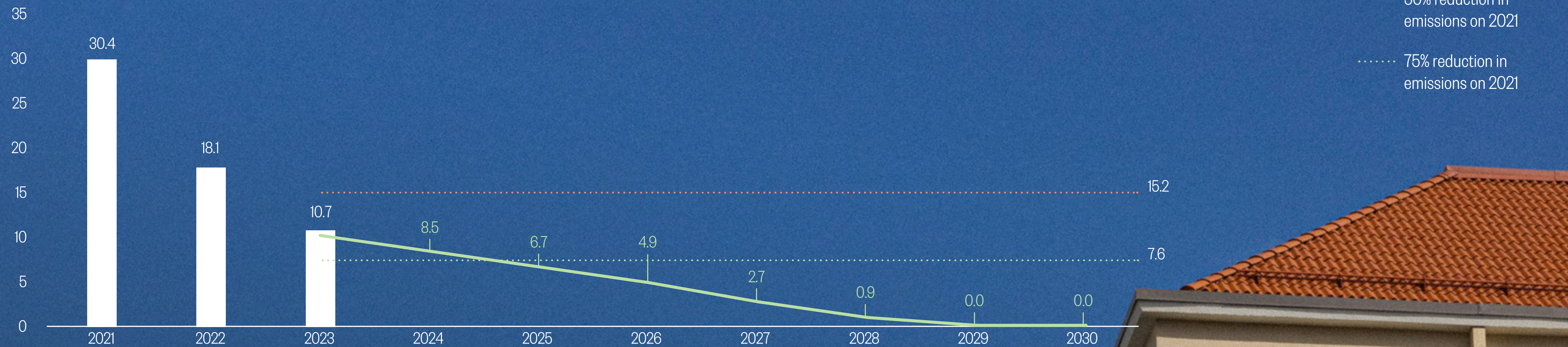




# Our roadmap to carbon neutrality by 2030

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

Scope 1 & 2 projected emissions, kgCO<sub>2</sub>/m<sup>2</sup>



## CO<sub>2</sub> reduction actions in 2023 include:



Energy saving actions and optimisation across portfolio



Energy efficiency investments



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



More than 60% of leasable areas have carbon neutral heating



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

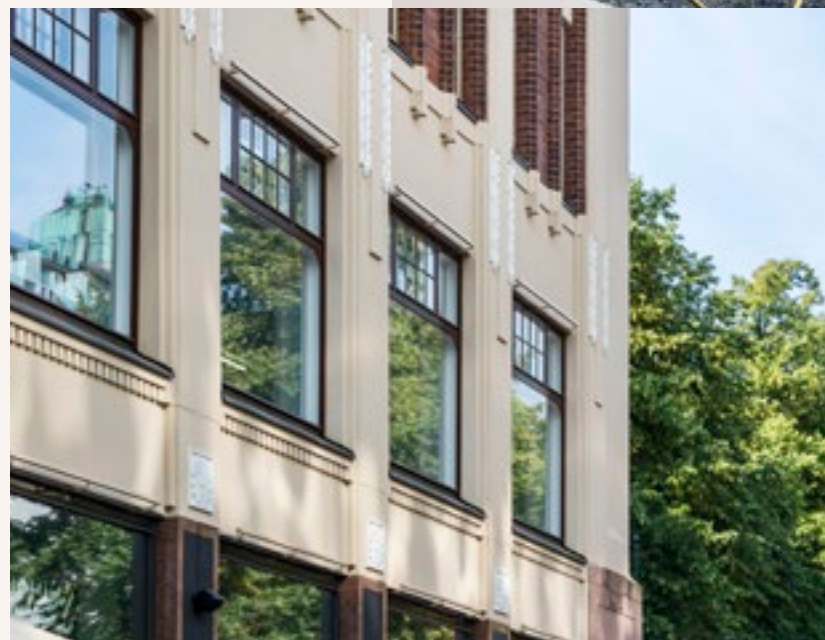
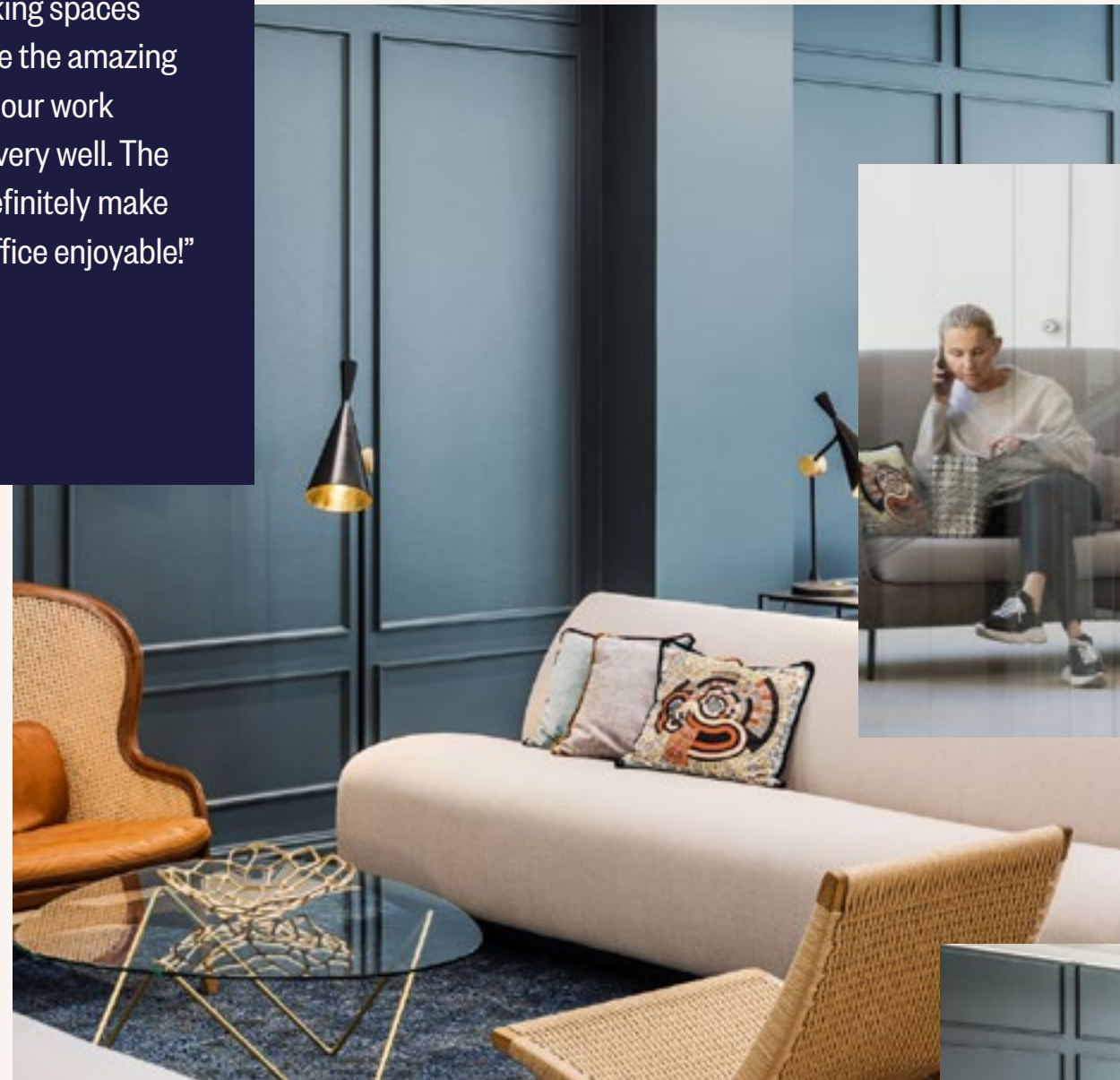
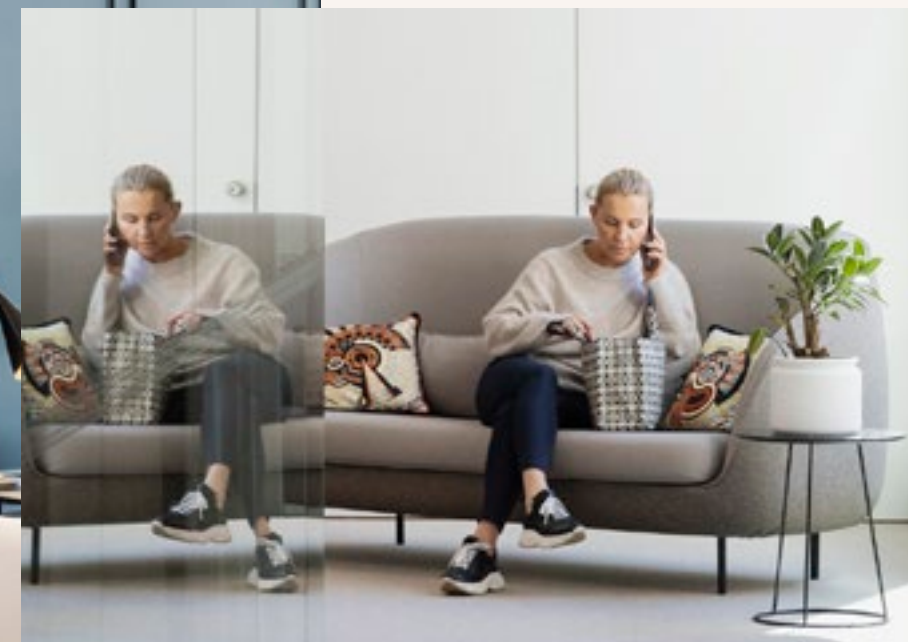
We update our carbon neutrality roadmap and progress towards 2030 annually.



CASE

# POOL concept impressed Green Building Council Finland

“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!”



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

“Siltasaari 10 was a natural choice for us.”

— Antti Ruuska, FIGBC’s CEO

concept, fulfilled this requirement perfectly. Another factor influencing the selection was the recent total refurbishment of Siltasaari 10, which increased its life cycle. 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.

# 10

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

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. 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.





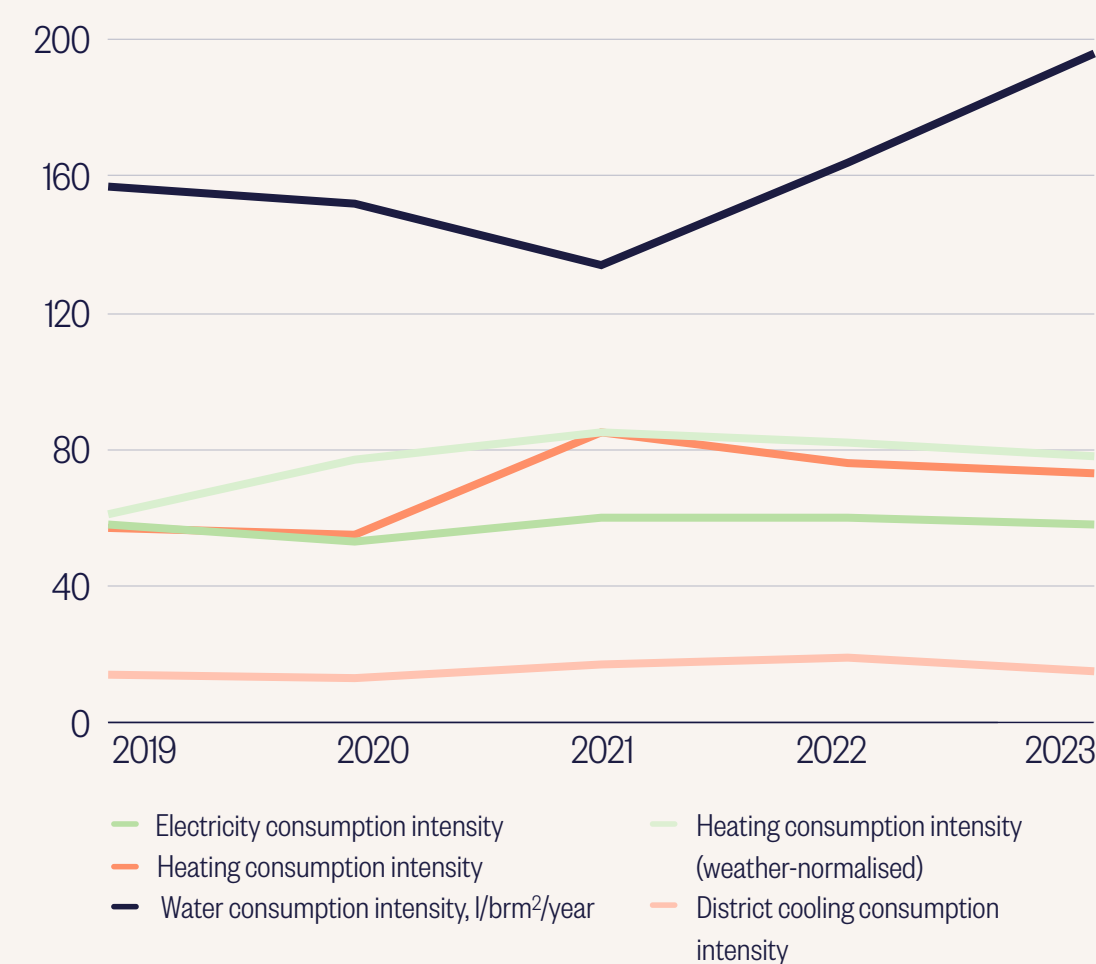
Antilooppi's certified properties at the end of 2023

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

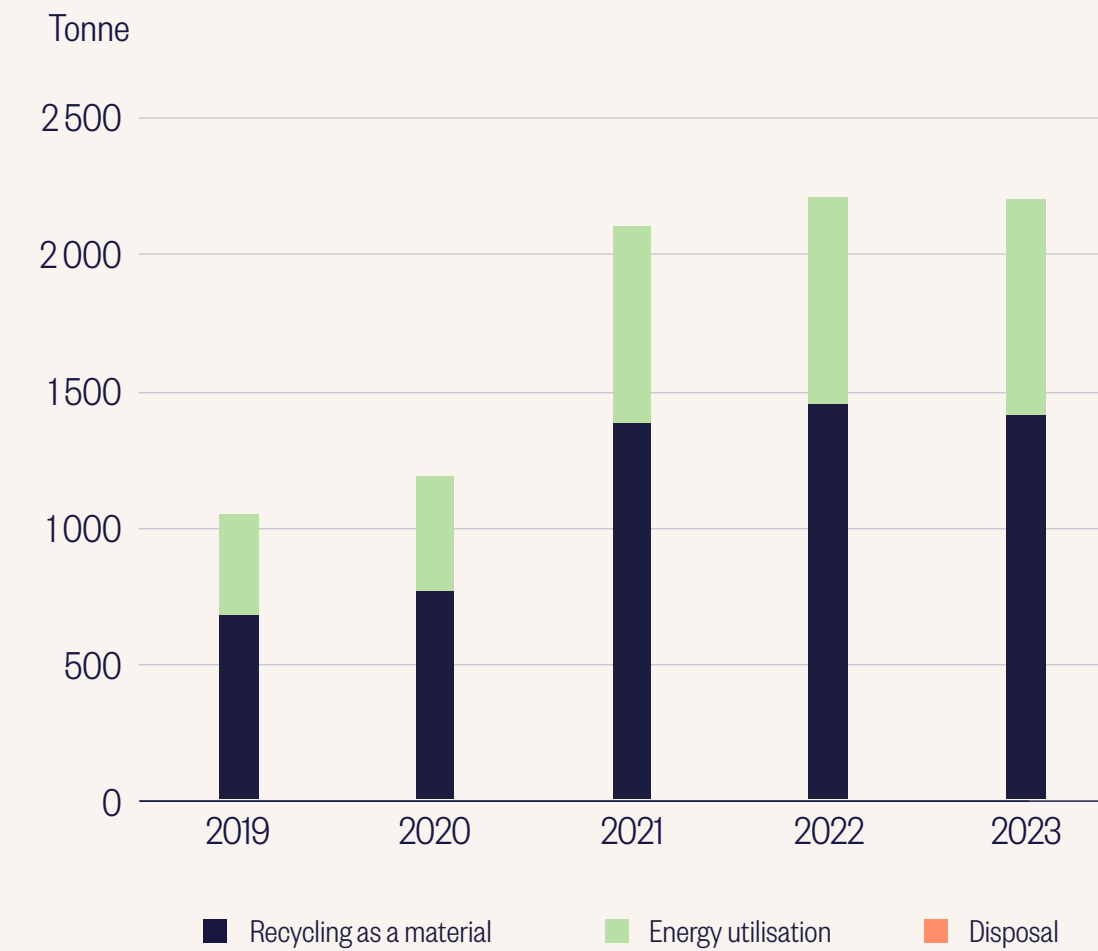
Property	Certificate	Rating
KOY Helsingin Elimäenkatu 28	BREEAM	Very Good
KOY Stella Nova	BREEAM	Very Good
KOY Helsingin Itämerentalo	BREEAM	Very Good
Salmisaaren Liiketalo Oy	BREEAM	Very Good
KOY Verkkoosaari (Hermannin rantatie 10)	BREEAM	Very Good
KOY Espoon Karaportti 3	BREEAM	Very Good



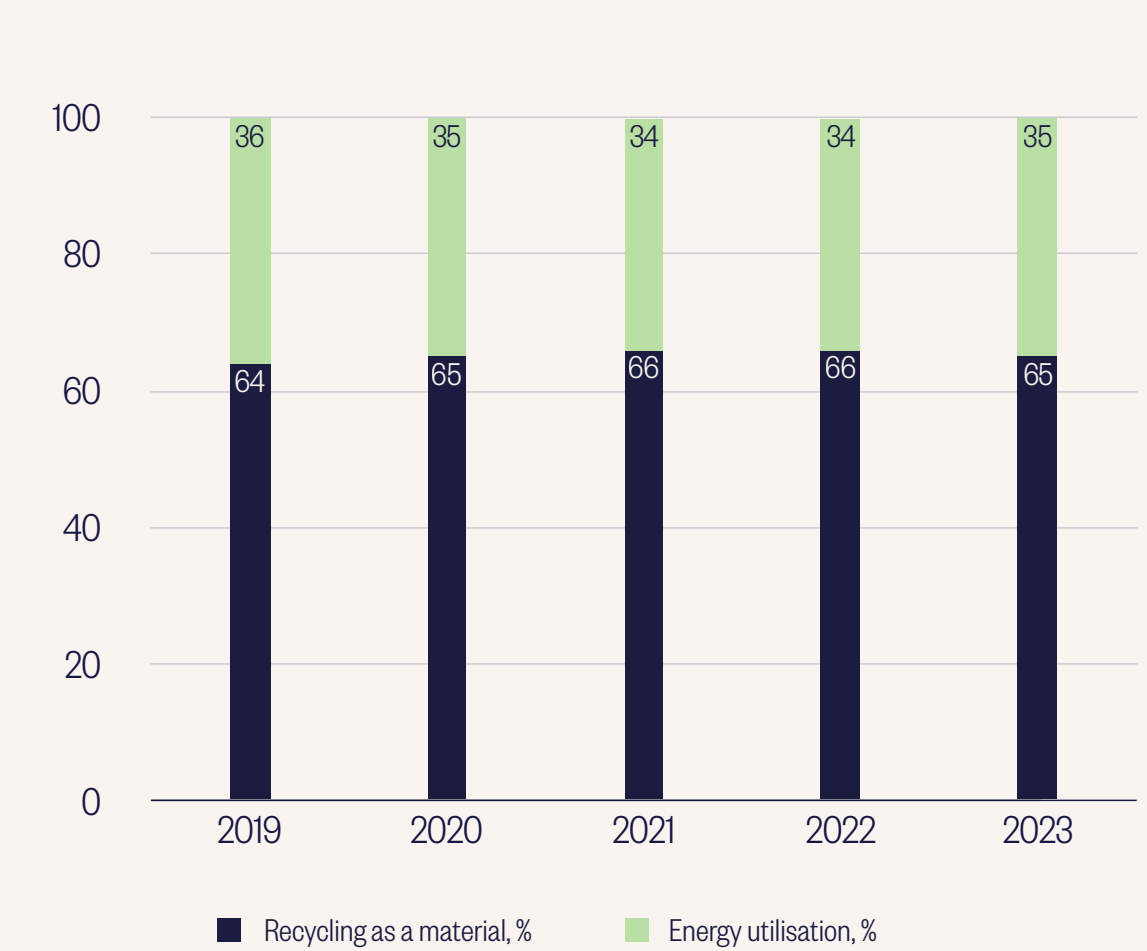
Electricity, heating, district cooling and water consumption kWh/bm<sup>2</sup>/year



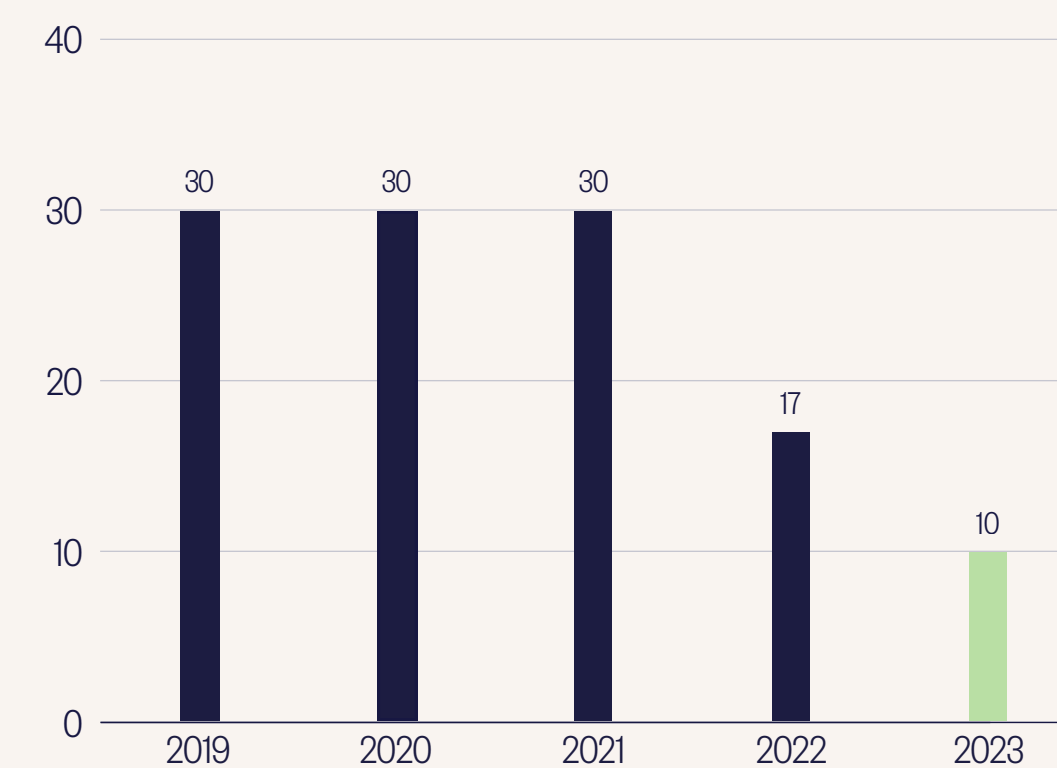
Waste volumes



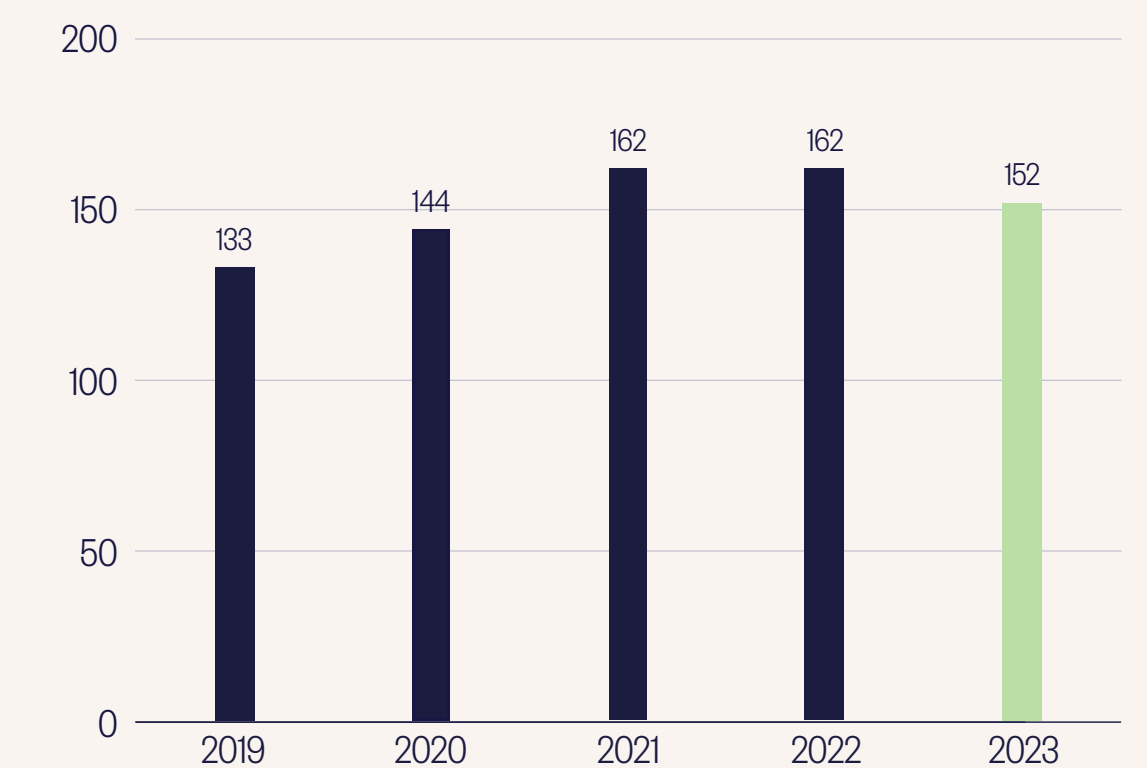
Waste reuse and recycling rate %



Greenhouse gas intensity, Scope 2, kgCO<sub>2</sub>e/bm<sup>2</sup>/year



Energy consumption intensity (weather-normalised district heating) kWh/bm<sup>2</sup>/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

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



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 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.





### CASE



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 (tCO<sub>2</sub>e). In 2023, there were in total 13,832 m<sup>2</sup> of POOL flexispaces, and the average carbon footprint per square metre was 11.8 kgCO<sub>2</sub>e/m<sup>2</sup>.

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.

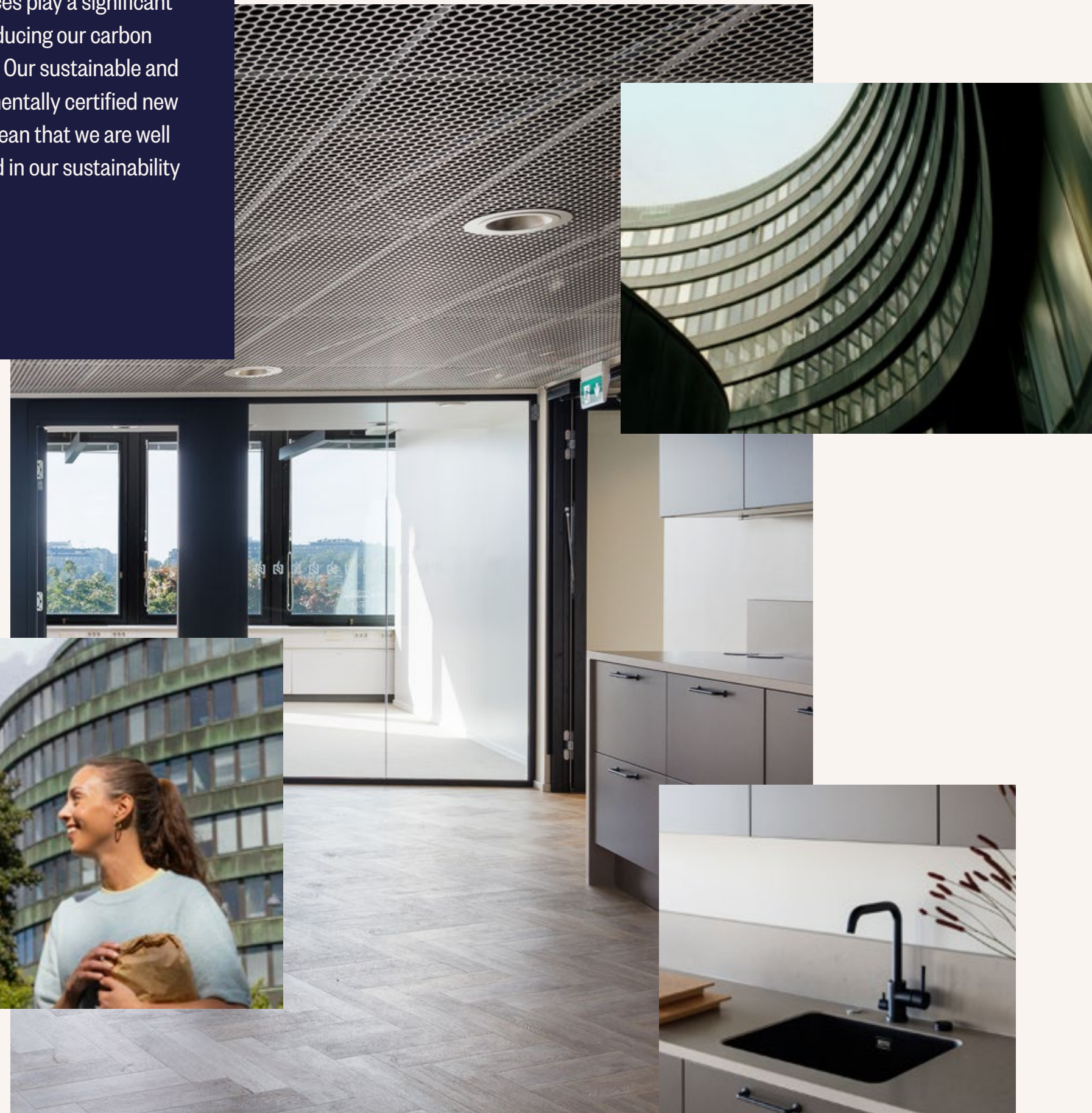
The ways in which we strive to reduce our own emissions annually include focusing on low emissions in selecting the providers of the largest, recurring procurements, and continuing to monitor and minimise construction projects' carbon footprint. We offset the remaining emissions by purchasing certified 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.





CASE

“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

“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

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.

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 m<sup>2</sup> in total,



“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 addition to our own offices.”

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.



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





# Sustainable business grounded in employee well-being

As a responsible employer, we cherish a good employee experience, team spirit and working environment. We want to build the best possible place of work, one in which our professionals feel good and shine in their jobs.

At Antilooppi, we are committed to exemplary fulfilment of our social responsibility. Through our actions, we can make an impact on our employees' and other stakeholders' well-being, as well as on society more broadly. As a responsible employer, we cherish a good employee experience, team spirit and working environment. By bearing holistic responsibility for employees, we can be the best possible place to work for our professionals. We believe that a healthy and committed workforce forms the basis for sustainable business, the positive effects of which benefit our clients and owners.

We create flexible places that enable good work for our clients and provide the same opportunity for our employees. By our employees' request, we have continued to work on a flexible hybrid model. Each employee can make an impact on how and where they work. At the end of 2023, we switched to a dual office model, in which our employees can use our offices at Itämerenkatu 3 in Ruoholahti and Siltasaari 10 in Hakaniemi. Our new offices are housed in Always Ready premises. This arrangement ensures

high-level workspaces for our employees which encourage team spirit, both in the eastern and western areas of central Helsinki. In addition, our employees have free access to our extensive POOL flexispace network which boosts well-being and a flexible everyday life.

Antilooppi supports its employees' wellness at work through benefits such as extensive healthcare which exceeds statutory demands, culture and sport benefit, and lunch benefit. We do our best to ease the compatibility of work, leisure and family. Since 2023, we have offered three months' paid family leave to the other parent as well.

At the end of the year, Antilooppi employed 41 people directly. In addition to our own personnel, we employ hundreds of workers in maintenance, lobby services, property maintenance, cleaning and security roles indirectly through our partners.





## Good results in employee survey

We maintain active dialogue with our employees and work with them to develop our operations. We also gather our employees' wishes in our regular work satisfaction and work well-being surveys. The response rate to the 2023 work well-being study, 90%, was good. Our Net Promoter Score totalled 29 (40). According to the survey, personnel's work ability and work energy is excellent, 4.0 (on a scale of 1–5).

The survey provided a comprehensive overview of the strengths and areas for improvement within our work community, for example with regard to wellness at work and work capacity. Antilooppi employees considered themselves motivated and energetic. They felt their work was meaningful and felt committed to the company's strategy. They believed they could balance work and leisure time, that the company cared for them and they had nice co-workers. Employees identified internal communications as an area for improvement.

## A safe, non-discriminatory workplace

We want to provide our employees with a safe place to work, free from any kind of discrimination or harassment. Every one of our employees can be their own, unique selves. We promote equality on the basis of our equality and non-discrimination plan. We work transparently and actively towards salary equality. Important areas of our responsibility for our employees include occupational safety and health and enhancing our employees' skills.

We bear responsibility for the risks associated with our business, as well as for minimising them through careful risk plans and under the leadership of our active Occupational Safety and Health Committee. During the year, we made many of our employee responsibility principles even more visible in our daily business and at the office. In 2023, there were no reportable occupational accidents involving Antilooppi employees.

## Career advancement with encouragement and training

Our performance and development reviews, held with employees twice a year, play an important role in improving well-being and productivity at work. In these reviews, we discuss successes and challenges. On the basis of the review, a supervisor and employee set goals together, both for everyday work and professional advancement.

Through targeted training, we strive to ensure that every one of our employees has the tools they need now and in future. In 2023, three Antilooppi employees began the postgraduate programme (PGP) in real-estate business. Other courses we offer include property management and property valuation training, provided by Kiinko. The in-house training we arranged was on topics such as data security and sustainability. We also gave all our employees the opportunity to enhance and update their first-aid skills. In 2023, our employees spent a total of 855 hours, equivalent to 114 working days, on in-house and third-party training sessions, seminars and information sessions.





We want to provide our employees with a safe place to work, free from any kind of discrimination or harassment.

## Valuing team spirit at work every day

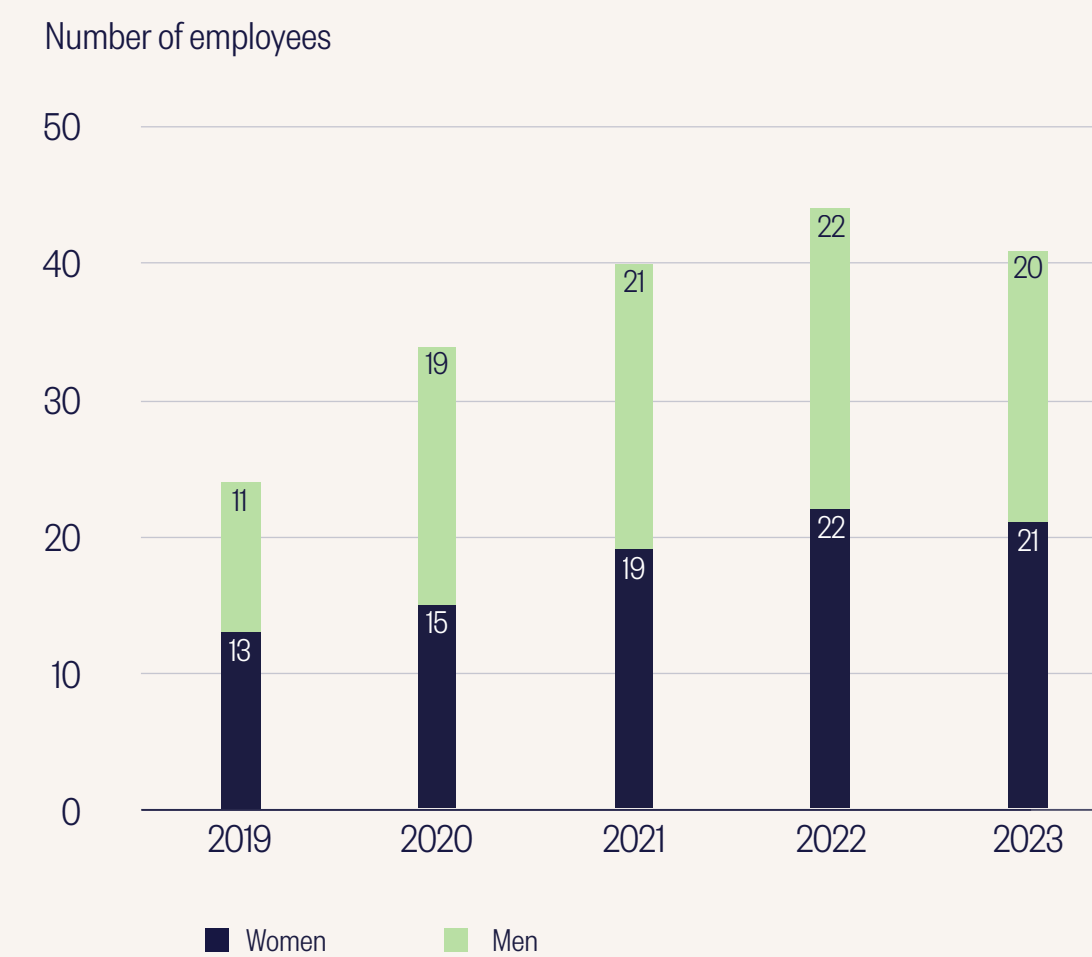
Encouraging encounters with others is a top priority for us: we invest in opportunities to connect and socialise, even during busy days at the office. The heart of our offices is a large kitchen, which brings people together during the working day. We also regularly see each other at staff briefings, lunches, team meetings and our monthly birthday celebrations over coffee and cake. The Antilooppi management and supervisors keep their diaries free of appointments once a week, making them available to meet in the office either in Ruoholahti or Hakaniemi.

One of the highlights of 2023 was our occupational well-being day in Tampere, which we run every spring. The event brought our entire

staff together to exercise and enjoy good food. We also offered our employees the opportunity to have a fitness check-up. In addition, we arranged our now hugely popular Finnish baseball game, after which the evening culminated in the highly anticipated bowling championships.

We also engaged our employees in a range of charity events. In the spring, over half of our employees participated either as runner or supporter in the Yritysmaratonviesti corporate run in Helsinki, which raised money to promote children’s exercise. In the Christmas season, we participated in the traditional Christmas Tree collection of gifts for children in the care of social services and special support.

Number of employees and gender distribution



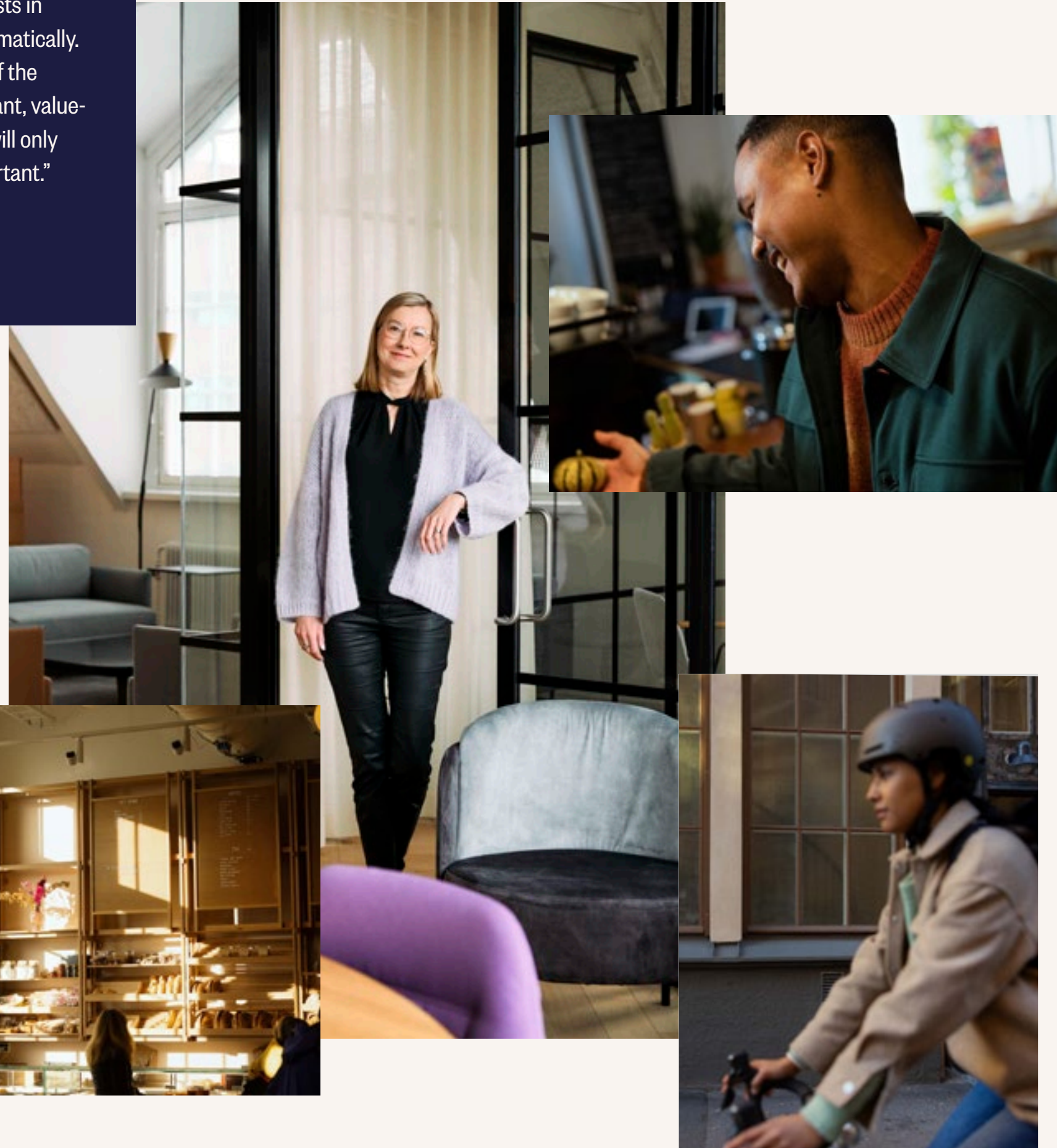
Age distribution of personnel





CASE

“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.

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

— **Kaisa Helminen,**  
Aiforia’s Chief Operating Officer

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 worldwide. 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.



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”



# Sustainability figures and GRI

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# Reporting principles

This is Antilooppi's fourth annual Sustainability Report. The Report has been compiled in accordance with the Global Reporting Initiative standards. The reporting period is the 2023 calendar year, from 1 January 2023 to 31 December 2023. The GRI index for 2023 form part of the report.

## Report assurance

Ernst & Young Oy has conducted limited assurance of the report. The assurance included the following GRI indicators: GRI-302-1, GRI 302-3, GRI 305-1 and GRI 305-2. The assurance statement is on [page 60](#).

## Reporting scope

The report encompasses the operations of Antilooppi Ky in Finland and properties in which Antilooppi owns over 50%. The reporting scope in 2023 included 40 sites, consisting of 35 companies (33 properties), 4 parking garages and one civil defence shelter. If a reported indicator differs from this scope, it is stated separately under the indicator in question.

We report all consumption figures for both the entire portfolio and the comparable properties to ensure retention of inter-annual comparability regardless of changes. The Antilooppi

real-estate portfolio may change annually through purchases, sales, refurbishments or other comparable changes, leading to a property being classified as non-comparable in reporting. Adjustments to properties' floor area data may also affect specific consumption and emissions.

## Comparable sites

The comparable sites for the reporting year and the previous year have been updated in terms of energy consumption and emission data. The comparable sites for the reporting period of 2022–2023 include all sites apart from the heating consumption at Itämerenkatu 21, and Tietotie 9, which was sold at the end of 2022. The Takkatie 1 site, sold at the beginning of 2023, is included in reporting for the period Antilooppi owned it (1/2022–2/2023).

## Energy

The energy consumption at Antilooppi properties consists of purchased energy; electricity, district heating and district cooling, as well as proprietary renewable energy production, such as solar energy. Solar energy is generated at 11 properties. District cooling is used at 10 properties. During the reporting year, we monitored the energy consumption of electricity, heating and cooling at 100% of our properties. The monitoring system we used for hourly

energy monitoring in the reporting year was Granlund Manager. Consumption monitoring in the parking garages is based on manual readings from the FIMX system.

For district heating, we report both measured and normalised consumption. District heating normalisation uses the heating degree-days reported by the Finnish Meteorological Institute. If part of properties' heating and cooling is delivered by ground source heat pumps, the heating is included in electricity consumption. Cooling is separately monitored in the properties which use district cooling. Cooling is included in electricity consumption if it is delivered locally by compressors. The unit used when monitoring the consumption of purchased energy is the megawatt hour (MWh). When reporting in GJ units, the conversion rate of 1 MWh = 3.6 GJ is used (source: International Energy Agency).

## Water

We have constantly improved our monitoring of our properties' water consumption, and in the reporting year we monitored it across 100% of our portfolio. In 2023, we used hourly monitoring for 33 sites. The monitoring system is Smartvatten. At three sites, water consumption is monitored by manual readings from the FIMX system.



## Carbon dioxide emissions

Most reported Antilooppi carbon dioxide emissions are classified as Scope 2 emissions. Antilooppi also causes Scope 1 emissions from its own activities, which it has measured since the 2021 reporting year. The calculation of carbon dioxide emissions is based on the Greenhouse Gas Protocol Corporate Standard.

Antilooppi's Scope 1 emissions include emergency power generators, as well as fuel consumption and refrigerant leaks in company cars provided as an unlimited benefit. The emissions of emergency power generators are calculated by estimating the generators' fuel consumption, based on the generators' size. Unlimited-benefit company car fuel consumption is calculated using driven kilometres and estimated fuel consumption. Fuel consumption is multiplied by the emission factor for the fuel type used, using the 2023 fuel classification of Statistics Finland. Refrigerant volumes have been obtained from the maintenance reports of hardware containing refrigerants. Refrigerant volumes are multiplied by the emission factor obtained from the safety data sheet of the refrigerant in question.

Antilooppi's Scope 2 emissions include energy purchased by Antilooppi: electricity, heating and district cooling. Emissions have been calculated by multiplying the reporting year's energy consumption by the respective emission factor. Emissions have been calculated by using both location-based mean values for

Finland and the market-based emission factors provided by purchased energy suppliers. Emission calculations are based on the most recent market-based emission factors from energy companies and Motiva, the state-owned sustainable development company. A location-based factor for Finland is not available for district cooling. Therefore, the report uses a provider-specific factor. The emission factors used in the Scope 2 calculation is reported under Key sustainability figures section.

## Waste

Reporting on waste encompasses all Antilooppi properties. The reported waste information is based on waste volumes obtained from the waste disposal service providers' reporting systems. A waste company reports waste volumes based either on waste containers' weight or the collection vehicle-specific default weight.

## Renewable energy

In the reporting year, renewable energy consists of renewable electricity and heating generated from renewable sources purchased from energy companies. The power generated by the solar power stations installed in 2022 and 2023 is not yet included in the consumption reporting. However the produced solar power is taken into account in electricity consumption, having a decreasing

effect on the purchased electricity. We will report the portfolio annual solar production from 2024 onwards.

## Key sustainability figures

All key sustainability figures related to the aforementioned areas are reported on the following pages in the Key sustainability figures section.





# Sustainability figures

## Antilooppi in figures GRI 102-7

	2023	2022	2021	2020
Number of employees	41	44	40	34
Turnover, TEUR	87,839	87,776	81,357	79,862
Managed property assets, TEUR	1,300,107	1,371,317	1,418,870	1,368,283
Liabilities (shareholder loan), TEUR	1,197,014	1,167,684	1,182,783	1,156,048
Equity capital, TEUR	106,760	214,048	224,737	209,022

## Direct economic value generated and distributed GRI 201-1

TEUR	2023	2022	2021	2020
Turnover (rental revenue)	87,839	87,776	81,357	79,862
Employee salaries, remuneration and social security contributions	5,650	5,944	4,635	4,267
Purchased goods, materials and services	33,862	33,278	27,089	23,535
Public sector payments (taxes)	6,639	6,733	6,430	6,032
Payments to lenders	22,762	10,374	11,020	10,448
Interest rate expenses to owners	35,700	34,299	31,802	28,677
Investments	32,415	49,218	71,347	517,085

## Development discussion GRI 404-3

%	2023	2022	2021	2020
Share of employees who have had a career development discussion	95	95	100	

## Staff turnover GRI 401-1

	2023	2022	2021	2020
New employees	0	9	9	14
Under 30 years old	0	1	2	
30–50 years old	0	8	7	14
Over 50 years old	0	0	0	
Women	0	5	4	5
Men	0	4	3	9
Ended employment relationships	3	5		
Under 30 years old	0	0	0	
30–50 years old	3	5	3	
Over 50 years old	0	0	0	
Women	1	2	2	
Men	2	3	1	
Staff turnover rate, %	4%	16%	15%	



Diversity of executive teams and employees GRI 405-1

	2023	2022	2021	2020
Board of Directors	5	5	5	6
Under 30 years old	0	0		
30-50 years old	2	4	4	3
Over 50 years old	3	1	1	3
Women	2	2	2	2
Men	3	3	3	4
Management Team	5	5	5	6
Under 30 years old	0	0		
30-50 years old	4	4	4	5
Over 50 years old	1	1	1	1
Women	1	1	1	1
Men	4	4	4	5
Employees	41	44	40	34
Under 30 years old	1	2	2	
30-50 years old	32	35	32	31
Over 50 years old	8	7	6	3
Women	21	22	19	15
Men	20	22	21	19

Information on employment relationships GRI 102-8

	2023	2022	2021	2020
Number of employees	41	44	40	34
Fixed-term employment contracts	0	0	1	
Women	0	0	0	
Men	0	0	1	
Non-fixed-term employment contracts	41	44	39	34
Women	21	22	19	
Men	20	22	20	
Full-time employment contracts	41	44	39	34
Women	21	22	19	15
Men	20	22	20	19
Part-time employment contracts	0	0	1	
Women	0	0	0	
Men	0	0	1	
External employees (external contracts)	4	5	4	4
Average staff turnover, %	3.5%	16%	15%	
Exit turnover, %	7%	11%	8%	
Incoming turnover, %	0%	20%	23%	



Energy consumption of Antilooppi's properties GRI 302-1

	2023	2022	2021	2020	2019	Change 2022-2023, %
Total energy consumption of all properties, MWh (weather-normalised)	93,267	99,372	96,096	85,992	67,816	-6.1%
Total energy consumption of all properties, GJ (weather-normalised)	335,762	357,739	345,944	309,570	244,139	-6.1%
Total energy consumption of like-for-like properties, MWh (weather-normalised)	86,281	90,891	82,051	67,596		-5.1%
Total energy consumption of like-for-like properties, GJ (weather-normalised)	310,611	327,207	295,383	243,344		-5.1%
Total energy consumption for all properties, MWh (measured)	89,828	95,184	95,724	74,348		-5.6%
Total energy consumption for all properties, GJ (measured)	323,380	342,661	344,606	267,653		-5.6%
Total energy consumption of like-for-like properties, MWh (measured)	83,349	87,226	81,714	77,779		-4.4%
Total energy consumption of like-for-like properties, GJ (measured)	300,057	314,014	294,171	280,006		-4.4%
Electricity, all properties, MWh	39,713	41,659	41,130	38,627	31,570	-4.7%
Electricity, all properties, property electricity, MWh*	22,461	26,447	28,942	29,346	21,939	-15.1%
Electricity, like-for-like properties, MWh	39,713	41,329	37,596	28,299		-3.9%
Heat, all properties, MWh (weather-normalised)	49,785	52,953	52,802	46,175	35,042	-6.0%
Heat, like-for-like properties, MWh (weather-normalised)	43,207	45,396	42,737	37,962		-4.8%
Heat, all properties, MWh (measured)	46,346	48,764	52,430	34,531	30,904	-5.0%
Heat, like-for-like properties, MWh (measured)	40,275	41,732	42,400	27,013		-3.5%
District cooling, all properties, MWh	3,769	4,761	2,164	1,190	1,204	-20.8%
District cooling, like-for-like properties, MWh	3,360	4,165	1,718	1,190		-19.3%
Fuel consumption, MWh (diesel for backup power supply, fuel purchase for cars)**	9	15	14	3	3	-36.7%
Fuel consumption, GJ (diesel for backup power supply, fuel purchase for cars)**	34	53	50	12	12	-36.7%

Like-for-like properties are defined in the Reporting principles section.

\* The calculation of fuel consumption was expanded in 2022. As data for leased cars is not available for 2021, the consumption was assumed to be identical to 2022 to maintain comparability.

Years 2018-2020 are not comparable with years 2021-2022 because the calculation has been expanded in 2021 and 2022.

\*\* During the reporting year, changes and refinements have been made to the calculation process of property electricity.

Emission coefficients and forms of production used for purchased energy GRI 302-1

	2023	2022	2021	2020	2019
Share of renewable electricity, %	100	78	8	5	9
Share of renewable heat, %	47	29	17	16	11
Share of renewable district cooling, %	100	100	100	85	85
Share of renewable diesel, %	n/a	n/a	n/a	n/a	n/a
Electricity, gCO <sub>2</sub> /kWh					
Helsinki	-	235	232	249	290
Helsinki (includes purchases of renewable electricity)	0	57			
District cooling, gCO <sub>2</sub> /kWh					
Helsinki	0	0	0	18	18
District heating, gCO <sub>2</sub> /kWh					
Helsinki	223	190	187	198	198
Vantaa	170	163	134	177	247
Espoo	146	156	212	342	300
District heating total (includes purchases of renewable energy)	142	173	196	n/a	n/a
Electricity, gCO <sub>2</sub> /kWh					
Motiva	100	100	131	141	158
District heating, gCO <sub>2</sub> /kWh					
Other co-production (Motiva)	125	125	154	154	164



**Energy intensity GRI 302-3**

kWh/gross m <sup>2</sup> /year	2023	2022	2021	2020	2019	Change 2022-2023, %
Energy intensity*	152	162	162	144	133	-6.2%
Electricity consumption intensity	58	60	60	53	58	-3.9%
Electricity consumption intensity, property electricity	33	39	46			-15.1%
Heating consumption intensity (weather-normalised)	78	82	85	77	61	-4.8%
Heating consumption intensity	73	76	85	55	57	-3.5%
District cooling consumption intensity	15	19	17	13	14	-19.3%

\* Weather-normalised district heating has been used for total consumption.

**Reducing energy consumption GRI 302-4**

	2023*	2022	2021	2020	2019	Change 2022-2023, %
Calculated energy savings from energy efficiency measures at properties, MWh	2,761	2,779	670	2,423	293	-0.6%
Calculated energy savings from energy efficiency measures at properties, GJ	9,941	10,005	2,412	8,723	1,055	-0.6%

\* Savings for the reporting year have not yet been officially approved in the energy efficiency agreement.

**Water consumption GRI 303-5**

	2023	2022	2021	2020	2019	Change 2022-2023, %
Water consumption at properties, l	111,793,012	95,172,624	76,938,265	69,999,420	81,195,341	17.5%
Like-for-like water consumption at properties, l	109,199,829	91,661,024	74,310,615	48,342,200		19.1%
Water consumption intensity, l/brm <sup>2</sup> /year	196,000	164,000	134,000	152,000	157,000	19.5%

**Direct greenhouse gas emissions (Scope 1) GRI 305-1**

tCO <sub>2</sub>	2023	2022	2021	2020	2019	Change 2022-2023, %
Emissions from the fuel consumption of back-up power generators	0.6	0.8	0.6	0.8	0.8	-25.3%
Emissions from leaked refrigerants*	408.3	274.9	274.9			48.5%
Emissions from the fuel consumption of leased cars*	1.1	1.6	1.6			-33.0%
Scope 1 total	410.0	277.2	277			47.9%
Greenhouse gas intensity, kgCO <sub>2</sub> e/brm <sup>2</sup> /year (Scope 1)	0.60	0.4	0.4			36.3%

\* Scope 1 calculation was expanded in 2022. The data for the use of leased cars and leaked refrigerants are assumed to be identical in 2021 and 2022 to maintain comparability.

**Indirect greenhouse gas emissions (Scope 2) GRI 305-2**

tCO <sub>2</sub>	2023	2022	2021	2020	2019	Change 2022-2023, %
Total emissions, market-based (weather-normalised district heating)	7,054	11,449	19,487	19,314	16,401	-38%
Total like-for-like properties, market-based (weather-normalised district heating)	5,587	10,014	16,797	15,116		-44%
Total emissions, market-based (measured district heating)	6,563	10,731	19,437	16,874		-39%
Total like-for-like properties, market-based (measured district heating)	5,209	9,395	17,828	12,744		-45%
Total location-based (weather-normalised district heating)	10,191	10,715	13,520	12,579	10,479	-5%
Total location-based (measured district heating)	9,762	10,193	13,462	12,557		-4%
Electricity, location-based	3,985	4,114	9,542	9,618	9,155	-3%
District heating (weather-normalised), location-based	6,207	6,601	9,945	9,674	7,223	-6%
District heating (measured), location-based	5,778	6,079	9,895	7,235		-5%
District cooling, location-based	0	0	0	21	22	0%

Like-for-like properties are defined in the Reporting principles section.



Carbon dioxide emission intensity of energy consumption GRI 305-4

kgCO <sub>2</sub> /gross m <sup>2</sup> /year	2023	2022	2021	2020	2019	Change 2022-2023, %
Total carbon dioxide emission intensity (weather-normalised)	10.1	17.3	30.0	29.6	29.9	-41.5%
Total carbon dioxide emission intensity (measured)	9.5	12.8	32.0	28.0		-26.0%
Total carbon dioxide emission intensity of electricity	0.0	3.4	13.8	13.3	16.8	-100.0%
Carbon dioxide emission intensity of electricity, total for property electricity	0.0	2.17	9.3			-100.0%
Total carbon dioxide emission intensity of district heating (weather-normalised)	10.1	13.9	16.1	16.3	13.1	-27.1%
Total carbon dioxide emission intensity of district heating (weather-normalised, incl. parking facilities)	8.6	11.8				-27%
Total carbon dioxide emission intensity of district heating (measured)	9.5	12.8	18.2	14.7		-26.0%
Total carbon dioxide emission intensity of district cooling	0.0	0.0	0.0	0.0	0.0	0.0%

Carbon dioxide emission intensity has been determined using a market-based calculation method in like-for-like properties.

Waste GRI 306-4, GRI 306-5

%	2023*	2022	2021	2020**	2019**	Change 2022-2023, %
Total utilisation rate	100.0	100.0	99.9	100.0	100.0	0.0%
Energy utilisation	35.4	34.0	34.0	35.2	36.1	3.9%
Utilisation as material	63.5	66.0	65.9	64.8	63.9	-3.7%
Disposed waste	0.0	0.0	0.1	0.0	0.0	0.0%

\* In 2023 waste reporting was expanded to cover HTC Pinta and Elimäenkatu 28 and 30.

\*\* For 2019, Siltasaarenkatu 6 and KOY Verkkosaari are missing from the figures.

Waste volumes GRI 306-3, GRI 306-5

Tonnes	2023*	2022	2021	2020	2019	Change 2022-2023, %
Total	2,228.2	2,230.4	2,119.3	1,192.8	1,116.7	-0.1%
Non-hazardous waste	2,203.4	2,215.1	2,106.0	1,141.2	1,052.5	-0.5%
Energy utilisation	788.0	758.9	720.9	419.7	367.1	3.8%
Recycling as material	1,415.4	1,456.2	1,385.1	768.0	685.4	-2.8%
Biowaste	645.3	656.5	623.7	328.9	294.8	-1.7%
Paper	54.4	66.7	67.6	52.0	66.8	-18.4%
Cardboard	510.2	491.4	503.6	275.3	221.5	3.8%
Carton	8.5	8.9	10.1	4.3	2.7	-4.1%
Glass	50.1	54.8	59.8	30.4	21.8	-8.6%
Metal	40.2	43.6	50.0	20.0	12.9	-7.7%
Plastic	26.8	16.3	15.6	5.5	0.8	64.3%
Sludge	73.8	110.0	41.3	0.0	0.0	-32.9%
Other waste	6.0	8.8	13.0	51.7	64.2	-31.7%
Disposal	0.0	0.0	0.0	0.0	0.0	0.0%
Hazardous waste	24.9	15.2	13.3	5.1	4.7	63.6%
Recycled hazardous waste	24.8	15.2	11.8	4.7	n/a	63.5%
Disposal	0.0	0.0	1.5	0.4	n/a	0.0%

\* In 2023 waste reporting was expanded to cover HTC Pinta and Elimäenkatu 28 and 30.



# GRI Index

GRI Standards		Location	Notes
GRI 2: General disclosures (2021)			
Organisational profile			
2-1	Organisational details	<a href="#">About Antilooppi, p. 4</a> <a href="#">Reporting principles, p. 47</a> GRI index	Our headquarters is located in Itämerenkatu 3, FI-00180 Helsinki
2-2	Entities included in the organisation's sustainability reporting	<a href="#">Reporting principles, p. 47</a>	
2-3	Reporting period, frequency and contact point	<a href="#">Reporting principles, p. 47</a> GRI index	Report's publishing date: 15.4.2023 Contact point: Head of Sustainability Hannamari Koivula: <a href="mailto:hannamari.koivula@antilooppi.fi">hannamari.koivula@antilooppi.fi</a>
2-4	Restatements of information	<a href="#">Reporting principles, p. 47</a>	Any corrections to previously reported information will be announced in connection with the reported information.
2-5	External assurance	<a href="#">Reporting principles, p. 47</a> <a href="#">External assurance, p. 60-61</a>	
Activities and workers			
2-6	Activities, value chain and other business relationships	<a href="#">About Antilooppi, p. 4</a> <a href="#">Stakeholders and cooperation, p. 19-20</a> <a href="#">Responsible and transparent business, p. 21</a>	
2-7	Employees	<a href="#">Sustainable business grounded in employee well-being, p. 43</a> <a href="#">Sustainability figures, p. 49-50</a> GRI index	All Antilooppi's employees work in Finland.
2-8	Workers who are not employees	<a href="#">Responsible and transparent business, p. 22</a> <a href="#">Sustainable business grounded in employee well-being, p. 41</a> <a href="#">Sustainability figures, p. 50</a>	
Governance			
2-9	Governance structure and composition	<a href="#">Sustainability management, p. 18</a> <a href="#">Sustainability figures, p. 50</a>	Partially reported. Diversity and independence of the Board reported.
2-11	Chair of the highest governance body	<a href="#">Sustainability management, p. 18</a>	The chairman of the board is independent of the company and is not a member of the company's management team.
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Sustainability management, p. 17</a>	Partially reported. The realisation of the sustainability strategy and the main sustainability goals are discussed regularly, at least once a quarter, at Antilooppi's Board meeting. Antilooppi's Management Team deals with responsibility issues regularly.
2-13	Delegation of responsibility for managing impacts	<a href="#">Sustainability management, p. 17</a>	



GRI Standards		Location	Notes
2-16	Communication of critical concerns	<a href="#">Antilooppi's sustainability goals, p. 15</a> <a href="#">Responsible and transparent business, p. 22</a> GRI index	During 2023, one notification was submitted to Antilooppi's whistleblowing channel. The notification has been communicated to the company's Management Team and Board, and has been processed in accordance with the company's procedures.
<b>Strategy, policies and practices</b>			
2-22	Statement on sustainable development strategy	<a href="#">From the CEO, p. 8-9</a> <a href="#">Our strategy, p. 10</a>	
2-23	Policy commitments	<a href="#">Stakeholders and cooperation, p. 19-20</a> <a href="#">Responsible and transparent business, p. 21-23</a> GRI index	Antilooppi's Code of Conduct and Supplier Code of Conduct can be found from Antilooppi's <a href="#">website</a> .  The precautionary principle according to Article 15 of the UN Rio Agreement. According to the article, the precautionary principle means the right to act, even if the scientific evidence for a phenomenon is not yet binding, if the consequences of the phenomenon are serious or irreversible. We implement compliance with the principle in practice by regularly conducting risk assessments as part of our business operations and by complying with environmental legislation and regulations.
2-24	Embedding policy commitments	<a href="#">Responsible and transparent business, p. 21-23</a>	
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Responsible and transparent business, p. 21</a>	
2-27	Compliance with laws and regulations	GRI index	No reported violations in 2023.
2-28	Membership associations	<a href="#">Stakeholders and cooperation, p. 19-20</a>	
<b>Stakeholder engagement</b>			
2-29	Approach to stakeholder engagement	<a href="#">Stakeholders and cooperation, p. 19</a>	
2-30	Collective bargaining agreements	GRI index	100%
<b>GRI 3: Material Topics (2021)</b>			
3-1	Process to determine material topics	<a href="#">Materiality analysis, p. 16</a>	
3-2	List of material topics	<a href="#">Materiality analysis, p. 16</a>	
3-3	Management of material topics	<a href="#">Sustainability strategy, p. 12-13</a> <a href="#">Antilooppi's sustainability goals, p. 14-15</a> <a href="#">Sustainability management, p. 17</a> <a href="#">Responsible and transparent business, p. 21-23</a> <a href="#">An even more sustainable portfolio, p. 24-28</a> <a href="#">Sustainable workspaces and well-being for our clients, p. 31-33</a> <a href="#">POOL by Antilooppi: the largest flexioffice network in the Helsinki region, p. 37-38</a> <a href="#">Sustainable business grounded in employee well-being, p. 41-43</a>	



GRI Standards		Location	Notes
<b>Economic standards</b>			
<b>GRI 201: Economic performance (2016)</b>			
201-1	Direct economic value generated and distributed	<a href="#">Responsible and transparent business, p. 22</a> <a href="#">Sustainability figures, p. 49</a>	
<b>GRI 203: Indirect economic impacts (2016)</b>			
203-1	Infrastructure investments and services supported	<a href="#">Stakeholders and cooperation, p. 19–20</a> <a href="#">Responsible and transparent business, p. 21</a> <a href="#">Sustainability figures, p. 49</a> GRI index	Investments are commercial investments. Investments can be found in table GRI 201-1.
203-2	Significant indirect economic impacts	<a href="#">Sustainability strategy, p. 13</a> <a href="#">Stakeholders and cooperation, p. 19–20</a> <a href="#">Responsible and transparent business, p. 21</a>	
<b>GRI 205: Anti-corruption (2016)</b>			
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Responsible and transparent business, p. 21–22</a> GRI index	Partially reported. Communicated to 100% of employees. Training is conducted for new employees. Anti-corruption is part of our procurement principles and Supplier Code of Conduct, which we require our partners to adhere to.
<b>GRI 206: Anti-competitive behavior (2016)</b>			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI index	No legal actions in 2023.
<b>Environmental standards</b>			
<b>GRI 302: Energy (2016)</b>			
302-1	Energy consumption within the organisation	<a href="#">Reporting principles, p. 47</a> <a href="#">Sustainability figures, p. 51</a>	
302-3	Energy intensity	<a href="#">Reporting principles, p. 47–48</a> <a href="#">Sustainability figures, p. 52</a>	
302-4	Reduction of energy consumption	<a href="#">An even more sustainable portfolio, p. 24–25</a> <a href="#">Sustainable workspaces and well-being for our clients, p. 31</a> <a href="#">Reporting principles, p. 47</a> <a href="#">Sustainability figures, p. 52</a>	
<b>GRI 303: Water and Effluents (2018)</b>			
303-5	Water consumption	<a href="#">Reporting principles, p. 47</a> <a href="#">Sustainability figures, p. 52</a>	
<b>GRI 304: Biodiversity (2016)</b>			
304-2	Significant impacts of activities, products, and services on biodiversity	<a href="#">An even more sustainable portfolio, p. 27</a>	Partially reported. Actual assessment of the extent, duration, irreversibility or effects on species has not been carried out.





GRI Standards		Location	Notes
<b>GRI 305: Emissions (2016)</b>			
305-1	Direct (Scope 1) GHG emissions	<a href="#">Reporting principles, p. 48</a> <a href="#">Sustainability figures, p. 52</a>	
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Reporting principles, p. 48</a> <a href="#">Sustainability figures, p. 52</a>	
305-4	GHG emissions intensity	<a href="#">An even more sustainable portfolio, p. 28</a> <a href="#">Sustainable workspaces and well-being for our clients, p. 34</a> <a href="#">Reporting principles, p. 48</a> <a href="#">Sustainability figures, p. 52</a>	
305-5	Reduction of GHG emissions	<a href="#">An even more sustainable portfolio, p. 25-26</a> <a href="#">Reporting principles, p. 48</a>	Reported partially calculated emission reductions from Antilooppi's solar power plant installations.
<b>GRI 306: Waste (2020)</b>			
306-3	Waste generated	<a href="#">Sustainable workspaces and well-being for our clients, p. 32, 34</a> <a href="#">Reporting principles, p. 48</a> <a href="#">Sustainability figures, p. 53</a>	
306-4	Waste diverted from disposal	<a href="#">Sustainable workspaces and well-being for our clients, p. 34</a> <a href="#">Reporting principles, p. 48</a> <a href="#">Sustainability figures, p. 53</a>	
306-5	Waste directed to disposal	<a href="#">Reporting principles, p. 48</a> <a href="#">Sustainability figures, p. 53</a>	
<b>GRI 308: Supplier environmental assessment</b>			
308-1	New suppliers that were screened using environmental criteria	<a href="#">Responsible and transparent business, p. 22</a> GRI index	Partially reported. In 2023, we held a tender for cleaning services, where environmental responsibility played a significant role in the scoring.
<b>Social standards</b>			
<b>GRI 401: Employment (2016)</b>			
401-1	New employee hires and employee turnover	<a href="#">Sustainability figures, p. 49-50</a>	
<b>GRI 404: Training and education (2016)</b>			
404-1	Average hours of training per year per employee	<a href="#">Sustainable business grounded in employee well-being, p. 42</a> GRI index	Partially reported. We regularly organise internal training sessions and briefings. Our staff consistently participates in external training sessions to enhance their expertise. We have been reporting employee training hours since 2023. Training hours are not reported by gender or employee type.
404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Sustainable business grounded in employee well-being, p. 42</a> <a href="#">Sustainability figures, p. 49</a>	



GRI Standards		Location	Notes
<b>GRI 405: Diversity and equal opportunity (2016)</b>			
405-1	Diversity of governance bodies and employees	<a href="#">Sustainable business grounded in employee well-being, p. 43</a> <a href="#">Sustainability figures, p. 50</a>	
<b>GRI 406: Non-discrimination (2016)</b>			
406-1	Incidents of discrimination and corrective actions taken	<a href="#">Sustainable business grounded in employee well-being, p. 42</a> GRI index	No reported incidents in 2023.
<b>GRI 407: Freedom of association and collective bargaining (2016)</b>			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Responsible and transparent business, p. 22</a>	
<b>GRI 409: Forced or compulsory labor (2016)</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Responsible and transparent business, p. 22</a>	
<b>GRI 414: Supplier social assessment (2016)</b>			
414-1	New suppliers that were screened using social criteria	<a href="#">Responsible and transparent business, p. 22</a> GRI index	Partially reported. In 2023, we held a tender for cleaning services, where social responsibility played a significant role in the scoring.
<b>GRI 415: Public policy (2016)</b>			
415-1	Political contributions	<a href="#">Responsible and transparent business, p. 21</a>	
<b>GRI 416: Customer health and safety (2016)</b>			
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Sustainable workspaces and well-being for our clients, p. 32</a>	
<b>GRI 418: Customer privacy (2016)</b>			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	GRI index	No complaints in 2023.
<b>GRI 419 Socioeconomic compliance (2016)</b>			
419-1	Non-compliance with laws and regulations in the social and economic area	GRI index	No violations in 2023.

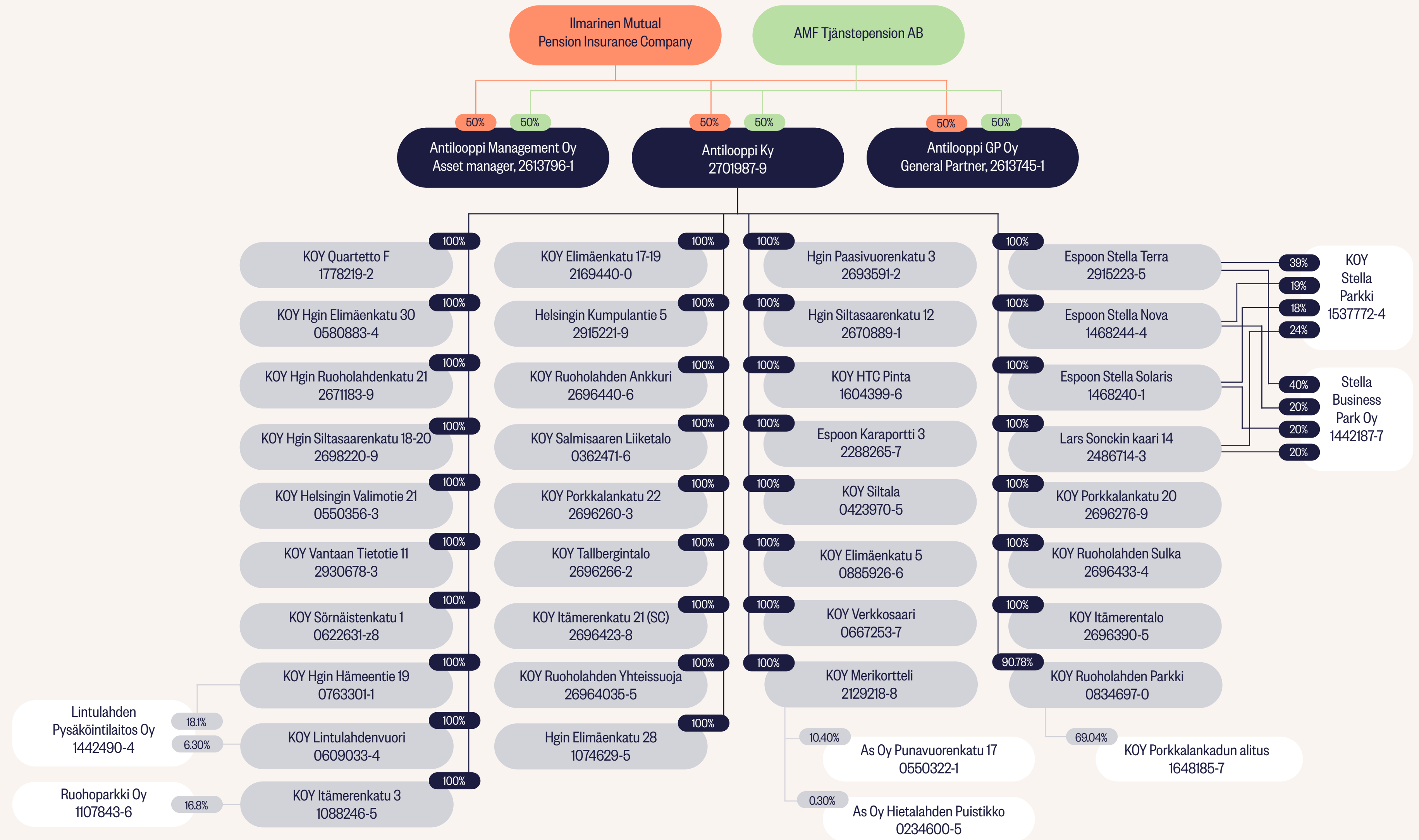


# Antilooppi company structure

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 35 companies in total (31 December 2023). All companies in which Antilooppi owns more than 50% fall under the scope of Antilooppi's annual sustainability reporting.

## Contact information

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(Translated from the original report in Finnish language)

# Independent accountant's assurance report

To the Management of Antilooppi Ky

## Scope

We have been engaged by Antilooppi Ky (hereafter "Antilooppi") to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, hereafter referred to as the engagement, to report on real-estate portfolio's energy consumption and GHG emission (scope 1 and 2) information in Antilooppi's sustainability report for the period 1.1.-31.12.2023 (the "Subject Matter").

The Subject Matter included the following GRI indicators:

- GRI 302-1 Energy consumption within the organisation
- GRI 302-3 Energy intensity
- GRI 305-1 Direct (Scope 1) GHG emissions
- GRI 305-2 Energy indirect (Scope 2) GHG emissions

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

## Criteria applied by Antilooppi

In preparing the Subject Matter, Antilooppi applied the Global Reporting Initiative (GRI) and Greenhouse Gas protocol sustainability reporting standards and Antilooppi's own internal reporting principles (the "Criteria"). As a result, the Subject Matter information may not be suitable for another purpose.

## Antilooppi's responsibilities

Antilooppi's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

## EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ("ISAE 3000"), and the terms of reference for this engagement as agreed with Antilooppi on 11.12.2022. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

## Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.



## Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management’s internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

The Green House Gas quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of GHGs. Additionally, GHG procedures are subject to estimation (or measurement) uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other appropriate procedures.

## Our procedures included:

- a) Development of our knowledge and understanding of Antilooppi’s material sustainability reporting topics, organisation and activities,
- b) Interview with senior management to understand Antilooppi’s sustainability management,
- c) Interviews with personnel responsible for gathering and consolidation of the Subject Matter to understand the systems, processes and controls related to gathering and consolidating the information,
- d) Assessing sustainability data from internal and external sources and checking the data to reporting information on a sample basis to check the accuracy of the data.

We also performed such other procedures as we considered necessary in the circumstances.

## Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the Subject Matter in Antilooppi’s sustainability report for the period 1.1.-31.12.2023, in order for it to be in accordance with the Criteria.

Helsinki, 11.4.2023

Ernst & Young Oy  
Authorized Public Accountant Firm

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Authorized Public Accountant

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Leader of Sustainability Services



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